

Specialty 1 Partners – Corporate Fact Sheet

Overview

Specialty1 Partners

1800 West Loop S., Suite 2000, Houston, TX 77027

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Network Snapshot:

- Over 220 partner practices across the country
- Supporting more than 350 specialists
- Operating in 28 U.S. states

Mission, Vision & Values:

- Mission: “To provide excellent support to our practices, so they can provide excellent care to their patients.”
- Vision: Better Care. Better Business. Better Oral Health.
- Core Values: Accountable, Innovative, Collaborative, Integrity, Clinical Excellence

Specialties

- Endodontics (original focus and largest specialty)
- Oral Surgery (fastest growing specialty)
- Periodontics (rapidly growing specialty within the network)

Support Services

Specialty1 Partners offers comprehensive support to grow practices and to let specialists focus on patient care:

- Billing & Accounting
- Human Resources
- Information Technology
- Business Analytics
- Procurement
- Credentialing & Payor Negotiation
- Marketing
- Training
- Compliance
- Legal

Leadership

Founders:

- **Dr. Daryl Dudum – Co-CEO**
Endodontist; co-founded Endo1 Partners in 2019; led growth to current footprint; DDS from University of the Pacific; Certificate in Endodontics from Boston University
- **Dr. Matthew Haddad – Co-CEO**
Endodontist; founded Gulf Coast Endodontists; co-founded Endo1 Partners; DMD from Case Western Reserve; endodontics training at Boston University

- **Dr. Mark Haddad – Co-CCO**

Co-founded Endo1 Partners; clinical development and startup experience.
DDS from University of Detroit Mercy; endodontic training at Boston University;
former faculty at University of Texas School of Dental Medicine

- **Dr. Darron Rishwain – Co-CCO**

24 years practicing endodontist; co-founded Endo1 Partners.
DDS from University of the Pacific; endodontic training at Boston University

Senior Executive Team:

- **Karen Graham – President & COO**

Healthcare operations executive with 30+ years' experience; previous roles at
CityMD, VillageMD, Summit Health.
BBA and master's from Wharton

- **Gilbert D'Andria – CFO**

20+ years scaling high-growth organizations; ex-Smile Doctors CFO.
MBA from Emory; engineering degrees from Georgia Tech

- **Courtney Foster – Chief People Officer**

Oversees HR strategy, recruiting, compensation, culture.
MBA and doctorate in Organizational Leadership & Behavior

- **William Getschow – General Counsel & Corporate Secretary**

Expert in M&A, compliance, litigation; JD from University of Texas School of Law;
MBA from University of St. Thomas

- **Meir Schwarzbaum – Chief Development Officer**

Manages acquisitions and practice integrations; joined in 2019; MS from SMU;
BA from Yeshiva University

- **Tony Manderschied – Chief Compliance Officer**

Healthcare compliance and audit veteran; BS from Drake University; former
CCO in dental support organizations

Partner Benefits

- Clinical Autonomy: Maintain full control over patient care despite being part of a broader network
- Back-Office Relief: Eliminate administrative burdens (billing, HR, etc.)
- Practice Growth: Capital access, recruitment support, expansion planning, and business consultation
- Financial Upside: Opportunity to benefit as equity holders in a growing organization
- Improved Work/Life Balance: More time for clinical focus, personal interests, and reduced stress

Resident & Career Opportunities

Residents:

- Post-residency pathways offering clinical autonomy, broad geographic options, and a launchpad into specialty practice with strong support
- Hosts annual AAE APICES events (e.g., Phoenix 2023, Austin 2024) to connect with residents

Careers:

- Opportunities span clinical, front-office, associate, and support-office roles
- Strong culture of employee support and growth, with glowing testimonials
- Benefits include health coverage, 401(k) with company match, disability insurance, HSA/FSA options

Recent Highlights

- Expanded to 28 states with acquisitions such as Omega Endodontics PA and Kennett Endodontics PC (Nov 2, 2023)
- Featured on the Inc. 5000 list for the fourth consecutive year, ranked 631 overall and 59 in health category

Why Specialty1 Partners?

- A doctor-founded and led organization that deeply understands specialist needs
- Proven track record of support minded growth
- Offers a powerful blend of clinical independence and business support
- Delivers scalable growth, financial participation, and operational relief
- Anchored by leadership with deep clinical and healthcare operational expertise