

**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)
2023 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)**

EEOC Standard Form 100 (SF 100)
Revised 08/2023
OMB Control Number: 3046-0049
Expiration Date: 11/30/2026

SECTION A – TYPE OF REPORT
CONSOLIDATED REPORT

SECTION B – EMPLOYER IDENTIFICATION

OFS COMPANY ID NR08082	EMPLOYER NAME Coterra Energy			
ADDRESS 840 Gessner Road, Suite 1400	CITY/TOWN HOUSTON	STATE TX	ZIP CODE 77024	

SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable)

HQ/ESTABLISHMENT-LEVEL UNIT ID	HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME			
HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS	CITY/TOWN	STATE	ZIP CODE	

SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN)
043072771

SECTION E – EMPLOYER FILING ELIGIBILITY

YES (Employer Is Eligible to File) NO (Employer Is Not Eligible to File) EMPLOYER NO LONGER IN BUSINESS

SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): Not Applicable

YES (Single-Establishment Employer is Federal Contractor) YES (Multi-Establishment Employer is Federal Contractor)
 YES (Headquarters is Federal Contractor) YES (Non-Headquarters Establishment is Federal Contractor)
 YES (One or More Non-Headquarters Establishments is Federal Contractor)

SECTION G – NAICS INFORMATION

211130 - Natural Gas Extraction

SECTION H – WORKFORCE DEMOGRAPHIC DATA

JOB CATEGORIES	Race/Ethnicity														Row Total
	Hispanic or Latino		Not Hispanic or Latino												
			Male						Female						
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	
Executive/Senior Level Officials and Managers	1	0	16	0	0	0	0	0	2	1	0	0	0	0	20
First/Mid-Level Officials and Managers	28	3	181	3	3	0	1	3	26	4	7	0	1	1	261
Professionals	19	14	135	16	8	0	3	6	55	12	9	0	1	4	282
Technicians	57	4	154	2	3	0	2	8	23	1	1	0	0	1	256
Sales Workers	0	1	2	0	0	0	0	0	0	0	0	0	0	0	3
Administrative Support Workers	0	8	3	1	0	0	0	0	28	8	2	0	0	0	50
Craft Workers	13	1	76	0	0	0	0	3	6	0	0	0	0	0	99
Operatives	2	0	102	3	0	0	0	1	4	0	0	0	0	0	112
Laborers and Helpers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Service Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CURRENT 2023 REPORTING YEAR TOTAL	120	31	669	25	14	0	6	21	144	26	19	0	2	6	1083
PRIOR 2022 REPORTING YEAR TOTAL	108	26	757	20	8	0	8	18	198	25	23	0	4	13	1208

SECTION I – WORKFORCE SNAPSHOT PERIOD

12/17/2023 - 12/29/2023

SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional)

Not Applicable

**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)
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SECTION K – OFFICIAL CERTIFICATION OF SUBMISSION

EMPLOYER IDENTIFICATION

OFS COMPANY ID
NR08082

EMPLOYER NAME
Coterra Energy

ADDRESS

840 Gessner Road, Suite 1400

CITY/TOWN

HOUSTON

STATE

TX

ZIP CODE

77024

CERTIFICATION COMMENTS (optional)

No Certification Comments Provided

CERTIFICATION STATEMENT

"I certify that the information, including any workforce demographic data, provided in this report is correct and true to the best of my knowledge and was prepared in conformity with the directions set forth in the form and accompanying instructions."

Knowingly and willfully false statements on this report are punishable by law, US Code, Title 18, Section 1001.

DATE OF CERTIFICATION

6/3/2024 6:10 PM [EST]

EMPLOYER'S CERTIFYING OFFICIAL

Name of Employer's Certifying Official

Rachel Ellisor

Title of Certifying Official

HR Generalist

Email Address of Certifying Official

rachel.ellisor@coterra.com

Telephone Number of Certifying Official

281-589-4821

PRIMARY POINT OF CONTACT (POC) FOR EEO-1 COMPONENT 1 REPORTING

Name of Primary POC

Rachel Ellisor

Title and Employer of Primary POC

HR Generalist
Coterra Energy

Email Address of Primary POC

rachel.ellisor@coterra.com

Telephone Number of Primary POC

281-589-4821

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SECTION A – TYPE OF REPORT
HEADQUARTERS REPORT

SECTION B – EMPLOYER IDENTIFICATION

OFS COMPANY ID NR08082	EMPLOYER NAME Coterra Energy			
ADDRESS 840 Gessner Road, Suite 1400	CITY/TOWN HOUSTON	STATE TX	ZIP CODE 77024	

SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable)

HQ/ESTABLISHMENT-LEVEL UNIT ID NR08082	HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME Coterra Energy			
HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS 840 Gessner Road, Suite 1400	CITY/TOWN HOUSTON	STATE TX	ZIP CODE 77024	

SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN)
043072771

SECTION E – EMPLOYER FILING ELIGIBILITY

YES (Employer Is Eligible to File) NO (Employer Is Not Eligible to File) EMPLOYER NO LONGER IN BUSINESS

SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): Not Applicable

YES (Single-Establishment Employer is Federal Contractor) YES (Multi-Establishment Employer is Federal Contractor)
 YES (Headquarters is Federal Contractor) YES (Non-Headquarters Establishment is Federal Contractor)
 YES (One or More Non-Headquarters Establishments is Federal Contractor)

