



# ASRS

American Society of  
**Retina Specialists**

**Deborah Shute Leemaster, SHRM-SCP, SPHR, GPHR – Chief Human Resources Officer**

Ms. Deborah Leemaster is a global Human Resources executive with over 30 years' experience in high growth public and private companies. These companies included up to \$4B in annual revenue, 10,000 employees, and footprints across North America, Europe, and Asia. Throughout her career she has worked closely with C-suite Executives/Principals and their leadership teams in a variety of industries including optical/eyecare, technology, telecommunications, and HR consulting.

Ms. Leemaster is a graduate of California State University, Sacramento where she earned a Bachelor of Science degree in Business Administration with concentration in HR Management. She is certified at both a senior and global level. Throughout Ms. Leemaster's career, she consistently exhibits her profound ability to drive results in highly complex and ambiguous environments, manage constant change, influence and inspire trust, value differences, and approach challenges pragmatically with a solution orientation.

Most recently, Ms. Leemaster served 10 years in senior HR leadership roles for Essilor of America (now EssilorLuxottica), the world's leading ophthalmic optics company and manufacturer of prescription optical lenses in the U.S. As Vice President of HR, Strategic Business Partnering, Deborah supported the operations and commercial organizations through rapid growth and expansion initiatives including high volume manufacturing and Mergers & Acquisitions of numerous vertically integrated businesses. Deborah was the co-founder of Essilor's Diversity & Inclusion program and leader of the Essilor Women's Network.

Ms. Leemaster joined Retina Consultants of America (RCA) in June of 2022 as Chief Human Resources Officer. In this role, she collaborates with practice-level business leadership and internal HR teams to define and execute an organizational-wide People Strategy that fuels growth. She also manages HR for RCA's corporate team in Southlake, Texas. Outside of RCA, Ms. Leemaster resides in the Southlake area and enjoys spending time with her husband and family, travelling, interior design, cooking, and mastering the art of wine tasting.