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

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PERCEPCIONES













































































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

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Total de Empleados : 24.00 -----























Table with columns: Clave, Nombre, S.Diario, S.Integ, PERCEPCIONES, DEDUCCIONES, CONCEPTOS. Contains multiple employee entries such as INIGUEZ DE LA TORRE GUILLERMO, JAUREGUI NUÑO JOSE, TORNERO GARCIA DAVID, and RUIZ FLORES HELIODORO with their respective salary and deduction details.











| Clave | Nombre                                 | S.Diario   | S.Integ | DEDUCCIONES                   | CONCEPTOS                             |
|-------|--|------------|---------|-------------------------------|---------------------------------------|
| ----- |  |            |         |                               |                                       |
|       | PERCEPCIONES                           |            |         |                               |                                       |
|       |  |            |         |                               | SEDARSEDAR 161.56                     |
|       |  |            |         |                               | PVAC PROVISION DE PRIMA VAC 120.94    |
|       |  |            |         |                               | AGUI PROVISION AGUINALDO 1,209.45     |
|       |  |            |         |                               | TOTA NOMINA EN EFECTIVO 6,442.10      |
| ----- |  |            |         |                               |                                       |
| ****  | Totales GCIA. DE SERVICIO A MUNICIPIOS | 650        | ****    |                               |                                       |
| 01    | SUELDO                                 | 269,899.65 | 51      | ISPT 46,589.97                | DVIG DIAS DE VIGENCIA 690.00          |
| 02    | DESPENSA                               | 20,389.50  | 54      | FONDO PENSIONES 30,333.01     | IMP1 ISPT ART. 113 LISR 46,589.97     |
| 03    | TRANSPORTE                             | 13,101.50  | 58      | CUOTA SINDICAL 2,018.33       | PGR1 PERC. GRAVADA TIPO 1 330,454.85  |
| 06    | PRIMA DE ALTO RI                       | 22,079.61  | 65      | OTRAS DEDUCCIONES 96,312.76   | PERC TOTAL PERCEPCIONES 330,454.91    |
| 07    | PRIMA INSALUBRE                        | 4,984.65   | 92      | PRESTAMO TU NOMINA P 1,578.20 | DEDU TOTAL DEDUCCIONES 177,079.54     |
|       |  |            | 93      | SEGURO ABA 247.27             | 3%FV 3% FONDO DE VIVIENDA 8,666.57    |
|       |  |            |         |                               | FOND FONDO PENSIONES EMPRES 38,999.59 |
|       |  |            |         |                               | SEDARSEDAR 5,777.67                   |
|       |  |            |         |                               | PVAC PROVISION DE PRIMA VAC 4,526.79  |
|       |  |            |         |                               | AGUI PROVISION AGUINALDO 45,267.86    |
|       |  |            |         |                               | TOTA NOMINA EN EFECTIVO 153,375.37    |

Total de Empleados : 46.00 -----







| Clave | Nombre     | S.Diario | S.Integ | PERCEPCIONES | DEDUCCIONES | CONCEPTOS   |
|-------|------------|----------|---------|--------------|-------------|---|
| 03    | TRANSPORTE | 454.00   |         |              |             | PGR1 PERC. GRAVADA TIPO 1 13,354.00<br>PERC TOTAL PERCEPCIONES 13,354.00<br>DEDU TOTAL DEDUCCIONES 3,650.28<br>3%FV 3% FONDO DE VIVIENDA 365.18<br>FOND FONDO PENSIONES EMPRES 1,643.29<br>SEDARSEDAR 243.45<br>PVAC PROVISION DE PRIMA VAC 182.93<br>AGUI PROVISION AGUINALDO 1,829.32<br>TOTA NOMINA EN EFECTIVO 9,703.72 |

|         |                          |          |    |                 |                                  |   |
|---------|--------------------------|----------|----|-----------------|----------------------------------|---|
| 660-005 | LOTFE MORENO JORGE RAMON |          |    |                 |                                  |   |
| T.EMP:  | PERMANENTE               | 447.07   |    | 552.24          | AUXILIAR DE ESTUDIOS Y PROYECTOS |   |
| 01      | SUELDO                   | 6,706.05 | 51 | ISPT            | 1,076.72                         | DVIG DIAS DE VIGENCIA 15.00   |
| 02      | DESPENSA                 | 557.00   | 54 | FONDO PENSIONES | 704.14                           | IMP1 ISPT ART. 113 LISR 1,076.72  |
| 03      | TRANSPORTE               | 339.50   | 58 | CUOTA SINDICAL  | 67.06                            | PGR1 PERC. GRAVADA TIPO 1 7,602.55<br>PERC TOTAL PERCEPCIONES 7,602.55<br>DEDU TOTAL DEDUCCIONES 1,847.92<br>3%FV 3% FONDO DE VIVIENDA 201.18<br>FOND FONDO PENSIONES EMPRES 905.32<br>SEDARSEDAR 134.12<br>PVAC PROVISION DE PRIMA VAC 104.14<br>AGUI PROVISION AGUINALDO 1,041.45<br>TOTA NOMINA EN EFECTIVO 5,754.63 |

|         |                             |          |     |                    |           |   |
|---------|-----------------------------|----------|-----|--------------------|-----------|---|
| 660-008 | MARTINEZ GOMEZ FABIAN JALIL |          |     |                    |           |   |
| T.EMP:  | PERMANENTE                  | 447.06   |     | 628.11             | TOPOGRAFO |   |
| 01      | SUELDO                      | 1,788.24 | 51S | SUPE EFECT. PAGADO | -29.08    | DVIG DIAS DE VIGENCIA 4.00  |
| 02      | DESPENSA                    | 148.53   | 54  | FONDO PENSIONES    | 215.93    | IMP1 ISPT ART. 113 LISR 145.67  |
| 03      | TRANSPORTE                  | 90.53    | 58  | CUOTA SINDICAL     | 17.88     | SUPE SUBSIDIO PARA EL EMPLE 174.75  |
| 06      | PRIMA DE ALTO RI            | 268.24   |     |                    |           | PGR1 PERC. GRAVADA TIPO 1 2,295.54<br>PERC TOTAL PERCEPCIONES 2,295.54<br>DEDU TOTAL DEDUCCIONES 204.73<br>3%FV 3% FONDO DE VIVIENDA 61.69<br>FOND FONDO PENSIONES EMPRES 277.62<br>SEDARSEDAR 41.13<br>PVAC PROVISION DE PRIMA VAC 31.45<br>AGUI PROVISION AGUINALDO 314.46<br>CHEQ PAGO POR CHEQUE 2,090.81 |

\*\*\*\* Totales GCIA. DE FORMULACION DE PROYEC 660 \*\*\*\*

|    |                  |            |     |                    |           |  |
|----|------------------|------------|-----|--------------------|-----------|--|
| 01 | SUELDO           | 128,520.99 | 51  | ISPT               | 24,785.20 | DVIG DIAS DE VIGENCIA 214.00   |
| 02 | DESPENSA         | 7,960.53   | 51S | SUPE EFECT. PAGADO | -29.08    | IMP1 ISPT ART. 113 LISR 24,930.87  |
| 03 | TRANSPORTE       | 5,119.53   | 54  | FONDO PENSIONES    | 14,262.59 | SUPE SUBSIDIO PARA EL EMPLE 174.75   |
| 06 | PRIMA DE ALTO RI | 7,313.21   | 58  | CUOTA SINDICAL     | 286.12    | PGR1 PERC. GRAVADA TIPO 1 148,914.23<br>PERC TOTAL PERCEPCIONES 148,914.26<br>DEDU TOTAL DEDUCCIONES 60,503.47<br>3%FV 3% FONDO DE VIVIENDA 4,075.05<br>FOND FONDO PENSIONES EMPRES 18,337.61<br>SEDARSEDAR 2,716.70<br>PVAC PROVISION DE PRIMA VAC 2,039.88<br>AGUI PROVISION AGUINALDO 20,399.26<br>TOTA NOMINA EN EFECTIVO 86,319.98<br>CHEQ PAGO POR CHEQUE 2,090.81 |
|    |                  |            | 65  | OTRAS DEDUCCIONES  | 21,198.64 |  |

Total de Empleados : 15.00

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

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PERCEPCIONES



| Clave | Nombre       | S.Diario | S.Integ | DEDUCCIONES | CONCEPTOS                            |
|-------|--------------|----------|---------|-------------|--------------------------------------|
|       | PERCEPCIONES |          |         |             |                                      |
|       |              |          |         |             | DEDU TOTAL DEDUCCIONES 20,799.09     |
|       |              |          |         |             | 3%FV 3% FONDO DE VIVIENDA 1,355.37   |
|       |              |          |         |             | FOND FONDO PENSIONES EMPRES 6,099.16 |
|       |              |          |         |             | SEDARSEDAR 659.87                    |
|       |              |          |         |             | PVAC PROVISION DE PRIMA VAC 820.56   |
|       |              |          |         |             | AGUI PROVISION AGUINALDO 8,205.69    |
|       |              |          |         |             | TOTA NOMINA EN EFECTIVO 39,102.36    |

Total de Empleados : 4.00 -----















| Clave                                      | Nombre     | S.Diario   | S.Integ | DEDUCCIONES                | CONCEPTOS                             |
|--|------------|------------|---------|----------------------------|---------------------------------------|
| 03   | TRANSPORTE | 247.43     |         |                            |                                       |
|  |            |            |         |                            | PGR1 PERC. GRAVADA TIPO 1 7,651.75    |
|  |            |            |         |                            | PERC TOTAL PERCEPCIONES 7,651.75      |
|  |            |            |         |                            | DEDU TOTAL DEDUCCIONES 1,087.22       |
|  |            |            |         |                            | PVAC PROVISION DE PRIMA VAC 104.82    |
|  |            |            |         |                            | AGUI PROVISION AGUINALDO 1,048.19     |
|  |            |            |         |                            | TOTA NOMINA EN EFECTIVO 6,564.53      |
| **** Totales GCIA. DE INFORMATICA 720 **** |            |            |         |                            |                                       |
| 01   | SUELDO     | 114,594.24 | 51      | ISPT 20,465.99             | DVIG DIAS DE VIGENCIA 193.00          |
| 02   | DESPENSA   | 7,010.93   | 54      | FONDO PENSIONES 11,297.30  | IMPL ISPT ART. 113 LISR 20,465.99     |
| 03   | TRANSPORTE | 4,678.43   | 58      | CUOTA SINDICAL 56.69       | PGR1 PERC. GRAVADA TIPO 1 126,283.60  |
|  |            |            | 65      | OTRAS DEDUCCIONES 9,294.55 | PERC TOTAL PERCEPCIONES 126,283.60    |
|  |            |            |         |                            | DEDU TOTAL DEDUCCIONES 41,114.53      |
|  |            |            |         |                            | 3%FV 3% FONDO DE VIVIENDA 3,227.81    |
|  |            |            |         |                            | FOND FONDO PENSIONES EMPRES 14,525.11 |
|  |            |            |         |                            | SEDARSEDAR 2,151.87                   |
|  |            |            |         |                            | PVAC PROVISION DE PRIMA VAC 1,729.91  |
|  |            |            |         |                            | AGUI PROVISION AGUINALDO 17,299.15    |
|  |            |            |         |                            | TOTA NOMINA EN EFECTIVO 85,169.07     |

Total de Empleados : 13.00 -----

Table with columns: Clave, Nombre, S.Diario, S.Integ, PERCEPCIONES, DEDUCCIONES, CONCEPTOS. It lists employee data for PEREZ LUQUIN BENJAMIN ALEJANDRO, ALDANA FLORES CARLOS, VALDIVIA DIAZ ANA ESMERALDA, and NAVARRO REYES PATRICIA, including their permanent status, salaries, and various deductions.

Table with columns: Clave, Nombre, S.Diario, S.Integ, PERCEPCIONES, DEDUCCIONES, and CONCEPTOS. It lists payroll data for several employees including Angel Valdez, Luis Montiel, Horacio Bravo, Carlos Alonso, and Javier Chavez.











Table with columns: Clave, Nombre, S.Diario, S.Integ, PERCEPCIONES, DEDUCCIONES, CONCEPTOS. It lists employee data for Ruben Mendoza, Carlos Maciel, Martha Gabriela Guerra, and Maria del Carmen Teresa, including their respective salaries and deductions.





Clave    Nombre

S.Diario

S.Integ

PERCEPCIONES

DEDUCCIONES

CONCEPTOS

PVAC PROVISION DE PRIMA VAC 76.12  
AGUI PROVISION AGUINALDO 761.24  
TOTA NOMINA EN EFECTIVO 2,794.89

930-016    RAMOS DE LA TORRE MARTHA ALICIA

T.EMP: PERMANENTE    282.30                      341.64ASEADOR

|               |          |    |                   |          |                             |          |
|---------------|----------|----|-------------------|----------|-----------------------------|----------|
| 01 SUELDO     | 4,234.50 | 51 | ISPT              | 489.91   | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02 DESPENSA   | 359.00   | 54 | FONDO PENSIONES   | 444.62   | IMP1 ISPT ART. 113 LISR     | 489.91   |
| 03 TRANSPORTE | 219.00   | 58 | CUOTA SINDICAL    | 42.34    | PGR1 PERC. GRAVADA TIPO 1   | 4,812.50 |
|               |          | 65 | OTRAS DEDUCCIONES | 2,700.62 | PERC TOTAL PERCEPCIONES     | 4,812.50 |
|               |          |    |                   |          | DEDU TOTAL DEDUCCIONES      | 3,677.49 |
|               |          |    |                   |          | 3%FV 3% FONDO DE VIVIENDA   | 127.03   |
|               |          |    |                   |          | FOND FONDO PENSIONES EMPRES | 571.66   |
|               |          |    |                   |          | SEDARSEDAR                  | 84.69    |
|               |          |    |                   |          | PVAC PROVISION DE PRIMA VAC | 65.92    |
|               |          |    |                   |          | AGUI PROVISION AGUINALDO    | 659.25   |
|               |          |    |                   |          | TOTA NOMINA EN EFECTIVO     | 1,135.01 |

\*\*\*\*    Totales GCIA. DE SERVICIOS GENERALES    730    \*\*\*\*

|               |            |    |                      |           |                             |            |
|---------------|------------|----|----------------------|-----------|-----------------------------|------------|
| 01 SUELDO     | 255,621.15 | 51 | ISPT                 | 38,730.05 | DVIG DIAS DE VIGENCIA       | 645.00     |
| 02 DESPENSA   | 19,660.50  | 54 | FONDO PENSIONES      | 25,950.97 | IMP1 ISPT ART. 113 LISR     | 38,730.05  |
| 03 TRANSPORTE | 12,717.50  | 58 | CUOTA SINDICAL       | 1,264.53  | PGR1 PERC. GRAVADA TIPO 1   | 287,999.15 |
|               |            | 79 | APORT.ADIC.VOL.SEDAR | 300.00    | PERC TOTAL PERCEPCIONES     | 287,999.15 |
|               |            | 89 | APORT.ADIC.COMP.SEDA | 50.00     | DEDU TOTAL DEDUCCIONES      | 138,747.68 |
|               |            | 65 | OTRAS DEDUCCIONES    | 70,697.47 | 3%FV 3% FONDO DE VIVIENDA   | 7,414.49   |
|               |            | 92 | PRESTAMO TU NOMINA P | 1,436.47  | FOND FONDO PENSIONES EMPRES | 33,365.55  |
|               |            | 93 | SEGURO ABA           | 318.19    | SEDARSEDAR                  | 4,943.04   |
|               |            |    |                      |           | PVAC PROVISION DE PRIMA VAC | 3,945.13   |
|               |            |    |                      |           | AGUI PROVISION AGUINALDO    | 39,451.99  |
|               |            |    |                      |           | TOTA NOMINA EN EFECTIVO     | 149,251.47 |

Total de Empleados : 43.00                      -----









| Clave                                   | Nombre           | S.Diario   | S.Integ | DEDUCCIONES          | CONCEPTOS |                                       |
|---|------------------|------------|---------|----------------------|-----------|---------------------------------------|
|   | PERCEPCIONES     |            |         |                      |           | TOTA NOMINA EN EFECTIVO 539.10        |
| **** Totales GCIA. DE PERSONAL 740 **** |                  |            |         |                      |           |                                       |
| 01                                      | SUELDO           | 150,167.25 | 51      | ISPT                 | 27,683.79 | DVIG DIAS DE VIGENCIA 255.00          |
| 02                                      | DESPENSA         | 9,458.50   | 54      | FONDO PENSIONES      | 14,642.77 | IMP1 ISPT ART. 113 LISR 27,683.79     |
| 03                                      | TRANSPORTE       | 6,105.00   | 58      | CUOTA SINDICAL       | 492.23    | PGR1 PERC. GRAVADA TIPO 1 169,069.49  |
| 06                                      | PRIMA DE ALTO RI | 1,032.14   | 79      | APORT.ADIC.VOL.SEDAR | 800.00    | PERC TOTAL PERCEPCIONES 169,069.50    |
| 07                                      | PRIMA INSALUBRE  | 2,306.61   | 65      | OTRAS DEDUCCIONES    | 58,556.12 | DEDU TOTAL DEDUCCIONES 103,274.87     |
|   |                  |            | 93      | SEGURO ABA           | 182.71    | 3%FV 3% FONDO DE VIVIENDA 4,183.66    |
|   |                  |            | 94      | SEGURO BANORTE       | 917.25    | FOND FONDO PENSIONES EMPRES 18,826.44 |
|   |                  |            |         |                      |           | SEDARSEDAR 2,789.10                   |
|   |                  |            |         |                      |           | PVAC PROVISION DE PRIMA VAC 2,316.03  |
|   |                  |            |         |                      |           | AGUI PROVISION AGUINALDO 23,160.23    |
|   |                  |            |         |                      |           | TOTA NOMINA EN EFECTIVO 65,794.63     |

Total de Empleados : 17.00 -----





Table with columns: Clave, Nombre, S.Diario, S.Integ, PERCEPCIONES, DEDUCCIONES, CONCEPTOS. It lists data for employees 750-014, 750-016, 750-017, and 750-018, including their respective salaries, deductions, and benefits.





