

| Clave                             | Nombre                        | S.Diario   | S.Integ | DEDUCCIONES       | CONCEPTOS                 |
|-----------------------------------|-------------------------------|------------|---------|-------------------|---------------------------|
| ***** DIRECCION GENERAL ***** 100 |                               |            |         |                   |                           |
| 100-004                           | MEZA PADILLA FRANCISCO        |            |         |                   |                           |
| T.EMP:                            | EVENTUAL                      | 364.37     |         | 549.40            | CHOFER MENSAJERO          |
| 01                                | SUELDO                        | 5,465.55   | 51      | ISPT              | 786.43                    |
| 02                                | DESPENSA                      | 463.00     |         |                   | DVIG DIAS DE VIGENCIA     |
| 03                                | TRANSPORTE                    | 315.00     |         |                   | 51AG ISPT AGUINALDO       |
| 30                                | AGUINALDO                     | 20,811.84  |         |                   | IMP1 ISPT ART. 113 LISR   |
|                                   |                               |            |         |                   | IMP2 ISPT ART. 142        |
|                                   |                               |            |         |                   | EXEN BASE EXENTA          |
|                                   |                               |            |         |                   | PGR1 PERC. GRAVADA TIPO 1 |
|                                   |                               |            |         |                   | PGR2 PERC. GRAVADA TIPO 2 |
|                                   |                               |            |         |                   | PERC TOTAL PERCEPCIONES   |
|                                   |                               |            |         |                   | DEDU TOTAL DEDUCCIONES    |
|                                   |                               |            |         |                   | AGUI PROVISION AGUINALDO  |
|                                   |                               |            |         |                   | TOTA NOMINA EN EFECTIVO   |
| 100-005                           | PARGA RAMIREZ URIEL ALEJANDRO |            |         |                   |                           |
| T.EMP:                            | EVENTUAL                      | 2,564.87   |         | 1,826.00          | SECRETARIO TECNICO        |
| 01                                | SUELDO                        | 38,473.05  | 51      | ISPT              | 10,706.73                 |
| 02                                | DESPENSA                      | 1,518.50   |         |                   | DVIG DIAS DE VIGENCIA     |
| 03                                | TRANSPORTE                    | 1,067.50   |         |                   | 51AG ISPT AGUINALDO       |
| 30                                | AGUINALDO                     | 136,863.50 |         |                   | IMP1 ISPT ART. 113 LISR   |
|                                   |                               |            |         |                   | IMP2 ISPT ART. 142        |
|                                   |                               |            |         |                   | EXEN BASE EXENTA          |
|                                   |                               |            |         |                   | PGR1 PERC. GRAVADA TIPO 1 |
|                                   |                               |            |         |                   | PGR2 PERC. GRAVADA TIPO 2 |
|                                   |                               |            |         |                   | PERC TOTAL PERCEPCIONES   |
|                                   |                               |            |         |                   | DEDU TOTAL DEDUCCIONES    |
|                                   |                               |            |         |                   | AGUI PROVISION AGUINALDO  |
|                                   |                               |            |         |                   | TOTA NOMINA EN EFECTIVO   |
| 101-001                           | PEREZ MARTINEZ MOCTEZUMA      |            |         |                   |                           |
| T.EMP:                            | EVENTUAL                      | 467.07     |         | 664.62            | AUXILIAR ADMINISTRATIVO   |
| 01                                | SUELDO                        | 7,006.05   | 51      | ISPT              | 1,140.80                  |
| 02                                | DESPENSA                      | 557.00     | 65      | OTRAS DEDUCCIONES | 300.00                    |
| 03                                | TRANSPORTE                    | 339.50     |         |                   | DVIG DIAS DE VIGENCIA     |
| 30                                | AGUINALDO                     | 25,119.57  |         |                   | 51AG ISPT AGUINALDO       |
|                                   |                               |            |         |                   | IMP1 ISPT ART. 113 LISR   |
|                                   |                               |            |         |                   | IMP2 ISPT ART. 142        |
|                                   |                               |            |         |                   | EXEN BASE EXENTA          |
|                                   |                               |            |         |                   | PGR1 PERC. GRAVADA TIPO 1 |
|                                   |                               |            |         |                   | PGR2 PERC. GRAVADA TIPO 2 |
|                                   |                               |            |         |                   | PERC TOTAL PERCEPCIONES   |
|                                   |                               |            |         |                   | DEDU TOTAL DEDUCCIONES    |
|                                   |                               |            |         |                   | AGUI PROVISION AGUINALDO  |
|                                   |                               |            |         |                   | TOTA NOMINA EN EFECTIVO   |
| 101-002                           | MIRANDA TORRES JONATHAN       |            |         |                   |                           |
| T.EMP:                            | EVENTUAL                      | 467.06     |         | 704.30            | AUXILIAR ADMINISTRATIVO   |
| 01                                | SUELDO                        | 7,005.90   | 51      | ISPT              | 1,140.76                  |
| 02                                | DESPENSA                      | 557.00     |         |                   | DVIG DIAS DE VIGENCIA     |
| 03                                | TRANSPORTE                    | 339.50     |         |                   | 51AG ISPT AGUINALDO       |
| 30                                | AGUINALDO                     | 26,341.34  |         |                   | IMP1 ISPT ART. 113 LISR   |
|                                   |                               |            |         |                   | IMP2 ISPT ART. 142        |
|                                   |                               |            |         |                   | EXEN BASE EXENTA          |
|                                   |                               |            |         |                   | PGR1 PERC. GRAVADA TIPO 1 |
|                                   |                               |            |         |                   | PGR2 PERC. GRAVADA TIPO 2 |
|                                   |                               |            |         |                   | PERC TOTAL PERCEPCIONES   |
|                                   |                               |            |         |                   | DEDU TOTAL DEDUCCIONES    |
|                                   |                               |            |         |                   | AGUI PROVISION AGUINALDO  |
|                                   |                               |            |         |                   | TOTA NOMINA EN EFECTIVO   |

| Clave        | Nombre                      | S.Diario   | S.Integ  | DEDUCCIONES                  | CONCEPTOS                   |            |
|--------------|-----------------------------|------------|----------|------------------------------|-----------------------------|------------|
| PERCEPCIONES |                             |            |          |                              |                             |            |
| 101-003      | GONZALEZ ORTIZ FIDEL        |            |          |                              |                             |            |
| T.EMP:       | PERMANENTE                  | 1,007.53   | 1,341.52 | JEFE DE CONTRATACION         | DE OBRAS (UEAS)             |            |
| 01           | SUELDO                      | 15,112.95  | 51       | ISPT                         | DVIG DIAS DE VIGENCIA       | 15.00      |
| 02           | DESPENSA                    | 797.50     | 54       | FONDO PENSIONES              | 51AG ISPT AGUINALDO         | 10,352.56  |
| 03           | TRANSPORTE                  | 537.00     |          |                              | IMP1 ISPT ART. 113 LISR     | 3,118.92   |
| 30           | AGUINALDO                   | 36,699.74  |          |                              | IMP2 ISPT ART. 142          | 10,352.56  |
|              |                             |            |          |                              | EXEN BASE EXENTA            | 2,191.20   |
|              |                             |            |          |                              | PGR1 PERC. GRAVADA TIPO 1   | 16,447.45  |
|              |                             |            |          |                              | PGR2 PERC. GRAVADA TIPO 2   | 34,508.54  |
|              |                             |            |          |                              | PERC TOTAL PERCEPCIONES     | 53,147.19  |
|              |                             |            |          |                              | DEDU TOTAL DEDUCCIONES      | 4,856.91   |
|              |                             |            |          |                              | 3%FV 3% FONDO DE VIVIENDA   | 453.39     |
|              |                             |            |          |                              | FOND FONDO PENSIONES EMPRES | 2,266.94   |
|              |                             |            |          |                              | SEDARSEDAR                  | 302.26     |
|              |                             |            |          |                              | AGUI PROVISION AGUINALDO    | 6,191.77   |
|              |                             |            |          |                              | TOTA NOMINA EN EFECTIVO     | 48,290.28  |
| 18-123-002   | MIRANDA TORRES MARTHA ERIKA |            |          |                              |                             |            |
| T.EMP:       | PERMANENTE                  | 1,007.53   | 1,509.54 | SECRETARIA PARTICULAR        |                             |            |
| 01           | SUELDO                      | 15,112.95  | 51       | ISPT                         | DVIG DIAS DE VIGENCIA       | 15.00      |
| 02           | DESPENSA                    | 797.50     | 54       | FONDO PENSIONES              | 51AG ISPT AGUINALDO         | 15,790.09  |
| 03           | TRANSPORTE                  | 537.00     | 65       | OTRAS DEDUCCIONES            | IMP1 ISPT ART. 113 LISR     | 3,118.92   |
| 30           | AGUINALDO                   | 54,824.84  |          |                              | IMP2 ISPT ART. 142          | 15,790.09  |
|              |                             |            |          |                              | EXEN BASE EXENTA            | 2,191.20   |
|              |                             |            |          |                              | PGR1 PERC. GRAVADA TIPO 1   | 16,447.45  |
|              |                             |            |          |                              | PGR2 PERC. GRAVADA TIPO 2   | 52,633.64  |
|              |                             |            |          |                              | PERC TOTAL PERCEPCIONES     | 71,272.29  |
|              |                             |            |          |                              | DEDU TOTAL DEDUCCIONES      | 12,416.48  |
|              |                             |            |          |                              | 3%FV 3% FONDO DE VIVIENDA   | 453.39     |
|              |                             |            |          |                              | FOND FONDO PENSIONES EMPRES | 2,266.94   |
|              |                             |            |          |                              | SEDARSEDAR                  | 302.26     |
|              |                             |            |          |                              | AGUI PROVISION AGUINALDO    | 7,948.47   |
|              |                             |            |          |                              | TOTA NOMINA EN EFECTIVO     | 58,855.81  |
| 33-254-003   | GARCIA RODRIGUEZ ALDO       |            |          |                              |                             |            |
| T.EMP:       | PERMANENTE                  | 1,632.10   | 1,826.00 | GERENTE DE ESTUDIOS TECNICOS |                             |            |
| 01           | SUELDO                      | 24,481.50  | 51       | ISPT                         | DVIG DIAS DE VIGENCIA       | 15.00      |
| 02           | DESPENSA                    | 994.50     | 54       | FONDO PENSIONES              | 51AG ISPT AGUINALDO         | 25,527.14  |
| 03           | TRANSPORTE                  | 708.50     | 65       | OTRAS DEDUCCIONES            | IMP1 ISPT ART. 113 LISR     | 6,040.03   |
| 30           | AGUINALDO                   | 87,281.67  |          |                              | IMP2 ISPT ART. 142          | 25,527.14  |
|              |                             |            |          |                              | EXEN BASE EXENTA            | 2,191.20   |
|              |                             |            |          |                              | PGR1 PERC. GRAVADA TIPO 1   | 26,184.50  |
|              |                             |            |          |                              | PGR2 PERC. GRAVADA TIPO 2   | 85,090.47  |
|              |                             |            |          |                              | PERC TOTAL PERCEPCIONES     | 113,466.17 |
|              |                             |            |          |                              | DEDU TOTAL DEDUCCIONES      | 13,068.96  |
|              |                             |            |          |                              | 3%FV 3% FONDO DE VIVIENDA   | 734.44     |
|              |                             |            |          |                              | FOND FONDO PENSIONES EMPRES | 3,672.22   |
|              |                             |            |          |                              | SEDARSEDAR                  | 489.63     |
|              |                             |            |          |                              | AGUI PROVISION AGUINALDO    | 12,729.24  |
|              |                             |            |          |                              | TOTA NOMINA EN EFECTIVO     | 100,397.21 |
| 500-004      | LUGO ARIAS FELIPE TITO      |            |          |                              |                             |            |
| T.EMP:       | PERMANENTE                  | 3,393.53   | 1,826.00 | DIRECTOR GENERAL             |                             |            |
| 01           | SUELDO                      | 50,902.95  | 51       | ISPT                         | DVIG DIAS DE VIGENCIA       | 15.00      |
| 02           | DESPENSA                    | 1,613.00   | 54       | FONDO PENSIONES              | 51AG ISPT AGUINALDO         | 60,050.34  |
| 03           | TRANSPORTE                  | 1,127.00   | 65       | OTRAS DEDUCCIONES            | IMP1 ISPT ART. 113 LISR     | 14,984.08  |
| 30           | AGUINALDO                   | 178,809.84 |          |                              | IMP2 ISPT ART. 142          | 60,050.34  |
|              |                             |            |          |                              | EXEN BASE EXENTA            | 2,191.20   |

| Clave             | Nombre                    | S.Diario | S.Integ           | DEDUCCIONES                | CONCEPTOS                   |            |
|-------------------|---------------------------|----------|-------------------|----------------------------|-----------------------------|------------|
| PERCEPCIONES      |                           |          |                   |                            |                             |            |
|                   |                           |          |                   |                            | PGR1 PERC. GRAVADA TIPO 1   | 53,642.95  |
|                   |                           |          |                   |                            | PGR2 PERC. GRAVADA TIPO 2   | 176,618.64 |
|                   |                           |          |                   |                            | PERC TOTAL PERCEPCIONES     | 232,452.79 |
|                   |                           |          |                   |                            | DEDU TOTAL DEDUCCIONES      | 39,929.92  |
|                   |                           |          |                   |                            | 3%FV 3% FONDO DE VIVIENDA   | 1,527.09   |
|                   |                           |          |                   |                            | FOND FONDO PENSIONES EMPRES | 7,635.44   |
|                   |                           |          |                   |                            | SEDARSEDAR                  | 547.80     |
|                   |                           |          |                   |                            | AGUI PROVISION AGUINALDO    | 26,199.73  |
|                   |                           |          |                   |                            | TOTA NOMINA EN EFECTIVO     | 192,522.87 |
| 520-003           | AGUILAR VELAZCO SALVADOR  |          |                   |                            |                             |            |
| T.EMP: PERMANENTE | 538.53                    |          | 790.82            | CHOFER (DIRECCION GENERAL) |                             |            |
| 01 SUELDO         | 8,077.95                  | 51       | ISPT              | 1,338.67                   | DVIG DIAS DE VIGENCIA       | 15.00      |
| 02 DESPENSA       | 465.50                    | 54       | FONDO PENSIONES   | 928.96                     | 51AG ISPT AGUINALDO         | 5,818.17   |
| 03 TRANSPORTE     | 285.50                    | 65       | OTRAS DEDUCCIONES | 835.00                     | IMP1 ISPT ART. 113 LISR     | 1,338.67   |
| 30 AGUINALDO      | 29,429.84                 |          |                   |                            | IMP2 ISPT ART. 142          | 5,818.17   |
|                   |                           |          |                   |                            | EXEN BASE EXENTA            | 2,191.20   |
|                   |                           |          |                   |                            | PGR1 PERC. GRAVADA TIPO 1   | 8,828.95   |
|                   |                           |          |                   |                            | PGR2 PERC. GRAVADA TIPO 2   | 27,238.64  |
|                   |                           |          |                   |                            | PERC TOTAL PERCEPCIONES     | 38,258.79  |
|                   |                           |          |                   |                            | DEDU TOTAL DEDUCCIONES      | 3,102.63   |
|                   |                           |          |                   |                            | 3%FV 3% FONDO DE VIVIENDA   | 242.34     |
|                   |                           |          |                   |                            | FOND FONDO PENSIONES EMPRES | 1,211.69   |
|                   |                           |          |                   |                            | SEDARSEDAR                  | 161.56     |
|                   |                           |          |                   |                            | AGUI PROVISION AGUINALDO    | 2,821.94   |
|                   |                           |          |                   |                            | TOTA NOMINA EN EFECTIVO     | 35,156.16  |
| 57-019-020        | BECERRA DE LA CRUZ MONICA |          |                   |                            |                             |            |
| T.EMP: PERMANENTE | 467.06                    |          | 694.11            | RECPCIONISTA DG            |                             |            |
| 01 SUELDO         | 7,005.90                  | 51       | ISPT              | 1,140.76                   | DVIG DIAS DE VIGENCIA       | 15.00      |
| 02 DESPENSA       | 557.00                    | 54       | FONDO PENSIONES   | 805.68                     | 51AG ISPT AGUINALDO         | 5,158.47   |
| 03 TRANSPORTE     | 339.50                    | 58       | CUOTA SINDICAL    | 70.06                      | IMP1 ISPT ART. 113 LISR     | 1,140.76   |
| 30 AGUINALDO      | 26,341.34                 | 65       | OTRAS DEDUCCIONES | 2,079.19                   | IMP2 ISPT ART. 142          | 5,158.47   |
|                   |                           | 95       | PRESTAMO AYUDATE  | 708.53                     | EXEN BASE EXENTA            | 2,191.20   |
|                   |                           |          |                   |                            | PGR1 PERC. GRAVADA TIPO 1   | 7,902.40   |
|                   |                           |          |                   |                            | PGR2 PERC. GRAVADA TIPO 2   | 24,150.14  |
|                   |                           |          |                   |                            | PERC TOTAL PERCEPCIONES     | 34,243.74  |
|                   |                           |          |                   |                            | DEDU TOTAL DEDUCCIONES      | 4,804.22   |
|                   |                           |          |                   |                            | 3%FV 3% FONDO DE VIVIENDA   | 210.18     |
|                   |                           |          |                   |                            | FOND FONDO PENSIONES EMPRES | 1,050.88   |
|                   |                           |          |                   |                            | SEDARSEDAR                  | 140.12     |
|                   |                           |          |                   |                            | AGUI PROVISION AGUINALDO    | 6,025.66   |
|                   |                           |          |                   |                            | TOTA NOMINA EN EFECTIVO     | 29,439.52  |
| 730-014           | IBARRA TRIGUERO ISIDRO    |          |                   |                            |                             |            |
| T.EMP: PERMANENTE | 654.43                    |          | 977.20            | COORDINADOR DE CONTRATOS   |                             |            |
| 01 SUELDO         | 9,816.45                  | 51       | ISPT              | 1,777.34                   | DVIG DIAS DE VIGENCIA       | 15.00      |
| 02 DESPENSA       | 630.50                    | 54       | FONDO PENSIONES   | 1,128.89                   | 51AG ISPT AGUINALDO         | 7,971.39   |
| 03 TRANSPORTE     | 378.00                    | 65       | OTRAS DEDUCCIONES | 1,500.00                   | IMP1 ISPT ART. 113 LISR     | 1,777.34   |
| 30 AGUINALDO      | 36,083.17                 |          |                   |                            | IMP2 ISPT ART. 142          | 7,971.39   |
|                   |                           |          |                   |                            | EXEN BASE EXENTA            | 2,191.20   |
|                   |                           |          |                   |                            | PGR1 PERC. GRAVADA TIPO 1   | 10,824.95  |
|                   |                           |          |                   |                            | PGR2 PERC. GRAVADA TIPO 2   | 33,891.97  |
|                   |                           |          |                   |                            | PERC TOTAL PERCEPCIONES     | 46,908.12  |
|                   |                           |          |                   |                            | DEDU TOTAL DEDUCCIONES      | 4,406.23   |
|                   |                           |          |                   |                            | 3%FV 3% FONDO DE VIVIENDA   | 294.49     |
|                   |                           |          |                   |                            | FOND FONDO PENSIONES EMPRES | 1,472.47   |
|                   |                           |          |                   |                            | SEDARSEDAR                  | 196.33     |

| Clave             | Nombre                       | S.Diario   | S.Integ  | PERCEPCIONES      | DEDUCCIONES | CONCEPTOS                         |            |
|-------------------|------------------------------|------------|----------|-------------------|-------------|-----------------------------------|------------|
|                   |                              |            |          |                   |             | AGUI PROVISION AGUINALDO          | 5,208.14   |
|                   |                              |            |          |                   |             | TOTA NOMINA EN EFECTIVO           | 42,501.89  |
| 750-004           | GONZALEZ NAVA NANCY BERENICE |            |          |                   |             |                                   |            |
| T.EMP: PERMANENTE |                              | 347.77     | 529.85   |                   |             | AUXILIAR ADMINISTRATIVO (D.G.)    |            |
| 01 SUELDO         |                              | 5,216.55   | 51       | ISPT              | 730.58      | DVIG DIAS DE VIGENCIA             | 15.00      |
| 02 DESPENSA       |                              | 457.50     | 54       | FONDO PENSIONES   | 599.90      | 51AG ISPT AGUINALDO               | 3,791.18   |
| 03 TRANSPORTE     |                              | 308.00     | 65       | OTRAS DEDUCCIONES | 1,739.00    | IMP1 ISPT ART. 113 LISR           | 730.58     |
| 30 AGUINALDO      |                              | 19,940.17  |          |                   |             | IMP2 ISPT ART. 142                | 3,791.18   |
|                   |                              |            |          |                   |             | EXEN BASE EXENTA                  | 2,191.20   |
|                   |                              |            |          |                   |             | PGR1 PERC. GRAVADA TIPO 1         | 5,982.05   |
|                   |                              |            |          |                   |             | PGR2 PERC. GRAVADA TIPO 2         | 17,748.96  |
|                   |                              |            |          |                   |             | PERC TOTAL PERCEPCIONES           | 25,922.22  |
|                   |                              |            |          |                   |             | DEDU TOTAL DEDUCCIONES            | 3,069.48   |
|                   |                              |            |          |                   |             | 3%FV 3% FONDO DE VIVIENDA         | 156.50     |
|                   |                              |            |          |                   |             | FOND FONDO PENSIONES EMPRES       | 782.48     |
|                   |                              |            |          |                   |             | SEDARSEDAR                        | 104.33     |
|                   |                              |            |          |                   |             | AGUI PROVISION AGUINALDO          | 2,247.77   |
|                   |                              |            |          |                   |             | TOTA NOMINA EN EFECTIVO           | 22,852.74  |
| 910-029           | MARTINEZ ANAYA JUAN CARLOS   |            |          |                   |             |                                   |            |
| T.EMP: PERMANENTE |                              | 1,007.53   | 1,450.69 |                   |             | JEFE DE CONTRATACION DE OBRAS "A" |            |
| 01 SUELDO         |                              | 15,112.95  | 51       | ISPT              | 3,118.92    | DVIG DIAS DE VIGENCIA             | 15.00      |
| 02 DESPENSA       |                              | 797.50     | 54       | FONDO PENSIONES   | 1,737.99    | 51AG ISPT AGUINALDO               | 15,790.09  |
| 03 TRANSPORTE     |                              | 537.00     | 65       | OTRAS DEDUCCIONES | 3,588.85    | IMP1 ISPT ART. 113 LISR           | 3,118.92   |
| 30 AGUINALDO      |                              | 54,824.84  |          |                   |             | IMP2 ISPT ART. 142                | 15,790.09  |
|                   |                              |            |          |                   |             | EXEN BASE EXENTA                  | 2,191.20   |
|                   |                              |            |          |                   |             | PGR1 PERC. GRAVADA TIPO 1         | 16,447.45  |
|                   |                              |            |          |                   |             | PGR2 PERC. GRAVADA TIPO 2         | 52,633.64  |
|                   |                              |            |          |                   |             | PERC TOTAL PERCEPCIONES           | 71,272.29  |
|                   |                              |            |          |                   |             | DEDU TOTAL DEDUCCIONES            | 8,445.76   |
|                   |                              |            |          |                   |             | 3%FV 3% FONDO DE VIVIENDA         | 453.39     |
|                   |                              |            |          |                   |             | FOND FONDO PENSIONES EMPRES       | 2,266.94   |
|                   |                              |            |          |                   |             | SEDARSEDAR                        | 302.26     |
|                   |                              |            |          |                   |             | AGUI PROVISION AGUINALDO          | 19,948.75  |
|                   |                              |            |          |                   |             | TOTA NOMINA EN EFECTIVO           | 62,826.53  |
| ****              | Totales DIRECCION GENERAL    | 100        | ****     |                   |             |                                   |            |
| 01 SUELDO         |                              | 208,790.70 | 51       | ISPT              | 49,142.94   | DVIG DIAS DE VIGENCIA             | 195.00     |
| 02 DESPENSA       |                              | 10,206.00  | 54       | FONDO PENSIONES   | 17,346.61   | 51AG ISPT AGUINALDO               | 209,779.59 |
| 03 TRANSPORTE     |                              | 6,819.00   | 58       | CUOTA SINDICAL    | 70.06       | IMP1 ISPT ART. 113 LISR           | 49,142.94  |
| 30 AGUINALDO      |                              | 733,371.70 | 65       | OTRAS DEDUCCIONES | 40,907.17   | IMP2 ISPT ART. 142                | 209,779.59 |
|                   |                              |            | 95       | PRESTAMO AYUDATE  | 708.53      | EXEN BASE EXENTA                  | 28,485.60  |
|                   |                              |            |          |                   |             | PGR1 PERC. GRAVADA TIPO 1         | 225,815.70 |
|                   |                              |            |          |                   |             | PGR2 PERC. GRAVADA TIPO 2         | 704,886.08 |
|                   |                              |            |          |                   |             | PERC TOTAL PERCEPCIONES           | 959,187.40 |
|                   |                              |            |          |                   |             | DEDU TOTAL DEDUCCIONES            | 108,175.31 |
|                   |                              |            |          |                   |             | 3%FV 3% FONDO DE VIVIENDA         | 4,525.21   |
|                   |                              |            |          |                   |             | FOND FONDO PENSIONES EMPRES       | 22,626.00  |
|                   |                              |            |          |                   |             | SEDARSEDAR                        | 2,546.55   |
|                   |                              |            |          |                   |             | AGUI PROVISION AGUINALDO          | 115,700.81 |
|                   |                              |            |          |                   |             | TOTA NOMINA EN EFECTIVO           | 851,012.09 |

Total de Empleados : 13.00

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| Clave | Nombre | S.Diario | S.Integ | DEDUCCIONES | CONCEPTOS |
|-------|--------|----------|---------|-------------|-----------|
|-------|--------|----------|---------|-------------|-----------|

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PERCEPCIONES

| Clave                               | Nombre                          | S.Diario   | S.Integ  | PERCEPCIONES         | DEDUCCIONES | CONCEPTOS                            |
|-------------------------------------|---------------------------------|------------|----------|----------------------|-------------|--------------------------------------|
| ***** CONTRALORIA INTERNA ***** 200 |                                 |            |          |                      |             |                                      |
| 200-001                             | BELTRAN FERNANDEZ MIRIAM ASTRID |            |          |                      |             |                                      |
| T.EMP:                              | PERMANENTE                      | 2,355.03   | 1,826.00 |                      |             | CONTRALOR INTERNO                    |
| 01                                  | SUELDO                          | 35,325.45  | 51       | ISPT                 | 9,604.93    | DVIG DIAS DE VIGENCIA 15.00          |
| 02                                  | DESPENSA                        | 1,344.00   | 54       | FONDO PENSIONES      | 4,062.43    | 51AG ISPT AGUINALDO 39,941.04        |
| 03                                  | TRANSPORTE                      | 946.50     | 59       | MULTAS Y RECARGOS DE | 475.75      | IMP1 ISPT ART. 113 LISR 9,604.93     |
| 30                                  | AGUINALDO                       | 125,386.50 | 65       | OTRAS DEDUCCIONES    | 11,776.00   | IMP2 ISPT ART. 142 39,941.04         |
|                                     |                                 |            |          |                      |             | EXEN BASE EXENTA 2,191.20            |
|                                     |                                 |            |          |                      |             | PGR1 PERC. GRAVADA TIPO 1 37,615.94  |
|                                     |                                 |            |          |                      |             | PGR2 PERC. GRAVADA TIPO 2 123,195.30 |
|                                     |                                 |            |          |                      |             | PERC TOTAL PERCEPCIONES 163,002.45   |
|                                     |                                 |            |          |                      |             | DEDU TOTAL DEDUCCIONES 25,919.11     |
|                                     |                                 |            |          |                      |             | 3%FV 3% FONDO DE VIVIENDA 1,059.76   |
|                                     |                                 |            |          |                      |             | FOND FONDO PENSIONES EMPRES 5,298.82 |
|                                     |                                 |            |          |                      |             | SEDARSEDAR 547.80                    |
|                                     |                                 |            |          |                      |             | AGUI PROVISION AGUINALDO 18,314.06   |
|                                     |                                 |            |          |                      |             | TOTA NOMINA EN EFECTIVO 137,083.34   |
|                                     |                                 |            |          |                      |             |                                      |
| 200-004                             | ZUNO OROZCO KAREN STEPHANIE     |            |          |                      |             |                                      |
| T.EMP:                              | PERMANENTE                      | 467.07     | 665.34   |                      |             | SECRETARIA DE DIRECCION              |
| 01                                  | SUELDO                          | 7,006.05   | 51       | ISPT                 | 1,140.80    | DVIG DIAS DE VIGENCIA 15.00          |
| 02                                  | DESPENSA                        | 557.00     | 54       | FONDO PENSIONES      | 805.70      | 51AG ISPT AGUINALDO 4,927.88         |
| 03                                  | TRANSPORTE                      | 339.50     | 58       | CUOTA SINDICAL       | 70.06       | IMP1 ISPT ART. 113 LISR 1,140.80     |
| 30                                  | AGUINALDO                       | 25,261.82  | 65       | OTRAS DEDUCCIONES    | 403.00      | IMP2 ISPT ART. 142 4,927.88          |
|                                     |                                 |            |          |                      |             | EXEN BASE EXENTA 2,191.20            |
|                                     |                                 |            |          |                      |             | PGR1 PERC. GRAVADA TIPO 1 7,902.55   |
|                                     |                                 |            |          |                      |             | PGR2 PERC. GRAVADA TIPO 2 23,070.62  |
|                                     |                                 |            |          |                      |             | PERC TOTAL PERCEPCIONES 33,164.37    |
|                                     |                                 |            |          |                      |             | DEDU TOTAL DEDUCCIONES 2,419.56      |
|                                     |                                 |            |          |                      |             | 3%FV 3% FONDO DE VIVIENDA 210.18     |
|                                     |                                 |            |          |                      |             | FOND FONDO PENSIONES EMPRES 1,050.91 |
|                                     |                                 |            |          |                      |             | SEDARSEDAR 140.12                    |
|                                     |                                 |            |          |                      |             | AGUI PROVISION AGUINALDO 2,706.58    |
|                                     |                                 |            |          |                      |             | TOTA NOMINA EN EFECTIVO 30,744.81    |
|                                     |                                 |            |          |                      |             |                                      |
| 230-004                             | RIVAS UREÑA YANEYRA             |            |          |                      |             |                                      |
| T.EMP:                              | PERMANENTE                      | 654.43     | 977.20   |                      |             | JEFE DE SUPERVISION ADMINISTRATIVA   |
| 01                                  | SUELDO                          | 9,816.45   | 51       | ISPT                 | 1,777.34    | DVIG DIAS DE VIGENCIA 15.00          |
| 02                                  | DESPENSA                        | 630.50     | 54       | FONDO PENSIONES      | 1,128.89    | 51AG ISPT AGUINALDO 7,971.39         |
| 03                                  | TRANSPORTE                      | 378.00     | 65       | OTRAS DEDUCCIONES    | 4,382.09    | IMP1 ISPT ART. 113 LISR 1,777.34     |
| 30                                  | AGUINALDO                       | 36,083.17  |          |                      |             | IMP2 ISPT ART. 142 7,971.39          |
|                                     |                                 |            |          |                      |             | EXEN BASE EXENTA 2,191.20            |
|                                     |                                 |            |          |                      |             | PGR1 PERC. GRAVADA TIPO 1 10,824.95  |
|                                     |                                 |            |          |                      |             | PGR2 PERC. GRAVADA TIPO 2 33,891.97  |
|                                     |                                 |            |          |                      |             | PERC TOTAL PERCEPCIONES 46,908.12    |
|                                     |                                 |            |          |                      |             | DEDU TOTAL DEDUCCIONES 7,288.32      |
|                                     |                                 |            |          |                      |             | 3%FV 3% FONDO DE VIVIENDA 294.49     |
|                                     |                                 |            |          |                      |             | FOND FONDO PENSIONES EMPRES 1,472.47 |
|                                     |                                 |            |          |                      |             | SEDARSEDAR 196.33                    |
|                                     |                                 |            |          |                      |             | AGUI PROVISION AGUINALDO 5,208.14    |
|                                     |                                 |            |          |                      |             | TOTA NOMINA EN EFECTIVO 39,619.80    |
|                                     |                                 |            |          |                      |             |                                      |
| ****                                | Totales CONTRALORIA INTERNA     | 200        | ****     |                      |             |                                      |
| 01                                  | SUELDO                          | 52,147.95  | 51       | ISPT                 | 12,523.07   | DVIG DIAS DE VIGENCIA 45.00          |
| 02                                  | DESPENSA                        | 2,531.50   | 54       | FONDO PENSIONES      | 5,997.02    | 51AG ISPT AGUINALDO 52,840.31        |
| 03                                  | TRANSPORTE                      | 1,664.00   | 58       | CUOTA SINDICAL       | 70.06       | IMP1 ISPT ART. 113 LISR 12,523.07    |

| Clave | Nombre    | S.Diario   | S.Integ | DEDUCCIONES          | CONCEPTOS |                             |            |
|-------|-----------|------------|---------|----------------------|-----------|-----------------------------|------------|
| 30    | AGUINALDO | 186,731.49 | 59      | MULTAS Y RECARGOS DE | 475.75    | IMP2 ISPT ART. 142          | 52,840.31  |
|       |           |            | 65      | OTRAS DEDUCCIONES    | 16,561.09 | EXEN BASE EXENTA            | 6,573.60   |
|       |           |            |         |                      |           | PGR1 PERC. GRAVADA TIPO 1   | 56,343.44  |
|       |           |            |         |                      |           | PGR2 PERC. GRAVADA TIPO 2   | 180,157.89 |
|       |           |            |         |                      |           | PERC TOTAL PERCEPCIONES     | 243,074.94 |
|       |           |            |         |                      |           | DEDU TOTAL DEDUCCIONES      | 35,626.99  |
|       |           |            |         |                      |           | 3%FV 3% FONDO DE VIVIENDA   | 1,564.43   |
|       |           |            |         |                      |           | FOND FONDO PENSIONES EMPRES | 7,822.20   |
|       |           |            |         |                      |           | SEDARSEDAR                  | 884.25     |
|       |           |            |         |                      |           | AGUI PROVISION AGUINALDO    | 26,228.78  |
|       |           |            |         |                      |           | TOTA NOMINA EN EFECTIVO     | 207,447.95 |

Total de Empleados : 3.00 -----

| Clave  | Nombre                 | S.Diario  | S.Integ | DEDUCCIONES          | CONCEPTOS                            |
|--|------------------------|-----------|---------|----------------------|--------------------------------------|
| ***** GCIA. AUDITORIA (ADMVA Y PROC) ***** 220       |                        |           |         |                      |                                      |
| 220-004  | MUNGUIA SAENZ YOLANDA  |           |         |                      |                                      |
| T.EMP:   | PERMANENTE             | 467.47    | 689.98  | AUDITOR JR.          |                                      |
| 01   | SUELDO                 | 7,012.05  | 51      | ISPT                 | 1,107.37                             |
| 02   | DESPENSA               | 434.50    | 54      | FONDO PENSIONES      | 806.39                               |
| 03   | TRANSPORTE             | 299.50    | 65      | OTRAS DEDUCCIONES    | 2,304.00                             |
| 30   | AGUINALDO              | 25,820.17 |         |                      |                                      |
|  |                        |           |         |                      | DVIG DIAS DE VIGENCIA 15.00          |
|  |                        |           |         |                      | 51AG ISPT AGUINALDO 5,047.15         |
|  |                        |           |         |                      | IMP1 ISPT ART. 113 LISR 1,107.37     |
|  |                        |           |         |                      | IMP2 ISPT ART. 142 5,047.15          |
|  |                        |           |         |                      | EXEN BASE EXENTA 2,191.20            |
|  |                        |           |         |                      | PGR1 PERC. GRAVADA TIPO 1 7,746.05   |
|  |                        |           |         |                      | PGR2 PERC. GRAVADA TIPO 2 23,628.96  |
|  |                        |           |         |                      | PERC TOTAL PERCEPCIONES 33,566.22    |
|  |                        |           |         |                      | DEDU TOTAL DEDUCCIONES 4,217.76      |
|  |                        |           |         |                      | 3%FV 3% FONDO DE VIVIENDA 210.36     |
|  |                        |           |         |                      | FOND FONDO PENSIONES EMPRES 1,051.81 |
|  |                        |           |         |                      | SEDARSEDAR 140.24                    |
|  |                        |           |         |                      | AGUI PROVISION AGUINALDO 2,667.77    |
|  |                        |           |         |                      | TOTA NOMINA EN EFECTIVO 29,348.46    |
| 394-002  | LOPEZ CISNEROS KOCHITL |           |         |                      |                                      |
| T.EMP:   | PERMANENTE             | 467.47    | 694.86  | AUDITOR DE SISTEMAS  |                                      |
| 01   | SUELDO                 | 7,012.05  | 51      | ISPT                 | 1,107.37                             |
| 02   | DESPENSA               | 434.50    | 54      | FONDO PENSIONES      | 806.39                               |
| 03   | TRANSPORTE             | 299.50    | 79      | APORT.ADIC.VOL.SEDAR | 200.00                               |
| 30   | AGUINALDO              | 25,680.74 | 65      | OTRAS DEDUCCIONES    | 2,084.00                             |
|  |                        |           |         |                      | DVIG DIAS DE VIGENCIA 15.00          |
|  |                        |           |         |                      | 51AG ISPT AGUINALDO 5,017.37         |
|  |                        |           |         |                      | IMP1 ISPT ART. 113 LISR 1,107.37     |
|  |                        |           |         |                      | IMP2 ISPT ART. 142 5,017.37          |
|  |                        |           |         |                      | EXEN BASE EXENTA 2,191.20            |
|  |                        |           |         |                      | PGR1 PERC. GRAVADA TIPO 1 7,746.05   |
|  |                        |           |         |                      | PGR2 PERC. GRAVADA TIPO 2 23,489.54  |
|  |                        |           |         |                      | PERC TOTAL PERCEPCIONES 33,426.79    |
|  |                        |           |         |                      | DEDU TOTAL DEDUCCIONES 4,197.76      |
|  |                        |           |         |                      | 3%FV 3% FONDO DE VIVIENDA 210.36     |
|  |                        |           |         |                      | FOND FONDO PENSIONES EMPRES 1,051.81 |
|  |                        |           |         |                      | SEDARSEDAR 140.24                    |
|  |                        |           |         |                      | AGUI PROVISION AGUINALDO 2,528.34    |
|  |                        |           |         |                      | TOTA NOMINA EN EFECTIVO 29,229.03    |
| **** Totales GCIA. AUDITORIA (ADMVA Y PROC) 220 **** |                        |           |         |                      |                                      |
| 01   | SUELDO                 | 14,024.10 | 51      | ISPT                 | 2,214.74                             |
| 02   | DESPENSA               | 869.00    | 54      | FONDO PENSIONES      | 1,612.78                             |
| 03   | TRANSPORTE             | 599.00    | 79      | APORT.ADIC.VOL.SEDAR | 200.00                               |
| 30   | AGUINALDO              | 51,500.91 | 65      | OTRAS DEDUCCIONES    | 4,388.00                             |
|  |                        |           |         |                      | DVIG DIAS DE VIGENCIA 30.00          |
|  |                        |           |         |                      | 51AG ISPT AGUINALDO 10,064.52        |
|  |                        |           |         |                      | IMP1 ISPT ART. 113 LISR 2,214.74     |
|  |                        |           |         |                      | IMP2 ISPT ART. 142 10,064.52         |
|  |                        |           |         |                      | EXEN BASE EXENTA 4,382.40            |
|  |                        |           |         |                      | PGR1 PERC. GRAVADA TIPO 1 15,492.10  |
|  |                        |           |         |                      | PGR2 PERC. GRAVADA TIPO 2 47,118.50  |
|  |                        |           |         |                      | PERC TOTAL PERCEPCIONES 66,993.01    |
|  |                        |           |         |                      | DEDU TOTAL DEDUCCIONES 8,415.52      |
|  |                        |           |         |                      | 3%FV 3% FONDO DE VIVIENDA 420.72     |
|  |                        |           |         |                      | FOND FONDO PENSIONES EMPRES 2,103.62 |
|  |                        |           |         |                      | SEDARSEDAR 280.48                    |
|  |                        |           |         |                      | AGUI PROVISION AGUINALDO 5,196.11    |
|  |                        |           |         |                      | TOTA NOMINA EN EFECTIVO 58,577.49    |

Total de Empleados : 2.00



| Clave                                   | Nombre                       | S.Diario  | S.Integ  | DEDUCCIONES                     | CONCEPTOS                            |
|---|------------------------------|-----------|----------|---------------------------------|--------------------------------------|
| PERCEPCIONES                            |                              |           |          |                                 |                                      |
| ***** GCIA. AUDITORIA INTERNA ***** 230 |                              |           |          |                                 |                                      |
| 220-005                                 | BEATO PATIÑO RAFAEL          |           |          |                                 |                                      |
| T.EMP:                                  | PERMANENTE                   | 467.47    | 688.21   | AUDITOR JR.                     |                                      |
| 01                                      | SUELDO                       | 7,012.05  | 51       | ISPT                            | 1,107.37                             |
| 02                                      | DESPENSA                     | 434.50    | 54       | FONDO PENSIONES                 | 806.39                               |
| 03                                      | TRANSPORTE                   | 299.50    | 65       | OTRAS DEDUCCIONES               | 301.00                               |
| 30                                      | AGUINALDO                    | 25,536.14 | 93       | SEGURO ABA                      | 127.71                               |
|   |                              |           |          |                                 | DVIG DIAS DE VIGENCIA 15.00          |
|   |                              |           |          |                                 | 51AG ISPT AGUINALDO 4,986.48         |
|   |                              |           |          |                                 | IMP1 ISPT ART. 113 LISR 1,107.37     |
|   |                              |           |          |                                 | IMP2 ISPT ART. 142 4,986.48          |
|   |                              |           |          |                                 | EXEN BASE EXENTA 2,191.20            |
|   |                              |           |          |                                 | PGR1 PERC. GRAVADA TIPO 1 7,746.05   |
|   |                              |           |          |                                 | PGR2 PERC. GRAVADA TIPO 2 23,344.94  |
|   |                              |           |          |                                 | PERC TOTAL PERCEPCIONES 33,282.19    |
|   |                              |           |          |                                 | DEDU TOTAL DEDUCCIONES 2,342.47      |
|   |                              |           |          |                                 | 3%FV 3% FONDO DE VIVIENDA 210.36     |
|   |                              |           |          |                                 | FOND FONDO PENSIONES EMPRES 1,051.81 |
|   |                              |           |          |                                 | SEDARSEDAR 140.24                    |
|   |                              |           |          |                                 | AGUI PROVISION AGUINALDO 2,383.74    |
|   |                              |           |          |                                 | TOTA NOMINA EN EFECTIVO 30,939.72    |
| 230-006                                 | PARRA CAMBERO FABIOLA        |           |          |                                 |                                      |
| T.EMP:                                  | PERMANENTE                   | 467.47    | 689.27   | ANALISTA DE SUPERVISION DE OBRA |                                      |
| 01                                      | SUELDO                       | 7,012.05  | 51       | ISPT                            | 1,107.37                             |
| 02                                      | DESPENSA                     | 434.50    | 54       | FONDO PENSIONES                 | 806.39                               |
| 03                                      | TRANSPORTE                   | 299.50    |          |                                 |                                      |
| 30                                      | AGUINALDO                    | 25,820.17 |          |                                 |                                      |
|   |                              |           |          |                                 | DVIG DIAS DE VIGENCIA 15.00          |
|   |                              |           |          |                                 | 51AG ISPT AGUINALDO 5,047.15         |
|   |                              |           |          |                                 | IMP1 ISPT ART. 113 LISR 1,107.37     |
|   |                              |           |          |                                 | IMP2 ISPT ART. 142 5,047.15          |
|   |                              |           |          |                                 | EXEN BASE EXENTA 2,191.20            |
|   |                              |           |          |                                 | PGR1 PERC. GRAVADA TIPO 1 7,746.05   |
|   |                              |           |          |                                 | PGR2 PERC. GRAVADA TIPO 2 23,628.96  |
|   |                              |           |          |                                 | PERC TOTAL PERCEPCIONES 33,566.22    |
|   |                              |           |          |                                 | DEDU TOTAL DEDUCCIONES 1,913.76      |
|   |                              |           |          |                                 | 3%FV 3% FONDO DE VIVIENDA 210.36     |
|   |                              |           |          |                                 | FOND FONDO PENSIONES EMPRES 1,051.81 |
|   |                              |           |          |                                 | SEDARSEDAR 140.24                    |
|   |                              |           |          |                                 | AGUI PROVISION AGUINALDO 2,667.77    |
|   |                              |           |          |                                 | TOTA NOMINA EN EFECTIVO 31,652.46    |
| 230-008                                 | LOPEZ GARCIA MARIO LUIS      |           |          |                                 |                                      |
| T.EMP:                                  | PERMANENTE                   | 1,269.56  | 1,548.43 | GERENTE DE AUDITORIA INTERNA    |                                      |
| 01                                      | SUELDO                       | 19,043.40 | 51       | ISPT                            | 4,371.55                             |
| 02                                      | DESPENSA                     | 918.50    | 54       | FONDO PENSIONES                 | 2,189.99                             |
| 03                                      | TRANSPORTE                   | 661.00    |          |                                 |                                      |
| 30                                      | AGUINALDO                    | 11,452.58 |          |                                 |                                      |
|   |                              |           |          |                                 | DVIG DIAS DE VIGENCIA 15.00          |
|   |                              |           |          |                                 | 51AG ISPT AGUINALDO 2,778.41         |
|   |                              |           |          |                                 | IMP1 ISPT ART. 113 LISR 4,371.55     |
|   |                              |           |          |                                 | IMP2 ISPT ART. 142 2,778.41          |
|   |                              |           |          |                                 | EXEN BASE EXENTA 2,191.20            |
|   |                              |           |          |                                 | PGR1 PERC. GRAVADA TIPO 1 20,622.90  |
|   |                              |           |          |                                 | PGR2 PERC. GRAVADA TIPO 2 9,261.38   |
|   |                              |           |          |                                 | PERC TOTAL PERCEPCIONES 32,075.48    |
|   |                              |           |          |                                 | DEDU TOTAL DEDUCCIONES 6,561.54      |
|   |                              |           |          |                                 | 3%FV 3% FONDO DE VIVIENDA 571.30     |
|   |                              |           |          |                                 | FOND FONDO PENSIONES EMPRES 2,856.51 |
|   |                              |           |          |                                 | SEDARSEDAR 380.87                    |
|   |                              |           |          |                                 | AGUI PROVISION AGUINALDO 5,802.48    |
|   |                              |           |          |                                 | TOTA NOMINA EN EFECTIVO 25,513.94    |
| 43-219-009                              | GONZALEZ SORIA JOSE DE JESUS |           |          |                                 |                                      |
| T.EMP:                                  | PERMANENTE                   | 467.47    | 703.54   | AUDITOR JR.                     |                                      |
| 01                                      | SUELDO                       | 7,012.05  | 51       | ISPT                            | 1,107.37                             |
| 02                                      | DESPENSA                     | 434.50    | 54       | FONDO PENSIONES                 | 806.39                               |
| 03                                      | TRANSPORTE                   | 299.50    | 65       | OTRAS DEDUCCIONES               | 709.00                               |
|   |                              |           |          |                                 | DVIG DIAS DE VIGENCIA 15.00          |
|   |                              |           |          |                                 | 51AG ISPT AGUINALDO 5,001.92         |
|   |                              |           |          |                                 | IMP1 ISPT ART. 113 LISR 1,107.37     |

| Clave   | Nombre                           | S.Diario   | S.Integ | DEDUCCIONES            | CONCEPTOS                   |                                      |
|---------|----------------------------------|------------|---------|------------------------|-----------------------------|--------------------------------------|
| -----   |                                  |            |         |                        |                             |                                      |
|         | PERCEPCIONES                     |            |         |                        |                             |                                      |
| 30      | AGUINALDO                        | 25,608.44  |         |                        | IMP2 ISPT ART. 142          | 5,001.92                             |
|         |                                  |            |         |                        | EXEN BASE EXENTA            | 2,191.20                             |
|         |                                  |            |         |                        | PGR1 PERC. GRAVADA TIPO 1   | 7,746.05                             |
|         |                                  |            |         |                        | PGR2 PERC. GRAVADA TIPO 2   | 23,417.24                            |
|         |                                  |            |         |                        | PERC TOTAL PERCEPCIONES     | 33,354.49                            |
|         |                                  |            |         |                        | DEDU TOTAL DEDUCCIONES      | 2,622.76                             |
|         |                                  |            |         |                        | 3%FV 3% FONDO DE VIVIENDA   | 210.36                               |
|         |                                  |            |         |                        | FOND FONDO PENSIONES EMPRES | 1,051.81                             |
|         |                                  |            |         |                        | SEDARSEDAR                  | 140.24                               |
|         |                                  |            |         |                        | AGUI PROVISION AGUINALDO    | 2,456.04                             |
|         |                                  |            |         |                        | TOTA NOMINA EN EFECTIVO     | 30,731.73                            |
|         |                                  |            |         |                        |                             |                                      |
| 650-013 | ROBLES ENCARNACION LORENZO VIDAL |            |         |                        |                             |                                      |
| T.EMP:  | PERMANENTE                       | 283.57     | 483.62  | AYUDANTE DE PERFORADOR |                             |                                      |
| 01      | SUELDO                           | 4,253.55   | 51      | ISPT                   | 621.97                      | DVIG DIAS DE VIGENCIA 15.00          |
| 02      | DESPENSA                         | 358.50     | 54      | FONDO PENSIONES        | 562.53                      | 51AG ISPT AGUINALDO 3,170.01         |
| 03      | TRANSPORTE                       | 223.50     | 58      | CUOTA SINDICAL         | 42.54                       | IMP1 ISPT ART. 113 LISR 621.97       |
| 06      | PRIMA DE ALTO RI                 | 638.03     | 65      | OTRAS DEDUCCIONES      | 1,331.00                    | IMP2 ISPT ART. 142 3,170.01          |
| 30      | AGUINALDO                        | 18,245.27  |         |                        |                             | EXEN BASE EXENTA 2,191.20            |
|         |                                  |            |         |                        |                             | PGR1 PERC. GRAVADA TIPO 1 5,473.58   |
|         |                                  |            |         |                        |                             | PGR2 PERC. GRAVADA TIPO 2 16,054.07  |
|         |                                  |            |         |                        |                             | PERC TOTAL PERCEPCIONES 23,718.85    |
|         |                                  |            |         |                        |                             | DEDU TOTAL DEDUCCIONES 2,558.04      |
|         |                                  |            |         |                        |                             | 3%FV 3% FONDO DE VIVIENDA 146.75     |
|         |                                  |            |         |                        |                             | FOND FONDO PENSIONES EMPRES 733.74   |
|         |                                  |            |         |                        |                             | SEDARSEDAR 97.83                     |
|         |                                  |            |         |                        |                             | AGUI PROVISION AGUINALDO 2,190.45    |
|         |                                  |            |         |                        |                             | TOTA NOMINA EN EFECTIVO 21,160.81    |
|         |                                  |            |         |                        |                             |                                      |
| ****    | Totales GCIA. AUDITORIA INTERNA  | 230        | ****    |                        |                             |                                      |
| 01      | SUELDO                           | 44,333.10  | 51      | ISPT                   | 8,315.63                    | DVIG DIAS DE VIGENCIA 75.00          |
| 02      | DESPENSA                         | 2,580.50   | 54      | FONDO PENSIONES        | 5,171.69                    | 51AG ISPT AGUINALDO 20,983.97        |
| 03      | TRANSPORTE                       | 1,783.00   | 58      | CUOTA SINDICAL         | 42.54                       | IMP1 ISPT ART. 113 LISR 8,315.63     |
| 06      | PRIMA DE ALTO RI                 | 638.03     | 65      | OTRAS DEDUCCIONES      | 2,341.00                    | IMP2 ISPT ART. 142 20,983.97         |
| 30      | AGUINALDO                        | 106,662.60 | 93      | SEGURO ABA             | 127.71                      | EXEN BASE EXENTA 10,956.00           |
|         |                                  |            |         |                        |                             | PGR1 PERC. GRAVADA TIPO 1 49,334.63  |
|         |                                  |            |         |                        |                             | PGR2 PERC. GRAVADA TIPO 2 95,706.59  |
|         |                                  |            |         |                        |                             | PERC TOTAL PERCEPCIONES 155,997.23   |
|         |                                  |            |         |                        |                             | DEDU TOTAL DEDUCCIONES 15,998.57     |
|         |                                  |            |         |                        |                             | 3%FV 3% FONDO DE VIVIENDA 1,349.13   |
|         |                                  |            |         |                        |                             | FOND FONDO PENSIONES EMPRES 6,745.68 |
|         |                                  |            |         |                        |                             | SEDARSEDAR 899.42                    |
|         |                                  |            |         |                        |                             | AGUI PROVISION AGUINALDO 15,500.48   |
|         |                                  |            |         |                        |                             | TOTA NOMINA EN EFECTIVO 139,998.66   |

Total de Empleados : 5.00

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| Clave  | Nombre                         | S.Diario  | S.Integ | PERCEPCIONES      | DEDUCCIONES | CONCEPTOS  |
|--|--------------------------------|-----------|---------|-------------------|-------------|--|
| ***** DIR. COMUNICACIÓN INSTITUCIONA ***** 300       |                                |           |         |                   |             |  |
| 300-002  | ALCAZAR PEREZ AZAHAR MARGARITA |           |         |                   |             |  |
| T.EMP:   | PERMANENTE                     | 1,007.53  |         |                   | 1,502.24    | ENCARGADO DE LA DIR. DE COMUNICACION INSTITUCIONAL |
| 01   | SUELDO                         | 15,112.95 | 51      | ISPT              | 3,118.92    | DVIG DIAS DE VIGENCIA 15.00                        |
| 02   | DESPENSA                       | 797.50    | 54      | FONDO PENSIONES   | 1,737.99    | 51AG ISPT AGUINALDO 15,790.09                      |
| 03   | TRANSPORTE                     | 537.00    |         |                   |             | IMP1 ISPT ART. 113 LISR 3,118.92                   |
| 30   | AGUINALDO                      | 54,824.84 |         |                   |             | IMP2 ISPT ART. 142 15,790.09                       |
|  |                                |           |         |                   |             | EXEN BASE EXENTA 2,191.20                          |
|  |                                |           |         |                   |             | PGR1 PERC. GRAVADA TIPO 1 16,447.45                |
|  |                                |           |         |                   |             | PGR2 PERC. GRAVADA TIPO 2 52,633.64                |
|  |                                |           |         |                   |             | PERC TOTAL PERCEPCIONES 71,272.29                  |
|  |                                |           |         |                   |             | DEDU TOTAL DEDUCCIONES 4,856.91                    |
|  |                                |           |         |                   |             | 3%FV 3% FONDO DE VIVIENDA 453.39                   |
|  |                                |           |         |                   |             | FOND FONDO PENSIONES EMPRES 2,266.94               |
|  |                                |           |         |                   |             | SEDARSEDAR 302.26                                  |
|  |                                |           |         |                   |             | AGUI PROVISION AGUINALDO 7,948.47                  |
|  |                                |           |         |                   |             | TOTA NOMINA EN EFECTIVO 66,415.38                  |
| 301-005  | ARIAS CARDONA MIRIAM           |           |         |                   |             |  |
| T.EMP:   | PERMANENTE                     | 538.53    |         |                   | 787.99      | JEFE DE COMUNICACION                               |
| 01   | SUELDO                         | 8,077.95  | 51      | ISPT              | 1,338.67    | DVIG DIAS DE VIGENCIA 15.00                        |
| 02   | DESPENSA                       | 465.50    | 54      | FONDO PENSIONES   | 928.96      | 51AG ISPT AGUINALDO 5,715.08                       |
| 03   | TRANSPORTE                     | 285.50    |         |                   |             | IMP1 ISPT ART. 113 LISR 1,338.67                   |
| 30   | AGUINALDO                      | 28,947.19 |         |                   |             | IMP2 ISPT ART. 142 5,715.08                        |
|  |                                |           |         |                   |             | EXEN BASE EXENTA 2,191.20                          |
|  |                                |           |         |                   |             | PGR1 PERC. GRAVADA TIPO 1 8,828.95                 |
|  |                                |           |         |                   |             | PGR2 PERC. GRAVADA TIPO 2 26,755.99                |
|  |                                |           |         |                   |             | PERC TOTAL PERCEPCIONES 37,776.14                  |
|  |                                |           |         |                   |             | DEDU TOTAL DEDUCCIONES 2,267.63                    |
|  |                                |           |         |                   |             | 3%FV 3% FONDO DE VIVIENDA 242.34                   |
|  |                                |           |         |                   |             | FOND FONDO PENSIONES EMPRES 1,211.69               |
|  |                                |           |         |                   |             | SEDARSEDAR 161.56                                  |
|  |                                |           |         |                   |             | AGUI PROVISION AGUINALDO 2,339.29                  |
|  |                                |           |         |                   |             | TOTA NOMINA EN EFECTIVO 35,508.51                  |
| 303-008  | PEREZ TORRES PERCIVAL IVAN     |           |         |                   |             |  |
| T.EMP:   | PERMANENTE                     | 467.47    |         |                   | 687.86      | FOTOGRAFIA Y VIDEO                                 |
| 01   | SUELDO                         | 7,012.05  | 51      | ISPT              | 1,107.37    | DVIG DIAS DE VIGENCIA 15.00                        |
| 02   | DESPENSA                       | 434.50    | 54      | FONDO PENSIONES   | 806.39      | 51AG ISPT AGUINALDO 4,956.70                       |
| 03   | TRANSPORTE                     | 299.50    | 65      | OTRAS DEDUCCIONES | 1,500.00    | IMP1 ISPT ART. 113 LISR 1,107.37                   |
| 30   | AGUINALDO                      | 25,396.71 |         |                   |             | IMP2 ISPT ART. 142 4,956.70                        |
|  |                                |           |         |                   |             | EXEN BASE EXENTA 2,191.20                          |
|  |                                |           |         |                   |             | PGR1 PERC. GRAVADA TIPO 1 7,746.05                 |
|  |                                |           |         |                   |             | PGR2 PERC. GRAVADA TIPO 2 23,205.51                |
|  |                                |           |         |                   |             | PERC TOTAL PERCEPCIONES 33,142.76                  |
|  |                                |           |         |                   |             | DEDU TOTAL DEDUCCIONES 3,413.76                    |
|  |                                |           |         |                   |             | 3%FV 3% FONDO DE VIVIENDA 210.36                   |
|  |                                |           |         |                   |             | FOND FONDO PENSIONES EMPRES 1,051.81               |
|  |                                |           |         |                   |             | SEDARSEDAR 140.24                                  |
|  |                                |           |         |                   |             | AGUI PROVISION AGUINALDO 2,244.31                  |
|  |                                |           |         |                   |             | TOTA NOMINA EN EFECTIVO 29,729.00                  |
| **** Totales DIR. COMUNICACIÓN INSTITUCIONA 300 **** |                                |           |         |                   |             |  |
| 01   | SUELDO                         | 30,202.95 | 51      | ISPT              | 5,564.96    | DVIG DIAS DE VIGENCIA 45.00                        |
| 02   | DESPENSA                       | 1,697.50  | 54      | FONDO PENSIONES   | 3,473.34    | 51AG ISPT AGUINALDO 26,461.87                      |
| 03   | TRANSPORTE                     | 1,122.00  | 65      | OTRAS DEDUCCIONES | 1,500.00    | IMP1 ISPT ART. 113 LISR 5,564.96                   |

| Clave | Nombre       | S.Diario   | S.Integ | DEDUCCIONES | CONCEPTOS   |
|-------|--------------|------------|---------|-------------|---|
|       | PERCEPCIONES |            |         |             |   |
| 30    | AGUINALDO    | 109,168.74 |         |             | IMP2 ISPT ART. 142 26,461.87<br>EXEN BASE EXENTA 6,573.60<br>PGR1 PERC. GRAVADA TIPO 1 33,022.45<br>PGR2 PERC. GRAVADA TIPO 2 102,595.14<br>PERC TOTAL PERCEPCIONES 142,191.19<br>DEDU TOTAL DEDUCCIONES 10,538.30<br>3%FV 3% FONDO DE VIVIENDA 906.09<br>FOND FONDO PENSIONES EMPRES 4,530.44<br>SEDARSEDAR 604.06<br>AGUI PROVISION AGUINALDO 12,532.07<br>TOTA NOMINA EN EFECTIVO 131,652.89 |

Total de Empleados : 3.00 -----

| Clave   | Nombre                          | S.Diario   | S.Integ  | DEDUCCIONES                        | CONCEPTOS                            |
|---|---------------------------------|------------|----------|------------------------------------|--------------------------------------|
| ***** DIR. PLANEACION ESTRATEGICA ***** 400       |                                 |            |          |                                    |                                      |
| 27-260-010  | SAMPAYO APARICIO ANGELICA MARIA |            |          |                                    |                                      |
| T.EMP:  | PERMANENTE                      | 467.07     | 711.62   | SECRETARIA DE DIRECCION            |                                      |
| 01  | SUELDO                          | 7,006.05   | 51       | ISPT                               | 1,140.80                             |
| 02  | DESPENSA                        | 557.00     | 54       | FONDO PENSIONES                    | 805.70                               |
| 03  | TRANSPORTE                      | 339.50     | 58       | CUOTA SINDICAL                     | 70.06                                |
| 30  | AGUINALDO                       | 26,268.08  | 65       | OTRAS DEDUCCIONES                  | 1,095.00                             |
|   |                                 |            |          |                                    | DVIG DIAS DE VIGENCIA 15.00          |
|   |                                 |            |          |                                    | 51AG ISPT AGUINALDO 5,142.82         |
|   |                                 |            |          |                                    | IMP1 ISPT ART. 113 LISR 1,140.80     |
|   |                                 |            |          |                                    | IMP2 ISPT ART. 142 5,142.82          |
|   |                                 |            |          |                                    | EXEN BASE EXENTA 2,191.20            |
|   |                                 |            |          |                                    | PGR1 PERC. GRAVADA TIPO 1 7,902.55   |
|   |                                 |            |          |                                    | PGR2 PERC. GRAVADA TIPO 2 24,076.88  |
|   |                                 |            |          |                                    | PERC TOTAL PERCEPCIONES 34,170.63    |
|   |                                 |            |          |                                    | DEDU TOTAL DEDUCCIONES 3,111.56      |
|   |                                 |            |          |                                    | 3%FV 3% FONDO DE VIVIENDA 210.18     |
|   |                                 |            |          |                                    | FOND FONDO PENSIONES EMPRES 1,050.91 |
|   |                                 |            |          |                                    | SEDARSEDAR 140.12                    |
|   |                                 |            |          |                                    | AGUI PROVISION AGUINALDO 2,644.00    |
|   |                                 |            |          |                                    | TOTA NOMINA EN EFECTIVO 31,059.07    |
| 83-053-001  | MICHEL RAMIREZ LINDA            |            |          |                                    |                                      |
| T.EMP:  | PERMANENTE                      | 2,564.87   | 1,826.00 | DIRECTOR DE PLANEACION ESTRATEGICA |                                      |
| 01  | SUELDO                          | 38,473.05  | 51       | ISPT                               | 10,706.73                            |
| 02  | DESPENSA                        | 1,518.50   | 54       | FONDO PENSIONES                    | 4,424.40                             |
| 03  | TRANSPORTE                      | 1,067.50   | 65       | OTRAS DEDUCCIONES                  | 14,692.54                            |
| 30  | AGUINALDO                       | 136,863.50 |          |                                    |                                      |
|   |                                 |            |          |                                    | DVIG DIAS DE VIGENCIA 15.00          |
|   |                                 |            |          |                                    | 51AG ISPT AGUINALDO 45,496.82        |
|   |                                 |            |          |                                    | IMP1 ISPT ART. 113 LISR 10,706.73    |
|   |                                 |            |          |                                    | IMP2 ISPT ART. 142 45,496.82         |
|   |                                 |            |          |                                    | EXEN BASE EXENTA 2,191.20            |
|   |                                 |            |          |                                    | PGR1 PERC. GRAVADA TIPO 1 41,059.05  |
|   |                                 |            |          |                                    | PGR2 PERC. GRAVADA TIPO 2 134,672.29 |
|   |                                 |            |          |                                    | PERC TOTAL PERCEPCIONES 177,922.55   |
|   |                                 |            |          |                                    | DEDU TOTAL DEDUCCIONES 29,823.67     |
|   |                                 |            |          |                                    | 3%FV 3% FONDO DE VIVIENDA 1,154.19   |
|   |                                 |            |          |                                    | FOND FONDO PENSIONES EMPRES 5,770.96 |
|   |                                 |            |          |                                    | SEDARSEDAR 547.80                    |
|   |                                 |            |          |                                    | AGUI PROVISION AGUINALDO 19,975.36   |
|   |                                 |            |          |                                    | TOTA NOMINA EN EFECTIVO 148,098.88   |
| **** Totales DIR. PLANEACION ESTRATEGICA 400 **** |                                 |            |          |                                    |                                      |
| 01  | SUELDO                          | 45,479.10  | 51       | ISPT                               | 11,847.53                            |
| 02  | DESPENSA                        | 2,075.50   | 54       | FONDO PENSIONES                    | 5,230.10                             |
| 03  | TRANSPORTE                      | 1,407.00   | 58       | CUOTA SINDICAL                     | 70.06                                |
| 30  | AGUINALDO                       | 163,131.58 | 65       | OTRAS DEDUCCIONES                  | 15,787.54                            |
|   |                                 |            |          |                                    | DVIG DIAS DE VIGENCIA 30.00          |
|   |                                 |            |          |                                    | 51AG ISPT AGUINALDO 50,639.64        |
|   |                                 |            |          |                                    | IMP1 ISPT ART. 113 LISR 11,847.53    |
|   |                                 |            |          |                                    | IMP2 ISPT ART. 142 50,639.64         |
|   |                                 |            |          |                                    | EXEN BASE EXENTA 4,382.40            |
|   |                                 |            |          |                                    | PGR1 PERC. GRAVADA TIPO 1 48,961.60  |
|   |                                 |            |          |                                    | PGR2 PERC. GRAVADA TIPO 2 158,749.17 |
|   |                                 |            |          |                                    | PERC TOTAL PERCEPCIONES 212,093.18   |
|   |                                 |            |          |                                    | DEDU TOTAL DEDUCCIONES 32,935.23     |
|   |                                 |            |          |                                    | 3%FV 3% FONDO DE VIVIENDA 1,364.37   |
|   |                                 |            |          |                                    | FOND FONDO PENSIONES EMPRES 6,821.87 |
|   |                                 |            |          |                                    | SEDARSEDAR 687.92                    |
|   |                                 |            |          |                                    | AGUI PROVISION AGUINALDO 22,619.36   |
|   |                                 |            |          |                                    | TOTA NOMINA EN EFECTIVO 179,157.95   |

Total de Empleados : 2.00

| Clave  | Nombre                            | S.Diario  | S.Integ  | PERCEPCIONES                              | DEDUCCIONES | CONCEPTOS                            |
|--|-----------------------------------|-----------|----------|---|-------------|--------------------------------------|
| ***** GCIA. DE PROGRAMACION Y PRESUP ***** 410 |                                   |           |          |   |             |                                      |
| 220-003  | ESTRADA GOMEZ RAUL EDUARDO        |           |          |   |             |                                      |
| T.EMP:   | PERMANENTE                        | 811.50    | 1,213.36 | JEFE DE CONTROL PROGRAMATICO              |             |                                      |
| 01   | SUELDO                            | 12,172.50 | 51       | ISPT                                      | 2,372.17    | DVIG DIAS DE VIGENCIA 15.00          |
| 02   | DESPENSA                          | 727.50    | 54       | FONDO PENSIONES                           | 1,399.84    | 51AG ISPT AGUINALDO 9,954.17         |
| 03   | TRANSPORTE                        | 454.00    | 65       | OTRAS DEDUCCIONES                         | 2,727.00    | IMP1 ISPT ART. 113 LISR 2,372.17     |
| 30   | AGUINALDO                         | 44,513.34 | 93       | SEGURO ABA                                | 192.81      | IMP2 ISPT ART. 142 9,954.17          |
|  |                                   |           |          |   |             | EXEN BASE EXENTA 2,191.20            |
|  |                                   |           |          |   |             | PGR1 PERC. GRAVADA TIPO 1 13,354.00  |
|  |                                   |           |          |   |             | PGR2 PERC. GRAVADA TIPO 2 42,322.14  |
|  |                                   |           |          |   |             | PERC TOTAL PERCEPCIONES 57,867.34    |
|  |                                   |           |          |   |             | DEDU TOTAL DEDUCCIONES 6,691.82      |
|  |                                   |           |          |   |             | 3%FV 3% FONDO DE VIVIENDA 365.18     |
|  |                                   |           |          |   |             | FOND FONDO PENSIONES EMPRES 1,825.88 |
|  |                                   |           |          |   |             | SEDARSEDAR 243.45                    |
|  |                                   |           |          |   |             | AGUI PROVISION AGUINALDO 11,906.06   |
|  |                                   |           |          |   |             | CHEQ PAGO POR CHEQUE 51,175.52       |
| 410-001  | CASTAÑEDA MONTAÑO DANIELA         |           |          |   |             |                                      |
| T.EMP:   | PERMANENTE                        | 467.07    | 704.32   | ANALISTA DE ADMINISTRACION PROGRAMATICA   |             |                                      |
| 01   | SUELDO                            | 7,006.05  | 51       | ISPT                                      | 1,140.80    | DVIG DIAS DE VIGENCIA 15.00          |
| 02   | DESPENSA                          | 557.00    | 54       | FONDO PENSIONES                           | 805.70      | 51AG ISPT AGUINALDO 5,158.58         |
| 03   | TRANSPORTE                        | 339.50    |          |   |             | IMP1 ISPT ART. 113 LISR 1,140.80     |
| 30   | AGUINALDO                         | 26,341.84 |          |   |             | IMP2 ISPT ART. 142 5,158.58          |
|  |                                   |           |          |   |             | EXEN BASE EXENTA 2,191.20            |
|  |                                   |           |          |   |             | PGR1 PERC. GRAVADA TIPO 1 7,902.55   |
|  |                                   |           |          |   |             | PGR2 PERC. GRAVADA TIPO 2 24,150.64  |
|  |                                   |           |          |   |             | PERC TOTAL PERCEPCIONES 34,244.39    |
|  |                                   |           |          |   |             | DEDU TOTAL DEDUCCIONES 1,946.50      |
|  |                                   |           |          |   |             | 3%FV 3% FONDO DE VIVIENDA 210.18     |
|  |                                   |           |          |   |             | FOND FONDO PENSIONES EMPRES 1,050.91 |
|  |                                   |           |          |   |             | SEDARSEDAR 140.12                    |
|  |                                   |           |          |   |             | AGUI PROVISION AGUINALDO 2,717.76    |
|  |                                   |           |          |   |             | TOTA NOMINA EN EFECTIVO 32,297.89    |
| 84-137-007                                     | RODRIGUEZ PEREZ GUSTAVO CRUZ      |           |          |   |             |                                      |
| T.EMP:   | PERMANENTE                        | 654.43    | 984.51   | JEFE DE CONTROL PRESUPUESTAL (PLANEACIÓN) |             |                                      |
| 01   | SUELDO                            | 9,816.45  | 51       | ISPT                                      | 1,777.34    | DVIG DIAS DE VIGENCIA 15.00          |
| 02   | DESPENSA                          | 630.50    | 54       | FONDO PENSIONES                           | 1,128.89    | 51AG ISPT AGUINALDO 7,971.39         |
| 03   | TRANSPORTE                        | 378.00    | 65       | OTRAS DEDUCCIONES                         | 13,767.99   | IMP1 ISPT ART. 113 LISR 1,777.34     |
| 30   | AGUINALDO                         | 36,083.17 |          |   |             | IMP2 ISPT ART. 142 7,971.39          |
|  |                                   |           |          |   |             | EXEN BASE EXENTA 2,191.20            |
|  |                                   |           |          |   |             | PGR1 PERC. GRAVADA TIPO 1 10,824.95  |
|  |                                   |           |          |   |             | PGR2 PERC. GRAVADA TIPO 2 33,891.97  |
|  |                                   |           |          |   |             | PERC TOTAL PERCEPCIONES 46,908.12    |
|  |                                   |           |          |   |             | DEDU TOTAL DEDUCCIONES 16,674.22     |
|  |                                   |           |          |   |             | 3%FV 3% FONDO DE VIVIENDA 294.49     |
|  |                                   |           |          |   |             | FOND FONDO PENSIONES EMPRES 1,472.47 |
|  |                                   |           |          |   |             | SEDARSEDAR 196.33                    |
|  |                                   |           |          |   |             | AGUI PROVISION AGUINALDO 5,208.14    |
|  |                                   |           |          |   |             | TOTA NOMINA EN EFECTIVO 30,233.90    |
| 89-208-008                                     | OLIVARES GUTIERREZ ROBERTO JAVIER |           |          |   |             |                                      |
| T.EMP:   | PERMANENTE                        | 1,269.57  | 1,826.00 | GERENTE DE PROGRAMACION Y PRESUPUESTO     |             |                                      |
| 01   | SUELDO                            | 19,043.55 | 51       | ISPT                                      | 4,371.60    | DVIG DIAS DE VIGENCIA 15.00          |
| 02   | DESPENSA                          | 918.50    | 54       | FONDO PENSIONES                           | 2,190.01    | 51AG ISPT AGUINALDO 19,965.69        |
| 03   | TRANSPORTE                        | 661.00    | 65       | OTRAS DEDUCCIONES                         | 500.00      | IMP1 ISPT ART. 113 LISR 4,371.60     |

| Clave  | Nombre     | S.Diario   | S.Integ | DEDUCCIONES       | CONCEPTOS                   |            |
|--|------------|------------|---------|-------------------|-----------------------------|------------|
| PERCEPCIONES   |            |            |         |                   |                             |            |
| 30   | AGUINALDO  | 68,743.50  |         |                   | IMP2 ISPT ART. 142          | 19,965.69  |
|  |            |            |         |                   | EXEN BASE EXENTA            | 2,191.20   |
|  |            |            |         |                   | PGR1 PERC. GRAVADA TIPO 1   | 20,623.05  |
|  |            |            |         |                   | PGR2 PERC. GRAVADA TIPO 2   | 66,552.30  |
|  |            |            |         |                   | PERC TOTAL PERCEPCIONES     | 89,366.55  |
|  |            |            |         |                   | DEDU TOTAL DEDUCCIONES      | 7,061.61   |
|  |            |            |         |                   | 3%FV 3% FONDO DE VIVIENDA   | 571.31     |
|  |            |            |         |                   | FOND FONDO PENSIONES EMPRES | 2,856.53   |
|  |            |            |         |                   | SEDARSEDAR                  | 380.87     |
|  |            |            |         |                   | AGUI PROVISION AGUINALDO    | 9,983.18   |
|  |            |            |         |                   | TOTA NOMINA EN EFECTIVO     | 82,304.94  |
| **** Totales GCIA. DE PROGRAMACION Y PRESUP 410 **** |            |            |         |                   |                             |            |
| 01   | SUELDO     | 48,038.55  | 51      | ISPT              | DVIG DIAS DE VIGENCIA       | 60.00      |
| 02   | DESPENSA   | 2,833.50   | 54      | FONDO PENSIONES   | 51AG ISPT AGUINALDO         | 43,049.83  |
| 03   | TRANSPORTE | 1,832.50   | 65      | OTRAS DEDUCCIONES | IMP1 ISPT ART. 113 LISR     | 9,661.91   |
| 30   | AGUINALDO  | 175,681.85 | 93      | SEGURO ABA        | IMP2 ISPT ART. 142          | 43,049.83  |
|  |            |            |         |                   | EXEN BASE EXENTA            | 8,764.80   |
|  |            |            |         |                   | PGR1 PERC. GRAVADA TIPO 1   | 52,704.55  |
|  |            |            |         |                   | PGR2 PERC. GRAVADA TIPO 2   | 166,917.05 |
|  |            |            |         |                   | PERC TOTAL PERCEPCIONES     | 228,386.40 |
|  |            |            |         |                   | DEDU TOTAL DEDUCCIONES      | 32,374.15  |
|  |            |            |         |                   | 3%FV 3% FONDO DE VIVIENDA   | 1,441.16   |
|  |            |            |         |                   | FOND FONDO PENSIONES EMPRES | 7,205.79   |
|  |            |            |         |                   | SEDARSEDAR                  | 960.77     |
|  |            |            |         |                   | AGUI PROVISION AGUINALDO    | 29,815.14  |
|  |            |            |         |                   | TOTA NOMINA EN EFECTIVO     | 144,836.73 |
|  |            |            |         |                   | CHEQ PAGO POR CHEQUE        | 51,175.52  |

Total de Empleados : 4.00

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| Clave  | Nombre                                    | S.Diario  | S.Integ  | PERCEPCIONES  | DEDUCCIONES | CONCEPTOS                            |
|--|---|-----------|----------|---|-------------|--------------------------------------|
| ***** GCIA. DE PLANEACION Y PROG. H. ***** 420 |   |           |          |   |             |                                      |
| 25-100-003                                     | SANCHEZ GONZALEZ JOSE ANDRES              |           |          |   |             |                                      |
| T.EMP:   | PERMANENTE                                | 538.53    | 797.32   | ANALISTA DE PLANEACION Y PROGRAMACION (FEDERAL/NAC) |             |                                      |
| 01   | SUELDO                                    | 8,077.95  | 51       | ISPT  | 1,338.67    | DVIG DIAS DE VIGENCIA 15.00          |
| 02   | DESPENSA                                  | 465.50    | 54       | FONDO PENSIONES                                     | 928.96      | 51AG ISPT AGUINALDO 5,800.57         |
| 03   | TRANSPORTE                                | 285.50    | 65       | OTRAS DEDUCCIONES                                   | 3,274.68    | IMP1 ISPT ART. 113 LISR 1,338.67     |
| 30   | AGUINALDO                                 | 29,347.43 |          |   |             | IMP2 ISPT ART. 142 5,800.57          |
|  |   |           |          |   |             | EXEN BASE EXENTA 2,191.20            |
|  |   |           |          |   |             | PGR1 PERC. GRAVADA TIPO 1 8,828.95   |
|  |   |           |          |   |             | PGR2 PERC. GRAVADA TIPO 2 27,156.23  |
|  |   |           |          |   |             | PERC TOTAL PERCEPCIONES 38,176.38    |
|  |   |           |          |   |             | DEDU TOTAL DEDUCCIONES 5,542.31      |
|  |   |           |          |   |             | 3%FV 3% FONDO DE VIVIENDA 242.34     |
|  |   |           |          |   |             | FOND FONDO PENSIONES EMPRES 1,211.69 |
|  |   |           |          |   |             | SEDARSEDAR 161.56                    |
|  |   |           |          |   |             | AGUI PROVISION AGUINALDO 2,739.53    |
|  |   |           |          |   |             | TOTA NOMINA EN EFECTIVO 32,634.07    |
| 25-237-002                                     | MONTES SANDOVAL CLAUDIA                   |           |          |   |             |                                      |
| T.EMP:   | PERMANENTE                                | 538.53    | 798.95   | ANALISTA DE PLANEACION Y PROGRAMACION (ESTATAL)     |             |                                      |
| 01   | SUELDO                                    | 8,077.95  | 51       | ISPT  | 1,338.67    | DVIG DIAS DE VIGENCIA 15.00          |
| 02   | DESPENSA                                  | 465.50    | 54       | FONDO PENSIONES                                     | 928.96      | 51AG ISPT AGUINALDO 5,800.57         |
| 03   | TRANSPORTE                                | 285.50    |          |   |             | IMP1 ISPT ART. 113 LISR 1,338.67     |
| 30   | AGUINALDO                                 | 29,347.43 |          |   |             | IMP2 ISPT ART. 142 5,800.57          |
|  |   |           |          |   |             | EXEN BASE EXENTA 2,191.20            |
|  |   |           |          |   |             | PGR1 PERC. GRAVADA TIPO 1 8,828.95   |
|  |   |           |          |   |             | PGR2 PERC. GRAVADA TIPO 2 27,156.23  |
|  |   |           |          |   |             | PERC TOTAL PERCEPCIONES 38,176.38    |
|  |   |           |          |   |             | DEDU TOTAL DEDUCCIONES 2,267.63      |
|  |   |           |          |   |             | 3%FV 3% FONDO DE VIVIENDA 242.34     |
|  |   |           |          |   |             | FOND FONDO PENSIONES EMPRES 1,211.69 |
|  |   |           |          |   |             | SEDARSEDAR 161.56                    |
|  |   |           |          |   |             | AGUI PROVISION AGUINALDO 2,739.53    |
|  |   |           |          |   |             | TOTA NOMINA EN EFECTIVO 35,908.75    |
| 420-007  | CERVANTES GUTIERREZ JOSEFINA              |           |          |   |             |                                      |
| T.EMP:   | PERMANENTE                                | 1,269.56  | 1,548.43 | GERENTE DE PLANEACION Y PROGRAMACION HÍDRICA        |             |                                      |
| 01   | SUELDO                                    | 19,043.40 | 51       | ISPT  | 4,371.55    | DVIG DIAS DE VIGENCIA 15.00          |
| 02   | DESPENSA                                  | 918.50    | 54       | FONDO PENSIONES                                     | 2,189.99    | 51AG ISPT AGUINALDO 2,778.41         |
| 03   | TRANSPORTE                                | 661.00    |          |   |             | IMP1 ISPT ART. 113 LISR 4,371.55     |
| 30   | AGUINALDO                                 | 11,452.58 |          |   |             | IMP2 ISPT ART. 142 2,778.41          |
|  |   |           |          |   |             | EXEN BASE EXENTA 2,191.20            |
|  |   |           |          |   |             | PGR1 PERC. GRAVADA TIPO 1 20,622.90  |
|  |   |           |          |   |             | PGR2 PERC. GRAVADA TIPO 2 9,261.38   |
|  |   |           |          |   |             | PERC TOTAL PERCEPCIONES 32,075.48    |
|  |   |           |          |   |             | DEDU TOTAL DEDUCCIONES 6,561.54      |
|  |   |           |          |   |             | 3%FV 3% FONDO DE VIVIENDA 571.30     |
|  |   |           |          |   |             | FOND FONDO PENSIONES EMPRES 2,856.51 |
|  |   |           |          |   |             | SEDARSEDAR 380.87                    |
|  |   |           |          |   |             | AGUI PROVISION AGUINALDO 5,802.48    |
|  |   |           |          |   |             | TOTA NOMINA EN EFECTIVO 25,513.94    |
| 62-187-005                                     | MALVIDO ACEVES MARIA GUADALUPE DE LOURDES |           |          |   |             |                                      |
| T.EMP:   | PERMANENTE                                | 402.90    | 618.44   | SECRETARIA  |             |                                      |
| 01   | SUELDO                                    | 6,043.50  | 51       | ISPT  | 916.50      | DVIG DIAS DE VIGENCIA 15.00          |
| 02   | DESPENSA                                  | 478.50    | 54       | FONDO PENSIONES                                     | 695.00      | 51AG ISPT AGUINALDO 4,410.94         |
| 03   | TRANSPORTE                                | 330.50    | 58       | CUOTA SINDICAL                                      | 60.44       | IMP1 ISPT ART. 113 LISR 916.50       |



| Clave  | Nombre     | S.Diario   | S.Integ | PERCEPCIONES      | DEDUCCIONES                             | CONCEPTOS                   |            |
|--|------------|------------|---------|-------------------|---|-----------------------------|------------|
| 30   | AGUINALDO  | 22,841.67  | 65      | OTRAS DEDUCCIONES | 2,087.23                                | IMP2 ISPT ART. 142          | 4,410.94   |
|  |            |            |         |                   |   | EXEN BASE EXENTA            | 2,191.20   |
|  |            |            |         |                   |   | PGR1 PERC. GRAVADA TIPO 1   | 6,852.50   |
|  |            |            |         |                   |   | PGR2 PERC. GRAVADA TIPO 2   | 20,650.46  |
|  |            |            |         |                   |   | PERC TOTAL PERCEPCIONES     | 29,694.17  |
|  |            |            |         |                   |   | DEDU TOTAL DEDUCCIONES      | 3,759.17   |
|  |            |            |         |                   |   | 3%FV 3% FONDO DE VIVIENDA   | 181.31     |
|  |            |            |         |                   |   | FOND FONDO PENSIONES EMPRES | 906.52     |
|  |            |            |         |                   |   | SEDARSEDAR                  | 120.87     |
|  |            |            |         |                   |   | AGUI PROVISION AGUINALDO    | 2,525.99   |
|  |            |            |         |                   |   | TOTA NOMINA EN EFECTIVO     | 25,935.00  |
| 83-163-004 HERNANDEZ VALDOVINOS VERONICA             |            |            |         |                   |   |                             |            |
| T.EMP:   | PERMANENTE | 538.53     |         | 800.56            | ANALISTA DE GESTION (ESTATALES)         |                             |            |
| 01   | SUELDO     | 8,077.95   | 51      | ISPT              | 1,338.67                                | DVIG DIAS DE VIGENCIA       | 15.00      |
| 02   | DESPENSA   | 465.50     | 54      | FONDO PENSIONES   | 928.96                                  | 51AG ISPT AGUINALDO         | 5,818.17   |
| 03   | TRANSPORTE | 285.50     | 65      | OTRAS DEDUCCIONES | 5,287.70                                | IMP1 ISPT ART. 113 LISR     | 1,338.67   |
| 30   | AGUINALDO  | 29,429.84  |         |                   |   | IMP2 ISPT ART. 142          | 5,818.17   |
|  |            |            |         |                   |   | EXEN BASE EXENTA            | 2,191.20   |
|  |            |            |         |                   |   | PGR1 PERC. GRAVADA TIPO 1   | 8,828.95   |
|  |            |            |         |                   |   | PGR2 PERC. GRAVADA TIPO 2   | 27,238.64  |
|  |            |            |         |                   |   | PERC TOTAL PERCEPCIONES     | 38,258.79  |
|  |            |            |         |                   |   | DEDU TOTAL DEDUCCIONES      | 7,555.33   |
|  |            |            |         |                   |   | 3%FV 3% FONDO DE VIVIENDA   | 242.34     |
|  |            |            |         |                   |   | FOND FONDO PENSIONES EMPRES | 1,211.69   |
|  |            |            |         |                   |   | SEDARSEDAR                  | 161.56     |
|  |            |            |         |                   |   | AGUI PROVISION AGUINALDO    | 2,821.94   |
|  |            |            |         |                   |   | TOTA NOMINA EN EFECTIVO     | 30,703.46  |
| 84-027-001 LUNA ZEPEDA FERNANDO                      |            |            |         |                   |   |                             |            |
| T.EMP:   | PERMANENTE | 654.43     |         | 976.22            | COORDINADOR DE POLITICAS Y LINEAMIENTOS |                             |            |
| 01   | SUELDO     | 9,816.45   | 51      | ISPT              | 1,777.34                                | DVIG DIAS DE VIGENCIA       | 15.00      |
| 02   | DESPENSA   | 630.50     | 54      | FONDO PENSIONES   | 1,128.89                                | 51AG ISPT AGUINALDO         | 7,971.39   |
| 03   | TRANSPORTE | 378.00     | 65      | OTRAS DEDUCCIONES | 6,556.44                                | IMP1 ISPT ART. 113 LISR     | 1,777.34   |
| 30   | AGUINALDO  | 36,083.17  |         |                   |   | IMP2 ISPT ART. 142          | 7,971.39   |
|  |            |            |         |                   |   | EXEN BASE EXENTA            | 2,191.20   |
|  |            |            |         |                   |   | PGR1 PERC. GRAVADA TIPO 1   | 10,824.95  |
|  |            |            |         |                   |   | PGR2 PERC. GRAVADA TIPO 2   | 33,891.97  |
|  |            |            |         |                   |   | PERC TOTAL PERCEPCIONES     | 46,908.12  |
|  |            |            |         |                   |   | DEDU TOTAL DEDUCCIONES      | 9,462.67   |
|  |            |            |         |                   |   | 3%FV 3% FONDO DE VIVIENDA   | 294.49     |
|  |            |            |         |                   |   | FOND FONDO PENSIONES EMPRES | 1,472.47   |
|  |            |            |         |                   |   | SEDARSEDAR                  | 196.33     |
|  |            |            |         |                   |   | AGUI PROVISION AGUINALDO    | 4,579.80   |
|  |            |            |         |                   |   | TOTA NOMINA EN EFECTIVO     | 37,445.45  |
| **** Totales GCIA. DE PLANEACION Y PROG. H. 420 **** |            |            |         |                   |   |                             |            |
| 01   | SUELDO     | 59,137.20  | 51      | ISPT              | 11,081.40                               | DVIG DIAS DE VIGENCIA       | 90.00      |
| 02   | DESPENSA   | 3,424.00   | 54      | FONDO PENSIONES   | 6,800.76                                | 51AG ISPT AGUINALDO         | 32,580.05  |
| 03   | TRANSPORTE | 2,226.00   | 58      | CUOTA SINDICAL    | 60.44                                   | IMP1 ISPT ART. 113 LISR     | 11,081.40  |
| 30   | AGUINALDO  | 158,502.12 | 65      | OTRAS DEDUCCIONES | 17,206.05                               | IMP2 ISPT ART. 142          | 32,580.05  |
|  |            |            |         |                   |   | EXEN BASE EXENTA            | 13,147.20  |
|  |            |            |         |                   |   | PGR1 PERC. GRAVADA TIPO 1   | 64,787.20  |
|  |            |            |         |                   |   | PGR2 PERC. GRAVADA TIPO 2   | 145,354.91 |
|  |            |            |         |                   |   | PERC TOTAL PERCEPCIONES     | 223,289.32 |
|  |            |            |         |                   |   | DEDU TOTAL DEDUCCIONES      | 35,148.65  |
|  |            |            |         |                   |   | 3%FV 3% FONDO DE VIVIENDA   | 1,774.12   |

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| Clave | Nombre       | S.Diario | S.Integ | DEDUCCIONES | CONCEPTOS                            |
|-------|--------------|----------|---------|-------------|--------------------------------------|
|       | PERCEPCIONES |          |         |             |                                      |
|       |              |          |         |             | FOND FONDO PENSIONES EMPRES 8,870.57 |
|       |              |          |         |             | SEDARSEDAR 1,182.75                  |
|       |              |          |         |             | AGUI PROVISION AGUINALDO 21,209.27   |
|       |              |          |         |             | TOTA NOMINA EN EFECTIVO 188,140.67   |

Total de Empleados : 6.00 -----

| Clave                                   | Nombre                         | S.Diario  | S.Integ  | PERCEPCIONES                                       | DEDUCCIONES | CONCEPTOS                            |
|---|--------------------------------|-----------|----------|--|-------------|--------------------------------------|
| ***** GCIA. DE FINANCIAMIENTO ***** 450 |                                |           |          |  |             |                                      |
| 39-265-011                              | HERRERA JUAREZ RAFAEL          |           |          |  |             |                                      |
| T.EMP:                                  | PERMANENTE                     | 538.53    | 798.13   | ANALISTA FINANCIERO (ESTUDIOS FINANCIEROS)         |             |                                      |
| 01                                      | SUELDO                         | 8,077.95  | 51       | ISPT   | 1,338.67    | DVIG DIAS DE VIGENCIA 15.00          |
| 02                                      | DESPENSA                       | 465.50    | 54       | FONDO PENSIONES                                    | 928.96      | 51AG ISPT AGUINALDO 5,818.17         |
| 03                                      | TRANSPORTE                     | 285.50    | 65       | OTRAS DEDUCCIONES                                  | 3,558.33    | IMP1 ISPT ART. 113 LISR 1,338.67     |
| 30                                      | AGUINALDO                      | 29,429.84 |          |  |             | IMP2 ISPT ART. 142 5,818.17          |
|   |                                |           |          |  |             | EXEN BASE EXENTA 2,191.20            |
|   |                                |           |          |  |             | PGR1 PERC. GRAVADA TIPO 1 8,828.95   |
|   |                                |           |          |  |             | PGR2 PERC. GRAVADA TIPO 2 27,238.64  |
|   |                                |           |          |  |             | PERC TOTAL PERCEPCIONES 38,258.79    |
|   |                                |           |          |  |             | DEDU TOTAL DEDUCCIONES 5,825.96      |
|   |                                |           |          |  |             | 3%FV 3% FONDO DE VIVIENDA 242.34     |
|   |                                |           |          |  |             | FOND FONDO PENSIONES EMPRES 1,211.69 |
|   |                                |           |          |  |             | SEDARSEDAR 161.56                    |
|   |                                |           |          |  |             | AGUI PROVISION AGUINALDO 2,821.94    |
|   |                                |           |          |  |             | TOTA NOMINA EN EFECTIVO 32,432.83    |
| 400-001                                 | BORRAYO RAMIREZ JOSE           |           |          |  |             |                                      |
| T.EMP:                                  | PERMANENTE                     | 467.47    | 693.80   | AUXILIAR DE CONTROL Y SEGUIMIENTO (ABASTECIMIENTO) |             |                                      |
| 01                                      | SUELDO                         | 7,012.05  | 51       | ISPT   | 1,107.37    | DVIG DIAS DE VIGENCIA 15.00          |
| 02                                      | DESPENSA                       | 434.50    | 54       | FONDO PENSIONES                                    | 806.39      | 51AG ISPT AGUINALDO 4,972.14         |
| 03                                      | TRANSPORTE                     | 299.50    |          |  |             | IMP1 ISPT ART. 113 LISR 1,107.37     |
| 30                                      | AGUINALDO                      | 25,469.01 |          |  |             | IMP2 ISPT ART. 142 4,972.14          |
|   |                                |           |          |  |             | EXEN BASE EXENTA 2,191.20            |
|   |                                |           |          |  |             | PGR1 PERC. GRAVADA TIPO 1 7,746.05   |
|   |                                |           |          |  |             | PGR2 PERC. GRAVADA TIPO 2 23,277.81  |
|   |                                |           |          |  |             | PERC TOTAL PERCEPCIONES 33,215.06    |
|   |                                |           |          |  |             | DEDU TOTAL DEDUCCIONES 1,913.76      |
|   |                                |           |          |  |             | 3%FV 3% FONDO DE VIVIENDA 210.36     |
|   |                                |           |          |  |             | FOND FONDO PENSIONES EMPRES 1,051.81 |
|   |                                |           |          |  |             | SEDARSEDAR 140.24                    |
|   |                                |           |          |  |             | AGUI PROVISION AGUINALDO 2,316.61    |
|   |                                |           |          |  |             | TOTA NOMINA EN EFECTIVO 31,301.30    |
| 40-043-001                              | PEREZ LLAMAS RAFAEL            |           |          |  |             |                                      |
| T.EMP:                                  | PERMANENTE                     | 811.50    | 1,225.55 | JEFE DE ANALISIS FINANCIEROS                       |             |                                      |
| 01                                      | SUELDO                         | 12,172.50 | 51       | ISPT   | 2,372.17    | DVIG DIAS DE VIGENCIA 15.00          |
| 02                                      | DESPENSA                       | 727.50    | 54       | FONDO PENSIONES                                    | 1,399.84    | 51AG ISPT AGUINALDO 9,954.17         |
| 03                                      | TRANSPORTE                     | 454.00    | 65       | OTRAS DEDUCCIONES                                  | 27,746.07   | IMP1 ISPT ART. 113 LISR 2,372.17     |
| 30                                      | AGUINALDO                      | 44,513.34 |          |  |             | IMP2 ISPT ART. 142 9,954.17          |
|   |                                |           |          |  |             | EXEN BASE EXENTA 2,191.20            |
|   |                                |           |          |  |             | PGR1 PERC. GRAVADA TIPO 1 13,354.00  |
|   |                                |           |          |  |             | PGR2 PERC. GRAVADA TIPO 2 42,322.14  |
|   |                                |           |          |  |             | PERC TOTAL PERCEPCIONES 57,867.34    |
|   |                                |           |          |  |             | DEDU TOTAL DEDUCCIONES 31,518.08     |
|   |                                |           |          |  |             | 3%FV 3% FONDO DE VIVIENDA 365.18     |
|   |                                |           |          |  |             | FOND FONDO PENSIONES EMPRES 1,825.88 |
|   |                                |           |          |  |             | SEDARSEDAR 243.45                    |
|   |                                |           |          |  |             | AGUI PROVISION AGUINALDO 6,436.05    |
|   |                                |           |          |  |             | TOTA NOMINA EN EFECTIVO 26,349.26    |
| 40-119-005                              | GALLARDO GAONA MARTHA ANGELICA |           |          |  |             |                                      |
| T.EMP:                                  | PERMANENTE                     | 538.53    | 797.72   | AUXILIAR GESTION FINANCIERA "A"                    |             |                                      |
| 01                                      | SUELDO                         | 8,077.95  | 51       | ISPT   | 1,338.67    | DVIG DIAS DE VIGENCIA 15.00          |
| 02                                      | DESPENSA                       | 465.50    | 54       | FONDO PENSIONES                                    | 928.96      | 51AG ISPT AGUINALDO 5,800.57         |
| 03                                      | TRANSPORTE                     | 285.50    | 65       | OTRAS DEDUCCIONES                                  | 529.22      | IMP1 ISPT ART. 113 LISR 1,338.67     |

| Clave   | Nombre                       | S.Diario  | S.Integ  | PERCEPCIONES                             | DEDUCCIONES | CONCEPTOS                   |           |
|---------|------------------------------|-----------|----------|--|-------------|-----------------------------|-----------|
| 30      | AGUINALDO                    | 29,347.43 |          |  |             | IMP2 ISPT ART. 142          | 5,800.57  |
|         |                              |           |          |  |             | EXEN BASE EXENTA            | 2,191.20  |
|         |                              |           |          |  |             | PGR1 PERC. GRAVADA TIPO 1   | 8,828.95  |
|         |                              |           |          |  |             | PGR2 PERC. GRAVADA TIPO 2   | 27,156.23 |
|         |                              |           |          |  |             | PERC TOTAL PERCEPCIONES     | 38,176.38 |
|         |                              |           |          |  |             | DEDU TOTAL DEDUCCIONES      | 2,796.85  |
|         |                              |           |          |  |             | 3%FV 3% FONDO DE VIVIENDA   | 242.34    |
|         |                              |           |          |  |             | FOND FONDO PENSIONES EMPRES | 1,211.69  |
|         |                              |           |          |  |             | SEDARSEDAR                  | 161.56    |
|         |                              |           |          |  |             | AGUI PROVISION AGUINALDO    | 2,739.53  |
|         |                              |           |          |  |             | TOTA NOMINA EN EFECTIVO     | 35,379.53 |
| 450-006 | VAZQUEZ ROCHA JOSE RAFAEL    |           |          |  |             |                             |           |
| T.EMP:  | PERMANENTE                   | 811.50    | 1,213.36 | JEFE DE GESTION Y SEGUIMIENTO            |             |                             |           |
| 01      | SUELDO                       | 12,172.50 | 51       | ISPT                                     | 2,372.17    | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02      | DESPENSA                     | 727.50    | 54       | FONDO PENSIONES                          | 1,399.84    | 51AG ISPT AGUINALDO         | 9,954.17  |
| 03      | TRANSPORTE                   | 454.00    | 65       | OTRAS DEDUCCIONES                        | 16,009.72   | IMP1 ISPT ART. 113 LISR     | 2,372.17  |
| 30      | AGUINALDO                    | 44,513.34 |          |  |             | IMP2 ISPT ART. 142          | 9,954.17  |
|         |                              |           |          |  |             | EXEN BASE EXENTA            | 2,191.20  |
|         |                              |           |          |  |             | PGR1 PERC. GRAVADA TIPO 1   | 13,354.00 |
|         |                              |           |          |  |             | PGR2 PERC. GRAVADA TIPO 2   | 42,322.14 |
|         |                              |           |          |  |             | PERC TOTAL PERCEPCIONES     | 57,867.34 |
|         |                              |           |          |  |             | DEDU TOTAL DEDUCCIONES      | 19,781.73 |
|         |                              |           |          |  |             | 3%FV 3% FONDO DE VIVIENDA   | 365.18    |
|         |                              |           |          |  |             | FOND FONDO PENSIONES EMPRES | 1,825.88  |
|         |                              |           |          |  |             | SEDARSEDAR                  | 243.45    |
|         |                              |           |          |  |             | AGUI PROVISION AGUINALDO    | 6,436.05  |
|         |                              |           |          |  |             | TOTA NOMINA EN EFECTIVO     | 38,085.61 |
| 450-007 | OCHOA ALONSO MARIA EUGENIA   |           |          |  |             |                             |           |
| T.EMP:  | PERMANENTE                   | 467.07    | 704.31   | AUXILIAR DE GESTION FINANCIERA "B"       |             |                             |           |
| 01      | SUELDO                       | 7,006.05  | 51       | ISPT                                     | 1,140.80    | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02      | DESPENSA                     | 557.00    | 54       | FONDO PENSIONES                          | 805.70      | 51AG ISPT AGUINALDO         | 5,158.58  |
| 03      | TRANSPORTE                   | 339.50    | 65       | OTRAS DEDUCCIONES                        | 7,877.17    | IMP1 ISPT ART. 113 LISR     | 1,140.80  |
| 30      | AGUINALDO                    | 26,341.84 |          |  |             | IMP2 ISPT ART. 142          | 5,158.58  |
|         |                              |           |          |  |             | EXEN BASE EXENTA            | 2,191.20  |
|         |                              |           |          |  |             | PGR1 PERC. GRAVADA TIPO 1   | 7,902.55  |
|         |                              |           |          |  |             | PGR2 PERC. GRAVADA TIPO 2   | 24,150.64 |
|         |                              |           |          |  |             | PERC TOTAL PERCEPCIONES     | 34,244.39 |
|         |                              |           |          |  |             | DEDU TOTAL DEDUCCIONES      | 9,823.67  |
|         |                              |           |          |  |             | 3%FV 3% FONDO DE VIVIENDA   | 210.18    |
|         |                              |           |          |  |             | FOND FONDO PENSIONES EMPRES | 1,050.91  |
|         |                              |           |          |  |             | SEDARSEDAR                  | 140.12    |
|         |                              |           |          |  |             | AGUI PROVISION AGUINALDO    | 2,717.76  |
|         |                              |           |          |  |             | TOTA NOMINA EN EFECTIVO     | 24,420.72 |
| 450-013 | FLORES SAINZ ALBERTO MISAAEL |           |          |  |             |                             |           |
| T.EMP:  | PERMANENTE                   | 552.10    | 811.89   | AUXILIAR DE INVERSIONES PUBLICO PRIVADAS |             |                             |           |
| 01      | SUELDO                       | 8,281.50  | 51       | ISPT                                     | 1,386.85    | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02      | DESPENSA                     | 487.00    | 54       | FONDO PENSIONES                          | 952.37      | 51AG ISPT AGUINALDO         | 5,978.76  |
| 03      | TRANSPORTE                   | 286.00    |          |  |             | IMP1 ISPT ART. 113 LISR     | 1,386.85  |
| 30      | AGUINALDO                    | 30,181.67 |          |  |             | IMP2 ISPT ART. 142          | 5,978.76  |
|         |                              |           |          |  |             | EXEN BASE EXENTA            | 2,191.20  |
|         |                              |           |          |  |             | PGR1 PERC. GRAVADA TIPO 1   | 9,054.50  |
|         |                              |           |          |  |             | PGR2 PERC. GRAVADA TIPO 2   | 27,990.46 |
|         |                              |           |          |  |             | PERC TOTAL PERCEPCIONES     | 39,236.17 |
|         |                              |           |          |  |             | DEDU TOTAL DEDUCCIONES      | 2,339.22  |
|         |                              |           |          |  |             | 3%FV 3% FONDO DE VIVIENDA   | 248.44    |

| Clave   | Nombre                    | S.Diario  | S.Integ  | PERCEPCIONES      | DEDUCCIONES | CONCEPTOS                         |           |
|---------|---------------------------|-----------|----------|-------------------|-------------|-----------------------------------|-----------|
|         |                           |           |          |                   |             | FOND FONDO PENSIONES EMPRES       | 1,242.22  |
|         |                           |           |          |                   |             | SEDARSEDAR                        | 165.63    |
|         |                           |           |          |                   |             | AGUI PROVISION AGUINALDO          | 2,894.19  |
|         |                           |           |          |                   |             | TOTA NOMINA EN EFECTIVO           | 36,896.95 |
| 450-014 | LUNA ARELLANO JOSE MA     |           |          |                   |             |                                   |           |
| T.EMP:  | PERMANENTE                | 1,007.53  | 1,492.48 |                   |             | JEFE DE INGENIERIA FINANCIERA     |           |
| 01      | SUELDO                    | 15,112.95 | 51       | ISPT              | 3,118.92    | DVIG DIAS DE VIGENCIA             | 15.00     |
| 02      | DESPENSA                  | 797.50    | 54       | FONDO PENSIONES   | 1,737.99    | 51AG ISPT AGUINALDO               | 15,790.09 |
| 03      | TRANSPORTE                | 537.00    |          |                   |             | IMP1 ISPT ART. 113 LISR           | 3,118.92  |
| 30      | AGUINALDO                 | 54,824.84 |          |                   |             | IMP2 ISPT ART. 142                | 15,790.09 |
|         |                           |           |          |                   |             | EXEN BASE EXENTA                  | 2,191.20  |
|         |                           |           |          |                   |             | PGR1 PERC. GRAVADA TIPO 1         | 16,447.45 |
|         |                           |           |          |                   |             | PGR2 PERC. GRAVADA TIPO 2         | 52,633.64 |
|         |                           |           |          |                   |             | PERC TOTAL PERCEPCIONES           | 71,272.29 |
|         |                           |           |          |                   |             | DEDU TOTAL DEDUCCIONES            | 4,856.91  |
|         |                           |           |          |                   |             | 3%FV 3% FONDO DE VIVIENDA         | 453.39    |
|         |                           |           |          |                   |             | FOND FONDO PENSIONES EMPRES       | 2,266.94  |
|         |                           |           |          |                   |             | SEDARSEDAR                        | 302.26    |
|         |                           |           |          |                   |             | AGUI PROVISION AGUINALDO          | 7,948.47  |
|         |                           |           |          |                   |             | TOTA NOMINA EN EFECTIVO           | 66,415.38 |
| 450-016 | BRISEÑO RANGEL ANTONIO    |           |          |                   |             |                                   |           |
| T.EMP:  | PERMANENTE                | 1,269.56  | 1,548.43 |                   |             | GERENTE DE FINANCIAMIENTO         |           |
| 01      | SUELDO                    | 19,043.40 | 51       | ISPT              | 4,371.55    | DVIG DIAS DE VIGENCIA             | 15.00     |
| 02      | DESPENSA                  | 918.50    | 54       | FONDO PENSIONES   | 2,189.99    | 51AG ISPT AGUINALDO               | 2,778.41  |
| 03      | TRANSPORTE                | 661.00    | 65       | OTRAS DEDUCCIONES | 694.00      | IMP1 ISPT ART. 113 LISR           | 4,371.55  |
| 30      | AGUINALDO                 | 11,452.58 |          |                   |             | IMP2 ISPT ART. 142                | 2,778.41  |
|         |                           |           |          |                   |             | EXEN BASE EXENTA                  | 2,191.20  |
|         |                           |           |          |                   |             | PGR1 PERC. GRAVADA TIPO 1         | 20,622.90 |
|         |                           |           |          |                   |             | PGR2 PERC. GRAVADA TIPO 2         | 9,261.38  |
|         |                           |           |          |                   |             | PERC TOTAL PERCEPCIONES           | 32,075.48 |
|         |                           |           |          |                   |             | DEDU TOTAL DEDUCCIONES            | 7,255.54  |
|         |                           |           |          |                   |             | 3%FV 3% FONDO DE VIVIENDA         | 571.30    |
|         |                           |           |          |                   |             | FOND FONDO PENSIONES EMPRES       | 2,856.51  |
|         |                           |           |          |                   |             | SEDARSEDAR                        | 380.87    |
|         |                           |           |          |                   |             | AGUI PROVISION AGUINALDO          | 5,802.48  |
|         |                           |           |          |                   |             | TOTA NOMINA EN EFECTIVO           | 24,819.94 |
| 526-002 | PELAYO RUIZ KARLA CECILIA |           |          |                   |             |                                   |           |
| T.EMP:  | PERMANENTE                | 558.54    | 823.72   |                   |             | ANALISTA DE GESTIÓN (MUNICIPALES) |           |
| 01      | SUELDO                    | 8,378.10  | 51       | ISPT              | 1,402.79    | DVIG DIAS DE VIGENCIA             | 15.00     |
| 02      | DESPENSA                  | 465.50    | 54       | FONDO PENSIONES   | 963.48      | 51AG ISPT AGUINALDO               | 6,031.88  |
| 03      | TRANSPORTE                | 285.50    | 58       | CUOTA SINDICAL    | 83.78       | IMP1 ISPT ART. 113 LISR           | 1,402.79  |
| 30      | AGUINALDO                 | 30,430.34 | 65       | OTRAS DEDUCCIONES | 4,376.65    | IMP2 ISPT ART. 142                | 6,031.88  |
|         |                           |           |          |                   |             | EXEN BASE EXENTA                  | 2,191.20  |
|         |                           |           |          |                   |             | PGR1 PERC. GRAVADA TIPO 1         | 9,129.10  |
|         |                           |           |          |                   |             | PGR2 PERC. GRAVADA TIPO 2         | 28,239.14 |
|         |                           |           |          |                   |             | PERC TOTAL PERCEPCIONES           | 39,559.44 |
|         |                           |           |          |                   |             | DEDU TOTAL DEDUCCIONES            | 6,826.70  |
|         |                           |           |          |                   |             | 3%FV 3% FONDO DE VIVIENDA         | 251.34    |
|         |                           |           |          |                   |             | FOND FONDO PENSIONES EMPRES       | 1,256.71  |
|         |                           |           |          |                   |             | SEDARSEDAR                        | 167.56    |
|         |                           |           |          |                   |             | AGUI PROVISION AGUINALDO          | 3,109.82  |
|         |                           |           |          |                   |             | TOTA NOMINA EN EFECTIVO           | 32,732.74 |

\*\*\*\* Totales GCIA. DE FINANCIAMIENTO 450 \*\*\*\*

| Clave        | Nombre     | S.Diario   | S.Integ | DEDUCCIONES       | CONCEPTOS                   |            |
|--------------|------------|------------|---------|-------------------|-----------------------------|------------|
| PERCEPCIONES |            |            |         |                   |                             |            |
| 01           | SUELDO     | 105,334.95 | 51      | ISPT              | DVIG DIAS DE VIGENCIA       | 150.00     |
| 02           | DESPENSA   | 6,046.00   | 54      | FONDO PENSIONES   | 51AG ISPT AGUINALDO         | 72,236.94  |
| 03           | TRANSPORTE | 3,887.50   | 58      | CUOTA SINDICAL    | IMP1 ISPT ART. 113 LISR     | 19,949.96  |
| 30           | AGUINALDO  | 326,504.23 | 65      | OTRAS DEDUCCIONES | IMP2 ISPT ART. 142          | 72,236.94  |
|              |            |            |         |                   | EXEN BASE EXENTA            | 21,912.00  |
|              |            |            |         |                   | PGR1 PERC. GRAVADA TIPO 1   | 115,268.45 |
|              |            |            |         |                   | PGR2 PERC. GRAVADA TIPO 2   | 304,592.22 |
|              |            |            |         |                   | PERC TOTAL PERCEPCIONES     | 441,772.68 |
|              |            |            |         |                   | DEDU TOTAL DEDUCCIONES      | 92,938.42  |
|              |            |            |         |                   | 3%FV 3% FONDO DE VIVIENDA   | 3,160.05   |
|              |            |            |         |                   | FOND FONDO PENSIONES EMPRES | 15,800.24  |
|              |            |            |         |                   | SEDARSEDAR                  | 2,106.70   |
|              |            |            |         |                   | AGUI PROVISION AGUINALDO    | 43,222.90  |
|              |            |            |         |                   | TOTA NOMINA EN EFECTIVO     | 348,834.26 |

Total de Empleados : 10.00 -----

| Clave  | Nombre                           | S.Diario   | S.Integ  | DEDUCCIONES  | CONCEPTOS                            |
|--|----------------------------------|------------|----------|--|--------------------------------------|
| ***** DIR. CUENCAS Y SUSTENTABILIDAD ***** 500       |                                  |            |          |  |                                      |
| 12-122-002   | GUTIERREZ OSORIO MARTHA PATRICIA |            |          |  |                                      |
| T.EMP:   | PERMANENTE                       | 467.07     | 711.26   | SECRETARIA DE DIRECCION                            |                                      |
| 01   | SUELDO                           | 7,006.05   | 51       | ISPT   | DVIG DIAS DE VIGENCIA 15.00          |
| 02   | DESPENSA                         | 557.00     | 54       | FONDO PENSIONES                                    | 51AG ISPT AGUINALDO 5,158.58         |
| 03   | TRANSPORTE                       | 339.50     | 58       | CUOTA SINDICAL                                     | IMP1 ISPT ART. 113 LISR 1,140.80     |
| 30   | AGUINALDO                        | 26,341.84  | 65       | OTRAS DEDUCCIONES                                  | IMP2 ISPT ART. 142 5,158.58          |
|  |                                  |            |          |  | EXEN BASE EXENTA 2,191.20            |
|  |                                  |            |          |  | PGR1 PERC. GRAVADA TIPO 1 7,902.55   |
|  |                                  |            |          |  | PGR2 PERC. GRAVADA TIPO 2 24,150.64  |
|  |                                  |            |          |  | PERC TOTAL PERCEPCIONES 34,244.39    |
|  |                                  |            |          |  | DEDU TOTAL DEDUCCIONES 4,818.56      |
|  |                                  |            |          |  | 3%FV 3% FONDO DE VIVIENDA 210.18     |
|  |                                  |            |          |  | FOND FONDO PENSIONES EMPRES 1,050.91 |
|  |                                  |            |          |  | SEDARSEDAR 140.12                    |
|  |                                  |            |          |  | AGUI PROVISION AGUINALDO 2,717.76    |
|  |                                  |            |          |  | TOTA NOMINA EN EFECTIVO 29,425.83    |
| 13-012-001   | MUÑOZ JUAREZ ARMANDO BRIGIDO     |            |          |  |                                      |
| T.EMP:   | PERMANENTE                       | 2,766.50   | 1,826.00 | ENCARGADO DEL DESPACHO DE LA DIR. DE CUENCAS Y SUS |                                      |
| 01   | SUELDO                           | 41,497.50  | 51       | ISPT   | DVIG DIAS DE VIGENCIA 15.00          |
| 02   | DESPENSA                         | 1,518.50   | 54       | FONDO PENSIONES                                    | 51AG ISPT AGUINALDO 49,216.29        |
| 03   | TRANSPORTE                       | 1,067.50   | 65       | OTRAS DEDUCCIONES                                  | IMP1 ISPT ART. 113 LISR 11,733.86    |
| 30   | AGUINALDO                        | 146,945.00 |          |  | IMP2 ISPT ART. 142 49,216.29         |
|  |                                  |            |          |  | EXEN BASE EXENTA 2,191.20            |
|  |                                  |            |          |  | PGR1 PERC. GRAVADA TIPO 1 44,083.50  |
|  |                                  |            |          |  | PGR2 PERC. GRAVADA TIPO 2 144,753.79 |
|  |                                  |            |          |  | PERC TOTAL PERCEPCIONES 191,028.50   |
|  |                                  |            |          |  | DEDU TOTAL DEDUCCIONES 28,235.74     |
|  |                                  |            |          |  | 3%FV 3% FONDO DE VIVIENDA 1,244.92   |
|  |                                  |            |          |  | FOND FONDO PENSIONES EMPRES 6,224.63 |
|  |                                  |            |          |  | SEDARSEDAR 547.80                    |
|  |                                  |            |          |  | AGUI PROVISION AGUINALDO 21,480.50   |
|  |                                  |            |          |  | TOTA NOMINA EN EFECTIVO 162,792.76   |
| **** Totales DIR. CUENCAS Y SUSTENTABILIDAD 500 **** |                                  |            |          |  |                                      |
| 01   | SUELDO                           | 48,503.55  | 51       | ISPT   | DVIG DIAS DE VIGENCIA 30.00          |
| 02   | DESPENSA                         | 2,075.50   | 54       | FONDO PENSIONES                                    | 51AG ISPT AGUINALDO 54,374.87        |
| 03   | TRANSPORTE                       | 1,407.00   | 58       | CUOTA SINDICAL                                     | IMP1 ISPT ART. 113 LISR 12,874.66    |
| 30   | AGUINALDO                        | 173,286.84 | 65       | OTRAS DEDUCCIONES                                  | IMP2 ISPT ART. 142 54,374.87         |
|  |                                  |            |          |  | EXEN BASE EXENTA 4,382.40            |
|  |                                  |            |          |  | PGR1 PERC. GRAVADA TIPO 1 51,986.05  |
|  |                                  |            |          |  | PGR2 PERC. GRAVADA TIPO 2 168,904.43 |
|  |                                  |            |          |  | PERC TOTAL PERCEPCIONES 225,272.89   |
|  |                                  |            |          |  | DEDU TOTAL DEDUCCIONES 33,054.30     |
|  |                                  |            |          |  | 3%FV 3% FONDO DE VIVIENDA 1,455.10   |
|  |                                  |            |          |  | FOND FONDO PENSIONES EMPRES 7,275.54 |
|  |                                  |            |          |  | SEDARSEDAR 687.92                    |
|  |                                  |            |          |  | AGUI PROVISION AGUINALDO 24,198.26   |
|  |                                  |            |          |  | TOTA NOMINA EN EFECTIVO 192,218.59   |

Total de Empleados : 2.00

| Clave        | Nombre                            | S.Diario  | S.Integ | DEDUCCIONES                              | CONCEPTOS                                 |
|--------------|-----------------------------------|-----------|---------|--|---|
| PERCEPCIONES |                                   |           |         |  |   |
| *****        | GCIA. DE LABORATORIO              | *****     | 510     |  |   |
| 06-199-003   | LEYVA CASTILLO ROSA MARIA         |           |         |  |   |
| T.EMP:       | PERMANENTE                        | 402.90    | 612.00  | SECRETARIA                               |   |
| 01           | SUELDO                            | 6,043.50  | 51      | ISPT                                     | 916.50 DVIG DIAS DE VIGENCIA 15.00        |
| 02           | DESPENSA                          | 478.50    | 54      | FONDO PENSIONES                          | 695.00 51AG ISPT AGUINALDO 4,357.27       |
| 03           | TRANSPORTE                        | 330.50    | 58      | CUOTA SINDICAL                           | 60.44 IMP1 ISPT ART. 113 LISR 916.50      |
| 30           | AGUINALDO                         | 22,590.41 | 65      | OTRAS DEDUCCIONES                        | 3,342.10 IMP2 ISPT ART. 142 4,357.27      |
|              |                                   |           | 95      | PRESTAMO AYUDATE                         | 956.52 EXEN BASE EXENTA 2,191.20          |
|              |                                   |           |         |  | PGR1 PERC. GRAVADA TIPO 1 6,852.50        |
|              |                                   |           |         |  | PGR2 PERC. GRAVADA TIPO 2 20,399.21       |
|              |                                   |           |         |  | PERC TOTAL PERCEPCIONES 29,442.91         |
|              |                                   |           |         |  | DEDU TOTAL DEDUCCIONES 5,970.56           |
|              |                                   |           |         |  | 3%FV 3% FONDO DE VIVIENDA 181.31          |
|              |                                   |           |         |  | FOND FONDO PENSIONES EMPRES 906.52        |
|              |                                   |           |         |  | SEDARSEDAR 120.87                         |
|              |                                   |           |         |  | AGUI PROVISION AGUINALDO 2,274.73         |
|              |                                   |           |         |  | TOTA NOMINA EN EFECTIVO 23,472.35         |
| 41-289-014   | GUZMAN ROSALES NAYELI DEL ROSARIO |           |         |  |   |
| T.EMP:       | PERMANENTE                        | 538.53    | 774.92  | ANALISTA DE GRAVIMETRIA Y FISICOQUIMICOS |   |
| 01           | SUELDO                            | 8,077.95  | 51      | ISPT                                     | 1,687.87 DVIG DIAS DE VIGENCIA 15.00      |
| 02           | DESPENSA                          | 465.50    | 54      | FONDO PENSIONES                          | 1,114.76 51AG ISPT AGUINALDO 7,673.15     |
| 03           | TRANSPORTE                        | 285.50    | 65      | OTRAS DEDUCCIONES                        | 3,128.72 IMP1 ISPT ART. 113 LISR 1,687.87 |
| 07           | PRIMA INSALUBRE                   | 1,615.59  |         |  | IMP2 ISPT ART. 142 7,673.15               |
| 30           | AGUINALDO                         | 34,815.14 |         |  | EXEN BASE EXENTA 2,191.20                 |
|              |                                   |           |         |  | PGR1 PERC. GRAVADA TIPO 1 10,444.54       |
|              |                                   |           |         |  | PGR2 PERC. GRAVADA TIPO 2 32,623.94       |
|              |                                   |           |         |  | PERC TOTAL PERCEPCIONES 45,259.68         |
|              |                                   |           |         |  | DEDU TOTAL DEDUCCIONES 5,931.35           |
|              |                                   |           |         |  | 3%FV 3% FONDO DE VIVIENDA 290.81          |
|              |                                   |           |         |  | FOND FONDO PENSIONES EMPRES 1,454.03      |
|              |                                   |           |         |  | SEDARSEDAR 193.87                         |
|              |                                   |           |         |  | AGUI PROVISION AGUINALDO 3,338.42         |
|              |                                   |           |         |  | CHEQ PAGO POR CHEQUE 39,328.33            |
| 510-003      | VAZQUEZ ORTIZ RUTH MARIA          |           |         |  |   |
| T.EMP:       | PERMANENTE                        | 402.90    | 722.53  | AUXILIAR DE LABORATORIO                  |   |
| 01           | SUELDO                            | 6,043.50  | 51      | ISPT                                     | 1,174.68 DVIG DIAS DE VIGENCIA 15.00      |
| 02           | DESPENSA                          | 478.50    | 54      | FONDO PENSIONES                          | 834.00 51AG ISPT AGUINALDO 5,208.40       |
| 03           | TRANSPORTE                        | 330.50    | 58      | CUOTA SINDICAL                           | 72.52 IMP1 ISPT ART. 113 LISR 1,174.68    |
| 07           | PRIMA INSALUBRE                   | 1,208.70  | 65      | OTRAS DEDUCCIONES                        | 3,348.00 IMP2 ISPT ART. 142 5,208.40      |
| 30           | AGUINALDO                         | 26,575.09 |         |  | EXEN BASE EXENTA 2,191.20                 |
|              |                                   |           |         |  | PGR1 PERC. GRAVADA TIPO 1 8,061.20        |
|              |                                   |           |         |  | PGR2 PERC. GRAVADA TIPO 2 24,383.89       |
|              |                                   |           |         |  | PERC TOTAL PERCEPCIONES 34,636.29         |
|              |                                   |           |         |  | DEDU TOTAL DEDUCCIONES 5,429.20           |
|              |                                   |           |         |  | 3%FV 3% FONDO DE VIVIENDA 217.57          |
|              |                                   |           |         |  | FOND FONDO PENSIONES EMPRES 1,087.83      |
|              |                                   |           |         |  | SEDARSEDAR 145.04                         |
|              |                                   |           |         |  | AGUI PROVISION AGUINALDO 2,683.93         |
|              |                                   |           |         |  | TOTA NOMINA EN EFECTIVO 29,207.09         |
| 510-007      | ORTIZ FLORES MOISES               |           |         |  |   |
| T.EMP:       | PERMANENTE                        | 402.90    | 723.26  | AUXILIAR DE LABORATORIO                  |   |
| 01           | SUELDO                            | 6,043.50  | 51      | ISPT                                     | 1,174.68 DVIG DIAS DE VIGENCIA 15.00      |
| 02           | DESPENSA                          | 478.50    | 54      | FONDO PENSIONES                          | 834.00 51AG ISPT AGUINALDO 5,224.47       |
| 03           | TRANSPORTE                        | 330.50    | 58      | CUOTA SINDICAL                           | 72.52 IMP1 ISPT ART. 113 LISR 1,174.68    |



| Clave   | Nombre                          | S.Diario  | S.Integ | PERCEPCIONES      | DEDUCCIONES | CONCEPTOS                   |           |
|---------|---------------------------------|-----------|---------|-------------------|-------------|-----------------------------|-----------|
| 07      | PRIMA INSALUBRE                 | 1,208.70  | 65      |                   | 2,348.00    | IMP2 ISPT ART. 142          | 5,224.47  |
| 30      | AGUINALDO                       | 26,650.33 |         |                   |             | EXEN BASE EXENTA            | 2,191.20  |
|         |                                 |           |         |                   |             | PGR1 PERC. GRAVADA TIPO 1   | 8,061.20  |
|         |                                 |           |         |                   |             | PGR2 PERC. GRAVADA TIPO 2   | 24,459.13 |
|         |                                 |           |         |                   |             | PERC TOTAL PERCEPCIONES     | 34,711.53 |
|         |                                 |           |         |                   |             | DEDU TOTAL DEDUCCIONES      | 4,429.20  |
|         |                                 |           |         |                   |             | 3%FV 3% FONDO DE VIVIENDA   | 217.57    |
|         |                                 |           |         |                   |             | FOND FONDO PENSIONES EMPRES | 1,087.83  |
|         |                                 |           |         |                   |             | SEDARSEDAR                  | 145.04    |
|         |                                 |           |         |                   |             | AGUI PROVISION AGUINALDO    | 2,759.17  |
|         |                                 |           |         |                   |             | TOTA NOMINA EN EFECTIVO     | 30,282.33 |
| 510-008 | GARCIA OCHOA LIDIA              |           |         |                   |             |                             |           |
| T.EMP:  | PERMANENTE                      | 402.90    |         |                   | 724.00      | AUXILIAR DE LABORATORIO     |           |
| 01      | SUELDO                          | 6,043.50  | 51      | ISPT              | 1,174.68    | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02      | DESPENSA                        | 478.50    | 54      | FONDO PENSIONES   | 834.00      | 51AG ISPT AGUINALDO         | 5,271.53  |
| 03      | TRANSPORTE                      | 330.50    | 58      | CUOTA SINDICAL    | 72.52       | IMP1 ISPT ART. 113 LISR     | 1,174.68  |
| 07      | PRIMA INSALUBRE                 | 1,208.70  | 65      | OTRAS DEDUCCIONES | 3,522.00    | IMP2 ISPT ART. 142          | 5,271.53  |
| 30      | AGUINALDO                       | 26,870.67 |         |                   |             | EXEN BASE EXENTA            | 2,191.20  |
|         |                                 |           |         |                   |             | PGR1 PERC. GRAVADA TIPO 1   | 8,061.20  |
|         |                                 |           |         |                   |             | PGR2 PERC. GRAVADA TIPO 2   | 24,679.46 |
|         |                                 |           |         |                   |             | PERC TOTAL PERCEPCIONES     | 34,931.87 |
|         |                                 |           |         |                   |             | DEDU TOTAL DEDUCCIONES      | 5,603.20  |
|         |                                 |           |         |                   |             | 3%FV 3% FONDO DE VIVIENDA   | 217.57    |
|         |                                 |           |         |                   |             | FOND FONDO PENSIONES EMPRES | 1,087.83  |
|         |                                 |           |         |                   |             | SEDARSEDAR                  | 145.04    |
|         |                                 |           |         |                   |             | AGUI PROVISION AGUINALDO    | 2,979.51  |
|         |                                 |           |         |                   |             | TOTA NOMINA EN EFECTIVO     | 29,328.67 |
| 510-010 | OLIDE CHAVEZ NORMA ANGELICA     |           |         |                   |             |                             |           |
| T.EMP:  | PERMANENTE                      | 402.90    |         |                   | 724.00      | AUXILIAR DE LABORATORIO     |           |
| 01      | SUELDO                          | 6,043.50  | 51      | ISPT              | 1,174.68    | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02      | DESPENSA                        | 478.50    | 54      | FONDO PENSIONES   | 834.00      | 51AG ISPT AGUINALDO         | 5,271.53  |
| 03      | TRANSPORTE                      | 330.50    | 58      | CUOTA SINDICAL    | 72.52       | IMP1 ISPT ART. 113 LISR     | 1,174.68  |
| 07      | PRIMA INSALUBRE                 | 1,208.70  | 65      | OTRAS DEDUCCIONES | 2,848.00    | IMP2 ISPT ART. 142          | 5,271.53  |
| 30      | AGUINALDO                       | 26,870.67 |         |                   |             | EXEN BASE EXENTA            | 2,191.20  |
|         |                                 |           |         |                   |             | PGR1 PERC. GRAVADA TIPO 1   | 8,061.20  |
|         |                                 |           |         |                   |             | PGR2 PERC. GRAVADA TIPO 2   | 24,679.46 |
|         |                                 |           |         |                   |             | PERC TOTAL PERCEPCIONES     | 34,931.87 |
|         |                                 |           |         |                   |             | DEDU TOTAL DEDUCCIONES      | 4,929.20  |
|         |                                 |           |         |                   |             | 3%FV 3% FONDO DE VIVIENDA   | 217.57    |
|         |                                 |           |         |                   |             | FOND FONDO PENSIONES EMPRES | 1,087.83  |
|         |                                 |           |         |                   |             | SEDARSEDAR                  | 145.04    |
|         |                                 |           |         |                   |             | AGUI PROVISION AGUINALDO    | 2,979.51  |
|         |                                 |           |         |                   |             | TOTA NOMINA EN EFECTIVO     | 30,002.67 |
| 510-012 | OLIVAREZ CORNEJO JOSE ADALBERTO |           |         |                   |             |                             |           |
| T.EMP:  | PERMANENTE                      | 402.90    |         |                   | 723.63      | AUXILIAR DE LABORATORIO     |           |
| 01      | SUELDO                          | 6,043.50  | 51      | ISPT              | 1,174.68    | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02      | DESPENSA                        | 478.50    | 54      | FONDO PENSIONES   | 834.00      | 51AG ISPT AGUINALDO         | 5,271.53  |
| 03      | TRANSPORTE                      | 330.50    | 58      | CUOTA SINDICAL    | 72.52       | IMP1 ISPT ART. 113 LISR     | 1,174.68  |
| 07      | PRIMA INSALUBRE                 | 1,208.70  | 65      | OTRAS DEDUCCIONES | 4,162.72    | IMP2 ISPT ART. 142          | 5,271.53  |
| 30      | AGUINALDO                       | 26,870.67 |         |                   |             | EXEN BASE EXENTA            | 2,191.20  |
|         |                                 |           |         |                   |             | PGR1 PERC. GRAVADA TIPO 1   | 8,061.20  |
|         |                                 |           |         |                   |             | PGR2 PERC. GRAVADA TIPO 2   | 24,679.46 |
|         |                                 |           |         |                   |             | PERC TOTAL PERCEPCIONES     | 34,931.87 |
|         |                                 |           |         |                   |             | DEDU TOTAL DEDUCCIONES      | 6,243.92  |
|         |                                 |           |         |                   |             | 3%FV 3% FONDO DE VIVIENDA   | 217.57    |

| Clave      | Nombre                        | S.Diario  | S.Integ | DEDUCCIONES  | CONCEPTOS                   |           |
|------------|-------------------------------|-----------|---------|--|-----------------------------|-----------|
| -----      |                               |           |         |  |                             |           |
|            | PERCEPCIONES                  |           |         |  |                             |           |
| -----      |                               |           |         |  |                             |           |
|            |                               |           |         |  | FOND FONDO PENSIONES EMPRES | 1,087.83  |
|            |                               |           |         |  | SEDARSEDAR                  | 145.04    |
|            |                               |           |         |  | AGUI PROVISION AGUINALDO    | 2,979.51  |
|            |                               |           |         |  | TOTA NOMINA EN EFECTIVO     | 28,687.95 |
| 510-014    | CAMPOS TRUJILLO SAUL          |           |         |  |                             |           |
| T.EMP:     | PERMANENTE                    | 402.90    | 724.00  | AUXILIAR DE LABORATORIO                            |                             |           |
| 01         | SUELDO                        | 6,043.50  | 51      | ISPT   | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02         | DESPENSA                      | 478.50    | 54      | FONDO PENSIONES                                    | 51AG ISPT AGUINALDO         | 5,271.53  |
| 03         | TRANSPORTE                    | 330.50    | 58      | CUOTA SINDICAL                                     | IMP1 ISPT ART. 113 LISR     | 1,174.68  |
| 07         | PRIMA INSALUBRE               | 1,208.70  | 65      | OTRAS DEDUCCIONES                                  | IMP2 ISPT ART. 142          | 5,271.53  |
| 30         | AGUINALDO                     | 26,870.67 |         |  | EXEN BASE EXENTA            | 2,191.20  |
|            |                               |           |         |  | PGR1 PERC. GRAVADA TIPO 1   | 8,061.20  |
|            |                               |           |         |  | PGR2 PERC. GRAVADA TIPO 2   | 24,679.46 |
|            |                               |           |         |  | PERC TOTAL PERCEPCIONES     | 34,931.87 |
|            |                               |           |         |  | DEDU TOTAL DEDUCCIONES      | 5,207.41  |
|            |                               |           |         |  | 3%FV 3% FONDO DE VIVIENDA   | 217.57    |
|            |                               |           |         |  | FOND FONDO PENSIONES EMPRES | 1,087.83  |
|            |                               |           |         |  | SEDARSEDAR                  | 145.04    |
|            |                               |           |         |  | AGUI PROVISION AGUINALDO    | 2,979.51  |
|            |                               |           |         |  | TOTA NOMINA EN EFECTIVO     | 29,724.46 |
| 510-016    | REYES ARGONZA ROCIO ESTEFANIA |           |         |  |                             |           |
| T.EMP:     | PERMANENTE                    | 402.90    | 718.30  | AUXILIAR DE LABORATORIO                            |                             |           |
| 01         | SUELDO                        | 6,043.50  | 51      | ISPT   | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02         | DESPENSA                      | 443.50    | 54      | FONDO PENSIONES                                    | 51AG ISPT AGUINALDO         | 5,235.93  |
| 03         | TRANSPORTE                    | 315.50    | 58      | CUOTA SINDICAL                                     | IMP1 ISPT ART. 113 LISR     | 1,164.00  |
| 07         | PRIMA INSALUBRE               | 1,208.70  |         |  | IMP2 ISPT ART. 142          | 5,235.93  |
| 30         | AGUINALDO                     | 26,704.00 |         |  | EXEN BASE EXENTA            | 2,191.20  |
|            |                               |           |         |  | PGR1 PERC. GRAVADA TIPO 1   | 8,011.20  |
|            |                               |           |         |  | PGR2 PERC. GRAVADA TIPO 2   | 24,512.80 |
|            |                               |           |         |  | PERC TOTAL PERCEPCIONES     | 34,715.20 |
|            |                               |           |         |  | DEDU TOTAL DEDUCCIONES      | 2,070.52  |
|            |                               |           |         |  | 3%FV 3% FONDO DE VIVIENDA   | 217.57    |
|            |                               |           |         |  | FOND FONDO PENSIONES EMPRES | 1,087.83  |
|            |                               |           |         |  | SEDARSEDAR                  | 145.04    |
|            |                               |           |         |  | AGUI PROVISION AGUINALDO    | 2,963.54  |
|            |                               |           |         |  | TOTA NOMINA EN EFECTIVO     | 32,644.68 |
| 512-011    | BOJADO PEREZ MARIA GABRIELA   |           |         |  |                             |           |
| T.EMP:     | PERMANENTE                    | 402.90    | 724.00  | AUXILIAR DE LABORATORIO                            |                             |           |
| 01         | SUELDO                        | 6,043.50  | 51      | ISPT   | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02         | DESPENSA                      | 478.50    | 54      | FONDO PENSIONES                                    | 51AG ISPT AGUINALDO         | 5,271.53  |
| 03         | TRANSPORTE                    | 330.50    | 58      | CUOTA SINDICAL                                     | IMP1 ISPT ART. 113 LISR     | 1,174.68  |
| 07         | PRIMA INSALUBRE               | 1,208.70  |         |  | IMP2 ISPT ART. 142          | 5,271.53  |
| 30         | AGUINALDO                     | 26,870.67 |         |  | EXEN BASE EXENTA            | 2,191.20  |
|            |                               |           |         |  | PGR1 PERC. GRAVADA TIPO 1   | 8,061.20  |
|            |                               |           |         |  | PGR2 PERC. GRAVADA TIPO 2   | 24,679.46 |
|            |                               |           |         |  | PERC TOTAL PERCEPCIONES     | 34,931.87 |
|            |                               |           |         |  | DEDU TOTAL DEDUCCIONES      | 2,081.20  |
|            |                               |           |         |  | 3%FV 3% FONDO DE VIVIENDA   | 217.57    |
|            |                               |           |         |  | FOND FONDO PENSIONES EMPRES | 1,087.83  |
|            |                               |           |         |  | SEDARSEDAR                  | 145.04    |
|            |                               |           |         |  | AGUI PROVISION AGUINALDO    | 2,979.51  |
|            |                               |           |         |  | TOTA NOMINA EN EFECTIVO     | 32,850.67 |
| 60-095-005 | DE LA TORRE CASTAÑEDA MARIA   |           |         |  |                             |           |
| T.EMP:     | PERMANENTE                    | 654.43    | 991.82  | ESPECIALISTA EN ANALISIS BIOLOGICOS Y CROMATOGRAFI |                             |           |

| Clave                                | Nombre          | S.Diario  | S.Integ | DEDUCCIONES       | CONCEPTOS               |   |
|--------------------------------------|-----------------|-----------|---------|-------------------|-------------------------|---|
| PERCEPCIONES                         |                 |           |         |                   |                         |   |
| 01                                   | SUELDO          | 9,816.45  | 51      | ISPT              | 1,777.34                | DVIG DIAS DE VIGENCIA 15.00   |
| 02                                   | DESPENSA        | 630.50    | 54      | FONDO PENSIONES   | 1,128.89                | 51AG ISPT AGUINALDO 7,971.39  |
| 03                                   | TRANSPORTE      | 378.00    | 65      | OTRAS DEDUCCIONES | 3,273.00                | IMP1 ISPT ART. 113 LISR 1,777.34  |
| 30                                   | AGUINALDO       | 36,083.17 |         |                   |                         | IMP2 ISPT ART. 142 7,971.39<br>EXEN BASE EXENTA 2,191.20<br>PGR1 PERC. GRAVADA TIPO 1 10,824.95<br>PGR2 PERC. GRAVADA TIPO 2 33,891.97<br>PERC TOTAL PERCEPCIONES 46,908.12<br>DEDU TOTAL DEDUCCIONES 6,179.23<br>3%FV 3% FONDO DE VIVIENDA 294.49<br>FOND FONDO PENSIONES EMPRES 1,472.47<br>SEDARSEDAR 196.33<br>AGUI PROVISION AGUINALDO 5,208.14<br>TOTA NOMINA EN EFECTIVO 40,728.89   |
| 60-096-006 GARCIA MENESES REYNA      |                 |           |         |                   |                         |   |
| T.EMP: PERMANENTE                    |                 | 1,269.57  |         | 1,826.00          | GERENTE DE LABORATORIO  |   |
| 01                                   | SUELDO          | 19,043.55 | 51      | ISPT              | 4,371.60                | DVIG DIAS DE VIGENCIA 15.00   |
| 02                                   | DESPENSA        | 918.50    | 54      | FONDO PENSIONES   | 2,190.01                | 51AG ISPT AGUINALDO 19,965.69   |
| 03                                   | TRANSPORTE      | 661.00    | 65      | OTRAS DEDUCCIONES | 10,166.39               | IMP1 ISPT ART. 113 LISR 4,371.60  |
| 30                                   | AGUINALDO       | 68,743.50 |         |                   |                         | IMP2 ISPT ART. 142 19,965.69<br>EXEN BASE EXENTA 2,191.20<br>PGR1 PERC. GRAVADA TIPO 1 20,623.05<br>PGR2 PERC. GRAVADA TIPO 2 66,552.30<br>PERC TOTAL PERCEPCIONES 89,366.55<br>DEDU TOTAL DEDUCCIONES 16,728.00<br>3%FV 3% FONDO DE VIVIENDA 571.31<br>FOND FONDO PENSIONES EMPRES 2,856.53<br>SEDARSEDAR 380.87<br>AGUI PROVISION AGUINALDO 9,983.44<br>TOTA NOMINA EN EFECTIVO 72,638.55 |
| 62-201-006 MENDEZ ALVAREZ VALENTINA  |                 |           |         |                   |                         |   |
| T.EMP: PERMANENTE                    |                 | 420.16    |         | 764.70            | AUXILIAR ADMINISTRATIVO |   |
| 01                                   | SUELDO          | 6,302.40  | 51      | ISPT              | 1,251.08                | DVIG DIAS DE VIGENCIA 15.00   |
| 02                                   | DESPENSA        | 523.00    | 54      | FONDO PENSIONES   | 869.73                  | 51AG ISPT AGUINALDO 5,526.20  |
| 03                                   | TRANSPORTE      | 333.00    | 58      | CUOTA SINDICAL    | 75.63                   | IMP1 ISPT ART. 113 LISR 1,251.08  |
| 07                                   | PRIMA INSALUBRE | 1,260.48  | 65      | OTRAS DEDUCCIONES | 1,864.58                | IMP2 ISPT ART. 142 5,526.20   |
| 30                                   | AGUINALDO       | 28,062.94 |         |                   |                         | EXEN BASE EXENTA 2,191.20<br>PGR1 PERC. GRAVADA TIPO 1 8,418.87<br>PGR2 PERC. GRAVADA TIPO 2 25,871.74<br>PERC TOTAL PERCEPCIONES 36,481.82<br>DEDU TOTAL DEDUCCIONES 4,061.02<br>3%FV 3% FONDO DE VIVIENDA 226.89<br>FOND FONDO PENSIONES EMPRES 1,134.43<br>SEDARSEDAR 151.26<br>AGUI PROVISION AGUINALDO 2,978.56<br>TOTA NOMINA EN EFECTIVO 32,420.80                                   |
| 73-194-002 BASULTO RIVERA JUAN PAULO |                 |           |         |                   |                         |   |
| T.EMP: PERMANENTE                    |                 | 402.90    |         | 731.30            | AUXILIAR DE LABORATORIO |   |
| 01                                   | SUELDO          | 6,043.50  | 51      | ISPT              | 1,174.68                | DVIG DIAS DE VIGENCIA 15.00   |
| 02                                   | DESPENSA        | 478.50    | 54      | FONDO PENSIONES   | 834.00                  | 51AG ISPT AGUINALDO 5,271.53  |
| 03                                   | TRANSPORTE      | 330.50    | 58      | CUOTA SINDICAL    | 72.52                   | IMP1 ISPT ART. 113 LISR 1,174.68  |
| 07                                   | PRIMA INSALUBRE | 1,208.70  |         |                   |                         | IMP2 ISPT ART. 142 5,271.53   |
| 30                                   | AGUINALDO       | 26,870.67 |         |                   |                         | EXEN BASE EXENTA 2,191.20<br>PGR1 PERC. GRAVADA TIPO 1 8,061.20<br>PGR2 PERC. GRAVADA TIPO 2 24,679.46  |

| Clave   | Nombre                           | S.Diario  | S.Integ | PERCEPCIONES            | DEDUCCIONES | CONCEPTOS                   |           |
|---------|----------------------------------|-----------|---------|-------------------------|-------------|-----------------------------|-----------|
|         |                                  |           |         |                         |             | PERC TOTAL PERCEPCIONES     | 34,931.87 |
|         |                                  |           |         |                         |             | DEDU TOTAL DEDUCCIONES      | 2,081.20  |
|         |                                  |           |         |                         |             | 3%FV 3% FONDO DE VIVIENDA   | 217.57    |
|         |                                  |           |         |                         |             | FOND FONDO PENSIONES EMPRES | 1,087.83  |
|         |                                  |           |         |                         |             | SEDARSEDAR                  | 145.04    |
|         |                                  |           |         |                         |             | AGUI PROVISION AGUINALDO    | 2,979.51  |
|         |                                  |           |         |                         |             | TOTA NOMINA EN EFECTIVO     | 32,850.67 |
| 810-005 | PEREZ PEREZ ALONDRA ELIZABETH    |           |         |                         |             |                             |           |
| T.EMP:  | PERMANENTE                       | 402.90    | 723.63  | AUXILIAR DE LABORATORIO |             |                             |           |
| 01      | SUELDO                           | 6,043.50  | 51      | ISPT                    | 1,174.68    | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02      | DESPENSA                         | 478.50    | 54      | FONDO PENSIONES         | 834.00      | 51AG ISPT AGUINALDO         | 5,240.54  |
| 03      | TRANSPORTE                       | 330.50    | 58      | CUOTA SINDICAL          | 72.52       | IMP1 ISPT ART. 113 LISR     | 1,174.68  |
| 07      | PRIMA INSALUBRE                  | 1,208.70  | 65      | OTRAS DEDUCCIONES       | 2,348.00    | IMP2 ISPT ART. 142          | 5,240.54  |
| 30      | AGUINALDO                        | 26,725.56 |         |                         |             | EXEN BASE EXENTA            | 2,191.20  |
|         |                                  |           |         |                         |             | PGR1 PERC. GRAVADA TIPO 1   | 8,061.20  |
|         |                                  |           |         |                         |             | PGR2 PERC. GRAVADA TIPO 2   | 24,534.36 |
|         |                                  |           |         |                         |             | PERC TOTAL PERCEPCIONES     | 34,786.76 |
|         |                                  |           |         |                         |             | DEDU TOTAL DEDUCCIONES      | 4,429.20  |
|         |                                  |           |         |                         |             | 3%FV 3% FONDO DE VIVIENDA   | 217.57    |
|         |                                  |           |         |                         |             | FOND FONDO PENSIONES EMPRES | 1,087.83  |
|         |                                  |           |         |                         |             | SEDARSEDAR                  | 145.04    |
|         |                                  |           |         |                         |             | AGUI PROVISION AGUINALDO    | 2,834.40  |
|         |                                  |           |         |                         |             | TOTA NOMINA EN EFECTIVO     | 30,357.56 |
| 820-039 | RAMIREZ RAMIREZ ANDERSON ALBERTO |           |         |                         |             |                             |           |
| T.EMP:  | PERMANENTE                       | 402.90    | 719.13  | AUXILIAR DE LABORATORIO |             |                             |           |
| 01      | SUELDO                           | 6,043.50  | 51      | ISPT                    | 1,174.68    | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02      | DESPENSA                         | 478.50    | 54      | FONDO PENSIONES         | 834.00      | 51AG ISPT AGUINALDO         | 5,271.53  |
| 03      | TRANSPORTE                       | 330.50    | 58      | CUOTA SINDICAL          | 72.52       | IMP1 ISPT ART. 113 LISR     | 1,174.68  |
| 07      | PRIMA INSALUBRE                  | 1,208.70  | 65      | OTRAS DEDUCCIONES       | 2,935.00    | IMP2 ISPT ART. 142          | 5,271.53  |
| 30      | AGUINALDO                        | 26,870.67 |         |                         |             | EXEN BASE EXENTA            | 2,191.20  |
|         |                                  |           |         |                         |             | PGR1 PERC. GRAVADA TIPO 1   | 8,061.20  |
|         |                                  |           |         |                         |             | PGR2 PERC. GRAVADA TIPO 2   | 24,679.46 |
|         |                                  |           |         |                         |             | PERC TOTAL PERCEPCIONES     | 34,931.87 |
|         |                                  |           |         |                         |             | DEDU TOTAL DEDUCCIONES      | 5,016.20  |
|         |                                  |           |         |                         |             | 3%FV 3% FONDO DE VIVIENDA   | 217.57    |
|         |                                  |           |         |                         |             | FOND FONDO PENSIONES EMPRES | 1,087.83  |
|         |                                  |           |         |                         |             | SEDARSEDAR                  | 145.04    |
|         |                                  |           |         |                         |             | AGUI PROVISION AGUINALDO    | 2,979.51  |
|         |                                  |           |         |                         |             | TOTA NOMINA EN EFECTIVO     | 29,915.67 |
| 840-002 | RAMIREZ ESTRADA MARGARITA        |           |         |                         |             |                             |           |
| T.EMP:  | PERMANENTE                       | 402.90    | 606.26  | AUXILIAR DE LABORATORIO |             |                             |           |
| 01      | SUELDO                           | 6,043.50  | 51      | ISPT                    | 916.50      | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02      | DESPENSA                         | 478.50    | 54      | FONDO PENSIONES         | 695.00      | 51AG ISPT AGUINALDO         | 4,410.94  |
| 03      | TRANSPORTE                       | 330.50    | 58      | CUOTA SINDICAL          | 60.44       | IMP1 ISPT ART. 113 LISR     | 916.50    |
| 30      | AGUINALDO                        | 22,841.67 | 65      | OTRAS DEDUCCIONES       | 1,443.00    | IMP2 ISPT ART. 142          | 4,410.94  |
|         |                                  |           |         |                         |             | EXEN BASE EXENTA            | 2,191.20  |
|         |                                  |           |         |                         |             | PGR1 PERC. GRAVADA TIPO 1   | 6,852.50  |
|         |                                  |           |         |                         |             | PGR2 PERC. GRAVADA TIPO 2   | 20,650.46 |
|         |                                  |           |         |                         |             | PERC TOTAL PERCEPCIONES     | 29,694.17 |
|         |                                  |           |         |                         |             | DEDU TOTAL DEDUCCIONES      | 3,114.94  |
|         |                                  |           |         |                         |             | 3%FV 3% FONDO DE VIVIENDA   | 181.31    |
|         |                                  |           |         |                         |             | FOND FONDO PENSIONES EMPRES | 906.52    |
|         |                                  |           |         |                         |             | SEDARSEDAR                  | 120.87    |
|         |                                  |           |         |                         |             | AGUI PROVISION AGUINALDO    | 2,525.99  |
|         |                                  |           |         |                         |             | TOTA NOMINA EN EFECTIVO     | 26,579.23 |

| Clave   | Nombre                         | S.Diario   | S.Integ | PERCEPCIONES            | DEDUCCIONES | CONCEPTOS                            |
|---------|--------------------------------|------------|---------|-------------------------|-------------|--------------------------------------|
| 840-003 | TRUJILLO PICAZO JOSE ALEJANDRO |            |         |                         |             |                                      |
| T.EMP:  | PERMANENTE                     | 402.90     | 718.39  | AUXILIAR DE LABORATORIO |             |                                      |
| 01      | SUELDO                         | 6,043.50   | 51      | ISPT                    | 1,174.68    | DVIG DIAS DE VIGENCIA 15.00          |
| 02      | DESPENSA                       | 478.50     | 54      | FONDO PENSIONES         | 834.00      | 51AG ISPT AGUINALDO 5,240.54         |
| 03      | TRANSPORTE                     | 330.50     | 58      | CUOTA SINDICAL          | 72.52       | IMP1 ISPT ART. 113 LISR 1,174.68     |
| 07      | PRIMA INSALUBRE                | 1,208.70   |         |                         |             | IMP2 ISPT ART. 142 5,240.54          |
| 30      | AGUINALDO                      | 26,725.56  |         |                         |             | EXEN BASE EXENTA 2,191.20            |
|         |                                |            |         |                         |             | PGR1 PERC. GRAVADA TIPO 1 8,061.20   |
|         |                                |            |         |                         |             | PGR2 PERC. GRAVADA TIPO 2 24,534.36  |
|         |                                |            |         |                         |             | PERC TOTAL PERCEPCIONES 34,786.76    |
|         |                                |            |         |                         |             | DEDU TOTAL DEDUCCIONES 2,081.20      |
|         |                                |            |         |                         |             | 3%FV 3% FONDO DE VIVIENDA 217.57     |
|         |                                |            |         |                         |             | FOND FONDO PENSIONES EMPRES 1,087.83 |
|         |                                |            |         |                         |             | SEDARSEDAR 145.04                    |
|         |                                |            |         |                         |             | AGUI PROVISION AGUINALDO 2,834.40    |
|         |                                |            |         |                         |             | TOTA NOMINA EN EFECTIVO 32,705.56    |
| 840-005 | VAZQUEZ CASTELLANOS MARICELA   |            |         |                         |             |                                      |
| T.EMP:  | PERMANENTE                     | 402.90     | 539.30  | SECRETARIA              |             |                                      |
| 01      | SUELDO                         | 6,043.50   | 51      | ISPT                    | 916.50      | DVIG DIAS DE VIGENCIA 15.00          |
| 02      | DESPENSA                       | 478.50     | 54      | FONDO PENSIONES         | 695.00      | 51AG ISPT AGUINALDO 2,797.95         |
| 03      | TRANSPORTE                     | 330.50     | 58      | CUOTA SINDICAL          | 60.44       | IMP1 ISPT ART. 113 LISR 916.50       |
| 30      | AGUINALDO                      | 15,290.21  |         |                         |             | IMP2 ISPT ART. 142 2,797.95          |
|         |                                |            |         |                         |             | EXEN BASE EXENTA 2,191.20            |
|         |                                |            |         |                         |             | PGR1 PERC. GRAVADA TIPO 1 6,852.50   |
|         |                                |            |         |                         |             | PGR2 PERC. GRAVADA TIPO 2 13,099.00  |
|         |                                |            |         |                         |             | PERC TOTAL PERCEPCIONES 22,142.71    |
|         |                                |            |         |                         |             | DEDU TOTAL DEDUCCIONES 1,671.94      |
|         |                                |            |         |                         |             | 3%FV 3% FONDO DE VIVIENDA 181.31     |
|         |                                |            |         |                         |             | FOND FONDO PENSIONES EMPRES 906.52   |
|         |                                |            |         |                         |             | SEDARSEDAR 120.87                    |
|         |                                |            |         |                         |             | AGUI PROVISION AGUINALDO 2,292.29    |
|         |                                |            |         |                         |             | TOTA NOMINA EN EFECTIVO 20,470.77    |
| 840-006 | ISLAS CORONADO CHRISTIAN ELIAS |            |         |                         |             |                                      |
| T.EMP:  | PERMANENTE                     | 402.90     | 591.16  | AUXILIAR DE LABORATORIO |             |                                      |
| 01      | SUELDO                         | 6,043.50   | 51      | ISPT                    | 1,174.68    | DVIG DIAS DE VIGENCIA 15.00          |
| 02      | DESPENSA                       | 478.50     | 54      | FONDO PENSIONES         | 834.00      | 51AG ISPT AGUINALDO 1,194.14         |
| 03      | TRANSPORTE                     | 330.50     | 58      | CUOTA SINDICAL          | 72.52       | IMP1 ISPT ART. 113 LISR 1,174.68     |
| 07      | PRIMA INSALUBRE                | 1,208.70   |         |                         |             | IMP2 ISPT ART. 142 1,194.14          |
| 30      | AGUINALDO                      | 7,781.74   |         |                         |             | EXEN BASE EXENTA 2,191.20            |
|         |                                |            |         |                         |             | PGR1 PERC. GRAVADA TIPO 1 8,061.20   |
|         |                                |            |         |                         |             | PGR2 PERC. GRAVADA TIPO 2 5,590.54   |
|         |                                |            |         |                         |             | PERC TOTAL PERCEPCIONES 15,842.94    |
|         |                                |            |         |                         |             | DEDU TOTAL DEDUCCIONES 2,081.20      |
|         |                                |            |         |                         |             | 3%FV 3% FONDO DE VIVIENDA 217.57     |
|         |                                |            |         |                         |             | FOND FONDO PENSIONES EMPRES 1,087.83 |
|         |                                |            |         |                         |             | SEDARSEDAR 145.04                    |
|         |                                |            |         |                         |             | AGUI PROVISION AGUINALDO 2,260.39    |
|         |                                |            |         |                         |             | TOTA NOMINA EN EFECTIVO 13,761.74    |
| ****    | Totales GCIA. DE LABORATORIO   | 510        | ****    |                         |             |                                      |
| 01      | SUELDO                         | 139,936.35 | 51      | ISPT                    | 27,097.55   | DVIG DIAS DE VIGENCIA 300.00         |
| 02      | DESPENSA                       | 10,158.50  | 54      | FONDO PENSIONES         | 18,230.39   | 51AG ISPT AGUINALDO 116,947.32       |
| 03      | TRANSPORTE                     | 6,930.50   | 58      | CUOTA SINDICAL          | 1,199.71    | IMP1 ISPT ART. 113 LISR 27,097.55    |
| 07      | PRIMA INSALUBRE                | 18,589.17  | 65      | OTRAS DEDUCCIONES       | 47,855.72   | IMP2 ISPT ART. 142 116,947.32        |

| Clave | Nombre    | S.Diario   | S.Integ | DEDUCCIONES      | CONCEPTOS                             |
|-------|-----------|------------|---------|------------------|---------------------------------------|
| 30    | AGUINALDO | 557,684.01 | 95      | PRESTAMO AYUDATE | 956.52                                |
|       |           |            |         |                  | EXEN BASE EXENTA 43,824.00            |
|       |           |            |         |                  | PGR1 PERC. GRAVADA TIPO 1 175,614.51  |
|       |           |            |         |                  | PGR2 PERC. GRAVADA TIPO 2 513,859.92  |
|       |           |            |         |                  | PERC TOTAL PERCEPCIONES 733,298.53    |
|       |           |            |         |                  | DEDU TOTAL DEDUCCIONES 95,339.89      |
|       |           |            |         |                  | 3%FV 3% FONDO DE VIVIENDA 4,755.84    |
|       |           |            |         |                  | FOND FONDO PENSIONES EMPRES 23,778.81 |
|       |           |            |         |                  | SEDARSEDAR 3,170.46                   |
|       |           |            |         |                  | AGUI PROVISION AGUINALDO 65,793.97    |
|       |           |            |         |                  | TOTA NOMINA EN EFECTIVO 598,630.31    |
|       |           |            |         |                  | CHEQ PAGO POR CHEQUE 39,328.33        |

