



**Eric Glover**  
**Managing Director**

**PROFESSIONAL SUMMARY**

Eric Glover, a Managing Director with Areté Capital Partners, is a seasoned board member, interim executive, and transformation specialist with more than 40 years of experience leading public, private, and private equity-backed companies. As he transitions from day-to-day operations into a strategic governance and oversight role, Eric continues to provide high-impact leadership to companies facing inflection points including crisis, restructuring, growth, or ownership change.

Mr. Glover has been appointed to dozens of boards over the course of his career—ranging from independent operating companies to subsidiary boards within large corporate groups. His governance experience spans sectors including media, retail, healthcare, manufacturing, and consumer products. He has served in Board-appointed roles as Chairman, CEO, COO, CRO, and CFO, where he has led financial restructurings, debt recapitalizations, operational turnarounds, and successful M&A outcomes. He is known for his strategic clarity, steady leadership, and ability to drive value under pressure.

Before joining Areté, Mr. Glover held C-suite roles with Raben Tire (President), Heartland Automotive Services (CEO), LifeWay Christian Stores (COO/CFO), and Le Creuset of America (Board Chair & COO). He began his career in public accounting and is a CPA (inactive). He holds an MBA in Finance from the University of Connecticut and a BSBA from Missouri Southern.

Eric and his wife Tina live in Georgia and are active in church and community service. They have two grown children and six grandsons. Eric is gradually expanding his leadership platform to include public-facing work on themes such as governance, legacy, and resilience—drawing on insights from his forthcoming memoir, Barefoot and Bulletproof, and the emerging ROAR Movement initiative.

With more than 30 years in the C-suite, Mr. Glover brings deep operational credibility to every engagement. A catalytic change agent and value creation leader, he has consistently delivered transformative outcomes under pressure. Whether restoring profitability, driving expansion, or navigating complex restructurings, he blends strategic vision with disciplined execution and a bias for action. His long tenure across roles such as CEO, COO, and CFO equips him with a 360-degree view of enterprise dynamics and boardroom realities alike. His leadership is marked by clarity, urgency, and an instinct for solving the problems that matter most.



## **BOARD OF DIRECTORS EXPERIENCE**

Mr. Glover has served on more than 50 boards, including over a dozen primary boards and dozens of subsidiary or affiliate boards across private equity platforms, public companies, and privately held businesses. His governance experience spans multiple industries and tiers—providing strategic oversight at both the enterprise and operational level. Sponsors, lenders, and boards routinely tap him to align stakeholders, navigate transitions, and unlock value under pressure. Eric’s board leadership reflects deep operating experience, strategic clarity, and a strong command of capital structure dynamics.

## **TURNAROUND AND RESTRUCTURING EXPERIENCE**

Having led nearly a dozen successful turnarounds, Mr. Glover is frequently called upon when companies are facing make-or-break moments, applying practical, battle-tested solutions in some of the most challenging business environments. Whether appointed by boards, equity sponsors, or secured creditors, he has served as Board advisor, CRO, and even interim CFO to stabilize operations, restore stakeholder confidence, and position companies for recovery or exit. His restructuring experience includes formal bankruptcy proceedings, out-of-court restructurings, carve-outs, and rapid-deployment situations—each guided by a board-level lens that prioritizes transparency, stakeholder alignment, and long-term value creation.