| Clave        | Nombre                              | S.Diario  | S.Integ | DEDUCCIONES       | CONCEPTOS |                                      |
|--------------|-------------------------------------|-----------|---------|-------------------|-----------|--------------------------------------|
| PERCEPCIONES |                                     |           |         |                   |           |                                      |
| -----        |                                     |           |         |                   |           |                                      |
| ****         | Totales DIR. DE OPERACION DE PTAR'S | 800       | ****    |                   |           |                                      |
| 01           | SUELDO                              | 68,370.00 | 51      | ISPT              | 16,241.04 | DVIG DIAS DE VIGENCIA 60.00          |
| 02           | DESPENSA                            | 3,338.50  | 54      | FONDO PENSIONES   | 7,178.85  | IMP1 ISPT ART. 113 LISR 16,241.04    |
| 03           | TRANSPORTE                          | 2,229.50  | 65      | OTRAS DEDUCCIONES | 5,311.00  | PGR1 PERC. GRAVADA TIPO 1 73,938.00  |
|              |                                     |           |         |                   |           | PERC TOTAL PERCEPCIONES 73,938.00    |
|              |                                     |           |         |                   |           | DEDU TOTAL DEDUCCIONES 28,730.89     |
|              |                                     |           |         |                   |           | 3%FV 3% FONDO DE VIVIENDA 2,051.10   |
|              |                                     |           |         |                   |           | FOND FONDO PENSIONES EMPRES 9,229.95 |
|              |                                     |           |         |                   |           | SEDARSEDAR 1,123.69                  |
|              |                                     |           |         |                   |           | PVAC PROVISION DE PRIMA VAC 1,012.84 |
|              |                                     |           |         |                   |           | AGUI PROVISION AGUINALDO 10,128.51   |
|              |                                     |           |         |                   |           | TOTA NOMINA EN EFECTIVO 45,207.11    |

Total de Empleados : 4.00

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| Clave  | Nombre                        | S.Diario | S.Integ                           | PERCEPCIONES | DEDUCCIONES               | CONCEPTOS |
|--|-------------------------------|----------|-----------------------------------|--------------|---------------------------|-----------|
| FOND FONDO PENSIONES EMPRES 784.33<br>SEDARSEDAR 116.20<br>PVAC PROVISION DE PRIMA VAC 89.39<br>AGUI PROVISION AGUINALDO 893.88<br>TOTA NOMINA EN EFECTIVO 931.07  |                               |          |                                   |              |                           |           |
| 531-004  | PEREZ GARCIA FRANCISCO JAVIER |          |                                   |              |                           |           |
| T.EMP: PERMANENTE  | 322.77                        | 480.95   | OPERADOR B                        |              |                           |           |
| 01 SUELDO  | 4,841.55                      | 51       | ISPT                              | 846.63       | DVIG DIAS DE VIGENCIA     | 15.00     |
| 02 DESPENSA  | 422.50                        | 54       | FONDO PENSIONES                   | 610.04       | IMP1 ISPT ART. 113 LISR   | 846.63    |
| 03 TRANSPORTE  | 293.00                        | 58       | CUOTA SINDICAL                    | 58.10        | PGR1 PERC. GRAVADA TIPO 1 | 6,525.36  |
| 07 PRIMA INSALUBRE   | 968.31                        |          |                                   |              | PERC TOTAL PERCEPCIONES   | 6,525.36  |
| DEDU TOTAL DEDUCCIONES 1,514.77<br>3%FV 3% FONDO DE VIVIENDA 174.30<br>FOND FONDO PENSIONES EMPRES 784.33<br>SEDARSEDAR 116.20<br>PVAC PROVISION DE PRIMA VAC 89.39<br>AGUI PROVISION AGUINALDO 893.88<br>TOTA NOMINA EN EFECTIVO 5,010.59   |                               |          |                                   |              |                           |           |
| 57-181-004   | ARTEAGA GARCIA CESAR JOAQUIN  |          |                                   |              |                           |           |
| T.EMP: PERMANENTE  | 377.90                        | 557.25   | TECNICO EN MANTENIMIENTO          |              |                           |           |
| 01 SUELDO  | 5,668.50                      | 51       | ISPT                              | 1,067.88     | DVIG DIAS DE VIGENCIA     | 15.00     |
| 02 DESPENSA  | 443.50                        | 54       | FONDO PENSIONES                   | 714.23       | IMP1 ISPT ART. 113 LISR   | 1,067.88  |
| 03 TRANSPORTE  | 315.50                        | 58       | CUOTA SINDICAL                    | 68.02        | PGR1 PERC. GRAVADA TIPO 1 | 7,561.20  |
| 07 PRIMA INSALUBRE   | 1,133.70                      | 65       | OTRAS DEDUCCIONES                 | 2,268.00     | PERC TOTAL PERCEPCIONES   | 7,561.20  |
| DEDU TOTAL DEDUCCIONES 4,118.13<br>3%FV 3% FONDO DE VIVIENDA 204.07<br>FOND FONDO PENSIONES EMPRES 918.30<br>SEDARSEDAR 136.04<br>PVAC PROVISION DE PRIMA VAC 103.58<br>AGUI PROVISION AGUINALDO 1,035.78<br>TOTA NOMINA EN EFECTIVO 3,443.07  |                               |          |                                   |              |                           |           |
| 60-039-001   | MENDEZ GOMEZ VICTOR IGNACIO   |          |                                   |              |                           |           |
| T.EMP: PERMANENTE  | 1,269.57                      | 1,551.09 | 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                   | 1,999.57     | IMP1 ISPT ART. 113 LISR   | 4,371.60  |
| 03 TRANSPORTE  | 661.00                        | 65       | OTRAS DEDUCCIONES                 | 4,232.00     | PGR1 PERC. GRAVADA TIPO 1 | 20,623.05 |
| PERC TOTAL PERCEPCIONES 20,623.05<br>DEDU TOTAL DEDUCCIONES 10,603.17<br>3%FV 3% FONDO DE VIVIENDA 571.31<br>FOND FONDO PENSIONES EMPRES 2,570.88<br>SEDARSEDAR 380.87<br>PVAC PROVISION DE PRIMA VAC 282.51<br>AGUI PROVISION AGUINALDO 2,825.08<br>TOTA NOMINA EN EFECTIVO 10,019.88 |                               |          |                                   |              |                           |           |
| 62-161-009   | BASULTO RIVERA GILBERTO       |          |                                   |              |                           |           |
| T.EMP: PERMANENTE  | 447.07                        | 665.36   | TECNICO EN POTABILIZACION         |              |                           |           |
| 01 SUELDO  | 6,706.05                      | 51       | ISPT                              | 1,363.20     | DVIG DIAS DE VIGENCIA     | 15.00     |
| 02 DESPENSA  | 557.00                        | 54       | FONDO PENSIONES                   | 844.96       | IMP1 ISPT ART. 113 LISR   | 1,363.20  |
| 03 TRANSPORTE  | 339.50                        | 58       | CUOTA SINDICAL                    | 80.47        | PGR1 PERC. GRAVADA TIPO 1 | 8,943.76  |
| 07 PRIMA INSALUBRE   | 1,341.21                      |          |                                   |              | PERC TOTAL PERCEPCIONES   | 8,943.76  |
| DEDU TOTAL DEDUCCIONES 2,288.63<br>3%FV 3% FONDO DE VIVIENDA 241.42<br>FOND FONDO PENSIONES EMPRES 1,086.38<br>SEDARSEDAR 160.95   |                               |          |                                   |              |                           |           |





















| Clave                                   | Nombre          | S.Diario | S.Integ | DEDUCCIONES       | CONCEPTOS  |  |
|---|-----------------|----------|---------|-------------------|------------|--|
| PERCEPCIONES                            |                 |          |         |                   |            |  |
| 01                                      | SUELDO          | 5,090.55 | 51      | ISPT              | 913.12     | DVIG DIAS DE VIGENCIA 15.00  |
| 02                                      | DESPENSA        | 428.00   | 54      | FONDO PENSIONES   | 641.41     | IMP1 ISPT ART. 113 LISR 913.12   |
| 03                                      | TRANSPORTE      | 300.00   | 58      | CUOTA SINDICAL    | 61.09      | PGR1 PERC. GRAVADA TIPO 1 6,836.66   |
| 07                                      | PRIMA INSALUBRE | 1,018.11 | 65      | OTRAS DEDUCCIONES | 1,490.00   | PERC TOTAL PERCEPCIONES 6,836.66<br>DEDU TOTAL DEDUCCIONES 3,105.62<br>3%FV 3% FONDO DE VIVIENDA 183.26<br>FOND FONDO PENSIONES EMPRES 824.67<br>SEDARSEDAR 122.17<br>PVAC PROVISION DE PRIMA VAC 93.65<br>AGUI PROVISION AGUINALDO 936.53<br>TOTA NOMINA EN EFECTIVO 3,731.04 |
| 73-269-007 RANGEL LARA LUIS RAUL        |                 |          |         |                   |            |  |
| T.EMP:                                  | PERMANENTE      | 322.77   |         | 475.74            | OPERADOR B |  |
| 01                                      | SUELDO          | 4,841.55 | 51      | ISPT              | 846.63     | DVIG DIAS DE VIGENCIA 15.00  |
| 02                                      | DESPENSA        | 422.50   | 54      | FONDO PENSIONES   | 610.04     | IMP1 ISPT ART. 113 LISR 846.63   |
| 03                                      | TRANSPORTE      | 293.00   | 58      | CUOTA SINDICAL    | 58.10      | PGR1 PERC. GRAVADA TIPO 1 6,525.36   |
| 07                                      | PRIMA INSALUBRE | 968.31   | 65      | OTRAS DEDUCCIONES | 1,878.00   | PERC TOTAL PERCEPCIONES 6,525.36<br>DEDU TOTAL DEDUCCIONES 3,392.77<br>3%FV 3% FONDO DE VIVIENDA 174.30<br>FOND FONDO PENSIONES EMPRES 784.33<br>SEDARSEDAR 116.20<br>PVAC PROVISION DE PRIMA VAC 89.39<br>AGUI PROVISION AGUINALDO 893.88<br>TOTA NOMINA EN EFECTIVO 3,132.59 |
| 74-194-002 DE ALBA ROBLEDO GABRIEL      |                 |          |         |                   |            |  |
| T.EMP:                                  | PERMANENTE      | 339.37   |         | 511.31            | OPERADOR A |  |
| 01                                      | SUELDO          | 5,090.55 | 51      | ISPT              | 913.12     | DVIG DIAS DE VIGENCIA 15.00  |
| 02                                      | DESPENSA        | 428.00   | 54      | FONDO PENSIONES   | 641.41     | IMP1 ISPT ART. 113 LISR 913.12   |
| 03                                      | TRANSPORTE      | 300.00   | 58      | CUOTA SINDICAL    | 61.09      | PGR1 PERC. GRAVADA TIPO 1 6,836.66   |
| 07                                      | PRIMA INSALUBRE | 1,018.11 | 65      | OTRAS DEDUCCIONES | 1,202.74   | PERC TOTAL PERCEPCIONES 6,836.66<br>DEDU TOTAL DEDUCCIONES 2,818.36<br>3%FV 3% FONDO DE VIVIENDA 183.26<br>FOND FONDO PENSIONES EMPRES 824.67<br>SEDARSEDAR 122.17<br>PVAC PROVISION DE PRIMA VAC 93.65<br>AGUI PROVISION AGUINALDO 936.53<br>TOTA NOMINA EN EFECTIVO 4,018.30 |
| 74-194-005 VELAZCO NARES GILBERTO       |                 |          |         |                   |            |  |
| T.EMP:                                  | PERMANENTE      | 339.37   |         | 499.62            | OPERADOR A |  |
| 01                                      | SUELDO          | 5,090.55 | 51      | ISPT              | 913.12     | DVIG DIAS DE VIGENCIA 15.00  |
| 02                                      | DESPENSA        | 428.00   | 54      | FONDO PENSIONES   | 641.41     | IMP1 ISPT ART. 113 LISR 913.12   |
| 03                                      | TRANSPORTE      | 300.00   | 58      | CUOTA SINDICAL    | 61.09      | PGR1 PERC. GRAVADA TIPO 1 6,836.66   |
| 07                                      | PRIMA INSALUBRE | 1,018.11 | 65      | OTRAS DEDUCCIONES | 2,908.71   | PERC TOTAL PERCEPCIONES 6,836.66<br>DEDU TOTAL DEDUCCIONES 4,524.33<br>3%FV 3% FONDO DE VIVIENDA 183.26<br>FOND FONDO PENSIONES EMPRES 824.67<br>SEDARSEDAR 122.17<br>PVAC PROVISION DE PRIMA VAC 93.65<br>AGUI PROVISION AGUINALDO 936.53<br>TOTA NOMINA EN EFECTIVO 2,312.33 |
| 74-194-006 VILLANUEVA SANCHEZ JUAN LUIS |                 |          |         |                   |            |  |
| T.EMP:                                  | PERMANENTE      | 322.77   |         | 477.79            | OPERADOR B |  |
| 01                                      | SUELDO          | 4,841.55 | 51      | ISPT              | 846.63     | DVIG DIAS DE VIGENCIA 15.00  |
| 02                                      | DESPENSA        | 422.50   | 54      | FONDO PENSIONES   | 610.04     | IMP1 ISPT ART. 113 LISR 846.63   |



| Clave                                  | Nombre          | S.Diario | S.Integ | PERCEPCIONES      | DEDUCCIONES | CONCEPTOS                          |
|--|-----------------|----------|---------|-------------------|-------------|------------------------------------|
| 76-194-002 ARANDA ZARAGOZA JUAN MANUEL |                 |          |         |                   |             |                                    |
| T.EMP: PERMANENTE                      |                 | 339.37   | 503.72  | OPERADOR A        |             |                                    |
| 01                                     | SUELDO          | 5,090.55 | 51      | ISPT              | 913.12      | DVIG DIAS DE VIGENCIA 15.00        |
| 02                                     | DESPENSA        | 428.00   | 54      | FONDO PENSIONES   | 641.41      | IMP1 ISPT ART. 113 LISR 913.12     |
| 03                                     | TRANSPORTE      | 300.00   | 58      | CUOTA SINDICAL    | 61.09       | PGR1 PERC. GRAVADA TIPO 1 6,836.66 |
| 07                                     | PRIMA INSALUBRE | 1,018.11 | 65      | OTRAS DEDUCCIONES | 1,937.00    | PERC TOTAL PERCEPCIONES 6,836.66   |
| DEDU TOTAL DEDUCCIONES 3,552.62        |                 |          |         |                   |             |                                    |
| 3%FV 3% FONDO DE VIVIENDA 183.26       |                 |          |         |                   |             |                                    |
| FOND FONDO PENSIONES EMPRES 824.67     |                 |          |         |                   |             |                                    |
| SEDARSEDAR 122.17                      |                 |          |         |                   |             |                                    |
| PVAC PROVISION DE PRIMA VAC 93.65      |                 |          |         |                   |             |                                    |
| AGUI PROVISION AGUINALDO 936.53        |                 |          |         |                   |             |                                    |
| TOTA NOMINA EN EFECTIVO 3,284.04       |                 |          |         |                   |             |                                    |
| 76-194-003 BUSTOS PEREZ ARNULFO        |                 |          |         |                   |             |                                    |
| T.EMP: PERMANENTE                      |                 | 339.37   | 503.72  | OPERADOR A        |             |                                    |
| 01                                     | SUELDO          | 5,090.55 | 51      | ISPT              | 913.12      | DVIG DIAS DE VIGENCIA 15.00        |
| 02                                     | DESPENSA        | 428.00   | 54      | FONDO PENSIONES   | 641.41      | IMP1 ISPT ART. 113 LISR 913.12     |
| 03                                     | TRANSPORTE      | 300.00   | 58      | CUOTA SINDICAL    | 61.09       | PGR1 PERC. GRAVADA TIPO 1 6,836.66 |
| 07                                     | PRIMA INSALUBRE | 1,018.11 | 65      | OTRAS DEDUCCIONES | 3,032.63    | PERC TOTAL PERCEPCIONES 6,836.66   |
| DEDU TOTAL DEDUCCIONES 4,648.25        |                 |          |         |                   |             |                                    |
| 3%FV 3% FONDO DE VIVIENDA 183.26       |                 |          |         |                   |             |                                    |
| FOND FONDO PENSIONES EMPRES 824.67     |                 |          |         |                   |             |                                    |
| SEDARSEDAR 122.17                      |                 |          |         |                   |             |                                    |
| PVAC PROVISION DE PRIMA VAC 93.65      |                 |          |         |                   |             |                                    |
| AGUI PROVISION AGUINALDO 936.53        |                 |          |         |                   |             |                                    |
| TOTA NOMINA EN EFECTIVO 2,188.41       |                 |          |         |                   |             |                                    |
| 76-194-004 GARCIA RANGEL J SIXTOS      |                 |          |         |                   |             |                                    |
| T.EMP: PERMANENTE                      |                 | 322.77   | 477.79  | OPERADOR B        |             |                                    |
| 01                                     | SUELDO          | 4,841.55 | 51      | ISPT              | 846.63      | DVIG DIAS DE VIGENCIA 15.00        |
| 02                                     | DESPENSA        | 422.50   | 54      | FONDO PENSIONES   | 610.04      | IMP1 ISPT ART. 113 LISR 846.63     |
| 03                                     | TRANSPORTE      | 293.00   | 58      | CUOTA SINDICAL    | 58.10       | PGR1 PERC. GRAVADA TIPO 1 6,525.36 |
| 07                                     | PRIMA INSALUBRE | 968.31   | 65      | OTRAS DEDUCCIONES | 1,937.00    | PERC TOTAL PERCEPCIONES 6,525.36   |
| DEDU TOTAL DEDUCCIONES 3,451.77        |                 |          |         |                   |             |                                    |
| 3%FV 3% FONDO DE VIVIENDA 174.30       |                 |          |         |                   |             |                                    |
| FOND FONDO PENSIONES EMPRES 784.33     |                 |          |         |                   |             |                                    |
| SEDARSEDAR 116.20                      |                 |          |         |                   |             |                                    |
| PVAC PROVISION DE PRIMA VAC 89.39      |                 |          |         |                   |             |                                    |
| AGUI PROVISION AGUINALDO 893.88        |                 |          |         |                   |             |                                    |
| TOTA NOMINA EN EFECTIVO 3,073.59       |                 |          |         |                   |             |                                    |
| 76-194-006 MORA ZUÑIGA ANGEL           |                 |          |         |                   |             |                                    |
| T.EMP: PERMANENTE                      |                 | 339.37   | 503.72  | OPERADOR A        |             |                                    |
| 01                                     | SUELDO          | 5,090.55 | 51      | ISPT              | 913.12      | DVIG DIAS DE VIGENCIA 15.00        |
| 02                                     | DESPENSA        | 428.00   | 54      | FONDO PENSIONES   | 641.41      | IMP1 ISPT ART. 113 LISR 913.12     |
| 03                                     | TRANSPORTE      | 300.00   | 58      | CUOTA SINDICAL    | 61.09       | PGR1 PERC. GRAVADA TIPO 1 6,836.66 |
| 07                                     | PRIMA INSALUBRE | 1,018.11 | 65      | OTRAS DEDUCCIONES | 2,037.00    | PERC TOTAL PERCEPCIONES 6,836.66   |
| DEDU TOTAL DEDUCCIONES 3,652.62        |                 |          |         |                   |             |                                    |
| 3%FV 3% FONDO DE VIVIENDA 183.26       |                 |          |         |                   |             |                                    |