Total de Empleados : 20.00 -----

| Clave  | Nombre                      | S.Diario  | S.Integ  | DEDUCCIONES                          | CONCEPTOS                                 |
|--|-----------------------------|-----------|----------|--------------------------------------|---|
| PERCEPCIONES                                     |                             |           |          |                                      |   |
| ***** GCIA. DE ESTUDIOS TECNICOS ***** 520       |                             |           |          |                                      |   |
| 520-004  | ORNELAS ORNELAS EDGAR       |           |          |                                      |   |
| T.EMP:   | PERMANENTE                  | 811.50    | 1,213.36 | ESPECIALISTA EN ESTUDIOS Y PROYECTOS |   |
| 01   | SUELDO                      | 12,172.50 | 51       | ISPT                                 | 2,372.17 DVIG DIAS DE VIGENCIA 15.00      |
| 02   | DESPENSA                    | 727.50    | 54       | FONDO PENSIONES                      | 1,399.84 51AG ISPT AGUINALDO 9,924.85     |
| 03   | TRANSPORTE                  | 454.00    | 65       | OTRAS DEDUCCIONES                    | 2,727.00 IMP1 ISPT ART. 113 LISR 2,372.17 |
| 30   | AGUINALDO                   | 44,388.70 |          |                                      | IMP2 ISPT ART. 142 9,924.85               |
|  |                             |           |          |                                      | EXEN BASE EXENTA 2,191.20                 |
|  |                             |           |          |                                      | PGR1 PERC. GRAVADA TIPO 1 13,354.00       |
|  |                             |           |          |                                      | PGR2 PERC. GRAVADA TIPO 2 42,197.50       |
|  |                             |           |          |                                      | PERC TOTAL PERCEPCIONES 57,742.70         |
|  |                             |           |          |                                      | DEDU TOTAL DEDUCCIONES 6,499.01           |
|  |                             |           |          |                                      | 3%FV 3% FONDO DE VIVIENDA 365.18          |
|  |                             |           |          |                                      | FOND FONDO PENSIONES EMPRES 1,825.88      |
|  |                             |           |          |                                      | SEDARSEDAR 243.45                         |
|  |                             |           |          |                                      | AGUI PROVISION AGUINALDO 6,311.41         |
|  |                             |           |          |                                      | TOTA NOMINA EN EFECTIVO 51,243.69         |
| 530-003  | SANCHEZ ESTRADA JOSE CARMEN |           |          |                                      |   |
| T.EMP:   | PERMANENTE                  | 538.53    | 795.69   | TECNICO EN MODELOS DE INFORMACION    |   |
| 01   | SUELDO                      | 8,077.95  | 51       | ISPT                                 | 1,338.67 DVIG DIAS DE VIGENCIA 15.00      |
| 02   | DESPENSA                    | 465.50    | 54       | FONDO PENSIONES                      | 928.96 51AG ISPT AGUINALDO 5,818.17       |
| 03   | TRANSPORTE                  | 285.50    | 65       | OTRAS DEDUCCIONES                    | 4,039.33 IMP1 ISPT ART. 113 LISR 1,338.67 |
| 30   | AGUINALDO                   | 29,429.84 |          |                                      | IMP2 ISPT ART. 142 5,818.17               |
|  |                             |           |          |                                      | EXEN BASE EXENTA 2,191.20                 |
|  |                             |           |          |                                      | PGR1 PERC. GRAVADA TIPO 1 8,828.95        |
|  |                             |           |          |                                      | PGR2 PERC. GRAVADA TIPO 2 27,238.64       |
|  |                             |           |          |                                      | PERC TOTAL PERCEPCIONES 38,258.79         |
|  |                             |           |          |                                      | DEDU TOTAL DEDUCCIONES 6,306.96           |
|  |                             |           |          |                                      | 3%FV 3% FONDO DE VIVIENDA 242.34          |
|  |                             |           |          |                                      | FOND FONDO PENSIONES EMPRES 1,211.69      |
|  |                             |           |          |                                      | SEDARSEDAR 161.56                         |
|  |                             |           |          |                                      | AGUI PROVISION AGUINALDO 2,821.94         |
|  |                             |           |          |                                      | TOTA NOMINA EN EFECTIVO 31,951.83         |
| **** Totales GCIA. DE ESTUDIOS TECNICOS 520 **** |                             |           |          |                                      |   |
| 01   | SUELDO                      | 20,250.45 | 51       | ISPT                                 | 3,710.84 DVIG DIAS DE VIGENCIA 30.00      |
| 02   | DESPENSA                    | 1,193.00  | 54       | FONDO PENSIONES                      | 2,328.80 51AG ISPT AGUINALDO 15,743.02    |
| 03   | TRANSPORTE                  | 739.50    | 65       | OTRAS DEDUCCIONES                    | 6,766.33 IMP1 ISPT ART. 113 LISR 3,710.84 |
| 30   | AGUINALDO                   | 73,818.54 |          |                                      | IMP2 ISPT ART. 142 15,743.02              |
|  |                             |           |          |                                      | EXEN BASE EXENTA 4,382.40                 |
|  |                             |           |          |                                      | PGR1 PERC. GRAVADA TIPO 1 22,182.95       |
|  |                             |           |          |                                      | PGR2 PERC. GRAVADA TIPO 2 69,436.14       |
|  |                             |           |          |                                      | PERC TOTAL PERCEPCIONES 96,001.49         |
|  |                             |           |          |                                      | DEDU TOTAL DEDUCCIONES 12,805.97          |
|  |                             |           |          |                                      | 3%FV 3% FONDO DE VIVIENDA 607.52          |
|  |                             |           |          |                                      | FOND FONDO PENSIONES EMPRES 3,037.57      |
|  |                             |           |          |                                      | SEDARSEDAR 405.01                         |
|  |                             |           |          |                                      | AGUI PROVISION AGUINALDO 9,133.35         |
|  |                             |           |          |                                      | TOTA NOMINA EN EFECTIVO 83,195.52         |

Total de Empleados : 2.00

| Clave      | Nombre                            | S.Diario  | S.Integ  | PERCEPCIONES      | DEDUCCIONES | CONCEPTOS                              |
|------------|-----------------------------------|-----------|----------|-------------------|-------------|--|
| *****      | GCIA. DE GESTION DE CUENCAS       | *****     | 530      |                   |             |  |
| 13-048-002 | NAVARRO MUÑOZ MIGUEL              |           |          |                   |             |  |
| T.EMP:     | PERMANENTE                        | 1,269.57  | 1,826.00 |                   |             | JEFE DE CUENCA (PACÍFICO/ BALSAS)      |
| 01         | SUELDO                            | 19,043.55 | 51       | ISPT              | 4,371.60    | DVIG DIAS DE VIGENCIA 15.00            |
| 02         | DESPENSA                          | 918.50    | 54       | FONDO PENSIONES   | 2,190.01    | 51AG ISPT AGUINALDO 19,854.33          |
| 03         | TRANSPORTE                        | 661.00    | 65       | OTRAS DEDUCCIONES | 2,980.62    | IMP1 ISPT ART. 113 LISR 4,371.60       |
| 30         | AGUINALDO                         | 68,372.29 |          |                   |             | IMP2 ISPT ART. 142 19,854.33           |
|            |                                   |           |          |                   |             | EXEN BASE EXENTA 2,191.20              |
|            |                                   |           |          |                   |             | PGR1 PERC. GRAVADA TIPO 1 20,623.05    |
|            |                                   |           |          |                   |             | PGR2 PERC. GRAVADA TIPO 2 66,181.09    |
|            |                                   |           |          |                   |             | PERC TOTAL PERCEPCIONES 88,995.34      |
|            |                                   |           |          |                   |             | DEDU TOTAL DEDUCCIONES 9,542.23        |
|            |                                   |           |          |                   |             | 3%FV 3% FONDO DE VIVIENDA 571.31       |
|            |                                   |           |          |                   |             | FOND FONDO PENSIONES EMPRES 2,856.53   |
|            |                                   |           |          |                   |             | SEDARSEDAR 380.87                      |
|            |                                   |           |          |                   |             | AGUI PROVISION AGUINALDO 9,611.97      |
|            |                                   |           |          |                   |             | TOTA NOMINA EN EFECTIVO 79,453.11      |
| 14-018-001 | ACOSTA PEREZ RAUL ALBERTO         |           |          |                   |             |  |
| T.EMP:     | PERMANENTE                        | 1,269.57  | 1,826.00 |                   |             | JEFE DE CUENCA (LERMA/ CHAPALA)        |
| 01         | SUELDO                            | 19,043.55 | 51       | ISPT              | 4,371.60    | DVIG DIAS DE VIGENCIA 15.00            |
| 02         | DESPENSA                          | 918.50    | 54       | FONDO PENSIONES   | 2,190.01    | 51AG ISPT AGUINALDO 19,965.69          |
| 03         | TRANSPORTE                        | 661.00    | 65       | OTRAS DEDUCCIONES | 9,682.42    | IMP1 ISPT ART. 113 LISR 4,371.60       |
| 30         | AGUINALDO                         | 68,743.50 |          |                   |             | IMP2 ISPT ART. 142 19,965.69           |
|            |                                   |           |          |                   |             | EXEN BASE EXENTA 2,191.20              |
|            |                                   |           |          |                   |             | PGR1 PERC. GRAVADA TIPO 1 20,623.05    |
|            |                                   |           |          |                   |             | PGR2 PERC. GRAVADA TIPO 2 66,552.30    |
|            |                                   |           |          |                   |             | PERC TOTAL PERCEPCIONES 89,366.55      |
|            |                                   |           |          |                   |             | DEDU TOTAL DEDUCCIONES 16,244.03       |
|            |                                   |           |          |                   |             | 3%FV 3% FONDO DE VIVIENDA 571.31       |
|            |                                   |           |          |                   |             | FOND FONDO PENSIONES EMPRES 2,856.53   |
|            |                                   |           |          |                   |             | SEDARSEDAR 380.87                      |
|            |                                   |           |          |                   |             | AGUI PROVISION AGUINALDO 9,983.18      |
|            |                                   |           |          |                   |             | TOTA NOMINA EN EFECTIVO 73,122.52      |
| 14-258-004 | ECHEVERRIA VAQUERO JESUS FERNANDO |           |          |                   |             |  |
| T.EMP:     | PERMANENTE                        | 1,269.57  | 1,826.00 |                   |             | JEFE DE CUENCA (SANTIAGO)              |
| 01         | SUELDO                            | 19,043.55 | 51       | ISPT              | 4,371.60    | DVIG DIAS DE VIGENCIA 15.00            |
| 02         | DESPENSA                          | 918.50    | 54       | FONDO PENSIONES   | 2,190.01    | 51AG ISPT AGUINALDO 19,907.95          |
| 03         | TRANSPORTE                        | 661.00    | 65       | OTRAS DEDUCCIONES | 2,185.32    | IMP1 ISPT ART. 113 LISR 4,371.60       |
| 30         | AGUINALDO                         | 68,551.02 |          |                   |             | IMP2 ISPT ART. 142 19,907.95           |
|            |                                   |           |          |                   |             | EXEN BASE EXENTA 2,191.20              |
|            |                                   |           |          |                   |             | PGR1 PERC. GRAVADA TIPO 1 20,623.05    |
|            |                                   |           |          |                   |             | PGR2 PERC. GRAVADA TIPO 2 66,359.82    |
|            |                                   |           |          |                   |             | PERC TOTAL PERCEPCIONES 89,174.07      |
|            |                                   |           |          |                   |             | DEDU TOTAL DEDUCCIONES 8,746.93        |
|            |                                   |           |          |                   |             | 3%FV 3% FONDO DE VIVIENDA 571.31       |
|            |                                   |           |          |                   |             | FOND FONDO PENSIONES EMPRES 2,856.53   |
|            |                                   |           |          |                   |             | SEDARSEDAR 380.87                      |
|            |                                   |           |          |                   |             | AGUI PROVISION AGUINALDO 9,790.70      |
|            |                                   |           |          |                   |             | TOTA NOMINA EN EFECTIVO 80,427.14      |
| 530-008    | LUGO SOLORIO ALDO                 |           |          |                   |             |  |
| T.EMP:     | PERMANENTE                        | 811.50    | 1,211.54 |                   |             | JEFE DE PROGRAMAS INTERINSTITUCIONALES |
| 01         | SUELDO                            | 12,172.50 | 51       | ISPT              | 2,372.17    | DVIG DIAS DE VIGENCIA 15.00            |
| 02         | DESPENSA                          | 727.50    | 54       | FONDO PENSIONES   | 1,399.84    | 51AG ISPT AGUINALDO 9,897.63           |
| 03         | TRANSPORTE                        | 454.00    |          |                   |             | IMP1 ISPT ART. 113 LISR 2,372.17       |



| Clave             | Nombre                              | S.Diario  | S.Integ           | DEDUCCIONES                   | CONCEPTOS                   |            |
|-------------------|-------------------------------------|-----------|-------------------|-------------------------------|-----------------------------|------------|
| 30                | AGUINALDO                           | 44,272.96 |                   |                               |                             |            |
|                   |                                     |           |                   |                               | IMP2 ISPT ART. 142          | 9,897.63   |
|                   |                                     |           |                   |                               | EXEN BASE EXENTA            | 2,191.20   |
|                   |                                     |           |                   |                               | PGR1 PERC. GRAVADA TIPO 1   | 13,354.00  |
|                   |                                     |           |                   |                               | PGR2 PERC. GRAVADA TIPO 2   | 42,081.76  |
|                   |                                     |           |                   |                               | PERC TOTAL PERCEPCIONES     | 57,626.96  |
|                   |                                     |           |                   |                               | DEDU TOTAL DEDUCCIONES      | 3,772.01   |
|                   |                                     |           |                   |                               | 3%FV 3% FONDO DE VIVIENDA   | 365.18     |
|                   |                                     |           |                   |                               | FOND FONDO PENSIONES EMPRES | 1,825.88   |
|                   |                                     |           |                   |                               | SEDARSEDAR                  | 243.45     |
|                   |                                     |           |                   |                               | AGUI PROVISION AGUINALDO    | 6,195.67   |
|                   |                                     |           |                   |                               | TOTA NOMINA EN EFECTIVO     | 53,854.95  |
| 550-009           | MARTINEZ RUIZ JAVIER ALEJANDRO      |           |                   |                               |                             |            |
| T.EMP: PERMANENTE | 1,632.10                            |           | 1,826.00          | GERENTE DE GESTION DE CUENCAS |                             |            |
| 01 SUELDO         | 24,481.50                           | 51        | ISPT              | 6,040.03                      | DVIG DIAS DE VIGENCIA       | 15.00      |
| 02 DESPENSA       | 994.50                              | 54        | FONDO PENSIONES   | 2,815.37                      | 51AG ISPT AGUINALDO         | 25,527.14  |
| 03 TRANSPORTE     | 708.50                              |           |                   |                               | IMP1 ISPT ART. 113 LISR     | 6,040.03   |
| 30 AGUINALDO      | 87,281.67                           |           |                   |                               | IMP2 ISPT ART. 142          | 25,527.14  |
|                   |                                     |           |                   |                               | EXEN BASE EXENTA            | 2,191.20   |
|                   |                                     |           |                   |                               | PGR1 PERC. GRAVADA TIPO 1   | 26,184.50  |
|                   |                                     |           |                   |                               | PGR2 PERC. GRAVADA TIPO 2   | 85,090.47  |
|                   |                                     |           |                   |                               | PERC TOTAL PERCEPCIONES     | 113,466.17 |
|                   |                                     |           |                   |                               | DEDU TOTAL DEDUCCIONES      | 8,855.40   |
|                   |                                     |           |                   |                               | 3%FV 3% FONDO DE VIVIENDA   | 734.44     |
|                   |                                     |           |                   |                               | FOND FONDO PENSIONES EMPRES | 3,672.22   |
|                   |                                     |           |                   |                               | SEDARSEDAR                  | 489.63     |
|                   |                                     |           |                   |                               | AGUI PROVISION AGUINALDO    | 12,729.24  |
|                   |                                     |           |                   |                               | TOTA NOMINA EN EFECTIVO     | 104,610.77 |
| ****              | Totales GCIA. DE GESTION DE CUENCAS | 530       | ****              |                               |                             |            |
| 01 SUELDO         | 93,784.65                           | 51        | ISPT              | 21,527.00                     | DVIG DIAS DE VIGENCIA       | 75.00      |
| 02 DESPENSA       | 4,477.50                            | 54        | FONDO PENSIONES   | 10,785.24                     | 51AG ISPT AGUINALDO         | 95,152.74  |
| 03 TRANSPORTE     | 3,145.50                            | 65        | OTRAS DEDUCCIONES | 14,848.36                     | IMP1 ISPT ART. 113 LISR     | 21,527.00  |
| 30 AGUINALDO      | 337,221.44                          |           |                   |                               | IMP2 ISPT ART. 142          | 95,152.74  |
|                   |                                     |           |                   |                               | EXEN BASE EXENTA            | 10,956.00  |
|                   |                                     |           |                   |                               | PGR1 PERC. GRAVADA TIPO 1   | 101,407.65 |
|                   |                                     |           |                   |                               | PGR2 PERC. GRAVADA TIPO 2   | 326,265.44 |
|                   |                                     |           |                   |                               | PERC TOTAL PERCEPCIONES     | 438,629.09 |
|                   |                                     |           |                   |                               | DEDU TOTAL DEDUCCIONES      | 47,160.60  |
|                   |                                     |           |                   |                               | 3%FV 3% FONDO DE VIVIENDA   | 2,813.55   |
|                   |                                     |           |                   |                               | FOND FONDO PENSIONES EMPRES | 14,067.69  |
|                   |                                     |           |                   |                               | SEDARSEDAR                  | 1,875.69   |
|                   |                                     |           |                   |                               | AGUI PROVISION AGUINALDO    | 48,310.76  |
|                   |                                     |           |                   |                               | TOTA NOMINA EN EFECTIVO     | 391,468.49 |

Total de Empleados : 5.00

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| Clave      | Nombre                             | S.Diario  | S.Integ | PERCEPCIONES      | DEDUCCIONES               | CONCEPTOS                            |
|------------|------------------------------------|-----------|---------|-------------------|---------------------------|--------------------------------------|
| *****      | GCIA. DE CULTURA DEL AGUA *****    |           | 540     |                   |                           |                                      |
| 29-127-002 | COTA CONTRERAS ILEANA MARCELA      |           |         |                   |                           |                                      |
| T.EMP:     | PERMANENTE                         | 467.07    | 711.62  |                   | PROMOTOR                  |                                      |
| 01         | SUELDO                             | 7,006.05  | 51      | ISPT              | 1,140.80                  | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | DESPENSA                           | 557.00    | 54      | FONDO PENSIONES   | 805.70                    | 51AG ISPT AGUINALDO 5,158.58         |
| 03         | TRANSPORTE                         | 339.50    | 58      | CUOTA SINDICAL    | 70.06                     | IMP1 ISPT ART. 113 LISR 1,140.80     |
| 30         | AGUINALDO                          | 26,341.84 | 65      | OTRAS DEDUCCIONES | 3,360.00                  | IMP2 ISPT ART. 142 5,158.58          |
|            |                                    |           | 95      | PRESTAMO AYUDATE  | 419.06                    | EXEN BASE EXENTA 2,191.20            |
|            |                                    |           |         |                   |                           | PGR1 PERC. GRAVADA TIPO 1 7,902.55   |
|            |                                    |           |         |                   |                           | PGR2 PERC. GRAVADA TIPO 2 24,150.64  |
|            |                                    |           |         |                   |                           | PERC TOTAL PERCEPCIONES 34,244.39    |
|            |                                    |           |         |                   |                           | DEDU TOTAL DEDUCCIONES 5,795.62      |
|            |                                    |           |         |                   |                           | 3%FV 3% FONDO DE VIVIENDA 210.18     |
|            |                                    |           |         |                   |                           | FOND FONDO PENSIONES EMPRES 1,050.91 |
|            |                                    |           |         |                   |                           | SEDARSEDAR 140.12                    |
|            |                                    |           |         |                   |                           | AGUI PROVISION AGUINALDO 2,717.76    |
|            |                                    |           |         |                   |                           | TOTA NOMINA EN EFECTIVO 28,448.77    |
| 302-002    | VILLEGAS FLORES OLGA BERTHA        |           |         |                   |                           |                                      |
| T.EMP:     | PERMANENTE                         | 420.16    | 638.72  |                   | AUXILIAR DE MERCADOTECNIA |                                      |
| 01         | SUELDO                             | 6,302.40  | 51      | ISPT              | 981.85                    | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | DESPENSA                           | 523.00    | 54      | FONDO PENSIONES   | 724.78                    | 51AG ISPT AGUINALDO 4,628.74         |
| 03         | TRANSPORTE                         | 333.00    | 58      | CUOTA SINDICAL    | 63.02                     | IMP1 ISPT ART. 113 LISR 981.85       |
| 30         | AGUINALDO                          | 23,861.34 | 65      | OTRAS DEDUCCIONES | 3,153.25                  | IMP2 ISPT ART. 142 4,628.74          |
|            |                                    |           |         |                   |                           | EXEN BASE EXENTA 2,191.20            |
|            |                                    |           |         |                   |                           | PGR1 PERC. GRAVADA TIPO 1 7,158.40   |
|            |                                    |           |         |                   |                           | PGR2 PERC. GRAVADA TIPO 2 21,670.14  |
|            |                                    |           |         |                   |                           | PERC TOTAL PERCEPCIONES 31,019.74    |
|            |                                    |           |         |                   |                           | DEDU TOTAL DEDUCCIONES 4,922.90      |
|            |                                    |           |         |                   |                           | 3%FV 3% FONDO DE VIVIENDA 189.07     |
|            |                                    |           |         |                   |                           | FOND FONDO PENSIONES EMPRES 945.36   |
|            |                                    |           |         |                   |                           | SEDARSEDAR 126.05                    |
|            |                                    |           |         |                   |                           | AGUI PROVISION AGUINALDO 2,527.68    |
|            |                                    |           |         |                   |                           | TOTA NOMINA EN EFECTIVO 26,096.84    |
| 348-003    | RODRIGUEZ COVARRUBIAS CARMEN JULIA |           |         |                   |                           |                                      |
| T.EMP:     | PERMANENTE                         | 467.07    | 711.62  |                   | PROMOTOR                  |                                      |
| 01         | SUELDO                             | 7,006.05  | 51      | ISPT              | 1,140.80                  | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | DESPENSA                           | 557.00    | 54      | FONDO PENSIONES   | 805.70                    | 51AG ISPT AGUINALDO 5,158.58         |
| 03         | TRANSPORTE                         | 339.50    | 58      | CUOTA SINDICAL    | 70.06                     | IMP1 ISPT ART. 113 LISR 1,140.80     |
| 30         | AGUINALDO                          | 26,341.84 | 65      | OTRAS DEDUCCIONES | 2,336.00                  | IMP2 ISPT ART. 142 5,158.58          |
|            |                                    |           | 95      | PRESTAMO AYUDATE  | 628.59                    | EXEN BASE EXENTA 2,191.20            |
|            |                                    |           |         |                   |                           | PGR1 PERC. GRAVADA TIPO 1 7,902.55   |
|            |                                    |           |         |                   |                           | PGR2 PERC. GRAVADA TIPO 2 24,150.64  |
|            |                                    |           |         |                   |                           | PERC TOTAL PERCEPCIONES 34,244.39    |
|            |                                    |           |         |                   |                           | DEDU TOTAL DEDUCCIONES 4,981.15      |
|            |                                    |           |         |                   |                           | 3%FV 3% FONDO DE VIVIENDA 210.18     |
|            |                                    |           |         |                   |                           | FOND FONDO PENSIONES EMPRES 1,050.91 |
|            |                                    |           |         |                   |                           | SEDARSEDAR 140.12                    |
|            |                                    |           |         |                   |                           | AGUI PROVISION AGUINALDO 2,717.76    |
|            |                                    |           |         |                   |                           | TOTA NOMINA EN EFECTIVO 29,263.24    |
| 397-072    | RODRIGUEZ MACIAS LUIS ALBERTO      |           |         |                   |                           |                                      |
| T.EMP:     | PERMANENTE                         | 467.07    | 710.40  |                   | PROMOTOR                  |                                      |
| 01         | SUELDO                             | 7,006.05  | 51      | ISPT              | 1,140.80                  | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | DESPENSA                           | 557.00    | 54      | FONDO PENSIONES   | 805.70                    | 51AG ISPT AGUINALDO 5,158.58         |
| 03         | TRANSPORTE                         | 339.50    | 58      | CUOTA SINDICAL    | 70.06                     | IMP1 ISPT ART. 113 LISR 1,140.80     |

| Clave   | Nombre                       | S.Diario  | S.Integ | PERCEPCIONES         | DEDUCCIONES                           | CONCEPTOS                   |           |
|---------|------------------------------|-----------|---------|----------------------|---------------------------------------|-----------------------------|-----------|
| 30      | AGUINALDO                    | 26,341.84 | 65      | OTRAS DEDUCCIONES    | 3,615.46                              | IMP2 ISPT ART. 142          | 5,158.58  |
|         |                              |           |         |                      |                                       | EXEN BASE EXENTA            | 2,191.20  |
|         |                              |           |         |                      |                                       | PGR1 PERC. GRAVADA TIPO 1   | 7,902.55  |
|         |                              |           |         |                      |                                       | PGR2 PERC. GRAVADA TIPO 2   | 24,150.64 |
|         |                              |           |         |                      |                                       | PERC TOTAL PERCEPCIONES     | 34,244.39 |
|         |                              |           |         |                      |                                       | DEDU TOTAL DEDUCCIONES      | 5,632.02  |
|         |                              |           |         |                      |                                       | 3%FV 3% FONDO DE VIVIENDA   | 210.18    |
|         |                              |           |         |                      |                                       | FOND FONDO PENSIONES EMPRES | 1,050.91  |
|         |                              |           |         |                      |                                       | SEDARSEDAR                  | 140.12    |
|         |                              |           |         |                      |                                       | AGUI PROVISION AGUINALDO    | 2,717.76  |
|         |                              |           |         |                      |                                       | TOTA NOMINA EN EFECTIVO     | 28,612.37 |
| 515-004 | AGUIRRE GUTIERREZ GLORIA     |           |         |                      |                                       |                             |           |
| T.EMP:  | PERMANENTE                   | 467.07    |         | 709.19               | PROMOTOR                              |                             |           |
| 01      | SUELDO                       | 7,006.05  | 51      | ISPT                 | 1,140.80                              | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02      | DESPENSA                     | 557.00    | 54      | FONDO PENSIONES      | 805.70                                | 51AG ISPT AGUINALDO         | 5,158.58  |
| 03      | TRANSPORTE                   | 339.50    | 58      | CUOTA SINDICAL       | 70.06                                 | IMP1 ISPT ART. 113 LISR     | 1,140.80  |
| 30      | AGUINALDO                    | 26,341.84 | 65      | OTRAS DEDUCCIONES    | 2,336.00                              | IMP2 ISPT ART. 142          | 5,158.58  |
|         |                              |           | 95      | PRESTAMO AYUDATE     | 502.87                                | EXEN BASE EXENTA            | 2,191.20  |
|         |                              |           |         |                      |                                       | PGR1 PERC. GRAVADA TIPO 1   | 7,902.55  |
|         |                              |           |         |                      |                                       | PGR2 PERC. GRAVADA TIPO 2   | 24,150.64 |
|         |                              |           |         |                      |                                       | PERC TOTAL PERCEPCIONES     | 34,244.39 |
|         |                              |           |         |                      |                                       | DEDU TOTAL DEDUCCIONES      | 4,855.43  |
|         |                              |           |         |                      |                                       | 3%FV 3% FONDO DE VIVIENDA   | 210.18    |
|         |                              |           |         |                      |                                       | FOND FONDO PENSIONES EMPRES | 1,050.91  |
|         |                              |           |         |                      |                                       | SEDARSEDAR                  | 140.12    |
|         |                              |           |         |                      |                                       | AGUI PROVISION AGUINALDO    | 2,717.76  |
|         |                              |           |         |                      |                                       | TOTA NOMINA EN EFECTIVO     | 29,388.96 |
| 515-005 | OCHOA CASAS MARIA TERESITA   |           |         |                      |                                       |                             |           |
| T.EMP:  | PERMANENTE                   | 467.07    |         | 709.19               | PROMOTOR                              |                             |           |
| 01      | SUELDO                       | 7,006.05  | 51      | ISPT                 | 1,140.80                              | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02      | DESPENSA                     | 557.00    | 54      | FONDO PENSIONES      | 805.70                                | 51AG ISPT AGUINALDO         | 5,158.58  |
| 03      | TRANSPORTE                   | 339.50    | 58      | CUOTA SINDICAL       | 70.06                                 | IMP1 ISPT ART. 113 LISR     | 1,140.80  |
| 30      | AGUINALDO                    | 26,341.84 |         |                      |                                       | IMP2 ISPT ART. 142          | 5,158.58  |
|         |                              |           |         |                      |                                       | EXEN BASE EXENTA            | 2,191.20  |
|         |                              |           |         |                      |                                       | PGR1 PERC. GRAVADA TIPO 1   | 7,902.55  |
|         |                              |           |         |                      |                                       | PGR2 PERC. GRAVADA TIPO 2   | 24,150.64 |
|         |                              |           |         |                      |                                       | PERC TOTAL PERCEPCIONES     | 34,244.39 |
|         |                              |           |         |                      |                                       | DEDU TOTAL DEDUCCIONES      | 2,016.56  |
|         |                              |           |         |                      |                                       | 3%FV 3% FONDO DE VIVIENDA   | 210.18    |
|         |                              |           |         |                      |                                       | FOND FONDO PENSIONES EMPRES | 1,050.91  |
|         |                              |           |         |                      |                                       | SEDARSEDAR                  | 140.12    |
|         |                              |           |         |                      |                                       | AGUI PROVISION AGUINALDO    | 2,717.76  |
|         |                              |           |         |                      |                                       | TOTA NOMINA EN EFECTIVO     | 32,227.83 |
| 540-007 | ALCANTAR SANDOVAL EVANGELINA |           |         |                      |                                       |                             |           |
| T.EMP:  | PERMANENTE                   | 811.50    |         | 1,213.36             | JEFE DE PROMOCION DE CULTURA DEL AGUA |                             |           |
| 01      | SUELDO                       | 12,172.50 | 51      | ISPT                 | 2,372.17                              | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02      | DESPENSA                     | 727.50    | 54      | FONDO PENSIONES      | 1,399.84                              | 51AG ISPT AGUINALDO         | 9,954.17  |
| 03      | TRANSPORTE                   | 454.00    | 65      | OTRAS DEDUCCIONES    | 3,790.00                              | IMP1 ISPT ART. 113 LISR     | 2,372.17  |
| 30      | AGUINALDO                    | 44,513.34 | 92      | PRESTAMO TU NOMINA P | 1,174.92                              | IMP2 ISPT ART. 142          | 9,954.17  |
|         |                              |           |         |                      |                                       | EXEN BASE EXENTA            | 2,191.20  |
|         |                              |           |         |                      |                                       | PGR1 PERC. GRAVADA TIPO 1   | 13,354.00 |
|         |                              |           |         |                      |                                       | PGR2 PERC. GRAVADA TIPO 2   | 42,322.14 |
|         |                              |           |         |                      |                                       | PERC TOTAL PERCEPCIONES     | 57,867.34 |
|         |                              |           |         |                      |                                       | DEDU TOTAL DEDUCCIONES      | 8,736.93  |
|         |                              |           |         |                      |                                       | 3%FV 3% FONDO DE VIVIENDA   | 365.18    |

| Clave | Nombre | S.Diario | S.Integ | PERCEPCIONES | DEDUCCIONES | CONCEPTOS                            |
|-------|--------|----------|---------|--------------|-------------|--------------------------------------|
|       |        |          |         |              |             | FOND FONDO PENSIONES EMPRES 1,825.88 |
|       |        |          |         |              |             | SEDARSEDAR 243.45                    |
|       |        |          |         |              |             | AGUI PROVISION AGUINALDO 6,436.05    |
|       |        |          |         |              |             | TOTA NOMINA EN EFECTIVO 49,130.41    |

|         |                        |           |    |                   |                             |                                      |
|---------|------------------------|-----------|----|-------------------|-----------------------------|--------------------------------------|
| 540-008 | MUÑOZ RODRIGUEZ DANIEL |           |    |                   |                             |                                      |
| T.EMP:  | PERMANENTE             | 1,269.57  |    | 1,826.00          | GERENTE DE CULTURA DEL AGUA |                                      |
| 01      | SUELDO                 | 19,043.55 | 51 | ISPT              | 4,371.60                    | DVIG DIAS DE VIGENCIA 15.00          |
| 02      | DESPENSA               | 918.50    | 54 | FONDO PENSIONES   | 2,190.01                    | 51AG ISPT AGUINALDO 19,965.69        |
| 03      | TRANSPORTE             | 661.00    | 65 | OTRAS DEDUCCIONES | 1,000.00                    | IMP1 ISPT ART. 113 LISR 4,371.60     |
| 30      | AGUINALDO              | 68,743.50 |    |                   |                             | IMP2 ISPT ART. 142 19,965.69         |
|         |                        |           |    |                   |                             | EXEN BASE EXENTA 2,191.20            |
|         |                        |           |    |                   |                             | PGR1 PERC. GRAVADA TIPO 1 20,623.05  |
|         |                        |           |    |                   |                             | PGR2 PERC. GRAVADA TIPO 2 66,552.30  |
|         |                        |           |    |                   |                             | PERC TOTAL PERCEPCIONES 89,366.55    |
|         |                        |           |    |                   |                             | DEDU TOTAL DEDUCCIONES 7,561.61      |
|         |                        |           |    |                   |                             | 3%FV 3% FONDO DE VIVIENDA 571.31     |
|         |                        |           |    |                   |                             | FOND FONDO PENSIONES EMPRES 2,856.53 |
|         |                        |           |    |                   |                             | SEDARSEDAR 380.87                    |
|         |                        |           |    |                   |                             | AGUI PROVISION AGUINALDO 9,983.18    |
|         |                        |           |    |                   |                             | TOTA NOMINA EN EFECTIVO 81,804.94    |

|         |                     |           |    |                   |  |                                      |
|---------|---------------------|-----------|----|-------------------|--|--------------------------------------|
| 540-009 | JAIME GARCIA RAFAEL |           |    |                   |  |                                      |
| T.EMP:  | PERMANENTE          | 654.43    |    | 977.20            | JEFE DE SUPERVISION Y CONTROL DEL PROGRAMA DE CULT |                                      |
| 01      | SUELDO              | 9,816.45  | 51 | ISPT              | 1,777.34   | DVIG DIAS DE VIGENCIA 15.00          |
| 02      | DESPENSA            | 630.50    | 54 | FONDO PENSIONES   | 1,128.89   | 51AG ISPT AGUINALDO 7,971.39         |
| 03      | TRANSPORTE          | 378.00    | 65 | OTRAS DEDUCCIONES | 1,000.00   | IMP1 ISPT ART. 113 LISR 1,777.34     |
| 30      | AGUINALDO           | 36,083.17 |    |                   |  | IMP2 ISPT ART. 142 7,971.39          |
|         |                     |           |    |                   |  | EXEN BASE EXENTA 2,191.20            |
|         |                     |           |    |                   |  | PGR1 PERC. GRAVADA TIPO 1 10,824.95  |
|         |                     |           |    |                   |  | PGR2 PERC. GRAVADA TIPO 2 33,891.97  |
|         |                     |           |    |                   |  | PERC TOTAL PERCEPCIONES 46,908.12    |
|         |                     |           |    |                   |  | DEDU TOTAL DEDUCCIONES 3,906.23      |
|         |                     |           |    |                   |  | 3%FV 3% FONDO DE VIVIENDA 294.49     |
|         |                     |           |    |                   |  | FOND FONDO PENSIONES EMPRES 1,472.47 |
|         |                     |           |    |                   |  | SEDARSEDAR 196.33                    |
|         |                     |           |    |                   |  | AGUI PROVISION AGUINALDO 5,208.14    |
|         |                     |           |    |                   |  | TOTA NOMINA EN EFECTIVO 43,001.89    |

\*\*\*\* Totales GCIA. DE CULTURA DEL AGUA 540 \*\*\*\*

|    |            |            |    |                      |           |                                       |
|----|------------|------------|----|----------------------|-----------|---------------------------------------|
| 01 | SUELDO     | 82,365.15  | 51 | ISPT                 | 15,206.96 | DVIG DIAS DE VIGENCIA 135.00          |
| 02 | DESPENSA   | 5,584.50   | 54 | FONDO PENSIONES      | 9,472.02  | 51AG ISPT AGUINALDO 68,312.89         |
| 03 | TRANSPORTE | 3,523.50   | 58 | CUOTA SINDICAL       | 413.32    | IMP1 ISPT ART. 113 LISR 15,206.96     |
| 30 | AGUINALDO  | 304,910.55 | 65 | OTRAS DEDUCCIONES    | 20,590.71 | IMP2 ISPT ART. 142 68,312.89          |
|    |            |            | 92 | PRESTAMO TU NOMINA P | 1,174.92  | EXEN BASE EXENTA 19,720.80            |
|    |            |            | 95 | PRESTAMO AYUDATE     | 1,550.52  | PGR1 PERC. GRAVADA TIPO 1 91,473.15   |
|    |            |            |    |                      |           | PGR2 PERC. GRAVADA TIPO 2 285,189.75  |
|    |            |            |    |                      |           | PERC TOTAL PERCEPCIONES 396,383.70    |
|    |            |            |    |                      |           | DEDU TOTAL DEDUCCIONES 48,408.45      |
|    |            |            |    |                      |           | 3%FV 3% FONDO DE VIVIENDA 2,470.95    |
|    |            |            |    |                      |           | FOND FONDO PENSIONES EMPRES 12,354.79 |
|    |            |            |    |                      |           | SEDARSEDAR 1,647.30                   |
|    |            |            |    |                      |           | AGUI PROVISION AGUINALDO 37,743.85    |
|    |            |            |    |                      |           | TOTA NOMINA EN EFECTIVO 347,975.25    |

Total de Empleados : 9.00

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| Clave | Nombre | S.Diario | S.Integ | DEDUCCIONES | CONCEPTOS |
|-------|--------|----------|---------|-------------|-----------|
|-------|--------|----------|---------|-------------|-----------|

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PERCEPCIONES

| Clave  | Nombre                        | S.Diario  | S.Integ  | PERCEPCIONES      | DEDUCCIONES | CONCEPTOS                            |
|--|-------------------------------|-----------|----------|-------------------|-------------|--------------------------------------|
| ***** GCIA. DE ADMINISTRACION DEL A. ***** 550 |                               |           |          |                   |             |                                      |
| 36-034-001                                     | RAMOS RODRIGUEZ MA DEL CARMEN |           |          |                   |             |                                      |
| T.EMP:   | PERMANENTE                    | 1,269.57  | 1,826.00 |                   |             | GERENTE DE ADMINISTRACION DEL AGUA   |
| 01   | SUELDO                        | 19,043.55 | 51       | ISPT              | 4,371.60    | DVIG DIAS DE VIGENCIA 15.00          |
| 02   | DESPENSA                      | 918.50    | 54       | FONDO PENSIONES   | 2,190.01    | 51AG ISPT AGUINALDO 19,965.69        |
| 03   | TRANSPORTE                    | 661.00    | 65       | OTRAS DEDUCCIONES | 6,348.00    | IMP1 ISPT ART. 113 LISR 4,371.60     |
| 30   | AGUINALDO                     | 68,743.50 |          |                   |             | IMP2 ISPT ART. 142 19,965.69         |
|  |                               |           |          |                   |             | EXEN BASE EXENTA 2,191.20            |
|  |                               |           |          |                   |             | PGR1 PERC. GRAVADA TIPO 1 20,623.05  |
|  |                               |           |          |                   |             | PGR2 PERC. GRAVADA TIPO 2 66,552.30  |
|  |                               |           |          |                   |             | PERC TOTAL PERCEPCIONES 89,366.55    |
|  |                               |           |          |                   |             | DEDU TOTAL DEDUCCIONES 12,909.61     |
|  |                               |           |          |                   |             | 3%FV 3% FONDO DE VIVIENDA 571.31     |
|  |                               |           |          |                   |             | FOND FONDO PENSIONES EMPRES 2,856.53 |
|  |                               |           |          |                   |             | SEDARSEDAR 380.87                    |
|  |                               |           |          |                   |             | AGUI PROVISION AGUINALDO 9,983.18    |
|  |                               |           |          |                   |             | TOTA NOMINA EN EFECTIVO 76,456.94    |
| 550-002  | TREJO OROZCO CARLOS KALEB     |           |          |                   |             |                                      |
| T.EMP:   | PERMANENTE                    | 467.47    | 694.86   |                   |             | INSPECTOR                            |
| 01   | SUELDO                        | 7,012.05  | 51       | ISPT              | 1,107.37    | DVIG DIAS DE VIGENCIA 15.00          |
| 02   | DESPENSA                      | 434.50    | 54       | FONDO PENSIONES   | 806.39      | 51AG ISPT AGUINALDO 5,047.15         |
| 03   | TRANSPORTE                    | 299.50    |          |                   |             | IMP1 ISPT ART. 113 LISR 1,107.37     |
| 30   | AGUINALDO                     | 25,820.17 |          |                   |             | IMP2 ISPT ART. 142 5,047.15          |
|  |                               |           |          |                   |             | EXEN BASE EXENTA 2,191.20            |
|  |                               |           |          |                   |             | PGR1 PERC. GRAVADA TIPO 1 7,746.05   |
|  |                               |           |          |                   |             | PGR2 PERC. GRAVADA TIPO 2 23,628.96  |
|  |                               |           |          |                   |             | PERC TOTAL PERCEPCIONES 33,566.22    |
|  |                               |           |          |                   |             | DEDU TOTAL DEDUCCIONES 1,913.76      |
|  |                               |           |          |                   |             | 3%FV 3% FONDO DE VIVIENDA 210.36     |
|  |                               |           |          |                   |             | FOND FONDO PENSIONES EMPRES 1,051.81 |
|  |                               |           |          |                   |             | SEDARSEDAR 140.24                    |
|  |                               |           |          |                   |             | AGUI PROVISION AGUINALDO 2,667.77    |
|  |                               |           |          |                   |             | TOTA NOMINA EN EFECTIVO 31,652.46    |
| 550-003  | REYES GALLARDO MOISES SAUL    |           |          |                   |             |                                      |
| T.EMP:   | PERMANENTE                    | 467.47    | 694.86   |                   |             | INSPECTOR                            |
| 01   | SUELDO                        | 7,012.05  | 51       | ISPT              | 1,107.37    | DVIG DIAS DE VIGENCIA 15.00          |
| 02   | DESPENSA                      | 434.50    | 54       | FONDO PENSIONES   | 806.39      | 51AG ISPT AGUINALDO 5,047.15         |
| 03   | TRANSPORTE                    | 299.50    | 65       | OTRAS DEDUCCIONES | 2,304.00    | IMP1 ISPT ART. 113 LISR 1,107.37     |
| 30   | AGUINALDO                     | 25,820.17 |          |                   |             | IMP2 ISPT ART. 142 5,047.15          |
|  |                               |           |          |                   |             | EXEN BASE EXENTA 2,191.20            |
|  |                               |           |          |                   |             | PGR1 PERC. GRAVADA TIPO 1 7,746.05   |
|  |                               |           |          |                   |             | PGR2 PERC. GRAVADA TIPO 2 23,628.96  |
|  |                               |           |          |                   |             | PERC TOTAL PERCEPCIONES 33,566.22    |
|  |                               |           |          |                   |             | DEDU TOTAL DEDUCCIONES 4,217.76      |
|  |                               |           |          |                   |             | 3%FV 3% FONDO DE VIVIENDA 210.36     |
|  |                               |           |          |                   |             | FOND FONDO PENSIONES EMPRES 1,051.81 |
|  |                               |           |          |                   |             | SEDARSEDAR 140.24                    |
|  |                               |           |          |                   |             | AGUI PROVISION AGUINALDO 2,667.77    |
|  |                               |           |          |                   |             | TOTA NOMINA EN EFECTIVO 29,348.46    |
| 550-006  | ACEVEDO MONTEON JOSE MARTIN   |           |          |                   |             |                                      |
| T.EMP:   | PERMANENTE                    | 467.47    | 689.98   |                   |             | ANALISTA DE SANCIONES                |
| 01   | SUELDO                        | 7,012.05  | 51       | ISPT              | 1,107.37    | DVIG DIAS DE VIGENCIA 15.00          |
| 02   | DESPENSA                      | 434.50    | 54       | FONDO PENSIONES   | 806.39      | 51AG ISPT AGUINALDO 5,047.15         |
| 03   | TRANSPORTE                    | 299.50    | 65       | OTRAS DEDUCCIONES | 2,338.00    | IMP1 ISPT ART. 113 LISR 1,107.37     |

| Clave      | Nombre                          | S.Diario  | S.Integ | PERCEPCIONES         | DEDUCCIONES                     | CONCEPTOS                   |           |
|------------|---------------------------------|-----------|---------|----------------------|---------------------------------|-----------------------------|-----------|
| 30         | AGUINALDO                       | 25,820.17 | 92      | PRESTAMO TU NOMINA P | 889.58                          | IMP2 ISPT ART. 142          | 5,047.15  |
|            |                                 |           | 95      | PRESTAMO AYUDATE     | 381.86                          | EXEN BASE EXENTA            | 2,191.20  |
|            |                                 |           |         |                      |                                 | PGR1 PERC. GRAVADA TIPO 1   | 7,746.05  |
|            |                                 |           |         |                      |                                 | PGR2 PERC. GRAVADA TIPO 2   | 23,628.96 |
|            |                                 |           |         |                      |                                 | PERC TOTAL PERCEPCIONES     | 33,566.22 |
|            |                                 |           |         |                      |                                 | DEDU TOTAL DEDUCCIONES      | 5,523.20  |
|            |                                 |           |         |                      |                                 | 3%FV 3% FONDO DE VIVIENDA   | 210.36    |
|            |                                 |           |         |                      |                                 | FOND FONDO PENSIONES EMPRES | 1,051.81  |
|            |                                 |           |         |                      |                                 | SEDARSEDAR                  | 140.24    |
|            |                                 |           |         |                      |                                 | AGUI PROVISION AGUINALDO    | 2,667.77  |
|            |                                 |           |         |                      |                                 | TOTA NOMINA EN EFECTIVO     | 28,043.02 |
| 550-008    | INMAN GUTIERREZ CECILIA EUGENIA |           |         |                      |                                 |                             |           |
| T.EMP:     | PERMANENTE                      | 467.47    |         | 689.63               | ANALISTA DE CONCESIONES         |                             |           |
| 01         | SUELDO                          | 7,012.05  | 51      | ISPT                 | 1,107.37                        | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02         | DESPENSA                        | 434.50    | 54      | FONDO PENSIONES      | 806.39                          | 51AG ISPT AGUINALDO         | 5,031.70  |
| 03         | TRANSPORTE                      | 299.50    | 65      | OTRAS DEDUCCIONES    | 4,179.56                        | IMP1 ISPT ART. 113 LISR     | 1,107.37  |
| 30         | AGUINALDO                       | 25,747.87 | 92      | PRESTAMO TU NOMINA P | 1,109.98                        | IMP2 ISPT ART. 142          | 5,031.70  |
|            |                                 |           | 95      | PRESTAMO AYUDATE     | 492.88                          | EXEN BASE EXENTA            | 2,191.20  |
|            |                                 |           |         |                      |                                 | PGR1 PERC. GRAVADA TIPO 1   | 7,746.05  |
|            |                                 |           |         |                      |                                 | PGR2 PERC. GRAVADA TIPO 2   | 23,556.67 |
|            |                                 |           |         |                      |                                 | PERC TOTAL PERCEPCIONES     | 33,493.92 |
|            |                                 |           |         |                      |                                 | DEDU TOTAL DEDUCCIONES      | 7,696.18  |
|            |                                 |           |         |                      |                                 | 3%FV 3% FONDO DE VIVIENDA   | 210.36    |
|            |                                 |           |         |                      |                                 | FOND FONDO PENSIONES EMPRES | 1,051.81  |
|            |                                 |           |         |                      |                                 | SEDARSEDAR                  | 140.24    |
|            |                                 |           |         |                      |                                 | AGUI PROVISION AGUINALDO    | 2,595.47  |
|            |                                 |           |         |                      |                                 | TOTA NOMINA EN EFECTIVO     | 25,797.74 |
| 550-010    | SALAS JIMENEZ KARLA ALEJANDRA   |           |         |                      |                                 |                             |           |
| T.EMP:     | PERMANENTE                      | 811.50    |         | 1,213.36             | COORDINADOR DE REGISTRO ESTATAL |                             |           |
| 01         | SUELDO                          | 12,172.50 | 51      | ISPT                 | 2,372.17                        | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02         | DESPENSA                        | 727.50    | 54      | FONDO PENSIONES      | 1,399.84                        | 51AG ISPT AGUINALDO         | 9,954.17  |
| 03         | TRANSPORTE                      | 454.00    | 65      | OTRAS DEDUCCIONES    | 2,000.00                        | IMP1 ISPT ART. 113 LISR     | 2,372.17  |
| 30         | AGUINALDO                       | 44,513.34 |         |                      |                                 | IMP2 ISPT ART. 142          | 9,954.17  |
|            |                                 |           |         |                      |                                 | EXEN BASE EXENTA            | 2,191.20  |
|            |                                 |           |         |                      |                                 | PGR1 PERC. GRAVADA TIPO 1   | 13,354.00 |
|            |                                 |           |         |                      |                                 | PGR2 PERC. GRAVADA TIPO 2   | 42,322.14 |
|            |                                 |           |         |                      |                                 | PERC TOTAL PERCEPCIONES     | 57,867.34 |
|            |                                 |           |         |                      |                                 | DEDU TOTAL DEDUCCIONES      | 5,772.01  |
|            |                                 |           |         |                      |                                 | 3%FV 3% FONDO DE VIVIENDA   | 365.18    |
|            |                                 |           |         |                      |                                 | FOND FONDO PENSIONES EMPRES | 1,825.88  |
|            |                                 |           |         |                      |                                 | SEDARSEDAR                  | 243.45    |
|            |                                 |           |         |                      |                                 | AGUI PROVISION AGUINALDO    | 6,436.05  |
|            |                                 |           |         |                      |                                 | TOTA NOMINA EN EFECTIVO     | 52,095.33 |
| 60-105-012 | SANCHEZ LOPEZ CARLOS ALBERTO    |           |         |                      |                                 |                             |           |
| T.EMP:     | PERMANENTE                      | 811.50    |         | 1,221.89             | JEFE DE INSPECCION Y VIGILANCIA |                             |           |
| 01         | SUELDO                          | 12,172.50 | 51      | ISPT                 | 2,372.17                        | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02         | DESPENSA                        | 727.50    | 54      | FONDO PENSIONES      | 1,399.84                        | 51AG ISPT AGUINALDO         | 9,954.17  |
| 03         | TRANSPORTE                      | 454.00    | 65      | OTRAS DEDUCCIONES    | 4,000.00                        | IMP1 ISPT ART. 113 LISR     | 2,372.17  |
| 30         | AGUINALDO                       | 44,513.34 |         |                      |                                 | IMP2 ISPT ART. 142          | 9,954.17  |
|            |                                 |           |         |                      |                                 | EXEN BASE EXENTA            | 2,191.20  |
|            |                                 |           |         |                      |                                 | PGR1 PERC. GRAVADA TIPO 1   | 13,354.00 |
|            |                                 |           |         |                      |                                 | PGR2 PERC. GRAVADA TIPO 2   | 42,322.14 |
|            |                                 |           |         |                      |                                 | PERC TOTAL PERCEPCIONES     | 57,867.34 |
|            |                                 |           |         |                      |                                 | DEDU TOTAL DEDUCCIONES      | 7,772.01  |
|            |                                 |           |         |                      |                                 | 3%FV 3% FONDO DE VIVIENDA   | 365.18    |

| Clave  | Nombre       | S.Diario   | S.Integ | DEDUCCIONES                   | CONCEPTOS                             |
|--|--------------|------------|---------|-------------------------------|---------------------------------------|
|  | PERCEPCIONES |            |         |                               |                                       |
|  |              |            |         |                               | FOND FONDO PENSIONES EMPRES 1,825.88  |
|  |              |            |         |                               | SEDARSEDAR 243.45                     |
|  |              |            |         |                               | AGUI PROVISION AGUINALDO 6,436.05     |
|  |              |            |         |                               | CHEQ PAGO POR CHEQUE 50,095.33        |
| **** Totales GCIA. DE ADMINISTRACION DEL A. 550 **** |              |            |         |                               |                                       |
| 01   | SUELDO       | 71,436.75  | 51      | ISPT 13,545.42                | DVIG DIAS DE VIGENCIA 105.00          |
| 02   | DESPENSA     | 4,111.50   | 54      | FONDO PENSIONES 8,215.25      | 51AG ISPT AGUINALDO 60,047.18         |
| 03   | TRANSPORTE   | 2,767.00   | 65      | OTRAS DEDUCCIONES 21,169.56   | IMP1 ISPT ART. 113 LISR 13,545.42     |
| 30   | AGUINALDO    | 260,978.56 | 92      | PRESTAMO TU NOMINA P 1,999.56 | IMP2 ISPT ART. 142 60,047.18          |
|  |              |            | 95      | PRESTAMO AYUDATE 874.74       | EXEN BASE EXENTA 15,338.40            |
|  |              |            |         |                               | PGR1 PERC. GRAVADA TIPO 1 78,315.25   |
|  |              |            |         |                               | PGR2 PERC. GRAVADA TIPO 2 245,640.13  |
|  |              |            |         |                               | PERC TOTAL PERCEPCIONES 339,293.81    |
|  |              |            |         |                               | DEDU TOTAL DEDUCCIONES 45,804.53      |
|  |              |            |         |                               | 3%FV 3% FONDO DE VIVIENDA 2,143.11    |
|  |              |            |         |                               | FOND FONDO PENSIONES EMPRES 10,715.53 |
|  |              |            |         |                               | SEDARSEDAR 1,428.73                   |
|  |              |            |         |                               | AGUI PROVISION AGUINALDO 33,454.06    |
|  |              |            |         |                               | TOTA NOMINA EN EFECTIVO 243,393.95    |
|  |              |            |         |                               | CHEQ PAGO POR CHEQUE 50,095.33        |

Total de Empleados : 7.00

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| Clave  | Nombre     | S.Diario  | S.Integ | DEDUCCIONES       | CONCEPTOS                           |
|--|------------|-----------|---------|-------------------|-------------------------------------|
| PERCEPCIONES                                   |            |           |         |                   |                                     |
| ***** GCIA. AMBIENTAL Y DESARROLLO S ***** 560 |            |           |         |                   |                                     |
| 18-209-008 ALCALA CAMACHO GERARDO              |            |           |         |                   |                                     |
| T.EMP:   | PERMANENTE | 329.07    | 498.18  | AUXILIAR DE CABO  |                                     |
| 01   | SUELDO     | 4,936.05  | 51      | ISPT              | 647.17                              |
| 02   | DESPENSA   | 407.50    | 54      | FONDO PENSIONES   | 567.65                              |
| 03   | TRANSPORTE | 248.00    | 58      | CUOTA SINDICAL    | 49.36                               |
| 30   | AGUINALDO  | 18,638.50 | 65      | OTRAS DEDUCCIONES | 1,000.00                            |
|  |            |           |         |                   | DVIG DIAS DE VIGENCIA 15.00         |
|  |            |           |         |                   | 51AG ISPT AGUINALDO 3,513.14        |
|  |            |           |         |                   | IMP1 ISPT ART. 113 LISR 647.17      |
|  |            |           |         |                   | IMP2 ISPT ART. 142 3,513.14         |
|  |            |           |         |                   | EXEN BASE EXENTA 2,191.20           |
|  |            |           |         |                   | PGR1 PERC. GRAVADA TIPO 1 5,591.55  |
|  |            |           |         |                   | PGR2 PERC. GRAVADA TIPO 2 16,447.30 |
|  |            |           |         |                   | PERC TOTAL PERCEPCIONES 24,230.05   |
|  |            |           |         |                   | DEDU TOTAL DEDUCCIONES 2,264.18     |
|  |            |           |         |                   | 3%FV 3% FONDO DE VIVIENDA 148.08    |
|  |            |           |         |                   | FOND FONDO PENSIONES EMPRES 740.41  |
|  |            |           |         |                   | SEDARSEDAR 98.72                    |
|  |            |           |         |                   | AGUI PROVISION AGUINALDO 2,122.88   |
|  |            |           |         |                   | TOTA NOMINA EN EFECTIVO 21,965.87   |
| 18-289-005 NUÑO RUBIO ALBERTO                  |            |           |         |                   |                                     |
| T.EMP:   | PERMANENTE | 364.37    | 549.40  | GUARDABOSQUES     |                                     |
| 01   | SUELDO     | 5,465.55  | 51      | ISPT              | 786.43                              |
| 02   | DESPENSA   | 463.00    | 54      | FONDO PENSIONES   | 628.54                              |
| 03   | TRANSPORTE | 315.00    | 58      | CUOTA SINDICAL    | 54.66                               |
| 30   | AGUINALDO  | 20,811.84 | 65      | OTRAS DEDUCCIONES | 660.00                              |
|  |            |           |         |                   | DVIG DIAS DE VIGENCIA 15.00         |
|  |            |           |         |                   | 51AG ISPT AGUINALDO 3,977.37        |
|  |            |           |         |                   | IMP1 ISPT ART. 113 LISR 786.43      |
|  |            |           |         |                   | IMP2 ISPT ART. 142 3,977.37         |
|  |            |           |         |                   | EXEN BASE EXENTA 2,191.20           |
|  |            |           |         |                   | PGR1 PERC. GRAVADA TIPO 1 6,243.55  |
|  |            |           |         |                   | PGR2 PERC. GRAVADA TIPO 2 18,620.64 |
|  |            |           |         |                   | PERC TOTAL PERCEPCIONES 27,055.39   |
|  |            |           |         |                   | DEDU TOTAL DEDUCCIONES 2,129.63     |
|  |            |           |         |                   | 3%FV 3% FONDO DE VIVIENDA 163.97    |
|  |            |           |         |                   | FOND FONDO PENSIONES EMPRES 819.83  |
|  |            |           |         |                   | SEDARSEDAR 109.31                   |
|  |            |           |         |                   | AGUI PROVISION AGUINALDO 2,331.40   |
|  |            |           |         |                   | TOTA NOMINA EN EFECTIVO 24,925.76   |
| 204-002 NUÑO CONTRERAS CANDIDO                 |            |           |         |                   |                                     |
| T.EMP:   | PERMANENTE | 444.43    | 678.93  | VIVERISTA         |                                     |
| 01   | SUELDO     | 6,666.45  | 51      | ISPT              | 1,066.01                            |
| 02   | DESPENSA   | 546.50    | 54      | FONDO PENSIONES   | 766.64                              |
| 03   | TRANSPORTE | 339.50    | 58      | CUOTA SINDICAL    | 66.66                               |
| 30   | AGUINALDO  | 25,174.84 | 65      | OTRAS DEDUCCIONES | 1,102.00                            |
|  |            |           |         |                   | DVIG DIAS DE VIGENCIA 15.00         |
|  |            |           |         |                   | 51AG ISPT AGUINALDO 4,909.31        |
|  |            |           |         |                   | IMP1 ISPT ART. 113 LISR 1,066.01    |
|  |            |           |         |                   | IMP2 ISPT ART. 142 4,909.31         |
|  |            |           |         |                   | EXEN BASE EXENTA 2,191.20           |
|  |            |           |         |                   | PGR1 PERC. GRAVADA TIPO 1 7,552.45  |
|  |            |           |         |                   | PGR2 PERC. GRAVADA TIPO 2 22,983.64 |
|  |            |           |         |                   | PERC TOTAL PERCEPCIONES 32,727.29   |
|  |            |           |         |                   | DEDU TOTAL DEDUCCIONES 3,001.31     |
|  |            |           |         |                   | 3%FV 3% FONDO DE VIVIENDA 199.99    |
|  |            |           |         |                   | FOND FONDO PENSIONES EMPRES 999.97  |
|  |            |           |         |                   | SEDARSEDAR 133.33                   |
|  |            |           |         |                   | AGUI PROVISION AGUINALDO 2,605.88   |
|  |            |           |         |                   | TOTA NOMINA EN EFECTIVO 29,725.98   |
| 206-002 MERCADO FUENTES BENJAMIN               |            |           |         |                   |                                     |
| T.EMP:   | PERMANENTE | 364.37    | 556.70  | GUARDABOSQUES     |                                     |
| 01   | SUELDO     | 5,465.55  | 51      | ISPT              | 786.43                              |
| 02   | DESPENSA   | 463.00    | 54      | FONDO PENSIONES   | 628.54                              |
| 03   | TRANSPORTE | 315.00    | 58      | CUOTA SINDICAL    | 54.66                               |
|  |            |           |         |                   | DVIG DIAS DE VIGENCIA 15.00         |
|  |            |           |         |                   | 51AG ISPT AGUINALDO 3,977.37        |
|  |            |           |         |                   | IMP1 ISPT ART. 113 LISR 786.43      |

| Clave      | Nombre                       | S.Diario  | S.Integ  | PERCEPCIONES                                      | DEDUCCIONES | CONCEPTOS  |
|------------|------------------------------|-----------|----------|---|-------------|--|
| 30         | AGUINALDO                    | 20,811.84 |          |   |             | IMP2 ISPT ART. 142 3,977.37<br>EXEN BASE EXENTA 2,191.20<br>PGR1 PERC. GRAVADA TIPO 1 6,243.55<br>PGR2 PERC. GRAVADA TIPO 2 18,620.64<br>PERC TOTAL PERCEPCIONES 27,055.39<br>DEDU TOTAL DEDUCCIONES 1,469.63<br>3%FV 3% FONDO DE VIVIENDA 163.97<br>FOND FONDO PENSIONES EMPRES 819.83<br>SEDARSEDAR 109.31<br>AGUI PROVISION AGUINALDO 2,331.40<br>TOTA NOMINA EN EFECTIVO 25,585.76     |
| 37-070-005 | CASTILLO CRUZ EDUARDO        |           |          |   |             |  |
| T.EMP:     | PERMANENTE                   | 654.43    | 986.95   | AUDITOR AMBIENTAL                                 |             |  |
| 01         | SUELDO                       | 9,816.45  | 51       | ISPT  | 1,777.34    | DVIG DIAS DE VIGENCIA 15.00  |
| 02         | DESPENSA                     | 630.50    | 54       | FONDO PENSIONES                                   | 1,128.89    | 51AG ISPT AGUINALDO 7,971.39   |
| 03         | TRANSPORTE                   | 378.00    | 65       | OTRAS DEDUCCIONES                                 | 17,418.56   | IMP1 ISPT ART. 113 LISR 1,777.34   |
| 30         | AGUINALDO                    | 36,083.17 | 95       | PRESTAMO AYUDATE                                  | 381.86      | IMP2 ISPT ART. 142 7,971.39<br>EXEN BASE EXENTA 2,191.20<br>PGR1 PERC. GRAVADA TIPO 1 10,824.95<br>PGR2 PERC. GRAVADA TIPO 2 33,891.97<br>PERC TOTAL PERCEPCIONES 46,908.12<br>DEDU TOTAL DEDUCCIONES 20,706.65<br>3%FV 3% FONDO DE VIVIENDA 294.49<br>FOND FONDO PENSIONES EMPRES 1,472.47<br>SEDARSEDAR 196.33<br>AGUI PROVISION AGUINALDO 5,208.14<br>TOTA NOMINA EN EFECTIVO 26,201.47 |
| 397-061    | CAÑEDO CASTAÑEDA ROY ALBERTO |           |          |   |             |  |
| T.EMP:     | PERMANENTE                   | 654.43    | 984.51   | RESIDENTE DE JARDIN BOTANICO                      |             |  |
| 01         | SUELDO                       | 9,816.45  | 51       | ISPT  | 1,777.34    | DVIG DIAS DE VIGENCIA 15.00  |
| 02         | DESPENSA                     | 630.50    | 54       | FONDO PENSIONES                                   | 1,128.89    | 51AG ISPT AGUINALDO 7,971.39   |
| 03         | TRANSPORTE                   | 378.00    | 65       | OTRAS DEDUCCIONES                                 | 17,527.14   | IMP1 ISPT ART. 113 LISR 1,777.34   |
| 30         | AGUINALDO                    | 36,083.17 | 93       | SEGURO ABA  | 184.05      | IMP2 ISPT ART. 142 7,971.39<br>EXEN BASE EXENTA 2,191.20<br>PGR1 PERC. GRAVADA TIPO 1 10,824.95<br>PGR2 PERC. GRAVADA TIPO 2 33,891.97<br>PERC TOTAL PERCEPCIONES 46,908.12<br>DEDU TOTAL DEDUCCIONES 20,617.42<br>3%FV 3% FONDO DE VIVIENDA 294.49<br>FOND FONDO PENSIONES EMPRES 1,472.47<br>SEDARSEDAR 196.33<br>AGUI PROVISION AGUINALDO 5,208.14<br>TOTA NOMINA EN EFECTIVO 26,290.70 |
| 514-002    | HERNANDEZ MORALES SOFIA      |           |          |   |             |  |
| T.EMP:     | PERMANENTE                   | 1,632.10  | 1,826.00 | ENCARGADO DEL DESPACHO DE LA GCIA. AMBIENTAL Y DE |             |  |
| 01         | SUELDO                       | 24,481.50 | 51       | ISPT  | 6,040.03    | DVIG DIAS DE VIGENCIA 15.00  |
| 02         | DESPENSA                     | 994.50    | 54       | FONDO PENSIONES                                   | 2,815.37    | 51AG ISPT AGUINALDO 25,527.14  |
| 03         | TRANSPORTE                   | 708.50    | 65       | OTRAS DEDUCCIONES                                 | 9,932.47    | IMP1 ISPT ART. 113 LISR 6,040.03   |
| 30         | AGUINALDO                    | 87,281.67 |          |   |             | IMP2 ISPT ART. 142 25,527.14<br>EXEN BASE EXENTA 2,191.20<br>PGR1 PERC. GRAVADA TIPO 1 26,184.50<br>PGR2 PERC. GRAVADA TIPO 2 85,090.47<br>PERC TOTAL PERCEPCIONES 113,466.17<br>DEDU TOTAL DEDUCCIONES 18,787.87<br>3%FV 3% FONDO DE VIVIENDA 734.44  |

| Clave             | Nombre                           | S.Diario | S.Integ           | PERCEPCIONES        | DEDUCCIONES                 | CONCEPTOS                            |
|-------------------|----------------------------------|----------|-------------------|---------------------|-----------------------------|--------------------------------------|
|                   |                                  |          |                   |                     |                             | FOND FONDO PENSIONES EMPRES 3,672.22 |
|                   |                                  |          |                   |                     |                             | SEDARSEDAR 489.63                    |
|                   |                                  |          |                   |                     |                             | AGUI PROVISION AGUINALDO 12,729.24   |
|                   |                                  |          |                   |                     |                             | TOTA NOMINA EN EFECTIVO 94,678.30    |
| 518-003           | ALCALA CAMACHO MIGUEL ANGEL      |          |                   |                     |                             |                                      |
| T.EMP: PERMANENTE | 329.07                           |          | 495.74            | JARDINERO BOTANICO  |                             |                                      |
| 01 SUELDO         | 4,936.05                         | 51       | ISPT              | 647.17              | DVIG DIAS DE VIGENCIA       | 15.00                                |
| 02 DESPENSA       | 407.50                           | 54       | FONDO PENSIONES   | 567.65              | 51AG ISPT AGUINALDO         | 3,513.14                             |
| 03 TRANSPORTE     | 248.00                           | 58       | CUOTA SINDICAL    | 49.36               | IMP1 ISPT ART. 113 LISR     | 647.17                               |
| 30 AGUINALDO      | 18,638.50                        | 65       | OTRAS DEDUCCIONES | 749.63              | IMP2 ISPT ART. 142          | 3,513.14                             |
|                   |                                  |          |                   |                     | EXEN BASE EXENTA            | 2,191.20                             |
|                   |                                  |          |                   |                     | PGR1 PERC. GRAVADA TIPO 1   | 5,591.55                             |
|                   |                                  |          |                   |                     | PGR2 PERC. GRAVADA TIPO 2   | 16,447.30                            |
|                   |                                  |          |                   |                     | PERC TOTAL PERCEPCIONES     | 24,230.05                            |
|                   |                                  |          |                   |                     | DEDU TOTAL DEDUCCIONES      | 2,013.81                             |
|                   |                                  |          |                   |                     | 3%FV 3% FONDO DE VIVIENDA   | 148.08                               |
|                   |                                  |          |                   |                     | FOND FONDO PENSIONES EMPRES | 740.41                               |
|                   |                                  |          |                   |                     | SEDARSEDAR                  | 98.72                                |
|                   |                                  |          |                   |                     | AGUI PROVISION AGUINALDO    | 2,122.88                             |
|                   |                                  |          |                   |                     | TOTA NOMINA EN EFECTIVO     | 22,216.24                            |
| 518-015           | LOPEZ GUTIERREZ JOSE ANTONIO     |          |                   |                     |                             |                                      |
| T.EMP: PERMANENTE | 329.07                           |          | 495.74            | JARDINERO BOTANICO  |                             |                                      |
| 01 SUELDO         | 4,936.05                         | 51       | ISPT              | 647.17              | DVIG DIAS DE VIGENCIA       | 15.00                                |
| 02 DESPENSA       | 407.50                           | 54       | FONDO PENSIONES   | 567.65              | 51AG ISPT AGUINALDO         | 3,513.14                             |
| 03 TRANSPORTE     | 248.00                           | 58       | CUOTA SINDICAL    | 49.36               | IMP1 ISPT ART. 113 LISR     | 647.17                               |
| 30 AGUINALDO      | 18,638.50                        | 65       | OTRAS DEDUCCIONES | 1,480.00            | IMP2 ISPT ART. 142          | 3,513.14                             |
|                   |                                  |          |                   |                     | EXEN BASE EXENTA            | 2,191.20                             |
|                   |                                  |          |                   |                     | PGR1 PERC. GRAVADA TIPO 1   | 5,591.55                             |
|                   |                                  |          |                   |                     | PGR2 PERC. GRAVADA TIPO 2   | 16,447.30                            |
|                   |                                  |          |                   |                     | PERC TOTAL PERCEPCIONES     | 24,230.05                            |
|                   |                                  |          |                   |                     | DEDU TOTAL DEDUCCIONES      | 2,744.18                             |
|                   |                                  |          |                   |                     | 3%FV 3% FONDO DE VIVIENDA   | 148.08                               |
|                   |                                  |          |                   |                     | FOND FONDO PENSIONES EMPRES | 740.41                               |
|                   |                                  |          |                   |                     | SEDARSEDAR                  | 98.72                                |
|                   |                                  |          |                   |                     | AGUI PROVISION AGUINALDO    | 2,122.88                             |
|                   |                                  |          |                   |                     | TOTA NOMINA EN EFECTIVO     | 21,485.87                            |
| 560-002           | RIVERA CHAVEZ VICENTE            |          |                   |                     |                             |                                      |
| T.EMP: PERMANENTE | 329.07                           |          | 495.74            | JARDINERO BOTANICO  |                             |                                      |
| 01 SUELDO         | 4,936.05                         | 51       | ISPT              | 647.17              | DVIG DIAS DE VIGENCIA       | 15.00                                |
| 02 DESPENSA       | 407.50                           | 54       | FONDO PENSIONES   | 567.65              | 51AG ISPT AGUINALDO         | 3,513.14                             |
| 03 TRANSPORTE     | 248.00                           | 58       | CUOTA SINDICAL    | 49.36               | IMP1 ISPT ART. 113 LISR     | 647.17                               |
| 30 AGUINALDO      | 18,638.50                        | 65       | OTRAS DEDUCCIONES | 300.00              | IMP2 ISPT ART. 142          | 3,513.14                             |
|                   |                                  |          |                   |                     | EXEN BASE EXENTA            | 2,191.20                             |
|                   |                                  |          |                   |                     | PGR1 PERC. GRAVADA TIPO 1   | 5,591.55                             |
|                   |                                  |          |                   |                     | PGR2 PERC. GRAVADA TIPO 2   | 16,447.30                            |
|                   |                                  |          |                   |                     | PERC TOTAL PERCEPCIONES     | 24,230.05                            |
|                   |                                  |          |                   |                     | DEDU TOTAL DEDUCCIONES      | 1,564.18                             |
|                   |                                  |          |                   |                     | 3%FV 3% FONDO DE VIVIENDA   | 148.08                               |
|                   |                                  |          |                   |                     | FOND FONDO PENSIONES EMPRES | 740.41                               |
|                   |                                  |          |                   |                     | SEDARSEDAR                  | 98.72                                |
|                   |                                  |          |                   |                     | AGUI PROVISION AGUINALDO    | 2,122.88                             |
|                   |                                  |          |                   |                     | TOTA NOMINA EN EFECTIVO     | 22,665.87                            |
| 560-003           | COVARRUBIAS LEGASPI HUGO ORLANDO |          |                   |                     |                             |                                      |
| T.EMP: PERMANENTE | 654.43                           |          | 982.08            | RESIDENTE AMBIENTAL |                             |                                      |

| Clave   | Nombre                        | S.Diario  | S.Integ | PERCEPCIONES         | DEDUCCIONES                           | CONCEPTOS                   |           |
|---------|-------------------------------|-----------|---------|----------------------|---------------------------------------|-----------------------------|-----------|
| 01      | SUELDO                        | 9,816.45  | 51      | ISPT                 | 1,777.34                              | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02      | DESPENSA                      | 630.50    | 54      | FONDO PENSIONES      | 1,128.89                              | 51AG ISPT AGUINALDO         | 7,971.39  |
| 03      | TRANSPORTE                    | 378.00    | 65      | OTRAS DEDUCCIONES    | 4,747.23                              | IMP1 ISPT ART. 113 LISR     | 1,777.34  |
| 30      | AGUINALDO                     | 36,083.17 |         |                      |                                       | IMP2 ISPT ART. 142          | 7,971.39  |
|         |                               |           |         |                      |                                       | EXEN BASE EXENTA            | 2,191.20  |
|         |                               |           |         |                      |                                       | PGR1 PERC. GRAVADA TIPO 1   | 10,824.95 |
|         |                               |           |         |                      |                                       | PGR2 PERC. GRAVADA TIPO 2   | 33,891.97 |
|         |                               |           |         |                      |                                       | PERC TOTAL PERCEPCIONES     | 46,908.12 |
|         |                               |           |         |                      |                                       | DEDU TOTAL DEDUCCIONES      | 7,653.46  |
|         |                               |           |         |                      |                                       | 3%FV 3% FONDO DE VIVIENDA   | 294.49    |
|         |                               |           |         |                      |                                       | FOND FONDO PENSIONES EMPRES | 1,472.47  |
|         |                               |           |         |                      |                                       | SEDARSEDAR                  | 196.33    |
|         |                               |           |         |                      |                                       | AGUI PROVISION AGUINALDO    | 5,208.14  |
|         |                               |           |         |                      |                                       | TOTA NOMINA EN EFECTIVO     | 39,254.66 |
| 560-005 | AGUIRRE NIEVES LUIS FRANCISCO |           |         |                      |                                       |                             |           |
| T.EMP:  | PERMANENTE                    | 444.43    |         | 676.49               | AUXILIAR TECNICO DE CULTURA AMBIENTAL |                             |           |
| 01      | SUELDO                        | 6,666.45  | 51      | ISPT                 | 1,066.01                              | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02      | DESPENSA                      | 546.50    | 54      | FONDO PENSIONES      | 766.64                                | 51AG ISPT AGUINALDO         | 4,894.25  |
| 03      | TRANSPORTE                    | 339.50    | 58      | CUOTA SINDICAL       | 66.66                                 | IMP1 ISPT ART. 113 LISR     | 1,066.01  |
| 30      | AGUINALDO                     | 25,104.35 | 65      | OTRAS DEDUCCIONES    | 2,189.00                              | IMP2 ISPT ART. 142          | 4,894.25  |
|         |                               |           | 92      | PRESTAMO TU NOMINA P | 315.15                                | EXEN BASE EXENTA            | 2,191.20  |
|         |                               |           | 95      | PRESTAMO AYUDATE     | 885.67                                | PGR1 PERC. GRAVADA TIPO 1   | 7,552.45  |
|         |                               |           |         |                      |                                       | PGR2 PERC. GRAVADA TIPO 2   | 22,913.15 |
|         |                               |           |         |                      |                                       | PERC TOTAL PERCEPCIONES     | 32,656.80 |
|         |                               |           |         |                      |                                       | DEDU TOTAL DEDUCCIONES      | 5,289.13  |
|         |                               |           |         |                      |                                       | 3%FV 3% FONDO DE VIVIENDA   | 199.99    |
|         |                               |           |         |                      |                                       | FOND FONDO PENSIONES EMPRES | 999.97    |
|         |                               |           |         |                      |                                       | SEDARSEDAR                  | 133.33    |
|         |                               |           |         |                      |                                       | AGUI PROVISION AGUINALDO    | 2,535.39  |
|         |                               |           |         |                      |                                       | TOTA NOMINA EN EFECTIVO     | 27,367.67 |
| 560-007 | RIVERA GALLEGOS ANGEL         |           |         |                      |                                       |                             |           |
| T.EMP:  | PERMANENTE                    | 467.07    |         | 704.32               | CABO DE JARDINERO                     |                             |           |
| 01      | SUELDO                        | 7,006.05  | 51      | ISPT                 | 1,140.80                              | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02      | DESPENSA                      | 557.00    | 54      | FONDO PENSIONES      | 805.70                                | 51AG ISPT AGUINALDO         | 5,158.58  |
| 03      | TRANSPORTE                    | 339.50    | 58      | CUOTA SINDICAL       | 70.06                                 | IMP1 ISPT ART. 113 LISR     | 1,140.80  |
| 30      | AGUINALDO                     | 26,341.84 | 65      | OTRAS DEDUCCIONES    | 1,500.00                              | IMP2 ISPT ART. 142          | 5,158.58  |
|         |                               |           | 93      | SEGURO ABA           | 154.84                                | EXEN BASE EXENTA            | 2,191.20  |
|         |                               |           |         |                      |                                       | PGR1 PERC. GRAVADA TIPO 1   | 7,902.55  |
|         |                               |           |         |                      |                                       | PGR2 PERC. GRAVADA TIPO 2   | 24,150.64 |
|         |                               |           |         |                      |                                       | PERC TOTAL PERCEPCIONES     | 34,244.39 |
|         |                               |           |         |                      |                                       | DEDU TOTAL DEDUCCIONES      | 3,671.40  |
|         |                               |           |         |                      |                                       | 3%FV 3% FONDO DE VIVIENDA   | 210.18    |
|         |                               |           |         |                      |                                       | FOND FONDO PENSIONES EMPRES | 1,050.91  |
|         |                               |           |         |                      |                                       | SEDARSEDAR                  | 140.12    |
|         |                               |           |         |                      |                                       | AGUI PROVISION AGUINALDO    | 2,717.76  |
|         |                               |           |         |                      |                                       | CHEQ PAGO POR CHEQUE        | 30,572.99 |
| 560-008 | GONZALEZ LOPEZ JUAN FRANCISCO |           |         |                      |                                       |                             |           |
| T.EMP:  | PERMANENTE                    | 538.53    |         | 790.82               | GEOGRAFO EN GEOMATICA                 |                             |           |
| 01      | SUELDO                        | 8,077.95  | 51      | ISPT                 | 1,338.67                              | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02      | DESPENSA                      | 465.50    | 54      | FONDO PENSIONES      | 928.96                                | 51AG ISPT AGUINALDO         | 5,818.17  |
| 03      | TRANSPORTE                    | 285.50    | 65      | OTRAS DEDUCCIONES    | 200.00                                | IMP1 ISPT ART. 113 LISR     | 1,338.67  |
| 30      | AGUINALDO                     | 29,429.84 |         |                      |                                       | IMP2 ISPT ART. 142          | 5,818.17  |
|         |                               |           |         |                      |                                       | EXEN BASE EXENTA            | 2,191.20  |
|         |                               |           |         |                      |                                       | PGR1 PERC. GRAVADA TIPO 1   | 8,828.95  |
|         |                               |           |         |                      |                                       | PGR2 PERC. GRAVADA TIPO 2   | 27,238.64 |

| Clave  | Nombre       | S.Diario   | S.Integ | DEDUCCIONES          | CONCEPTOS                   |                                       |
|--|--------------|------------|---------|----------------------|-----------------------------|---------------------------------------|
|  | PERCEPCIONES |            |         |                      |                             |                                       |
|  |              |            |         |                      | PERC TOTAL PERCEPCIONES     | 38,258.79                             |
|  |              |            |         |                      | DEDU TOTAL DEDUCCIONES      | 2,467.63                              |
|  |              |            |         |                      | 3%FV 3% FONDO DE VIVIENDA   | 242.34                                |
|  |              |            |         |                      | FOND FONDO PENSIONES EMPRES | 1,211.69                              |
|  |              |            |         |                      | SEDARSEDAR                  | 161.56                                |
|  |              |            |         |                      | AGUI PROVISION AGUINALDO    | 2,821.94                              |
|  |              |            |         |                      | TOTA NOMINA EN EFECTIVO     | 35,791.16                             |
| **** Totales GCIA. AMBIENTAL Y DESARROLLO S 560 **** |              |            |         |                      |                             |                                       |
| 01   | SUELDO       | 113,023.05 | 51      | ISPT                 | 20,145.08                   | DVIG DIAS DE VIGENCIA 210.00          |
| 02   | DESPENSA     | 7,557.50   | 54      | FONDO PENSIONES      | 12,997.66                   | 51AG ISPT AGUINALDO 92,228.92         |
| 03   | TRANSPORTE   | 4,768.50   | 58      | CUOTA SINDICAL       | 510.14                      | IMP1 ISPT ART. 113 LISR 20,145.08     |
| 30   | AGUINALDO    | 417,759.73 | 65      | OTRAS DEDUCCIONES    | 58,806.03                   | IMP2 ISPT ART. 142 92,228.92          |
|  |              |            | 92      | PRESTAMO TU NOMINA P | 315.15                      | EXEN BASE EXENTA 30,676.80            |
|  |              |            | 93      | SEGURO ABA           | 338.89                      | PGR1 PERC. GRAVADA TIPO 1 125,349.05  |
|  |              |            | 95      | PRESTAMO AYUDATE     | 1,267.53                    | PGR2 PERC. GRAVADA TIPO 2 387,082.93  |
|  |              |            |         |                      |                             | PERC TOTAL PERCEPCIONES 543,108.78    |
|  |              |            |         |                      |                             | DEDU TOTAL DEDUCCIONES 94,380.48      |
|  |              |            |         |                      |                             | 3%FV 3% FONDO DE VIVIENDA 3,390.67    |
|  |              |            |         |                      |                             | FOND FONDO PENSIONES EMPRES 16,953.47 |
|  |              |            |         |                      |                             | SEDARSEDAR 2,260.46                   |
|  |              |            |         |                      |                             | AGUI PROVISION AGUINALDO 52,188.95    |
|  |              |            |         |                      |                             | TOTA NOMINA EN EFECTIVO 418,155.31    |
|  |              |            |         |                      |                             | CHEQ PAGO POR CHEQUE 30,572.99        |

Total de Empleados : 14.00

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| Clave   | Nombre                       | S.Diario   | S.Integ  | DEDUCCIONES                    | CONCEPTOS                            |
|---|------------------------------|------------|----------|--------------------------------|--------------------------------------|
| ***** DIR. APOYO A MUNICIPIOS ***** 600       |                              |            |          |                                |                                      |
| 37-143-003                                    | DOMINGUEZ FLORES BERTHA ELSA |            |          |                                |                                      |
| T.EMP:  | PERMANENTE                   | 467.07     | 711.08   | SECRETARIA DE DIRECCION        |                                      |
| 01  | SUELDO                       | 7,006.05   | 51       | ISPT                           | DVIG DIAS DE VIGENCIA 15.00          |
| 02  | DESPENSA                     | 557.00     | 54       | FONDO PENSIONES                | 51AG ISPT AGUINALDO 4,912.13         |
| 03  | TRANSPORTE                   | 339.50     | 58       | CUOTA SINDICAL                 | IMP1 ISPT ART. 113 LISR 1,140.80     |
| 30  | AGUINALDO                    | 25,188.06  | 65       | OTRAS DEDUCCIONES              | IMP2 ISPT ART. 142 4,912.13          |
|   |                              |            |          |                                | EXEN BASE EXENTA 2,191.20            |
|   |                              |            |          |                                | PGR1 PERC. GRAVADA TIPO 1 7,902.55   |
|   |                              |            |          |                                | PGR2 PERC. GRAVADA TIPO 2 22,996.86  |
|   |                              |            |          |                                | PERC TOTAL PERCEPCIONES 33,090.61    |
|   |                              |            |          |                                | DEDU TOTAL DEDUCCIONES 4,873.31      |
|   |                              |            |          |                                | 3%FV 3% FONDO DE VIVIENDA 210.18     |
|   |                              |            |          |                                | FOND FONDO PENSIONES EMPRES 1,050.91 |
|   |                              |            |          |                                | SEDARSEDAR 140.12                    |
|   |                              |            |          |                                | AGUI PROVISION AGUINALDO 4,471.98    |
|   |                              |            |          |                                | TOTA NOMINA EN EFECTIVO 28,217.30    |
| 600-003 MARROQUIN ALVAREZ ERNESTO             |                              |            |          |                                |                                      |
| T.EMP:  | PERMANENTE                   | 2,766.50   | 1,826.00 | DIRECTOR DE APOYO A MUNICIPIOS |                                      |
| 01  | SUELDO                       | 41,497.50  | 51       | ISPT                           | DVIG DIAS DE VIGENCIA 15.00          |
| 02  | DESPENSA                     | 1,518.50   | 54       | FONDO PENSIONES                | 51AG ISPT AGUINALDO 49,216.29        |
| 03  | TRANSPORTE                   | 1,067.50   | 58       | OTRAS DEDUCCIONES              | IMP1 ISPT ART. 113 LISR 11,733.86    |
| 30  | AGUINALDO                    | 146,945.00 | 65       |                                | IMP2 ISPT ART. 142 49,216.29         |
|   |                              |            |          |                                | EXEN BASE EXENTA 2,191.20            |
|   |                              |            |          |                                | PGR1 PERC. GRAVADA TIPO 1 44,083.50  |
|   |                              |            |          |                                | PGR2 PERC. GRAVADA TIPO 2 144,753.79 |
|   |                              |            |          |                                | PERC TOTAL PERCEPCIONES 191,028.50   |
|   |                              |            |          |                                | DEDU TOTAL DEDUCCIONES 19,371.24     |
|   |                              |            |          |                                | 3%FV 3% FONDO DE VIVIENDA 1,244.92   |
|   |                              |            |          |                                | FOND FONDO PENSIONES EMPRES 6,224.63 |
|   |                              |            |          |                                | SEDARSEDAR 547.80                    |
|   |                              |            |          |                                | AGUI PROVISION AGUINALDO 21,480.50   |
|   |                              |            |          |                                | TOTA NOMINA EN EFECTIVO 171,657.26   |
| **** Totales DIR. APOYO A MUNICIPIOS 600 **** |                              |            |          |                                |                                      |
| 01  | SUELDO                       | 48,503.55  | 51       | ISPT                           | DVIG DIAS DE VIGENCIA 30.00          |
| 02  | DESPENSA                     | 2,075.50   | 54       | FONDO PENSIONES                | 51AG ISPT AGUINALDO 54,128.42        |
| 03  | TRANSPORTE                   | 1,407.00   | 58       | CUOTA SINDICAL                 | IMP1 ISPT ART. 113 LISR 12,874.66    |
| 30  | AGUINALDO                    | 172,133.06 | 65       | OTRAS DEDUCCIONES              | IMP2 ISPT ART. 142 54,128.42         |
|   |                              |            |          |                                | EXEN BASE EXENTA 4,382.40            |
|   |                              |            |          |                                | PGR1 PERC. GRAVADA TIPO 1 51,986.05  |
|   |                              |            |          |                                | PGR2 PERC. GRAVADA TIPO 2 167,750.65 |
|   |                              |            |          |                                | PERC TOTAL PERCEPCIONES 224,119.11   |
|   |                              |            |          |                                | DEDU TOTAL DEDUCCIONES 24,244.55     |
|   |                              |            |          |                                | 3%FV 3% FONDO DE VIVIENDA 1,455.10   |
|   |                              |            |          |                                | FOND FONDO PENSIONES EMPRES 7,275.54 |
|   |                              |            |          |                                | SEDARSEDAR 687.92                    |
|   |                              |            |          |                                | AGUI PROVISION AGUINALDO 25,952.48   |
|   |                              |            |          |                                | TOTA NOMINA EN EFECTIVO 199,874.56   |

Total de Empleados : 2.00

| Clave      | Nombre                               | S.Diario  | S.Integ  | PERCEPCIONES         | DEDUCCIONES | CONCEPTOS                                     |
|------------|--------------------------------------|-----------|----------|----------------------|-------------|---|
| *****      | GCIA. DE DESAR. DE ORGA. OPERA ***** |           | 620      |                      |             |   |
| 24-238-002 | GUTIERREZ ZAMORA MIGUEL ANGEL        |           |          |                      |             |   |
| T.EMP:     | PERMANENTE                           | 654.43    | 984.51   |                      |             | COORDINADOR DE ORGANISMOS INTERMUNICIPALES    |
| 01         | SUELDO                               | 9,816.45  | 51       | ISPT                 | 1,777.34    | DVIG DIAS DE VIGENCIA 15.00                   |
| 02         | DESPENSA                             | 630.50    | 54       | FONDO PENSIONES      | 1,128.89    | 51AG ISPT AGUINALDO 7,971.39                  |
| 03         | TRANSPORTE                           | 378.00    | 65       | OTRAS DEDUCCIONES    | 3,273.00    | IMP1 ISPT ART. 113 LISR 1,777.34              |
| 30         | AGUINALDO                            | 36,083.17 |          |                      |             | IMP2 ISPT ART. 142 7,971.39                   |
|            |                                      |           |          |                      |             | EXEN BASE EXENTA 2,191.20                     |
|            |                                      |           |          |                      |             | PGR1 PERC. GRAVADA TIPO 1 10,824.95           |
|            |                                      |           |          |                      |             | PGR2 PERC. GRAVADA TIPO 2 33,891.97           |
|            |                                      |           |          |                      |             | PERC TOTAL PERCEPCIONES 46,908.12             |
|            |                                      |           |          |                      |             | DEDU TOTAL DEDUCCIONES 6,179.23               |
|            |                                      |           |          |                      |             | 3%FV 3% FONDO DE VIVIENDA 294.49              |
|            |                                      |           |          |                      |             | FOND FONDO PENSIONES EMPRES 1,472.47          |
|            |                                      |           |          |                      |             | SEDARSEDAR 196.33                             |
|            |                                      |           |          |                      |             | AGUI PROVISION AGUINALDO 5,208.14             |
|            |                                      |           |          |                      |             | TOTA NOMINA EN EFECTIVO 40,728.89             |
| 29-127-003 | OLVERA ESCOBEDO CLAUDIA              |           |          |                      |             |   |
| T.EMP:     | PERMANENTE                           | 1,007.53  | 1,508.79 |                      |             | JEFE DE CONSTITUCION DE ORGANISMOS OPERADORES |
| 01         | SUELDO                               | 15,112.95 | 51       | ISPT                 | 3,118.92    | DVIG DIAS DE VIGENCIA 15.00                   |
| 02         | DESPENSA                             | 797.50    | 54       | FONDO PENSIONES      | 1,737.99    | 51AG ISPT AGUINALDO 15,744.04                 |
| 03         | TRANSPORTE                           | 537.00    | 65       | OTRAS DEDUCCIONES    | 7,857.61    | IMP1 ISPT ART. 113 LISR 3,118.92              |
| 30         | AGUINALDO                            | 54,671.33 |          |                      |             | IMP2 ISPT ART. 142 15,744.04                  |
|            |                                      |           |          |                      |             | EXEN BASE EXENTA 2,191.20                     |
|            |                                      |           |          |                      |             | PGR1 PERC. GRAVADA TIPO 1 16,447.45           |
|            |                                      |           |          |                      |             | PGR2 PERC. GRAVADA TIPO 2 52,480.13           |
|            |                                      |           |          |                      |             | PERC TOTAL PERCEPCIONES 71,118.78             |
|            |                                      |           |          |                      |             | DEDU TOTAL DEDUCCIONES 12,714.52              |
|            |                                      |           |          |                      |             | 3%FV 3% FONDO DE VIVIENDA 453.39              |
|            |                                      |           |          |                      |             | FOND FONDO PENSIONES EMPRES 2,266.94          |
|            |                                      |           |          |                      |             | SEDARSEDAR 302.26                             |
|            |                                      |           |          |                      |             | AGUI PROVISION AGUINALDO 7,794.96             |
|            |                                      |           |          |                      |             | TOTA NOMINA EN EFECTIVO 58,404.26             |
| 30-171-003 | CALDERON PEREZ JOSE                  |           |          |                      |             |   |
| T.EMP:     | PERMANENTE                           | 420.16    | 641.80   |                      |             | AUXILIAR ADMINISTRATIVO                       |
| 01         | SUELDO                               | 6,302.40  | 51       | ISPT                 | 981.85      | DVIG DIAS DE VIGENCIA 15.00                   |
| 02         | DESPENSA                             | 523.00    | 54       | FONDO PENSIONES      | 724.78      | 51AG ISPT AGUINALDO 4,614.47                  |
| 03         | TRANSPORTE                           | 333.00    | 58       | CUOTA SINDICAL       | 63.02       | IMP1 ISPT ART. 113 LISR 981.85                |
| 30         | AGUINALDO                            | 23,794.52 | 65       | OTRAS DEDUCCIONES    | 2,659.46    | IMP2 ISPT ART. 142 4,614.47                   |
|            |                                      |           | 92       | PRESTAMO TU NOMINA P | 486.73      | EXEN BASE EXENTA 2,191.20                     |
|            |                                      |           | 95       | PRESTAMO AYUDATE     | 531.40      | PGR1 PERC. GRAVADA TIPO 1 7,158.40            |
|            |                                      |           |          |                      |             | PGR2 PERC. GRAVADA TIPO 2 21,603.32           |
|            |                                      |           |          |                      |             | PERC TOTAL PERCEPCIONES 30,952.92             |
|            |                                      |           |          |                      |             | DEDU TOTAL DEDUCCIONES 5,447.24               |
|            |                                      |           |          |                      |             | 3%FV 3% FONDO DE VIVIENDA 189.07              |
|            |                                      |           |          |                      |             | FOND FONDO PENSIONES EMPRES 945.36            |
|            |                                      |           |          |                      |             | SEDARSEDAR 126.05                             |
|            |                                      |           |          |                      |             | AGUI PROVISION AGUINALDO 2,460.86             |
|            |                                      |           |          |                      |             | CHEQ PAGO POR CHEQUE 25,505.68                |
| 33-173-004 | SIERRA AGUILAR GRISEL                |           |          |                      |             |   |
| T.EMP:     | PERMANENTE                           | 420.16    | 642.13   |                      |             | ANALISTA ADMINISTRATIVO                       |
| 01         | SUELDO                               | 6,302.40  | 51       | ISPT                 | 981.85      | DVIG DIAS DE VIGENCIA 15.00                   |
| 02         | DESPENSA                             | 523.00    | 54       | FONDO PENSIONES      | 724.78      | 51AG ISPT AGUINALDO 4,628.74                  |
| 03         | TRANSPORTE                           | 333.00    | 58       | CUOTA SINDICAL       | 63.02       | IMP1 ISPT ART. 113 LISR 981.85                |

| Clave        | Nombre                         | S.Diario  | S.Integ | DEDUCCIONES       | CONCEPTOS               |                             |           |
|--------------|--------------------------------|-----------|---------|-------------------|-------------------------|-----------------------------|-----------|
| PERCEPCIONES |                                |           |         |                   |                         |                             |           |
| 30           | AGUINALDO                      | 23,861.34 | 65      | OTRAS DEDUCCIONES | 13,435.09               | IMP2 ISPT ART. 142          | 4,628.74  |
|              |                                |           | 95      | PRESTAMO AYUDATE  | 419.06                  | EXEN BASE EXENTA            | 2,191.20  |
|              |                                |           |         |                   |                         | PGR1 PERC. GRAVADA TIPO 1   | 7,158.40  |
|              |                                |           |         |                   |                         | PGR2 PERC. GRAVADA TIPO 2   | 21,670.14 |
|              |                                |           |         |                   |                         | PERC TOTAL PERCEPCIONES     | 31,019.74 |
|              |                                |           |         |                   |                         | DEDU TOTAL DEDUCCIONES      | 15,623.80 |
|              |                                |           |         |                   |                         | 3%FV 3% FONDO DE VIVIENDA   | 189.07    |
|              |                                |           |         |                   |                         | FOND FONDO PENSIONES EMPRES | 945.36    |
|              |                                |           |         |                   |                         | SEDARSEDAR                  | 126.05    |
|              |                                |           |         |                   |                         | AGUI PROVISION AGUINALDO    | 2,527.68  |
|              |                                |           |         |                   |                         | TOTA NOMINA EN EFECTIVO     | 15,395.94 |
| 34-041-001   | AYALA CARVAJAL JOSE SAUL       |           |         |                   |                         |                             |           |
| T.EMP:       | PERMANENTE                     | 811.50    |         | 998.09            | JEFE DE CONSOLIDACION   | FINANCIERA DE LOS SERVICIOS |           |
| 01           | SUELDO                         | 12,172.50 | 51      | ISPT              | 2,372.17                | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02           | DESPENSA                       | 727.50    | 54      | FONDO PENSIONES   | 1,399.84                | 51AG ISPT AGUINALDO         | 9,924.85  |
| 03           | TRANSPORTE                     | 454.00    | 65      | OTRAS DEDUCCIONES | 6,161.89                | IMP1 ISPT ART. 113 LISR     | 2,372.17  |
| 30           | AGUINALDO                      | 44,388.70 |         |                   |                         | IMP2 ISPT ART. 142          | 9,924.85  |
|              |                                |           |         |                   |                         | EXEN BASE EXENTA            | 2,191.20  |
|              |                                |           |         |                   |                         | PGR1 PERC. GRAVADA TIPO 1   | 13,354.00 |
|              |                                |           |         |                   |                         | PGR2 PERC. GRAVADA TIPO 2   | 42,197.50 |
|              |                                |           |         |                   |                         | PERC TOTAL PERCEPCIONES     | 57,742.70 |
|              |                                |           |         |                   |                         | DEDU TOTAL DEDUCCIONES      | 9,933.90  |
|              |                                |           |         |                   |                         | 3%FV 3% FONDO DE VIVIENDA   | 365.18    |
|              |                                |           |         |                   |                         | FOND FONDO PENSIONES EMPRES | 1,825.88  |
|              |                                |           |         |                   |                         | SEDARSEDAR                  | 243.45    |
|              |                                |           |         |                   |                         | AGUI PROVISION AGUINALDO    | 6,311.41  |
|              |                                |           |         |                   |                         | TOTA NOMINA EN EFECTIVO     | 47,808.80 |
| 35-192-004   | ARVIZU PERALES MARIA MAGDALENA |           |         |                   |                         |                             |           |
| T.EMP:       | PERMANENTE                     | 402.90    |         | 613.57            | SECRETARIA              |                             |           |
| 01           | SUELDO                         | 6,043.50  | 51      | ISPT              | 916.50                  | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02           | DESPENSA                       | 478.50    | 54      | FONDO PENSIONES   | 695.00                  | 51AG ISPT AGUINALDO         | 4,410.94  |
| 03           | TRANSPORTE                     | 330.50    | 58      | CUOTA SINDICAL    | 60.44                   | IMP1 ISPT ART. 113 LISR     | 916.50    |
| 30           | AGUINALDO                      | 22,841.67 | 65      | OTRAS DEDUCCIONES | 20,311.72               | IMP2 ISPT ART. 142          | 4,410.94  |
|              |                                |           | 95      | PRESTAMO AYUDATE  | 354.27                  | EXEN BASE EXENTA            | 2,191.20  |
|              |                                |           |         |                   |                         | PGR1 PERC. GRAVADA TIPO 1   | 6,852.50  |
|              |                                |           |         |                   |                         | PGR2 PERC. GRAVADA TIPO 2   | 20,650.46 |
|              |                                |           |         |                   |                         | PERC TOTAL PERCEPCIONES     | 29,694.17 |
|              |                                |           |         |                   |                         | DEDU TOTAL DEDUCCIONES      | 22,337.93 |
|              |                                |           |         |                   |                         | 3%FV 3% FONDO DE VIVIENDA   | 181.31    |
|              |                                |           |         |                   |                         | FOND FONDO PENSIONES EMPRES | 906.52    |
|              |                                |           |         |                   |                         | SEDARSEDAR                  | 120.87    |
|              |                                |           |         |                   |                         | AGUI PROVISION AGUINALDO    | 2,525.99  |
|              |                                |           |         |                   |                         | CHEQ PAGO POR CHEQUE        | 7,356.24  |
| 620-003      | LOPEZ VAZQUEZ DANIEL           |           |         |                   |                         |                             |           |
| T.EMP:       | PERMANENTE                     | 420.16    |         | 639.70            | ANALISTA ADMINISTRATIVO |                             |           |
| 01           | SUELDO                         | 6,302.40  | 51      | ISPT              | 981.85                  | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02           | DESPENSA                       | 523.00    | 54      | FONDO PENSIONES   | 724.78                  | 51AG ISPT AGUINALDO         | 4,628.74  |
| 03           | TRANSPORTE                     | 333.00    | 58      | CUOTA SINDICAL    | 63.02                   | IMP1 ISPT ART. 113 LISR     | 981.85    |
| 30           | AGUINALDO                      | 23,861.34 |         |                   |                         | IMP2 ISPT ART. 142          | 4,628.74  |
|              |                                |           |         |                   |                         | EXEN BASE EXENTA            | 2,191.20  |
|              |                                |           |         |                   |                         | PGR1 PERC. GRAVADA TIPO 1   | 7,158.40  |
|              |                                |           |         |                   |                         | PGR2 PERC. GRAVADA TIPO 2   | 21,670.14 |
|              |                                |           |         |                   |                         | PERC TOTAL PERCEPCIONES     | 31,019.74 |
|              |                                |           |         |                   |                         | DEDU TOTAL DEDUCCIONES      | 1,769.65  |
|              |                                |           |         |                   |                         | 3%FV 3% FONDO DE VIVIENDA   | 189.07    |



| Clave      | Nombre                          | S.Diario  | S.Integ  | DEDUCCIONES                                    | CONCEPTOS |                             |            |
|------------|---------------------------------|-----------|----------|--|-----------|-----------------------------|------------|
|            |                                 |           |          |  |           | FOND FONDO PENSIONES EMPRES | 945.36     |
|            |                                 |           |          |  |           | SEDARSEDAR                  | 126.05     |
|            |                                 |           |          |  |           | AGUI PROVISION AGUINALDO    | 2,527.68   |
|            |                                 |           |          |  |           | TOTA NOMINA EN EFECTIVO     | 29,250.09  |
| 620-010    | ALCAZAR PELLICER ALEJANDRO      |           |          |  |           |                             |            |
| T.EMP:     | PERMANENTE                      | 1,632.10  | 1,826.00 | GERENTE DE DESARROLLO DE ORGANISMOS OPERADORES |           |                             |            |
| 01         | SUELDO                          | 24,481.50 | 51       | ISPT   | 6,040.03  | DVIG DIAS DE VIGENCIA       | 15.00      |
| 02         | DESPENSA                        | 994.50    | 54       | FONDO PENSIONES                                | 2,815.37  | 51AG ISPT AGUINALDO         | 25,527.14  |
| 03         | TRANSPORTE                      | 708.50    | 65       | OTRAS DEDUCCIONES                              | 896.00    | IMP1 ISPT ART. 113 LISR     | 6,040.03   |
| 30         | AGUINALDO                       | 87,281.67 |          |  |           | IMP2 ISPT ART. 142          | 25,527.14  |
|            |                                 |           |          |  |           | EXEN BASE EXENTA            | 2,191.20   |
|            |                                 |           |          |  |           | PGR1 PERC. GRAVADA TIPO 1   | 26,184.50  |
|            |                                 |           |          |  |           | PGR2 PERC. GRAVADA TIPO 2   | 85,090.47  |
|            |                                 |           |          |  |           | PERC TOTAL PERCEPCIONES     | 113,466.17 |
|            |                                 |           |          |  |           | DEDU TOTAL DEDUCCIONES      | 9,751.40   |
|            |                                 |           |          |  |           | 3%FV 3% FONDO DE VIVIENDA   | 734.44     |
|            |                                 |           |          |  |           | FOND FONDO PENSIONES EMPRES | 3,672.22   |
|            |                                 |           |          |  |           | SEDARSEDAR                  | 489.63     |
|            |                                 |           |          |  |           | AGUI PROVISION AGUINALDO    | 12,729.24  |
|            |                                 |           |          |  |           | TOTA NOMINA EN EFECTIVO     | 103,714.77 |
| 750-023    | CUEVAS CARRANZA PAOLA GUADALUPE |           |          |  |           |                             |            |
| T.EMP:     | PERMANENTE                      | 538.53    | 789.61   | DESARROLLO TECNICO                             |           |                             |            |
| 01         | SUELDO                          | 8,077.95  | 51       | ISPT   | 1,338.67  | DVIG DIAS DE VIGENCIA       | 15.00      |
| 02         | DESPENSA                        | 465.50    | 54       | FONDO PENSIONES                                | 928.96    | 51AG ISPT AGUINALDO         | 5,749.02   |
| 03         | TRANSPORTE                      | 285.50    |          |  |           | IMP1 ISPT ART. 113 LISR     | 1,338.67   |
| 30         | AGUINALDO                       | 29,106.11 |          |  |           | IMP2 ISPT ART. 142          | 5,749.02   |
|            |                                 |           |          |  |           | EXEN BASE EXENTA            | 2,191.20   |
|            |                                 |           |          |  |           | PGR1 PERC. GRAVADA TIPO 1   | 8,828.95   |
|            |                                 |           |          |  |           | PGR2 PERC. GRAVADA TIPO 2   | 26,914.91  |
|            |                                 |           |          |  |           | PERC TOTAL PERCEPCIONES     | 37,935.06  |
|            |                                 |           |          |  |           | DEDU TOTAL DEDUCCIONES      | 2,267.63   |
|            |                                 |           |          |  |           | 3%FV 3% FONDO DE VIVIENDA   | 242.34     |
|            |                                 |           |          |  |           | FOND FONDO PENSIONES EMPRES | 1,211.69   |
|            |                                 |           |          |  |           | SEDARSEDAR                  | 161.56     |
|            |                                 |           |          |  |           | AGUI PROVISION AGUINALDO    | 2,498.21   |
|            |                                 |           |          |  |           | TOTA NOMINA EN EFECTIVO     | 35,667.43  |
| 84-137-004 | PEREZ SAHAGUN SALVADOR          |           |          |  |           |                             |            |
| T.EMP:     | PERMANENTE                      | 467.07    | 714.05   | AUXILIAR DE FORTALECIMIENTO                    |           |                             |            |
| 01         | SUELDO                          | 7,006.05  | 51       | ISPT   | 1,140.80  | DVIG DIAS DE VIGENCIA       | 15.00      |
| 02         | DESPENSA                        | 557.00    | 54       | FONDO PENSIONES                                | 805.70    | 51AG ISPT AGUINALDO         | 5,158.58   |
| 03         | TRANSPORTE                      | 339.50    | 58       | CUOTA SINDICAL                                 | 70.06     | IMP1 ISPT ART. 113 LISR     | 1,140.80   |
| 30         | AGUINALDO                       | 26,341.84 | 65       | OTRAS DEDUCCIONES                              | 3,887.95  | IMP2 ISPT ART. 142          | 5,158.58   |
|            |                                 |           |          |  |           | EXEN BASE EXENTA            | 2,191.20   |
|            |                                 |           |          |  |           | PGR1 PERC. GRAVADA TIPO 1   | 7,902.55   |
|            |                                 |           |          |  |           | PGR2 PERC. GRAVADA TIPO 2   | 24,150.64  |
|            |                                 |           |          |  |           | PERC TOTAL PERCEPCIONES     | 34,244.39  |
|            |                                 |           |          |  |           | DEDU TOTAL DEDUCCIONES      | 5,904.51   |
|            |                                 |           |          |  |           | 3%FV 3% FONDO DE VIVIENDA   | 210.18     |
|            |                                 |           |          |  |           | FOND FONDO PENSIONES EMPRES | 1,050.91   |
|            |                                 |           |          |  |           | SEDARSEDAR                  | 140.12     |
|            |                                 |           |          |  |           | AGUI PROVISION AGUINALDO    | 2,717.76   |
|            |                                 |           |          |  |           | CHEQ PAGO POR CHEQUE        | 28,339.88  |

\*\*\*\* Totales GCIA. DE DESAR. DE ORGA. OPERA 620 \*\*\*\*

| Clave        | Nombre     | S.Diario   | S.Integ | DEDUCCIONES          | CONCEPTOS                   |            |
|--------------|------------|------------|---------|----------------------|-----------------------------|------------|
| PERCEPCIONES |            |            |         |                      |                             |            |
| 01           | SUELDO     | 101,618.10 | 51      | ISPT                 | DVIG DIAS DE VIGENCIA       | 150.00     |
| 02           | DESPENSA   | 6,220.00   | 54      | FONDO PENSIONES      | 51AG ISPT AGUINALDO         | 88,357.91  |
| 03           | TRANSPORTE | 4,032.00   | 58      | CUOTA SINDICAL       | IMP1 ISPT ART. 113 LISR     | 19,649.98  |
| 30           | AGUINALDO  | 372,231.69 | 65      | OTRAS DEDUCCIONES    | IMP2 ISPT ART. 142          | 88,357.91  |
|              |            |            | 92      | PRESTAMO TU NOMINA P | EXEN BASE EXENTA            | 21,912.00  |
|              |            |            | 95      | PRESTAMO AYUDATE     | PGR1 PERC. GRAVADA TIPO 1   | 111,870.10 |
|              |            |            |         |                      | PGR2 PERC. GRAVADA TIPO 2   | 350,319.68 |
|              |            |            |         |                      | PERC TOTAL PERCEPCIONES     | 484,101.79 |
|              |            |            |         |                      | DEDU TOTAL DEDUCCIONES      | 91,929.81  |
|              |            |            |         |                      | 3%FV 3% FONDO DE VIVIENDA   | 3,048.54   |
|              |            |            |         |                      | FOND FONDO PENSIONES EMPRES | 15,242.71  |
|              |            |            |         |                      | SEDARSEDAR                  | 2,032.37   |
|              |            |            |         |                      | AGUI PROVISION AGUINALDO    | 47,301.93  |
|              |            |            |         |                      | TOTA NOMINA EN EFECTIVO     | 330,970.18 |
|              |            |            |         |                      | CHEQ PAGO POR CHEQUE        | 61,201.80  |

