



U.S. Oral Surgery Management

Press Kit

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Fact Sheet

History

Headquartered in Irving, Texas, U.S. Oral Surgery Management (USOSM) is a management services organization that exclusively serves premier oral and maxillofacial surgeons. USOSM was established in November 2017 as the first company of its kind, and USOSM continues its leadership legacy today with one of the largest networks of premier oral and maxillofacial surgeons, nationwide.

USOSM provides exceptional operational, financial and administrative support services to fuel clinical excellence, innovation and wealth-creation. When an oral surgeon partners with USOSM, the company handles the day-to-day operational details, but the surgeon maintains full clinical autonomy. In addition, under its unique business model, USOSM surgeon partners receive a significant financial stake in the company.

USOSM is backed by the private equity firm Oak Hill Capital, a longstanding private equity firm focused on the North America middle-market.

Vision

To be the oral surgery management company most admired for its people, partnership model and performance.

Mission

We partner with premier oral and maxillofacial surgeons to help them enhance their clinical mission and their success both today and tomorrow.

Ideal Partners

Oral surgeons who partner with USOSM are experienced, established surgeons who want to share best practices with fellow partners for the benefit of all.



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C-Suite Biographies

Chief Executive Officer Doug Drew

An accomplished senior executive with more than 30 years of experience leading and growing businesses – primarily in multi-site organizations – Doug Drew is known for delivering financial results, leading business transformations, and building strong, purpose-led cultures.



Mr. Drew has a collaborative leadership style and a reputation for supporting specialists, doctors and care teams. He is deeply committed to clinical independence, compassionate patient care and exceptional clinical excellence.

Prior to joining U.S. Oral Surgery Management, Mr. Drew served as Global President of Mars Veterinary Health, the largest veterinary platform in the world with more than 3,000 veterinary hospitals and 12,000 veterinarians in 20+ countries. While there, he led the organization through a period of significant expansion and strengthened its reputation as a leader in veterinary healthcare.

During the COVID-19 pandemic, Mr. Drew was the North America President of Mars Veterinary Health. In this role, he delivered record earnings results, while navigating the pandemic and its unique challenges, in particular, the strain on hospital capacities.

He also served in several leadership roles with VCA Inc., a publicly traded veterinary consolidator, where he led the animal hospital division through a phase of innovation and patient-centered care in complex, multi-site veterinary hospitals.

Mr. Drew began his career in finance and consulting, delivering a variety of vital business services. Previous executive leadership experience and education:

- Global President, Mars Veterinary Health
- North America President, Mars Veterinary Health
- President, VCA Animal Hospitals and Petcare Services
- President, Animal Hospitals and Petcare Services, VCA Inc.
- Vice President, U.S. Hospital Operations, VCA Inc.
- CEO and Founder, Think Pets
- Bachelor of Science in Finance, Boston College
- MBA, Harvard University



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Chief Operations Officer Alisa Ulrey

Alisa Ulrey is a seasoned executive with more than 30 years of experience shaping two of the nation's largest Fortune 500 companies. As COO, Ms. Ulrey oversees daily operations, designs and implements business strategies, sets performance and growth goals, and establishes policies that promote company culture and vision.



Ms. Ulrey is a results-oriented leader with a proven track record of success. She is focused on building strong, cross-functional teams that revolve around patient experience. Ms. Ulrey is a business mentor and actively volunteers with Women in DSO, a nonprofit dedicated to the advancement of women leaders in the dental industry. Previous experience and education:

- President, Center for Autism and Related Disorders LLC
- Division Vice President, CVS Health
- Group Director of Stores, Target
- BA in Business Administration and Management, Ball State University

Chief Financial Officer Henry Moomaw

A seasoned financial executive and a highly effective leader, Henry Moomaw has spent the past 25+ years working with private equity-backed companies as they grew and advanced to recapitalizations, sales and IPOs. As CFO, Mr. Moomaw provides financial oversight for U.S. Oral Surgery Management and all of its surgeon partner practices.



Previously, Mr. Moomaw served as CFO for Excalibur Resources LLC and TEAK Midstream LLC, leading both companies through sales initiatives. Mr. Moomaw is a CPA licensed in the state of Texas and a member of the American Institute of Certified Public Accountants. He is also actively involved in the community, serving on a number of professional and local boards. Previous experience and education:

- CFO, Excalibur Resources LLC
- CFO, TEAK Midstream LLC
- VP Controller, Animal Health International Inc.
- Senior Analyst, Electronic Data Systems
- Auditor, Arthur Andersen
- BA in Accounting, Southern Methodist University



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Chief Human Resources Officer Annette Igl

With more than 25 years of experience as a senior-level human resource executive, Annette Igl brings a wealth of knowledge and expertise to U.S. Oral Surgery Management. She is responsible for the development, implementation, communication and administration of all employee relations, recruiting, benefits and compensation activities, programs, policies and plans – for both USOSM and all of its partner practices.