| Clave        | Nombre                   | S.Diario | S.Integ | DEDUCCIONES       | CONCEPTOS |                                      |
|--------------|--------------------------|----------|---------|-------------------|-----------|--------------------------------------|
| PERCEPCIONES |                          |          |         |                   |           | TOTA NOMINA EN EFECTIVO              |
|              |                          |          |         |                   |           | 3,184.04                             |
| 77-194-008   | VENEGAS LUMBRERAS JOSE   |          |         |                   |           |                                      |
| T.EMP:       | PERMANENTE               | 339.37   | 501.67  | OPERADOR A        |           |                                      |
| 01           | SUELDO                   | 5,090.55 | 51      | ISPT              | 913.12    | DVIG DIAS DE VIGENCIA 15.00          |
| 02           | DESPENSA                 | 428.00   | 54      | FONDO PENSIONES   | 641.41    | IMP1 ISPT ART. 113 LISR 913.12       |
| 03           | TRANSPORTE               | 300.00   | 58      | CUOTA SINDICAL    | 61.09     | PGR1 PERC. GRAVADA TIPO 1 6,836.66   |
| 07           | PRIMA INSALUBRE          | 1,018.11 |         |                   |           | PERC TOTAL PERCEPCIONES 6,836.66     |
|              |                          |          |         |                   |           | DEDU TOTAL DEDUCCIONES 1,615.62      |
|              |                          |          |         |                   |           | 3%FV 3% FONDO DE VIVIENDA 183.26     |
|              |                          |          |         |                   |           | FOND FONDO PENSIONES EMPRES 824.67   |
|              |                          |          |         |                   |           | SEDARSEDAR 122.17                    |
|              |                          |          |         |                   |           | PVAC PROVISION DE PRIMA VAC 93.65    |
|              |                          |          |         |                   |           | AGUI PROVISION AGUINALDO 936.53      |
|              |                          |          |         |                   |           | TOTA NOMINA EN EFECTIVO 5,221.04     |
| 77-194-009   | VILLANUEVA SANCHEZ MARIO |          |         |                   |           |                                      |
| T.EMP:       | PERMANENTE               | 322.77   | 483.23  | OPERADOR B        |           |                                      |
| 01           | SUELDO                   | 4,841.55 | 51      | ISPT              | 846.63    | DVIG DIAS DE VIGENCIA 15.00          |
| 02           | DESPENSA                 | 422.50   | 54      | FONDO PENSIONES   | 610.04    | IMP1 ISPT ART. 113 LISR 846.63       |
| 03           | TRANSPORTE               | 293.00   | 58      | CUOTA SINDICAL    | 58.10     | PGR1 PERC. GRAVADA TIPO 1 6,525.36   |
| 07           | PRIMA INSALUBRE          | 968.31   | 65      | OTRAS DEDUCCIONES | 700.00    | PERC TOTAL PERCEPCIONES 6,525.36     |
|              |                          |          |         |                   |           | DEDU TOTAL DEDUCCIONES 2,214.77      |
|              |                          |          |         |                   |           | 3%FV 3% FONDO DE VIVIENDA 174.30     |
|              |                          |          |         |                   |           | FOND FONDO PENSIONES EMPRES 784.33   |
|              |                          |          |         |                   |           | SEDARSEDAR 116.20                    |
|              |                          |          |         |                   |           | PVAC PROVISION DE PRIMA VAC 89.39    |
|              |                          |          |         |                   |           | AGUI PROVISION AGUINALDO 893.88      |
|              |                          |          |         |                   |           | TOTA NOMINA EN EFECTIVO 4,310.59     |
| 78-194-003   | DUARTE DIAZ BENJAMIN     |          |         |                   |           |                                      |
| T.EMP:       | PERMANENTE               | 339.37   | 503.72  | OPERADOR A        |           |                                      |
| 01           | SUELDO                   | 5,090.55 | 51      | ISPT              | 913.12    | DVIG DIAS DE VIGENCIA 15.00          |
| 02           | DESPENSA                 | 428.00   | 54      | FONDO PENSIONES   | 641.41    | IMP1 ISPT ART. 113 LISR 913.12       |
| 03           | TRANSPORTE               | 300.00   | 58      | CUOTA SINDICAL    | 61.09     | PGR1 PERC. GRAVADA TIPO 1 6,836.66   |
| 07           | PRIMA INSALUBRE          | 1,018.11 | 65      | OTRAS DEDUCCIONES | 700.00    | PERC TOTAL PERCEPCIONES 6,836.66     |
|              |                          |          |         |                   |           | DEDU TOTAL DEDUCCIONES 2,315.62      |
|              |                          |          |         |                   |           | 3%FV 3% FONDO DE VIVIENDA 183.26     |
|              |                          |          |         |                   |           | FOND FONDO PENSIONES EMPRES 824.67   |
|              |                          |          |         |                   |           | SEDARSEDAR 122.17                    |
|              |                          |          |         |                   |           | PVAC PROVISION DE PRIMA VAC 93.65    |
|              |                          |          |         |                   |           | AGUI PROVISION AGUINALDO 936.53      |
|              |                          |          |         |                   |           | TOTA NOMINA EN EFECTIVO 4,521.04     |
| 78-194-004   | SEGURA BUSTOS ANDRES     |          |         |                   |           |                                      |
| T.EMP:       | PERMANENTE               | 424.43   | 632.33  | JEFE DE PLANTA B  |           |                                      |
| 01           | SUELDO                   | 6,366.45 | 51      | ISPT              | 1,271.24  | DVIG DIAS DE VIGENCIA 15.00          |
| 02           | DESPENSA                 | 534.00   | 54      | FONDO PENSIONES   | 802.17    | IMP1 ISPT ART. 113 LISR 1,271.24     |
| 03           | TRANSPORTE               | 339.50   | 58      | CUOTA SINDICAL    | 76.40     | PGR1 PERC. GRAVADA TIPO 1 8,513.24   |
| 07           | PRIMA INSALUBRE          | 1,273.29 | 65      | OTRAS DEDUCCIONES | 1,945.00  | PERC TOTAL PERCEPCIONES 8,513.24     |
|              |                          |          |         |                   |           | DEDU TOTAL DEDUCCIONES 4,094.81      |
|              |                          |          |         |                   |           | 3%FV 3% FONDO DE VIVIENDA 229.19     |
|              |                          |          |         |                   |           | FOND FONDO PENSIONES EMPRES 1,031.36 |
|              |                          |          |         |                   |           | SEDARSEDAR 152.79                    |
|              |                          |          |         |                   |           | PVAC PROVISION DE PRIMA VAC 116.62   |
|              |                          |          |         |                   |           | AGUI PROVISION AGUINALDO 1,166.20    |
|              |                          |          |         |                   |           | TOTA NOMINA EN EFECTIVO 4,418.43     |



| Clave                                 | Nombre            | S.Diario | S.Integ | PERCEPCIONES      | DEDUCCIONES | CONCEPTOS  |
|---------------------------------------|-------------------|----------|---------|-------------------|-------------|--|
| 01                                    | SUELDO            | 5,090.55 | 51      | ISPT              | 913.12      | DVIG DIAS DE VIGENCIA 15.00  |
| 02                                    | DESPENSA          | 428.00   | 54      | FONDO PENSIONES   | 641.41      | IMP1 ISPT ART. 113 LISR 913.12   |
| 03                                    | TRANSPORTE        | 300.00   | 58      | CUOTA SINDICAL    | 61.09       | PGR1 PERC. GRAVADA TIPO 1 6,836.66   |
| 07                                    | PRIMA INSALUBRE   | 1,018.11 |         |                   |             | PERC TOTAL PERCEPCIONES 6,836.66<br>DEDU TOTAL DEDUCCIONES 1,615.62<br>3%FV 3% FONDO DE VIVIENDA 183.26<br>FOND FONDO PENSIONES EMPRES 824.67<br>SEDARSEDAR 122.17<br>PVAC PROVISION DE PRIMA VAC 93.65<br>AGUI PROVISION AGUINALDO 936.53<br>TOTA NOMINA EN EFECTIVO 5,221.04 |
| 80-194-003 GONZALEZ JIMENEZ ROMARICO  |                   |          |         |                   |             |  |
|                                       | T.EMP: PERMANENTE | 322.77   |         |                   | 477.79      | OPERADOR B   |
| 01                                    | SUELDO            | 4,841.55 | 51      | ISPT              | 846.63      | DVIG DIAS DE VIGENCIA 15.00  |
| 02                                    | DESPENSA          | 422.50   | 54      | FONDO PENSIONES   | 610.04      | IMP1 ISPT ART. 113 LISR 846.63   |
| 03                                    | TRANSPORTE        | 293.00   | 58      | CUOTA SINDICAL    | 58.10       | PGR1 PERC. GRAVADA TIPO 1 6,525.36   |
| 07                                    | PRIMA INSALUBRE   | 968.31   | 65      | OTRAS DEDUCCIONES | 1,837.00    | PERC TOTAL PERCEPCIONES 6,525.36<br>DEDU TOTAL DEDUCCIONES 3,351.77<br>3%FV 3% FONDO DE VIVIENDA 174.30<br>FOND FONDO PENSIONES EMPRES 784.33<br>SEDARSEDAR 116.20<br>PVAC PROVISION DE PRIMA VAC 89.39<br>AGUI PROVISION AGUINALDO 893.88<br>TOTA NOMINA EN EFECTIVO 3,173.59 |
| 80-194-004 HERNANDEZ GUTIERREZ ALVARO |                   |          |         |                   |             |  |
|                                       | T.EMP: PERMANENTE | 322.77   |         |                   | 544.46      | OPERADOR B   |
| 01                                    | SUELDO            | 4,841.55 | 51      | ISPT              | 846.63      | DVIG DIAS DE VIGENCIA 15.00  |
| 02                                    | DESPENSA          | 422.50   | 54      | FONDO PENSIONES   | 610.04      | IMP1 ISPT ART. 113 LISR 846.63   |
| 03                                    | TRANSPORTE        | 293.00   | 58      | CUOTA SINDICAL    | 58.10       | PGR1 PERC. GRAVADA TIPO 1 6,525.36   |
| 07                                    | PRIMA INSALUBRE   | 968.31   | 65      | OTRAS DEDUCCIONES | 1,000.00    | PERC TOTAL PERCEPCIONES 6,525.36<br>DEDU TOTAL DEDUCCIONES 2,514.77<br>3%FV 3% FONDO DE VIVIENDA 174.30<br>FOND FONDO PENSIONES EMPRES 784.33<br>SEDARSEDAR 116.20<br>PVAC PROVISION DE PRIMA VAC 89.39<br>AGUI PROVISION AGUINALDO 893.88<br>TOTA NOMINA EN EFECTIVO 4,010.59 |
| 80-194-006 LEON CUBILLO EFREN         |                   |          |         |                   |             |  |
|                                       | T.EMP: PERMANENTE | 339.37   |         |                   | 501.67      | OPERADOR A   |
| 01                                    | SUELDO            | 5,090.55 | 51      | ISPT              | 913.12      | DVIG DIAS DE VIGENCIA 15.00  |
| 02                                    | DESPENSA          | 428.00   | 54      | FONDO PENSIONES   | 641.41      | IMP1 ISPT ART. 113 LISR 913.12   |
| 03                                    | TRANSPORTE        | 300.00   | 58      | CUOTA SINDICAL    | 61.09       | PGR1 PERC. GRAVADA TIPO 1 6,836.66   |
| 07                                    | PRIMA INSALUBRE   | 1,018.11 | 65      | OTRAS DEDUCCIONES | 449.70      | PERC TOTAL PERCEPCIONES 6,836.66<br>DEDU TOTAL DEDUCCIONES 2,065.32<br>3%FV 3% FONDO DE VIVIENDA 183.26<br>FOND FONDO PENSIONES EMPRES 824.67<br>SEDARSEDAR 122.17<br>PVAC PROVISION DE PRIMA VAC 93.65<br>AGUI PROVISION AGUINALDO 936.53<br>TOTA NOMINA EN EFECTIVO 4,771.34 |
| 81-182-001 ESPIRITU ESPINOZA RAUL     |                   |          |         |                   |             |  |
|                                       | T.EMP: PERMANENTE | 377.90   |         |                   | 559.30      | JEFE DE PLANTA C   |
| 01                                    | SUELDO            | 5,668.50 | 51      | ISPT              | 1,067.88    | DVIG DIAS DE VIGENCIA 15.00  |
| 02                                    | DESPENSA          | 443.50   | 54      | FONDO PENSIONES   | 714.23      | IMP1 ISPT ART. 113 LISR 1,067.88   |

| Clave                                    |                 | Nombre | S.Diario     |    | S.Integ           | DEDUCCIONES      | CONCEPTOS                   |          |
|--|-----------------|--------|--------------|----|-------------------|------------------|-----------------------------|----------|
|  |                 |        | PERCEPCIONES |    |                   |                  |                             |          |
| 03                                       | TRANSPORTE      |        | 315.50       | 58 | CUOTA SINDICAL    | 68.02            | PGR1 PERC. GRAVADA TIPO 1   | 7,561.20 |
| 07                                       | PRIMA INSALUBRE |        | 1,133.70     | 65 | OTRAS DEDUCCIONES | 2,045.00         | PERC TOTAL PERCEPCIONES     | 7,561.20 |
|  |                 |        |              |    |                   |                  | DEDU TOTAL DEDUCCIONES      | 3,895.13 |
|  |                 |        |              |    |                   |                  | 3%FV 3% FONDO DE VIVIENDA   | 204.07   |
|  |                 |        |              |    |                   |                  | FOND FONDO PENSIONES EMPRES | 918.30   |
|  |                 |        |              |    |                   |                  | SEDARSEDAR                  | 136.04   |
|  |                 |        |              |    |                   |                  | PVAC PROVISION DE PRIMA VAC | 103.58   |
|  |                 |        |              |    |                   |                  | AGUI PROVISION AGUINALDO    | 1,035.78 |
|  |                 |        |              |    |                   |                  | TOTA NOMINA EN EFECTIVO     | 3,666.07 |
| 81-194-003 HERNANDEZ SUAREZ JOSE ANTONIO |                 |        |              |    |                   |                  |                             |          |
| T.EMP: PERMANENTE                        |                 |        | 339.37       |    | 501.67            | OPERADOR A       |                             |          |
| 01                                       | SUELDO          |        | 5,090.55     | 51 | ISPT              | 913.12           | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02                                       | DESPENSA        |        | 428.00       | 54 | FONDO PENSIONES   | 641.41           | IMP1 ISPT ART. 113 LISR     | 913.12   |
| 03                                       | TRANSPORTE      |        | 300.00       | 58 | CUOTA SINDICAL    | 61.09            | PGR1 PERC. GRAVADA TIPO 1   | 6,836.66 |
| 07                                       | PRIMA INSALUBRE |        | 1,018.11     | 65 | OTRAS DEDUCCIONES | 100.00           | PERC TOTAL PERCEPCIONES     | 6,836.66 |
|  |                 |        |              |    |                   |                  | DEDU TOTAL DEDUCCIONES      | 1,715.62 |
|  |                 |        |              |    |                   |                  | 3%FV 3% FONDO DE VIVIENDA   | 183.26   |
|  |                 |        |              |    |                   |                  | FOND FONDO PENSIONES EMPRES | 824.67   |
|  |                 |        |              |    |                   |                  | SEDARSEDAR                  | 122.17   |
|  |                 |        |              |    |                   |                  | PVAC PROVISION DE PRIMA VAC | 93.65    |
|  |                 |        |              |    |                   |                  | AGUI PROVISION AGUINALDO    | 936.53   |
|  |                 |        |              |    |                   |                  | TOTA NOMINA EN EFECTIVO     | 5,121.04 |
| 81-194-004 HERNANDEZ SUAREZ GERARDO      |                 |        |              |    |                   |                  |                             |          |
| T.EMP: PERMANENTE                        |                 |        | 322.77       |    | 477.79            | OPERADOR B       |                             |          |
| 01                                       | SUELDO          |        | 4,841.55     | 51 | ISPT              | 846.63           | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02                                       | DESPENSA        |        | 422.50       | 54 | FONDO PENSIONES   | 610.04           | IMP1 ISPT ART. 113 LISR     | 846.63   |
| 03                                       | TRANSPORTE      |        | 293.00       | 58 | CUOTA SINDICAL    | 58.10            | PGR1 PERC. GRAVADA TIPO 1   | 6,525.36 |
| 07                                       | PRIMA INSALUBRE |        | 968.31       | 65 | OTRAS DEDUCCIONES | 1,623.39         | PERC TOTAL PERCEPCIONES     | 6,525.36 |
|  |                 |        |              |    |                   |                  | DEDU TOTAL DEDUCCIONES      | 3,138.16 |
|  |                 |        |              |    |                   |                  | 3%FV 3% FONDO DE VIVIENDA   | 174.30   |
|  |                 |        |              |    |                   |                  | FOND FONDO PENSIONES EMPRES | 784.33   |
|  |                 |        |              |    |                   |                  | SEDARSEDAR                  | 116.20   |
|  |                 |        |              |    |                   |                  | PVAC PROVISION DE PRIMA VAC | 89.39    |
|  |                 |        |              |    |                   |                  | AGUI PROVISION AGUINALDO    | 893.88   |
|  |                 |        |              |    |                   |                  | TOTA NOMINA EN EFECTIVO     | 3,387.20 |
| 820-002 VAZQUEZ RIVAS ALEJANDRO          |                 |        |              |    |                   |                  |                             |          |
| T.EMP: PERMANENTE                        |                 |        | 322.77       |    | 473.70            | OPERADOR B       |                             |          |
| 01                                       | SUELDO          |        | 4,841.55     | 51 | ISPT              | 846.63           | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02                                       | DESPENSA        |        | 422.50       | 54 | FONDO PENSIONES   | 610.04           | IMP1 ISPT ART. 113 LISR     | 846.63   |
| 03                                       | TRANSPORTE      |        | 293.00       | 58 | CUOTA SINDICAL    | 58.10            | PGR1 PERC. GRAVADA TIPO 1   | 6,525.36 |
| 07                                       | PRIMA INSALUBRE |        | 968.31       | 65 | OTRAS DEDUCCIONES | 1,937.00         | PERC TOTAL PERCEPCIONES     | 6,525.36 |
|  |                 |        |              |    |                   |                  | DEDU TOTAL DEDUCCIONES      | 3,451.77 |
|  |                 |        |              |    |                   |                  | 3%FV 3% FONDO DE VIVIENDA   | 174.30   |
|  |                 |        |              |    |                   |                  | FOND FONDO PENSIONES EMPRES | 784.33   |
|  |                 |        |              |    |                   |                  | SEDARSEDAR                  | 116.20   |
|  |                 |        |              |    |                   |                  | PVAC PROVISION DE PRIMA VAC | 89.39    |
|  |                 |        |              |    |                   |                  | AGUI PROVISION AGUINALDO    | 893.88   |
|  |                 |        |              |    |                   |                  | TOTA NOMINA EN EFECTIVO     | 3,073.59 |
| 820-003 MENDEZ ALVAREZ DANIEL            |                 |        |              |    |                   |                  |                             |          |
| T.EMP: PERMANENTE                        |                 |        | 424.43       |    | 626.19            | JEFE DE PLANTA B |                             |          |
| 01                                       | SUELDO          |        | 6,366.45     | 51 | ISPT              | 1,271.24         | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02                                       | DESPENSA        |        | 534.00       | 54 | FONDO PENSIONES   | 802.17           | IMP1 ISPT ART. 113 LISR     | 1,271.24 |
| 03                                       | TRANSPORTE      |        | 339.50       | 58 | CUOTA SINDICAL    | 76.40            | PGR1 PERC. GRAVADA TIPO 1   | 8,513.24 |
| 07                                       | PRIMA INSALUBRE |        | 1,273.29     | 65 | OTRAS DEDUCCIONES | 3,756.50         | PERC TOTAL PERCEPCIONES     | 8,513.24 |