Total de Empleados : 10.00 -----

| Clave                          | Nombre                         | S.Diario  | S.Integ | PERCEPCIONES                 | DEDUCCIONES | CONCEPTOS                            |
|--------------------------------|--------------------------------|-----------|---------|------------------------------|-------------|--------------------------------------|
| ***** GCIA. DE OBRAS ***** 630 |                                |           |         |                              |             |                                      |
| 18-287-004                     | JIMENEZ ROSALES OSWALDO RAFAEL |           |         |                              |             |                                      |
| T.EMP:                         | PERMANENTE                     | 420.16    | 642.13  | AUXILIAR ADMINISTRATIVO      |             |                                      |
| 01                             | SUELDO                         | 6,302.40  | 51      | ISPT                         | 981.85      | DVIG DIAS DE VIGENCIA 15.00          |
| 02                             | DESPENSA                       | 523.00    | 54      | FONDO PENSIONES              | 724.78      | 51AG ISPT AGUINALDO 4,628.74         |
| 03                             | TRANSPORTE                     | 333.00    | 58      | CUOTA SINDICAL               | 63.02       | IMP1 ISPT ART. 113 LISR 981.85       |
| 30                             | AGUINALDO                      | 23,861.34 |         |                              |             | IMP2 ISPT ART. 142 4,628.74          |
|                                |                                |           |         |                              |             | EXEN BASE EXENTA 2,191.20            |
|                                |                                |           |         |                              |             | PGR1 PERC. GRAVADA TIPO 1 7,158.40   |
|                                |                                |           |         |                              |             | PGR2 PERC. GRAVADA TIPO 2 21,670.14  |
|                                |                                |           |         |                              |             | PERC TOTAL PERCEPCIONES 31,019.74    |
|                                |                                |           |         |                              |             | DEDU TOTAL DEDUCCIONES 1,769.65      |
|                                |                                |           |         |                              |             | 3%FV 3% FONDO DE VIVIENDA 189.07     |
|                                |                                |           |         |                              |             | FOND FONDO PENSIONES EMPRES 945.36   |
|                                |                                |           |         |                              |             | SEDARSEDAR 126.05                    |
|                                |                                |           |         |                              |             | AGUI PROVISION AGUINALDO 2,527.68    |
|                                |                                |           |         |                              |             | TOTA NOMINA EN EFECTIVO 29,250.09    |
| 200-031                        | RAMOS HURTADO JESUS NEPHTALI   |           |         |                              |             |                                      |
| T.EMP:                         | PERMANENTE                     | 347.77    | 529.58  | ARCHIVISTA                   |             |                                      |
| 01                             | SUELDO                         | 5,216.55  | 51      | ISPT                         | 730.58      | DVIG DIAS DE VIGENCIA 15.00          |
| 02                             | DESPENSA                       | 457.50    | 54      | FONDO PENSIONES              | 599.90      | 51AG ISPT AGUINALDO 3,779.25         |
| 03                             | TRANSPORTE                     | 308.00    | 58      | CUOTA SINDICAL               | 52.17       | IMP1 ISPT ART. 113 LISR 730.58       |
| 30                             | AGUINALDO                      | 19,884.33 | 65      | OTRAS DEDUCCIONES            | 7,232.37    | IMP2 ISPT ART. 142 3,779.25          |
|                                |                                |           |         |                              |             | EXEN BASE EXENTA 2,191.20            |
|                                |                                |           |         |                              |             | PGR1 PERC. GRAVADA TIPO 1 5,982.05   |
|                                |                                |           |         |                              |             | PGR2 PERC. GRAVADA TIPO 2 17,693.13  |
|                                |                                |           |         |                              |             | PERC TOTAL PERCEPCIONES 25,866.38    |
|                                |                                |           |         |                              |             | DEDU TOTAL DEDUCCIONES 8,615.02      |
|                                |                                |           |         |                              |             | 3%FV 3% FONDO DE VIVIENDA 156.50     |
|                                |                                |           |         |                              |             | FOND FONDO PENSIONES EMPRES 782.48   |
|                                |                                |           |         |                              |             | SEDARSEDAR 104.33                    |
|                                |                                |           |         |                              |             | AGUI PROVISION AGUINALDO 2,191.93    |
|                                |                                |           |         |                              |             | TOTA NOMINA EN EFECTIVO 17,251.36    |
| 353-003                        | ELIAS ARMENDARIZ MIGUEL ANGEL  |           |         |                              |             |                                      |
| T.EMP:                         | PERMANENTE                     | 538.53    | 794.89  | RESIDENTE SUPERVISOR DE OBRA |             |                                      |
| 01                             | SUELDO                         | 8,077.95  | 51      | ISPT                         | 1,338.67    | DVIG DIAS DE VIGENCIA 15.00          |
| 02                             | DESPENSA                       | 465.50    | 54      | FONDO PENSIONES              | 928.96      | 51AG ISPT AGUINALDO 5,766.63         |
| 03                             | TRANSPORTE                     | 285.50    | 65      | OTRAS DEDUCCIONES            | 2,565.00    | IMP1 ISPT ART. 113 LISR 1,338.67     |
| 30                             | AGUINALDO                      | 29,188.51 |         |                              |             | IMP2 ISPT ART. 142 5,766.63          |
|                                |                                |           |         |                              |             | EXEN BASE EXENTA 2,191.20            |
|                                |                                |           |         |                              |             | PGR1 PERC. GRAVADA TIPO 1 8,828.95   |
|                                |                                |           |         |                              |             | PGR2 PERC. GRAVADA TIPO 2 26,997.31  |
|                                |                                |           |         |                              |             | PERC TOTAL PERCEPCIONES 38,017.46    |
|                                |                                |           |         |                              |             | DEDU TOTAL DEDUCCIONES 4,832.63      |
|                                |                                |           |         |                              |             | 3%FV 3% FONDO DE VIVIENDA 242.34     |
|                                |                                |           |         |                              |             | FOND FONDO PENSIONES EMPRES 1,211.69 |
|                                |                                |           |         |                              |             | SEDARSEDAR 161.56                    |
|                                |                                |           |         |                              |             | AGUI PROVISION AGUINALDO 2,580.61    |
|                                |                                |           |         |                              |             | TOTA NOMINA EN EFECTIVO 33,184.83    |
| 397-078                        | MORAN GARCIA ELLIOT JONATHAN   |           |         |                              |             |                                      |
| T.EMP:                         | PERMANENTE                     | 467.07    | 709.19  | ENCARGADO ARCHIVISTA         |             |                                      |
| 01                             | SUELDO                         | 7,006.05  | 51      | ISPT                         | 1,140.80    | DVIG DIAS DE VIGENCIA 15.00          |
| 02                             | DESPENSA                       | 557.00    | 54      | FONDO PENSIONES              | 805.70      | 51AG ISPT AGUINALDO 5,158.58         |
| 03                             | TRANSPORTE                     | 339.50    | 58      | CUOTA SINDICAL               | 70.06       | IMP1 ISPT ART. 113 LISR 1,140.80     |

| Clave        | Nombre                    | S.Diario  | S.Integ | DEDUCCIONES       | CONCEPTOS                    |                             |           |
|--------------|---------------------------|-----------|---------|-------------------|------------------------------|-----------------------------|-----------|
| PERCEPCIONES |                           |           |         |                   |                              |                             |           |
| 30           | AGUINALDO                 | 26,341.84 | 65      | OTRAS DEDUCCIONES | 1,650.00                     | IMP2 ISPT ART. 142          | 5,158.58  |
|              |                           |           | 95      | PRESTAMO AYUDATE  | 415.15                       | EXEN BASE EXENTA            | 2,191.20  |
|              |                           |           |         |                   |                              | PGR1 PERC. GRAVADA TIPO 1   | 7,902.55  |
|              |                           |           |         |                   |                              | PGR2 PERC. GRAVADA TIPO 2   | 24,150.64 |
|              |                           |           |         |                   |                              | PERC TOTAL PERCEPCIONES     | 34,244.39 |
|              |                           |           |         |                   |                              | DEDU TOTAL DEDUCCIONES      | 4,081.71  |
|              |                           |           |         |                   |                              | 3%FV 3% FONDO DE VIVIENDA   | 210.18    |
|              |                           |           |         |                   |                              | FOND FONDO PENSIONES EMPRES | 1,050.91  |
|              |                           |           |         |                   |                              | SEDARSEDAR                  | 140.12    |
|              |                           |           |         |                   |                              | AGUI PROVISION AGUINALDO    | 2,717.76  |
|              |                           |           |         |                   |                              | TOTA NOMINA EN EFECTIVO     | 30,162.68 |
| 397-081      | SOLORZANO GOMEZ LORENZO   |           |         |                   |                              |                             |           |
| T.EMP:       | PERMANENTE                | 538.53    |         | 795.69            | COORDINADOR DE LICITACIONES  |                             |           |
| 01           | SUELDO                    | 8,077.95  | 51      | ISPT              | 1,338.67                     | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02           | DESPENSA                  | 465.50    | 54      | FONDO PENSIONES   | 928.96                       | 51AG ISPT AGUINALDO         | 5,818.17  |
| 03           | TRANSPORTE                | 285.50    |         |                   |                              | IMP1 ISPT ART. 113 LISR     | 1,338.67  |
| 30           | AGUINALDO                 | 29,429.84 |         |                   |                              | IMP2 ISPT ART. 142          | 5,818.17  |
|              |                           |           |         |                   |                              | EXEN BASE EXENTA            | 2,191.20  |
|              |                           |           |         |                   |                              | PGR1 PERC. GRAVADA TIPO 1   | 8,828.95  |
|              |                           |           |         |                   |                              | PGR2 PERC. GRAVADA TIPO 2   | 27,238.64 |
|              |                           |           |         |                   |                              | PERC TOTAL PERCEPCIONES     | 38,258.79 |
|              |                           |           |         |                   |                              | DEDU TOTAL DEDUCCIONES      | 2,267.63  |
|              |                           |           |         |                   |                              | 3%FV 3% FONDO DE VIVIENDA   | 242.34    |
|              |                           |           |         |                   |                              | FOND FONDO PENSIONES EMPRES | 1,211.69  |
|              |                           |           |         |                   |                              | SEDARSEDAR                  | 161.56    |
|              |                           |           |         |                   |                              | AGUI PROVISION AGUINALDO    | 2,821.94  |
|              |                           |           |         |                   |                              | TOTA NOMINA EN EFECTIVO     | 35,991.16 |
| 40-144-003   | GONZALEZ MALDONADO ELVIRA |           |         |                   |                              |                             |           |
| T.EMP:       | PERMANENTE                | 467.47    |         | 703.89            | ANALISTA DE COSTOS           |                             |           |
| 01           | SUELDO                    | 7,012.05  | 51      | ISPT              | 1,107.37                     | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02           | DESPENSA                  | 434.50    | 54      | FONDO PENSIONES   | 806.39                       | 51AG ISPT AGUINALDO         | 5,047.15  |
| 03           | TRANSPORTE                | 299.50    | 65      | OTRAS DEDUCCIONES | 250.00                       | IMP1 ISPT ART. 113 LISR     | 1,107.37  |
| 30           | AGUINALDO                 | 25,820.17 |         |                   |                              | IMP2 ISPT ART. 142          | 5,047.15  |
|              |                           |           |         |                   |                              | EXEN BASE EXENTA            | 2,191.20  |
|              |                           |           |         |                   |                              | PGR1 PERC. GRAVADA TIPO 1   | 7,746.05  |
|              |                           |           |         |                   |                              | PGR2 PERC. GRAVADA TIPO 2   | 23,628.96 |
|              |                           |           |         |                   |                              | PERC TOTAL PERCEPCIONES     | 33,566.22 |
|              |                           |           |         |                   |                              | DEDU TOTAL DEDUCCIONES      | 2,163.76  |
|              |                           |           |         |                   |                              | 3%FV 3% FONDO DE VIVIENDA   | 210.36    |
|              |                           |           |         |                   |                              | FOND FONDO PENSIONES EMPRES | 1,051.81  |
|              |                           |           |         |                   |                              | SEDARSEDAR                  | 140.24    |
|              |                           |           |         |                   |                              | AGUI PROVISION AGUINALDO    | 2,667.77  |
|              |                           |           |         |                   |                              | TOTA NOMINA EN EFECTIVO     | 31,402.46 |
| 41-083-010   | GUERRERO LOPEZ GERMAN     |           |         |                   |                              |                             |           |
| T.EMP:       | PERMANENTE                | 538.53    |         | 797.32            | RESIDENTE SUPERVISOR DE OBRA |                             |           |
| 01           | SUELDO                    | 8,077.95  | 51      | ISPT              | 1,338.67                     | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02           | DESPENSA                  | 465.50    | 54      | FONDO PENSIONES   | 928.96                       | 51AG ISPT AGUINALDO         | 5,800.57  |
| 03           | TRANSPORTE                | 285.50    | 65      | OTRAS DEDUCCIONES | 4,080.63                     | IMP1 ISPT ART. 113 LISR     | 1,338.67  |
| 30           | AGUINALDO                 | 29,347.43 |         |                   |                              | IMP2 ISPT ART. 142          | 5,800.57  |
|              |                           |           |         |                   |                              | EXEN BASE EXENTA            | 2,191.20  |
|              |                           |           |         |                   |                              | PGR1 PERC. GRAVADA TIPO 1   | 8,828.95  |
|              |                           |           |         |                   |                              | PGR2 PERC. GRAVADA TIPO 2   | 27,156.23 |
|              |                           |           |         |                   |                              | PERC TOTAL PERCEPCIONES     | 38,176.38 |
|              |                           |           |         |                   |                              | DEDU TOTAL DEDUCCIONES      | 6,348.26  |
|              |                           |           |         |                   |                              | 3%FV 3% FONDO DE VIVIENDA   | 242.34    |

| Clave      | Nombre                          | S.Diario  | S.Integ  | PERCEPCIONES                 | DEDUCCIONES | CONCEPTOS               |                             |           |
|------------|---------------------------------|-----------|----------|------------------------------|-------------|-------------------------|-----------------------------|-----------|
|            |                                 |           |          |                              |             |                         | FOND FONDO PENSIONES EMPRES | 1,211.69  |
|            |                                 |           |          |                              |             |                         | SEDARSEDAR                  | 161.56    |
|            |                                 |           |          |                              |             |                         | AGUI PROVISION AGUINALDO    | 2,739.53  |
|            |                                 |           |          |                              |             |                         | TOTA NOMINA EN EFECTIVO     | 31,828.12 |
| -----      |                                 |           |          |                              |             |                         |                             |           |
| 41-155-009 | CABRERA REYES OCTAVIO           |           |          |                              |             |                         |                             |           |
| T.EMP:     | PERMANENTE                      | 538.53    | 800.56   | RESIDENTE SUPERVISOR DE OBRA |             |                         |                             |           |
| 01         | SUELDO                          | 8,077.95  | 51       | ISPT                         | 1,338.67    | DVIG DIAS DE VIGENCIA   | 15.00                       |           |
| 02         | DESPENSA                        | 465.50    | 54       | FONDO PENSIONES              | 928.96      | 51AG ISPT AGUINALDO     | 5,818.17                    |           |
| 03         | TRANSPORTE                      | 285.50    | 65       | OTRAS DEDUCCIONES            | 3,081.98    | IMP1 ISPT ART. 113 LISR | 1,338.67                    |           |
| 30         | AGUINALDO                       | 29,429.84 | 93       | SEGURO ABA                   | 156.38      | IMP2 ISPT ART. 142      | 5,818.17                    |           |
|            |                                 |           |          |                              |             |                         | EXEN BASE EXENTA            | 2,191.20  |
|            |                                 |           |          |                              |             |                         | PGR1 PERC. GRAVADA TIPO 1   | 8,828.95  |
|            |                                 |           |          |                              |             |                         | PGR2 PERC. GRAVADA TIPO 2   | 27,238.64 |
|            |                                 |           |          |                              |             |                         | PERC TOTAL PERCEPCIONES     | 38,258.79 |
|            |                                 |           |          |                              |             |                         | DEDU TOTAL DEDUCCIONES      | 5,505.99  |
|            |                                 |           |          |                              |             |                         | 3%FV 3% FONDO DE VIVIENDA   | 242.34    |
|            |                                 |           |          |                              |             |                         | FOND FONDO PENSIONES EMPRES | 1,211.69  |
|            |                                 |           |          |                              |             |                         | SEDARSEDAR                  | 161.56    |
|            |                                 |           |          |                              |             |                         | AGUI PROVISION AGUINALDO    | 2,821.94  |
|            |                                 |           |          |                              |             |                         | TOTA NOMINA EN EFECTIVO     | 32,752.80 |
| -----      |                                 |           |          |                              |             |                         |                             |           |
| 43-086-002 | MEJIA GARCIA JUAN JOSE          |           |          |                              |             |                         |                             |           |
| T.EMP:     | PERMANENTE                      | 1,007.53  | 1,502.22 | JEFE DE CONTROL DE OBRAS     |             |                         |                             |           |
| 01         | SUELDO                          | 15,112.95 | 51       | ISPT                         | 3,118.92    | DVIG DIAS DE VIGENCIA   | 15.00                       |           |
| 02         | DESPENSA                        | 797.50    | 54       | FONDO PENSIONES              | 1,737.99    | 51AG ISPT AGUINALDO     | 15,790.09                   |           |
| 03         | TRANSPORTE                      | 537.00    | 65       | OTRAS DEDUCCIONES            | 1,000.00    | IMP1 ISPT ART. 113 LISR | 3,118.92                    |           |
| 30         | AGUINALDO                       | 54,824.84 |          |                              |             | IMP2 ISPT ART. 142      | 15,790.09                   |           |
|            |                                 |           |          |                              |             |                         | EXEN BASE EXENTA            | 2,191.20  |
|            |                                 |           |          |                              |             |                         | PGR1 PERC. GRAVADA TIPO 1   | 16,447.45 |
|            |                                 |           |          |                              |             |                         | PGR2 PERC. GRAVADA TIPO 2   | 52,633.64 |
|            |                                 |           |          |                              |             |                         | PERC TOTAL PERCEPCIONES     | 71,272.29 |
|            |                                 |           |          |                              |             |                         | DEDU TOTAL DEDUCCIONES      | 5,856.91  |
|            |                                 |           |          |                              |             |                         | 3%FV 3% FONDO DE VIVIENDA   | 453.39    |
|            |                                 |           |          |                              |             |                         | FOND FONDO PENSIONES EMPRES | 2,266.94  |
|            |                                 |           |          |                              |             |                         | SEDARSEDAR                  | 302.26    |
|            |                                 |           |          |                              |             |                         | AGUI PROVISION AGUINALDO    | 7,948.47  |
|            |                                 |           |          |                              |             |                         | TOTA NOMINA EN EFECTIVO     | 65,415.38 |
| -----      |                                 |           |          |                              |             |                         |                             |           |
| 43-132-006 | GONZALEZ MALDONADO ANDREA LAURA |           |          |                              |             |                         |                             |           |
| T.EMP:     | PERMANENTE                      | 402.90    | 613.25   | SECRETARIA                   |             |                         |                             |           |
| 01         | SUELDO                          | 6,043.50  | 51       | ISPT                         | 916.50      | DVIG DIAS DE VIGENCIA   | 15.00                       |           |
| 02         | DESPENSA                        | 478.50    | 54       | FONDO PENSIONES              | 695.00      | 51AG ISPT AGUINALDO     | 4,384.59                    |           |
| 03         | TRANSPORTE                      | 330.50    | 58       | CUOTA SINDICAL               | 60.44       | IMP1 ISPT ART. 113 LISR | 916.50                      |           |
| 30         | AGUINALDO                       | 22,718.32 | 65       | OTRAS DEDUCCIONES            | 12,704.40   | IMP2 ISPT ART. 142      | 4,384.59                    |           |
|            |                                 |           |          |                              |             |                         | 95 PRESTAMO AYUDATE         | 538.28    |
|            |                                 |           |          |                              |             |                         | EXEN BASE EXENTA            | 2,191.20  |
|            |                                 |           |          |                              |             |                         | PGR1 PERC. GRAVADA TIPO 1   | 6,852.50  |
|            |                                 |           |          |                              |             |                         | PGR2 PERC. GRAVADA TIPO 2   | 20,527.12 |
|            |                                 |           |          |                              |             |                         | PERC TOTAL PERCEPCIONES     | 29,570.82 |
|            |                                 |           |          |                              |             |                         | DEDU TOTAL DEDUCCIONES      | 14,914.62 |
|            |                                 |           |          |                              |             |                         | 3%FV 3% FONDO DE VIVIENDA   | 181.31    |
|            |                                 |           |          |                              |             |                         | FOND FONDO PENSIONES EMPRES | 906.52    |
|            |                                 |           |          |                              |             |                         | SEDARSEDAR                  | 120.87    |
|            |                                 |           |          |                              |             |                         | AGUI PROVISION AGUINALDO    | 2,402.64  |
|            |                                 |           |          |                              |             |                         | TOTA NOMINA EN EFECTIVO     | 14,656.20 |
| -----      |                                 |           |          |                              |             |                         |                             |           |
| 43-239-003 | RAMOS CERVANTES VICTOR MANUEL   |           |          |                              |             |                         |                             |           |
| T.EMP:     | PERMANENTE                      | 467.47    | 697.29   | ENCARGADO CIT                |             |                         |                             |           |

| Clave   | Nombre                      | S.Diario  | S.Integ | PERCEPCIONES      | DEDUCCIONES                                      | CONCEPTOS                   |           |
|---------|-----------------------------|-----------|---------|-------------------|--|-----------------------------|-----------|
| 01      | SUELDO                      | 7,012.05  | 51      | ISPT              | 1,107.37   | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02      | DESPENSA                    | 434.50    | 54      | FONDO PENSIONES   | 806.39   | 51AG ISPT AGUINALDO         | 5,047.15  |
| 03      | TRANSPORTE                  | 299.50    | 58      | CUOTA SINDICAL    | 70.12  | IMP1 ISPT ART. 113 LISR     | 1,107.37  |
| 30      | AGUINALDO                   | 25,820.17 | 65      | OTRAS DEDUCCIONES | 2,000.00   | IMP2 ISPT ART. 142          | 5,047.15  |
|         |                             |           |         |                   |  | EXEN BASE EXENTA            | 2,191.20  |
|         |                             |           |         |                   |  | PGR1 PERC. GRAVADA TIPO 1   | 7,746.05  |
|         |                             |           |         |                   |  | PGR2 PERC. GRAVADA TIPO 2   | 23,628.96 |
|         |                             |           |         |                   |  | PERC TOTAL PERCEPCIONES     | 33,566.22 |
|         |                             |           |         |                   |  | DEDU TOTAL DEDUCCIONES      | 3,983.88  |
|         |                             |           |         |                   |  | 3%FV 3% FONDO DE VIVIENDA   | 210.36    |
|         |                             |           |         |                   |  | FOND FONDO PENSIONES EMPRES | 1,051.81  |
|         |                             |           |         |                   |  | SEDARSEDAR                  | 140.24    |
|         |                             |           |         |                   |  | AGUI PROVISION AGUINALDO    | 2,667.77  |
|         |                             |           |         |                   |  | TOTA NOMINA EN EFECTIVO     | 29,582.34 |
| 531-005 | BARRAGAN HERNANDEZ ROGELIO  |           |         |                   |  |                             |           |
| T.EMP:  | PERMANENTE                  | 538.53    |         | 789.21            | RESIDENTE SUPERVISOR DE OBRA                     |                             |           |
| 01      | SUELDO                      | 8,077.95  | 51      | ISPT              | 1,338.67   | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02      | DESPENSA                    | 465.50    | 54      | FONDO PENSIONES   | 928.96   | 51AG ISPT AGUINALDO         | 5,766.63  |
| 03      | TRANSPORTE                  | 285.50    | 65      | OTRAS DEDUCCIONES | 625.00   | IMP1 ISPT ART. 113 LISR     | 1,338.67  |
| 30      | AGUINALDO                   | 29,188.51 |         |                   |  | IMP2 ISPT ART. 142          | 5,766.63  |
|         |                             |           |         |                   |  | EXEN BASE EXENTA            | 2,191.20  |
|         |                             |           |         |                   |  | PGR1 PERC. GRAVADA TIPO 1   | 8,828.95  |
|         |                             |           |         |                   |  | PGR2 PERC. GRAVADA TIPO 2   | 26,997.31 |
|         |                             |           |         |                   |  | PERC TOTAL PERCEPCIONES     | 38,017.46 |
|         |                             |           |         |                   |  | DEDU TOTAL DEDUCCIONES      | 2,892.63  |
|         |                             |           |         |                   |  | 3%FV 3% FONDO DE VIVIENDA   | 242.34    |
|         |                             |           |         |                   |  | FOND FONDO PENSIONES EMPRES | 1,211.69  |
|         |                             |           |         |                   |  | SEDARSEDAR                  | 161.56    |
|         |                             |           |         |                   |  | AGUI PROVISION AGUINALDO    | 2,580.61  |
|         |                             |           |         |                   |  | TOTA NOMINA EN EFECTIVO     | 35,124.83 |
| 630-008 | LOPEZ JIMENEZ J. JESUS      |           |         |                   |  |                             |           |
| T.EMP:  | PERMANENTE                  | 538.53    |         | 795.29            | RESIDENTE SUPERVISOR DE OBRA                     |                             |           |
| 01      | SUELDO                      | 8,077.95  | 51      | ISPT              | 1,338.67   | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02      | DESPENSA                    | 465.50    | 54      | FONDO PENSIONES   | 928.96   | 51AG ISPT AGUINALDO         | 5,800.57  |
| 03      | TRANSPORTE                  | 285.50    | 65      | OTRAS DEDUCCIONES | 1,490.08   | IMP1 ISPT ART. 113 LISR     | 1,338.67  |
| 30      | AGUINALDO                   | 29,347.43 | 93      | SEGURO ABA        | 886.67   | IMP2 ISPT ART. 142          | 5,800.57  |
|         |                             |           |         |                   |  | EXEN BASE EXENTA            | 2,191.20  |
|         |                             |           |         |                   |  | PGR1 PERC. GRAVADA TIPO 1   | 8,828.95  |
|         |                             |           |         |                   |  | PGR2 PERC. GRAVADA TIPO 2   | 27,156.23 |
|         |                             |           |         |                   |  | PERC TOTAL PERCEPCIONES     | 38,176.38 |
|         |                             |           |         |                   |  | DEDU TOTAL DEDUCCIONES      | 4,644.38  |
|         |                             |           |         |                   |  | 3%FV 3% FONDO DE VIVIENDA   | 242.34    |
|         |                             |           |         |                   |  | FOND FONDO PENSIONES EMPRES | 1,211.69  |
|         |                             |           |         |                   |  | SEDARSEDAR                  | 161.56    |
|         |                             |           |         |                   |  | AGUI PROVISION AGUINALDO    | 2,739.53  |
|         |                             |           |         |                   |  | TOTA NOMINA EN EFECTIVO     | 33,532.00 |
| 630-009 | HERNANDEZ HERNANDEZ YECENIA |           |         |                   |  |                             |           |
| T.EMP:  | PERMANENTE                  | 811.50    |         | 1,217.63          | ENCARGADO DE LA JEFATURA ADMINISTRATIVA DE OBRAS |                             |           |
| 01      | SUELDO                      | 12,172.50 | 51      | ISPT              | 2,372.17   | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02      | DESPENSA                    | 727.50    | 54      | FONDO PENSIONES   | 1,399.84   | 51AG ISPT AGUINALDO         | 9,954.17  |
| 03      | TRANSPORTE                  | 454.00    |         |                   |  | IMP1 ISPT ART. 113 LISR     | 2,372.17  |
| 30      | AGUINALDO                   | 44,513.34 |         |                   |  | IMP2 ISPT ART. 142          | 9,954.17  |
|         |                             |           |         |                   |  | EXEN BASE EXENTA            | 2,191.20  |
|         |                             |           |         |                   |  | PGR1 PERC. GRAVADA TIPO 1   | 13,354.00 |
|         |                             |           |         |                   |  | PGR2 PERC. GRAVADA TIPO 2   | 42,322.14 |

| Clave   | Nombre                           | S.Diario  | S.Integ | PERCEPCIONES      | DEDUCCIONES | CONCEPTOS                    |                             |           |
|---------|----------------------------------|-----------|---------|-------------------|-------------|------------------------------|-----------------------------|-----------|
|         |                                  |           |         |                   |             |                              | PERC TOTAL PERCEPCIONES     | 57,867.34 |
|         |                                  |           |         |                   |             |                              | DEDU TOTAL DEDUCCIONES      | 3,772.01  |
|         |                                  |           |         |                   |             |                              | 3%FV 3% FONDO DE VIVIENDA   | 365.18    |
|         |                                  |           |         |                   |             |                              | FOND FONDO PENSIONES EMPRES | 1,825.88  |
|         |                                  |           |         |                   |             |                              | SEDARSEDAR                  | 243.45    |
|         |                                  |           |         |                   |             |                              | AGUI PROVISION AGUINALDO    | 8,248.53  |
|         |                                  |           |         |                   |             |                              | TOTA NOMINA EN EFECTIVO     | 54,095.33 |
| 630-011 | QUINTERO ARAIZA VICENTE          |           |         |                   |             |                              |                             |           |
| T.EMP:  | PERMANENTE                       | 1,632.10  |         |                   | 1,826.00    | GERENTE DE OBRAS             |                             |           |
| 01      | SUELDO                           | 24,481.50 | 51      | ISPT              | 6,040.03    | DVIG DIAS DE VIGENCIA        | 15.00                       |           |
| 02      | DESPENSA                         | 994.50    | 54      | FONDO PENSIONES   | 2,815.37    | 51AG ISPT AGUINALDO          | 12,508.21                   |           |
| 03      | TRANSPORTE                       | 708.50    |         |                   |             | IMP1 ISPT ART. 113 LISR      | 6,040.03                    |           |
| 30      | AGUINALDO                        | 43,885.22 |         |                   |             | IMP2 ISPT ART. 142           | 12,508.21                   |           |
|         |                                  |           |         |                   |             |                              | EXEN BASE EXENTA            | 2,191.20  |
|         |                                  |           |         |                   |             |                              | PGR1 PERC. GRAVADA TIPO 1   | 26,184.50 |
|         |                                  |           |         |                   |             |                              | PGR2 PERC. GRAVADA TIPO 2   | 41,694.02 |
|         |                                  |           |         |                   |             |                              | PERC TOTAL PERCEPCIONES     | 70,069.72 |
|         |                                  |           |         |                   |             |                              | DEDU TOTAL DEDUCCIONES      | 8,855.40  |
|         |                                  |           |         |                   |             |                              | 3%FV 3% FONDO DE VIVIENDA   | 734.44    |
|         |                                  |           |         |                   |             |                              | FOND FONDO PENSIONES EMPRES | 3,672.22  |
|         |                                  |           |         |                   |             |                              | SEDARSEDAR                  | 489.63    |
|         |                                  |           |         |                   |             |                              | AGUI PROVISION AGUINALDO    | 8,351.39  |
|         |                                  |           |         |                   |             |                              | TOTA NOMINA EN EFECTIVO     | 61,214.32 |
| 630-015 | MARTINEZ RIVERA CARLOS FRANCISCO |           |         |                   |             |                              |                             |           |
| T.EMP:  | PERMANENTE                       | 538.53    |         |                   | 790.41      | RESIDENTE SUPERVISOR DE OBRA |                             |           |
| 01      | SUELDO                           | 8,077.95  | 51      | ISPT              | 1,338.67    | DVIG DIAS DE VIGENCIA        | 15.00                       |           |
| 02      | DESPENSA                         | 465.50    | 54      | FONDO PENSIONES   | 928.96      | 51AG ISPT AGUINALDO          | 5,800.57                    |           |
| 03      | TRANSPORTE                       | 285.50    | 65      | OTRAS DEDUCCIONES | 1,570.00    | IMP1 ISPT ART. 113 LISR      | 1,338.67                    |           |
| 30      | AGUINALDO                        | 29,347.43 |         |                   |             | IMP2 ISPT ART. 142           | 5,800.57                    |           |
|         |                                  |           |         |                   |             |                              | EXEN BASE EXENTA            | 2,191.20  |
|         |                                  |           |         |                   |             |                              | PGR1 PERC. GRAVADA TIPO 1   | 8,828.95  |
|         |                                  |           |         |                   |             |                              | PGR2 PERC. GRAVADA TIPO 2   | 27,156.23 |
|         |                                  |           |         |                   |             |                              | PERC TOTAL PERCEPCIONES     | 38,176.38 |
|         |                                  |           |         |                   |             |                              | DEDU TOTAL DEDUCCIONES      | 3,837.63  |
|         |                                  |           |         |                   |             |                              | 3%FV 3% FONDO DE VIVIENDA   | 242.34    |
|         |                                  |           |         |                   |             |                              | FOND FONDO PENSIONES EMPRES | 1,211.69  |
|         |                                  |           |         |                   |             |                              | SEDARSEDAR                  | 161.56    |
|         |                                  |           |         |                   |             |                              | AGUI PROVISION AGUINALDO    | 2,739.53  |
|         |                                  |           |         |                   |             |                              | TOTA NOMINA EN EFECTIVO     | 34,338.75 |
| 630-017 | HUERTA ALCANTAR MIGUEL ANGEL     |           |         |                   |             |                              |                             |           |
| T.EMP:  | PERMANENTE                       | 467.46    |         |                   | 689.98      | ANALISTA DE COSTOS           |                             |           |
| 01      | SUELDO                           | 7,011.90  | 51      | ISPT              | 1,107.34    | DVIG DIAS DE VIGENCIA        | 15.00                       |           |
| 02      | DESPENSA                         | 434.50    | 54      | FONDO PENSIONES   | 806.37      | 51AG ISPT AGUINALDO          | 5,047.04                    |           |
| 03      | TRANSPORTE                       | 299.50    | 65      | OTRAS DEDUCCIONES | 1,389.00    | IMP1 ISPT ART. 113 LISR      | 1,107.34                    |           |
| 30      | AGUINALDO                        | 25,819.67 |         |                   |             | IMP2 ISPT ART. 142           | 5,047.04                    |           |
|         |                                  |           |         |                   |             |                              | EXEN BASE EXENTA            | 2,191.20  |
|         |                                  |           |         |                   |             |                              | PGR1 PERC. GRAVADA TIPO 1   | 7,745.90  |
|         |                                  |           |         |                   |             |                              | PGR2 PERC. GRAVADA TIPO 2   | 23,628.46 |
|         |                                  |           |         |                   |             |                              | PERC TOTAL PERCEPCIONES     | 33,565.57 |
|         |                                  |           |         |                   |             |                              | DEDU TOTAL DEDUCCIONES      | 3,302.71  |
|         |                                  |           |         |                   |             |                              | 3%FV 3% FONDO DE VIVIENDA   | 210.36    |
|         |                                  |           |         |                   |             |                              | FOND FONDO PENSIONES EMPRES | 1,051.78  |
|         |                                  |           |         |                   |             |                              | SEDARSEDAR                  | 140.24    |
|         |                                  |           |         |                   |             |                              | AGUI PROVISION AGUINALDO    | 2,667.71  |
|         |                                  |           |         |                   |             |                              | TOTA NOMINA EN EFECTIVO     | 30,262.86 |

| Clave             | Nombre                            | S.Diario | S.Integ           | PERCEPCIONES | DEDUCCIONES                          | CONCEPTOS                            |
|-------------------|-----------------------------------|----------|-------------------|--------------|--------------------------------------|--------------------------------------|
| 630-019           | VERA URIBE JOEL FRANCISCO         |          |                   |              |                                      |                                      |
| T.EMP: PERMANENTE | 467.46                            |          | 689.98            |              | ANALISTA DE COSTOS                   |                                      |
| 01 SUELDO         | 7,011.90                          | 51       | ISPT              |              | 1,107.34                             | DVIG DIAS DE VIGENCIA 15.00          |
| 02 DESPENSA       | 434.50                            | 54       | FONDO PENSIONES   |              | 806.37                               | 51AG ISPT AGUINALDO 5,047.04         |
| 03 TRANSPORTE     | 299.50                            |          |                   |              |                                      | IMP1 ISPT ART. 113 LISR 1,107.34     |
| 30 AGUINALDO      | 25,819.67                         |          |                   |              |                                      | IMP2 ISPT ART. 142 5,047.04          |
|                   |                                   |          |                   |              |                                      | EXEN BASE EXENTA 2,191.20            |
|                   |                                   |          |                   |              |                                      | PGR1 PERC. GRAVADA TIPO 1 7,745.90   |
|                   |                                   |          |                   |              |                                      | PGR2 PERC. GRAVADA TIPO 2 23,628.46  |
|                   |                                   |          |                   |              |                                      | PERC TOTAL PERCEPCIONES 33,565.57    |
|                   |                                   |          |                   |              |                                      | DEDU TOTAL DEDUCCIONES 1,913.71      |
|                   |                                   |          |                   |              |                                      | 3%FV 3% FONDO DE VIVIENDA 210.36     |
|                   |                                   |          |                   |              |                                      | FOND FONDO PENSIONES EMPRES 1,051.78 |
|                   |                                   |          |                   |              |                                      | SEDARSEDAR 140.24                    |
|                   |                                   |          |                   |              |                                      | AGUI PROVISION AGUINALDO 2,667.71    |
|                   |                                   |          |                   |              |                                      | TOTA NOMINA EN EFECTIVO 31,651.86    |
| 630-021           | GARCIA GUTIERREZ JONATAN          |          |                   |              |                                      |                                      |
| T.EMP: PERMANENTE | 654.43                            |          | 977.21            |              | COORDINADOR DE PRECIOS UNITARIOS (A) |                                      |
| 01 SUELDO         | 9,816.45                          | 51       | ISPT              |              | 1,777.34                             | DVIG DIAS DE VIGENCIA 15.00          |
| 02 DESPENSA       | 630.50                            | 54       | FONDO PENSIONES   |              | 1,128.89                             | 51AG ISPT AGUINALDO 7,971.39         |
| 03 TRANSPORTE     | 378.00                            | 65       | OTRAS DEDUCCIONES |              | 3,150.00                             | IMP1 ISPT ART. 113 LISR 1,777.34     |
| 30 AGUINALDO      | 36,083.17                         |          |                   |              |                                      | IMP2 ISPT ART. 142 7,971.39          |
|                   |                                   |          |                   |              |                                      | EXEN BASE EXENTA 2,191.20            |
|                   |                                   |          |                   |              |                                      | PGR1 PERC. GRAVADA TIPO 1 10,824.95  |
|                   |                                   |          |                   |              |                                      | PGR2 PERC. GRAVADA TIPO 2 33,891.97  |
|                   |                                   |          |                   |              |                                      | PERC TOTAL PERCEPCIONES 46,908.12    |
|                   |                                   |          |                   |              |                                      | DEDU TOTAL DEDUCCIONES 6,056.23      |
|                   |                                   |          |                   |              |                                      | 3%FV 3% FONDO DE VIVIENDA 294.49     |
|                   |                                   |          |                   |              |                                      | FOND FONDO PENSIONES EMPRES 1,472.47 |
|                   |                                   |          |                   |              |                                      | SEDARSEDAR 196.33                    |
|                   |                                   |          |                   |              |                                      | AGUI PROVISION AGUINALDO 5,208.14    |
|                   |                                   |          |                   |              |                                      | TOTA NOMINA EN EFECTIVO 40,851.89    |
| 630-022           | QUEZADA MATEO MONSERRAT GUADALUPE |          |                   |              |                                      |                                      |
| T.EMP: EVENTUAL   | 312.30                            |          | 465.37            |              | SECRETARIA B                         |                                      |
| 01 SUELDO         | 4,684.50                          | 51       | ISPT              |              | 587.56                               | DVIG DIAS DE VIGENCIA 15.00          |
| 02 DESPENSA       | 394.00                            |          |                   |              |                                      | 51AG ISPT AGUINALDO 3,294.03         |
| 03 TRANSPORTE     | 234.00                            |          |                   |              |                                      | IMP1 ISPT ART. 113 LISR 587.56       |
| 30 AGUINALDO      | 17,612.71                         |          |                   |              |                                      | IMP2 ISPT ART. 142 3,294.03          |
|                   |                                   |          |                   |              |                                      | EXEN BASE EXENTA 2,191.20            |
|                   |                                   |          |                   |              |                                      | PGR1 PERC. GRAVADA TIPO 1 5,312.50   |
|                   |                                   |          |                   |              |                                      | PGR2 PERC. GRAVADA TIPO 2 15,421.50  |
|                   |                                   |          |                   |              |                                      | PERC TOTAL PERCEPCIONES 22,925.21    |
|                   |                                   |          |                   |              |                                      | DEDU TOTAL DEDUCCIONES 587.56        |
|                   |                                   |          |                   |              |                                      | AGUI PROVISION AGUINALDO 1,985.89    |
|                   |                                   |          |                   |              |                                      | TOTA NOMINA EN EFECTIVO 22,337.65    |
| 630-023           | GONZALEZ MAGALLANES HUGO ERNESTO  |          |                   |              |                                      |                                      |
| T.EMP: PERMANENTE | 538.54                            |          | 790.84            |              | RESIDENTE SUPERVISOR DE OBRA         |                                      |
| 01 SUELDO         | 8,078.10                          | 51       | ISPT              |              | 1,338.71                             | DVIG DIAS DE VIGENCIA 15.00          |
| 02 DESPENSA       | 465.50                            | 54       | FONDO PENSIONES   |              | 928.98                               | 51AG ISPT AGUINALDO 5,818.28         |
| 03 TRANSPORTE     | 285.50                            |          |                   |              |                                      | IMP1 ISPT ART. 113 LISR 1,338.71     |
| 30 AGUINALDO      | 29,430.34                         |          |                   |              |                                      | IMP2 ISPT ART. 142 5,818.28          |
|                   |                                   |          |                   |              |                                      | EXEN BASE EXENTA 2,191.20            |
|                   |                                   |          |                   |              |                                      | PGR1 PERC. GRAVADA TIPO 1 8,829.10   |
|                   |                                   |          |                   |              |                                      | PGR2 PERC. GRAVADA TIPO 2 27,239.14  |



| Clave        | Nombre                       | S.Diario   | S.Integ | DEDUCCIONES                  | CONCEPTOS |                             |            |
|--------------|------------------------------|------------|---------|------------------------------|-----------|-----------------------------|------------|
| PERCEPCIONES |                              |            |         |                              |           |                             |            |
|              |                              |            |         |                              |           | PERC TOTAL PERCEPCIONES     | 38,259.44  |
|              |                              |            |         |                              |           | DEDU TOTAL DEDUCCIONES      | 2,267.69   |
|              |                              |            |         |                              |           | 3%FV 3% FONDO DE VIVIENDA   | 242.34     |
|              |                              |            |         |                              |           | FOND FONDO PENSIONES EMPRES | 1,211.71   |
|              |                              |            |         |                              |           | SEDARSEDAR                  | 161.56     |
|              |                              |            |         |                              |           | AGUI PROVISION AGUINALDO    | 2,822.00   |
|              |                              |            |         |                              |           | TOTA NOMINA EN EFECTIVO     | 35,991.75  |
| 630-024      | CHAVEZ LOPEZ INES DEL CARMEN |            |         |                              |           |                             |            |
| T.EMP:       | PERMANENTE                   | 538.53     | 762.20  | RESIDENTE SUPERVISOR DE OBRA |           |                             |            |
| 01           | SUELDO                       | 8,077.95   | 51      | ISPT                         | 1,338.67  | DVIG DIAS DE VIGENCIA       | 15.00      |
| 02           | DESPENSA                     | 465.50     | 54      | FONDO PENSIONES              | 928.96    | 51AG ISPT AGUINALDO         | 5,663.53   |
| 03           | TRANSPORTE                   | 285.50     |         |                              |           | IMP1 ISPT ART. 113 LISR     | 1,338.67   |
| 30           | AGUINALDO                    | 28,705.86  |         |                              |           | IMP2 ISPT ART. 142          | 5,663.53   |
|              |                              |            |         |                              |           | EXEN BASE EXENTA            | 2,191.20   |
|              |                              |            |         |                              |           | PGR1 PERC. GRAVADA TIPO 1   | 8,828.95   |
|              |                              |            |         |                              |           | PGR2 PERC. GRAVADA TIPO 2   | 26,514.66  |
|              |                              |            |         |                              |           | PERC TOTAL PERCEPCIONES     | 37,534.81  |
|              |                              |            |         |                              |           | DEDU TOTAL DEDUCCIONES      | 2,267.63   |
|              |                              |            |         |                              |           | 3%FV 3% FONDO DE VIVIENDA   | 242.34     |
|              |                              |            |         |                              |           | FOND FONDO PENSIONES EMPRES | 1,211.69   |
|              |                              |            |         |                              |           | SEDARSEDAR                  | 161.56     |
|              |                              |            |         |                              |           | AGUI PROVISION AGUINALDO    | 2,097.96   |
|              |                              |            |         |                              |           | TOTA NOMINA EN EFECTIVO     | 35,267.18  |
| 630-025      | POBLETE AGUAYO MITCHELL      |            |         |                              |           |                             |            |
| T.EMP:       | PERMANENTE                   | 347.77     | 503.95  | ARCHIVISTA                   |           |                             |            |
| 01           | SUELDO                       | 5,216.55   | 51      | ISPT                         | 730.58    | DVIG DIAS DE VIGENCIA       | 15.00      |
| 02           | DESPENSA                     | 457.50     | 54      | FONDO PENSIONES              | 599.90    | 51AG ISPT AGUINALDO         | 3,791.18   |
| 03           | TRANSPORTE                   | 308.00     | 58      | CUOTA SINDICAL               | 52.17     | IMP1 ISPT ART. 113 LISR     | 730.58     |
| 30           | AGUINALDO                    | 19,940.17  | 65      | OTRAS DEDUCCIONES            | 841.00    | IMP2 ISPT ART. 142          | 3,791.18   |
|              |                              |            |         |                              |           | EXEN BASE EXENTA            | 2,191.20   |
|              |                              |            |         |                              |           | PGR1 PERC. GRAVADA TIPO 1   | 5,982.05   |
|              |                              |            |         |                              |           | PGR2 PERC. GRAVADA TIPO 2   | 17,748.96  |
|              |                              |            |         |                              |           | PERC TOTAL PERCEPCIONES     | 25,922.22  |
|              |                              |            |         |                              |           | DEDU TOTAL DEDUCCIONES      | 2,611.45   |
|              |                              |            |         |                              |           | 3%FV 3% FONDO DE VIVIENDA   | 156.50     |
|              |                              |            |         |                              |           | FOND FONDO PENSIONES EMPRES | 782.48     |
|              |                              |            |         |                              |           | SEDARSEDAR                  | 104.33     |
|              |                              |            |         |                              |           | AGUI PROVISION AGUINALDO    | 2,247.77   |
|              |                              |            |         |                              |           | TOTA NOMINA EN EFECTIVO     | 23,310.77  |
| ****         | Totales GCIA. DE OBRAS       |            | 630     | ****                         |           |                             |            |
| 01           | SUELDO                       | 196,802.55 | 51      | ISPT                         | 34,873.82 | DVIG DIAS DE VIGENCIA       | 345.00     |
| 02           | DESPENSA                     | 11,945.00  | 54      | FONDO PENSIONES              | 22,093.55 | 51AG ISPT AGUINALDO         | 143,501.73 |
| 03           | TRANSPORTE                   | 7,698.00   | 58      | CUOTA SINDICAL               | 367.98    | IMP1 ISPT ART. 113 LISR     | 34,873.82  |
| 30           | AGUINALDO                    | 676,360.15 | 65      | OTRAS DEDUCCIONES            | 43,629.46 | IMP2 ISPT ART. 142          | 143,501.73 |
|              |                              |            |         |                              |           | EXEN BASE EXENTA            | 50,397.60  |
|              |                              |            |         |                              |           | PGR1 PERC. GRAVADA TIPO 1   | 216,445.55 |
|              |                              |            |         |                              |           | PGR2 PERC. GRAVADA TIPO 2   | 625,962.49 |
|              |                              |            |         |                              |           | PERC TOTAL PERCEPCIONES     | 892,805.70 |
|              |                              |            |         |                              |           | DEDU TOTAL DEDUCCIONES      | 103,349.09 |
|              |                              |            |         |                              |           | 3%FV 3% FONDO DE VIVIENDA   | 5,763.56   |
|              |                              |            |         |                              |           | FOND FONDO PENSIONES EMPRES | 28,817.67  |
|              |                              |            |         |                              |           | SEDARSEDAR                  | 3,842.37   |
|              |                              |            |         |                              |           | AGUI PROVISION AGUINALDO    | 78,444.81  |
|              |                              |            |         |                              |           | TOTA NOMINA EN EFECTIVO     | 789,456.61 |

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| Clave | Nombre | S.Diario | S.Integ | DEDUCCIONES | CONCEPTOS |
|-------|--------|----------|---------|-------------|-----------|
|-------|--------|----------|---------|-------------|-----------|

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Total de Empleados : 23.00 -----

| Clave   | Nombre                      | S.Diario  | S.Integ  | PERCEPCIONES                    | DEDUCCIONES | CONCEPTOS                            |
|---|-----------------------------|-----------|----------|---------------------------------|-------------|--------------------------------------|
| ***** GCIA. DE GESTION DE PROGRAMAS ***** 640 |                             |           |          |                                 |             |                                      |
| 200-023                                       | PELAYO RUIZ JOSE ENRIQUE    |           |          |                                 |             |                                      |
| T.EMP:  | PERMANENTE                  | 1,632.10  | 1,826.00 | GERENTE DE GESTION DE PROGRAMAS |             |                                      |
| 01  | SUELDO                      | 24,481.50 | 51       | ISPT                            | 6,040.03    | DVIG DIAS DE VIGENCIA 15.00          |
| 02  | DESPENSA                    | 994.50    | 54       | FONDO PENSIONES                 | 2,815.37    | 51AG ISPT AGUINALDO 25,527.14        |
| 03  | TRANSPORTE                  | 708.50    |          |                                 |             | IMP1 ISPT ART. 113 LISR 6,040.03     |
| 30  | AGUINALDO                   | 87,281.67 |          |                                 |             | IMP2 ISPT ART. 142 25,527.14         |
|   |                             |           |          |                                 |             | EXEN BASE EXENTA 2,191.20            |
|   |                             |           |          |                                 |             | PGR1 PERC. GRAVADA TIPO 1 26,184.50  |
|   |                             |           |          |                                 |             | PGR2 PERC. GRAVADA TIPO 2 85,090.47  |
|   |                             |           |          |                                 |             | PERC TOTAL PERCEPCIONES 113,466.17   |
|   |                             |           |          |                                 |             | DEDU TOTAL DEDUCCIONES 8,855.40      |
|   |                             |           |          |                                 |             | 3%FV 3% FONDO DE VIVIENDA 734.44     |
|   |                             |           |          |                                 |             | FOND FONDO PENSIONES EMPRES 3,672.22 |
|   |                             |           |          |                                 |             | SEDARSEDAR 489.63                    |
|   |                             |           |          |                                 |             | AGUI PROVISION AGUINALDO 12,729.24   |
|   |                             |           |          |                                 |             | TOTA NOMINA EN EFECTIVO 104,610.77   |
| 34-222-003                                    | MALDONADO VEGA ROBERTO      |           |          |                                 |             |                                      |
| T.EMP:  | PERMANENTE                  | 478.73    | 826.45   | TRABAJADOR SOCIAL               |             |                                      |
| 01  | SUELDO                      | 7,180.95  | 51       | ISPT                            | 1,408.23    | DVIG DIAS DE VIGENCIA 15.00          |
| 02  | DESPENSA                    | 557.00    | 54       | FONDO PENSIONES                 | 949.68      | 51AG ISPT AGUINALDO 5,961.38         |
| 03  | TRANSPORTE                  | 339.50    | 58       | CUOTA SINDICAL                  | 71.81       | IMP1 ISPT ART. 113 LISR 1,408.23     |
| 06  | PRIMA DE ALTO RI            | 1,077.14  | 65       | OTRAS DEDUCCIONES               | 3,512.74    | IMP2 ISPT ART. 142 5,961.38          |
| 30  | AGUINALDO                   | 30,100.29 | 95       | PRESTAMO AYUDATE                | 883.27      | EXEN BASE EXENTA 2,191.20            |
|   |                             |           |          |                                 |             | PGR1 PERC. GRAVADA TIPO 1 9,154.59   |
|   |                             |           |          |                                 |             | PGR2 PERC. GRAVADA TIPO 2 27,909.09  |
|   |                             |           |          |                                 |             | PERC TOTAL PERCEPCIONES 39,254.88    |
|   |                             |           |          |                                 |             | DEDU TOTAL DEDUCCIONES 6,825.73      |
|   |                             |           |          |                                 |             | 3%FV 3% FONDO DE VIVIENDA 247.74     |
|   |                             |           |          |                                 |             | FOND FONDO PENSIONES EMPRES 1,238.71 |
|   |                             |           |          |                                 |             | SEDARSEDAR 165.16                    |
|   |                             |           |          |                                 |             | AGUI PROVISION AGUINALDO 2,731.83    |
|   |                             |           |          |                                 |             | TOTA NOMINA EN EFECTIVO 32,429.15    |
| 36-129-005                                    | RAMIREZ SILVA CAROLINA      |           |          |                                 |             |                                      |
| T.EMP:  | PERMANENTE                  | 444.43    | 678.93   | ANALISTA PRODER                 |             |                                      |
| 01  | SUELDO                      | 6,666.45  | 51       | ISPT                            | 1,066.01    | DVIG DIAS DE VIGENCIA 15.00          |
| 02  | DESPENSA                    | 546.50    | 54       | FONDO PENSIONES                 | 766.64      | 51AG ISPT AGUINALDO 4,909.31         |
| 03  | TRANSPORTE                  | 339.50    | 58       | CUOTA SINDICAL                  | 66.66       | IMP1 ISPT ART. 113 LISR 1,066.01     |
| 30  | AGUINALDO                   | 25,174.84 | 65       | OTRAS DEDUCCIONES               | 3,333.81    | IMP2 ISPT ART. 142 4,909.31          |
|   |                             |           | 95       | PRESTAMO AYUDATE                | 419.06      | EXEN BASE EXENTA 2,191.20            |
|   |                             |           |          |                                 |             | PGR1 PERC. GRAVADA TIPO 1 7,552.45   |
|   |                             |           |          |                                 |             | PGR2 PERC. GRAVADA TIPO 2 22,983.64  |
|   |                             |           |          |                                 |             | PERC TOTAL PERCEPCIONES 32,727.29    |
|   |                             |           |          |                                 |             | DEDU TOTAL DEDUCCIONES 5,652.18      |
|   |                             |           |          |                                 |             | 3%FV 3% FONDO DE VIVIENDA 199.99     |
|   |                             |           |          |                                 |             | FOND FONDO PENSIONES EMPRES 999.97   |
|   |                             |           |          |                                 |             | SEDARSEDAR 133.33                    |
|   |                             |           |          |                                 |             | AGUI PROVISION AGUINALDO 2,605.88    |
|   |                             |           |          |                                 |             | TOTA NOMINA EN EFECTIVO 27,075.11    |
| 36-175-003                                    | ORTEGA MEJIA MARIA DE JESUS |           |          |                                 |             |                                      |
| T.EMP:  | PERMANENTE                  | 478.73    | 828.54   | TRABAJADOR SOCIAL               |             |                                      |
| 01  | SUELDO                      | 7,180.95  | 51       | ISPT                            | 1,408.23    | DVIG DIAS DE VIGENCIA 15.00          |
| 02  | DESPENSA                    | 557.00    | 54       | FONDO PENSIONES                 | 949.68      | 51AG ISPT AGUINALDO 6,050.03         |
| 03  | TRANSPORTE                  | 339.50    | 58       | CUOTA SINDICAL                  | 71.81       | IMP1 ISPT ART. 113 LISR 1,408.23     |

| Clave                                       | Nombre           | S.Diario  | S.Integ | PERCEPCIONES      | DEDUCCIONES | CONCEPTOS                       |           |
|---|------------------|-----------|---------|-------------------|-------------|---------------------------------|-----------|
| 06  | PRIMA DE ALTO RI | 1,077.14  | 65      |                   | 2,715.00    | IMP2 ISPT ART. 142              | 6,050.03  |
| 30  | AGUINALDO        | 30,515.30 |         |                   |             | EXEN BASE EXENTA                | 2,191.20  |
|   |                  |           |         |                   |             | PGR1 PERC. GRAVADA TIPO 1       | 9,154.59  |
|   |                  |           |         |                   |             | PGR2 PERC. GRAVADA TIPO 2       | 28,324.10 |
|   |                  |           |         |                   |             | PERC TOTAL PERCEPCIONES         | 39,669.89 |
|   |                  |           |         |                   |             | DEDU TOTAL DEDUCCIONES          | 5,144.72  |
|   |                  |           |         |                   |             | 3%FV 3% FONDO DE VIVIENDA       | 247.74    |
|   |                  |           |         |                   |             | FOND FONDO PENSIONES EMPRES     | 1,238.71  |
|   |                  |           |         |                   |             | SEDARSEDAR                      | 165.16    |
|   |                  |           |         |                   |             | AGUI PROVISION AGUINALDO        | 3,437.84  |
|   |                  |           |         |                   |             | TOTA NOMINA EN EFECTIVO         | 34,525.17 |
| 39-042-001 HERNANDEZ LOPEZ PEDRO            |                  |           |         |                   |             |                                 |           |
| T.EMP:                                      | PERMANENTE       | 1,007.53  |         |                   | 1,501.47    | JEFE DE PROGRAMAS FEDERALIZADOS |           |
| 01  | SUELDO           | 15,112.95 | 51      | ISPT              | 3,118.92    | DVIG DIAS DE VIGENCIA           | 15.00     |
| 02  | DESPENSA         | 797.50    | 54      | FONDO PENSIONES   | 1,737.99    | 51AG ISPT AGUINALDO             | 15,744.04 |
| 03  | TRANSPORTE       | 537.00    | 65      | OTRAS DEDUCCIONES | 2,192.54    | IMP1 ISPT ART. 113 LISR         | 3,118.92  |
| 30  | AGUINALDO        | 54,671.33 |         |                   |             | IMP2 ISPT ART. 142              | 15,744.04 |
|   |                  |           |         |                   |             | EXEN BASE EXENTA                | 2,191.20  |
|   |                  |           |         |                   |             | PGR1 PERC. GRAVADA TIPO 1       | 16,447.45 |
|   |                  |           |         |                   |             | PGR2 PERC. GRAVADA TIPO 2       | 52,480.13 |
|   |                  |           |         |                   |             | PERC TOTAL PERCEPCIONES         | 71,118.78 |
|   |                  |           |         |                   |             | DEDU TOTAL DEDUCCIONES          | 7,049.45  |
|   |                  |           |         |                   |             | 3%FV 3% FONDO DE VIVIENDA       | 453.39    |
|   |                  |           |         |                   |             | FOND FONDO PENSIONES EMPRES     | 2,266.94  |
|   |                  |           |         |                   |             | SEDARSEDAR                      | 302.26    |
|   |                  |           |         |                   |             | AGUI PROVISION AGUINALDO        | 7,794.96  |
|   |                  |           |         |                   |             | TOTA NOMINA EN EFECTIVO         | 64,069.33 |
| 41-177-002 NUÑEZ MIRAMONTES YOLANDA LETICIA |                  |           |         |                   |             |                                 |           |
| T.EMP:                                      | PERMANENTE       | 402.90    |         |                   | 620.87      | SECRETARIA                      |           |
| 01  | SUELDO           | 6,043.50  | 51      | ISPT              | 916.50      | DVIG DIAS DE VIGENCIA           | 15.00     |
| 02  | DESPENSA         | 478.50    | 54      | FONDO PENSIONES   | 695.00      | 51AG ISPT AGUINALDO             | 4,397.28  |
| 03  | TRANSPORTE       | 330.50    | 58      | CUOTA SINDICAL    | 60.44       | IMP1 ISPT ART. 113 LISR         | 916.50    |
| 30  | AGUINALDO        | 22,777.71 | 65      | OTRAS DEDUCCIONES | 2,582.97    | IMP2 ISPT ART. 142              | 4,397.28  |
|   |                  |           |         |                   |             | EXEN BASE EXENTA                | 2,191.20  |
|   |                  |           |         |                   |             | PGR1 PERC. GRAVADA TIPO 1       | 6,852.50  |
|   |                  |           |         |                   |             | PGR2 PERC. GRAVADA TIPO 2       | 20,586.50 |
|   |                  |           |         |                   |             | PERC TOTAL PERCEPCIONES         | 29,630.21 |
|   |                  |           |         |                   |             | DEDU TOTAL DEDUCCIONES          | 4,254.91  |
|   |                  |           |         |                   |             | 3%FV 3% FONDO DE VIVIENDA       | 181.31    |
|   |                  |           |         |                   |             | FOND FONDO PENSIONES EMPRES     | 906.52    |
|   |                  |           |         |                   |             | SEDARSEDAR                      | 120.87    |
|   |                  |           |         |                   |             | AGUI PROVISION AGUINALDO        | 2,462.03  |
|   |                  |           |         |                   |             | TOTA NOMINA EN EFECTIVO         | 25,375.30 |
| 45-153-002 MAYA LEGORRETA MA. DEL CARMEN    |                  |           |         |                   |             |                                 |           |
| T.EMP:                                      | PERMANENTE       | 420.16    |         |                   | 641.48      | AUXILIAR ADMINISTRATIVO         |           |
| 01  | SUELDO           | 6,302.40  | 51      | ISPT              | 981.85      | DVIG DIAS DE VIGENCIA           | 15.00     |
| 02  | DESPENSA         | 523.00    | 54      | FONDO PENSIONES   | 724.78      | 51AG ISPT AGUINALDO             | 4,586.95  |
| 03  | TRANSPORTE       | 333.00    | 58      | CUOTA SINDICAL    | 63.02       | IMP1 ISPT ART. 113 LISR         | 981.85    |
| 30  | AGUINALDO        | 23,665.67 | 65      | OTRAS DEDUCCIONES | 2,852.32    | IMP2 ISPT ART. 142              | 4,586.95  |
|   |                  |           |         |                   |             | EXEN BASE EXENTA                | 2,191.20  |
|   |                  |           |         |                   |             | PGR1 PERC. GRAVADA TIPO 1       | 7,158.40  |
|   |                  |           |         |                   |             | PGR2 PERC. GRAVADA TIPO 2       | 21,474.46 |
|   |                  |           |         |                   |             | PERC TOTAL PERCEPCIONES         | 30,824.07 |
|   |                  |           |         |                   |             | DEDU TOTAL DEDUCCIONES          | 4,621.97  |
|   |                  |           |         |                   |             | 3%FV 3% FONDO DE VIVIENDA       | 189.07    |

| Clave   | Nombre                                 | S.Diario  | S.Integ | PERCEPCIONES      | DEDUCCIONES | CONCEPTOS                            |
|---|--|-----------|---------|-------------------|-------------|--------------------------------------|
| FOND FONDO PENSIONES EMPRES 945.36<br>SEDARSEDAR 126.05<br>AGUI PROVISION AGUINALDO 2,332.01<br>TOTA NOMINA EN EFECTIVO 26,202.10 |  |           |         |                   |             |                                      |
| 57-208-019  | ARTEAGA GARCIA CRISTHIAN               |           |         |                   |             |                                      |
| T.EMP:  | PERMANENTE                             | 478.73    | 830.97  | TRABAJADOR SOCIAL |             |                                      |
| 01  | SUELDO                                 | 7,180.95  | 51      | ISPT              | 1,408.23    | DVIG DIAS DE VIGENCIA 15.00          |
| 02  | DESPENSA                               | 557.00    | 54      | FONDO PENSIONES   | 949.68      | 51AG ISPT AGUINALDO 6,050.03         |
| 03  | TRANSPORTE                             | 339.50    | 58      | CUOTA SINDICAL    | 71.81       | IMP1 ISPT ART. 113 LISR 1,408.23     |
| 06  | PRIMA DE ALTO RI                       | 1,077.14  | 65      | OTRAS DEDUCCIONES | 1,686.78    | IMP2 ISPT ART. 142 6,050.03          |
| 30  | AGUINALDO                              | 30,515.30 | 93      | SEGURO ABA        | 388.51      | EXEN BASE EXENTA 2,191.20            |
|   |  |           | 94      | SEGURO BANORTE    | 771.12      | PGR1 PERC. GRAVADA TIPO 1 9,154.59   |
|   |  |           |         |                   |             | PGR2 PERC. GRAVADA TIPO 2 28,324.10  |
|   |  |           |         |                   |             | PERC TOTAL PERCEPCIONES 39,669.89    |
|   |  |           |         |                   |             | DEDU TOTAL DEDUCCIONES 5,276.13      |
|   |  |           |         |                   |             | 3%FV 3% FONDO DE VIVIENDA 247.74     |
|   |  |           |         |                   |             | FOND FONDO PENSIONES EMPRES 1,238.71 |
|   |  |           |         |                   |             | SEDARSEDAR 165.16                    |
|   |  |           |         |                   |             | AGUI PROVISION AGUINALDO 3,146.84    |
|   |  |           |         |                   |             | TOTA NOMINA EN EFECTIVO 34,393.76    |
| 640-002   | GONZALEZ CASTILLO MARIA DE LOS ANGELES |           |         |                   |             |                                      |
| T.EMP:  | PERMANENTE                             | 478.73    | 825.27  | TRABAJADOR SOCIAL |             |                                      |
| 01  | SUELDO                                 | 7,180.95  | 51      | ISPT              | 1,408.23    | DVIG DIAS DE VIGENCIA 15.00          |
| 02  | DESPENSA                               | 557.00    | 54      | FONDO PENSIONES   | 949.68      | 51AG ISPT AGUINALDO 6,014.83         |
| 03  | TRANSPORTE                             | 339.50    | 58      | CUOTA SINDICAL    | 71.81       | IMP1 ISPT ART. 113 LISR 1,408.23     |
| 06  | PRIMA DE ALTO RI                       | 1,077.14  | 65      | OTRAS DEDUCCIONES | 2,915.00    | IMP2 ISPT ART. 142 6,014.83          |
| 30  | AGUINALDO                              | 30,350.52 |         |                   |             | EXEN BASE EXENTA 2,191.20            |
|   |  |           |         |                   |             | PGR1 PERC. GRAVADA TIPO 1 9,154.59   |
|   |  |           |         |                   |             | PGR2 PERC. GRAVADA TIPO 2 28,159.32  |
|   |  |           |         |                   |             | PERC TOTAL PERCEPCIONES 39,505.11    |
|   |  |           |         |                   |             | DEDU TOTAL DEDUCCIONES 5,344.72      |
|   |  |           |         |                   |             | 3%FV 3% FONDO DE VIVIENDA 247.74     |
|   |  |           |         |                   |             | FOND FONDO PENSIONES EMPRES 1,238.71 |
|   |  |           |         |                   |             | SEDARSEDAR 165.16                    |
|   |  |           |         |                   |             | AGUI PROVISION AGUINALDO 2,982.06    |
|   |  |           |         |                   |             | TOTA NOMINA EN EFECTIVO 34,160.39    |
| 640-003   | AVILA PEREZ ELISEO                     |           |         |                   |             |                                      |
| T.EMP:  | PERMANENTE                             | 478.73    | 825.68  | TRABAJADOR SOCIAL |             |                                      |
| 01  | SUELDO                                 | 7,180.95  | 51      | ISPT              | 1,408.23    | DVIG DIAS DE VIGENCIA 15.00          |
| 02  | DESPENSA                               | 557.00    | 54      | FONDO PENSIONES   | 949.68      | 51AG ISPT AGUINALDO 6,031.78         |
| 03  | TRANSPORTE                             | 339.50    | 58      | CUOTA SINDICAL    | 71.81       | IMP1 ISPT ART. 113 LISR 1,408.23     |
| 06  | PRIMA DE ALTO RI                       | 1,077.14  | 65      | OTRAS DEDUCCIONES | 4,129.17    | IMP2 ISPT ART. 142 6,031.78          |
| 30  | AGUINALDO                              | 30,429.86 |         |                   |             | EXEN BASE EXENTA 2,191.20            |
|   |  |           |         |                   |             | PGR1 PERC. GRAVADA TIPO 1 9,154.59   |
|   |  |           |         |                   |             | PGR2 PERC. GRAVADA TIPO 2 28,238.66  |
|   |  |           |         |                   |             | PERC TOTAL PERCEPCIONES 39,584.45    |
|   |  |           |         |                   |             | DEDU TOTAL DEDUCCIONES 6,558.89      |
|   |  |           |         |                   |             | 3%FV 3% FONDO DE VIVIENDA 247.74     |
|   |  |           |         |                   |             | FOND FONDO PENSIONES EMPRES 1,238.71 |
|   |  |           |         |                   |             | SEDARSEDAR 165.16                    |
|   |  |           |         |                   |             | AGUI PROVISION AGUINALDO 3,061.40    |
|   |  |           |         |                   |             | TOTA NOMINA EN EFECTIVO 33,025.56    |
| 640-005   | OROZ BITAR FERNANDO                    |           |         |                   |             |                                      |
| T.EMP:  | PERMANENTE                             | 478.73    | 826.10  | TRABAJADOR SOCIAL |             |                                      |

| Clave   | Nombre                              | S.Diario  | S.Integ | PERCEPCIONES      | DEDUCCIONES       | CONCEPTOS                   |           |
|---------|-------------------------------------|-----------|---------|-------------------|-------------------|-----------------------------|-----------|
| 01      | SUELDO                              | 7,180.95  | 51      | ISPT              | 1,408.23          | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02      | DESPENSA                            | 557.00    | 54      | FONDO PENSIONES   | 949.68            | 51AG ISPT AGUINALDO         | 6,050.03  |
| 03      | TRANSPORTE                          | 339.50    | 58      | CUOTA SINDICAL    | 71.81             | IMP1 ISPT ART. 113 LISR     | 1,408.23  |
| 06      | PRIMA DE ALTO RI                    | 1,077.14  | 65      | OTRAS DEDUCCIONES | 2,715.00          | IMP2 ISPT ART. 142          | 6,050.03  |
| 30      | AGUINALDO                           | 30,515.30 |         |                   |                   | EXEN BASE EXENTA            | 2,191.20  |
|         |                                     |           |         |                   |                   | PGR1 PERC. GRAVADA TIPO 1   | 9,154.59  |
|         |                                     |           |         |                   |                   | PGR2 PERC. GRAVADA TIPO 2   | 28,324.10 |
|         |                                     |           |         |                   |                   | PERC TOTAL PERCEPCIONES     | 39,669.89 |
|         |                                     |           |         |                   |                   | DEDU TOTAL DEDUCCIONES      | 5,144.72  |
|         |                                     |           |         |                   |                   | 3%FV 3% FONDO DE VIVIENDA   | 247.74    |
|         |                                     |           |         |                   |                   | FOND FONDO PENSIONES EMPRES | 1,238.71  |
|         |                                     |           |         |                   |                   | SEDARSEDAR                  | 165.16    |
|         |                                     |           |         |                   |                   | AGUI PROVISION AGUINALDO    | 3,146.84  |
|         |                                     |           |         |                   |                   | TOTA NOMINA EN EFECTIVO     | 34,525.17 |
| 640-006 | PELAYO VALADEZ MARTIN FERNANDO      |           |         |                   |                   |                             |           |
| T.EMP:  | PERMANENTE                          | 478.73    |         | 826.10            | TRABAJADOR SOCIAL |                             |           |
| 01      | SUELDO                              | 7,180.95  | 51      | ISPT              | 1,408.23          | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02      | DESPENSA                            | 557.00    | 54      | FONDO PENSIONES   | 949.68            | 51AG ISPT AGUINALDO         | 6,050.03  |
| 03      | TRANSPORTE                          | 339.50    | 58      | CUOTA SINDICAL    | 71.81             | IMP1 ISPT ART. 113 LISR     | 1,408.23  |
| 06      | PRIMA DE ALTO RI                    | 1,077.14  | 65      | OTRAS DEDUCCIONES | 4,422.12          | IMP2 ISPT ART. 142          | 6,050.03  |
| 30      | AGUINALDO                           | 30,515.30 |         |                   |                   | EXEN BASE EXENTA            | 2,191.20  |
|         |                                     |           |         |                   |                   | PGR1 PERC. GRAVADA TIPO 1   | 9,154.59  |
|         |                                     |           |         |                   |                   | PGR2 PERC. GRAVADA TIPO 2   | 28,324.10 |
|         |                                     |           |         |                   |                   | PERC TOTAL PERCEPCIONES     | 39,669.89 |
|         |                                     |           |         |                   |                   | DEDU TOTAL DEDUCCIONES      | 6,851.84  |
|         |                                     |           |         |                   |                   | 3%FV 3% FONDO DE VIVIENDA   | 247.74    |
|         |                                     |           |         |                   |                   | FOND FONDO PENSIONES EMPRES | 1,238.71  |
|         |                                     |           |         |                   |                   | SEDARSEDAR                  | 165.16    |
|         |                                     |           |         |                   |                   | AGUI PROVISION AGUINALDO    | 3,146.84  |
|         |                                     |           |         |                   |                   | TOTA NOMINA EN EFECTIVO     | 32,818.05 |
| 640-014 | MONTAÑO GOMEZ RODOLFO ENRIQUE       |           |         |                   |                   |                             |           |
| T.EMP:  | PERMANENTE                          | 478.73    |         | 826.10            | TRABAJADOR SOCIAL |                             |           |
| 01      | SUELDO                              | 7,180.95  | 51      | ISPT              | 1,408.23          | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02      | DESPENSA                            | 557.00    | 54      | FONDO PENSIONES   | 949.68            | 51AG ISPT AGUINALDO         | 6,050.03  |
| 03      | TRANSPORTE                          | 339.50    | 58      | CUOTA SINDICAL    | 71.81             | IMP1 ISPT ART. 113 LISR     | 1,408.23  |
| 06      | PRIMA DE ALTO RI                    | 1,077.14  |         |                   |                   | IMP2 ISPT ART. 142          | 6,050.03  |
| 30      | AGUINALDO                           | 30,515.30 |         |                   |                   | EXEN BASE EXENTA            | 2,191.20  |
|         |                                     |           |         |                   |                   | PGR1 PERC. GRAVADA TIPO 1   | 9,154.59  |
|         |                                     |           |         |                   |                   | PGR2 PERC. GRAVADA TIPO 2   | 28,324.10 |
|         |                                     |           |         |                   |                   | PERC TOTAL PERCEPCIONES     | 39,669.89 |
|         |                                     |           |         |                   |                   | DEDU TOTAL DEDUCCIONES      | 2,429.72  |
|         |                                     |           |         |                   |                   | 3%FV 3% FONDO DE VIVIENDA   | 247.74    |
|         |                                     |           |         |                   |                   | FOND FONDO PENSIONES EMPRES | 1,238.71  |
|         |                                     |           |         |                   |                   | SEDARSEDAR                  | 165.16    |
|         |                                     |           |         |                   |                   | AGUI PROVISION AGUINALDO    | 3,146.84  |
|         |                                     |           |         |                   |                   | TOTA NOMINA EN EFECTIVO     | 37,240.17 |
| 640-016 | SANTILLAN VALENCIA HELIOS ALEXANDER |           |         |                   |                   |                             |           |
| T.EMP:  | PERMANENTE                          | 478.73    |         | 826.10            | TRABAJADOR SOCIAL |                             |           |
| 01      | SUELDO                              | 7,180.95  | 51      | ISPT              | 1,408.23          | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02      | DESPENSA                            | 557.00    | 54      | FONDO PENSIONES   | 949.68            | 51AG ISPT AGUINALDO         | 6,050.03  |
| 03      | TRANSPORTE                          | 339.50    | 58      | CUOTA SINDICAL    | 71.81             | IMP1 ISPT ART. 113 LISR     | 1,408.23  |
| 06      | PRIMA DE ALTO RI                    | 1,077.14  | 65      | OTRAS DEDUCCIONES | 3,586.44          | IMP2 ISPT ART. 142          | 6,050.03  |
| 30      | AGUINALDO                           | 30,515.30 |         |                   |                   | EXEN BASE EXENTA            | 2,191.20  |
|         |                                     |           |         |                   |                   | PGR1 PERC. GRAVADA TIPO 1   | 9,154.59  |
|         |                                     |           |         |                   |                   | PGR2 PERC. GRAVADA TIPO 2   | 28,324.10 |

| Clave   | Nombre                        | S.Diario  | S.Integ | PERCEPCIONES         | DEDUCCIONES | CONCEPTOS                             |           |
|---------|-------------------------------|-----------|---------|----------------------|-------------|---------------------------------------|-----------|
|         |                               |           |         |                      |             | PERC TOTAL PERCEPCIONES               | 39,669.89 |
|         |                               |           |         |                      |             | DEDU TOTAL DEDUCCIONES                | 6,016.16  |
|         |                               |           |         |                      |             | 3%FV 3% FONDO DE VIVIENDA             | 247.74    |
|         |                               |           |         |                      |             | FOND FONDO PENSIONES EMPRES           | 1,238.71  |
|         |                               |           |         |                      |             | SEDARSEDAR                            | 165.16    |
|         |                               |           |         |                      |             | AGUI PROVISION AGUINALDO              | 3,146.84  |
|         |                               |           |         |                      |             | TOTA NOMINA EN EFECTIVO               | 33,653.73 |
| 640-020 | CARRILLO SANCHEZ JOSE ROBERTO |           |         |                      |             |                                       |           |
| T.EMP:  | PERMANENTE                    | 478.73    |         |                      | 825.27      | TRABAJADOR SOCIAL                     |           |
| 01      | SUELDO                        | 7,180.95  | 51      | ISPT                 | 1,408.23    | DVIG DIAS DE VIGENCIA                 | 15.00     |
| 02      | DESPENSA                      | 557.00    | 54      | FONDO PENSIONES      | 949.68      | 51AG ISPT AGUINALDO                   | 6,031.78  |
| 03      | TRANSPORTE                    | 339.50    | 58      | CUOTA SINDICAL       | 71.81       | IMP1 ISPT ART. 113 LISR               | 1,408.23  |
| 06      | PRIMA DE ALTO RI              | 1,077.14  | 65      | OTRAS DEDUCCIONES    | 2,262.00    | IMP2 ISPT ART. 142                    | 6,031.78  |
| 30      | AGUINALDO                     | 30,429.86 |         |                      |             | EXEN BASE EXENTA                      | 2,191.20  |
|         |                               |           |         |                      |             | PGR1 PERC. GRAVADA TIPO 1             | 9,154.59  |
|         |                               |           |         |                      |             | PGR2 PERC. GRAVADA TIPO 2             | 28,238.66 |
|         |                               |           |         |                      |             | PERC TOTAL PERCEPCIONES               | 39,584.45 |
|         |                               |           |         |                      |             | DEDU TOTAL DEDUCCIONES                | 4,691.72  |
|         |                               |           |         |                      |             | 3%FV 3% FONDO DE VIVIENDA             | 247.74    |
|         |                               |           |         |                      |             | FOND FONDO PENSIONES EMPRES           | 1,238.71  |
|         |                               |           |         |                      |             | SEDARSEDAR                            | 165.16    |
|         |                               |           |         |                      |             | AGUI PROVISION AGUINALDO              | 3,061.40  |
|         |                               |           |         |                      |             | TOTA NOMINA EN EFECTIVO               | 34,892.73 |
| 640-021 | MARTINEZ DIAZ ALEJANDRO       |           |         |                      |             |                                       |           |
| T.EMP:  | PERMANENTE                    | 478.73    |         |                      | 826.10      | TRABAJADOR SOCIAL                     |           |
| 01      | SUELDO                        | 7,180.95  | 51      | ISPT                 | 1,408.23    | DVIG DIAS DE VIGENCIA                 | 15.00     |
| 02      | DESPENSA                      | 557.00    | 54      | FONDO PENSIONES      | 949.68      | 51AG ISPT AGUINALDO                   | 6,050.03  |
| 03      | TRANSPORTE                    | 339.50    | 58      | CUOTA SINDICAL       | 71.81       | IMP1 ISPT ART. 113 LISR               | 1,408.23  |
| 06      | PRIMA DE ALTO RI              | 1,077.14  | 79      | APORT.ADIC.VOL.SEDAR | 100.00      | IMP2 ISPT ART. 142                    | 6,050.03  |
| 30      | AGUINALDO                     | 30,515.30 | 65      | OTRAS DEDUCCIONES    | 3,695.80    | EXEN BASE EXENTA                      | 2,191.20  |
|         |                               |           |         |                      |             | PGR1 PERC. GRAVADA TIPO 1             | 9,154.59  |
|         |                               |           |         |                      |             | PGR2 PERC. GRAVADA TIPO 2             | 28,324.10 |
|         |                               |           |         |                      |             | PERC TOTAL PERCEPCIONES               | 39,669.89 |
|         |                               |           |         |                      |             | DEDU TOTAL DEDUCCIONES                | 6,225.52  |
|         |                               |           |         |                      |             | 3%FV 3% FONDO DE VIVIENDA             | 247.74    |
|         |                               |           |         |                      |             | FOND FONDO PENSIONES EMPRES           | 1,238.71  |
|         |                               |           |         |                      |             | SEDARSEDAR                            | 165.16    |
|         |                               |           |         |                      |             | AGUI PROVISION AGUINALDO              | 3,146.84  |
|         |                               |           |         |                      |             | TOTA NOMINA EN EFECTIVO               | 33,444.37 |
| 640-028 | MEJIA MOLINA MILTON CARLOS    |           |         |                      |             |                                       |           |
| T.EMP:  | PERMANENTE                    | 811.50    |         |                      | 1,213.36    | JEFE DE GESTION Y DESARROLLO REGIONAL |           |
| 01      | SUELDO                        | 12,172.50 | 51      | ISPT                 | 2,372.17    | DVIG DIAS DE VIGENCIA                 | 15.00     |
| 02      | DESPENSA                      | 727.50    | 54      | FONDO PENSIONES      | 1,399.84    | 51AG ISPT AGUINALDO                   | 9,954.17  |
| 03      | TRANSPORTE                    | 454.00    | 65      | OTRAS DEDUCCIONES    | 5,196.95    | IMP1 ISPT ART. 113 LISR               | 2,372.17  |
| 30      | AGUINALDO                     | 44,513.34 |         |                      |             | IMP2 ISPT ART. 142                    | 9,954.17  |
|         |                               |           |         |                      |             | EXEN BASE EXENTA                      | 2,191.20  |
|         |                               |           |         |                      |             | PGR1 PERC. GRAVADA TIPO 1             | 13,354.00 |
|         |                               |           |         |                      |             | PGR2 PERC. GRAVADA TIPO 2             | 42,322.14 |
|         |                               |           |         |                      |             | PERC TOTAL PERCEPCIONES               | 57,867.34 |
|         |                               |           |         |                      |             | DEDU TOTAL DEDUCCIONES                | 8,968.96  |
|         |                               |           |         |                      |             | 3%FV 3% FONDO DE VIVIENDA             | 365.18    |
|         |                               |           |         |                      |             | FOND FONDO PENSIONES EMPRES           | 1,825.88  |
|         |                               |           |         |                      |             | SEDARSEDAR                            | 243.45    |
|         |                               |           |         |                      |             | AGUI PROVISION AGUINALDO              | 6,436.05  |
|         |                               |           |         |                      |             | TOTA NOMINA EN EFECTIVO               | 48,898.38 |

| Clave      | Nombre                           | S.Diario  | S.Integ | PERCEPCIONES      | DEDUCCIONES             | CONCEPTOS                            |
|------------|----------------------------------|-----------|---------|-------------------|-------------------------|--------------------------------------|
| 640-030    | MONTOYA GARCIA ARIEL JOSEPH      |           |         |                   |                         |                                      |
| T.EMP:     | PERMANENTE                       | 478.73    | 814.13  |                   | TRABAJADOR SOCIAL       |                                      |
| 01         | SUELDO                           | 7,180.95  | 51      | ISPT              | 1,408.23                | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | DESPENSA                         | 557.00    | 54      | FONDO PENSIONES   | 949.68                  | 51AG ISPT AGUINALDO 6,031.78         |
| 03         | TRANSPORTE                       | 339.50    | 58      | CUOTA SINDICAL    | 71.81                   | IMP1 ISPT ART. 113 LISR 1,408.23     |
| 06         | PRIMA DE ALTO RI                 | 1,077.14  | 65      | OTRAS DEDUCCIONES | 1,858.00                | IMP2 ISPT ART. 142 6,031.78          |
| 30         | AGUINALDO                        | 30,429.86 |         |                   |                         | EXEN BASE EXENTA 2,191.20            |
|            |                                  |           |         |                   |                         | PGR1 PERC. GRAVADA TIPO 1 9,154.59   |
|            |                                  |           |         |                   |                         | PGR2 PERC. GRAVADA TIPO 2 28,238.66  |
|            |                                  |           |         |                   |                         | PERC TOTAL PERCEPCIONES 39,584.45    |
|            |                                  |           |         |                   |                         | DEDU TOTAL DEDUCCIONES 4,287.72      |
|            |                                  |           |         |                   |                         | 3%FV 3% FONDO DE VIVIENDA 247.74     |
|            |                                  |           |         |                   |                         | FOND FONDO PENSIONES EMPRES 1,238.71 |
|            |                                  |           |         |                   |                         | SEDARSEDAR 165.16                    |
|            |                                  |           |         |                   |                         | AGUI PROVISION AGUINALDO 3,061.40    |
|            |                                  |           |         |                   |                         | TOTA NOMINA EN EFECTIVO 35,296.73    |
| 650-004    | CAMPOS ROMERO SERGIO             |           |         |                   |                         |                                      |
| T.EMP:     | PERMANENTE                       | 478.73    | 826.10  |                   | TRABAJADOR SOCIAL       |                                      |
| 01         | SUELDO                           | 7,180.95  | 51      | ISPT              | 1,408.23                | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | DESPENSA                         | 557.00    | 54      | FONDO PENSIONES   | 949.68                  | 51AG ISPT AGUINALDO 6,050.03         |
| 03         | TRANSPORTE                       | 339.50    | 58      | CUOTA SINDICAL    | 71.81                   | IMP1 ISPT ART. 113 LISR 1,408.23     |
| 06         | PRIMA DE ALTO RI                 | 1,077.14  | 65      | OTRAS DEDUCCIONES | 2,715.00                | IMP2 ISPT ART. 142 6,050.03          |
| 30         | AGUINALDO                        | 30,515.30 |         |                   |                         | EXEN BASE EXENTA 2,191.20            |
|            |                                  |           |         |                   |                         | PGR1 PERC. GRAVADA TIPO 1 9,154.59   |
|            |                                  |           |         |                   |                         | PGR2 PERC. GRAVADA TIPO 2 28,324.10  |
|            |                                  |           |         |                   |                         | PERC TOTAL PERCEPCIONES 39,669.89    |
|            |                                  |           |         |                   |                         | DEDU TOTAL DEDUCCIONES 5,144.72      |
|            |                                  |           |         |                   |                         | 3%FV 3% FONDO DE VIVIENDA 247.74     |
|            |                                  |           |         |                   |                         | FOND FONDO PENSIONES EMPRES 1,238.71 |
|            |                                  |           |         |                   |                         | SEDARSEDAR 165.16                    |
|            |                                  |           |         |                   |                         | AGUI PROVISION AGUINALDO 3,146.84    |
|            |                                  |           |         |                   |                         | TOTA NOMINA EN EFECTIVO 34,525.17    |
| 730-022    | MUNGUIA MORA GERARDO             |           |         |                   |                         |                                      |
| T.EMP:     | PERMANENTE                       | 420.16    | 634.50  |                   | AUXILIAR ADMINISTRATIVO |                                      |
| 01         | SUELDO                           | 6,302.40  | 51      | ISPT              | 981.85                  | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | DESPENSA                         | 523.00    | 54      | FONDO PENSIONES   | 724.78                  | 51AG ISPT AGUINALDO 4,614.47         |
| 03         | TRANSPORTE                       | 333.00    | 58      | CUOTA SINDICAL    | 63.02                   | IMP1 ISPT ART. 113 LISR 981.85       |
| 30         | AGUINALDO                        | 23,794.52 | 93      | SEGURO ABA        | 200.53                  | IMP2 ISPT ART. 142 4,614.47          |
|            |                                  |           |         |                   |                         | EXEN BASE EXENTA 2,191.20            |
|            |                                  |           |         |                   |                         | PGR1 PERC. GRAVADA TIPO 1 7,158.40   |
|            |                                  |           |         |                   |                         | PGR2 PERC. GRAVADA TIPO 2 21,603.32  |
|            |                                  |           |         |                   |                         | PERC TOTAL PERCEPCIONES 30,952.92    |
|            |                                  |           |         |                   |                         | DEDU TOTAL DEDUCCIONES 1,970.18      |
|            |                                  |           |         |                   |                         | 3%FV 3% FONDO DE VIVIENDA 189.07     |
|            |                                  |           |         |                   |                         | FOND FONDO PENSIONES EMPRES 945.36   |
|            |                                  |           |         |                   |                         | SEDARSEDAR 126.05                    |
|            |                                  |           |         |                   |                         | AGUI PROVISION AGUINALDO 2,460.86    |
|            |                                  |           |         |                   |                         | TOTA NOMINA EN EFECTIVO 28,982.74    |
| 79-194-005 | NAVARRO MARTIN DEL CAMPO ALFONSO |           |         |                   |                         |                                      |
| T.EMP:     | PERMANENTE                       | 478.73    | 832.57  |                   | TRABAJADOR SOCIAL       |                                      |
| 01         | SUELDO                           | 7,180.95  | 51      | ISPT              | 1,408.23                | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | DESPENSA                         | 557.00    | 54      | FONDO PENSIONES   | 949.68                  | 51AG ISPT AGUINALDO 6,014.83         |
| 03         | TRANSPORTE                       | 339.50    | 58      | CUOTA SINDICAL    | 71.81                   | IMP1 ISPT ART. 113 LISR 1,408.23     |
| 06         | PRIMA DE ALTO RI                 | 1,077.14  | 65      | OTRAS DEDUCCIONES | 3,530.23                | IMP2 ISPT ART. 142 6,014.83          |



| Clave  | Nombre                                | S.Diario   | S.Integ | DEDUCCIONES                 | CONCEPTOS   |
|--------|---------------------------------------|------------|---------|-----------------------------|---|
| -----  |                                       |            |         |                             |   |
|        | PERCEPCIONES                          |            |         |                             |   |
| 30     | AGUINALDO                             | 30,350.52  |         |                             | EXEN BASE EXENTA 2,191.20<br>PGR1 PERC. GRAVADA TIPO 1 9,154.59<br>PGR2 PERC. GRAVADA TIPO 2 28,159.32<br>PERC TOTAL PERCEPCIONES 39,505.11<br>DEDU TOTAL DEDUCCIONES 5,959.95<br>3%FV 3% FONDO DE VIVIENDA 247.74<br>FOND FONDO PENSIONES EMPRES 1,238.71<br>SEDARSEDAR 165.16<br>AGUI PROVISION AGUINALDO 2,982.06<br>CHEQ PAGO POR CHEQUE 33,545.16  |
| 89-022 | GARCIA CARRASCO MARIA DEL ROCIO       |            |         |                             |   |
| T.EMP: | PERMANENTE                            | 478.74     | 828.55  | TRABAJADOR SOCIAL           |   |
| 01     | SUELDO                                | 7,181.10   | 51      | ISPT 1,408.27               | DVIG DIAS DE VIGENCIA 15.00   |
| 02     | DESPENSA                              | 557.00     | 54      | FONDO PENSIONES 949.70      | 51AG ISPT AGUINALDO 6,050.15  |
| 03     | TRANSPORTE                            | 339.50     | 58      | CUOTA SINDICAL 71.81        | IMP1 ISPT ART. 113 LISR 1,408.27  |
| 06     | PRIMA DE ALTO RI                      | 1,077.16   | 65      | OTRAS DEDUCCIONES 18,245.50 | IMP2 ISPT ART. 142 6,050.15   |
| 30     | AGUINALDO                             | 30,515.87  | 95      | PRESTAMO AYUDATE 628.59     | EXEN BASE EXENTA 2,191.20<br>PGR1 PERC. GRAVADA TIPO 1 9,154.76<br>PGR2 PERC. GRAVADA TIPO 2 28,324.67<br>PERC TOTAL PERCEPCIONES 39,670.63<br>DEDU TOTAL DEDUCCIONES 21,303.87<br>3%FV 3% FONDO DE VIVIENDA 247.75<br>FOND FONDO PENSIONES EMPRES 1,238.74<br>SEDARSEDAR 165.17<br>AGUI PROVISION AGUINALDO 3,437.75<br>TOTA NOMINA EN EFECTIVO 18,366.76  |
| ****   | Totales GCIA. DE GESTION DE PROGRAMAS | 640        | ****    |                             |   |
| 01     | SUELDO                                | 184,796.10 | 51      | ISPT 36,600.82              | DVIG DIAS DE VIGENCIA 330.00  |
| 02     | DESPENSA                              | 12,945.50  | 54      | FONDO PENSIONES 23,109.62   | 51AG ISPT AGUINALDO 160,270.13  |
| 03     | TRANSPORTE                            | 8,128.00   | 58      | CUOTA SINDICAL 1,330.29     | IMP1 ISPT ART. 113 LISR 36,600.82   |
| 06     | PRIMA DE ALTO RI                      | 16,157.12  | 79      | APORT.ADIC.VOL.SEDAR 100.00 | IMP2 ISPT ART. 142 160,270.13   |
| 30     | AGUINALDO                             | 738,608.26 | 65      | OTRAS DEDUCCIONES 74,147.37 | EXEN BASE EXENTA 48,206.40<br>PGR1 PERC. GRAVADA TIPO 1 222,026.72<br>PGR2 PERC. GRAVADA TIPO 2 690,401.84<br>PERC TOTAL PERCEPCIONES 960,634.98<br>DEDU TOTAL DEDUCCIONES 138,579.18<br>3%FV 3% FONDO DE VIVIENDA 6,028.56<br>FOND FONDO PENSIONES EMPRES 30,142.93<br>SEDARSEDAR 4,019.05<br>AGUI PROVISION AGUINALDO 83,604.65<br>TOTA NOMINA EN EFECTIVO 788,510.64<br>CHEQ PAGO POR CHEQUE 33,545.16 |
|        |                                       |            | 93      | SEGURO ABA 589.04           |   |
|        |                                       |            | 94      | SEGURO BANORTE 771.12       |   |
|        |                                       |            | 95      | PRESTAMO AYUDATE 1,930.92   |   |

Total de Empleados : 22.00

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| Clave        | Nombre                        | S.Diario  | S.Integ | DEDUCCIONES             | CONCEPTOS                           |
|--------------|-------------------------------|-----------|---------|-------------------------|-------------------------------------|
| PERCEPCIONES |                               |           |         |                         |                                     |
| *****        | GCIA. DE SERVICIO A MUNCIPIOS | *****     | 650     |                         |                                     |
| 136-010      | FLORES ALONSO LUIS GUADALUPE  |           |         |                         |                                     |
| T.EMP:       | PERMANENTE                    | 321.27    | 553.99  | AYUDANTE DE GRUA        |                                     |
| 01           | SUELDO                        | 4,819.05  | 51      | ISPT                    | 773.69                              |
| 02           | DESPENSA                      | 401.00    | 54      | FONDO PENSIONES         | 637.32                              |
| 03           | TRANSPORTE                    | 241.00    | 58      | CUOTA SINDICAL          | 48.19                               |
| 06           | PRIMA DE ALTO RI              | 722.86    | 65      | OTRAS DEDUCCIONES       | 2,399.79                            |
| 30           | AGUINALDO                     | 20,613.04 |         |                         |                                     |
|              |                               |           |         |                         | DVIG DIAS DE VIGENCIA 15.00         |
|              |                               |           |         |                         | 51AG ISPT AGUINALDO 3,934.91        |
|              |                               |           |         |                         | IMP1 ISPT ART. 113 LISR 773.69      |
|              |                               |           |         |                         | IMP2 ISPT ART. 142 3,934.91         |
|              |                               |           |         |                         | EXEN BASE EXENTA 2,191.20           |
|              |                               |           |         |                         | PGR1 PERC. GRAVADA TIPO 1 6,183.91  |
|              |                               |           |         |                         | PGR2 PERC. GRAVADA TIPO 2 18,421.84 |
|              |                               |           |         |                         | PERC TOTAL PERCEPCIONES 26,796.95   |
|              |                               |           |         |                         | DEDU TOTAL DEDUCCIONES 3,858.99     |
|              |                               |           |         |                         | 3%FV 3% FONDO DE VIVIENDA 166.26    |
|              |                               |           |         |                         | FOND FONDO PENSIONES EMPRES 831.29  |
|              |                               |           |         |                         | SEDARSEDAR 110.84                   |
|              |                               |           |         |                         | AGUI PROVISION AGUINALDO 2,417.62   |
|              |                               |           |         |                         | TOTA NOMINA EN EFECTIVO 22,937.96   |
| 22-170-002   | DORADO RAMOS JUAN RAMON       |           |         |                         |                                     |
| T.EMP:       | PERMANENTE                    | 444.43    | 670.93  | GEOLOGO                 |                                     |
| 01           | SUELDO                        | 6,666.45  | 51      | ISPT                    | 1,066.01                            |
| 02           | DESPENSA                      | 546.50    | 54      | FONDO PENSIONES         | 766.64                              |
| 03           | TRANSPORTE                    | 339.50    | 58      | CUOTA SINDICAL          | 66.66                               |
| 30           | AGUINALDO                     | 25,038.89 | 65      | OTRAS DEDUCCIONES       | 2,000.00                            |
|              |                               |           |         |                         | DVIG DIAS DE VIGENCIA 15.00         |
|              |                               |           |         |                         | 51AG ISPT AGUINALDO 4,880.27        |
|              |                               |           |         |                         | IMP1 ISPT ART. 113 LISR 1,066.01    |
|              |                               |           |         |                         | IMP2 ISPT ART. 142 4,880.27         |
|              |                               |           |         |                         | EXEN BASE EXENTA 2,191.20           |
|              |                               |           |         |                         | PGR1 PERC. GRAVADA TIPO 1 7,552.45  |
|              |                               |           |         |                         | PGR2 PERC. GRAVADA TIPO 2 22,847.69 |
|              |                               |           |         |                         | PERC TOTAL PERCEPCIONES 32,591.34   |
|              |                               |           |         |                         | DEDU TOTAL DEDUCCIONES 3,899.31     |
|              |                               |           |         |                         | 3%FV 3% FONDO DE VIVIENDA 199.99    |
|              |                               |           |         |                         | FOND FONDO PENSIONES EMPRES 999.97  |
|              |                               |           |         |                         | SEDARSEDAR 133.33                   |
|              |                               |           |         |                         | AGUI PROVISION AGUINALDO 2,469.93   |
|              |                               |           |         |                         | TOTA NOMINA EN EFECTIVO 28,692.03   |
| 27-160-007   | AGUILAR LOPEZ SAUL OMAR       |           |         |                         |                                     |
| T.EMP:       | PERMANENTE                    | 364.37    | 632.61  | OPERADOR DE GRUA        |                                     |
| 01           | SUELDO                        | 5,465.55  | 51      | ISPT                    | 961.55                              |
| 02           | DESPENSA                      | 463.00    | 54      | FONDO PENSIONES         | 722.82                              |
| 03           | TRANSPORTE                    | 315.00    | 58      | CUOTA SINDICAL          | 54.66                               |
| 06           | PRIMA DE ALTO RI              | 819.83    | 65      | OTRAS DEDUCCIONES       | 9,421.16                            |
| 30           | AGUINALDO                     | 23,417.46 |         |                         |                                     |
|              |                               |           |         |                         | DVIG DIAS DE VIGENCIA 15.00         |
|              |                               |           |         |                         | 51AG ISPT AGUINALDO 4,533.93        |
|              |                               |           |         |                         | IMP1 ISPT ART. 113 LISR 961.55      |
|              |                               |           |         |                         | IMP2 ISPT ART. 142 4,533.93         |
|              |                               |           |         |                         | EXEN BASE EXENTA 2,191.20           |
|              |                               |           |         |                         | PGR1 PERC. GRAVADA TIPO 1 7,063.38  |
|              |                               |           |         |                         | PGR2 PERC. GRAVADA TIPO 2 21,226.26 |
|              |                               |           |         |                         | PERC TOTAL PERCEPCIONES 30,480.84   |
|              |                               |           |         |                         | DEDU TOTAL DEDUCCIONES 11,160.19    |
|              |                               |           |         |                         | 3%FV 3% FONDO DE VIVIENDA 188.56    |
|              |                               |           |         |                         | FOND FONDO PENSIONES EMPRES 942.81  |
|              |                               |           |         |                         | SEDARSEDAR 125.71                   |
|              |                               |           |         |                         | AGUI PROVISION AGUINALDO 2,516.60   |
|              |                               |           |         |                         | CHEQ PAGO POR CHEQUE 19,320.65      |
| 28-142-002   | IÑIGUEZ ROSAS GEMA ELIZABETH  |           |         |                         |                                     |
| T.EMP:       | PERMANENTE                    | 558.54    | 842.18  | AUXILIAR ADMINISTRATIVO |                                     |
| 01           | SUELDO                        | 8,378.10  | 51      | ISPT                    | 1,433.87                            |
| 02           | DESPENSA                      | 557.00    | 54      | FONDO PENSIONES         | 963.48                              |
| 03           | TRANSPORTE                    | 339.50    | 58      | CUOTA SINDICAL          | 83.78                               |
|              |                               |           |         |                         | DVIG DIAS DE VIGENCIA 15.00         |
|              |                               |           |         |                         | 51AG ISPT AGUINALDO 6,159.46        |
|              |                               |           |         |                         | IMP1 ISPT ART. 113 LISR 1,433.87    |

| Clave   | Nombre           | S.Diario  | S.Integ | DEDUCCIONES                        | CONCEPTOS |                                      |
|---|------------------|-----------|---------|------------------------------------|-----------|--------------------------------------|
| PERCEPCIONES                                  |                  |           |         |                                    |           |                                      |
| 30  | AGUINALDO        | 30,828.77 | 65      | OTRAS DEDUCCIONES                  | 36,121.70 | IMP2 ISPT ART. 142 6,159.46          |
|   |                  |           | 95      | PRESTAMO AYUDATE                   | 1,062.80  | EXEN BASE EXENTA 2,191.20            |
|   |                  |           |         |                                    |           | PGR1 PERC. GRAVADA TIPO 1 9,274.60   |
|   |                  |           |         |                                    |           | PGR2 PERC. GRAVADA TIPO 2 28,637.57  |
|   |                  |           |         |                                    |           | PERC TOTAL PERCEPCIONES 40,103.37    |
|   |                  |           |         |                                    |           | DEDU TOTAL DEDUCCIONES 39,665.63     |
|   |                  |           |         |                                    |           | 3%FV 3% FONDO DE VIVIENDA 251.34     |
|   |                  |           |         |                                    |           | FOND FONDO PENSIONES EMPRES 1,256.71 |
|   |                  |           |         |                                    |           | SEDARSEDAR 167.56                    |
|   |                  |           |         |                                    |           | AGUI PROVISION AGUINALDO 4,951.25    |
|   |                  |           |         |                                    |           | TOTA NOMINA EN EFECTIVO 437.74       |
| 30-261-004 SANCHEZ VIRGEN ARATH JUAN ABELARDO |                  |           |         |                                    |           |                                      |
| T.EMP:  | PERMANENTE       | 467.07    |         | 809.75AUXILIAR ELECTROMECHANICO    |           |                                      |
| 01  | SUELDO           | 7,006.05  | 51      | ISPT                               | 1,365.27  | DVIG DIAS DE VIGENCIA 15.00          |
| 02  | DESPENSA         | 557.00    | 54      | FONDO PENSIONES                    | 926.55    | 51AG ISPT AGUINALDO 5,906.82         |
| 03  | TRANSPORTE       | 339.50    | 58      | CUOTA SINDICAL                     | 70.06     | IMP1 ISPT ART. 113 LISR 1,365.27     |
| 06  | PRIMA DE ALTO RI | 1,050.91  | 65      | OTRAS DEDUCCIONES                  | 34,505.27 | IMP2 ISPT ART. 142 5,906.82          |
| 30  | AGUINALDO        | 29,844.87 |         |                                    |           | EXEN BASE EXENTA 2,191.20            |
|   |                  |           |         |                                    |           | PGR1 PERC. GRAVADA TIPO 1 8,953.45   |
|   |                  |           |         |                                    |           | PGR2 PERC. GRAVADA TIPO 2 27,653.67  |
|   |                  |           |         |                                    |           | PERC TOTAL PERCEPCIONES 38,798.33    |
|   |                  |           |         |                                    |           | DEDU TOTAL DEDUCCIONES 36,867.15     |
|   |                  |           |         |                                    |           | 3%FV 3% FONDO DE VIVIENDA 241.71     |
|   |                  |           |         |                                    |           | FOND FONDO PENSIONES EMPRES 1,208.54 |
|   |                  |           |         |                                    |           | SEDARSEDAR 161.14                    |
|   |                  |           |         |                                    |           | AGUI PROVISION AGUINALDO 3,082.51    |
|   |                  |           |         |                                    |           | TOTA NOMINA EN EFECTIVO 1,931.18     |
| 397-087 LAMADRID MONJARAS JULIAN GABRIEL      |                  |           |         |                                    |           |                                      |
| T.EMP:  | PERMANENTE       | 364.37    |         | 656.34OPERADOR DE EQUIPO DESAZOLVE |           |                                      |
| 01  | SUELDO           | 5,465.55  | 51      | ISPT                               | 1,019.92  | DVIG DIAS DE VIGENCIA 15.00          |
| 02  | DESPENSA         | 463.00    | 54      | FONDO PENSIONES                    | 754.25    | 51AG ISPT AGUINALDO 4,755.66         |
| 03  | TRANSPORTE       | 315.00    | 58      | CUOTA SINDICAL                     | 65.59     | IMP1 ISPT ART. 113 LISR 1,019.92     |
| 07  | PRIMA INSALUBRE  | 1,093.11  | 65      | OTRAS DEDUCCIONES                  | 11,444.17 | IMP2 ISPT ART. 142 4,755.66          |
| 30  | AGUINALDO        | 24,455.54 |         |                                    |           | EXEN BASE EXENTA 2,191.20            |
|   |                  |           |         |                                    |           | PGR1 PERC. GRAVADA TIPO 1 7,336.66   |
|   |                  |           |         |                                    |           | PGR2 PERC. GRAVADA TIPO 2 22,264.34  |
|   |                  |           |         |                                    |           | PERC TOTAL PERCEPCIONES 31,792.20    |
|   |                  |           |         |                                    |           | DEDU TOTAL DEDUCCIONES 13,283.93     |
|   |                  |           |         |                                    |           | 3%FV 3% FONDO DE VIVIENDA 196.76     |
|   |                  |           |         |                                    |           | FOND FONDO PENSIONES EMPRES 983.80   |
|   |                  |           |         |                                    |           | SEDARSEDAR 131.17                    |
|   |                  |           |         |                                    |           | AGUI PROVISION AGUINALDO 2,747.88    |
|   |                  |           |         |                                    |           | TOTA NOMINA EN EFECTIVO 18,508.27    |
| 397-088 CHAVEZ DIAZ JOSE JUAN                 |                  |           |         |                                    |           |                                      |
| T.EMP:  | PERMANENTE       | 329.07    |         | 587.93AYUDANTE DE DESAZOLVE        |           |                                      |
| 01  | SUELDO           | 4,936.05  | 51      | ISPT                               | 858.03    | DVIG DIAS DE VIGENCIA 15.00          |
| 02  | DESPENSA         | 407.50    | 54      | FONDO PENSIONES                    | 681.17    | 51AG ISPT AGUINALDO 4,216.04         |
| 03  | TRANSPORTE       | 248.00    | 58      | CUOTA SINDICAL                     | 59.23     | IMP1 ISPT ART. 113 LISR 858.03       |
| 07  | PRIMA INSALUBRE  | 987.21    | 65      | OTRAS DEDUCCIONES                  | 449.86    | IMP2 ISPT ART. 142 4,216.04          |
| 30  | AGUINALDO        | 21,929.20 |         |                                    |           | EXEN BASE EXENTA 2,191.20            |
|   |                  |           |         |                                    |           | PGR1 PERC. GRAVADA TIPO 1 6,578.76   |
|   |                  |           |         |                                    |           | PGR2 PERC. GRAVADA TIPO 2 19,738.00  |
|   |                  |           |         |                                    |           | PERC TOTAL PERCEPCIONES 28,507.96    |
|   |                  |           |         |                                    |           | DEDU TOTAL DEDUCCIONES 2,048.29      |
|   |                  |           |         |                                    |           | 3%FV 3% FONDO DE VIVIENDA 177.70     |

| Clave      | Nombre                      | S.Diario  | S.Integ  | PERCEPCIONES      | DEDUCCIONES | CONCEPTOS                    |           |
|------------|-----------------------------|-----------|----------|-------------------|-------------|------------------------------|-----------|
|            |                             |           |          |                   |             | FOND FONDO PENSIONES EMPRES  | 888.49    |
|            |                             |           |          |                   |             | SEDARSEDAR                   | 118.47    |
|            |                             |           |          |                   |             | AGUI PROVISION AGUINALDO     | 2,505.72  |
|            |                             |           |          |                   |             | TOTA NOMINA EN EFECTIVO      | 26,459.67 |
| 45-140-003 | HUERTA OVIEDO EDUARDO       |           |          |                   |             |                              |           |
| T.EMP:     | PERMANENTE                  | 811.50    | 1,223.11 |                   |             | JEFE DE POZOS                |           |
| 01         | SUELDO                      | 12,172.50 | 51       | ISPT              | 2,372.17    | DVIG DIAS DE VIGENCIA        | 15.00     |
| 02         | DESPENSA                    | 727.50    | 54       | FONDO PENSIONES   | 1,399.84    | 51AG ISPT AGUINALDO          | 9,954.17  |
| 03         | TRANSPORTE                  | 454.00    | 65       | OTRAS DEDUCCIONES | 12,653.44   | IMP1 ISPT ART. 113 LISR      | 2,372.17  |
| 30         | AGUINALDO                   | 44,513.34 |          |                   |             | IMP2 ISPT ART. 142           | 9,954.17  |
|            |                             |           |          |                   |             | EXEN BASE EXENTA             | 2,191.20  |
|            |                             |           |          |                   |             | PGR1 PERC. GRAVADA TIPO 1    | 13,354.00 |
|            |                             |           |          |                   |             | PGR2 PERC. GRAVADA TIPO 2    | 42,322.14 |
|            |                             |           |          |                   |             | PERC TOTAL PERCEPCIONES      | 57,867.34 |
|            |                             |           |          |                   |             | DEDU TOTAL DEDUCCIONES       | 16,425.45 |
|            |                             |           |          |                   |             | 3%FV 3% FONDO DE VIVIENDA    | 365.18    |
|            |                             |           |          |                   |             | FOND FONDO PENSIONES EMPRES  | 1,825.88  |
|            |                             |           |          |                   |             | SEDARSEDAR                   | 243.45    |
|            |                             |           |          |                   |             | AGUI PROVISION AGUINALDO     | 6,436.05  |
|            |                             |           |          |                   |             | TOTA NOMINA EN EFECTIVO      | 41,441.89 |
| 46-149-010 | CARRANCO CERVANTES FERNANDO |           |          |                   |             |                              |           |
| T.EMP:     | PERMANENTE                  | 364.37    | 658.78   |                   |             | OPERADOR DE EQUIPO DESAZOLVE |           |
| 01         | SUELDO                      | 5,465.55  | 51       | ISPT              | 1,019.92    | DVIG DIAS DE VIGENCIA        | 15.00     |
| 02         | DESPENSA                    | 463.00    | 54       | FONDO PENSIONES   | 754.25      | 51AG ISPT AGUINALDO          | 4,755.66  |
| 03         | TRANSPORTE                  | 315.00    | 58       | CUOTA SINDICAL    | 65.59       | IMP1 ISPT ART. 113 LISR      | 1,019.92  |
| 07         | PRIMA INSALUBRE             | 1,093.11  | 65       | OTRAS DEDUCCIONES | 2,968.27    | IMP2 ISPT ART. 142           | 4,755.66  |
| 30         | AGUINALDO                   | 24,455.54 |          |                   |             | EXEN BASE EXENTA             | 2,191.20  |
|            |                             |           |          |                   |             | PGR1 PERC. GRAVADA TIPO 1    | 7,336.66  |
|            |                             |           |          |                   |             | PGR2 PERC. GRAVADA TIPO 2    | 22,264.34 |
|            |                             |           |          |                   |             | PERC TOTAL PERCEPCIONES      | 31,792.20 |
|            |                             |           |          |                   |             | DEDU TOTAL DEDUCCIONES       | 4,808.03  |
|            |                             |           |          |                   |             | 3%FV 3% FONDO DE VIVIENDA    | 196.76    |
|            |                             |           |          |                   |             | FOND FONDO PENSIONES EMPRES  | 983.80    |
|            |                             |           |          |                   |             | SEDARSEDAR                   | 131.17    |
|            |                             |           |          |                   |             | AGUI PROVISION AGUINALDO     | 2,747.88  |
|            |                             |           |          |                   |             | TOTA NOMINA EN EFECTIVO      | 26,984.17 |
| 48-115-001 | MURGUIA JIMENEZ RAFAEL      |           |          |                   |             |                              |           |
| T.EMP:     | PERMANENTE                  | 467.07    | 819.65   |                   |             | OPERADOR DE PERFORACION      |           |
| 01         | SUELDO                      | 7,006.05  | 51       | ISPT              | 1,365.27    | DVIG DIAS DE VIGENCIA        | 15.00     |
| 02         | DESPENSA                    | 557.00    | 54       | FONDO PENSIONES   | 926.55      | 51AG ISPT AGUINALDO          | 5,906.82  |
| 03         | TRANSPORTE                  | 339.50    | 58       | CUOTA SINDICAL    | 70.06       | IMP1 ISPT ART. 113 LISR      | 1,365.27  |
| 06         | PRIMA DE ALTO RI            | 1,050.91  | 65       | OTRAS DEDUCCIONES | 2,448.79    | IMP2 ISPT ART. 142           | 5,906.82  |
| 30         | AGUINALDO                   | 29,844.87 |          |                   |             | EXEN BASE EXENTA             | 2,191.20  |
|            |                             |           |          |                   |             | PGR1 PERC. GRAVADA TIPO 1    | 8,953.45  |
|            |                             |           |          |                   |             | PGR2 PERC. GRAVADA TIPO 2    | 27,653.67 |
|            |                             |           |          |                   |             | PERC TOTAL PERCEPCIONES      | 38,798.33 |
|            |                             |           |          |                   |             | DEDU TOTAL DEDUCCIONES       | 4,810.67  |
|            |                             |           |          |                   |             | 3%FV 3% FONDO DE VIVIENDA    | 241.71    |
|            |                             |           |          |                   |             | FOND FONDO PENSIONES EMPRES  | 1,208.54  |
|            |                             |           |          |                   |             | SEDARSEDAR                   | 161.14    |
|            |                             |           |          |                   |             | AGUI PROVISION AGUINALDO     | 3,082.51  |
|            |                             |           |          |                   |             | TOTA NOMINA EN EFECTIVO      | 33,987.66 |
| 48-206-002 | JAUREGUI VALDIVIA RUBEN     |           |          |                   |             |                              |           |
| T.EMP:     | PERMANENTE                  | 308.97    | 540.81   |                   |             | PERFORADOR                   |           |

| Clave                                     | Nombre           | S.Diario  | S.Integ | DEDUCCIONES       | CONCEPTOS              |                             |           |
|---|------------------|-----------|---------|-------------------|------------------------|-----------------------------|-----------|
| <b>PERCEPCIONES</b>                       |                  |           |         |                   |                        |                             |           |
| 01  | SUELDO           | 4,634.55  | 51      | ISPT              | 725.38                 | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02  | DESPENSA         | 394.00    | 54      | FONDO PENSIONES   | 612.92                 | 51AG ISPT AGUINALDO         | 3,773.86  |
| 03  | TRANSPORTE       | 234.00    | 58      | CUOTA SINDICAL    | 46.35                  | IMP1 ISPT ART. 113 LISR     | 725.38    |
| 06  | PRIMA DE ALTO RI | 695.18    | 65      | OTRAS DEDUCCIONES | 1,317.00               | IMP2 ISPT ART. 142          | 3,773.86  |
| 30  | AGUINALDO        | 19,859.10 |         |                   |                        | EXEN BASE EXENTA            | 2,191.20  |
|   |                  |           |         |                   |                        | PGR1 PERC. GRAVADA TIPO 1   | 5,957.73  |
|   |                  |           |         |                   |                        | PGR2 PERC. GRAVADA TIPO 2   | 17,667.89 |
|   |                  |           |         |                   |                        | PERC TOTAL PERCEPCIONES     | 25,816.83 |
|   |                  |           |         |                   |                        | DEDU TOTAL DEDUCCIONES      | 2,701.65  |
|   |                  |           |         |                   |                        | 3%FV 3% FONDO DE VIVIENDA   | 159.89    |
|   |                  |           |         |                   |                        | FOND FONDO PENSIONES EMPRES | 799.46    |
|   |                  |           |         |                   |                        | SEDARSEDAR                  | 106.59    |
|   |                  |           |         |                   |                        | AGUI PROVISION AGUINALDO    | 2,345.24  |
|   |                  |           |         |                   |                        | TOTA NOMINA EN EFECTIVO     | 23,115.18 |
| <b>48-215-004 DIAZ DIAZ OSCAR</b>         |                  |           |         |                   |                        |                             |           |
| T.EMP:                                    | PERMANENTE       | 283.57    |         | 497.67            | AYUDANTE DE PERFORADOR |                             |           |
| 01  | SUELDO           | 4,253.55  | 51      | ISPT              | 621.97                 | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02  | DESPENSA         | 358.50    | 54      | FONDO PENSIONES   | 562.53                 | 51AG ISPT AGUINALDO         | 3,159.10  |
| 03  | TRANSPORTE       | 223.50    | 58      | CUOTA SINDICAL    | 42.54                  | IMP1 ISPT ART. 113 LISR     | 621.97    |
| 06  | PRIMA DE ALTO RI | 638.03    | 65      | OTRAS DEDUCCIONES | 1,754.00               | IMP2 ISPT ART. 142          | 3,159.10  |
| 30  | AGUINALDO        | 18,194.18 |         |                   |                        | EXEN BASE EXENTA            | 2,191.20  |
|   |                  |           |         |                   |                        | PGR1 PERC. GRAVADA TIPO 1   | 5,473.58  |
|   |                  |           |         |                   |                        | PGR2 PERC. GRAVADA TIPO 2   | 16,002.98 |
|   |                  |           |         |                   |                        | PERC TOTAL PERCEPCIONES     | 23,667.76 |
|   |                  |           |         |                   |                        | DEDU TOTAL DEDUCCIONES      | 2,981.04  |
|   |                  |           |         |                   |                        | 3%FV 3% FONDO DE VIVIENDA   | 146.75    |
|   |                  |           |         |                   |                        | FOND FONDO PENSIONES EMPRES | 733.74    |
|   |                  |           |         |                   |                        | SEDARSEDAR                  | 97.83     |
|   |                  |           |         |                   |                        | AGUI PROVISION AGUINALDO    | 2,139.36  |
|   |                  |           |         |                   |                        | TOTA NOMINA EN EFECTIVO     | 20,686.72 |
| <b>48-215-006 PONCE GUTIERREZ IGNACIO</b> |                  |           |         |                   |                        |                             |           |
| T.EMP:                                    | PERMANENTE       | 308.97    |         | 539.75            | PERFORADOR             |                             |           |
| 01  | SUELDO           | 4,634.55  | 51      | ISPT              | 725.38                 | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02  | DESPENSA         | 394.00    | 54      | FONDO PENSIONES   | 612.92                 | 51AG ISPT AGUINALDO         | 3,761.99  |
| 03  | TRANSPORTE       | 234.00    | 58      | CUOTA SINDICAL    | 46.35                  | IMP1 ISPT ART. 113 LISR     | 725.38    |
| 06  | PRIMA DE ALTO RI | 695.18    | 65      | OTRAS DEDUCCIONES | 2,218.57               | IMP2 ISPT ART. 142          | 3,761.99  |
| 30  | AGUINALDO        | 19,803.49 | 95      | PRESTAMO AYUDATE  | 553.99                 | EXEN BASE EXENTA            | 2,191.20  |
|   |                  |           |         |                   |                        | PGR1 PERC. GRAVADA TIPO 1   | 5,957.73  |
|   |                  |           |         |                   |                        | PGR2 PERC. GRAVADA TIPO 2   | 17,612.29 |
|   |                  |           |         |                   |                        | PERC TOTAL PERCEPCIONES     | 25,761.22 |
|   |                  |           |         |                   |                        | DEDU TOTAL DEDUCCIONES      | 4,157.21  |
|   |                  |           |         |                   |                        | 3%FV 3% FONDO DE VIVIENDA   | 159.89    |
|   |                  |           |         |                   |                        | FOND FONDO PENSIONES EMPRES | 799.46    |
|   |                  |           |         |                   |                        | SEDARSEDAR                  | 106.59    |
|   |                  |           |         |                   |                        | AGUI PROVISION AGUINALDO    | 2,289.63  |
|   |                  |           |         |                   |                        | TOTA NOMINA EN EFECTIVO     | 21,604.01 |
| <b>49-206-002 PLATA MEJIA JOSE LUIS</b>   |                  |           |         |                   |                        |                             |           |
| T.EMP:                                    | PERMANENTE       | 308.97    |         | 542.46            | PERFORADOR             |                             |           |
| 01  | SUELDO           | 4,634.55  | 51      | ISPT              | 725.38                 | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02  | DESPENSA         | 394.00    | 54      | FONDO PENSIONES   | 612.92                 | 51AG ISPT AGUINALDO         | 3,773.86  |
| 03  | TRANSPORTE       | 234.00    | 58      | CUOTA SINDICAL    | 46.35                  | IMP1 ISPT ART. 113 LISR     | 725.38    |
| 06  | PRIMA DE ALTO RI | 695.18    | 65      | OTRAS DEDUCCIONES | 1,900.00               | IMP2 ISPT ART. 142          | 3,773.86  |
| 30  | AGUINALDO        | 19,859.10 | 95      | PRESTAMO AYUDATE  | 628.59                 | EXEN BASE EXENTA            | 2,191.20  |
|   |                  |           |         |                   |                        | PGR1 PERC. GRAVADA TIPO 1   | 5,957.73  |
|   |                  |           |         |                   |                        | PGR2 PERC. GRAVADA TIPO 2   | 17,667.89 |

| Clave                                      | Nombre           | S.Diario  | S.Integ | PERCEPCIONES            | DEDUCCIONES | CONCEPTOS               |                             |           |
|--|------------------|-----------|---------|-------------------------|-------------|-------------------------|-----------------------------|-----------|
|  |                  |           |         |                         |             |                         | PERC TOTAL PERCEPCIONES     | 25,816.83 |
|  |                  |           |         |                         |             |                         | DEDU TOTAL DEDUCCIONES      | 3,913.24  |
|  |                  |           |         |                         |             |                         | 3%FV 3% FONDO DE VIVIENDA   | 159.89    |
|  |                  |           |         |                         |             |                         | FOND FONDO PENSIONES EMPRES | 799.46    |
|  |                  |           |         |                         |             |                         | SEDARSEDAR                  | 106.59    |
|  |                  |           |         |                         |             |                         | AGUI PROVISION AGUINALDO    | 2,345.24  |
|  |                  |           |         |                         |             |                         | TOTA NOMINA EN EFECTIVO     | 21,903.59 |
| 49-206-003 MENCHACA FONSECA JORGE FERNANDO |                  |           |         |                         |             |                         |                             |           |
| T.EMP:                                     | PERMANENTE       | 467.07    | 819.65  | OPERADOR DE PERFORACION |             |                         |                             |           |
| 01   | SUELDO           | 7,006.05  | 51      | ISPT                    | 1,365.27    | DVIG DIAS DE VIGENCIA   | 15.00                       |           |
| 02   | DESPENSA         | 557.00    | 54      | FONDO PENSIONES         | 926.55      | 51AG ISPT AGUINALDO     | 5,906.82                    |           |
| 03   | TRANSPORTE       | 339.50    | 58      | CUOTA SINDICAL          | 70.06       | IMP1 ISPT ART. 113 LISR | 1,365.27                    |           |
| 06   | PRIMA DE ALTO RI | 1,050.91  | 65      | OTRAS DEDUCCIONES       | 4,067.41    | IMP2 ISPT ART. 142      | 5,906.82                    |           |
| 30   | AGUINALDO        | 29,844.87 | 95      | PRESTAMO AYUDATE        | 1,062.80    | EXEN BASE EXENTA        | 2,191.20                    |           |
|  |                  |           |         |                         |             |                         | PGR1 PERC. GRAVADA TIPO 1   | 8,953.45  |
|  |                  |           |         |                         |             |                         | PGR2 PERC. GRAVADA TIPO 2   | 27,653.67 |
|  |                  |           |         |                         |             |                         | PERC TOTAL PERCEPCIONES     | 38,798.33 |
|  |                  |           |         |                         |             |                         | DEDU TOTAL DEDUCCIONES      | 7,492.09  |
|  |                  |           |         |                         |             |                         | 3%FV 3% FONDO DE VIVIENDA   | 241.71    |
|  |                  |           |         |                         |             |                         | FOND FONDO PENSIONES EMPRES | 1,208.54  |
|  |                  |           |         |                         |             |                         | SEDARSEDAR                  | 161.14    |
|  |                  |           |         |                         |             |                         | AGUI PROVISION AGUINALDO    | 3,082.51  |
|  |                  |           |         |                         |             |                         | TOTA NOMINA EN EFECTIVO     | 31,306.24 |
| 49-215-006 MOSQUEDA MOSQUEDA ROBERTO       |                  |           |         |                         |             |                         |                             |           |
| T.EMP:                                     | PERMANENTE       | 283.57    | 496.40  | AYUDANTE DE PERFORADOR  |             |                         |                             |           |
| 01   | SUELDO           | 4,253.55  | 51      | ISPT                    | 621.97      | DVIG DIAS DE VIGENCIA   | 15.00                       |           |
| 02   | DESPENSA         | 358.50    | 54      | FONDO PENSIONES         | 562.53      | 51AG ISPT AGUINALDO     | 3,170.01                    |           |
| 03   | TRANSPORTE       | 223.50    | 58      | CUOTA SINDICAL          | 42.54       | IMP1 ISPT ART. 113 LISR | 621.97                      |           |
| 06   | PRIMA DE ALTO RI | 638.03    | 65      | OTRAS DEDUCCIONES       | 1,554.00    | IMP2 ISPT ART. 142      | 3,170.01                    |           |
| 30   | AGUINALDO        | 18,245.27 |         |                         |             | EXEN BASE EXENTA        | 2,191.20                    |           |
|  |                  |           |         |                         |             |                         | PGR1 PERC. GRAVADA TIPO 1   | 5,473.58  |
|  |                  |           |         |                         |             |                         | PGR2 PERC. GRAVADA TIPO 2   | 16,054.07 |
|  |                  |           |         |                         |             |                         | PERC TOTAL PERCEPCIONES     | 23,718.85 |
|  |                  |           |         |                         |             |                         | DEDU TOTAL DEDUCCIONES      | 2,781.04  |
|  |                  |           |         |                         |             |                         | 3%FV 3% FONDO DE VIVIENDA   | 146.75    |
|  |                  |           |         |                         |             |                         | FOND FONDO PENSIONES EMPRES | 733.74    |
|  |                  |           |         |                         |             |                         | SEDARSEDAR                  | 97.83     |
|  |                  |           |         |                         |             |                         | AGUI PROVISION AGUINALDO    | 2,190.45  |
|  |                  |           |         |                         |             |                         | TOTA NOMINA EN EFECTIVO     | 20,937.81 |
| 49-215-007 RUVALCABA DIAZ RAUL             |                  |           |         |                         |             |                         |                             |           |
| T.EMP:                                     | PERMANENTE       | 308.97    | 534.54  | PERFORADOR              |             |                         |                             |           |
| 01   | SUELDO           | 4,634.55  | 51      | ISPT                    | 725.38      | DVIG DIAS DE VIGENCIA   | 15.00                       |           |
| 02   | DESPENSA         | 394.00    | 54      | FONDO PENSIONES         | 612.92      | 51AG ISPT AGUINALDO     | 3,681.39                    |           |
| 03   | TRANSPORTE       | 234.00    | 58      | CUOTA SINDICAL          | 46.35       | IMP1 ISPT ART. 113 LISR | 725.38                      |           |
| 06   | PRIMA DE ALTO RI | 695.18    | 65      | OTRAS DEDUCCIONES       | 1,927.00    | IMP2 ISPT ART. 142      | 3,681.39                    |           |
| 30   | AGUINALDO        | 19,426.17 | 95      | PRESTAMO AYUDATE        | 628.59      | EXEN BASE EXENTA        | 2,191.20                    |           |
|  |                  |           |         |                         |             |                         | PGR1 PERC. GRAVADA TIPO 1   | 5,957.73  |
|  |                  |           |         |                         |             |                         | PGR2 PERC. GRAVADA TIPO 2   | 17,234.96 |
|  |                  |           |         |                         |             |                         | PERC TOTAL PERCEPCIONES     | 25,383.90 |
|  |                  |           |         |                         |             |                         | DEDU TOTAL DEDUCCIONES      | 3,940.24  |
|  |                  |           |         |                         |             |                         | 3%FV 3% FONDO DE VIVIENDA   | 159.89    |
|  |                  |           |         |                         |             |                         | FOND FONDO PENSIONES EMPRES | 799.46    |
|  |                  |           |         |                         |             |                         | SEDARSEDAR                  | 106.59    |
|  |                  |           |         |                         |             |                         | AGUI PROVISION AGUINALDO    | 1,912.31  |
|  |                  |           |         |                         |             |                         | TOTA NOMINA EN EFECTIVO     | 21,443.66 |

| Clave      | Nombre                      | S.Diario  | S.Integ | PERCEPCIONES      | DEDUCCIONES | CONCEPTOS                            |
|------------|-----------------------------|-----------|---------|-------------------|-------------|--------------------------------------|
| 50-043-009 | VILLALOBOS NUÑO ELIAS       |           |         |                   |             |                                      |
| T.EMP:     | PERMANENTE                  | 283.57    | 490.92  |                   |             | AYUDANTE DE PERFORADOR               |
| 01         | SUELDO                      | 4,253.55  | 51      | ISPT              | 621.97      | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | DESPENSA                    | 358.50    | 54      | FONDO PENSIONES   | 562.53      | 51AG ISPT AGUINALDO 3,170.01         |
| 03         | TRANSPORTE                  | 223.50    | 58      | CUOTA SINDICAL    | 42.54       | IMP1 ISPT ART. 113 LISR 621.97       |
| 06         | PRIMA DE ALTO RI            | 638.03    | 65      | OTRAS DEDUCCIONES | 752.80      | IMP2 ISPT ART. 142 3,170.01          |
| 30         | AGUINALDO                   | 18,245.27 |         |                   |             | EXEN BASE EXENTA 2,191.20            |
|            |                             |           |         |                   |             | PGR1 PERC. GRAVADA TIPO 1 5,473.58   |
|            |                             |           |         |                   |             | PGR2 PERC. GRAVADA TIPO 2 16,054.07  |
|            |                             |           |         |                   |             | PERC TOTAL PERCEPCIONES 23,718.85    |
|            |                             |           |         |                   |             | DEDU TOTAL DEDUCCIONES 1,979.84      |
|            |                             |           |         |                   |             | 3%FV 3% FONDO DE VIVIENDA 146.75     |
|            |                             |           |         |                   |             | FOND FONDO PENSIONES EMPRES 733.74   |
|            |                             |           |         |                   |             | SEDARSEDAR 97.83                     |
|            |                             |           |         |                   |             | AGUI PROVISION AGUINALDO 2,190.45    |
|            |                             |           |         |                   |             | TOTA NOMINA EN EFECTIVO 21,739.01    |
| 50-116-001 | IÑIGUEZ MALDONADO AURELIANO |           |         |                   |             |                                      |
| T.EMP:     | PERMANENTE                  | 467.07    | 814.68  |                   |             | OPERADOR DE PERFORACION              |
| 01         | SUELDO                      | 7,006.05  | 51      | ISPT              | 1,365.27    | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | DESPENSA                    | 557.00    | 54      | FONDO PENSIONES   | 926.55      | 51AG ISPT AGUINALDO 5,906.82         |
| 03         | TRANSPORTE                  | 339.50    | 58      | CUOTA SINDICAL    | 70.06       | IMP1 ISPT ART. 113 LISR 1,365.27     |
| 06         | PRIMA DE ALTO RI            | 1,050.91  | 65      | OTRAS DEDUCCIONES | 2,748.00    | IMP2 ISPT ART. 142 5,906.82          |
| 30         | AGUINALDO                   | 29,844.87 |         |                   |             | EXEN BASE EXENTA 2,191.20            |
|            |                             |           |         |                   |             | PGR1 PERC. GRAVADA TIPO 1 8,953.45   |
|            |                             |           |         |                   |             | PGR2 PERC. GRAVADA TIPO 2 27,653.67  |
|            |                             |           |         |                   |             | PERC TOTAL PERCEPCIONES 38,798.33    |
|            |                             |           |         |                   |             | DEDU TOTAL DEDUCCIONES 5,109.88      |
|            |                             |           |         |                   |             | 3%FV 3% FONDO DE VIVIENDA 241.71     |
|            |                             |           |         |                   |             | FOND FONDO PENSIONES EMPRES 1,208.54 |
|            |                             |           |         |                   |             | SEDARSEDAR 161.14                    |
|            |                             |           |         |                   |             | AGUI PROVISION AGUINALDO 3,082.51    |
|            |                             |           |         |                   |             | TOTA NOMINA EN EFECTIVO 33,688.45    |
| 50-206-002 | VILLALOBOS NUÑO JOSE        |           |         |                   |             |                                      |
| T.EMP:     | PERMANENTE                  | 467.07    | 814.27  |                   |             | OPERADOR DE PERFORACION              |
| 01         | SUELDO                      | 7,006.05  | 51      | ISPT              | 1,365.27    | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | DESPENSA                    | 557.00    | 54      | FONDO PENSIONES   | 926.55      | 51AG ISPT AGUINALDO 5,888.97         |
| 03         | TRANSPORTE                  | 339.50    | 58      | CUOTA SINDICAL    | 70.06       | IMP1 ISPT ART. 113 LISR 1,365.27     |
| 06         | PRIMA DE ALTO RI            | 1,050.91  | 65      | OTRAS DEDUCCIONES | 2,648.00    | IMP2 ISPT ART. 142 5,888.97          |
| 30         | AGUINALDO                   | 29,761.30 |         |                   |             | EXEN BASE EXENTA 2,191.20            |
|            |                             |           |         |                   |             | PGR1 PERC. GRAVADA TIPO 1 8,953.45   |
|            |                             |           |         |                   |             | PGR2 PERC. GRAVADA TIPO 2 27,570.10  |
|            |                             |           |         |                   |             | PERC TOTAL PERCEPCIONES 38,714.76    |
|            |                             |           |         |                   |             | DEDU TOTAL DEDUCCIONES 5,009.88      |
|            |                             |           |         |                   |             | 3%FV 3% FONDO DE VIVIENDA 241.71     |
|            |                             |           |         |                   |             | FOND FONDO PENSIONES EMPRES 1,208.54 |
|            |                             |           |         |                   |             | SEDARSEDAR 161.14                    |
|            |                             |           |         |                   |             | AGUI PROVISION AGUINALDO 2,998.94    |
|            |                             |           |         |                   |             | TOTA NOMINA EN EFECTIVO 33,704.88    |
| 50-206-003 | PIÑA RODRIGUEZ JUAN CARLOS  |           |         |                   |             |                                      |
| T.EMP:     | PERMANENTE                  | 308.97    | 537.22  |                   |             | PERFORADOR                           |
| 01         | SUELDO                      | 4,634.55  | 51      | ISPT              | 725.38      | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | DESPENSA                    | 394.00    | 54      | FONDO PENSIONES   | 612.92      | 51AG ISPT AGUINALDO 3,761.99         |
| 03         | TRANSPORTE                  | 234.00    | 58      | CUOTA SINDICAL    | 46.35       | IMP1 ISPT ART. 113 LISR 725.38       |
| 06         | PRIMA DE ALTO RI            | 695.18    | 65      | OTRAS DEDUCCIONES | 2,550.00    | IMP2 ISPT ART. 142 3,761.99          |

| Clave                                    | Nombre           | S.Diario  | S.Integ | DEDUCCIONES            | CONCEPTOS                   |                                     |
|--|------------------|-----------|---------|------------------------|-----------------------------|-------------------------------------|
| PERCEPCIONES                             |                  |           |         |                        |                             |                                     |
| 30                                       | AGUINALDO        | 19,803.49 |         |                        | EXEN BASE EXENTA            | 2,191.20                            |
|  |                  |           |         |                        | PGR1 PERC. GRAVADA TIPO 1   | 5,957.73                            |
|  |                  |           |         |                        | PGR2 PERC. GRAVADA TIPO 2   | 17,612.29                           |
|  |                  |           |         |                        | PERC TOTAL PERCEPCIONES     | 25,761.22                           |
|  |                  |           |         |                        | DEDU TOTAL DEDUCCIONES      | 3,934.65                            |
|  |                  |           |         |                        | 3%FV 3% FONDO DE VIVIENDA   | 159.89                              |
|  |                  |           |         |                        | FOND FONDO PENSIONES EMPRES | 799.46                              |
|  |                  |           |         |                        | SEDARSEDAR                  | 106.59                              |
|  |                  |           |         |                        | AGUI PROVISION AGUINALDO    | 2,289.63                            |
|  |                  |           |         |                        | TOTA NOMINA EN EFECTIVO     | 21,826.57                           |
| 50-215-005 IÑIGUEZ DE LA TORRE GUILLERMO |                  |           |         |                        |                             |                                     |
| T.EMP:                                   | PERMANENTE       | 308.97    | 540.26  | PERFORADOR             |                             |                                     |
| 01                                       | SUELDO           | 4,634.55  | 51      | ISPT                   | 725.38                      | DVIG DIAS DE VIGENCIA 15.00         |
| 02                                       | DESPENSA         | 394.00    | 54      | FONDO PENSIONES        | 612.92                      | 51AG ISPT AGUINALDO 3,750.96        |
| 03                                       | TRANSPORTE       | 234.00    | 58      | CUOTA SINDICAL         | 46.35                       | IMP1 ISPT ART. 113 LISR 725.38      |
| 06                                       | PRIMA DE ALTO RI | 695.18    |         |                        |                             | IMP2 ISPT ART. 142 3,750.96         |
| 30                                       | AGUINALDO        | 19,751.86 |         |                        |                             | EXEN BASE EXENTA 2,191.20           |
|  |                  |           |         |                        |                             | PGR1 PERC. GRAVADA TIPO 1 5,957.73  |
|  |                  |           |         |                        |                             | PGR2 PERC. GRAVADA TIPO 2 17,560.66 |
|  |                  |           |         |                        |                             | PERC TOTAL PERCEPCIONES 25,709.59   |
|  |                  |           |         |                        |                             | DEDU TOTAL DEDUCCIONES 1,384.65     |
|  |                  |           |         |                        |                             | 3%FV 3% FONDO DE VIVIENDA 159.89    |
|  |                  |           |         |                        |                             | FOND FONDO PENSIONES EMPRES 799.46  |
|  |                  |           |         |                        |                             | SEDARSEDAR 106.59                   |
|  |                  |           |         |                        |                             | AGUI PROVISION AGUINALDO 2,238.00   |
|  |                  |           |         |                        |                             | TOTA NOMINA EN EFECTIVO 24,324.94   |
| 50-215-006 JAUREGUI NUÑO JOSE            |                  |           |         |                        |                             |                                     |
| T.EMP:                                   | PERMANENTE       | 283.57    | 497.67  | AYUDANTE DE PERFORADOR |                             |                                     |
| 01                                       | SUELDO           | 4,253.55  | 51      | ISPT                   | 621.97                      | DVIG DIAS DE VIGENCIA 15.00         |
| 02                                       | DESPENSA         | 358.50    | 54      | FONDO PENSIONES        | 562.53                      | 51AG ISPT AGUINALDO 3,159.10        |
| 03                                       | TRANSPORTE       | 223.50    | 58      | CUOTA SINDICAL         | 42.54                       | IMP1 ISPT ART. 113 LISR 621.97      |
| 06                                       | PRIMA DE ALTO RI | 638.03    |         |                        |                             | IMP2 ISPT ART. 142 3,159.10         |
| 30                                       | AGUINALDO        | 18,194.18 |         |                        |                             | EXEN BASE EXENTA 2,191.20           |
|  |                  |           |         |                        |                             | PGR1 PERC. GRAVADA TIPO 1 5,473.58  |
|  |                  |           |         |                        |                             | PGR2 PERC. GRAVADA TIPO 2 16,002.98 |
|  |                  |           |         |                        |                             | PERC TOTAL PERCEPCIONES 23,667.76   |
|  |                  |           |         |                        |                             | DEDU TOTAL DEDUCCIONES 1,227.04     |
|  |                  |           |         |                        |                             | 3%FV 3% FONDO DE VIVIENDA 146.75    |
|  |                  |           |         |                        |                             | FOND FONDO PENSIONES EMPRES 733.74  |
|  |                  |           |         |                        |                             | SEDARSEDAR 97.83                    |
|  |                  |           |         |                        |                             | AGUI PROVISION AGUINALDO 2,139.36   |
|  |                  |           |         |                        |                             | TOTA NOMINA EN EFECTIVO 22,440.72   |
| 50-215-007 TORNERO GARCIA DAVID          |                  |           |         |                        |                             |                                     |
| T.EMP:                                   | PERMANENTE       | 329.07    | 459.76  | AYUDANTE DE VIDEO      |                             |                                     |
| 01                                       | SUELDO           | 4,936.05  | 51      | ISPT                   | 805.32                      | DVIG DIAS DE VIGENCIA 15.00         |
| 02                                       | DESPENSA         | 407.50    | 54      | FONDO PENSIONES        | 652.79                      | 51AG ISPT AGUINALDO 4,040.32        |
| 03                                       | TRANSPORTE       | 248.00    | 58      | CUOTA SINDICAL         | 49.36                       | IMP1 ISPT ART. 113 LISR 805.32      |
| 06                                       | PRIMA DE ALTO RI | 740.41    | 65      | OTRAS DEDUCCIONES      | 8,708.17                    | IMP2 ISPT ART. 142 4,040.32         |
| 30                                       | AGUINALDO        | 21,106.54 |         |                        |                             | EXEN BASE EXENTA 2,191.20           |
|  |                  |           |         |                        |                             | PGR1 PERC. GRAVADA TIPO 1 6,331.96  |
|  |                  |           |         |                        |                             | PGR2 PERC. GRAVADA TIPO 2 18,915.34 |
|  |                  |           |         |                        |                             | PERC TOTAL PERCEPCIONES 27,438.50   |
|  |                  |           |         |                        |                             | DEDU TOTAL DEDUCCIONES 10,215.64    |
|  |                  |           |         |                        |                             | 3%FV 3% FONDO DE VIVIENDA 170.29    |
|  |                  |           |         |                        |                             | FOND FONDO PENSIONES EMPRES 851.47  |



| Clave                                    | Nombre           | S.Diario  | S.Integ | PERCEPCIONES         | DEDUCCIONES            | CONCEPTOS               |                             |           |
|--|------------------|-----------|---------|----------------------|------------------------|-------------------------|-----------------------------|-----------|
|  |                  |           |         |                      |                        |                         | SEDARSEDAR                  | 113.53    |
|  |                  |           |         |                      |                        |                         | AGUI PROVISION AGUINALDO    | 2,409.94  |
|  |                  |           |         |                      |                        |                         | TOTA NOMINA EN EFECTIVO     | 17,222.86 |
| 51-043-003 RUIZ FLORES HELIODORO         |                  |           |         |                      |                        |                         |                             |           |
| T.EMP:                                   | PERMANENTE       | 283.57    |         | 493.48               | AYUDANTE DE PERFORADOR |                         |                             |           |
| 01                                       | SUELDO           | 4,253.55  | 51      | ISPT                 | 621.97                 | DVIG DIAS DE VIGENCIA   | 15.00                       |           |
| 02                                       | DESPENSA         | 358.50    | 54      | FONDO PENSIONES      | 562.53                 | 51AG ISPT AGUINALDO     | 3,085.05                    |           |
| 03                                       | TRANSPORTE       | 223.50    | 58      | CUOTA SINDICAL       | 42.54                  | IMP1 ISPT ART. 113 LISR | 621.97                      |           |
| 06                                       | PRIMA DE ALTO RI | 638.03    | 65      | OTRAS DEDUCCIONES    | 1,754.00               | IMP2 ISPT ART. 142      | 3,085.05                    |           |
| 30                                       | AGUINALDO        | 17,847.52 |         |                      |                        | EXEN BASE EXENTA        | 2,191.20                    |           |
|  |                  |           |         |                      |                        |                         | PGR1 PERC. GRAVADA TIPO 1   | 5,473.58  |
|  |                  |           |         |                      |                        |                         | PGR2 PERC. GRAVADA TIPO 2   | 15,656.32 |
|  |                  |           |         |                      |                        |                         | PERC TOTAL PERCEPCIONES     | 23,321.10 |
|  |                  |           |         |                      |                        |                         | DEDU TOTAL DEDUCCIONES      | 2,981.04  |
|  |                  |           |         |                      |                        |                         | 3%FV 3% FONDO DE VIVIENDA   | 146.75    |
|  |                  |           |         |                      |                        |                         | FOND FONDO PENSIONES EMPRES | 733.74    |
|  |                  |           |         |                      |                        |                         | SEDARSEDAR                  | 97.83     |
|  |                  |           |         |                      |                        |                         | AGUI PROVISION AGUINALDO    | 1,792.70  |
|  |                  |           |         |                      |                        |                         | TOTA NOMINA EN EFECTIVO     | 20,340.06 |
| 539-004 RAMIREZ GUAREÑO FRANCISCO JAVIER |                  |           |         |                      |                        |                         |                             |           |
| T.EMP:                                   | PERMANENTE       | 283.57    |         | 494.57               | AYUDANTE DE PERFORADOR |                         |                             |           |
| 01                                       | SUELDO           | 4,253.55  | 51      | ISPT                 | 621.97                 | DVIG DIAS DE VIGENCIA   | 15.00                       |           |
| 02                                       | DESPENSA         | 358.50    | 54      | FONDO PENSIONES      | 562.53                 | 51AG ISPT AGUINALDO     | 3,170.01                    |           |
| 03                                       | TRANSPORTE       | 223.50    | 58      | CUOTA SINDICAL       | 42.54                  | IMP1 ISPT ART. 113 LISR | 621.97                      |           |
| 06                                       | PRIMA DE ALTO RI | 638.03    | 65      | OTRAS DEDUCCIONES    | 2,396.66               | IMP2 ISPT ART. 142      | 3,170.01                    |           |
| 30                                       | AGUINALDO        | 18,245.27 | 92      | PRESTAMO TU NOMINA P | 528.71                 | EXEN BASE EXENTA        | 2,191.20                    |           |
|  |                  |           |         |                      |                        |                         | PGR1 PERC. GRAVADA TIPO 1   | 5,473.58  |
|  |                  |           |         |                      |                        |                         | PGR2 PERC. GRAVADA TIPO 2   | 16,054.07 |
|  |                  |           |         |                      |                        |                         | PERC TOTAL PERCEPCIONES     | 23,718.85 |
|  |                  |           |         |                      |                        |                         | DEDU TOTAL DEDUCCIONES      | 4,781.00  |
|  |                  |           |         |                      |                        |                         | 3%FV 3% FONDO DE VIVIENDA   | 146.75    |
|  |                  |           |         |                      |                        |                         | FOND FONDO PENSIONES EMPRES | 733.74    |
|  |                  |           |         |                      |                        |                         | SEDARSEDAR                  | 97.83     |
|  |                  |           |         |                      |                        |                         | AGUI PROVISION AGUINALDO    | 2,190.45  |
|  |                  |           |         |                      |                        |                         | TOTA NOMINA EN EFECTIVO     | 18,937.85 |
| 56-180-001 CANALES EULALIO               |                  |           |         |                      |                        |                         |                             |           |
| T.EMP:                                   | PERMANENTE       | 364.37    |         | 635.37               | OPERADOR DE GRUA       |                         |                             |           |
| 01                                       | SUELDO           | 5,465.55  | 51      | ISPT                 | 961.55                 | DVIG DIAS DE VIGENCIA   | 15.00                       |           |
| 02                                       | DESPENSA         | 463.00    | 54      | FONDO PENSIONES      | 722.82                 | 51AG ISPT AGUINALDO     | 4,547.01                    |           |
| 03                                       | TRANSPORTE       | 315.00    | 58      | CUOTA SINDICAL       | 54.66                  | IMP1 ISPT ART. 113 LISR | 961.55                      |           |
| 06                                       | PRIMA DE ALTO RI | 819.83    | 65      | OTRAS DEDUCCIONES    | 1,744.00               | IMP2 ISPT ART. 142      | 4,547.01                    |           |
| 30                                       | AGUINALDO        | 23,478.68 |         |                      |                        | EXEN BASE EXENTA        | 2,191.20                    |           |
|  |                  |           |         |                      |                        |                         | PGR1 PERC. GRAVADA TIPO 1   | 7,063.38  |
|  |                  |           |         |                      |                        |                         | PGR2 PERC. GRAVADA TIPO 2   | 21,287.48 |
|  |                  |           |         |                      |                        |                         | PERC TOTAL PERCEPCIONES     | 30,542.06 |
|  |                  |           |         |                      |                        |                         | DEDU TOTAL DEDUCCIONES      | 3,483.03  |
|  |                  |           |         |                      |                        |                         | 3%FV 3% FONDO DE VIVIENDA   | 188.56    |
|  |                  |           |         |                      |                        |                         | FOND FONDO PENSIONES EMPRES | 942.81    |
|  |                  |           |         |                      |                        |                         | SEDARSEDAR                  | 125.71    |
|  |                  |           |         |                      |                        |                         | AGUI PROVISION AGUINALDO    | 2,577.82  |
|  |                  |           |         |                      |                        |                         | TOTA NOMINA EN EFECTIVO     | 27,059.03 |
| 56-207-002 BARRAZA BARRAGAN BENJAMIN     |                  |           |         |                      |                        |                         |                             |           |
| T.EMP:                                   | PERMANENTE       | 308.97    |         | 537.50               | PERFORADOR             |                         |                             |           |
| 01                                       | SUELDO           | 4,634.55  | 51      | ISPT                 | 725.38                 | DVIG DIAS DE VIGENCIA   | 15.00                       |           |