SECTION G – NAICS INFORMATION
211130 - Natural Gas Extraction

SECTION H – WORKFORCE DEMOGRAPHIC DATA

JOB CATEGORIES	Race/Ethnicity														Row Total
	Hispanic or Latino		Not Hispanic or Latino												
			Male						Female						
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	
Executive/Senior Level Officials and Managers	1	0	13	0	0	0	0	0	2	1	0	0	0	0	17
First/Mid-Level Officials and Managers	4	1	26	3	2	0	0	0	18	4	7	0	1	0	66
Professionals	12	12	47	9	7	0	1	2	28	12	8	0	0	3	141
Technicians	1	1	4	0	3	0	0	1	5	1	1	0	0	1	18
Sales Workers	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
Administrative Support Workers	0	6	1	1	0	0	0	0	12	8	2	0	0	0	30
Craft Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Operatives	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Laborers and Helpers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Service Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CURRENT 2023 REPORTING YEAR TOTAL	18	21	91	13	12	0	1	3	65	26	18	0	1	4	273
PRIOR 2022 REPORTING YEAR TOTAL	14	12	84	11	7	0	2	0	60	23	18	0	0	5	236

SECTION I – WORKFORCE SNAPSHOT PERIOD
12/17/2023 - 12/29/2023

SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional)

No Comments Provided

**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)
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SECTION A – TYPE OF REPORT
ESTABLISHMENT-LEVEL REPORT

SECTION B – EMPLOYER IDENTIFICATION

OFS COMPANY ID NR08082	EMPLOYER NAME Coterra Energy			
ADDRESS 840 Gessner Road, Suite 1400	CITY/TOWN HOUSTON	STATE TX	ZIP CODE 77024	

SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable)

HQ/ESTABLISHMENT-LEVEL UNIT ID NX39545	HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME Midland			
HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS 6001 Deauville Blvd, Ste 300N	CITY/TOWN MIDLAND	STATE TX	ZIP CODE 79706	

SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN)
043072771

SECTION E – EMPLOYER FILING ELIGIBILITY

YES (Employer Is Eligible to File) NO (Employer Is Not Eligible to File) EMPLOYER NO LONGER IN BUSINESS

SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): Not Applicable

YES (Single-Establishment Employer is Federal Contractor) YES (Multi-Establishment Employer is Federal Contractor)
 YES (Headquarters is Federal Contractor) YES (Non-Headquarters Establishment is Federal Contractor)
 YES (One or More Non-Headquarters Establishments is Federal Contractor)

SECTION G – NAICS INFORMATION

211130 - Natural Gas Extraction

SECTION H – WORKFORCE DEMOGRAPHIC DATA

JOB CATEGORIES	Race/Ethnicity														Row Total
	Hispanic or Latino		Not Hispanic or Latino												
			Male						Female						
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	
Executive/Senior Level Officials and Managers	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1
First/Mid-Level Officials and Managers	3	1	36	0	0	0	0	1	5	0	0	0	0	1	47
Professionals	4	1	33	2	1	0	0	2	10	0	0	0	1	1	55
Technicians	7	3	8	0	0	0	0	2	8	0	0	0	0	0	28
Sales Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Administrative Support Workers	0	0	0	0	0	0	0	0	2	0	0	0	0	0	2
Craft Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Operatives	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Laborers and Helpers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Service Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CURRENT 2023 REPORTING YEAR TOTAL	14	5	78	2	1	0	0	5	25	0	0	0	1	2	133
PRIOR 2022 REPORTING YEAR TOTAL	12	5	80	2	0	0	0	6	23	0	1	0	1	4	134

SECTION I – WORKFORCE SNAPSHOT PERIOD

12/17/2023 - 12/29/2023

SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional)

No Comments Provided

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SECTION B – EMPLOYER IDENTIFICATION

OFS COMPANY ID NR08082	EMPLOYER NAME Coterra Energy			
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SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable)

HQ/ESTABLISHMENT-LEVEL UNIT ID PA90721	HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME Triple Crown			
HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS 40350 FM 3541	CITY/TOWN TRIPLE CROWN	STATE TX	ZIP CODE 79770	

**SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN)
043072771**

SECTION E – EMPLOYER FILING ELIGIBILITY

YES (Employer Is Eligible to File) NO (Employer Is Not Eligible to File) EMPLOYER NO LONGER IN BUSINESS

SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): Not Applicable

YES (Single-Establishment Employer is Federal Contractor) YES (Multi-Establishment Employer is Federal Contractor)
 YES (Headquarters is Federal Contractor) YES (Non-Headquarters Establishment is Federal Contractor)
 YES (One or More Non-Headquarters Establishments is Federal Contractor)

SECTION G – NAICS INFORMATION

211130 - Natural Gas Extraction

SECTION H – WORKFORCE DEMOGRAPHIC DATA

JOB CATEGORIES	Race/Ethnicity														Row Total
	Hispanic or Latino		Not Hispanic or Latino												
			Male						Female						
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	
Executive/Senior Level Officials and Managers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
First/Mid-Level Officials and Managers	6	0	10	0	0	0	0	0	0	0	0	0	0	0	16
Professionals	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1
Technicians	14	0	12	1	0	0	0	1	1	0	0	0	0	0	29
Sales Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Administrative Support Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Craft Workers	5	1	8	0	0	0	0	0	0	0	0	0	0	0	14
Operatives	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Laborers and Helpers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Service Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CURRENT 2023 REPORTING YEAR TOTAL	25	1	31	1	0	0	0	1	1	0	0	0	0	0	60
PRIOR 2022 REPORTING YEAR TOTAL	21	0	34	1	0	0	0	1	1	0	0	0	0	0	58