| Clave   | Nombre                         | S.Diario | S.Integ | PERCEPCIONES      | DEDUCCIONES | CONCEPTOS                   |          |
|---------|--------------------------------|----------|---------|-------------------|-------------|-----------------------------|----------|
|         |                                |          |         |                   |             | DEDU TOTAL DEDUCCIONES      | 5,906.31 |
|         |                                |          |         |                   |             | 3%FV 3% FONDO DE VIVIENDA   | 229.19   |
|         |                                |          |         |                   |             | FOND FONDO PENSIONES EMPRES | 1,031.36 |
|         |                                |          |         |                   |             | SEDARSEDAR                  | 152.79   |
|         |                                |          |         |                   |             | PVAC PROVISION DE PRIMA VAC | 116.62   |
|         |                                |          |         |                   |             | AGUI PROVISION AGUINALDO    | 1,166.20 |
|         |                                |          |         |                   |             | TOTA NOMINA EN EFECTIVO     | 2,606.93 |
| 820-004 | HERNANDEZ GALVEZ JOSE MIGUEL   |          |         |                   |             |                             |          |
| T.EMP:  | PERMANENTE                     | 322.77   |         |                   | 473.70      | OPERADOR B                  |          |
| 01      | SUELDO                         | 4,841.55 | 51      | ISPT              | 846.63      | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02      | DESPENSA                       | 422.50   | 54      | FONDO PENSIONES   | 610.04      | IMP1 ISPT ART. 113 LISR     | 846.63   |
| 03      | TRANSPORTE                     | 293.00   | 58      | CUOTA SINDICAL    | 58.10       | PGR1 PERC. GRAVADA TIPO 1   | 6,525.36 |
| 07      | PRIMA INSALUBRE                | 968.31   |         |                   |             | PERC TOTAL PERCEPCIONES     | 6,525.36 |
|         |                                |          |         |                   |             | DEDU TOTAL DEDUCCIONES      | 1,514.77 |
|         |                                |          |         |                   |             | 3%FV 3% FONDO DE VIVIENDA   | 174.30   |
|         |                                |          |         |                   |             | FOND FONDO PENSIONES EMPRES | 784.33   |
|         |                                |          |         |                   |             | SEDARSEDAR                  | 116.20   |
|         |                                |          |         |                   |             | PVAC PROVISION DE PRIMA VAC | 89.39    |
|         |                                |          |         |                   |             | AGUI PROVISION AGUINALDO    | 893.88   |
|         |                                |          |         |                   |             | TOTA NOMINA EN EFECTIVO     | 5,010.59 |
| 820-005 | FIGUEROA VARGAS BENITO ANTONIO |          |         |                   |             |                             |          |
| T.EMP:  | PERMANENTE                     | 339.37   |         |                   | 503.27      | OPERADOR A                  |          |
| 01      | SUELDO                         | 5,090.55 | 51      | ISPT              | 913.12      | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02      | DESPENSA                       | 428.00   | 54      | FONDO PENSIONES   | 641.41      | IMP1 ISPT ART. 113 LISR     | 913.12   |
| 03      | TRANSPORTE                     | 300.00   | 58      | CUOTA SINDICAL    | 61.09       | PGR1 PERC. GRAVADA TIPO 1   | 6,836.66 |
| 07      | PRIMA INSALUBRE                | 1,018.11 | 65      | OTRAS DEDUCCIONES | 1,096.00    | PERC TOTAL PERCEPCIONES     | 6,836.66 |
|         |                                |          |         |                   |             | DEDU TOTAL DEDUCCIONES      | 2,711.62 |
|         |                                |          |         |                   |             | 3%FV 3% FONDO DE VIVIENDA   | 183.26   |
|         |                                |          |         |                   |             | FOND FONDO PENSIONES EMPRES | 824.67   |
|         |                                |          |         |                   |             | SEDARSEDAR                  | 122.17   |
|         |                                |          |         |                   |             | PVAC PROVISION DE PRIMA VAC | 93.65    |
|         |                                |          |         |                   |             | AGUI PROVISION AGUINALDO    | 936.53   |
|         |                                |          |         |                   |             | TOTA NOMINA EN EFECTIVO     | 4,125.04 |
| 820-013 | CISNEROS ALVAREZ CESAR ISRAEL  |          |         |                   |             |                             |          |
| T.EMP:  | PERMANENTE                     | 322.77   |         |                   | 475.04      | OPERADOR B                  |          |
| 01      | SUELDO                         | 4,841.55 | 51      | ISPT              | 846.63      | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02      | DESPENSA                       | 422.50   | 54      | FONDO PENSIONES   | 610.04      | IMP1 ISPT ART. 113 LISR     | 846.63   |
| 03      | TRANSPORTE                     | 293.00   | 58      | CUOTA SINDICAL    | 58.10       | PGR1 PERC. GRAVADA TIPO 1   | 6,525.36 |
| 07      | PRIMA INSALUBRE                | 968.31   | 65      | OTRAS DEDUCCIONES | 1,314.00    | PERC TOTAL PERCEPCIONES     | 6,525.36 |
|         |                                |          |         |                   |             | DEDU TOTAL DEDUCCIONES      | 2,828.77 |
|         |                                |          |         |                   |             | 3%FV 3% FONDO DE VIVIENDA   | 174.30   |
|         |                                |          |         |                   |             | FOND FONDO PENSIONES EMPRES | 784.33   |
|         |                                |          |         |                   |             | SEDARSEDAR                  | 116.20   |
|         |                                |          |         |                   |             | PVAC PROVISION DE PRIMA VAC | 89.39    |
|         |                                |          |         |                   |             | AGUI PROVISION AGUINALDO    | 893.88   |
|         |                                |          |         |                   |             | TOTA NOMINA EN EFECTIVO     | 3,696.59 |
| 820-017 | OSORIO SOTO MARTIN ERNESTO     |          |         |                   |             |                             |          |
| T.EMP:  | PERMANENTE                     | 322.77   |         |                   | 469.60      | OPERADOR B                  |          |
| 01      | SUELDO                         | 4,841.55 | 51      | ISPT              | 846.63      | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02      | DESPENSA                       | 422.50   | 54      | FONDO PENSIONES   | 610.04      | IMP1 ISPT ART. 113 LISR     | 846.63   |
| 03      | TRANSPORTE                     | 293.00   | 58      | CUOTA SINDICAL    | 58.10       | PGR1 PERC. GRAVADA TIPO 1   | 6,525.36 |
| 07      | PRIMA INSALUBRE                | 968.31   | 65      | OTRAS DEDUCCIONES | 1,300.00    | PERC TOTAL PERCEPCIONES     | 6,525.36 |
|         |                                |          |         |                   |             | DEDU TOTAL DEDUCCIONES      | 2,814.77 |
|         |                                |          |         |                   |             | 3%FV 3% FONDO DE VIVIENDA   | 174.30   |

| Clave   | Nombre                         | S.Diario | S.Integ | PERCEPCIONES      | DEDUCCIONES                | CONCEPTOS                   |          |
|---------|--------------------------------|----------|---------|-------------------|----------------------------|-----------------------------|----------|
|         |                                |          |         |                   |                            | FOND FONDO PENSIONES EMPRES | 784.33   |
|         |                                |          |         |                   |                            | SEDARSEDAR                  | 116.20   |
|         |                                |          |         |                   |                            | PVAC PROVISION DE PRIMA VAC | 89.39    |
|         |                                |          |         |                   |                            | AGUI PROVISION AGUINALDO    | 893.88   |
|         |                                |          |         |                   |                            | TOTA NOMINA EN EFECTIVO     | 3,710.59 |
| 820-018 | DIAZ RIVAS LUIS FRANCISCO      |          |         |                   |                            |                             |          |
| T.EMP:  | PERMANENTE                     | 253.57   |         |                   | 366.13AUXILIAR DE OPERADOR |                             |          |
| 01      | SUELDO                         | 3,803.55 | 51      | ISPT              | 541.37                     | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02      | DESPENSA                       | 323.50   | 54      | FONDO PENSIONES   | 479.25                     | IMP1 ISPT ART. 113 LISR     | 541.37   |
| 03      | TRANSPORTE                     | 208.50   | 58      | CUOTA SINDICAL    | 45.64                      | PGR1 PERC. GRAVADA TIPO 1   | 5,096.26 |
| 07      | PRIMA INSALUBRE                | 760.71   |         |                   |                            | PERC TOTAL PERCEPCIONES     | 5,096.26 |
|         |                                |          |         |                   |                            | DEDU TOTAL DEDUCCIONES      | 1,066.26 |
|         |                                |          |         |                   |                            | 3%FV 3% FONDO DE VIVIENDA   | 136.93   |
|         |                                |          |         |                   |                            | FOND FONDO PENSIONES EMPRES | 616.18   |
|         |                                |          |         |                   |                            | SEDARSEDAR                  | 91.29    |
|         |                                |          |         |                   |                            | PVAC PROVISION DE PRIMA VAC | 69.81    |
|         |                                |          |         |                   |                            | AGUI PROVISION AGUINALDO    | 698.12   |
|         |                                |          |         |                   |                            | TOTA NOMINA EN EFECTIVO     | 4,030.00 |
| 820-019 | SAAVEDRA ARREGUIN LUIS ENRIQUE |          |         |                   |                            |                             |          |
| T.EMP:  | PERMANENTE                     | 253.57   |         |                   | 366.13AUXILIAR DE OPERADOR |                             |          |
| 01      | SUELDO                         | 3,803.55 | 51      | ISPT              | 541.37                     | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02      | DESPENSA                       | 323.50   | 54      | FONDO PENSIONES   | 479.25                     | IMP1 ISPT ART. 113 LISR     | 541.37   |
| 03      | TRANSPORTE                     | 208.50   | 58      | CUOTA SINDICAL    | 45.64                      | PGR1 PERC. GRAVADA TIPO 1   | 5,096.26 |
| 07      | PRIMA INSALUBRE                | 760.71   | 65      | OTRAS DEDUCCIONES | 912.00                     | PERC TOTAL PERCEPCIONES     | 5,096.26 |
|         |                                |          |         |                   |                            | DEDU TOTAL DEDUCCIONES      | 1,978.26 |
|         |                                |          |         |                   |                            | 3%FV 3% FONDO DE VIVIENDA   | 136.93   |
|         |                                |          |         |                   |                            | FOND FONDO PENSIONES EMPRES | 616.18   |
|         |                                |          |         |                   |                            | SEDARSEDAR                  | 91.29    |
|         |                                |          |         |                   |                            | PVAC PROVISION DE PRIMA VAC | 69.81    |
|         |                                |          |         |                   |                            | AGUI PROVISION AGUINALDO    | 698.12   |
|         |                                |          |         |                   |                            | TOTA NOMINA EN EFECTIVO     | 3,118.00 |
| 820-020 | GUILLEN ZAMORA LUIS PEDRO      |          |         |                   |                            |                             |          |
| T.EMP:  | PERMANENTE                     | 253.57   |         |                   | 366.13AUXILIAR DE OPERADOR |                             |          |
| 01      | SUELDO                         | 3,803.55 | 51      | ISPT              | 541.37                     | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02      | DESPENSA                       | 323.50   | 54      | FONDO PENSIONES   | 479.25                     | IMP1 ISPT ART. 113 LISR     | 541.37   |
| 03      | TRANSPORTE                     | 208.50   | 58      | CUOTA SINDICAL    | 45.64                      | PGR1 PERC. GRAVADA TIPO 1   | 5,096.26 |
| 07      | PRIMA INSALUBRE                | 760.71   |         |                   |                            | PERC TOTAL PERCEPCIONES     | 5,096.26 |
|         |                                |          |         |                   |                            | DEDU TOTAL DEDUCCIONES      | 1,066.26 |
|         |                                |          |         |                   |                            | 3%FV 3% FONDO DE VIVIENDA   | 136.93   |
|         |                                |          |         |                   |                            | FOND FONDO PENSIONES EMPRES | 616.18   |
|         |                                |          |         |                   |                            | SEDARSEDAR                  | 91.29    |
|         |                                |          |         |                   |                            | PVAC PROVISION DE PRIMA VAC | 69.81    |
|         |                                |          |         |                   |                            | AGUI PROVISION AGUINALDO    | 698.12   |
|         |                                |          |         |                   |                            | TOTA NOMINA EN EFECTIVO     | 4,030.00 |
| 820-021 | NUÑEZ RAMIREZ EDUARDO          |          |         |                   |                            |                             |          |
| T.EMP:  | PERMANENTE                     | 253.57   |         |                   | 366.13AUXILIAR DE OPERADOR |                             |          |
| 01      | SUELDO                         | 3,803.55 | 51      | ISPT              | 541.37                     | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02      | DESPENSA                       | 323.50   | 54      | FONDO PENSIONES   | 479.25                     | IMP1 ISPT ART. 113 LISR     | 541.37   |
| 03      | TRANSPORTE                     | 208.50   | 58      | CUOTA SINDICAL    | 45.64                      | PGR1 PERC. GRAVADA TIPO 1   | 5,096.26 |
| 07      | PRIMA INSALUBRE                | 760.71   | 65      | OTRAS DEDUCCIONES | 150.00                     | PERC TOTAL PERCEPCIONES     | 5,096.26 |
|         |                                |          |         |                   |                            | DEDU TOTAL DEDUCCIONES      | 1,216.26 |
|         |                                |          |         |                   |                            | 3%FV 3% FONDO DE VIVIENDA   | 136.93   |
|         |                                |          |         |                   |                            | FOND FONDO PENSIONES EMPRES | 616.18   |
|         |                                |          |         |                   |                            | SEDARSEDAR                  | 91.29    |

| Clave        | Nombre                          | S.Diario | S.Integ | DEDUCCIONES       | CONCEPTOS                   |                             |
|--------------|---------------------------------|----------|---------|-------------------|-----------------------------|-----------------------------|
| PERCEPCIONES |                                 |          |         |                   |                             |                             |
|              |                                 |          |         |                   | PVAC PROVISION DE PRIMA VAC | 69.81                       |
|              |                                 |          |         |                   | AGUI PROVISION AGUINALDO    | 698.12                      |
|              |                                 |          |         |                   | TOTA NOMINA EN EFECTIVO     | 3,880.00                    |
| 820-023      | GONZALEZ ZARAGOZA ALDO ROMAN    |          |         |                   |                             |                             |
| T.EMP:       | PERMANENTE                      | 253.57   |         | 366.13            | AUXILIAR DE OPERADOR        |                             |
| 01           | SUELDO                          | 3,803.55 | 51      | ISPT              | 541.37                      | DVIG DIAS DE VIGENCIA       |
| 02           | DESPENSA                        | 323.50   | 54      | FONDO PENSIONES   | 479.25                      | IMP1 ISPT ART. 113 LISR     |
| 03           | TRANSPORTE                      | 208.50   | 58      | CUOTA SINDICAL    | 45.64                       | PGR1 PERC. GRAVADA TIPO 1   |
| 07           | PRIMA INSALUBRE                 | 760.71   |         |                   |                             | PERC TOTAL PERCEPCIONES     |
|              |                                 |          |         |                   |                             | DEDU TOTAL DEDUCCIONES      |
|              |                                 |          |         |                   |                             | 3%FV 3% FONDO DE VIVIENDA   |
|              |                                 |          |         |                   |                             | FOND FONDO PENSIONES EMPRES |
|              |                                 |          |         |                   |                             | SEDARSEDAR                  |
|              |                                 |          |         |                   |                             | PVAC PROVISION DE PRIMA VAC |
|              |                                 |          |         |                   |                             | AGUI PROVISION AGUINALDO    |
|              |                                 |          |         |                   |                             | TOTA NOMINA EN EFECTIVO     |
| 820-024      | RODRIGUEZ CERVANTES RENE        |          |         |                   |                             |                             |
| T.EMP:       | PERMANENTE                      | 322.77   |         | 469.60            | OPERADOR B                  |                             |
| 01           | SUELDO                          | 4,841.55 | 51      | ISPT              | 846.63                      | DVIG DIAS DE VIGENCIA       |
| 02           | DESPENSA                        | 422.50   | 54      | FONDO PENSIONES   | 610.04                      | IMP1 ISPT ART. 113 LISR     |
| 03           | TRANSPORTE                      | 293.00   | 58      | CUOTA SINDICAL    | 58.10                       | PGR1 PERC. GRAVADA TIPO 1   |
| 07           | PRIMA INSALUBRE                 | 968.31   | 65      | OTRAS DEDUCCIONES | 1,937.00                    | PERC TOTAL PERCEPCIONES     |
|              |                                 |          |         |                   |                             | DEDU TOTAL DEDUCCIONES      |
|              |                                 |          |         |                   |                             | 3%FV 3% FONDO DE VIVIENDA   |
|              |                                 |          |         |                   |                             | FOND FONDO PENSIONES EMPRES |
|              |                                 |          |         |                   |                             | SEDARSEDAR                  |
|              |                                 |          |         |                   |                             | PVAC PROVISION DE PRIMA VAC |
|              |                                 |          |         |                   |                             | AGUI PROVISION AGUINALDO    |
|              |                                 |          |         |                   |                             | TOTA NOMINA EN EFECTIVO     |
| 820-026      | ASCENCIO COMPARAN JORGE ALBERTO |          |         |                   |                             |                             |
| T.EMP:       | PERMANENTE                      | 253.57   |         | 368.96            | AUXILIAR DE OPERADOR        |                             |
| 01           | SUELDO                          | 3,803.55 | 51      | ISPT              | 541.37                      | DVIG DIAS DE VIGENCIA       |
| 02           | DESPENSA                        | 323.50   | 54      | FONDO PENSIONES   | 479.25                      | IMP1 ISPT ART. 113 LISR     |
| 03           | TRANSPORTE                      | 208.50   | 58      | CUOTA SINDICAL    | 45.64                       | PGR1 PERC. GRAVADA TIPO 1   |
| 07           | PRIMA INSALUBRE                 | 760.71   | 65      | OTRAS DEDUCCIONES | 1,268.00                    | PERC TOTAL PERCEPCIONES     |
|              |                                 |          |         |                   |                             | DEDU TOTAL DEDUCCIONES      |
|              |                                 |          |         |                   |                             | 3%FV 3% FONDO DE VIVIENDA   |
|              |                                 |          |         |                   |                             | FOND FONDO PENSIONES EMPRES |
|              |                                 |          |         |                   |                             | SEDARSEDAR                  |
|              |                                 |          |         |                   |                             | PVAC PROVISION DE PRIMA VAC |
|              |                                 |          |         |                   |                             | AGUI PROVISION AGUINALDO    |
|              |                                 |          |         |                   |                             | TOTA NOMINA EN EFECTIVO     |
| 820-028      | SUAREZ CURIEL DIEGO             |          |         |                   |                             |                             |
| T.EMP:       | PERMANENTE                      | 253.57   |         | 366.13            | AUXILIAR DE OPERADOR        |                             |
| 01           | SUELDO                          | 3,803.55 | 51      | ISPT              | 541.37                      | DVIG DIAS DE VIGENCIA       |
| 02           | DESPENSA                        | 323.50   | 54      | FONDO PENSIONES   | 479.25                      | IMP1 ISPT ART. 113 LISR     |
| 03           | TRANSPORTE                      | 208.50   | 58      | CUOTA SINDICAL    | 45.64                       | PGR1 PERC. GRAVADA TIPO 1   |
| 07           | PRIMA INSALUBRE                 | 760.71   | 65      | OTRAS DEDUCCIONES | 689.00                      | PERC TOTAL PERCEPCIONES     |
|              |                                 |          |         |                   |                             | DEDU TOTAL DEDUCCIONES      |
|              |                                 |          |         |                   |                             | 3%FV 3% FONDO DE VIVIENDA   |
|              |                                 |          |         |                   |                             | FOND FONDO PENSIONES EMPRES |
|              |                                 |          |         |                   |                             | SEDARSEDAR                  |
|              |                                 |          |         |                   |                             | PVAC PROVISION DE PRIMA VAC |
|              |                                 |          |         |                   |                             | AGUI PROVISION AGUINALDO    |