Ms. Igl is exceptionally skilled at developing and implementing human resources initiatives that support the business' overall strategic goals and in helping both company leaders and employees to unlock their potential. In addition, she is particularly skilled in leading transformation, driving organization effectiveness and ensuring employee engagement and retention. Previous experience and education:

- Vice President, Human Resources, USOSM
- Senior Director, Human Resources, Sally Beauty Holdings Inc., Beauty Systems Group
- Senior Director, Learning and Development, Sally Beauty Holdings Inc.
- Director, Human Resources, Aerial Beauty Company Inc.
- BBA, Human Resource Management Focus, University of Wisconsin

Chief Information Officer Chad Ehmke

With more than 30 years of experience as a senior IT executive, Chad Ehmke is skilled at helping companies utilize technology to drive value. Mr. Ehmke has worked with companies in a wide variety of sizes, ownership models and geographic locations.



In addition, Mr. Ehmke has served as a CIO across multiple industries, including retail, restaurants, home building and consumer packaging goods. His experience includes successful implementations of the complete spectrum of systems within a company, including complex global ERP, customer relationship management and digital marketing, business acquisition and consolidation, and thousands of effectively implemented retail POS solutions. Previous experience and education:

- Senior Vice President, Retail Solutions, Protivix Business Solutions
- CIO, Sally Beauty Holdings Inc.
- Executive Partner, Gartner
- CIO, Centex
- CIO, Yum! Restaurants International
- CIO, Carlson Restaurants Worldwide Inc.
- Advisory Marketing Representative, IBM
- BS in Industrial Engineering, Iowa State University



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Chief Development Officer Jim Sloan

As chief development officer for U.S. Oral Surgery Management, Jim Sloan oversees all business development efforts, works directly with surgeon partners and manages the transaction process. Mr. Sloan has been with USOSM since the company's inception in November of 2017, helping to build it from the ground-up.



Mr. Sloan has more than 15 years of experience in mergers and acquisitions, and over the years, has developed exceptional business, people and leadership skills. Prior to joining USOSM, Mr. Sloan was the director of mergers and acquisitions for HealthPort Technologies LLC, a medical records company backed by private equity. In addition, he served six years as an officer in the U.S. Marine Corps, as an Infantry Platoon Commander and Recon Company Executive Officer. Previous experience and education:

- Vice President, Business Development, USOSM
- Operating Partner, Thurston Group LLC
- Private Equity Business Development Analyst, Thurston Group LLC
- BIS, Arizona State University
- MBA, University of Illinois Urbana-Champaign

Chief Clinical Officer and Chief Compliance Officer Colin S. Bell, DDS, MSD

With more than 40 years of experience treating patients, Dr. Colin Bell brings a wide breadth of experience and expertise to his role as U.S. Oral Surgery Management's chief clinical officer and chief compliance officer. An active member of the American Dental Association and the American Association of Oral and Maxillofacial Surgeons (AAOMS), Dr. Bell currently serves as a senior delegate from Texas in the AAOMS House of Delegates and has previously completed terms as president of both the Texas Society of Oral and Maxillofacial Surgeons and the Southwest Society of Oral and Maxillofacial Surgeons.



Most recently Dr. Bell served as the chair of the Oral and Maxillofacial Political Action Committee Board of Directors. He is a diplomate and a past president of the American Board of Oral Maxillofacial Surgery, the nation's certifying board for OMS. In addition, he serves on the USOSM Clinical Governance Board, which advises USOSM and its partner practices on important clinical issues. Additional distinctions:

- Clinical Professor of Oral and Maxillofacial Surgery, Texas A&M University College of Dentistry
- A Founding Partner of Oral Surgery Associates of North Texas, a USOSM partner practice with multiple locations in the DFW Metroplex
- Recipient, the Dr. L. Jack Bolton Oral and Maxillofacial Surgery Distinguished Service Award, presented by the Texas Society of Oral and Maxillofacial Surgeons



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- Recipient, AAOMS Presidential Achievement Award in OMS
- Author, Incidence of Maxillary Sinusitis Following LeFort I Maxillary Osteotomy
- Fellow, American College of Dentists and International College of Dentists
- MSD, Baylor College of Dentistry
- DDS, Baylor College of Dentistry

Chief Clinical Officer Vincent Perciaccante, DDS, FACS

Dr. Vincent Perciaccante is a managing partner of and practicing surgeon with South Oral & Maxillofacial Surgery, a U.S. Oral Surgery Management partner practice with multiple locations in the Atlanta, Georgia, area. Dr. Perciaccante has more than 25 years of experience treating OMS patients and is one of the most active and experienced orthognathic surgeons in the southeast United States.