SECTION I – WORKFORCE SNAPSHOT PERIOD

12/17/2023 - 12/29/2023

SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional)

No Comments Provided

**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)
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SECTION B – EMPLOYER IDENTIFICATION

OFS COMPANY ID NR08082	EMPLOYER NAME Coterra Energy			
ADDRESS 840 Gessner Road, Suite 1400	CITY/TOWN HOUSTON	STATE TX	ZIP CODE 77024	

SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable)

HQ/ESTABLISHMENT-LEVEL UNIT ID PA90867	HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME Houston Hangar			
HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS 17725 John F Kennedy Blvd	CITY/TOWN HOUSTON	STATE TX	ZIP CODE 77032	

SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN)
043072771

SECTION E – EMPLOYER FILING ELIGIBILITY

YES (Employer Is Eligible to File) NO (Employer Is Not Eligible to File) EMPLOYER NO LONGER IN BUSINESS

SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): Not Applicable

YES (Single-Establishment Employer is Federal Contractor) YES (Multi-Establishment Employer is Federal Contractor)
 YES (Headquarters is Federal Contractor) YES (Non-Headquarters Establishment is Federal Contractor)
 YES (One or More Non-Headquarters Establishments is Federal Contractor)

SECTION G – NAICS INFORMATION

211130 - Natural Gas Extraction

SECTION H – WORKFORCE DEMOGRAPHIC DATA

JOB CATEGORIES	Race/Ethnicity														Row Total	
	Hispanic or Latino		Not Hispanic or Latino													
			Male						Female							
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races		
Executive/Senior Level Officials and Managers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
First/Mid-Level Officials and Managers	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	2
Professionals	0	0	0	5	0	0	0	0	0	0	0	0	0	0	0	5
Technicians	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
Sales Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Administrative Support Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Craft Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Operatives	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Laborers and Helpers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Service Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CURRENT 2023 REPORTING YEAR TOTAL	1	0	2	5	0	0	0	0	0	0	0	0	0	0	0	8
PRIOR 2022 REPORTING YEAR TOTAL	1	0	7	0	0	0	0	0	0	0	0	0	0	0	0	8

SECTION I – WORKFORCE SNAPSHOT PERIOD
12/17/2023 - 12/29/2023

SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional)

No Comments Provided

**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)
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ESTABLISHMENT-LEVEL REPORT

SECTION B – EMPLOYER IDENTIFICATION

OFS COMPANY ID NR08082	EMPLOYER NAME Coterra Energy			
ADDRESS 840 Gessner Road, Suite 1400	CITY/TOWN HOUSTON	STATE TX	ZIP CODE 77024	

SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable)

HQ/ESTABLISHMENT-LEVEL UNIT ID PD05621	HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME GDS - Pittsburgh			
HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS 2000 Park Lane, Suite 300	CITY/TOWN PITTSBURGH	STATE PA	ZIP CODE 15275	

SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN)
043072771

SECTION E – EMPLOYER FILING ELIGIBILITY

YES (Employer Is Eligible to File) NO (Employer Is Not Eligible to File) EMPLOYER NO LONGER IN BUSINESS

SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): Not Applicable

- YES (Single-Establishment Employer is Federal Contractor) YES (Multi-Establishment Employer is Federal Contractor)
 YES (Headquarters is Federal Contractor) YES (Non-Headquarters Establishment is Federal Contractor)
 YES (One or More Non-Headquarters Establishments is Federal Contractor)

SECTION G – NAICS INFORMATION
213111 - Drilling Oil and Gas Wells

SECTION H – WORKFORCE DEMOGRAPHIC DATA

JOB CATEGORIES	Race/Ethnicity														Row Total	
	Hispanic or Latino		Not Hispanic or Latino													
			Male						Female							
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races		
Executive/Senior Level Officials and Managers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
First/Mid-Level Officials and Managers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1
Technicians	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sales Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Administrative Support Workers	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1
Craft Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Operatives	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Laborers and Helpers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Service Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CURRENT 2023 REPORTING YEAR TOTAL	0	0	0	0	0	0	0	0	2	0	0	0	0	0	0	2
PRIOR 2022 REPORTING YEAR TOTAL	0	0	0	0	0	0	0	0	2	0	0	0	0	0	0	2

SECTION I – WORKFORCE SNAPSHOT PERIOD
12/17/2023 - 12/29/2023

SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional)

No Comments Provided

**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)
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SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable)

HQ/ESTABLISHMENT-LEVEL UNIT ID PB07102	HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME GDS - Montrose			
HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS 13932 SR 706	CITY/TOWN MONTROSE	STATE PA	ZIP CODE 18801	

SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN)
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SECTION E – EMPLOYER FILING ELIGIBILITY

YES (Employer Is Eligible to File) NO (Employer Is Not Eligible to File) EMPLOYER NO LONGER IN BUSINESS

SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): Not Applicable

YES (Single-Establishment Employer is Federal Contractor) YES (Multi-Establishment Employer is Federal Contractor)
 YES (Headquarters is Federal Contractor) YES (Non-Headquarters Establishment is Federal Contractor)
 YES (One or More Non-Headquarters Establishments is Federal Contractor)

SECTION G – NAICS INFORMATION

213111 - Drilling Oil and Gas Wells

SECTION H – WORKFORCE DEMOGRAPHIC DATA

JOB CATEGORIES	Race/Ethnicity														Row Total	
	Hispanic or Latino		Not Hispanic or Latino													
			Male						Female							
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races		
Executive/Senior Level Officials and Managers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
First/Mid-Level Officials and Managers	0	0	3	0	0	0	0	0	0	0	0	0	0	0	0	3
Professionals	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
Technicians	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sales Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Administrative Support Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Craft Workers	2	0	35	0	0	0	0	0	4	0	0	0	0	0	0	41
Operatives	1	0	53	1	0	0	0	0	2	0	0	0	0	0	0	57
Laborers and Helpers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Service Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CURRENT 2023 REPORTING YEAR TOTAL	3	0	92	1	0	0	0	0	6	0	0	0	0	0	0	102
PRIOR 2022 REPORTING YEAR TOTAL	2	1	110	3	0	0	0	0	6	0	0	0	0	0	0	122

SECTION I – WORKFORCE SNAPSHOT PERIOD

12/17/2023 - 12/29/2023

SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional)

No Comments Provided

**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)
2023 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)**

EEOC Standard Form 100 (SF 100)
Revised 08/2023
OMB Control Number: 3046-0049
Expiration Date: 11/30/2026

SECTION A – TYPE OF REPORT
ESTABLISHMENT-LEVEL REPORT

SECTION B – EMPLOYER IDENTIFICATION

OFS COMPANY ID NR08082	EMPLOYER NAME Coterra Energy			
ADDRESS 840 Gessner Road, Suite 1400	CITY/TOWN HOUSTON	STATE TX	ZIP CODE 77024	

SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable)

HQ/ESTABLISHMENT-LEVEL UNIT ID NX67632	HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME Susquehanna			
HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS 8207 Pennsylvania 29	CITY/TOWN MONTROSE	STATE PA	ZIP CODE 18801	

SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN)
043072771

SECTION E – EMPLOYER FILING ELIGIBILITY

YES (Employer Is Eligible to File) NO (Employer Is Not Eligible to File) EMPLOYER NO LONGER IN BUSINESS

SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): Not Applicable

YES (Single-Establishment Employer is Federal Contractor) YES (Multi-Establishment Employer is Federal Contractor)
 YES (Headquarters is Federal Contractor) YES (Non-Headquarters Establishment is Federal Contractor)
 YES (One or More Non-Headquarters Establishments is Federal Contractor)

SECTION G – NAICS INFORMATION
211130 - Natural Gas Extraction

SECTION H – WORKFORCE DEMOGRAPHIC DATA

JOB CATEGORIES	Race/Ethnicity														Row Total
	Hispanic or Latino		Not Hispanic or Latino												
			Male						Female						
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	
Executive/Senior Level Officials and Managers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
First/Mid-Level Officials and Managers	1	0	35	0	0	0	0	0	0	0	0	0	0	0	36
Professionals	1	0	9	0	0	0	0	0	0	2	0	0	0	0	12
Technicians	0	0	45	0	0	0	0	0	1	0	0	0	0	0	46
Sales Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Administrative Support Workers	0	0	0	0	0	0	0	0	2	0	0	0	0	0	2
Craft Workers	0	0	5	0	0	0	0	0	1	0	0	0	0	0	6
Operatives	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Laborers and Helpers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Service Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CURRENT 2023 REPORTING YEAR TOTAL	2	0	94	0	0	0	0	0	6	0	0	0	0	0	102
PRIOR 2022 REPORTING YEAR TOTAL	2	1	91	0	0	0	0	0	6	0	0	0	0	0	100

SECTION I – WORKFORCE SNAPSHOT PERIOD
12/17/2023 - 12/29/2023

SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional)

No Comments Provided

**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)
2023 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)**

EEOC Standard Form 100 (SF 100)
Revised 08/2023
OMB Control Number: 3046-0049
Expiration Date: 11/30/2026

SECTION A – TYPE OF REPORT
ESTABLISHMENT-LEVEL REPORT

SECTION B – EMPLOYER IDENTIFICATION

OFS COMPANY ID NR08082	EMPLOYER NAME Coterra Energy			
ADDRESS 840 Gessner Road, Suite 1400	CITY/TOWN HOUSTON	STATE TX	ZIP CODE 77024	

SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable)

HQ/ESTABLISHMENT-LEVEL UNIT ID PB06772	HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME Denver			
HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS 1700 Lincoln Street, Suite 3700	CITY/TOWN DENVER	STATE CO	ZIP CODE 80203	

SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN)
043072771

SECTION E – EMPLOYER FILING ELIGIBILITY

YES (Employer Is Eligible to File) NO (Employer Is Not Eligible to File) EMPLOYER NO LONGER IN BUSINESS

SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): Not Applicable

- YES (Single-Establishment Employer is Federal Contractor) YES (Multi-Establishment Employer is Federal Contractor)
 YES (Headquarters is Federal Contractor) YES (Non-Headquarters Establishment is Federal Contractor)
 YES (One or More Non-Headquarters Establishments is Federal Contractor)

SECTION G – NAICS INFORMATION
211130 - Natural Gas Extraction

SECTION H – WORKFORCE DEMOGRAPHIC DATA

JOB CATEGORIES	Race/Ethnicity														Row Total	
	Hispanic or Latino		Not Hispanic or Latino													
			Male							Female						
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races		
Executive/Senior Level Officials and Managers	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
First/Mid-Level Officials and Managers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Technicians	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sales Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Administrative Support Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Craft Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Operatives	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Laborers and Helpers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Service Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CURRENT 2023 REPORTING YEAR TOTAL	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
PRIOR 2022 REPORTING YEAR TOTAL	0	1	18	0	0	0	0	1	13	1	0	0	0	0	0	34

SECTION I – WORKFORCE SNAPSHOT PERIOD
12/17/2023 - 12/29/2023

SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional)

No Comments Provided

**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)
2023 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)**

EEOC Standard Form 100 (SF 100)
Revised 08/2023
OMB Control Number: 3046-0049
Expiration Date: 11/30/2026

SECTION A – TYPE OF REPORT
ESTABLISHMENT-LEVEL REPORT

SECTION B – EMPLOYER IDENTIFICATION

OFS COMPANY ID NR08082	EMPLOYER NAME Coterra Energy			
ADDRESS 840 Gessner Road, Suite 1400	CITY/TOWN HOUSTON	STATE TX	ZIP CODE 77024	

SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable)

HQ/ESTABLISHMENT-LEVEL UNIT ID PB06741	HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME Hobbs			
HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS 2020 W Bender Blvd	CITY/TOWN HOBBS	STATE NM	ZIP CODE 88240	

SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN)
043072771

SECTION E – EMPLOYER FILING ELIGIBILITY

YES (Employer Is Eligible to File) NO (Employer Is Not Eligible to File) EMPLOYER NO LONGER IN BUSINESS

SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): Not Applicable

- YES (Single-Establishment Employer is Federal Contractor) YES (Multi-Establishment Employer is Federal Contractor)
 YES (Headquarters is Federal Contractor) YES (Non-Headquarters Establishment is Federal Contractor)
 YES (One or More Non-Headquarters Establishments is Federal Contractor)

SECTION G – NAICS INFORMATION

211130 - Natural Gas Extraction

SECTION H – WORKFORCE DEMOGRAPHIC DATA

JOB CATEGORIES	Race/Ethnicity														Row Total	
	Hispanic or Latino		Not Hispanic or Latino													
			Male							Female						
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races		
Executive/Senior Level Officials and Managers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
First/Mid-Level Officials and Managers	4	0	8	0	0	0	0	0	0	0	0	0	0	0	0	12
Professionals	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Technicians	11	0	17	0	0	0	0	0	0	0	0	0	0	0	0	28
Sales Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Administrative Support Workers	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1
Craft Workers	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
Operatives	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Laborers and Helpers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Service Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CURRENT 2023 REPORTING YEAR TOTAL	15	1	26	0	0	0	0	0	0	0	0	0	0	0	0	42
PRIOR 2022 REPORTING YEAR TOTAL	14	1	27	0	0	0	0	0	0	0	0	0	0	0	0	42

SECTION I – WORKFORCE SNAPSHOT PERIOD

12/17/2023 - 12/29/2023

SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional)

No Comments Provided

**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)
2023 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)**

EEOC Standard Form 100 (SF 100)
Revised 08/2023
OMB Control Number: 3046-0049
Expiration Date: 11/30/2026

**SECTION A – TYPE OF REPORT
ESTABLISHMENT-LEVEL REPORT**

SECTION B – EMPLOYER IDENTIFICATION

OFS COMPANY ID NR08082	EMPLOYER NAME Coterra Energy			
ADDRESS 840 Gessner Road, Suite 1400	CITY/TOWN HOUSTON	STATE TX	ZIP CODE 77024	

SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable)

HQ/ESTABLISHMENT-LEVEL UNIT ID PB06750	HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME Appaloosa			
HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS 2111 CR 428	CITY/TOWN PECOS	STATE TX	ZIP CODE 79772	

**SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN)
043072771**

SECTION E – EMPLOYER FILING ELIGIBILITY

YES (Employer Is Eligible to File) NO (Employer Is Not Eligible to File) EMPLOYER NO LONGER IN BUSINESS

SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): Not Applicable

YES (Single-Establishment Employer is Federal Contractor) YES (Multi-Establishment Employer is Federal Contractor)
 YES (Headquarters is Federal Contractor) YES (Non-Headquarters Establishment is Federal Contractor)
 YES (One or More Non-Headquarters Establishments is Federal Contractor)

