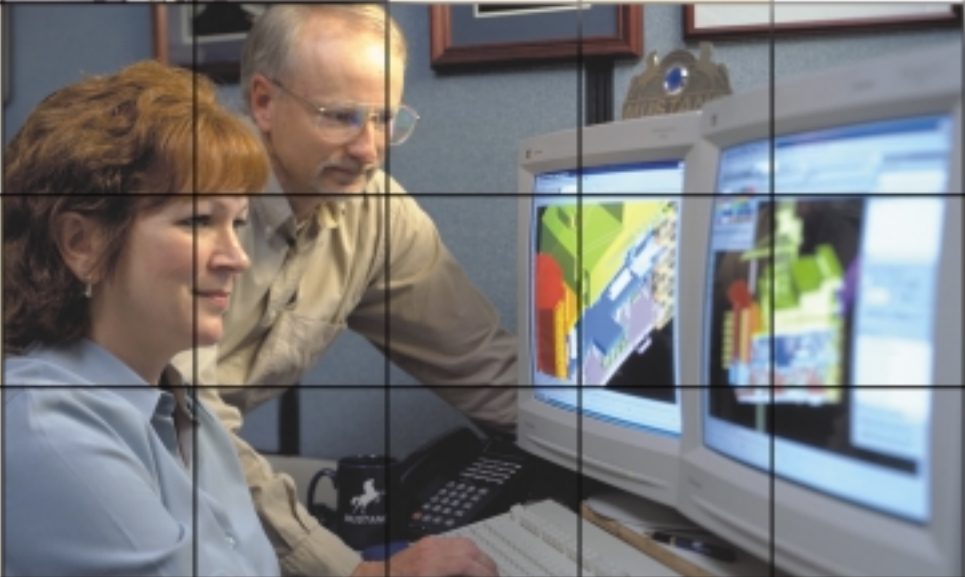
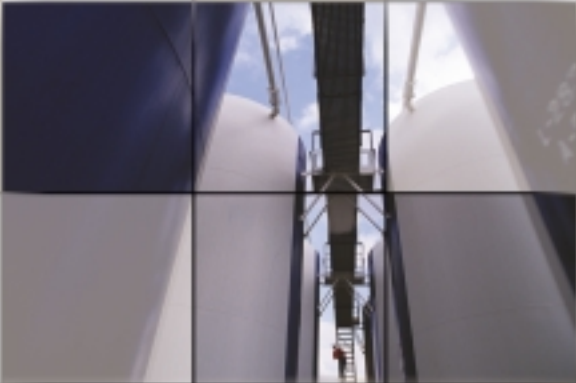


# Professional Services Solutions





## ***“Adding Engineers Down The Hall”***

Mustang Engineering has built a solid industry reputation for handling projects of virtually any size and description. Our Professional Services Group was formed to provide our clients with on-site engineering and support services of the same caliber that they have come to expect from Mustang. It is managed by knowledgeable veterans with more than a decade in providing professionals to the industry. Our group consists of engineers, designers, managers, administrative, project controls and a multitude of field service positions. We fulfill client requirements ranging from a single professional to complete staffs of 100 or more, and from a short period to several years.

## ***Who Would Use Us?***

Our clients are focused in the very industries where Mustang has enjoyed its success – upstream oil and gas; process plants including refining, petrochemical and chemical; pipeline services; and automation and control. Our focus is to provide our clients with solutions for their staffing needs and to offer continuous service that does not stop after placement.

## ***How We Qualify Our Candidates***

Once we receive a request, we respond immediately with an identified candidate, usually within 24 hours. Our capability is based on our extensive current personnel database and automated tracking system.

