



Adam Zughayer
Director

PROFESSIONAL SUMMARY

Mr. Zughayer is a Director at Areté Capital Partners with more than 10 years of restructuring and turnaround experience advising clients on driving performance and operational improvement. Adam has extensive experience in the full spectrum of CFO responsibilities with a focus on driving organizational growth and financial stability. Mr. Zughayer has supported CFOs in professionalizing their organizations by implementing best practices, streamlining processes, and building strong financial controls. He is skilled in developing and refining financial models and providing strategic financial insights to support informed decision-making. Adam excels at managing external reporting requirements, building strong relationships with lenders and other stakeholders, and providing clear and concise financial communication. He is a highly motivated and results-oriented leader with a collaborative approach and a commitment to excellence.

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 established financial discipline through enhanced cash management and forecasting, developed robust FP&A capabilities including 3-statement and long-range models, and managed key stakeholders through stabilization and growth initiatives. Adam also drove operational improvements such as inventory rationalization and disposition, strengthened external communications, and ensured seamless CFO transitions through structured onboarding and strategic planning.

Throughout his career, Adam has successfully partnered with clients, including company executive teams, private equity firms, and lenders to identify and implement value creation and strategic initiatives, resulting in long-term transformational growth. Mr. Zughayer has experience servicing clients across a wide breadth 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, a business advisory firm based in Chicago, where he advised clients through complex restructurings. Adam developed proficient financial analysis expertise including development and review of 13-week cash forecasts, business plan assessments, and cost savings initiatives. Prior to joining Huron, Adam began his career in Deloitte's Finance Operations & Risk Transformation practice serving public and private clients across various industries.

Mr. Zughayer earned a Bachelor of Science in Finance and Accounting from the University of Illinois.



PROFESSIONAL BIOGRAPHY

CAREER EXPERIENCE

ARETÉ CAPITAL PARTNERS

DIRECTOR

Chicago, IL
05/24 – Present

HURON CONSULTING GROUP

DIRECTOR

Chicago, IL
05/15 – 05/24

DELOITTE, LLP

SENIOR CONSULTANT

Chicago, IL
09/11 – 05/14

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 *