**SECTION G – NAICS INFORMATION
211130 - Natural Gas Extraction**

SECTION H – WORKFORCE DEMOGRAPHIC DATA

JOB CATEGORIES	Race/Ethnicity														Row Total
	Hispanic or Latino		Not Hispanic or Latino												
			Male						Female						
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	
Executive/Senior Level Officials and Managers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
First/Mid-Level Officials and Managers	5	0	10	0	0	0	1	0	0	0	0	0	0	0	16
Professionals	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1
Technicians	9	0	16	0	0	0	1	0	1	0	0	0	0	0	27
Sales Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Administrative Support Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Craft Workers	2	0	0	0	0	0	0	0	0	0	0	0	0	0	2
Operatives	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Laborers and Helpers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Service Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CURRENT 2023 REPORTING YEAR TOTAL	16	0	27	0	0	0	2	0	1	0	0	0	0	0	46
PRIOR 2022 REPORTING YEAR TOTAL	12	0	24	0	0	0	2	0	1	0	0	0	0	0	39

**SECTION I – WORKFORCE SNAPSHOT PERIOD
12/17/2023 - 12/29/2023**

SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional)

No Comments Provided

**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)
2023 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)**

EEOC Standard Form 100 (SF 100)
Revised 08/2023
OMB Control Number: 3046-0049
Expiration Date: 11/30/2026

**SECTION A – TYPE OF REPORT
ESTABLISHMENT-LEVEL REPORT**

SECTION B – EMPLOYER IDENTIFICATION

OFS COMPANY ID NR08082	EMPLOYER NAME Coterra Energy			
ADDRESS 840 Gessner Road, Suite 1400	CITY/TOWN HOUSTON	STATE TX	ZIP CODE 77024	

SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable)

HQ/ESTABLISHMENT-LEVEL UNIT ID PB06824	HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME Carlsbad			
HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS 2110 Aviation Way	CITY/TOWN CARLSBAD	STATE NM	ZIP CODE 88220	

**SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN)
043072771**

SECTION E – EMPLOYER FILING ELIGIBILITY

YES (Employer Is Eligible to File) NO (Employer Is Not Eligible to File) EMPLOYER NO LONGER IN BUSINESS

SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): Not Applicable

YES (Single-Establishment Employer is Federal Contractor) YES (Multi-Establishment Employer is Federal Contractor)
 YES (Headquarters is Federal Contractor) YES (Non-Headquarters Establishment is Federal Contractor)
 YES (One or More Non-Headquarters Establishments is Federal Contractor)

SECTION G – NAICS INFORMATION

211130 - Natural Gas Extraction

SECTION H – WORKFORCE DEMOGRAPHIC DATA

JOB CATEGORIES	Race/Ethnicity														Row Total
	Hispanic or Latino		Not Hispanic or Latino												
			Male							Female					
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	
Executive/Senior Level Officials and Managers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
First/Mid-Level Officials and Managers	5	1	10	0	0	0	0	0	0	0	0	0	0	0	16
Professionals	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1
Technicians	13	0	13	1	0	0	1	2	0	0	0	0	0	0	30
Sales Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Administrative Support Workers	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
Craft Workers	2	0	7	0	0	0	0	3	1	0	0	0	0	0	13
Operatives	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Laborers and Helpers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Service Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CURRENT 2023 REPORTING YEAR TOTAL	20	2	30	1	0	0	1	6	1	0	0	0	0	0	61
PRIOR 2022 REPORTING YEAR TOTAL	17	2	29	0	0	0	1	4	0	0	0	0	0	0	53

SECTION I – WORKFORCE SNAPSHOT PERIOD

12/17/2023 - 12/29/2023

SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional)

No Comments Provided

**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)
2023 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)**

EEOC Standard Form 100 (SF 100)
Revised 08/2023
OMB Control Number: 3046-0049
Expiration Date: 11/30/2026

**SECTION A – TYPE OF REPORT
ESTABLISHMENT-LEVEL REPORT**

SECTION B – EMPLOYER IDENTIFICATION

OFS COMPANY ID NR08082	EMPLOYER NAME Coterra Energy			
ADDRESS 840 Gessner Road, Suite 1400	CITY/TOWN HOUSTON	STATE TX	ZIP CODE 77024	

SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable)

HQ/ESTABLISHMENT-LEVEL UNIT ID PA90445	HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME Geary			
HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS 26170 Hwy 281 Spur	CITY/TOWN GEARY	STATE OK	ZIP CODE 73040	

**SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN)
043072771**

SECTION E – EMPLOYER FILING ELIGIBILITY

YES (Employer Is Eligible to File) NO (Employer Is Not Eligible to File) EMPLOYER NO LONGER IN BUSINESS

SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): [Not Applicable](#)

YES (Single-Establishment Employer is Federal Contractor) YES (Multi-Establishment Employer is Federal Contractor)
 YES (Headquarters is Federal Contractor) YES (Non-Headquarters Establishment is Federal Contractor)
 YES (One or More Non-Headquarters Establishments is Federal Contractor)

SECTION G – NAICS INFORMATION

211130 - Natural Gas Extraction

SECTION H – WORKFORCE DEMOGRAPHIC DATA

JOB CATEGORIES	Race/Ethnicity														Row Total	
	Hispanic or Latino		Not Hispanic or Latino													
			Male						Female							
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races		
Executive/Senior Level Officials and Managers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
First/Mid-Level Officials and Managers	0	0	14	0	0	0	0	0	0	0	0	0	0	0	0	14
Professionals	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Technicians	1	0	34	0	0	0	0	2	0	0	0	0	0	0	0	37
Sales Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Administrative Support Workers	0	0	0	0	0	0	0	0	2	0	0	0	0	0	0	2
Craft Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Operatives	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Laborers and Helpers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Service Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CURRENT 2023 REPORTING YEAR TOTAL	1	0	48	0	0	0	0	2	2	0	0	0	0	0	0	53
PRIOR 2022 REPORTING YEAR TOTAL	0	0	48	0	0	0	0	2	2	0	0	0	0	0	0	52