| Clave   | Nombre                          | S.Diario | S.Integ | PERCEPCIONES | DEDUCCIONES | CONCEPTOS                   |          |
|---------|---------------------------------|----------|---------|--------------|-------------|-----------------------------|----------|
|         |                                 |          |         |              |             | TOTA NOMINA EN EFECTIVO     | 3,341.00 |
| 820-029 | ZEPEDA RUIZ JORGE ALBERTO       |          |         |              |             |                             |          |
| T.EMP:  | PERMANENTE                      | 253.57   |         |              | 366.13      | AUXILIAR DE OPERADOR        |          |
| 01      | SUELDO                          | 3,803.55 | 51      |              | 541.37      | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02      | DESPENSA                        | 323.50   | 54      |              | 479.25      | IMP1 ISPT ART. 113 LISR     | 541.37   |
| 03      | TRANSPORTE                      | 208.50   | 58      |              | 45.64       | PGR1 PERC. GRAVADA TIPO 1   | 5,096.26 |
| 07      | PRIMA INSALUBRE                 | 760.71   | 65      |              | 700.00      | PERC TOTAL PERCEPCIONES     | 5,096.26 |
|         |                                 |          |         |              |             | DEDU TOTAL DEDUCCIONES      | 1,766.26 |
|         |                                 |          |         |              |             | 3%FV 3% FONDO DE VIVIENDA   | 136.93   |
|         |                                 |          |         |              |             | FOND FONDO PENSIONES EMPRES | 616.18   |
|         |                                 |          |         |              |             | SEDARSEDAR                  | 91.29    |
|         |                                 |          |         |              |             | PVAC PROVISION DE PRIMA VAC | 69.81    |
|         |                                 |          |         |              |             | AGUI PROVISION AGUINALDO    | 698.12   |
|         |                                 |          |         |              |             | TOTA NOMINA EN EFECTIVO     | 3,330.00 |
| 820-030 | ORTEGA SANTIAGO ALONSO EMMANUEL |          |         |              |             |                             |          |
| T.EMP:  | PERMANENTE                      | 322.77   |         |              | 469.60      | OPERADOR B                  |          |
| 01      | SUELDO                          | 4,841.55 | 51      |              | 846.63      | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02      | DESPENSA                        | 422.50   | 54      |              | 610.04      | IMP1 ISPT ART. 113 LISR     | 846.63   |
| 03      | TRANSPORTE                      | 293.00   | 58      |              | 58.10       | PGR1 PERC. GRAVADA TIPO 1   | 6,525.36 |
| 07      | PRIMA INSALUBRE                 | 968.31   | 65      |              | 699.00      | PERC TOTAL PERCEPCIONES     | 6,525.36 |
|         |                                 |          |         |              |             | DEDU TOTAL DEDUCCIONES      | 2,213.77 |
|         |                                 |          |         |              |             | 3%FV 3% FONDO DE VIVIENDA   | 174.30   |
|         |                                 |          |         |              |             | FOND FONDO PENSIONES EMPRES | 784.33   |
|         |                                 |          |         |              |             | SEDARSEDAR                  | 116.20   |
|         |                                 |          |         |              |             | PVAC PROVISION DE PRIMA VAC | 89.39    |
|         |                                 |          |         |              |             | AGUI PROVISION AGUINALDO    | 893.88   |
|         |                                 |          |         |              |             | TOTA NOMINA EN EFECTIVO     | 4,311.59 |
| 820-031 | BUSTOS MONCAYO JOSE ARTURO      |          |         |              |             |                             |          |
| T.EMP:  | PERMANENTE                      | 322.77   |         |              | 476.86      | OPERADOR B                  |          |
| 01      | SUELDO                          | 4,841.55 | 51      |              | 846.63      | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02      | DESPENSA                        | 422.50   | 54      |              | 610.04      | IMP1 ISPT ART. 113 LISR     | 846.63   |
| 03      | TRANSPORTE                      | 293.00   | 58      |              | 58.10       | PGR1 PERC. GRAVADA TIPO 1   | 6,525.36 |
| 07      | PRIMA INSALUBRE                 | 968.31   | 65      |              | 1,287.71    | PERC TOTAL PERCEPCIONES     | 6,525.36 |
|         |                                 |          |         |              |             | DEDU TOTAL DEDUCCIONES      | 2,802.48 |
|         |                                 |          |         |              |             | 3%FV 3% FONDO DE VIVIENDA   | 174.30   |
|         |                                 |          |         |              |             | FOND FONDO PENSIONES EMPRES | 784.33   |
|         |                                 |          |         |              |             | SEDARSEDAR                  | 116.20   |
|         |                                 |          |         |              |             | PVAC PROVISION DE PRIMA VAC | 89.39    |
|         |                                 |          |         |              |             | AGUI PROVISION AGUINALDO    | 893.88   |
|         |                                 |          |         |              |             | TOTA NOMINA EN EFECTIVO     | 3,722.88 |
| 820-032 | MARTINEZ ALVAREZ ALEJANDRO      |          |         |              |             |                             |          |
| T.EMP:  | PERMANENTE                      | 253.57   |         |              | 366.13      | AUXILIAR DE OPERADOR        |          |
| 01      | SUELDO                          | 3,803.55 | 51      |              | 541.37      | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02      | DESPENSA                        | 323.50   | 54      |              | 479.25      | IMP1 ISPT ART. 113 LISR     | 541.37   |
| 03      | TRANSPORTE                      | 208.50   | 58      |              | 45.64       | PGR1 PERC. GRAVADA TIPO 1   | 5,096.26 |
| 07      | PRIMA INSALUBRE                 | 760.71   | 65      |              | 948.00      | PERC TOTAL PERCEPCIONES     | 5,096.26 |
|         |                                 |          |         |              |             | DEDU TOTAL DEDUCCIONES      | 2,014.26 |
|         |                                 |          |         |              |             | 3%FV 3% FONDO DE VIVIENDA   | 136.93   |
|         |                                 |          |         |              |             | FOND FONDO PENSIONES EMPRES | 616.18   |
|         |                                 |          |         |              |             | SEDARSEDAR                  | 91.29    |
|         |                                 |          |         |              |             | PVAC PROVISION DE PRIMA VAC | 69.81    |
|         |                                 |          |         |              |             | AGUI PROVISION AGUINALDO    | 698.12   |
|         |                                 |          |         |              |             | TOTA NOMINA EN EFECTIVO     | 3,082.00 |

| Clave   | Nombre                           | S.Diario | S.Integ | PERCEPCIONES | DEDUCCIONES | CONCEPTOS                   |          |
|---------|----------------------------------|----------|---------|--------------|-------------|-----------------------------|----------|
| 820-034 | LARA ESTRADA GUSTAVO ABRAHAM     |          |         |              |             |                             |          |
| T.EMP:  | PERMANENTE                       | 377.90   |         |              | 549.07      | TECNICO EN MANTENIMIENTO    |          |
| 01      | SUELDO                           | 5,668.50 | 51      |              | 1,067.88    | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02      | DESPENSA                         | 443.50   | 54      |              | 714.23      | IMP1 ISPT ART. 113 LISR     | 1,067.88 |
| 03      | TRANSPORTE                       | 315.50   | 58      |              | 68.02       | PGR1 PERC. GRAVADA TIPO 1   | 7,561.20 |
| 07      | PRIMA INSALUBRE                  | 1,133.70 | 65      |              | 1,314.00    | PERC TOTAL PERCEPCIONES     | 7,561.20 |
|         |                                  |          |         |              |             | DEDU TOTAL DEDUCCIONES      | 3,164.13 |
|         |                                  |          |         |              |             | 3%FV 3% FONDO DE VIVIENDA   | 204.07   |
|         |                                  |          |         |              |             | FOND FONDO PENSIONES EMPRES | 918.30   |
|         |                                  |          |         |              |             | SEDARSEDAR                  | 136.04   |
|         |                                  |          |         |              |             | PVAC PROVISION DE PRIMA VAC | 103.58   |
|         |                                  |          |         |              |             | AGUI PROVISION AGUINALDO    | 1,035.78 |
|         |                                  |          |         |              |             | TOTA NOMINA EN EFECTIVO     | 4,397.07 |
| 820-037 | ORNELAS HERRERA RICARDO          |          |         |              |             |                             |          |
| T.EMP:  | PERMANENTE                       | 253.57   |         |              | 366.13      | AUXILIAR DE OPERADOR        |          |
| 01      | SUELDO                           | 3,803.55 | 51      |              | 541.37      | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02      | DESPENSA                         | 323.50   | 54      |              | 479.25      | IMP1 ISPT ART. 113 LISR     | 541.37   |
| 03      | TRANSPORTE                       | 208.50   | 58      |              | 45.64       | PGR1 PERC. GRAVADA TIPO 1   | 5,096.26 |
| 07      | PRIMA INSALUBRE                  | 760.71   | 65      |              | 400.00      | PERC TOTAL PERCEPCIONES     | 5,096.26 |
|         |                                  |          |         |              |             | DEDU TOTAL DEDUCCIONES      | 1,466.26 |
|         |                                  |          |         |              |             | 3%FV 3% FONDO DE VIVIENDA   | 136.93   |
|         |                                  |          |         |              |             | FOND FONDO PENSIONES EMPRES | 616.18   |
|         |                                  |          |         |              |             | SEDARSEDAR                  | 91.29    |
|         |                                  |          |         |              |             | PVAC PROVISION DE PRIMA VAC | 69.81    |
|         |                                  |          |         |              |             | AGUI PROVISION AGUINALDO    | 698.12   |
|         |                                  |          |         |              |             | TOTA NOMINA EN EFECTIVO     | 3,630.00 |
| 820-039 | RAMIREZ RAMIREZ ANDERSON ALBERTO |          |         |              |             |                             |          |
| T.EMP:  | PERMANENTE                       | 253.57   |         |              | 366.13      | AUXILIAR DE OPERADOR        |          |
| 01      | SUELDO                           | 3,803.55 | 51      |              | 541.37      | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02      | DESPENSA                         | 323.50   | 54      |              | 479.25      | IMP1 ISPT ART. 113 LISR     | 541.37   |
| 03      | TRANSPORTE                       | 208.50   | 58      |              | 45.64       | PGR1 PERC. GRAVADA TIPO 1   | 5,096.26 |
| 07      | PRIMA INSALUBRE                  | 760.71   | 65      |              | 761.00      | PERC TOTAL PERCEPCIONES     | 5,096.26 |
|         |                                  |          |         |              |             | DEDU TOTAL DEDUCCIONES      | 1,827.26 |
|         |                                  |          |         |              |             | 3%FV 3% FONDO DE VIVIENDA   | 136.93   |
|         |                                  |          |         |              |             | FOND FONDO PENSIONES EMPRES | 616.18   |
|         |                                  |          |         |              |             | SEDARSEDAR                  | 91.29    |
|         |                                  |          |         |              |             | PVAC PROVISION DE PRIMA VAC | 69.81    |
|         |                                  |          |         |              |             | AGUI PROVISION AGUINALDO    | 698.12   |
|         |                                  |          |         |              |             | TOTA NOMINA EN EFECTIVO     | 3,269.00 |
| 820-040 | MEDINA OLGUIN ALFONSO            |          |         |              |             |                             |          |
| T.EMP:  | PERMANENTE                       | 282.30   |         |              | 406.61      | ASEADOR                     |          |
| 01      | SUELDO                           | 4,234.50 | 51      |              | 661.66      | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02      | DESPENSA                         | 359.00   | 54      |              | 533.55      | IMP1 ISPT ART. 113 LISR     | 661.66   |
| 03      | TRANSPORTE                       | 219.00   | 58      |              | 50.81       | PGR1 PERC. GRAVADA TIPO 1   | 5,659.40 |
| 07      | PRIMA INSALUBRE                  | 846.90   | 65      |              | 2,226.83    | PERC TOTAL PERCEPCIONES     | 5,659.40 |
|         |                                  |          | 92      |              | 1,221.19    | DEDU TOTAL DEDUCCIONES      | 4,694.04 |
|         |                                  |          |         |              |             | 3%FV 3% FONDO DE VIVIENDA   | 152.44   |
|         |                                  |          |         |              |             | FOND FONDO PENSIONES EMPRES | 685.99   |
|         |                                  |          |         |              |             | SEDARSEDAR                  | 101.63   |
|         |                                  |          |         |              |             | PVAC PROVISION DE PRIMA VAC | 77.53    |
|         |                                  |          |         |              |             | AGUI PROVISION AGUINALDO    | 775.26   |
|         |                                  |          |         |              |             | TOTA NOMINA EN EFECTIVO     | 965.36   |
| 820-041 | RIVERON GAMEZ JOSE EDUARDO       |          |         |              |             |                             |          |
| T.EMP:  | PERMANENTE                       | 654.43   |         |              | 779.69      | COORDINADOR ADMINISTRATIVO  |          |

| Clave                                 | Nombre          | S.Diario | S.Integ | PERCEPCIONES      | DEDUCCIONES          | CONCEPTOS                   |           |
|---------------------------------------|-----------------|----------|---------|-------------------|----------------------|-----------------------------|-----------|
| 01                                    | SUELDO          | 9,816.45 | 51      | ISPT              | 1,716.78             | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02                                    | DESPENSA        | 465.50   | 54      | FONDO PENSIONES   | 1,030.73             | IMP1 ISPT ART. 113 LISR     | 1,716.78  |
| 03                                    | TRANSPORTE      | 285.50   | 65      | OTRAS DEDUCCIONES | 1,637.00             | PGR1 PERC. GRAVADA TIPO 1   | 10,567.45 |
|                                       |                 |          |         |                   |                      | PERC TOTAL PERCEPCIONES     | 10,567.45 |
|                                       |                 |          |         |                   |                      | DEDU TOTAL DEDUCCIONES      | 4,384.51  |
|                                       |                 |          |         |                   |                      | 3%FV 3% FONDO DE VIVIENDA   | 294.49    |
|                                       |                 |          |         |                   |                      | FOND FONDO PENSIONES EMPRES | 1,325.22  |
|                                       |                 |          |         |                   |                      | SEDARSEDAR                  | 196.33    |
|                                       |                 |          |         |                   |                      | PVAC PROVISION DE PRIMA VAC | 144.76    |
|                                       |                 |          |         |                   |                      | AGUI PROVISION AGUINALDO    | 1,447.60  |
|                                       |                 |          |         |                   |                      | CHEQ PAGO POR CHEQUE        | 6,182.94  |
| 820-043 AYALA RUIZ MARIA GUADALUPE    |                 |          |         |                   |                      |                             |           |
| T.EMP: PERMANENTE                     |                 | 253.57   | 366.13  |                   | AUXILIAR DE OPERADOR |                             |           |
| 01                                    | SUELDO          | 3,803.55 | 51      | ISPT              | 541.37               | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02                                    | DESPENSA        | 323.50   | 54      | FONDO PENSIONES   | 479.25               | IMP1 ISPT ART. 113 LISR     | 541.37    |
| 03                                    | TRANSPORTE      | 208.50   | 58      | CUOTA SINDICAL    | 45.64                | PGR1 PERC. GRAVADA TIPO 1   | 5,096.26  |
| 07                                    | PRIMA INSALUBRE | 760.71   |         |                   |                      | PERC TOTAL PERCEPCIONES     | 5,096.26  |
|                                       |                 |          |         |                   |                      | DEDU TOTAL DEDUCCIONES      | 1,066.26  |
|                                       |                 |          |         |                   |                      | 3%FV 3% FONDO DE VIVIENDA   | 136.93    |
|                                       |                 |          |         |                   |                      | FOND FONDO PENSIONES EMPRES | 616.18    |
|                                       |                 |          |         |                   |                      | SEDARSEDAR                  | 91.29     |
|                                       |                 |          |         |                   |                      | PVAC PROVISION DE PRIMA VAC | 69.81     |
|                                       |                 |          |         |                   |                      | AGUI PROVISION AGUINALDO    | 698.12    |
|                                       |                 |          |         |                   |                      | TOTA NOMINA EN EFECTIVO     | 4,030.00  |
| 820-044 MARTINEZ PADILLA JOSE LUIS    |                 |          |         |                   |                      |                             |           |
| T.EMP: PERMANENTE                     |                 | 253.57   | 371.79  |                   | AUXILIAR DE OPERADOR |                             |           |
| 01                                    | SUELDO          | 3,803.55 | 51      | ISPT              | 541.37               | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02                                    | DESPENSA        | 323.50   | 54      | FONDO PENSIONES   | 479.25               | IMP1 ISPT ART. 113 LISR     | 541.37    |
| 03                                    | TRANSPORTE      | 208.50   | 58      | CUOTA SINDICAL    | 45.64                | PGR1 PERC. GRAVADA TIPO 1   | 5,096.26  |
| 07                                    | PRIMA INSALUBRE | 760.71   |         |                   |                      | PERC TOTAL PERCEPCIONES     | 5,096.26  |
|                                       |                 |          |         |                   |                      | DEDU TOTAL DEDUCCIONES      | 1,066.26  |
|                                       |                 |          |         |                   |                      | 3%FV 3% FONDO DE VIVIENDA   | 136.93    |
|                                       |                 |          |         |                   |                      | FOND FONDO PENSIONES EMPRES | 616.18    |
|                                       |                 |          |         |                   |                      | SEDARSEDAR                  | 91.29     |
|                                       |                 |          |         |                   |                      | PVAC PROVISION DE PRIMA VAC | 69.81     |
|                                       |                 |          |         |                   |                      | AGUI PROVISION AGUINALDO    | 698.12    |
|                                       |                 |          |         |                   |                      | TOTA NOMINA EN EFECTIVO     | 4,030.00  |
| 820-045 BASULTO FLORES DIEGO          |                 |          |         |                   |                      |                             |           |
| T.EMP: PERMANENTE                     |                 | 253.57   | 371.79  |                   | AUXILIAR DE OPERADOR |                             |           |
| 01                                    | SUELDO          | 3,803.55 | 51      | ISPT              | 541.37               | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02                                    | DESPENSA        | 323.50   | 54      | FONDO PENSIONES   | 479.25               | IMP1 ISPT ART. 113 LISR     | 541.37    |
| 03                                    | TRANSPORTE      | 208.50   | 58      | CUOTA SINDICAL    | 45.64                | PGR1 PERC. GRAVADA TIPO 1   | 5,096.26  |
| 07                                    | PRIMA INSALUBRE | 760.71   | 65      | OTRAS DEDUCCIONES | 845.12               | PERC TOTAL PERCEPCIONES     | 5,096.26  |
|                                       |                 |          |         |                   |                      | DEDU TOTAL DEDUCCIONES      | 1,911.38  |
|                                       |                 |          |         |                   |                      | 3%FV 3% FONDO DE VIVIENDA   | 136.93    |
|                                       |                 |          |         |                   |                      | FOND FONDO PENSIONES EMPRES | 616.18    |
|                                       |                 |          |         |                   |                      | SEDARSEDAR                  | 91.29     |
|                                       |                 |          |         |                   |                      | PVAC PROVISION DE PRIMA VAC | 69.81     |
|                                       |                 |          |         |                   |                      | AGUI PROVISION AGUINALDO    | 698.12    |
|                                       |                 |          |         |                   |                      | TOTA NOMINA EN EFECTIVO     | 3,184.88  |
| 820-046 RODRIGUEZ AZPEITIA JOSE MARIO |                 |          |         |                   |                      |                             |           |
| T.EMP: PERMANENTE                     |                 | 291.27   | 419.53  |                   | OPERADOR DE PIPA     |                             |           |
| 01                                    | SUELDO          | 4,369.05 | 51      | ISPT              | 699.14               | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02                                    | DESPENSA        | 366.00   | 54      | FONDO PENSIONES   | 550.50               | IMP1 ISPT ART. 113 LISR     | 699.14    |

