

AFFIRMATIVE ACTION COMPLIANCE PLAN

for Minorities and Females

Period: January 26, 2006 to January 25, 2007

Plan Completed by: \_\_\_\_\_  
Andrew Sachs  
Affirmative Action Officer  
Vice President

Plan Reviewed and  
Approved by: \_\_\_\_\_  
Joseph J. Coates, III  
President

Coates Field Service, Inc.  
Corporation Address:  
P.O. Box 25277  
Oklahoma City, OK

Corporate Phone No.: 405-528-5676

Company's Federal Tax ID No.: 73-0574212

Company's Dun & Bradstreet No.: 033017112

Company's EEO-1 Identification Number: M020813

## PREFACE

Coates Field Service, Inc. (the "Company") is fully committed to the concept and practices of equal employment opportunity and affirmative action in all aspects of employment. The management of Coates Field Service, Inc. has prepared this written Affirmative Action Compliance Plan (AAPC).

In the preparation of this AAPC, the Company has used the terminology used in Executive Order 11246 and its implementing regulations as a guide. Therefore, the use of such terms as "underutilization," "deficiency," "concentration," "affected class," etc., should not be construed as an admission by the Company, in whole or in part, that in fact either minorities or women have been or are presently being underutilized, or discriminated against in any way by the Company in violation of federal, state, or local fair employment practice laws.

In developing and implementing this AAPC, the Company has been guided by its established policy of providing equal employment opportunity. Any goals, which the Company has established herein, are not intended as rigid, inflexible quotas that must be met, but rather as targets reasonably attainable by applying every good faith effort in implementing this AAPC. The use of goals and timetables in this AAPC is not intended, nor is the effect of such goals and timetables intended, to discriminate against an individual or group of individuals with respect to any employment opportunity for which he or she or they are qualified on the grounds that he, she, or they are not beneficiaries of affirmative action themselves. Indeed, nothing herein is intended to sanction the discriminatory treatment of any person. Thus, this AAPC has been developed in strict reliance upon the Guidelines of Affirmative Action issued by the Equal Employment Opportunity Commission (29 C.F.R. Part 1608).

The material set forth in this AAPC is deemed to constitute operations information, confidential statistical data and other confidential commercial and financial data, within the meaning of the Freedom of Information Act, 5 U.S.C., Section 552; Title VII of the Civil Rights Act of 1964 (as amended) 42 U.S.C., Section 2000 et seq.; The Trade Secrets Act 18 U.S.C., Section 1905, and 44 U.S.C., Section 3508, the disclosure of which is prohibited by law and would subject the individual making the disclosure to criminal and/or civil sanctions.



