# PROFESSIONAL BIOGRAPHY

## CAREER EXPERIENCE

<b>ARETÉ CAPITAL PARTNERS</b> MANAGING DIRECTOR <i>Board, Restructuring &amp; Strategic Advisory</i>	<b>New York, NY / Park City, UT</b> 4/20 – Current
<b>RABEN TIRE CO., LLC (acquired by Goodyear)</b> PRESIDENT & CHIEF FINANCIAL OFFICER	<b>Evansville, IN</b> 12/14 – 2/20
<b>LIFEWAY CHRISTIAN STORES</b> VP RETAIL OPERATIONS (COO) VP BUSINESS OPERATIONS (CFO)	<b>Nashville, TN</b> 9/10 – 12/14 1/98 – 1/04
<b>HEARTLAND AUTOMOTIVE SERVICES, INC. (now Team Car Care)</b> CEO, COO, CFO	<b>Omaha, NE</b> 3/06 – 9/10
<b>LE CREUSET OF AMERICA</b> CHIEF OPERATING OFFICER BOARD CHAIR – LE CREUSET RETAIL STORES	<b>Charleston, SC</b> 1/04 – 3/06
<b>PUBLICIS USA</b> VP & CONTROLLER	<b>Dallas, TX</b> 1/95 – 1/98
<b>UNITED TECHNOLOGIES CORPORATION (now Raytheon Technologies)</b> CFO - UT PHOTONICS (SOLD) OPERATIONAL AUDIT SPECIALIST	<b>Hartford, CT</b> 8/91 – 7/94 4/89 – 8/91
<b>ABLE BODY CORPORATION</b> CHIEF FINANCIAL OFFICER	<b>Joplin, MO</b> 10/86 – 4/89
<b>BAIRD, KURTZ &amp; DOBSON, CPAs (now Forvis)</b> AUDITOR	<b>Joplin, MO</b> 12/83 – 10/86



## BOARD OF DIRECTORS EXPERIENCE

**STREAMLAND MEDIA (PE-backed)**

**KENT OUTDOORS & SUBSIDIARIES (PE-backed)**

**TROIKA MEDIA GROUP & SUBSIDIARIES (Nasdaq)**

**DANIEL'S JEWELERS (PE-backed)**

**HEALTH CONNECT AMERICA (PE-backed)**

## BOARD OF DIRECTORS EXPERIENCE *(Continued)*

**FINCA IMPACT FINANCE**

**PARAGON INTEGRATES SERVICES GROUP (PE-backed)**

**Q'MAX SOLUTIONS, INC. (PE-backed)**

**RABEN TIRE COMPANY (PE-backed)**

**LIFEWAY CHRISTIAN STORES (Private)**

**HEARTLAND AUTOMOTIVE SERVICES (PE-backed)**

**LE CREUSET OF AMERICA (Private)**

**UNITED TECHNOLOGIES PHOTONICS (Public Subsidiary)**

**ABLE BODY CORPORATION (Private)**

## EXECUTIVE LEADERSHIP EXPERIENCE

**STREAMLAND MEDIA (PE-backed)** – Interim CFO

**KENT OUTDOORS & SUBSIDIARIES (PE-Backed)** – CRO/Interim CFO

**TROIKA MEDIA GROUP & SUBSIDIARIES (Nasdaq)** – Interim CFO

**HEALTH CONNECT AMERICA (PE-backed)** – Interim CFO

**FINCA IMPACT FINANCE (PE-backed)** – Interim CFO

**PARAGON INTEGRATED SERVICES GROUP (PE-backed)** – Interim CFO



**Q'MAX SOLUTIONS, INC. (PE-backed)** – Interim CFO

**RABEN TIRE CO., LLC (PE-backed)** – President & CFO

**LIFEWAY CHRISTIAN STORES (Private)** – Divisional COO & CFO

**HEARTLAND AUTOMOTIVE SERVICES, INC. (PE-backed)** – CEO, COO, CFO

**UNITED TECHNOLOGIES PHOTONICS** – CFO

**ABLE BODY CORPORATION (Private)** – CFO



## EDUCATION/CERTIFICATIONS

**UNIVERSITY OF CONNECTICUT** – *Storrs, CT*

*Master of Business Administration, Finance*

**MISSOURI SOUTHERN STATE UNIVERSITY** – *Joplin, MO*

*Bachelor of Science, Business Administration*

**CERTIFIED PUBLIC ACCOUNTANT (CPA)** – *(Inactive)*

\* References Available Upon Request \*



# CURRICULUM VITAE

## BOARD OF DIRECTOR EXPERIENCE

### **STREAMLAND MEDIA (PE-Backed)**

**8/24 – PRESENT**

Engaged jointly by the equity sponsor and senior secured lenders to lead enterprise stabilization and debt restructuring following industry disruptions. Reporting to the Board, driving value recovery through strategic reprioritization, financial restructuring, and operational reset.