| Clave   | Nombre           | S.Diario  | S.Integ | PERCEPCIONES      | DEDUCCIONES                        | CONCEPTOS                   |           |
|---|------------------|-----------|---------|-------------------|------------------------------------|-----------------------------|-----------|
| 02  | DESPENSA         | 394.00    | 54      | FONDO PENSIONES   | 612.92                             | 51AG ISPT AGUINALDO         | 3,773.86  |
| 03  | TRANSPORTE       | 234.00    | 58      | CUOTA SINDICAL    | 46.35                              | IMP1 ISPT ART. 113 LISR     | 725.38    |
| 06  | PRIMA DE ALTO RI | 695.18    | 65      | OTRAS DEDUCCIONES | 2,550.00                           | IMP2 ISPT ART. 142          | 3,773.86  |
| 30  | AGUINALDO        | 19,859.10 |         |                   |                                    | EXEN BASE EXENTA            | 2,191.20  |
|   |                  |           |         |                   |                                    | PGR1 PERC. GRAVADA TIPO 1   | 5,957.73  |
|   |                  |           |         |                   |                                    | PGR2 PERC. GRAVADA TIPO 2   | 17,667.89 |
|   |                  |           |         |                   |                                    | PERC TOTAL PERCEPCIONES     | 25,816.83 |
|   |                  |           |         |                   |                                    | DEDU TOTAL DEDUCCIONES      | 3,934.65  |
|   |                  |           |         |                   |                                    | 3%FV 3% FONDO DE VIVIENDA   | 159.89    |
|   |                  |           |         |                   |                                    | FOND FONDO PENSIONES EMPRES | 799.46    |
|   |                  |           |         |                   |                                    | SEDARSEDAR                  | 106.59    |
|   |                  |           |         |                   |                                    | AGUI PROVISION AGUINALDO    | 2,345.24  |
|   |                  |           |         |                   |                                    | TOTA NOMINA EN EFECTIVO     | 21,882.18 |
| 57-052-002 BARRAGAN CERVANTES ROGELIO         |                  |           |         |                   |                                    |                             |           |
| T.EMP:  | PERMANENTE       | 811.50    |         | 1,221.28          | JEFE DE SERVICIO Y APOYO OPERATIVO |                             |           |
| 01  | SUELDO           | 12,172.50 | 51      | ISPT              | 2,372.17                           | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02  | DESPENSA         | 727.50    | 54      | FONDO PENSIONES   | 1,399.84                           | 51AG ISPT AGUINALDO         | 9,868.32  |
| 03  | TRANSPORTE       | 454.00    | 65      | OTRAS DEDUCCIONES | 3,688.29                           | IMP1 ISPT ART. 113 LISR     | 2,372.17  |
| 30  | AGUINALDO        | 44,148.33 | 93      | SEGURO ABA        | 242.48                             | IMP2 ISPT ART. 142          | 9,868.32  |
|   |                  |           |         |                   |                                    | EXEN BASE EXENTA            | 2,191.20  |
|   |                  |           |         |                   |                                    | PGR1 PERC. GRAVADA TIPO 1   | 13,354.00 |
|   |                  |           |         |                   |                                    | PGR2 PERC. GRAVADA TIPO 2   | 41,957.13 |
|   |                  |           |         |                   |                                    | PERC TOTAL PERCEPCIONES     | 57,502.33 |
|   |                  |           |         |                   |                                    | DEDU TOTAL DEDUCCIONES      | 7,702.78  |
|   |                  |           |         |                   |                                    | 3%FV 3% FONDO DE VIVIENDA   | 365.18    |
|   |                  |           |         |                   |                                    | FOND FONDO PENSIONES EMPRES | 1,825.88  |
|   |                  |           |         |                   |                                    | SEDARSEDAR                  | 243.45    |
|   |                  |           |         |                   |                                    | AGUI PROVISION AGUINALDO    | 6,071.04  |
|   |                  |           |         |                   |                                    | TOTA NOMINA EN EFECTIVO     | 49,799.55 |
| 57-181-013 HERNANDEZ FUENTES FRANCISCO JAVIER |                  |           |         |                   |                                    |                             |           |
| T.EMP:  | PERMANENTE       | 364.37    |         | 660.88            | OPERADOR DE EQUIPO DESAZOLVE       |                             |           |
| 01  | SUELDO           | 5,465.55  | 51      | ISPT              | 1,019.92                           | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02  | DESPENSA         | 463.00    | 54      | FONDO PENSIONES   | 754.25                             | 51AG ISPT AGUINALDO         | 4,741.04  |
| 03  | TRANSPORTE       | 315.00    | 58      | CUOTA SINDICAL    | 65.59                              | IMP1 ISPT ART. 113 LISR     | 1,019.92  |
| 07  | PRIMA INSALUBRE  | 1,093.11  | 65      | OTRAS DEDUCCIONES | 9,149.96                           | IMP2 ISPT ART. 142          | 4,741.04  |
| 30  | AGUINALDO        | 24,387.06 |         |                   |                                    | EXEN BASE EXENTA            | 2,191.20  |
|   |                  |           |         |                   |                                    | PGR1 PERC. GRAVADA TIPO 1   | 7,336.66  |
|   |                  |           |         |                   |                                    | PGR2 PERC. GRAVADA TIPO 2   | 22,195.86 |
|   |                  |           |         |                   |                                    | PERC TOTAL PERCEPCIONES     | 31,723.72 |
|   |                  |           |         |                   |                                    | DEDU TOTAL DEDUCCIONES      | 10,989.72 |
|   |                  |           |         |                   |                                    | 3%FV 3% FONDO DE VIVIENDA   | 196.76    |
|   |                  |           |         |                   |                                    | FOND FONDO PENSIONES EMPRES | 983.80    |
|   |                  |           |         |                   |                                    | SEDARSEDAR                  | 131.17    |
|   |                  |           |         |                   |                                    | AGUI PROVISION AGUINALDO    | 2,679.40  |
|   |                  |           |         |                   |                                    | TOTA NOMINA EN EFECTIVO     | 20,734.00 |
| 57-193-010 PERALTA LAMAS JESUS                |                  |           |         |                   |                                    |                             |           |
| T.EMP:  | PERMANENTE       | 347.77    |         | 607.48            | OPERADOR DE VIDEO                  |                             |           |
| 01  | SUELDO           | 5,216.55  | 51      | ISPT              | 897.71                             | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02  | DESPENSA         | 457.50    | 54      | FONDO PENSIONES   | 689.89                             | 51AG ISPT AGUINALDO         | 4,334.82  |
| 03  | TRANSPORTE       | 308.00    | 58      | CUOTA SINDICAL    | 52.17                              | IMP1 ISPT ART. 113 LISR     | 897.71    |
| 06  | PRIMA DE ALTO RI | 782.48    | 65      | OTRAS DEDUCCIONES | 3,721.37                           | IMP2 ISPT ART. 142          | 4,334.82  |
| 30  | AGUINALDO        | 22,485.30 |         |                   |                                    | EXEN BASE EXENTA            | 2,191.20  |
|   |                  |           |         |                   |                                    | PGR1 PERC. GRAVADA TIPO 1   | 6,764.53  |
|   |                  |           |         |                   |                                    | PGR2 PERC. GRAVADA TIPO 2   | 20,294.09 |
|   |                  |           |         |                   |                                    | PERC TOTAL PERCEPCIONES     | 29,249.83 |

| Clave      | Nombre                           | S.Diario  | S.Integ | PERCEPCIONES                 | DEDUCCIONES | CONCEPTOS                           |
|------------|----------------------------------|-----------|---------|------------------------------|-------------|-------------------------------------|
| -----      |                                  |           |         |                              |             |                                     |
|            |                                  |           |         |                              |             | DEDU TOTAL DEDUCCIONES 5,361.14     |
|            |                                  |           |         |                              |             | 3%FV 3% FONDO DE VIVIENDA 179.97    |
|            |                                  |           |         |                              |             | FOND FONDO PENSIONES EMPRES 899.85  |
|            |                                  |           |         |                              |             | SEDARSEDAR 119.98                   |
|            |                                  |           |         |                              |             | AGUI PROVISION AGUINALDO 2,485.12   |
|            |                                  |           |         |                              |             | TOTA NOMINA EN EFECTIVO 23,888.69   |
| -----      |                                  |           |         |                              |             |                                     |
| 57-202-007 | GUAREÑO ROBLES FRANCISCO JAVIER  |           |         |                              |             |                                     |
| T.EMP:     | PERMANENTE                       | 364.37    | 637.81  | OPERADOR DE GRUA             |             |                                     |
| 01         | SUELDO                           | 5,465.55  | 51      | ISPT                         | 961.55      | DVIG DIAS DE VIGENCIA 15.00         |
| 02         | DESPENSA                         | 463.00    | 54      | FONDO PENSIONES              | 722.82      | 51AG ISPT AGUINALDO 4,547.01        |
| 03         | TRANSPORTE                       | 315.00    | 58      | CUOTA SINDICAL               | 54.66       | IMP1 ISPT ART. 113 LISR 961.55      |
| 06         | PRIMA DE ALTO RI                 | 819.83    | 65      | OTRAS DEDUCCIONES            | 2,529.00    | IMP2 ISPT ART. 142 4,547.01         |
| 30         | AGUINALDO                        | 23,478.68 |         |                              |             | EXEN BASE EXENTA 2,191.20           |
|            |                                  |           |         |                              |             | PGR1 PERC. GRAVADA TIPO 1 7,063.38  |
|            |                                  |           |         |                              |             | PGR2 PERC. GRAVADA TIPO 2 21,287.48 |
|            |                                  |           |         |                              |             | PERC TOTAL PERCEPCIONES 30,542.06   |
|            |                                  |           |         |                              |             | DEDU TOTAL DEDUCCIONES 4,268.03     |
|            |                                  |           |         |                              |             | 3%FV 3% FONDO DE VIVIENDA 188.56    |
|            |                                  |           |         |                              |             | FOND FONDO PENSIONES EMPRES 942.81  |
|            |                                  |           |         |                              |             | SEDARSEDAR 125.71                   |
|            |                                  |           |         |                              |             | AGUI PROVISION AGUINALDO 2,577.82   |
|            |                                  |           |         |                              |             | TOTA NOMINA EN EFECTIVO 26,274.03   |
| -----      |                                  |           |         |                              |             |                                     |
| 57-202-014 | RODRIGUEZ RODRIGUEZ NOE          |           |         |                              |             |                                     |
| T.EMP:     | PERMANENTE                       | 364.37    | 640.24  | OPERADOR DE GRUA             |             |                                     |
| 01         | SUELDO                           | 5,465.55  | 51      | ISPT                         | 961.55      | DVIG DIAS DE VIGENCIA 15.00         |
| 02         | DESPENSA                         | 463.00    | 54      | FONDO PENSIONES              | 722.82      | 51AG ISPT AGUINALDO 4,547.01        |
| 03         | TRANSPORTE                       | 315.00    | 58      | CUOTA SINDICAL               | 54.66       | IMP1 ISPT ART. 113 LISR 961.55      |
| 06         | PRIMA DE ALTO RI                 | 819.83    | 65      | OTRAS DEDUCCIONES            | 8,274.00    | IMP2 ISPT ART. 142 4,547.01         |
| 30         | AGUINALDO                        | 23,478.68 | 92      | PRESTAMO TU NOMINA P         | 471.04      | EXEN BASE EXENTA 2,191.20           |
|            |                                  |           |         |                              |             | PGR1 PERC. GRAVADA TIPO 1 7,063.38  |
|            |                                  |           |         |                              |             | PGR2 PERC. GRAVADA TIPO 2 21,287.48 |
|            |                                  |           |         |                              |             | PERC TOTAL PERCEPCIONES 30,542.06   |
|            |                                  |           |         |                              |             | DEDU TOTAL DEDUCCIONES 10,484.07    |
|            |                                  |           |         |                              |             | 3%FV 3% FONDO DE VIVIENDA 188.56    |
|            |                                  |           |         |                              |             | FOND FONDO PENSIONES EMPRES 942.81  |
|            |                                  |           |         |                              |             | SEDARSEDAR 125.71                   |
|            |                                  |           |         |                              |             | AGUI PROVISION AGUINALDO 2,577.82   |
|            |                                  |           |         |                              |             | CHEQ PAGO POR CHEQUE 20,057.99      |
| -----      |                                  |           |         |                              |             |                                     |
| 57-202-016 | SANCHEZ ESPINOZA GERARDO ANTONIO |           |         |                              |             |                                     |
| T.EMP:     | PERMANENTE                       | 364.37    | 663.25  | OPERADOR DE EQUIPO DESAZOLVE |             |                                     |
| 01         | SUELDO                           | 5,465.55  | 51      | ISPT                         | 1,019.92    | DVIG DIAS DE VIGENCIA 15.00         |
| 02         | DESPENSA                         | 463.00    | 54      | FONDO PENSIONES              | 754.25      | 51AG ISPT AGUINALDO 4,755.66        |
| 03         | TRANSPORTE                       | 315.00    | 58      | CUOTA SINDICAL               | 65.59       | IMP1 ISPT ART. 113 LISR 1,019.92    |
| 07         | PRIMA INSALUBRE                  | 1,093.11  | 65      | OTRAS DEDUCCIONES            | 4,594.00    | IMP2 ISPT ART. 142 4,755.66         |
| 30         | AGUINALDO                        | 24,455.54 |         |                              |             | EXEN BASE EXENTA 2,191.20           |
|            |                                  |           |         |                              |             | PGR1 PERC. GRAVADA TIPO 1 7,336.66  |
|            |                                  |           |         |                              |             | PGR2 PERC. GRAVADA TIPO 2 22,264.34 |
|            |                                  |           |         |                              |             | PERC TOTAL PERCEPCIONES 31,792.20   |
|            |                                  |           |         |                              |             | DEDU TOTAL DEDUCCIONES 6,433.76     |
|            |                                  |           |         |                              |             | 3%FV 3% FONDO DE VIVIENDA 196.76    |
|            |                                  |           |         |                              |             | FOND FONDO PENSIONES EMPRES 983.80  |
|            |                                  |           |         |                              |             | SEDARSEDAR 131.17                   |
|            |                                  |           |         |                              |             | AGUI PROVISION AGUINALDO 2,747.88   |
|            |                                  |           |         |                              |             | TOTA NOMINA EN EFECTIVO 25,358.44   |

| Clave      | Nombre                    | S.Diario  | S.Integ  | DEDUCCIONES                      | CONCEPTOS                            |
|------------|---------------------------|-----------|----------|----------------------------------|--------------------------------------|
| 57-208-018 | VERA RAMIREZ VICTOR       |           |          |                                  |                                      |
| T.EMP:     | PERMANENTE                | 321.27    | 556.42   | AYUDANTE DE GRUA                 |                                      |
| 01         | SUELDO                    | 4,819.05  | 51       | ISPT                             | 773.69                               |
| 02         | DESPENSA                  | 401.00    | 54       | FONDO PENSIONES                  | 637.32                               |
| 03         | TRANSPORTE                | 241.00    | 58       | CUOTA SINDICAL                   | 48.19                                |
| 06         | PRIMA DE ALTO RI          | 722.86    | 65       | OTRAS DEDUCCIONES                | 2,922.59                             |
| 30         | AGUINALDO                 | 20,613.04 |          |                                  |                                      |
|            |                           |           |          |                                  | DVIG DIAS DE VIGENCIA 15.00          |
|            |                           |           |          |                                  | 51AG ISPT AGUINALDO 3,934.91         |
|            |                           |           |          |                                  | IMP1 ISPT ART. 113 LISR 773.69       |
|            |                           |           |          |                                  | IMP2 ISPT ART. 142 3,934.91          |
|            |                           |           |          |                                  | EXEN BASE EXENTA 2,191.20            |
|            |                           |           |          |                                  | PGR1 PERC. GRAVADA TIPO 1 6,183.91   |
|            |                           |           |          |                                  | PGR2 PERC. GRAVADA TIPO 2 18,421.84  |
|            |                           |           |          |                                  | PERC TOTAL PERCEPCIONES 26,796.95    |
|            |                           |           |          |                                  | DEDU TOTAL DEDUCCIONES 4,381.79      |
|            |                           |           |          |                                  | 3%FV 3% FONDO DE VIVIENDA 166.26     |
|            |                           |           |          |                                  | FOND FONDO PENSIONES EMPRES 831.29   |
|            |                           |           |          |                                  | SEDARSEDAR 110.84                    |
|            |                           |           |          |                                  | AGUI PROVISION AGUINALDO 2,417.62    |
|            |                           |           |          |                                  | TOTA NOMINA EN EFECTIVO 22,415.16    |
| 650-010    | VARGAS BARBOZA ELISEO     |           |          |                                  |                                      |
| T.EMP:     | PERMANENTE                | 283.57    | 488.18   | AYUDANTE DE PERFORADOR           |                                      |
| 01         | SUELDO                    | 4,253.55  | 51       | ISPT                             | 621.97                               |
| 02         | DESPENSA                  | 358.50    | 54       | FONDO PENSIONES                  | 562.53                               |
| 03         | TRANSPORTE                | 223.50    | 58       | CUOTA SINDICAL                   | 42.54                                |
| 06         | PRIMA DE ALTO RI          | 638.03    | 65       | OTRAS DEDUCCIONES                | 720.02                               |
| 30         | AGUINALDO                 | 18,245.27 |          |                                  |                                      |
|            |                           |           |          |                                  | DVIG DIAS DE VIGENCIA 15.00          |
|            |                           |           |          |                                  | 51AG ISPT AGUINALDO 3,170.01         |
|            |                           |           |          |                                  | IMP1 ISPT ART. 113 LISR 621.97       |
|            |                           |           |          |                                  | IMP2 ISPT ART. 142 3,170.01          |
|            |                           |           |          |                                  | EXEN BASE EXENTA 2,191.20            |
|            |                           |           |          |                                  | PGR1 PERC. GRAVADA TIPO 1 5,473.58   |
|            |                           |           |          |                                  | PGR2 PERC. GRAVADA TIPO 2 16,054.07  |
|            |                           |           |          |                                  | PERC TOTAL PERCEPCIONES 23,718.85    |
|            |                           |           |          |                                  | DEDU TOTAL DEDUCCIONES 1,947.06      |
|            |                           |           |          |                                  | 3%FV 3% FONDO DE VIVIENDA 146.75     |
|            |                           |           |          |                                  | FOND FONDO PENSIONES EMPRES 733.74   |
|            |                           |           |          |                                  | SEDARSEDAR 97.83                     |
|            |                           |           |          |                                  | AGUI PROVISION AGUINALDO 2,190.45    |
|            |                           |           |          |                                  | TOTA NOMINA EN EFECTIVO 21,771.79    |
| 650-011    | GOMEZ PADILLA JOSE MANUEL |           |          |                                  |                                      |
| T.EMP:     | PERMANENTE                | 1,632.10  | 1,826.00 | GERENTE DE SERVICIO A MUNICIPIOS |                                      |
| 01         | SUELDO                    | 24,481.50 | 51       | ISPT                             | 6,040.03                             |
| 02         | DESPENSA                  | 994.50    | 54       | FONDO PENSIONES                  | 2,815.37                             |
| 03         | TRANSPORTE                | 708.50    | 65       | OTRAS DEDUCCIONES                | 3,927.00                             |
| 30         | AGUINALDO                 | 87,281.67 |          |                                  |                                      |
|            |                           |           |          |                                  | DVIG DIAS DE VIGENCIA 15.00          |
|            |                           |           |          |                                  | 51AG ISPT AGUINALDO 25,527.14        |
|            |                           |           |          |                                  | IMP1 ISPT ART. 113 LISR 6,040.03     |
|            |                           |           |          |                                  | IMP2 ISPT ART. 142 25,527.14         |
|            |                           |           |          |                                  | EXEN BASE EXENTA 2,191.20            |
|            |                           |           |          |                                  | PGR1 PERC. GRAVADA TIPO 1 26,184.50  |
|            |                           |           |          |                                  | PGR2 PERC. GRAVADA TIPO 2 85,090.47  |
|            |                           |           |          |                                  | PERC TOTAL PERCEPCIONES 113,466.17   |
|            |                           |           |          |                                  | DEDU TOTAL DEDUCCIONES 12,782.40     |
|            |                           |           |          |                                  | 3%FV 3% FONDO DE VIVIENDA 734.44     |
|            |                           |           |          |                                  | FOND FONDO PENSIONES EMPRES 3,672.22 |
|            |                           |           |          |                                  | SEDARSEDAR 489.63                    |
|            |                           |           |          |                                  | AGUI PROVISION AGUINALDO 12,729.24   |
|            |                           |           |          |                                  | TOTA NOMINA EN EFECTIVO 100,683.77   |
| 650-012    | ESPINOZA MENDEZ ALFONSO   |           |          |                                  |                                      |
| T.EMP:     | PERMANENTE                | 321.27    | 546.69   | AYUDANTE DE GRUA                 |                                      |
| 01         | SUELDO                    | 4,819.05  | 51       | ISPT                             | 773.69                               |
| 02         | DESPENSA                  | 401.00    | 54       | FONDO PENSIONES                  | 637.32                               |
| 03         | TRANSPORTE                | 241.00    | 58       | CUOTA SINDICAL                   | 48.19                                |
| 06         | PRIMA DE ALTO RI          | 722.86    | 65       | OTRAS DEDUCCIONES                | 921.71                               |
| 30         | AGUINALDO                 | 20,613.04 |          |                                  |                                      |
|            |                           |           |          |                                  | DVIG DIAS DE VIGENCIA 15.00          |
|            |                           |           |          |                                  | 51AG ISPT AGUINALDO 3,934.91         |
|            |                           |           |          |                                  | IMP1 ISPT ART. 113 LISR 773.69       |
|            |                           |           |          |                                  | IMP2 ISPT ART. 142 3,934.91          |
|            |                           |           |          |                                  | EXEN BASE EXENTA 2,191.20            |

| Clave   | Nombre                     | S.Diario  | S.Integ | PERCEPCIONES              | DEDUCCIONES | CONCEPTOS                   |           |
|---------|----------------------------|-----------|---------|---------------------------|-------------|-----------------------------|-----------|
|         |                            |           |         |                           |             | PGR1 PERC. GRAVADA TIPO 1   | 6,183.91  |
|         |                            |           |         |                           |             | PGR2 PERC. GRAVADA TIPO 2   | 18,421.84 |
|         |                            |           |         |                           |             | PERC TOTAL PERCEPCIONES     | 26,796.95 |
|         |                            |           |         |                           |             | DEDU TOTAL DEDUCCIONES      | 2,380.91  |
|         |                            |           |         |                           |             | 3%FV 3% FONDO DE VIVIENDA   | 166.26    |
|         |                            |           |         |                           |             | FOND FONDO PENSIONES EMPRES | 831.29    |
|         |                            |           |         |                           |             | SEDARSEDAR                  | 110.84    |
|         |                            |           |         |                           |             | AGUI PROVISION AGUINALDO    | 2,417.62  |
|         |                            |           |         |                           |             | TOTA NOMINA EN EFECTIVO     | 24,416.04 |
| 650-014 | VALLE VALDOVINOS ELIZABETH |           |         |                           |             |                             |           |
| T.EMP:  | PERMANENTE                 | 402.90    | 606.26  | SECRETARIA                |             |                             |           |
| 01      | SUELDO                     | 6,043.50  | 51      | ISPT                      | 916.50      | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02      | DESPENSA                   | 478.50    | 54      | FONDO PENSIONES           | 695.00      | 51AG ISPT AGUINALDO         | 4,410.94  |
| 03      | TRANSPORTE                 | 330.50    | 58      | CUOTA SINDICAL            | 60.44       | IMP1 ISPT ART. 113 LISR     | 916.50    |
| 30      | AGUINALDO                  | 22,841.67 | 65      | OTRAS DEDUCCIONES         | 2,631.00    | IMP2 ISPT ART. 142          | 4,410.94  |
|         |                            |           |         |                           |             | EXEN BASE EXENTA            | 2,191.20  |
|         |                            |           |         |                           |             | PGR1 PERC. GRAVADA TIPO 1   | 6,852.50  |
|         |                            |           |         |                           |             | PGR2 PERC. GRAVADA TIPO 2   | 20,650.46 |
|         |                            |           |         |                           |             | PERC TOTAL PERCEPCIONES     | 29,694.17 |
|         |                            |           |         |                           |             | DEDU TOTAL DEDUCCIONES      | 4,302.94  |
|         |                            |           |         |                           |             | 3%FV 3% FONDO DE VIVIENDA   | 181.31    |
|         |                            |           |         |                           |             | FOND FONDO PENSIONES EMPRES | 906.52    |
|         |                            |           |         |                           |             | SEDARSEDAR                  | 120.87    |
|         |                            |           |         |                           |             | AGUI PROVISION AGUINALDO    | 2,525.99  |
|         |                            |           |         |                           |             | TOTA NOMINA EN EFECTIVO     | 25,391.23 |
| 650-015 | CEJA CASTILLO RUBEN        |           |         |                           |             |                             |           |
| T.EMP:  | PERMANENTE                 | 467.07    | 802.45  | AUXILIAR ELECTROMECHANICO |             |                             |           |
| 01      | SUELDO                     | 7,006.05  | 51      | ISPT                      | 1,365.27    | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02      | DESPENSA                   | 557.00    | 54      | FONDO PENSIONES           | 926.55      | 51AG ISPT AGUINALDO         | 5,906.82  |
| 03      | TRANSPORTE                 | 339.50    | 58      | CUOTA SINDICAL            | 70.06       | IMP1 ISPT ART. 113 LISR     | 1,365.27  |
| 06      | PRIMA DE ALTO RI           | 1,050.91  |         |                           |             | IMP2 ISPT ART. 142          | 5,906.82  |
| 30      | AGUINALDO                  | 29,844.87 |         |                           |             | EXEN BASE EXENTA            | 2,191.20  |
|         |                            |           |         |                           |             | PGR1 PERC. GRAVADA TIPO 1   | 8,953.45  |
|         |                            |           |         |                           |             | PGR2 PERC. GRAVADA TIPO 2   | 27,653.67 |
|         |                            |           |         |                           |             | PERC TOTAL PERCEPCIONES     | 38,798.33 |
|         |                            |           |         |                           |             | DEDU TOTAL DEDUCCIONES      | 2,361.88  |
|         |                            |           |         |                           |             | 3%FV 3% FONDO DE VIVIENDA   | 241.71    |
|         |                            |           |         |                           |             | FOND FONDO PENSIONES EMPRES | 1,208.54  |
|         |                            |           |         |                           |             | SEDARSEDAR                  | 161.14    |
|         |                            |           |         |                           |             | AGUI PROVISION AGUINALDO    | 3,082.51  |
|         |                            |           |         |                           |             | TOTA NOMINA EN EFECTIVO     | 36,436.45 |
| 820-002 | VAZQUEZ RIVAS ALEJANDRO    |           |         |                           |             |                             |           |
| T.EMP:  | PERMANENTE                 | 321.26    | 551.54  | AYUDANTE DE GRUA          |             |                             |           |
| 01      | SUELDO                     | 4,818.90  | 51      | ISPT                      | 773.66      | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02      | DESPENSA                   | 401.00    | 54      | FONDO PENSIONES           | 637.30      | 51AG ISPT AGUINALDO         | 3,934.78  |
| 03      | TRANSPORTE                 | 241.00    | 58      | CUOTA SINDICAL            | 48.19       | IMP1 ISPT ART. 113 LISR     | 773.66    |
| 06      | PRIMA DE ALTO RI           | 722.83    | 65      | OTRAS DEDUCCIONES         | 3,141.90    | IMP2 ISPT ART. 142          | 3,934.78  |
| 30      | AGUINALDO                  | 20,612.44 |         |                           |             | EXEN BASE EXENTA            | 2,191.20  |
|         |                            |           |         |                           |             | PGR1 PERC. GRAVADA TIPO 1   | 6,183.73  |
|         |                            |           |         |                           |             | PGR2 PERC. GRAVADA TIPO 2   | 18,421.23 |
|         |                            |           |         |                           |             | PERC TOTAL PERCEPCIONES     | 26,796.17 |
|         |                            |           |         |                           |             | DEDU TOTAL DEDUCCIONES      | 4,601.05  |
|         |                            |           |         |                           |             | 3%FV 3% FONDO DE VIVIENDA   | 166.25    |
|         |                            |           |         |                           |             | FOND FONDO PENSIONES EMPRES | 831.26    |
|         |                            |           |         |                           |             | SEDARSEDAR                  | 110.83    |

| Clave      | Nombre                                 | S.Diario     | S.Integ | DEDUCCIONES               | CONCEPTOS  |                             |            |
|------------|--|--------------|---------|---------------------------|------------|-----------------------------|------------|
|            |  |              |         |                           |            | AGUI PROVISION AGUINALDO    | 2,417.46   |
|            |  |              |         |                           |            | TOTA NOMINA EN EFECTIVO     | 22,195.12  |
| 820-015    | MORENO RAMOS RAMIRO DE JESUS           |              |         |                           |            |                             |            |
| T.EMP:     | PERMANENTE                             | 420.16       | 634.83  | AUXILIAR ADMINISTRATIVO   |            |                             |            |
| 01         | SUELDO                                 | 6,302.40     | 51      | ISPT                      | 981.85     | DVIG DIAS DE VIGENCIA       | 15.00      |
| 02         | DESPENSA                               | 523.00       | 54      | FONDO PENSIONES           | 724.78     | 51AG ISPT AGUINALDO         | 4,601.22   |
| 03         | TRANSPORTE                             | 333.00       | 58      | CUOTA SINDICAL            | 63.02      | IMP1 ISPT ART. 113 LISR     | 981.85     |
| 30         | AGUINALDO                              | 23,732.48    | 65      | OTRAS DEDUCCIONES         | 1,576.00   | IMP2 ISPT ART. 142          | 4,601.22   |
|            |  |              | 95      | PRESTAMO AYUDATE          | 628.59     | EXEN BASE EXENTA            | 2,191.20   |
|            |  |              |         |                           |            | PGR1 PERC. GRAVADA TIPO 1   | 7,158.40   |
|            |  |              |         |                           |            | PGR2 PERC. GRAVADA TIPO 2   | 21,541.28  |
|            |  |              |         |                           |            | PERC TOTAL PERCEPCIONES     | 30,890.88  |
|            |  |              |         |                           |            | DEDU TOTAL DEDUCCIONES      | 3,974.24   |
|            |  |              |         |                           |            | 3%FV 3% FONDO DE VIVIENDA   | 189.07     |
|            |  |              |         |                           |            | FOND FONDO PENSIONES EMPRES | 945.36     |
|            |  |              |         |                           |            | SEDARSEDAR                  | 126.05     |
|            |  |              |         |                           |            | AGUI PROVISION AGUINALDO    | 2,398.82   |
|            |  |              |         |                           |            | TOTA NOMINA EN EFECTIVO     | 26,916.64  |
| 86-108-016 | GONZALEZ VALDEZ HUMBERTO               |              |         |                           |            |                             |            |
| T.EMP:     | PERMANENTE                             | 538.53       | 800.16  | SUPERVISOR DE PERFORACION |            |                             |            |
| 01         | SUELDO                                 | 8,077.95     | 51      | ISPT                      | 1,338.67   | DVIG DIAS DE VIGENCIA       | 15.00      |
| 02         | DESPENSA                               | 465.50       | 54      | FONDO PENSIONES           | 928.96     | 51AG ISPT AGUINALDO         | 5,818.17   |
| 03         | TRANSPORTE                             | 285.50       | 65      | OTRAS DEDUCCIONES         | 478.00     | IMP1 ISPT ART. 113 LISR     | 1,338.67   |
| 30         | AGUINALDO                              | 29,429.84    |         |                           |            | IMP2 ISPT ART. 142          | 5,818.17   |
|            |  |              |         |                           |            | EXEN BASE EXENTA            | 2,191.20   |
|            |  |              |         |                           |            | PGR1 PERC. GRAVADA TIPO 1   | 8,828.95   |
|            |  |              |         |                           |            | PGR2 PERC. GRAVADA TIPO 2   | 27,238.64  |
|            |  |              |         |                           |            | PERC TOTAL PERCEPCIONES     | 38,258.79  |
|            |  |              |         |                           |            | DEDU TOTAL DEDUCCIONES      | 2,745.63   |
|            |  |              |         |                           |            | 3%FV 3% FONDO DE VIVIENDA   | 242.34     |
|            |  |              |         |                           |            | FOND FONDO PENSIONES EMPRES | 1,211.69   |
|            |  |              |         |                           |            | SEDARSEDAR                  | 161.56     |
|            |  |              |         |                           |            | AGUI PROVISION AGUINALDO    | 2,821.94   |
|            |  |              |         |                           |            | TOTA NOMINA EN EFECTIVO     | 35,513.16  |
| ****       | Totales GCIA. DE SERVICIO A MUNICIPIOS | 650          | ****    |                           |            |                             |            |
| 01         | SUELDO                                 | 266,637.00   | 51      | ISPT                      | 47,726.01  | DVIG DIAS DE VIGENCIA       | 645.00     |
| 02         | DESPENSA                               | 20,210.00    | 54      | FONDO PENSIONES           | 33,962.75  | 51AG ISPT AGUINALDO         | 220,517.63 |
| 03         | TRANSPORTE                             | 12,772.00    | 58      | CUOTA SINDICAL            | 2,151.01   | IMP1 ISPT ART. 113 LISR     | 47,726.01  |
| 06         | PRIMA DE ALTO RI                       | 23,331.55    | 65      | OTRAS DEDUCCIONES         | 203,276.90 | IMP2 ISPT ART. 142          | 220,517.63 |
| 07         | PRIMA INSALUBRE                        | 5,359.65     | 92      | PRESTAMO TU NOMINA P      | 999.75     | EXEN BASE EXENTA            | 94,221.60  |
| 30         | AGUINALDO                              | 1,091,959.69 | 93      | SEGURO ABA                | 242.48     | PGR1 PERC. GRAVADA TIPO 1   | 328,310.14 |
|            |  |              | 95      | PRESTAMO AYUDATE          | 5,193.95   | PGR2 PERC. GRAVADA TIPO 2   | 997,738.02 |
|            |  |              |         |                           |            | PERC TOTAL PERCEPCIONES     | 1,420,269. |
|            |  |              |         |                           |            | DEDU TOTAL DEDUCCIONES      | 293,552.85 |
|            |  |              |         |                           |            | 3%FV 3% FONDO DE VIVIENDA   | 8,859.86   |
|            |  |              |         |                           |            | FOND FONDO PENSIONES EMPRES | 44,299.25  |
|            |  |              |         |                           |            | SEDARSEDAR                  | 5,906.53   |
|            |  |              |         |                           |            | AGUI PROVISION AGUINALDO    | 127,658.46 |
|            |  |              |         |                           |            | TOTA NOMINA EN EFECTIVO     | 1,087,338. |
|            |  |              |         |                           |            | CHEQ PAGO POR CHEQUE        | 39,378.64  |

Total de Empleados : 43.00

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| Clave | Nombre | S.Diario | S.Integ | DEDUCCIONES | CONCEPTOS |
|-------|--------|----------|---------|-------------|-----------|
|-------|--------|----------|---------|-------------|-----------|

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PERCEPCIONES

| Clave  | Nombre                        | S.Diario  | S.Integ  | PERCEPCIONES                                | DEDUCCIONES | CONCEPTOS                            |
|--|-------------------------------|-----------|----------|---|-------------|--------------------------------------|
| ***** GCIA. DE FORMULACION DE PROYEC ***** 660 |                               |           |          |   |             |                                      |
| 04-164-003                                     | ANTON MARQUEZ SILVIA BEATRIZ  |           |          |   |             |                                      |
| T.EMP:   | PERMANENTE                    | 538.53    | 805.43   | ANALISTA DE ESTUDIOS Y PROYECTOS            |             |                                      |
| 01   | SUELDO                        | 8,077.95  | 51       | ISPT  | 1,338.67    | DVIG DIAS DE VIGENCIA 15.00          |
| 02   | DESPENSA                      | 465.50    | 54       | FONDO PENSIONES                             | 928.96      | 51AG ISPT AGUINALDO 5,818.17         |
| 03   | TRANSPORTE                    | 285.50    | 65       | OTRAS DEDUCCIONES                           | 2,107.11    | IMP1 ISPT ART. 113 LISR 1,338.67     |
| 30   | AGUINALDO                     | 29,429.84 |          |   |             | IMP2 ISPT ART. 142 5,818.17          |
|  |                               |           |          |   |             | EXEN BASE EXENTA 2,191.20            |
|  |                               |           |          |   |             | PGR1 PERC. GRAVADA TIPO 1 8,828.95   |
|  |                               |           |          |   |             | PGR2 PERC. GRAVADA TIPO 2 27,238.64  |
|  |                               |           |          |   |             | PERC TOTAL PERCEPCIONES 38,258.79    |
|  |                               |           |          |   |             | DEDU TOTAL DEDUCCIONES 4,374.74      |
|  |                               |           |          |   |             | 3%FV 3% FONDO DE VIVIENDA 242.34     |
|  |                               |           |          |   |             | FOND FONDO PENSIONES EMPRES 1,211.69 |
|  |                               |           |          |   |             | SEDARSEDAR 161.56                    |
|  |                               |           |          |   |             | AGUI PROVISION AGUINALDO 2,821.94    |
|  |                               |           |          |   |             | TOTA NOMINA EN EFECTIVO 33,884.05    |
| 18-286-003                                     | VELAZQUEZ SALCIDO IGNACIO     |           |          |   |             |                                      |
| T.EMP:   | PERMANENTE                    | 1,632.10  | 1,826.00 | GERENTE DE FORMULACION DE PROYECTOS         |             |                                      |
| 01   | SUELDO                        | 24,481.50 | 51       | ISPT  | 6,040.03    | DVIG DIAS DE VIGENCIA 15.00          |
| 02   | DESPENSA                      | 994.50    | 54       | FONDO PENSIONES                             | 2,815.37    | 51AG ISPT AGUINALDO 25,527.14        |
| 03   | TRANSPORTE                    | 708.50    |          |   |             | IMP1 ISPT ART. 113 LISR 6,040.03     |
| 30   | AGUINALDO                     | 87,281.67 |          |   |             | IMP2 ISPT ART. 142 25,527.14         |
|  |                               |           |          |   |             | EXEN BASE EXENTA 2,191.20            |
|  |                               |           |          |   |             | PGR1 PERC. GRAVADA TIPO 1 26,184.50  |
|  |                               |           |          |   |             | PGR2 PERC. GRAVADA TIPO 2 85,090.47  |
|  |                               |           |          |   |             | PERC TOTAL PERCEPCIONES 113,466.17   |
|  |                               |           |          |   |             | DEDU TOTAL DEDUCCIONES 8,855.40      |
|  |                               |           |          |   |             | 3%FV 3% FONDO DE VIVIENDA 734.44     |
|  |                               |           |          |   |             | FOND FONDO PENSIONES EMPRES 3,672.22 |
|  |                               |           |          |   |             | SEDARSEDAR 489.63                    |
|  |                               |           |          |   |             | AGUI PROVISION AGUINALDO 12,745.56   |
|  |                               |           |          |   |             | TOTA NOMINA EN EFECTIVO 104,610.77   |
| 31-113-002                                     | HORNER VALENCIA LUIS FERNANDO |           |          |   |             |                                      |
| T.EMP:   | PERMANENTE                    | 811.50    | 1,219.46 | JEFE DE FORMULACION DE ESTUDIOS Y PROYECTOS |             |                                      |
| 01   | SUELDO                        | 12,172.50 | 51       | ISPT  | 2,372.17    | DVIG DIAS DE VIGENCIA 15.00          |
| 02   | DESPENSA                      | 727.50    | 54       | FONDO PENSIONES                             | 1,399.84    | 51AG ISPT AGUINALDO 9,897.63         |
| 03   | TRANSPORTE                    | 454.00    | 65       | OTRAS DEDUCCIONES                           | 3,406.67    | IMP1 ISPT ART. 113 LISR 2,372.17     |
| 30   | AGUINALDO                     | 44,272.96 |          |   |             | IMP2 ISPT ART. 142 9,897.63          |
|  |                               |           |          |   |             | EXEN BASE EXENTA 2,191.20            |
|  |                               |           |          |   |             | PGR1 PERC. GRAVADA TIPO 1 13,354.00  |
|  |                               |           |          |   |             | PGR2 PERC. GRAVADA TIPO 2 42,081.76  |
|  |                               |           |          |   |             | PERC TOTAL PERCEPCIONES 57,626.96    |
|  |                               |           |          |   |             | DEDU TOTAL DEDUCCIONES 7,178.68      |
|  |                               |           |          |   |             | 3%FV 3% FONDO DE VIVIENDA 365.18     |
|  |                               |           |          |   |             | FOND FONDO PENSIONES EMPRES 1,825.88 |
|  |                               |           |          |   |             | SEDARSEDAR 243.45                    |
|  |                               |           |          |   |             | AGUI PROVISION AGUINALDO 6,195.67    |
|  |                               |           |          |   |             | TOTA NOMINA EN EFECTIVO 50,448.28    |
| 39-067-007                                     | MARQUEZ CARLOS JOSE SEBASTIAN |           |          |   |             |                                      |
| T.EMP:   | PERMANENTE                    | 467.47    | 802.82   | PROYECTISTA                                 |             |                                      |
| 01   | SUELDO                        | 7,012.05  | 51       | ISPT  | 1,332.03    | DVIG DIAS DE VIGENCIA 15.00          |
| 02   | DESPENSA                      | 434.50    | 54       | FONDO PENSIONES                             | 927.34      | 51AG ISPT AGUINALDO 5,796.04         |
| 03   | TRANSPORTE                    | 299.50    | 65       | OTRAS DEDUCCIONES                           | 3,616.54    | IMP1 ISPT ART. 113 LISR 1,332.03     |



| Clave                                      | Nombre           | S.Diario  | S.Integ | DEDUCCIONES          | CONCEPTOS                   |           |
|--|------------------|-----------|---------|----------------------|-----------------------------|-----------|
| PERCEPCIONES                               |                  |           |         |                      |                             |           |
| 06   | PRIMA DE ALTO RI | 1,051.81  |         |                      | IMP2 ISPT ART. 142          | 5,796.04  |
| 30   | AGUINALDO        | 29,326.20 |         |                      | EXEN BASE EXENTA            | 2,191.20  |
|  |                  |           |         |                      | PGR1 PERC. GRAVADA TIPO 1   | 8,797.86  |
|  |                  |           |         |                      | PGR2 PERC. GRAVADA TIPO 2   | 27,135.00 |
|  |                  |           |         |                      | PERC TOTAL PERCEPCIONES     | 38,124.06 |
|  |                  |           |         |                      | DEDU TOTAL DEDUCCIONES      | 5,875.91  |
|  |                  |           |         |                      | 3%FV 3% FONDO DE VIVIENDA   | 241.92    |
|  |                  |           |         |                      | FOND FONDO PENSIONES EMPRES | 1,209.58  |
|  |                  |           |         |                      | SEDARSEDAR                  | 161.28    |
|  |                  |           |         |                      | AGUI PROVISION AGUINALDO    | 3,032.80  |
|  |                  |           |         |                      | TOTA NOMINA EN EFECTIVO     | 32,248.15 |
| 39-078-003 GUERRERO URIBE FRANCISCO JAVIER |                  |           |         |                      |                             |           |
| T.EMP:                                     | PERMANENTE       | 467.07    |         | 817.06               | TOPOGRAFO                   |           |
| 01   | SUELDO           | 7,006.05  | 51      | ISPT                 |                             | 1,365.27  |
| 02   | DESPENSA         | 557.00    | 54      | FONDO PENSIONES      |                             | 926.55    |
| 03   | TRANSPORTE       | 339.50    | 58      | CUOTA SINDICAL       |                             | 70.06     |
| 06   | PRIMA DE ALTO RI | 1,050.91  |         |                      | DVIG DIAS DE VIGENCIA       | 15.00     |
| 30   | AGUINALDO        | 29,844.87 |         |                      | 51AG ISPT AGUINALDO         | 5,906.82  |
|  |                  |           |         |                      | IMP1 ISPT ART. 113 LISR     | 1,365.27  |
|  |                  |           |         |                      | IMP2 ISPT ART. 142          | 5,906.82  |
|  |                  |           |         |                      | EXEN BASE EXENTA            | 2,191.20  |
|  |                  |           |         |                      | PGR1 PERC. GRAVADA TIPO 1   | 8,953.45  |
|  |                  |           |         |                      | PGR2 PERC. GRAVADA TIPO 2   | 27,653.67 |
|  |                  |           |         |                      | PERC TOTAL PERCEPCIONES     | 38,798.33 |
|  |                  |           |         |                      | DEDU TOTAL DEDUCCIONES      | 2,361.88  |
|  |                  |           |         |                      | 3%FV 3% FONDO DE VIVIENDA   | 241.71    |
|  |                  |           |         |                      | FOND FONDO PENSIONES EMPRES | 1,208.54  |
|  |                  |           |         |                      | SEDARSEDAR                  | 161.14    |
|  |                  |           |         |                      | AGUI PROVISION AGUINALDO    | 3,082.51  |
|  |                  |           |         |                      | TOTA NOMINA EN EFECTIVO     | 36,436.45 |
| 39-103-005 MURILLO GODOY RUBEN             |                  |           |         |                      |                             |           |
| T.EMP:                                     | PERMANENTE       | 467.07    |         | 816.65               | TOPOGRAFO                   |           |
| 01   | SUELDO           | 7,006.05  | 51      | ISPT                 |                             | 1,365.27  |
| 02   | DESPENSA         | 557.00    | 54      | FONDO PENSIONES      |                             | 926.55    |
| 03   | TRANSPORTE       | 339.50    | 58      | CUOTA SINDICAL       |                             | 70.06     |
| 06   | PRIMA DE ALTO RI | 1,050.91  | 65      | OTRAS DEDUCCIONES    |                             | 1,740.08  |
| 30   | AGUINALDO        | 29,761.30 |         |                      | EXEN BASE EXENTA            | 2,191.20  |
|  |                  |           |         |                      | PGR1 PERC. GRAVADA TIPO 1   | 8,953.45  |
|  |                  |           |         |                      | PGR2 PERC. GRAVADA TIPO 2   | 27,570.10 |
|  |                  |           |         |                      | PERC TOTAL PERCEPCIONES     | 38,714.76 |
|  |                  |           |         |                      | DEDU TOTAL DEDUCCIONES      | 4,101.96  |
|  |                  |           |         |                      | 3%FV 3% FONDO DE VIVIENDA   | 241.71    |
|  |                  |           |         |                      | FOND FONDO PENSIONES EMPRES | 1,208.54  |
|  |                  |           |         |                      | SEDARSEDAR                  | 161.14    |
|  |                  |           |         |                      | AGUI PROVISION AGUINALDO    | 2,998.94  |
|  |                  |           |         |                      | TOTA NOMINA EN EFECTIVO     | 34,612.80 |
| 39-131-008 OCEGUEDA RAMIREZ J GUADALUPE    |                  |           |         |                      |                             |           |
| T.EMP:                                     | PERMANENTE       | 467.47    |         | 800.38               | PROYECTISTA                 |           |
| 01   | SUELDO           | 7,012.05  | 51      | ISPT                 |                             | 1,332.03  |
| 02   | DESPENSA         | 434.50    | 54      | FONDO PENSIONES      |                             | 927.34    |
| 03   | TRANSPORTE       | 299.50    | 79      | APORT.ADIC.VOL.SEDAR |                             | 50.00     |
| 06   | PRIMA DE ALTO RI | 1,051.81  | 65      | OTRAS DEDUCCIONES    |                             | 800.00    |
| 30   | AGUINALDO        | 29,326.20 | 93      | SEGURO ABA           |                             | 174.88    |
|  |                  |           |         |                      | EXEN BASE EXENTA            | 2,191.20  |
|  |                  |           |         |                      | PGR1 PERC. GRAVADA TIPO 1   | 8,797.86  |
|  |                  |           |         |                      | PGR2 PERC. GRAVADA TIPO 2   | 27,135.00 |
|  |                  |           |         |                      | PERC TOTAL PERCEPCIONES     | 38,124.06 |
|  |                  |           |         |                      | DEDU TOTAL DEDUCCIONES      | 3,284.25  |
|  |                  |           |         |                      | 3%FV 3% FONDO DE VIVIENDA   | 241.92    |

| Clave      | Nombre                     | S.Diario  | S.Integ | PERCEPCIONES      | DEDUCCIONES | CONCEPTOS                            |
|------------|----------------------------|-----------|---------|-------------------|-------------|--------------------------------------|
|            |                            |           |         |                   |             | FOND FONDO PENSIONES EMPRES 1,209.58 |
|            |                            |           |         |                   |             | SEDARSEDAR 161.28                    |
|            |                            |           |         |                   |             | AGUI PROVISION AGUINALDO 3,032.80    |
|            |                            |           |         |                   |             | TOTA NOMINA EN EFECTIVO 34,839.81    |
| 39-131-009 | ARRIERO OLVERA JUAN CARLOS |           |         |                   |             |                                      |
| T.EMP:     | PERMANENTE                 | 467.47    |         |                   | 795.51      | PROYECTISTA                          |
| 01         | SUELDO                     | 7,012.05  | 51      | ISPT              | 1,332.03    | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | DESPENSA                   | 434.50    | 54      | FONDO PENSIONES   | 927.34      | 51AG ISPT AGUINALDO 5,796.04         |
| 03         | TRANSPORTE                 | 299.50    | 65      | OTRAS DEDUCCIONES | 2,650.00    | IMP1 ISPT ART. 113 LISR 1,332.03     |
| 06         | PRIMA DE ALTO RI           | 1,051.81  |         |                   |             | IMP2 ISPT ART. 142 5,796.04          |
| 30         | AGUINALDO                  | 29,326.20 |         |                   |             | EXEN BASE EXENTA 2,191.20            |
|            |                            |           |         |                   |             | PGR1 PERC. GRAVADA TIPO 1 8,797.86   |
|            |                            |           |         |                   |             | PGR2 PERC. GRAVADA TIPO 2 27,135.00  |
|            |                            |           |         |                   |             | PERC TOTAL PERCEPCIONES 38,124.06    |
|            |                            |           |         |                   |             | DEDU TOTAL DEDUCCIONES 4,909.37      |
|            |                            |           |         |                   |             | 3%FV 3% FONDO DE VIVIENDA 241.92     |
|            |                            |           |         |                   |             | FOND FONDO PENSIONES EMPRES 1,209.58 |
|            |                            |           |         |                   |             | SEDARSEDAR 161.28                    |
|            |                            |           |         |                   |             | AGUI PROVISION AGUINALDO 3,032.80    |
|            |                            |           |         |                   |             | CHEQ PAGO POR CHEQUE 33,214.69       |
| 40-104-004 | MIRAMONTES AGUAYO MARTIN   |           |         |                   |             |                                      |
| T.EMP:     | PERMANENTE                 | 467.07    |         |                   | 809.75      | TOPOGRAFO                            |
| 01         | SUELDO                     | 7,006.05  | 51      | ISPT              | 1,365.27    | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | DESPENSA                   | 557.00    | 54      | FONDO PENSIONES   | 926.55      | 51AG ISPT AGUINALDO 5,888.97         |
| 03         | TRANSPORTE                 | 339.50    | 58      | CUOTA SINDICAL    | 70.06       | IMP1 ISPT ART. 113 LISR 1,365.27     |
| 06         | PRIMA DE ALTO RI           | 1,050.91  | 65      | OTRAS DEDUCCIONES | 869.00      | IMP2 ISPT ART. 142 5,888.97          |
| 30         | AGUINALDO                  | 29,761.30 |         |                   |             | EXEN BASE EXENTA 2,191.20            |
|            |                            |           |         |                   |             | PGR1 PERC. GRAVADA TIPO 1 8,953.45   |
|            |                            |           |         |                   |             | PGR2 PERC. GRAVADA TIPO 2 27,570.10  |
|            |                            |           |         |                   |             | PERC TOTAL PERCEPCIONES 38,714.76    |
|            |                            |           |         |                   |             | DEDU TOTAL DEDUCCIONES 3,230.88      |
|            |                            |           |         |                   |             | 3%FV 3% FONDO DE VIVIENDA 241.71     |
|            |                            |           |         |                   |             | FOND FONDO PENSIONES EMPRES 1,208.54 |
|            |                            |           |         |                   |             | SEDARSEDAR 161.14                    |
|            |                            |           |         |                   |             | AGUI PROVISION AGUINALDO 2,998.94    |
|            |                            |           |         |                   |             | TOTA NOMINA EN EFECTIVO 35,483.88    |
| 41-083-005 | LUNA ONTIVEROS ROGELIO     |           |         |                   |             |                                      |
| T.EMP:     | PERMANENTE                 | 467.47    |         |                   | 797.95      | PROYECTISTA                          |
| 01         | SUELDO                     | 7,012.05  | 51      | ISPT              | 1,332.03    | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | DESPENSA                   | 434.50    | 54      | FONDO PENSIONES   | 927.34      | 51AG ISPT AGUINALDO 5,796.04         |
| 03         | TRANSPORTE                 | 299.50    | 65      | OTRAS DEDUCCIONES | 2,267.00    | IMP1 ISPT ART. 113 LISR 1,332.03     |
| 06         | PRIMA DE ALTO RI           | 1,051.81  |         |                   |             | IMP2 ISPT ART. 142 5,796.04          |
| 30         | AGUINALDO                  | 29,326.20 |         |                   |             | EXEN BASE EXENTA 2,191.20            |
|            |                            |           |         |                   |             | PGR1 PERC. GRAVADA TIPO 1 8,797.86   |
|            |                            |           |         |                   |             | PGR2 PERC. GRAVADA TIPO 2 27,135.00  |
|            |                            |           |         |                   |             | PERC TOTAL PERCEPCIONES 38,124.06    |
|            |                            |           |         |                   |             | DEDU TOTAL DEDUCCIONES 4,526.37      |
|            |                            |           |         |                   |             | 3%FV 3% FONDO DE VIVIENDA 241.92     |
|            |                            |           |         |                   |             | FOND FONDO PENSIONES EMPRES 1,209.58 |
|            |                            |           |         |                   |             | SEDARSEDAR 161.28                    |
|            |                            |           |         |                   |             | AGUI PROVISION AGUINALDO 3,032.80    |
|            |                            |           |         |                   |             | TOTA NOMINA EN EFECTIVO 33,597.69    |
| 430-001    | DELFIN PRECIADO JORGE LUIS |           |         |                   |             |                                      |
| T.EMP:     | PERMANENTE                 | 538.53    |         |                   | 795.29      | ANALISTA DE ESTUDIOS Y PROYECTOS     |

| Clave   | Nombre                    | S.Diario  | S.Integ | PERCEPCIONES      | DEDUCCIONES                      | CONCEPTOS                   |           |
|---------|---------------------------|-----------|---------|-------------------|----------------------------------|-----------------------------|-----------|
| 01      | SUELDO                    | 8,077.95  | 51      | ISPT              | 1,338.67                         | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02      | DESPENSA                  | 465.50    | 54      | FONDO PENSIONES   | 928.96                           | 51AG ISPT AGUINALDO         | 5,800.57  |
| 03      | TRANSPORTE                | 285.50    | 65      | OTRAS DEDUCCIONES | 3,377.65                         | IMP1 ISPT ART. 113 LISR     | 1,338.67  |
| 30      | AGUINALDO                 | 29,347.43 |         |                   |                                  | IMP2 ISPT ART. 142          | 5,800.57  |
|         |                           |           |         |                   |                                  | EXEN BASE EXENTA            | 2,191.20  |
|         |                           |           |         |                   |                                  | PGR1 PERC. GRAVADA TIPO 1   | 8,828.95  |
|         |                           |           |         |                   |                                  | PGR2 PERC. GRAVADA TIPO 2   | 27,156.23 |
|         |                           |           |         |                   |                                  | PERC TOTAL PERCEPCIONES     | 38,176.38 |
|         |                           |           |         |                   |                                  | DEDU TOTAL DEDUCCIONES      | 5,645.28  |
|         |                           |           |         |                   |                                  | 3%FV 3% FONDO DE VIVIENDA   | 242.34    |
|         |                           |           |         |                   |                                  | FOND FONDO PENSIONES EMPRES | 1,211.69  |
|         |                           |           |         |                   |                                  | SEDARSEDAR                  | 161.56    |
|         |                           |           |         |                   |                                  | AGUI PROVISION AGUINALDO    | 2,739.53  |
|         |                           |           |         |                   |                                  | TOTA NOMINA EN EFECTIVO     | 32,531.10 |
| 660-003 | HERRERA PEREZ ANDRES      |           |         |                   |                                  |                             |           |
| T.EMP:  | PERMANENTE                | 538.53    |         | 790.42            | ANALISTA DE ESTUDIOS Y PROYECTOS |                             |           |
| 01      | SUELDO                    | 8,077.95  | 51      | ISPT              | 1,338.67                         | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02      | DESPENSA                  | 465.50    | 54      | FONDO PENSIONES   | 928.96                           | 51AG ISPT AGUINALDO         | 5,784.23  |
| 03      | TRANSPORTE                | 285.50    |         |                   |                                  | IMP1 ISPT ART. 113 LISR     | 1,338.67  |
| 30      | AGUINALDO                 | 29,270.91 |         |                   |                                  | IMP2 ISPT ART. 142          | 5,784.23  |
|         |                           |           |         |                   |                                  | EXEN BASE EXENTA            | 2,191.20  |
|         |                           |           |         |                   |                                  | PGR1 PERC. GRAVADA TIPO 1   | 8,828.95  |
|         |                           |           |         |                   |                                  | PGR2 PERC. GRAVADA TIPO 2   | 27,079.71 |
|         |                           |           |         |                   |                                  | PERC TOTAL PERCEPCIONES     | 38,099.86 |
|         |                           |           |         |                   |                                  | DEDU TOTAL DEDUCCIONES      | 2,267.63  |
|         |                           |           |         |                   |                                  | 3%FV 3% FONDO DE VIVIENDA   | 242.34    |
|         |                           |           |         |                   |                                  | FOND FONDO PENSIONES EMPRES | 1,211.69  |
|         |                           |           |         |                   |                                  | SEDARSEDAR                  | 161.56    |
|         |                           |           |         |                   |                                  | AGUI PROVISION AGUINALDO    | 2,663.01  |
|         |                           |           |         |                   |                                  | TOTA NOMINA EN EFECTIVO     | 35,832.23 |
| 660-004 | LOPEZ SALDIVAR EDGAR SAID |           |         |                   |                                  |                             |           |
| T.EMP:  | PERMANENTE                | 811.50    |         | 1,213.37          | JEFE DE VALIDACION TECNICA       |                             |           |
| 01      | SUELDO                    | 12,172.50 | 51      | ISPT              | 2,372.17                         | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02      | DESPENSA                  | 727.50    | 54      | FONDO PENSIONES   | 1,399.84                         | 51AG ISPT AGUINALDO         | 9,954.17  |
| 03      | TRANSPORTE                | 454.00    |         |                   |                                  | IMP1 ISPT ART. 113 LISR     | 2,372.17  |
| 30      | AGUINALDO                 | 44,513.34 |         |                   |                                  | IMP2 ISPT ART. 142          | 9,954.17  |
|         |                           |           |         |                   |                                  | EXEN BASE EXENTA            | 2,191.20  |
|         |                           |           |         |                   |                                  | PGR1 PERC. GRAVADA TIPO 1   | 13,354.00 |
|         |                           |           |         |                   |                                  | PGR2 PERC. GRAVADA TIPO 2   | 42,322.14 |
|         |                           |           |         |                   |                                  | PERC TOTAL PERCEPCIONES     | 57,867.34 |
|         |                           |           |         |                   |                                  | DEDU TOTAL DEDUCCIONES      | 3,772.01  |
|         |                           |           |         |                   |                                  | 3%FV 3% FONDO DE VIVIENDA   | 365.18    |
|         |                           |           |         |                   |                                  | FOND FONDO PENSIONES EMPRES | 1,825.88  |
|         |                           |           |         |                   |                                  | SEDARSEDAR                  | 243.45    |
|         |                           |           |         |                   |                                  | AGUI PROVISION AGUINALDO    | 6,436.05  |
|         |                           |           |         |                   |                                  | TOTA NOMINA EN EFECTIVO     | 54,095.33 |
| 660-005 | LOTFE MORENO JORGE RAMON  |           |         |                   |                                  |                             |           |
| T.EMP:  | PERMANENTE                | 467.07    |         | 703.96            | AUXILIAR DE ESTUDIOS Y PROYECTOS |                             |           |
| 01      | SUELDO                    | 7,006.05  | 51      | ISPT              | 1,140.80                         | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02      | DESPENSA                  | 557.00    | 54      | FONDO PENSIONES   | 805.70                           | 51AG ISPT AGUINALDO         | 5,158.58  |
| 03      | TRANSPORTE                | 339.50    | 58      | CUOTA SINDICAL    | 70.06                            | IMP1 ISPT ART. 113 LISR     | 1,140.80  |
| 30      | AGUINALDO                 | 26,341.84 |         |                   |                                  | IMP2 ISPT ART. 142          | 5,158.58  |
|         |                           |           |         |                   |                                  | EXEN BASE EXENTA            | 2,191.20  |
|         |                           |           |         |                   |                                  | PGR1 PERC. GRAVADA TIPO 1   | 7,902.55  |
|         |                           |           |         |                   |                                  | PGR2 PERC. GRAVADA TIPO 2   | 24,150.64 |

| Clave  | Nombre                      | S.Diario | S.Integ              | DEDUCCIONES | CONCEPTOS               |                             |            |
|--|-----------------------------|----------|----------------------|-------------|-------------------------|-----------------------------|------------|
| PERCEPCIONES   |                             |          |                      |             |                         |                             |            |
|  |                             |          |                      |             |                         | PERC TOTAL PERCEPCIONES     | 34,244.39  |
|  |                             |          |                      |             |                         | DEDU TOTAL DEDUCCIONES      | 2,016.56   |
|  |                             |          |                      |             |                         | 3%FV 3% FONDO DE VIVIENDA   | 210.18     |
|  |                             |          |                      |             |                         | FOND FONDO PENSIONES EMPRES | 1,050.91   |
|  |                             |          |                      |             |                         | SEDARSEDAR                  | 140.12     |
|  |                             |          |                      |             |                         | AGUI PROVISION AGUINALDO    | 2,717.76   |
|  |                             |          |                      |             |                         | TOTA NOMINA EN EFECTIVO     | 32,227.83  |
| 660-008  | MARTINEZ GOMEZ FABIAN JALIL |          |                      |             |                         |                             |            |
| T.EMP: PERMANENTE                                    | 467.06                      |          | 802.43               | TOPOGRAFO   |                         |                             |            |
| 01 SUELDO  | 7,005.90                    | 51       | ISPT                 | 1,365.23    | DVIG DIAS DE VIGENCIA   | 15.00                       |            |
| 02 DESPENSA  | 557.00                      | 54       | FONDO PENSIONES      | 926.53      | 51AG ISPT AGUINALDO     | 5,888.85                    |            |
| 03 TRANSPORTE  | 339.50                      | 58       | CUOTA SINDICAL       | 70.06       | IMP1 ISPT ART. 113 LISR | 1,365.23                    |            |
| 06 PRIMA DE ALTO RI                                  | 1,050.88                    |          |                      |             | IMP2 ISPT ART. 142      | 5,888.85                    |            |
| 30 AGUINALDO   | 29,760.70                   |          |                      |             | EXEN BASE EXENTA        | 2,191.20                    |            |
|  |                             |          |                      |             |                         | PGR1 PERC. GRAVADA TIPO 1   | 8,953.28   |
|  |                             |          |                      |             |                         | PGR2 PERC. GRAVADA TIPO 2   | 27,569.50  |
|  |                             |          |                      |             |                         | PERC TOTAL PERCEPCIONES     | 38,713.98  |
|  |                             |          |                      |             |                         | DEDU TOTAL DEDUCCIONES      | 2,361.82   |
|  |                             |          |                      |             |                         | 3%FV 3% FONDO DE VIVIENDA   | 241.70     |
|  |                             |          |                      |             |                         | FOND FONDO PENSIONES EMPRES | 1,208.52   |
|  |                             |          |                      |             |                         | SEDARSEDAR                  | 161.14     |
|  |                             |          |                      |             |                         | AGUI PROVISION AGUINALDO    | 2,998.78   |
|  |                             |          |                      |             |                         | TOTA NOMINA EN EFECTIVO     | 36,352.16  |
| **** Totales GCIA. DE FORMULACION DE PROYEC 660 **** |                             |          |                      |             |                         |                             |            |
| 01 SUELDO  | 136,138.65                  | 51       | ISPT                 | 26,730.34   | DVIG DIAS DE VIGENCIA   | 225.00                      |            |
| 02 DESPENSA  | 8,369.00                    | 54       | FONDO PENSIONES      | 16,623.17   | 51AG ISPT AGUINALDO     | 114,698.26                  |            |
| 03 TRANSPORTE  | 5,368.50                    | 58       | CUOTA SINDICAL       | 350.30      | IMP1 ISPT ART. 113 LISR | 26,730.34                   |            |
| 06 PRIMA DE ALTO RI                                  | 8,410.85                    | 79       | APORT.ADIC.VOL.SEDAR | 50.00       | IMP2 ISPT ART. 142      | 114,698.26                  |            |
| 30 AGUINALDO   | 526,890.96                  | 65       | OTRAS DEDUCCIONES    | 20,834.05   | EXEN BASE EXENTA        | 32,868.00                   |            |
|  |                             |          |                      |             |                         | PGR1 PERC. GRAVADA TIPO 1   | 158,286.97 |
|  |                             |          |                      |             |                         | PGR2 PERC. GRAVADA TIPO 2   | 494,022.96 |
|  |                             |          |                      |             |                         | PERC TOTAL PERCEPCIONES     | 685,177.96 |
|  |                             |          |                      |             |                         | DEDU TOTAL DEDUCCIONES      | 64,762.74  |
|  |                             |          |                      |             |                         | 3%FV 3% FONDO DE VIVIENDA   | 4,336.51   |
|  |                             |          |                      |             |                         | FOND FONDO PENSIONES EMPRES | 21,682.42  |
|  |                             |          |                      |             |                         | SEDARSEDAR                  | 2,891.01   |
|  |                             |          |                      |             |                         | AGUI PROVISION AGUINALDO    | 60,529.89  |
|  |                             |          |                      |             |                         | TOTA NOMINA EN EFECTIVO     | 587,200.53 |
|  |                             |          |                      |             |                         | CHEQ PAGO POR CHEQUE        | 33,214.69  |

Total de Empleados : 15.00

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| Clave                                  | Nombre                                  | S.Diario   | S.Integ | PERCEPCIONES      | DEDUCCIONES | CONCEPTOS                             |
|--|---|------------|---------|-------------------|-------------|---------------------------------------|
| ***** DIR. DE ADMINISTRACION ***** 700 |   |            |         |                   |             |                                       |
| 303-010                                | LOPEZ ARRIAGA SANDRA LUCIA              |            |         |                   |             |                                       |
| T.EMP:                                 | EVENTUAL                                | 402.90     |         |                   | 605.95      | AUXILIAR DE INFORMACION Y ESTADISTICA |
| 01                                     | SUELDO                                  | 6,043.50   | 51      | ISPT              | 916.50      | DVIG DIAS DE VIGENCIA 15.00           |
| 02                                     | DESPENSA                                | 478.50     |         |                   |             | 51AG ISPT AGUINALDO 4,397.28          |
| 03                                     | TRANSPORTE                              | 330.50     |         |                   |             | IMP1 ISPT ART. 113 LISR 916.50        |
| 30                                     | AGUINALDO                               | 22,777.71  |         |                   |             | IMP2 ISPT ART. 142 4,397.28           |
|  |   |            |         |                   |             | EXEN BASE EXENTA 2,191.20             |
|  |   |            |         |                   |             | PGR1 PERC. GRAVADA TIPO 1 6,852.50    |
|  |   |            |         |                   |             | PGR2 PERC. GRAVADA TIPO 2 20,586.50   |
|  |   |            |         |                   |             | PERC TOTAL PERCEPCIONES 29,630.21     |
|  |   |            |         |                   |             | DEDU TOTAL DEDUCCIONES 916.50         |
|  |   |            |         |                   |             | AGUI PROVISION AGUINALDO 2,462.03     |
|  |   |            |         |                   |             | TOTA NOMINA EN EFECTIVO 28,713.71     |
| 700-003                                | SALAS BARBA HECTOR MANUEL               |            |         |                   |             |                                       |
| T.EMP:                                 | PERMANENTE                              | 2,564.87   |         |                   | 1,826.00    | DIRECTOR DE ADMINISTRACION            |
| 01                                     | SUELDO                                  | 38,473.05  | 51      | ISPT              | 10,706.73   | DVIG DIAS DE VIGENCIA 15.00           |
| 02                                     | DESPENSA                                | 1,518.50   | 54      | FONDO PENSIONES   | 4,424.40    | 51AG ISPT AGUINALDO 45,496.82         |
| 03                                     | TRANSPORTE                              | 1,067.50   | 65      | OTRAS DEDUCCIONES | 9,174.94    | IMP1 ISPT ART. 113 LISR 10,706.73     |
| 30                                     | AGUINALDO                               | 136,863.50 |         |                   |             | IMP2 ISPT ART. 142 45,496.82          |
|  |   |            |         |                   |             | EXEN BASE EXENTA 2,191.20             |
|  |   |            |         |                   |             | PGR1 PERC. GRAVADA TIPO 1 41,059.05   |
|  |   |            |         |                   |             | PGR2 PERC. GRAVADA TIPO 2 134,672.29  |
|  |   |            |         |                   |             | PERC TOTAL PERCEPCIONES 177,922.55    |
|  |   |            |         |                   |             | DEDU TOTAL DEDUCCIONES 24,306.07      |
|  |   |            |         |                   |             | 3%FV 3% FONDO DE VIVIENDA 1,154.19    |
|  |   |            |         |                   |             | FOND FONDO PENSIONES EMPRES 5,770.96  |
|  |   |            |         |                   |             | SEDARSEDAR 547.80                     |
|  |   |            |         |                   |             | AGUI PROVISION AGUINALDO 19,975.62    |
|  |   |            |         |                   |             | TOTA NOMINA EN EFECTIVO 153,616.48    |
| 700-005                                | VELAZQUEZ ESTRADA MARIA CAROLA FERNANDA |            |         |                   |             |                                       |
| T.EMP:                                 | EVENTUAL                                | 538.53     |         |                   | 790.82      | PROGRAMADOR ANALISTA                  |
| 01                                     | SUELDO                                  | 8,077.95   | 51      | ISPT              | 1,338.67    | DVIG DIAS DE VIGENCIA 15.00           |
| 02                                     | DESPENSA                                | 465.50     |         |                   |             | 51AG ISPT AGUINALDO 5,818.17          |
| 03                                     | TRANSPORTE                              | 285.50     |         |                   |             | IMP1 ISPT ART. 113 LISR 1,338.67      |
| 30                                     | AGUINALDO                               | 29,429.84  |         |                   |             | IMP2 ISPT ART. 142 5,818.17           |
|  |   |            |         |                   |             | EXEN BASE EXENTA 2,191.20             |
|  |   |            |         |                   |             | PGR1 PERC. GRAVADA TIPO 1 8,828.95    |
|  |   |            |         |                   |             | PGR2 PERC. GRAVADA TIPO 2 27,238.64   |
|  |   |            |         |                   |             | PERC TOTAL PERCEPCIONES 38,258.79     |
|  |   |            |         |                   |             | DEDU TOTAL DEDUCCIONES 1,338.67       |
|  |   |            |         |                   |             | AGUI PROVISION AGUINALDO 2,821.94     |
|  |   |            |         |                   |             | TOTA NOMINA EN EFECTIVO 36,920.12     |
| 700-007                                | GUTIERREZ HERNANDEZ EDUARDO EMMANUEL    |            |         |                   |             |                                       |
| T.EMP:                                 | EVENTUAL                                | 312.29     |         |                   | 465.59      | AUXILIAR DE ARCHIVO                   |
| 01                                     | SUELDO                                  | 4,684.35   | 51      | ISPT              | 587.53      | DVIG DIAS DE VIGENCIA 15.00           |
| 02                                     | DESPENSA                                | 394.00     | 58      | CUOTA SINDICAL    | 46.84       | 51AG ISPT AGUINALDO 3,314.35          |
| 03                                     | TRANSPORTE                              | 234.00     |         |                   |             | IMP1 ISPT ART. 113 LISR 587.53        |
| 30                                     | AGUINALDO                               | 17,707.84  |         |                   |             | IMP2 ISPT ART. 142 3,314.35           |
|  |   |            |         |                   |             | EXEN BASE EXENTA 2,191.20             |
|  |   |            |         |                   |             | PGR1 PERC. GRAVADA TIPO 1 5,312.35    |
|  |   |            |         |                   |             | PGR2 PERC. GRAVADA TIPO 2 15,516.64   |
|  |   |            |         |                   |             | PERC TOTAL PERCEPCIONES 23,020.19     |
|  |   |            |         |                   |             | DEDU TOTAL DEDUCCIONES 634.37         |

| Clave   | Nombre                           | S.Diario  | S.Integ | PERCEPCIONES      | DEDUCCIONES | CONCEPTOS                                |            |
|---------|----------------------------------|-----------|---------|-------------------|-------------|--|------------|
|         |                                  |           |         |                   |             | AGUI PROVISION AGUINALDO                 | 2,081.46   |
|         |                                  |           |         |                   |             | TOTA NOMINA EN EFECTIVO                  | 22,385.82  |
| 730-005 | RANGEL JAUREGUI KARLA VIANNEY    |           |         |                   |             |  |            |
| T.EMP:  | PERMANENTE                       | 467.07    | 708.82  |                   |             | SECRETARIA DE DIRECCION                  |            |
| 01      | SUELDO                           | 7,006.05  | 51      | ISPT              | 1,140.80    | DVIG DIAS DE VIGENCIA                    | 15.00      |
| 02      | DESPENSA                         | 557.00    | 54      | FONDO PENSIONES   | 805.70      | 51AG ISPT AGUINALDO                      | 5,158.58   |
| 03      | TRANSPORTE                       | 339.50    | 58      | CUOTA SINDICAL    | 70.06       | IMP1 ISPT ART. 113 LISR                  | 1,140.80   |
| 30      | AGUINALDO                        | 26,341.84 | 65      | OTRAS DEDUCCIONES | 3,590.60    | IMP2 ISPT ART. 142                       | 5,158.58   |
|         |                                  |           |         |                   |             | EXEN BASE EXENTA                         | 2,191.20   |
|         |                                  |           |         |                   |             | PGR1 PERC. GRAVADA TIPO 1                | 7,902.55   |
|         |                                  |           |         |                   |             | PGR2 PERC. GRAVADA TIPO 2                | 24,150.64  |
|         |                                  |           |         |                   |             | PERC TOTAL PERCEPCIONES                  | 34,244.39  |
|         |                                  |           |         |                   |             | DEDU TOTAL DEDUCCIONES                   | 5,607.16   |
|         |                                  |           |         |                   |             | 3%FV 3% FONDO DE VIVIENDA                | 210.18     |
|         |                                  |           |         |                   |             | FOND FONDO PENSIONES EMPRES              | 1,050.91   |
|         |                                  |           |         |                   |             | SEDARSEDAR                               | 140.12     |
|         |                                  |           |         |                   |             | AGUI PROVISION AGUINALDO                 | 2,717.76   |
|         |                                  |           |         |                   |             | TOTA NOMINA EN EFECTIVO                  | 28,637.23  |
| 730-020 | BRISEÑO ALMAGUER IRENE           |           |         |                   |             |  |            |
| T.EMP:  | EVENTUAL                         | 654.43    | 878.85  |                   |             | ENCARGADO GENERAL ARCHIVO ADMINISTRACIÓN |            |
| 01      | SUELDO                           | 9,816.45  | 51      | ISPT              | 1,777.34    | DVIG DIAS DE VIGENCIA                    | 15.00      |
| 02      | DESPENSA                         | 630.50    |         |                   |             | 51AG ISPT AGUINALDO                      | 5,513.62   |
| 03      | TRANSPORTE                       | 378.00    |         |                   |             | IMP1 ISPT ART. 113 LISR                  | 1,777.34   |
| 30      | AGUINALDO                        | 25,633.48 |         |                   |             | IMP2 ISPT ART. 142                       | 5,513.62   |
|         |                                  |           |         |                   |             | EXEN BASE EXENTA                         | 2,191.20   |
|         |                                  |           |         |                   |             | PGR1 PERC. GRAVADA TIPO 1                | 10,824.95  |
|         |                                  |           |         |                   |             | PGR2 PERC. GRAVADA TIPO 2                | 23,442.28  |
|         |                                  |           |         |                   |             | PERC TOTAL PERCEPCIONES                  | 36,458.43  |
|         |                                  |           |         |                   |             | DEDU TOTAL DEDUCCIONES                   | 1,777.34   |
|         |                                  |           |         |                   |             | AGUI PROVISION AGUINALDO                 | 4,197.25   |
|         |                                  |           |         |                   |             | CHEQ PAGO POR CHEQUE                     | 34,681.09  |
| 730-034 | ESTRADA MAGALLON RICARDO ANTONIO |           |         |                   |             |  |            |
| T.EMP:  | EVENTUAL                         | 312.29    | 410.29  |                   |             | AUXILIAR DE ARCHIVO                      |            |
| 01      | SUELDO                           | 4,684.35  | 51      | ISPT              | 587.53      | DVIG DIAS DE VIGENCIA                    | 15.00      |
| 02      | DESPENSA                         | 394.00    |         |                   |             | 51AG ISPT AGUINALDO                      | 1,908.81   |
| 03      | TRANSPORTE                       | 234.00    |         |                   |             | IMP1 ISPT ART. 113 LISR                  | 587.53     |
| 30      | AGUINALDO                        | 11,127.60 |         |                   |             | IMP2 ISPT ART. 142                       | 1,908.81   |
|         |                                  |           |         |                   |             | EXEN BASE EXENTA                         | 2,191.20   |
|         |                                  |           |         |                   |             | PGR1 PERC. GRAVADA TIPO 1                | 5,312.35   |
|         |                                  |           |         |                   |             | PGR2 PERC. GRAVADA TIPO 2                | 8,936.40   |
|         |                                  |           |         |                   |             | PERC TOTAL PERCEPCIONES                  | 16,439.95  |
|         |                                  |           |         |                   |             | DEDU TOTAL DEDUCCIONES                   | 587.53     |
|         |                                  |           |         |                   |             | AGUI PROVISION AGUINALDO                 | -10,331.41 |
|         |                                  |           |         |                   |             | TOTA NOMINA EN EFECTIVO                  | 15,852.42  |
| 840-004 | GARCIA GOMEZ CITLALI MADAY       |           |         |                   |             |  |            |
| T.EMP:  | EVENTUAL                         | 312.29    | 417.57  |                   |             | AUXILIAR DE ARCHIVO                      |            |
| 01      | SUELDO                           | 4,684.35  | 51      | ISPT              | 587.53      | DVIG DIAS DE VIGENCIA                    | 15.00      |
| 02      | DESPENSA                         | 394.00    |         |                   |             | 51AG ISPT AGUINALDO                      | 2,218.97   |
| 03      | TRANSPORTE                       | 234.00    |         |                   |             | IMP1 ISPT ART. 113 LISR                  | 587.53     |
| 30      | AGUINALDO                        | 12,579.65 |         |                   |             | IMP2 ISPT ART. 142                       | 2,218.97   |
|         |                                  |           |         |                   |             | EXEN BASE EXENTA                         | 2,191.20   |
|         |                                  |           |         |                   |             | PGR1 PERC. GRAVADA TIPO 1                | 5,312.35   |
|         |                                  |           |         |                   |             | PGR2 PERC. GRAVADA TIPO 2                | 10,388.45  |
|         |                                  |           |         |                   |             | PERC TOTAL PERCEPCIONES                  | 17,892.00  |

| Clave  | Nombre       | S.Diario   | S.Integ | DEDUCCIONES       | CONCEPTOS                   |            |
|--|--------------|------------|---------|-------------------|-----------------------------|------------|
|  | PERCEPCIONES |            |         |                   |                             |            |
|  |              |            |         |                   | DEDU TOTAL DEDUCCIONES      | 587.53     |
|  |              |            |         |                   | AGUI PROVISION AGUINALDO    | 1,855.58   |
|  |              |            |         |                   | TOTA NOMINA EN EFECTIVO     | 17,304.47  |
| **** Totales DIR. DE ADMINISTRACION 700 **** |              |            |         |                   |                             |            |
| 01   | SUELDO       | 83,470.05  | 51      | ISPT              | DVIG DIAS DE VIGENCIA       | 120.00     |
| 02   | DESPENSA     | 4,832.00   | 54      | FONDO PENSIONES   | 51AG ISPT AGUINALDO         | 73,826.60  |
| 03   | TRANSPORTE   | 3,103.00   | 58      | CUOTA SINDICAL    | IMP1 ISPT ART. 113 LISR     | 17,642.63  |
| 30   | AGUINALDO    | 282,461.46 | 65      | OTRAS DEDUCCIONES | IMP2 ISPT ART. 142          | 73,826.60  |
|  |              |            |         |                   | EXEN BASE EXENTA            | 17,529.60  |
|  |              |            |         |                   | PGR1 PERC. GRAVADA TIPO 1   | 91,405.05  |
|  |              |            |         |                   | PGR2 PERC. GRAVADA TIPO 2   | 264,931.84 |
|  |              |            |         |                   | PERC TOTAL PERCEPCIONES     | 373,866.51 |
|  |              |            |         |                   | DEDU TOTAL DEDUCCIONES      | 35,755.17  |
|  |              |            |         |                   | 3%FV 3% FONDO DE VIVIENDA   | 1,364.37   |
|  |              |            |         |                   | FOND FONDO PENSIONES EMPRES | 6,821.87   |
|  |              |            |         |                   | SEDARSEDAR                  | 687.92     |
|  |              |            |         |                   | AGUI PROVISION AGUINALDO    | 25,780.23  |
|  |              |            |         |                   | TOTA NOMINA EN EFECTIVO     | 303,430.25 |
|  |              |            |         |                   | CHEQ PAGO POR CHEQUE        | 34,681.09  |

Total de Empleados : 8.00

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| Clave                                 | Nombre                             | S.Diario  | S.Integ | PERCEPCIONES         | DEDUCCIONES | CONCEPTOS                            |
|---------------------------------------|------------------------------------|-----------|---------|----------------------|-------------|--------------------------------------|
| ***** GCIA. DE CONTABILIDAD ***** 710 |                                    |           |         |                      |             |                                      |
| 27-281-009                            | GONZALEZ EUFRACIO GABRIELA         |           |         |                      |             |                                      |
| T.EMP:                                | PERMANENTE                         | 402.90    | 613.57  |                      |             | SECRETARIA                           |
| 01                                    | SUELDO                             | 6,043.50  | 51      | ISPT                 | 916.50      | DVIG DIAS DE VIGENCIA 15.00          |
| 02                                    | DESPENSA                           | 478.50    | 54      | FONDO PENSIONES      | 695.00      | 51AG ISPT AGUINALDO 4,410.94         |
| 03                                    | TRANSPORTE                         | 330.50    | 58      | CUOTA SINDICAL       | 60.44       | IMP1 ISPT ART. 113 LISR 916.50       |
| 30                                    | AGUINALDO                          | 22,841.67 | 65      | OTRAS DEDUCCIONES    | 3,666.65    | IMP2 ISPT ART. 142 4,410.94          |
|                                       |                                    |           | 92      | PRESTAMO TU NOMINA P | 0.11        | EXEN BASE EXENTA 2,191.20            |
|                                       |                                    |           |         |                      |             | PGR1 PERC. GRAVADA TIPO 1 6,852.50   |
|                                       |                                    |           |         |                      |             | PGR2 PERC. GRAVADA TIPO 2 20,650.46  |
|                                       |                                    |           |         |                      |             | PERC TOTAL PERCEPCIONES 29,694.17    |
|                                       |                                    |           |         |                      |             | DEDU TOTAL DEDUCCIONES 5,338.70      |
|                                       |                                    |           |         |                      |             | 3%FV 3% FONDO DE VIVIENDA 181.31     |
|                                       |                                    |           |         |                      |             | FOND FONDO PENSIONES EMPRES 906.52   |
|                                       |                                    |           |         |                      |             | SEDARSEDAR 120.87                    |
|                                       |                                    |           |         |                      |             | AGUI PROVISION AGUINALDO 2,525.99    |
|                                       |                                    |           |         |                      |             | TOTA NOMINA EN EFECTIVO 24,355.47    |
| 420-005                               | SALAS RODRIGUEZ ALEJANDRO TONATIUH |           |         |                      |             |                                      |
| T.EMP:                                | PERMANENTE                         | 467.07    | 703.23  |                      |             | ANALISTA CONTABLE (EGRESOS)          |
| 01                                    | SUELDO                             | 7,006.05  | 51      | ISPT                 | 1,140.80    | DVIG DIAS DE VIGENCIA 15.00          |
| 02                                    | DESPENSA                           | 557.00    | 54      | FONDO PENSIONES      | 805.70      | 51AG ISPT AGUINALDO 5,142.82         |
| 03                                    | TRANSPORTE                         | 339.50    | 65      | OTRAS DEDUCCIONES    | 1,919.00    | IMP1 ISPT ART. 113 LISR 1,140.80     |
| 30                                    | AGUINALDO                          | 26,268.08 |         |                      |             | IMP2 ISPT ART. 142 5,142.82          |
|                                       |                                    |           |         |                      |             | EXEN BASE EXENTA 2,191.20            |
|                                       |                                    |           |         |                      |             | PGR1 PERC. GRAVADA TIPO 1 7,902.55   |
|                                       |                                    |           |         |                      |             | PGR2 PERC. GRAVADA TIPO 2 24,076.88  |
|                                       |                                    |           |         |                      |             | PERC TOTAL PERCEPCIONES 34,170.63    |
|                                       |                                    |           |         |                      |             | DEDU TOTAL DEDUCCIONES 3,865.50      |
|                                       |                                    |           |         |                      |             | 3%FV 3% FONDO DE VIVIENDA 210.18     |
|                                       |                                    |           |         |                      |             | FOND FONDO PENSIONES EMPRES 1,050.91 |
|                                       |                                    |           |         |                      |             | SEDARSEDAR 140.12                    |
|                                       |                                    |           |         |                      |             | AGUI PROVISION AGUINALDO 2,644.00    |
|                                       |                                    |           |         |                      |             | TOTA NOMINA EN EFECTIVO 30,305.13    |
| 49-284-008                            | DE LA TORRE AGUILAR LAURA CRISTINA |           |         |                      |             |                                      |
| T.EMP:                                | PERMANENTE                         | 444.43    | 678.93  |                      |             | CAJERO                               |
| 01                                    | SUELDO                             | 6,666.45  | 51      | ISPT                 | 1,066.01    | DVIG DIAS DE VIGENCIA 15.00          |
| 02                                    | DESPENSA                           | 546.50    | 54      | FONDO PENSIONES      | 766.64      | 51AG ISPT AGUINALDO 4,909.31         |
| 03                                    | TRANSPORTE                         | 339.50    | 65      | OTRAS DEDUCCIONES    | 2,823.27    | IMP1 ISPT ART. 113 LISR 1,066.01     |
| 30                                    | AGUINALDO                          | 25,174.84 |         |                      |             | IMP2 ISPT ART. 142 4,909.31          |
|                                       |                                    |           |         |                      |             | EXEN BASE EXENTA 2,191.20            |
|                                       |                                    |           |         |                      |             | PGR1 PERC. GRAVADA TIPO 1 7,552.45   |
|                                       |                                    |           |         |                      |             | PGR2 PERC. GRAVADA TIPO 2 22,983.64  |
|                                       |                                    |           |         |                      |             | PERC TOTAL PERCEPCIONES 32,727.29    |
|                                       |                                    |           |         |                      |             | DEDU TOTAL DEDUCCIONES 4,655.92      |
|                                       |                                    |           |         |                      |             | 3%FV 3% FONDO DE VIVIENDA 199.99     |
|                                       |                                    |           |         |                      |             | FOND FONDO PENSIONES EMPRES 999.97   |
|                                       |                                    |           |         |                      |             | SEDARSEDAR 133.33                    |
|                                       |                                    |           |         |                      |             | AGUI PROVISION AGUINALDO 2,605.88    |
|                                       |                                    |           |         |                      |             | TOTA NOMINA EN EFECTIVO 28,071.37    |
| 524-005                               | GOMEZ PEREZ ALFREDO                |           |         |                      |             |                                      |
| T.EMP:                                | PERMANENTE                         | 444.43    | 676.49  |                      |             | ANALISTA CONTABLE                    |
| 01                                    | SUELDO                             | 6,666.45  | 51      | ISPT                 | 1,066.01    | DVIG DIAS DE VIGENCIA 15.00          |
| 02                                    | DESPENSA                           | 546.50    | 54      | FONDO PENSIONES      | 766.64      | 51AG ISPT AGUINALDO 4,909.31         |
| 03                                    | TRANSPORTE                         | 339.50    |         |                      |             | IMP1 ISPT ART. 113 LISR 1,066.01     |



| Clave      | Nombre                          | S.Diario  | S.Integ | PERCEPCIONES                                | DEDUCCIONES | CONCEPTOS                   |           |
|------------|---------------------------------|-----------|---------|---|-------------|-----------------------------|-----------|
| 30         | AGUINALDO                       | 25,174.84 |         |   |             | IMP2 ISPT ART. 142          | 4,909.31  |
|            |                                 |           |         |   |             | EXEN BASE EXENTA            | 2,191.20  |
|            |                                 |           |         |   |             | PGR1 PERC. GRAVADA TIPO 1   | 7,552.45  |
|            |                                 |           |         |   |             | PGR2 PERC. GRAVADA TIPO 2   | 22,983.64 |
|            |                                 |           |         |   |             | PERC TOTAL PERCEPCIONES     | 32,727.29 |
|            |                                 |           |         |   |             | DEDU TOTAL DEDUCCIONES      | 1,832.65  |
|            |                                 |           |         |   |             | 3%FV 3% FONDO DE VIVIENDA   | 199.99    |
|            |                                 |           |         |   |             | FOND FONDO PENSIONES EMPRES | 999.97    |
|            |                                 |           |         |   |             | SEDARSEDAR                  | 133.33    |
|            |                                 |           |         |   |             | AGUI PROVISION AGUINALDO    | 2,605.88  |
|            |                                 |           |         |   |             | TOTA NOMINA EN EFECTIVO     | 30,894.64 |
| 60-198-002 | RODRIGUEZ RODRIGUEZ RUTH MYRIAM |           |         |   |             |                             |           |
| T.EMP:     | PERMANENTE                      | 654.43    | 985.47  | JEFE DE CONTROL PRESUPUESTAL (CONTABILIDAD) |             |                             |           |
| 01         | SUELDO                          | 9,816.45  | 51      | ISPT  | 1,777.34    | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02         | DESPENSA                        | 630.50    | 54      | FONDO PENSIONES                             | 1,128.89    | 51AG ISPT AGUINALDO         | 7,832.21  |
| 03         | TRANSPORTE                      | 378.00    |         |   |             | IMP1 ISPT ART. 113 LISR     | 1,777.34  |
| 30         | AGUINALDO                       | 35,491.40 |         |   |             | IMP2 ISPT ART. 142          | 7,832.21  |
|            |                                 |           |         |   |             | EXEN BASE EXENTA            | 2,191.20  |
|            |                                 |           |         |   |             | PGR1 PERC. GRAVADA TIPO 1   | 10,824.95 |
|            |                                 |           |         |   |             | PGR2 PERC. GRAVADA TIPO 2   | 33,300.20 |
|            |                                 |           |         |   |             | PERC TOTAL PERCEPCIONES     | 46,316.35 |
|            |                                 |           |         |   |             | DEDU TOTAL DEDUCCIONES      | 2,906.23  |
|            |                                 |           |         |   |             | 3%FV 3% FONDO DE VIVIENDA   | 294.49    |
|            |                                 |           |         |   |             | FOND FONDO PENSIONES EMPRES | 1,472.47  |
|            |                                 |           |         |   |             | SEDARSEDAR                  | 196.33    |
|            |                                 |           |         |   |             | AGUI PROVISION AGUINALDO    | 4,616.37  |
|            |                                 |           |         |   |             | TOTA NOMINA EN EFECTIVO     | 43,410.12 |
| 710-002    | GOMEZ PEREZ GERARDO             |           |         |   |             |                             |           |
| T.EMP:     | PERMANENTE                      | 444.43    | 677.47  | ANALISTA CONTABLE (EGRESOS)                 |             |                             |           |
| 01         | SUELDO                          | 6,666.45  | 51      | ISPT  | 1,068.26    | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02         | DESPENSA                        | 557.00    | 54      | FONDO PENSIONES                             | 766.64      | 51AG ISPT AGUINALDO         | 4,916.78  |
| 03         | TRANSPORTE                      | 339.50    | 65      | OTRAS DEDUCCIONES                           | 3,925.51    | IMP1 ISPT ART. 113 LISR     | 1,068.26  |
| 30         | AGUINALDO                       | 25,209.84 | 93      | SEGURO ABA                                  | 171.74      | IMP2 ISPT ART. 142          | 4,916.78  |
|            |                                 |           | 95      | PRESTAMO AYUDATE                            | 392.79      | EXEN BASE EXENTA            | 2,191.20  |
|            |                                 |           |         |   |             | PGR1 PERC. GRAVADA TIPO 1   | 7,562.95  |
|            |                                 |           |         |   |             | PGR2 PERC. GRAVADA TIPO 2   | 23,018.64 |
|            |                                 |           |         |   |             | PERC TOTAL PERCEPCIONES     | 32,772.79 |
|            |                                 |           |         |   |             | DEDU TOTAL DEDUCCIONES      | 6,324.94  |
|            |                                 |           |         |   |             | 3%FV 3% FONDO DE VIVIENDA   | 199.99    |
|            |                                 |           |         |   |             | FOND FONDO PENSIONES EMPRES | 999.97    |
|            |                                 |           |         |   |             | SEDARSEDAR                  | 133.33    |
|            |                                 |           |         |   |             | AGUI PROVISION AGUINALDO    | 2,623.60  |
|            |                                 |           |         |   |             | CHEQ PAGO POR CHEQUE        | 26,447.85 |
| 710-006    | SALVIO FAJARDO SALVADOR         |           |         |   |             |                             |           |
| T.EMP:     | PERMANENTE                      | 444.43    | 676.49  | ANALISTA CONTABLE                           |             |                             |           |
| 01         | SUELDO                          | 6,666.45  | 51      | ISPT  | 1,066.01    | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02         | DESPENSA                        | 546.50    | 54      | FONDO PENSIONES                             | 766.64      | 51AG ISPT AGUINALDO         | 4,894.25  |
| 03         | TRANSPORTE                      | 339.50    |         |   |             | IMP1 ISPT ART. 113 LISR     | 1,066.01  |
| 30         | AGUINALDO                       | 25,104.35 |         |   |             | IMP2 ISPT ART. 142          | 4,894.25  |
|            |                                 |           |         |   |             | EXEN BASE EXENTA            | 2,191.20  |
|            |                                 |           |         |   |             | PGR1 PERC. GRAVADA TIPO 1   | 7,552.45  |
|            |                                 |           |         |   |             | PGR2 PERC. GRAVADA TIPO 2   | 22,913.15 |
|            |                                 |           |         |   |             | PERC TOTAL PERCEPCIONES     | 32,656.80 |
|            |                                 |           |         |   |             | DEDU TOTAL DEDUCCIONES      | 1,832.65  |
|            |                                 |           |         |   |             | 3%FV 3% FONDO DE VIVIENDA   | 199.99    |

| Clave      | Nombre                      | S.Diario  | S.Integ  | PERCEPCIONES         | DEDUCCIONES | CONCEPTOS                            |
|------------|-----------------------------|-----------|----------|----------------------|-------------|--------------------------------------|
|            |                             |           |          |                      |             | FOND FONDO PENSIONES EMPRES 999.97   |
|            |                             |           |          |                      |             | SEDARSEDAR 133.33                    |
|            |                             |           |          |                      |             | AGUI PROVISION AGUINALDO 2,535.39    |
|            |                             |           |          |                      |             | TOTA NOMINA EN EFECTIVO 30,824.15    |
| 710-008    | MALDONADO HERNANDEZ ROBERTO |           |          |                      |             |                                      |
| T.EMP:     | PERMANENTE                  | 1,632.10  | 1,826.00 |                      |             | GERENTE DE CONTABILIDAD              |
| 01         | SUELDO                      | 24,481.50 | 51       | ISPT                 | 6,040.03    | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | DESPENSA                    | 994.50    | 54       | FONDO PENSIONES      | 2,815.37    | 51AG ISPT AGUINALDO 25,527.14        |
| 03         | TRANSPORTE                  | 708.50    | 65       | OTRAS DEDUCCIONES    | 3,056.00    | IMP1 ISPT ART. 113 LISR 6,040.03     |
| 30         | AGUINALDO                   | 87,281.67 |          |                      |             | IMP2 ISPT ART. 142 25,527.14         |
|            |                             |           |          |                      |             | EXEN BASE EXENTA 2,191.20            |
|            |                             |           |          |                      |             | PGR1 PERC. GRAVADA TIPO 1 26,184.50  |
|            |                             |           |          |                      |             | PGR2 PERC. GRAVADA TIPO 2 85,090.47  |
|            |                             |           |          |                      |             | PERC TOTAL PERCEPCIONES 113,466.17   |
|            |                             |           |          |                      |             | DEDU TOTAL DEDUCCIONES 11,911.40     |
|            |                             |           |          |                      |             | 3%FV 3% FONDO DE VIVIENDA 734.44     |
|            |                             |           |          |                      |             | FOND FONDO PENSIONES EMPRES 3,672.22 |
|            |                             |           |          |                      |             | SEDARSEDAR 489.63                    |
|            |                             |           |          |                      |             | AGUI PROVISION AGUINALDO 12,729.24   |
|            |                             |           |          |                      |             | TOTA NOMINA EN EFECTIVO 101,554.77   |
| 710-013    | PIÑA RAMIREZ MONSERRAT      |           |          |                      |             |                                      |
| T.EMP:     | EVENTUAL                    | 811.50    | 1,213.37 |                      |             | RESIDENTE CONTABLE                   |
| 01         | SUELDO                      | 12,172.50 | 51       | ISPT                 | 2,372.17    | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | DESPENSA                    | 727.50    |          |                      |             | 51AG ISPT AGUINALDO 9,954.17         |
| 03         | TRANSPORTE                  | 454.00    |          |                      |             | IMP1 ISPT ART. 113 LISR 2,372.17     |
| 30         | AGUINALDO                   | 44,513.34 |          |                      |             | IMP2 ISPT ART. 142 9,954.17          |
|            |                             |           |          |                      |             | EXEN BASE EXENTA 2,191.20            |
|            |                             |           |          |                      |             | PGR1 PERC. GRAVADA TIPO 1 13,354.00  |
|            |                             |           |          |                      |             | PGR2 PERC. GRAVADA TIPO 2 42,322.14  |
|            |                             |           |          |                      |             | PERC TOTAL PERCEPCIONES 57,867.34    |
|            |                             |           |          |                      |             | DEDU TOTAL DEDUCCIONES 2,372.17      |
|            |                             |           |          |                      |             | AGUI PROVISION AGUINALDO 6,436.05    |
|            |                             |           |          |                      |             | TOTA NOMINA EN EFECTIVO 55,495.17    |
| 740-009    | TREJO HUERTERO JAEL         |           |          |                      |             |                                      |
| T.EMP:     | PERMANENTE                  | 444.43    | 676.15   |                      |             | ANALISTA CONTABLE                    |
| 01         | SUELDO                      | 6,666.45  | 51       | ISPT                 | 1,066.01    | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | DESPENSA                    | 546.50    | 54       | FONDO PENSIONES      | 766.64      | 51AG ISPT AGUINALDO 4,909.31         |
| 03         | TRANSPORTE                  | 339.50    | 79       | APORT.ADIC.VOL.SEDAR | 250.00      | IMP1 ISPT ART. 113 LISR 1,066.01     |
| 30         | AGUINALDO                   | 25,174.84 | 65       | OTRAS DEDUCCIONES    | 2,205.00    | IMP2 ISPT ART. 142 4,909.31          |
|            |                             |           |          |                      |             | EXEN BASE EXENTA 2,191.20            |
|            |                             |           |          |                      |             | PGR1 PERC. GRAVADA TIPO 1 7,552.45   |
|            |                             |           |          |                      |             | PGR2 PERC. GRAVADA TIPO 2 22,983.64  |
|            |                             |           |          |                      |             | PERC TOTAL PERCEPCIONES 32,727.29    |
|            |                             |           |          |                      |             | DEDU TOTAL DEDUCCIONES 4,287.65      |
|            |                             |           |          |                      |             | 3%FV 3% FONDO DE VIVIENDA 199.99     |
|            |                             |           |          |                      |             | FOND FONDO PENSIONES EMPRES 999.97   |
|            |                             |           |          |                      |             | SEDARSEDAR 133.33                    |
|            |                             |           |          |                      |             | AGUI PROVISION AGUINALDO 2,605.88    |
|            |                             |           |          |                      |             | TOTA NOMINA EN EFECTIVO 28,439.64    |
| 84-080-003 | PEREZ UREÑA JORGE ALBERTO   |           |          |                      |             |                                      |
| T.EMP:     | PERMANENTE                  | 811.50    | 1,223.11 |                      |             | JEFE DE TESORERIA                    |
| 01         | SUELDO                      | 12,172.50 | 51       | ISPT                 | 2,372.17    | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | DESPENSA                    | 727.50    | 54       | FONDO PENSIONES      | 1,399.84    | 51AG ISPT AGUINALDO 9,954.17         |
| 03         | TRANSPORTE                  | 454.00    | 65       | OTRAS DEDUCCIONES    | 5,477.67    | IMP1 ISPT ART. 113 LISR 2,372.17     |

| Clave   | Nombre     | S.Diario   | S.Integ  | PERCEPCIONES         | DEDUCCIONES  | CONCEPTOS   |
|---|------------|------------|----------|----------------------|--------------|---|
| 30  | AGUINALDO  | 44,513.34  |          |                      |              | IMP2 ISPT ART. 142 9,954.17<br>EXEN BASE EXENTA 2,191.20<br>PGR1 PERC. GRAVADA TIPO 1 13,354.00<br>PGR2 PERC. GRAVADA TIPO 2 42,322.14<br>PERC TOTAL PERCEPCIONES 57,867.34<br>DEDU TOTAL DEDUCCIONES 9,249.68<br>3%FV 3% FONDO DE VIVIENDA 365.18<br>FOND FONDO PENSIONES EMPRES 1,825.88<br>SEDARSEDAR 243.45<br>AGUI PROVISION AGUINALDO 6,436.05<br>TOTA NOMINA EN EFECTIVO 48,617.66 |
| 84-137-005 GONZALEZ REYNOSO PATRICIA JACQUELINE |            |            |          |                      |              |   |
| T.EMP:  | PERMANENTE | 444.43     | 681.36   | ANALISTA             | CONTABLE     |   |
| 01  | SUELDO     | 6,666.45   | 51       | ISPT                 | 1,066.01     | DVIG DIAS DE VIGENCIA 15.00   |
| 02  | DESPENSA   | 546.50     | 54       | FONDO PENSIONES      | 766.64       | 51AG ISPT AGUINALDO 4,909.31  |
| 03  | TRANSPORTE | 339.50     | 65       | OTRAS DEDUCCIONES    | 1,241.00     | IMP1 ISPT ART. 113 LISR 1,066.01  |
| 30  | AGUINALDO  | 25,174.84  |          |                      |              | IMP2 ISPT ART. 142 4,909.31<br>EXEN BASE EXENTA 2,191.20<br>PGR1 PERC. GRAVADA TIPO 1 7,552.45<br>PGR2 PERC. GRAVADA TIPO 2 22,983.64<br>PERC TOTAL PERCEPCIONES 32,727.29<br>DEDU TOTAL DEDUCCIONES 3,073.65<br>3%FV 3% FONDO DE VIVIENDA 199.99<br>FOND FONDO PENSIONES EMPRES 999.97<br>SEDARSEDAR 133.33<br>AGUI PROVISION AGUINALDO 2,605.88<br>TOTA NOMINA EN EFECTIVO 29,653.64    |
| 84-137-008 AVIÑA MATA NARDA VERONICA            |            |            |          |                      |              |   |
| T.EMP:  | PERMANENTE | 811.50     | 1,223.11 | JEFE DE              | CONTABILIDAD |   |
| 01  | SUELDO     | 12,172.50  | 51       | ISPT                 | 2,372.17     | DVIG DIAS DE VIGENCIA 15.00   |
| 02  | DESPENSA   | 727.50     | 54       | FONDO PENSIONES      | 1,399.84     | 51AG ISPT AGUINALDO 9,954.17  |
| 03  | TRANSPORTE | 454.00     | 65       | OTRAS DEDUCCIONES    | 4,707.36     | IMP1 ISPT ART. 113 LISR 2,372.17  |
| 30  | AGUINALDO  | 44,513.34  |          |                      |              | IMP2 ISPT ART. 142 9,954.17<br>EXEN BASE EXENTA 2,191.20<br>PGR1 PERC. GRAVADA TIPO 1 13,354.00<br>PGR2 PERC. GRAVADA TIPO 2 42,322.14<br>PERC TOTAL PERCEPCIONES 57,867.34<br>DEDU TOTAL DEDUCCIONES 8,479.37<br>3%FV 3% FONDO DE VIVIENDA 365.18<br>FOND FONDO PENSIONES EMPRES 1,825.88<br>SEDARSEDAR 243.45<br>AGUI PROVISION AGUINALDO 6,436.05<br>TOTA NOMINA EN EFECTIVO 49,387.97 |
| **** Totales GCIA. DE CONTABILIDAD 710 ****     |            |            |          |                      |              |   |
| 01  | SUELDO     | 123,863.70 | 51       | ISPT                 | 23,389.49    | DVIG DIAS DE VIGENCIA 195.00  |
| 02  | DESPENSA   | 8,132.50   | 54       | FONDO PENSIONES      | 12,844.48    | 51AG ISPT AGUINALDO 102,223.89  |
| 03  | TRANSPORTE | 5,155.50   | 58       | CUOTA SINDICAL       | 60.44        | IMP1 ISPT ART. 113 LISR 23,389.49   |
| 30  | AGUINALDO  | 456,436.39 | 79       | APORT.ADIC.VOL.SEDAR | 250.00       | IMP2 ISPT ART. 142 102,223.89   |
|   |            |            | 65       | OTRAS DEDUCCIONES    | 29,021.46    | EXEN BASE EXENTA 28,485.60  |
|   |            |            | 92       | PRESTAMO TU NOMINA P | 0.11         | PGR1 PERC. GRAVADA TIPO 1 137,151.70  |
|   |            |            | 93       | SEGURO ABA           | 171.74       | PGR2 PERC. GRAVADA TIPO 2 427,950.78  |
|   |            |            | 95       | PRESTAMO AYUDATE     | 392.79       | PERC TOTAL PERCEPCIONES 593,588.09  |
|   |            |            |          |                      |              | DEDU TOTAL DEDUCCIONES 66,130.51  |
|   |            |            |          |                      |              | 3%FV 3% FONDO DE VIVIENDA 3,350.72  |

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| Clave | Nombre       | S.Diario | S.Integ | DEDUCCIONES | CONCEPTOS                             |
|-------|--------------|----------|---------|-------------|---------------------------------------|
|       | PERCEPCIONES |          |         |             |                                       |
|       |              |          |         |             | FOND FONDO PENSIONES EMPRES 16,753.70 |
|       |              |          |         |             | SEDARSEDAR 2,233.83                   |
|       |              |          |         |             | AGUI PROVISION AGUINALDO 57,406.26    |
|       |              |          |         |             | TOTA NOMINA EN EFECTIVO 501,009.73    |
|       |              |          |         |             | CHEQ PAGO POR CHEQUE 26,447.85        |

Total de Empleados : 13.00 -----

| Clave        | Nombre                    | S.Diario  | S.Integ  | DEDUCCIONES                         | CONCEPTOS                            |
|--------------|---------------------------|-----------|----------|-------------------------------------|--------------------------------------|
| PERCEPCIONES |                           |           |          |                                     |                                      |
| *****        | GCIA. DE INFORMATICA      | *****     | 720      |                                     |                                      |
| 03-097-005   | AGUILAR BARRIGA JOSE LUIS |           |          |                                     |                                      |
| T.EMP:       | PERMANENTE                | 467.47    | 697.29   | ADMINISTRADOR DE BASE DE DATOS      |                                      |
| 01           | SUELDO                    | 7,012.05  | 51       | ISPT                                | DVIG DIAS DE VIGENCIA 15.00          |
| 02           | DESPENSA                  | 434.50    | 54       | FONDO PENSIONES                     | 51AG ISPT AGUINALDO 5,047.15         |
| 03           | TRANSPORTE                | 299.50    | 65       | OTRAS DEDUCCIONES                   | IMP1 ISPT ART. 113 LISR 1,107.37     |
| 30           | AGUINALDO                 | 25,820.17 |          |                                     | IMP2 ISPT ART. 142 5,047.15          |
|              |                           |           |          |                                     | EXEN BASE EXENTA 2,191.20            |
|              |                           |           |          |                                     | PGR1 PERC. GRAVADA TIPO 1 7,746.05   |
|              |                           |           |          |                                     | PGR2 PERC. GRAVADA TIPO 2 23,628.96  |
|              |                           |           |          |                                     | PERC TOTAL PERCEPCIONES 33,566.22    |
|              |                           |           |          |                                     | DEDU TOTAL DEDUCCIONES 4,064.45      |
|              |                           |           |          |                                     | 3%FV 3% FONDO DE VIVIENDA 210.36     |
|              |                           |           |          |                                     | FOND FONDO PENSIONES EMPRES 1,051.81 |
|              |                           |           |          |                                     | SEDARSEDAR 140.24                    |
|              |                           |           |          |                                     | AGUI PROVISION AGUINALDO 2,667.77    |
|              |                           |           |          |                                     | TOTA NOMINA EN EFECTIVO 29,501.77    |
| 03-264-003   | CAMPOS ROMERO DAVID       |           |          |                                     |                                      |
| T.EMP:       | PERMANENTE                | 811.50    | 1,220.68 | JEFE DE INFRAESTRUCTURA TECNOLOGICA |                                      |
| 01           | SUELDO                    | 12,172.50 | 51       | ISPT                                | DVIG DIAS DE VIGENCIA 15.00          |
| 02           | DESPENSA                  | 727.50    | 54       | FONDO PENSIONES                     | 51AG ISPT AGUINALDO 9,954.17         |
| 03           | TRANSPORTE                | 454.00    | 65       | OTRAS DEDUCCIONES                   | IMP1 ISPT ART. 113 LISR 2,372.17     |
| 30           | AGUINALDO                 | 44,513.34 |          |                                     | IMP2 ISPT ART. 142 9,954.17          |
|              |                           |           |          |                                     | EXEN BASE EXENTA 2,191.20            |
|              |                           |           |          |                                     | PGR1 PERC. GRAVADA TIPO 1 13,354.00  |
|              |                           |           |          |                                     | PGR2 PERC. GRAVADA TIPO 2 42,322.14  |
|              |                           |           |          |                                     | PERC TOTAL PERCEPCIONES 57,867.34    |
|              |                           |           |          |                                     | DEDU TOTAL DEDUCCIONES 6,772.01      |
|              |                           |           |          |                                     | 3%FV 3% FONDO DE VIVIENDA 365.18     |
|              |                           |           |          |                                     | FOND FONDO PENSIONES EMPRES 1,825.88 |
|              |                           |           |          |                                     | SEDARSEDAR 243.45                    |
|              |                           |           |          |                                     | AGUI PROVISION AGUINALDO 6,436.05    |
|              |                           |           |          |                                     | TOTA NOMINA EN EFECTIVO 51,095.33    |
| 200-038      | PINTO ANG LAURA SUSANA    |           |          |                                     |                                      |
| T.EMP:       | PERMANENTE                | 402.90    | 613.25   | SECRETARIA                          |                                      |
| 01           | SUELDO                    | 6,043.50  | 51       | ISPT                                | DVIG DIAS DE VIGENCIA 15.00          |
| 02           | DESPENSA                  | 478.50    | 54       | FONDO PENSIONES                     | 51AG ISPT AGUINALDO 4,397.28         |
| 03           | TRANSPORTE                | 330.50    | 58       | CUOTA SINDICAL                      | IMP1 ISPT ART. 113 LISR 916.50       |
| 30           | AGUINALDO                 | 22,777.71 |          |                                     | IMP2 ISPT ART. 142 4,397.28          |
|              |                           |           |          |                                     | EXEN BASE EXENTA 2,191.20            |
|              |                           |           |          |                                     | PGR1 PERC. GRAVADA TIPO 1 6,852.50   |
|              |                           |           |          |                                     | PGR2 PERC. GRAVADA TIPO 2 20,586.50  |
|              |                           |           |          |                                     | PERC TOTAL PERCEPCIONES 29,630.21    |
|              |                           |           |          |                                     | DEDU TOTAL DEDUCCIONES 1,671.94      |
|              |                           |           |          |                                     | 3%FV 3% FONDO DE VIVIENDA 181.31     |
|              |                           |           |          |                                     | FOND FONDO PENSIONES EMPRES 906.52   |
|              |                           |           |          |                                     | SEDARSEDAR 120.87                    |
|              |                           |           |          |                                     | AGUI PROVISION AGUINALDO 2,462.03    |
|              |                           |           |          |                                     | TOTA NOMINA EN EFECTIVO 27,958.27    |
| 22-099-003   | VARELA PEREZ OSCAR RENATO |           |          |                                     |                                      |
| T.EMP:       | PERMANENTE                | 811.50    | 1,220.68 | JEFE DE SERVICIOS TECNOLOGICOS      |                                      |
| 01           | SUELDO                    | 12,172.50 | 51       | ISPT                                | DVIG DIAS DE VIGENCIA 15.00          |
| 02           | DESPENSA                  | 727.50    | 54       | FONDO PENSIONES                     | 51AG ISPT AGUINALDO 9,954.17         |
| 03           | TRANSPORTE                | 454.00    | 65       | OTRAS DEDUCCIONES                   | IMP1 ISPT ART. 113 LISR 2,372.17     |

| Clave   | Nombre                    | S.Diario  | S.Integ  | PERCEPCIONES    | DEDUCCIONES | CONCEPTOS  |
|---------|---------------------------|-----------|----------|-----------------|-------------|--|
| 30      | AGUINALDO                 | 44,513.34 |          |                 |             | IMP2 ISPT ART. 142 9,954.17<br>EXEN BASE EXENTA 2,191.20<br>PGR1 PERC. GRAVADA TIPO 1 13,354.00<br>PGR2 PERC. GRAVADA TIPO 2 42,322.14<br>PERC TOTAL PERCEPCIONES 57,867.34<br>DEDU TOTAL DEDUCCIONES 36,023.08<br>3%FV 3% FONDO DE VIVIENDA 365.18<br>FOND FONDO PENSIONES EMPRES 1,825.88<br>SEDARSEDAR 243.45<br>AGUI PROVISION AGUINALDO 6,436.05<br>TOTA NOMINA EN EFECTIVO 21,844.26 |
| 320-002 | GONZALEZ MUÑOZ OSCAR IVAN |           |          |                 |             |  |
| T.EMP:  | PERMANENTE                | 654.43    | 984.51   |                 |             | JEFE DE DESARROLLO DE SISTEMAS   |
| 01      | SUELDO                    | 9,816.45  | 51       | ISPT            | 1,777.34    | DVIG DIAS DE VIGENCIA 15.00  |
| 02      | DESPENSA                  | 630.50    | 54       | FONDO PENSIONES | 1,128.89    | 51AG ISPT AGUINALDO 7,971.39   |
| 03      | TRANSPORTE                | 378.00    |          |                 |             | IMP1 ISPT ART. 113 LISR 1,777.34   |
| 30      | AGUINALDO                 | 36,083.17 |          |                 |             | IMP2 ISPT ART. 142 7,971.39<br>EXEN BASE EXENTA 2,191.20<br>PGR1 PERC. GRAVADA TIPO 1 10,824.95<br>PGR2 PERC. GRAVADA TIPO 2 33,891.97<br>PERC TOTAL PERCEPCIONES 46,908.12<br>DEDU TOTAL DEDUCCIONES 2,906.23<br>3%FV 3% FONDO DE VIVIENDA 294.49<br>FOND FONDO PENSIONES EMPRES 1,472.47<br>SEDARSEDAR 196.33<br>AGUI PROVISION AGUINALDO 5,208.14<br>TOTA NOMINA EN EFECTIVO 44,001.89  |
| 397-096 | BLANCAS NAVA JULIO CESAR  |           |          |                 |             |  |
| T.EMP:  | PERMANENTE                | 1,269.57  | 1,826.00 |                 |             | GERENTE DE INFORMATICA   |
| 01      | SUELDO                    | 19,043.55 | 51       | ISPT            | 4,371.60    | DVIG DIAS DE VIGENCIA 15.00  |
| 02      | DESPENSA                  | 918.50    | 54       | FONDO PENSIONES | 2,190.01    | 51AG ISPT AGUINALDO 19,965.69  |
| 03      | TRANSPORTE                | 661.00    |          |                 |             | IMP1 ISPT ART. 113 LISR 4,371.60   |
| 30      | AGUINALDO                 | 68,743.50 |          |                 |             | IMP2 ISPT ART. 142 19,965.69<br>EXEN BASE EXENTA 2,191.20<br>PGR1 PERC. GRAVADA TIPO 1 20,623.05<br>PGR2 PERC. GRAVADA TIPO 2 66,552.30<br>PERC TOTAL PERCEPCIONES 89,366.55<br>DEDU TOTAL DEDUCCIONES 6,561.61<br>3%FV 3% FONDO DE VIVIENDA 571.31<br>FOND FONDO PENSIONES EMPRES 2,856.53<br>SEDARSEDAR 380.87<br>AGUI PROVISION AGUINALDO 9,983.18<br>TOTA NOMINA EN EFECTIVO 82,804.94 |
| 720-002 | NAVARRO MEZA GERARDO      |           |          |                 |             |  |
| T.EMP:  | PERMANENTE                | 538.53    | 795.69   |                 |             | PROGRAMADOR ANALISTA   |
| 01      | SUELDO                    | 8,077.95  | 51       | ISPT            | 1,338.67    | DVIG DIAS DE VIGENCIA 15.00  |
| 02      | DESPENSA                  | 465.50    | 54       | FONDO PENSIONES | 928.96      | 51AG ISPT AGUINALDO 5,818.17   |
| 03      | TRANSPORTE                | 285.50    |          |                 |             | IMP1 ISPT ART. 113 LISR 1,338.67   |
| 30      | AGUINALDO                 | 29,429.84 |          |                 |             | IMP2 ISPT ART. 142 5,818.17<br>EXEN BASE EXENTA 2,191.20<br>PGR1 PERC. GRAVADA TIPO 1 8,828.95<br>PGR2 PERC. GRAVADA TIPO 2 27,238.64<br>PERC TOTAL PERCEPCIONES 38,258.79<br>DEDU TOTAL DEDUCCIONES 2,267.63<br>3%FV 3% FONDO DE VIVIENDA 242.34  |

| Clave             | Nombre                           | S.Diario | S.Integ           | PERCEPCIONES                                  | DEDUCCIONES                 | CONCEPTOS                   |           |
|-------------------|----------------------------------|----------|-------------------|---|-----------------------------|-----------------------------|-----------|
|                   |                                  |          |                   |   |                             | FOND FONDO PENSIONES EMPRES | 1,211.69  |
|                   |                                  |          |                   |   |                             | SEDARSEDAR                  | 161.56    |
|                   |                                  |          |                   |   |                             | AGUI PROVISION AGUINALDO    | 2,821.94  |
|                   |                                  |          |                   |   |                             | TOTA NOMINA EN EFECTIVO     | 35,991.16 |
| 720-005           | VALLE JIMENEZ NEFI               |          |                   |   |                             |                             |           |
| T.EMP: PERMANENTE | 467.47                           |          | 689.99            | ANALISTA DE SISTEMAS (ADMINISTRADOR DE REDES) |                             |                             |           |
| 01 SUELDO         | 7,012.05                         | 51       | ISPT              | 1,107.37                                      | DVIG DIAS DE VIGENCIA       |                             | 15.00     |
| 02 DESPENSA       | 434.50                           | 54       | FONDO PENSIONES   | 806.39  | 51AG ISPT AGUINALDO         |                             | 5,047.15  |
| 03 TRANSPORTE     | 299.50                           | 65       | OTRAS DEDUCCIONES | 1,005.28                                      | IMP1 ISPT ART. 113 LISR     |                             | 1,107.37  |
| 30 AGUINALDO      | 25,820.17                        | 94       | SEGURO BANORTE    | 241.17  | IMP2 ISPT ART. 142          |                             | 5,047.15  |
|                   |                                  |          |                   |   | EXEN BASE EXENTA            |                             | 2,191.20  |
|                   |                                  |          |                   |   | PGR1 PERC. GRAVADA TIPO 1   |                             | 7,746.05  |
|                   |                                  |          |                   |   | PGR2 PERC. GRAVADA TIPO 2   |                             | 23,628.96 |
|                   |                                  |          |                   |   | PERC TOTAL PERCEPCIONES     |                             | 33,566.22 |
|                   |                                  |          |                   |   | DEDU TOTAL DEDUCCIONES      |                             | 3,160.21  |
|                   |                                  |          |                   |   | 3%FV 3% FONDO DE VIVIENDA   |                             | 210.36    |
|                   |                                  |          |                   |   | FOND FONDO PENSIONES EMPRES |                             | 1,051.81  |
|                   |                                  |          |                   |   | SEDARSEDAR                  |                             | 140.24    |
|                   |                                  |          |                   |   | AGUI PROVISION AGUINALDO    |                             | 2,667.77  |
|                   |                                  |          |                   |   | TOTA NOMINA EN EFECTIVO     |                             | 30,406.01 |
| 720-009           | JUAREZ JUAREZ RAUL ADOLFO        |          |                   |   |                             |                             |           |
| T.EMP: PERMANENTE | 467.47                           |          | 646.13            | ANALISTA DE SISTEMAS DE INFORMACION           |                             |                             |           |
| 01 SUELDO         | 7,012.05                         | 51       | ISPT              | 1,107.37                                      | DVIG DIAS DE VIGENCIA       |                             | 15.00     |
| 02 DESPENSA       | 434.50                           | 54       | FONDO PENSIONES   | 806.39  | 51AG ISPT AGUINALDO         |                             | 4,580.56  |
| 03 TRANSPORTE     | 299.50                           |          |                   |   | IMP1 ISPT ART. 113 LISR     |                             | 1,107.37  |
| 30 AGUINALDO      | 23,635.78                        |          |                   |   | IMP2 ISPT ART. 142          |                             | 4,580.56  |
|                   |                                  |          |                   |   | EXEN BASE EXENTA            |                             | 2,191.20  |
|                   |                                  |          |                   |   | PGR1 PERC. GRAVADA TIPO 1   |                             | 7,746.05  |
|                   |                                  |          |                   |   | PGR2 PERC. GRAVADA TIPO 2   |                             | 21,444.58 |
|                   |                                  |          |                   |   | PERC TOTAL PERCEPCIONES     |                             | 31,381.83 |
|                   |                                  |          |                   |   | DEDU TOTAL DEDUCCIONES      |                             | 1,913.76  |
|                   |                                  |          |                   |   | 3%FV 3% FONDO DE VIVIENDA   |                             | 210.36    |
|                   |                                  |          |                   |   | FOND FONDO PENSIONES EMPRES |                             | 1,051.81  |
|                   |                                  |          |                   |   | SEDARSEDAR                  |                             | 140.24    |
|                   |                                  |          |                   |   | AGUI PROVISION AGUINALDO    |                             | 1,530.78  |
|                   |                                  |          |                   |   | TOTA NOMINA EN EFECTIVO     |                             | 29,468.07 |
| 720-010           | FLORES VAZQUEZ ARTURO            |          |                   |   |                             |                             |           |
| T.EMP: PERMANENTE | 467.06                           |          | 704.30            | ANALISTA DE SISTEMAS (SOPORTE TECNICO)        |                             |                             |           |
| 01 SUELDO         | 7,005.90                         | 51       | ISPT              | 1,140.76                                      | DVIG DIAS DE VIGENCIA       |                             | 15.00     |
| 02 DESPENSA       | 557.00                           | 54       | FONDO PENSIONES   | 805.68  | 51AG ISPT AGUINALDO         |                             | 5,158.47  |
| 03 TRANSPORTE     | 339.50                           | 65       | OTRAS DEDUCCIONES | 1,151.00                                      | IMP1 ISPT ART. 113 LISR     |                             | 1,140.76  |
| 30 AGUINALDO      | 26,341.34                        |          |                   |   | IMP2 ISPT ART. 142          |                             | 5,158.47  |
|                   |                                  |          |                   |   | EXEN BASE EXENTA            |                             | 2,191.20  |
|                   |                                  |          |                   |   | PGR1 PERC. GRAVADA TIPO 1   |                             | 7,902.40  |
|                   |                                  |          |                   |   | PGR2 PERC. GRAVADA TIPO 2   |                             | 24,150.14 |
|                   |                                  |          |                   |   | PERC TOTAL PERCEPCIONES     |                             | 34,243.74 |
|                   |                                  |          |                   |   | DEDU TOTAL DEDUCCIONES      |                             | 3,097.44  |
|                   |                                  |          |                   |   | 3%FV 3% FONDO DE VIVIENDA   |                             | 210.18    |
|                   |                                  |          |                   |   | FOND FONDO PENSIONES EMPRES |                             | 1,050.88  |
|                   |                                  |          |                   |   | SEDARSEDAR                  |                             | 140.12    |
|                   |                                  |          |                   |   | AGUI PROVISION AGUINALDO    |                             | 2,717.70  |
|                   |                                  |          |                   |   | TOTA NOMINA EN EFECTIVO     |                             | 31,146.30 |
| 720-011           | NICOLAS RENTERIA OSCAR ALEJANDRO |          |                   |   |                             |                             |           |
| T.EMP: PERMANENTE | 654.43                           |          | 977.21            | PROGRAMADOR ANALISTA                          |                             |                             |           |

| Clave | Nombre     | S.Diario  | S.Integ | DEDUCCIONES | CONCEPTOS                            |
|-------|------------|-----------|---------|-------------|--------------------------------------|
| 01    | SUELDO     | 9,816.45  | 51      | 1,777.34    | DVIG DIAS DE VIGENCIA 15.00          |
| 02    | DESPENSA   | 630.50    | 54      | 1,128.89    | 51AG ISPT AGUINALDO 7,971.39         |
| 03    | TRANSPORTE | 378.00    | 65      | 4,168.66    | IMP1 ISPT ART. 113 LISR 1,777.34     |
| 30    | AGUINALDO  | 36,083.17 |         |             | IMP2 ISPT ART. 142 7,971.39          |
|       |            |           |         |             | EXEN BASE EXENTA 2,191.20            |
|       |            |           |         |             | PGR1 PERC. GRAVADA TIPO 1 10,824.95  |
|       |            |           |         |             | PGR2 PERC. GRAVADA TIPO 2 33,891.97  |
|       |            |           |         |             | PERC TOTAL PERCEPCIONES 46,908.12    |
|       |            |           |         |             | DEDU TOTAL DEDUCCIONES 7,074.89      |
|       |            |           |         |             | 3%FV 3% FONDO DE VIVIENDA 294.49     |
|       |            |           |         |             | FOND FONDO PENSIONES EMPRES 1,472.47 |
|       |            |           |         |             | SEDARSEDAR 196.33                    |
|       |            |           |         |             | AGUI PROVISION AGUINALDO 5,208.14    |
|       |            |           |         |             | CHEQ PAGO POR CHEQUE 39,833.23       |

| 720-013           | TELLO FLORES PEDRO IVAN |           |        |                                 |                                      |
|-------------------|-------------------------|-----------|--------|---------------------------------|--------------------------------------|
| T.EMP: PERMANENTE | 654.43                  |           | 883.29 | JEFE DE SISTEMAS DE INFORMACION |                                      |
| 01                | SUELDO                  | 9,816.45  | 51     | 1,777.34                        | DVIG DIAS DE VIGENCIA 15.00          |
| 02                | DESPENSA                | 630.50    | 54     | 1,128.89                        | 51AG ISPT AGUINALDO 5,698.63         |
| 03                | TRANSPORTE              | 378.00    |        |                                 | IMP1 ISPT ART. 113 LISR 1,777.34     |
| 30                | AGUINALDO               | 26,420.09 |        |                                 | IMP2 ISPT ART. 142 5,698.63          |
|                   |                         |           |        |                                 | EXEN BASE EXENTA 2,191.20            |
|                   |                         |           |        |                                 | PGR1 PERC. GRAVADA TIPO 1 10,824.95  |
|                   |                         |           |        |                                 | PGR2 PERC. GRAVADA TIPO 2 24,228.89  |
|                   |                         |           |        |                                 | PERC TOTAL PERCEPCIONES 37,245.04    |
|                   |                         |           |        |                                 | DEDU TOTAL DEDUCCIONES 2,906.23      |
|                   |                         |           |        |                                 | 3%FV 3% FONDO DE VIVIENDA 294.49     |
|                   |                         |           |        |                                 | FOND FONDO PENSIONES EMPRES 1,472.47 |
|                   |                         |           |        |                                 | SEDARSEDAR 196.33                    |
|                   |                         |           |        |                                 | AGUI PROVISION AGUINALDO 4,174.82    |
|                   |                         |           |        |                                 | TOTA NOMINA EN EFECTIVO 34,338.81    |

\*\*\*\* Totales GCIA. DE INFORMATICA 720 \*\*\*\*

|    |            |            |    |           |                                       |
|----|------------|------------|----|-----------|---------------------------------------|
| 01 | SUELDO     | 115,001.40 | 51 | 21,166.00 | DVIG DIAS DE VIGENCIA 180.00          |
| 02 | DESPENSA   | 7,069.50   | 54 | 13,225.17 | 51AG ISPT AGUINALDO 91,564.22         |
| 03 | TRANSPORTE | 4,557.00   | 58 | 60.44     | IMP1 ISPT ART. 113 LISR 21,166.00     |
| 30 | AGUINALDO  | 410,181.62 | 65 | 43,726.70 | IMP2 ISPT ART. 142 91,564.22          |
|    |            |            | 94 | 241.17    | EXEN BASE EXENTA 26,294.40            |
|    |            |            |    |           | PGR1 PERC. GRAVADA TIPO 1 126,627.90  |
|    |            |            |    |           | PGR2 PERC. GRAVADA TIPO 2 383,887.19  |
|    |            |            |    |           | PERC TOTAL PERCEPCIONES 536,809.52    |
|    |            |            |    |           | DEDU TOTAL DEDUCCIONES 78,419.48      |
|    |            |            |    |           | 3%FV 3% FONDO DE VIVIENDA 3,450.05    |
|    |            |            |    |           | FOND FONDO PENSIONES EMPRES 17,250.22 |
|    |            |            |    |           | SEDARSEDAR 2,300.03                   |
|    |            |            |    |           | AGUI PROVISION AGUINALDO 52,314.37    |
|    |            |            |    |           | TOTA NOMINA EN EFECTIVO 418,556.81    |
|    |            |            |    |           | CHEQ PAGO POR CHEQUE 39,833.23        |

