

Executive Management Team Professional Biographies



Michael J. Celebrezze

Senior Vice President/Finance, Chief Financial Officer and Treasurer

Michael Celebrezze joined LCA-Vision/LasikPlus in July 2006. Prior to his current appointment, he served as Senior Vice President, Finance and Treasurer. Mr. Celebrezze oversees finance, accounting, insurance, investments, and investor relations, and reports to the company's Chairman. Prior to joining LCA-Vision/ LasikPlus, he served for more than five years as Chief Financial Officer of First Transit, a national public transportation company with \$400 million in revenue, 120 locations, and 6,000 employees. Prior to joining First Transit, he worked for 17 years with APCOA/Standard Parking, where he held a variety of financial positions including Executive Vice President and Chief Financial Officer. APCOA/Standard Parking is a company with annual revenue of \$550 million, 2000 locations, and 14,000 employees. Mr. Celebrezze holds a Certified Public Accountant designation in Ohio (inactive) and received a B.S. in Accounting from Kent State University and an M.B.A. from John Carroll University.



David L. Thomas

Chief Operating Officer

David Thomas joined LCA-Vision/LasikPlus in April 2008 as Senior Vice President of Operations and was promoted to Chief Operating Officer in June 2009. Mr. Thomas oversees and directs the operations of the company's LasikPlus vision centers and reports to the company's Chairman. He has nearly 20 years of experience in all areas of operations, primarily in service-oriented multi-site retail environments. Throughout his career he has developed teams and implemented strategies to increase operational efficiencies that resulted in improved customer service and employee development, as well as improved financial performance. Prior to joining LCA-Vision/LasikPlus, he served as Division President and Senior Vice President, Operations for Boston Market from 2001 until 2004 (shortly after its acquisition by McDonald's Corporation), and from 2004 to 2007 as Chief Operating Officer. He was selected by McDonald's Corporation to lead Boston Market's turnaround, which included a transformation of the entire organization into a customer-driven collaborative culture. Prior to his appointment at Boston Market, he spent 10 years at McDonald's Corporation where he served in several operational leadership roles. Throughout his career at McDonald's he consistently received top accolades for business results, team development, and efficiency improvements. Prior to joining McDonald's, he spent four years at Leo Burnett Worldwide where he worked with clients to develop advertising strategies and positioning, and provided business analysis and strategic recommendations. He graduated from the U.S. Military Academy at West Point and completed five years of active duty in several leadership and command roles. Mr. Thomas is a noted industry expert on leadership and business management issues, and is often asked to serve as a keynote speaker at leadership and business/technology conferences.



Rhonda S. Sebastian

Senior Vice President, Human Resources

Rhonda Sebastian joined LCA-Vision/LasikPlus in June 2009 as Senior Vice President of Human Resources. Ms. Sebastian previously served as Vice President of Human Resources at LCA-Vision/LasikPlus from October 2005 through October 2006. She leads the human resources function which includes strategy and organizational alignment management. She has more than 30 years experience in human resources, including the past 12 years in senior management positions. Prior to re-joining LCA-Vision/LasikPlus, Ms. Sebastian served as Vice President Organization and Management Development for SENCORP, a leader in the pneumatic tools and fastening systems. In this role, she led the creation of the Corporation's talent acquisition, development, planning and measurement strategy and plans. Additionally, Ms. Sebastian served as Vice President Organizational Effectiveness at Sara Lee Foods and Vice President Human Resources & Shared Services. In these roles, she provided leadership for talent selection, management development, employee engagement, succession planning, culture development, performance management, employee relations, and diversity initiatives. She also served as Vice President Human Resources at Sara Lee Branded Apparel Latin America Group where she established human resource functions supporting commercial businesses in Mexico, Brazil, Chile, Argentina, and Puerto Rico. Ms. Sebastian holds a Human Capital Strategist designation from the Human Capital Institute.