| Clave                                    | Nombre          | S.Diario |    | S.Integ                    | DEDUCCIONES | CONCEPTOS                   |          |
|--|-----------------|----------|----|----------------------------|-------------|-----------------------------|----------|
| PERCEPCIONES                             |                 |          |    |                            |             |                             |          |
| 03                                       | TRANSPORTE      | 226.00   | 58 | CUOTA SINDICAL             | 52.43       | PGR1 PERC. GRAVADA TIPO 1   | 5,834.86 |
| 07                                       | PRIMA INSALUBRE | 873.81   |    |                            |             | PERC TOTAL PERCEPCIONES     | 5,834.86 |
|  |                 |          |    |                            |             | DEDU TOTAL DEDUCCIONES      | 1,302.07 |
|  |                 |          |    |                            |             | 3%FV 3% FONDO DE VIVIENDA   | 157.29   |
|  |                 |          |    |                            |             | FOND FONDO PENSIONES EMPRES | 707.79   |
|  |                 |          |    |                            |             | SEDARSEDAR                  | 104.86   |
|  |                 |          |    |                            |             | PVAC PROVISION DE PRIMA VAC | 79.93    |
|  |                 |          |    |                            |             | AGUI PROVISION AGUINALDO    | 799.30   |
|  |                 |          |    |                            |             | TOTA NOMINA EN EFECTIVO     | 4,532.79 |
| 820-047 NAVARRO MARTIN DEL CAMPO HECTOR  |                 |          |    |                            |             |                             |          |
| T.EMP:                                   | PERMANENTE      | 253.56   |    | 371.78AUXILIAR DE OPERADOR |             |                             |          |
| 01                                       | SUELDO          | 3,803.40 | 51 | ISPT                       | 541.33      | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02                                       | DESPENSA        | 323.50   | 54 | FONDO PENSIONES            | 479.23      | IMP1 ISPT ART. 113 LISR     | 541.33   |
| 03                                       | TRANSPORTE      | 208.50   | 58 | CUOTA SINDICAL             | 45.64       | PGR1 PERC. GRAVADA TIPO 1   | 5,096.08 |
| 07                                       | PRIMA INSALUBRE | 760.68   |    |                            |             | PERC TOTAL PERCEPCIONES     | 5,096.08 |
|  |                 |          |    |                            |             | DEDU TOTAL DEDUCCIONES      | 1,066.20 |
|  |                 |          |    |                            |             | 3%FV 3% FONDO DE VIVIENDA   | 136.92   |
|  |                 |          |    |                            |             | FOND FONDO PENSIONES EMPRES | 616.15   |
|  |                 |          |    |                            |             | SEDARSEDAR                  | 91.28    |
|  |                 |          |    |                            |             | PVAC PROVISION DE PRIMA VAC | 69.81    |
|  |                 |          |    |                            |             | AGUI PROVISION AGUINALDO    | 698.09   |
|  |                 |          |    |                            |             | TOTA NOMINA EN EFECTIVO     | 4,029.88 |
| 86-197-007 RAMIREZ OCAMPO MARIA EUGENIA  |                 |          |    |                            |             |                             |          |
| T.EMP:                                   | PERMANENTE      | 377.90   |    | 472.33SECRETARIA           |             |                             |          |
| 01                                       | SUELDO          | 5,668.50 | 51 | ISPT                       | 825.72      | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02                                       | DESPENSA        | 443.50   | 54 | FONDO PENSIONES            | 595.19      | IMP1 ISPT ART. 113 LISR     | 825.72   |
| 03                                       | TRANSPORTE      | 315.50   | 58 | CUOTA SINDICAL             | 56.69       | PGR1 PERC. GRAVADA TIPO 1   | 6,427.50 |
|  |                 |          | 65 | OTRAS DEDUCCIONES          | 2,432.88    | PERC TOTAL PERCEPCIONES     | 6,427.50 |
|  |                 |          |    |                            |             | DEDU TOTAL DEDUCCIONES      | 3,910.48 |
|  |                 |          |    |                            |             | 3%FV 3% FONDO DE VIVIENDA   | 170.06   |
|  |                 |          |    |                            |             | FOND FONDO PENSIONES EMPRES | 765.25   |
|  |                 |          |    |                            |             | SEDARSEDAR                  | 113.37   |
|  |                 |          |    |                            |             | PVAC PROVISION DE PRIMA VAC | 88.05    |
|  |                 |          |    |                            |             | AGUI PROVISION AGUINALDO    | 880.48   |
|  |                 |          |    |                            |             | TOTA NOMINA EN EFECTIVO     | 2,517.02 |
| 930-006 CEDEÑO MARTINEZ FRANCISCO OFELIO |                 |          |    |                            |             |                             |          |
| T.EMP:                                   | PERMANENTE      | 253.57   |    | 366.13AUXILIAR DE OPERADOR |             |                             |          |
| 01                                       | SUELDO          | 3,803.55 | 51 | ISPT                       | 541.37      | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02                                       | DESPENSA        | 323.50   | 54 | FONDO PENSIONES            | 479.25      | IMP1 ISPT ART. 113 LISR     | 541.37   |
| 03                                       | TRANSPORTE      | 208.50   | 58 | CUOTA SINDICAL             | 45.64       | PGR1 PERC. GRAVADA TIPO 1   | 5,096.26 |
| 07                                       | PRIMA INSALUBRE | 760.71   | 65 | OTRAS DEDUCCIONES          | 894.27      | PERC TOTAL PERCEPCIONES     | 5,096.26 |
|  |                 |          |    |                            |             | DEDU TOTAL DEDUCCIONES      | 1,960.53 |
|  |                 |          |    |                            |             | 3%FV 3% FONDO DE VIVIENDA   | 136.93   |
|  |                 |          |    |                            |             | FOND FONDO PENSIONES EMPRES | 616.18   |
|  |                 |          |    |                            |             | SEDARSEDAR                  | 91.29    |
|  |                 |          |    |                            |             | PVAC PROVISION DE PRIMA VAC | 69.81    |
|  |                 |          |    |                            |             | AGUI PROVISION AGUINALDO    | 698.12   |
|  |                 |          |    |                            |             | TOTA NOMINA EN EFECTIVO     | 3,135.73 |
| 930-015 CORONA GONZALEZ GERMAN           |                 |          |    |                            |             |                             |          |
| T.EMP:                                   | PERMANENTE      | 253.57   |    | 366.13AUXILIAR DE OPERADOR |             |                             |          |
| 01                                       | SUELDO          | 3,803.55 | 51 | ISPT                       | 541.37      | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02                                       | DESPENSA        | 323.50   | 54 | FONDO PENSIONES            | 479.25      | IMP1 ISPT ART. 113 LISR     | 541.37   |
| 03                                       | TRANSPORTE      | 208.50   | 58 | CUOTA SINDICAL             | 45.64       | PGR1 PERC. GRAVADA TIPO 1   | 5,096.26 |
| 07                                       | PRIMA INSALUBRE | 760.71   | 65 | OTRAS DEDUCCIONES          | 278.00      | PERC TOTAL PERCEPCIONES     | 5,096.26 |

| Clave | Nombre                                 | S.Diario   | S.Integ | DEDUCCIONES                   | CONCEPTOS                              |
|-------|--|------------|---------|-------------------------------|--|
| ----- |  |            |         |                               |  |
|       | PERCEPCIONES                           |            |         |                               |  |
|       |  |            |         |                               | DEDU TOTAL DEDUCCIONES 1,344.26        |
|       |  |            |         |                               | 3%FV 3% FONDO DE VIVIENDA 136.93       |
|       |  |            |         |                               | FOND FONDO PENSIONES EMPRES 616.18     |
|       |  |            |         |                               | SEDARSEDAR 91.29                       |
|       |  |            |         |                               | PVAC PROVISION DE PRIMA VAC 69.81      |
|       |  |            |         |                               | AGUI PROVISION AGUINALDO 698.12        |
|       |  |            |         |                               | TOTA NOMINA EN EFECTIVO 3,752.00       |
|       |  |            |         |                               |  |
| ****  | Totales GCIA. DE PLANTAS DE TRATAMIENT | 820        | ****    |                               |  |
| 01    | SUELDO                                 | 702,669.30 | 51      | ISPT 126,003.95               | DVIG DIAS DE VIGENCIA 1,995.00         |
| 02    | DESPENSA                               | 56,779.00  | 54      | FONDO PENSIONES 87,399.19     | IMP1 ISPT ART. 113 LISR 126,003.95     |
| 03    | TRANSPORTE                             | 38,917.00  | 58      | CUOTA SINDICAL 7,838.88       | PGR1 PERC. GRAVADA TIPO 1 928,066.80   |
| 07    | PRIMA INSALUBRE                        | 129,701.58 | 65      | OTRAS DEDUCCIONES 218,639.28  | PERC TOTAL PERCEPCIONES 928,066.88     |
|       |  |            | 92      | PRESTAMO TU NOMINA P 4,719.88 | DEDU TOTAL DEDUCCIONES 444,601.18      |
|       |  |            |         |                               | 3%FV 3% FONDO DE VIVIENDA 24,971.35    |
|       |  |            |         |                               | FOND FONDO PENSIONES EMPRES 112,370.14 |
|       |  |            |         |                               | SEDARSEDAR 16,647.41                   |
|       |  |            |         |                               | PVAC PROVISION DE PRIMA VAC 12,713.21  |
|       |  |            |         |                               | AGUI PROVISION AGUINALDO 127,132.36    |
|       |  |            |         |                               | TOTA NOMINA EN EFECTIVO 477,282.76     |
|       |  |            |         |                               | CHEQ PAGO POR CHEQUE 6,182.94          |

Total de Empleados : 133.00

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| 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                     | 339.37    | 421.52   | CHOFER MENSAJERO                                  |                                      |
| 01   | SUELDO                         | 5,090.55  | 51       | ISPT  | DVIG DIAS DE VIGENCIA 15.00          |
| 02   | DESPENSA                       | 428.00    | 54       | FONDO PENSIONES                                   | IMP1 ISPT ART. 113 LISR 695.65       |
| 03   | TRANSPORTE                     | 300.00    | 58       | CUOTA SINDICAL                                    | PGR1 PERC. GRAVADA TIPO 1 5,818.55   |
|  |                                |           | 65       | OTRAS DEDUCCIONES                                 | PERC TOTAL PERCEPCIONES 5,818.55     |
|  |                                |           | 92       | PRESTAMO TU NOMINA P                              | DEDU TOTAL DEDUCCIONES 4,497.12      |
|  |                                |           |          |   | 3%FV 3% FONDO DE VIVIENDA 152.72     |
|  |                                |           |          |   | FOND FONDO PENSIONES EMPRES 687.22   |
|  |                                |           |          |   | SEDARSEDAR 101.81                    |
|  |                                |           |          |   | PVAC PROVISION DE PRIMA VAC 79.71    |
|  |                                |           |          |   | AGUI PROVISION AGUINALDO 797.06      |
|  |                                |           |          |   | TOTA NOMINA EN EFECTIVO 1,321.43     |
| 900-002  | DELGADO SANCHEZ SALVADOR       |           |          |   |                                      |
| T.EMP:   | PERMANENTE                     | 2,766.50  | 1,682.25 | 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                                   | IMP1 ISPT ART. 113 LISR 11,733.86    |
| 03   | TRANSPORTE                     | 1,067.50  |          |   | PGR1 PERC. GRAVADA TIPO 1 44,083.50  |
|  |                                |           |          |   | PERC TOTAL PERCEPCIONES 44,083.50    |
|  |                                |           |          |   | DEDU TOTAL DEDUCCIONES 16,091.10     |
|  |                                |           |          |   | 3%FV 3% FONDO DE VIVIENDA 1,244.92   |
|  |                                |           |          |   | FOND FONDO PENSIONES EMPRES 5,602.16 |
|  |                                |           |          |   | SEDARSEDAR 525.75                    |
|  |                                |           |          |   | PVAC PROVISION DE PRIMA VAC 603.88   |
|  |                                |           |          |   | AGUI PROVISION AGUINALDO 6,038.84    |
|  |                                |           |          |   | CHEQ PAGO POR CHEQUE 27,992.40       |
| 900-003  | ROBLEDO TRUJILLO MARIA ZENYACE |           |          |   |                                      |
| T.EMP:   | PERMANENTE                     | 447.07    | 552.24   | SECRETARIA DE DIRECCION                           |                                      |
| 01   | SUELDO                         | 6,706.05  | 51       | ISPT  | DVIG DIAS DE VIGENCIA 15.00          |
| 02   | DESPENSA                       | 557.00    | 54       | FONDO PENSIONES                                   | IMP1 ISPT ART. 113 LISR 1,076.72     |
| 03   | TRANSPORTE                     | 339.50    | 65       | OTRAS DEDUCCIONES                                 | PGR1 PERC. GRAVADA TIPO 1 7,602.55   |
|  |                                |           |          |   | PERC TOTAL PERCEPCIONES 7,602.55     |
|  |                                |           |          |   | DEDU TOTAL DEDUCCIONES 2,896.82      |
|  |                                |           |          |   | 3%FV 3% FONDO DE VIVIENDA 201.18     |
|  |                                |           |          |   | FOND FONDO PENSIONES EMPRES 905.32   |
|  |                                |           |          |   | SEDARSEDAR 134.12                    |
|  |                                |           |          |   | PVAC PROVISION DE PRIMA VAC 104.14   |
|  |                                |           |          |   | AGUI PROVISION AGUINALDO 1,041.45    |
|  |                                |           |          |   | TOTA NOMINA EN EFECTIVO 4,705.73     |
| **** Totales DIR. UNIDAD EJEC. DE ABAS. Y S 900 **** |                                |           |          |   |                                      |
| 01   | SUELDO                         | 53,294.10 | 51       | ISPT  | DVIG DIAS DE VIGENCIA 45.00          |
| 02   | DESPENSA                       | 2,503.50  | 54       | FONDO PENSIONES                                   | IMP1 ISPT ART. 113 LISR 13,506.23    |
| 03   | TRANSPORTE                     | 1,707.00  | 58       | CUOTA SINDICAL                                    | PGR1 PERC. GRAVADA TIPO 1 57,504.60  |
|  |                                |           | 65       | OTRAS DEDUCCIONES                                 | PERC TOTAL PERCEPCIONES 57,504.60    |
|  |                                |           | 92       | PRESTAMO TU NOMINA P                              | DEDU TOTAL DEDUCCIONES 23,485.04     |
|  |                                |           |          |   | 3%FV 3% FONDO DE VIVIENDA 1,598.82   |
|  |                                |           |          |   | FOND FONDO PENSIONES EMPRES 7,194.70 |
|  |                                |           |          |   | SEDARSEDAR 761.68                    |
|  |                                |           |          |   | PVAC PROVISION DE PRIMA VAC 787.73   |
|  |                                |           |          |   | AGUI PROVISION AGUINALDO 7,877.35    |
|  |                                |           |          |   | TOTA NOMINA EN EFECTIVO 6,027.16     |
|  |                                |           |          |   | CHEQ PAGO POR CHEQUE 27,992.40       |

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

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Total de Empleados : 3.00 -----

