



May 14, 2026

To Whom It May Concern,

I am writing a recommendation for Randall Allen. Several years ago, I worked with Randall at Vocational Rehabilitation, and I can definitively say that one of the things that stood out to me about him was his dedication to his position. As a result of this dedication, Randall was well respected by his colleagues and peers. I do not recall hearing a negative word about him during our time of employment together.

Randall's work ethic was also noticed by the State leadership team in Nashville, as it enabled him to be promoted to his current position of Regional Manager at Vocational Rehabilitation.

Before I became Executive Director for the Upper Cumberland Workforce Board, Randall and I served on the local board together. In my experience, Randall always took his position on the board seriously, and he served his role well.

Randall is a man of character and integrity, and I wholeheartedly recommend him for this position.

Sincerely,

A handwritten signature in black ink, appearing to read "Ryan Barnhart". The signature is fluid and cursive, with a long horizontal stroke extending to the right.

Ryan Barnhart

Executive Director

Upper Cumberland Local Workforce Development Board