Total de Empleados : 12.00



| Clave  | Nombre                      | S.Diario | S.Integ              | DEDUCCIONES                    | CONCEPTOS                   |           |
|--|-----------------------------|----------|----------------------|--------------------------------|-----------------------------|-----------|
| PERCEPCIONES                                 |                             |          |                      |                                |                             |           |
| ***** GCIA. DE SERVICIOS GENERALES ***** 730 |                             |          |                      |                                |                             |           |
| 200-040                                      | ALDANA FLORES CARLOS        |          |                      |                                |                             |           |
| T.EMP: PERMANENTE                            | 364.37                      |          | 556.42               | CHOFER MENSAJERO               |                             |           |
| 01 SUELDO                                    | 5,465.55                    | 51       | ISPT                 | 786.43                         | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02 DESPENSA                                  | 463.00                      | 54       | FONDO PENSIONES      | 628.54                         | 51AG ISPT AGUINALDO         | 3,964.92  |
| 03 TRANSPORTE                                | 315.00                      | 58       | CUOTA SINDICAL       | 54.66                          | IMP1 ISPT ART. 113 LISR     | 786.43    |
| 30 AGUINALDO                                 | 20,753.56                   | 79       | APORT.ADIC.VOL.SEDAR | 100.00                         | IMP2 ISPT ART. 142          | 3,964.92  |
|  |                             | 65       | OTRAS DEDUCCIONES    | 2,733.27                       | EXEN BASE EXENTA            | 2,191.20  |
|  |                             |          |                      |                                | PGR1 PERC. GRAVADA TIPO 1   | 6,243.55  |
|  |                             |          |                      |                                | PGR2 PERC. GRAVADA TIPO 2   | 18,562.36 |
|  |                             |          |                      |                                | PERC TOTAL PERCEPCIONES     | 26,997.11 |
|  |                             |          |                      |                                | DEDU TOTAL DEDUCCIONES      | 4,302.90  |
|  |                             |          |                      |                                | 3%FV 3% FONDO DE VIVIENDA   | 163.97    |
|  |                             |          |                      |                                | FOND FONDO PENSIONES EMPRES | 819.83    |
|  |                             |          |                      |                                | SEDARSEDAR                  | 109.31    |
|  |                             |          |                      |                                | AGUI PROVISION AGUINALDO    | 2,273.12  |
|  |                             |          |                      |                                | TOTA NOMINA EN EFECTIVO     | 22,694.21 |
| 27-126-012                                   | VALDIVIA DIAZ ANA ESMERALDA |          |                      |                                |                             |           |
| T.EMP: PERMANENTE                            | 432.92                      |          | 660.02               | RECEPCIONISTA                  |                             |           |
| 01 SUELDO                                    | 6,493.80                    | 51       | ISPT                 | 1,006.07                       | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02 DESPENSA                                  | 463.00                      | 54       | FONDO PENSIONES      | 746.79                         | 51AG ISPT AGUINALDO         | 4,709.48  |
| 03 TRANSPORTE                                | 315.00                      | 58       | CUOTA SINDICAL       | 64.94                          | IMP1 ISPT ART. 113 LISR     | 1,006.07  |
| 30 AGUINALDO                                 | 24,239.34                   | 79       | APORT.ADIC.VOL.SEDAR | 450.00                         | IMP2 ISPT ART. 142          | 4,709.48  |
|  |                             | 89       | APORT.ADIC.COMP.SEDA | 50.00                          | EXEN BASE EXENTA            | 2,191.20  |
|  |                             | 65       | OTRAS DEDUCCIONES    | 2,084.00                       | PGR1 PERC. GRAVADA TIPO 1   | 7,271.80  |
|  |                             |          |                      |                                | PGR2 PERC. GRAVADA TIPO 2   | 22,048.14 |
|  |                             |          |                      |                                | PERC TOTAL PERCEPCIONES     | 31,511.14 |
|  |                             |          |                      |                                | DEDU TOTAL DEDUCCIONES      | 4,401.80  |
|  |                             |          |                      |                                | 3%FV 3% FONDO DE VIVIENDA   | 194.81    |
|  |                             |          |                      |                                | FOND FONDO PENSIONES EMPRES | 974.07    |
|  |                             |          |                      |                                | SEDARSEDAR                  | 129.88    |
|  |                             |          |                      |                                | AGUI PROVISION AGUINALDO    | 2,563.94  |
|  |                             |          |                      |                                | TOTA NOMINA EN EFECTIVO     | 27,109.34 |
| 27-259-003                                   | NAVARRO REYES PATRICIA      |          |                      |                                |                             |           |
| T.EMP: PERMANENTE                            | 364.37                      |          | 556.70               | RECEPCIONISTA                  |                             |           |
| 01 SUELDO                                    | 5,465.55                    | 51       | ISPT                 | 786.43                         | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02 DESPENSA                                  | 463.00                      | 54       | FONDO PENSIONES      | 628.54                         | 51AG ISPT AGUINALDO         | 3,977.37  |
| 03 TRANSPORTE                                | 315.00                      | 58       | CUOTA SINDICAL       | 54.66                          | IMP1 ISPT ART. 113 LISR     | 786.43    |
| 30 AGUINALDO                                 | 20,811.84                   | 65       | OTRAS DEDUCCIONES    | 2,527.93                       | IMP2 ISPT ART. 142          | 3,977.37  |
|  |                             |          |                      |                                | EXEN BASE EXENTA            | 2,191.20  |
|  |                             |          |                      |                                | PGR1 PERC. GRAVADA TIPO 1   | 6,243.55  |
|  |                             |          |                      |                                | PGR2 PERC. GRAVADA TIPO 2   | 18,620.64 |
|  |                             |          |                      |                                | PERC TOTAL PERCEPCIONES     | 27,055.39 |
|  |                             |          |                      |                                | DEDU TOTAL DEDUCCIONES      | 3,997.56  |
|  |                             |          |                      |                                | 3%FV 3% FONDO DE VIVIENDA   | 163.97    |
|  |                             |          |                      |                                | FOND FONDO PENSIONES EMPRES | 819.83    |
|  |                             |          |                      |                                | SEDARSEDAR                  | 109.31    |
|  |                             |          |                      |                                | AGUI PROVISION AGUINALDO    | 2,331.40  |
|  |                             |          |                      |                                | TOTA NOMINA EN EFECTIVO     | 23,057.83 |
| 303-009                                      | LEAL OCHOA STEPHANY JANETTE |          |                      |                                |                             |           |
| T.EMP: PERMANENTE                            | 811.50                      |          | 1,213.36             | JEFE DE PATRIMONIO Y ALMACENES |                             |           |
| 01 SUELDO                                    | 12,172.50                   | 51       | ISPT                 | 2,372.17                       | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02 DESPENSA                                  | 727.50                      | 54       | FONDO PENSIONES      | 1,399.84                       | 51AG ISPT AGUINALDO         | 9,954.17  |
| 03 TRANSPORTE                                | 454.00                      | 65       | OTRAS DEDUCCIONES    | 6,286.80                       | IMP1 ISPT ART. 113 LISR     | 2,372.17  |

| Clave                            | Nombre     | S.Diario  | S.Integ | DEDUCCIONES          | CONCEPTOS  |           |
|----------------------------------|------------|-----------|---------|----------------------|--|-----------|
| PERCEPCIONES                     |            |           |         |                      |  |           |
| 30                               | AGUINALDO  | 44,513.34 |         |                      | IMP2 ISPT ART. 142                                 | 9,954.17  |
|                                  |            |           |         |                      | EXEN BASE EXENTA                                   | 2,191.20  |
|                                  |            |           |         |                      | PGR1 PERC. GRAVADA TIPO 1                          | 13,354.00 |
|                                  |            |           |         |                      | PGR2 PERC. GRAVADA TIPO 2                          | 42,322.14 |
|                                  |            |           |         |                      | PERC TOTAL PERCEPCIONES                            | 57,867.34 |
|                                  |            |           |         |                      | DEDU TOTAL DEDUCCIONES                             | 10,058.81 |
|                                  |            |           |         |                      | 3%FV 3% FONDO DE VIVIENDA                          | 365.18    |
|                                  |            |           |         |                      | FOND FONDO PENSIONES EMPRES                        | 1,825.88  |
|                                  |            |           |         |                      | SEDARSEDAR   | 243.45    |
|                                  |            |           |         |                      | AGUI PROVISION AGUINALDO                           | 6,459.75  |
|                                  |            |           |         |                      | TOTA NOMINA EN EFECTIVO                            | 47,808.53 |
| 31-184-004 CALVARIO VALDEZ ANGEL |            |           |         |                      |  |           |
| T.EMP:                           | PERMANENTE | 402.90    |         | 617.66               | CHOFER MENSAJERO                                   |           |
| 01                               | SUELDO     | 6,043.50  | 51      | ISPT                 |  | 909.88    |
| 02                               | DESPENSA   | 463.00    | 54      | FONDO PENSIONES      |  | 695.00    |
| 03                               | TRANSPORTE | 315.00    | 58      | CUOTA SINDICAL       |  | 60.44     |
| 30                               | AGUINALDO  | 22,674.67 | 65      | OTRAS DEDUCCIONES    |  | 2,015.00  |
|                                  |            |           |         |                      | DVIG DIAS DE VIGENCIA                              | 15.00     |
|                                  |            |           |         |                      | 51AG ISPT AGUINALDO                                | 4,375.27  |
|                                  |            |           |         |                      | IMP1 ISPT ART. 113 LISR                            | 909.88    |
|                                  |            |           |         |                      | IMP2 ISPT ART. 142                                 | 4,375.27  |
|                                  |            |           |         |                      | EXEN BASE EXENTA                                   | 2,191.20  |
|                                  |            |           |         |                      | PGR1 PERC. GRAVADA TIPO 1                          | 6,821.50  |
|                                  |            |           |         |                      | PGR2 PERC. GRAVADA TIPO 2                          | 20,483.46 |
|                                  |            |           |         |                      | PERC TOTAL PERCEPCIONES                            | 29,496.17 |
|                                  |            |           |         |                      | DEDU TOTAL DEDUCCIONES                             | 3,680.32  |
|                                  |            |           |         |                      | 3%FV 3% FONDO DE VIVIENDA                          | 181.31    |
|                                  |            |           |         |                      | FOND FONDO PENSIONES EMPRES                        | 906.52    |
|                                  |            |           |         |                      | SEDARSEDAR   | 120.87    |
|                                  |            |           |         |                      | AGUI PROVISION AGUINALDO                           | 3,560.87  |
|                                  |            |           |         |                      | TOTA NOMINA EN EFECTIVO                            | 25,815.85 |
| 375-008 HERNANDEZ MONTIEL LUIS   |            |           |         |                      |  |           |
| T.EMP:                           | PERMANENTE | 312.30    |         | 473.16               | VELADOR INTENDENTE                                 |           |
| 01                               | SUELDO     | 4,684.50  | 51      | ISPT                 |  | 587.56    |
| 02                               | DESPENSA   | 394.00    | 54      | FONDO PENSIONES      |  | 538.72    |
| 03                               | TRANSPORTE | 234.00    | 58      | CUOTA SINDICAL       |  | 46.84     |
| 30                               | AGUINALDO  | 17,708.34 |         |                      |  |           |
|                                  |            |           |         |                      | DVIG DIAS DE VIGENCIA                              | 15.00     |
|                                  |            |           |         |                      | 51AG ISPT AGUINALDO                                | 3,314.46  |
|                                  |            |           |         |                      | IMP1 ISPT ART. 113 LISR                            | 587.56    |
|                                  |            |           |         |                      | IMP2 ISPT ART. 142                                 | 3,314.46  |
|                                  |            |           |         |                      | EXEN BASE EXENTA                                   | 2,191.20  |
|                                  |            |           |         |                      | PGR1 PERC. GRAVADA TIPO 1                          | 5,312.50  |
|                                  |            |           |         |                      | PGR2 PERC. GRAVADA TIPO 2                          | 15,517.14 |
|                                  |            |           |         |                      | PERC TOTAL PERCEPCIONES                            | 23,020.84 |
|                                  |            |           |         |                      | DEDU TOTAL DEDUCCIONES                             | 1,173.12  |
|                                  |            |           |         |                      | 3%FV 3% FONDO DE VIVIENDA                          | 140.53    |
|                                  |            |           |         |                      | FOND FONDO PENSIONES EMPRES                        | 702.67    |
|                                  |            |           |         |                      | SEDARSEDAR   | 93.69     |
|                                  |            |           |         |                      | AGUI PROVISION AGUINALDO                           | 2,081.52  |
|                                  |            |           |         |                      | TOTA NOMINA EN EFECTIVO                            | 21,847.72 |
| 397-076 HERNANDEZ BRAVO HORACIO  |            |           |         |                      |  |           |
| T.EMP:                           | PERMANENTE | 420.16    |         | 639.70               | AUXILIAR DE SERVICIOS GENERALES (PINTOR-ALBAÑIL-EL |           |
| 01                               | SUELDO     | 6,302.40  | 51      | ISPT                 |  | 981.85    |
| 02                               | DESPENSA   | 523.00    | 54      | FONDO PENSIONES      |  | 724.78    |
| 03                               | TRANSPORTE | 333.00    | 58      | CUOTA SINDICAL       |  | 63.02     |
| 30                               | AGUINALDO  | 23,861.34 | 65      | OTRAS DEDUCCIONES    |  | 4,141.00  |
|                                  |            |           | 92      | PRESTAMO TU NOMINA P |  | 402.93    |
|                                  |            |           |         |                      | EXEN BASE EXENTA                                   | 2,191.20  |
|                                  |            |           |         |                      | PGR1 PERC. GRAVADA TIPO 1                          | 7,158.40  |
|                                  |            |           |         |                      | PGR2 PERC. GRAVADA TIPO 2                          | 21,670.14 |
|                                  |            |           |         |                      | PERC TOTAL PERCEPCIONES                            | 31,019.74 |
|                                  |            |           |         |                      | DEDU TOTAL DEDUCCIONES                             | 6,313.58  |
|                                  |            |           |         |                      | 3%FV 3% FONDO DE VIVIENDA                          | 189.07    |

| Clave   | Nombre                          | S.Diario  | S.Integ | PERCEPCIONES      | DEDUCCIONES             | CONCEPTOS                   |           |
|---------|---------------------------------|-----------|---------|-------------------|-------------------------|-----------------------------|-----------|
|         |                                 |           |         |                   |                         | FOND FONDO PENSIONES EMPRES | 945.36    |
|         |                                 |           |         |                   |                         | SEDARSEDAR                  | 126.05    |
|         |                                 |           |         |                   |                         | AGUI PROVISION AGUINALDO    | 2,527.68  |
|         |                                 |           |         |                   |                         | TOTA NOMINA EN EFECTIVO     | 24,706.16 |
| 397-093 | GARCIA NUÑEZ CARLOS ALONSO      |           |         |                   |                         |                             |           |
| T.EMP:  | PERMANENTE                      | 444.44    |         | 673.71            | AUXILIAR ADMINISTRATIVO |                             |           |
| 01      | SUELDO                          | 6,666.60  | 51      | ISPT              | 1,059.64                | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02      | DESPENSA                        | 523.00    | 54      | FONDO PENSIONES   | 766.66                  | 51AG ISPT AGUINALDO         | 4,888.05  |
| 03      | TRANSPORTE                      | 333.00    | 58      | CUOTA SINDICAL    | 66.67                   | IMP1 ISPT ART. 113 LISR     | 1,059.64  |
| 30      | AGUINALDO                       | 25,075.34 | 65      | OTRAS DEDUCCIONES | 24,670.38               | IMP2 ISPT ART. 142          | 4,888.05  |
|         |                                 |           | 95      | PRESTAMO AYUDATE  | 722.59                  | EXEN BASE EXENTA            | 2,191.20  |
|         |                                 |           |         |                   |                         | PGR1 PERC. GRAVADA TIPO 1   | 7,522.60  |
|         |                                 |           |         |                   |                         | PGR2 PERC. GRAVADA TIPO 2   | 22,884.14 |
|         |                                 |           |         |                   |                         | PERC TOTAL PERCEPCIONES     | 32,597.94 |
|         |                                 |           |         |                   |                         | DEDU TOTAL DEDUCCIONES      | 27,285.94 |
|         |                                 |           |         |                   |                         | 3%FV 3% FONDO DE VIVIENDA   | 200.00    |
|         |                                 |           |         |                   |                         | FOND FONDO PENSIONES EMPRES | 999.99    |
|         |                                 |           |         |                   |                         | SEDARSEDAR                  | 133.33    |
|         |                                 |           |         |                   |                         | AGUI PROVISION AGUINALDO    | 2,596.36  |
|         |                                 |           |         |                   |                         | TOTA NOMINA EN EFECTIVO     | 5,312.00  |
| 397-094 | DIEGO CHAVEZ FRANCISCO JAVIER   |           |         |                   |                         |                             |           |
| T.EMP:  | PERMANENTE                      | 312.30    |         | 470.48            | ASEADOR                 |                             |           |
| 01      | SUELDO                          | 4,684.50  | 51      | ISPT              | 587.56                  | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02      | DESPENSA                        | 394.00    | 54      | FONDO PENSIONES   | 538.72                  | 51AG ISPT AGUINALDO         | 3,294.03  |
| 03      | TRANSPORTE                      | 234.00    | 58      | CUOTA SINDICAL    | 46.84                   | IMP1 ISPT ART. 113 LISR     | 587.56    |
| 30      | AGUINALDO                       | 17,612.71 | 65      | OTRAS DEDUCCIONES | 1,820.15                | IMP2 ISPT ART. 142          | 3,294.03  |
|         |                                 |           |         |                   |                         | EXEN BASE EXENTA            | 2,191.20  |
|         |                                 |           |         |                   |                         | PGR1 PERC. GRAVADA TIPO 1   | 5,312.50  |
|         |                                 |           |         |                   |                         | PGR2 PERC. GRAVADA TIPO 2   | 15,421.50 |
|         |                                 |           |         |                   |                         | PERC TOTAL PERCEPCIONES     | 22,925.21 |
|         |                                 |           |         |                   |                         | DEDU TOTAL DEDUCCIONES      | 2,993.27  |
|         |                                 |           |         |                   |                         | 3%FV 3% FONDO DE VIVIENDA   | 140.53    |
|         |                                 |           |         |                   |                         | FOND FONDO PENSIONES EMPRES | 702.67    |
|         |                                 |           |         |                   |                         | SEDARSEDAR                  | 93.69     |
|         |                                 |           |         |                   |                         | AGUI PROVISION AGUINALDO    | 1,985.89  |
|         |                                 |           |         |                   |                         | TOTA NOMINA EN EFECTIVO     | 19,931.94 |
| 397-113 | LUJAN BARAJAS DONACIANO         |           |         |                   |                         |                             |           |
| T.EMP:  | PERMANENTE                      | 312.30    |         | 470.48            | ASEADOR                 |                             |           |
| 01      | SUELDO                          | 4,684.50  | 51      | ISPT              | 587.56                  | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02      | DESPENSA                        | 394.00    | 54      | FONDO PENSIONES   | 538.72                  | 51AG ISPT AGUINALDO         | 3,303.87  |
| 03      | TRANSPORTE                      | 234.00    | 58      | CUOTA SINDICAL    | 46.84                   | IMP1 ISPT ART. 113 LISR     | 587.56    |
| 30      | AGUINALDO                       | 17,658.75 | 65      | OTRAS DEDUCCIONES | 2,033.00                | IMP2 ISPT ART. 142          | 3,303.87  |
|         |                                 |           |         |                   |                         | EXEN BASE EXENTA            | 2,191.20  |
|         |                                 |           |         |                   |                         | PGR1 PERC. GRAVADA TIPO 1   | 5,312.50  |
|         |                                 |           |         |                   |                         | PGR2 PERC. GRAVADA TIPO 2   | 15,467.55 |
|         |                                 |           |         |                   |                         | PERC TOTAL PERCEPCIONES     | 22,971.25 |
|         |                                 |           |         |                   |                         | DEDU TOTAL DEDUCCIONES      | 3,206.12  |
|         |                                 |           |         |                   |                         | 3%FV 3% FONDO DE VIVIENDA   | 140.53    |
|         |                                 |           |         |                   |                         | FOND FONDO PENSIONES EMPRES | 702.67    |
|         |                                 |           |         |                   |                         | SEDARSEDAR                  | 93.69     |
|         |                                 |           |         |                   |                         | AGUI PROVISION AGUINALDO    | 2,031.93  |
|         |                                 |           |         |                   |                         | TOTA NOMINA EN EFECTIVO     | 19,765.13 |
| 539-005 | NUÑEZ MIRAMONTES MARIA DE JESUS |           |         |                   |                         |                             |           |
| T.EMP:  | PERMANENTE                      | 402.90    |         | 611.13            | SECRETARIA              |                             |           |

| Clave                                    | Nombre     | S.Diario  | S.Integ | PERCEPCIONES      | DEDUCCIONES        | CONCEPTOS                   |           |
|--|------------|-----------|---------|-------------------|--------------------|-----------------------------|-----------|
| 01                                       | SUELDO     | 6,043.50  | 51      | ISPT              | 916.50             | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02                                       | DESPENSA   | 478.50    | 54      | FONDO PENSIONES   | 695.00             | 51AG ISPT AGUINALDO         | 4,410.94  |
| 03                                       | TRANSPORTE | 330.50    | 58      | CUOTA SINDICAL    | 60.44              | IMP1 ISPT ART. 113 LISR     | 916.50    |
| 30                                       | AGUINALDO  | 22,841.67 | 65      | OTRAS DEDUCCIONES | 4,242.48           | IMP2 ISPT ART. 142          | 4,410.94  |
|  |            |           |         |                   |                    | EXEN BASE EXENTA            | 2,191.20  |
|  |            |           |         |                   |                    | PGR1 PERC. GRAVADA TIPO 1   | 6,852.50  |
|  |            |           |         |                   |                    | PGR2 PERC. GRAVADA TIPO 2   | 20,650.46 |
|  |            |           |         |                   |                    | PERC TOTAL PERCEPCIONES     | 29,694.17 |
|  |            |           |         |                   |                    | DEDU TOTAL DEDUCCIONES      | 5,914.42  |
|  |            |           |         |                   |                    | 3%FV 3% FONDO DE VIVIENDA   | 181.31    |
|  |            |           |         |                   |                    | FOND FONDO PENSIONES EMPRES | 906.52    |
|  |            |           |         |                   |                    | SEDARSEDAR                  | 120.87    |
|  |            |           |         |                   |                    | AGUI PROVISION AGUINALDO    | 2,525.99  |
|  |            |           |         |                   |                    | CHEQ PAGO POR CHEQUE        | 23,779.75 |
| 57-279-009 GARCIA GARNICA GUILLERMO      |            |           |         |                   |                    |                             |           |
| T.EMP:                                   | PERMANENTE | 312.30    |         | 472.67            | ASEADOR            |                             |           |
| 01                                       | SUELDO     | 4,684.50  | 51      | ISPT              | 587.56             | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02                                       | DESPENSA   | 394.00    | 54      | FONDO PENSIONES   | 538.72             | 51AG ISPT AGUINALDO         | 3,303.87  |
| 03                                       | TRANSPORTE | 234.00    | 58      | CUOTA SINDICAL    | 46.84              | IMP1 ISPT ART. 113 LISR     | 587.56    |
| 30                                       | AGUINALDO  | 17,658.75 | 65      | OTRAS DEDUCCIONES | 881.86             | IMP2 ISPT ART. 142          | 3,303.87  |
|  |            |           |         |                   |                    | EXEN BASE EXENTA            | 2,191.20  |
|  |            |           |         |                   |                    | PGR1 PERC. GRAVADA TIPO 1   | 5,312.50  |
|  |            |           |         |                   |                    | PGR2 PERC. GRAVADA TIPO 2   | 15,467.55 |
|  |            |           |         |                   |                    | PERC TOTAL PERCEPCIONES     | 22,971.25 |
|  |            |           |         |                   |                    | DEDU TOTAL DEDUCCIONES      | 2,054.98  |
|  |            |           |         |                   |                    | 3%FV 3% FONDO DE VIVIENDA   | 140.53    |
|  |            |           |         |                   |                    | FOND FONDO PENSIONES EMPRES | 702.67    |
|  |            |           |         |                   |                    | SEDARSEDAR                  | 93.69     |
|  |            |           |         |                   |                    | AGUI PROVISION AGUINALDO    | 2,031.93  |
|  |            |           |         |                   |                    | TOTA NOMINA EN EFECTIVO     | 20,916.27 |
| 730-008 OROZCO PONCE ERNESTO             |            |           |         |                   |                    |                             |           |
| T.EMP:                                   | PERMANENTE | 312.30    |         | 470.48            | VELADOR INTENDENTE |                             |           |
| 01                                       | SUELDO     | 4,684.50  | 51      | ISPT              | 587.56             | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02                                       | DESPENSA   | 394.00    | 54      | FONDO PENSIONES   | 538.72             | 51AG ISPT AGUINALDO         | 3,314.46  |
| 03                                       | TRANSPORTE | 234.00    | 58      | CUOTA SINDICAL    | 46.84              | IMP1 ISPT ART. 113 LISR     | 587.56    |
| 30                                       | AGUINALDO  | 17,708.34 | 65      | OTRAS DEDUCCIONES | 1,541.00           | IMP2 ISPT ART. 142          | 3,314.46  |
|  |            |           | 93      | SEGURO ABA        | 128.97             | EXEN BASE EXENTA            | 2,191.20  |
|  |            |           |         |                   |                    | PGR1 PERC. GRAVADA TIPO 1   | 5,312.50  |
|  |            |           |         |                   |                    | PGR2 PERC. GRAVADA TIPO 2   | 15,517.14 |
|  |            |           |         |                   |                    | PERC TOTAL PERCEPCIONES     | 23,020.84 |
|  |            |           |         |                   |                    | DEDU TOTAL DEDUCCIONES      | 2,843.09  |
|  |            |           |         |                   |                    | 3%FV 3% FONDO DE VIVIENDA   | 140.53    |
|  |            |           |         |                   |                    | FOND FONDO PENSIONES EMPRES | 702.67    |
|  |            |           |         |                   |                    | SEDARSEDAR                  | 93.69     |
|  |            |           |         |                   |                    | AGUI PROVISION AGUINALDO    | 2,081.52  |
|  |            |           |         |                   |                    | TOTA NOMINA EN EFECTIVO     | 20,177.75 |
| 730-010 JIMENEZ MAGDALENO JOSE FRANCISCO |            |           |         |                   |                    |                             |           |
| T.EMP:                                   | PERMANENTE | 312.30    |         | 470.72            | VELADOR INTENDENTE |                             |           |
| 01                                       | SUELDO     | 4,684.50  | 51      | ISPT              | 587.56             | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02                                       | DESPENSA   | 394.00    | 54      | FONDO PENSIONES   | 538.72             | 51AG ISPT AGUINALDO         | 3,314.46  |
| 03                                       | TRANSPORTE | 234.00    | 58      | CUOTA SINDICAL    | 46.84              | IMP1 ISPT ART. 113 LISR     | 587.56    |
| 30                                       | AGUINALDO  | 17,708.34 | 65      | OTRAS DEDUCCIONES | 430.93             | IMP2 ISPT ART. 142          | 3,314.46  |
|  |            |           |         |                   |                    | EXEN BASE EXENTA            | 2,191.20  |
|  |            |           |         |                   |                    | PGR1 PERC. GRAVADA TIPO 1   | 5,312.50  |
|  |            |           |         |                   |                    | PGR2 PERC. GRAVADA TIPO 2   | 15,517.14 |

| Clave   | Nombre                         | S.Diario  | S.Integ  | PERCEPCIONES                   | DEDUCCIONES | CONCEPTOS                   |            |
|---------|--------------------------------|-----------|----------|--------------------------------|-------------|-----------------------------|------------|
|         |                                |           |          |                                |             | PERC TOTAL PERCEPCIONES     | 23,020.84  |
|         |                                |           |          |                                |             | DEDU TOTAL DEDUCCIONES      | 1,604.05   |
|         |                                |           |          |                                |             | 3%FV 3% FONDO DE VIVIENDA   | 140.53     |
|         |                                |           |          |                                |             | FOND FONDO PENSIONES EMPRES | 702.67     |
|         |                                |           |          |                                |             | SEDARSEDAR                  | 93.69      |
|         |                                |           |          |                                |             | AGUI PROVISION AGUINALDO    | 2,081.52   |
|         |                                |           |          |                                |             | TOTA NOMINA EN EFECTIVO     | 21,416.79  |
| 730-012 | PEREDO AVALOS ENRIQUE          |           |          |                                |             |                             |            |
| T.EMP:  | PERMANENTE                     | 1,632.10  | 1,826.00 | GERENTE DE SERVICIOS GENERALES |             |                             |            |
| 01      | SUELDO                         | 24,481.50 | 51       | ISPT                           | 6,040.03    | DVIG DIAS DE VIGENCIA       | 15.00      |
| 02      | DESPENSA                       | 994.50    | 54       | FONDO PENSIONES                | 2,815.37    | 51AG ISPT AGUINALDO         | 25,527.14  |
| 03      | TRANSPORTE                     | 708.50    | 65       | OTRAS DEDUCCIONES              | 8,768.17    | IMP1 ISPT ART. 113 LISR     | 6,040.03   |
| 30      | AGUINALDO                      | 87,281.67 |          |                                |             | IMP2 ISPT ART. 142          | 25,527.14  |
|         |                                |           |          |                                |             | EXEN BASE EXENTA            | 2,191.20   |
|         |                                |           |          |                                |             | PGR1 PERC. GRAVADA TIPO 1   | 26,184.50  |
|         |                                |           |          |                                |             | PGR2 PERC. GRAVADA TIPO 2   | 85,090.47  |
|         |                                |           |          |                                |             | PERC TOTAL PERCEPCIONES     | 113,466.17 |
|         |                                |           |          |                                |             | DEDU TOTAL DEDUCCIONES      | 17,623.57  |
|         |                                |           |          |                                |             | 3%FV 3% FONDO DE VIVIENDA   | 734.44     |
|         |                                |           |          |                                |             | FOND FONDO PENSIONES EMPRES | 3,672.22   |
|         |                                |           |          |                                |             | SEDARSEDAR                  | 489.63     |
|         |                                |           |          |                                |             | AGUI PROVISION AGUINALDO    | 12,729.24  |
|         |                                |           |          |                                |             | TOTA NOMINA EN EFECTIVO     | 95,842.60  |
| 730-015 | RODRIGUEZ VERGARA JOSE EDUARDO |           |          |                                |             |                             |            |
| T.EMP:  | PERMANENTE                     | 654.43    | 977.20   | JEFE DE ADQUISICIONES          |             |                             |            |
| 01      | SUELDO                         | 9,816.45  | 51       | ISPT                           | 1,777.34    | DVIG DIAS DE VIGENCIA       | 15.00      |
| 02      | DESPENSA                       | 630.50    | 54       | FONDO PENSIONES                | 1,128.89    | 51AG ISPT AGUINALDO         | 7,971.39   |
| 03      | TRANSPORTE                     | 378.00    |          |                                |             | IMP1 ISPT ART. 113 LISR     | 1,777.34   |
| 30      | AGUINALDO                      | 36,083.17 |          |                                |             | IMP2 ISPT ART. 142          | 7,971.39   |
|         |                                |           |          |                                |             | EXEN BASE EXENTA            | 2,191.20   |
|         |                                |           |          |                                |             | PGR1 PERC. GRAVADA TIPO 1   | 10,824.95  |
|         |                                |           |          |                                |             | PGR2 PERC. GRAVADA TIPO 2   | 33,891.97  |
|         |                                |           |          |                                |             | PERC TOTAL PERCEPCIONES     | 46,908.12  |
|         |                                |           |          |                                |             | DEDU TOTAL DEDUCCIONES      | 2,906.23   |
|         |                                |           |          |                                |             | 3%FV 3% FONDO DE VIVIENDA   | 294.49     |
|         |                                |           |          |                                |             | FOND FONDO PENSIONES EMPRES | 1,472.47   |
|         |                                |           |          |                                |             | SEDARSEDAR                  | 196.33     |
|         |                                |           |          |                                |             | AGUI PROVISION AGUINALDO    | 5,208.14   |
|         |                                |           |          |                                |             | CHEQ PAGO POR CHEQUE        | 44,001.89  |
| 730-017 | SERPA ROJAS CARLOS VALENTIN    |           |          |                                |             |                             |            |
| T.EMP:  | PERMANENTE                     | 420.16    | 634.82   | ESPECIALISTA EN SEGURIDAD      |             |                             |            |
| 01      | SUELDO                         | 6,302.40  | 51       | ISPT                           | 981.85      | DVIG DIAS DE VIGENCIA       | 15.00      |
| 02      | DESPENSA                       | 523.00    | 54       | FONDO PENSIONES                | 724.78      | 51AG ISPT AGUINALDO         | 4,628.74   |
| 03      | TRANSPORTE                     | 333.00    | 65       | OTRAS DEDUCCIONES              | 1,716.00    | IMP1 ISPT ART. 113 LISR     | 981.85     |
| 30      | AGUINALDO                      | 23,861.34 |          |                                |             | IMP2 ISPT ART. 142          | 4,628.74   |
|         |                                |           |          |                                |             | EXEN BASE EXENTA            | 2,191.20   |
|         |                                |           |          |                                |             | PGR1 PERC. GRAVADA TIPO 1   | 7,158.40   |
|         |                                |           |          |                                |             | PGR2 PERC. GRAVADA TIPO 2   | 21,670.14  |
|         |                                |           |          |                                |             | PERC TOTAL PERCEPCIONES     | 31,019.74  |
|         |                                |           |          |                                |             | DEDU TOTAL DEDUCCIONES      | 3,422.63   |
|         |                                |           |          |                                |             | 3%FV 3% FONDO DE VIVIENDA   | 189.07     |
|         |                                |           |          |                                |             | FOND FONDO PENSIONES EMPRES | 945.36     |
|         |                                |           |          |                                |             | SEDARSEDAR                  | 126.05     |
|         |                                |           |          |                                |             | AGUI PROVISION AGUINALDO    | 2,527.68   |
|         |                                |           |          |                                |             | TOTA NOMINA EN EFECTIVO     | 27,597.11  |

| Clave             | Nombre                       | S.Diario | S.Integ           | DEDUCCIONES                             | CONCEPTOS                            |
|-------------------|------------------------------|----------|-------------------|---|--------------------------------------|
| PERCEPCIONES      |                              |          |                   |   |                                      |
| 730-025           | MAGAÑA AVILA JOSE            |          |                   |   |                                      |
| T.EMP: PERMANENTE | 467.07                       |          | 704.32            | COMPRADOR                               |                                      |
| 01 SUELDO         | 7,006.05                     | 51       | ISPT              | 1,140.80                                | DVIG DIAS DE VIGENCIA 15.00          |
| 02 DESPENSA       | 557.00                       | 54       | FONDO PENSIONES   | 805.70                                  | 51AG ISPT AGUINALDO 5,158.58         |
| 03 TRANSPORTE     | 339.50                       | 65       | OTRAS DEDUCCIONES | 2,019.00                                | IMP1 ISPT ART. 113 LISR 1,140.80     |
| 30 AGUINALDO      | 26,341.84                    |          |                   |   | IMP2 ISPT ART. 142 5,158.58          |
|                   |                              |          |                   |   | EXEN BASE EXENTA 2,191.20            |
|                   |                              |          |                   |   | PGR1 PERC. GRAVADA TIPO 1 7,902.55   |
|                   |                              |          |                   |   | PGR2 PERC. GRAVADA TIPO 2 24,150.64  |
|                   |                              |          |                   |   | PERC TOTAL PERCEPCIONES 34,244.39    |
|                   |                              |          |                   |   | DEDU TOTAL DEDUCCIONES 3,965.50      |
|                   |                              |          |                   |   | 3%FV 3% FONDO DE VIVIENDA 210.18     |
|                   |                              |          |                   |   | FOND FONDO PENSIONES EMPRES 1,050.91 |
|                   |                              |          |                   |   | SEDARSEDAR 140.12                    |
|                   |                              |          |                   |   | AGUI PROVISION AGUINALDO 2,717.76    |
|                   |                              |          |                   |   | TOTA NOMINA EN EFECTIVO 30,278.89    |
| 730-027           | GONZALEZ ALBA ERIKA VERONICA |          |                   |   |                                      |
| T.EMP: PERMANENTE | 347.77                       |          | 524.43            | ASEADOR                                 |                                      |
| 01 SUELDO         | 5,216.55                     | 51       | ISPT              | 730.58                                  | DVIG DIAS DE VIGENCIA 15.00          |
| 02 DESPENSA       | 457.50                       | 54       | FONDO PENSIONES   | 599.90                                  | 51AG ISPT AGUINALDO 3,768.18         |
| 03 TRANSPORTE     | 308.00                       | 58       | CUOTA SINDICAL    | 52.17                                   | IMP1 ISPT ART. 113 LISR 730.58       |
| 30 AGUINALDO      | 19,832.49                    | 65       | OTRAS DEDUCCIONES | 1,965.28                                | IMP2 ISPT ART. 142 3,768.18          |
|                   |                              |          |                   |   | EXEN BASE EXENTA 2,191.20            |
|                   |                              |          |                   |   | PGR1 PERC. GRAVADA TIPO 1 5,982.05   |
|                   |                              |          |                   |   | PGR2 PERC. GRAVADA TIPO 2 17,641.29  |
|                   |                              |          |                   |   | PERC TOTAL PERCEPCIONES 25,814.54    |
|                   |                              |          |                   |   | DEDU TOTAL DEDUCCIONES 3,347.93      |
|                   |                              |          |                   |   | 3%FV 3% FONDO DE VIVIENDA 156.50     |
|                   |                              |          |                   |   | FOND FONDO PENSIONES EMPRES 782.48   |
|                   |                              |          |                   |   | SEDARSEDAR 104.33                    |
|                   |                              |          |                   |   | AGUI PROVISION AGUINALDO 2,140.09    |
|                   |                              |          |                   |   | TOTA NOMINA EN EFECTIVO 22,466.61    |
| 730-029           | MARTIN GUZMAN JOAQUIN        |          |                   |   |                                      |
| T.EMP: PERMANENTE | 467.46                       |          | 689.98            | SUPERVISOR DE MANTENIMIENTO (EDIFICIOS) |                                      |
| 01 SUELDO         | 7,011.90                     | 51       | ISPT              | 1,107.34                                | DVIG DIAS DE VIGENCIA 15.00          |
| 02 DESPENSA       | 434.50                       | 54       | FONDO PENSIONES   | 806.37                                  | 51AG ISPT AGUINALDO 5,047.04         |
| 03 TRANSPORTE     | 299.50                       |          |                   |   | IMP1 ISPT ART. 113 LISR 1,107.34     |
| 30 AGUINALDO      | 25,819.67                    |          |                   |   | IMP2 ISPT ART. 142 5,047.04          |
|                   |                              |          |                   |   | EXEN BASE EXENTA 2,191.20            |
|                   |                              |          |                   |   | PGR1 PERC. GRAVADA TIPO 1 7,745.90   |
|                   |                              |          |                   |   | PGR2 PERC. GRAVADA TIPO 2 23,628.46  |
|                   |                              |          |                   |   | PERC TOTAL PERCEPCIONES 33,565.57    |
|                   |                              |          |                   |   | DEDU TOTAL DEDUCCIONES 1,913.71      |
|                   |                              |          |                   |   | 3%FV 3% FONDO DE VIVIENDA 210.36     |
|                   |                              |          |                   |   | FOND FONDO PENSIONES EMPRES 1,051.78 |
|                   |                              |          |                   |   | SEDARSEDAR 140.24                    |
|                   |                              |          |                   |   | AGUI PROVISION AGUINALDO 2,667.71    |
|                   |                              |          |                   |   | TOTA NOMINA EN EFECTIVO 31,651.86    |
| 730-031           | VAZQUEZ RIVAS NORMA ARGELIA  |          |                   |   |                                      |
| T.EMP: PERMANENTE | 364.36                       |          | 549.10            | RECEPCIONISTA                           |                                      |
| 01 SUELDO         | 5,465.40                     | 51       | ISPT              | 786.40                                  | DVIG DIAS DE VIGENCIA 15.00          |
| 02 DESPENSA       | 463.00                       | 54       | FONDO PENSIONES   | 628.52                                  | 51AG ISPT AGUINALDO 3,977.26         |
| 03 TRANSPORTE     | 315.00                       | 58       | CUOTA SINDICAL    | 54.65                                   | IMP1 ISPT ART. 113 LISR 786.40       |
| 30 AGUINALDO      | 20,811.34                    |          |                   |   | IMP2 ISPT ART. 142 3,977.26          |

| Clave        | Nombre                      | S.Diario  | S.Integ | DEDUCCIONES                       | CONCEPTOS                   |                                      |
|--------------|-----------------------------|-----------|---------|-----------------------------------|-----------------------------|--------------------------------------|
| PERCEPCIONES |                             |           |         |                                   |                             |                                      |
|              |                             |           |         |                                   | EXEN BASE EXENTA            | 2,191.20                             |
|              |                             |           |         |                                   | PGR1 PERC. GRAVADA TIPO 1   | 6,243.40                             |
|              |                             |           |         |                                   | PGR2 PERC. GRAVADA TIPO 2   | 18,620.14                            |
|              |                             |           |         |                                   | PERC TOTAL PERCEPCIONES     | 27,054.74                            |
|              |                             |           |         |                                   | DEDU TOTAL DEDUCCIONES      | 1,469.57                             |
|              |                             |           |         |                                   | 3%FV 3% FONDO DE VIVIENDA   | 163.96                               |
|              |                             |           |         |                                   | FOND FONDO PENSIONES EMPRES | 819.81                               |
|              |                             |           |         |                                   | SEDARSEDAR                  | 109.31                               |
|              |                             |           |         |                                   | AGUI PROVISION AGUINALDO    | 2,331.34                             |
|              |                             |           |         |                                   | TOTA NOMINA EN EFECTIVO     | 25,585.17                            |
| 730-032      | AUSENCIO GARCIA PEDRO       |           |         |                                   |                             |                                      |
| T.EMP:       | PERMANENTE                  | 467.47    | 660.59  | SUPERVISOR DE SERVICIOS GENERALES |                             |                                      |
| 01           | SUELDO                      | 7,012.05  | 51      | ISPT                              | 1,107.37                    | DVIG DIAS DE VIGENCIA 15.00          |
| 02           | DESPENSA                    | 434.50    | 54      | FONDO PENSIONES                   | 806.39                      | 51AG ISPT AGUINALDO 5,047.15         |
| 03           | TRANSPORTE                  | 299.50    |         |                                   |                             | IMP1 ISPT ART. 113 LISR 1,107.37     |
| 30           | AGUINALDO                   | 25,820.17 |         |                                   |                             | IMP2 ISPT ART. 142 5,047.15          |
|              |                             |           |         |                                   |                             | EXEN BASE EXENTA 2,191.20            |
|              |                             |           |         |                                   |                             | PGR1 PERC. GRAVADA TIPO 1 7,746.05   |
|              |                             |           |         |                                   |                             | PGR2 PERC. GRAVADA TIPO 2 23,628.96  |
|              |                             |           |         |                                   |                             | PERC TOTAL PERCEPCIONES 33,566.22    |
|              |                             |           |         |                                   |                             | DEDU TOTAL DEDUCCIONES 1,913.76      |
|              |                             |           |         |                                   |                             | 3%FV 3% FONDO DE VIVIENDA 210.36     |
|              |                             |           |         |                                   |                             | FOND FONDO PENSIONES EMPRES 1,051.81 |
|              |                             |           |         |                                   |                             | SEDARSEDAR 140.24                    |
|              |                             |           |         |                                   |                             | AGUI PROVISION AGUINALDO 7,161.21    |
|              |                             |           |         |                                   |                             | TOTA NOMINA EN EFECTIVO 31,652.46    |
| 730-033      | RAMIREZ ESTRADA JOSE MARTIN |           |         |                                   |                             |                                      |
| T.EMP:       | PERMANENTE                  | 420.16    | 634.50  | AUXILIAR ADMINISTRATIVO           |                             |                                      |
| 01           | SUELDO                      | 6,302.40  | 51      | ISPT                              | 981.85                      | DVIG DIAS DE VIGENCIA 15.00          |
| 02           | DESPENSA                    | 523.00    | 54      | FONDO PENSIONES                   | 724.78                      | 51AG ISPT AGUINALDO 4,614.47         |
| 03           | TRANSPORTE                  | 333.00    | 58      | CUOTA SINDICAL                    | 63.02                       | IMP1 ISPT ART. 113 LISR 981.85       |
| 30           | AGUINALDO                   | 23,794.52 |         |                                   |                             | IMP2 ISPT ART. 142 4,614.47          |
|              |                             |           |         |                                   |                             | EXEN BASE EXENTA 2,191.20            |
|              |                             |           |         |                                   |                             | PGR1 PERC. GRAVADA TIPO 1 7,158.40   |
|              |                             |           |         |                                   |                             | PGR2 PERC. GRAVADA TIPO 2 21,603.32  |
|              |                             |           |         |                                   |                             | PERC TOTAL PERCEPCIONES 30,952.92    |
|              |                             |           |         |                                   |                             | DEDU TOTAL DEDUCCIONES 1,769.65      |
|              |                             |           |         |                                   |                             | 3%FV 3% FONDO DE VIVIENDA 189.07     |
|              |                             |           |         |                                   |                             | FOND FONDO PENSIONES EMPRES 945.36   |
|              |                             |           |         |                                   |                             | SEDARSEDAR 126.05                    |
|              |                             |           |         |                                   |                             | AGUI PROVISION AGUINALDO 2,460.86    |
|              |                             |           |         |                                   |                             | TOTA NOMINA EN EFECTIVO 29,183.27    |
| 730-035      | GARCIA NUÑEZ JUSTA BEATRIZ  |           |         |                                   |                             |                                      |
| T.EMP:       | PERMANENTE                  | 312.30    | 377.31  | ASEADOR                           |                             |                                      |
| 01           | SUELDO                      | 4,684.50  | 51      | ISPT                              | 587.56                      | DVIG DIAS DE VIGENCIA 15.00          |
| 02           | DESPENSA                    | 394.00    | 54      | FONDO PENSIONES                   | 538.72                      | IMP1 ISPT ART. 113 LISR 587.56       |
| 03           | TRANSPORTE                  | 234.00    | 58      | CUOTA SINDICAL                    | 46.84                       | EXEN BASE EXENTA 1,498.13            |
| 30           | AGUINALDO                   | 1,498.13  |         |                                   |                             | PGR1 PERC. GRAVADA TIPO 1 5,312.50   |
|              |                             |           |         |                                   |                             | PERC TOTAL PERCEPCIONES 6,810.63     |
|              |                             |           |         |                                   |                             | DEDU TOTAL DEDUCCIONES 1,173.12      |
|              |                             |           |         |                                   |                             | 3%FV 3% FONDO DE VIVIENDA 140.53     |
|              |                             |           |         |                                   |                             | FOND FONDO PENSIONES EMPRES 702.67   |
|              |                             |           |         |                                   |                             | SEDARSEDAR 93.69                     |
|              |                             |           |         |                                   |                             | AGUI PROVISION AGUINALDO 1,498.13    |
|              |                             |           |         |                                   |                             | CHEQ PAGO POR CHEQUE 5,637.51        |

| Clave      | Nombre                             | S.Diario  | S.Integ | PERCEPCIONES      | DEDUCCIONES                     | CONCEPTOS                            |
|------------|------------------------------------|-----------|---------|-------------------|---------------------------------|--------------------------------------|
| 750-002    | FREEMAN FIGUEROA ALICIA DEL CARMEN |           |         |                   |                                 |                                      |
| T.EMP:     | PERMANENTE                         | 467.07    | 709.19  |                   | COMPRADOR                       |                                      |
| 01         | SUELDO                             | 7,006.05  | 51      | ISPT              | 1,140.80                        | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | DESPENSA                           | 557.00    | 54      | FONDO PENSIONES   | 805.70                          | 51AG ISPT AGUINALDO 5,158.58         |
| 03         | TRANSPORTE                         | 339.50    | 58      | CUOTA SINDICAL    | 70.06                           | IMP1 ISPT ART. 113 LISR 1,140.80     |
| 30         | AGUINALDO                          | 26,341.84 | 65      | OTRAS DEDUCCIONES | 3,651.44                        | IMP2 ISPT ART. 142 5,158.58          |
|            |                                    |           |         |                   |                                 | EXEN BASE EXENTA 2,191.20            |
|            |                                    |           |         |                   |                                 | PGR1 PERC. GRAVADA TIPO 1 7,902.55   |
|            |                                    |           |         |                   |                                 | PGR2 PERC. GRAVADA TIPO 2 24,150.64  |
|            |                                    |           |         |                   |                                 | PERC TOTAL PERCEPCIONES 34,244.39    |
|            |                                    |           |         |                   |                                 | DEDU TOTAL DEDUCCIONES 5,668.00      |
|            |                                    |           |         |                   |                                 | 3%FV 3% FONDO DE VIVIENDA 210.18     |
|            |                                    |           |         |                   |                                 | FOND FONDO PENSIONES EMPRES 1,050.91 |
|            |                                    |           |         |                   |                                 | SEDARSEDAR 140.12                    |
|            |                                    |           |         |                   |                                 | AGUI PROVISION AGUINALDO 2,717.76    |
|            |                                    |           |         |                   |                                 | TOTA NOMINA EN EFECTIVO 28,576.39    |
| 750-012    | GONZALEZ MURO ZEFERINO             |           |         |                   |                                 |                                      |
| T.EMP:     | PERMANENTE                         | 467.07    | 704.31  |                   | ANALISTA JURIDICO               |                                      |
| 01         | SUELDO                             | 7,006.05  | 51      | ISPT              | 1,140.80                        | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | DESPENSA                           | 557.00    | 54      | FONDO PENSIONES   | 805.70                          | 51AG ISPT AGUINALDO 5,158.58         |
| 03         | TRANSPORTE                         | 339.50    |         |                   |                                 | IMP1 ISPT ART. 113 LISR 1,140.80     |
| 30         | AGUINALDO                          | 26,341.84 |         |                   |                                 | IMP2 ISPT ART. 142 5,158.58          |
|            |                                    |           |         |                   |                                 | EXEN BASE EXENTA 2,191.20            |
|            |                                    |           |         |                   |                                 | PGR1 PERC. GRAVADA TIPO 1 7,902.55   |
|            |                                    |           |         |                   |                                 | PGR2 PERC. GRAVADA TIPO 2 24,150.64  |
|            |                                    |           |         |                   |                                 | PERC TOTAL PERCEPCIONES 34,244.39    |
|            |                                    |           |         |                   |                                 | DEDU TOTAL DEDUCCIONES 1,946.50      |
|            |                                    |           |         |                   |                                 | 3%FV 3% FONDO DE VIVIENDA 210.18     |
|            |                                    |           |         |                   |                                 | FOND FONDO PENSIONES EMPRES 1,050.91 |
|            |                                    |           |         |                   |                                 | SEDARSEDAR 140.12                    |
|            |                                    |           |         |                   |                                 | AGUI PROVISION AGUINALDO 2,717.76    |
|            |                                    |           |         |                   |                                 | TOTA NOMINA EN EFECTIVO 32,297.89    |
| 81-186-009 | YAÑEZ HERNANDEZ J HORACIO          |           |         |                   |                                 |                                      |
| T.EMP:     | PERMANENTE                         | 467.07    | 711.26  |                   | ANALISTA DE CONTROL PATRIMONIAL |                                      |
| 01         | SUELDO                             | 7,006.05  | 51      | ISPT              | 1,140.80                        | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | DESPENSA                           | 557.00    | 54      | FONDO PENSIONES   | 805.70                          | 51AG ISPT AGUINALDO 5,142.82         |
| 03         | TRANSPORTE                         | 339.50    |         |                   |                                 | IMP1 ISPT ART. 113 LISR 1,140.80     |
| 30         | AGUINALDO                          | 26,268.08 |         |                   |                                 | IMP2 ISPT ART. 142 5,142.82          |
|            |                                    |           |         |                   |                                 | EXEN BASE EXENTA 2,191.20            |
|            |                                    |           |         |                   |                                 | PGR1 PERC. GRAVADA TIPO 1 7,902.55   |
|            |                                    |           |         |                   |                                 | PGR2 PERC. GRAVADA TIPO 2 24,076.88  |
|            |                                    |           |         |                   |                                 | PERC TOTAL PERCEPCIONES 34,170.63    |
|            |                                    |           |         |                   |                                 | DEDU TOTAL DEDUCCIONES 1,946.50      |
|            |                                    |           |         |                   |                                 | 3%FV 3% FONDO DE VIVIENDA 210.18     |
|            |                                    |           |         |                   |                                 | FOND FONDO PENSIONES EMPRES 1,050.91 |
|            |                                    |           |         |                   |                                 | SEDARSEDAR 140.12                    |
|            |                                    |           |         |                   |                                 | AGUI PROVISION AGUINALDO 2,644.00    |
|            |                                    |           |         |                   |                                 | TOTA NOMINA EN EFECTIVO 32,224.13    |
| 86-028-035 | VASQUEZ MENDOZA RUBEN              |           |         |                   |                                 |                                      |
| T.EMP:     | PERMANENTE                         | 312.30    | 472.43  |                   | VELADOR INTENDENTE              |                                      |
| 01         | SUELDO                             | 4,684.50  | 51      | ISPT              | 587.56                          | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | DESPENSA                           | 394.00    | 54      | FONDO PENSIONES   | 538.72                          | 51AG ISPT AGUINALDO 3,283.44         |
| 03         | TRANSPORTE                         | 234.00    | 58      | CUOTA SINDICAL    | 46.84                           | IMP1 ISPT ART. 113 LISR 587.56       |
| 30         | AGUINALDO                          | 17,563.13 | 65      | OTRAS DEDUCCIONES | 1,192.26                        | IMP2 ISPT ART. 142 3,283.44          |



| Clave  | Nombre     | S.Diario  | S.Integ | DEDUCCIONES       | CONCEPTOS                                      |           |
|--|------------|-----------|---------|-------------------|--|-----------|
| PERCEPCIONES                                       |            |           |         |                   |  |           |
|  |            |           |         |                   | EXEN BASE EXENTA                               | 2,191.20  |
|  |            |           |         |                   | PGR1 PERC. GRAVADA TIPO 1                      | 5,312.50  |
|  |            |           |         |                   | PGR2 PERC. GRAVADA TIPO 2                      | 15,371.93 |
|  |            |           |         |                   | PERC TOTAL PERCEPCIONES                        | 22,875.63 |
|  |            |           |         |                   | DEDU TOTAL DEDUCCIONES                         | 2,365.38  |
|  |            |           |         |                   | 3%FV 3% FONDO DE VIVIENDA                      | 140.53    |
|  |            |           |         |                   | FOND FONDO PENSIONES EMPRES                    | 702.67    |
|  |            |           |         |                   | SEDARSEDAR                                     | 93.69     |
|  |            |           |         |                   | AGUI PROVISION AGUINALDO                       | 1,936.31  |
|  |            |           |         |                   | TOTA NOMINA EN EFECTIVO                        | 20,510.25 |
| 86-061-015 PEREZ MACIEL CARLOS                     |            |           |         |                   |  |           |
| T.EMP:   | PERMANENTE | 538.53    |         | 798.13            | SUPERVISOR DE MANTENIMIENTO (PARQUE VEHICULAR) |           |
| 01   | SUELDO     | 8,077.95  | 51      | ISPT              | DVIG DIAS DE VIGENCIA                          | 15.00     |
| 02   | DESPENSA   | 465.50    | 54      | FONDO PENSIONES   | 51AG ISPT AGUINALDO                            | 5,818.17  |
| 03   | TRANSPORTE | 285.50    |         |                   | IMP1 ISPT ART. 113 LISR                        | 1,338.67  |
| 30   | AGUINALDO  | 29,429.84 |         |                   | IMP2 ISPT ART. 142                             | 5,818.17  |
|  |            |           |         |                   | EXEN BASE EXENTA                               | 2,191.20  |
|  |            |           |         |                   | PGR1 PERC. GRAVADA TIPO 1                      | 8,828.95  |
|  |            |           |         |                   | PGR2 PERC. GRAVADA TIPO 2                      | 27,238.64 |
|  |            |           |         |                   | PERC TOTAL PERCEPCIONES                        | 38,258.79 |
|  |            |           |         |                   | DEDU TOTAL DEDUCCIONES                         | 2,267.63  |
|  |            |           |         |                   | 3%FV 3% FONDO DE VIVIENDA                      | 242.34    |
|  |            |           |         |                   | FOND FONDO PENSIONES EMPRES                    | 1,211.69  |
|  |            |           |         |                   | SEDARSEDAR                                     | 161.56    |
|  |            |           |         |                   | AGUI PROVISION AGUINALDO                       | 2,821.94  |
|  |            |           |         |                   | TOTA NOMINA EN EFECTIVO                        | 35,991.16 |
| 86-148-004 GUERRA LUNA MARTHA GABRIELA             |            |           |         |                   |  |           |
| T.EMP:   | PERMANENTE | 420.16    |         | 644.24            | AUXILIAR DE COMPRAS                            |           |
| 01   | SUELDO     | 6,302.40  | 51      | ISPT              | DVIG DIAS DE VIGENCIA                          | 15.00     |
| 02   | DESPENSA   | 523.00    | 54      | FONDO PENSIONES   | 51AG ISPT AGUINALDO                            | 4,628.74  |
| 03   | TRANSPORTE | 333.00    | 58      | CUOTA SINDICAL    | IMP1 ISPT ART. 113 LISR                        | 981.85    |
| 30   | AGUINALDO  | 23,861.34 | 65      | OTRAS DEDUCCIONES | IMP2 ISPT ART. 142                             | 4,628.74  |
|  |            |           |         |                   | EXEN BASE EXENTA                               | 2,191.20  |
|  |            |           |         |                   | PGR1 PERC. GRAVADA TIPO 1                      | 7,158.40  |
|  |            |           |         |                   | PGR2 PERC. GRAVADA TIPO 2                      | 21,670.14 |
|  |            |           |         |                   | PERC TOTAL PERCEPCIONES                        | 31,019.74 |
|  |            |           |         |                   | DEDU TOTAL DEDUCCIONES                         | 4,810.50  |
|  |            |           |         |                   | 3%FV 3% FONDO DE VIVIENDA                      | 189.07    |
|  |            |           |         |                   | FOND FONDO PENSIONES EMPRES                    | 945.36    |
|  |            |           |         |                   | SEDARSEDAR                                     | 126.05    |
|  |            |           |         |                   | AGUI PROVISION AGUINALDO                       | 2,527.68  |
|  |            |           |         |                   | TOTA NOMINA EN EFECTIVO                        | 26,209.24 |
| 86-167-002 IRIARTE MORONES MARIA DEL CARMEN TERESA |            |           |         |                   |  |           |
| T.EMP:   | PERMANENTE | 420.16    |         | 649.44            | AUXILIAR ADMINISTRATIVO                        |           |
| 01   | SUELDO     | 6,302.40  | 51      | ISPT              | DVIG DIAS DE VIGENCIA                          | 15.00     |
| 02   | DESPENSA   | 523.00    | 54      | FONDO PENSIONES   | 51AG ISPT AGUINALDO                            | 4,628.74  |
| 03   | TRANSPORTE | 333.00    | 58      | CUOTA SINDICAL    | IMP1 ISPT ART. 113 LISR                        | 981.85    |
| 30   | AGUINALDO  | 23,861.34 | 65      | OTRAS DEDUCCIONES | IMP2 ISPT ART. 142                             | 4,628.74  |
|  |            |           |         |                   | EXEN BASE EXENTA                               | 2,191.20  |
|  |            |           |         |                   | PGR1 PERC. GRAVADA TIPO 1                      | 7,158.40  |
|  |            |           |         |                   | PGR2 PERC. GRAVADA TIPO 2                      | 21,670.14 |
|  |            |           |         |                   | PERC TOTAL PERCEPCIONES                        | 31,019.74 |
|  |            |           |         |                   | DEDU TOTAL DEDUCCIONES                         | 4,858.65  |
|  |            |           |         |                   | 3%FV 3% FONDO DE VIVIENDA                      | 189.07    |
|  |            |           |         |                   | FOND FONDO PENSIONES EMPRES                    | 945.36    |

| Clave  | Nombre     | S.Diario  | S.Integ | PERCEPCIONES    | DEDUCCIONES | CONCEPTOS  |           |
|--|------------|-----------|---------|-----------------|-------------|--|-----------|
|  |            |           |         |                 |             | SEDARSEDAR   | 126.05    |
|  |            |           |         |                 |             | AGUI PROVISION AGUINALDO                           | 2,527.68  |
|  |            |           |         |                 |             | TOTA NOMINA EN EFECTIVO                            | 26,161.09 |
| 86-168-027 GONZALEZ CASTAÑEDA JOSE MANUEL      |            |           |         |                 |             |  |           |
| T.EMP:   | PERMANENTE | 312.30    |         |                 | 478.76      | ASEADOR  |           |
| 01   | SUELDO     | 4,684.50  | 51      | ISPT            | 587.56      | DVIG DIAS DE VIGENCIA                              | 15.00     |
| 02   | DESPENSA   | 394.00    | 54      | FONDO PENSIONES | 538.72      | 51AG ISPT AGUINALDO                                | 3,294.03  |
| 03   | TRANSPORTE | 234.00    | 58      | CUOTA SINDICAL  | 46.84       | IMP1 ISPT ART. 113 LISR                            | 587.56    |
| 30   | AGUINALDO  | 17,612.71 |         |                 |             | IMP2 ISPT ART. 142                                 | 3,294.03  |
|  |            |           |         |                 |             | EXEN BASE EXENTA                                   | 2,191.20  |
|  |            |           |         |                 |             | PGR1 PERC. GRAVADA TIPO 1                          | 5,312.50  |
|  |            |           |         |                 |             | PGR2 PERC. GRAVADA TIPO 2                          | 15,421.50 |
|  |            |           |         |                 |             | PERC TOTAL PERCEPCIONES                            | 22,925.21 |
|  |            |           |         |                 |             | DEDU TOTAL DEDUCCIONES                             | 1,173.12  |
|  |            |           |         |                 |             | 3%FV 3% FONDO DE VIVIENDA                          | 140.53    |
|  |            |           |         |                 |             | FOND FONDO PENSIONES EMPRES                        | 702.67    |
|  |            |           |         |                 |             | SEDARSEDAR   | 93.69     |
|  |            |           |         |                 |             | AGUI PROVISION AGUINALDO                           | 1,985.89  |
|  |            |           |         |                 |             | CHEQ PAGO POR CHEQUE                               | 21,752.09 |
| 86-185-028 MAGDALENO AGUILERA FRANCISCO JAVIER |            |           |         |                 |             |  |           |
| T.EMP:   | PERMANENTE | 420.16    |         |                 | 649.44      | AUXILIAR DE SERVICIOS GENERALES (PINTOR-ALBAÑIL-EL |           |
| 01   | SUELDO     | 6,302.40  | 51      | ISPT            | 981.85      | DVIG DIAS DE VIGENCIA                              | 15.00     |
| 02   | DESPENSA   | 523.00    | 54      | FONDO PENSIONES | 724.78      | 51AG ISPT AGUINALDO                                | 4,628.74  |
| 03   | TRANSPORTE | 333.00    | 58      | CUOTA SINDICAL  | 63.02       | IMP1 ISPT ART. 113 LISR                            | 981.85    |
| 30   | AGUINALDO  | 23,861.34 |         |                 |             | IMP2 ISPT ART. 142                                 | 4,628.74  |
|  |            |           |         |                 |             | EXEN BASE EXENTA                                   | 2,191.20  |
|  |            |           |         |                 |             | PGR1 PERC. GRAVADA TIPO 1                          | 7,158.40  |
|  |            |           |         |                 |             | PGR2 PERC. GRAVADA TIPO 2                          | 21,670.14 |
|  |            |           |         |                 |             | PERC TOTAL PERCEPCIONES                            | 31,019.74 |
|  |            |           |         |                 |             | DEDU TOTAL DEDUCCIONES                             | 1,769.65  |
|  |            |           |         |                 |             | 3%FV 3% FONDO DE VIVIENDA                          | 189.07    |
|  |            |           |         |                 |             | FOND FONDO PENSIONES EMPRES                        | 945.36    |
|  |            |           |         |                 |             | SEDARSEDAR   | 126.05    |
|  |            |           |         |                 |             | AGUI PROVISION AGUINALDO                           | 2,527.68  |
|  |            |           |         |                 |             | TOTA NOMINA EN EFECTIVO                            | 29,250.09 |
| 86-185-029 GONZALEZ SEPULVEDA AGRIPINA         |            |           |         |                 |             |  |           |
| T.EMP:   | PERMANENTE | 364.37    |         |                 | 563.44      | AUXILIAR DE SERVICIOS GENERALES (FOTOCOPIADO)      |           |
| 01   | SUELDO     | 5,465.55  | 51      | ISPT            | 786.43      | DVIG DIAS DE VIGENCIA                              | 15.00     |
| 02   | DESPENSA   | 463.00    | 54      | FONDO PENSIONES | 628.54      | 51AG ISPT AGUINALDO                                | 3,928.47  |
| 03   | TRANSPORTE | 315.00    | 58      | CUOTA SINDICAL  | 54.66       | IMP1 ISPT ART. 113 LISR                            | 786.43    |
| 30   | AGUINALDO  | 20,582.90 |         |                 |             | IMP2 ISPT ART. 142                                 | 3,928.47  |
|  |            |           |         |                 |             | EXEN BASE EXENTA                                   | 2,191.20  |
|  |            |           |         |                 |             | PGR1 PERC. GRAVADA TIPO 1                          | 6,243.55  |
|  |            |           |         |                 |             | PGR2 PERC. GRAVADA TIPO 2                          | 18,391.70 |
|  |            |           |         |                 |             | PERC TOTAL PERCEPCIONES                            | 26,826.45 |
|  |            |           |         |                 |             | DEDU TOTAL DEDUCCIONES                             | 1,469.63  |
|  |            |           |         |                 |             | 3%FV 3% FONDO DE VIVIENDA                          | 163.97    |
|  |            |           |         |                 |             | FOND FONDO PENSIONES EMPRES                        | 819.83    |
|  |            |           |         |                 |             | SEDARSEDAR   | 109.31    |
|  |            |           |         |                 |             | AGUI PROVISION AGUINALDO                           | 2,102.46  |
|  |            |           |         |                 |             | TOTA NOMINA EN EFECTIVO                            | 25,356.82 |
| 86-212-018 BRISEÑO DIAZ RAFAEL                 |            |           |         |                 |             |  |           |
| T.EMP:   | PERMANENTE | 312.30    |         |                 | 475.35      | VELADOR INTENDENTE                                 |           |
| 01   | SUELDO     | 4,684.50  | 51      | ISPT            | 587.56      | DVIG DIAS DE VIGENCIA                              | 15.00     |

| Clave                              | Nombre     | S.Diario  | S.Integ | PERCEPCIONES      | DEDUCCIONES        | CONCEPTOS                   |           |
|------------------------------------|------------|-----------|---------|-------------------|--------------------|-----------------------------|-----------|
| 02                                 | DESPENSA   | 394.00    | 54      | FONDO PENSIONES   | 538.72             | 51AG ISPT AGUINALDO         | 3,303.87  |
| 03                                 | TRANSPORTE | 234.00    | 58      | CUOTA SINDICAL    | 46.84              | IMP1 ISPT ART. 113 LISR     | 587.56    |
| 30                                 | AGUINALDO  | 17,658.75 | 65      | OTRAS DEDUCCIONES | 1,495.00           | IMP2 ISPT ART. 142          | 3,303.87  |
|                                    |            |           |         |                   |                    | EXEN BASE EXENTA            | 2,191.20  |
|                                    |            |           |         |                   |                    | PGR1 PERC. GRAVADA TIPO 1   | 5,312.50  |
|                                    |            |           |         |                   |                    | PGR2 PERC. GRAVADA TIPO 2   | 15,467.55 |
|                                    |            |           |         |                   |                    | PERC TOTAL PERCEPCIONES     | 22,971.25 |
|                                    |            |           |         |                   |                    | DEDU TOTAL DEDUCCIONES      | 2,668.12  |
|                                    |            |           |         |                   |                    | 3%FV 3% FONDO DE VIVIENDA   | 140.53    |
|                                    |            |           |         |                   |                    | FOND FONDO PENSIONES EMPRES | 702.67    |
|                                    |            |           |         |                   |                    | SEDARSEDAR                  | 93.69     |
|                                    |            |           |         |                   |                    | AGUI PROVISION AGUINALDO    | 2,031.93  |
|                                    |            |           |         |                   |                    | TOTA NOMINA EN EFECTIVO     | 20,303.13 |
| 86-212-022 CHAVEZ MARTINEZ ALFONSO |            |           |         |                   |                    |                             |           |
| T.EMP:                             | PERMANENTE | 312.30    |         | 475.35            | VELADOR INTENDENTE |                             |           |
| 01                                 | SUELDO     | 4,684.50  | 51      | ISPT              | 587.56             | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02                                 | DESPENSA   | 394.00    | 54      | FONDO PENSIONES   | 538.72             | 51AG ISPT AGUINALDO         | 3,303.87  |
| 03                                 | TRANSPORTE | 234.00    | 58      | CUOTA SINDICAL    | 46.84              | IMP1 ISPT ART. 113 LISR     | 587.56    |
| 30                                 | AGUINALDO  | 17,658.75 | 65      | OTRAS DEDUCCIONES | 1,545.00           | IMP2 ISPT ART. 142          | 3,303.87  |
|                                    |            |           |         |                   |                    | EXEN BASE EXENTA            | 2,191.20  |
|                                    |            |           |         |                   |                    | PGR1 PERC. GRAVADA TIPO 1   | 5,312.50  |
|                                    |            |           |         |                   |                    | PGR2 PERC. GRAVADA TIPO 2   | 15,467.55 |
|                                    |            |           |         |                   |                    | PERC TOTAL PERCEPCIONES     | 22,971.25 |
|                                    |            |           |         |                   |                    | DEDU TOTAL DEDUCCIONES      | 2,718.12  |
|                                    |            |           |         |                   |                    | 3%FV 3% FONDO DE VIVIENDA   | 140.53    |
|                                    |            |           |         |                   |                    | FOND FONDO PENSIONES EMPRES | 702.67    |
|                                    |            |           |         |                   |                    | SEDARSEDAR                  | 93.69     |
|                                    |            |           |         |                   |                    | AGUI PROVISION AGUINALDO    | 2,031.93  |
|                                    |            |           |         |                   |                    | TOTA NOMINA EN EFECTIVO     | 20,253.13 |
| 86-212-023 ROMERO MONTALVO MARTIN  |            |           |         |                   |                    |                             |           |
| T.EMP:                             | PERMANENTE | 312.30    |         | 473.16            | VELADOR INTENDENTE |                             |           |
| 01                                 | SUELDO     | 4,684.50  | 51      | ISPT              | 587.56             | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02                                 | DESPENSA   | 394.00    | 54      | FONDO PENSIONES   | 538.72             | 51AG ISPT AGUINALDO         | 3,314.46  |
| 03                                 | TRANSPORTE | 234.00    | 58      | CUOTA SINDICAL    | 46.84              | IMP1 ISPT ART. 113 LISR     | 587.56    |
| 30                                 | AGUINALDO  | 17,708.34 | 65      | OTRAS DEDUCCIONES | 1,562.00           | IMP2 ISPT ART. 142          | 3,314.46  |
|                                    |            |           |         |                   |                    | EXEN BASE EXENTA            | 2,191.20  |
|                                    |            |           |         |                   |                    | PGR1 PERC. GRAVADA TIPO 1   | 5,312.50  |
|                                    |            |           |         |                   |                    | PGR2 PERC. GRAVADA TIPO 2   | 15,517.14 |
|                                    |            |           |         |                   |                    | PERC TOTAL PERCEPCIONES     | 23,020.84 |
|                                    |            |           |         |                   |                    | DEDU TOTAL DEDUCCIONES      | 3,483.32  |
|                                    |            |           |         |                   |                    | 3%FV 3% FONDO DE VIVIENDA   | 140.53    |
|                                    |            |           |         |                   |                    | FOND FONDO PENSIONES EMPRES | 702.67    |
|                                    |            |           |         |                   |                    | SEDARSEDAR                  | 93.69     |
|                                    |            |           |         |                   |                    | AGUI PROVISION AGUINALDO    | 2,081.52  |
|                                    |            |           |         |                   |                    | TOTA NOMINA EN EFECTIVO     | 19,537.52 |
| 86-244-011 PEÑA SANTIAGO JUAN      |            |           |         |                   |                    |                             |           |
| T.EMP:                             | PERMANENTE | 347.77    |         | 534.72            | ALMACENISTA        |                             |           |
| 01                                 | SUELDO     | 5,216.55  | 51      | ISPT              | 730.58             | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02                                 | DESPENSA   | 457.50    | 54      | FONDO PENSIONES   | 599.90             | 51AG ISPT AGUINALDO         | 3,791.18  |
| 03                                 | TRANSPORTE | 308.00    | 65      | OTRAS DEDUCCIONES | 625.00             | IMP1 ISPT ART. 113 LISR     | 730.58    |
| 30                                 | AGUINALDO  | 19,940.17 |         |                   |                    | IMP2 ISPT ART. 142          | 3,791.18  |
|                                    |            |           |         |                   |                    | EXEN BASE EXENTA            | 2,191.20  |
|                                    |            |           |         |                   |                    | PGR1 PERC. GRAVADA TIPO 1   | 5,982.05  |
|                                    |            |           |         |                   |                    | PGR2 PERC. GRAVADA TIPO 2   | 17,748.96 |
|                                    |            |           |         |                   |                    | PERC TOTAL PERCEPCIONES     | 25,922.22 |

| Clave   | Nombre                          | S.Diario  | S.Integ  | DEDUCCIONES           | CONCEPTOS                            |
|---------|---------------------------------|-----------|----------|-----------------------|--------------------------------------|
| -----   |                                 |           |          |                       |                                      |
|         | PERCEPCIONES                    |           |          |                       |                                      |
| -----   |                                 |           |          |                       |                                      |
|         |                                 |           |          |                       | DEDU TOTAL DEDUCCIONES 1,955.48      |
|         |                                 |           |          |                       | 3%FV 3% FONDO DE VIVIENDA 156.50     |
|         |                                 |           |          |                       | FOND FONDO PENSIONES EMPRES 782.48   |
|         |                                 |           |          |                       | SEDARSEDAR 104.33                    |
|         |                                 |           |          |                       | AGUI PROVISION AGUINALDO 2,247.77    |
|         |                                 |           |          |                       | TOTA NOMINA EN EFECTIVO 23,966.74    |
|         |                                 |           |          |                       |                                      |
| 910-032 | PALMA HERNANDEZ EUTIMIO         |           |          |                       |                                      |
| T.EMP:  | PERMANENTE                      | 811.50    | 1,213.36 | JEFE DE MANTENIMIENTO |                                      |
| 01      | SUELDO                          | 12,172.50 | 51       | ISPT                  | 2,372.17                             |
| 02      | DESPENSA                        | 727.50    | 54       | FONDO PENSIONES       | 1,399.84                             |
| 03      | TRANSPORTE                      | 454.00    | 65       | OTRAS DEDUCCIONES     | 3,044.00                             |
| 30      | AGUINALDO                       | 44,513.34 |          |                       |                                      |
|         |                                 |           |          |                       | DVIG DIAS DE VIGENCIA 15.00          |
|         |                                 |           |          |                       | 51AG ISPT AGUINALDO 9,954.17         |
|         |                                 |           |          |                       | IMP1 ISPT ART. 113 LISR 2,372.17     |
|         |                                 |           |          |                       | IMP2 ISPT ART. 142 9,954.17          |
|         |                                 |           |          |                       | EXEN BASE EXENTA 2,191.20            |
|         |                                 |           |          |                       | PGR1 PERC. GRAVADA TIPO 1 13,354.00  |
|         |                                 |           |          |                       | PGR2 PERC. GRAVADA TIPO 2 42,322.14  |
|         |                                 |           |          |                       | PERC TOTAL PERCEPCIONES 57,867.34    |
|         |                                 |           |          |                       | DEDU TOTAL DEDUCCIONES 6,816.01      |
|         |                                 |           |          |                       | 3%FV 3% FONDO DE VIVIENDA 365.18     |
|         |                                 |           |          |                       | FOND FONDO PENSIONES EMPRES 1,825.88 |
|         |                                 |           |          |                       | SEDARSEDAR 243.45                    |
|         |                                 |           |          |                       | AGUI PROVISION AGUINALDO 6,436.05    |
|         |                                 |           |          |                       | CHEQ PAGO POR CHEQUE 51,051.33       |
|         |                                 |           |          |                       |                                      |
| 910-036 | CUEVAS MORENO EDUARDO           |           |          |                       |                                      |
| T.EMP:  | PERMANENTE                      | 420.16    | 619.46   | AUXILIAR DE COMPRAS   |                                      |
| 01      | SUELDO                          | 6,302.40  | 51       | ISPT                  | 981.85                               |
| 02      | DESPENSA                        | 523.00    | 54       | FONDO PENSIONES       | 724.78                               |
| 03      | TRANSPORTE                      | 333.00    | 65       | OTRAS DEDUCCIONES     | 1,373.00                             |
| 30      | AGUINALDO                       | 23,861.34 |          |                       |                                      |
|         |                                 |           |          |                       | DVIG DIAS DE VIGENCIA 15.00          |
|         |                                 |           |          |                       | 51AG ISPT AGUINALDO 4,628.74         |
|         |                                 |           |          |                       | IMP1 ISPT ART. 113 LISR 981.85       |
|         |                                 |           |          |                       | IMP2 ISPT ART. 142 4,628.74          |
|         |                                 |           |          |                       | EXEN BASE EXENTA 2,191.20            |
|         |                                 |           |          |                       | PGR1 PERC. GRAVADA TIPO 1 7,158.40   |
|         |                                 |           |          |                       | PGR2 PERC. GRAVADA TIPO 2 21,670.14  |
|         |                                 |           |          |                       | PERC TOTAL PERCEPCIONES 31,019.74    |
|         |                                 |           |          |                       | DEDU TOTAL DEDUCCIONES 3,079.63      |
|         |                                 |           |          |                       | 3%FV 3% FONDO DE VIVIENDA 189.07     |
|         |                                 |           |          |                       | FOND FONDO PENSIONES EMPRES 945.36   |
|         |                                 |           |          |                       | SEDARSEDAR 126.05                    |
|         |                                 |           |          |                       | AGUI PROVISION AGUINALDO 2,527.68    |
|         |                                 |           |          |                       | TOTA NOMINA EN EFECTIVO 27,940.11    |
|         |                                 |           |          |                       |                                      |
| 930-016 | RAMOS DE LA TORRE MARTHA ALICIA |           |          |                       |                                      |
| T.EMP:  | PERMANENTE                      | 312.30    | 465.61   | ASEADOR               |                                      |
| 01      | SUELDO                          | 4,684.50  | 51       | ISPT                  | 587.56                               |
| 02      | DESPENSA                        | 394.00    | 54       | FONDO PENSIONES       | 538.72                               |
| 03      | TRANSPORTE                      | 234.00    | 58       | CUOTA SINDICAL        | 46.84                                |
| 30      | AGUINALDO                       | 17,612.71 | 65       | OTRAS DEDUCCIONES     | 2,727.00                             |
|         |                                 |           | 92       | PRESTAMO TU NOMINA P  | 227.14                               |
|         |                                 |           | 95       | PRESTAMO AYUDATE      | 708.53                               |
|         |                                 |           |          |                       | DVIG DIAS DE VIGENCIA 15.00          |
|         |                                 |           |          |                       | 51AG ISPT AGUINALDO 3,294.03         |
|         |                                 |           |          |                       | IMP1 ISPT ART. 113 LISR 587.56       |
|         |                                 |           |          |                       | IMP2 ISPT ART. 142 3,294.03          |
|         |                                 |           |          |                       | EXEN BASE EXENTA 2,191.20            |
|         |                                 |           |          |                       | PGR1 PERC. GRAVADA TIPO 1 5,312.50   |
|         |                                 |           |          |                       | PGR2 PERC. GRAVADA TIPO 2 15,421.50  |
|         |                                 |           |          |                       | PERC TOTAL PERCEPCIONES 22,925.21    |
|         |                                 |           |          |                       | DEDU TOTAL DEDUCCIONES 4,835.79      |
|         |                                 |           |          |                       | 3%FV 3% FONDO DE VIVIENDA 140.53     |
|         |                                 |           |          |                       | FOND FONDO PENSIONES EMPRES 702.67   |
|         |                                 |           |          |                       | SEDARSEDAR 93.69                     |
|         |                                 |           |          |                       | AGUI PROVISION AGUINALDO 1,985.89    |
|         |                                 |           |          |                       | TOTA NOMINA EN EFECTIVO 18,089.42    |

| Clave | Nombre                               | S.Diario   | S.Integ | DEDUCCIONES          | CONCEPTOS                             |
|-------|--------------------------------------|------------|---------|----------------------|---------------------------------------|
| ----- |                                      |            |         |                      |                                       |
|       | PERCEPCIONES                         |            |         |                      |                                       |
| ----- |                                      |            |         |                      |                                       |
| ****  | Totales GCIA. DE SERVICIOS GENERALES | 730        | ****    |                      |                                       |
| 01    | SUELDO                               | 271,326.90 | 51      | ISPT                 | DVIG DIAS DE VIGENCIA 615.00          |
| 02    | DESPENSA                             | 20,120.00  | 54      | FONDO PENSIONES      | 51AG ISPT AGUINALDO 203,754.67        |
| 03    | TRANSPORTE                           | 12,779.50  | 58      | CUOTA SINDICAL       | IMP1 ISPT ART. 113 LISR 43,688.46     |
| 30    | AGUINALDO                            | 996,648.43 | 79      | APORT.ADIC.VOL.SEDAR | IMP2 ISPT ART. 142 203,754.67         |
|       |                                      |            | 89      | APORT.ADIC.COMP.SEDA | EXEN BASE EXENTA 89,146.13            |
|       |                                      |            | 65      | OTRAS DEDUCCIONES    | PGR1 PERC. GRAVADA TIPO 1 304,226.40  |
|       |                                      |            | 92      | PRESTAMO TU NOMINA P | PGR2 PERC. GRAVADA TIPO 2 907,502.22  |
|       |                                      |            | 93      | SEGURO ABA           | PERC TOTAL PERCEPCIONES 1,300,874.    |
|       |                                      |            | 95      | PRESTAMO AYUDATE     | DEDU TOTAL DEDUCCIONES 173,167.66     |
|       |                                      |            |         |                      | 3%FV 3% FONDO DE VIVIENDA 8,139.75    |
|       |                                      |            |         |                      | FOND FONDO PENSIONES EMPRES 40,698.96 |
|       |                                      |            |         |                      | SEDARSEDAR 5,426.55                   |
|       |                                      |            |         |                      | AGUI PROVISION AGUINALDO 122,427.51   |
|       |                                      |            |         |                      | TOTA NOMINA EN EFECTIVO 981,484.60    |
|       |                                      |            |         |                      | CHEQ PAGO POR CHEQUE 146,222.57       |

Total de Empleados : 41.00

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| Clave                             | Nombre                          | S.Diario | S.Integ           | DEDUCCIONES                            | CONCEPTOS                            |
|-----------------------------------|---------------------------------|----------|-------------------|--|--------------------------------------|
| PERCEPCIONES                      |                                 |          |                   |  |                                      |
| ***** GCIA. DE PERSONAL ***** 740 |                                 |          |                   |  |                                      |
| 300-004                           | SANCHEZ MACIAS MARIA DEL CARMEN |          |                   |  |                                      |
| T.EMP: PERMANENTE                 | 402.91                          |          | 605.96            | SECRETARIA                             |                                      |
| 01 SUELDO                         | 6,043.65                        | 51       | ISPT              | 916.54                                 | DVIG DIAS DE VIGENCIA 15.00          |
| 02 DESPENSA                       | 478.50                          | 54       | FONDO PENSIONES   | 695.02                                 | 51AG ISPT AGUINALDO 4,397.39         |
| 03 TRANSPORTE                     | 330.50                          | 58       | CUOTA SINDICAL    | 60.44                                  | IMP1 ISPT ART. 113 LISR 916.54       |
| 30 AGUINALDO                      | 22,778.21                       | 65       | OTRAS DEDUCCIONES | 2,221.66                               | IMP2 ISPT ART. 142 4,397.39          |
|                                   |                                 |          |                   |  | EXEN BASE EXENTA 2,191.20            |
|                                   |                                 |          |                   |  | PGR1 PERC. GRAVADA TIPO 1 6,852.65   |
|                                   |                                 |          |                   |  | PGR2 PERC. GRAVADA TIPO 2 20,587.00  |
|                                   |                                 |          |                   |  | PERC TOTAL PERCEPCIONES 29,630.86    |
|                                   |                                 |          |                   |  | DEDU TOTAL DEDUCCIONES 3,893.66      |
|                                   |                                 |          |                   |  | 3%FV 3% FONDO DE VIVIENDA 181.31     |
|                                   |                                 |          |                   |  | FOND FONDO PENSIONES EMPRES 906.55   |
|                                   |                                 |          |                   |  | SEDARSEDAR 120.87                    |
|                                   |                                 |          |                   |  | AGUI PROVISION AGUINALDO 2,462.09    |
|                                   |                                 |          |                   |  | TOTA NOMINA EN EFECTIVO 25,737.20    |
| 397-064                           | CUAN RAMIREZ LETICIA FABIOLA    |          |                   |  |                                      |
| T.EMP: PERMANENTE                 | 1,632.10                        |          | 1,826.00          | GERENTE DE PERSONAL                    |                                      |
| 01 SUELDO                         | 24,481.50                       | 51       | ISPT              | 6,040.03                               | DVIG DIAS DE VIGENCIA 15.00          |
| 02 DESPENSA                       | 994.50                          | 54       | FONDO PENSIONES   | 2,815.37                               | 51AG ISPT AGUINALDO 25,527.14        |
| 03 TRANSPORTE                     | 708.50                          |          |                   |  | IMP1 ISPT ART. 113 LISR 6,040.03     |
| 30 AGUINALDO                      | 87,281.67                       |          |                   |  | IMP2 ISPT ART. 142 25,527.14         |
|                                   |                                 |          |                   |  | EXEN BASE EXENTA 2,191.20            |
|                                   |                                 |          |                   |  | PGR1 PERC. GRAVADA TIPO 1 26,184.50  |
|                                   |                                 |          |                   |  | PGR2 PERC. GRAVADA TIPO 2 85,090.47  |
|                                   |                                 |          |                   |  | PERC TOTAL PERCEPCIONES 113,466.17   |
|                                   |                                 |          |                   |  | DEDU TOTAL DEDUCCIONES 8,855.40      |
|                                   |                                 |          |                   |  | 3%FV 3% FONDO DE VIVIENDA 734.44     |
|                                   |                                 |          |                   |  | FOND FONDO PENSIONES EMPRES 3,672.22 |
|                                   |                                 |          |                   |  | SEDARSEDAR 489.63                    |
|                                   |                                 |          |                   |  | AGUI PROVISION AGUINALDO 12,729.24   |
|                                   |                                 |          |                   |  | TOTA NOMINA EN EFECTIVO 104,610.77   |
| 397-066                           | MORALES SOLANO LETICIA          |          |                   |  |                                      |
| T.EMP: PERMANENTE                 | 538.53                          |          | 798.13            | AUXILIAR DE NOMINA "B"                 |                                      |
| 01 SUELDO                         | 8,077.95                        | 51       | ISPT              | 1,338.67                               | DVIG DIAS DE VIGENCIA 15.00          |
| 02 DESPENSA                       | 465.50                          | 54       | FONDO PENSIONES   | 928.96                                 | 51AG ISPT AGUINALDO 5,818.17         |
| 03 TRANSPORTE                     | 285.50                          | 65       | OTRAS DEDUCCIONES | 4,056.18                               | IMP1 ISPT ART. 113 LISR 1,338.67     |
| 30 AGUINALDO                      | 29,429.84                       |          |                   |  | IMP2 ISPT ART. 142 5,818.17          |
|                                   |                                 |          |                   |  | EXEN BASE EXENTA 2,191.20            |
|                                   |                                 |          |                   |  | PGR1 PERC. GRAVADA TIPO 1 8,828.95   |
|                                   |                                 |          |                   |  | PGR2 PERC. GRAVADA TIPO 2 27,238.64  |
|                                   |                                 |          |                   |  | PERC TOTAL PERCEPCIONES 38,258.79    |
|                                   |                                 |          |                   |  | DEDU TOTAL DEDUCCIONES 6,323.81      |
|                                   |                                 |          |                   |  | 3%FV 3% FONDO DE VIVIENDA 242.34     |
|                                   |                                 |          |                   |  | FOND FONDO PENSIONES EMPRES 1,211.69 |
|                                   |                                 |          |                   |  | SEDARSEDAR 161.56                    |
|                                   |                                 |          |                   |  | AGUI PROVISION AGUINALDO 2,821.94    |
|                                   |                                 |          |                   |  | TOTA NOMINA EN EFECTIVO 31,934.98    |
| 518-004                           | CELIS RIVERA JUAN ANTONIO       |          |                   |  |                                      |
| T.EMP: PERMANENTE                 | 420.16                          |          | 635.31            | AUXILIAR DE INFORMACION Y ESTADISTICAS |                                      |
| 01 SUELDO                         | 6,302.40                        | 51       | ISPT              | 971.81                                 | DVIG DIAS DE VIGENCIA 15.00          |
| 02 DESPENSA                       | 478.50                          | 54       | FONDO PENSIONES   | 724.78                                 | 51AG ISPT AGUINALDO 4,595.28         |
| 03 TRANSPORTE                     | 330.50                          | 58       | CUOTA SINDICAL    | 63.02                                  | IMP1 ISPT ART. 113 LISR 971.81       |

| Clave              | Nombre                       | S.Diario  | S.Integ              | PERCEPCIONES                        | DEDUCCIONES                 | CONCEPTOS                   |           |
|--------------------|------------------------------|-----------|----------------------|-------------------------------------|-----------------------------|-----------------------------|-----------|
| 30                 | AGUINALDO                    | 23,704.67 | 65                   | OTRAS DEDUCCIONES                   | 1,192.26                    | IMP2 ISPT ART. 142          | 4,595.28  |
|                    |                              |           |                      |                                     |                             | EXEN BASE EXENTA            | 2,191.20  |
|                    |                              |           |                      |                                     |                             | PGR1 PERC. GRAVADA TIPO 1   | 7,111.40  |
|                    |                              |           |                      |                                     |                             | PGR2 PERC. GRAVADA TIPO 2   | 21,513.46 |
|                    |                              |           |                      |                                     |                             | PERC TOTAL PERCEPCIONES     | 30,816.07 |
|                    |                              |           |                      |                                     |                             | DEDU TOTAL DEDUCCIONES      | 2,951.87  |
|                    |                              |           |                      |                                     |                             | 3%FV 3% FONDO DE VIVIENDA   | 189.07    |
|                    |                              |           |                      |                                     |                             | FOND FONDO PENSIONES EMPRES | 945.36    |
|                    |                              |           |                      |                                     |                             | SEDARSEDAR                  | 126.05    |
|                    |                              |           |                      |                                     |                             | AGUI PROVISION AGUINALDO    | 2,512.69  |
|                    |                              |           |                      |                                     |                             | TOTA NOMINA EN EFECTIVO     | 27,864.20 |
| 520-005            | LEON DIAZ EDITH ALEJANDRA    |           |                      |                                     |                             |                             |           |
| T.EMP: PERMANENTE  | 1,007.53                     |           | 1,502.22             | JEFE DE CAPACITACION Y ORGANIZACION |                             |                             |           |
| 01 SUELDO          | 15,112.95                    | 51        | ISPT                 | 3,118.92                            | DVIG DIAS DE VIGENCIA       |                             | 15.00     |
| 02 DESPENSA        | 797.50                       | 54        | FONDO PENSIONES      | 1,737.99                            | 51AG ISPT AGUINALDO         |                             | 15,790.09 |
| 03 TRANSPORTE      | 537.00                       |           |                      |                                     | IMP1 ISPT ART. 113 LISR     |                             | 3,118.92  |
| 30 AGUINALDO       | 54,824.84                    |           |                      |                                     | IMP2 ISPT ART. 142          |                             | 15,790.09 |
|                    |                              |           |                      |                                     | EXEN BASE EXENTA            |                             | 2,191.20  |
|                    |                              |           |                      |                                     | PGR1 PERC. GRAVADA TIPO 1   |                             | 16,447.45 |
|                    |                              |           |                      |                                     | PGR2 PERC. GRAVADA TIPO 2   |                             | 52,633.64 |
|                    |                              |           |                      |                                     | PERC TOTAL PERCEPCIONES     |                             | 71,272.29 |
|                    |                              |           |                      |                                     | DEDU TOTAL DEDUCCIONES      |                             | 4,856.91  |
|                    |                              |           |                      |                                     | 3%FV 3% FONDO DE VIVIENDA   |                             | 453.39    |
|                    |                              |           |                      |                                     | FOND FONDO PENSIONES EMPRES |                             | 2,266.94  |
|                    |                              |           |                      |                                     | SEDARSEDAR                  |                             | 302.26    |
|                    |                              |           |                      |                                     | AGUI PROVISION AGUINALDO    |                             | 8,157.97  |
|                    |                              |           |                      |                                     | TOTA NOMINA EN EFECTIVO     |                             | 66,415.38 |
| 60-262-011         | SANCHEZ ISAAC FILIBERTO      |           |                      |                                     |                             |                             |           |
| T.EMP: PERMANENTE  | 811.50                       |           | 1,428.70             | TECNICO EN POTABILIZACION           |                             |                             |           |
| 01 SUELDO          | 12,172.50                    | 51        | ISPT                 | 2,877.74                            | DVIG DIAS DE VIGENCIA       |                             | 15.00     |
| 02 DESPENSA        | 557.00                       | 54        | FONDO PENSIONES      | 1,679.81                            | 51AG ISPT AGUINALDO         |                             | 13,500.28 |
| 03 TRANSPORTE      | 339.50                       | 58        | CUOTA SINDICAL       | 146.07                              | IMP1 ISPT ART. 113 LISR     |                             | 2,877.74  |
| 07 PRIMA INSALUBRE | 2,434.50                     | 79        | APORT.ADIC.VOL.SEDAR | 500.00                              | IMP2 ISPT ART. 142          |                             | 13,500.28 |
| 30 AGUINALDO       | 51,678.34                    | 65        | OTRAS DEDUCCIONES    | 61,583.94                           | EXEN BASE EXENTA            |                             | 2,191.20  |
|                    |                              |           |                      |                                     | PGR1 PERC. GRAVADA TIPO 1   |                             | 15,503.50 |
|                    |                              |           |                      |                                     | PGR2 PERC. GRAVADA TIPO 2   |                             | 49,487.14 |
|                    |                              |           |                      |                                     | PERC TOTAL PERCEPCIONES     |                             | 67,181.84 |
|                    |                              |           |                      |                                     | DEDU TOTAL DEDUCCIONES      |                             | 66,787.56 |
|                    |                              |           |                      |                                     | 3%FV 3% FONDO DE VIVIENDA   |                             | 438.21    |
|                    |                              |           |                      |                                     | FOND FONDO PENSIONES EMPRES |                             | 2,191.05  |
|                    |                              |           |                      |                                     | SEDARSEDAR                  |                             | 292.14    |
|                    |                              |           |                      |                                     | AGUI PROVISION AGUINALDO    |                             | 5,966.90  |
|                    |                              |           |                      |                                     | TOTA NOMINA EN EFECTIVO     |                             | 394.28    |
| 720-012            | LOPEZ SALDAÑA LUISA FERNANDA |           |                      |                                     |                             |                             |           |
| T.EMP: PERMANENTE  | 420.16                       |           | 634.83               | ANALISTA DE RECURSOS HUMANOS        |                             |                             |           |
| 01 SUELDO          | 6,302.40                     | 51        | ISPT                 | 981.85                              | DVIG DIAS DE VIGENCIA       |                             | 15.00     |
| 02 DESPENSA        | 523.00                       | 54        | FONDO PENSIONES      | 724.78                              | 51AG ISPT AGUINALDO         |                             | 4,628.74  |
| 03 TRANSPORTE      | 333.00                       | 58        | CUOTA SINDICAL       | 63.02                               | IMP1 ISPT ART. 113 LISR     |                             | 981.85    |
| 30 AGUINALDO       | 23,861.34                    | 65        | OTRAS DEDUCCIONES    | 1,030.00                            | IMP2 ISPT ART. 142          |                             | 4,628.74  |
|                    |                              |           |                      |                                     | EXEN BASE EXENTA            |                             | 2,191.20  |
|                    |                              |           |                      |                                     | PGR1 PERC. GRAVADA TIPO 1   |                             | 7,158.40  |
|                    |                              |           |                      |                                     | PGR2 PERC. GRAVADA TIPO 2   |                             | 21,670.14 |
|                    |                              |           |                      |                                     | PERC TOTAL PERCEPCIONES     |                             | 31,019.74 |
|                    |                              |           |                      |                                     | DEDU TOTAL DEDUCCIONES      |                             | 2,799.65  |
|                    |                              |           |                      |                                     | 3%FV 3% FONDO DE VIVIENDA   |                             | 189.07    |

| Clave   | Nombre                        | S.Diario  | S.Integ  | PERCEPCIONES      | DEDUCCIONES | CONCEPTOS                            |
|---------|-------------------------------|-----------|----------|-------------------|-------------|--------------------------------------|
|         |                               |           |          |                   |             | FOND FONDO PENSIONES EMPRES 945.36   |
|         |                               |           |          |                   |             | SEDARSEDAR 126.05                    |
|         |                               |           |          |                   |             | AGUI PROVISION AGUINALDO 2,527.68    |
|         |                               |           |          |                   |             | TOTA NOMINA EN EFECTIVO 28,220.09    |
| 730-028 | RAMIREZ RAMOS TERESA DE JESUS |           |          |                   |             |                                      |
| T.EMP:  | EVENTUAL                      | 467.07    | 704.32   |                   |             | SECRETARIA DE DIRECCION              |
| 01      | SUELDO                        | 7,006.05  | 51       | ISPT              | 1,140.80    | DVIG DIAS DE VIGENCIA 15.00          |
| 02      | DESPENSA                      | 557.00    |          |                   |             | 51AG ISPT AGUINALDO 5,158.58         |
| 03      | TRANSPORTE                    | 339.50    |          |                   |             | IMP1 ISPT ART. 113 LISR 1,140.80     |
| 30      | AGUINALDO                     | 26,341.84 |          |                   |             | IMP2 ISPT ART. 142 5,158.58          |
|         |                               |           |          |                   |             | EXEN BASE EXENTA 2,191.20            |
|         |                               |           |          |                   |             | PGR1 PERC. GRAVADA TIPO 1 7,902.55   |
|         |                               |           |          |                   |             | PGR2 PERC. GRAVADA TIPO 2 24,150.64  |
|         |                               |           |          |                   |             | PERC TOTAL PERCEPCIONES 34,244.39    |
|         |                               |           |          |                   |             | DEDU TOTAL DEDUCCIONES 1,140.80      |
|         |                               |           |          |                   |             | AGUI PROVISION AGUINALDO 2,717.76    |
|         |                               |           |          |                   |             | TOTA NOMINA EN EFECTIVO 33,103.59    |
| 740-013 | NUÑO ENCISO RAMIRO DE JESUS   |           |          |                   |             |                                      |
| T.EMP:  | PERMANENTE                    | 402.90    | 606.26   |                   |             | SECRETARIA                           |
| 01      | SUELDO                        | 6,043.50  | 51       | ISPT              | 916.50      | DVIG DIAS DE VIGENCIA 15.00          |
| 02      | DESPENSA                      | 478.50    | 54       | FONDO PENSIONES   | 695.00      | 51AG ISPT AGUINALDO 4,410.94         |
| 03      | TRANSPORTE                    | 330.50    | 58       | CUOTA SINDICAL    | 60.44       | IMP1 ISPT ART. 113 LISR 916.50       |
| 30      | AGUINALDO                     | 22,841.67 | 65       | OTRAS DEDUCCIONES | 1,788.00    | IMP2 ISPT ART. 142 4,410.94          |
|         |                               |           |          |                   |             | EXEN BASE EXENTA 2,191.20            |
|         |                               |           |          |                   |             | PGR1 PERC. GRAVADA TIPO 1 6,852.50   |
|         |                               |           |          |                   |             | PGR2 PERC. GRAVADA TIPO 2 20,650.46  |
|         |                               |           |          |                   |             | PERC TOTAL PERCEPCIONES 29,694.17    |
|         |                               |           |          |                   |             | DEDU TOTAL DEDUCCIONES 3,459.94      |
|         |                               |           |          |                   |             | 3%FV 3% FONDO DE VIVIENDA 181.31     |
|         |                               |           |          |                   |             | FOND FONDO PENSIONES EMPRES 906.52   |
|         |                               |           |          |                   |             | SEDARSEDAR 120.87                    |
|         |                               |           |          |                   |             | AGUI PROVISION AGUINALDO 2,525.99    |
|         |                               |           |          |                   |             | TOTA NOMINA EN EFECTIVO 26,234.23    |
| 740-016 | GUZMAN MANCILLA MONICA        |           |          |                   |             |                                      |
| T.EMP:  | PERMANENTE                    | 1,007.53  | 1,502.22 |                   |             | JEFE DE NOMINA                       |
| 01      | SUELDO                        | 15,112.95 | 51       | ISPT              | 3,118.92    | DVIG DIAS DE VIGENCIA 15.00          |
| 02      | DESPENSA                      | 797.50    | 54       | FONDO PENSIONES   | 1,737.99    | 51AG ISPT AGUINALDO 15,790.09        |
| 03      | TRANSPORTE                    | 537.00    | 65       | OTRAS DEDUCCIONES | 60,425.45   | IMP1 ISPT ART. 113 LISR 3,118.92     |
| 30      | AGUINALDO                     | 54,824.84 |          |                   |             | IMP2 ISPT ART. 142 15,790.09         |
|         |                               |           |          |                   |             | EXEN BASE EXENTA 2,191.20            |
|         |                               |           |          |                   |             | PGR1 PERC. GRAVADA TIPO 1 16,447.45  |
|         |                               |           |          |                   |             | PGR2 PERC. GRAVADA TIPO 2 52,633.64  |
|         |                               |           |          |                   |             | PERC TOTAL PERCEPCIONES 71,272.29    |
|         |                               |           |          |                   |             | DEDU TOTAL DEDUCCIONES 65,282.36     |
|         |                               |           |          |                   |             | 3%FV 3% FONDO DE VIVIENDA 453.39     |
|         |                               |           |          |                   |             | FOND FONDO PENSIONES EMPRES 2,266.94 |
|         |                               |           |          |                   |             | SEDARSEDAR 302.26                    |
|         |                               |           |          |                   |             | AGUI PROVISION AGUINALDO 7,948.47    |
|         |                               |           |          |                   |             | TOTA NOMINA EN EFECTIVO 5,989.93     |
| 740-017 | PEREZ CHAVEZ RENE             |           |          |                   |             |                                      |
| T.EMP:  | PERMANENTE                    | 558.54    | 832.44   |                   |             | AUXILIAR DE NOMINA                   |
| 01      | SUELDO                        | 8,378.10  | 51       | ISPT              | 1,433.87    | DVIG DIAS DE VIGENCIA 15.00          |
| 02      | DESPENSA                      | 557.00    | 54       | FONDO PENSIONES   | 963.48      | 51AG ISPT AGUINALDO 6,179.82         |
| 03      | TRANSPORTE                    | 339.50    | 58       | CUOTA SINDICAL    | 83.78       | IMP1 ISPT ART. 113 LISR 1,433.87     |



| Clave   | Nombre                          | S.Diario  | S.Integ | PERCEPCIONES      | DEDUCCIONES             | CONCEPTOS                   |           |
|---------|---------------------------------|-----------|---------|-------------------|-------------------------|-----------------------------|-----------|
| 30      | AGUINALDO                       | 30,915.34 | 65      | OTRAS DEDUCCIONES | 7,825.34                | IMP2 ISPT ART. 142          | 6,179.82  |
|         |                                 |           | 94      | SEGURO BANORTE    | 0.05                    | EXEN BASE EXENTA            | 2,191.20  |
|         |                                 |           |         |                   |                         | PGR1 PERC. GRAVADA TIPO 1   | 9,274.60  |
|         |                                 |           |         |                   |                         | PGR2 PERC. GRAVADA TIPO 2   | 28,724.14 |
|         |                                 |           |         |                   |                         | PERC TOTAL PERCEPCIONES     | 40,189.94 |
|         |                                 |           |         |                   |                         | DEDU TOTAL DEDUCCIONES      | 10,306.52 |
|         |                                 |           |         |                   |                         | 3%FV 3% FONDO DE VIVIENDA   | 251.34    |
|         |                                 |           |         |                   |                         | FOND FONDO PENSIONES EMPRES | 1,256.71  |
|         |                                 |           |         |                   |                         | SEDARSEDAR                  | 167.56    |
|         |                                 |           |         |                   |                         | AGUI PROVISION AGUINALDO    | 6,163.56  |
|         |                                 |           |         |                   |                         | TOTA NOMINA EN EFECTIVO     | 29,883.42 |
| 740-021 | GARCIA VEGA TERESA              |           |         |                   |                         |                             |           |
| T.EMP:  | EVENTUAL                        | 811.50    |         | 1,213.37          | SERVICIOS GENERALES     |                             |           |
| 01      | SUELDO                          | 12,172.50 | 51      | ISPT              | 2,372.17                | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02      | DESPENSA                        | 727.50    |         |                   |                         | 51AG ISPT AGUINALDO         | 9,954.17  |
| 03      | TRANSPORTE                      | 454.00    |         |                   |                         | IMP1 ISPT ART. 113 LISR     | 2,372.17  |
| 30      | AGUINALDO                       | 44,513.34 |         |                   |                         | IMP2 ISPT ART. 142          | 9,954.17  |
|         |                                 |           |         |                   |                         | EXEN BASE EXENTA            | 2,191.20  |
|         |                                 |           |         |                   |                         | PGR1 PERC. GRAVADA TIPO 1   | 13,354.00 |
|         |                                 |           |         |                   |                         | PGR2 PERC. GRAVADA TIPO 2   | 42,322.14 |
|         |                                 |           |         |                   |                         | PERC TOTAL PERCEPCIONES     | 57,867.34 |
|         |                                 |           |         |                   |                         | DEDU TOTAL DEDUCCIONES      | 2,372.17  |
|         |                                 |           |         |                   |                         | AGUI PROVISION AGUINALDO    | 6,436.05  |
|         |                                 |           |         |                   |                         | TOTA NOMINA EN EFECTIVO     | 55,495.17 |
| 740-022 | RAMOS JIMENEZ JULIAN            |           |         |                   |                         |                             |           |
| T.EMP:  | EVENTUAL                        | 364.37    |         | 549.40            | CHOFER MENSAJERO        |                             |           |
| 01      | SUELDO                          | 5,465.55  | 51      | ISPT              | 786.43                  | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02      | DESPENSA                        | 463.00    |         |                   |                         | 51AG ISPT AGUINALDO         | 3,977.37  |
| 03      | TRANSPORTE                      | 315.00    |         |                   |                         | IMP1 ISPT ART. 113 LISR     | 786.43    |
| 30      | AGUINALDO                       | 20,811.84 |         |                   |                         | IMP2 ISPT ART. 142          | 3,977.37  |
|         |                                 |           |         |                   |                         | EXEN BASE EXENTA            | 2,191.20  |
|         |                                 |           |         |                   |                         | PGR1 PERC. GRAVADA TIPO 1   | 6,243.55  |
|         |                                 |           |         |                   |                         | PGR2 PERC. GRAVADA TIPO 2   | 18,620.64 |
|         |                                 |           |         |                   |                         | PERC TOTAL PERCEPCIONES     | 27,055.39 |
|         |                                 |           |         |                   |                         | DEDU TOTAL DEDUCCIONES      | 786.43    |
|         |                                 |           |         |                   |                         | AGUI PROVISION AGUINALDO    | 2,331.40  |
|         |                                 |           |         |                   |                         | TOTA NOMINA EN EFECTIVO     | 26,268.96 |
| 740-023 | VILLANUEVA NUÑEZ DIEGO          |           |         |                   |                         |                             |           |
| T.EMP:  | EVENTUAL                        | 312.29    |         | 465.59            | AUXILIAR DE ARCHIVO     |                             |           |
| 01      | SUELDO                          | 4,684.35  | 51      | ISPT              | 587.53                  | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02      | DESPENSA                        | 394.00    | 65      | OTRAS DEDUCCIONES | 16,065.00               | 51AG ISPT AGUINALDO         | 3,314.35  |
| 03      | TRANSPORTE                      | 234.00    |         |                   |                         | IMP1 ISPT ART. 113 LISR     | 587.53    |
| 30      | AGUINALDO                       | 17,707.84 |         |                   |                         | IMP2 ISPT ART. 142          | 3,314.35  |
|         |                                 |           |         |                   |                         | EXEN BASE EXENTA            | 2,191.20  |
|         |                                 |           |         |                   |                         | PGR1 PERC. GRAVADA TIPO 1   | 5,312.35  |
|         |                                 |           |         |                   |                         | PGR2 PERC. GRAVADA TIPO 2   | 15,516.64 |
|         |                                 |           |         |                   |                         | PERC TOTAL PERCEPCIONES     | 23,020.19 |
|         |                                 |           |         |                   |                         | DEDU TOTAL DEDUCCIONES      | 16,652.53 |
|         |                                 |           |         |                   |                         | AGUI PROVISION AGUINALDO    | 2,081.46  |
|         |                                 |           |         |                   |                         | TOTA NOMINA EN EFECTIVO     | 6,367.66  |
| 740-025 | GARCIA GARCIA ROJAS ARTURO LUIS |           |         |                   |                         |                             |           |
| T.EMP:  | EVENTUAL                        | 467.07    |         | 572.61            | AUXILIAR ADMINISTRATIVO |                             |           |
| 01      | SUELDO                          | 7,006.05  | 51      | ISPT              | 1,140.80                | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02      | DESPENSA                        | 557.00    |         |                   |                         | 51AG ISPT AGUINALDO         | 946.49    |

| Clave        | Nombre                          | S.Diario  | S.Integ | DEDUCCIONES       | CONCEPTOS  |           |
|--------------|---------------------------------|-----------|---------|-------------------|--|-----------|
| PERCEPCIONES |                                 |           |         |                   |  |           |
| 03           | TRANSPORTE                      | 339.50    |         |                   | IMP1 ISPT ART. 113 LISR                            | 1,140.80  |
| 30           | AGUINALDO                       | 6,622.34  |         |                   | IMP2 ISPT ART. 142                                 | 946.49    |
|              |                                 |           |         |                   | EXEN BASE EXENTA                                   | 2,191.20  |
|              |                                 |           |         |                   | PGR1 PERC. GRAVADA TIPO 1                          | 7,902.55  |
|              |                                 |           |         |                   | PGR2 PERC. GRAVADA TIPO 2                          | 4,431.14  |
|              |                                 |           |         |                   | PERC TOTAL PERCEPCIONES                            | 14,524.89 |
|              |                                 |           |         |                   | DEDU TOTAL DEDUCCIONES                             | 1,140.80  |
|              |                                 |           |         |                   | AGUI PROVISION AGUINALDO                           | 2,292.18  |
|              |                                 |           |         |                   | TOTA NOMINA EN EFECTIVO                            | 13,384.09 |
|              |                                 |           |         |                   |  |           |
| 750-022      | RAMIREZ PORTILLO JOAQUIN        |           |         |                   |  |           |
| T.EMP:       | PERMANENTE                      | 467.06    |         | 704.30            | AUXILIAR DE NOMINA                                 |           |
| 01           | SUELDO                          | 7,005.90  | 51      | ISPT              | DVIG DIAS DE VIGENCIA                              | 15.00     |
| 02           | DESPENSA                        | 557.00    | 54      | FONDO PENSIONES   | 51AG ISPT AGUINALDO                                | 5,158.47  |
| 03           | TRANSPORTE                      | 339.50    | 58      | CUOTA SINDICAL    | IMP1 ISPT ART. 113 LISR                            | 1,140.76  |
| 30           | AGUINALDO                       | 26,341.34 | 65      | OTRAS DEDUCCIONES | IMP2 ISPT ART. 142                                 | 5,158.47  |
|              |                                 |           |         |                   | EXEN BASE EXENTA                                   | 2,191.20  |
|              |                                 |           |         |                   | PGR1 PERC. GRAVADA TIPO 1                          | 7,902.40  |
|              |                                 |           |         |                   | PGR2 PERC. GRAVADA TIPO 2                          | 24,150.14 |
|              |                                 |           |         |                   | PERC TOTAL PERCEPCIONES                            | 34,243.74 |
|              |                                 |           |         |                   | DEDU TOTAL DEDUCCIONES                             | 13,558.22 |
|              |                                 |           |         |                   | 3%FV 3% FONDO DE VIVIENDA                          | 210.18    |
|              |                                 |           |         |                   | FOND FONDO PENSIONES EMPRES                        | 1,050.88  |
|              |                                 |           |         |                   | SEDARSEDAR   | 140.12    |
|              |                                 |           |         |                   | AGUI PROVISION AGUINALDO                           | 2,717.70  |
|              |                                 |           |         |                   | TOTA NOMINA EN EFECTIVO                            | 20,685.52 |
|              |                                 |           |         |                   |  |           |
| 750-026      | PRADO RODRIGUEZ JESUS ALEJANDRO |           |         |                   |  |           |
| T.EMP:       | PERMANENTE                      | 558.54    |         | 809.57            | AUXILIAR ADMINISTRATIVO DE RECURSOS HUMANOS Y CONT |           |
| 01           | SUELDO                          | 8,378.10  | 51      | ISPT              | DVIG DIAS DE VIGENCIA                              | 15.00     |
| 02           | DESPENSA                        | 557.00    | 54      | FONDO PENSIONES   | 51AG ISPT AGUINALDO                                | 6,179.82  |
| 03           | TRANSPORTE                      | 339.50    | 65      | OTRAS DEDUCCIONES | IMP1 ISPT ART. 113 LISR                            | 1,433.87  |
| 30           | AGUINALDO                       | 30,915.34 |         |                   | IMP2 ISPT ART. 142                                 | 6,179.82  |
|              |                                 |           |         |                   | EXEN BASE EXENTA                                   | 2,191.20  |
|              |                                 |           |         |                   | PGR1 PERC. GRAVADA TIPO 1                          | 9,274.60  |
|              |                                 |           |         |                   | PGR2 PERC. GRAVADA TIPO 2                          | 28,724.14 |
|              |                                 |           |         |                   | PERC TOTAL PERCEPCIONES                            | 40,189.94 |
|              |                                 |           |         |                   | DEDU TOTAL DEDUCCIONES                             | 12,749.05 |
|              |                                 |           |         |                   | 3%FV 3% FONDO DE VIVIENDA                          | 251.34    |
|              |                                 |           |         |                   | FOND FONDO PENSIONES EMPRES                        | 1,256.71  |
|              |                                 |           |         |                   | SEDARSEDAR   | 167.56    |
|              |                                 |           |         |                   | AGUI PROVISION AGUINALDO                           | 6,539.82  |
|              |                                 |           |         |                   | TOTA NOMINA EN EFECTIVO                            | 27,440.89 |
|              |                                 |           |         |                   |  |           |
| 800-001      | PEREZ CHAVEZ JOSE NAPOLEON      |           |         |                   |  |           |
| T.EMP:       | PERMANENTE                      | 467.06    |         | 704.30            | AUXILIAR DE NOMINA                                 |           |
| 01           | SUELDO                          | 7,005.90  | 51      | ISPT              | DVIG DIAS DE VIGENCIA                              | 15.00     |
| 02           | DESPENSA                        | 557.00    | 54      | FONDO PENSIONES   | 51AG ISPT AGUINALDO                                | 5,158.47  |
| 03           | TRANSPORTE                      | 339.50    | 58      | CUOTA SINDICAL    | IMP1 ISPT ART. 113 LISR                            | 1,140.76  |
| 30           | AGUINALDO                       | 26,341.34 |         |                   | IMP2 ISPT ART. 142                                 | 5,158.47  |
|              |                                 |           |         |                   | EXEN BASE EXENTA                                   | 2,191.20  |
|              |                                 |           |         |                   | PGR1 PERC. GRAVADA TIPO 1                          | 7,902.40  |
|              |                                 |           |         |                   | PGR2 PERC. GRAVADA TIPO 2                          | 24,150.14 |
|              |                                 |           |         |                   | PERC TOTAL PERCEPCIONES                            | 34,243.74 |
|              |                                 |           |         |                   | DEDU TOTAL DEDUCCIONES                             | 2,016.50  |
|              |                                 |           |         |                   | 3%FV 3% FONDO DE VIVIENDA                          | 210.18    |
|              |                                 |           |         |                   | FOND FONDO PENSIONES EMPRES                        | 1,050.88  |
|              |                                 |           |         |                   | SEDARSEDAR   | 140.12    |

| Clave      | Nombre                          | S.Diario   | S.Integ  | PERCEPCIONES         | DEDUCCIONES       | CONCEPTOS                   |            |
|------------|---------------------------------|------------|----------|----------------------|-------------------|-----------------------------|------------|
|            |                                 |            |          |                      |                   | AGUI PROVISION AGUINALDO    | 2,717.70   |
|            |                                 |            |          |                      |                   | TOTA NOMINA EN EFECTIVO     | 32,227.24  |
| 85-138-005 | NAJERA CONTRERAS OLGA GABRIELA  |            |          |                      |                   |                             |            |
| T.EMP:     | PERMANENTE                      | 811.50     | 1,220.68 |                      | CONTADOR          |                             |            |
| 01         | SUELDO                          | 12,172.50  | 51       | ISPT                 | 2,372.17          | DVIG DIAS DE VIGENCIA       | 15.00      |
| 02         | DESPENSA                        | 727.50     | 54       | FONDO PENSIONES      | 1,399.84          | 51AG ISPT AGUINALDO         | 9,954.17   |
| 03         | TRANSPORTE                      | 454.00     | 65       | OTRAS DEDUCCIONES    | 8,755.57          | IMP1 ISPT ART. 113 LISR     | 2,372.17   |
| 30         | AGUINALDO                       | 44,513.34  |          |                      |                   | IMP2 ISPT ART. 142          | 9,954.17   |
|            |                                 |            |          |                      |                   | EXEN BASE EXENTA            | 2,191.20   |
|            |                                 |            |          |                      |                   | PGR1 PERC. GRAVADA TIPO 1   | 13,354.00  |
|            |                                 |            |          |                      |                   | PGR2 PERC. GRAVADA TIPO 2   | 42,322.14  |
|            |                                 |            |          |                      |                   | PERC TOTAL PERCEPCIONES     | 57,867.34  |
|            |                                 |            |          |                      |                   | DEDU TOTAL DEDUCCIONES      | 12,527.58  |
|            |                                 |            |          |                      |                   | 3%FV 3% FONDO DE VIVIENDA   | 365.18     |
|            |                                 |            |          |                      |                   | FOND FONDO PENSIONES EMPRES | 1,825.88   |
|            |                                 |            |          |                      |                   | SEDARSEDAR                  | 243.45     |
|            |                                 |            |          |                      |                   | AGUI PROVISION AGUINALDO    | 6,436.05   |
|            |                                 |            |          |                      |                   | TOTA NOMINA EN EFECTIVO     | 45,339.76  |
| 86-185-032 | MARTINEZ HERNANDEZ JOSE REFUGIO |            |          |                      |                   |                             |            |
| T.EMP:     | PERMANENTE                      | 420.16     | 644.57   |                      | ARCHIVISTA "A"    |                             |            |
| 01         | SUELDO                          | 6,302.40   | 51       | ISPT                 | 981.85            | DVIG DIAS DE VIGENCIA       | 15.00      |
| 02         | DESPENSA                        | 523.00     | 54       | FONDO PENSIONES      | 724.78            | 51AG ISPT AGUINALDO         | 4,628.74   |
| 03         | TRANSPORTE                      | 333.00     | 58       | CUOTA SINDICAL       | 63.02             | IMP1 ISPT ART. 113 LISR     | 981.85     |
| 30         | AGUINALDO                       | 23,861.34  | 65       | OTRAS DEDUCCIONES    | 3,088.88          | IMP2 ISPT ART. 142          | 4,628.74   |
|            |                                 |            |          |                      |                   | EXEN BASE EXENTA            | 2,191.20   |
|            |                                 |            |          |                      |                   | PGR1 PERC. GRAVADA TIPO 1   | 7,158.40   |
|            |                                 |            |          |                      |                   | PGR2 PERC. GRAVADA TIPO 2   | 21,670.14  |
|            |                                 |            |          |                      |                   | PERC TOTAL PERCEPCIONES     | 31,019.74  |
|            |                                 |            |          |                      |                   | DEDU TOTAL DEDUCCIONES      | 4,858.53   |
|            |                                 |            |          |                      |                   | 3%FV 3% FONDO DE VIVIENDA   | 189.07     |
|            |                                 |            |          |                      |                   | FOND FONDO PENSIONES EMPRES | 945.36     |
|            |                                 |            |          |                      |                   | SEDARSEDAR                  | 126.05     |
|            |                                 |            |          |                      |                   | AGUI PROVISION AGUINALDO    | 2,527.68   |
|            |                                 |            |          |                      |                   | TOTA NOMINA EN EFECTIVO     | 26,161.21  |
| 86-223-013 | FIGUEROA VARGAS VICTOR ANTONIO  |            |          |                      |                   |                             |            |
| T.EMP:     | PERMANENTE                      | 558.54     | 957.09   |                      | TRABAJADOR SOCIAL |                             |            |
| 01         | SUELDO                          | 8,378.10   | 51       | ISPT                 | 1,708.28          | DVIG DIAS DE VIGENCIA       | 15.00      |
| 02         | DESPENSA                        | 557.00     | 54       | FONDO PENSIONES      | 1,108.00          | 51AG ISPT AGUINALDO         | 7,165.08   |
| 03         | TRANSPORTE                      | 339.50     | 58       | CUOTA SINDICAL       | 83.78             | IMP1 ISPT ART. 113 LISR     | 1,708.28   |
| 06         | PRIMA DE ALTO RI                | 1,256.71   | 79       | APORT.ADIC.VOL.SEDAR | 300.00            | IMP2 ISPT ART. 142          | 7,165.08   |
| 30         | AGUINALDO                       | 35,104.37  | 65       | OTRAS DEDUCCIONES    | 5,617.60          | EXEN BASE EXENTA            | 2,191.20   |
|            |                                 |            |          |                      |                   | PGR1 PERC. GRAVADA TIPO 1   | 10,531.31  |
|            |                                 |            |          |                      |                   | PGR2 PERC. GRAVADA TIPO 2   | 32,913.17  |
|            |                                 |            |          |                      |                   | PERC TOTAL PERCEPCIONES     | 45,635.68  |
|            |                                 |            |          |                      |                   | DEDU TOTAL DEDUCCIONES      | 8,817.66   |
|            |                                 |            |          |                      |                   | 3%FV 3% FONDO DE VIVIENDA   | 289.04     |
|            |                                 |            |          |                      |                   | FOND FONDO PENSIONES EMPRES | 1,445.22   |
|            |                                 |            |          |                      |                   | SEDARSEDAR                  | 192.70     |
|            |                                 |            |          |                      |                   | AGUI PROVISION AGUINALDO    | 5,750.41   |
|            |                                 |            |          |                      |                   | TOTA NOMINA EN EFECTIVO     | 36,818.02  |
| ****       | Totales GCIA. DE PERSONAL       | 740        | ****     |                      |                   |                             |            |
| 01         | SUELDO                          | 193,605.30 | 51       | ISPT                 | 36,520.27         | DVIG DIAS DE VIGENCIA       | 315.00     |
| 02         | DESPENSA                        | 12,304.50  | 54       | FONDO PENSIONES      | 18,510.64         | 51AG ISPT AGUINALDO         | 162,233.65 |

| Clave | Nombre           | S.Diario   | S.Integ | DEDUCCIONES          | CONCEPTOS  |                             |            |
|-------|------------------|------------|---------|----------------------|------------|-----------------------------|------------|
|       | PERCEPCIONES     |            |         |                      |            |                             |            |
| 03    | TRANSPORTE       | 7,898.50   | 58      | CUOTA SINDICAL       | 763.69     | IMP1 ISPT ART. 113 LISR     | 36,520.27  |
| 06    | PRIMA DE ALTO RI | 1,256.71   | 79      | APORT.ADIC.VOL.SEDAR | 800.00     | IMP2 ISPT ART. 142          | 162,233.65 |
| 07    | PRIMA INSALUBRE  | 2,434.50   | 65      | OTRAS DEDUCCIONES    | 195,543.30 | EXEN BASE EXENTA            | 46,015.20  |
| 30    | AGUINALDO        | 705,215.03 | 94      | SEGURO BANORTE       | 0.05       | PGR1 PERC. GRAVADA TIPO 1   | 217,499.51 |
|       |                  |            |         |                      |            | PGR2 PERC. GRAVADA TIPO 2   | 659,199.80 |
|       |                  |            |         |                      |            | PERC TOTAL PERCEPCIONES     | 922,714.54 |
|       |                  |            |         |                      |            | DEDU TOTAL DEDUCCIONES      | 252,137.95 |
|       |                  |            |         |                      |            | 3%FV 3% FONDO DE VIVIENDA   | 4,828.86   |
|       |                  |            |         |                      |            | FOND FONDO PENSIONES EMPRES | 24,144.27  |
|       |                  |            |         |                      |            | SEDARSEDAR                  | 3,219.25   |
|       |                  |            |         |                      |            | AGUI PROVISION AGUINALDO    | 96,364.74  |
|       |                  |            |         |                      |            | TOTA NOMINA EN EFECTIVO     | 670,576.59 |

Total de Empleados : 21.00 -----

| Clave      | Nombre                          | S.Diario  | S.Integ  | PERCEPCIONES      | DEDUCCIONES | CONCEPTOS                            |
|------------|---------------------------------|-----------|----------|-------------------|-------------|--------------------------------------|
| *****      | GCIA. JURIDICA                  | *****     | 750      |                   |             |                                      |
| 07-088-002 | GARCIA GUZMAN JOSE IGNACIO      |           |          |                   |             |                                      |
| T.EMP:     | PERMANENTE                      | 552.10    | 821.62   |                   |             | ANALISTA JURIDICO (CONSULTIVO)       |
| 01         | SUELDO                          | 8,281.50  | 51       | ISPT              | 1,386.85    | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | DESPENSA                        | 487.00    | 54       | FONDO PENSIONES   | 952.37      | 51AG ISPT AGUINALDO 5,978.76         |
| 03         | TRANSPORTE                      | 286.00    |          |                   |             | IMP1 ISPT ART. 113 LISR 1,386.85     |
| 30         | AGUINALDO                       | 30,181.67 |          |                   |             | IMP2 ISPT ART. 142 5,978.76          |
|            |                                 |           |          |                   |             | EXEN BASE EXENTA 2,191.20            |
|            |                                 |           |          |                   |             | PGR1 PERC. GRAVADA TIPO 1 9,054.50   |
|            |                                 |           |          |                   |             | PGR2 PERC. GRAVADA TIPO 2 27,990.46  |
|            |                                 |           |          |                   |             | PERC TOTAL PERCEPCIONES 39,236.17    |
|            |                                 |           |          |                   |             | DEDU TOTAL DEDUCCIONES 2,339.22      |
|            |                                 |           |          |                   |             | 3%FV 3% FONDO DE VIVIENDA 248.44     |
|            |                                 |           |          |                   |             | FOND FONDO PENSIONES EMPRES 1,242.22 |
|            |                                 |           |          |                   |             | SEDARSEDAR 165.63                    |
|            |                                 |           |          |                   |             | AGUI PROVISION AGUINALDO 2,894.19    |
|            |                                 |           |          |                   |             | TOTA NOMINA EN EFECTIVO 36,896.95    |
| 560-006    | ESTRADA FLORES MARIA CONCEPCION |           |          |                   |             |                                      |
| T.EMP:     | PERMANENTE                      | 811.50    | 1,213.36 |                   |             | ESPECIALISTA EN NORMATIVIDAD         |
| 01         | SUELDO                          | 12,172.50 | 51       | ISPT              | 2,372.17    | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | DESPENSA                        | 727.50    | 54       | FONDO PENSIONES   | 1,399.84    | 51AG ISPT AGUINALDO 9,954.17         |
| 03         | TRANSPORTE                      | 454.00    | 65       | OTRAS DEDUCCIONES | 2,810.14    | IMP1 ISPT ART. 113 LISR 2,372.17     |
| 30         | AGUINALDO                       | 44,513.34 |          |                   |             | IMP2 ISPT ART. 142 9,954.17          |
|            |                                 |           |          |                   |             | EXEN BASE EXENTA 2,191.20            |
|            |                                 |           |          |                   |             | PGR1 PERC. GRAVADA TIPO 1 13,354.00  |
|            |                                 |           |          |                   |             | PGR2 PERC. GRAVADA TIPO 2 42,322.14  |
|            |                                 |           |          |                   |             | PERC TOTAL PERCEPCIONES 57,867.34    |
|            |                                 |           |          |                   |             | DEDU TOTAL DEDUCCIONES 6,582.15      |
|            |                                 |           |          |                   |             | 3%FV 3% FONDO DE VIVIENDA 365.18     |
|            |                                 |           |          |                   |             | FOND FONDO PENSIONES EMPRES 1,825.88 |
|            |                                 |           |          |                   |             | SEDARSEDAR 243.45                    |
|            |                                 |           |          |                   |             | AGUI PROVISION AGUINALDO 6,436.05    |
|            |                                 |           |          |                   |             | TOTA NOMINA EN EFECTIVO 51,285.19    |
| 620-012    | PACHECO CASILLAS LAURA NAYELI   |           |          |                   |             |                                      |
| T.EMP:     | PERMANENTE                      | 538.53    | 790.41   |                   |             | JEFE DE LA UNIDAD DE TRANSPARENCIA   |
| 01         | SUELDO                          | 8,077.95  | 51       | ISPT              | 1,338.67    | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | DESPENSA                        | 465.50    | 54       | FONDO PENSIONES   | 928.96      | 51AG ISPT AGUINALDO 5,800.57         |
| 03         | TRANSPORTE                      | 285.50    | 65       | OTRAS DEDUCCIONES | 3,941.24    | IMP1 ISPT ART. 113 LISR 1,338.67     |
| 30         | AGUINALDO                       | 29,347.43 |          |                   |             | IMP2 ISPT ART. 142 5,800.57          |
|            |                                 |           |          |                   |             | EXEN BASE EXENTA 2,191.20            |
|            |                                 |           |          |                   |             | PGR1 PERC. GRAVADA TIPO 1 8,828.95   |
|            |                                 |           |          |                   |             | PGR2 PERC. GRAVADA TIPO 2 27,156.23  |
|            |                                 |           |          |                   |             | PERC TOTAL PERCEPCIONES 38,176.38    |
|            |                                 |           |          |                   |             | DEDU TOTAL DEDUCCIONES 6,208.87      |
|            |                                 |           |          |                   |             | 3%FV 3% FONDO DE VIVIENDA 242.34     |
|            |                                 |           |          |                   |             | FOND FONDO PENSIONES EMPRES 1,211.69 |
|            |                                 |           |          |                   |             | SEDARSEDAR 161.56                    |
|            |                                 |           |          |                   |             | AGUI PROVISION AGUINALDO 2,739.53    |
|            |                                 |           |          |                   |             | TOTA NOMINA EN EFECTIVO 31,967.51    |
| 730-013    | PEREZ MARTINEZ JOSE ANTONIO     |           |          |                   |             |                                      |
| T.EMP:     | PERMANENTE                      | 1,086.00  | 1,581.69 |                   |             | JEFE DE LO CONSULTIVO                |
| 01         | SUELDO                          | 16,290.00 | 51       | ISPT              | 3,374.23    | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | DESPENSA                        | 630.50    | 54       | FONDO PENSIONES   | 1,873.35    | 51AG ISPT AGUINALDO 16,641.14        |
| 03         | TRANSPORTE                      | 378.00    |          |                   |             | IMP1 ISPT ART. 113 LISR 3,374.23     |

| Clave   | Nombre                          | S.Diario  | S.Integ | PERCEPCIONES      | DEDUCCIONES | CONCEPTOS  |
|---------|---------------------------------|-----------|---------|-------------------|-------------|--|
| 30      | AGUINALDO                       | 57,661.67 |         |                   |             | IMP2 ISPT ART. 142 16,641.14<br>EXEN BASE EXENTA 2,191.20<br>PGR1 PERC. GRAVADA TIPO 1 17,298.50<br>PGR2 PERC. GRAVADA TIPO 2 55,470.47<br>PERC TOTAL PERCEPCIONES 74,960.17<br>DEDU TOTAL DEDUCCIONES 5,247.58<br>3%FV 3% FONDO DE VIVIENDA 488.70<br>FOND FONDO PENSIONES EMPRES 2,443.50<br>SEDARSEDAR 325.80<br>AGUI PROVISION AGUINALDO 8,028.25<br>TOTA NOMINA EN EFECTIVO 69,712.59 |
| 750-013 | CASTELLANOS ORTIZ EVERARDO      |           |         |                   |             |  |
| T.EMP:  | PERMANENTE                      | 552.10    | 811.88  |                   |             | ANALISTA JURIDICO (LABORAL)  |
| 01      | SUELDO                          | 8,281.50  | 51      | ISPT              | 1,386.85    | DVIG DIAS DE VIGENCIA 15.00  |
| 02      | DESPENSA                        | 487.00    | 54      | FONDO PENSIONES   | 952.37      | 51AG ISPT AGUINALDO 5,978.76   |
| 03      | TRANSPORTE                      | 286.00    | 65      | OTRAS DEDUCCIONES | 4,139.22    | IMP1 ISPT ART. 113 LISR 1,386.85   |
| 30      | AGUINALDO                       | 30,181.67 |         |                   |             | IMP2 ISPT ART. 142 5,978.76<br>EXEN BASE EXENTA 2,191.20<br>PGR1 PERC. GRAVADA TIPO 1 9,054.50<br>PGR2 PERC. GRAVADA TIPO 2 27,990.46<br>PERC TOTAL PERCEPCIONES 39,236.17<br>DEDU TOTAL DEDUCCIONES 6,478.44<br>3%FV 3% FONDO DE VIVIENDA 248.44<br>FOND FONDO PENSIONES EMPRES 1,242.22<br>SEDARSEDAR 165.63<br>AGUI PROVISION AGUINALDO 2,894.19<br>TOTA NOMINA EN EFECTIVO 32,757.73   |
| 750-021 | VEGA ALCALA CHRISTIAN ALEJANDRO |           |         |                   |             |  |
| T.EMP:  | PERMANENTE                      | 467.07    | 664.98  |                   |             | ANALISTA JURIDICO  |
| 01      | SUELDO                          | 7,006.05  | 51      | ISPT              | 1,140.80    | DVIG DIAS DE VIGENCIA 15.00  |
| 02      | DESPENSA                        | 557.00    | 54      | FONDO PENSIONES   | 805.70      | 51AG ISPT AGUINALDO 4,912.13   |
| 03      | TRANSPORTE                      | 339.50    |         |                   |             | IMP1 ISPT ART. 113 LISR 1,140.80   |
| 30      | AGUINALDO                       | 25,188.06 |         |                   |             | IMP2 ISPT ART. 142 4,912.13<br>EXEN BASE EXENTA 2,191.20<br>PGR1 PERC. GRAVADA TIPO 1 7,902.55<br>PGR2 PERC. GRAVADA TIPO 2 22,996.86<br>PERC TOTAL PERCEPCIONES 33,090.61<br>DEDU TOTAL DEDUCCIONES 1,946.50<br>3%FV 3% FONDO DE VIVIENDA 210.18<br>FOND FONDO PENSIONES EMPRES 1,050.91<br>SEDARSEDAR 140.12<br>AGUI PROVISION AGUINALDO 1,423.37<br>TOTA NOMINA EN EFECTIVO 31,144.11   |
| 750-025 | GARCIA ELIZALDE ERNESTO         |           |         |                   |             |  |
| T.EMP:  | PERMANENTE                      | 467.06    | 704.30  |                   |             | AUXILIAR EN GESTION Y CONCERTACION   |
| 01      | SUELDO                          | 7,005.90  | 51      | ISPT              | 1,140.76    | DVIG DIAS DE VIGENCIA 15.00  |
| 02      | DESPENSA                        | 557.00    | 54      | FONDO PENSIONES   | 805.68      | 51AG ISPT AGUINALDO 5,158.47   |
| 03      | TRANSPORTE                      | 339.50    | 65      | OTRAS DEDUCCIONES | 8,074.33    | IMP1 ISPT ART. 113 LISR 1,140.76   |
| 30      | AGUINALDO                       | 26,341.34 |         |                   |             | IMP2 ISPT ART. 142 5,158.47<br>EXEN BASE EXENTA 2,191.20<br>PGR1 PERC. GRAVADA TIPO 1 7,902.40<br>PGR2 PERC. GRAVADA TIPO 2 24,150.14<br>PERC TOTAL PERCEPCIONES 34,243.74<br>DEDU TOTAL DEDUCCIONES 10,020.77<br>3%FV 3% FONDO DE VIVIENDA 210.18   |

| Clave   | Nombre                            | S.Diario     | S.Integ  | DEDUCCIONES                      | CONCEPTOS                   |            |
|---------|-----------------------------------|--------------|----------|----------------------------------|-----------------------------|------------|
| -----   |                                   |              |          |                                  |                             |            |
|         |                                   | PERCEPCIONES |          |                                  |                             |            |
| -----   |                                   |              |          |                                  |                             |            |
|         |                                   |              |          |                                  | FOND FONDO PENSIONES EMPRES | 1,050.88   |
|         |                                   |              |          |                                  | SEDARSEDAR                  | 140.12     |
|         |                                   |              |          |                                  | AGUI PROVISION AGUINALDO    | 2,717.70   |
|         |                                   |              |          |                                  | TOTA NOMINA EN EFECTIVO     | 24,222.97  |
| 750-028 | PONCE ESPINOSA RAFAEL NEHEMIAS    |              |          |                                  |                             |            |
| T.EMP:  | PERMANENTE                        | 1,632.10     | 1,826.00 | GERENTE JURIDICO                 |                             |            |
| 01      | SUELDO                            | 24,481.50    | 51       | ISPT                             | DVIG DIAS DE VIGENCIA       | 15.00      |
| 02      | DESPENSA                          | 994.50       | 54       | FONDO PENSIONES                  | 51AG ISPT AGUINALDO         | 25,453.82  |
| 03      | TRANSPORTE                        | 708.50       |          |                                  | IMP1 ISPT ART. 113 LISR     | 6,040.03   |
| 30      | AGUINALDO                         | 87,037.28    |          |                                  | IMP2 ISPT ART. 142          | 25,453.82  |
|         |                                   |              |          |                                  | EXEN BASE EXENTA            | 2,191.20   |
|         |                                   |              |          |                                  | PGR1 PERC. GRAVADA TIPO 1   | 26,184.50  |
|         |                                   |              |          |                                  | PGR2 PERC. GRAVADA TIPO 2   | 84,846.08  |
|         |                                   |              |          |                                  | PERC TOTAL PERCEPCIONES     | 113,221.78 |
|         |                                   |              |          |                                  | DEDU TOTAL DEDUCCIONES      | 8,855.40   |
|         |                                   |              |          |                                  | 3%FV 3% FONDO DE VIVIENDA   | 734.44     |
|         |                                   |              |          |                                  | FOND FONDO PENSIONES EMPRES | 3,672.22   |
|         |                                   |              |          |                                  | SEDARSEDAR                  | 489.63     |
|         |                                   |              |          |                                  | AGUI PROVISION AGUINALDO    | 45,444.79  |
|         |                                   |              |          |                                  | TOTA NOMINA EN EFECTIVO     | 104,366.38 |
| 750-031 | TORRES JIMENEZ LIVIA BELEN        |              |          |                                  |                             |            |
| T.EMP:  | PERMANENTE                        | 402.90       | 586.55   | AUXILIAR JURIDICO ADMINISTRATIVO |                             |            |
| 01      | SUELDO                            | 6,043.50     | 51       | ISPT                             | DVIG DIAS DE VIGENCIA       | 15.00      |
| 02      | DESPENSA                          | 478.50       | 54       | FONDO PENSIONES                  | 51AG ISPT AGUINALDO         | 4,397.28   |
| 03      | TRANSPORTE                        | 330.50       | 65       | OTRAS DEDUCCIONES                | IMP1 ISPT ART. 113 LISR     | 916.50     |
| 30      | AGUINALDO                         | 22,777.71    |          |                                  | IMP2 ISPT ART. 142          | 4,397.28   |
|         |                                   |              |          |                                  | EXEN BASE EXENTA            | 2,191.20   |
|         |                                   |              |          |                                  | PGR1 PERC. GRAVADA TIPO 1   | 6,852.50   |
|         |                                   |              |          |                                  | PGR2 PERC. GRAVADA TIPO 2   | 20,586.50  |
|         |                                   |              |          |                                  | PERC TOTAL PERCEPCIONES     | 29,630.21  |
|         |                                   |              |          |                                  | DEDU TOTAL DEDUCCIONES      | 2,900.50   |
|         |                                   |              |          |                                  | 3%FV 3% FONDO DE VIVIENDA   | 181.31     |
|         |                                   |              |          |                                  | FOND FONDO PENSIONES EMPRES | 906.52     |
|         |                                   |              |          |                                  | SEDARSEDAR                  | 120.87     |
|         |                                   |              |          |                                  | AGUI PROVISION AGUINALDO    | 2,462.03   |
|         |                                   |              |          |                                  | TOTA NOMINA EN EFECTIVO     | 26,729.71  |
| 750-032 | GALINDO ULLOA BARDO               |              |          |                                  |                             |            |
| T.EMP:  | PERMANENTE                        | 811.50       | 990.81   | JEFE DE LO CONSULTIVO "B"        |                             |            |
| 01      | SUELDO                            | 12,172.50    | 51       | ISPT                             | DVIG DIAS DE VIGENCIA       | 15.00      |
| 02      | DESPENSA                          | 727.50       | 54       | FONDO PENSIONES                  | 51AG ISPT AGUINALDO         | 370.35     |
| 03      | TRANSPORTE                        | 454.00       |          |                                  | IMP1 ISPT ART. 113 LISR     | 2,372.17   |
| 30      | AGUINALDO                         | 3,765.83     |          |                                  | IMP2 ISPT ART. 142          | 370.35     |
|         |                                   |              |          |                                  | EXEN BASE EXENTA            | 2,191.20   |
|         |                                   |              |          |                                  | PGR1 PERC. GRAVADA TIPO 1   | 13,354.00  |
|         |                                   |              |          |                                  | PGR2 PERC. GRAVADA TIPO 2   | 1,574.63   |
|         |                                   |              |          |                                  | PERC TOTAL PERCEPCIONES     | 17,119.83  |
|         |                                   |              |          |                                  | DEDU TOTAL DEDUCCIONES      | 3,772.01   |
|         |                                   |              |          |                                  | 3%FV 3% FONDO DE VIVIENDA   | 365.18     |
|         |                                   |              |          |                                  | FOND FONDO PENSIONES EMPRES | 1,825.88   |
|         |                                   |              |          |                                  | SEDARSEDAR                  | 243.45     |
|         |                                   |              |          |                                  | AGUI PROVISION AGUINALDO    | 3,765.83   |
|         |                                   |              |          |                                  | CHEQ PAGO POR CHEQUE        | 13,347.82  |
| 830-005 | PRIETO BECERRA PRIMITIVO SALVADOR |              |          |                                  |                             |            |
| T.EMP:  | PERMANENTE                        | 1,007.53     | 1,502.22 | JEFE DE LO CONTENCIOSO           |                             |            |

| Clave                                | Nombre     | S.Diario   | S.Integ | DEDUCCIONES       | CONCEPTOS                   |            |
|--------------------------------------|------------|------------|---------|-------------------|-----------------------------|------------|
| PERCEPCIONES                         |            |            |         |                   |                             |            |
| 01                                   | SUELDO     | 15,112.95  | 51      | ISPT              | DVIG DIAS DE VIGENCIA       | 15.00      |
| 02                                   | DESPENSA   | 797.50     | 54      | FONDO PENSIONES   | 51AG ISPT AGUINALDO         | 15,790.09  |
| 03                                   | TRANSPORTE | 537.00     | 65      | OTRAS DEDUCCIONES | IMP1 ISPT ART. 113 LISR     | 3,118.92   |
| 30                                   | AGUINALDO  | 54,824.84  |         |                   | IMP2 ISPT ART. 142          | 15,790.09  |
|                                      |            |            |         |                   | EXEN BASE EXENTA            | 2,191.20   |
|                                      |            |            |         |                   | PGR1 PERC. GRAVADA TIPO 1   | 16,447.45  |
|                                      |            |            |         |                   | PGR2 PERC. GRAVADA TIPO 2   | 52,633.64  |
|                                      |            |            |         |                   | PERC TOTAL PERCEPCIONES     | 71,272.29  |
|                                      |            |            |         |                   | DEDU TOTAL DEDUCCIONES      | 8,633.25   |
|                                      |            |            |         |                   | 3%FV 3% FONDO DE VIVIENDA   | 453.39     |
|                                      |            |            |         |                   | FOND FONDO PENSIONES EMPRES | 2,266.94   |
|                                      |            |            |         |                   | SEDARSEDAR                  | 302.26     |
|                                      |            |            |         |                   | AGUI PROVISION AGUINALDO    | 7,948.47   |
|                                      |            |            |         |                   | TOTA NOMINA EN EFECTIVO     | 62,639.04  |
| **** Totales GCIA. JURIDICA 750 **** |            |            |         |                   |                             |            |
| 01                                   | SUELDO     | 124,925.85 | 51      | ISPT              | DVIG DIAS DE VIGENCIA       | 165.00     |
| 02                                   | DESPENSA   | 6,909.50   | 54      | FONDO PENSIONES   | 51AG ISPT AGUINALDO         | 100,435.54 |
| 03                                   | TRANSPORTE | 4,398.50   | 65      | OTRAS DEDUCCIONES | IMP1 ISPT ART. 113 LISR     | 24,587.95  |
| 30                                   | AGUINALDO  | 411,820.84 |         |                   | IMP2 ISPT ART. 142          | 100,435.54 |
|                                      |            |            |         |                   | EXEN BASE EXENTA            | 24,103.20  |
|                                      |            |            |         |                   | PGR1 PERC. GRAVADA TIPO 1   | 136,233.85 |
|                                      |            |            |         |                   | PGR2 PERC. GRAVADA TIPO 2   | 387,717.61 |
|                                      |            |            |         |                   | PERC TOTAL PERCEPCIONES     | 548,054.69 |
|                                      |            |            |         |                   | DEDU TOTAL DEDUCCIONES      | 62,984.69  |
|                                      |            |            |         |                   | 3%FV 3% FONDO DE VIVIENDA   | 3,747.78   |
|                                      |            |            |         |                   | FOND FONDO PENSIONES EMPRES | 18,738.86  |
|                                      |            |            |         |                   | SEDARSEDAR                  | 2,498.52   |
|                                      |            |            |         |                   | AGUI PROVISION AGUINALDO    | 86,754.40  |
|                                      |            |            |         |                   | TOTA NOMINA EN EFECTIVO     | 471,722.18 |
|                                      |            |            |         |                   | CHEQ PAGO POR CHEQUE        | 13,347.82  |