An accomplished author and public speaker, Dr. Perciaccante has written on a wide variety of surgery topics for numerous textbooks and lectures regularly throughout the country. He is a diplomate, examiner and past president of the American Board of Oral and Maxillofacial Surgery, the nation's certifying board for OMS. He also is a member of the USOSM Clinical Governance Board, a director of OMSNIC and a director and past chair of SORG North America. Additional distinctions:

- Member and Past Chairman, the American Association of Oral and Maxillofacial Surgeons (AAOMS) Committee on Residency Education and Training
- Past President, Georgia Society of Oral and Maxillofacial Surgeons and the International Association for Dental Research (OMS section)
- Fellow, the American College of Surgeons and the AAOMS
- Diplomate, National Dental Board of Anesthesiology
- Consultant to the Georgia Board of Dentistry
- Residency Review Committee, American Dental Association's Commission on Dental Accreditation
- Adjunct Associate Professor, Emory University School of Medicine
- BA in Biology, New York University
- DDS, New York University College of Dentistry
- Internship, Residency and Fellowship, Emory University School of Medicine



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General Counsel and Chief Compliance Officer Erik Pahl

Erik Pahl brings more than 20 years of executive-level legal and compliance experience to his role as general counsel and chief compliance officer. Mr. Pahl is an action-oriented corporate leader with a proven track record of delivering operationally sound, risk-appropriate business advice in fast-paced and rapidly changing environments.



A valued advisor and change agent, Mr. Pahl is committed to merging legal and business strategies to drive revenue growth and support the company's corporate mission, vision and values. Previous experience and education:

- General Counsel and Chief Compliance Officer, LifeCare Health Partners
- General Counsel, Intrepid USA
- General Counsel, Snelling Staffing
- General Counsel, Summus Healthcare
- Division Counsel (Home Health and Hospice), Kindred Healthcare
- Lieutenant Colonel (Retired), Air National Guard
- BS, Miami University
- JD, DePaul University



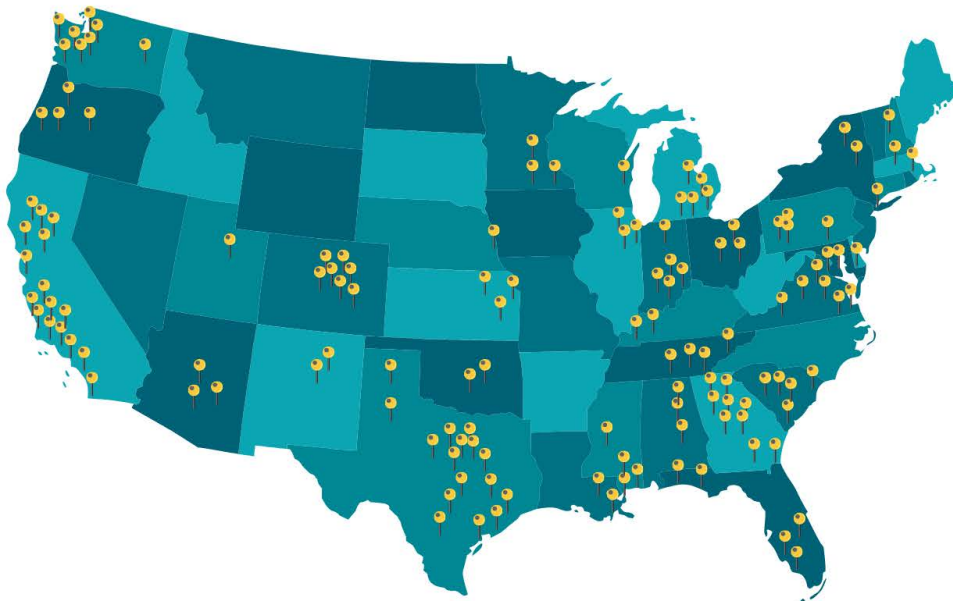
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Surgeon Stats

USOSM has built one of the largest networks of premier oral and maxillofacial surgeons, nationwide.

- 295+ Board-Certified Surgeons
- 240+ OMS Practice Locations
- 31 States





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Contact Us

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