SECTION I – WORKFORCE SNAPSHOT PERIOD

12/17/2023 - 12/29/2023

SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional)

No Comments Provided

**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)
2023 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)**

EEOC Standard Form 100 (SF 100)
Revised 08/2023
OMB Control Number: 3046-0049
Expiration Date: 11/30/2026

SECTION A – TYPE OF REPORT
ESTABLISHMENT-LEVEL REPORT

SECTION B – EMPLOYER IDENTIFICATION

OFS COMPANY ID NR08082	EMPLOYER NAME Coterra Energy			
ADDRESS 840 Gessner Road, Suite 1400	CITY/TOWN HOUSTON	STATE TX	ZIP CODE 77024	

SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable)

HQ/ESTABLISHMENT-LEVEL UNIT ID NX40114	HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME Pittsburgh			
HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS 2000 Park Lane, Suite 300	CITY/TOWN PITTSBURGH	STATE PA	ZIP CODE 15275	

SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN)
043072771

SECTION E – EMPLOYER FILING ELIGIBILITY

YES (Employer Is Eligible to File) NO (Employer Is Not Eligible to File) EMPLOYER NO LONGER IN BUSINESS

SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): Not Applicable

YES (Single-Establishment Employer is Federal Contractor) YES (Multi-Establishment Employer is Federal Contractor)
 YES (Headquarters is Federal Contractor) YES (Non-Headquarters Establishment is Federal Contractor)
 YES (One or More Non-Headquarters Establishments is Federal Contractor)

SECTION G – NAICS INFORMATION

211130 - Natural Gas Extraction

SECTION H – WORKFORCE DEMOGRAPHIC DATA

JOB CATEGORIES	Race/Ethnicity														Row Total
	Hispanic or Latino		Not Hispanic or Latino												
			Male						Female						
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	
Executive/Senior Level Officials and Managers	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1
First/Mid-Level Officials and Managers	0	0	14	0	1	0	0	1	2	0	0	0	0	0	18
Professionals	2	1	22	0	0	0	0	1	10	0	0	0	0	0	36
Technicians	0	0	5	0	0	0	0	0	4	0	0	0	0	0	9
Sales Workers	0	0	2	0	0	0	0	0	0	0	0	0	0	0	2
Administrative Support Workers	0	0	1	0	0	0	0	0	7	0	0	0	0	0	8
Craft Workers	0	0	6	0	0	0	0	0	0	0	0	0	0	0	6
Operatives	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Laborers and Helpers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Service Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CURRENT 2023 REPORTING YEAR TOTAL	2	1	51	0	1	0	0	2	23	0	0	0	0	0	80
PRIOR 2022 REPORTING YEAR TOTAL	2	0	54	0	1	0	0	3	26	0	0	0	0	0	86

SECTION I – WORKFORCE SNAPSHOT PERIOD

12/17/2023 - 12/29/2023

SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional)

No Comments Provided

**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)
2023 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)**

EEOC Standard Form 100 (SF 100)
Revised 08/2023
OMB Control Number: 3046-0049
Expiration Date: 11/30/2026

**SECTION A – TYPE OF REPORT
ESTABLISHMENT-LEVEL REPORT**

SECTION B – EMPLOYER IDENTIFICATION

OFS COMPANY ID NR08082	EMPLOYER NAME Coterra Energy			
ADDRESS 840 Gessner Road, Suite 1400	CITY/TOWN HOUSTON	STATE TX	ZIP CODE 77024	

SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable)

HQ/ESTABLISHMENT-LEVEL UNIT ID PD04925	HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME GDS - Lenox			
HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS 4081 S.R. 92	CITY/TOWN KINGSLEY	STATE PA	ZIP CODE 18826	

**SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN)
043072771**

SECTION E – EMPLOYER FILING ELIGIBILITY

YES (Employer Is Eligible to File) NO (Employer Is Not Eligible to File) EMPLOYER NO LONGER IN BUSINESS

SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): [Not Applicable](#)

YES (Single-Establishment Employer is Federal Contractor) YES (Multi-Establishment Employer is Federal Contractor)
 YES (Headquarters is Federal Contractor) YES (Non-Headquarters Establishment is Federal Contractor)
 YES (One or More Non-Headquarters Establishments is Federal Contractor)

SECTION G – NAICS INFORMATION

213111 - Drilling Oil and Gas Wells

SECTION H – WORKFORCE DEMOGRAPHIC DATA

JOB CATEGORIES	Race/Ethnicity														Row Total
	Hispanic or Latino		Not Hispanic or Latino												
			Male						Female						
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	
Executive/Senior Level Officials and Managers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
First/Mid-Level Officials and Managers	0	0	3	0	0	0	0	1	0	0	0	0	0	0	4
Professionals	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Technicians	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sales Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Administrative Support Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Craft Workers	2	0	13	0	0	0	0	0	0	0	0	0	0	0	15
Operatives	1	0	49	2	0	0	0	1	2	0	0	0	0	0	55
Laborers and Helpers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Service Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CURRENT 2023 REPORTING YEAR TOTAL	3	0	65	2	0	0	0	2	2	0	0	0	0	0	74
PRIOR 2022 REPORTING YEAR TOTAL	6	0	88	2	0	0	0	0	4	0	0	0	0	1	101