Total de Empleados : 11.00



| Clave                                       | Nombre                          | S.Diario | S.Integ           | PERCEPCIONES | DEDUCCIONES | CONCEPTOS  |
|---|---------------------------------|----------|-------------------|--------------|-------------|--|
| ***** DIR. DE OPERACION DE PTAR'S ***** 800 |                                 |          |                   |              |             |  |
| 200-042                                     | NAPOLES CAMACHO AIDA MIRIAM     |          |                   |              |             |  |
| T.EMP: PERMANENTE                           | 467.07                          |          | 711.62            |              |             | SECRETARIA DE DIRECCION                            |
| 01 SUELDO                                   | 7,006.05                        | 51       | ISPT              | 1,140.80     |             | DVIG DIAS DE VIGENCIA 15.00                        |
| 02 DESPENSA                                 | 557.00                          | 54       | FONDO PENSIONES   | 805.70       |             | 51AG ISPT AGUINALDO 5,158.58                       |
| 03 TRANSPORTE                               | 339.50                          | 58       | CUOTA SINDICAL    | 70.06        |             | IMP1 ISPT ART. 113 LISR 1,140.80                   |
| 30 AGUINALDO                                | 26,341.84                       | 65       | OTRAS DEDUCCIONES | 2,000.00     |             | IMP2 ISPT ART. 142 5,158.58                        |
|   |                                 |          |                   |              |             | EXEN BASE EXENTA 2,191.20                          |
|   |                                 |          |                   |              |             | PGR1 PERC. GRAVADA TIPO 1 7,902.55                 |
|   |                                 |          |                   |              |             | PGR2 PERC. GRAVADA TIPO 2 24,150.64                |
|   |                                 |          |                   |              |             | PERC TOTAL PERCEPCIONES 34,244.39                  |
|   |                                 |          |                   |              |             | DEDU TOTAL DEDUCCIONES 4,016.56                    |
|   |                                 |          |                   |              |             | 3%FV 3% FONDO DE VIVIENDA 210.18                   |
|   |                                 |          |                   |              |             | FOND FONDO PENSIONES EMPRES 1,050.91               |
|   |                                 |          |                   |              |             | SEDARSEDAR 140.12                                  |
|   |                                 |          |                   |              |             | AGUI PROVISION AGUINALDO 2,717.76                  |
|   |                                 |          |                   |              |             | TOTA NOMINA EN EFECTIVO 30,227.83                  |
| 351-001                                     | ACEVES MARTINEZ LUIS            |          |                   |              |             |  |
| T.EMP: PERMANENTE                           | 2,564.87                        |          | 1,826.00          |              |             | DIRECTOR DE OPERACION DE PTAR'S                    |
| 01 SUELDO                                   | 38,473.05                       | 51       | ISPT              | 10,706.73    |             | DVIG DIAS DE VIGENCIA 15.00                        |
| 02 DESPENSA                                 | 1,518.50                        | 54       | FONDO PENSIONES   | 4,424.40     |             | 51AG ISPT AGUINALDO 45,496.82                      |
| 03 TRANSPORTE                               | 1,067.50                        | 65       | OTRAS DEDUCCIONES | 1,500.00     |             | IMP1 ISPT ART. 113 LISR 10,706.73                  |
| 30 AGUINALDO                                | 136,863.50                      |          |                   |              |             | IMP2 ISPT ART. 142 45,496.82                       |
|   |                                 |          |                   |              |             | EXEN BASE EXENTA 2,191.20                          |
|   |                                 |          |                   |              |             | PGR1 PERC. GRAVADA TIPO 1 41,059.05                |
|   |                                 |          |                   |              |             | PGR2 PERC. GRAVADA TIPO 2 134,672.29               |
|   |                                 |          |                   |              |             | PERC TOTAL PERCEPCIONES 177,922.55                 |
|   |                                 |          |                   |              |             | DEDU TOTAL DEDUCCIONES 16,631.13                   |
|   |                                 |          |                   |              |             | 3%FV 3% FONDO DE VIVIENDA 1,154.19                 |
|   |                                 |          |                   |              |             | FOND FONDO PENSIONES EMPRES 5,770.96               |
|   |                                 |          |                   |              |             | SEDARSEDAR 547.80                                  |
|   |                                 |          |                   |              |             | AGUI PROVISION AGUINALDO 19,975.36                 |
|   |                                 |          |                   |              |             | TOTA NOMINA EN EFECTIVO 161,291.42                 |
| 800-003                                     | JACQUEZ ANDALON OMAR OCTAVIO    |          |                   |              |             |  |
| T.EMP: EVENTUAL                             | 467.06                          |          | 572.60            |              |             | AUXILIAR ADMINISTRATIVO                            |
| 01 SUELDO                                   | 7,005.90                        | 51       | ISPT              | 1,140.76     |             | DVIG DIAS DE VIGENCIA 15.00                        |
| 02 DESPENSA                                 | 557.00                          |          |                   |              |             | 51AG ISPT AGUINALDO 715.78                         |
| 03 TRANSPORTE                               | 339.50                          |          |                   |              |             | IMP1 ISPT ART. 113 LISR 1,140.76                   |
| 30 AGUINALDO                                | 5,542.22                        |          |                   |              |             | IMP2 ISPT ART. 142 715.78                          |
|   |                                 |          |                   |              |             | EXEN BASE EXENTA 2,191.20                          |
|   |                                 |          |                   |              |             | PGR1 PERC. GRAVADA TIPO 1 7,902.40                 |
|   |                                 |          |                   |              |             | PGR2 PERC. GRAVADA TIPO 2 3,351.02                 |
|   |                                 |          |                   |              |             | PERC TOTAL PERCEPCIONES 13,444.62                  |
|   |                                 |          |                   |              |             | DEDU TOTAL DEDUCCIONES 1,140.76                    |
|   |                                 |          |                   |              |             | AGUI PROVISION AGUINALDO 2,294.66                  |
|   |                                 |          |                   |              |             | TOTA NOMINA EN EFECTIVO 12,303.86                  |
| 830-006                                     | SANCHEZ RAMIREZ DIANA STEPHANIA |          |                   |              |             |  |
| T.EMP: PERMANENTE                           | 558.53                          |          | 818.84            |              |             | ENCARGADO DE CONTROL DE PRODUCCION DE AGUA RESIDUA |
| 01 SUELDO                                   | 8,377.95                        | 51       | ISPT              | 1,402.75     |             | DVIG DIAS DE VIGENCIA 15.00                        |
| 02 DESPENSA                                 | 465.50                          | 54       | FONDO PENSIONES   | 963.46       |             | 51AG ISPT AGUINALDO 6,031.77                       |
| 03 TRANSPORTE                               | 285.50                          | 58       | CUOTA SINDICAL    | 83.78        |             | IMP1 ISPT ART. 113 LISR 1,402.75                   |
| 30 AGUINALDO                                | 30,429.84                       | 65       | OTRAS DEDUCCIONES | 2,800.00     |             | IMP2 ISPT ART. 142 6,031.77                        |
|   |                                 |          |                   |              |             | EXEN BASE EXENTA 2,191.20                          |
|   |                                 |          |                   |              |             | PGR1 PERC. GRAVADA TIPO 1 9,128.95                 |

| Clave | Nombre                                  | S.Diario   | S.Integ | DEDUCCIONES       | CONCEPTOS                   |            |
|-------|---|------------|---------|-------------------|-----------------------------|------------|
| ----- |   |            |         |                   |                             |            |
|       | PERCEPCIONES                            |            |         |                   |                             |            |
|       |   |            |         |                   | PGR2 PERC. GRAVADA TIPO 2   | 28,238.64  |
|       |   |            |         |                   | PERC TOTAL PERCEPCIONES     | 39,558.79  |
|       |   |            |         |                   | DEDU TOTAL DEDUCCIONES      | 5,249.99   |
|       |   |            |         |                   | 3%FV 3% FONDO DE VIVIENDA   | 251.34     |
|       |   |            |         |                   | FOND FONDO PENSIONES EMPRES | 1,256.69   |
|       |   |            |         |                   | SEDARSEDAR                  | 167.56     |
|       |   |            |         |                   | AGUI PROVISION AGUINALDO    | 3,109.76   |
|       |   |            |         |                   | CHEQ PAGO POR CHEQUE        | 34,308.80  |
| ----- |   |            |         |                   |                             |            |
| ****  | Totales DIR. DE OPERACION DE PTAR'S 800 |            |         | ****              |                             |            |
| 01    | SUELDO                                  | 60,862.95  | 51      | ISPT              | DVIG DIAS DE VIGENCIA       | 60.00      |
| 02    | DESPENSA                                | 3,098.00   | 54      | FONDO PENSIONES   | 51AG ISPT AGUINALDO         | 57,402.95  |
| 03    | TRANSPORTE                              | 2,032.00   | 58      | CUOTA SINDICAL    | IMP1 ISPT ART. 113 LISR     | 14,391.04  |
| 30    | AGUINALDO                               | 199,177.40 | 65      | OTRAS DEDUCCIONES | IMP2 ISPT ART. 142          | 57,402.95  |
|       |   |            |         |                   | EXEN BASE EXENTA            | 8,764.80   |
|       |   |            |         |                   | PGR1 PERC. GRAVADA TIPO 1   | 65,992.95  |
|       |   |            |         |                   | PGR2 PERC. GRAVADA TIPO 2   | 190,412.59 |
|       |   |            |         |                   | PERC TOTAL PERCEPCIONES     | 265,170.35 |
|       |   |            |         |                   | DEDU TOTAL DEDUCCIONES      | 27,038.44  |
|       |   |            |         |                   | 3%FV 3% FONDO DE VIVIENDA   | 1,615.71   |
|       |   |            |         |                   | FOND FONDO PENSIONES EMPRES | 8,078.56   |
|       |   |            |         |                   | SEDARSEDAR                  | 855.48     |
|       |   |            |         |                   | AGUI PROVISION AGUINALDO    | 28,097.54  |
|       |   |            |         |                   | TOTA NOMINA EN EFECTIVO     | 203,823.11 |
|       |   |            |         |                   | CHEQ PAGO POR CHEQUE        | 34,308.80  |

Total de Empleados : 4.00

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| Clave        | Nombre                             | S.Diario  | S.Integ | DEDUCCIONES               | CONCEPTOS                              |
|--------------|------------------------------------|-----------|---------|---------------------------|--|
| PERCEPCIONES |                                    |           |         |                           |  |
| *****        | GCIA. TECNICO CONSULTIVO *****     |           | 810     |                           |  |
| 31-158-003   | TERAN ESCOTO ALMA YADIRA           |           |         |                           |  |
| T.EMP:       | PERMANENTE                         | 402.90    | 616.00  | SECRETARIA                |  |
| 01           | SUELDO                             | 6,043.50  | 51      | ISPT                      | 916.50 DVIG DIAS DE VIGENCIA 15.00     |
| 02           | DESPENSA                           | 478.50    | 54      | FONDO PENSIONES           | 695.00 51AG ISPT AGUINALDO 4,410.94    |
| 03           | TRANSPORTE                         | 330.50    | 58      | CUOTA SINDICAL            | 60.44 IMP1 ISPT ART. 113 LISR 916.50   |
| 30           | AGUINALDO                          | 22,841.67 | 65      | OTRAS DEDUCCIONES         | 2,057.00 IMP2 ISPT ART. 142 4,410.94   |
|              |                                    |           | 95      | PRESTAMO AYUDATE          | 885.67 EXEN BASE EXENTA 2,191.20       |
|              |                                    |           |         |                           | PGR1 PERC. GRAVADA TIPO 1 6,852.50     |
|              |                                    |           |         |                           | PGR2 PERC. GRAVADA TIPO 2 20,650.46    |
|              |                                    |           |         |                           | PERC TOTAL PERCEPCIONES 29,694.17      |
|              |                                    |           |         |                           | DEDU TOTAL DEDUCCIONES 4,614.61        |
|              |                                    |           |         |                           | 3%FV 3% FONDO DE VIVIENDA 181.31       |
|              |                                    |           |         |                           | FOND FONDO PENSIONES EMPRES 906.52     |
|              |                                    |           |         |                           | SEDARSEDAR 120.87                      |
|              |                                    |           |         |                           | AGUI PROVISION AGUINALDO 2,525.99      |
|              |                                    |           |         |                           | TOTA NOMINA EN EFECTIVO 25,079.56      |
| 376-005      | FRANCO CASILLAS DANIEL             |           |         |                           |  |
| T.EMP:       | PERMANENTE                         | 467.07    | 840.03  | AUXILIAR DE NORMATIVIDAD  |  |
| 01           | SUELDO                             | 7,006.05  | 51      | ISPT                      | 1,440.09 DVIG DIAS DE VIGENCIA 15.00   |
| 02           | DESPENSA                           | 557.00    | 54      | FONDO PENSIONES           | 966.83 51AG ISPT AGUINALDO 6,197.38    |
| 03           | TRANSPORTE                         | 339.50    | 58      | CUOTA SINDICAL            | 84.07 IMP1 ISPT ART. 113 LISR 1,440.09 |
| 07           | PRIMA INSALUBRE                    | 1,401.21  | 65      | OTRAS DEDUCCIONES         | 1,382.25 IMP2 ISPT ART. 142 6,197.38   |
| 30           | AGUINALDO                          | 30,925.70 |         |                           | EXEN BASE EXENTA 2,191.20              |
|              |                                    |           |         |                           | PGR1 PERC. GRAVADA TIPO 1 9,303.76     |
|              |                                    |           |         |                           | PGR2 PERC. GRAVADA TIPO 2 28,734.50    |
|              |                                    |           |         |                           | PERC TOTAL PERCEPCIONES 40,229.46      |
|              |                                    |           |         |                           | DEDU TOTAL DEDUCCIONES 3,873.24        |
|              |                                    |           |         |                           | 3%FV 3% FONDO DE VIVIENDA 252.22       |
|              |                                    |           |         |                           | FOND FONDO PENSIONES EMPRES 1,261.09   |
|              |                                    |           |         |                           | SEDARSEDAR 168.15                      |
|              |                                    |           |         |                           | AGUI PROVISION AGUINALDO 3,117.22      |
|              |                                    |           |         |                           | TOTA NOMINA EN EFECTIVO 36,356.22      |
| 39-165-002   | TOPETE AVELAR GLORIA ANTONIA       |           |         |                           |  |
| T.EMP:       | PERMANENTE                         | 467.07    | 836.52  | AUXILIAR DE NORMATIVIDAD  |  |
| 01           | SUELDO                             | 7,006.05  | 51      | ISPT                      | 1,440.09 DVIG DIAS DE VIGENCIA 15.00   |
| 02           | DESPENSA                           | 557.00    | 54      | FONDO PENSIONES           | 966.83 51AG ISPT AGUINALDO 5,918.74    |
| 03           | TRANSPORTE                         | 339.50    | 58      | CUOTA SINDICAL            | 84.07 IMP1 ISPT ART. 113 LISR 1,440.09 |
| 07           | PRIMA INSALUBRE                    | 1,401.21  | 65      | OTRAS DEDUCCIONES         | 4,304.00 IMP2 ISPT ART. 142 5,918.74   |
| 30           | AGUINALDO                          | 29,741.02 |         |                           | EXEN BASE EXENTA 2,191.20              |
|              |                                    |           |         |                           | PGR1 PERC. GRAVADA TIPO 1 9,303.76     |
|              |                                    |           |         |                           | PGR2 PERC. GRAVADA TIPO 2 27,549.82    |
|              |                                    |           |         |                           | PERC TOTAL PERCEPCIONES 39,044.78      |
|              |                                    |           |         |                           | DEDU TOTAL DEDUCCIONES 6,794.99        |
|              |                                    |           |         |                           | 3%FV 3% FONDO DE VIVIENDA 252.22       |
|              |                                    |           |         |                           | FOND FONDO PENSIONES EMPRES 1,261.09   |
|              |                                    |           |         |                           | SEDARSEDAR 168.15                      |
|              |                                    |           |         |                           | AGUI PROVISION AGUINALDO 4,334.26      |
|              |                                    |           |         |                           | TOTA NOMINA EN EFECTIVO 32,249.79      |
| 510-001      | CERVANTES RAMIREZ ALEJANDRO DIEPER |           |         |                           |  |
| T.EMP:       | PERMANENTE                         | 467.07    | 839.61  | TECNICO EN POTABILIZACION |  |
| 01           | SUELDO                             | 7,006.05  | 51      | ISPT                      | 1,440.09 DVIG DIAS DE VIGENCIA 15.00   |
| 02           | DESPENSA                           | 557.00    | 54      | FONDO PENSIONES           | 966.83 51AG ISPT AGUINALDO 6,197.38    |
| 03           | TRANSPORTE                         | 339.50    | 58      | CUOTA SINDICAL            | 84.07 IMP1 ISPT ART. 113 LISR 1,440.09 |

| Clave | Nombre          | S.Diario  | S.Integ | DEDUCCIONES | CONCEPTOS                   |
|-------|-----------------|-----------|---------|-------------|-----------------------------|
| 07    | PRIMA INSALUBRE | 1,401.21  | 79      | 50.00       | IMP2 ISPT ART. 142          |
| 30    | AGUINALDO       | 30,925.70 | 65      | 4,849.64    | EXEN BASE EXENTA            |
|       |                 |           |         |             | PGR1 PERC. GRAVADA TIPO 1   |
|       |                 |           |         |             | PGR2 PERC. GRAVADA TIPO 2   |
|       |                 |           |         |             | PERC TOTAL PERCEPCIONES     |
|       |                 |           |         |             | DEDU TOTAL DEDUCCIONES      |
|       |                 |           |         |             | 3%FV 3% FONDO DE VIVIENDA   |
|       |                 |           |         |             | FOND FONDO PENSIONES EMPRES |
|       |                 |           |         |             | SEDARSEDAR                  |
|       |                 |           |         |             | AGUI PROVISION AGUINALDO    |
|       |                 |           |         |             | TOTA NOMINA EN EFECTIVO     |

60-068-009 GONZALEZ PADILLA ERNESTO MARTIN

|                   |                 |           |    |          |                             |
|-------------------|-----------------|-----------|----|----------|-----------------------------|
| T.EMP: PERMANENTE | 654.43          |           |    | 1,172.72 | JEFE DE POTABILIZACION      |
| 01                | SUELDO          | 9,816.45  | 51 | 2,239.11 | DVIG DIAS DE VIGENCIA       |
| 02                | DESPENSA        | 630.50    | 54 | 1,354.67 | 51AG ISPT AGUINALDO         |
| 03                | TRANSPORTE      | 378.00    | 65 | 4,278.15 | IMP1 ISPT ART. 113 LISR     |
| 07                | PRIMA INSALUBRE | 1,963.29  |    |          | IMP2 ISPT ART. 142          |
| 30                | AGUINALDO       | 42,627.47 |    |          | EXEN BASE EXENTA            |
|                   |                 |           |    |          | PGR1 PERC. GRAVADA TIPO 1   |
|                   |                 |           |    |          | PGR2 PERC. GRAVADA TIPO 2   |
|                   |                 |           |    |          | PERC TOTAL PERCEPCIONES     |
|                   |                 |           |    |          | DEDU TOTAL DEDUCCIONES      |
|                   |                 |           |    |          | 3%FV 3% FONDO DE VIVIENDA   |
|                   |                 |           |    |          | FOND FONDO PENSIONES EMPRES |
|                   |                 |           |    |          | SEDARSEDAR                  |
|                   |                 |           |    |          | AGUI PROVISION AGUINALDO    |
|                   |                 |           |    |          | TOTA NOMINA EN EFECTIVO     |

60-157-010 MARTINEZ CASTAÑEDA MARCO ANTONIO

|                   |                 |           |    |          |                             |
|-------------------|-----------------|-----------|----|----------|-----------------------------|
| T.EMP: PERMANENTE | 467.07          |           |    | 844.90   | TECNICO EN POTABILIZACION   |
| 01                | SUELDO          | 7,006.05  | 51 | 1,440.09 | DVIG DIAS DE VIGENCIA       |
| 02                | DESPENSA        | 557.00    | 54 | 966.83   | 51AG ISPT AGUINALDO         |
| 03                | TRANSPORTE      | 339.50    | 58 | 84.07    | IMP1 ISPT ART. 113 LISR     |
| 07                | PRIMA INSALUBRE | 1,401.21  | 65 | 5,199.53 | IMP2 ISPT ART. 142          |
| 30                | AGUINALDO       | 31,012.54 | 95 | 354.27   | EXEN BASE EXENTA            |
|                   |                 |           |    |          | PGR1 PERC. GRAVADA TIPO 1   |
|                   |                 |           |    |          | PGR2 PERC. GRAVADA TIPO 2   |
|                   |                 |           |    |          | PERC TOTAL PERCEPCIONES     |
|                   |                 |           |    |          | DEDU TOTAL DEDUCCIONES      |
|                   |                 |           |    |          | 3%FV 3% FONDO DE VIVIENDA   |
|                   |                 |           |    |          | FOND FONDO PENSIONES EMPRES |
|                   |                 |           |    |          | SEDARSEDAR                  |
|                   |                 |           |    |          | AGUI PROVISION AGUINALDO    |
|                   |                 |           |    |          | TOTA NOMINA EN EFECTIVO     |

62-134-004 GONZALEZ REYNOSO JOSE IVAN

|                   |            |           |    |          |  |
|-------------------|------------|-----------|----|----------|--|
| T.EMP: PERMANENTE | 654.43     |           |    | 987.90   | SUPERVISOR DE MONITOREO Y EFICIENCIA OPERATIVA |
| 01                | SUELDO     | 9,816.45  | 51 | 1,777.34 | DVIG DIAS DE VIGENCIA                          |
| 02                | DESPENSA   | 630.50    | 54 | 1,128.89 | 51AG ISPT AGUINALDO                            |
| 03                | TRANSPORTE | 378.00    | 65 | 3,828.17 | IMP1 ISPT ART. 113 LISR                        |
| 30                | AGUINALDO  | 35,888.32 |    |          | IMP2 ISPT ART. 142                             |
|                   |            |           |    |          | EXEN BASE EXENTA                               |
|                   |            |           |    |          | PGR1 PERC. GRAVADA TIPO 1                      |
|                   |            |           |    |          | PGR2 PERC. GRAVADA TIPO 2                      |
|                   |            |           |    |          | PERC TOTAL PERCEPCIONES                        |
|                   |            |           |    |          | DEDU TOTAL DEDUCCIONES                         |
|                   |            |           |    |          | 3%FV 3% FONDO DE VIVIENDA                      |

| Clave        | Nombre                           | S.Diario  | S.Integ | DEDUCCIONES                                  | CONCEPTOS                   |           |
|--------------|----------------------------------|-----------|---------|--|-----------------------------|-----------|
| PERCEPCIONES |                                  |           |         |  |                             |           |
|              |                                  |           |         |  | FOND FONDO PENSIONES EMPRES | 1,472.47  |
|              |                                  |           |         |  | SEDARSEDAR                  | 196.33    |
|              |                                  |           |         |  | AGUI PROVISION AGUINALDO    | 5,013.29  |
|              |                                  |           |         |  | TOTA NOMINA EN EFECTIVO     | 39,978.87 |
| 810-002      | JACINTO ALVAREZ NICOLAS          |           |         |  |                             |           |
| T.EMP:       | PERMANENTE                       | 467.07    |         | 840.03AUXILIAR DE NORMATIVIDAD               |                             |           |
| 01           | SUELDO                           | 7,006.05  | 51      | ISPT   | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02           | DESPENSA                         | 557.00    | 54      | FONDO PENSIONES                              | 51AG ISPT AGUINALDO         | 6,217.80  |
| 03           | TRANSPORTE                       | 339.50    | 58      | CUOTA SINDICAL                               | IMP1 ISPT ART. 113 LISR     | 1,440.09  |
| 07           | PRIMA INSALUBRE                  | 1,401.21  | 65      | OTRAS DEDUCCIONES                            | IMP2 ISPT ART. 142          | 6,217.80  |
| 30           | AGUINALDO                        | 31,012.54 |         |  | EXEN BASE EXENTA            | 2,191.20  |
|              |                                  |           |         |  | PGR1 PERC. GRAVADA TIPO 1   | 9,303.76  |
|              |                                  |           |         |  | PGR2 PERC. GRAVADA TIPO 2   | 28,821.34 |
|              |                                  |           |         |  | PERC TOTAL PERCEPCIONES     | 40,316.30 |
|              |                                  |           |         |  | DEDU TOTAL DEDUCCIONES      | 5,253.99  |
|              |                                  |           |         |  | 3%FV 3% FONDO DE VIVIENDA   | 252.22    |
|              |                                  |           |         |  | FOND FONDO PENSIONES EMPRES | 1,261.09  |
|              |                                  |           |         |  | SEDARSEDAR                  | 168.15    |
|              |                                  |           |         |  | AGUI PROVISION AGUINALDO    | 3,204.06  |
|              |                                  |           |         |  | TOTA NOMINA EN EFECTIVO     | 35,062.31 |
| 810-003      | VAZQUEZ NERI OSCAR               |           |         |  |                             |           |
| T.EMP:       | PERMANENTE                       | 467.07    |         | 840.03AUXILIAR DE NORMATIVIDAD               |                             |           |
| 01           | SUELDO                           | 7,006.05  | 51      | ISPT   | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02           | DESPENSA                         | 557.00    | 54      | FONDO PENSIONES                              | 51AG ISPT AGUINALDO         | 6,217.80  |
| 03           | TRANSPORTE                       | 339.50    | 58      | CUOTA SINDICAL                               | IMP1 ISPT ART. 113 LISR     | 1,440.09  |
| 07           | PRIMA INSALUBRE                  | 1,401.21  | 65      | OTRAS DEDUCCIONES                            | IMP2 ISPT ART. 142          | 6,217.80  |
| 30           | AGUINALDO                        | 31,012.54 | 95      | PRESTAMO AYUDATE                             | EXEN BASE EXENTA            | 2,191.20  |
|              |                                  |           |         |  | PGR1 PERC. GRAVADA TIPO 1   | 9,303.76  |
|              |                                  |           |         |  | PGR2 PERC. GRAVADA TIPO 2   | 28,821.34 |
|              |                                  |           |         |  | PERC TOTAL PERCEPCIONES     | 40,316.30 |
|              |                                  |           |         |  | DEDU TOTAL DEDUCCIONES      | 7,457.93  |
|              |                                  |           |         |  | 3%FV 3% FONDO DE VIVIENDA   | 252.22    |
|              |                                  |           |         |  | FOND FONDO PENSIONES EMPRES | 1,261.09  |
|              |                                  |           |         |  | SEDARSEDAR                  | 168.15    |
|              |                                  |           |         |  | AGUI PROVISION AGUINALDO    | 3,204.06  |
|              |                                  |           |         |  | CHEQ PAGO POR CHEQUE        | 32,858.37 |
| 810-008      | JIMENEZ BAUTISTA PABLO ALEJANDRO |           |         |  |                             |           |
| T.EMP:       | PERMANENTE                       | 654.43    |         | 977.21JEFE DE PLANTA POTABILIZADORA EL SALTO |                             |           |
| 01           | SUELDO                           | 9,816.45  | 51      | ISPT   | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02           | DESPENSA                         | 630.50    | 54      | FONDO PENSIONES                              | 51AG ISPT AGUINALDO         | 7,971.39  |
| 03           | TRANSPORTE                       | 378.00    |         |  | IMP1 ISPT ART. 113 LISR     | 1,777.34  |
| 30           | AGUINALDO                        | 36,083.17 |         |  | IMP2 ISPT ART. 142          | 7,971.39  |
|              |                                  |           |         |  | EXEN BASE EXENTA            | 2,191.20  |
|              |                                  |           |         |  | PGR1 PERC. GRAVADA TIPO 1   | 10,824.95 |
|              |                                  |           |         |  | PGR2 PERC. GRAVADA TIPO 2   | 33,891.97 |
|              |                                  |           |         |  | PERC TOTAL PERCEPCIONES     | 46,908.12 |
|              |                                  |           |         |  | DEDU TOTAL DEDUCCIONES      | 2,906.23  |
|              |                                  |           |         |  | 3%FV 3% FONDO DE VIVIENDA   | 294.49    |
|              |                                  |           |         |  | FOND FONDO PENSIONES EMPRES | 1,472.47  |
|              |                                  |           |         |  | SEDARSEDAR                  | 196.33    |
|              |                                  |           |         |  | AGUI PROVISION AGUINALDO    | 5,208.14  |
|              |                                  |           |         |  | TOTA NOMINA EN EFECTIVO     | 44,001.89 |
| 810-009      | ASCENCIO AGUILAR CRISTIANI       |           |         |  |                             |           |
| T.EMP:       | PERMANENTE                       | 402.90    |         | 606.26AUXILIAR DE INFORMACION Y ESTADISTICAS |                             |           |

| Clave        | Nombre     | S.Diario  | S.Integ | DEDUCCIONES     | CONCEPTOS                   |           |
|--------------|------------|-----------|---------|-----------------|-----------------------------|-----------|
| PERCEPCIONES |            |           |         |                 |                             |           |
| 01           | SUELDO     | 6,043.50  | 51      | ISPT            | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02           | DESPENSA   | 478.50    | 54      | FONDO PENSIONES | 51AG ISPT AGUINALDO         | 4,410.94  |
| 03           | TRANSPORTE | 330.50    | 58      | CUOTA SINDICAL  | IMP1 ISPT ART. 113 LISR     | 916.50    |
| 30           | AGUINALDO  | 22,841.67 |         |                 | IMP2 ISPT ART. 142          | 4,410.94  |
|              |            |           |         |                 | EXEN BASE EXENTA            | 2,191.20  |
|              |            |           |         |                 | PGR1 PERC. GRAVADA TIPO 1   | 6,852.50  |
|              |            |           |         |                 | PGR2 PERC. GRAVADA TIPO 2   | 20,650.46 |
|              |            |           |         |                 | PERC TOTAL PERCEPCIONES     | 29,694.17 |
|              |            |           |         |                 | DEDU TOTAL DEDUCCIONES      | 1,671.94  |
|              |            |           |         |                 | 3%FV 3% FONDO DE VIVIENDA   | 181.31    |
|              |            |           |         |                 | FOND FONDO PENSIONES EMPRES | 906.52    |
|              |            |           |         |                 | SEDARSEDAR                  | 120.87    |
|              |            |           |         |                 | AGUI PROVISION AGUINALDO    | 2,525.99  |
|              |            |           |         |                 | TOTA NOMINA EN EFECTIVO     | 28,022.23 |

89-206-010 DEMI CASTELLANOS EDUARDO

|                   |            |           |    |                                  |                             |           |
|-------------------|------------|-----------|----|----------------------------------|-----------------------------|-----------|
| T.EMP: PERMANENTE | 654.43     |           |    | 984.02SUPERVISOR DE NORMATIVIDAD |                             |           |
| 01                | SUELDO     | 9,816.45  | 51 | ISPT                             | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02                | DESPENSA   | 630.50    | 54 | FONDO PENSIONES                  | 51AG ISPT AGUINALDO         | 7,947.63  |
| 03                | TRANSPORTE | 378.00    | 65 | OTRAS DEDUCCIONES                | IMP1 ISPT ART. 113 LISR     | 1,777.34  |
| 30                | AGUINALDO  | 35,982.13 |    |                                  | IMP2 ISPT ART. 142          | 7,947.63  |
|                   |            |           |    |                                  | EXEN BASE EXENTA            | 2,191.20  |
|                   |            |           |    |                                  | PGR1 PERC. GRAVADA TIPO 1   | 10,824.95 |
|                   |            |           |    |                                  | PGR2 PERC. GRAVADA TIPO 2   | 33,790.93 |
|                   |            |           |    |                                  | PERC TOTAL PERCEPCIONES     | 46,807.08 |
|                   |            |           |    |                                  | DEDU TOTAL DEDUCCIONES      | 7,324.31  |
|                   |            |           |    |                                  | 3%FV 3% FONDO DE VIVIENDA   | 294.49    |
|                   |            |           |    |                                  | FOND FONDO PENSIONES EMPRES | 1,472.47  |
|                   |            |           |    |                                  | SEDARSEDAR                  | 196.33    |
|                   |            |           |    |                                  | AGUI PROVISION AGUINALDO    | 5,107.10  |
|                   |            |           |    |                                  | TOTA NOMINA EN EFECTIVO     | 39,482.77 |

\*\*\*\* Totales GCIA. TECNICO CONSULTIVO 810 \*\*\*\*

|    |                 |            |    |                      |                             |            |
|----|-----------------|------------|----|----------------------|-----------------------------|------------|
| 01 | SUELDO          | 93,389.10  | 51 | ISPT                 | DVIG DIAS DE VIGENCIA       | 180.00     |
| 02 | DESPENSA        | 6,821.00   | 54 | FONDO PENSIONES      | 51AG ISPT AGUINALDO         | 79,143.97  |
| 03 | TRANSPORTE      | 4,210.00   | 58 | CUOTA SINDICAL       | IMP1 ISPT ART. 113 LISR     | 18,044.67  |
| 07 | PRIMA INSALUBRE | 10,370.55  | 79 | APORT.ADIC.VOL.SEDAR | IMP2 ISPT ART. 142          | 79,143.97  |
| 30 | AGUINALDO       | 380,894.47 | 65 | OTRAS DEDUCCIONES    | EXEN BASE EXENTA            | 26,294.40  |
|    |                 |            | 95 | PRESTAMO AYUDATE     | PGR1 PERC. GRAVADA TIPO 1   | 114,790.65 |
|    |                 |            |    |                      | PGR2 PERC. GRAVADA TIPO 2   | 354,600.05 |
|    |                 |            |    |                      | PERC TOTAL PERCEPCIONES     | 495,685.12 |
|    |                 |            |    |                      | DEDU TOTAL DEDUCCIONES      | 69,938.99  |
|    |                 |            |    |                      | 3%FV 3% FONDO DE VIVIENDA   | 3,112.80   |
|    |                 |            |    |                      | FOND FONDO PENSIONES EMPRES | 15,563.95  |
|    |                 |            |    |                      | SEDARSEDAR                  | 2,075.22   |
|    |                 |            |    |                      | AGUI PROVISION AGUINALDO    | 46,746.72  |
|    |                 |            |    |                      | TOTA NOMINA EN EFECTIVO     | 392,887.76 |
|    |                 |            |    |                      | CHEQ PAGO POR CHEQUE        | 32,858.37  |

Total de Empleados : 12.00

| Clave      | Nombre                            | S.Diario  | S.Integ | PERCEPCIONES      | DEDUCCIONES | CONCEPTOS                            |
|------------|-----------------------------------|-----------|---------|-------------------|-------------|--------------------------------------|
| *****      | GCIA. DE PLANTAS DE TRATAMIENT    | *****     | 820     |                   |             |                                      |
| 11-069-002 | SOLIS LUNA EUGENIO                |           |         |                   |             |                                      |
| T.EMP:     | PERMANENTE                        | 444.44    | 810.21  |                   |             | JEFE DE PLANTA B                     |
| 01         | SUELDO                            | 6,666.60  | 51      | ISPT              | 1,350.84    | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | DESPENSA                          | 546.50    | 54      | FONDO PENSIONES   | 919.99      | 51AG ISPT AGUINALDO 5,599.34         |
| 03         | TRANSPORTE                        | 339.50    | 58      | CUOTA SINDICAL    | 80.00       | IMP1 ISPT ART. 113 LISR 1,350.84     |
| 07         | PRIMA INSALUBRE                   | 1,333.32  | 65      | OTRAS DEDUCCIONES | 600.00      | IMP2 ISPT ART. 142 5,599.34          |
| 30         | AGUINALDO                         | 28,405.33 |         |                   |             | EXEN BASE EXENTA 2,191.20            |
|            |                                   |           |         |                   |             | PGR1 PERC. GRAVADA TIPO 1 8,885.92   |
|            |                                   |           |         |                   |             | PGR2 PERC. GRAVADA TIPO 2 26,214.13  |
|            |                                   |           |         |                   |             | PERC TOTAL PERCEPCIONES 37,291.25    |
|            |                                   |           |         |                   |             | DEDU TOTAL DEDUCCIONES 2,950.83      |
|            |                                   |           |         |                   |             | 3%FV 3% FONDO DE VIVIENDA 240.00     |
|            |                                   |           |         |                   |             | FOND FONDO PENSIONES EMPRES 1,199.99 |
|            |                                   |           |         |                   |             | SEDARSEDAR 160.00                    |
|            |                                   |           |         |                   |             | AGUI PROVISION AGUINALDO 3,363.73    |
|            |                                   |           |         |                   |             | TOTA NOMINA EN EFECTIVO 34,340.42    |
| 151-008    | MARQUEZ BARAJAS ADRIAN            |           |         |                   |             |                                      |
| T.EMP:     | PERMANENTE                        | 364.37    | 658.78  |                   |             | OPERADOR A                           |
| 01         | SUELDO                            | 5,465.55  | 51      | ISPT              | 1,019.92    | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | DESPENSA                          | 463.00    | 54      | FONDO PENSIONES   | 754.25      | 51AG ISPT AGUINALDO 4,755.66         |
| 03         | TRANSPORTE                        | 315.00    | 58      | CUOTA SINDICAL    | 65.59       | IMP1 ISPT ART. 113 LISR 1,019.92     |
| 07         | PRIMA INSALUBRE                   | 1,093.11  | 65      | OTRAS DEDUCCIONES | 2,187.00    | IMP2 ISPT ART. 142 4,755.66          |
| 30         | AGUINALDO                         | 24,455.54 |         |                   |             | EXEN BASE EXENTA 2,191.20            |
|            |                                   |           |         |                   |             | PGR1 PERC. GRAVADA TIPO 1 7,336.66   |
|            |                                   |           |         |                   |             | PGR2 PERC. GRAVADA TIPO 2 22,264.34  |
|            |                                   |           |         |                   |             | PERC TOTAL PERCEPCIONES 31,792.20    |
|            |                                   |           |         |                   |             | DEDU TOTAL DEDUCCIONES 4,026.76      |
|            |                                   |           |         |                   |             | 3%FV 3% FONDO DE VIVIENDA 196.76     |
|            |                                   |           |         |                   |             | FOND FONDO PENSIONES EMPRES 983.80   |
|            |                                   |           |         |                   |             | SEDARSEDAR 131.17                    |
|            |                                   |           |         |                   |             | AGUI PROVISION AGUINALDO 2,747.88    |
|            |                                   |           |         |                   |             | TOTA NOMINA EN EFECTIVO 27,765.44    |
| 206-001    | HERNANDEZ CORTES SERGIO ALEJANDRO |           |         |                   |             |                                      |
| T.EMP:     | PERMANENTE                        | 467.47    | 828.25  |                   |             | JEFE DE PLANTA A                     |
| 01         | SUELDO                            | 7,012.05  | 51      | ISPT              | 1,406.92    | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | DESPENSA                          | 434.50    | 54      | FONDO PENSIONES   | 967.66      | 51AG ISPT AGUINALDO 6,045.66         |
| 03         | TRANSPORTE                        | 299.50    | 58      | CUOTA SINDICAL    | 84.14       | IMP1 ISPT ART. 113 LISR 1,406.92     |
| 07         | PRIMA INSALUBRE                   | 1,402.41  | 65      | OTRAS DEDUCCIONES | 10,375.58   | IMP2 ISPT ART. 142 6,045.66          |
| 30         | AGUINALDO                         | 30,494.87 |         |                   |             | EXEN BASE EXENTA 2,191.20            |
|            |                                   |           |         |                   |             | PGR1 PERC. GRAVADA TIPO 1 9,148.45   |
|            |                                   |           |         |                   |             | PGR2 PERC. GRAVADA TIPO 2 28,303.67  |
|            |                                   |           |         |                   |             | PERC TOTAL PERCEPCIONES 39,643.33    |
|            |                                   |           |         |                   |             | DEDU TOTAL DEDUCCIONES 12,834.30     |
|            |                                   |           |         |                   |             | 3%FV 3% FONDO DE VIVIENDA 252.43     |
|            |                                   |           |         |                   |             | FOND FONDO PENSIONES EMPRES 1,262.17 |
|            |                                   |           |         |                   |             | SEDARSEDAR 168.29                    |
|            |                                   |           |         |                   |             | AGUI PROVISION AGUINALDO 3,154.41    |
|            |                                   |           |         |                   |             | TOTA NOMINA EN EFECTIVO 26,809.03    |
| 206-004    | VILLANUEVA PERALES JUAN GABRIEL   |           |         |                   |             |                                      |
| T.EMP:     | PERMANENTE                        | 364.37    | 658.78  |                   |             | OPERADOR A                           |
| 01         | SUELDO                            | 5,465.55  | 51      | ISPT              | 1,019.92    | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | DESPENSA                          | 463.00    | 54      | FONDO PENSIONES   | 754.25      | 51AG ISPT AGUINALDO 4,755.66         |
| 03         | TRANSPORTE                        | 315.00    | 58      | CUOTA SINDICAL    | 65.59       | IMP1 ISPT ART. 113 LISR 1,019.92     |

| Clave        | Nombre                  | S.Diario  | S.Integ | DEDUCCIONES       | CONCEPTOS  |                             |           |
|--------------|-------------------------|-----------|---------|-------------------|------------|-----------------------------|-----------|
| PERCEPCIONES |                         |           |         |                   |            |                             |           |
| 07           | PRIMA INSALUBRE         | 1,093.11  | 65      | OTRAS DEDUCCIONES | 9,637.75   | IMP2 ISPT ART. 142          | 4,755.66  |
| 30           | AGUINALDO               | 24,455.54 | 95      | PRESTAMO AYUDATE  | 675.47     | EXEN BASE EXENTA            | 2,191.20  |
|              |                         |           |         |                   |            | PGR1 PERC. GRAVADA TIPO 1   | 7,336.66  |
|              |                         |           |         |                   |            | PGR2 PERC. GRAVADA TIPO 2   | 22,264.34 |
|              |                         |           |         |                   |            | PERC TOTAL PERCEPCIONES     | 31,792.20 |
|              |                         |           |         |                   |            | DEDU TOTAL DEDUCCIONES      | 12,152.98 |
|              |                         |           |         |                   |            | 3%FV 3% FONDO DE VIVIENDA   | 196.76    |
|              |                         |           |         |                   |            | FOND FONDO PENSIONES EMPRES | 983.80    |
|              |                         |           |         |                   |            | SEDARSEDAR                  | 131.17    |
|              |                         |           |         |                   |            | AGUI PROVISION AGUINALDO    | 2,747.88  |
|              |                         |           |         |                   |            | TOTA NOMINA EN EFECTIVO     | 19,639.22 |
| 206-005      | HERNANDEZ FLORES PAUL   |           |         |                   |            |                             |           |
| T.EMP:       | PERMANENTE              | 364.37    |         | 658.78            | OPERADOR A |                             |           |
| 01           | SUELDO                  | 5,465.55  | 51      | ISPT              | 1,019.92   | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02           | DESPENSA                | 463.00    | 54      | FONDO PENSIONES   | 754.25     | 51AG ISPT AGUINALDO         | 4,755.66  |
| 03           | TRANSPORTE              | 315.00    | 58      | CUOTA SINDICAL    | 65.59      | IMP1 ISPT ART. 113 LISR     | 1,019.92  |
| 07           | PRIMA INSALUBRE         | 1,093.11  | 65      | OTRAS DEDUCCIONES | 1,800.00   | IMP2 ISPT ART. 142          | 4,755.66  |
| 30           | AGUINALDO               | 24,455.54 |         |                   |            | EXEN BASE EXENTA            | 2,191.20  |
|              |                         |           |         |                   |            | PGR1 PERC. GRAVADA TIPO 1   | 7,336.66  |
|              |                         |           |         |                   |            | PGR2 PERC. GRAVADA TIPO 2   | 22,264.34 |
|              |                         |           |         |                   |            | PERC TOTAL PERCEPCIONES     | 31,792.20 |
|              |                         |           |         |                   |            | DEDU TOTAL DEDUCCIONES      | 3,639.76  |
|              |                         |           |         |                   |            | 3%FV 3% FONDO DE VIVIENDA   | 196.76    |
|              |                         |           |         |                   |            | FOND FONDO PENSIONES EMPRES | 983.80    |
|              |                         |           |         |                   |            | SEDARSEDAR                  | 131.17    |
|              |                         |           |         |                   |            | AGUI PROVISION AGUINALDO    | 2,747.88  |
|              |                         |           |         |                   |            | TOTA NOMINA EN EFECTIVO     | 28,152.44 |
| 206-006      | MORENO MARTINEZ SERGIO  |           |         |                   |            |                             |           |
| T.EMP:       | PERMANENTE              | 347.77    |         | 629.71            | OPERADOR B |                             |           |
| 01           | SUELDO                  | 5,216.55  | 51      | ISPT              | 953.43     | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02           | DESPENSA                | 457.50    | 54      | FONDO PENSIONES   | 719.88     | 51AG ISPT AGUINALDO         | 4,534.02  |
| 03           | TRANSPORTE              | 308.00    | 58      | CUOTA SINDICAL    | 62.60      | IMP1 ISPT ART. 113 LISR     | 953.43    |
| 07           | PRIMA INSALUBRE         | 1,043.31  | 65      | OTRAS DEDUCCIONES | 2,217.00   | IMP2 ISPT ART. 142          | 4,534.02  |
| 30           | AGUINALDO               | 23,417.87 |         |                   |            | EXEN BASE EXENTA            | 2,191.20  |
|              |                         |           |         |                   |            | PGR1 PERC. GRAVADA TIPO 1   | 7,025.36  |
|              |                         |           |         |                   |            | PGR2 PERC. GRAVADA TIPO 2   | 21,226.67 |
|              |                         |           |         |                   |            | PERC TOTAL PERCEPCIONES     | 30,443.23 |
|              |                         |           |         |                   |            | DEDU TOTAL DEDUCCIONES      | 3,952.91  |
|              |                         |           |         |                   |            | 3%FV 3% FONDO DE VIVIENDA   | 187.80    |
|              |                         |           |         |                   |            | FOND FONDO PENSIONES EMPRES | 938.98    |
|              |                         |           |         |                   |            | SEDARSEDAR                  | 125.20    |
|              |                         |           |         |                   |            | AGUI PROVISION AGUINALDO    | 2,648.43  |
|              |                         |           |         |                   |            | TOTA NOMINA EN EFECTIVO     | 26,490.32 |
| 372-002      | MARTINEZ PADILLA CARLOS |           |         |                   |            |                             |           |
| T.EMP:       | PERMANENTE              | 364.37    |         | 672.65            | OPERADOR A |                             |           |
| 01           | SUELDO                  | 5,465.55  | 51      | ISPT              | 1,019.92   | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02           | DESPENSA                | 463.00    | 54      | FONDO PENSIONES   | 754.25     | 51AG ISPT AGUINALDO         | 4,755.66  |
| 03           | TRANSPORTE              | 315.00    | 58      | CUOTA SINDICAL    | 65.59      | IMP1 ISPT ART. 113 LISR     | 1,019.92  |
| 07           | PRIMA INSALUBRE         | 1,093.11  | 65      | OTRAS DEDUCCIONES | 2,117.00   | IMP2 ISPT ART. 142          | 4,755.66  |
| 30           | AGUINALDO               | 24,455.54 |         |                   |            | EXEN BASE EXENTA            | 2,191.20  |
|              |                         |           |         |                   |            | PGR1 PERC. GRAVADA TIPO 1   | 7,336.66  |
|              |                         |           |         |                   |            | PGR2 PERC. GRAVADA TIPO 2   | 22,264.34 |
|              |                         |           |         |                   |            | PERC TOTAL PERCEPCIONES     | 31,792.20 |
|              |                         |           |         |                   |            | DEDU TOTAL DEDUCCIONES      | 3,956.76  |
|              |                         |           |         |                   |            | 3%FV 3% FONDO DE VIVIENDA   | 196.76    |



| Clave   | Nombre                          | S.Diario  | S.Integ | PERCEPCIONES      | DEDUCCIONES      | CONCEPTOS                   |           |
|---------|---------------------------------|-----------|---------|-------------------|------------------|-----------------------------|-----------|
|         |                                 |           |         |                   |                  | FOND FONDO PENSIONES EMPRES | 983.80    |
|         |                                 |           |         |                   |                  | SEDARSEDAR                  | 131.17    |
|         |                                 |           |         |                   |                  | AGUI PROVISION AGUINALDO    | 2,747.88  |
|         |                                 |           |         |                   |                  | TOTA NOMINA EN EFECTIVO     | 27,835.44 |
| 373-002 | CARRILLO MENDOZA CARLOS EDUARDO |           |         |                   |                  |                             |           |
| T.EMP:  | PERMANENTE                      | 467.47    |         | 828.25            | JEFE DE PLANTA A |                             |           |
| 01      | SUELDO                          | 7,012.05  | 51      | ISPT              | 1,406.92         | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02      | DESPENSA                        | 434.50    | 54      | FONDO PENSIONES   | 967.66           | 51AG ISPT AGUINALDO         | 6,045.66  |
| 03      | TRANSPORTE                      | 299.50    | 58      | CUOTA SINDICAL    | 84.14            | IMP1 ISPT ART. 113 LISR     | 1,406.92  |
| 07      | PRIMA INSALUBRE                 | 1,402.41  | 65      | OTRAS DEDUCCIONES | 2,765.00         | IMP2 ISPT ART. 142          | 6,045.66  |
| 30      | AGUINALDO                       | 30,494.87 |         |                   |                  | EXEN BASE EXENTA            | 2,191.20  |
|         |                                 |           |         |                   |                  | PGR1 PERC. GRAVADA TIPO 1   | 9,148.45  |
|         |                                 |           |         |                   |                  | PGR2 PERC. GRAVADA TIPO 2   | 28,303.67 |
|         |                                 |           |         |                   |                  | PERC TOTAL PERCEPCIONES     | 39,643.33 |
|         |                                 |           |         |                   |                  | DEDU TOTAL DEDUCCIONES      | 5,223.72  |
|         |                                 |           |         |                   |                  | 3%FV 3% FONDO DE VIVIENDA   | 252.43    |
|         |                                 |           |         |                   |                  | FOND FONDO PENSIONES EMPRES | 1,262.17  |
|         |                                 |           |         |                   |                  | SEDARSEDAR                  | 168.29    |
|         |                                 |           |         |                   |                  | AGUI PROVISION AGUINALDO    | 3,154.41  |
|         |                                 |           |         |                   |                  | TOTA NOMINA EN EFECTIVO     | 34,419.61 |
| 373-003 | MOZQUEDA NOLAZCO CARLO MAGNO    |           |         |                   |                  |                             |           |
| T.EMP:  | PERMANENTE                      | 347.77    |         | 629.71            | OPERADOR B       |                             |           |
| 01      | SUELDO                          | 5,216.55  | 51      | ISPT              | 953.43           | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02      | DESPENSA                        | 457.50    | 54      | FONDO PENSIONES   | 719.88           | 51AG ISPT AGUINALDO         | 4,534.02  |
| 03      | TRANSPORTE                      | 308.00    | 58      | CUOTA SINDICAL    | 62.60            | IMP1 ISPT ART. 113 LISR     | 953.43    |
| 07      | PRIMA INSALUBRE                 | 1,043.31  | 65      | OTRAS DEDUCCIONES | 3,130.37         | IMP2 ISPT ART. 142          | 4,534.02  |
| 30      | AGUINALDO                       | 23,417.87 |         |                   |                  | EXEN BASE EXENTA            | 2,191.20  |
|         |                                 |           |         |                   |                  | PGR1 PERC. GRAVADA TIPO 1   | 7,025.36  |
|         |                                 |           |         |                   |                  | PGR2 PERC. GRAVADA TIPO 2   | 21,226.67 |
|         |                                 |           |         |                   |                  | PERC TOTAL PERCEPCIONES     | 30,443.23 |
|         |                                 |           |         |                   |                  | DEDU TOTAL DEDUCCIONES      | 4,866.28  |
|         |                                 |           |         |                   |                  | 3%FV 3% FONDO DE VIVIENDA   | 187.80    |
|         |                                 |           |         |                   |                  | FOND FONDO PENSIONES EMPRES | 938.98    |
|         |                                 |           |         |                   |                  | SEDARSEDAR                  | 125.20    |
|         |                                 |           |         |                   |                  | AGUI PROVISION AGUINALDO    | 2,648.43  |
|         |                                 |           |         |                   |                  | TOTA NOMINA EN EFECTIVO     | 25,576.95 |
| 373-004 | ZUÑIGA ZARAGOZA HECTOR MANUEL   |           |         |                   |                  |                             |           |
| T.EMP:  | PERMANENTE                      | 347.77    |         | 645.32            | OPERADOR B       |                             |           |
| 01      | SUELDO                          | 5,216.55  | 51      | ISPT              | 953.43           | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02      | DESPENSA                        | 457.50    | 54      | FONDO PENSIONES   | 719.88           | 51AG ISPT AGUINALDO         | 4,534.02  |
| 03      | TRANSPORTE                      | 308.00    | 58      | CUOTA SINDICAL    | 62.60            | IMP1 ISPT ART. 113 LISR     | 953.43    |
| 07      | PRIMA INSALUBRE                 | 1,043.31  | 65      | OTRAS DEDUCCIONES | 2,009.00         | IMP2 ISPT ART. 142          | 4,534.02  |
| 30      | AGUINALDO                       | 23,417.87 |         |                   |                  | EXEN BASE EXENTA            | 2,191.20  |
|         |                                 |           |         |                   |                  | PGR1 PERC. GRAVADA TIPO 1   | 7,025.36  |
|         |                                 |           |         |                   |                  | PGR2 PERC. GRAVADA TIPO 2   | 21,226.67 |
|         |                                 |           |         |                   |                  | PERC TOTAL PERCEPCIONES     | 30,443.23 |
|         |                                 |           |         |                   |                  | DEDU TOTAL DEDUCCIONES      | 3,744.91  |
|         |                                 |           |         |                   |                  | 3%FV 3% FONDO DE VIVIENDA   | 187.80    |
|         |                                 |           |         |                   |                  | FOND FONDO PENSIONES EMPRES | 938.98    |
|         |                                 |           |         |                   |                  | SEDARSEDAR                  | 125.20    |
|         |                                 |           |         |                   |                  | AGUI PROVISION AGUINALDO    | 2,648.43  |
|         |                                 |           |         |                   |                  | TOTA NOMINA EN EFECTIVO     | 26,698.32 |
| 373-006 | BIZARRO GARCIA JONATHAN         |           |         |                   |                  |                             |           |
| T.EMP:  | PERMANENTE                      | 364.37    |         | 658.78            | OPERADOR A       |                             |           |

| Clave   | Nombre                    | S.Diario  | S.Integ | DEDUCCIONES       | CONCEPTOS                           |
|---------|---------------------------|-----------|---------|-------------------|-------------------------------------|
| <hr/>   |                           |           |         |                   |                                     |
|         | PERCEPCIONES              |           |         |                   |                                     |
| 01      | SUELDO                    | 5,465.55  | 51      | ISPT              | DVIG DIAS DE VIGENCIA 15.00         |
| 02      | DESPENSA                  | 463.00    | 54      | FONDO PENSIONES   | 51AG ISPT AGUINALDO 4,755.66        |
| 03      | TRANSPORTE                | 315.00    | 58      | CUOTA SINDICAL    | IMP1 ISPT ART. 113 LISR 1,019.92    |
| 07      | PRIMA INSALUBRE           | 1,093.11  | 65      | OTRAS DEDUCCIONES | IMP2 ISPT ART. 142 4,755.66         |
| 30      | AGUINALDO                 | 24,455.54 |         |                   | EXEN BASE EXENTA 2,191.20           |
|         |                           |           |         |                   | PGR1 PERC. GRAVADA TIPO 1 7,336.66  |
|         |                           |           |         |                   | PGR2 PERC. GRAVADA TIPO 2 22,264.34 |
|         |                           |           |         |                   | PERC TOTAL PERCEPCIONES 31,792.20   |
|         |                           |           |         |                   | DEDU TOTAL DEDUCCIONES 4,656.89     |
|         |                           |           |         |                   | 3%FV 3% FONDO DE VIVIENDA 196.76    |
|         |                           |           |         |                   | FOND FONDO PENSIONES EMPRES 983.80  |
|         |                           |           |         |                   | SEDARSEDAR 131.17                   |
|         |                           |           |         |                   | AGUI PROVISION AGUINALDO 2,747.88   |
|         |                           |           |         |                   | TOTA NOMINA EN EFECTIVO 27,135.31   |
| <hr/>   |                           |           |         |                   |                                     |
| 374-003 | CONTRERAS FLORES ABELARDO |           |         |                   |                                     |
| T.EMP:  | PERMANENTE                | 364.37    |         | 666.93            | OPERADOR A                          |
| 01      | SUELDO                    | 5,465.55  | 51      | ISPT              | DVIG DIAS DE VIGENCIA 15.00         |
| 02      | DESPENSA                  | 463.00    | 54      | FONDO PENSIONES   | 51AG ISPT AGUINALDO 4,755.66        |
| 03      | TRANSPORTE                | 315.00    | 58      | CUOTA SINDICAL    | IMP1 ISPT ART. 113 LISR 1,019.92    |
| 07      | PRIMA INSALUBRE           | 1,093.11  | 65      | OTRAS DEDUCCIONES | IMP2 ISPT ART. 142 4,755.66         |
| 30      | AGUINALDO                 | 24,455.54 |         |                   | EXEN BASE EXENTA 2,191.20           |
|         |                           |           |         |                   | PGR1 PERC. GRAVADA TIPO 1 7,336.66  |
|         |                           |           |         |                   | PGR2 PERC. GRAVADA TIPO 2 22,264.34 |
|         |                           |           |         |                   | PERC TOTAL PERCEPCIONES 31,792.20   |
|         |                           |           |         |                   | DEDU TOTAL DEDUCCIONES 4,026.76     |
|         |                           |           |         |                   | 3%FV 3% FONDO DE VIVIENDA 196.76    |
|         |                           |           |         |                   | FOND FONDO PENSIONES EMPRES 983.80  |
|         |                           |           |         |                   | SEDARSEDAR 131.17                   |
|         |                           |           |         |                   | AGUI PROVISION AGUINALDO 2,747.88   |
|         |                           |           |         |                   | TOTA NOMINA EN EFECTIVO 27,765.44   |
| <hr/>   |                           |           |         |                   |                                     |
| 374-004 | ORTIZ RAYGOZA OSWALDO     |           |         |                   |                                     |
| T.EMP:  | PERMANENTE                | 364.37    |         | 664.89            | OPERADOR A                          |
| 01      | SUELDO                    | 5,465.55  | 51      | ISPT              | DVIG DIAS DE VIGENCIA 15.00         |
| 02      | DESPENSA                  | 463.00    | 54      | FONDO PENSIONES   | 51AG ISPT AGUINALDO 4,755.66        |
| 03      | TRANSPORTE                | 315.00    | 58      | CUOTA SINDICAL    | IMP1 ISPT ART. 113 LISR 1,019.92    |
| 07      | PRIMA INSALUBRE           | 1,093.11  | 65      | OTRAS DEDUCCIONES | IMP2 ISPT ART. 142 4,755.66         |
| 30      | AGUINALDO                 | 24,455.54 |         |                   | EXEN BASE EXENTA 2,191.20           |
|         |                           |           |         |                   | PGR1 PERC. GRAVADA TIPO 1 7,336.66  |
|         |                           |           |         |                   | PGR2 PERC. GRAVADA TIPO 2 22,264.34 |
|         |                           |           |         |                   | PERC TOTAL PERCEPCIONES 31,792.20   |
|         |                           |           |         |                   | DEDU TOTAL DEDUCCIONES 4,636.11     |
|         |                           |           |         |                   | 3%FV 3% FONDO DE VIVIENDA 196.76    |
|         |                           |           |         |                   | FOND FONDO PENSIONES EMPRES 983.80  |
|         |                           |           |         |                   | SEDARSEDAR 131.17                   |
|         |                           |           |         |                   | AGUI PROVISION AGUINALDO 2,747.88   |
|         |                           |           |         |                   | TOTA NOMINA EN EFECTIVO 27,156.09   |
| <hr/>   |                           |           |         |                   |                                     |
| 376-002 | ALVAREZ MARIN SERGIO      |           |         |                   |                                     |
| T.EMP:  | PERMANENTE                | 402.90    |         | 724.00            | JEFE DE PLANTA C                    |
| 01      | SUELDO                    | 6,043.50  | 51      | ISPT              | DVIG DIAS DE VIGENCIA 15.00         |
| 02      | DESPENSA                  | 478.50    | 54      | FONDO PENSIONES   | 51AG ISPT AGUINALDO 5,271.53        |
| 03      | TRANSPORTE                | 330.50    | 58      | CUOTA SINDICAL    | IMP1 ISPT ART. 113 LISR 1,174.68    |
| 07      | PRIMA INSALUBRE           | 1,208.70  | 65      | OTRAS DEDUCCIONES | IMP2 ISPT ART. 142 5,271.53         |
| 30      | AGUINALDO                 | 26,870.67 | 95      | PRESTAMO AYUDATE  | EXEN BASE EXENTA 2,191.20           |
|         |                           |           |         |                   | PGR1 PERC. GRAVADA TIPO 1 8,061.20  |
|         |                           |           |         |                   | PGR2 PERC. GRAVADA TIPO 2 24,679.46 |

| Clave      | Nombre                         | S.Diario  | S.Integ | PERCEPCIONES             | DEDUCCIONES | CONCEPTOS               |                             |           |
|------------|--------------------------------|-----------|---------|--------------------------|-------------|-------------------------|-----------------------------|-----------|
|            |                                |           |         |                          |             |                         | PERC TOTAL PERCEPCIONES     | 34,931.87 |
|            |                                |           |         |                          |             |                         | DEDU TOTAL DEDUCCIONES      | 5,459.94  |
|            |                                |           |         |                          |             |                         | 3%FV 3% FONDO DE VIVIENDA   | 217.57    |
|            |                                |           |         |                          |             |                         | FOND FONDO PENSIONES EMPRES | 1,087.83  |
|            |                                |           |         |                          |             |                         | SEDARSEDAR                  | 145.04    |
|            |                                |           |         |                          |             |                         | AGUI PROVISION AGUINALDO    | 2,979.51  |
|            |                                |           |         |                          |             |                         | TOTA NOMINA EN EFECTIVO     | 29,471.93 |
|            |                                |           |         |                          |             |                         |                             |           |
| 398-002    | CERVANTES RAMIREZ LUIS ROBERTO |           |         |                          |             |                         |                             |           |
| T.EMP:     | PERMANENTE                     | 402.90    | 724.00  | TECNICO EN MANTENIMIENTO |             |                         |                             |           |
| 01         | SUELDO                         | 6,043.50  | 51      | ISPT                     | 1,174.68    | DVIG DIAS DE VIGENCIA   | 15.00                       |           |
| 02         | DESPENSA                       | 478.50    | 54      | FONDO PENSIONES          | 834.00      | 51AG ISPT AGUINALDO     | 5,271.53                    |           |
| 03         | TRANSPORTE                     | 330.50    | 58      | CUOTA SINDICAL           | 72.52       | IMP1 ISPT ART. 113 LISR | 1,174.68                    |           |
| 07         | PRIMA INSALUBRE                | 1,208.70  | 65      | OTRAS DEDUCCIONES        | 11,169.61   | IMP2 ISPT ART. 142      | 5,271.53                    |           |
| 30         | AGUINALDO                      | 26,870.67 |         |                          |             | EXEN BASE EXENTA        | 2,191.20                    |           |
|            |                                |           |         |                          |             |                         | PGR1 PERC. GRAVADA TIPO 1   | 8,061.20  |
|            |                                |           |         |                          |             |                         | PGR2 PERC. GRAVADA TIPO 2   | 24,679.46 |
|            |                                |           |         |                          |             |                         | PERC TOTAL PERCEPCIONES     | 34,931.87 |
|            |                                |           |         |                          |             |                         | DEDU TOTAL DEDUCCIONES      | 13,250.81 |
|            |                                |           |         |                          |             |                         | 3%FV 3% FONDO DE VIVIENDA   | 217.57    |
|            |                                |           |         |                          |             |                         | FOND FONDO PENSIONES EMPRES | 1,087.83  |
|            |                                |           |         |                          |             |                         | SEDARSEDAR                  | 145.04    |
|            |                                |           |         |                          |             |                         | AGUI PROVISION AGUINALDO    | 2,979.51  |
|            |                                |           |         |                          |             |                         | TOTA NOMINA EN EFECTIVO     | 21,681.06 |
|            |                                |           |         |                          |             |                         |                             |           |
| 46-200-002 | ASCENCIO MARTINEZ ROSENDO      |           |         |                          |             |                         |                             |           |
| T.EMP:     | PERMANENTE                     | 347.77    | 634.58  | OPERADOR B               |             |                         |                             |           |
| 01         | SUELDO                         | 5,216.55  | 51      | ISPT                     | 953.43      | DVIG DIAS DE VIGENCIA   | 15.00                       |           |
| 02         | DESPENSA                       | 457.50    | 54      | FONDO PENSIONES          | 719.88      | 51AG ISPT AGUINALDO     | 4,534.02                    |           |
| 03         | TRANSPORTE                     | 308.00    | 58      | CUOTA SINDICAL           | 62.60       | IMP1 ISPT ART. 113 LISR | 953.43                      |           |
| 07         | PRIMA INSALUBRE                | 1,043.31  | 65      | OTRAS DEDUCCIONES        | 2,017.00    | IMP2 ISPT ART. 142      | 4,534.02                    |           |
| 30         | AGUINALDO                      | 23,417.87 |         |                          |             | EXEN BASE EXENTA        | 2,191.20                    |           |
|            |                                |           |         |                          |             |                         | PGR1 PERC. GRAVADA TIPO 1   | 7,025.36  |
|            |                                |           |         |                          |             |                         | PGR2 PERC. GRAVADA TIPO 2   | 21,226.67 |
|            |                                |           |         |                          |             |                         | PERC TOTAL PERCEPCIONES     | 30,443.23 |
|            |                                |           |         |                          |             |                         | DEDU TOTAL DEDUCCIONES      | 3,752.91  |
|            |                                |           |         |                          |             |                         | 3%FV 3% FONDO DE VIVIENDA   | 187.80    |
|            |                                |           |         |                          |             |                         | FOND FONDO PENSIONES EMPRES | 938.98    |
|            |                                |           |         |                          |             |                         | SEDARSEDAR                  | 125.20    |
|            |                                |           |         |                          |             |                         | AGUI PROVISION AGUINALDO    | 2,648.43  |
|            |                                |           |         |                          |             |                         | TOTA NOMINA EN EFECTIVO     | 26,690.32 |
|            |                                |           |         |                          |             |                         |                             |           |
| 46-204-008 | ASCENCIO ZARAGOZA JOSE ANTONIO |           |         |                          |             |                         |                             |           |
| T.EMP:     | PERMANENTE                     | 364.37    | 661.21  | OPERADOR A               |             |                         |                             |           |
| 01         | SUELDO                         | 5,465.55  | 51      | ISPT                     | 1,019.92    | DVIG DIAS DE VIGENCIA   | 15.00                       |           |
| 02         | DESPENSA                       | 463.00    | 54      | FONDO PENSIONES          | 754.25      | 51AG ISPT AGUINALDO     | 4,755.66                    |           |
| 03         | TRANSPORTE                     | 315.00    | 58      | CUOTA SINDICAL           | 65.59       | IMP1 ISPT ART. 113 LISR | 1,019.92                    |           |
| 07         | PRIMA INSALUBRE                | 1,093.11  | 65      | OTRAS DEDUCCIONES        | 2,117.00    | IMP2 ISPT ART. 142      | 4,755.66                    |           |
| 30         | AGUINALDO                      | 24,455.54 |         |                          |             | EXEN BASE EXENTA        | 2,191.20                    |           |
|            |                                |           |         |                          |             |                         | PGR1 PERC. GRAVADA TIPO 1   | 7,336.66  |
|            |                                |           |         |                          |             |                         | PGR2 PERC. GRAVADA TIPO 2   | 22,264.34 |
|            |                                |           |         |                          |             |                         | PERC TOTAL PERCEPCIONES     | 31,792.20 |
|            |                                |           |         |                          |             |                         | DEDU TOTAL DEDUCCIONES      | 3,956.76  |
|            |                                |           |         |                          |             |                         | 3%FV 3% FONDO DE VIVIENDA   | 196.76    |
|            |                                |           |         |                          |             |                         | FOND FONDO PENSIONES EMPRES | 983.80    |
|            |                                |           |         |                          |             |                         | SEDARSEDAR                  | 131.17    |
|            |                                |           |         |                          |             |                         | AGUI PROVISION AGUINALDO    | 2,747.88  |
|            |                                |           |         |                          |             |                         | TOTA NOMINA EN EFECTIVO     | 27,835.44 |

| Clave                                   | Nombre          | S.Diario  | S.Integ | PERCEPCIONES         | DEDUCCIONES | CONCEPTOS                           |
|---|-----------------|-----------|---------|----------------------|-------------|-------------------------------------|
| 50-043-008 ENCISO GUERRERO PEDRO        |                 |           |         |                      |             |                                     |
| T.EMP:                                  | PERMANENTE      | 364.37    | 658.78  | OPERADOR A           |             |                                     |
| 01                                      | SUELDO          | 5,465.55  | 51      | ISPT                 | 1,019.92    | DVIG DIAS DE VIGENCIA 15.00         |
| 02                                      | DESPENSA        | 463.00    | 54      | FONDO PENSIONES      | 754.25      | 51AG ISPT AGUINALDO 4,755.66        |
| 03                                      | TRANSPORTE      | 315.00    | 58      | CUOTA SINDICAL       | 65.59       | IMP1 ISPT ART. 113 LISR 1,019.92    |
| 07                                      | PRIMA INSALUBRE | 1,093.11  | 65      | OTRAS DEDUCCIONES    | 2,117.00    | IMP2 ISPT ART. 142 4,755.66         |
| 30                                      | AGUINALDO       | 24,455.54 |         |                      |             | EXEN BASE EXENTA 2,191.20           |
|   |                 |           |         |                      |             | PGR1 PERC. GRAVADA TIPO 1 7,336.66  |
|   |                 |           |         |                      |             | PGR2 PERC. GRAVADA TIPO 2 22,264.34 |
|   |                 |           |         |                      |             | PERC TOTAL PERCEPCIONES 31,792.20   |
|   |                 |           |         |                      |             | DEDU TOTAL DEDUCCIONES 3,956.76     |
|   |                 |           |         |                      |             | 3%FV 3% FONDO DE VIVIENDA 196.76    |
|   |                 |           |         |                      |             | FOND FONDO PENSIONES EMPRES 983.80  |
|   |                 |           |         |                      |             | SEDARSEDAR 131.17                   |
|   |                 |           |         |                      |             | AGUI PROVISION AGUINALDO 2,747.88   |
|   |                 |           |         |                      |             | TOTA NOMINA EN EFECTIVO 27,835.44   |
| 531-002 HERNANDEZ VELASCO DAMIAN        |                 |           |         |                      |             |                                     |
| T.EMP:                                  | PERMANENTE      | 364.37    | 656.34  | OPERADOR A           |             |                                     |
| 01                                      | SUELDO          | 5,465.55  | 51      | ISPT                 | 1,019.92    | DVIG DIAS DE VIGENCIA 15.00         |
| 02                                      | DESPENSA        | 463.00    | 54      | FONDO PENSIONES      | 754.25      | 51AG ISPT AGUINALDO 4,755.66        |
| 03                                      | TRANSPORTE      | 315.00    | 58      | CUOTA SINDICAL       | 65.59       | IMP1 ISPT ART. 113 LISR 1,019.92    |
| 07                                      | PRIMA INSALUBRE | 1,093.11  | 65      | OTRAS DEDUCCIONES    | 1,299.21    | IMP2 ISPT ART. 142 4,755.66         |
| 30                                      | AGUINALDO       | 24,455.54 |         |                      |             | EXEN BASE EXENTA 2,191.20           |
|   |                 |           |         |                      |             | PGR1 PERC. GRAVADA TIPO 1 7,336.66  |
|   |                 |           |         |                      |             | PGR2 PERC. GRAVADA TIPO 2 22,264.34 |
|   |                 |           |         |                      |             | PERC TOTAL PERCEPCIONES 31,792.20   |
|   |                 |           |         |                      |             | DEDU TOTAL DEDUCCIONES 3,138.97     |
|   |                 |           |         |                      |             | 3%FV 3% FONDO DE VIVIENDA 196.76    |
|   |                 |           |         |                      |             | FOND FONDO PENSIONES EMPRES 983.80  |
|   |                 |           |         |                      |             | SEDARSEDAR 131.17                   |
|   |                 |           |         |                      |             | AGUI PROVISION AGUINALDO 2,747.88   |
|   |                 |           |         |                      |             | TOTA NOMINA EN EFECTIVO 28,653.23   |
| 531-003 SANCHEZ FUENTES FELIPE DE JESUS |                 |           |         |                      |             |                                     |
| T.EMP:                                  | PERMANENTE      | 347.77    | 627.27  | OPERADOR B           |             |                                     |
| 01                                      | SUELDO          | 5,216.55  | 51      | ISPT                 | 953.43      | DVIG DIAS DE VIGENCIA 15.00         |
| 02                                      | DESPENSA        | 457.50    | 54      | FONDO PENSIONES      | 719.88      | 51AG ISPT AGUINALDO 4,534.02        |
| 03                                      | TRANSPORTE      | 308.00    | 58      | CUOTA SINDICAL       | 62.60       | IMP1 ISPT ART. 113 LISR 953.43      |
| 07                                      | PRIMA INSALUBRE | 1,043.31  | 65      | OTRAS DEDUCCIONES    | 2,017.00    | IMP2 ISPT ART. 142 4,534.02         |
| 30                                      | AGUINALDO       | 23,417.87 | 92      | PRESTAMO TU NOMINA P | 1,181.80    | EXEN BASE EXENTA 2,191.20           |
|   |                 |           | 95      | PRESTAMO AYUDATE     | 952.26      | PGR1 PERC. GRAVADA TIPO 1 7,025.36  |
|   |                 |           |         |                      |             | PGR2 PERC. GRAVADA TIPO 2 21,226.67 |
|   |                 |           |         |                      |             | PERC TOTAL PERCEPCIONES 30,443.23   |
|   |                 |           |         |                      |             | DEDU TOTAL DEDUCCIONES 5,886.97     |
|   |                 |           |         |                      |             | 3%FV 3% FONDO DE VIVIENDA 187.80    |
|   |                 |           |         |                      |             | FOND FONDO PENSIONES EMPRES 938.98  |
|   |                 |           |         |                      |             | SEDARSEDAR 125.20                   |
|   |                 |           |         |                      |             | AGUI PROVISION AGUINALDO 2,648.43   |
|   |                 |           |         |                      |             | TOTA NOMINA EN EFECTIVO 24,556.26   |
| 531-004 PEREZ GARCIA FRANCISCO JAVIER   |                 |           |         |                      |             |                                     |
| T.EMP:                                  | PERMANENTE      | 347.77    | 629.23  | OPERADOR B           |             |                                     |
| 01                                      | SUELDO          | 5,216.55  | 51      | ISPT                 | 953.43      | DVIG DIAS DE VIGENCIA 15.00         |
| 02                                      | DESPENSA        | 457.50    | 54      | FONDO PENSIONES      | 719.88      | 51AG ISPT AGUINALDO 4,534.02        |
| 03                                      | TRANSPORTE      | 308.00    | 58      | CUOTA SINDICAL       | 62.60       | IMP1 ISPT ART. 113 LISR 953.43      |
| 07                                      | PRIMA INSALUBRE | 1,043.31  |         |                      |             | IMP2 ISPT ART. 142 4,534.02         |

| Clave      | Nombre                       | S.Diario  | S.Integ  | PERCEPCIONES                      | DEDUCCIONES | CONCEPTOS                   |           |
|------------|------------------------------|-----------|----------|-----------------------------------|-------------|-----------------------------|-----------|
| 30         | AGUINALDO                    | 23,417.87 |          |                                   |             | EXEN BASE EXENTA            | 2,191.20  |
|            |                              |           |          |                                   |             | PGR1 PERC. GRAVADA TIPO 1   | 7,025.36  |
|            |                              |           |          |                                   |             | PGR2 PERC. GRAVADA TIPO 2   | 21,226.67 |
|            |                              |           |          |                                   |             | PERC TOTAL PERCEPCIONES     | 30,443.23 |
|            |                              |           |          |                                   |             | DEDU TOTAL DEDUCCIONES      | 1,735.91  |
|            |                              |           |          |                                   |             | 3%FV 3% FONDO DE VIVIENDA   | 187.80    |
|            |                              |           |          |                                   |             | FOND FONDO PENSIONES EMPRES | 938.98    |
|            |                              |           |          |                                   |             | SEDARSEDAR                  | 125.20    |
|            |                              |           |          |                                   |             | AGUI PROVISION AGUINALDO    | 2,648.43  |
|            |                              |           |          |                                   |             | TOTA NOMINA EN EFECTIVO     | 28,707.32 |
| 531-025    | GARCIA PEREZ MIGUEL          |           |          |                                   |             |                             |           |
| T.EMP:     | EVENTUAL                     | 347.76    | 505.31   | OPERADOR B                        |             |                             |           |
| 01         | SUELDO                       | 5,216.40  | 51       | ISPT                              | 953.39      | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02         | DESPENSA                     | 457.50    | 58       | CUOTA SINDICAL                    | 62.60       | 51AG ISPT AGUINALDO         | 4,410.84  |
| 03         | TRANSPORTE                   | 308.00    |          |                                   |             | IMP1 ISPT ART. 113 LISR     | 953.39    |
| 07         | PRIMA INSALUBRE              | 1,043.28  |          |                                   |             | IMP2 ISPT ART. 142          | 4,410.84  |
| 30         | AGUINALDO                    | 22,841.20 |          |                                   |             | EXEN BASE EXENTA            | 2,191.20  |
|            |                              |           |          |                                   |             | PGR1 PERC. GRAVADA TIPO 1   | 7,025.18  |
|            |                              |           |          |                                   |             | PGR2 PERC. GRAVADA TIPO 2   | 20,650.00 |
|            |                              |           |          |                                   |             | PERC TOTAL PERCEPCIONES     | 29,866.38 |
|            |                              |           |          |                                   |             | DEDU TOTAL DEDUCCIONES      | 1,015.99  |
|            |                              |           |          |                                   |             | AGUI PROVISION AGUINALDO    | 18,991.80 |
|            |                              |           |          |                                   |             | TOTA NOMINA EN EFECTIVO     | 28,850.39 |
| 57-181-004 | ARTEAGA GARCIA CESAR JOAQUIN |           |          |                                   |             |                             |           |
| T.EMP:     | PERMANENTE                   | 402.90    | 731.30   | TECNICO EN MANTENIMIENTO          |             |                             |           |
| 01         | SUELDO                       | 6,043.50  | 51       | ISPT                              | 1,174.68    | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02         | DESPENSA                     | 478.50    | 54       | FONDO PENSIONES                   | 834.00      | 51AG ISPT AGUINALDO         | 5,271.53  |
| 03         | TRANSPORTE                   | 330.50    | 58       | CUOTA SINDICAL                    | 72.52       | IMP1 ISPT ART. 113 LISR     | 1,174.68  |
| 07         | PRIMA INSALUBRE              | 1,208.70  | 65       | OTRAS DEDUCCIONES                 | 2,348.00    | IMP2 ISPT ART. 142          | 5,271.53  |
| 30         | AGUINALDO                    | 26,870.67 |          |                                   |             | EXEN BASE EXENTA            | 2,191.20  |
|            |                              |           |          |                                   |             | PGR1 PERC. GRAVADA TIPO 1   | 8,061.20  |
|            |                              |           |          |                                   |             | PGR2 PERC. GRAVADA TIPO 2   | 24,679.46 |
|            |                              |           |          |                                   |             | PERC TOTAL PERCEPCIONES     | 34,931.87 |
|            |                              |           |          |                                   |             | DEDU TOTAL DEDUCCIONES      | 4,429.20  |
|            |                              |           |          |                                   |             | 3%FV 3% FONDO DE VIVIENDA   | 217.57    |
|            |                              |           |          |                                   |             | FOND FONDO PENSIONES EMPRES | 1,087.83  |
|            |                              |           |          |                                   |             | SEDARSEDAR                  | 145.04    |
|            |                              |           |          |                                   |             | AGUI PROVISION AGUINALDO    | 2,979.51  |
|            |                              |           |          |                                   |             | TOTA NOMINA EN EFECTIVO     | 30,502.67 |
| 60-039-001 | MENDEZ GOMEZ VICTOR IGNACIO  |           |          |                                   |             |                             |           |
| T.EMP:     | PERMANENTE                   | 1,269.57  | 1,826.00 | GERENTE DE PLANTAS DE TRATAMIENTO |             |                             |           |
| 01         | SUELDO                       | 19,043.55 | 51       | ISPT                              | 4,371.60    | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02         | DESPENSA                     | 918.50    | 54       | FONDO PENSIONES                   | 2,190.01    | 51AG ISPT AGUINALDO         | 19,965.69 |
| 03         | TRANSPORTE                   | 661.00    | 65       | OTRAS DEDUCCIONES                 | 3,000.00    | IMP1 ISPT ART. 113 LISR     | 4,371.60  |
| 30         | AGUINALDO                    | 68,743.50 |          |                                   |             | IMP2 ISPT ART. 142          | 19,965.69 |
|            |                              |           |          |                                   |             | EXEN BASE EXENTA            | 2,191.20  |
|            |                              |           |          |                                   |             | PGR1 PERC. GRAVADA TIPO 1   | 20,623.05 |
|            |                              |           |          |                                   |             | PGR2 PERC. GRAVADA TIPO 2   | 66,552.30 |
|            |                              |           |          |                                   |             | PERC TOTAL PERCEPCIONES     | 89,366.55 |
|            |                              |           |          |                                   |             | DEDU TOTAL DEDUCCIONES      | 9,561.61  |
|            |                              |           |          |                                   |             | 3%FV 3% FONDO DE VIVIENDA   | 571.31    |
|            |                              |           |          |                                   |             | FOND FONDO PENSIONES EMPRES | 2,856.53  |
|            |                              |           |          |                                   |             | SEDARSEDAR                  | 380.87    |
|            |                              |           |          |                                   |             | AGUI PROVISION AGUINALDO    | 9,983.18  |
|            |                              |           |          |                                   |             | TOTA NOMINA EN EFECTIVO     | 79,804.94 |

| Clave                                       | Nombre          | S.Diario  | S.Integ | DEDUCCIONES     | CONCEPTOS                   |           |
|---|-----------------|-----------|---------|-----------------|-----------------------------|-----------|
| PERCEPCIONES                                |                 |           |         |                 |                             |           |
| 62-161-009 BASULTO RIVERA GILBERTO          |                 |           |         |                 |                             |           |
| T.EMP:                                      | PERMANENTE      | 467.07    |         | 849.77          | TECNICO EN POTABILIZACION   |           |
| 01  | SUELDO          | 7,006.05  | 51      | ISPT            |                             | 1,440.09  |
| 02  | DESPENSA        | 557.00    | 54      | FONDO PENSIONES |                             | 966.83    |
| 03  | TRANSPORTE      | 339.50    | 58      | CUOTA SINDICAL  |                             | 84.07     |
| 07  | PRIMA INSALUBRE | 1,401.21  |         |                 |                             |           |
| 30  | AGUINALDO       | 31,012.54 |         |                 |                             |           |
|   |                 |           |         |                 | DVIG DIAS DE VIGENCIA       | 15.00     |
|   |                 |           |         |                 | 51AG ISPT AGUINALDO         | 6,217.80  |
|   |                 |           |         |                 | IMP1 ISPT ART. 113 LISR     | 1,440.09  |
|   |                 |           |         |                 | IMP2 ISPT ART. 142          | 6,217.80  |
|   |                 |           |         |                 | EXEN BASE EXENTA            | 2,191.20  |
|   |                 |           |         |                 | PGR1 PERC. GRAVADA TIPO 1   | 9,303.76  |
|   |                 |           |         |                 | PGR2 PERC. GRAVADA TIPO 2   | 28,821.34 |
|   |                 |           |         |                 | PERC TOTAL PERCEPCIONES     | 40,316.30 |
|   |                 |           |         |                 | DEDU TOTAL DEDUCCIONES      | 2,490.99  |
|   |                 |           |         |                 | 3%FV 3% FONDO DE VIVIENDA   | 252.22    |
|   |                 |           |         |                 | FOND FONDO PENSIONES EMPRES | 1,261.09  |
|   |                 |           |         |                 | SEDARSEDAR                  | 168.15    |
|   |                 |           |         |                 | AGUI PROVISION AGUINALDO    | 3,204.06  |
|   |                 |           |         |                 | TOTA NOMINA EN EFECTIVO     | 37,825.31 |
| 62-194-007 RODRIGUEZ RODRIGUEZ JOSUE FELIPE |                 |           |         |                 |                             |           |
| T.EMP:                                      | PERMANENTE      | 402.90    |         | 733.74          | TECNICO EN MANTENIMIENTO    |           |
| 01  | SUELDO          | 6,043.50  | 51      | ISPT            |                             | 1,174.68  |
| 02  | DESPENSA        | 478.50    | 54      | FONDO PENSIONES |                             | 834.00    |
| 03  | TRANSPORTE      | 330.50    | 58      | CUOTA SINDICAL  |                             | 72.52     |
| 07  | PRIMA INSALUBRE | 1,208.70  |         |                 |                             |           |
| 30  | AGUINALDO       | 26,870.67 |         |                 |                             |           |
|   |                 |           |         |                 | DVIG DIAS DE VIGENCIA       | 15.00     |
|   |                 |           |         |                 | 51AG ISPT AGUINALDO         | 5,271.53  |
|   |                 |           |         |                 | IMP1 ISPT ART. 113 LISR     | 1,174.68  |
|   |                 |           |         |                 | IMP2 ISPT ART. 142          | 5,271.53  |
|   |                 |           |         |                 | EXEN BASE EXENTA            | 2,191.20  |
|   |                 |           |         |                 | PGR1 PERC. GRAVADA TIPO 1   | 8,061.20  |
|   |                 |           |         |                 | PGR2 PERC. GRAVADA TIPO 2   | 24,679.46 |
|   |                 |           |         |                 | PERC TOTAL PERCEPCIONES     | 34,931.87 |
|   |                 |           |         |                 | DEDU TOTAL DEDUCCIONES      | 2,081.20  |
|   |                 |           |         |                 | 3%FV 3% FONDO DE VIVIENDA   | 217.57    |
|   |                 |           |         |                 | FOND FONDO PENSIONES EMPRES | 1,087.83  |
|   |                 |           |         |                 | SEDARSEDAR                  | 145.04    |
|   |                 |           |         |                 | AGUI PROVISION AGUINALDO    | 2,979.51  |
|   |                 |           |         |                 | TOTA NOMINA EN EFECTIVO     | 32,850.67 |
| 63-090-001 MADRIGAL GONZALEZ JOSE           |                 |           |         |                 |                             |           |
| T.EMP:                                      | PERMANENTE      | 654.43    |         | 977.20          | OPERADOR GENERAL DE PLANTA  |           |
| 01  | SUELDO          | 9,816.45  | 51      | ISPT            |                             | 1,777.34  |
| 02  | DESPENSA        | 630.50    | 54      | FONDO PENSIONES |                             | 1,128.89  |
| 03  | TRANSPORTE      | 378.00    |         |                 |                             |           |
| 30  | AGUINALDO       | 36,083.17 |         |                 |                             |           |
|   |                 |           |         |                 | DVIG DIAS DE VIGENCIA       | 15.00     |
|   |                 |           |         |                 | 51AG ISPT AGUINALDO         | 7,971.39  |
|   |                 |           |         |                 | IMP1 ISPT ART. 113 LISR     | 1,777.34  |
|   |                 |           |         |                 | IMP2 ISPT ART. 142          | 7,971.39  |
|   |                 |           |         |                 | EXEN BASE EXENTA            | 2,191.20  |
|   |                 |           |         |                 | PGR1 PERC. GRAVADA TIPO 1   | 10,824.95 |
|   |                 |           |         |                 | PGR2 PERC. GRAVADA TIPO 2   | 33,891.97 |
|   |                 |           |         |                 | PERC TOTAL PERCEPCIONES     | 46,908.12 |
|   |                 |           |         |                 | DEDU TOTAL DEDUCCIONES      | 2,906.23  |
|   |                 |           |         |                 | 3%FV 3% FONDO DE VIVIENDA   | 294.49    |
|   |                 |           |         |                 | FOND FONDO PENSIONES EMPRES | 1,472.47  |
|   |                 |           |         |                 | SEDARSEDAR                  | 196.33    |
|   |                 |           |         |                 | AGUI PROVISION AGUINALDO    | 5,208.14  |
|   |                 |           |         |                 | TOTA NOMINA EN EFECTIVO     | 44,001.89 |
| 63-114-002 HERNANDEZ FLORES MARIO           |                 |           |         |                 |                             |           |
| T.EMP:                                      | PERMANENTE      | 467.47    |         | 835.55          | INGENIERO ELECTROMECHANICO  |           |
| 01  | SUELDO          | 7,012.05  | 51      | ISPT            |                             | 1,406.92  |
| 02  | DESPENSA        | 434.50    | 54      | FONDO PENSIONES |                             | 967.66    |
| 03  | TRANSPORTE      | 299.50    | 58      | CUOTA SINDICAL  |                             | 84.14     |
| 07  | PRIMA INSALUBRE | 1,402.41  |         |                 |                             |           |
|   |                 |           |         |                 | DVIG DIAS DE VIGENCIA       | 15.00     |
|   |                 |           |         |                 | 51AG ISPT AGUINALDO         | 6,045.66  |
|   |                 |           |         |                 | IMP1 ISPT ART. 113 LISR     | 1,406.92  |
|   |                 |           |         |                 | IMP2 ISPT ART. 142          | 6,045.66  |

| Clave      | Nombre                                | S.Diario  | S.Integ | PERCEPCIONES      | DEDUCCIONES | CONCEPTOS   |
|------------|---------------------------------------|-----------|---------|-------------------|-------------|---|
| 30         | AGUINALDO                             | 30,494.87 |         |                   |             | EXEN BASE EXENTA 2,191.20<br>PGR1 PERC. GRAVADA TIPO 1 9,148.45<br>PGR2 PERC. GRAVADA TIPO 2 28,303.67<br>PERC TOTAL PERCEPCIONES 39,643.33<br>DEDU TOTAL DEDUCCIONES 2,458.72<br>3%FV 3% FONDO DE VIVIENDA 252.43<br>FOND FONDO PENSIONES EMPRES 1,262.17<br>SEDARSEDAR 168.29<br>AGUI PROVISION AGUINALDO 3,154.41<br>TOTA NOMINA EN EFECTIVO 37,184.61 |
| 63-194-004 | COVARRUBIAS COVARRUBIAS J MARGARITO   |           |         |                   |             |   |
| T.EMP:     | PERMANENTE                            | 402.90    |         |                   | 731.30      | TECNICO EN MANTENIMIENTO  |
| 01         | SUELDO                                | 6,043.50  | 51      | ISPT              | 1,174.68    | DVIG DIAS DE VIGENCIA 15.00   |
| 02         | DESPENSA                              | 478.50    | 54      | FONDO PENSIONES   | 834.00      | 51AG ISPT AGUINALDO 5,271.53  |
| 03         | TRANSPORTE                            | 330.50    | 58      | CUOTA SINDICAL    | 72.52       | IMP1 ISPT ART. 113 LISR 1,174.68  |
| 07         | PRIMA INSALUBRE                       | 1,208.70  | 65      | OTRAS DEDUCCIONES | 2,348.00    | IMP2 ISPT ART. 142 5,271.53   |
| 30         | AGUINALDO                             | 26,870.67 |         |                   |             | EXEN BASE EXENTA 2,191.20<br>PGR1 PERC. GRAVADA TIPO 1 8,061.20<br>PGR2 PERC. GRAVADA TIPO 2 24,679.46<br>PERC TOTAL PERCEPCIONES 34,931.87<br>DEDU TOTAL DEDUCCIONES 4,429.20<br>3%FV 3% FONDO DE VIVIENDA 217.57<br>FOND FONDO PENSIONES EMPRES 1,087.83<br>SEDARSEDAR 145.04<br>AGUI PROVISION AGUINALDO 2,979.51<br>TOTA NOMINA EN EFECTIVO 30,502.67 |
| 63-203-003 | ATILANO ORTIZ MARIO JAVIER            |           |         |                   |             |   |
| T.EMP:     | PERMANENTE                            | 402.90    |         |                   | 728.87      | TECNICO EN MANTENIMIENTO  |
| 01         | SUELDO                                | 6,043.50  | 51      | ISPT              | 1,174.68    | DVIG DIAS DE VIGENCIA 15.00   |
| 02         | DESPENSA                              | 478.50    | 54      | FONDO PENSIONES   | 834.00      | 51AG ISPT AGUINALDO 5,271.53  |
| 03         | TRANSPORTE                            | 330.50    | 58      | CUOTA SINDICAL    | 72.52       | IMP1 ISPT ART. 113 LISR 1,174.68  |
| 07         | PRIMA INSALUBRE                       | 1,208.70  | 65      | OTRAS DEDUCCIONES | 918.00      | IMP2 ISPT ART. 142 5,271.53   |
| 30         | AGUINALDO                             | 26,870.67 |         |                   |             | EXEN BASE EXENTA 2,191.20<br>PGR1 PERC. GRAVADA TIPO 1 8,061.20<br>PGR2 PERC. GRAVADA TIPO 2 24,679.46<br>PERC TOTAL PERCEPCIONES 34,931.87<br>DEDU TOTAL DEDUCCIONES 2,999.20<br>3%FV 3% FONDO DE VIVIENDA 217.57<br>FOND FONDO PENSIONES EMPRES 1,087.83<br>SEDARSEDAR 145.04<br>AGUI PROVISION AGUINALDO 2,979.51<br>TOTA NOMINA EN EFECTIVO 31,932.67 |
| 640-029    | CORNEJO MARTINEZ BRANCO EDDER GERARDO |           |         |                   |             |   |
| T.EMP:     | PERMANENTE                            | 347.77    |         |                   | 568.51      | OPERADOR B  |
| 01         | SUELDO                                | 5,216.55  | 51      | ISPT              | 953.43      | DVIG DIAS DE VIGENCIA 15.00   |
| 02         | DESPENSA                              | 457.50    | 54      | FONDO PENSIONES   | 719.88      | 51AG ISPT AGUINALDO 3,508.59  |
| 03         | TRANSPORTE                            | 308.00    | 58      | CUOTA SINDICAL    | 62.60       | IMP1 ISPT ART. 113 LISR 953.43  |
| 07         | PRIMA INSALUBRE                       | 1,043.31  |         |                   |             | IMP2 ISPT ART. 142 3,508.59   |
| 30         | AGUINALDO                             | 18,617.20 |         |                   |             | EXEN BASE EXENTA 2,191.20<br>PGR1 PERC. GRAVADA TIPO 1 7,025.36<br>PGR2 PERC. GRAVADA TIPO 2 16,426.00<br>PERC TOTAL PERCEPCIONES 25,642.56<br>DEDU TOTAL DEDUCCIONES 1,735.91<br>3%FV 3% FONDO DE VIVIENDA 187.80<br>FOND FONDO PENSIONES EMPRES 938.98  |

| Clave      | Nombre                      | S.Diario  | S.Integ | PERCEPCIONES               | DEDUCCIONES | CONCEPTOS               |                             |           |
|------------|-----------------------------|-----------|---------|----------------------------|-------------|-------------------------|-----------------------------|-----------|
|            |                             |           |         |                            |             |                         | SEDARSEDAR                  | 125.20    |
|            |                             |           |         |                            |             |                         | AGUI PROVISION AGUINALDO    | 2,515.76  |
|            |                             |           |         |                            |             |                         | TOTA NOMINA EN EFECTIVO     | 23,906.65 |
| -----      |                             |           |         |                            |             |                         |                             |           |
| 64-089-001 | BASULTO RIVERA RAFAEL       |           |         |                            |             |                         |                             |           |
| T.EMP:     | PERMANENTE                  | 654.43    | 991.82  | OPERADOR GENERAL DE PLANTA |             |                         |                             |           |
| 01         | SUELDO                      | 9,816.45  | 51      | ISPT                       | 1,777.34    | DVIG DIAS DE VIGENCIA   | 15.00                       |           |
| 02         | DESPENSA                    | 630.50    | 54      | FONDO PENSIONES            | 1,128.89    | 51AG ISPT AGUINALDO     | 7,971.39                    |           |
| 03         | TRANSPORTE                  | 378.00    | 65      | OTRAS DEDUCCIONES          | 3,195.41    | IMP1 ISPT ART. 113 LISR | 1,777.34                    |           |
| 30         | AGUINALDO                   | 36,083.17 |         |                            |             | IMP2 ISPT ART. 142      | 7,971.39                    |           |
|            |                             |           |         |                            |             |                         | EXEN BASE EXENTA            | 2,191.20  |
|            |                             |           |         |                            |             |                         | PGR1 PERC. GRAVADA TIPO 1   | 10,824.95 |
|            |                             |           |         |                            |             |                         | PGR2 PERC. GRAVADA TIPO 2   | 33,891.97 |
|            |                             |           |         |                            |             |                         | PERC TOTAL PERCEPCIONES     | 46,908.12 |
|            |                             |           |         |                            |             |                         | DEDU TOTAL DEDUCCIONES      | 6,101.64  |
|            |                             |           |         |                            |             |                         | 3%FV 3% FONDO DE VIVIENDA   | 294.49    |
|            |                             |           |         |                            |             |                         | FOND FONDO PENSIONES EMPRES | 1,472.47  |
|            |                             |           |         |                            |             |                         | SEDARSEDAR                  | 196.33    |
|            |                             |           |         |                            |             |                         | AGUI PROVISION AGUINALDO    | 5,208.14  |
|            |                             |           |         |                            |             |                         | TOTA NOMINA EN EFECTIVO     | 40,806.48 |
| -----      |                             |           |         |                            |             |                         |                             |           |
| 64-195-003 | MAYA CORIA ALEJANDRO        |           |         |                            |             |                         |                             |           |
| T.EMP:     | PERMANENTE                  | 467.47    | 833.12  | INGENIERO ELECTROMECANICO  |             |                         |                             |           |
| 01         | SUELDO                      | 7,012.05  | 51      | ISPT                       | 1,406.92    | DVIG DIAS DE VIGENCIA   | 15.00                       |           |
| 02         | DESPENSA                    | 434.50    | 54      | FONDO PENSIONES            | 967.66      | 51AG ISPT AGUINALDO     | 6,045.66                    |           |
| 03         | TRANSPORTE                  | 299.50    | 58      | CUOTA SINDICAL             | 84.14       | IMP1 ISPT ART. 113 LISR | 1,406.92                    |           |
| 07         | PRIMA INSALUBRE             | 1,402.41  | 65      | OTRAS DEDUCCIONES          | 4,369.84    | IMP2 ISPT ART. 142      | 6,045.66                    |           |
| 30         | AGUINALDO                   | 30,494.87 |         |                            |             | EXEN BASE EXENTA        | 2,191.20                    |           |
|            |                             |           |         |                            |             |                         | PGR1 PERC. GRAVADA TIPO 1   | 9,148.45  |
|            |                             |           |         |                            |             |                         | PGR2 PERC. GRAVADA TIPO 2   | 28,303.67 |
|            |                             |           |         |                            |             |                         | PERC TOTAL PERCEPCIONES     | 39,643.33 |
|            |                             |           |         |                            |             |                         | DEDU TOTAL DEDUCCIONES      | 6,828.56  |
|            |                             |           |         |                            |             |                         | 3%FV 3% FONDO DE VIVIENDA   | 252.43    |
|            |                             |           |         |                            |             |                         | FOND FONDO PENSIONES EMPRES | 1,262.17  |
|            |                             |           |         |                            |             |                         | SEDARSEDAR                  | 168.29    |
|            |                             |           |         |                            |             |                         | AGUI PROVISION AGUINALDO    | 3,154.41  |
|            |                             |           |         |                            |             |                         | TOTA NOMINA EN EFECTIVO     | 32,814.77 |
| -----      |                             |           |         |                            |             |                         |                             |           |
| 650-003    | GOMEZ CORREA JOSE EFRAIN    |           |         |                            |             |                         |                             |           |
| T.EMP:     | PERMANENTE                  | 402.90    | 586.94  | TECNICO EN MANTENIMIENTO   |             |                         |                             |           |
| 01         | SUELDO                      | 6,043.50  | 51      | ISPT                       | 1,174.68    | DVIG DIAS DE VIGENCIA   | 15.00                       |           |
| 02         | DESPENSA                    | 478.50    | 54      | FONDO PENSIONES            | 834.00      | 51AG ISPT AGUINALDO     | 5,271.53                    |           |
| 03         | TRANSPORTE                  | 330.50    | 58      | CUOTA SINDICAL             | 72.52       | IMP1 ISPT ART. 113 LISR | 1,174.68                    |           |
| 07         | PRIMA INSALUBRE             | 1,208.70  | 65      | OTRAS DEDUCCIONES          | 2,289.81    | IMP2 ISPT ART. 142      | 5,271.53                    |           |
| 30         | AGUINALDO                   | 26,870.67 | 92      | PRESTAMO TU NOMINA P       | 162.24      | EXEN BASE EXENTA        | 2,191.20                    |           |
|            |                             |           |         |                            |             |                         | PGR1 PERC. GRAVADA TIPO 1   | 8,061.20  |
|            |                             |           |         |                            |             |                         | PGR2 PERC. GRAVADA TIPO 2   | 24,679.46 |
|            |                             |           |         |                            |             |                         | PERC TOTAL PERCEPCIONES     | 34,931.87 |
|            |                             |           |         |                            |             |                         | DEDU TOTAL DEDUCCIONES      | 4,533.25  |
|            |                             |           |         |                            |             |                         | 3%FV 3% FONDO DE VIVIENDA   | 217.57    |
|            |                             |           |         |                            |             |                         | FOND FONDO PENSIONES EMPRES | 1,087.83  |
|            |                             |           |         |                            |             |                         | SEDARSEDAR                  | 145.04    |
|            |                             |           |         |                            |             |                         | AGUI PROVISION AGUINALDO    | 2,979.51  |
|            |                             |           |         |                            |             |                         | TOTA NOMINA EN EFECTIVO     | 30,398.62 |
| -----      |                             |           |         |                            |             |                         |                             |           |
| 650-005    | GONZALEZ ESPARZA EDGAR ABEL |           |         |                            |             |                         |                             |           |
| T.EMP:     | PERMANENTE                  | 347.77    | 627.27  | OPERADOR B                 |             |                         |                             |           |
| 01         | SUELDO                      | 5,216.55  | 51      | ISPT                       | 953.43      | DVIG DIAS DE VIGENCIA   | 15.00                       |           |



| Clave                                   | Nombre          | S.Diario  | S.Integ | PERCEPCIONES      | DEDUCCIONES      | CONCEPTOS                   |           |
|---|-----------------|-----------|---------|-------------------|------------------|-----------------------------|-----------|
| 02                                      | DESPENSA        | 457.50    | 54      | FONDO PENSIONES   | 719.88           | 51AG ISPT AGUINALDO         | 4,534.02  |
| 03                                      | TRANSPORTE      | 308.00    | 58      | CUOTA SINDICAL    | 62.60            | IMP1 ISPT ART. 113 LISR     | 953.43    |
| 07                                      | PRIMA INSALUBRE | 1,043.31  | 65      | OTRAS DEDUCCIONES | 2,884.86         | IMP2 ISPT ART. 142          | 4,534.02  |
| 30                                      | AGUINALDO       | 23,417.87 |         |                   |                  | EXEN BASE EXENTA            | 2,191.20  |
|   |                 |           |         |                   |                  | PGR1 PERC. GRAVADA TIPO 1   | 7,025.36  |
|   |                 |           |         |                   |                  | PGR2 PERC. GRAVADA TIPO 2   | 21,226.67 |
|   |                 |           |         |                   |                  | PERC TOTAL PERCEPCIONES     | 30,443.23 |
|   |                 |           |         |                   |                  | DEDU TOTAL DEDUCCIONES      | 4,620.77  |
|   |                 |           |         |                   |                  | 3%FV 3% FONDO DE VIVIENDA   | 187.80    |
|   |                 |           |         |                   |                  | FOND FONDO PENSIONES EMPRES | 938.98    |
|   |                 |           |         |                   |                  | SEDARSEDAR                  | 125.20    |
|   |                 |           |         |                   |                  | AGUI PROVISION AGUINALDO    | 2,648.43  |
|   |                 |           |         |                   |                  | TOTA NOMINA EN EFECTIVO     | 25,822.46 |
| 65-182-001 CORTES RODRIGUEZ MARIA REYNA |                 |           |         |                   |                  |                             |           |
| T.EMP:                                  | PERMANENTE      | 444.43    |         | 810.73            | JEFE DE PLANTA B |                             |           |
| 01                                      | SUELDO          | 6,666.45  | 51      | ISPT              | 1,350.80         | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02                                      | DESPENSA        | 546.50    | 54      | FONDO PENSIONES   | 919.97           | 51AG ISPT AGUINALDO         | 5,858.61  |
| 03                                      | TRANSPORTE      | 339.50    | 58      | CUOTA SINDICAL    | 80.00            | IMP1 ISPT ART. 113 LISR     | 1,350.80  |
| 07                                      | PRIMA INSALUBRE | 1,333.29  | 65      | OTRAS DEDUCCIONES | 1,700.00         | IMP2 ISPT ART. 142          | 5,858.61  |
| 30                                      | AGUINALDO       | 29,619.14 |         |                   |                  | EXEN BASE EXENTA            | 2,191.20  |
|   |                 |           |         |                   |                  | PGR1 PERC. GRAVADA TIPO 1   | 8,885.74  |
|   |                 |           |         |                   |                  | PGR2 PERC. GRAVADA TIPO 2   | 27,427.94 |
|   |                 |           |         |                   |                  | PERC TOTAL PERCEPCIONES     | 38,504.88 |
|   |                 |           |         |                   |                  | DEDU TOTAL DEDUCCIONES      | 4,050.77  |
|   |                 |           |         |                   |                  | 3%FV 3% FONDO DE VIVIENDA   | 239.99    |
|   |                 |           |         |                   |                  | FOND FONDO PENSIONES EMPRES | 1,199.96  |
|   |                 |           |         |                   |                  | SEDARSEDAR                  | 159.99    |
|   |                 |           |         |                   |                  | AGUI PROVISION AGUINALDO    | 3,070.46  |
|   |                 |           |         |                   |                  | TOTA NOMINA EN EFECTIVO     | 34,454.11 |
| 65-194-003 CORTES RODRIGUEZ FRANCISCO   |                 |           |         |                   |                  |                             |           |
| T.EMP:                                  | PERMANENTE      | 364.37    |         | 664.86            | OPERADOR A       |                             |           |
| 01                                      | SUELDO          | 5,465.55  | 51      | ISPT              | 1,019.92         | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02                                      | DESPENSA        | 463.00    | 54      | FONDO PENSIONES   | 754.25           | 51AG ISPT AGUINALDO         | 4,755.66  |
| 03                                      | TRANSPORTE      | 315.00    | 58      | CUOTA SINDICAL    | 65.59            | IMP1 ISPT ART. 113 LISR     | 1,019.92  |
| 07                                      | PRIMA INSALUBRE | 1,093.11  | 65      | OTRAS DEDUCCIONES | 2,117.00         | IMP2 ISPT ART. 142          | 4,755.66  |
| 30                                      | AGUINALDO       | 24,455.54 |         |                   |                  | EXEN BASE EXENTA            | 2,191.20  |
|   |                 |           |         |                   |                  | PGR1 PERC. GRAVADA TIPO 1   | 7,336.66  |
|   |                 |           |         |                   |                  | PGR2 PERC. GRAVADA TIPO 2   | 22,264.34 |
|   |                 |           |         |                   |                  | PERC TOTAL PERCEPCIONES     | 31,792.20 |
|   |                 |           |         |                   |                  | DEDU TOTAL DEDUCCIONES      | 3,956.76  |
|   |                 |           |         |                   |                  | 3%FV 3% FONDO DE VIVIENDA   | 196.76    |
|   |                 |           |         |                   |                  | FOND FONDO PENSIONES EMPRES | 983.80    |
|   |                 |           |         |                   |                  | SEDARSEDAR                  | 131.17    |
|   |                 |           |         |                   |                  | AGUI PROVISION AGUINALDO    | 2,747.88  |
|   |                 |           |         |                   |                  | TOTA NOMINA EN EFECTIVO     | 27,835.44 |
| 65-194-006 ZUÑIGA HERNANDEZ JOSE LUIS   |                 |           |         |                   |                  |                             |           |
| T.EMP:                                  | PERMANENTE      | 364.37    |         | 663.25            | OPERADOR A       |                             |           |
| 01                                      | SUELDO          | 5,465.55  | 51      | ISPT              | 1,019.92         | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02                                      | DESPENSA        | 463.00    | 54      | FONDO PENSIONES   | 754.25           | 51AG ISPT AGUINALDO         | 4,755.66  |
| 03                                      | TRANSPORTE      | 315.00    | 58      | CUOTA SINDICAL    | 65.59            | IMP1 ISPT ART. 113 LISR     | 1,019.92  |
| 07                                      | PRIMA INSALUBRE | 1,093.11  | 65      | OTRAS DEDUCCIONES | 5,126.38         | IMP2 ISPT ART. 142          | 4,755.66  |
| 30                                      | AGUINALDO       | 24,455.54 |         |                   |                  | EXEN BASE EXENTA            | 2,191.20  |
|   |                 |           |         |                   |                  | PGR1 PERC. GRAVADA TIPO 1   | 7,336.66  |
|   |                 |           |         |                   |                  | PGR2 PERC. GRAVADA TIPO 2   | 22,264.34 |
|   |                 |           |         |                   |                  | PERC TOTAL PERCEPCIONES     | 31,792.20 |

| Clave      | Nombre                    | S.Diario  | S.Integ | DEDUCCIONES       | CONCEPTOS                            |
|------------|---------------------------|-----------|---------|-------------------|--------------------------------------|
| -----      |                           |           |         |                   |                                      |
|            | PERCEPCIONES              |           |         |                   |                                      |
| -----      |                           |           |         |                   |                                      |
|            |                           |           |         |                   | DEDU TOTAL DEDUCCIONES 6,966.14      |
|            |                           |           |         |                   | 3%FV 3% FONDO DE VIVIENDA 196.76     |
|            |                           |           |         |                   | FOND FONDO PENSIONES EMPRES 983.80   |
|            |                           |           |         |                   | SEDARSEDAR 131.17                    |
|            |                           |           |         |                   | AGUI PROVISION AGUINALDO 2,747.88    |
|            |                           |           |         |                   | TOTA NOMINA EN EFECTIVO 24,826.06    |
|            |                           |           |         |                   |                                      |
| 66-182-001 | NAVARRO LOZA JOSE REFUGIO |           |         |                   |                                      |
| T.EMP:     | PERMANENTE                | 402.90    | 733.74  | JEFE DE PLANTA C  |                                      |
| 01         | SUELDO                    | 6,043.50  | 51      | ISPT              | 1,174.68                             |
| 02         | DESPENSA                  | 478.50    | 54      | FONDO PENSIONES   | 834.00                               |
| 03         | TRANSPORTE                | 330.50    | 58      | CUOTA SINDICAL    | 72.52                                |
| 07         | PRIMA INSALUBRE           | 1,208.70  | 65      | OTRAS DEDUCCIONES | 2,946.84                             |
| 30         | AGUINALDO                 | 26,870.67 |         |                   |                                      |
|            |                           |           |         |                   | DVIG DIAS DE VIGENCIA 15.00          |
|            |                           |           |         |                   | 51AG ISPT AGUINALDO 5,271.53         |
|            |                           |           |         |                   | IMP1 ISPT ART. 113 LISR 1,174.68     |
|            |                           |           |         |                   | IMP2 ISPT ART. 142 5,271.53          |
|            |                           |           |         |                   | EXEN BASE EXENTA 2,191.20            |
|            |                           |           |         |                   | PGR1 PERC. GRAVADA TIPO 1 8,061.20   |
|            |                           |           |         |                   | PGR2 PERC. GRAVADA TIPO 2 24,679.46  |
|            |                           |           |         |                   | PERC TOTAL PERCEPCIONES 34,931.87    |
|            |                           |           |         |                   | DEDU TOTAL DEDUCCIONES 5,028.04      |
|            |                           |           |         |                   | 3%FV 3% FONDO DE VIVIENDA 217.57     |
|            |                           |           |         |                   | FOND FONDO PENSIONES EMPRES 1,087.83 |
|            |                           |           |         |                   | SEDARSEDAR 145.04                    |
|            |                           |           |         |                   | AGUI PROVISION AGUINALDO 2,979.51    |
|            |                           |           |         |                   | TOTA NOMINA EN EFECTIVO 29,903.83    |
|            |                           |           |         |                   |                                      |
| 66-194-002 | ACEVES CERVANTES JORGE    |           |         |                   |                                      |
| T.EMP:     | PERMANENTE                | 347.77    | 637.01  | OPERADOR B        |                                      |
| 01         | SUELDO                    | 5,216.55  | 51      | ISPT              | 953.43                               |
| 02         | DESPENSA                  | 457.50    | 54      | FONDO PENSIONES   | 719.88                               |
| 03         | TRANSPORTE                | 308.00    | 58      | CUOTA SINDICAL    | 62.60                                |
| 07         | PRIMA INSALUBRE           | 1,043.31  | 65      | OTRAS DEDUCCIONES | 523.34                               |
| 30         | AGUINALDO                 | 23,417.87 |         |                   |                                      |
|            |                           |           |         |                   | DVIG DIAS DE VIGENCIA 15.00          |
|            |                           |           |         |                   | 51AG ISPT AGUINALDO 4,534.02         |
|            |                           |           |         |                   | IMP1 ISPT ART. 113 LISR 953.43       |
|            |                           |           |         |                   | IMP2 ISPT ART. 142 4,534.02          |
|            |                           |           |         |                   | EXEN BASE EXENTA 2,191.20            |
|            |                           |           |         |                   | PGR1 PERC. GRAVADA TIPO 1 7,025.36   |
|            |                           |           |         |                   | PGR2 PERC. GRAVADA TIPO 2 21,226.67  |
|            |                           |           |         |                   | PERC TOTAL PERCEPCIONES 30,443.23    |
|            |                           |           |         |                   | DEDU TOTAL DEDUCCIONES 2,259.25      |
|            |                           |           |         |                   | 3%FV 3% FONDO DE VIVIENDA 187.80     |
|            |                           |           |         |                   | FOND FONDO PENSIONES EMPRES 938.98   |
|            |                           |           |         |                   | SEDARSEDAR 125.20                    |
|            |                           |           |         |                   | AGUI PROVISION AGUINALDO 2,648.43    |
|            |                           |           |         |                   | TOTA NOMINA EN EFECTIVO 28,183.98    |
|            |                           |           |         |                   |                                      |
| 66-194-003 | BRISEÑO SANCHEZ ANTONIO   |           |         |                   |                                      |
| T.EMP:     | PERMANENTE                | 347.77    | 634.58  | OPERADOR B        |                                      |
| 01         | SUELDO                    | 5,216.55  | 51      | ISPT              | 953.43                               |
| 02         | DESPENSA                  | 457.50    | 54      | FONDO PENSIONES   | 719.88                               |
| 03         | TRANSPORTE                | 308.00    | 58      | CUOTA SINDICAL    | 62.60                                |
| 07         | PRIMA INSALUBRE           | 1,043.31  | 65      | OTRAS DEDUCCIONES | 627.00                               |
| 30         | AGUINALDO                 | 23,417.87 |         |                   |                                      |
|            |                           |           |         |                   | DVIG DIAS DE VIGENCIA 15.00          |
|            |                           |           |         |                   | 51AG ISPT AGUINALDO 4,534.02         |
|            |                           |           |         |                   | IMP1 ISPT ART. 113 LISR 953.43       |
|            |                           |           |         |                   | IMP2 ISPT ART. 142 4,534.02          |
|            |                           |           |         |                   | EXEN BASE EXENTA 2,191.20            |
|            |                           |           |         |                   | PGR1 PERC. GRAVADA TIPO 1 7,025.36   |
|            |                           |           |         |                   | PGR2 PERC. GRAVADA TIPO 2 21,226.67  |
|            |                           |           |         |                   | PERC TOTAL PERCEPCIONES 30,443.23    |
|            |                           |           |         |                   | DEDU TOTAL DEDUCCIONES 2,362.91      |
|            |                           |           |         |                   | 3%FV 3% FONDO DE VIVIENDA 187.80     |
|            |                           |           |         |                   | FOND FONDO PENSIONES EMPRES 938.98   |
|            |                           |           |         |                   | SEDARSEDAR 125.20                    |
|            |                           |           |         |                   | AGUI PROVISION AGUINALDO 2,648.43    |
|            |                           |           |         |                   | TOTA NOMINA EN EFECTIVO 28,080.32    |

| Clave   | Nombre          | S.Diario  | S.Integ | PERCEPCIONES      | DEDUCCIONES | CONCEPTOS                            |
|---|-----------------|-----------|---------|-------------------|-------------|--------------------------------------|
| 66-194-004 CERVANTES HERNANDEZ JACINTO JAVIER |                 |           |         |                   |             |                                      |
| T.EMP:  | PERMANENTE      | 402.90    | 728.87  | JEFE DE PLANTA C  |             |                                      |
| 01  | SUELDO          | 6,043.50  | 51      | ISPT              | 1,174.68    | DVIG DIAS DE VIGENCIA 15.00          |
| 02  | DESPENSA        | 478.50    | 54      | FONDO PENSIONES   | 834.00      | 51AG ISPT AGUINALDO 5,255.46         |
| 03  | TRANSPORTE      | 330.50    | 58      | CUOTA SINDICAL    | 72.52       | IMP1 ISPT ART. 113 LISR 1,174.68     |
| 07  | PRIMA INSALUBRE | 1,208.70  | 65      | OTRAS DEDUCCIONES | 3,074.93    | IMP2 ISPT ART. 142 5,255.46          |
| 30  | AGUINALDO       | 26,795.43 |         |                   |             | EXEN BASE EXENTA 2,191.20            |
|   |                 |           |         |                   |             | PGR1 PERC. GRAVADA TIPO 1 8,061.20   |
|   |                 |           |         |                   |             | PGR2 PERC. GRAVADA TIPO 2 24,604.23  |
|   |                 |           |         |                   |             | PERC TOTAL PERCEPCIONES 34,856.63    |
|   |                 |           |         |                   |             | DEDU TOTAL DEDUCCIONES 5,156.13      |
|   |                 |           |         |                   |             | 3%FV 3% FONDO DE VIVIENDA 217.57     |
|   |                 |           |         |                   |             | FOND FONDO PENSIONES EMPRES 1,087.83 |
|   |                 |           |         |                   |             | SEDARSEDAR 145.04                    |
|   |                 |           |         |                   |             | AGUI PROVISION AGUINALDO 2,904.27    |
|   |                 |           |         |                   |             | TOTA NOMINA EN EFECTIVO 29,700.50    |
| 66-194-005 GONZALEZ MORENO ANARBOL            |                 |           |         |                   |             |                                      |
| T.EMP:  | PERMANENTE      | 364.37    | 666.08  | OPERADOR A        |             |                                      |
| 01  | SUELDO          | 5,465.55  | 51      | ISPT              | 1,019.92    | DVIG DIAS DE VIGENCIA 15.00          |
| 02  | DESPENSA        | 463.00    | 54      | FONDO PENSIONES   | 754.25      | 51AG ISPT AGUINALDO 4,755.66         |
| 03  | TRANSPORTE      | 315.00    | 58      | CUOTA SINDICAL    | 65.59       | IMP1 ISPT ART. 113 LISR 1,019.92     |
| 07  | PRIMA INSALUBRE | 1,093.11  |         |                   |             | IMP2 ISPT ART. 142 4,755.66          |
| 30  | AGUINALDO       | 24,455.54 |         |                   |             | EXEN BASE EXENTA 2,191.20            |
|   |                 |           |         |                   |             | PGR1 PERC. GRAVADA TIPO 1 7,336.66   |
|   |                 |           |         |                   |             | PGR2 PERC. GRAVADA TIPO 2 22,264.34  |
|   |                 |           |         |                   |             | PERC TOTAL PERCEPCIONES 31,792.20    |
|   |                 |           |         |                   |             | DEDU TOTAL DEDUCCIONES 1,839.76      |
|   |                 |           |         |                   |             | 3%FV 3% FONDO DE VIVIENDA 196.76     |
|   |                 |           |         |                   |             | FOND FONDO PENSIONES EMPRES 983.80   |
|   |                 |           |         |                   |             | SEDARSEDAR 131.17                    |
|   |                 |           |         |                   |             | AGUI PROVISION AGUINALDO 2,747.88    |
|   |                 |           |         |                   |             | TOTA NOMINA EN EFECTIVO 29,952.44    |
| 67-182-001 MARTINEZ VAZQUEZ CARLOS            |                 |           |         |                   |             |                                      |
| T.EMP:  | PERMANENTE      | 467.47    | 835.55  | JEFE DE PLANTA A  |             |                                      |
| 01  | SUELDO          | 7,012.05  | 51      | ISPT              | 1,406.92    | DVIG DIAS DE VIGENCIA 15.00          |
| 02  | DESPENSA        | 434.50    | 54      | FONDO PENSIONES   | 967.66      | 51AG ISPT AGUINALDO 6,045.66         |
| 03  | TRANSPORTE      | 299.50    | 58      | CUOTA SINDICAL    | 84.14       | IMP1 ISPT ART. 113 LISR 1,406.92     |
| 07  | PRIMA INSALUBRE | 1,402.41  | 65      | OTRAS DEDUCCIONES | 1,350.00    | IMP2 ISPT ART. 142 6,045.66          |
| 30  | AGUINALDO       | 30,494.87 |         |                   |             | EXEN BASE EXENTA 2,191.20            |
|   |                 |           |         |                   |             | PGR1 PERC. GRAVADA TIPO 1 9,148.45   |
|   |                 |           |         |                   |             | PGR2 PERC. GRAVADA TIPO 2 28,303.67  |
|   |                 |           |         |                   |             | PERC TOTAL PERCEPCIONES 39,643.33    |
|   |                 |           |         |                   |             | DEDU TOTAL DEDUCCIONES 3,808.72      |
|   |                 |           |         |                   |             | 3%FV 3% FONDO DE VIVIENDA 252.43     |
|   |                 |           |         |                   |             | FOND FONDO PENSIONES EMPRES 1,262.17 |
|   |                 |           |         |                   |             | SEDARSEDAR 168.29                    |
|   |                 |           |         |                   |             | AGUI PROVISION AGUINALDO 3,154.41    |
|   |                 |           |         |                   |             | TOTA NOMINA EN EFECTIVO 35,834.61    |
| 67-194-003 MORANDO RUIZ EDMUNDO               |                 |           |         |                   |             |                                      |
| T.EMP:  | PERMANENTE      | 364.37    | 669.76  | OPERADOR A        |             |                                      |
| 01  | SUELDO          | 5,465.55  | 51      | ISPT              | 1,019.92    | DVIG DIAS DE VIGENCIA 15.00          |
| 02  | DESPENSA        | 463.00    | 54      | FONDO PENSIONES   | 754.25      | 51AG ISPT AGUINALDO 4,741.04         |
| 03  | TRANSPORTE      | 315.00    | 58      | CUOTA SINDICAL    | 65.59       | IMP1 ISPT ART. 113 LISR 1,019.92     |
| 07  | PRIMA INSALUBRE | 1,093.11  | 65      | OTRAS DEDUCCIONES | 2,132.40    | IMP2 ISPT ART. 142 4,741.04          |
| 30  | AGUINALDO       | 24,387.06 |         |                   |             | EXEN BASE EXENTA 2,191.20            |

| Clave      | Nombre                        | S.Diario  | S.Integ | PERCEPCIONES      | DEDUCCIONES | CONCEPTOS                           |
|------------|-------------------------------|-----------|---------|-------------------|-------------|-------------------------------------|
|            |                               |           |         |                   |             | PGR1 PERC. GRAVADA TIPO 1 7,336.66  |
|            |                               |           |         |                   |             | PGR2 PERC. GRAVADA TIPO 2 22,195.86 |
|            |                               |           |         |                   |             | PERC TOTAL PERCEPCIONES 31,723.72   |
|            |                               |           |         |                   |             | DEDU TOTAL DEDUCCIONES 3,972.16     |
|            |                               |           |         |                   |             | 3%FV 3% FONDO DE VIVIENDA 196.76    |
|            |                               |           |         |                   |             | FOND FONDO PENSIONES EMPRES 983.80  |
|            |                               |           |         |                   |             | SEDARSEDAR 131.17                   |
|            |                               |           |         |                   |             | AGUI PROVISION AGUINALDO 2,679.40   |
|            |                               |           |         |                   |             | TOTA NOMINA EN EFECTIVO 27,751.56   |
| 67-194-005 | NAVARRO LOZA FRANCISCO JAVIER |           |         |                   |             |                                     |
| T.EMP:     | PERMANENTE                    | 347.77    | 632.14  | OPERADOR B        |             |                                     |
| 01         | SUELDO                        | 5,216.55  | 51      | ISPT              | 953.43      | DVIG DIAS DE VIGENCIA 15.00         |
| 02         | DESPENSA                      | 457.50    | 54      | FONDO PENSIONES   | 719.88      | 51AG ISPT AGUINALDO 4,534.02        |
| 03         | TRANSPORTE                    | 308.00    | 58      | CUOTA SINDICAL    | 62.60       | IMP1 ISPT ART. 113 LISR 953.43      |
| 07         | PRIMA INSALUBRE               | 1,043.31  | 65      | OTRAS DEDUCCIONES | 2,597.80    | IMP2 ISPT ART. 142 4,534.02         |
| 30         | AGUINALDO                     | 23,417.87 |         |                   |             | EXEN BASE EXENTA 2,191.20           |
|            |                               |           |         |                   |             | PGR1 PERC. GRAVADA TIPO 1 7,025.36  |
|            |                               |           |         |                   |             | PGR2 PERC. GRAVADA TIPO 2 21,226.67 |
|            |                               |           |         |                   |             | PERC TOTAL PERCEPCIONES 30,443.23   |
|            |                               |           |         |                   |             | DEDU TOTAL DEDUCCIONES 4,333.71     |
|            |                               |           |         |                   |             | 3%FV 3% FONDO DE VIVIENDA 187.80    |
|            |                               |           |         |                   |             | FOND FONDO PENSIONES EMPRES 938.98  |
|            |                               |           |         |                   |             | SEDARSEDAR 125.20                   |
|            |                               |           |         |                   |             | AGUI PROVISION AGUINALDO 2,648.43   |
|            |                               |           |         |                   |             | TOTA NOMINA EN EFECTIVO 26,109.52   |
| 67-194-006 | NAVARRO LOZA JORGE ARMANDO    |           |         |                   |             |                                     |
| T.EMP:     | PERMANENTE                    | 364.37    | 661.21  | OPERADOR A        |             |                                     |
| 01         | SUELDO                        | 5,465.55  | 51      | ISPT              | 1,019.92    | DVIG DIAS DE VIGENCIA 15.00         |
| 02         | DESPENSA                      | 463.00    | 54      | FONDO PENSIONES   | 754.25      | 51AG ISPT AGUINALDO 4,755.66        |
| 03         | TRANSPORTE                    | 315.00    | 58      | CUOTA SINDICAL    | 65.59       | IMP1 ISPT ART. 113 LISR 1,019.92    |
| 07         | PRIMA INSALUBRE               | 1,093.11  | 65      | OTRAS DEDUCCIONES | 2,731.34    | IMP2 ISPT ART. 142 4,755.66         |
| 30         | AGUINALDO                     | 24,455.54 |         |                   |             | EXEN BASE EXENTA 2,191.20           |
|            |                               |           |         |                   |             | PGR1 PERC. GRAVADA TIPO 1 7,336.66  |
|            |                               |           |         |                   |             | PGR2 PERC. GRAVADA TIPO 2 22,264.34 |
|            |                               |           |         |                   |             | PERC TOTAL PERCEPCIONES 31,792.20   |
|            |                               |           |         |                   |             | DEDU TOTAL DEDUCCIONES 4,571.10     |
|            |                               |           |         |                   |             | 3%FV 3% FONDO DE VIVIENDA 196.76    |
|            |                               |           |         |                   |             | FOND FONDO PENSIONES EMPRES 983.80  |
|            |                               |           |         |                   |             | SEDARSEDAR 131.17                   |
|            |                               |           |         |                   |             | AGUI PROVISION AGUINALDO 2,747.88   |
|            |                               |           |         |                   |             | TOTA NOMINA EN EFECTIVO 27,221.10   |
| 67-201-004 | MORANDO RUIZ FRANCISCO        |           |         |                   |             |                                     |
| T.EMP:     | PERMANENTE                    | 347.77    | 654.58  | OPERADOR B        |             |                                     |
| 01         | SUELDO                        | 5,216.55  | 51      | ISPT              | 953.43      | DVIG DIAS DE VIGENCIA 15.00         |
| 02         | DESPENSA                      | 457.50    | 54      | FONDO PENSIONES   | 719.88      | 51AG ISPT AGUINALDO 4,534.02        |
| 03         | TRANSPORTE                    | 308.00    | 58      | CUOTA SINDICAL    | 62.60       | IMP1 ISPT ART. 113 LISR 953.43      |
| 07         | PRIMA INSALUBRE               | 1,043.31  | 65      | OTRAS DEDUCCIONES | 28,513.13   | IMP2 ISPT ART. 142 4,534.02         |
| 30         | AGUINALDO                     | 23,417.87 |         |                   |             | EXEN BASE EXENTA 2,191.20           |
|            |                               |           |         |                   |             | PGR1 PERC. GRAVADA TIPO 1 7,025.36  |
|            |                               |           |         |                   |             | PGR2 PERC. GRAVADA TIPO 2 21,226.67 |
|            |                               |           |         |                   |             | PERC TOTAL PERCEPCIONES 30,443.23   |
|            |                               |           |         |                   |             | DEDU TOTAL DEDUCCIONES 30,249.04    |
|            |                               |           |         |                   |             | 3%FV 3% FONDO DE VIVIENDA 187.80    |
|            |                               |           |         |                   |             | FOND FONDO PENSIONES EMPRES 938.98  |
|            |                               |           |         |                   |             | SEDARSEDAR 125.20                   |

| Clave        | Nombre                   | S.Diario  | S.Integ | DEDUCCIONES          | CONCEPTOS                |                                     |
|--------------|--------------------------|-----------|---------|----------------------|--------------------------|-------------------------------------|
| PERCEPCIONES |                          |           |         |                      |                          |                                     |
|              |                          |           |         |                      | AGUI PROVISION AGUINALDO | 2,648.43                            |
|              |                          |           |         |                      | TOTA NOMINA EN EFECTIVO  | 194.19                              |
| 68-194-003   | AMEZCUA RAMIREZ RUBEN    |           |         |                      |                          |                                     |
| T.EMP:       | PERMANENTE               | 347.77    | 637.01  | OPERADOR B           |                          |                                     |
| 01           | SUELDO                   | 5,216.55  | 51      | ISPT                 | 953.43                   | DVIG DIAS DE VIGENCIA 15.00         |
| 02           | DESPENSA                 | 457.50    | 54      | FONDO PENSIONES      | 719.88                   | 51AG ISPT AGUINALDO 4,534.02        |
| 03           | TRANSPORTE               | 308.00    | 58      | CUOTA SINDICAL       | 62.60                    | IMP1 ISPT ART. 113 LISR 953.43      |
| 07           | PRIMA INSALUBRE          | 1,043.31  | 65      | OTRAS DEDUCCIONES    | 2,547.77                 | IMP2 ISPT ART. 142 4,534.02         |
| 30           | AGUINALDO                | 23,417.87 | 92      | PRESTAMO TU NOMINA P | 393.93                   | EXEN BASE EXENTA 2,191.20           |
|              |                          |           |         |                      |                          | PGR1 PERC. GRAVADA TIPO 1 7,025.36  |
|              |                          |           |         |                      |                          | PGR2 PERC. GRAVADA TIPO 2 21,226.67 |
|              |                          |           |         |                      |                          | PERC TOTAL PERCEPCIONES 30,443.23   |
|              |                          |           |         |                      |                          | DEDU TOTAL DEDUCCIONES 4,677.61     |
|              |                          |           |         |                      |                          | 3%FV 3% FONDO DE VIVIENDA 187.80    |
|              |                          |           |         |                      |                          | FOND FONDO PENSIONES EMPRES 938.98  |
|              |                          |           |         |                      |                          | SEDARSEDAR 125.20                   |
|              |                          |           |         |                      |                          | AGUI PROVISION AGUINALDO 2,648.43   |
|              |                          |           |         |                      |                          | TOTA NOMINA EN EFECTIVO 25,765.62   |
| 68-194-006   | RAMIREZ FERNANDEZ VICTOR |           |         |                      |                          |                                     |
| T.EMP:       | PERMANENTE               | 347.77    | 637.01  | OPERADOR B           |                          |                                     |
| 01           | SUELDO                   | 5,216.55  | 51      | ISPT                 | 953.43                   | DVIG DIAS DE VIGENCIA 15.00         |
| 02           | DESPENSA                 | 457.50    | 54      | FONDO PENSIONES      | 719.88                   | 51AG ISPT AGUINALDO 4,534.02        |
| 03           | TRANSPORTE               | 308.00    | 58      | CUOTA SINDICAL       | 62.60                    | IMP1 ISPT ART. 113 LISR 953.43      |
| 07           | PRIMA INSALUBRE          | 1,043.31  | 65      | OTRAS DEDUCCIONES    | 2,087.00                 | IMP2 ISPT ART. 142 4,534.02         |
| 30           | AGUINALDO                | 23,417.87 |         |                      |                          | EXEN BASE EXENTA 2,191.20           |
|              |                          |           |         |                      |                          | PGR1 PERC. GRAVADA TIPO 1 7,025.36  |
|              |                          |           |         |                      |                          | PGR2 PERC. GRAVADA TIPO 2 21,226.67 |
|              |                          |           |         |                      |                          | PERC TOTAL PERCEPCIONES 30,443.23   |
|              |                          |           |         |                      |                          | DEDU TOTAL DEDUCCIONES 3,822.91     |
|              |                          |           |         |                      |                          | 3%FV 3% FONDO DE VIVIENDA 187.80    |
|              |                          |           |         |                      |                          | FOND FONDO PENSIONES EMPRES 938.98  |
|              |                          |           |         |                      |                          | SEDARSEDAR 125.20                   |
|              |                          |           |         |                      |                          | AGUI PROVISION AGUINALDO 2,648.43   |
|              |                          |           |         |                      |                          | TOTA NOMINA EN EFECTIVO 26,620.32   |
| 68-194-007   | VALENTIN CUEVAS JESUS    |           |         |                      |                          |                                     |
| T.EMP:       | PERMANENTE               | 364.37    | 661.21  | OPERADOR A           |                          |                                     |
| 01           | SUELDO                   | 5,465.55  | 51      | ISPT                 | 1,019.92                 | DVIG DIAS DE VIGENCIA 15.00         |
| 02           | DESPENSA                 | 463.00    | 54      | FONDO PENSIONES      | 754.25                   | 51AG ISPT AGUINALDO 4,755.66        |
| 03           | TRANSPORTE               | 315.00    | 58      | CUOTA SINDICAL       | 65.59                    | IMP1 ISPT ART. 113 LISR 1,019.92    |
| 07           | PRIMA INSALUBRE          | 1,093.11  | 65      | OTRAS DEDUCCIONES    | 2,187.00                 | IMP2 ISPT ART. 142 4,755.66         |
| 30           | AGUINALDO                | 24,455.54 | 95      | PRESTAMO AYUDATE     | 708.53                   | EXEN BASE EXENTA 2,191.20           |
|              |                          |           |         |                      |                          | PGR1 PERC. GRAVADA TIPO 1 7,336.66  |
|              |                          |           |         |                      |                          | PGR2 PERC. GRAVADA TIPO 2 22,264.34 |
|              |                          |           |         |                      |                          | PERC TOTAL PERCEPCIONES 31,792.20   |
|              |                          |           |         |                      |                          | DEDU TOTAL DEDUCCIONES 4,735.29     |
|              |                          |           |         |                      |                          | 3%FV 3% FONDO DE VIVIENDA 196.76    |
|              |                          |           |         |                      |                          | FOND FONDO PENSIONES EMPRES 983.80  |
|              |                          |           |         |                      |                          | SEDARSEDAR 131.17                   |
|              |                          |           |         |                      |                          | AGUI PROVISION AGUINALDO 2,747.88   |
|              |                          |           |         |                      |                          | TOTA NOMINA EN EFECTIVO 27,056.91   |
| 69-182-001   | MORANDO RUIZ LUZ MARIA   |           |         |                      |                          |                                     |
| T.EMP:       | PERMANENTE               | 402.90    | 733.74  | JEFE DE PLANTA C     |                          |                                     |
| 01           | SUELDO                   | 6,043.50  | 51      | ISPT                 | 1,174.68                 | DVIG DIAS DE VIGENCIA 15.00         |
| 02           | DESPENSA                 | 478.50    | 54      | FONDO PENSIONES      | 834.00                   | 51AG ISPT AGUINALDO 5,271.53        |