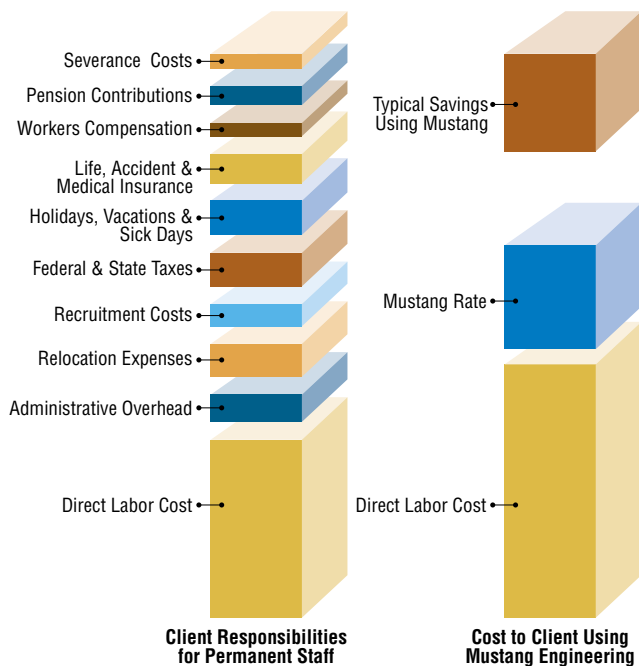
We currently have access to more than 4,000 qualified candidates nationally. Our personalized searches include:

- Classification
- Academic Background
- Level of Experience
- Geographic Availability
- Special Expertise

## ***Disciplines Available***

The following is a partial list of the disciplines we commonly provide:

- Engineering/Design
- Project Management
- Process Design
- Procurement
- Project Controls/Estimating/Planning
- Material Control/Documentation
- Quality Control/Assurance
- Construction/Field Coordination
- Inspection
- Health/Safety/Environmental



### **You Reap The Benefits**

Mustang's Professional Services Group is your partner in cost-effectively satisfying your fluctuating personnel staffing demands. With a variety of disciplines, Mustang can satisfy these peaks and valleys, minimizing your addition of permanent staff. Rather, our staff can be easily phased out when the workload normalizes. You derive significant benefits including:

- Staffing flexibility for peak demands.
- Reduced Recruiting Costs. Mustang handles the identification, selection and placement of industry professionals.
- Minimal Training Requirements. Specialists can be immediately productive.
- Elimination of Responsibility for Employee Benefits. We provide an excellent benefit package that includes insurance, workers compensation and fringe benefits.
- Worldwide Personnel Coverage. We can place professionals where you need them.
- Necessary Experience for Specific Projects. We will provide the person with the right experience for the project.
- Improved Morale of Permanent Workforce. Pressures of meeting deadlines with overburdened staff is reduced.
- No Termination Costs. Your costs end when services are no longer needed. There are no severance packages or COBRA responsibilities.

**Mustang Professional Services saves time and reduces your recruiting costs.**



### **Our Vision**

***Our quest is to embody a culture that inspires super-motivated people to make heroes of Clients, Partners, Vendors and Mustangers!***



### **Selection Criteria**

From our experience and continual client surveys, we have established typical criteria that is most important when selecting professional personnel. The most often stated criteria include:

- Skills and productivity of the assigned individual
- Personnel stability
- Learning curve
- Fair and competitive pricing
- Availability of technical support when needed

### **How We Screen Candidates**

Mustang's credo of "People Oriented...Project Driven®" is instrumental in our desire to provide the most highly qualified person to fit your requirement. Our screening is thorough and involves comprehensive procedures, including:

- Telephone Screening – Verifies the candidate's overall skill sets
- Personal Interviews – Allows us to brief the candidate in detail on the job specifics. We can make assessments as to the candidate's technical ability, integrity and enthusiasm
- Reference Verification – We conduct technical and personal reference checks on the candidates being considered
- Work History – Verification of previous employment if requested, including salary history, letters of reference and performance

### **People Oriented...Project Driven®**

The word Mustang conveys energy, vitality and full spiritedness. That image accurately describes Mustang Engineering's people.

Mustang has established a worldwide reputation for quality engineering design, construction management, project management, and inspection services. Our focus encompasses upstream oil and gas, process plants, pipeline, and automation and control. Our professionals are fully backed by a hands-on management team, a solid support staff and leading edge systems.

Mustang serves many industries, including offshore oil and gas, onshore and offshore pipelines and compressor stations, refining, polymers and specialty chemicals, fertilizers, pharmaceuticals and environmental.

Our philosophy is simple – deliver the highest quality, highest value product on time, within budget and with no surprises. That's our goal, backed by Mustang energy and innovation.



16001 Park Ten Place, Houston, Texas 77084 USA  
 Tel: +1 713/215-8000 • Fax: +1 713/215-8506  
[www.mustangeng.com](http://www.mustangeng.com)