**SECTION I – WORKFORCE SNAPSHOT PERIOD
12/17/2023 - 12/29/2023**

SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional)

No Comments Provided

**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)
2023 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)**

EEOC Standard Form 100 (SF 100)
Revised 08/2023
OMB Control Number: 3046-0049
Expiration Date: 11/30/2026

SECTION A – TYPE OF REPORT
ESTABLISHMENT-LEVEL REPORT

SECTION B – EMPLOYER IDENTIFICATION

OFS COMPANY ID NR08082	EMPLOYER NAME Coterra Energy			
ADDRESS 840 Gessner Road, Suite 1400	CITY/TOWN HOUSTON	STATE TX	ZIP CODE 77024	

SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable)

HQ/ESTABLISHMENT-LEVEL UNIT ID PA90353	HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME Tulsa			
HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS 202 S Cheyenne, Suite 1000	CITY/TOWN TULSA	STATE OK	ZIP CODE 74103	

SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN)
043072771

SECTION E – EMPLOYER FILING ELIGIBILITY

YES (Employer Is Eligible to File) NO (Employer Is Not Eligible to File) EMPLOYER NO LONGER IN BUSINESS

SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): Not Applicable

YES (Single-Establishment Employer is Federal Contractor) YES (Multi-Establishment Employer is Federal Contractor)
 YES (Headquarters is Federal Contractor) YES (Non-Headquarters Establishment is Federal Contractor)
 YES (One or More Non-Headquarters Establishments is Federal Contractor)

SECTION G – NAICS INFORMATION

211130 - Natural Gas Extraction

SECTION H – WORKFORCE DEMOGRAPHIC DATA

JOB CATEGORIES	Race/Ethnicity														Row Total
	Hispanic or Latino		Not Hispanic or Latino												
			Male						Female						
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	
Executive/Senior Level Officials and Managers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
First/Mid-Level Officials and Managers	0	0	5	0	0	0	0	0	1	0	0	0	0	0	6
Professionals	0	0	20	0	0	0	2	0	2	0	1	0	0	0	25
Technicians	0	0	0	0	0	0	0	0	3	0	0	0	0	0	3
Sales Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Administrative Support Workers	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1
Craft Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Operatives	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Laborers and Helpers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Service Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CURRENT 2023 REPORTING YEAR TOTAL	0	0	26	0	0	0	2	0	6	0	1	0	0	0	35
PRIOR 2022 REPORTING YEAR TOTAL	5	2	56	1	0	0	3	1	49	1	4	0	3	3	128

SECTION I – WORKFORCE SNAPSHOT PERIOD

12/17/2023 - 12/29/2023

SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional)

No Comments Provided

**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)
2023 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)**

EEOC Standard Form 100 (SF 100)
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SECTION A – TYPE OF REPORT
ESTABLISHMENT-LEVEL REPORT

SECTION B – EMPLOYER IDENTIFICATION

OFS COMPANY ID NR08082	EMPLOYER NAME Coterra Energy			
ADDRESS 840 Gessner Road, Suite 1400	CITY/TOWN HOUSTON	STATE TX	ZIP CODE 77024	

SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable)

HQ/ESTABLISHMENT-LEVEL UNIT ID PB07511	HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME GDS - Dimock			
HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS 8283 S.R. 29	CITY/TOWN MONTROSE	STATE PA	ZIP CODE 18801	

SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN)
043072771

SECTION E – EMPLOYER FILING ELIGIBILITY

YES (Employer Is Eligible to File) NO (Employer Is Not Eligible to File) EMPLOYER NO LONGER IN BUSINESS

SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): Not Applicable

YES (Single-Establishment Employer is Federal Contractor) YES (Multi-Establishment Employer is Federal Contractor)
 YES (Headquarters is Federal Contractor) YES (Non-Headquarters Establishment is Federal Contractor)
 YES (One or More Non-Headquarters Establishments is Federal Contractor)

SECTION G – NAICS INFORMATION

213111 - Drilling Oil and Gas Wells

SECTION H – WORKFORCE DEMOGRAPHIC DATA

JOB CATEGORIES	Race/Ethnicity														Row Total	
	Hispanic or Latino		Not Hispanic or Latino													
			Male							Female						
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races		
Executive/Senior Level Officials and Managers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
First/Mid-Level Officials and Managers	0	0	5	0	0	0	0	0	0	0	0	0	0	0	0	5
Professionals	0	0	1	0	0	0	0	0	0	2	0	0	0	0	0	3
Technicians	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sales Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Administrative Support Workers	0	0	0	0	0	0	0	0	2	0	0	0	0	0	0	2
Craft Workers	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
Operatives	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Laborers and Helpers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Service Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CURRENT 2023 REPORTING YEAR TOTAL	0	0	7	0	0	0	0	0	4	0	0	0	0	0	0	11
PRIOR 2022 REPORTING YEAR TOTAL	0	1	6	0	0	0	0	0	4	0	0	0	0	0	0	11

SECTION I – WORKFORCE SNAPSHOT PERIOD

12/17/2023 - 12/29/2023

SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional)

No Comments Provided