

March 30, 2022

EBAA House of Delegates
Eye Bank Association of America
1101 17th Street NW, Suite 400
Washington DC 20036

RE: Board Candidate Tony Bavuso

To Whom it may Concern:

I write this letter in support of the candidacy of Tony Bavuso to the EBAA Board of Directors. I believe Tony would make an outstanding addition to the Board, for a myriad of reasons; allow me to list some of them.

My experience in Eye Banking encompasses some thirty years, as a Member of the Board of Directors of the former Kansas Eye Bank, also known as Wichita Eye Foundation. My experience with Tony only goes back the past year, but has been extensive, and many faceted.

I worked directly with Tony as we negotiated the asset acquisition of the Kansas Eye Bank (KEB) eyebanking operation by Tony's organization Saving Sight. In negotiating with Tony, I found him to be well informed and knowledgeable about the eyebanking business, and changes and trends occurring in said industry which were affecting my organization. He was fair, thoughtful, considerate of KEB's position and concerns, while also working in the best interests of his own organization. Tony demonstrated compassion in the upheaval for the KEB organization and its employees, as we looked to make a significant change in a long standing operation. We were able to strike a deal that was fair to both organizations, while also accommodative to employees of KEB.

As part of the KEB transaction, I was offered a Board position with the Saving Sight organization, which I accepted. In my time as a member of the Saving Sight Board, I have found Tony to exhibit many admirable traits in his role as CEO. His passion is eyebanking and the profession, and he serves to promote his organization and the profession both internally and in the larger community. In my interactions with him, I find him to be a strong but thoughtful leader, considering both strategic and programmatic planning, a good motivator who is also open to other opinions and suggestions, and extremely mission oriented. He has a good grasp of the financial aspects of the Saving Sight organization. Tony exhibits a humanistic approach to his employees, while also holding them to well thought out organizational standards. There is also a real emphasis on Board development, helping the individual Board members understand their role and the function of the Board as an entity, which I have not seen in other organizations of which I am a member.

To summarize, I believe Tony Bavuso is emblematic of the desired traits for a member of the Board of Directors of the EBAA. I highly recommend him for such a position.

Regards,
Marc A Vincent
Wichita, KS