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| Clave                                   | Nombre     | S.Diario  | S.Integ                 | DEDUCCIONES                               | CONCEPTOS                            |
|---|------------|-----------|-------------------------|---|--------------------------------------|
| PERCEPCIONES                            |            |           |                         |   |                                      |
| ***** GCIA. DE INGENIERIA ***** 910     |            |           |                         |   |                                      |
| 03-077-004 HERNANDEZ MENDOZA HERMILO    |            |           |                         |   |                                      |
| T.EMP: PERMANENTE                       |            | 811.50    | 993.45                  | TOPOGRAFO "A"                             |                                      |
| 01                                      | SUELDO     | 12,172.50 | 51 ISPT                 | 2,372.17                                  | DVIG DIAS DE VIGENCIA 15.00          |
| 02                                      | DESPENSA   | 727.50    | 54 FONDO PENSIONES      | 1,278.11                                  | IMP1 ISPT ART. 113 LISR 2,372.17     |
| 03                                      | TRANSPORTE | 454.00    | 65 OTRAS DEDUCCIONES    | 4,013.59                                  | PGR1 PERC. GRAVADA TIPO 1 13,354.00  |
|   |            |           |                         |   | PERC TOTAL PERCEPCIONES 13,354.00    |
|   |            |           |                         |   | DEDU TOTAL DEDUCCIONES 7,663.87      |
|   |            |           |                         |   | 3%FV 3% FONDO DE VIVIENDA 365.18     |
|   |            |           |                         |   | FOND FONDO PENSIONES EMPRES 1,643.29 |
|   |            |           |                         |   | SEDARSEDAR 243.45                    |
|   |            |           |                         |   | PVAC PROVISION DE PRIMA VAC 182.93   |
|   |            |           |                         |   | AGUI PROVISION AGUINALDO 1,829.32    |
|   |            |           |                         |   | TOTA NOMINA EN EFECTIVO 5,690.13     |
| 101-010 VAZQUEZ GRIJALVA ENEYDA CARLINA |            |           |                         |   |                                      |
| T.EMP: PERMANENTE                       |            | 377.90    | 509.90                  | SECRETARIA                                |                                      |
| 01                                      | SUELDO     | 5,668.50  | 51 ISPT                 | 825.72                                    | DVIG DIAS DE VIGENCIA 15.00          |
| 02                                      | DESPENSA   | 443.50    | 54 FONDO PENSIONES      | 595.19                                    | IMP1 ISPT ART. 113 LISR 825.72       |
| 03                                      | TRANSPORTE | 315.50    | 58 CUOTA SINDICAL       | 56.69                                     | PGR1 PERC. GRAVADA TIPO 1 6,427.50   |
|   |            |           |                         |   | PERC TOTAL PERCEPCIONES 6,427.50     |
|   |            |           |                         |   | DEDU TOTAL DEDUCCIONES 1,477.60      |
|   |            |           |                         |   | 3%FV 3% FONDO DE VIVIENDA 170.06     |
|   |            |           |                         |   | FOND FONDO PENSIONES EMPRES 765.25   |
|   |            |           |                         |   | SEDARSEDAR 113.37                    |
|   |            |           |                         |   | PVAC PROVISION DE PRIMA VAC 88.05    |
|   |            |           |                         |   | AGUI PROVISION AGUINALDO 880.48      |
|   |            |           |                         |   | TOTA NOMINA EN EFECTIVO 4,949.90     |
| 11-084-004 VALDIVIA HERNANDEZ ADAN      |            |           |                         |   |                                      |
| T.EMP: PERMANENTE                       |            | 811.50    | 997.54                  | SUPERVISOR DE COLECTORES Y TUNELES (UEAS) |                                      |
| 01                                      | SUELDO     | 12,172.50 | 51 ISPT                 | 2,372.17                                  | DVIG DIAS DE VIGENCIA 15.00          |
| 02                                      | DESPENSA   | 727.50    | 54 FONDO PENSIONES      | 1,278.11                                  | IMP1 ISPT ART. 113 LISR 2,372.17     |
| 03                                      | TRANSPORTE | 454.00    | 65 OTRAS DEDUCCIONES    | 1,806.00                                  | PGR1 PERC. GRAVADA TIPO 1 13,354.00  |
|   |            |           | 93 SEGURO ABA           | 196.46                                    | PERC TOTAL PERCEPCIONES 13,354.00    |
|   |            |           |                         |   | DEDU TOTAL DEDUCCIONES 5,652.74      |
|   |            |           |                         |   | 3%FV 3% FONDO DE VIVIENDA 365.18     |
|   |            |           |                         |   | FOND FONDO PENSIONES EMPRES 1,643.29 |
|   |            |           |                         |   | SEDARSEDAR 243.45                    |
|   |            |           |                         |   | PVAC PROVISION DE PRIMA VAC 182.93   |
|   |            |           |                         |   | AGUI PROVISION AGUINALDO 1,829.32    |
|   |            |           |                         |   | TOTA NOMINA EN EFECTIVO 7,701.26     |
| 137-019 CARREON MENDEZ MARCO ANTONIO    |            |           |                         |   |                                      |
| T.EMP: PERMANENTE                       |            | 889.66    | 1,099.22                | GEOLOGO                                   |                                      |
| 01                                      | SUELDO     | 13,344.90 | 51 ISPT                 | 2,683.91                                  | DVIG DIAS DE VIGENCIA 15.00          |
| 02                                      | DESPENSA   | 797.50    | 54 FONDO PENSIONES      | 1,401.21                                  | IMP1 ISPT ART. 113 LISR 2,683.91     |
| 03                                      | TRANSPORTE | 537.00    | 79 APORT.ADIC.VOL.SEDAR | 500.00                                    | PGR1 PERC. GRAVADA TIPO 1 14,679.40  |
|   |            |           | 65 OTRAS DEDUCCIONES    | 6,823.32                                  | PERC TOTAL PERCEPCIONES 14,679.40    |
|   |            |           |                         |   | DEDU TOTAL DEDUCCIONES 11,408.44     |
|   |            |           |                         |   | 3%FV 3% FONDO DE VIVIENDA 400.35     |
|   |            |           |                         |   | FOND FONDO PENSIONES EMPRES 1,801.56 |
|   |            |           |                         |   | SEDARSEDAR 266.90                    |
|   |            |           |                         |   | PVAC PROVISION DE PRIMA VAC 201.09   |
|   |            |           |                         |   | AGUI PROVISION AGUINALDO 2,010.88    |
|   |            |           |                         |   | TOTA NOMINA EN EFECTIVO 3,270.96     |

| Clave               | Nombre                           | S.Diario | S.Integ  | DEDUCCIONES | CONCEPTOS                            |
|---------------------|----------------------------------|----------|--|-------------|--------------------------------------|
| -----               |                                  |          |  |             |                                      |
| 166-002             | HERNANDEZ AGUILAR CARLOS         |          |  |             |                                      |
| T.EMP: PERMANENTE   | 447.07                           |          | 633.50AUXILIAR DE TOPOGRAFO                      |             |                                      |
| 01 SUELDO           | 6,706.05                         | 51       | ISPT   | 1,291.58    | DVIG DIAS DE VIGENCIA 15.00          |
| 02 DESPENSA         | 557.00                           | 54       | FONDO PENSIONES                                  | 809.76      | IMP1 ISPT ART. 113 LISR 1,291.58     |
| 03 TRANSPORTE       | 339.50                           | 58       | CUOTA SINDICAL                                   | 67.06       | PGR1 PERC. GRAVADA TIPO 1 8,608.45   |
| 06 PRIMA DE ALTO RI | 1,005.91                         | 65       | OTRAS DEDUCCIONES                                | 500.00      | PERC TOTAL PERCEPCIONES 8,608.46     |
|                     |                                  |          |  |             | DEDU TOTAL DEDUCCIONES 2,668.40      |
|                     |                                  |          |  |             | 3%FV 3% FONDO DE VIVIENDA 231.36     |
|                     |                                  |          |  |             | FOND FONDO PENSIONES EMPRES 1,041.11 |
|                     |                                  |          |  |             | SEDARSEDAR 154.24                    |
|                     |                                  |          |  |             | PVAC PROVISION DE PRIMA VAC 117.92   |
|                     |                                  |          |  |             | AGUI PROVISION AGUINALDO 1,179.24    |
|                     |                                  |          |  |             | TOTA NOMINA EN EFECTIVO 5,940.06     |
| -----               |                                  |          |  |             |                                      |
| 18-286-003          | VELAZQUEZ SALCIDO IGNACIO        |          |  |             |                                      |
| T.EMP: PERMANENTE   | 1,632.10                         |          | 1,682.25SUPERINTENDENTE 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                                  | 2,570.56    | IMP1 ISPT ART. 113 LISR 6,037.03     |
| 03 TRANSPORTE       | 708.50                           |          |  |             | PGR1 PERC. GRAVADA TIPO 1 26,174.50  |
|                     |                                  |          |  |             | PERC TOTAL PERCEPCIONES 26,174.50    |
|                     |                                  |          |  |             | DEDU TOTAL DEDUCCIONES 8,607.59      |
|                     |                                  |          |  |             | 3%FV 3% FONDO DE VIVIENDA 734.44     |
|                     |                                  |          |  |             | FOND FONDO PENSIONES EMPRES 3,305.00 |
|                     |                                  |          |  |             | SEDARSEDAR 489.63                    |
|                     |                                  |          |  |             | PVAC PROVISION DE PRIMA VAC 358.55   |
|                     |                                  |          |  |             | AGUI PROVISION AGUINALDO 3,585.55    |
|                     |                                  |          |  |             | TOTA NOMINA EN EFECTIVO 17,566.91    |
| -----               |                                  |          |  |             |                                      |
| 19-030-001          | JIMENEZ FERRER GERARDO           |          |  |             |                                      |
| T.EMP: PERMANENTE   | 811.50                           |          | 999.59SUPERVISOR DE OBRA                         |             |                                      |
| 01 SUELDO           | 12,172.50                        | 51       | ISPT   | 2,398.75    | DVIG DIAS DE VIGENCIA 15.00          |
| 02 DESPENSA         | 777.50                           | 54       | FONDO PENSIONES                                  | 1,278.11    | IMP1 ISPT ART. 113 LISR 2,398.75     |
| 03 TRANSPORTE       | 517.00                           | 79       | APORT.ADIC.VOL.SEDAR                             | 50.00       | PGR1 PERC. GRAVADA TIPO 1 13,467.00  |
|                     |                                  | 65       | OTRAS DEDUCCIONES                                | 6,237.26    | PERC TOTAL PERCEPCIONES 13,467.00    |
|                     |                                  |          |  |             | DEDU TOTAL DEDUCCIONES 9,964.12      |
|                     |                                  |          |  |             | 3%FV 3% FONDO DE VIVIENDA 365.18     |
|                     |                                  |          |  |             | FOND FONDO PENSIONES EMPRES 1,643.29 |
|                     |                                  |          |  |             | SEDARSEDAR 243.45                    |
|                     |                                  |          |  |             | PVAC PROVISION DE PRIMA VAC 184.48   |
|                     |                                  |          |  |             | AGUI PROVISION AGUINALDO 1,844.79    |
|                     |                                  |          |  |             | TOTA NOMINA EN EFECTIVO 3,502.88     |
| -----               |                                  |          |  |             |                                      |
| 205-002             | TOSTADO PLASCENCIA JACOBO        |          |  |             |                                      |
| T.EMP: PERMANENTE   | 447.07                           |          | 633.50AUXILIAR DE TOPOGRAFO                      |             |                                      |
| 01 SUELDO           | 6,706.05                         | 51       | ISPT   | 1,291.58    | DVIG DIAS DE VIGENCIA 15.00          |
| 02 DESPENSA         | 557.00                           | 54       | FONDO PENSIONES                                  | 809.76      | IMP1 ISPT ART. 113 LISR 1,291.58     |
| 03 TRANSPORTE       | 339.50                           | 58       | CUOTA SINDICAL                                   | 67.06       | PGR1 PERC. GRAVADA TIPO 1 8,608.45   |
| 06 PRIMA DE ALTO RI | 1,005.91                         | 65       | OTRAS DEDUCCIONES                                | 2,482.00    | PERC TOTAL PERCEPCIONES 8,608.46     |
|                     |                                  | 93       | SEGURO ABA                                       | 183.54      | DEDU TOTAL DEDUCCIONES 4,833.94      |
|                     |                                  |          |  |             | 3%FV 3% FONDO DE VIVIENDA 231.36     |
|                     |                                  |          |  |             | FOND FONDO PENSIONES EMPRES 1,041.11 |
|                     |                                  |          |  |             | SEDARSEDAR 154.24                    |
|                     |                                  |          |  |             | PVAC PROVISION DE PRIMA VAC 117.92   |
|                     |                                  |          |  |             | AGUI PROVISION AGUINALDO 1,179.24    |
|                     |                                  |          |  |             | TOTA NOMINA EN EFECTIVO 3,774.52     |
| -----               |                                  |          |  |             |                                      |
| 206-003             | SANDOVAL AZPEITIA JOSE GUADALUPE |          |  |             |                                      |
| T.EMP: PERMANENTE   | 447.07                           |          | 633.50AUXILIAR DE TOPOGRAFO                      |             |                                      |

| Clave        | Nombre           | S.Diario | S.Integ | DEDUCCIONES       | CONCEPTOS |                                      |
|--------------|------------------|----------|---------|-------------------|-----------|--------------------------------------|
| PERCEPCIONES |                  |          |         |                   |           |                                      |
| 01           | SUELDO           | 6,706.05 | 51      | ISPT              | 1,291.58  | DVIG DIAS DE VIGENCIA 15.00          |
| 02           | DESPENSA         | 557.00   | 54      | FONDO PENSIONES   | 809.76    | IMP1 ISPT ART. 113 LISR 1,291.58     |
| 03           | TRANSPORTE       | 339.50   | 58      | CUOTA SINDICAL    | 67.06     | PGR1 PERC. GRAVADA TIPO 1 8,608.45   |
| 06           | PRIMA DE ALTO RI | 1,005.91 | 65      | OTRAS DEDUCCIONES | 3,193.02  | PERC TOTAL PERCEPCIONES 8,608.46     |
|              |                  |          | 93      | SEGURO ABA        | 113.47    | DEDU TOTAL DEDUCCIONES 5,474.89      |
|              |                  |          |         |                   |           | 3%FV 3% FONDO DE VIVIENDA 231.36     |
|              |                  |          |         |                   |           | FOND FONDO PENSIONES EMPRES 1,041.11 |
|              |                  |          |         |                   |           | SEDARSEDAR 154.24                    |
|              |                  |          |         |                   |           | PVAC PROVISION DE PRIMA VAC 117.92   |
|              |                  |          |         |                   |           | AGUI PROVISION AGUINALDO 1,179.24    |
|              |                  |          |         |                   |           | TOTA NOMINA EN EFECTIVO 3,133.57     |

207-002 RODRIGUEZ VAZQUEZ SALVADOR

|                   |                  |          |    |                             |          |                                      |
|-------------------|------------------|----------|----|-----------------------------|----------|--------------------------------------|
| T.EMP: PERMANENTE | 447.07           |          |    | 633.50AUXILIAR DE TOPOGRAFO |          |                                      |
| 01                | SUELDO           | 6,706.05 | 51 | ISPT                        | 1,291.58 | DVIG DIAS DE VIGENCIA 15.00          |
| 02                | DESPENSA         | 557.00   | 54 | FONDO PENSIONES             | 809.76   | IMP1 ISPT ART. 113 LISR 1,291.58     |
| 03                | TRANSPORTE       | 339.50   | 58 | CUOTA SINDICAL              | 67.06    | PGR1 PERC. GRAVADA TIPO 1 8,608.45   |
| 06                | PRIMA DE ALTO RI | 1,005.91 | 65 | OTRAS DEDUCCIONES           | 3,427.78 | PERC TOTAL PERCEPCIONES 8,608.46     |
|                   |                  |          |    |                             |          | DEDU TOTAL DEDUCCIONES 5,596.18      |
|                   |                  |          |    |                             |          | 3%FV 3% FONDO DE VIVIENDA 231.36     |
|                   |                  |          |    |                             |          | FOND FONDO PENSIONES EMPRES 1,041.11 |
|                   |                  |          |    |                             |          | SEDARSEDAR 154.24                    |
|                   |                  |          |    |                             |          | PVAC PROVISION DE PRIMA VAC 117.92   |
|                   |                  |          |    |                             |          | AGUI PROVISION AGUINALDO 1,179.24    |
|                   |                  |          |    |                             |          | TOTA NOMINA EN EFECTIVO 3,012.28     |

30-094-001 RODRIGUEZ DE LA TORRE JOSE GUADALUPE

|                   |            |          |    |                                  |          |                                    |
|-------------------|------------|----------|----|----------------------------------|----------|------------------------------------|
| T.EMP: PERMANENTE | 447.47     |          |    | 552.51COORDINADOR ADMINISTRATIVO |          |                                    |
| 01                | SUELDO     | 6,712.05 | 51 | ISPT                             | 1,043.29 | DVIG DIAS DE VIGENCIA 15.00        |
| 02                | DESPENSA   | 434.50   | 54 | FONDO PENSIONES                  | 704.77   | IMP1 ISPT ART. 113 LISR 1,043.29   |
| 03                | TRANSPORTE | 299.50   | 79 | APORT.ADIC.VOL.SEDAR             | 200.00   | PGR1 PERC. GRAVADA TIPO 1 7,446.05 |
|                   |            |          |    |                                  |          | PERC TOTAL PERCEPCIONES 7,446.05   |
|                   |            |          |    |                                  |          | DEDU TOTAL DEDUCCIONES 1,948.06    |
|                   |            |          |    |                                  |          | 3%FV 3% FONDO DE VIVIENDA 201.36   |
|                   |            |          |    |                                  |          | FOND FONDO PENSIONES EMPRES 906.13 |
|                   |            |          |    |                                  |          | SEDARSEDAR 134.24                  |
|                   |            |          |    |                                  |          | PVAC PROVISION DE PRIMA VAC 102.00 |
|                   |            |          |    |                                  |          | AGUI PROVISION AGUINALDO 1,020.01  |
|                   |            |          |    |                                  |          | TOTA NOMINA EN EFECTIVO 5,497.99   |

340-002 ROBLES DE LEON JULIO

|                   |            |           |    |   |          |                                      |
|-------------------|------------|-----------|----|---|----------|--------------------------------------|
| T.EMP: PERMANENTE | 811.50     |           |    | 997.54SUPERVISOR DE COLECTORES Y TUNELES (UEAS) |          |                                      |
| 01                | SUELDO     | 12,172.50 | 51 | ISPT  | 2,372.17 | DVIG DIAS DE VIGENCIA 15.00          |
| 02                | DESPENSA   | 727.50    | 54 | FONDO PENSIONES                                 | 1,278.11 | IMP1 ISPT ART. 113 LISR 2,372.17     |
| 03                | TRANSPORTE | 454.00    | 65 | OTRAS DEDUCCIONES                               | 3,540.75 | PGR1 PERC. GRAVADA TIPO 1 13,354.00  |
|                   |            |           |    |   |          | PERC TOTAL PERCEPCIONES 13,354.00    |
|                   |            |           |    |   |          | DEDU TOTAL DEDUCCIONES 7,191.03      |
|                   |            |           |    |   |          | 3%FV 3% FONDO DE VIVIENDA 365.18     |
|                   |            |           |    |   |          | FOND FONDO PENSIONES EMPRES 1,643.29 |
|                   |            |           |    |   |          | SEDARSEDAR 243.45                    |
|                   |            |           |    |   |          | PVAC PROVISION DE PRIMA VAC 182.93   |
|                   |            |           |    |   |          | AGUI PROVISION AGUINALDO 1,829.32    |
|                   |            |           |    |   |          | TOTA NOMINA EN EFECTIVO 6,162.97     |