### **KENT OUTDOORS & SUBSIDIARIES (PE-Backed)**

**12/23 – 6/24**

Appointed to the Board and named CRO to lead enterprise turnaround. Oversaw recapitalization, debt restructuring, and performance rebuild. Delivered full reset and positioned company for Board-aligned exit.

### **TROIKA MEDIA GROUP & SUBSIDIARIES (Nasdaq)**

**8/23 – 3/24**

Engaged by this public-company Board to lead emergency restructuring. Navigated executive crisis, stabilized governance processes, and led successful 363-sale resulting in a full recovery to secured and unsecured creditors.

### **DANIEL'S JEWELERS (PE-backed)**

**7/22 – Current**

Engaged jointly by the Board and private equity sponsor to prepare the company for exit. Spearheading enterprise system upgrades, ecommerce integration, and Board-level reporting to support valuation and sale readiness.

### **HEALTH CONNECT AMERICA (PE-backed)**

**1/22 – 7/22**

Engaged jointly by the Board and private equity sponsor mid-crisis. Won Board confidence, solved liquidity crisis, rebuilt Finance function, replaced key leadership, and led stabilization efforts for this behavioral healthcare platform.

### **FINCA IMPACT FINANCE (PE-backed)**

**4/21 – 4/22**

Initially engaged as a Board and CEO restructuring advisor. Transitioned into interim CFO role to restore confidence, execute turnaround, drive global debt restructuring, and support global fundraising for this billion-dollar-plus microfinance institution operating in 20 countries.

### **PARAGON INTEGRATED SERVICES GROUP (PE-backed)**

**1/20 – 1/21**

Appointed by the Board following 363 sale to lead the spinoff and startup of Paragon. Built governance and operational infrastructure from the ground up.

### **Q'MAX SOLUTIONS, INC. (PE-backed)**

**5/20-7/20**



Installed by the Board to lead financial stabilization and restructuring efforts. Supported transition through 363 sale and startup of Paragon spinoff.

**RABEN TIRE CO., LLC (PE-backed) 12/14 – 12/19**

Appointed jointly by the Board and private equity sponsor concurrent with initial investment. Resolved critical supplier dispute, rebuilt profitability, and led restructuring, culminating in sale to Goodyear.

**LIFEWAY CHRISTIAN STORES (Private) 1/98 – 1/04, 9/10 – 12/14**

Accountable to Board and Retail Committee. Oversaw turnaround and growth, more than doubling revenue and profit.

**HEARTLAND AUTOMOTIVE SERVICES, INC. (PE-backed) 3/06 – 9/10**

Appointed to the Board and promoted to CEO mid-crisis. Led highly successful restructuring resulting in a change of control that recapitalized the business, secured a 3X return for the PE-sponsor and resulted in a full recovery to all creditors.

**LE CREUSET OF AMERICA (Private) 1/04 – 3/06**

Board Chair for North American retail business. Accountable to Groupe Board and Global Executive Committee. Coordinated governance for retail operations in 60+ countries.

**UNITED TECHNOLOGIES PHOTONICS (Public Company Subsidiary) 8/91 – 7/94**

Appointed by UTC executives to lead the spinoff and startup of this high-tech fiber optics subsidiary designed for sale. Oversaw all aspects of business operations and coordinated Board activities. Enabled high-value ROI sale to JDS Uniphase.

**ABLE BODY CORPORATION (Private) 10/86 – 4/89**

Appointed to the Board by the family office sponsor. Directed public debt issuance to fund major relocation and consolidation of manufacturing facilities.

