

ADAM ZUGHAYER

Principal

Professional Summary

Mr. Zughayer is a Principal at Areté Capital Partners with more than 10 years of restructuring and turnaround experience. Adam brings a full spectrum of CFO-level capabilities — financial modeling, FP&A, cash management, lender relations, and external reporting — with a focus on driving operational improvement and financial stability.

As Interim CFO across multiple engagements, including a specialty chemical and a consumer goods company, Adam has led organizations through periods of transition and turnaround. He has established financial discipline through enhanced cash management and forecasting, built robust FP&A capabilities including 3-statement and long-range models, and managed key stakeholders through stabilization and growth initiatives. Adam has also driven operational improvements such as inventory rationalization, strengthened external communications, and ensured seamless CFO transitions through structured onboarding and strategic planning.

Throughout his career, Adam has partnered with executive teams, private equity firms, and lenders to identify and implement value creation initiatives across a broad range of industries, including technology, retail and consumer goods, trucking and transportation, healthcare, and oil and gas.

Prior to joining Areté, Mr. Zughayer was a Director at Huron Consulting Group, where he advised clients through complex restructurings. He began his career in Deloitte's Finance Operations & Risk Transformation practice. Mr. Zughayer holds a Bachelor of Science in Finance and Accounting from the University of Illinois.

Professional Biography

Career Experience

COMPANY	ROLE	LOCATION	DATES
Areté Capital Partners	Principal	Chicago, IL	5/24 – Current
Huron Consulting Group	Director	Chicago, IL	5/15 – 5/24
Deloitte, LLP	Senior Consultant	Chicago, IL	9/11 – 5/14



Select Interim Management / Turnaround Advisory Experience

- Consumer Goods – Interim CFO
- Specialty Chemicals – Interim CFO

Education / Certifications

- University of Illinois – Urbana Champaign, IL — Bachelor of Science, Finance & Accountancy
- Certified Insolvency & Restructuring Advisor (CIRA)

** References Available Upon Request **