| Clave                                | Nombre          | S.Diario  | S.Integ | PERCEPCIONES      | DEDUCCIONES | CONCEPTOS                   |           |
|--------------------------------------|-----------------|-----------|---------|-------------------|-------------|-----------------------------|-----------|
| 03                                   | TRANSPORTE      | 330.50    | 58      | CUOTA SINDICAL    | 72.52       | IMP1 ISPT ART. 113 LISR     | 1,174.68  |
| 07                                   | PRIMA INSALUBRE | 1,208.70  | 65      | OTRAS DEDUCCIONES | 3,380.34    | IMP2 ISPT ART. 142          | 5,271.53  |
| 30                                   | AGUINALDO       | 26,870.67 |         |                   |             | EXEN BASE EXENTA            | 2,191.20  |
|                                      |                 |           |         |                   |             | PGR1 PERC. GRAVADA TIPO 1   | 8,061.20  |
|                                      |                 |           |         |                   |             | PGR2 PERC. GRAVADA TIPO 2   | 24,679.46 |
|                                      |                 |           |         |                   |             | PERC TOTAL PERCEPCIONES     | 34,931.87 |
|                                      |                 |           |         |                   |             | DEDU TOTAL DEDUCCIONES      | 5,461.54  |
|                                      |                 |           |         |                   |             | 3%FV 3% FONDO DE VIVIENDA   | 217.57    |
|                                      |                 |           |         |                   |             | FOND FONDO PENSIONES EMPRES | 1,087.83  |
|                                      |                 |           |         |                   |             | SEDARSEDAR                  | 145.04    |
|                                      |                 |           |         |                   |             | AGUI PROVISION AGUINALDO    | 2,979.51  |
|                                      |                 |           |         |                   |             | TOTA NOMINA EN EFECTIVO     | 29,470.33 |
| 69-194-002 GALVAN MEDINA SERVANDO    |                 |           |         |                   |             |                             |           |
| T.EMP:                               | PERMANENTE      | 364.37    |         | 661.21            | OPERADOR A  |                             |           |
| 01                                   | SUELDO          | 5,465.55  | 51      | ISPT              | 1,019.92    | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02                                   | DESPENSA        | 463.00    | 54      | FONDO PENSIONES   | 754.25      | 51AG ISPT AGUINALDO         | 4,755.66  |
| 03                                   | TRANSPORTE      | 315.00    | 58      | CUOTA SINDICAL    | 65.59       | IMP1 ISPT ART. 113 LISR     | 1,019.92  |
| 07                                   | PRIMA INSALUBRE | 1,093.11  | 65      | OTRAS DEDUCCIONES | 500.00      | IMP2 ISPT ART. 142          | 4,755.66  |
| 30                                   | AGUINALDO       | 24,455.54 |         |                   |             | EXEN BASE EXENTA            | 2,191.20  |
|                                      |                 |           |         |                   |             | PGR1 PERC. GRAVADA TIPO 1   | 7,336.66  |
|                                      |                 |           |         |                   |             | PGR2 PERC. GRAVADA TIPO 2   | 22,264.34 |
|                                      |                 |           |         |                   |             | PERC TOTAL PERCEPCIONES     | 31,792.20 |
|                                      |                 |           |         |                   |             | DEDU TOTAL DEDUCCIONES      | 2,339.76  |
|                                      |                 |           |         |                   |             | 3%FV 3% FONDO DE VIVIENDA   | 196.76    |
|                                      |                 |           |         |                   |             | FOND FONDO PENSIONES EMPRES | 983.80    |
|                                      |                 |           |         |                   |             | SEDARSEDAR                  | 131.17    |
|                                      |                 |           |         |                   |             | AGUI PROVISION AGUINALDO    | 2,747.88  |
|                                      |                 |           |         |                   |             | TOTA NOMINA EN EFECTIVO     | 29,452.44 |
| 69-194-004 GALVAN MEJIA FLUMENCIO    |                 |           |         |                   |             |                             |           |
| T.EMP:                               | PERMANENTE      | 347.77    |         | 637.01            | OPERADOR B  |                             |           |
| 01                                   | SUELDO          | 5,216.55  | 51      | ISPT              | 953.43      | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02                                   | DESPENSA        | 457.50    | 54      | FONDO PENSIONES   | 719.88      | 51AG ISPT AGUINALDO         | 4,534.02  |
| 03                                   | TRANSPORTE      | 308.00    | 58      | CUOTA SINDICAL    | 62.60       | IMP1 ISPT ART. 113 LISR     | 953.43    |
| 07                                   | PRIMA INSALUBRE | 1,043.31  | 65      | OTRAS DEDUCCIONES | 500.00      | IMP2 ISPT ART. 142          | 4,534.02  |
| 30                                   | AGUINALDO       | 23,417.87 |         |                   |             | EXEN BASE EXENTA            | 2,191.20  |
|                                      |                 |           |         |                   |             | PGR1 PERC. GRAVADA TIPO 1   | 7,025.36  |
|                                      |                 |           |         |                   |             | PGR2 PERC. GRAVADA TIPO 2   | 21,226.67 |
|                                      |                 |           |         |                   |             | PERC TOTAL PERCEPCIONES     | 30,443.23 |
|                                      |                 |           |         |                   |             | DEDU TOTAL DEDUCCIONES      | 2,235.91  |
|                                      |                 |           |         |                   |             | 3%FV 3% FONDO DE VIVIENDA   | 187.80    |
|                                      |                 |           |         |                   |             | FOND FONDO PENSIONES EMPRES | 938.98    |
|                                      |                 |           |         |                   |             | SEDARSEDAR                  | 125.20    |
|                                      |                 |           |         |                   |             | AGUI PROVISION AGUINALDO    | 2,648.43  |
|                                      |                 |           |         |                   |             | TOTA NOMINA EN EFECTIVO     | 28,207.32 |
| 69-194-005 GARCIA VILLALOBOS ARMANDO |                 |           |         |                   |             |                             |           |
| T.EMP:                               | PERMANENTE      | 364.37    |         | 661.21            | OPERADOR A  |                             |           |
| 01                                   | SUELDO          | 5,465.55  | 51      | ISPT              | 1,019.92    | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02                                   | DESPENSA        | 463.00    | 54      | FONDO PENSIONES   | 754.25      | 51AG ISPT AGUINALDO         | 4,755.66  |
| 03                                   | TRANSPORTE      | 315.00    | 58      | CUOTA SINDICAL    | 65.59       | IMP1 ISPT ART. 113 LISR     | 1,019.92  |
| 07                                   | PRIMA INSALUBRE | 1,093.11  | 65      | OTRAS DEDUCCIONES | 750.00      | IMP2 ISPT ART. 142          | 4,755.66  |
| 30                                   | AGUINALDO       | 24,455.54 |         |                   |             | EXEN BASE EXENTA            | 2,191.20  |
|                                      |                 |           |         |                   |             | PGR1 PERC. GRAVADA TIPO 1   | 7,336.66  |
|                                      |                 |           |         |                   |             | PGR2 PERC. GRAVADA TIPO 2   | 22,264.34 |
|                                      |                 |           |         |                   |             | PERC TOTAL PERCEPCIONES     | 31,792.20 |
|                                      |                 |           |         |                   |             | DEDU TOTAL DEDUCCIONES      | 2,589.76  |

| Clave        | Nombre                      | S.Diario  | S.Integ | DEDUCCIONES          | CONCEPTOS                   |                                  |
|--------------|-----------------------------|-----------|---------|----------------------|-----------------------------|----------------------------------|
| PERCEPCIONES |                             |           |         |                      |                             |                                  |
|              |                             |           |         |                      | 3%FV 3% FONDO DE VIVIENDA   | 196.76                           |
|              |                             |           |         |                      | FOND FONDO PENSIONES EMPRES | 983.80                           |
|              |                             |           |         |                      | SEDARSEDAR                  | 131.17                           |
|              |                             |           |         |                      | AGUI PROVISION AGUINALDO    | 2,747.88                         |
|              |                             |           |         |                      | TOTA NOMINA EN EFECTIVO     | 29,202.44                        |
| 700-006      | CONTRERAS ESCOBEDO EDUARDO  |           |         |                      |                             |                                  |
| T.EMP:       | PERMANENTE                  | 364.37    | 651.14  | OPERADOR A           |                             |                                  |
| 01           | SUELDO                      | 5,465.55  | 51      | ISPT                 | 1,019.92                    | DVIG DIAS DE VIGENCIA 15.00      |
| 02           | DESPENSA                    | 463.00    | 54      | FONDO PENSIONES      | 754.25                      | 51AG ISPT AGUINALDO 4,755.66     |
| 03           | TRANSPORTE                  | 315.00    | 58      | CUOTA SINDICAL       | 65.59                       | IMP1 ISPT ART. 113 LISR 1,019.92 |
| 07           | PRIMA INSALUBRE             | 1,093.11  | 65      | OTRAS DEDUCCIONES    | 12,292.17                   | IMP2 ISPT ART. 142 4,755.66      |
| 30           | AGUINALDO                   | 24,455.54 | 95      | PRESTAMO AYUDATE     | 1,107.99                    | EXEN BASE EXENTA 2,191.20        |
|              |                             |           |         |                      | PGR1 PERC. GRAVADA TIPO 1   | 7,336.66                         |
|              |                             |           |         |                      | PGR2 PERC. GRAVADA TIPO 2   | 22,264.34                        |
|              |                             |           |         |                      | PERC TOTAL PERCEPCIONES     | 31,792.20                        |
|              |                             |           |         |                      | DEDU TOTAL DEDUCCIONES      | 15,239.92                        |
|              |                             |           |         |                      | 3%FV 3% FONDO DE VIVIENDA   | 196.76                           |
|              |                             |           |         |                      | FOND FONDO PENSIONES EMPRES | 983.80                           |
|              |                             |           |         |                      | SEDARSEDAR                  | 131.17                           |
|              |                             |           |         |                      | AGUI PROVISION AGUINALDO    | 2,892.83                         |
|              |                             |           |         |                      | TOTA NOMINA EN EFECTIVO     | 16,552.28                        |
| 70-194-003   | GUZMAN ZAMORA JUAN FERNANDO |           |         |                      |                             |                                  |
| T.EMP:       | PERMANENTE                  | 347.77    | 634.58  | OPERADOR B           |                             |                                  |
| 01           | SUELDO                      | 5,216.55  | 51      | ISPT                 | 953.43                      | DVIG DIAS DE VIGENCIA 15.00      |
| 02           | DESPENSA                    | 457.50    | 54      | FONDO PENSIONES      | 719.88                      | 51AG ISPT AGUINALDO 4,534.02     |
| 03           | TRANSPORTE                  | 308.00    | 58      | CUOTA SINDICAL       | 62.60                       | IMP1 ISPT ART. 113 LISR 953.43   |
| 07           | PRIMA INSALUBRE             | 1,043.31  | 65      | OTRAS DEDUCCIONES    | 8,524.49                    | IMP2 ISPT ART. 142 4,534.02      |
| 30           | AGUINALDO                   | 23,417.87 | 92      | PRESTAMO TU NOMINA P | 630.29                      | EXEN BASE EXENTA 2,191.20        |
|              |                             |           |         |                      | PGR1 PERC. GRAVADA TIPO 1   | 7,025.36                         |
|              |                             |           |         |                      | PGR2 PERC. GRAVADA TIPO 2   | 21,226.67                        |
|              |                             |           |         |                      | PERC TOTAL PERCEPCIONES     | 30,443.23                        |
|              |                             |           |         |                      | DEDU TOTAL DEDUCCIONES      | 10,890.69                        |
|              |                             |           |         |                      | 3%FV 3% FONDO DE VIVIENDA   | 187.80                           |
|              |                             |           |         |                      | FOND FONDO PENSIONES EMPRES | 938.98                           |
|              |                             |           |         |                      | SEDARSEDAR                  | 125.20                           |
|              |                             |           |         |                      | AGUI PROVISION AGUINALDO    | 2,648.43                         |
|              |                             |           |         |                      | TOTA NOMINA EN EFECTIVO     | 19,552.54                        |
| 70-194-004   | MONDRAGON ASCENCIO ROMAN    |           |         |                      |                             |                                  |
| T.EMP:       | PERMANENTE                  | 402.90    | 731.30  | JEFE DE PLANTA C     |                             |                                  |
| 01           | SUELDO                      | 6,043.50  | 51      | ISPT                 | 1,174.68                    | DVIG DIAS DE VIGENCIA 15.00      |
| 02           | DESPENSA                    | 478.50    | 54      | FONDO PENSIONES      | 834.00                      | 51AG ISPT AGUINALDO 5,271.53     |
| 03           | TRANSPORTE                  | 330.50    | 58      | CUOTA SINDICAL       | 72.52                       | IMP1 ISPT ART. 113 LISR 1,174.68 |
| 07           | PRIMA INSALUBRE             | 1,208.70  | 65      | OTRAS DEDUCCIONES    | 1,648.79                    | IMP2 ISPT ART. 142 5,271.53      |
| 30           | AGUINALDO                   | 26,870.67 |         |                      |                             | EXEN BASE EXENTA 2,191.20        |
|              |                             |           |         |                      | PGR1 PERC. GRAVADA TIPO 1   | 8,061.20                         |
|              |                             |           |         |                      | PGR2 PERC. GRAVADA TIPO 2   | 24,679.46                        |
|              |                             |           |         |                      | PERC TOTAL PERCEPCIONES     | 34,931.87                        |
|              |                             |           |         |                      | DEDU TOTAL DEDUCCIONES      | 3,729.99                         |
|              |                             |           |         |                      | 3%FV 3% FONDO DE VIVIENDA   | 217.57                           |
|              |                             |           |         |                      | FOND FONDO PENSIONES EMPRES | 1,087.83                         |
|              |                             |           |         |                      | SEDARSEDAR                  | 145.04                           |
|              |                             |           |         |                      | AGUI PROVISION AGUINALDO    | 2,979.51                         |
|              |                             |           |         |                      | TOTA NOMINA EN EFECTIVO     | 31,201.88                        |
| 70-194-006   | VAZQUEZ AGUILAR GERMAN      |           |         |                      |                             |                                  |

| Clave                             | Nombre          | S.Diario  | S.Integ | DEDUCCIONES       | CONCEPTOS                            |
|-----------------------------------|-----------------|-----------|---------|-------------------|--------------------------------------|
| <hr/>                             |                 |           |         |                   |                                      |
| T.EMP: PERMANENTE                 |                 | 364.37    | 663.65  | OPERADOR A        |                                      |
| 01                                | SUELDO          | 5,465.55  | 51      | ISPT              | 1,019.92                             |
| 02                                | DESPENSA        | 463.00    | 54      | FONDO PENSIONES   | 754.25                               |
| 03                                | TRANSPORTE      | 315.00    | 58      | CUOTA SINDICAL    | 65.59                                |
| 07                                | PRIMA INSALUBRE | 1,093.11  | 65      | OTRAS DEDUCCIONES | 2,909.00                             |
| 30                                | AGUINALDO       | 24,455.54 |         |                   |                                      |
|                                   |                 |           |         |                   | DVIG DIAS DE VIGENCIA 15.00          |
|                                   |                 |           |         |                   | 51AG ISPT AGUINALDO 4,755.66         |
|                                   |                 |           |         |                   | IMP1 ISPT ART. 113 LISR 1,019.92     |
|                                   |                 |           |         |                   | IMP2 ISPT ART. 142 4,755.66          |
|                                   |                 |           |         |                   | EXEN BASE EXENTA 2,191.20            |
|                                   |                 |           |         |                   | PGR1 PERC. GRAVADA TIPO 1 7,336.66   |
|                                   |                 |           |         |                   | PGR2 PERC. GRAVADA TIPO 2 22,264.34  |
|                                   |                 |           |         |                   | PERC TOTAL PERCEPCIONES 31,792.20    |
|                                   |                 |           |         |                   | DEDU TOTAL DEDUCCIONES 4,748.76      |
|                                   |                 |           |         |                   | 3%FV 3% FONDO DE VIVIENDA 196.76     |
|                                   |                 |           |         |                   | FOND FONDO PENSIONES EMPRES 983.80   |
|                                   |                 |           |         |                   | SEDARSEDAR 131.17                    |
|                                   |                 |           |         |                   | AGUI PROVISION AGUINALDO 2,747.88    |
|                                   |                 |           |         |                   | TOTA NOMINA EN EFECTIVO 27,043.44    |
| <br>                              |                 |           |         |                   |                                      |
| 71-182-001 ENCISO SANTOS RAFAEL   |                 |           |         |                   |                                      |
| T.EMP: PERMANENTE                 |                 | 444.43    | 808.30  | JEFE DE PLANTA B  |                                      |
| 01                                | SUELDO          | 6,666.45  | 51      | ISPT              | 1,350.80                             |
| 02                                | DESPENSA        | 546.50    | 54      | FONDO PENSIONES   | 919.97                               |
| 03                                | TRANSPORTE      | 339.50    | 58      | CUOTA SINDICAL    | 80.00                                |
| 07                                | PRIMA INSALUBRE | 1,333.29  | 65      | OTRAS DEDUCCIONES | 250.00                               |
| 30                                | AGUINALDO       | 29,619.14 |         |                   |                                      |
|                                   |                 |           |         |                   | DVIG DIAS DE VIGENCIA 15.00          |
|                                   |                 |           |         |                   | 51AG ISPT AGUINALDO 5,858.61         |
|                                   |                 |           |         |                   | IMP1 ISPT ART. 113 LISR 1,350.80     |
|                                   |                 |           |         |                   | IMP2 ISPT ART. 142 5,858.61          |
|                                   |                 |           |         |                   | EXEN BASE EXENTA 2,191.20            |
|                                   |                 |           |         |                   | PGR1 PERC. GRAVADA TIPO 1 8,885.74   |
|                                   |                 |           |         |                   | PGR2 PERC. GRAVADA TIPO 2 27,427.94  |
|                                   |                 |           |         |                   | PERC TOTAL PERCEPCIONES 38,504.88    |
|                                   |                 |           |         |                   | DEDU TOTAL DEDUCCIONES 2,600.77      |
|                                   |                 |           |         |                   | 3%FV 3% FONDO DE VIVIENDA 239.99     |
|                                   |                 |           |         |                   | FOND FONDO PENSIONES EMPRES 1,199.96 |
|                                   |                 |           |         |                   | SEDARSEDAR 159.99                    |
|                                   |                 |           |         |                   | AGUI PROVISION AGUINALDO 3,070.46    |
|                                   |                 |           |         |                   | TOTA NOMINA EN EFECTIVO 35,904.11    |
| <br>                              |                 |           |         |                   |                                      |
| 71-194-004 MAGALLON HECTOR MANUEL |                 |           |         |                   |                                      |
| T.EMP: PERMANENTE                 |                 | 364.37    | 663.65  | OPERADOR A        |                                      |
| 01                                | SUELDO          | 5,465.55  | 51      | ISPT              | 1,019.92                             |
| 02                                | DESPENSA        | 463.00    | 54      | FONDO PENSIONES   | 754.25                               |
| 03                                | TRANSPORTE      | 315.00    | 58      | CUOTA SINDICAL    | 65.59                                |
| 07                                | PRIMA INSALUBRE | 1,093.11  | 65      | OTRAS DEDUCCIONES | 1,539.00                             |
| 30                                | AGUINALDO       | 24,455.54 |         |                   |                                      |
|                                   |                 |           |         |                   | DVIG DIAS DE VIGENCIA 15.00          |
|                                   |                 |           |         |                   | 51AG ISPT AGUINALDO 4,755.66         |
|                                   |                 |           |         |                   | IMP1 ISPT ART. 113 LISR 1,019.92     |
|                                   |                 |           |         |                   | IMP2 ISPT ART. 142 4,755.66          |
|                                   |                 |           |         |                   | EXEN BASE EXENTA 2,191.20            |
|                                   |                 |           |         |                   | PGR1 PERC. GRAVADA TIPO 1 7,336.66   |
|                                   |                 |           |         |                   | PGR2 PERC. GRAVADA TIPO 2 22,264.34  |
|                                   |                 |           |         |                   | PERC TOTAL PERCEPCIONES 31,792.20    |
|                                   |                 |           |         |                   | DEDU TOTAL DEDUCCIONES 3,378.76      |
|                                   |                 |           |         |                   | 3%FV 3% FONDO DE VIVIENDA 196.76     |
|                                   |                 |           |         |                   | FOND FONDO PENSIONES EMPRES 983.80   |
|                                   |                 |           |         |                   | SEDARSEDAR 131.17                    |
|                                   |                 |           |         |                   | AGUI PROVISION AGUINALDO 2,747.88    |
|                                   |                 |           |         |                   | TOTA NOMINA EN EFECTIVO 28,413.44    |
| <br>                              |                 |           |         |                   |                                      |
| 71-194-007 ROMERO RENTERIA VICTOR |                 |           |         |                   |                                      |
| T.EMP: PERMANENTE                 |                 | 347.77    | 637.01  | OPERADOR B        |                                      |
| 01                                | SUELDO          | 5,216.55  | 51      | ISPT              | 953.43                               |
| 02                                | DESPENSA        | 457.50    | 54      | FONDO PENSIONES   | 719.88                               |
| 03                                | TRANSPORTE      | 308.00    | 58      | CUOTA SINDICAL    | 62.60                                |
| 07                                | PRIMA INSALUBRE | 1,043.31  | 65      | OTRAS DEDUCCIONES | 13,439.10                            |
| 30                                | AGUINALDO       | 23,417.87 |         |                   |                                      |
|                                   |                 |           |         |                   | DVIG DIAS DE VIGENCIA 15.00          |
|                                   |                 |           |         |                   | 51AG ISPT AGUINALDO 4,534.02         |
|                                   |                 |           |         |                   | IMP1 ISPT ART. 113 LISR 953.43       |
|                                   |                 |           |         |                   | IMP2 ISPT ART. 142 4,534.02          |
|                                   |                 |           |         |                   | EXEN BASE EXENTA 2,191.20            |
|                                   |                 |           |         |                   | PGR1 PERC. GRAVADA TIPO 1 7,025.36   |



| Clave                                     | Nombre          | S.Diario  | S.Integ | DEDUCCIONES       | CONCEPTOS                   |           |
|---|-----------------|-----------|---------|-------------------|-----------------------------|-----------|
| PERCEPCIONES                              |                 |           |         |                   |                             |           |
|   |                 |           |         |                   | PGR2 PERC. GRAVADA TIPO 2   | 21,226.67 |
|   |                 |           |         |                   | PERC TOTAL PERCEPCIONES     | 30,443.23 |
|   |                 |           |         |                   | DEDU TOTAL DEDUCCIONES      | 15,175.01 |
|   |                 |           |         |                   | 3%FV 3% FONDO DE VIVIENDA   | 187.80    |
|   |                 |           |         |                   | FOND FONDO PENSIONES EMPRES | 938.98    |
|   |                 |           |         |                   | SEDARSEDAR                  | 125.20    |
|   |                 |           |         |                   | AGUI PROVISION AGUINALDO    | 2,648.43  |
|   |                 |           |         |                   | TOTA NOMINA EN EFECTIVO     | 15,268.22 |
| 71-269-008 RAMIREZ LOPEZ FABIAN JESUS     |                 |           |         |                   |                             |           |
| T.EMP:                                    | PERMANENTE      | 364.37    |         | 658.78            | OPERADOR A                  |           |
| 01  | SUELDO          | 5,465.55  | 51      | ISPT              |                             | 1,019.92  |
| 02  | DESPENSA        | 463.00    | 54      | FONDO PENSIONES   |                             | 754.25    |
| 03  | TRANSPORTE      | 315.00    | 58      | CUOTA SINDICAL    |                             | 65.59     |
| 07  | PRIMA INSALUBRE | 1,093.11  | 65      | OTRAS DEDUCCIONES |                             | 2,117.00  |
| 30  | AGUINALDO       | 24,455.54 |         |                   |                             |           |
|   |                 |           |         |                   | DVIG DIAS DE VIGENCIA       | 15.00     |
|   |                 |           |         |                   | 51AG ISPT AGUINALDO         | 4,755.66  |
|   |                 |           |         |                   | IMP1 ISPT ART. 113 LISR     | 1,019.92  |
|   |                 |           |         |                   | IMP2 ISPT ART. 142          | 4,755.66  |
|   |                 |           |         |                   | EXEN BASE EXENTA            | 2,191.20  |
|   |                 |           |         |                   | PGR1 PERC. GRAVADA TIPO 1   | 7,336.66  |
|   |                 |           |         |                   | PGR2 PERC. GRAVADA TIPO 2   | 22,264.34 |
|   |                 |           |         |                   | PERC TOTAL PERCEPCIONES     | 31,792.20 |
|   |                 |           |         |                   | DEDU TOTAL DEDUCCIONES      | 3,956.76  |
|   |                 |           |         |                   | 3%FV 3% FONDO DE VIVIENDA   | 196.76    |
|   |                 |           |         |                   | FOND FONDO PENSIONES EMPRES | 983.80    |
|   |                 |           |         |                   | SEDARSEDAR                  | 131.17    |
|   |                 |           |         |                   | AGUI PROVISION AGUINALDO    | 2,747.88  |
|   |                 |           |         |                   | TOTA NOMINA EN EFECTIVO     | 27,835.44 |
| 72-182-001 RUBIO RODRIGUEZ SERGIO         |                 |           |         |                   |                             |           |
| T.EMP:                                    | PERMANENTE      | 402.90    |         | 731.30            | JEFE DE PLANTA C            |           |
| 01  | SUELDO          | 6,043.50  | 51      | ISPT              |                             | 1,174.68  |
| 02  | DESPENSA        | 478.50    | 54      | FONDO PENSIONES   |                             | 834.00    |
| 03  | TRANSPORTE      | 330.50    | 58      | CUOTA SINDICAL    |                             | 72.52     |
| 07  | PRIMA INSALUBRE | 1,208.70  | 65      | OTRAS DEDUCCIONES |                             | 200.00    |
| 30  | AGUINALDO       | 26,870.67 |         |                   |                             |           |
|   |                 |           |         |                   | DVIG DIAS DE VIGENCIA       | 15.00     |
|   |                 |           |         |                   | 51AG ISPT AGUINALDO         | 5,271.53  |
|   |                 |           |         |                   | IMP1 ISPT ART. 113 LISR     | 1,174.68  |
|   |                 |           |         |                   | IMP2 ISPT ART. 142          | 5,271.53  |
|   |                 |           |         |                   | EXEN BASE EXENTA            | 2,191.20  |
|   |                 |           |         |                   | PGR1 PERC. GRAVADA TIPO 1   | 8,061.20  |
|   |                 |           |         |                   | PGR2 PERC. GRAVADA TIPO 2   | 24,679.46 |
|   |                 |           |         |                   | PERC TOTAL PERCEPCIONES     | 34,931.87 |
|   |                 |           |         |                   | DEDU TOTAL DEDUCCIONES      | 2,281.20  |
|   |                 |           |         |                   | 3%FV 3% FONDO DE VIVIENDA   | 217.57    |
|   |                 |           |         |                   | FOND FONDO PENSIONES EMPRES | 1,087.83  |
|   |                 |           |         |                   | SEDARSEDAR                  | 145.04    |
|   |                 |           |         |                   | AGUI PROVISION AGUINALDO    | 2,979.51  |
|   |                 |           |         |                   | TOTA NOMINA EN EFECTIVO     | 32,650.67 |
| 72-269-008 MADRIGAL GONZALEZ MIGUEL ANGEL |                 |           |         |                   |                             |           |
| T.EMP:                                    | PERMANENTE      | 364.37    |         | 658.78            | OPERADOR A                  |           |
| 01  | SUELDO          | 5,465.55  | 51      | ISPT              |                             | 1,019.92  |
| 02  | DESPENSA        | 463.00    | 54      | FONDO PENSIONES   |                             | 754.25    |
| 03  | TRANSPORTE      | 315.00    | 58      | CUOTA SINDICAL    |                             | 65.59     |
| 07  | PRIMA INSALUBRE | 1,093.11  | 65      | OTRAS DEDUCCIONES |                             | 2,117.00  |
| 30  | AGUINALDO       | 24,455.54 |         |                   |                             |           |
|   |                 |           |         |                   | DVIG DIAS DE VIGENCIA       | 15.00     |
|   |                 |           |         |                   | 51AG ISPT AGUINALDO         | 4,755.66  |
|   |                 |           |         |                   | IMP1 ISPT ART. 113 LISR     | 1,019.92  |
|   |                 |           |         |                   | IMP2 ISPT ART. 142          | 4,755.66  |
|   |                 |           |         |                   | EXEN BASE EXENTA            | 2,191.20  |
|   |                 |           |         |                   | PGR1 PERC. GRAVADA TIPO 1   | 7,336.66  |
|   |                 |           |         |                   | PGR2 PERC. GRAVADA TIPO 2   | 22,264.34 |
|   |                 |           |         |                   | PERC TOTAL PERCEPCIONES     | 31,792.20 |
|   |                 |           |         |                   | DEDU TOTAL DEDUCCIONES      | 3,956.76  |
|   |                 |           |         |                   | 3%FV 3% FONDO DE VIVIENDA   | 196.76    |
|   |                 |           |         |                   | FOND FONDO PENSIONES EMPRES | 983.80    |
|   |                 |           |         |                   | SEDARSEDAR                  | 131.17    |
|   |                 |           |         |                   | AGUI PROVISION AGUINALDO    | 2,747.88  |

| Clave                              | Nombre          | S.Diario  | S.Integ | DEDUCCIONES       | CONCEPTOS        |                                      |
|------------------------------------|-----------------|-----------|---------|-------------------|------------------|--------------------------------------|
|                                    |                 |           |         |                   |                  | TOTA NOMINA EN EFECTIVO              |
|                                    |                 |           |         |                   |                  | 27,835.44                            |
| 73-194-004 FLORES RAMIREZ EVERARDO |                 |           |         |                   |                  |                                      |
| T.EMP:                             | PERMANENTE      | 467.47    |         | 833.12            | JEFE DE PLANTA A |                                      |
| 01                                 | SUELDO          | 7,012.05  | 51      | ISPT              | 1,406.92         | DVIG DIAS DE VIGENCIA 15.00          |
| 02                                 | DESPENSA        | 434.50    | 54      | FONDO PENSIONES   | 967.66           | 51AG ISPT AGUINALDO 6,045.66         |
| 03                                 | TRANSPORTE      | 299.50    | 58      | CUOTA SINDICAL    | 84.14            | IMP1 ISPT ART. 113 LISR 1,406.92     |
| 07                                 | PRIMA INSALUBRE | 1,402.41  | 65      | OTRAS DEDUCCIONES | 2,965.00         | IMP2 ISPT ART. 142 6,045.66          |
| 30                                 | AGUINALDO       | 30,494.87 |         |                   |                  | EXEN BASE EXENTA 2,191.20            |
|                                    |                 |           |         |                   |                  | PGR1 PERC. GRAVADA TIPO 1 9,148.45   |
|                                    |                 |           |         |                   |                  | PGR2 PERC. GRAVADA TIPO 2 28,303.67  |
|                                    |                 |           |         |                   |                  | PERC TOTAL PERCEPCIONES 39,643.33    |
|                                    |                 |           |         |                   |                  | DEDU TOTAL DEDUCCIONES 5,423.72      |
|                                    |                 |           |         |                   |                  | 3%FV 3% FONDO DE VIVIENDA 252.43     |
|                                    |                 |           |         |                   |                  | FOND FONDO PENSIONES EMPRES 1,262.17 |
|                                    |                 |           |         |                   |                  | SEDARSEDAR 168.29                    |
|                                    |                 |           |         |                   |                  | AGUI PROVISION AGUINALDO 3,154.41    |
|                                    |                 |           |         |                   |                  | TOTA NOMINA EN EFECTIVO 34,219.61    |
| 73-194-005 GONZALEZ IBARRA ALBINO  |                 |           |         |                   |                  |                                      |
| T.EMP:                             | PERMANENTE      | 364.37    |         | 663.65            | OPERADOR A       |                                      |
| 01                                 | SUELDO          | 5,465.55  | 51      | ISPT              | 1,019.92         | DVIG DIAS DE VIGENCIA 15.00          |
| 02                                 | DESPENSA        | 463.00    | 54      | FONDO PENSIONES   | 754.25           | 51AG ISPT AGUINALDO 4,755.66         |
| 03                                 | TRANSPORTE      | 315.00    | 58      | CUOTA SINDICAL    | 65.59            | IMP1 ISPT ART. 113 LISR 1,019.92     |
| 07                                 | PRIMA INSALUBRE | 1,093.11  |         |                   |                  | IMP2 ISPT ART. 142 4,755.66          |
| 30                                 | AGUINALDO       | 24,455.54 |         |                   |                  | EXEN BASE EXENTA 2,191.20            |
|                                    |                 |           |         |                   |                  | PGR1 PERC. GRAVADA TIPO 1 7,336.66   |
|                                    |                 |           |         |                   |                  | PGR2 PERC. GRAVADA TIPO 2 22,264.34  |
|                                    |                 |           |         |                   |                  | PERC TOTAL PERCEPCIONES 31,792.20    |
|                                    |                 |           |         |                   |                  | DEDU TOTAL DEDUCCIONES 1,839.76      |
|                                    |                 |           |         |                   |                  | 3%FV 3% FONDO DE VIVIENDA 196.76     |
|                                    |                 |           |         |                   |                  | FOND FONDO PENSIONES EMPRES 983.80   |
|                                    |                 |           |         |                   |                  | SEDARSEDAR 131.17                    |
|                                    |                 |           |         |                   |                  | AGUI PROVISION AGUINALDO 2,747.88    |
|                                    |                 |           |         |                   |                  | TOTA NOMINA EN EFECTIVO 29,952.44    |
| 73-269-007 RANGEL LARA LUIS RAUL   |                 |           |         |                   |                  |                                      |
| T.EMP:                             | PERMANENTE      | 347.77    |         | 629.71            | OPERADOR B       |                                      |
| 01                                 | SUELDO          | 5,216.55  | 51      | ISPT              | 953.43           | DVIG DIAS DE VIGENCIA 15.00          |
| 02                                 | DESPENSA        | 457.50    | 54      | FONDO PENSIONES   | 719.88           | 51AG ISPT AGUINALDO 4,534.02         |
| 03                                 | TRANSPORTE      | 308.00    | 58      | CUOTA SINDICAL    | 62.60            | IMP1 ISPT ART. 113 LISR 953.43       |
| 07                                 | PRIMA INSALUBRE | 1,043.31  | 65      | OTRAS DEDUCCIONES | 2,017.00         | IMP2 ISPT ART. 142 4,534.02          |
| 30                                 | AGUINALDO       | 23,417.87 |         |                   |                  | EXEN BASE EXENTA 2,191.20            |
|                                    |                 |           |         |                   |                  | PGR1 PERC. GRAVADA TIPO 1 7,025.36   |
|                                    |                 |           |         |                   |                  | PGR2 PERC. GRAVADA TIPO 2 21,226.67  |
|                                    |                 |           |         |                   |                  | PERC TOTAL PERCEPCIONES 30,443.23    |
|                                    |                 |           |         |                   |                  | DEDU TOTAL DEDUCCIONES 3,752.91      |
|                                    |                 |           |         |                   |                  | 3%FV 3% FONDO DE VIVIENDA 187.80     |
|                                    |                 |           |         |                   |                  | FOND FONDO PENSIONES EMPRES 938.98   |
|                                    |                 |           |         |                   |                  | SEDARSEDAR 125.20                    |
|                                    |                 |           |         |                   |                  | AGUI PROVISION AGUINALDO 2,648.43    |
|                                    |                 |           |         |                   |                  | TOTA NOMINA EN EFECTIVO 26,690.32    |
| 74-194-002 DE ALBA ROBLEDO GABRIEL |                 |           |         |                   |                  |                                      |
| T.EMP:                             | PERMANENTE      | 364.37    |         | 666.08            | OPERADOR A       |                                      |
| 01                                 | SUELDO          | 5,465.55  | 51      | ISPT              | 1,019.92         | DVIG DIAS DE VIGENCIA 15.00          |
| 02                                 | DESPENSA        | 463.00    | 54      | FONDO PENSIONES   | 754.25           | 51AG ISPT AGUINALDO 4,755.66         |
| 03                                 | TRANSPORTE      | 315.00    | 58      | CUOTA SINDICAL    | 65.59            | IMP1 ISPT ART. 113 LISR 1,019.92     |

| Clave                                   | Nombre          | S.Diario  | S.Integ | PERCEPCIONES | DEDUCCIONES | CONCEPTOS                   |           |
|---|-----------------|-----------|---------|--------------|-------------|-----------------------------|-----------|
| 07                                      | PRIMA INSALUBRE | 1,093.11  | 65      |              | 1,459.00    | IMP2 ISPT ART. 142          | 4,755.66  |
| 30                                      | AGUINALDO       | 24,455.54 |         |              |             | EXEN BASE EXENTA            | 2,191.20  |
|   |                 |           |         |              |             | PGR1 PERC. GRAVADA TIPO 1   | 7,336.66  |
|   |                 |           |         |              |             | PGR2 PERC. GRAVADA TIPO 2   | 22,264.34 |
|   |                 |           |         |              |             | PERC TOTAL PERCEPCIONES     | 31,792.20 |
|   |                 |           |         |              |             | DEDU TOTAL DEDUCCIONES      | 3,298.76  |
|   |                 |           |         |              |             | 3%FV 3% FONDO DE VIVIENDA   | 196.76    |
|   |                 |           |         |              |             | FOND FONDO PENSIONES EMPRES | 983.80    |
|   |                 |           |         |              |             | SEDARSEDAR                  | 131.17    |
|   |                 |           |         |              |             | AGUI PROVISION AGUINALDO    | 2,747.88  |
|   |                 |           |         |              |             | TOTA NOMINA EN EFECTIVO     | 28,493.44 |
| 74-194-005 VELAZCO NARES GILBERTO       |                 |           |         |              |             |                             |           |
| T.EMP:                                  | PERMANENTE      | 364.37    |         |              | 661.21      | OPERADOR A                  |           |
| 01                                      | SUELDO          | 5,465.55  | 51      |              | 1,019.92    | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02                                      | DESPENSA        | 463.00    | 54      |              | 754.25      | 51AG ISPT AGUINALDO         | 4,755.66  |
| 03                                      | TRANSPORTE      | 315.00    | 58      |              | 65.59       | IMP1 ISPT ART. 113 LISR     | 1,019.92  |
| 07                                      | PRIMA INSALUBRE | 1,093.11  | 65      |              | 2,988.71    | IMP2 ISPT ART. 142          | 4,755.66  |
| 30                                      | AGUINALDO       | 24,455.54 | 92      |              | 590.90      | EXEN BASE EXENTA            | 2,191.20  |
|   |                 |           |         |              |             | PGR1 PERC. GRAVADA TIPO 1   | 7,336.66  |
|   |                 |           |         |              |             | PGR2 PERC. GRAVADA TIPO 2   | 22,264.34 |
|   |                 |           |         |              |             | PERC TOTAL PERCEPCIONES     | 31,792.20 |
|   |                 |           |         |              |             | DEDU TOTAL DEDUCCIONES      | 5,419.37  |
|   |                 |           |         |              |             | 3%FV 3% FONDO DE VIVIENDA   | 196.76    |
|   |                 |           |         |              |             | FOND FONDO PENSIONES EMPRES | 983.80    |
|   |                 |           |         |              |             | SEDARSEDAR                  | 131.17    |
|   |                 |           |         |              |             | AGUI PROVISION AGUINALDO    | 2,747.88  |
|   |                 |           |         |              |             | TOTA NOMINA EN EFECTIVO     | 26,372.83 |
| 74-194-006 VILLANUEVA SANCHEZ JUAN LUIS |                 |           |         |              |             |                             |           |
| T.EMP:                                  | PERMANENTE      | 347.77    |         |              | 634.58      | OPERADOR B                  |           |
| 01                                      | SUELDO          | 5,216.55  | 51      |              | 953.43      | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02                                      | DESPENSA        | 457.50    | 54      |              | 719.88      | 51AG ISPT AGUINALDO         | 4,534.02  |
| 03                                      | TRANSPORTE      | 308.00    | 58      |              | 62.60       | IMP1 ISPT ART. 113 LISR     | 953.43    |
| 07                                      | PRIMA INSALUBRE | 1,043.31  |         |              |             | IMP2 ISPT ART. 142          | 4,534.02  |
| 30                                      | AGUINALDO       | 23,417.87 |         |              |             | EXEN BASE EXENTA            | 2,191.20  |
|   |                 |           |         |              |             | PGR1 PERC. GRAVADA TIPO 1   | 7,025.36  |
|   |                 |           |         |              |             | PGR2 PERC. GRAVADA TIPO 2   | 21,226.67 |
|   |                 |           |         |              |             | PERC TOTAL PERCEPCIONES     | 30,443.23 |
|   |                 |           |         |              |             | DEDU TOTAL DEDUCCIONES      | 1,735.91  |
|   |                 |           |         |              |             | 3%FV 3% FONDO DE VIVIENDA   | 187.80    |
|   |                 |           |         |              |             | FOND FONDO PENSIONES EMPRES | 938.98    |
|   |                 |           |         |              |             | SEDARSEDAR                  | 125.20    |
|   |                 |           |         |              |             | AGUI PROVISION AGUINALDO    | 2,648.43  |
|   |                 |           |         |              |             | TOTA NOMINA EN EFECTIVO     | 28,707.32 |
| 75-182-001 TOVAR DURAN ANTONIO          |                 |           |         |              |             |                             |           |
| T.EMP:                                  | PERMANENTE      | 347.77    |         |              | 637.01      | OPERADOR B                  |           |
| 01                                      | SUELDO          | 5,216.55  | 51      |              | 953.43      | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02                                      | DESPENSA        | 457.50    | 54      |              | 719.88      | 51AG ISPT AGUINALDO         | 4,534.02  |
| 03                                      | TRANSPORTE      | 308.00    | 58      |              | 62.60       | IMP1 ISPT ART. 113 LISR     | 953.43    |
| 07                                      | PRIMA INSALUBRE | 1,043.31  |         |              |             | IMP2 ISPT ART. 142          | 4,534.02  |
| 30                                      | AGUINALDO       | 23,417.87 |         |              |             | EXEN BASE EXENTA            | 2,191.20  |
|   |                 |           |         |              |             | PGR1 PERC. GRAVADA TIPO 1   | 7,025.36  |
|   |                 |           |         |              |             | PGR2 PERC. GRAVADA TIPO 2   | 21,226.67 |
|   |                 |           |         |              |             | PERC TOTAL PERCEPCIONES     | 30,443.23 |
|   |                 |           |         |              |             | DEDU TOTAL DEDUCCIONES      | 1,735.91  |
|   |                 |           |         |              |             | 3%FV 3% FONDO DE VIVIENDA   | 187.80    |

| Clave   | Nombre          | S.Diario  | S.Integ | PERCEPCIONES      | DEDUCCIONES | CONCEPTOS                            |
|---|-----------------|-----------|---------|-------------------|-------------|--------------------------------------|
| FOND FONDO PENSIONES EMPRES 938.98<br>SEDARSEDAR 125.20<br>AGUI PROVISION AGUINALDO 2,648.43<br>TOTA NOMINA EN EFECTIVO 28,707.32 |                 |           |         |                   |             |                                      |
| 75-194-003 GODINEZ JIMENEZ MAXIMO   |                 |           |         |                   |             |                                      |
| T.EMP:  | PERMANENTE      | 364.37    | 666.08  | OPERADOR A        |             |                                      |
| 01  | SUELDO          | 5,465.55  | 51      | ISPT              | 1,019.92    | DVIG DIAS DE VIGENCIA 15.00          |
| 02  | DESPENSA        | 463.00    | 54      | FONDO PENSIONES   | 754.25      | 51AG ISPT AGUINALDO 4,755.66         |
| 03  | TRANSPORTE      | 315.00    | 58      | CUOTA SINDICAL    | 65.59       | IMP1 ISPT ART. 113 LISR 1,019.92     |
| 07  | PRIMA INSALUBRE | 1,093.11  | 65      | OTRAS DEDUCCIONES | 1,759.00    | IMP2 ISPT ART. 142 4,755.66          |
| 30  | AGUINALDO       | 24,455.54 |         |                   |             | EXEN BASE EXENTA 2,191.20            |
|   |                 |           |         |                   |             | PGR1 PERC. GRAVADA TIPO 1 7,336.66   |
|   |                 |           |         |                   |             | PGR2 PERC. GRAVADA TIPO 2 22,264.34  |
|   |                 |           |         |                   |             | PERC TOTAL PERCEPCIONES 31,792.20    |
|   |                 |           |         |                   |             | DEDU TOTAL DEDUCCIONES 3,598.76      |
|   |                 |           |         |                   |             | 3%FV 3% FONDO DE VIVIENDA 196.76     |
|   |                 |           |         |                   |             | FOND FONDO PENSIONES EMPRES 983.80   |
|   |                 |           |         |                   |             | SEDARSEDAR 131.17                    |
|   |                 |           |         |                   |             | AGUI PROVISION AGUINALDO 2,747.88    |
|   |                 |           |         |                   |             | TOTA NOMINA EN EFECTIVO 28,193.44    |
| 75-194-004 HERNANDEZ SANTIAGO JUAN  |                 |           |         |                   |             |                                      |
| T.EMP:  | PERMANENTE      | 364.37    | 673.84  | OPERADOR A        |             |                                      |
| 01  | SUELDO          | 5,465.55  | 51      | ISPT              | 1,019.92    | DVIG DIAS DE VIGENCIA 15.00          |
| 02  | DESPENSA        | 463.00    | 54      | FONDO PENSIONES   | 754.25      | 51AG ISPT AGUINALDO 4,755.66         |
| 03  | TRANSPORTE      | 315.00    | 58      | CUOTA SINDICAL    | 65.59       | IMP1 ISPT ART. 113 LISR 1,019.92     |
| 07  | PRIMA INSALUBRE | 1,093.11  | 65      | OTRAS DEDUCCIONES | 3,175.00    | IMP2 ISPT ART. 142 4,755.66          |
| 30  | AGUINALDO       | 24,455.54 |         |                   |             | EXEN BASE EXENTA 2,191.20            |
|   |                 |           |         |                   |             | PGR1 PERC. GRAVADA TIPO 1 7,336.66   |
|   |                 |           |         |                   |             | PGR2 PERC. GRAVADA TIPO 2 22,264.34  |
|   |                 |           |         |                   |             | PERC TOTAL PERCEPCIONES 31,792.20    |
|   |                 |           |         |                   |             | DEDU TOTAL DEDUCCIONES 5,014.76      |
|   |                 |           |         |                   |             | 3%FV 3% FONDO DE VIVIENDA 196.76     |
|   |                 |           |         |                   |             | FOND FONDO PENSIONES EMPRES 983.80   |
|   |                 |           |         |                   |             | SEDARSEDAR 131.17                    |
|   |                 |           |         |                   |             | AGUI PROVISION AGUINALDO 2,747.88    |
|   |                 |           |         |                   |             | TOTA NOMINA EN EFECTIVO 26,777.44    |
| 76-182-001 HERNANDEZ SANTIAGO J GUADALUPE   |                 |           |         |                   |             |                                      |
| T.EMP:  | PERMANENTE      | 467.47    | 835.55  | JEFE DE PLANTA A  |             |                                      |
| 01  | SUELDO          | 7,012.05  | 51      | ISPT              | 1,406.92    | DVIG DIAS DE VIGENCIA 15.00          |
| 02  | DESPENSA        | 434.50    | 54      | FONDO PENSIONES   | 967.66      | 51AG ISPT AGUINALDO 6,045.66         |
| 03  | TRANSPORTE      | 299.50    | 58      | CUOTA SINDICAL    | 84.14       | IMP1 ISPT ART. 113 LISR 1,406.92     |
| 07  | PRIMA INSALUBRE | 1,402.41  | 65      | OTRAS DEDUCCIONES | 1,788.09    | IMP2 ISPT ART. 142 6,045.66          |
| 30  | AGUINALDO       | 30,494.87 |         |                   |             | EXEN BASE EXENTA 2,191.20            |
|   |                 |           |         |                   |             | PGR1 PERC. GRAVADA TIPO 1 9,148.45   |
|   |                 |           |         |                   |             | PGR2 PERC. GRAVADA TIPO 2 28,303.67  |
|   |                 |           |         |                   |             | PERC TOTAL PERCEPCIONES 39,643.33    |
|   |                 |           |         |                   |             | DEDU TOTAL DEDUCCIONES 4,246.81      |
|   |                 |           |         |                   |             | 3%FV 3% FONDO DE VIVIENDA 252.43     |
|   |                 |           |         |                   |             | FOND FONDO PENSIONES EMPRES 1,262.17 |
|   |                 |           |         |                   |             | SEDARSEDAR 168.29                    |
|   |                 |           |         |                   |             | AGUI PROVISION AGUINALDO 3,154.41    |
|   |                 |           |         |                   |             | TOTA NOMINA EN EFECTIVO 35,396.52    |
| 76-194-002 ARANDA ZARAGOZA JUAN MANUEL  |                 |           |         |                   |             |                                      |
| T.EMP:  | PERMANENTE      | 364.37    | 676.27  | OPERADOR A        |             |                                      |

| Clave                             | Nombre          | S.Diario  | S.Integ | PERCEPCIONES      | DEDUCCIONES | CONCEPTOS                   |           |
|-----------------------------------|-----------------|-----------|---------|-------------------|-------------|-----------------------------|-----------|
| 01                                | SUELDO          | 5,465.55  | 51      | ISPT              | 1,019.92    | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02                                | DESPENSA        | 463.00    | 54      | FONDO PENSIONES   | 754.25      | 51AG ISPT AGUINALDO         | 4,755.66  |
| 03                                | TRANSPORTE      | 315.00    | 58      | CUOTA SINDICAL    | 65.59       | IMP1 ISPT ART. 113 LISR     | 1,019.92  |
| 07                                | PRIMA INSALUBRE | 1,093.11  | 65      | OTRAS DEDUCCIONES | 2,818.35    | IMP2 ISPT ART. 142          | 4,755.66  |
| 30                                | AGUINALDO       | 24,455.54 |         |                   |             | EXEN BASE EXENTA            | 2,191.20  |
|                                   |                 |           |         |                   |             | PGR1 PERC. GRAVADA TIPO 1   | 7,336.66  |
|                                   |                 |           |         |                   |             | PGR2 PERC. GRAVADA TIPO 2   | 22,264.34 |
|                                   |                 |           |         |                   |             | PERC TOTAL PERCEPCIONES     | 31,792.20 |
|                                   |                 |           |         |                   |             | DEDU TOTAL DEDUCCIONES      | 4,658.11  |
|                                   |                 |           |         |                   |             | 3%FV 3% FONDO DE VIVIENDA   | 196.76    |
|                                   |                 |           |         |                   |             | FOND FONDO PENSIONES EMPRES | 983.80    |
|                                   |                 |           |         |                   |             | SEDARSEDAR                  | 131.17    |
|                                   |                 |           |         |                   |             | AGUI PROVISION AGUINALDO    | 2,747.88  |
|                                   |                 |           |         |                   |             | TOTA NOMINA EN EFECTIVO     | 27,134.09 |
| 76-194-003 BUSTOS PEREZ ARNULFO   |                 |           |         |                   |             |                             |           |
| T.EMP:                            | PERMANENTE      | 364.37    |         | 666.08            | OPERADOR A  |                             |           |
| 01                                | SUELDO          | 5,465.55  | 51      | ISPT              | 1,019.92    | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02                                | DESPENSA        | 463.00    | 54      | FONDO PENSIONES   | 754.25      | 51AG ISPT AGUINALDO         | 4,755.66  |
| 03                                | TRANSPORTE      | 315.00    | 58      | CUOTA SINDICAL    | 65.59       | IMP1 ISPT ART. 113 LISR     | 1,019.92  |
| 07                                | PRIMA INSALUBRE | 1,093.11  | 65      | OTRAS DEDUCCIONES | 2,117.00    | IMP2 ISPT ART. 142          | 4,755.66  |
| 30                                | AGUINALDO       | 24,455.54 | 95      | PRESTAMO AYUDATE  | 708.53      | EXEN BASE EXENTA            | 2,191.20  |
|                                   |                 |           |         |                   |             | PGR1 PERC. GRAVADA TIPO 1   | 7,336.66  |
|                                   |                 |           |         |                   |             | PGR2 PERC. GRAVADA TIPO 2   | 22,264.34 |
|                                   |                 |           |         |                   |             | PERC TOTAL PERCEPCIONES     | 31,792.20 |
|                                   |                 |           |         |                   |             | DEDU TOTAL DEDUCCIONES      | 4,665.29  |
|                                   |                 |           |         |                   |             | 3%FV 3% FONDO DE VIVIENDA   | 196.76    |
|                                   |                 |           |         |                   |             | FOND FONDO PENSIONES EMPRES | 983.80    |
|                                   |                 |           |         |                   |             | SEDARSEDAR                  | 131.17    |
|                                   |                 |           |         |                   |             | AGUI PROVISION AGUINALDO    | 2,747.88  |
|                                   |                 |           |         |                   |             | TOTA NOMINA EN EFECTIVO     | 27,126.91 |
| 76-194-004 GARCIA RANGEL J SIXTOS |                 |           |         |                   |             |                             |           |
| T.EMP:                            | PERMANENTE      | 347.77    |         | 633.36            | OPERADOR B  |                             |           |
| 01                                | SUELDO          | 5,216.55  | 51      | ISPT              | 953.43      | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02                                | DESPENSA        | 457.50    | 54      | FONDO PENSIONES   | 719.88      | 51AG ISPT AGUINALDO         | 4,534.02  |
| 03                                | TRANSPORTE      | 308.00    | 58      | CUOTA SINDICAL    | 62.60       | IMP1 ISPT ART. 113 LISR     | 953.43    |
| 07                                | PRIMA INSALUBRE | 1,043.31  | 65      | OTRAS DEDUCCIONES | 2,087.00    | IMP2 ISPT ART. 142          | 4,534.02  |
| 30                                | AGUINALDO       | 23,417.87 |         |                   |             | EXEN BASE EXENTA            | 2,191.20  |
|                                   |                 |           |         |                   |             | PGR1 PERC. GRAVADA TIPO 1   | 7,025.36  |
|                                   |                 |           |         |                   |             | PGR2 PERC. GRAVADA TIPO 2   | 21,226.67 |
|                                   |                 |           |         |                   |             | PERC TOTAL PERCEPCIONES     | 30,443.23 |
|                                   |                 |           |         |                   |             | DEDU TOTAL DEDUCCIONES      | 3,822.91  |
|                                   |                 |           |         |                   |             | 3%FV 3% FONDO DE VIVIENDA   | 187.80    |
|                                   |                 |           |         |                   |             | FOND FONDO PENSIONES EMPRES | 938.98    |
|                                   |                 |           |         |                   |             | SEDARSEDAR                  | 125.20    |
|                                   |                 |           |         |                   |             | AGUI PROVISION AGUINALDO    | 2,648.43  |
|                                   |                 |           |         |                   |             | TOTA NOMINA EN EFECTIVO     | 26,620.32 |
| 76-194-006 MORA ZUÑIGA ANGEL      |                 |           |         |                   |             |                             |           |
| T.EMP:                            | PERMANENTE      | 364.37    |         | 679.95            | OPERADOR A  |                             |           |
| 01                                | SUELDO          | 5,465.55  | 51      | ISPT              | 1,019.92    | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02                                | DESPENSA        | 463.00    | 54      | FONDO PENSIONES   | 754.25      | 51AG ISPT AGUINALDO         | 4,755.66  |
| 03                                | TRANSPORTE      | 315.00    | 58      | CUOTA SINDICAL    | 65.59       | IMP1 ISPT ART. 113 LISR     | 1,019.92  |
| 07                                | PRIMA INSALUBRE | 1,093.11  | 65      | OTRAS DEDUCCIONES | 2,187.00    | IMP2 ISPT ART. 142          | 4,755.66  |
| 30                                | AGUINALDO       | 24,455.54 |         |                   |             | EXEN BASE EXENTA            | 2,191.20  |
|                                   |                 |           |         |                   |             | PGR1 PERC. GRAVADA TIPO 1   | 7,336.66  |
|                                   |                 |           |         |                   |             | PGR2 PERC. GRAVADA TIPO 2   | 22,264.34 |

| Clave                                | Nombre          | S.Diario  | S.Integ | DEDUCCIONES       | CONCEPTOS  |                             |           |
|--------------------------------------|-----------------|-----------|---------|-------------------|------------|-----------------------------|-----------|
| PERCEPCIONES                         |                 |           |         |                   |            |                             |           |
|                                      |                 |           |         |                   |            | PERC TOTAL PERCEPCIONES     | 31,792.20 |
|                                      |                 |           |         |                   |            | DEDU TOTAL DEDUCCIONES      | 4,026.76  |
|                                      |                 |           |         |                   |            | 3%FV 3% FONDO DE VIVIENDA   | 196.76    |
|                                      |                 |           |         |                   |            | FOND FONDO PENSIONES EMPRES | 983.80    |
|                                      |                 |           |         |                   |            | SEDARSEDAR                  | 131.17    |
|                                      |                 |           |         |                   |            | AGUI PROVISION AGUINALDO    | 2,747.88  |
|                                      |                 |           |         |                   |            | TOTA NOMINA EN EFECTIVO     | 27,765.44 |
| 76-194-007 PEREZ MENDEZ FRANCISCO    |                 |           |         |                   |            |                             |           |
| T.EMP:                               | PERMANENTE      | 347.77    |         | 634.58            | OPERADOR B |                             |           |
| 01                                   | SUELDO          | 5,216.55  | 51      | ISPT              |            | 953.43                      |           |
| 02                                   | DESPENSA        | 457.50    | 54      | FONDO PENSIONES   |            | 719.88                      |           |
| 03                                   | TRANSPORTE      | 308.00    | 58      | CUOTA SINDICAL    |            | 62.60                       |           |
| 07                                   | PRIMA INSALUBRE | 1,043.31  | 65      | OTRAS DEDUCCIONES |            | 2,017.00                    |           |
| 30                                   | AGUINALDO       | 23,417.87 | 95      | PRESTAMO AYUDATE  |            | 1,110.97                    |           |
|                                      |                 |           |         |                   |            | DVIG DIAS DE VIGENCIA       | 15.00     |
|                                      |                 |           |         |                   |            | 51AG ISPT AGUINALDO         | 4,534.02  |
|                                      |                 |           |         |                   |            | IMP1 ISPT ART. 113 LISR     | 953.43    |
|                                      |                 |           |         |                   |            | IMP2 ISPT ART. 142          | 4,534.02  |
|                                      |                 |           |         |                   |            | EXEN BASE EXENTA            | 2,191.20  |
|                                      |                 |           |         |                   |            | PGR1 PERC. GRAVADA TIPO 1   | 7,025.36  |
|                                      |                 |           |         |                   |            | PGR2 PERC. GRAVADA TIPO 2   | 21,226.67 |
|                                      |                 |           |         |                   |            | PERC TOTAL PERCEPCIONES     | 30,443.23 |
|                                      |                 |           |         |                   |            | DEDU TOTAL DEDUCCIONES      | 4,863.88  |
|                                      |                 |           |         |                   |            | 3%FV 3% FONDO DE VIVIENDA   | 187.80    |
|                                      |                 |           |         |                   |            | FOND FONDO PENSIONES EMPRES | 938.98    |
|                                      |                 |           |         |                   |            | SEDARSEDAR                  | 125.20    |
|                                      |                 |           |         |                   |            | AGUI PROVISION AGUINALDO    | 2,648.43  |
|                                      |                 |           |         |                   |            | TOTA NOMINA EN EFECTIVO     | 25,579.35 |
| 76-194-008 RODRIGUEZ GONZALEZ MARTIN |                 |           |         |                   |            |                             |           |
| T.EMP:                               | PERMANENTE      | 347.77    |         | 637.01            | OPERADOR B |                             |           |
| 01                                   | SUELDO          | 5,216.55  | 51      | ISPT              |            | 953.43                      |           |
| 02                                   | DESPENSA        | 457.50    | 54      | FONDO PENSIONES   |            | 719.88                      |           |
| 03                                   | TRANSPORTE      | 308.00    | 58      | CUOTA SINDICAL    |            | 62.60                       |           |
| 07                                   | PRIMA INSALUBRE | 1,043.31  | 65      | OTRAS DEDUCCIONES |            | 2,087.00                    |           |
| 30                                   | AGUINALDO       | 23,417.87 |         |                   |            |                             |           |
|                                      |                 |           |         |                   |            | DVIG DIAS DE VIGENCIA       | 15.00     |
|                                      |                 |           |         |                   |            | 51AG ISPT AGUINALDO         | 4,534.02  |
|                                      |                 |           |         |                   |            | IMP1 ISPT ART. 113 LISR     | 953.43    |
|                                      |                 |           |         |                   |            | IMP2 ISPT ART. 142          | 4,534.02  |
|                                      |                 |           |         |                   |            | EXEN BASE EXENTA            | 2,191.20  |
|                                      |                 |           |         |                   |            | PGR1 PERC. GRAVADA TIPO 1   | 7,025.36  |
|                                      |                 |           |         |                   |            | PGR2 PERC. GRAVADA TIPO 2   | 21,226.67 |
|                                      |                 |           |         |                   |            | PERC TOTAL PERCEPCIONES     | 30,443.23 |
|                                      |                 |           |         |                   |            | DEDU TOTAL DEDUCCIONES      | 3,822.91  |
|                                      |                 |           |         |                   |            | 3%FV 3% FONDO DE VIVIENDA   | 187.80    |
|                                      |                 |           |         |                   |            | FOND FONDO PENSIONES EMPRES | 938.98    |
|                                      |                 |           |         |                   |            | SEDARSEDAR                  | 125.20    |
|                                      |                 |           |         |                   |            | AGUI PROVISION AGUINALDO    | 2,648.43  |
|                                      |                 |           |         |                   |            | TOTA NOMINA EN EFECTIVO     | 26,620.32 |
| 76-194-009 VAZQUEZ TINOCO ALEJANDRO  |                 |           |         |                   |            |                             |           |
| T.EMP:                               | PERMANENTE      | 347.77    |         | 637.01            | OPERADOR B |                             |           |
| 01                                   | SUELDO          | 5,216.55  | 51      | ISPT              |            | 953.43                      |           |
| 02                                   | DESPENSA        | 457.50    | 54      | FONDO PENSIONES   |            | 719.88                      |           |
| 03                                   | TRANSPORTE      | 308.00    | 58      | CUOTA SINDICAL    |            | 62.60                       |           |
| 07                                   | PRIMA INSALUBRE | 1,043.31  | 65      | OTRAS DEDUCCIONES |            | 3,130.67                    |           |
| 30                                   | AGUINALDO       | 23,417.87 | 95      | PRESTAMO AYUDATE  |            | 1,298.98                    |           |
|                                      |                 |           |         |                   |            | DVIG DIAS DE VIGENCIA       | 15.00     |
|                                      |                 |           |         |                   |            | 51AG ISPT AGUINALDO         | 4,534.02  |
|                                      |                 |           |         |                   |            | IMP1 ISPT ART. 113 LISR     | 953.43    |
|                                      |                 |           |         |                   |            | IMP2 ISPT ART. 142          | 4,534.02  |
|                                      |                 |           |         |                   |            | EXEN BASE EXENTA            | 2,191.20  |
|                                      |                 |           |         |                   |            | PGR1 PERC. GRAVADA TIPO 1   | 7,025.36  |
|                                      |                 |           |         |                   |            | PGR2 PERC. GRAVADA TIPO 2   | 21,226.67 |
|                                      |                 |           |         |                   |            | PERC TOTAL PERCEPCIONES     | 30,443.23 |
|                                      |                 |           |         |                   |            | DEDU TOTAL DEDUCCIONES      | 6,165.56  |
|                                      |                 |           |         |                   |            | 3%FV 3% FONDO DE VIVIENDA   | 187.80    |
|                                      |                 |           |         |                   |            | FOND FONDO PENSIONES EMPRES | 938.98    |
|                                      |                 |           |         |                   |            | SEDARSEDAR                  | 125.20    |
|                                      |                 |           |         |                   |            | AGUI PROVISION AGUINALDO    | 2,648.43  |
|                                      |                 |           |         |                   |            | TOTA NOMINA EN EFECTIVO     | 24,277.67 |

| Clave                                | Nombre          | S.Diario  | S.Integ | PERCEPCIONES      | DEDUCCIONES | CONCEPTOS                            |
|--------------------------------------|-----------------|-----------|---------|-------------------|-------------|--------------------------------------|
| 76-269-012 GODINEZ DIAZ DANIEL       |                 |           |         |                   |             |                                      |
| T.EMP:                               | PERMANENTE      | 347.77    | 629.71  | OPERADOR B        |             |                                      |
| 01                                   | SUELDO          | 5,216.55  | 51      | ISPT              | 953.43      | DVIG DIAS DE VIGENCIA 15.00          |
| 02                                   | DESPENSA        | 457.50    | 54      | FONDO PENSIONES   | 719.88      | 51AG ISPT AGUINALDO 4,534.02         |
| 03                                   | TRANSPORTE      | 308.00    | 58      | CUOTA SINDICAL    | 62.60       | IMP1 ISPT ART. 113 LISR 953.43       |
| 07                                   | PRIMA INSALUBRE | 1,043.31  | 65      | OTRAS DEDUCCIONES | 3,130.45    | IMP2 ISPT ART. 142 4,534.02          |
| 30                                   | AGUINALDO       | 23,417.87 |         |                   |             | EXEN BASE EXENTA 2,191.20            |
|                                      |                 |           |         |                   |             | PGR1 PERC. GRAVADA TIPO 1 7,025.36   |
|                                      |                 |           |         |                   |             | PGR2 PERC. GRAVADA TIPO 2 21,226.67  |
|                                      |                 |           |         |                   |             | PERC TOTAL PERCEPCIONES 30,443.23    |
|                                      |                 |           |         |                   |             | DEDU TOTAL DEDUCCIONES 4,866.36      |
|                                      |                 |           |         |                   |             | 3%FV 3% FONDO DE VIVIENDA 187.80     |
|                                      |                 |           |         |                   |             | FOND FONDO PENSIONES EMPRES 938.98   |
|                                      |                 |           |         |                   |             | SEDARSEDAR 125.20                    |
|                                      |                 |           |         |                   |             | AGUI PROVISION AGUINALDO 2,648.43    |
|                                      |                 |           |         |                   |             | TOTA NOMINA EN EFECTIVO 25,576.87    |
| 77-182-001 TREJO TALAVERA HIRAM AXEL |                 |           |         |                   |             |                                      |
| T.EMP:                               | PERMANENTE      | 444.43    | 656.22  | JEFE DE PLANTA B  |             |                                      |
| 01                                   | SUELDO          | 6,666.45  | 51      | ISPT              | 1,350.80    | DVIG DIAS DE VIGENCIA 15.00          |
| 02                                   | DESPENSA        | 546.50    | 54      | FONDO PENSIONES   | 919.97      | 51AG ISPT AGUINALDO 5,858.61         |
| 03                                   | TRANSPORTE      | 339.50    | 58      | CUOTA SINDICAL    | 80.00       | IMP1 ISPT ART. 113 LISR 1,350.80     |
| 07                                   | PRIMA INSALUBRE | 1,333.29  | 65      | OTRAS DEDUCCIONES | 2,627.00    | IMP2 ISPT ART. 142 5,858.61          |
| 30                                   | AGUINALDO       | 29,619.14 |         |                   |             | EXEN BASE EXENTA 2,191.20            |
|                                      |                 |           |         |                   |             | PGR1 PERC. GRAVADA TIPO 1 8,885.74   |
|                                      |                 |           |         |                   |             | PGR2 PERC. GRAVADA TIPO 2 27,427.94  |
|                                      |                 |           |         |                   |             | PERC TOTAL PERCEPCIONES 38,504.88    |
|                                      |                 |           |         |                   |             | DEDU TOTAL DEDUCCIONES 4,977.77      |
|                                      |                 |           |         |                   |             | 3%FV 3% FONDO DE VIVIENDA 239.99     |
|                                      |                 |           |         |                   |             | FOND FONDO PENSIONES EMPRES 1,199.96 |
|                                      |                 |           |         |                   |             | SEDARSEDAR 159.99                    |
|                                      |                 |           |         |                   |             | AGUI PROVISION AGUINALDO 3,070.46    |
|                                      |                 |           |         |                   |             | TOTA NOMINA EN EFECTIVO 33,527.11    |
| 77-194-003 CERDA RUIZ RAMON          |                 |           |         |                   |             |                                      |
| T.EMP:                               | PERMANENTE      | 347.77    | 640.43  | OPERADOR B        |             |                                      |
| 01                                   | SUELDO          | 5,216.55  | 51      | ISPT              | 953.43      | DVIG DIAS DE VIGENCIA 15.00          |
| 02                                   | DESPENSA        | 457.50    | 54      | FONDO PENSIONES   | 719.88      | 51AG ISPT AGUINALDO 4,534.02         |
| 03                                   | TRANSPORTE      | 308.00    | 58      | CUOTA SINDICAL    | 62.60       | IMP1 ISPT ART. 113 LISR 953.43       |
| 07                                   | PRIMA INSALUBRE | 1,043.31  | 65      | OTRAS DEDUCCIONES | 2,087.00    | IMP2 ISPT ART. 142 4,534.02          |
| 30                                   | AGUINALDO       | 23,417.87 |         |                   |             | EXEN BASE EXENTA 2,191.20            |
|                                      |                 |           |         |                   |             | PGR1 PERC. GRAVADA TIPO 1 7,025.36   |
|                                      |                 |           |         |                   |             | PGR2 PERC. GRAVADA TIPO 2 21,226.67  |
|                                      |                 |           |         |                   |             | PERC TOTAL PERCEPCIONES 30,443.23    |
|                                      |                 |           |         |                   |             | DEDU TOTAL DEDUCCIONES 3,822.91      |
|                                      |                 |           |         |                   |             | 3%FV 3% FONDO DE VIVIENDA 187.80     |
|                                      |                 |           |         |                   |             | FOND FONDO PENSIONES EMPRES 938.98   |
|                                      |                 |           |         |                   |             | SEDARSEDAR 125.20                    |
|                                      |                 |           |         |                   |             | AGUI PROVISION AGUINALDO 2,648.43    |
|                                      |                 |           |         |                   |             | TOTA NOMINA EN EFECTIVO 26,620.32    |
| 77-194-005 GUDIÑO LOPEZ MARIO        |                 |           |         |                   |             |                                      |
| T.EMP:                               | PERMANENTE      | 347.77    | 637.01  | OPERADOR B        |             |                                      |
| 01                                   | SUELDO          | 5,216.55  | 51      | ISPT              | 953.43      | DVIG DIAS DE VIGENCIA 15.00          |
| 02                                   | DESPENSA        | 457.50    | 54      | FONDO PENSIONES   | 719.88      | 51AG ISPT AGUINALDO 4,534.02         |
| 03                                   | TRANSPORTE      | 308.00    | 58      | CUOTA SINDICAL    | 62.60       | IMP1 ISPT ART. 113 LISR 953.43       |
| 07                                   | PRIMA INSALUBRE | 1,043.31  | 65      | OTRAS DEDUCCIONES | 667.00      | IMP2 ISPT ART. 142 4,534.02          |

| Clave                                  | Nombre          | S.Diario  | S.Integ | PERCEPCIONES      | DEDUCCIONES | CONCEPTOS                   |           |
|--|-----------------|-----------|---------|-------------------|-------------|-----------------------------|-----------|
| 30                                     | AGUINALDO       | 23,417.87 |         |                   |             | EXEN BASE EXENTA            | 2,191.20  |
|  |                 |           |         |                   |             | PGR1 PERC. GRAVADA TIPO 1   | 7,025.36  |
|  |                 |           |         |                   |             | PGR2 PERC. GRAVADA TIPO 2   | 21,226.67 |
|  |                 |           |         |                   |             | PERC TOTAL PERCEPCIONES     | 30,443.23 |
|  |                 |           |         |                   |             | DEDU TOTAL DEDUCCIONES      | 2,402.91  |
|  |                 |           |         |                   |             | 3%FV 3% FONDO DE VIVIENDA   | 187.80    |
|  |                 |           |         |                   |             | FOND FONDO PENSIONES EMPRES | 938.98    |
|  |                 |           |         |                   |             | SEDARSEDAR                  | 125.20    |
|  |                 |           |         |                   |             | AGUI PROVISION AGUINALDO    | 2,648.43  |
|  |                 |           |         |                   |             | TOTA NOMINA EN EFECTIVO     | 28,040.32 |
| 77-194-006 GUDIÑO ORTEGA MARIO MELCHOR |                 |           |         |                   |             |                             |           |
| T.EMP:                                 | PERMANENTE      | 364.37    |         |                   | 663.65      | OPERADOR A                  |           |
| 01                                     | SUELDO          | 5,465.55  | 51      | ISPT              | 1,019.92    | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02                                     | DESPENSA        | 463.00    | 54      | FONDO PENSIONES   | 754.25      | 51AG ISPT AGUINALDO         | 4,755.66  |
| 03                                     | TRANSPORTE      | 315.00    | 58      | CUOTA SINDICAL    | 65.59       | IMP1 ISPT ART. 113 LISR     | 1,019.92  |
| 07                                     | PRIMA INSALUBRE | 1,093.11  | 65      | OTRAS DEDUCCIONES | 3,174.72    | IMP2 ISPT ART. 142          | 4,755.66  |
| 30                                     | AGUINALDO       | 24,455.54 |         |                   |             | EXEN BASE EXENTA            | 2,191.20  |
|  |                 |           |         |                   |             | PGR1 PERC. GRAVADA TIPO 1   | 7,336.66  |
|  |                 |           |         |                   |             | PGR2 PERC. GRAVADA TIPO 2   | 22,264.34 |
|  |                 |           |         |                   |             | PERC TOTAL PERCEPCIONES     | 31,792.20 |
|  |                 |           |         |                   |             | DEDU TOTAL DEDUCCIONES      | 5,014.48  |
|  |                 |           |         |                   |             | 3%FV 3% FONDO DE VIVIENDA   | 196.76    |
|  |                 |           |         |                   |             | FOND FONDO PENSIONES EMPRES | 983.80    |
|  |                 |           |         |                   |             | SEDARSEDAR                  | 131.17    |
|  |                 |           |         |                   |             | AGUI PROVISION AGUINALDO    | 2,747.88  |
|  |                 |           |         |                   |             | TOTA NOMINA EN EFECTIVO     | 26,777.72 |
| 77-194-008 VENEGAS LUMBRERAS JOSE      |                 |           |         |                   |             |                             |           |
| T.EMP:                                 | PERMANENTE      | 364.37    |         |                   | 663.65      | OPERADOR A                  |           |
| 01                                     | SUELDO          | 5,465.55  | 51      | ISPT              | 1,019.92    | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02                                     | DESPENSA        | 463.00    | 54      | FONDO PENSIONES   | 754.25      | 51AG ISPT AGUINALDO         | 4,755.66  |
| 03                                     | TRANSPORTE      | 315.00    | 58      | CUOTA SINDICAL    | 65.59       | IMP1 ISPT ART. 113 LISR     | 1,019.92  |
| 07                                     | PRIMA INSALUBRE | 1,093.11  |         |                   |             | IMP2 ISPT ART. 142          | 4,755.66  |
| 30                                     | AGUINALDO       | 24,455.54 |         |                   |             | EXEN BASE EXENTA            | 2,191.20  |
|  |                 |           |         |                   |             | PGR1 PERC. GRAVADA TIPO 1   | 7,336.66  |
|  |                 |           |         |                   |             | PGR2 PERC. GRAVADA TIPO 2   | 22,264.34 |
|  |                 |           |         |                   |             | PERC TOTAL PERCEPCIONES     | 31,792.20 |
|  |                 |           |         |                   |             | DEDU TOTAL DEDUCCIONES      | 1,839.76  |
|  |                 |           |         |                   |             | 3%FV 3% FONDO DE VIVIENDA   | 196.76    |
|  |                 |           |         |                   |             | FOND FONDO PENSIONES EMPRES | 983.80    |
|  |                 |           |         |                   |             | SEDARSEDAR                  | 131.17    |
|  |                 |           |         |                   |             | AGUI PROVISION AGUINALDO    | 2,747.88  |
|  |                 |           |         |                   |             | TOTA NOMINA EN EFECTIVO     | 29,952.44 |
| 77-194-009 VILLANUEVA SANCHEZ MARIO    |                 |           |         |                   |             |                             |           |
| T.EMP:                                 | PERMANENTE      | 347.77    |         |                   | 640.11      | OPERADOR B                  |           |
| 01                                     | SUELDO          | 5,216.55  | 51      | ISPT              | 953.43      | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02                                     | DESPENSA        | 457.50    | 54      | FONDO PENSIONES   | 719.88      | 51AG ISPT AGUINALDO         | 4,520.01  |
| 03                                     | TRANSPORTE      | 308.00    | 58      | CUOTA SINDICAL    | 62.60       | IMP1 ISPT ART. 113 LISR     | 953.43    |
| 07                                     | PRIMA INSALUBRE | 1,043.31  | 65      | OTRAS DEDUCCIONES | 700.00      | IMP2 ISPT ART. 142          | 4,520.01  |
| 30                                     | AGUINALDO       | 23,352.30 |         |                   |             | EXEN BASE EXENTA            | 2,191.20  |
|  |                 |           |         |                   |             | PGR1 PERC. GRAVADA TIPO 1   | 7,025.36  |
|  |                 |           |         |                   |             | PGR2 PERC. GRAVADA TIPO 2   | 21,161.10 |
|  |                 |           |         |                   |             | PERC TOTAL PERCEPCIONES     | 30,377.66 |
|  |                 |           |         |                   |             | DEDU TOTAL DEDUCCIONES      | 2,435.91  |
|  |                 |           |         |                   |             | 3%FV 3% FONDO DE VIVIENDA   | 187.80    |
|  |                 |           |         |                   |             | FOND FONDO PENSIONES EMPRES | 938.98    |



| Clave      | Nombre                       | S.Diario  | S.Integ | PERCEPCIONES      | DEDUCCIONES | CONCEPTOS                   |           |
|------------|------------------------------|-----------|---------|-------------------|-------------|-----------------------------|-----------|
|            |                              |           |         |                   |             | SEDARSEDAR                  | 125.20    |
|            |                              |           |         |                   |             | AGUI PROVISION AGUINALDO    | 2,582.86  |
|            |                              |           |         |                   |             | TOTA NOMINA EN EFECTIVO     | 27,941.75 |
| 78-194-003 | DUARTE DIAZ BENJAMIN         |           |         |                   |             |                             |           |
| T.EMP:     | PERMANENTE                   | 364.37    | 663.65  |                   |             | OPERADOR A                  |           |
| 01         | SUELDO                       | 5,465.55  | 51      | ISPT              | 1,019.92    | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02         | DESPENSA                     | 463.00    | 54      | FONDO PENSIONES   | 754.25      | 51AG ISPT AGUINALDO         | 4,755.66  |
| 03         | TRANSPORTE                   | 315.00    | 58      | CUOTA SINDICAL    | 65.59       | IMP1 ISPT ART. 113 LISR     | 1,019.92  |
| 07         | PRIMA INSALUBRE              | 1,093.11  | 65      | OTRAS DEDUCCIONES | 700.00      | IMP2 ISPT ART. 142          | 4,755.66  |
| 30         | AGUINALDO                    | 24,455.54 |         |                   |             | EXEN BASE EXENTA            | 2,191.20  |
|            |                              |           |         |                   |             | PGR1 PERC. GRAVADA TIPO 1   | 7,336.66  |
|            |                              |           |         |                   |             | PGR2 PERC. GRAVADA TIPO 2   | 22,264.34 |
|            |                              |           |         |                   |             | PERC TOTAL PERCEPCIONES     | 31,792.20 |
|            |                              |           |         |                   |             | DEDU TOTAL DEDUCCIONES      | 2,539.76  |
|            |                              |           |         |                   |             | 3%FV 3% FONDO DE VIVIENDA   | 196.76    |
|            |                              |           |         |                   |             | FOND FONDO PENSIONES EMPRES | 983.80    |
|            |                              |           |         |                   |             | SEDARSEDAR                  | 131.17    |
|            |                              |           |         |                   |             | AGUI PROVISION AGUINALDO    | 2,747.88  |
|            |                              |           |         |                   |             | TOTA NOMINA EN EFECTIVO     | 29,252.44 |
| 78-194-004 | SEGURA BUSTOS ANDRES         |           |         |                   |             |                             |           |
| T.EMP:     | PERMANENTE                   | 444.43    | 810.73  |                   |             | JEFE DE PLANTA B            |           |
| 01         | SUELDO                       | 6,666.45  | 51      | ISPT              | 1,350.80    | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02         | DESPENSA                     | 546.50    | 54      | FONDO PENSIONES   | 919.97      | 51AG ISPT AGUINALDO         | 5,858.61  |
| 03         | TRANSPORTE                   | 339.50    | 58      | CUOTA SINDICAL    | 80.00       | IMP1 ISPT ART. 113 LISR     | 1,350.80  |
| 07         | PRIMA INSALUBRE              | 1,333.29  | 65      | OTRAS DEDUCCIONES | 1,945.00    | IMP2 ISPT ART. 142          | 5,858.61  |
| 30         | AGUINALDO                    | 29,619.14 |         |                   |             | EXEN BASE EXENTA            | 2,191.20  |
|            |                              |           |         |                   |             | PGR1 PERC. GRAVADA TIPO 1   | 8,885.74  |
|            |                              |           |         |                   |             | PGR2 PERC. GRAVADA TIPO 2   | 27,427.94 |
|            |                              |           |         |                   |             | PERC TOTAL PERCEPCIONES     | 38,504.88 |
|            |                              |           |         |                   |             | DEDU TOTAL DEDUCCIONES      | 4,295.77  |
|            |                              |           |         |                   |             | 3%FV 3% FONDO DE VIVIENDA   | 239.99    |
|            |                              |           |         |                   |             | FOND FONDO PENSIONES EMPRES | 1,199.96  |
|            |                              |           |         |                   |             | SEDARSEDAR                  | 159.99    |
|            |                              |           |         |                   |             | AGUI PROVISION AGUINALDO    | 3,070.46  |
|            |                              |           |         |                   |             | TOTA NOMINA EN EFECTIVO     | 34,209.11 |
| 78-194-005 | MARTINEZ AGUILAR JOSE LUIS   |           |         |                   |             |                             |           |
| T.EMP:     | PERMANENTE                   | 364.37    | 666.08  |                   |             | OPERADOR A                  |           |
| 01         | SUELDO                       | 5,465.55  | 51      | ISPT              | 1,019.92    | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02         | DESPENSA                     | 463.00    | 54      | FONDO PENSIONES   | 754.25      | 51AG ISPT AGUINALDO         | 4,755.66  |
| 03         | TRANSPORTE                   | 315.00    | 58      | CUOTA SINDICAL    | 65.59       | IMP1 ISPT ART. 113 LISR     | 1,019.92  |
| 07         | PRIMA INSALUBRE              | 1,093.11  | 65      | OTRAS DEDUCCIONES | 2,117.00    | IMP2 ISPT ART. 142          | 4,755.66  |
| 30         | AGUINALDO                    | 24,455.54 |         |                   |             | EXEN BASE EXENTA            | 2,191.20  |
|            |                              |           |         |                   |             | PGR1 PERC. GRAVADA TIPO 1   | 7,336.66  |
|            |                              |           |         |                   |             | PGR2 PERC. GRAVADA TIPO 2   | 22,264.34 |
|            |                              |           |         |                   |             | PERC TOTAL PERCEPCIONES     | 31,792.20 |
|            |                              |           |         |                   |             | DEDU TOTAL DEDUCCIONES      | 3,956.76  |
|            |                              |           |         |                   |             | 3%FV 3% FONDO DE VIVIENDA   | 196.76    |
|            |                              |           |         |                   |             | FOND FONDO PENSIONES EMPRES | 983.80    |
|            |                              |           |         |                   |             | SEDARSEDAR                  | 131.17    |
|            |                              |           |         |                   |             | AGUI PROVISION AGUINALDO    | 2,747.88  |
|            |                              |           |         |                   |             | TOTA NOMINA EN EFECTIVO     | 27,835.44 |
| 79-182-001 | BASULTO RIVERA JOSE DE JESUS |           |         |                   |             |                             |           |
| T.EMP:     | PERMANENTE                   | 444.43    | 810.73  |                   |             | JEFE DE PLANTA B            |           |
| 01         | SUELDO                       | 6,666.45  | 51      | ISPT              | 1,350.80    | DVIG DIAS DE VIGENCIA       | 15.00     |

| Clave                             | Nombre          | S.Diario  | S.Integ | DEDUCCIONES       | CONCEPTOS        |                             |           |
|-----------------------------------|-----------------|-----------|---------|-------------------|------------------|-----------------------------|-----------|
| <hr/>                             |                 |           |         |                   |                  |                             |           |
|                                   | PERCEPCIONES    |           |         |                   |                  |                             |           |
| 02                                | DESPENSA        | 546.50    | 54      | FONDO PENSIONES   | 919.97           | 51AG ISPT AGUINALDO         | 5,858.61  |
| 03                                | TRANSPORTE      | 339.50    | 58      | CUOTA SINDICAL    | 80.00            | IMP1 ISPT ART. 113 LISR     | 1,350.80  |
| 07                                | PRIMA INSALUBRE | 1,333.29  | 65      | OTRAS DEDUCCIONES | 2,667.00         | IMP2 ISPT ART. 142          | 5,858.61  |
| 30                                | AGUINALDO       | 29,619.14 |         |                   |                  | EXEN BASE EXENTA            | 2,191.20  |
|                                   |                 |           |         |                   |                  | PGR1 PERC. GRAVADA TIPO 1   | 8,885.74  |
|                                   |                 |           |         |                   |                  | PGR2 PERC. GRAVADA TIPO 2   | 27,427.94 |
|                                   |                 |           |         |                   |                  | PERC TOTAL PERCEPCIONES     | 38,504.88 |
|                                   |                 |           |         |                   |                  | DEDU TOTAL DEDUCCIONES      | 5,017.77  |
|                                   |                 |           |         |                   |                  | 3%FV 3% FONDO DE VIVIENDA   | 239.99    |
|                                   |                 |           |         |                   |                  | FOND FONDO PENSIONES EMPRES | 1,199.96  |
|                                   |                 |           |         |                   |                  | SEDARSEDAR                  | 159.99    |
|                                   |                 |           |         |                   |                  | AGUI PROVISION AGUINALDO    | 3,070.46  |
|                                   |                 |           |         |                   |                  | TOTA NOMINA EN EFECTIVO     | 33,487.11 |
| <hr/>                             |                 |           |         |                   |                  |                             |           |
| 79-194-004 MENDOZA MORALES MARTIN |                 |           |         |                   |                  |                             |           |
| T.EMP:                            | PERMANENTE      | 364.37    |         | 663.65            | OPERADOR A       |                             |           |
| 01                                | SUELDO          | 5,465.55  | 51      | ISPT              | 1,019.92         | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02                                | DESPENSA        | 463.00    | 54      | FONDO PENSIONES   | 754.25           | 51AG ISPT AGUINALDO         | 4,755.66  |
| 03                                | TRANSPORTE      | 315.00    | 58      | CUOTA SINDICAL    | 65.59            | IMP1 ISPT ART. 113 LISR     | 1,019.92  |
| 07                                | PRIMA INSALUBRE | 1,093.11  | 65      | OTRAS DEDUCCIONES | 1,792.00         | IMP2 ISPT ART. 142          | 4,755.66  |
| 30                                | AGUINALDO       | 24,455.54 |         |                   |                  | EXEN BASE EXENTA            | 2,191.20  |
|                                   |                 |           |         |                   |                  | PGR1 PERC. GRAVADA TIPO 1   | 7,336.66  |
|                                   |                 |           |         |                   |                  | PGR2 PERC. GRAVADA TIPO 2   | 22,264.34 |
|                                   |                 |           |         |                   |                  | PERC TOTAL PERCEPCIONES     | 31,792.20 |
|                                   |                 |           |         |                   |                  | DEDU TOTAL DEDUCCIONES      | 3,631.76  |
|                                   |                 |           |         |                   |                  | 3%FV 3% FONDO DE VIVIENDA   | 196.76    |
|                                   |                 |           |         |                   |                  | FOND FONDO PENSIONES EMPRES | 983.80    |
|                                   |                 |           |         |                   |                  | SEDARSEDAR                  | 131.17    |
|                                   |                 |           |         |                   |                  | AGUI PROVISION AGUINALDO    | 2,747.88  |
|                                   |                 |           |         |                   |                  | TOTA NOMINA EN EFECTIVO     | 28,160.44 |
| <hr/>                             |                 |           |         |                   |                  |                             |           |
| 80-182-001 VARGAS MORA JOSE LUIS  |                 |           |         |                   |                  |                             |           |
| T.EMP:                            | PERMANENTE      | 467.47    |         | 833.12            | JEFE DE PLANTA A |                             |           |
| 01                                | SUELDO          | 7,012.05  | 51      | ISPT              | 1,406.92         | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02                                | DESPENSA        | 434.50    | 54      | FONDO PENSIONES   | 967.66           | 51AG ISPT AGUINALDO         | 6,045.66  |
| 03                                | TRANSPORTE      | 299.50    | 58      | CUOTA SINDICAL    | 84.14            | IMP1 ISPT ART. 113 LISR     | 1,406.92  |
| 07                                | PRIMA INSALUBRE | 1,402.41  | 65      | OTRAS DEDUCCIONES | 2,765.00         | IMP2 ISPT ART. 142          | 6,045.66  |
| 30                                | AGUINALDO       | 30,494.87 |         |                   |                  | EXEN BASE EXENTA            | 2,191.20  |
|                                   |                 |           |         |                   |                  | PGR1 PERC. GRAVADA TIPO 1   | 9,148.45  |
|                                   |                 |           |         |                   |                  | PGR2 PERC. GRAVADA TIPO 2   | 28,303.67 |
|                                   |                 |           |         |                   |                  | PERC TOTAL PERCEPCIONES     | 39,643.33 |
|                                   |                 |           |         |                   |                  | DEDU TOTAL DEDUCCIONES      | 5,223.72  |
|                                   |                 |           |         |                   |                  | 3%FV 3% FONDO DE VIVIENDA   | 252.43    |
|                                   |                 |           |         |                   |                  | FOND FONDO PENSIONES EMPRES | 1,262.17  |
|                                   |                 |           |         |                   |                  | SEDARSEDAR                  | 168.29    |
|                                   |                 |           |         |                   |                  | AGUI PROVISION AGUINALDO    | 3,154.41  |
|                                   |                 |           |         |                   |                  | TOTA NOMINA EN EFECTIVO     | 34,419.61 |
| <hr/>                             |                 |           |         |                   |                  |                             |           |
| 80-194-002 ESTRADA MORENO ROGELIO |                 |           |         |                   |                  |                             |           |
| T.EMP:                            | PERMANENTE      | 364.37    |         | 663.65            | OPERADOR A       |                             |           |
| 01                                | SUELDO          | 5,465.55  | 51      | ISPT              | 1,019.92         | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02                                | DESPENSA        | 463.00    | 54      | FONDO PENSIONES   | 754.25           | 51AG ISPT AGUINALDO         | 4,755.66  |
| 03                                | TRANSPORTE      | 315.00    | 58      | CUOTA SINDICAL    | 65.59            | IMP1 ISPT ART. 113 LISR     | 1,019.92  |
| 07                                | PRIMA INSALUBRE | 1,093.11  |         |                   |                  | IMP2 ISPT ART. 142          | 4,755.66  |
| 30                                | AGUINALDO       | 24,455.54 |         |                   |                  | EXEN BASE EXENTA            | 2,191.20  |
|                                   |                 |           |         |                   |                  | PGR1 PERC. GRAVADA TIPO 1   | 7,336.66  |
|                                   |                 |           |         |                   |                  | PGR2 PERC. GRAVADA TIPO 2   | 22,264.34 |
|                                   |                 |           |         |                   |                  | PERC TOTAL PERCEPCIONES     | 31,792.20 |

| Clave      | Nombre                     | S.Diario  | S.Integ | PERCEPCIONES      | DEDUCCIONES | CONCEPTOS                            |
|------------|----------------------------|-----------|---------|-------------------|-------------|--------------------------------------|
| -----      |                            |           |         |                   |             |                                      |
|            |                            |           |         |                   |             | DEDU TOTAL DEDUCCIONES 1,839.76      |
|            |                            |           |         |                   |             | 3%FV 3% FONDO DE VIVIENDA 196.76     |
|            |                            |           |         |                   |             | FOND FONDO PENSIONES EMPRES 983.80   |
|            |                            |           |         |                   |             | SEDARSEDAR 131.17                    |
|            |                            |           |         |                   |             | AGUI PROVISION AGUINALDO 2,747.88    |
|            |                            |           |         |                   |             | TOTA NOMINA EN EFECTIVO 29,952.44    |
| -----      |                            |           |         |                   |             |                                      |
| 80-194-004 | HERNANDEZ GUTIERREZ ALVARO |           |         |                   |             |                                      |
| T.EMP:     | PERMANENTE                 | 347.77    | 632.14  | OPERADOR B        |             |                                      |
| 01         | SUELDO                     | 5,216.55  | 51      | ISPT              | 953.43      | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | DESPENSA                   | 457.50    | 54      | FONDO PENSIONES   | 719.88      | 51AG ISPT AGUINALDO 4,534.02         |
| 03         | TRANSPORTE                 | 308.00    | 58      | CUOTA SINDICAL    | 62.60       | IMP1 ISPT ART. 113 LISR 953.43       |
| 07         | PRIMA INSALUBRE            | 1,043.31  | 65      | OTRAS DEDUCCIONES | 500.00      | IMP2 ISPT ART. 142 4,534.02          |
| 30         | AGUINALDO                  | 23,417.87 |         |                   |             | EXEN BASE EXENTA 2,191.20            |
|            |                            |           |         |                   |             | PGR1 PERC. GRAVADA TIPO 1 7,025.36   |
|            |                            |           |         |                   |             | PGR2 PERC. GRAVADA TIPO 2 21,226.67  |
|            |                            |           |         |                   |             | PERC TOTAL PERCEPCIONES 30,443.23    |
|            |                            |           |         |                   |             | DEDU TOTAL DEDUCCIONES 2,235.91      |
|            |                            |           |         |                   |             | 3%FV 3% FONDO DE VIVIENDA 187.80     |
|            |                            |           |         |                   |             | FOND FONDO PENSIONES EMPRES 938.98   |
|            |                            |           |         |                   |             | SEDARSEDAR 125.20                    |
|            |                            |           |         |                   |             | AGUI PROVISION AGUINALDO 2,648.43    |
|            |                            |           |         |                   |             | TOTA NOMINA EN EFECTIVO 28,207.32    |
| -----      |                            |           |         |                   |             |                                      |
| 80-194-006 | LEON CUBILLO EFREN         |           |         |                   |             |                                      |
| T.EMP:     | PERMANENTE                 | 364.37    | 663.65  | OPERADOR A        |             |                                      |
| 01         | SUELDO                     | 5,465.55  | 51      | ISPT              | 1,019.92    | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | DESPENSA                   | 463.00    | 54      | FONDO PENSIONES   | 754.25      | 51AG ISPT AGUINALDO 4,755.66         |
| 03         | TRANSPORTE                 | 315.00    | 58      | CUOTA SINDICAL    | 65.59       | IMP1 ISPT ART. 113 LISR 1,019.92     |
| 07         | PRIMA INSALUBRE            | 1,093.11  | 65      | OTRAS DEDUCCIONES | 1,283.95    | IMP2 ISPT ART. 142 4,755.66          |
| 30         | AGUINALDO                  | 24,455.54 |         |                   |             | EXEN BASE EXENTA 2,191.20            |
|            |                            |           |         |                   |             | PGR1 PERC. GRAVADA TIPO 1 7,336.66   |
|            |                            |           |         |                   |             | PGR2 PERC. GRAVADA TIPO 2 22,264.34  |
|            |                            |           |         |                   |             | PERC TOTAL PERCEPCIONES 31,792.20    |
|            |                            |           |         |                   |             | DEDU TOTAL DEDUCCIONES 3,123.71      |
|            |                            |           |         |                   |             | 3%FV 3% FONDO DE VIVIENDA 196.76     |
|            |                            |           |         |                   |             | FOND FONDO PENSIONES EMPRES 983.80   |
|            |                            |           |         |                   |             | SEDARSEDAR 131.17                    |
|            |                            |           |         |                   |             | AGUI PROVISION AGUINALDO 2,747.88    |
|            |                            |           |         |                   |             | TOTA NOMINA EN EFECTIVO 28,668.49    |
| -----      |                            |           |         |                   |             |                                      |
| 81-182-001 | ESPIRITU ESPINOZA RAUL     |           |         |                   |             |                                      |
| T.EMP:     | PERMANENTE                 | 402.90    | 733.74  | JEFE DE PLANTA C  |             |                                      |
| 01         | SUELDO                     | 6,043.50  | 51      | ISPT              | 1,174.68    | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | DESPENSA                   | 478.50    | 54      | FONDO PENSIONES   | 834.00      | 51AG ISPT AGUINALDO 5,271.53         |
| 03         | TRANSPORTE                 | 330.50    | 58      | CUOTA SINDICAL    | 72.52       | IMP1 ISPT ART. 113 LISR 1,174.68     |
| 07         | PRIMA INSALUBRE            | 1,208.70  | 65      | OTRAS DEDUCCIONES | 100.00      | IMP2 ISPT ART. 142 5,271.53          |
| 30         | AGUINALDO                  | 26,870.67 |         |                   |             | EXEN BASE EXENTA 2,191.20            |
|            |                            |           |         |                   |             | PGR1 PERC. GRAVADA TIPO 1 8,061.20   |
|            |                            |           |         |                   |             | PGR2 PERC. GRAVADA TIPO 2 24,679.46  |
|            |                            |           |         |                   |             | PERC TOTAL PERCEPCIONES 34,931.87    |
|            |                            |           |         |                   |             | DEDU TOTAL DEDUCCIONES 2,181.20      |
|            |                            |           |         |                   |             | 3%FV 3% FONDO DE VIVIENDA 217.57     |
|            |                            |           |         |                   |             | FOND FONDO PENSIONES EMPRES 1,087.83 |
|            |                            |           |         |                   |             | SEDARSEDAR 145.04                    |
|            |                            |           |         |                   |             | AGUI PROVISION AGUINALDO 2,979.51    |
|            |                            |           |         |                   |             | TOTA NOMINA EN EFECTIVO 32,750.67    |

| Clave      | Nombre                         | S.Diario  | S.Integ | DEDUCCIONES       | CONCEPTOS                              |
|------------|--------------------------------|-----------|---------|-------------------|--|
| -----      |                                |           |         |                   |  |
| 81-194-003 | HERNANDEZ SUAREZ JOSE ANTONIO  |           |         |                   |  |
| T.EMP:     | PERMANENTE                     | 364.37    | 675.87  | OPERADOR A        |  |
| 01         | SUELDO                         | 5,465.55  | 51      | ISPT              | 1,019.92 DVIG DIAS DE VIGENCIA 15.00   |
| 02         | DESPENSA                       | 463.00    | 54      | FONDO PENSIONES   | 754.25 51AG ISPT AGUINALDO 4,755.66    |
| 03         | TRANSPORTE                     | 315.00    | 58      | CUOTA SINDICAL    | 65.59 IMP1 ISPT ART. 113 LISR 1,019.92 |
| 07         | PRIMA INSALUBRE                | 1,093.11  | 65      | OTRAS DEDUCCIONES | 1,458.35 IMP2 ISPT ART. 142 4,755.66   |
| 30         | AGUINALDO                      | 24,455.54 |         |                   | EXEN BASE EXENTA 2,191.20              |
|            |                                |           |         |                   | PGR1 PERC. GRAVADA TIPO 1 7,336.66     |
|            |                                |           |         |                   | PGR2 PERC. GRAVADA TIPO 2 22,264.34    |
|            |                                |           |         |                   | PERC TOTAL PERCEPCIONES 31,792.20      |
|            |                                |           |         |                   | DEDU TOTAL DEDUCCIONES 3,298.11        |
|            |                                |           |         |                   | 3%FV 3% FONDO DE VIVIENDA 196.76       |
|            |                                |           |         |                   | FOND FONDO PENSIONES EMPRES 983.80     |
|            |                                |           |         |                   | SEDARSEDAR 131.17                      |
|            |                                |           |         |                   | AGUI PROVISION AGUINALDO 2,747.88      |
|            |                                |           |         |                   | TOTA NOMINA EN EFECTIVO 28,494.09      |
|            |                                |           |         |                   |  |
| 81-194-004 | HERNANDEZ SUAREZ GERARDO       |           |         |                   |  |
| T.EMP:     | PERMANENTE                     | 347.77    | 640.43  | OPERADOR B        |  |
| 01         | SUELDO                         | 5,216.55  | 51      | ISPT              | 953.43 DVIG DIAS DE VIGENCIA 15.00     |
| 02         | DESPENSA                       | 457.50    | 54      | FONDO PENSIONES   | 719.88 51AG ISPT AGUINALDO 4,534.02    |
| 03         | TRANSPORTE                     | 308.00    | 58      | CUOTA SINDICAL    | 62.60 IMP1 ISPT ART. 113 LISR 953.43   |
| 07         | PRIMA INSALUBRE                | 1,043.31  | 65      | OTRAS DEDUCCIONES | 2,372.00 IMP2 ISPT ART. 142 4,534.02   |
| 30         | AGUINALDO                      | 23,417.87 |         |                   | EXEN BASE EXENTA 2,191.20              |
|            |                                |           |         |                   | PGR1 PERC. GRAVADA TIPO 1 7,025.36     |
|            |                                |           |         |                   | PGR2 PERC. GRAVADA TIPO 2 21,226.67    |
|            |                                |           |         |                   | PERC TOTAL PERCEPCIONES 30,443.23      |
|            |                                |           |         |                   | DEDU TOTAL DEDUCCIONES 4,107.91        |
|            |                                |           |         |                   | 3%FV 3% FONDO DE VIVIENDA 187.80       |
|            |                                |           |         |                   | FOND FONDO PENSIONES EMPRES 938.98     |
|            |                                |           |         |                   | SEDARSEDAR 125.20                      |
|            |                                |           |         |                   | AGUI PROVISION AGUINALDO 2,648.43      |
|            |                                |           |         |                   | TOTA NOMINA EN EFECTIVO 26,335.32      |
|            |                                |           |         |                   |  |
| 820-004    | HERNANDEZ GALVEZ JOSE MIGUEL   |           |         |                   |  |
| T.EMP:     | PERMANENTE                     | 347.77    | 627.27  | OPERADOR B        |  |
| 01         | SUELDO                         | 5,216.55  | 51      | ISPT              | 953.43 DVIG DIAS DE VIGENCIA 15.00     |
| 02         | DESPENSA                       | 457.50    | 54      | FONDO PENSIONES   | 719.88 51AG ISPT AGUINALDO 4,534.02    |
| 03         | TRANSPORTE                     | 308.00    | 58      | CUOTA SINDICAL    | 62.60 IMP1 ISPT ART. 113 LISR 953.43   |
| 07         | PRIMA INSALUBRE                | 1,043.31  |         |                   | IMP2 ISPT ART. 142 4,534.02            |
| 30         | AGUINALDO                      | 23,417.87 |         |                   | EXEN BASE EXENTA 2,191.20              |
|            |                                |           |         |                   | PGR1 PERC. GRAVADA TIPO 1 7,025.36     |
|            |                                |           |         |                   | PGR2 PERC. GRAVADA TIPO 2 21,226.67    |
|            |                                |           |         |                   | PERC TOTAL PERCEPCIONES 30,443.23      |
|            |                                |           |         |                   | DEDU TOTAL DEDUCCIONES 1,735.91        |
|            |                                |           |         |                   | 3%FV 3% FONDO DE VIVIENDA 187.80       |
|            |                                |           |         |                   | FOND FONDO PENSIONES EMPRES 938.98     |
|            |                                |           |         |                   | SEDARSEDAR 125.20                      |
|            |                                |           |         |                   | AGUI PROVISION AGUINALDO 2,648.43      |
|            |                                |           |         |                   | TOTA NOMINA EN EFECTIVO 28,707.32      |
|            |                                |           |         |                   |  |
| 820-005    | FIGUEROA VARGAS BENITO ANTONIO |           |         |                   |  |
| T.EMP:     | PERMANENTE                     | 364.37    | 672.65  | OPERADOR A        |  |
| 01         | SUELDO                         | 5,465.55  | 51      | ISPT              | 1,019.92 DVIG DIAS DE VIGENCIA 15.00   |
| 02         | DESPENSA                       | 463.00    | 54      | FONDO PENSIONES   | 754.25 51AG ISPT AGUINALDO 4,755.66    |
| 03         | TRANSPORTE                     | 315.00    | 58      | CUOTA SINDICAL    | 65.59 IMP1 ISPT ART. 113 LISR 1,019.92 |
| 07         | PRIMA INSALUBRE                | 1,093.11  | 65      | OTRAS DEDUCCIONES | 1,000.00 IMP2 ISPT ART. 142 4,755.66   |
| 30         | AGUINALDO                      | 24,455.54 |         |                   | EXEN BASE EXENTA 2,191.20              |

| Clave   | Nombre                        | S.Diario  | S.Integ | PERCEPCIONES         | DEDUCCIONES | CONCEPTOS                           |
|---------|-------------------------------|-----------|---------|----------------------|-------------|-------------------------------------|
|         |                               |           |         |                      |             | PGR1 PERC. GRAVADA TIPO 1 7,336.66  |
|         |                               |           |         |                      |             | PGR2 PERC. GRAVADA TIPO 2 22,264.34 |
|         |                               |           |         |                      |             | PERC TOTAL PERCEPCIONES 31,792.20   |
|         |                               |           |         |                      |             | DEDU TOTAL DEDUCCIONES 2,839.76     |
|         |                               |           |         |                      |             | 3%FV 3% FONDO DE VIVIENDA 196.76    |
|         |                               |           |         |                      |             | FOND FONDO PENSIONES EMPRES 983.80  |
|         |                               |           |         |                      |             | SEDARSEDAR 131.17                   |
|         |                               |           |         |                      |             | AGUI PROVISION AGUINALDO 2,747.88   |
|         |                               |           |         |                      |             | TOTA NOMINA EN EFECTIVO 28,952.44   |
| 820-013 | CISNEROS ALVAREZ CESAR ISRAEL |           |         |                      |             |                                     |
| T.EMP:  | PERMANENTE                    | 347.77    | 515.05  | OPERADOR B           |             |                                     |
| 01      | SUELDO                        | 5,216.55  | 51      | ISPT                 | 953.43      | DVIG DIAS DE VIGENCIA 15.00         |
| 02      | DESPENSA                      | 457.50    | 54      | FONDO PENSIONES      | 719.88      | 51AG ISPT AGUINALDO 2,032.99        |
| 03      | TRANSPORTE                    | 308.00    | 58      | CUOTA SINDICAL       | 62.60       | IMP1 ISPT ART. 113 LISR 953.43      |
| 07      | PRIMA INSALUBRE               | 1,043.31  |         |                      |             | IMP2 ISPT ART. 142 2,032.99         |
| 30      | AGUINALDO                     | 11,708.93 |         |                      |             | EXEN BASE EXENTA 2,191.20           |
|         |                               |           |         |                      |             | PGR1 PERC. GRAVADA TIPO 1 7,025.36  |
|         |                               |           |         |                      |             | PGR2 PERC. GRAVADA TIPO 2 9,517.73  |
|         |                               |           |         |                      |             | PERC TOTAL PERCEPCIONES 18,734.29   |
|         |                               |           |         |                      |             | DEDU TOTAL DEDUCCIONES 1,735.91     |
|         |                               |           |         |                      |             | 3%FV 3% FONDO DE VIVIENDA 187.80    |
|         |                               |           |         |                      |             | FOND FONDO PENSIONES EMPRES 938.98  |
|         |                               |           |         |                      |             | SEDARSEDAR 125.20                   |
|         |                               |           |         |                      |             | AGUI PROVISION AGUINALDO 2,286.59   |
|         |                               |           |         |                      |             | TOTA NOMINA EN EFECTIVO 16,998.38   |
| 820-017 | OSORIO SOTO MARTIN ERNESTO    |           |         |                      |             |                                     |
| T.EMP:  | PERMANENTE                    | 347.77    | 627.27  | OPERADOR B           |             |                                     |
| 01      | SUELDO                        | 5,216.55  | 51      | ISPT                 | 953.43      | DVIG DIAS DE VIGENCIA 15.00         |
| 02      | DESPENSA                      | 457.50    | 54      | FONDO PENSIONES      | 719.88      | 51AG ISPT AGUINALDO 4,534.02        |
| 03      | TRANSPORTE                    | 308.00    | 58      | CUOTA SINDICAL       | 62.60       | IMP1 ISPT ART. 113 LISR 953.43      |
| 07      | PRIMA INSALUBRE               | 1,043.31  | 65      | OTRAS DEDUCCIONES    | 1,600.00    | IMP2 ISPT ART. 142 4,534.02         |
| 30      | AGUINALDO                     | 23,417.87 |         |                      |             | EXEN BASE EXENTA 2,191.20           |
|         |                               |           |         |                      |             | PGR1 PERC. GRAVADA TIPO 1 7,025.36  |
|         |                               |           |         |                      |             | PGR2 PERC. GRAVADA TIPO 2 21,226.67 |
|         |                               |           |         |                      |             | PERC TOTAL PERCEPCIONES 30,443.23   |
|         |                               |           |         |                      |             | DEDU TOTAL DEDUCCIONES 3,335.91     |
|         |                               |           |         |                      |             | 3%FV 3% FONDO DE VIVIENDA 187.80    |
|         |                               |           |         |                      |             | FOND FONDO PENSIONES EMPRES 938.98  |
|         |                               |           |         |                      |             | SEDARSEDAR 125.20                   |
|         |                               |           |         |                      |             | AGUI PROVISION AGUINALDO 2,648.43   |
|         |                               |           |         |                      |             | TOTA NOMINA EN EFECTIVO 27,107.32   |
| 820-018 | DIAZ RIVAS LUIS FRANCISCO     |           |         |                      |             |                                     |
| T.EMP:  | PERMANENTE                    | 308.96    | 554.31  | AUXILIAR DE OPERADOR |             |                                     |
| 01      | SUELDO                        | 4,634.40  | 51      | ISPT                 | 774.84      | DVIG DIAS DE VIGENCIA 15.00         |
| 02      | DESPENSA                      | 394.00    | 54      | FONDO PENSIONES      | 639.55      | 51AG ISPT AGUINALDO 3,938.73        |
| 03      | TRANSPORTE                    | 234.00    | 58      | CUOTA SINDICAL       | 55.61       | IMP1 ISPT ART. 113 LISR 774.84      |
| 07      | PRIMA INSALUBRE               | 926.88    |         |                      |             | IMP2 ISPT ART. 142 3,938.73         |
| 30      | AGUINALDO                     | 20,630.94 |         |                      |             | EXEN BASE EXENTA 2,191.20           |
|         |                               |           |         |                      |             | PGR1 PERC. GRAVADA TIPO 1 6,189.28  |
|         |                               |           |         |                      |             | PGR2 PERC. GRAVADA TIPO 2 18,439.73 |
|         |                               |           |         |                      |             | PERC TOTAL PERCEPCIONES 26,820.22   |
|         |                               |           |         |                      |             | DEDU TOTAL DEDUCCIONES 1,470.00     |
|         |                               |           |         |                      |             | 3%FV 3% FONDO DE VIVIENDA 166.84    |
|         |                               |           |         |                      |             | FOND FONDO PENSIONES EMPRES 834.19  |
|         |                               |           |         |                      |             | SEDARSEDAR 111.23                   |

| Clave        | Nombre                         | S.Diario  | S.Integ | DEDUCCIONES       | CONCEPTOS                |                                     |
|--------------|--------------------------------|-----------|---------|-------------------|--------------------------|-------------------------------------|
| PERCEPCIONES |                                |           |         |                   |                          |                                     |
|              |                                |           |         |                   | AGUI PROVISION AGUINALDO | 2,438.42                            |
|              |                                |           |         |                   | TOTA NOMINA EN EFECTIVO  | 25,350.22                           |
| 820-019      | SAAVEDRA ARREGUIN LUIS ENRIQUE |           |         |                   |                          |                                     |
| T.EMP:       | PERMANENTE                     | 308.96    |         | 568.07            | AUXILIAR DE OPERADOR     |                                     |
| 01           | SUELDO                         | 4,634.40  | 51      | ISPT              | 774.84                   | DVIG DIAS DE VIGENCIA 15.00         |
| 02           | DESPENSA                       | 394.00    | 54      | FONDO PENSIONES   | 639.55                   | 51AG ISPT AGUINALDO 3,938.73        |
| 03           | TRANSPORTE                     | 234.00    | 58      | CUOTA SINDICAL    | 55.61                    | IMP1 ISPT ART. 113 LISR 774.84      |
| 07           | PRIMA INSALUBRE                | 926.88    | 65      | OTRAS DEDUCCIONES | 1,609.00                 | IMP2 ISPT ART. 142 3,938.73         |
| 30           | AGUINALDO                      | 20,630.94 |         |                   |                          | EXEN BASE EXENTA 2,191.20           |
|              |                                |           |         |                   |                          | PGR1 PERC. GRAVADA TIPO 1 6,189.28  |
|              |                                |           |         |                   |                          | PGR2 PERC. GRAVADA TIPO 2 18,439.73 |
|              |                                |           |         |                   |                          | PERC TOTAL PERCEPCIONES 26,820.22   |
|              |                                |           |         |                   |                          | DEDU TOTAL DEDUCCIONES 3,079.00     |
|              |                                |           |         |                   |                          | 3%FV 3% FONDO DE VIVIENDA 166.84    |
|              |                                |           |         |                   |                          | FOND FONDO PENSIONES EMPRES 834.19  |
|              |                                |           |         |                   |                          | SEDARSEDAR 111.23                   |
|              |                                |           |         |                   |                          | AGUI PROVISION AGUINALDO 2,438.42   |
|              |                                |           |         |                   |                          | TOTA NOMINA EN EFECTIVO 23,741.22   |
| 820-020      | GUILLEN ZAMORA LUIS PEDRO      |           |         |                   |                          |                                     |
| T.EMP:       | PERMANENTE                     | 308.96    |         | 552.59            | AUXILIAR DE OPERADOR     |                                     |
| 01           | SUELDO                         | 4,634.40  | 51      | ISPT              | 774.84                   | DVIG DIAS DE VIGENCIA 15.00         |
| 02           | DESPENSA                       | 394.00    | 54      | FONDO PENSIONES   | 639.55                   | 51AG ISPT AGUINALDO 3,938.73        |
| 03           | TRANSPORTE                     | 234.00    | 58      | CUOTA SINDICAL    | 55.61                    | IMP1 ISPT ART. 113 LISR 774.84      |
| 07           | PRIMA INSALUBRE                | 926.88    |         |                   |                          | IMP2 ISPT ART. 142 3,938.73         |
| 30           | AGUINALDO                      | 20,630.94 |         |                   |                          | EXEN BASE EXENTA 2,191.20           |
|              |                                |           |         |                   |                          | PGR1 PERC. GRAVADA TIPO 1 6,189.28  |
|              |                                |           |         |                   |                          | PGR2 PERC. GRAVADA TIPO 2 18,439.73 |
|              |                                |           |         |                   |                          | PERC TOTAL PERCEPCIONES 26,820.22   |
|              |                                |           |         |                   |                          | DEDU TOTAL DEDUCCIONES 1,470.00     |
|              |                                |           |         |                   |                          | 3%FV 3% FONDO DE VIVIENDA 166.84    |
|              |                                |           |         |                   |                          | FOND FONDO PENSIONES EMPRES 834.19  |
|              |                                |           |         |                   |                          | SEDARSEDAR 111.23                   |
|              |                                |           |         |                   |                          | AGUI PROVISION AGUINALDO 2,438.42   |
|              |                                |           |         |                   |                          | TOTA NOMINA EN EFECTIVO 25,350.22   |
| 820-021      | NUÑEZ RAMIREZ EDUARDO          |           |         |                   |                          |                                     |
| T.EMP:       | PERMANENTE                     | 308.96    |         | 552.59            | AUXILIAR DE OPERADOR     |                                     |
| 01           | SUELDO                         | 4,634.40  | 51      | ISPT              | 774.84                   | DVIG DIAS DE VIGENCIA 15.00         |
| 02           | DESPENSA                       | 394.00    | 54      | FONDO PENSIONES   | 639.55                   | 51AG ISPT AGUINALDO 3,938.73        |
| 03           | TRANSPORTE                     | 234.00    | 58      | CUOTA SINDICAL    | 55.61                    | IMP1 ISPT ART. 113 LISR 774.84      |
| 07           | PRIMA INSALUBRE                | 926.88    | 65      | OTRAS DEDUCCIONES | 1,924.00                 | IMP2 ISPT ART. 142 3,938.73         |
| 30           | AGUINALDO                      | 20,630.94 |         |                   |                          | EXEN BASE EXENTA 2,191.20           |
|              |                                |           |         |                   |                          | PGR1 PERC. GRAVADA TIPO 1 6,189.28  |
|              |                                |           |         |                   |                          | PGR2 PERC. GRAVADA TIPO 2 18,439.73 |
|              |                                |           |         |                   |                          | PERC TOTAL PERCEPCIONES 26,820.22   |
|              |                                |           |         |                   |                          | DEDU TOTAL DEDUCCIONES 3,394.00     |
|              |                                |           |         |                   |                          | 3%FV 3% FONDO DE VIVIENDA 166.84    |
|              |                                |           |         |                   |                          | FOND FONDO PENSIONES EMPRES 834.19  |
|              |                                |           |         |                   |                          | SEDARSEDAR 111.23                   |
|              |                                |           |         |                   |                          | AGUI PROVISION AGUINALDO 2,438.42   |
|              |                                |           |         |                   |                          | TOTA NOMINA EN EFECTIVO 23,426.22   |
| 820-023      | GONZALEZ ZARAGOZA ALDO ROMAN   |           |         |                   |                          |                                     |
| T.EMP:       | PERMANENTE                     | 347.77    |         | 627.27            | OPERADOR B               |                                     |
| 01           | SUELDO                         | 5,216.55  | 51      | ISPT              | 953.43                   | DVIG DIAS DE VIGENCIA 15.00         |
| 02           | DESPENSA                       | 457.50    | 54      | FONDO PENSIONES   | 719.88                   | 51AG ISPT AGUINALDO 4,534.02        |

| Clave                                   | Nombre          | S.Diario  | S.Integ | DEDUCCIONES                | CONCEPTOS |                             |           |
|---|-----------------|-----------|---------|----------------------------|-----------|-----------------------------|-----------|
| PERCEPCIONES                            |                 |           |         |                            |           |                             |           |
| 03                                      | TRANSPORTE      | 308.00    | 58      | CUOTA SINDICAL             | 62.60     | IMP1 ISPT ART. 113 LISR     | 953.43    |
| 07                                      | PRIMA INSALUBRE | 1,043.31  |         |                            |           | IMP2 ISPT ART. 142          | 4,534.02  |
| 30                                      | AGUINALDO       | 23,417.87 |         |                            |           | EXEN BASE EXENTA            | 2,191.20  |
|   |                 |           |         |                            |           | PGR1 PERC. GRAVADA TIPO 1   | 7,025.36  |
|   |                 |           |         |                            |           | PGR2 PERC. GRAVADA TIPO 2   | 21,226.67 |
|   |                 |           |         |                            |           | PERC TOTAL PERCEPCIONES     | 30,443.23 |
|   |                 |           |         |                            |           | DEDU TOTAL DEDUCCIONES      | 1,735.91  |
|   |                 |           |         |                            |           | 3%FV 3% FONDO DE VIVIENDA   | 187.80    |
|   |                 |           |         |                            |           | FOND FONDO PENSIONES EMPRES | 938.98    |
|   |                 |           |         |                            |           | SEDARSEDAR                  | 125.20    |
|   |                 |           |         |                            |           | AGUI PROVISION AGUINALDO    | 4,652.70  |
|   |                 |           |         |                            |           | TOTA NOMINA EN EFECTIVO     | 28,707.32 |
| 820-026 ASCENCIO COMPARAN JORGE ALBERTO |                 |           |         |                            |           |                             |           |
| T.EMP:                                  | PERMANENTE      | 308.96    |         | 559.47AUXILIAR DE OPERADOR |           |                             |           |
| 01                                      | SUELDO          | 4,634.40  | 51      | ISPT                       | 774.84    | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02                                      | DESPENSA        | 394.00    | 54      | FONDO PENSIONES            | 639.55    | 51AG ISPT AGUINALDO         | 3,938.73  |
| 03                                      | TRANSPORTE      | 234.00    | 58      | CUOTA SINDICAL             | 55.61     | IMP1 ISPT ART. 113 LISR     | 774.84    |
| 07                                      | PRIMA INSALUBRE | 926.88    | 65      | OTRAS DEDUCCIONES          | 1,500.00  | IMP2 ISPT ART. 142          | 3,938.73  |
| 30                                      | AGUINALDO       | 20,630.94 |         |                            |           | EXEN BASE EXENTA            | 2,191.20  |
|   |                 |           |         |                            |           | PGR1 PERC. GRAVADA TIPO 1   | 6,189.28  |
|   |                 |           |         |                            |           | PGR2 PERC. GRAVADA TIPO 2   | 18,439.73 |
|   |                 |           |         |                            |           | PERC TOTAL PERCEPCIONES     | 26,820.22 |
|   |                 |           |         |                            |           | DEDU TOTAL DEDUCCIONES      | 2,970.00  |
|   |                 |           |         |                            |           | 3%FV 3% FONDO DE VIVIENDA   | 166.84    |
|   |                 |           |         |                            |           | FOND FONDO PENSIONES EMPRES | 834.19    |
|   |                 |           |         |                            |           | SEDARSEDAR                  | 111.23    |
|   |                 |           |         |                            |           | AGUI PROVISION AGUINALDO    | 2,438.42  |
|   |                 |           |         |                            |           | TOTA NOMINA EN EFECTIVO     | 23,850.22 |
| 820-028 SUAREZ CURIEL DIEGO             |                 |           |         |                            |           |                             |           |
| T.EMP:                                  | PERMANENTE      | 308.96    |         | 561.19AUXILIAR DE OPERADOR |           |                             |           |
| 01                                      | SUELDO          | 4,634.40  | 51      | ISPT                       | 774.84    | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02                                      | DESPENSA        | 394.00    | 54      | FONDO PENSIONES            | 639.55    | 51AG ISPT AGUINALDO         | 3,938.73  |
| 03                                      | TRANSPORTE      | 234.00    | 58      | CUOTA SINDICAL             | 55.61     | IMP1 ISPT ART. 113 LISR     | 774.84    |
| 07                                      | PRIMA INSALUBRE | 926.88    | 65      | OTRAS DEDUCCIONES          | 1,774.00  | IMP2 ISPT ART. 142          | 3,938.73  |
| 30                                      | AGUINALDO       | 20,630.94 |         |                            |           | EXEN BASE EXENTA            | 2,191.20  |
|   |                 |           |         |                            |           | PGR1 PERC. GRAVADA TIPO 1   | 6,189.28  |
|   |                 |           |         |                            |           | PGR2 PERC. GRAVADA TIPO 2   | 18,439.73 |
|   |                 |           |         |                            |           | PERC TOTAL PERCEPCIONES     | 26,820.22 |
|   |                 |           |         |                            |           | DEDU TOTAL DEDUCCIONES      | 3,244.00  |
|   |                 |           |         |                            |           | 3%FV 3% FONDO DE VIVIENDA   | 166.84    |
|   |                 |           |         |                            |           | FOND FONDO PENSIONES EMPRES | 834.19    |
|   |                 |           |         |                            |           | SEDARSEDAR                  | 111.23    |
|   |                 |           |         |                            |           | AGUI PROVISION AGUINALDO    | 2,438.42  |
|   |                 |           |         |                            |           | TOTA NOMINA EN EFECTIVO     | 23,576.22 |
| 820-029 ZEPEDA RUIZ JORGE ALBERTO       |                 |           |         |                            |           |                             |           |
| T.EMP:                                  | PERMANENTE      | 308.96    |         | 550.16AUXILIAR DE OPERADOR |           |                             |           |
| 01                                      | SUELDO          | 4,634.40  | 51      | ISPT                       | 774.84    | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02                                      | DESPENSA        | 394.00    | 54      | FONDO PENSIONES            | 639.55    | 51AG ISPT AGUINALDO         | 3,938.73  |
| 03                                      | TRANSPORTE      | 234.00    | 58      | CUOTA SINDICAL             | 55.61     | IMP1 ISPT ART. 113 LISR     | 774.84    |
| 07                                      | PRIMA INSALUBRE | 926.88    | 65      | OTRAS DEDUCCIONES          | 1,400.00  | IMP2 ISPT ART. 142          | 3,938.73  |
| 30                                      | AGUINALDO       | 20,630.94 |         |                            |           | EXEN BASE EXENTA            | 2,191.20  |
|   |                 |           |         |                            |           | PGR1 PERC. GRAVADA TIPO 1   | 6,189.28  |
|   |                 |           |         |                            |           | PGR2 PERC. GRAVADA TIPO 2   | 18,439.73 |
|   |                 |           |         |                            |           | PERC TOTAL PERCEPCIONES     | 26,820.22 |
|   |                 |           |         |                            |           | DEDU TOTAL DEDUCCIONES      | 2,870.00  |

| Clave   | Nombre                          | S.Diario  | S.Integ | PERCEPCIONES         | DEDUCCIONES | CONCEPTOS               |                             |           |
|---------|---------------------------------|-----------|---------|----------------------|-------------|-------------------------|-----------------------------|-----------|
|         |                                 |           |         |                      |             |                         | 3%FV 3% FONDO DE VIVIENDA   | 166.84    |
|         |                                 |           |         |                      |             |                         | FOND FONDO PENSIONES EMPRES | 834.19    |
|         |                                 |           |         |                      |             |                         | SEDARSEDAR                  | 111.23    |
|         |                                 |           |         |                      |             |                         | AGUI PROVISION AGUINALDO    | 2,438.42  |
|         |                                 |           |         |                      |             |                         | TOTA NOMINA EN EFECTIVO     | 23,950.22 |
| 820-030 | ORTEGA SANTIAGO ALONSO EMMANUEL |           |         |                      |             |                         |                             |           |
| T.EMP:  | PERMANENTE                      | 347.77    | 624.84  | OPERADOR B           |             |                         |                             |           |
| 01      | SUELDO                          | 5,216.55  | 51      | ISPT                 | 953.43      | DVIG DIAS DE VIGENCIA   | 15.00                       |           |
| 02      | DESPENSA                        | 457.50    | 54      | FONDO PENSIONES      | 719.88      | 51AG ISPT AGUINALDO     | 4,534.02                    |           |
| 03      | TRANSPORTE                      | 308.00    | 58      | CUOTA SINDICAL       | 62.60       | IMP1 ISPT ART. 113 LISR | 953.43                      |           |
| 07      | PRIMA INSALUBRE                 | 1,043.31  | 65      | OTRAS DEDUCCIONES    | 902.92      | IMP2 ISPT ART. 142      | 4,534.02                    |           |
| 30      | AGUINALDO                       | 23,417.87 |         |                      |             | EXEN BASE EXENTA        | 2,191.20                    |           |
|         |                                 |           |         |                      |             |                         | PGR1 PERC. GRAVADA TIPO 1   | 7,025.36  |
|         |                                 |           |         |                      |             |                         | PGR2 PERC. GRAVADA TIPO 2   | 21,226.67 |
|         |                                 |           |         |                      |             |                         | PERC TOTAL PERCEPCIONES     | 30,443.23 |
|         |                                 |           |         |                      |             |                         | DEDU TOTAL DEDUCCIONES      | 2,638.83  |
|         |                                 |           |         |                      |             |                         | 3%FV 3% FONDO DE VIVIENDA   | 187.80    |
|         |                                 |           |         |                      |             |                         | FOND FONDO PENSIONES EMPRES | 938.98    |
|         |                                 |           |         |                      |             |                         | SEDARSEDAR                  | 125.20    |
|         |                                 |           |         |                      |             |                         | AGUI PROVISION AGUINALDO    | 2,648.43  |
|         |                                 |           |         |                      |             |                         | TOTA NOMINA EN EFECTIVO     | 27,804.40 |
| 820-031 | BUSTOS MONCAYO JOSE ARTURO      |           |         |                      |             |                         |                             |           |
| T.EMP:  | PERMANENTE                      | 347.77    | 636.06  | OPERADOR B           |             |                         |                             |           |
| 01      | SUELDO                          | 5,216.55  | 51      | ISPT                 | 953.43      | DVIG DIAS DE VIGENCIA   | 15.00                       |           |
| 02      | DESPENSA                        | 457.50    | 54      | FONDO PENSIONES      | 719.88      | 51AG ISPT AGUINALDO     | 4,534.02                    |           |
| 03      | TRANSPORTE                      | 308.00    | 58      | CUOTA SINDICAL       | 62.60       | IMP1 ISPT ART. 113 LISR | 953.43                      |           |
| 07      | PRIMA INSALUBRE                 | 1,043.31  | 65      | OTRAS DEDUCCIONES    | 1,107.65    | IMP2 ISPT ART. 142      | 4,534.02                    |           |
| 30      | AGUINALDO                       | 23,417.87 |         |                      |             | EXEN BASE EXENTA        | 2,191.20                    |           |
|         |                                 |           |         |                      |             |                         | PGR1 PERC. GRAVADA TIPO 1   | 7,025.36  |
|         |                                 |           |         |                      |             |                         | PGR2 PERC. GRAVADA TIPO 2   | 21,226.67 |
|         |                                 |           |         |                      |             |                         | PERC TOTAL PERCEPCIONES     | 30,443.23 |
|         |                                 |           |         |                      |             |                         | DEDU TOTAL DEDUCCIONES      | 2,843.56  |
|         |                                 |           |         |                      |             |                         | 3%FV 3% FONDO DE VIVIENDA   | 187.80    |
|         |                                 |           |         |                      |             |                         | FOND FONDO PENSIONES EMPRES | 938.98    |
|         |                                 |           |         |                      |             |                         | SEDARSEDAR                  | 125.20    |
|         |                                 |           |         |                      |             |                         | AGUI PROVISION AGUINALDO    | 2,648.43  |
|         |                                 |           |         |                      |             |                         | TOTA NOMINA EN EFECTIVO     | 27,599.67 |
| 820-032 | MARTINEZ ALVAREZ ALEJANDRO      |           |         |                      |             |                         |                             |           |
| T.EMP:  | PERMANENTE                      | 308.96    | 547.72  | AUXILIAR DE OPERADOR |             |                         |                             |           |
| 01      | SUELDO                          | 4,634.40  | 51      | ISPT                 | 774.84      | DVIG DIAS DE VIGENCIA   | 15.00                       |           |
| 02      | DESPENSA                        | 394.00    | 54      | FONDO PENSIONES      | 639.55      | 51AG ISPT AGUINALDO     | 3,938.73                    |           |
| 03      | TRANSPORTE                      | 234.00    | 58      | CUOTA SINDICAL       | 55.61       | IMP1 ISPT ART. 113 LISR | 774.84                      |           |
| 07      | PRIMA INSALUBRE                 | 926.88    | 65      | OTRAS DEDUCCIONES    | 1,774.00    | IMP2 ISPT ART. 142      | 3,938.73                    |           |
| 30      | AGUINALDO                       | 20,630.94 |         |                      |             | EXEN BASE EXENTA        | 2,191.20                    |           |
|         |                                 |           |         |                      |             |                         | PGR1 PERC. GRAVADA TIPO 1   | 6,189.28  |
|         |                                 |           |         |                      |             |                         | PGR2 PERC. GRAVADA TIPO 2   | 18,439.73 |
|         |                                 |           |         |                      |             |                         | PERC TOTAL PERCEPCIONES     | 26,820.22 |
|         |                                 |           |         |                      |             |                         | DEDU TOTAL DEDUCCIONES      | 3,244.00  |
|         |                                 |           |         |                      |             |                         | 3%FV 3% FONDO DE VIVIENDA   | 166.84    |
|         |                                 |           |         |                      |             |                         | FOND FONDO PENSIONES EMPRES | 834.19    |
|         |                                 |           |         |                      |             |                         | SEDARSEDAR                  | 111.23    |
|         |                                 |           |         |                      |             |                         | AGUI PROVISION AGUINALDO    | 2,438.42  |
|         |                                 |           |         |                      |             |                         | TOTA NOMINA EN EFECTIVO     | 23,576.22 |
| 820-034 | LARA ESTRADA GUSTAVO ABRAHAM    |           |         |                      |             |                         |                             |           |



| Clave        | Nombre                     | S.Diario  | S.Integ | DEDUCCIONES              | CONCEPTOS                            |
|--------------|----------------------------|-----------|---------|--------------------------|--------------------------------------|
| PERCEPCIONES |                            |           |         | DEDUCCIONES              | CONCEPTOS                            |
| -----        |                            |           |         |                          |                                      |
| T.EMP:       | PERMANENTE                 | 402.90    | 719.13  | TECNICO EN MANTENIMIENTO |                                      |
| 01           | SUELDO                     | 6,043.50  | 51      | ISPT                     | DVIG DIAS DE VIGENCIA 15.00          |
| 02           | DESPENSA                   | 478.50    | 54      | FONDO PENSIONES          | 51AG ISPT AGUINALDO 5,271.53         |
| 03           | TRANSPORTE                 | 330.50    | 58      | CUOTA SINDICAL           | IMP1 ISPT ART. 113 LISR 1,174.68     |
| 07           | PRIMA INSALUBRE            | 1,208.70  | 65      | OTRAS DEDUCCIONES        | IMP2 ISPT ART. 142 5,271.53          |
| 30           | AGUINALDO                  | 26,870.67 |         |                          | EXEN BASE EXENTA 2,191.20            |
|              |                            |           |         |                          | PGR1 PERC. GRAVADA TIPO 1 8,061.20   |
|              |                            |           |         |                          | PGR2 PERC. GRAVADA TIPO 2 24,679.46  |
|              |                            |           |         |                          | PERC TOTAL PERCEPCIONES 34,931.87    |
|              |                            |           |         |                          | DEDU TOTAL DEDUCCIONES 4,581.20      |
|              |                            |           |         |                          | 3%FV 3% FONDO DE VIVIENDA 217.57     |
|              |                            |           |         |                          | FOND FONDO PENSIONES EMPRES 1,087.83 |
|              |                            |           |         |                          | SEDARSEDAR 145.04                    |
|              |                            |           |         |                          | AGUI PROVISION AGUINALDO 2,979.51    |
|              |                            |           |         |                          | TOTA NOMINA EN EFECTIVO 30,350.67    |
|              |                            |           |         |                          |                                      |
| 820-037      | ORNELAS HERRERA RICARDO    |           |         |                          |                                      |
| T.EMP:       | PERMANENTE                 | 308.96    | 547.72  | AUXILIAR DE OPERADOR     |                                      |
| 01           | SUELDO                     | 4,634.40  | 51      | ISPT                     | DVIG DIAS DE VIGENCIA 15.00          |
| 02           | DESPENSA                   | 394.00    | 54      | FONDO PENSIONES          | 51AG ISPT AGUINALDO 3,938.73         |
| 03           | TRANSPORTE                 | 234.00    | 58      | CUOTA SINDICAL           | IMP1 ISPT ART. 113 LISR 774.84       |
| 07           | PRIMA INSALUBRE            | 926.88    | 65      | OTRAS DEDUCCIONES        | IMP2 ISPT ART. 142 3,938.73          |
| 30           | AGUINALDO                  | 20,630.94 |         |                          | EXEN BASE EXENTA 2,191.20            |
|              |                            |           |         |                          | PGR1 PERC. GRAVADA TIPO 1 6,189.28   |
|              |                            |           |         |                          | PGR2 PERC. GRAVADA TIPO 2 18,439.73  |
|              |                            |           |         |                          | PERC TOTAL PERCEPCIONES 26,820.22    |
|              |                            |           |         |                          | DEDU TOTAL DEDUCCIONES 4,363.50      |
|              |                            |           |         |                          | 3%FV 3% FONDO DE VIVIENDA 166.84     |
|              |                            |           |         |                          | FOND FONDO PENSIONES EMPRES 834.19   |
|              |                            |           |         |                          | SEDARSEDAR 111.23                    |
|              |                            |           |         |                          | AGUI PROVISION AGUINALDO 2,438.42    |
|              |                            |           |         |                          | TOTA NOMINA EN EFECTIVO 22,456.72    |
|              |                            |           |         |                          |                                      |
| 820-040      | MEDINA OLGUIN ALFONSO      |           |         |                          |                                      |
| T.EMP:       | PERMANENTE                 | 312.30    | 553.34  | ASEADOR                  |                                      |
| 01           | SUELDO                     | 4,684.50  | 51      | ISPT                     | DVIG DIAS DE VIGENCIA 15.00          |
| 02           | DESPENSA                   | 394.00    | 54      | FONDO PENSIONES          | 51AG ISPT AGUINALDO 3,981.53         |
| 03           | TRANSPORTE                 | 234.00    | 58      | CUOTA SINDICAL           | IMP1 ISPT ART. 113 LISR 787.68       |
| 07           | PRIMA INSALUBRE            | 936.90    | 65      | OTRAS DEDUCCIONES        | IMP2 ISPT ART. 142 3,981.53          |
| 30           | AGUINALDO                  | 20,831.34 | 95      | PRESTAMO AYUDATE         | EXEN BASE EXENTA 2,191.20            |
|              |                            |           |         |                          | PGR1 PERC. GRAVADA TIPO 1 6,249.40   |
|              |                            |           |         |                          | PGR2 PERC. GRAVADA TIPO 2 18,640.14  |
|              |                            |           |         |                          | PERC TOTAL PERCEPCIONES 27,080.74    |
|              |                            |           |         |                          | DEDU TOTAL DEDUCCIONES 5,220.09      |
|              |                            |           |         |                          | 3%FV 3% FONDO DE VIVIENDA 168.64     |
|              |                            |           |         |                          | FOND FONDO PENSIONES EMPRES 843.21   |
|              |                            |           |         |                          | SEDARSEDAR 112.43                    |
|              |                            |           |         |                          | AGUI PROVISION AGUINALDO 2,457.76    |
|              |                            |           |         |                          | TOTA NOMINA EN EFECTIVO 21,860.65    |
|              |                            |           |         |                          |                                      |
| 820-043      | AYALA RUIZ MARIA GUADALUPE |           |         |                          |                                      |
| T.EMP:       | PERMANENTE                 | 308.96    | 546.03  | AUXILIAR DE OPERADOR     |                                      |
| 01           | SUELDO                     | 4,634.40  | 51      | ISPT                     | DVIG DIAS DE VIGENCIA 15.00          |
| 02           | DESPENSA                   | 394.00    | 54      | FONDO PENSIONES          | 51AG ISPT AGUINALDO 3,854.12         |
| 03           | TRANSPORTE                 | 234.00    | 58      | CUOTA SINDICAL           | IMP1 ISPT ART. 113 LISR 774.84       |
| 07           | PRIMA INSALUBRE            | 926.88    | 65      | OTRAS DEDUCCIONES        | IMP2 ISPT ART. 142 3,854.12          |
| 30           | AGUINALDO                  | 20,234.82 | 95      | PRESTAMO AYUDATE         | EXEN BASE EXENTA 2,191.20            |
|              |                            |           |         |                          | PGR1 PERC. GRAVADA TIPO 1 6,189.28   |