## TURNAROUND AND RESTRUCTURING EXPERIENCE

**STREAMLAND MEDIA (PE-Backed) 8/24 – PRESENT**

Appointed by lenders to lead the turnaround of a global media company. Transitioned from Board advisor to Interim CFO, drove equitization, and executed full operational and financial reset—including debt restructuring, ABL refinancing, and cost rationalization.

**KENT OUTDOORS & SUBSIDIARIES (PE-Backed) 12/23 – 6/24**

Served as CRO/CFO to deliver full-scale turnaround. Executed ABL refinancing, inventory liquidation, supplier renegotiation, and full team rebuild—culminating in successful recapitalization and relaunch.



- TROIKA MEDIA GROUP & SUBSIDIARIES (Nasdaq)** **8/23-3/24**  
 Inserted as an emergency CFO post-termination of CEO/CFO. Stabilized public company, revamped controls, and led pre-pack Ch. 11 and 363-sale with full creditor recovery and post-sale NewCo transition.
- HEALTH CONNECT AMERICA (PE-backed)** **1/22 – 7/22**  
 Interim CFO for \$120M provider. Rebuilt Finance team, integrated three acquisitions, stabilized liquidity, and restored Board confidence—averting default.
- FINCA IMPACT FINANCE (PE-backed)** **4/21 – 4/22**  
 Stepped in during a global liquidity crisis to lead restructuring of a \$1B+ microfinance network spanning 20 countries. Restructured top-of-house debt and downstream on-lending, secured clean audit, launched fundraising, and rebuilt leadership—stabilizing operations across complex, multi-jurisdictional capital structures.
- PARAGON INTEGRATED SERVICES GROUP (PE-backed)** **1/20 – 1/21**  
 Launch CFO post-363 sale from Q’Max. Built governance, secured credit, hired full team, and operationalized carve-out under Board direction.
- Q’MAX SOLUTIONS, INC. (PE-backed)** **5/20-7/20**  
 Crisis CFO hired by the Board. Prepared restructuring amid oil collapse; managed transition through Canadian receivership and U.S. Ch. 7; led spinout into Paragon.
- RABEN TIRE CO., LLC (PE-backed) – President & CFO** **12/14 – 2/20**  
 Led turnaround of 35-store tire platform after major revenue loss. Rebuilt earnings and sold company to Goodyear—delivering strong exit despite early sponsor concerns.
- LIFEWAY CHRISTIAN STORES (Private) – Divisional COO & CFO** **1/98 – 1/04, 9/10 – 12/14**  
 Doubled revenue and profit while expanding from 70 to 186 stores. Transformed the chain into a global category leader with ongoing Board engagement.
- HEARTLAND AUTOMOTIVE SERVICES, INC. (PE-backed) – CEO & President** **3/06 – 9/10**  
 Promoted by Board to lead Jiffy Lube’s largest U.S. operator. Delivered full Ch. 11 reorg, full creditor recovery, and 3X sponsor return. Scaled to \$350M revenue with double-digit EBITDA across 400+ stores.
- UNITED TECHNOLOGIES PHOTONICS (Public Subsidiary) – CFO** **8/91 – 7/94**  
 Co-founded fiber-optics subsidiary with UTC scientists. Built operations from scratch and enabled strategic sale that generated premium return.
- ABLE BODY CORPORATION (Private) – CFO** **10/86 – 4/89**



Recruited to professionalize finance for a tier-one truck supplier. Led public debt raise, ERP install, and major facility expansion—positioning for rapid growth.

## EDUCATION/CERTIFICATIONS

**UNIVERSITY OF CONNECTICUT – Storrs, CT** 1992  
*Master of Business Administration, Finance*

**MISSOURI SOUTHERN STATE UNIVERSITY – Joplin, MO** 1983  
*Bachelor of Science, Business Administration*

**CERTIFIED PUBLIC ACCOUNTANT (CPA) – (Inactive)** 1985

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