



Intro.

As we celebrate our 10-year anniversary we are grateful for our team, partners, supporters, friends and family. The journey has been incredible from its beginning. When we opened our doors in 2007, we had one vision —to bridge the gap between professionals and the world's most prestigious organizations. 10 years later we are happy to report we have placed thousands of dedicated

professionals worldwide, doubling our revenues year after year and tailoring our services to meet each of our client's individual needs. We look forward to the future as we know the best is yet to come. **THANK YOU** for 10 remarkable years of warmth, friendship, and amazing support.

We've grown our team to include executives with deep experience in the recruitment industry,

enabling successful placements at the highest levels in the areas of Executive Search, Accounting and Finance, Information Technology, Telecommunications, Human Resources, Sales, Marketing, Operations, Financial Services and Executive Office Administration at our corporate headquarters in Miami, Florida.



History

2007

- Mughal & Associates was founded by Tina and Ameer Mughal, opening their doors at M&A's first location in Miami.
- M&A expanded the team to service North America and LATAM.

2008

- Inception of our Executive Search division, partnering with prestigious Fortune 500 companies, emerging middle-markets, private equity firms, and start-ups.
- Defined sustainable and competitive business model for our Accounting and Finance Division as well as Information Technology, resulting in back-office support personnel.

2010

- Team moves to Miami's most contemporary urban area — Midtown, Miami.
- Record year for contractors. 100+ candidates placed on assignment. M&A was listed as one of South Florida Business Journal's Top 25 Personnel & Staffing firms.

2012

- Placed a total of 300 candidates, including 26-C level professionals within our retained Executive Search division.
- Celebrated 5 Year Anniversary.
- Ranked # 3 in the Top 50 fastest growing companies.

2013

- Got social, Mughal & Associates joined Facebook, twitter.
- Assisted Global Telecom company with their relocation & business transformation of their London, H.Q. to South Florida.

2015

- Placement of over 150 high-performing executives in North, South, and Central America as well as Europe.
- Launched our Digital Division. Placed 62 top professionals in the area of E-commerce & Digital Marketing.
- Implemented our Social Media Strategy, increasing our presence and global reach.

2016

- Successfully rebranded and went live with our newly designed website, enhancing our company's image.
- Hosted the 4th Annual BritWeek Miami with Legendary Indian cricket star, Farokh Engineer. Over 200 attendees at Dinner plus Charity Auction.
- M&A welcomes three new "baby" members to the family.

2017

- Successfully placed 200 + experienced professionals within the areas of Information Technology, Telecommunications, Accounting & Finance, Financial Services, Human Resources, and Marketing.
- Mughal & Associates celebrates 10 successful years in business.

Working amongst legends

surround yourself with passionate leaders.

Leadership



Tina Engineer-McRae
(formerly Mughal)
Co-founder and President

Focuses on maintaining the company's unique culture by implementing a "Service Delivery" model that tailors to each client's individual search & recruitment needs.



Ameer Mughal
(Billy)
Co-founder and Managing Director

Responsible for the firm's expansion, strategy, leading talent acquisition, human capital, information technology and application development.



Words from the founders

It seems almost unreal to be celebrating our 10 year anniversary. When we started in 2007, the country was entering the worst financial crisis. Opening M&A was challenging, but we decided to go against all odds, after all, we had the support of a team of experienced professionals and our loving families. Reflecting on our past, the first thing that comes to mind is our client loyalty. We really owe it to the relationships we made along the way with partners and professionals, some of which took us along their journey, as they moved up in their company, or moved to a different opportunity. We made sure we delivered our best to our partners, our candidates, always welcoming top-level professionals and recommending some of the best talent in South Florida and worldwide to fulfill new roles,

as quality professionals have never been more critical for businesses to succeed.

I am extremely appreciative and honored to work with every single partner, thank you for believing in our abilities to assist you and helping you achieve your goals and vision of success. Thanks to all of you for always challenging us to be better. To our team, well we couldn't have done this without you, incredible people are required to make our organization what it is today. Thank you all for 10 years of M&A and here's to celebrating the next successful chapter together.

Tina Engineer-McRae (formerly Mughal)



“We are, and always will be a people business.”

In today's evolving world driven by Technology, our industry has been transformed in many ways. Whilst we fully embrace this and utilize every platform and tool available to give our customers a full suite delivery model; we also pride ourselves in the everyday soft skills, and focus on the building of relationships with our clients and candidates respectively; I truly believe this is our differentiating factor as companies today tend to have an over reliance on technology, resulting in a huge lack of interpersonal relationships, which we at M&A believe is what business should always be about.

Given our hand-picked industry associates and our tremendous and loyal client following (many of which have been with us through our exciting transformation over the past 10 years), we hope to continue to build a world class scalable organization that focuses on customer service and delivery. We will sustain and enhance our existing and future business relationships, while always keeping in mind that we are, and always will be a people business.

Ameer (Billy) Mughal



“Congratulations on your 10 year anniversary!!!”

RSI has been working with Tina Mughal for over 10 years, even before Mughal & Associates was created. Over the years, Mughal and all of its staff have exceeded our expectations with their level of service and professionalism. They've taken the time to understand our business needs and we know we can always count on them. Thank you!”

Maggie Hancock, RSI





“I have worked with Tina and Billy and their team for 10 years as my vendor of preference.

I have engaged them on challenging searches and they have always delivered. The Mughal team has been very effective in handling my hiring needs across all disciplines and levels. The partnership has evolved and developed to the point that I trust them 100% to deliver quality candidates. Great team to work with! Congratulations on a successful 10 years and I look forward to 10 more!”

Dan Brady, World Fuel Services





“Working with Mughal & associates was a truly exceptional experience. They maintained a very fair and honest approach throughout the entire process of my recruitment. Working in the best interest of myself and the company, Mughal & Associates were able to align the proper expectations that enabled me to make the necessary move from an already secured career path. Their understanding and true vested interest in my career trajectory enabled a successful match.”

Mark Sanfilippo - VP of Information Technology,
Turnberry





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