| Clave   | Nombre                        | S.Diario  | S.Integ | PERCEPCIONES      | DEDUCCIONES      | CONCEPTOS                           |
|---------|-------------------------------|-----------|---------|-------------------|------------------|-------------------------------------|
| -----   |                               |           |         |                   |                  |                                     |
|         |                               |           |         |                   |                  | PGR2 PERC. GRAVADA TIPO 2 18,043.62 |
|         |                               |           |         |                   |                  | PERC TOTAL PERCEPCIONES 26,424.10   |
|         |                               |           |         |                   |                  | DEDU TOTAL DEDUCCIONES 3,458.15     |
|         |                               |           |         |                   |                  | 3%FV 3% FONDO DE VIVIENDA 166.84    |
|         |                               |           |         |                   |                  | FOND FONDO PENSIONES EMPRES 834.19  |
|         |                               |           |         |                   |                  | SEDARSEDAR 111.23                   |
|         |                               |           |         |                   |                  | AGUI PROVISION AGUINALDO 2,042.30   |
|         |                               |           |         |                   |                  | TOTA NOMINA EN EFECTIVO 22,965.95   |
| -----   |                               |           |         |                   |                  |                                     |
| 820-044 | MARTINEZ PADILLA JOSE LUIS    |           |         |                   |                  |                                     |
| T.EMP:  | PERMANENTE                    | 347.77    |         | 634.11            | OPERADOR B       |                                     |
| 01      | SUELDO                        | 5,216.55  | 51      | ISPT              | 953.43           | DVIG DIAS DE VIGENCIA 15.00         |
| 02      | DESPENSA                      | 457.50    | 54      | FONDO PENSIONES   | 719.88           | 51AG ISPT AGUINALDO 4,534.02        |
| 03      | TRANSPORTE                    | 308.00    | 58      | CUOTA SINDICAL    | 62.60            | IMP1 ISPT ART. 113 LISR 953.43      |
| 07      | PRIMA INSALUBRE               | 1,043.31  | 65      | OTRAS DEDUCCIONES | 2,455.70         | IMP2 ISPT ART. 142 4,534.02         |
| 30      | AGUINALDO                     | 23,417.87 |         |                   |                  | EXEN BASE EXENTA 2,191.20           |
|         |                               |           |         |                   |                  | PGR1 PERC. GRAVADA TIPO 1 7,025.36  |
|         |                               |           |         |                   |                  | PGR2 PERC. GRAVADA TIPO 2 21,226.67 |
|         |                               |           |         |                   |                  | PERC TOTAL PERCEPCIONES 30,443.23   |
|         |                               |           |         |                   |                  | DEDU TOTAL DEDUCCIONES 4,191.61     |
|         |                               |           |         |                   |                  | 3%FV 3% FONDO DE VIVIENDA 187.80    |
|         |                               |           |         |                   |                  | FOND FONDO PENSIONES EMPRES 938.98  |
|         |                               |           |         |                   |                  | SEDARSEDAR 125.20                   |
|         |                               |           |         |                   |                  | AGUI PROVISION AGUINALDO 3,834.63   |
|         |                               |           |         |                   |                  | TOTA NOMINA EN EFECTIVO 26,251.62   |
| -----   |                               |           |         |                   |                  |                                     |
| 820-045 | BASULTO FLORES DIEGO          |           |         |                   |                  |                                     |
| T.EMP:  | PERMANENTE                    | 347.77    |         | 622.40            | OPERADOR B       |                                     |
| 01      | SUELDO                        | 5,216.55  | 51      | ISPT              | 953.43           | DVIG DIAS DE VIGENCIA 15.00         |
| 02      | DESPENSA                      | 457.50    | 54      | FONDO PENSIONES   | 719.88           | 51AG ISPT AGUINALDO 4,534.02        |
| 03      | TRANSPORTE                    | 308.00    | 58      | CUOTA SINDICAL    | 62.60            | IMP1 ISPT ART. 113 LISR 953.43      |
| 07      | PRIMA INSALUBRE               | 1,043.31  | 65      | OTRAS DEDUCCIONES | 1,345.00         | IMP2 ISPT ART. 142 4,534.02         |
| 30      | AGUINALDO                     | 23,417.87 |         |                   |                  | EXEN BASE EXENTA 2,191.20           |
|         |                               |           |         |                   |                  | PGR1 PERC. GRAVADA TIPO 1 7,025.36  |
|         |                               |           |         |                   |                  | PGR2 PERC. GRAVADA TIPO 2 21,226.67 |
|         |                               |           |         |                   |                  | PERC TOTAL PERCEPCIONES 30,443.23   |
|         |                               |           |         |                   |                  | DEDU TOTAL DEDUCCIONES 3,080.91     |
|         |                               |           |         |                   |                  | 3%FV 3% FONDO DE VIVIENDA 187.80    |
|         |                               |           |         |                   |                  | FOND FONDO PENSIONES EMPRES 938.98  |
|         |                               |           |         |                   |                  | SEDARSEDAR 125.20                   |
|         |                               |           |         |                   |                  | AGUI PROVISION AGUINALDO 2,648.43   |
|         |                               |           |         |                   |                  | TOTA NOMINA EN EFECTIVO 27,362.32   |
| -----   |                               |           |         |                   |                  |                                     |
| 820-046 | RODRIGUEZ AZPEITIA JOSE MARIO |           |         |                   |                  |                                     |
| T.EMP:  | PERMANENTE                    | 321.27    |         | 569.19            | OPERADOR DE PIPA |                                     |
| 01      | SUELDO                        | 4,819.05  | 51      | ISPT              | 825.16           | DVIG DIAS DE VIGENCIA 15.00         |
| 02      | DESPENSA                      | 401.00    | 54      | FONDO PENSIONES   | 665.03           | 51AG ISPT AGUINALDO 4,106.46        |
| 03      | TRANSPORTE                    | 241.00    | 58      | CUOTA SINDICAL    | 57.83            | IMP1 ISPT ART. 113 LISR 825.16      |
| 07      | PRIMA INSALUBRE               | 963.81    | 65      | OTRAS DEDUCCIONES | 944.00           | IMP2 ISPT ART. 142 4,106.46         |
| 30      | AGUINALDO                     | 21,416.20 |         |                   |                  | EXEN BASE EXENTA 2,191.20           |
|         |                               |           |         |                   |                  | PGR1 PERC. GRAVADA TIPO 1 6,424.86  |
|         |                               |           |         |                   |                  | PGR2 PERC. GRAVADA TIPO 2 19,225.00 |
|         |                               |           |         |                   |                  | PERC TOTAL PERCEPCIONES 27,841.06   |
|         |                               |           |         |                   |                  | DEDU TOTAL DEDUCCIONES 2,492.02     |
|         |                               |           |         |                   |                  | 3%FV 3% FONDO DE VIVIENDA 173.49    |
|         |                               |           |         |                   |                  | FOND FONDO PENSIONES EMPRES 867.43  |
|         |                               |           |         |                   |                  | SEDARSEDAR 115.66                   |
|         |                               |           |         |                   |                  | AGUI PROVISION AGUINALDO 2,513.74   |

| Clave   | Nombre                          | S.Diario  | S.Integ | PERCEPCIONES      | DEDUCCIONES | CONCEPTOS                   |           |
|---------|---------------------------------|-----------|---------|-------------------|-------------|-----------------------------|-----------|
|         |                                 |           |         |                   |             | TOTA NOMINA EN EFECTIVO     | 25,349.04 |
| 820-047 | NAVARRO MARTIN DEL CAMPO HECTOR |           |         |                   |             |                             |           |
| T.EMP:  | PERMANENTE                      | 308.96    |         |                   | 561.48      | AUXILIAR DE OPERADOR        |           |
| 01      | SUELDO                          | 4,634.40  | 51      | ISPT              | 774.84      | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02      | DESPENSA                        | 394.00    | 54      | FONDO PENSIONES   | 639.55      | 51AG ISPT AGUINALDO         | 3,938.73  |
| 03      | TRANSPORTE                      | 234.00    | 58      | CUOTA SINDICAL    | 55.61       | IMP1 ISPT ART. 113 LISR     | 774.84    |
| 07      | PRIMA INSALUBRE                 | 926.88    |         |                   |             | IMP2 ISPT ART. 142          | 3,938.73  |
| 30      | AGUINALDO                       | 20,630.94 |         |                   |             | EXEN BASE EXENTA            | 2,191.20  |
|         |                                 |           |         |                   |             | PGR1 PERC. GRAVADA TIPO 1   | 6,189.28  |
|         |                                 |           |         |                   |             | PGR2 PERC. GRAVADA TIPO 2   | 18,439.73 |
|         |                                 |           |         |                   |             | PERC TOTAL PERCEPCIONES     | 26,820.22 |
|         |                                 |           |         |                   |             | DEDU TOTAL DEDUCCIONES      | 1,470.00  |
|         |                                 |           |         |                   |             | 3%FV 3% FONDO DE VIVIENDA   | 166.84    |
|         |                                 |           |         |                   |             | FOND FONDO PENSIONES EMPRES | 834.19    |
|         |                                 |           |         |                   |             | SEDARSEDAR                  | 111.23    |
|         |                                 |           |         |                   |             | AGUI PROVISION AGUINALDO    | 2,438.42  |
|         |                                 |           |         |                   |             | TOTA NOMINA EN EFECTIVO     | 25,350.22 |
| 820-048 | ANGUIANO FIGUEROA DAMIAN ALONSO |           |         |                   |             |                             |           |
| T.EMP:  | PERMANENTE                      | 308.96    |         |                   | 563.20      | AUXILIAR DE OPERADOR        |           |
| 01      | SUELDO                          | 4,634.40  | 51      | ISPT              | 774.84      | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02      | DESPENSA                        | 394.00    | 54      | FONDO PENSIONES   | 639.55      | 51AG ISPT AGUINALDO         | 3,938.73  |
| 03      | TRANSPORTE                      | 234.00    | 58      | CUOTA SINDICAL    | 55.61       | IMP1 ISPT ART. 113 LISR     | 774.84    |
| 07      | PRIMA INSALUBRE                 | 926.88    | 65      | OTRAS DEDUCCIONES | 1,176.32    | IMP2 ISPT ART. 142          | 3,938.73  |
| 30      | AGUINALDO                       | 20,630.94 | 95      | PRESTAMO AYUDATE  | 1,130.84    | EXEN BASE EXENTA            | 2,191.20  |
|         |                                 |           |         |                   |             | PGR1 PERC. GRAVADA TIPO 1   | 6,189.28  |
|         |                                 |           |         |                   |             | PGR2 PERC. GRAVADA TIPO 2   | 18,439.73 |
|         |                                 |           |         |                   |             | PERC TOTAL PERCEPCIONES     | 26,820.22 |
|         |                                 |           |         |                   |             | DEDU TOTAL DEDUCCIONES      | 3,777.16  |
|         |                                 |           |         |                   |             | 3%FV 3% FONDO DE VIVIENDA   | 166.84    |
|         |                                 |           |         |                   |             | FOND FONDO PENSIONES EMPRES | 834.19    |
|         |                                 |           |         |                   |             | SEDARSEDAR                  | 111.23    |
|         |                                 |           |         |                   |             | AGUI PROVISION AGUINALDO    | 2,438.42  |
|         |                                 |           |         |                   |             | TOTA NOMINA EN EFECTIVO     | 23,043.06 |
| 820-049 | SANCHEZ MUÑOZ DANIEL JOSUE      |           |         |                   |             |                             |           |
| T.EMP:  | PERMANENTE                      | 308.96    |         |                   | 441.50      | AUXILIAR DE OPERADOR        |           |
| 01      | SUELDO                          | 4,634.40  | 51      | ISPT              | 774.84      | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02      | DESPENSA                        | 394.00    | 54      | FONDO PENSIONES   | 639.55      | 51AG ISPT AGUINALDO         | 3,938.73  |
| 03      | TRANSPORTE                      | 234.00    | 58      | CUOTA SINDICAL    | 55.61       | IMP1 ISPT ART. 113 LISR     | 774.84    |
| 07      | PRIMA INSALUBRE                 | 926.88    | 65      | OTRAS DEDUCCIONES | 4,789.04    | IMP2 ISPT ART. 142          | 3,938.73  |
| 30      | AGUINALDO                       | 20,630.94 |         |                   |             | EXEN BASE EXENTA            | 2,191.20  |
|         |                                 |           |         |                   |             | PGR1 PERC. GRAVADA TIPO 1   | 6,189.28  |
|         |                                 |           |         |                   |             | PGR2 PERC. GRAVADA TIPO 2   | 18,439.73 |
|         |                                 |           |         |                   |             | PERC TOTAL PERCEPCIONES     | 26,820.22 |
|         |                                 |           |         |                   |             | DEDU TOTAL DEDUCCIONES      | 6,259.04  |
|         |                                 |           |         |                   |             | 3%FV 3% FONDO DE VIVIENDA   | 166.84    |
|         |                                 |           |         |                   |             | FOND FONDO PENSIONES EMPRES | 834.19    |
|         |                                 |           |         |                   |             | SEDARSEDAR                  | 111.23    |
|         |                                 |           |         |                   |             | AGUI PROVISION AGUINALDO    | 2,438.42  |
|         |                                 |           |         |                   |             | TOTA NOMINA EN EFECTIVO     | 20,561.18 |
| 820-050 | DEL RIO ANGEL                   |           |         |                   |             |                             |           |
| T.EMP:  | PERMANENTE                      | 347.77    |         |                   | 639.97      | OPERADOR B                  |           |
| 01      | SUELDO                          | 5,216.55  | 51      | ISPT              | 953.43      | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02      | DESPENSA                        | 457.50    | 54      | FONDO PENSIONES   | 719.88      | 51AG ISPT AGUINALDO         | 4,534.02  |
| 03      | TRANSPORTE                      | 308.00    | 58      | CUOTA SINDICAL    | 62.60       | IMP1 ISPT ART. 113 LISR     | 953.43    |

| Clave   | Nombre                            | S.Diario  | S.Integ | PERCEPCIONES    | DEDUCCIONES | CONCEPTOS                   |           |
|---------|-----------------------------------|-----------|---------|-----------------|-------------|-----------------------------|-----------|
| 07      | PRIMA INSALUBRE                   | 1,043.31  | 65      |                 | 1,509.00    | IMP2 ISPT ART. 142          | 4,534.02  |
| 30      | AGUINALDO                         | 23,417.87 |         |                 |             | EXEN BASE EXENTA            | 2,191.20  |
|         |                                   |           |         |                 |             | PGR1 PERC. GRAVADA TIPO 1   | 7,025.36  |
|         |                                   |           |         |                 |             | PGR2 PERC. GRAVADA TIPO 2   | 21,226.67 |
|         |                                   |           |         |                 |             | PERC TOTAL PERCEPCIONES     | 30,443.23 |
|         |                                   |           |         |                 |             | DEDU TOTAL DEDUCCIONES      | 3,244.91  |
|         |                                   |           |         |                 |             | 3%FV 3% FONDO DE VIVIENDA   | 187.80    |
|         |                                   |           |         |                 |             | FOND FONDO PENSIONES EMPRES | 938.98    |
|         |                                   |           |         |                 |             | SEDARSEDAR                  | 125.20    |
|         |                                   |           |         |                 |             | AGUI PROVISION AGUINALDO    | 2,648.43  |
|         |                                   |           |         |                 |             | TOTA NOMINA EN EFECTIVO     | 27,198.32 |
| 820-052 | FRANCO SALCEDO MIGUEL ANGEL       |           |         |                 |             |                             |           |
| T.EMP:  | PERMANENTE                        | 308.96    |         |                 | 478.48      | AUXILIAR DE OPERADOR        |           |
| 01      | SUELDO                            | 4,634.40  | 51      | ISPT            | 774.84      | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02      | DESPENSA                          | 394.00    | 54      | FONDO PENSIONES | 639.55      | 51AG ISPT AGUINALDO         | 2,108.16  |
| 03      | TRANSPORTE                        | 234.00    | 58      | CUOTA SINDICAL  | 55.61       | IMP1 ISPT ART. 113 LISR     | 774.84    |
| 07      | PRIMA INSALUBRE                   | 926.88    |         |                 |             | IMP2 ISPT ART. 142          | 2,108.16  |
| 30      | AGUINALDO                         | 12,060.84 |         |                 |             | EXEN BASE EXENTA            | 2,191.20  |
|         |                                   |           |         |                 |             | PGR1 PERC. GRAVADA TIPO 1   | 6,189.28  |
|         |                                   |           |         |                 |             | PGR2 PERC. GRAVADA TIPO 2   | 9,869.64  |
|         |                                   |           |         |                 |             | PERC TOTAL PERCEPCIONES     | 18,250.12 |
|         |                                   |           |         |                 |             | DEDU TOTAL DEDUCCIONES      | 1,470.00  |
|         |                                   |           |         |                 |             | 3%FV 3% FONDO DE VIVIENDA   | 166.84    |
|         |                                   |           |         |                 |             | FOND FONDO PENSIONES EMPRES | 834.19    |
|         |                                   |           |         |                 |             | SEDARSEDAR                  | 111.23    |
|         |                                   |           |         |                 |             | AGUI PROVISION AGUINALDO    | 2,018.12  |
|         |                                   |           |         |                 |             | TOTA NOMINA EN EFECTIVO     | 16,780.12 |
| 820-053 | PLASCENCIA GONZALEZ DANIEL        |           |         |                 |             |                             |           |
| T.EMP:  | PERMANENTE                        | 347.77    |         |                 | 524.24      | OPERADOR B                  |           |
| 01      | SUELDO                            | 5,216.55  | 51      | ISPT            | 953.43      | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02      | DESPENSA                          | 457.50    | 54      | FONDO PENSIONES | 719.88      | 51AG ISPT AGUINALDO         | 1,622.82  |
| 03      | TRANSPORTE                        | 308.00    | 58      | CUOTA SINDICAL  | 62.60       | IMP1 ISPT ART. 113 LISR     | 953.43    |
| 07      | PRIMA INSALUBRE                   | 1,043.31  |         |                 |             | IMP2 ISPT ART. 142          | 1,622.82  |
| 30      | AGUINALDO                         | 9,788.67  |         |                 |             | EXEN BASE EXENTA            | 2,191.20  |
|         |                                   |           |         |                 |             | PGR1 PERC. GRAVADA TIPO 1   | 7,025.36  |
|         |                                   |           |         |                 |             | PGR2 PERC. GRAVADA TIPO 2   | 7,597.47  |
|         |                                   |           |         |                 |             | PERC TOTAL PERCEPCIONES     | 16,814.03 |
|         |                                   |           |         |                 |             | DEDU TOTAL DEDUCCIONES      | 1,735.91  |
|         |                                   |           |         |                 |             | 3%FV 3% FONDO DE VIVIENDA   | 187.80    |
|         |                                   |           |         |                 |             | FOND FONDO PENSIONES EMPRES | 938.98    |
|         |                                   |           |         |                 |             | SEDARSEDAR                  | 125.20    |
|         |                                   |           |         |                 |             | AGUI PROVISION AGUINALDO    | 2,089.63  |
|         |                                   |           |         |                 |             | TOTA NOMINA EN EFECTIVO     | 15,078.12 |
| 820-054 | GUTIERREZ RODRIGUEZ NORMA SOCORRO |           |         |                 |             |                             |           |
| T.EMP:  | PERMANENTE                        | 402.90    |         |                 | 505.82      | SECRETARIA                  |           |
| 01      | SUELDO                            | 6,043.50  | 51      | ISPT            | 916.50      | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02      | DESPENSA                          | 478.50    | 54      | FONDO PENSIONES | 695.00      | 51AG ISPT AGUINALDO         | 1,371.34  |
| 03      | TRANSPORTE                        | 330.50    | 58      | CUOTA SINDICAL  | 60.44       | IMP1 ISPT ART. 113 LISR     | 916.50    |
| 30      | AGUINALDO                         | 8,611.31  |         |                 |             | IMP2 ISPT ART. 142          | 1,371.34  |
|         |                                   |           |         |                 |             | EXEN BASE EXENTA            | 2,191.20  |
|         |                                   |           |         |                 |             | PGR1 PERC. GRAVADA TIPO 1   | 6,852.50  |
|         |                                   |           |         |                 |             | PGR2 PERC. GRAVADA TIPO 2   | 6,420.11  |
|         |                                   |           |         |                 |             | PERC TOTAL PERCEPCIONES     | 15,463.81 |
|         |                                   |           |         |                 |             | DEDU TOTAL DEDUCCIONES      | 1,671.94  |
|         |                                   |           |         |                 |             | 3%FV 3% FONDO DE VIVIENDA   | 181.31    |

| Clave   | Nombre                            | S.Diario  | S.Integ | PERCEPCIONES      | DEDUCCIONES          | CONCEPTOS                   |           |
|---------|-----------------------------------|-----------|---------|-------------------|----------------------|-----------------------------|-----------|
|         |                                   |           |         |                   |                      | FOND FONDO PENSIONES EMPRES | 906.52    |
|         |                                   |           |         |                   |                      | SEDARSEDAR                  | 120.87    |
|         |                                   |           |         |                   |                      | AGUI PROVISION AGUINALDO    | 2,040.41  |
|         |                                   |           |         |                   |                      | TOTA NOMINA EN EFECTIVO     | 13,791.87 |
| 820-055 | ESCAMILLA VALADEZ JONATHAN ADRIAN |           |         |                   |                      |                             |           |
| T.EMP:  | PERMANENTE                        | 308.97    |         | 452.50            | AUXILIAR DE OPERADOR |                             |           |
| 01      | SUELDO                            | 4,634.55  | 51      | ISPT              | 774.88               | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02      | DESPENSA                          | 394.00    | 54      | FONDO PENSIONES   | 639.57               | 51AG ISPT AGUINALDO         | 1,001.22  |
| 03      | TRANSPORTE                        | 234.00    | 58      | CUOTA SINDICAL    | 55.61                | IMP1 ISPT ART. 113 LISR     | 774.88    |
| 07      | PRIMA INSALUBRE                   | 926.91    |         |                   |                      | IMP2 ISPT ART. 142          | 1,001.22  |
| 30      | AGUINALDO                         | 6,878.55  |         |                   |                      | EXEN BASE EXENTA            | 2,191.20  |
|         |                                   |           |         |                   |                      | PGR1 PERC. GRAVADA TIPO 1   | 6,189.46  |
|         |                                   |           |         |                   |                      | PGR2 PERC. GRAVADA TIPO 2   | 4,687.35  |
|         |                                   |           |         |                   |                      | PERC TOTAL PERCEPCIONES     | 13,068.01 |
|         |                                   |           |         |                   |                      | DEDU TOTAL DEDUCCIONES      | 1,470.06  |
|         |                                   |           |         |                   |                      | 3%FV 3% FONDO DE VIVIENDA   | 166.84    |
|         |                                   |           |         |                   |                      | FOND FONDO PENSIONES EMPRES | 834.22    |
|         |                                   |           |         |                   |                      | SEDARSEDAR                  | 111.23    |
|         |                                   |           |         |                   |                      | AGUI PROVISION AGUINALDO    | 1,676.85  |
|         |                                   |           |         |                   |                      | TOTA NOMINA EN EFECTIVO     | 11,597.95 |
| 930-006 | CEDEÑO MARTINEZ FRANCISCO OFELIO  |           |         |                   |                      |                             |           |
| T.EMP:  | PERMANENTE                        | 308.96    |         | 552.59            | AUXILIAR DE OPERADOR |                             |           |
| 01      | SUELDO                            | 4,634.40  | 51      | ISPT              | 774.84               | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02      | DESPENSA                          | 394.00    | 54      | FONDO PENSIONES   | 639.55               | 51AG ISPT AGUINALDO         | 3,938.73  |
| 03      | TRANSPORTE                        | 234.00    | 58      | CUOTA SINDICAL    | 55.61                | IMP1 ISPT ART. 113 LISR     | 774.84    |
| 07      | PRIMA INSALUBRE                   | 926.88    | 65      | OTRAS DEDUCCIONES | 1,053.40             | IMP2 ISPT ART. 142          | 3,938.73  |
| 30      | AGUINALDO                         | 20,630.94 |         |                   |                      | EXEN BASE EXENTA            | 2,191.20  |
|         |                                   |           |         |                   |                      | PGR1 PERC. GRAVADA TIPO 1   | 6,189.28  |
|         |                                   |           |         |                   |                      | PGR2 PERC. GRAVADA TIPO 2   | 18,439.73 |
|         |                                   |           |         |                   |                      | PERC TOTAL PERCEPCIONES     | 26,820.22 |
|         |                                   |           |         |                   |                      | DEDU TOTAL DEDUCCIONES      | 2,523.40  |
|         |                                   |           |         |                   |                      | 3%FV 3% FONDO DE VIVIENDA   | 166.84    |
|         |                                   |           |         |                   |                      | FOND FONDO PENSIONES EMPRES | 834.19    |
|         |                                   |           |         |                   |                      | SEDARSEDAR                  | 111.23    |
|         |                                   |           |         |                   |                      | AGUI PROVISION AGUINALDO    | 2,438.42  |
|         |                                   |           |         |                   |                      | TOTA NOMINA EN EFECTIVO     | 24,296.82 |
| 930-015 | CORONA GONZALEZ GERMAN            |           |         |                   |                      |                             |           |
| T.EMP:  | PERMANENTE                        | 308.96    |         | 566.35            | AUXILIAR DE OPERADOR |                             |           |
| 01      | SUELDO                            | 4,634.40  | 51      | ISPT              | 774.84               | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02      | DESPENSA                          | 394.00    | 54      | FONDO PENSIONES   | 639.55               | 51AG ISPT AGUINALDO         | 3,938.73  |
| 03      | TRANSPORTE                        | 234.00    | 58      | CUOTA SINDICAL    | 55.61                | IMP1 ISPT ART. 113 LISR     | 774.84    |
| 07      | PRIMA INSALUBRE                   | 926.88    | 65      | OTRAS DEDUCCIONES | 542.00               | IMP2 ISPT ART. 142          | 3,938.73  |
| 30      | AGUINALDO                         | 20,630.94 |         |                   |                      | EXEN BASE EXENTA            | 2,191.20  |
|         |                                   |           |         |                   |                      | PGR1 PERC. GRAVADA TIPO 1   | 6,189.28  |
|         |                                   |           |         |                   |                      | PGR2 PERC. GRAVADA TIPO 2   | 18,439.73 |
|         |                                   |           |         |                   |                      | PERC TOTAL PERCEPCIONES     | 26,820.22 |
|         |                                   |           |         |                   |                      | DEDU TOTAL DEDUCCIONES      | 2,012.00  |
|         |                                   |           |         |                   |                      | 3%FV 3% FONDO DE VIVIENDA   | 166.84    |
|         |                                   |           |         |                   |                      | FOND FONDO PENSIONES EMPRES | 834.19    |
|         |                                   |           |         |                   |                      | SEDARSEDAR                  | 111.23    |
|         |                                   |           |         |                   |                      | AGUI PROVISION AGUINALDO    | 2,438.42  |
|         |                                   |           |         |                   |                      | TOTA NOMINA EN EFECTIVO     | 24,808.22 |

\*\*\*\* Totales GCIA. DE PLANTAS DE TRATAMIENT 820 \*\*\*\*

| Clave        | Nombre          | S.Diario     | S.Integ | DEDUCCIONES          | CONCEPTOS                   |            |
|--------------|-----------------|--------------|---------|----------------------|-----------------------------|------------|
| PERCEPCIONES |                 |              |         |                      |                             |            |
| 01           | SUELDO          | 753,219.15   | 51      | ISPT                 | DVIG DIAS DE VIGENCIA       | 1,995.00   |
| 02           | DESPENSA        | 61,439.50    | 54      | FONDO PENSIONES      | 51AG ISPT AGUINALDO         | 640,266.09 |
| 03           | TRANSPORTE      | 40,828.00    | 58      | CUOTA SINDICAL       | IMP1 ISPT ART. 113 LISR     | 140,761.14 |
| 07           | PRIMA INSALUBRE | 141,699.84   | 65      | OTRAS DEDUCCIONES    | IMP2 ISPT ART. 142          | 640,266.09 |
| 30           | AGUINALDO       | 3,254,867.47 | 92      | PRESTAMO TU NOMINA P | EXEN BASE EXENTA            | 291,429.60 |
|              |                 |              | 95      | PRESTAMO AYUDATE     | PGR1 PERC. GRAVADA TIPO 1   | 997,186.41 |
|              |                 |              |         |                      | PGR2 PERC. GRAVADA TIPO 2   | 2,963,437. |
|              |                 |              |         |                      | PERC TOTAL PERCEPCIONES     | 4,252,053. |
|              |                 |              |         |                      | DEDU TOTAL DEDUCCIONES      | 564,909.38 |
|              |                 |              |         |                      | 3%FV 3% FONDO DE VIVIENDA   | 26,660.00  |
|              |                 |              |         |                      | FOND FONDO PENSIONES EMPRES | 133,298.95 |
|              |                 |              |         |                      | SEDARSEDAR                  | 17,773.18  |
|              |                 |              |         |                      | AGUI PROVISION AGUINALDO    | 393,072.05 |
|              |                 |              |         |                      | TOTA NOMINA EN EFECTIVO     | 3,687,144. |

Total de Empleados : 133.00 -----

| Clave  | Nombre                                 | S.Diario   | S.Integ  | DEDUCCIONES                                       | CONCEPTOS                            |
|--|--|------------|----------|---|--------------------------------------|
| ***** DIR. UNIDAD EJEC. DE ABAS. Y S ***** 900 |  |            |          |   |                                      |
| 04-190-004                                     | SANCHEZ GARCIA ENRIQUE                 |            |          |   |                                      |
| T.EMP:   | PERMANENTE                             | 364.37     | 559.14   | CHOFER MENSAJERO                                  |                                      |
| 01   | SUELDO                                 | 5,465.55   | 51       | ISPT  | DVIG DIAS DE VIGENCIA 15.00          |
| 02   | DESPENSA                               | 463.00     | 54       | FONDO PENSIONES                                   | 51AG ISPT AGUINALDO 3,977.37         |
| 03   | TRANSPORTE                             | 315.00     | 58       | CUOTA SINDICAL                                    | IMP1 ISPT ART. 113 LISR 786.43       |
| 30   | AGUINALDO                              | 20,811.84  | 65       | OTRAS DEDUCCIONES                                 | IMP2 ISPT ART. 142 3,977.37          |
|  |  |            | 92       | PRESTAMO TU NOMINA P                              | EXEN BASE EXENTA 2,191.20            |
|  |  |            | 95       | PRESTAMO AYUDATE                                  | PGR1 PERC. GRAVADA TIPO 1 6,243.55   |
|  |  |            |          |   | PGR2 PERC. GRAVADA TIPO 2 18,620.64  |
|  |  |            |          |   | PERC TOTAL PERCEPCIONES 27,055.39    |
|  |  |            |          |   | DEDU TOTAL DEDUCCIONES 17,343.12     |
|  |  |            |          |   | 3%FV 3% FONDO DE VIVIENDA 163.97     |
|  |  |            |          |   | FOND FONDO PENSIONES EMPRES 819.83   |
|  |  |            |          |   | SEDARSEDAR 109.31                    |
|  |  |            |          |   | AGUI PROVISION AGUINALDO 2,331.40    |
|  |  |            |          |   | TOTA NOMINA EN EFECTIVO 9,712.27     |
|  |  |            |          |   |                                      |
| 900-002  | DELGADO SANCHEZ SALVADOR               |            |          |   |                                      |
| T.EMP:   | PERMANENTE                             | 2,766.50   | 1,826.00 | DIRECTOR DE LA UNIDAD EJECUTORA DE ABASTECIMIENTO |                                      |
| 01   | SUELDO                                 | 41,497.50  | 51       | ISPT  | DVIG DIAS DE VIGENCIA 15.00          |
| 02   | DESPENSA                               | 1,518.50   | 54       | FONDO PENSIONES                                   | 51AG ISPT AGUINALDO 49,216.29        |
| 03   | TRANSPORTE                             | 1,067.50   |          |   | IMP1 ISPT ART. 113 LISR 11,733.86    |
| 30   | AGUINALDO                              | 146,945.00 |          |   | IMP2 ISPT ART. 142 49,216.29         |
|  |  |            |          |   | EXEN BASE EXENTA 2,191.20            |
|  |  |            |          |   | PGR1 PERC. GRAVADA TIPO 1 44,083.50  |
|  |  |            |          |   | PGR2 PERC. GRAVADA TIPO 2 144,753.79 |
|  |  |            |          |   | PERC TOTAL PERCEPCIONES 191,028.50   |
|  |  |            |          |   | DEDU TOTAL DEDUCCIONES 16,506.07     |
|  |  |            |          |   | 3%FV 3% FONDO DE VIVIENDA 1,244.92   |
|  |  |            |          |   | FOND FONDO PENSIONES EMPRES 6,224.63 |
|  |  |            |          |   | SEDARSEDAR 547.80                    |
|  |  |            |          |   | AGUI PROVISION AGUINALDO 21,480.50   |
|  |  |            |          |   | CHEQ PAGO POR CHEQUE 174,522.43      |
|  |  |            |          |   |                                      |
| 900-003  | ROBLEDO TRUJILLO MARIA ZENYACE         |            |          |   |                                      |
| T.EMP:   | PERMANENTE                             | 467.07     | 702.51   | SECRETARIA DE DIRECCION                           |                                      |
| 01   | SUELDO                                 | 7,006.05   | 51       | ISPT  | DVIG DIAS DE VIGENCIA 15.00          |
| 02   | DESPENSA                               | 557.00     | 54       | FONDO PENSIONES                                   | 51AG ISPT AGUINALDO 5,066.30         |
| 03   | TRANSPORTE                             | 339.50     | 58       | CUOTA SINDICAL                                    | IMP1 ISPT ART. 113 LISR 1,140.80     |
| 30   | AGUINALDO                              | 25,909.83  | 65       | OTRAS DEDUCCIONES                                 | IMP2 ISPT ART. 142 5,066.30          |
|  |  |            |          |   | EXEN BASE EXENTA 2,191.20            |
|  |  |            |          |   | PGR1 PERC. GRAVADA TIPO 1 7,902.55   |
|  |  |            |          |   | PGR2 PERC. GRAVADA TIPO 2 23,718.63  |
|  |  |            |          |   | PERC TOTAL PERCEPCIONES 33,812.38    |
|  |  |            |          |   | DEDU TOTAL DEDUCCIONES 2,721.56      |
|  |  |            |          |   | 3%FV 3% FONDO DE VIVIENDA 210.18     |
|  |  |            |          |   | FOND FONDO PENSIONES EMPRES 1,050.91 |
|  |  |            |          |   | SEDARSEDAR 140.12                    |
|  |  |            |          |   | AGUI PROVISION AGUINALDO 2,285.75    |
|  |  |            |          |   | TOTA NOMINA EN EFECTIVO 31,090.82    |
|  |  |            |          |   |                                      |
| ****   | Totales DIR. UNIDAD EJEC. DE ABAS. Y S |            | 900      | ****  |                                      |
| 01   | SUELDO                                 | 53,969.10  | 51       | ISPT  | DVIG DIAS DE VIGENCIA 45.00          |
| 02   | DESPENSA                               | 2,538.50   | 54       | FONDO PENSIONES                                   | 51AG ISPT AGUINALDO 58,259.96        |
| 03   | TRANSPORTE                             | 1,722.00   | 58       | CUOTA SINDICAL                                    | IMP1 ISPT ART. 113 LISR 13,661.09    |

| Clave | Nombre    | S.Diario   | S.Integ | DEDUCCIONES          | CONCEPTOS |                             |            |
|-------|-----------|------------|---------|----------------------|-----------|-----------------------------|------------|
| 30    | AGUINALDO | 193,666.67 | 65      | OTRAS DEDUCCIONES    | 15,515.50 | IMP2 ISPT ART. 142          | 58,259.96  |
|       |           |            | 92      | PRESTAMO TU NOMINA P | 382.79    | EXEN BASE EXENTA            | 6,573.60   |
|       |           |            | 95      | PRESTAMO AYUDATE     | 680.20    | PGR1 PERC. GRAVADA TIPO 1   | 58,229.60  |
|       |           |            |         |                      |           | PGR2 PERC. GRAVADA TIPO 2   | 187,093.06 |
|       |           |            |         |                      |           | PERC TOTAL PERCEPCIONES     | 251,896.27 |
|       |           |            |         |                      |           | DEDU TOTAL DEDUCCIONES      | 36,570.75  |
|       |           |            |         |                      |           | 3%FV 3% FONDO DE VIVIENDA   | 1,619.07   |
|       |           |            |         |                      |           | FOND FONDO PENSIONES EMPRES | 8,095.37   |
|       |           |            |         |                      |           | SEDARSEDAR                  | 797.23     |
|       |           |            |         |                      |           | AGUI PROVISION AGUINALDO    | 26,097.65  |
|       |           |            |         |                      |           | TOTA NOMINA EN EFECTIVO     | 40,803.09  |
|       |           |            |         |                      |           | CHEQ PAGO POR CHEQUE        | 174,522.43 |

Total de Empleados : 3.00 -----



| Clave                                   | Nombre                    | S.Diario  | S.Integ  | DEDUCCIONES                               | CONCEPTOS                            |
|---|---------------------------|-----------|----------|---|--------------------------------------|
| ***** GCIA. DE INGENIERIA ***** 910     |                           |           |          |   |                                      |
| 03-077-004                              | HERNANDEZ MENDOZA HERMILO |           |          |   |                                      |
| T.EMP:                                  | PERMANENTE                | 811.50    | 1,213.37 | TOPOGRAFO "A"                             |                                      |
| 01                                      | SUELDO                    | 12,172.50 | 51       | ISPT                                      | 2,372.17                             |
| 02                                      | DESPENSA                  | 727.50    | 54       | FONDO PENSIONES                           | 1,399.84                             |
| 03                                      | TRANSPORTE                | 454.00    | 65       | OTRAS DEDUCCIONES                         | 4,173.76                             |
| 30                                      | AGUINALDO                 | 44,513.34 |          |   |                                      |
|   |                           |           |          |   | DVIG DIAS DE VIGENCIA 15.00          |
|   |                           |           |          |   | 51AG ISPT AGUINALDO 9,954.17         |
|   |                           |           |          |   | IMP1 ISPT ART. 113 LISR 2,372.17     |
|   |                           |           |          |   | IMP2 ISPT ART. 142 9,954.17          |
|   |                           |           |          |   | EXEN BASE EXENTA 2,191.20            |
|   |                           |           |          |   | PGR1 PERC. GRAVADA TIPO 1 13,354.00  |
|   |                           |           |          |   | PGR2 PERC. GRAVADA TIPO 2 42,322.14  |
|   |                           |           |          |   | PERC TOTAL PERCEPCIONES 57,867.34    |
|   |                           |           |          |   | DEDU TOTAL DEDUCCIONES 7,945.77      |
|   |                           |           |          |   | 3%FV 3% FONDO DE VIVIENDA 365.18     |
|   |                           |           |          |   | FOND FONDO PENSIONES EMPRES 1,825.88 |
|   |                           |           |          |   | SEDARSEDAR 243.45                    |
|   |                           |           |          |   | AGUI PROVISION AGUINALDO 6,436.05    |
|   |                           |           |          |   | TOTA NOMINA EN EFECTIVO 49,921.57    |
| 101-010 VAZQUEZ GRIJALVA ENEYDA CARLINA |                           |           |          |   |                                      |
| T.EMP:                                  | PERMANENTE                | 402.90    | 612.94   | SECRETARIA                                |                                      |
| 01                                      | SUELDO                    | 6,043.50  | 51       | ISPT                                      | 916.50                               |
| 02                                      | DESPENSA                  | 478.50    | 54       | FONDO PENSIONES                           | 695.00                               |
| 03                                      | TRANSPORTE                | 330.50    | 58       | CUOTA SINDICAL                            | 60.44                                |
| 30                                      | AGUINALDO                 | 22,718.32 |          |   |                                      |
|   |                           |           |          |   | DVIG DIAS DE VIGENCIA 15.00          |
|   |                           |           |          |   | 51AG ISPT AGUINALDO 4,384.59         |
|   |                           |           |          |   | IMP1 ISPT ART. 113 LISR 916.50       |
|   |                           |           |          |   | IMP2 ISPT ART. 142 4,384.59          |
|   |                           |           |          |   | EXEN BASE EXENTA 2,191.20            |
|   |                           |           |          |   | PGR1 PERC. GRAVADA TIPO 1 6,852.50   |
|   |                           |           |          |   | PGR2 PERC. GRAVADA TIPO 2 20,527.12  |
|   |                           |           |          |   | PERC TOTAL PERCEPCIONES 29,570.82    |
|   |                           |           |          |   | DEDU TOTAL DEDUCCIONES 1,671.94      |
|   |                           |           |          |   | 3%FV 3% FONDO DE VIVIENDA 181.31     |
|   |                           |           |          |   | FOND FONDO PENSIONES EMPRES 906.52   |
|   |                           |           |          |   | SEDARSEDAR 120.87                    |
|   |                           |           |          |   | AGUI PROVISION AGUINALDO 2,402.64    |
|   |                           |           |          |   | TOTA NOMINA EN EFECTIVO 27,898.88    |
| 11-084-004 VALDIVIA HERNANDEZ ADAN      |                           |           |          |   |                                      |
| T.EMP:                                  | PERMANENTE                | 811.50    | 1,218.24 | SUPERVISOR DE COLECTORES Y TUNELES (UEAS) |                                      |
| 01                                      | SUELDO                    | 12,172.50 | 51       | ISPT                                      | 2,372.17                             |
| 02                                      | DESPENSA                  | 727.50    | 54       | FONDO PENSIONES                           | 1,399.84                             |
| 03                                      | TRANSPORTE                | 454.00    | 65       | OTRAS DEDUCCIONES                         | 1,684.00                             |
| 30                                      | AGUINALDO                 | 44,388.70 | 93       | SEGURO ABA                                | 155.23                               |
|   |                           |           |          |   | DVIG DIAS DE VIGENCIA 15.00          |
|   |                           |           |          |   | 51AG ISPT AGUINALDO 9,924.85         |
|   |                           |           |          |   | IMP1 ISPT ART. 113 LISR 2,372.17     |
|   |                           |           |          |   | IMP2 ISPT ART. 142 9,924.85          |
|   |                           |           |          |   | EXEN BASE EXENTA 2,191.20            |
|   |                           |           |          |   | PGR1 PERC. GRAVADA TIPO 1 13,354.00  |
|   |                           |           |          |   | PGR2 PERC. GRAVADA TIPO 2 42,197.50  |
|   |                           |           |          |   | PERC TOTAL PERCEPCIONES 57,742.70    |
|   |                           |           |          |   | DEDU TOTAL DEDUCCIONES 5,611.24      |
|   |                           |           |          |   | 3%FV 3% FONDO DE VIVIENDA 365.18     |
|   |                           |           |          |   | FOND FONDO PENSIONES EMPRES 1,825.88 |
|   |                           |           |          |   | SEDARSEDAR 243.45                    |
|   |                           |           |          |   | AGUI PROVISION AGUINALDO 6,311.41    |
|   |                           |           |          |   | TOTA NOMINA EN EFECTIVO 52,131.46    |
| 137-019 CARREON MENDEZ MARCO ANTONIO    |                           |           |          |   |                                      |
| T.EMP:                                  | PERMANENTE                | 889.67    | 1,343.79 | GEOLOGO                                   |                                      |
| 01                                      | SUELDO                    | 13,345.05 | 51       | ISPT                                      | 2,683.94                             |
| 02                                      | DESPENSA                  | 797.50    | 54       | FONDO PENSIONES                           | 1,534.68                             |
| 03                                      | TRANSPORTE                | 537.00    | 79       | APORT.ADIC.VOL.SEDAR                      | 100.00                               |
|   |                           |           |          |   | DVIG DIAS DE VIGENCIA 15.00          |
|   |                           |           |          |   | 51AG ISPT AGUINALDO 11,353.12        |
|   |                           |           |          |   | IMP1 ISPT ART. 113 LISR 2,683.94     |

| Clave             | Nombre                           | S.Diario  | S.Integ | PERCEPCIONES          | DEDUCCIONES | CONCEPTOS                   |           |
|-------------------|----------------------------------|-----------|---------|-----------------------|-------------|-----------------------------|-----------|
| 30                | AGUINALDO                        | 48,794.83 | 65      | OTRAS DEDUCCIONES     | 6,830.32    | IMP2 ISPT ART. 142          | 11,353.12 |
|                   |                                  |           |         |                       |             | EXEN BASE EXENTA            | 2,191.20  |
|                   |                                  |           |         |                       |             | PGR1 PERC. GRAVADA TIPO 1   | 14,679.55 |
|                   |                                  |           |         |                       |             | PGR2 PERC. GRAVADA TIPO 2   | 46,603.63 |
|                   |                                  |           |         |                       |             | PERC TOTAL PERCEPCIONES     | 63,474.38 |
|                   |                                  |           |         |                       |             | DEDU TOTAL DEDUCCIONES      | 11,148.94 |
|                   |                                  |           |         |                       |             | 3%FV 3% FONDO DE VIVIENDA   | 400.35    |
|                   |                                  |           |         |                       |             | FOND FONDO PENSIONES EMPRES | 2,001.76  |
|                   |                                  |           |         |                       |             | SEDARSEDAR                  | 266.90    |
|                   |                                  |           |         |                       |             | AGUI PROVISION AGUINALDO    | 6,931.95  |
|                   |                                  |           |         |                       |             | TOTA NOMINA EN EFECTIVO     | 52,325.44 |
| 166-002           | HERNANDEZ AGUILAR CARLOS         |           |         |                       |             |                             |           |
| T.EMP: PERMANENTE | 467.07                           |           | 809.75  | AUXILIAR DE TOPOGRAFO |             |                             |           |
| 01                | SUELDO                           | 7,006.05  | 51      | ISPT                  | 1,365.27    | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02                | DESPENSA                         | 557.00    | 54      | FONDO PENSIONES       | 926.55      | 51AG ISPT AGUINALDO         | 5,906.82  |
| 03                | TRANSPORTE                       | 339.50    | 58      | CUOTA SINDICAL        | 70.06       | IMP1 ISPT ART. 113 LISR     | 1,365.27  |
| 06                | PRIMA DE ALTO RI                 | 1,050.91  | 65      | OTRAS DEDUCCIONES     | 500.00      | IMP2 ISPT ART. 142          | 5,906.82  |
| 30                | AGUINALDO                        | 29,844.87 |         |                       |             | EXEN BASE EXENTA            | 2,191.20  |
|                   |                                  |           |         |                       |             | PGR1 PERC. GRAVADA TIPO 1   | 8,953.45  |
|                   |                                  |           |         |                       |             | PGR2 PERC. GRAVADA TIPO 2   | 27,653.67 |
|                   |                                  |           |         |                       |             | PERC TOTAL PERCEPCIONES     | 38,798.33 |
|                   |                                  |           |         |                       |             | DEDU TOTAL DEDUCCIONES      | 2,861.88  |
|                   |                                  |           |         |                       |             | 3%FV 3% FONDO DE VIVIENDA   | 241.71    |
|                   |                                  |           |         |                       |             | FOND FONDO PENSIONES EMPRES | 1,208.54  |
|                   |                                  |           |         |                       |             | SEDARSEDAR                  | 161.14    |
|                   |                                  |           |         |                       |             | AGUI PROVISION AGUINALDO    | 3,082.51  |
|                   |                                  |           |         |                       |             | TOTA NOMINA EN EFECTIVO     | 35,936.45 |
| 205-002           | TOSTADO PLASCENCIA JACOBO        |           |         |                       |             |                             |           |
| T.EMP: PERMANENTE | 467.07                           |           | 809.75  | AUXILIAR DE TOPOGRAFO |             |                             |           |
| 01                | SUELDO                           | 7,006.05  | 51      | ISPT                  | 1,365.27    | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02                | DESPENSA                         | 557.00    | 54      | FONDO PENSIONES       | 926.55      | 51AG ISPT AGUINALDO         | 5,906.82  |
| 03                | TRANSPORTE                       | 339.50    | 58      | CUOTA SINDICAL        | 70.06       | IMP1 ISPT ART. 113 LISR     | 1,365.27  |
| 06                | PRIMA DE ALTO RI                 | 1,050.91  | 65      | OTRAS DEDUCCIONES     | 9,102.30    | IMP2 ISPT ART. 142          | 5,906.82  |
| 30                | AGUINALDO                        | 29,844.87 | 93      | SEGURO ABA            | 178.81      | EXEN BASE EXENTA            | 2,191.20  |
|                   |                                  |           | 95      | PRESTAMO AYUDATE      | 293.34      | PGR1 PERC. GRAVADA TIPO 1   | 8,953.45  |
|                   |                                  |           |         |                       |             | PGR2 PERC. GRAVADA TIPO 2   | 27,653.67 |
|                   |                                  |           |         |                       |             | PERC TOTAL PERCEPCIONES     | 38,798.33 |
|                   |                                  |           |         |                       |             | DEDU TOTAL DEDUCCIONES      | 11,936.33 |
|                   |                                  |           |         |                       |             | 3%FV 3% FONDO DE VIVIENDA   | 241.71    |
|                   |                                  |           |         |                       |             | FOND FONDO PENSIONES EMPRES | 1,208.54  |
|                   |                                  |           |         |                       |             | SEDARSEDAR                  | 161.14    |
|                   |                                  |           |         |                       |             | AGUI PROVISION AGUINALDO    | 3,082.51  |
|                   |                                  |           |         |                       |             | TOTA NOMINA EN EFECTIVO     | 26,862.00 |
| 206-003           | SANDOVAL AZPEITIA JOSE GUADALUPE |           |         |                       |             |                             |           |
| T.EMP: PERMANENTE | 467.07                           |           | 809.75  | AUXILIAR DE TOPOGRAFO |             |                             |           |
| 01                | SUELDO                           | 7,006.05  | 51      | ISPT                  | 1,365.27    | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02                | DESPENSA                         | 557.00    | 54      | FONDO PENSIONES       | 926.55      | 51AG ISPT AGUINALDO         | 5,906.82  |
| 03                | TRANSPORTE                       | 339.50    | 58      | CUOTA SINDICAL        | 70.06       | IMP1 ISPT ART. 113 LISR     | 1,365.27  |
| 06                | PRIMA DE ALTO RI                 | 1,050.91  | 65      | OTRAS DEDUCCIONES     | 3,311.41    | IMP2 ISPT ART. 142          | 5,906.82  |
| 30                | AGUINALDO                        | 29,844.87 | 93      | SEGURO ABA            | 112.86      | EXEN BASE EXENTA            | 2,191.20  |
|                   |                                  |           |         |                       |             | PGR1 PERC. GRAVADA TIPO 1   | 8,953.45  |
|                   |                                  |           |         |                       |             | PGR2 PERC. GRAVADA TIPO 2   | 27,653.67 |
|                   |                                  |           |         |                       |             | PERC TOTAL PERCEPCIONES     | 38,798.33 |
|                   |                                  |           |         |                       |             | DEDU TOTAL DEDUCCIONES      | 5,786.15  |
|                   |                                  |           |         |                       |             | 3%FV 3% FONDO DE VIVIENDA   | 241.71    |

| Clave      | Nombre                               | S.Diario  | S.Integ | PERCEPCIONES         | DEDUCCIONES | CONCEPTOS                                 |           |
|------------|--------------------------------------|-----------|---------|----------------------|-------------|---|-----------|
|            |                                      |           |         |                      |             | FOND FONDO PENSIONES EMPRES               | 1,208.54  |
|            |                                      |           |         |                      |             | SEDARSEDAR                                | 161.14    |
|            |                                      |           |         |                      |             | AGUI PROVISION AGUINALDO                  | 3,082.51  |
|            |                                      |           |         |                      |             | TOTA NOMINA EN EFECTIVO                   | 33,012.18 |
| 207-002    | RODRIGUEZ VAZQUEZ SALVADOR           |           |         |                      |             |   |           |
| T.EMP:     | PERMANENTE                           | 467.07    |         |                      | 809.75      | AUXILIAR DE TOPOGRAFO                     |           |
| 01         | SUELDO                               | 7,006.05  | 51      | ISPT                 | 1,365.27    | DVIG DIAS DE VIGENCIA                     | 15.00     |
| 02         | DESPENSA                             | 557.00    | 54      | FONDO PENSIONES      | 926.55      | 51AG ISPT AGUINALDO                       | 5,906.82  |
| 03         | TRANSPORTE                           | 339.50    | 58      | CUOTA SINDICAL       | 70.06       | IMP1 ISPT ART. 113 LISR                   | 1,365.27  |
| 06         | PRIMA DE ALTO RI                     | 1,050.91  | 65      | OTRAS DEDUCCIONES    | 3,845.30    | IMP2 ISPT ART. 142                        | 5,906.82  |
| 30         | AGUINALDO                            | 29,844.87 |         |                      |             | EXEN BASE EXENTA                          | 2,191.20  |
|            |                                      |           |         |                      |             | PGR1 PERC. GRAVADA TIPO 1                 | 8,953.45  |
|            |                                      |           |         |                      |             | PGR2 PERC. GRAVADA TIPO 2                 | 27,653.67 |
|            |                                      |           |         |                      |             | PERC TOTAL PERCEPCIONES                   | 38,798.33 |
|            |                                      |           |         |                      |             | DEDU TOTAL DEDUCCIONES                    | 6,207.18  |
|            |                                      |           |         |                      |             | 3%FV 3% FONDO DE VIVIENDA                 | 241.71    |
|            |                                      |           |         |                      |             | FOND FONDO PENSIONES EMPRES               | 1,208.54  |
|            |                                      |           |         |                      |             | SEDARSEDAR                                | 161.14    |
|            |                                      |           |         |                      |             | AGUI PROVISION AGUINALDO                  | 3,082.51  |
|            |                                      |           |         |                      |             | TOTA NOMINA EN EFECTIVO                   | 32,591.15 |
| 26-236-002 | GIL RAMIREZ VENUS ARIADNA            |           |         |                      |             |   |           |
| T.EMP:     | PERMANENTE                           | 811.50    |         |                      | 1,054.22    | SUPERVISOR DE PROYECTOS                   |           |
| 01         | SUELDO                               | 12,172.50 | 51      | ISPT                 | 2,372.17    | DVIG DIAS DE VIGENCIA                     | 15.00     |
| 02         | DESPENSA                             | 727.50    | 54      | FONDO PENSIONES      | 1,399.84    | 51AG ISPT AGUINALDO                       | 5,092.11  |
| 03         | TRANSPORTE                           | 454.00    | 65      | OTRAS DEDUCCIONES    | 1,000.00    | IMP1 ISPT ART. 113 LISR                   | 2,372.17  |
| 30         | AGUINALDO                            | 23,841.34 |         |                      |             | IMP2 ISPT ART. 142                        | 5,092.11  |
|            |                                      |           |         |                      |             | EXEN BASE EXENTA                          | 2,191.20  |
|            |                                      |           |         |                      |             | PGR1 PERC. GRAVADA TIPO 1                 | 13,354.00 |
|            |                                      |           |         |                      |             | PGR2 PERC. GRAVADA TIPO 2                 | 21,650.14 |
|            |                                      |           |         |                      |             | PERC TOTAL PERCEPCIONES                   | 37,195.34 |
|            |                                      |           |         |                      |             | DEDU TOTAL DEDUCCIONES                    | 4,772.01  |
|            |                                      |           |         |                      |             | 3%FV 3% FONDO DE VIVIENDA                 | 365.18    |
|            |                                      |           |         |                      |             | FOND FONDO PENSIONES EMPRES               | 1,825.88  |
|            |                                      |           |         |                      |             | SEDARSEDAR                                | 243.45    |
|            |                                      |           |         |                      |             | AGUI PROVISION AGUINALDO                  | 4,052.32  |
|            |                                      |           |         |                      |             | TOTA NOMINA EN EFECTIVO                   | 32,423.33 |
| 30-094-001 | RODRIGUEZ DE LA TORRE JOSE GUADALUPE |           |         |                      |             |   |           |
| T.EMP:     | PERMANENTE                           | 467.47    |         |                      | 704.24      | COORDINADOR ADMINISTRATIVO                |           |
| 01         | SUELDO                               | 7,012.05  | 51      | ISPT                 | 1,107.37    | DVIG DIAS DE VIGENCIA                     | 15.00     |
| 02         | DESPENSA                             | 434.50    | 54      | FONDO PENSIONES      | 806.39      | 51AG ISPT AGUINALDO                       | 5,017.37  |
| 03         | TRANSPORTE                           | 299.50    | 79      | APORT.ADIC.VOL.SEDAR | 200.00      | IMP1 ISPT ART. 113 LISR                   | 1,107.37  |
| 30         | AGUINALDO                            | 25,680.74 | 65      | OTRAS DEDUCCIONES    | 1,316.64    | IMP2 ISPT ART. 142                        | 5,017.37  |
|            |                                      |           |         |                      |             | EXEN BASE EXENTA                          | 2,191.20  |
|            |                                      |           |         |                      |             | PGR1 PERC. GRAVADA TIPO 1                 | 7,746.05  |
|            |                                      |           |         |                      |             | PGR2 PERC. GRAVADA TIPO 2                 | 23,489.54 |
|            |                                      |           |         |                      |             | PERC TOTAL PERCEPCIONES                   | 33,426.79 |
|            |                                      |           |         |                      |             | DEDU TOTAL DEDUCCIONES                    | 3,430.40  |
|            |                                      |           |         |                      |             | 3%FV 3% FONDO DE VIVIENDA                 | 210.36    |
|            |                                      |           |         |                      |             | FOND FONDO PENSIONES EMPRES               | 1,051.81  |
|            |                                      |           |         |                      |             | SEDARSEDAR                                | 140.24    |
|            |                                      |           |         |                      |             | AGUI PROVISION AGUINALDO                  | 2,528.34  |
|            |                                      |           |         |                      |             | TOTA NOMINA EN EFECTIVO                   | 29,996.39 |
| 340-002    | ROBLES DE LEON JULIO                 |           |         |                      |             |   |           |
| T.EMP:     | PERMANENTE                           | 811.50    |         |                      | 1,220.07    | SUPERVISOR DE COLECTORES Y TUNELES (UEAS) |           |

| Clave  | Nombre          | S.Diario  | S.Integ | DEDUCCIONES       | CONCEPTOS           |                             |           |
|--|-----------------|-----------|---------|-------------------|---------------------|-----------------------------|-----------|
| PERCEPCIONES                                 |                 |           |         |                   |                     |                             |           |
| 01   | SUELDO          | 12,172.50 | 51      | ISPT              | 2,372.17            | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02   | DESPENSA        | 727.50    | 54      | FONDO PENSIONES   | 1,399.84            | 51AG ISPT AGUINALDO         | 9,954.17  |
| 03   | TRANSPORTE      | 454.00    | 65      | OTRAS DEDUCCIONES | 13,109.47           | IMP1 ISPT ART. 113 LISR     | 2,372.17  |
| 30   | AGUINALDO       | 44,513.34 |         |                   |                     | IMP2 ISPT ART. 142          | 9,954.17  |
|  |                 |           |         |                   |                     | EXEN BASE EXENTA            | 2,191.20  |
|  |                 |           |         |                   |                     | PGR1 PERC. GRAVADA TIPO 1   | 13,354.00 |
|  |                 |           |         |                   |                     | PGR2 PERC. GRAVADA TIPO 2   | 42,322.14 |
|  |                 |           |         |                   |                     | PERC TOTAL PERCEPCIONES     | 57,867.34 |
|  |                 |           |         |                   |                     | DEDU TOTAL DEDUCCIONES      | 16,881.48 |
|  |                 |           |         |                   |                     | 3%FV 3% FONDO DE VIVIENDA   | 365.18    |
|  |                 |           |         |                   |                     | FOND FONDO PENSIONES EMPRES | 1,825.88  |
|  |                 |           |         |                   |                     | SEDARSEDAR                  | 243.45    |
|  |                 |           |         |                   |                     | AGUI PROVISION AGUINALDO    | 6,436.05  |
|  |                 |           |         |                   |                     | TOTA NOMINA EN EFECTIVO     | 40,985.86 |
| 376-003 TRIGO MARTINEZ EDUARDO MIGUEL ADRIAN |                 |           |         |                   |                     |                             |           |
| T.EMP:                                       | PERMANENTE      | 347.77    |         | 627.27            | OPERADOR EN CARCAMO |                             |           |
| 01   | SUELDO          | 5,216.55  | 51      | ISPT              | 953.43              | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02   | DESPENSA        | 457.50    | 54      | FONDO PENSIONES   | 719.88              | 51AG ISPT AGUINALDO         | 4,534.02  |
| 03   | TRANSPORTE      | 308.00    | 58      | CUOTA SINDICAL    | 62.60               | IMP1 ISPT ART. 113 LISR     | 953.43    |
| 07   | PRIMA INSALUBRE | 1,043.31  | 65      | OTRAS DEDUCCIONES | 2,213.48            | IMP2 ISPT ART. 142          | 4,534.02  |
| 30   | AGUINALDO       | 23,417.87 |         |                   |                     | EXEN BASE EXENTA            | 2,191.20  |
|  |                 |           |         |                   |                     | PGR1 PERC. GRAVADA TIPO 1   | 7,025.36  |
|  |                 |           |         |                   |                     | PGR2 PERC. GRAVADA TIPO 2   | 21,226.67 |
|  |                 |           |         |                   |                     | PERC TOTAL PERCEPCIONES     | 30,443.23 |
|  |                 |           |         |                   |                     | DEDU TOTAL DEDUCCIONES      | 3,949.39  |
|  |                 |           |         |                   |                     | 3%FV 3% FONDO DE VIVIENDA   | 187.80    |
|  |                 |           |         |                   |                     | FOND FONDO PENSIONES EMPRES | 938.98    |
|  |                 |           |         |                   |                     | SEDARSEDAR                  | 125.20    |
|  |                 |           |         |                   |                     | AGUI PROVISION AGUINALDO    | 2,648.43  |
|  |                 |           |         |                   |                     | TOTA NOMINA EN EFECTIVO     | 26,493.84 |
| 376-006 DOMINGUEZ JIMENEZ ALFREDO            |                 |           |         |                   |                     |                             |           |
| T.EMP:                                       | PERMANENTE      | 347.77    |         | 627.27            | OPERADOR EN CARCAMO |                             |           |
| 01   | SUELDO          | 5,216.55  | 51      | ISPT              | 953.43              | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02   | DESPENSA        | 457.50    | 54      | FONDO PENSIONES   | 719.88              | 51AG ISPT AGUINALDO         | 4,534.02  |
| 03   | TRANSPORTE      | 308.00    | 58      | CUOTA SINDICAL    | 62.60               | IMP1 ISPT ART. 113 LISR     | 953.43    |
| 07   | PRIMA INSALUBRE | 1,043.31  |         |                   |                     | IMP2 ISPT ART. 142          | 4,534.02  |
| 30   | AGUINALDO       | 23,417.87 |         |                   |                     | EXEN BASE EXENTA            | 2,191.20  |
|  |                 |           |         |                   |                     | PGR1 PERC. GRAVADA TIPO 1   | 7,025.36  |
|  |                 |           |         |                   |                     | PGR2 PERC. GRAVADA TIPO 2   | 21,226.67 |
|  |                 |           |         |                   |                     | PERC TOTAL PERCEPCIONES     | 30,443.23 |
|  |                 |           |         |                   |                     | DEDU TOTAL DEDUCCIONES      | 1,735.91  |
|  |                 |           |         |                   |                     | 3%FV 3% FONDO DE VIVIENDA   | 187.80    |
|  |                 |           |         |                   |                     | FOND FONDO PENSIONES EMPRES | 938.98    |
|  |                 |           |         |                   |                     | SEDARSEDAR                  | 125.20    |
|  |                 |           |         |                   |                     | AGUI PROVISION AGUINALDO    | 2,648.43  |
|  |                 |           |         |                   |                     | TOTA NOMINA EN EFECTIVO     | 28,707.32 |
| 377-002 JACINTO OCHOA ADRIAN                 |                 |           |         |                   |                     |                             |           |
| T.EMP:                                       | PERMANENTE      | 347.77    |         | 627.27            | OPERADOR EN CARCAMO |                             |           |
| 01   | SUELDO          | 5,216.55  | 51      | ISPT              | 953.43              | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02   | DESPENSA        | 457.50    | 54      | FONDO PENSIONES   | 719.88              | 51AG ISPT AGUINALDO         | 4,534.02  |
| 03   | TRANSPORTE      | 308.00    | 58      | CUOTA SINDICAL    | 62.60               | IMP1 ISPT ART. 113 LISR     | 953.43    |
| 07   | PRIMA INSALUBRE | 1,043.31  | 65      | OTRAS DEDUCCIONES | 2,087.00            | IMP2 ISPT ART. 142          | 4,534.02  |
| 30   | AGUINALDO       | 23,417.87 |         |                   |                     | EXEN BASE EXENTA            | 2,191.20  |
|  |                 |           |         |                   |                     | PGR1 PERC. GRAVADA TIPO 1   | 7,025.36  |
|  |                 |           |         |                   |                     | PGR2 PERC. GRAVADA TIPO 2   | 21,226.67 |

| Clave   | Nombre                        | S.Diario  | S.Integ  | PERCEPCIONES                       | DEDUCCIONES | CONCEPTOS                            |
|---|-------------------------------|-----------|----------|------------------------------------|-------------|--------------------------------------|
| PERC TOTAL PERCEPCIONES 30,443.23<br>DEDU TOTAL DEDUCCIONES 3,822.91<br>3%FV 3% FONDO DE VIVIENDA 187.80<br>FOND FONDO PENSIONES EMPRES 938.98<br>SEDARSEDAR 125.20<br>AGUI PROVISION AGUINALDO 2,648.43<br>TOTA NOMINA EN EFECTIVO 26,620.32 |                               |           |          |                                    |             |                                      |
| 377-003   | URIBE BASILIO EDUARDO         |           |          |                                    |             |                                      |
| T.EMP:  | PERMANENTE                    | 347.77    | 627.27   | OPERADOR EN CARCAMO                |             |                                      |
| 01  | SUELDO                        | 5,216.55  | 51       | ISPT                               | 953.43      | DVIG DIAS DE VIGENCIA 15.00          |
| 02  | DESPENSA                      | 457.50    | 54       | FONDO PENSIONES                    | 719.88      | 51AG ISPT AGUINALDO 4,534.02         |
| 03  | TRANSPORTE                    | 308.00    | 58       | CUOTA SINDICAL                     | 62.60       | IMP1 ISPT ART. 113 LISR 953.43       |
| 07  | PRIMA INSALUBRE               | 1,043.31  | 65       | OTRAS DEDUCCIONES                  | 3,130.83    | IMP2 ISPT ART. 142 4,534.02          |
| 30  | AGUINALDO                     | 23,417.87 |          |                                    |             | EXEN BASE EXENTA 2,191.20            |
|   |                               |           |          |                                    |             | PGR1 PERC. GRAVADA TIPO 1 7,025.36   |
|   |                               |           |          |                                    |             | PGR2 PERC. GRAVADA TIPO 2 21,226.67  |
|   |                               |           |          |                                    |             | PERC TOTAL PERCEPCIONES 30,443.23    |
|   |                               |           |          |                                    |             | DEDU TOTAL DEDUCCIONES 4,866.74      |
|   |                               |           |          |                                    |             | 3%FV 3% FONDO DE VIVIENDA 187.80     |
|   |                               |           |          |                                    |             | FOND FONDO PENSIONES EMPRES 938.98   |
|   |                               |           |          |                                    |             | SEDARSEDAR 125.20                    |
|   |                               |           |          |                                    |             | AGUI PROVISION AGUINALDO 2,648.43    |
|   |                               |           |          |                                    |             | TOTA NOMINA EN EFECTIVO 25,576.49    |
| 377-004   | SALAS POLANCO JOSE AGUSTIN    |           |          |                                    |             |                                      |
| T.EMP:  | PERMANENTE                    | 347.77    | 627.27   | OPERADOR EN CARCAMO                |             |                                      |
| 01  | SUELDO                        | 5,216.55  | 51       | ISPT                               | 953.43      | DVIG DIAS DE VIGENCIA 15.00          |
| 02  | DESPENSA                      | 457.50    | 54       | FONDO PENSIONES                    | 719.88      | 51AG ISPT AGUINALDO 4,534.02         |
| 03  | TRANSPORTE                    | 308.00    | 58       | CUOTA SINDICAL                     | 62.60       | IMP1 ISPT ART. 113 LISR 953.43       |
| 07  | PRIMA INSALUBRE               | 1,043.31  | 65       | OTRAS DEDUCCIONES                  | 2,087.00    | IMP2 ISPT ART. 142 4,534.02          |
| 30  | AGUINALDO                     | 23,417.87 |          |                                    |             | EXEN BASE EXENTA 2,191.20            |
|   |                               |           |          |                                    |             | PGR1 PERC. GRAVADA TIPO 1 7,025.36   |
|   |                               |           |          |                                    |             | PGR2 PERC. GRAVADA TIPO 2 21,226.67  |
|   |                               |           |          |                                    |             | PERC TOTAL PERCEPCIONES 30,443.23    |
|   |                               |           |          |                                    |             | DEDU TOTAL DEDUCCIONES 3,822.91      |
|   |                               |           |          |                                    |             | 3%FV 3% FONDO DE VIVIENDA 187.80     |
|   |                               |           |          |                                    |             | FOND FONDO PENSIONES EMPRES 938.98   |
|   |                               |           |          |                                    |             | SEDARSEDAR 125.20                    |
|   |                               |           |          |                                    |             | AGUI PROVISION AGUINALDO 2,648.43    |
|   |                               |           |          |                                    |             | TOTA NOMINA EN EFECTIVO 26,620.32    |
| 397-060   | MALDONADO OROZCO LUIS ENRIQUE |           |          |                                    |             |                                      |
| T.EMP:  | PERMANENTE                    | 1,086.00  | 1,618.65 | COORDINADOR EN TRATAMIENTO DE AGUA |             |                                      |
| 01  | SUELDO                        | 16,290.00 | 51       | ISPT                               | 3,472.03    | DVIG DIAS DE VIGENCIA 15.00          |
| 02  | DESPENSA                      | 797.50    | 54       | FONDO PENSIONES                    | 1,873.35    | 51AG ISPT AGUINALDO 16,967.14        |
| 03  | TRANSPORTE                    | 537.00    | 65       | OTRAS DEDUCCIONES                  | 5,429.07    | IMP1 ISPT ART. 113 LISR 3,472.03     |
| 30  | AGUINALDO                     | 58,748.34 |          |                                    |             | IMP2 ISPT ART. 142 16,967.14         |
|   |                               |           |          |                                    |             | EXEN BASE EXENTA 2,191.20            |
|   |                               |           |          |                                    |             | PGR1 PERC. GRAVADA TIPO 1 17,624.50  |
|   |                               |           |          |                                    |             | PGR2 PERC. GRAVADA TIPO 2 56,557.14  |
|   |                               |           |          |                                    |             | PERC TOTAL PERCEPCIONES 76,372.84    |
|   |                               |           |          |                                    |             | DEDU TOTAL DEDUCCIONES 10,774.45     |
|   |                               |           |          |                                    |             | 3%FV 3% FONDO DE VIVIENDA 488.70     |
|   |                               |           |          |                                    |             | FOND FONDO PENSIONES EMPRES 2,443.50 |
|   |                               |           |          |                                    |             | SEDARSEDAR 325.80                    |
|   |                               |           |          |                                    |             | AGUI PROVISION AGUINALDO 8,534.38    |
|   |                               |           |          |                                    |             | TOTA NOMINA EN EFECTIVO 65,598.39    |

| Clave  | Nombre     | S.Diario  | S.Integ | PERCEPCIONES      | DEDUCCIONES | CONCEPTOS                             |
|--|------------|-----------|---------|-------------------|-------------|---------------------------------------|
| 41-083-007 RAMIREZ TORIJA OMAR SALOMON         |            |           |         |                   |             |                                       |
| T.EMP:   | PERMANENTE | 1,086.00  |         |                   | 1,619.46    | GEOTECNISTA                           |
| 01   | SUELDO     | 16,290.00 | 51      | ISPT              | 3,472.03    | DVIG DIAS DE VIGENCIA 15.00           |
| 02   | DESPENSA   | 797.50    | 54      | FONDO PENSIONES   | 1,873.35    | 51AG ISPT AGUINALDO 16,967.14         |
| 03   | TRANSPORTE | 537.00    | 65      | OTRAS DEDUCCIONES | 1,000.00    | IMP1 ISPT ART. 113 LISR 3,472.03      |
| 30   | AGUINALDO  | 58,748.34 |         |                   |             | IMP2 ISPT ART. 142 16,967.14          |
|  |            |           |         |                   |             | EXEN BASE EXENTA 2,191.20             |
|  |            |           |         |                   |             | PGR1 PERC. GRAVADA TIPO 1 17,624.50   |
|  |            |           |         |                   |             | PGR2 PERC. GRAVADA TIPO 2 56,557.14   |
|  |            |           |         |                   |             | PERC TOTAL PERCEPCIONES 76,372.84     |
|  |            |           |         |                   |             | DEDU TOTAL DEDUCCIONES 6,345.38       |
|  |            |           |         |                   |             | 3%FV 3% FONDO DE VIVIENDA 488.70      |
|  |            |           |         |                   |             | FOND FONDO PENSIONES EMPRES 2,443.50  |
|  |            |           |         |                   |             | SEDARSEDAR 325.80                     |
|  |            |           |         |                   |             | AGUI PROVISION AGUINALDO 8,534.38     |
|  |            |           |         |                   |             | TOTA NOMINA EN EFECTIVO 70,027.46     |
| 45-037-001 HERNANDEZ DE LA TORRE HECTOR MANUEL |            |           |         |                   |             |                                       |
| T.EMP:   | PERMANENTE | 1,086.00  |         |                   | 1,621.89    | GEOLOGO                               |
| 01   | SUELDO     | 16,290.00 | 51      | ISPT              | 3,472.03    | DVIG DIAS DE VIGENCIA 15.00           |
| 02   | DESPENSA   | 797.50    | 54      | FONDO PENSIONES   | 1,873.35    | 51AG ISPT AGUINALDO 16,967.14         |
| 03   | TRANSPORTE | 537.00    |         |                   |             | IMP1 ISPT ART. 113 LISR 3,472.03      |
| 30   | AGUINALDO  | 58,748.34 |         |                   |             | IMP2 ISPT ART. 142 16,967.14          |
|  |            |           |         |                   |             | EXEN BASE EXENTA 2,191.20             |
|  |            |           |         |                   |             | PGR1 PERC. GRAVADA TIPO 1 17,624.50   |
|  |            |           |         |                   |             | PGR2 PERC. GRAVADA TIPO 2 56,557.14   |
|  |            |           |         |                   |             | PERC TOTAL PERCEPCIONES 76,372.84     |
|  |            |           |         |                   |             | DEDU TOTAL DEDUCCIONES 5,345.38       |
|  |            |           |         |                   |             | 3%FV 3% FONDO DE VIVIENDA 488.70      |
|  |            |           |         |                   |             | FOND FONDO PENSIONES EMPRES 2,443.50  |
|  |            |           |         |                   |             | SEDARSEDAR 325.80                     |
|  |            |           |         |                   |             | AGUI PROVISION AGUINALDO 8,534.38     |
|  |            |           |         |                   |             | TOTA NOMINA EN EFECTIVO 71,027.46     |
| 60-186-019 MARTINEZ CRUZ RICARDO               |            |           |         |                   |             |                                       |
| T.EMP:   | PERMANENTE | 811.50    |         |                   | 1,220.68    | SUPERVISOR DE OBRA                    |
| 01   | SUELDO     | 12,172.50 | 51      | ISPT              | 2,372.17    | DVIG DIAS DE VIGENCIA 15.00           |
| 02   | DESPENSA   | 727.50    | 54      | FONDO PENSIONES   | 1,399.84    | 51AG ISPT AGUINALDO 9,954.17          |
| 03   | TRANSPORTE | 454.00    | 65      | OTRAS DEDUCCIONES | 23,637.78   | IMP1 ISPT ART. 113 LISR 2,372.17      |
| 30   | AGUINALDO  | 44,513.34 |         |                   |             | IMP2 ISPT ART. 142 9,954.17           |
|  |            |           |         |                   |             | EXEN BASE EXENTA 2,191.20             |
|  |            |           |         |                   |             | PGR1 PERC. GRAVADA TIPO 1 13,354.00   |
|  |            |           |         |                   |             | PGR2 PERC. GRAVADA TIPO 2 42,322.14   |
|  |            |           |         |                   |             | PERC TOTAL PERCEPCIONES 57,867.34     |
|  |            |           |         |                   |             | DEDU TOTAL DEDUCCIONES 27,409.79      |
|  |            |           |         |                   |             | 3%FV 3% FONDO DE VIVIENDA 365.18      |
|  |            |           |         |                   |             | FOND FONDO PENSIONES EMPRES 1,825.88  |
|  |            |           |         |                   |             | SEDARSEDAR 243.45                     |
|  |            |           |         |                   |             | AGUI PROVISION AGUINALDO 6,436.05     |
|  |            |           |         |                   |             | TOTA NOMINA EN EFECTIVO 30,457.55     |
| 61-026-001 MARTINEZ SAHAGUN J TRINIDAD         |            |           |         |                   |             |                                       |
| T.EMP:   | PERMANENTE | 1,632.10  |         |                   | 1,826.00    | SUPERINTENDENTE DE SANEAMIENTO (UEAS) |
| 01   | SUELDO     | 24,481.50 | 51      | ISPT              | 6,040.03    | DVIG DIAS DE VIGENCIA 15.00           |
| 02   | DESPENSA   | 994.50    | 54      | FONDO PENSIONES   | 2,815.37    | 51AG ISPT AGUINALDO 25,527.14         |
| 03   | TRANSPORTE | 708.50    |         |                   |             | IMP1 ISPT ART. 113 LISR 6,040.03      |
| 30   | AGUINALDO  | 87,281.67 |         |                   |             | IMP2 ISPT ART. 142 25,527.14          |

| Clave                                      | Nombre     | S.Diario  | S.Integ  | PERCEPCIONES                             | DEDUCCIONES | CONCEPTOS                            |
|--|------------|-----------|----------|--|-------------|--------------------------------------|
| -----                                      |            |           |          |  |             |                                      |
|  |            |           |          |  |             | EXEN BASE EXENTA 2,191.20            |
|  |            |           |          |  |             | PGR1 PERC. GRAVADA TIPO 1 26,184.50  |
|  |            |           |          |  |             | PGR2 PERC. GRAVADA TIPO 2 85,090.47  |
|  |            |           |          |  |             | PERC TOTAL PERCEPCIONES 113,466.17   |
|  |            |           |          |  |             | DEDU TOTAL DEDUCCIONES 8,855.40      |
|  |            |           |          |  |             | 3%FV 3% FONDO DE VIVIENDA 734.44     |
|  |            |           |          |  |             | FOND FONDO PENSIONES EMPRES 3,672.22 |
|  |            |           |          |  |             | SEDARSEDAR 489.63                    |
|  |            |           |          |  |             | AGUI PROVISION AGUINALDO 12,729.24   |
|  |            |           |          |  |             | TOTA NOMINA EN EFECTIVO 104,610.77   |
| 61-166-002 ESPARZA SERRANO MARIA ESPERANZA |            |           |          |  |             |                                      |
| T.EMP:                                     | PERMANENTE | 402.90    | 620.56   | SECRETARIA                               |             |                                      |
| 01   | SUELDO     | 6,043.50  | 51       | ISPT                                     | 916.50      | DVIG DIAS DE VIGENCIA 15.00          |
| 02   | DESPENSA   | 478.50    | 54       | FONDO PENSIONES                          | 695.00      | 51AG ISPT AGUINALDO 4,397.28         |
| 03   | TRANSPORTE | 330.50    | 58       | CUOTA SINDICAL                           | 60.44       | IMP1 ISPT ART. 113 LISR 916.50       |
| 30   | AGUINALDO  | 22,777.71 | 65       | OTRAS DEDUCCIONES                        | 250.00      | IMP2 ISPT ART. 142 4,397.28          |
|  |            |           |          |  |             | EXEN BASE EXENTA 2,191.20            |
|  |            |           |          |  |             | PGR1 PERC. GRAVADA TIPO 1 6,852.50   |
|  |            |           |          |  |             | PGR2 PERC. GRAVADA TIPO 2 20,586.50  |
|  |            |           |          |  |             | PERC TOTAL PERCEPCIONES 29,630.21    |
|  |            |           |          |  |             | DEDU TOTAL DEDUCCIONES 1,921.94      |
|  |            |           |          |  |             | 3%FV 3% FONDO DE VIVIENDA 181.31     |
|  |            |           |          |  |             | FOND FONDO PENSIONES EMPRES 906.52   |
|  |            |           |          |  |             | SEDARSEDAR 120.87                    |
|  |            |           |          |  |             | AGUI PROVISION AGUINALDO 2,462.03    |
|  |            |           |          |  |             | TOTA NOMINA EN EFECTIVO 27,708.27    |
| 630-012 RIOS PLASCENCIA MARIO              |            |           |          |  |             |                                      |
| T.EMP:                                     | PERMANENTE | 1,632.10  | 1,826.00 | SUPERINTENDENTE DE ABASTECIMIENTO (UEAS) |             |                                      |
| 01   | SUELDO     | 24,481.50 | 51       | ISPT                                     | 6,037.03    | DVIG DIAS DE VIGENCIA 15.00          |
| 02   | DESPENSA   | 984.50    | 54       | FONDO PENSIONES                          | 2,815.37    | 51AG ISPT AGUINALDO 25,517.14        |
| 03   | TRANSPORTE | 708.50    | 65       | OTRAS DEDUCCIONES                        | 1,112.00    | IMP1 ISPT ART. 113 LISR 6,037.03     |
| 30   | AGUINALDO  | 87,248.34 |          |  |             | IMP2 ISPT ART. 142 25,517.14         |
|  |            |           |          |  |             | EXEN BASE EXENTA 2,191.20            |
|  |            |           |          |  |             | PGR1 PERC. GRAVADA TIPO 1 26,174.50  |
|  |            |           |          |  |             | PGR2 PERC. GRAVADA TIPO 2 85,057.14  |
|  |            |           |          |  |             | PERC TOTAL PERCEPCIONES 113,422.84   |
|  |            |           |          |  |             | DEDU TOTAL DEDUCCIONES 9,964.40      |
|  |            |           |          |  |             | 3%FV 3% FONDO DE VIVIENDA 734.44     |
|  |            |           |          |  |             | FOND FONDO PENSIONES EMPRES 3,672.22 |
|  |            |           |          |  |             | SEDARSEDAR 489.63                    |
|  |            |           |          |  |             | AGUI PROVISION AGUINALDO 12,709.60   |
|  |            |           |          |  |             | TOTA NOMINA EN EFECTIVO 103,458.44   |
| 90-208-007 RODRIGUEZ SANCHEZ HONORIO       |            |           |          |  |             |                                      |
| T.EMP:                                     | PERMANENTE | 811.50    | 1,220.68 | SUPERVISOR DE OBRA                       |             |                                      |
| 01   | SUELDO     | 12,172.50 | 51       | ISPT                                     | 2,372.17    | DVIG DIAS DE VIGENCIA 15.00          |
| 02   | DESPENSA   | 727.50    | 54       | FONDO PENSIONES                          | 1,399.84    | 51AG ISPT AGUINALDO 9,954.17         |
| 03   | TRANSPORTE | 454.00    |          |  |             | IMP1 ISPT ART. 113 LISR 2,372.17     |
| 30   | AGUINALDO  | 44,513.34 |          |  |             | IMP2 ISPT ART. 142 9,954.17          |
|  |            |           |          |  |             | EXEN BASE EXENTA 2,191.20            |
|  |            |           |          |  |             | PGR1 PERC. GRAVADA TIPO 1 13,354.00  |
|  |            |           |          |  |             | PGR2 PERC. GRAVADA TIPO 2 42,322.14  |
|  |            |           |          |  |             | PERC TOTAL PERCEPCIONES 57,867.34    |
|  |            |           |          |  |             | DEDU TOTAL DEDUCCIONES 3,772.01      |
|  |            |           |          |  |             | 3%FV 3% FONDO DE VIVIENDA 365.18     |
|  |            |           |          |  |             | FOND FONDO PENSIONES EMPRES 1,825.88 |

| Clave        | Nombre                         | S.Diario   | S.Integ  | DEDUCCIONES           | CONCEPTOS                |                                      |
|--------------|--------------------------------|------------|----------|-----------------------|--------------------------|--------------------------------------|
| PERCEPCIONES |                                |            |          |                       |                          |                                      |
|              |                                |            |          |                       | SEDARSEDAR               | 243.45                               |
|              |                                |            |          |                       | AGUI PROVISION AGUINALDO | 6,436.05                             |
|              |                                |            |          |                       | TOTA NOMINA EN EFECTIVO  | 54,095.33                            |
| 910-002      | CHAVEZ GORDIANO ALFONSO        |            |          |                       |                          |                                      |
| T.EMP:       | PERMANENTE                     | 347.77     | 627.27   | OPERADOR EN CARCAMO   |                          |                                      |
| 01           | SUELDO                         | 5,216.55   | 51       | ISPT                  | 953.43                   | DVIG DIAS DE VIGENCIA 15.00          |
| 02           | DESPENSA                       | 457.50     | 54       | FONDO PENSIONES       | 719.88                   | 51AG ISPT AGUINALDO 4,534.02         |
| 03           | TRANSPORTE                     | 308.00     | 58       | CUOTA SINDICAL        | 62.60                    | IMP1 ISPT ART. 113 LISR 953.43       |
| 07           | PRIMA INSALUBRE                | 1,043.31   | 79       | APORT.ADIC.VOL.SEDAR  | 200.00                   | IMP2 ISPT ART. 142 4,534.02          |
| 30           | AGUINALDO                      | 23,417.87  |          |                       |                          | EXEN BASE EXENTA 2,191.20            |
|              |                                |            |          |                       |                          | PGR1 PERC. GRAVADA TIPO 1 7,025.36   |
|              |                                |            |          |                       |                          | PGR2 PERC. GRAVADA TIPO 2 21,226.67  |
|              |                                |            |          |                       |                          | PERC TOTAL PERCEPCIONES 30,443.23    |
|              |                                |            |          |                       |                          | DEDU TOTAL DEDUCCIONES 1,935.91      |
|              |                                |            |          |                       |                          | 3%FV 3% FONDO DE VIVIENDA 187.80     |
|              |                                |            |          |                       |                          | FOND FONDO PENSIONES EMPRES 938.98   |
|              |                                |            |          |                       |                          | SEDARSEDAR 125.20                    |
|              |                                |            |          |                       |                          | AGUI PROVISION AGUINALDO 2,648.43    |
|              |                                |            |          |                       |                          | TOTA NOMINA EN EFECTIVO 28,507.32    |
| 910-026      | HERRERA ZARAGOZA KARLA IVETTE  |            |          |                       |                          |                                      |
| T.EMP:       | PERMANENTE                     | 402.90     | 605.32   | SECRETARIA            |                          |                                      |
| 01           | SUELDO                         | 6,043.50   | 51       | ISPT                  | 916.50                   | DVIG DIAS DE VIGENCIA 15.00          |
| 02           | DESPENSA                       | 478.50     | 54       | FONDO PENSIONES       | 695.00                   | 51AG ISPT AGUINALDO 4,330.92         |
| 03           | TRANSPORTE                     | 330.50     | 58       | CUOTA SINDICAL        | 60.44                    | IMP1 ISPT ART. 113 LISR 916.50       |
| 30           | AGUINALDO                      | 22,467.06  | 65       | OTRAS DEDUCCIONES     | 10,739.72                | IMP2 ISPT ART. 142 4,330.92          |
|              |                                |            | 95       | PRESTAMO AYUDATE      | 885.67                   | EXEN BASE EXENTA 2,191.20            |
|              |                                |            |          |                       |                          | PGR1 PERC. GRAVADA TIPO 1 6,852.50   |
|              |                                |            |          |                       |                          | PGR2 PERC. GRAVADA TIPO 2 20,275.86  |
|              |                                |            |          |                       |                          | PERC TOTAL PERCEPCIONES 29,319.56    |
|              |                                |            |          |                       |                          | DEDU TOTAL DEDUCCIONES 13,297.33     |
|              |                                |            |          |                       |                          | 3%FV 3% FONDO DE VIVIENDA 181.31     |
|              |                                |            |          |                       |                          | FOND FONDO PENSIONES EMPRES 906.52   |
|              |                                |            |          |                       |                          | SEDARSEDAR 120.87                    |
|              |                                |            |          |                       |                          | AGUI PROVISION AGUINALDO 2,151.38    |
|              |                                |            |          |                       |                          | TOTA NOMINA EN EFECTIVO 16,022.23    |
| 910-027      | HERNANDEZ SOLIS CARLOS ALBERTO |            |          |                       |                          |                                      |
| T.EMP:       | PERMANENTE                     | 2,766.50   | 1,826.00 | GERENTE DE INGENIERIA |                          |                                      |
| 01           | SUELDO                         | 41,497.50  | 51       | ISPT                  | 11,733.86                | DVIG DIAS DE VIGENCIA 15.00          |
| 02           | DESPENSA                       | 1,518.50   | 54       | FONDO PENSIONES       | 4,772.21                 | 51AG ISPT AGUINALDO 49,216.29        |
| 03           | TRANSPORTE                     | 1,067.50   |          |                       |                          | IMP1 ISPT ART. 113 LISR 11,733.86    |
| 30           | AGUINALDO                      | 146,945.00 |          |                       |                          | IMP2 ISPT ART. 142 49,216.29         |
|              |                                |            |          |                       |                          | EXEN BASE EXENTA 2,191.20            |
|              |                                |            |          |                       |                          | PGR1 PERC. GRAVADA TIPO 1 44,083.50  |
|              |                                |            |          |                       |                          | PGR2 PERC. GRAVADA TIPO 2 144,753.79 |
|              |                                |            |          |                       |                          | PERC TOTAL PERCEPCIONES 191,028.50   |
|              |                                |            |          |                       |                          | DEDU TOTAL DEDUCCIONES 16,506.07     |
|              |                                |            |          |                       |                          | 3%FV 3% FONDO DE VIVIENDA 1,244.92   |
|              |                                |            |          |                       |                          | FOND FONDO PENSIONES EMPRES 6,224.63 |
|              |                                |            |          |                       |                          | SEDARSEDAR 547.80                    |
|              |                                |            |          |                       |                          | AGUI PROVISION AGUINALDO 21,480.50   |
|              |                                |            |          |                       |                          | TOTA NOMINA EN EFECTIVO 174,522.43   |
| 910-028      | PEREZ ROSALES ESPERANZA        |            |          |                       |                          |                                      |
| T.EMP:       | PERMANENTE                     | 402.90     | 606.26   | SECRETARIA            |                          |                                      |
| 01           | SUELDO                         | 6,043.50   | 51       | ISPT                  | 916.50                   | DVIG DIAS DE VIGENCIA 15.00          |



| Clave   | Nombre                               | S.Diario  | S.Integ | PERCEPCIONES         | DEDUCCIONES                 | CONCEPTOS                   |           |
|---------|--------------------------------------|-----------|---------|----------------------|-----------------------------|-----------------------------|-----------|
| 02      | DESPENSA                             | 478.50    | 54      | FONDO PENSIONES      | 695.00                      | 51AG ISPT AGUINALDO         | 4,410.94  |
| 03      | TRANSPORTE                           | 330.50    | 58      | CUOTA SINDICAL       | 60.44                       | IMP1 ISPT ART. 113 LISR     | 916.50    |
| 30      | AGUINALDO                            | 22,841.67 | 65      | OTRAS DEDUCCIONES    | 2,015.00                    | IMP2 ISPT ART. 142          | 4,410.94  |
|         |                                      |           |         |                      |                             | EXEN BASE EXENTA            | 2,191.20  |
|         |                                      |           |         |                      |                             | PGR1 PERC. GRAVADA TIPO 1   | 6,852.50  |
|         |                                      |           |         |                      |                             | PGR2 PERC. GRAVADA TIPO 2   | 20,650.46 |
|         |                                      |           |         |                      |                             | PERC TOTAL PERCEPCIONES     | 29,694.17 |
|         |                                      |           |         |                      |                             | DEDU TOTAL DEDUCCIONES      | 3,686.94  |
|         |                                      |           |         |                      |                             | 3%FV 3% FONDO DE VIVIENDA   | 181.31    |
|         |                                      |           |         |                      |                             | FOND FONDO PENSIONES EMPRES | 906.52    |
|         |                                      |           |         |                      |                             | SEDARSEDAR                  | 120.87    |
|         |                                      |           |         |                      |                             | AGUI PROVISION AGUINALDO    | 2,525.99  |
|         |                                      |           |         |                      |                             | TOTA NOMINA EN EFECTIVO     | 26,007.23 |
| 910-030 | MARTINEZ SANCHEZ ANTONIO             |           |         |                      |                             |                             |           |
| T.EMP:  | PERMANENTE                           | 1,007.53  |         | 1,502.22             | JEFE DE SUPERVISION DE OBRA |                             |           |
| 01      | SUELDO                               | 15,112.95 | 51      | ISPT                 | 3,118.92                    | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02      | DESPENSA                             | 797.50    | 54      | FONDO PENSIONES      | 1,737.99                    | 51AG ISPT AGUINALDO         | 15,790.09 |
| 03      | TRANSPORTE                           | 537.00    | 65      | OTRAS DEDUCCIONES    | 2,199.00                    | IMP1 ISPT ART. 113 LISR     | 3,118.92  |
| 30      | AGUINALDO                            | 54,824.84 |         |                      |                             | IMP2 ISPT ART. 142          | 15,790.09 |
|         |                                      |           |         |                      |                             | EXEN BASE EXENTA            | 2,191.20  |
|         |                                      |           |         |                      |                             | PGR1 PERC. GRAVADA TIPO 1   | 16,447.45 |
|         |                                      |           |         |                      |                             | PGR2 PERC. GRAVADA TIPO 2   | 52,633.64 |
|         |                                      |           |         |                      |                             | PERC TOTAL PERCEPCIONES     | 71,272.29 |
|         |                                      |           |         |                      |                             | DEDU TOTAL DEDUCCIONES      | 7,055.91  |
|         |                                      |           |         |                      |                             | 3%FV 3% FONDO DE VIVIENDA   | 453.39    |
|         |                                      |           |         |                      |                             | FOND FONDO PENSIONES EMPRES | 2,266.94  |
|         |                                      |           |         |                      |                             | SEDARSEDAR                  | 302.26    |
|         |                                      |           |         |                      |                             | AGUI PROVISION AGUINALDO    | 7,948.47  |
|         |                                      |           |         |                      |                             | TOTA NOMINA EN EFECTIVO     | 64,216.38 |
| 910-031 | AYARD FLORES CLAUDIA MONICA          |           |         |                      |                             |                             |           |
| T.EMP:  | PERMANENTE                           | 347.77    |         | 622.40               | OPERADOR EN CARCAMO         |                             |           |
| 01      | SUELDO                               | 5,216.55  | 51      | ISPT                 | 953.43                      | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02      | DESPENSA                             | 457.50    | 54      | FONDO PENSIONES      | 719.88                      | 51AG ISPT AGUINALDO         | 4,534.02  |
| 03      | TRANSPORTE                           | 308.00    | 58      | CUOTA SINDICAL       | 62.60                       | IMP1 ISPT ART. 113 LISR     | 953.43    |
| 07      | PRIMA INSALUBRE                      | 1,043.31  | 65      | OTRAS DEDUCCIONES    | 1,094.79                    | IMP2 ISPT ART. 142          | 4,534.02  |
| 30      | AGUINALDO                            | 23,417.87 | 92      | PRESTAMO TU NOMINA P | 3,812.74                    | EXEN BASE EXENTA            | 2,191.20  |
|         |                                      |           |         |                      |                             | PGR1 PERC. GRAVADA TIPO 1   | 7,025.36  |
|         |                                      |           |         |                      |                             | PGR2 PERC. GRAVADA TIPO 2   | 21,226.67 |
|         |                                      |           |         |                      |                             | PERC TOTAL PERCEPCIONES     | 30,443.23 |
|         |                                      |           |         |                      |                             | DEDU TOTAL DEDUCCIONES      | 6,643.44  |
|         |                                      |           |         |                      |                             | 3%FV 3% FONDO DE VIVIENDA   | 187.80    |
|         |                                      |           |         |                      |                             | FOND FONDO PENSIONES EMPRES | 938.98    |
|         |                                      |           |         |                      |                             | SEDARSEDAR                  | 125.20    |
|         |                                      |           |         |                      |                             | AGUI PROVISION AGUINALDO    | 2,648.43  |
|         |                                      |           |         |                      |                             | TOTA NOMINA EN EFECTIVO     | 23,799.79 |
| 910-035 | DELGADILLO IZQUIERDO ARMANDO ALFONSO |           |         |                      |                             |                             |           |
| T.EMP:  | PERMANENTE                           | 811.50    |         | 1,213.37             | SUPERVISOR DE OBRA          |                             |           |
| 01      | SUELDO                               | 12,172.50 | 51      | ISPT                 | 2,372.17                    | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02      | DESPENSA                             | 727.50    | 54      | FONDO PENSIONES      | 1,399.84                    | 51AG ISPT AGUINALDO         | 9,954.17  |
| 03      | TRANSPORTE                           | 454.00    | 65      | OTRAS DEDUCCIONES    | 1,224.00                    | IMP1 ISPT ART. 113 LISR     | 2,372.17  |
| 30      | AGUINALDO                            | 44,513.34 |         |                      |                             | IMP2 ISPT ART. 142          | 9,954.17  |
|         |                                      |           |         |                      |                             | EXEN BASE EXENTA            | 2,191.20  |
|         |                                      |           |         |                      |                             | PGR1 PERC. GRAVADA TIPO 1   | 13,354.00 |
|         |                                      |           |         |                      |                             | PGR2 PERC. GRAVADA TIPO 2   | 42,322.14 |
|         |                                      |           |         |                      |                             | PERC TOTAL PERCEPCIONES     | 57,867.34 |

| Clave | Nombre                      | S.Diario     | S.Integ | DEDUCCIONES          | CONCEPTOS                             |
|-------|-----------------------------|--------------|---------|----------------------|---------------------------------------|
| ----- |                             |              |         |                      |                                       |
|       | PERCEPCIONES                |              |         |                      |                                       |
|       |                             |              |         |                      | DEDU TOTAL DEDUCCIONES 4,996.01       |
|       |                             |              |         |                      | 3%FV 3% FONDO DE VIVIENDA 365.18      |
|       |                             |              |         |                      | FOND FONDO PENSIONES EMPRES 1,825.88  |
|       |                             |              |         |                      | SEDARSEDAR 243.45                     |
|       |                             |              |         |                      | AGUI PROVISION AGUINALDO 6,436.05     |
|       |                             |              |         |                      | TOTA NOMINA EN EFECTIVO 52,871.33     |
| ----- |                             |              |         |                      |                                       |
| ****  | Totales GCIA. DE INGENIERIA | 910          | ****    |                      |                                       |
| 01    | SUELDO                      | 348,722.10   | 51      | ISPT                 | 73,543.52                             |
| 02    | DESPENSA                    | 20,356.50    | 54      | FONDO PENSIONES      | 41,426.30                             |
| 03    | TRANSPORTE                  | 13,483.00    | 58      | CUOTA SINDICAL       | 960.20                                |
| 06    | PRIMA DE ALTO RI            | 4,203.64     | 79      | APORT.ADIC.VOL.SEDAR | 500.00                                |
| 07    | PRIMA INSALUBRE             | 7,303.17     | 65      | OTRAS DEDUCCIONES    | 103,092.87                            |
| 30    | AGUINALDO                   | 1,291,926.51 | 92      | PRESTAMO TU NOMINA P | 3,812.74                              |
|       |                             |              | 93      | SEGURO ABA           | 446.90                                |
|       |                             |              | 95      | PRESTAMO AYUDATE     | 1,179.01                              |
|       |                             |              |         |                      | DVIG DIAS DE VIGENCIA 465.00          |
|       |                             |              |         |                      | 51AG ISPT AGUINALDO 320,999.53        |
|       |                             |              |         |                      | IMP1 ISPT ART. 113 LISR 73,543.52     |
|       |                             |              |         |                      | IMP2 ISPT ART. 142 320,999.53         |
|       |                             |              |         |                      | EXEN BASE EXENTA 67,927.20            |
|       |                             |              |         |                      | PGR1 PERC. GRAVADA TIPO 1 394,068.37  |
|       |                             |              |         |                      | PGR2 PERC. GRAVADA TIPO 2 1,223,999.  |
|       |                             |              |         |                      | PERC TOTAL PERCEPCIONES 1,685,994.    |
|       |                             |              |         |                      | DEDU TOTAL DEDUCCIONES 224,961.54     |
|       |                             |              |         |                      | 3%FV 3% FONDO DE VIVIENDA 10,806.94   |
|       |                             |              |         |                      | FOND FONDO PENSIONES EMPRES 54,034.34 |
|       |                             |              |         |                      | SEDARSEDAR 6,922.45                   |
|       |                             |              |         |                      | AGUI PROVISION AGUINALDO 172,886.31   |
|       |                             |              |         |                      | TOTA NOMINA EN EFECTIVO 1,461,033.    |

Total de Empleados : 31.00

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| Clave        | Nombre                      | S.Diario  | S.Integ | DEDUCCIONES        | CONCEPTOS                           |
|--------------|-----------------------------|-----------|---------|--------------------|-------------------------------------|
| PERCEPCIONES |                             |           |         |                    |                                     |
| *****        | GCIA. ADMINISTRATIVA *****  |           | 930     |                    |                                     |
| 203-002      | NUÑO VAZQUEZ MANUEL         |           |         |                    |                                     |
| T.EMP:       | PERMANENTE                  | 312.30    | 473.16  | VELADOR INTENDENTE |                                     |
| 01           | SUELDO                      | 4,684.50  | 51      | ISPT               | 587.56                              |
| 02           | DESPENSA                    | 394.00    | 54      | FONDO PENSIONES    | 538.72                              |
| 03           | TRANSPORTE                  | 234.00    | 58      | CUOTA SINDICAL     | 46.84                               |
| 30           | AGUINALDO                   | 17,708.34 | 65      | OTRAS DEDUCCIONES  | 100.00                              |
|              |                             |           |         |                    | DVIG DIAS DE VIGENCIA 15.00         |
|              |                             |           |         |                    | 51AG ISPT AGUINALDO 3,314.46        |
|              |                             |           |         |                    | IMP1 ISPT ART. 113 LISR 587.56      |
|              |                             |           |         |                    | IMP2 ISPT ART. 142 3,314.46         |
|              |                             |           |         |                    | EXEN BASE EXENTA 2,191.20           |
|              |                             |           |         |                    | PGR1 PERC. GRAVADA TIPO 1 5,312.50  |
|              |                             |           |         |                    | PGR2 PERC. GRAVADA TIPO 2 15,517.14 |
|              |                             |           |         |                    | PERC TOTAL PERCEPCIONES 23,020.84   |
|              |                             |           |         |                    | DEDU TOTAL DEDUCCIONES 1,273.12     |
|              |                             |           |         |                    | 3%FV 3% FONDO DE VIVIENDA 140.53    |
|              |                             |           |         |                    | FOND FONDO PENSIONES EMPRES 702.67  |
|              |                             |           |         |                    | SEDARSEDAR 93.69                    |
|              |                             |           |         |                    | AGUI PROVISION AGUINALDO 2,081.52   |
|              |                             |           |         |                    | TOTA NOMINA EN EFECTIVO 21,747.72   |
| 397-047      | GONZALEZ MEDINA JUAN        |           |         |                    |                                     |
| T.EMP:       | PERMANENTE                  | 312.30    | 473.16  | VELADOR INTENDENTE |                                     |
| 01           | SUELDO                      | 4,684.50  | 51      | ISPT               | 587.56                              |
| 02           | DESPENSA                    | 394.00    | 54      | FONDO PENSIONES    | 538.72                              |
| 03           | TRANSPORTE                  | 234.00    | 58      | CUOTA SINDICAL     | 46.84                               |
| 30           | AGUINALDO                   | 17,708.34 | 65      | OTRAS DEDUCCIONES  | 7,381.07                            |
|              |                             |           |         |                    | DVIG DIAS DE VIGENCIA 15.00         |
|              |                             |           |         |                    | 51AG ISPT AGUINALDO 3,314.46        |
|              |                             |           |         |                    | IMP1 ISPT ART. 113 LISR 587.56      |
|              |                             |           |         |                    | IMP2 ISPT ART. 142 3,314.46         |
|              |                             |           |         |                    | EXEN BASE EXENTA 2,191.20           |
|              |                             |           |         |                    | PGR1 PERC. GRAVADA TIPO 1 5,312.50  |
|              |                             |           |         |                    | PGR2 PERC. GRAVADA TIPO 2 15,517.14 |
|              |                             |           |         |                    | PERC TOTAL PERCEPCIONES 23,020.84   |
|              |                             |           |         |                    | DEDU TOTAL DEDUCCIONES 8,554.19     |
|              |                             |           |         |                    | 3%FV 3% FONDO DE VIVIENDA 140.53    |
|              |                             |           |         |                    | FOND FONDO PENSIONES EMPRES 702.67  |
|              |                             |           |         |                    | SEDARSEDAR 93.69                    |
|              |                             |           |         |                    | AGUI PROVISION AGUINALDO 2,081.52   |
|              |                             |           |         |                    | TOTA NOMINA EN EFECTIVO 14,466.65   |
| 397-095      | ALEMAN MORENO VICTOR MANUEL |           |         |                    |                                     |
| T.EMP:       | PERMANENTE                  | 312.30    | 470.72  | ASEADOR            |                                     |
| 01           | SUELDO                      | 4,684.50  | 51      | ISPT               | 587.56                              |
| 02           | DESPENSA                    | 394.00    | 54      | FONDO PENSIONES    | 538.72                              |
| 03           | TRANSPORTE                  | 234.00    | 58      | CUOTA SINDICAL     | 46.84                               |
| 30           | AGUINALDO                   | 17,708.34 |         |                    |                                     |
|              |                             |           |         |                    | DVIG DIAS DE VIGENCIA 15.00         |
|              |                             |           |         |                    | 51AG ISPT AGUINALDO 3,314.46        |
|              |                             |           |         |                    | IMP1 ISPT ART. 113 LISR 587.56      |
|              |                             |           |         |                    | IMP2 ISPT ART. 142 3,314.46         |
|              |                             |           |         |                    | EXEN BASE EXENTA 2,191.20           |
|              |                             |           |         |                    | PGR1 PERC. GRAVADA TIPO 1 5,312.50  |
|              |                             |           |         |                    | PGR2 PERC. GRAVADA TIPO 2 15,517.14 |
|              |                             |           |         |                    | PERC TOTAL PERCEPCIONES 23,020.84   |
|              |                             |           |         |                    | DEDU TOTAL DEDUCCIONES 1,173.12     |
|              |                             |           |         |                    | 3%FV 3% FONDO DE VIVIENDA 140.53    |
|              |                             |           |         |                    | FOND FONDO PENSIONES EMPRES 702.67  |
|              |                             |           |         |                    | SEDARSEDAR 93.69                    |
|              |                             |           |         |                    | AGUI PROVISION AGUINALDO 2,081.52   |
|              |                             |           |         |                    | TOTA NOMINA EN EFECTIVO 21,847.72   |
| 397-112      | SANCHEZ JOAQUIN             |           |         |                    |                                     |
| T.EMP:       | PERMANENTE                  | 312.30    | 470.48  | VELADOR INTENDENTE |                                     |
| 01           | SUELDO                      | 4,684.50  | 51      | ISPT               | 587.56                              |
| 02           | DESPENSA                    | 394.00    | 54      | FONDO PENSIONES    | 538.72                              |
| 03           | TRANSPORTE                  | 234.00    | 58      | CUOTA SINDICAL     | 46.84                               |
|              |                             |           |         |                    | DVIG DIAS DE VIGENCIA 15.00         |
|              |                             |           |         |                    | 51AG ISPT AGUINALDO 3,303.87        |
|              |                             |           |         |                    | IMP1 ISPT ART. 113 LISR 587.56      |

| Clave      | Nombre                          | S.Diario  | S.Integ | PERCEPCIONES      | DEDUCCIONES | CONCEPTOS  |
|------------|---------------------------------|-----------|---------|-------------------|-------------|--|
| 30         | AGUINALDO                       | 17,658.75 |         |                   |             | IMP2 ISPT ART. 142 3,303.87<br>EXEN BASE EXENTA 2,191.20<br>PGR1 PERC. GRAVADA TIPO 1 5,312.50<br>PGR2 PERC. GRAVADA TIPO 2 15,467.55<br>PERC TOTAL PERCEPCIONES 22,971.25<br>DEDU TOTAL DEDUCCIONES 1,173.12<br>3%FV 3% FONDO DE VIVIENDA 140.53<br>FOND FONDO PENSIONES EMPRES 702.67<br>SEDARSEDAR 93.69<br>AGUI PROVISION AGUINALDO 2,031.93<br>TOTA NOMINA EN EFECTIVO 21,798.13  |
| 526-004    | SANCHEZ RANGEL CLAUDIA PATRICIA |           |         |                   |             |  |
| T.EMP:     | PERMANENTE                      | 402.90    | 585.47  |                   |             | SECRETARIA   |
| 01         | SUELDO                          | 6,043.50  | 51      | ISPT              | 916.50      | DVIG DIAS DE VIGENCIA 15.00  |
| 02         | DESPENSA                        | 478.50    | 54      | FONDO PENSIONES   | 695.00      | 51AG ISPT AGUINALDO 4,410.94   |
| 03         | TRANSPORTE                      | 330.50    | 58      | CUOTA SINDICAL    | 60.44       | IMP1 ISPT ART. 113 LISR 916.50   |
| 30         | AGUINALDO                       | 22,841.67 | 65      | OTRAS DEDUCCIONES | 1,495.00    | IMP2 ISPT ART. 142 4,410.94<br>EXEN BASE EXENTA 2,191.20<br>PGR1 PERC. GRAVADA TIPO 1 6,852.50<br>PGR2 PERC. GRAVADA TIPO 2 20,650.46<br>PERC TOTAL PERCEPCIONES 29,694.17<br>DEDU TOTAL DEDUCCIONES 3,166.94<br>3%FV 3% FONDO DE VIVIENDA 181.31<br>FOND FONDO PENSIONES EMPRES 906.52<br>SEDARSEDAR 120.87<br>AGUI PROVISION AGUINALDO 7,214.85<br>TOTA NOMINA EN EFECTIVO 26,527.23 |
| 730-004    | ESPARZA PLASCENCIA BENJAMIN     |           |         |                   |             |  |
| T.EMP:     | PERMANENTE                      | 312.30    | 470.24  |                   |             | ASEADOR (ARCEDIANO)  |
| 01         | SUELDO                          | 4,684.50  | 51      | ISPT              | 587.56      | DVIG DIAS DE VIGENCIA 15.00  |
| 02         | DESPENSA                        | 394.00    | 54      | FONDO PENSIONES   | 538.72      | 51AG ISPT AGUINALDO 3,294.03   |
| 03         | TRANSPORTE                      | 234.00    | 58      | CUOTA SINDICAL    | 46.84       | IMP1 ISPT ART. 113 LISR 587.56   |
| 30         | AGUINALDO                       | 17,612.71 | 65      | OTRAS DEDUCCIONES | 6,737.88    | IMP2 ISPT ART. 142 3,294.03<br>EXEN BASE EXENTA 2,191.20<br>PGR1 PERC. GRAVADA TIPO 1 5,312.50<br>PGR2 PERC. GRAVADA TIPO 2 15,421.50<br>PERC TOTAL PERCEPCIONES 22,925.21<br>DEDU TOTAL DEDUCCIONES 7,911.00<br>3%FV 3% FONDO DE VIVIENDA 140.53<br>FOND FONDO PENSIONES EMPRES 702.67<br>SEDARSEDAR 93.69<br>AGUI PROVISION AGUINALDO 1,985.89<br>TOTA NOMINA EN EFECTIVO 15,014.21  |
| 86-109-017 | LOPEZ CASAS ARNULFO             |           |         |                   |             |  |
| T.EMP:     | PERMANENTE                      | 467.07    | 718.92  |                   |             | AUXILIAR OPERATIVO   |
| 01         | SUELDO                          | 7,006.05  | 51      | ISPT              | 1,140.80    | DVIG DIAS DE VIGENCIA 15.00  |
| 02         | DESPENSA                        | 557.00    | 54      | FONDO PENSIONES   | 805.70      | 51AG ISPT AGUINALDO 5,158.58   |
| 03         | TRANSPORTE                      | 339.50    | 58      | CUOTA SINDICAL    | 70.06       | IMP1 ISPT ART. 113 LISR 1,140.80   |
| 30         | AGUINALDO                       | 26,341.84 | 65      | OTRAS DEDUCCIONES | 9,431.07    | IMP2 ISPT ART. 142 5,158.58<br>EXEN BASE EXENTA 2,191.20<br>PGR1 PERC. GRAVADA TIPO 1 7,902.55<br>PGR2 PERC. GRAVADA TIPO 2 24,150.64<br>PERC TOTAL PERCEPCIONES 34,244.39<br>DEDU TOTAL DEDUCCIONES 11,872.75<br>3%FV 3% FONDO DE VIVIENDA 210.18   |
|            |                                 |           | 95      | PRESTAMO AYUDATE  | 425.12      |  |

| Clave  | Nombre     | S.Diario  | S.Integ | PERCEPCIONES      | DEDUCCIONES | CONCEPTOS                      |
|--|------------|-----------|---------|-------------------|-------------|--------------------------------|
| FOND FONDO PENSIONES EMPRES 1,050.91<br>SEDARSEDAR 140.12<br>AGUI PROVISION AGUINALDO 2,717.76<br>TOTA NOMINA EN EFECTIVO 22,371.64  |            |           |         |                   |             |                                |
| 86-193-037 RENTERIA MACIAS J GUADALUPE<br>T.EMP: PERMANENTE 312.30 473.16VELADOR INTENDENTE  |            |           |         |                   |             |                                |
| 01   | SUELDO     | 4,684.50  | 51      | ISPT              | 587.56      | DVIG DIAS DE VIGENCIA 15.00    |
| 02   | DESPENSA   | 394.00    | 54      | FONDO PENSIONES   | 538.72      | 51AG ISPT AGUINALDO 3,314.46   |
| 03   | TRANSPORTE | 234.00    | 58      | CUOTA SINDICAL    | 46.84       | IMP1 ISPT ART. 113 LISR 587.56 |
| 30   | AGUINALDO  | 17,708.34 | 65      | OTRAS DEDUCCIONES | 2,070.60    | IMP2 ISPT ART. 142 3,314.46    |
| EXEN BASE EXENTA 2,191.20<br>PGR1 PERC. GRAVADA TIPO 1 5,312.50<br>PGR2 PERC. GRAVADA TIPO 2 15,517.14<br>PERC TOTAL PERCEPCIONES 23,020.84<br>DEDU TOTAL DEDUCCIONES 3,243.72<br>3%FV 3% FONDO DE VIVIENDA 140.53<br>FOND FONDO PENSIONES EMPRES 702.67<br>SEDARSEDAR 93.69<br>AGUI PROVISION AGUINALDO 2,081.52<br>TOTA NOMINA EN EFECTIVO 19,777.12                               |            |           |         |                   |             |                                |
| 86-201-036 GALAN DUEÑAS MARCOS<br>T.EMP: PERMANENTE 312.30 472.67VELADOR INTENDENTE  |            |           |         |                   |             |                                |
| 01   | SUELDO     | 4,684.50  | 51      | ISPT              | 587.56      | DVIG DIAS DE VIGENCIA 15.00    |
| 02   | DESPENSA   | 394.00    | 54      | FONDO PENSIONES   | 538.72      | 51AG ISPT AGUINALDO 3,303.87   |
| 03   | TRANSPORTE | 234.00    | 58      | CUOTA SINDICAL    | 46.84       | IMP1 ISPT ART. 113 LISR 587.56 |
| 30   | AGUINALDO  | 17,658.75 | 65      | OTRAS DEDUCCIONES | 1,495.00    | IMP2 ISPT ART. 142 3,303.87    |
| 95 PRESTAMO AYUDATE 531.40<br>EXEN BASE EXENTA 2,191.20<br>PGR1 PERC. GRAVADA TIPO 1 5,312.50<br>PGR2 PERC. GRAVADA TIPO 2 15,467.55<br>PERC TOTAL PERCEPCIONES 22,971.25<br>DEDU TOTAL DEDUCCIONES 3,199.52<br>3%FV 3% FONDO DE VIVIENDA 140.53<br>FOND FONDO PENSIONES EMPRES 702.67<br>SEDARSEDAR 93.69<br>AGUI PROVISION AGUINALDO 2,031.93<br>TOTA NOMINA EN EFECTIVO 19,771.73 |            |           |         |                   |             |                                |
| 86-212-019 BEIVIDES PEREZ FRANCISCO<br>T.EMP: PERMANENTE 312.30 475.59VELADOR INTENDENTE   |            |           |         |                   |             |                                |
| 01   | SUELDO     | 4,684.50  | 51      | ISPT              | 587.56      | DVIG DIAS DE VIGENCIA 15.00    |
| 02   | DESPENSA   | 394.00    | 54      | FONDO PENSIONES   | 538.72      | 51AG ISPT AGUINALDO 3,314.46   |
| 03   | TRANSPORTE | 234.00    | 58      | CUOTA SINDICAL    | 46.84       | IMP1 ISPT ART. 113 LISR 587.56 |
| 30   | AGUINALDO  | 17,708.34 | 65      | OTRAS DEDUCCIONES | 1,596.94    | IMP2 ISPT ART. 142 3,314.46    |
| EXEN BASE EXENTA 2,191.20<br>PGR1 PERC. GRAVADA TIPO 1 5,312.50<br>PGR2 PERC. GRAVADA TIPO 2 15,517.14<br>PERC TOTAL PERCEPCIONES 23,020.84<br>DEDU TOTAL DEDUCCIONES 2,770.06<br>3%FV 3% FONDO DE VIVIENDA 140.53<br>FOND FONDO PENSIONES EMPRES 702.67<br>SEDARSEDAR 93.69<br>AGUI PROVISION AGUINALDO 2,081.52<br>TOTA NOMINA EN EFECTIVO 20,250.78                               |            |           |         |                   |             |                                |
| 86-212-024 OROZCO VAZQUEZ MIGUEL<br>T.EMP: PERMANENTE 312.30 473.16VELADOR INTENDENTE  |            |           |         |                   |             |                                |

| Clave                                   | Nombre     | S.Diario  | S.Integ | PERCEPCIONES      | DEDUCCIONES                                  | CONCEPTOS                   |           |
|---|------------|-----------|---------|-------------------|--|-----------------------------|-----------|
| 01                                      | SUELDO     | 4,684.50  | 51      | ISPT              | 587.56                                       | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02                                      | DESPENSA   | 394.00    | 54      | FONDO PENSIONES   | 538.72                                       | 51AG ISPT AGUINALDO         | 3,314.46  |
| 03                                      | TRANSPORTE | 234.00    | 58      | CUOTA SINDICAL    | 46.84  | IMP1 ISPT ART. 113 LISR     | 587.56    |
| 30                                      | AGUINALDO  | 17,708.34 | 65      | OTRAS DEDUCCIONES | 1,495.00                                     | IMP2 ISPT ART. 142          | 3,314.46  |
|   |            |           |         |                   |  | EXEN BASE EXENTA            | 2,191.20  |
|   |            |           |         |                   |  | PGR1 PERC. GRAVADA TIPO 1   | 5,312.50  |
|   |            |           |         |                   |  | PGR2 PERC. GRAVADA TIPO 2   | 15,517.14 |
|   |            |           |         |                   |  | PERC TOTAL PERCEPCIONES     | 23,020.84 |
|   |            |           |         |                   |  | DEDU TOTAL DEDUCCIONES      | 2,668.12  |
|   |            |           |         |                   |  | 3%FV 3% FONDO DE VIVIENDA   | 140.53    |
|   |            |           |         |                   |  | FOND FONDO PENSIONES EMPRES | 702.67    |
|   |            |           |         |                   |  | SEDARSEDAR                  | 93.69     |
|   |            |           |         |                   |  | AGUI PROVISION AGUINALDO    | 2,081.52  |
|   |            |           |         |                   |  | TOTA NOMINA EN EFECTIVO     | 20,352.72 |
| 86-212-026 HERNANDEZ RIVERA JORGE       |            |           |         |                   |  |                             |           |
| T.EMP:                                  | PERMANENTE | 312.30    |         | 478.02            | JARDINERO                                    |                             |           |
| 01                                      | SUELDO     | 4,684.50  | 51      | ISPT              | 587.56                                       | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02                                      | DESPENSA   | 394.00    | 54      | FONDO PENSIONES   | 538.72                                       | 51AG ISPT AGUINALDO         | 3,314.46  |
| 03                                      | TRANSPORTE | 234.00    | 58      | CUOTA SINDICAL    | 46.84  | IMP1 ISPT ART. 113 LISR     | 587.56    |
| 30                                      | AGUINALDO  | 17,708.34 | 65      | OTRAS DEDUCCIONES | 2,062.00                                     | IMP2 ISPT ART. 142          | 3,314.46  |
|   |            |           |         |                   |  | EXEN BASE EXENTA            | 2,191.20  |
|   |            |           |         |                   |  | PGR1 PERC. GRAVADA TIPO 1   | 5,312.50  |
|   |            |           |         |                   |  | PGR2 PERC. GRAVADA TIPO 2   | 15,517.14 |
|   |            |           |         |                   |  | PERC TOTAL PERCEPCIONES     | 23,020.84 |
|   |            |           |         |                   |  | DEDU TOTAL DEDUCCIONES      | 3,235.12  |
|   |            |           |         |                   |  | 3%FV 3% FONDO DE VIVIENDA   | 140.53    |
|   |            |           |         |                   |  | FOND FONDO PENSIONES EMPRES | 702.67    |
|   |            |           |         |                   |  | SEDARSEDAR                  | 93.69     |
|   |            |           |         |                   |  | AGUI PROVISION AGUINALDO    | 2,081.52  |
|   |            |           |         |                   |  | TOTA NOMINA EN EFECTIVO     | 19,785.72 |
| 930-007 MARTINEZ GONZALEZ OSCAR ROBERTO |            |           |         |                   |  |                             |           |
| T.EMP:                                  | PERMANENTE | 654.43    |         | 982.08            | JEFE PAGADURIA Y CONTROL PRESUPUESTAL (UEAS) |                             |           |
| 01                                      | SUELDO     | 9,816.45  | 51      | ISPT              | 1,777.34                                     | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02                                      | DESPENSA   | 630.50    | 54      | FONDO PENSIONES   | 1,128.89                                     | 51AG ISPT AGUINALDO         | 7,971.39  |
| 03                                      | TRANSPORTE | 378.00    | 65      | OTRAS DEDUCCIONES | 13,536.00                                    | IMP1 ISPT ART. 113 LISR     | 1,777.34  |
| 30                                      | AGUINALDO  | 36,083.17 | 95      | PRESTAMO AYUDATE  | 1,038.24                                     | IMP2 ISPT ART. 142          | 7,971.39  |
|   |            |           |         |                   |  | EXEN BASE EXENTA            | 2,191.20  |
|   |            |           |         |                   |  | PGR1 PERC. GRAVADA TIPO 1   | 10,824.95 |
|   |            |           |         |                   |  | PGR2 PERC. GRAVADA TIPO 2   | 33,891.97 |
|   |            |           |         |                   |  | PERC TOTAL PERCEPCIONES     | 46,908.12 |
|   |            |           |         |                   |  | DEDU TOTAL DEDUCCIONES      | 17,480.47 |
|   |            |           |         |                   |  | 3%FV 3% FONDO DE VIVIENDA   | 294.49    |
|   |            |           |         |                   |  | FOND FONDO PENSIONES EMPRES | 1,472.47  |
|   |            |           |         |                   |  | SEDARSEDAR                  | 196.33    |
|   |            |           |         |                   |  | AGUI PROVISION AGUINALDO    | 5,208.14  |
|   |            |           |         |                   |  | CHEQ PAGO POR CHEQUE        | 29,427.65 |
| 930-017 VARGAS GRAJEDA ANA ROSA         |            |           |         |                   |  |                             |           |
| T.EMP:                                  | PERMANENTE | 312.30    |         | 465.85            | VELADOR INTENDENTE                           |                             |           |
| 01                                      | SUELDO     | 4,684.50  | 51      | ISPT              | 587.56                                       | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02                                      | DESPENSA   | 394.00    | 54      | FONDO PENSIONES   | 538.72                                       | 51AG ISPT AGUINALDO         | 3,314.46  |
| 03                                      | TRANSPORTE | 234.00    | 58      | CUOTA SINDICAL    | 46.84  | IMP1 ISPT ART. 113 LISR     | 587.56    |
| 30                                      | AGUINALDO  | 17,708.34 | 65      | OTRAS DEDUCCIONES | 12,999.57                                    | IMP2 ISPT ART. 142          | 3,314.46  |
|   |            |           |         |                   |  | EXEN BASE EXENTA            | 2,191.20  |
|   |            |           |         |                   |  | PGR1 PERC. GRAVADA TIPO 1   | 5,312.50  |
|   |            |           |         |                   |  | PGR2 PERC. GRAVADA TIPO 2   | 15,517.14 |

| Clave   | Nombre                       | S.Diario   | S.Integ  | PERCEPCIONES           | DEDUCCIONES | CONCEPTOS                   |            |
|---------|------------------------------|------------|----------|------------------------|-------------|-----------------------------|------------|
|         |                              |            |          |                        |             | PERC TOTAL PERCEPCIONES     | 23,020.84  |
|         |                              |            |          |                        |             | DEDU TOTAL DEDUCCIONES      | 14,172.69  |
|         |                              |            |          |                        |             | 3%FV 3% FONDO DE VIVIENDA   | 140.53     |
|         |                              |            |          |                        |             | FOND FONDO PENSIONES EMPRES | 702.67     |
|         |                              |            |          |                        |             | SEDARSEDAR                  | 93.69      |
|         |                              |            |          |                        |             | AGUI PROVISION AGUINALDO    | 2,081.52   |
|         |                              |            |          |                        |             | TOTA NOMINA EN EFECTIVO     | 8,848.15   |
| 930-018 | MARQUEZ CABEZA ANA CATALINA  |            |          |                        |             |                             |            |
| T.EMP:  | PERMANENTE                   | 312.30     | 465.85   | VELADOR INTENDENTE     |             |                             |            |
| 01      | SUELDO                       | 4,684.50   | 51       | ISPT                   | 587.56      | DVIG DIAS DE VIGENCIA       | 15.00      |
| 02      | DESPENSA                     | 394.00     | 54       | FONDO PENSIONES        | 538.72      | 51AG ISPT AGUINALDO         | 3,314.46   |
| 03      | TRANSPORTE                   | 234.00     | 58       | CUOTA SINDICAL         | 46.84       | IMP1 ISPT ART. 113 LISR     | 587.56     |
| 30      | AGUINALDO                    | 17,708.34  | 65       | OTRAS DEDUCCIONES      | 1,446.00    | IMP2 ISPT ART. 142          | 3,314.46   |
|         |                              |            |          |                        |             | EXEN BASE EXENTA            | 2,191.20   |
|         |                              |            |          |                        |             | PGR1 PERC. GRAVADA TIPO 1   | 5,312.50   |
|         |                              |            |          |                        |             | PGR2 PERC. GRAVADA TIPO 2   | 15,517.14  |
|         |                              |            |          |                        |             | PERC TOTAL PERCEPCIONES     | 23,020.84  |
|         |                              |            |          |                        |             | DEDU TOTAL DEDUCCIONES      | 2,619.12   |
|         |                              |            |          |                        |             | 3%FV 3% FONDO DE VIVIENDA   | 140.53     |
|         |                              |            |          |                        |             | FOND FONDO PENSIONES EMPRES | 702.67     |
|         |                              |            |          |                        |             | SEDARSEDAR                  | 93.69      |
|         |                              |            |          |                        |             | AGUI PROVISION AGUINALDO    | 2,081.52   |
|         |                              |            |          |                        |             | TOTA NOMINA EN EFECTIVO     | 20,401.72  |
| 930-019 | DELGADILLO GONZALEZ JUAN     |            |          |                        |             |                             |            |
| T.EMP:  | PERMANENTE                   | 1,269.57   | 1,826.00 | GERENTE ADMINISTRATIVO |             |                             |            |
| 01      | SUELDO                       | 19,043.55  | 51       | ISPT                   | 4,371.60    | DVIG DIAS DE VIGENCIA       | 15.00      |
| 02      | DESPENSA                     | 918.50     | 54       | FONDO PENSIONES        | 2,190.01    | 51AG ISPT AGUINALDO         | 19,965.69  |
| 03      | TRANSPORTE                   | 661.00     | 65       | OTRAS DEDUCCIONES      | 7,821.17    | IMP1 ISPT ART. 113 LISR     | 4,371.60   |
| 30      | AGUINALDO                    | 68,743.50  |          |                        |             | IMP2 ISPT ART. 142          | 19,965.69  |
|         |                              |            |          |                        |             | EXEN BASE EXENTA            | 2,191.20   |
|         |                              |            |          |                        |             | PGR1 PERC. GRAVADA TIPO 1   | 20,623.05  |
|         |                              |            |          |                        |             | PGR2 PERC. GRAVADA TIPO 2   | 66,552.30  |
|         |                              |            |          |                        |             | PERC TOTAL PERCEPCIONES     | 89,366.55  |
|         |                              |            |          |                        |             | DEDU TOTAL DEDUCCIONES      | 14,382.78  |
|         |                              |            |          |                        |             | 3%FV 3% FONDO DE VIVIENDA   | 571.31     |
|         |                              |            |          |                        |             | FOND FONDO PENSIONES EMPRES | 2,856.53   |
|         |                              |            |          |                        |             | SEDARSEDAR                  | 380.87     |
|         |                              |            |          |                        |             | AGUI PROVISION AGUINALDO    | 9,983.18   |
|         |                              |            |          |                        |             | TOTA NOMINA EN EFECTIVO     | 74,983.77  |
| ****    | Totales GCIA. ADMINISTRATIVA | 930        | ****     |                        |             |                             |            |
| 01      | SUELDO                       | 98,123.55  | 51       | ISPT                   | 15,256.96   | DVIG DIAS DE VIGENCIA       | 240.00     |
| 02      | DESPENSA                     | 7,312.50   | 54       | FONDO PENSIONES        | 11,284.24   | 51AG ISPT AGUINALDO         | 77,238.51  |
| 03      | TRANSPORTE                   | 4,517.00   | 58       | CUOTA SINDICAL         | 692.58      | IMP1 ISPT ART. 113 LISR     | 15,256.96  |
| 30      | AGUINALDO                    | 366,315.45 | 65       | OTRAS DEDUCCIONES      | 69,667.30   | IMP2 ISPT ART. 142          | 77,238.51  |
|         |                              |            | 95       | PRESTAMO AYUDATE       | 1,994.76    | EXEN BASE EXENTA            | 35,059.20  |
|         |                              |            |          |                        |             | PGR1 PERC. GRAVADA TIPO 1   | 109,953.05 |
|         |                              |            |          |                        |             | PGR2 PERC. GRAVADA TIPO 2   | 331,256.23 |
|         |                              |            |          |                        |             | PERC TOTAL PERCEPCIONES     | 476,268.50 |
|         |                              |            |          |                        |             | DEDU TOTAL DEDUCCIONES      | 98,895.84  |
|         |                              |            |          |                        |             | 3%FV 3% FONDO DE VIVIENDA   | 2,943.65   |
|         |                              |            |          |                        |             | FOND FONDO PENSIONES EMPRES | 14,718.47  |
|         |                              |            |          |                        |             | SEDARSEDAR                  | 1,962.47   |
|         |                              |            |          |                        |             | AGUI PROVISION AGUINALDO    | 49,907.36  |
|         |                              |            |          |                        |             | TOTA NOMINA EN EFECTIVO     | 347,945.01 |

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| Clave | Nombre               | S.Diario | S.Integ | DEDUCCIONES | CONCEPTOS            |           |
|-------|----------------------|----------|---------|-------------|----------------------|-----------|
|       | PERCEPCIONES         |          |         |             |                      |           |
|       |                      |          |         |             | CHEQ PAGO POR CHEQUE | 29,427.65 |
|       | Total de Empleados : | 16.00    |         |             |                      |           |

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| Clave  | Nombre                | S.Diario  | S.Integ  | DEDUCCIONES                              | CONCEPTOS                            |
|--|-----------------------|-----------|----------|--|--------------------------------------|
| ***** GCIA. DE FORMULACION DE PROYEC ***** 960 |                       |           |          |  |                                      |
| 630-013  | LUNA GONZALEZ GUSTAVO |           |          |  |                                      |
| T.EMP:   | PERMANENTE            | 1,632.10  | 1,826.00 | GERENTE DE FORMULACION DE PROYECTOS UEAS |                                      |
| 01   | SUELDO                | 24,481.50 | 51       | ISPT                                     | DVIG DIAS DE VIGENCIA 15.00          |
| 02   | DESPENSA              | 994.50    | 54       | FONDO PENSIONES                          | 51AG ISPT AGUINALDO 25,527.14        |
| 03   | TRANSPORTE            | 708.50    |          |  | IMP1 ISPT ART. 113 LISR 6,040.03     |
| 30   | AGUINALDO             | 87,281.67 |          |  | IMP2 ISPT ART. 142 25,527.14         |
|  |                       |           |          |  | EXEN BASE EXENTA 2,191.20            |
|  |                       |           |          |  | PGR1 PERC. GRAVADA TIPO 1 26,184.50  |
|  |                       |           |          |  | PGR2 PERC. GRAVADA TIPO 2 85,090.47  |
|  |                       |           |          |  | PERC TOTAL PERCEPCIONES 113,466.17   |
|  |                       |           |          |  | DEDU TOTAL DEDUCCIONES 8,855.40      |
|  |                       |           |          |  | 3%FV 3% FONDO DE VIVIENDA 734.44     |
|  |                       |           |          |  | FOND FONDO PENSIONES EMPRES 3,672.22 |
|  |                       |           |          |  | SEDARSEDAR 489.63                    |
|  |                       |           |          |  | AGUI PROVISION AGUINALDO 12,729.24   |
|  |                       |           |          |  | TOTA NOMINA EN EFECTIVO 104,610.77   |

\*\*\*\* Totales Coordinacion 960 \*\*\*\*

|    |            |           |    |                 |                                      |
|----|------------|-----------|----|-----------------|--------------------------------------|
| 01 | SUELDO     | 24,481.50 | 51 | ISPT            | DVIG DIAS DE VIGENCIA 15.00          |
| 02 | DESPENSA   | 994.50    | 54 | FONDO PENSIONES | 51AG ISPT AGUINALDO 25,527.14        |
| 03 | TRANSPORTE | 708.50    |    |                 | IMP1 ISPT ART. 113 LISR 6,040.03     |
| 30 | AGUINALDO  | 87,281.67 |    |                 | IMP2 ISPT ART. 142 25,527.14         |
|    |            |           |    |                 | EXEN BASE EXENTA 2,191.20            |
|    |            |           |    |                 | PGR1 PERC. GRAVADA TIPO 1 26,184.50  |
|    |            |           |    |                 | PGR2 PERC. GRAVADA TIPO 2 85,090.47  |
|    |            |           |    |                 | PERC TOTAL PERCEPCIONES 113,466.17   |
|    |            |           |    |                 | DEDU TOTAL DEDUCCIONES 8,855.40      |
|    |            |           |    |                 | 3%FV 3% FONDO DE VIVIENDA 734.44     |
|    |            |           |    |                 | FOND FONDO PENSIONES EMPRES 3,672.22 |
|    |            |           |    |                 | SEDARSEDAR 489.63                    |
|    |            |           |    |                 | AGUI PROVISION AGUINALDO 12,729.24   |
|    |            |           |    |                 | TOTA NOMINA EN EFECTIVO 104,610.77   |

Total de Empleados : 1 -----

| Clave                         | Nombre           | S.Diario     | S.Integ | DEDUCCIONES          | CONCEPTOS  |                             |              |
|-------------------------------|------------------|--------------|---------|----------------------|------------|-----------------------------|--------------|
| ***** TOTALES GENERALES ***** |                  |              |         |                      |            |                             |              |
| 01                            | SUELDO           | 4,456,245.15 | 51      | ISPT                 | 871,558.53 | DVIG DIAS DE VIGENCIA       | 7,920.00     |
| 02                            | DESPENSA         | 291,115.00   | 54      | FONDO PENSIONES      | 521,364.19 | 5IAG ISPT AGUINALDO         | 3,795,794.46 |
| 03                            | TRANSPORTE       | 189,419.50   | 58      | CUOTA SINDICAL       | 20,817.37  | IMP1 ISPT ART. 113 LISR     | 871,558.53   |
| 06                            | PRIMA DE ALTO RI | 53,997.90    | 59      | MULTAS Y RECARGOS DE | 475.75     | IMP2 ISPT ART. 142          | 3,795,794.46 |
| 07                            | PRIMA INSALUBRE  | 185,756.88   | 79      | APORT.ADIC.VOL.SEDAR | 2,500.00   | EXEN BASE EXENTA            | 1,156,260.53 |
| 30                            | AGUINALDO        | 16,751,992.1 | 89      | APORT.ADIC.COMP.SEDA | 50.00      | PGR1 PERC. GRAVADA TIPO 1   | 5,176,534.20 |
|                               |                  |              | 65      | OTRAS DEDUCCIONES    | 1,698,093. | PGR2 PERC. GRAVADA TIPO 2   | 15,595,730.6 |
|                               |                  |              | 92      | PRESTAMO TU NOMINA P | 13,154.91  | PERC TOTAL PERCEPCIONES     | 21,928,526.5 |
|                               |                  |              | 93      | SEGURO ABA           | 3,456.47   | DEDU TOTAL DEDUCCIONES      | 3,165,289.38 |
|                               |                  |              | 94      | SEGURO BANORTE       | 1,012.34   | 3%FV 3% FONDO DE VIVIENDA   | 136,008.29   |
|                               |                  |              | 95      | PRESTAMO AYUDATE     | 32,806.13  | FOND FONDO PENSIONES EMPRES | 680,040.07   |
|                               |                  |              |         |                      |            | SEDARSEDAR                  | 88,249.48    |
|                               |                  |              |         |                      |            | AGUI PROVISION AGUINALDO    | 2,156,924.72 |
|                               |                  |              |         |                      |            | TOTA NOMINA EN EFECTIVO     | 17,893,074.8 |
|                               |                  |              |         |                      |            | CHEQ PAGO POR CHEQUE        | 870,162.27   |

Total de Empleados : 528

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| Clave | Nombre | S.Diario | S.Integ | DEDUCCIONES | CONCEPTOS |
|-------|--------|----------|---------|-------------|-----------|
|-------|--------|----------|---------|-------------|-----------|

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RECIBI: DE LA SECRETARIA DE FINANZAS DEL ESTADO LA CANTIDAD DE N\$: 21,928,526.54  
 VEINTIUN MILLONES NOVECIENTOS VEINTIOCHO MIL QUINIENTOS VEINTISEIS PESOS 0/100 M.N.  
 IMPORTE DE PERCEPCIONES QUE AMPARA LA PRESENTE NOMINA.

|                 | NETO          | NO. TRAB. |
|-----------------|---------------|-----------|
| TOTAL EFECTIVO: | 17,893,074.89 | 504       |
| TOTAL CHEQUES:  | 870,162.27    | 24        |
| TOTAL GENERAL:  | 18,763,237.16 | 528       |

|                              |                            |                             |
|------------------------------|----------------------------|-----------------------------|
|                              | Vo. Bo.                    | AUTORIZO                    |
| LETICIA FABIOLA CUÁN RAMÍREZ | HÉCTOR MANUEL SALAS BARBA  | ING. FELIPE TITO LUGO ÁRIAS |
| GERENTE DE PERSONAL          | DIRECTOR DE ADMINISTRACIÓN | DIRECTOR GENERAL            |

CERTIFICO QUE EL PERSONAL QUE ANTECEDE PRESTO SERVICIOS  
 DURANTE EL TIEMPO Y CARACTER QUE ESPECIFICA LA PRESENTE NOMINA  
 Y LAS FIRMAS SON AUTENTICAS.  
 GUADALAJARA, JAL. 15-dic-2016

----- FIN DE REPORTE -----