376-003 TRIGO MARTINEZ EDUARDO MIGUEL ADRIAN

|                   |          |          |    |                           |        |                                |
|-------------------|----------|----------|----|---------------------------|--------|--------------------------------|
| T.EMP: PERMANENTE | 322.77   |          |    | 485.20OPERADOR EN CARCAMO |        |                                |
| 01                | SUELDO   | 4,841.55 | 51 | ISPT                      | 878.67 | DVIG DIAS DE VIGENCIA 15.00    |
| 02                | DESPENSA | 422.50   | 54 | FONDO PENSIONES           | 610.04 | IMP1 ISPT ART. 113 LISR 878.67 |

| Clave   | Nombre                     | S.Diario | S.Integ | PERCEPCIONES | DEDUCCIONES         | CONCEPTOS                 |                                    |          |
|---------|----------------------------|----------|---------|--------------|---------------------|---------------------------|------------------------------------|----------|
| 03      | TRANSPORTE                 | 443.00   | 58      |              | 58.10               | PGR1 PERC. GRAVADA TIPO 1 | 6,675.36                           |          |
| 07      | PRIMA INSALUBRE            | 968.31   | 65      |              | 2,272.08            | PERC TOTAL PERCEPCIONES   | 6,675.36                           |          |
|         |                            |          |         |              |                     |                           | DEDU TOTAL DEDUCCIONES             | 3,818.89 |
|         |                            |          |         |              |                     |                           | 3%FV 3% FONDO DE VIVIENDA          | 174.30   |
|         |                            |          |         |              |                     |                           | FOND FONDO PENSIONES EMPRES        | 784.33   |
|         |                            |          |         |              |                     |                           | SEDARSEDAR                         | 116.20   |
|         |                            |          |         |              |                     |                           | PVAC PROVISION DE PRIMA VAC        | 91.44    |
|         |                            |          |         |              |                     |                           | AGUI PROVISION AGUINALDO           | 914.43   |
|         |                            |          |         |              |                     |                           | TOTA NOMINA EN EFECTIVO            | 2,856.47 |
|         |                            |          |         |              |                     |                           |                                    |          |
| 376-006 | DOMINGUEZ JIMENEZ ALFREDO  |          |         |              |                     |                           |                                    |          |
| T.EMP:  | PERMANENTE                 | 322.77   |         | 485.20       | OPERADOR EN CARCAMO |                           |                                    |          |
| 01      | SUELDO                     | 4,841.55 | 51      |              | ISPT                | 878.67                    | DVIG DIAS DE VIGENCIA 15.00        |          |
| 02      | DESPENSA                   | 422.50   | 54      |              | FONDO PENSIONES     | 610.04                    | IMP1 ISPT ART. 113 LISR 878.67     |          |
| 03      | TRANSPORTE                 | 443.00   | 58      |              | CUOTA SINDICAL      | 58.10                     | PGR1 PERC. GRAVADA TIPO 1 6,675.36 |          |
| 07      | PRIMA INSALUBRE            | 968.31   | 65      |              |                     |                           | PERC TOTAL PERCEPCIONES 6,675.36   |          |
|         |                            |          |         |              |                     |                           | DEDU TOTAL DEDUCCIONES             | 1,546.81 |
|         |                            |          |         |              |                     |                           | 3%FV 3% FONDO DE VIVIENDA          | 174.30   |
|         |                            |          |         |              |                     |                           | FOND FONDO PENSIONES EMPRES        | 784.33   |
|         |                            |          |         |              |                     |                           | SEDARSEDAR                         | 116.20   |
|         |                            |          |         |              |                     |                           | PVAC PROVISION DE PRIMA VAC        | 91.44    |
|         |                            |          |         |              |                     |                           | AGUI PROVISION AGUINALDO           | 914.43   |
|         |                            |          |         |              |                     |                           | TOTA NOMINA EN EFECTIVO            | 5,128.55 |
|         |                            |          |         |              |                     |                           |                                    |          |
| 377-002 | JACINTO OCHOA ADRIAN       |          |         |              |                     |                           |                                    |          |
| T.EMP:  | PERMANENTE                 | 322.77   |         | 485.20       | OPERADOR EN CARCAMO |                           |                                    |          |
| 01      | SUELDO                     | 4,841.55 | 51      |              | ISPT                | 878.67                    | DVIG DIAS DE VIGENCIA 15.00        |          |
| 02      | DESPENSA                   | 422.50   | 54      |              | FONDO PENSIONES     | 610.04                    | IMP1 ISPT ART. 113 LISR 878.67     |          |
| 03      | TRANSPORTE                 | 443.00   | 58      |              | CUOTA SINDICAL      | 58.10                     | PGR1 PERC. GRAVADA TIPO 1 6,675.36 |          |
| 07      | PRIMA INSALUBRE            | 968.31   | 65      |              | OTRAS DEDUCCIONES   | 1,106.00                  | PERC TOTAL PERCEPCIONES 6,675.36   |          |
|         |                            |          |         |              |                     |                           | DEDU TOTAL DEDUCCIONES             | 2,652.81 |
|         |                            |          |         |              |                     |                           | 3%FV 3% FONDO DE VIVIENDA          | 174.30   |
|         |                            |          |         |              |                     |                           | FOND FONDO PENSIONES EMPRES        | 784.33   |
|         |                            |          |         |              |                     |                           | SEDARSEDAR                         | 116.20   |
|         |                            |          |         |              |                     |                           | PVAC PROVISION DE PRIMA VAC        | 91.44    |
|         |                            |          |         |              |                     |                           | AGUI PROVISION AGUINALDO           | 914.43   |
|         |                            |          |         |              |                     |                           | TOTA NOMINA EN EFECTIVO            | 4,022.55 |
|         |                            |          |         |              |                     |                           |                                    |          |
| 377-003 | URIBE BASILIO EDUARDO      |          |         |              |                     |                           |                                    |          |
| T.EMP:  | PERMANENTE                 | 322.77   |         | 485.20       | OPERADOR EN CARCAMO |                           |                                    |          |
| 01      | SUELDO                     | 4,841.55 | 51      |              | ISPT                | 878.67                    | DVIG DIAS DE VIGENCIA 15.00        |          |
| 02      | DESPENSA                   | 422.50   | 54      |              | FONDO PENSIONES     | 610.04                    | IMP1 ISPT ART. 113 LISR 878.67     |          |
| 03      | TRANSPORTE                 | 443.00   | 58      |              | CUOTA SINDICAL      | 58.10                     | PGR1 PERC. GRAVADA TIPO 1 6,675.36 |          |
| 07      | PRIMA INSALUBRE            | 968.31   | 65      |              |                     |                           | PERC TOTAL PERCEPCIONES 6,675.36   |          |
|         |                            |          |         |              |                     |                           | DEDU TOTAL DEDUCCIONES             | 1,546.81 |
|         |                            |          |         |              |                     |                           | 3%FV 3% FONDO DE VIVIENDA          | 174.30   |
|         |                            |          |         |              |                     |                           | FOND FONDO PENSIONES EMPRES        | 784.33   |
|         |                            |          |         |              |                     |                           | SEDARSEDAR                         | 116.20   |
|         |                            |          |         |              |                     |                           | PVAC PROVISION DE PRIMA VAC        | 91.44    |
|         |                            |          |         |              |                     |                           | AGUI PROVISION AGUINALDO           | 914.43   |
|         |                            |          |         |              |                     |                           | TOTA NOMINA EN EFECTIVO            | 5,128.55 |
|         |                            |          |         |              |                     |                           |                                    |          |
| 377-004 | SALAS POLANCO JOSE AGUSTIN |          |         |              |                     |                           |                                    |          |
| T.EMP:  | PERMANENTE                 | 322.77   |         | 485.20       | OPERADOR EN CARCAMO |                           |                                    |          |
| 01      | SUELDO                     | 4,841.55 | 51      |              | ISPT                | 878.67                    | DVIG DIAS DE VIGENCIA 15.00        |          |
| 02      | DESPENSA                   | 422.50   | 54      |              | FONDO PENSIONES     | 610.04                    | IMP1 ISPT ART. 113 LISR 878.67     |          |
| 03      | TRANSPORTE                 | 443.00   | 58      |              | CUOTA SINDICAL      | 58.10                     | PGR1 PERC. GRAVADA TIPO 1 6,675.36 |          |
| 07      | PRIMA INSALUBRE            | 968.31   | 65      |              | OTRAS DEDUCCIONES   | 2,427.06                  | PERC TOTAL PERCEPCIONES 6,675.36   |          |

| Clave  | Nombre     | S.Diario  | S.Integ | PERCEPCIONES      | DEDUCCIONES | CONCEPTOS                            |
|--|------------|-----------|---------|-------------------|-------------|--------------------------------------|
|  |            |           |         |                   |             | DEDU TOTAL DEDUCCIONES 3,973.87      |
|  |            |           |         |                   |             | 3%FV 3% FONDO DE VIVIENDA 174.30     |
|  |            |           |         |                   |             | FOND FONDO PENSIONES EMPRES 784.33   |
|  |            |           |         |                   |             | SEDARSEDAR 116.20                    |
|  |            |           |         |                   |             | PVAC PROVISION DE PRIMA VAC 91.44    |
|  |            |           |         |                   |             | AGUI PROVISION AGUINALDO 914.43      |
|  |            |           |         |                   |             | TOTA NOMINA EN EFECTIVO 2,701.49     |
| 39-083-010 HERNANDEZ JIMENEZ SALVADOR          |            |           |         |                   |             |                                      |
| T.EMP:   | PERMANENTE | 1,086.00  |         |                   | 1,327.19    | COORDINADOR DE COLECTORES Y TUNELES  |
| 01   | SUELDO     | 16,290.00 | 51      | ISPT              | 3,472.03    | DVIG DIAS DE VIGENCIA 15.00          |
| 02   | DESPENSA   | 797.50    | 54      | FONDO PENSIONES   | 1,710.45    | IMP1 ISPT ART. 113 LISR 3,472.03     |
| 03   | TRANSPORTE | 537.00    | 65      | OTRAS DEDUCCIONES | 8,145.00    | PGR1 PERC. GRAVADA TIPO 1 17,624.50  |
|  |            |           |         |                   |             | PERC TOTAL PERCEPCIONES 17,624.50    |
|  |            |           |         |                   |             | DEDU TOTAL DEDUCCIONES 13,327.48     |
|  |            |           |         |                   |             | 3%FV 3% FONDO DE VIVIENDA 488.70     |
|  |            |           |         |                   |             | FOND FONDO PENSIONES EMPRES 2,199.15 |
|  |            |           |         |                   |             | SEDARSEDAR 325.80                    |
|  |            |           |         |                   |             | PVAC PROVISION DE PRIMA VAC 241.43   |
|  |            |           |         |                   |             | AGUI PROVISION AGUINALDO 2,414.32    |
|  |            |           |         |                   |             | TOTA NOMINA EN EFECTIVO 4,297.02     |
| 397-060 MALDONADO OROZCO LUIS ENRIQUE          |            |           |         |                   |             |                                      |
| T.EMP:   | PERMANENTE | 1,086.00  |         |                   | 1,325.15    | 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   | 1,710.45    | IMP1 ISPT ART. 113 LISR 3,472.03     |
| 03   | TRANSPORTE | 537.00    | 65      | OTRAS DEDUCCIONES | 5,430.00    | PGR1 PERC. GRAVADA TIPO 1 17,624.50  |
|  |            |           |         |                   |             | PERC TOTAL PERCEPCIONES 17,624.50    |
|  |            |           |         |                   |             | DEDU TOTAL DEDUCCIONES 10,612.48     |
|  |            |           |         |                   |             | 3%FV 3% FONDO DE VIVIENDA 488.70     |
|  |            |           |         |                   |             | FOND FONDO PENSIONES EMPRES 2,199.15 |
|  |            |           |         |                   |             | SEDARSEDAR 325.80                    |
|  |            |           |         |                   |             | PVAC PROVISION DE PRIMA VAC 241.43   |
|  |            |           |         |                   |             | AGUI PROVISION AGUINALDO 2,414.32    |
|  |            |           |         |                   |             | TOTA NOMINA EN EFECTIVO 7,012.02     |
| 45-037-001 HERNANDEZ DE LA TORRE HECTOR MANUEL |            |           |         |                   |             |                                      |
| T.EMP:   | PERMANENTE | 1,086.00  |         |                   | 1,327.19    | GEOLOGO                              |
| 01   | SUELDO     | 16,290.00 | 51      | ISPT              | 3,472.03    | DVIG DIAS DE VIGENCIA 15.00          |
| 02   | DESPENSA   | 797.50    | 54      | FONDO PENSIONES   | 1,710.45    | IMP1 ISPT ART. 113 LISR 3,472.03     |
| 03   | TRANSPORTE | 537.00    | 65      | OTRAS DEDUCCIONES | 6,165.27    | PGR1 PERC. GRAVADA TIPO 1 17,624.50  |
|  |            |           |         |                   |             | PERC TOTAL PERCEPCIONES 17,624.50    |
|  |            |           |         |                   |             | DEDU TOTAL DEDUCCIONES 11,347.75     |
|  |            |           |         |                   |             | 3%FV 3% FONDO DE VIVIENDA 488.70     |
|  |            |           |         |                   |             | FOND FONDO PENSIONES EMPRES 2,199.15 |
|  |            |           |         |                   |             | SEDARSEDAR 325.80                    |
|  |            |           |         |                   |             | PVAC PROVISION DE PRIMA VAC 241.43   |
|  |            |           |         |                   |             | AGUI PROVISION AGUINALDO 2,414.32    |
|  |            |           |         |                   |             | TOTA NOMINA EN EFECTIVO 6,276.75     |
| 540-003 YASUTAKE KIMOTO LILIANA                |            |           |         |                   |             |                                      |
| T.EMP:   | PERMANENTE | 811.50    |         |                   | 993.44      | 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   | 1,278.11    | IMP1 ISPT ART. 113 LISR 2,372.17     |
| 03   | TRANSPORTE | 454.00    |         |                   |             | PGR1 PERC. GRAVADA TIPO 1 13,354.00  |
|  |            |           |         |                   |             | PERC TOTAL PERCEPCIONES 13,354.00    |
|  |            |           |         |                   |             | DEDU TOTAL DEDUCCIONES 3,650.28      |
|  |            |           |         |                   |             | 3%FV 3% FONDO DE VIVIENDA 365.18     |



| Clave  | Nombre    | S.Diario | S.Integ                     | DEDUCCIONES                          | CONCEPTOS                            |
|--|-----------|----------|-----------------------------|--------------------------------------|--------------------------------------|
|  |           |          |                             |                                      | PVAC PROVISION DE PRIMA VAC 88.05    |
|  |           |          |                             |                                      | AGUI PROVISION AGUINALDO 880.48      |
|  |           |          |                             |                                      | TOTA NOMINA EN EFECTIVO 4,699.90     |
| <b>630-014 DIAZ ELIZALDE JOSUE MOISES</b>    |           |          |                             |                                      |                                      |
| T.EMP: PERMANENTE                            |           | 1,007.53 | 1,230.76                    | JEFE DE CONTRATACION DE OBRAS (UEAS) |                                      |
| 01 SUELDO                                    | 15,112.95 | 51       | ISPT 3,118.92               | DVIG DIAS DE VIGENCIA                | 15.00                                |
| 02 DESPENSA                                  | 797.50    | 54       | FONDO PENSIONES 1,586.86    | IMP1 ISPT ART. 113 LISR              | 3,118.92                             |
| 03 TRANSPORTE                                | 537.00    |          |                             | PGR1 PERC. GRAVADA TIPO 1            | 16,447.45                            |
|  |           |          |                             |                                      | PERC TOTAL PERCEPCIONES 16,447.45    |
|  |           |          |                             |                                      | DEDU TOTAL DEDUCCIONES 4,705.78      |
|  |           |          |                             |                                      | 3%FV 3% FONDO DE VIVIENDA 453.39     |
|  |           |          |                             |                                      | FOND FONDO PENSIONES EMPRES 2,040.25 |
|  |           |          |                             |                                      | SEDARSEDAR 302.26                    |
|  |           |          |                             |                                      | PVAC PROVISION DE PRIMA VAC 225.31   |
|  |           |          |                             |                                      | AGUI PROVISION AGUINALDO 2,253.08    |
|  |           |          |                             |                                      | TOTA NOMINA EN EFECTIVO 11,741.67    |
| <b>90-208-007 RODRIGUEZ SANCHEZ HONORIO</b>  |           |          |                             |                                      |                                      |
| T.EMP: PERMANENTE                            |           | 811.50   | 1,041.26                    | 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 1,278.11    | IMP1 ISPT ART. 113 LISR              | 2,372.17                             |
| 03 TRANSPORTE                                | 454.00    |          |                             | PGR1 PERC. GRAVADA TIPO 1            | 13,354.00                            |
|  |           |          |                             |                                      | PERC TOTAL PERCEPCIONES 13,354.00    |
|  |           |          |                             |                                      | DEDU TOTAL DEDUCCIONES 3,650.28      |
|  |           |          |                             |                                      | 3%FV 3% FONDO DE VIVIENDA 365.18     |
|  |           |          |                             |                                      | FOND FONDO PENSIONES EMPRES 1,643.29 |
|  |           |          |                             |                                      | SEDARSEDAR 243.45                    |
|  |           |          |                             |                                      | PVAC PROVISION DE PRIMA VAC 182.93   |
|  |           |          |                             |                                      | AGUI PROVISION AGUINALDO 1,829.32    |
|  |           |          |                             |                                      | TOTA NOMINA EN EFECTIVO 9,703.72     |
| <b>910-002 CHAVEZ GORDIANO ALFONSO</b>       |           |          |                             |                                      |                                      |
| T.EMP: PERMANENTE                            |           | 322.77   | 485.20                      | OPERADOR EN CARCAMO                  |                                      |
| 01 SUELDO                                    | 4,841.55  | 51       | ISPT 878.67                 | DVIG DIAS DE VIGENCIA                | 15.00                                |
| 02 DESPENSA                                  | 422.50    | 54       | FONDO PENSIONES 610.04      | IMP1 ISPT ART. 113 LISR              | 878.67                               |
| 03 TRANSPORTE                                | 443.00    | 58       | CUOTA SINDICAL 58.10        | PGR1 PERC. GRAVADA TIPO 1            | 6,675.36                             |
| 07 PRIMA INSALUBRE                           | 968.31    | 79       | APORT.ADIC.VOL.SEDAR 150.00 | PERC TOTAL PERCEPCIONES              | 6,675.36                             |
|  |           |          |                             |                                      | DEDU TOTAL DEDUCCIONES 2,694.81      |
|  |           |          |                             |                                      | 3%FV 3% FONDO DE VIVIENDA 174.30     |
|  |           |          |                             |                                      | FOND FONDO PENSIONES EMPRES 784.33   |
|  |           |          |                             |                                      | SEDARSEDAR 116.20                    |
|  |           |          |                             |                                      | PVAC PROVISION DE PRIMA VAC 91.44    |
|  |           |          |                             |                                      | AGUI PROVISION AGUINALDO 914.43      |
|  |           |          |                             |                                      | TOTA NOMINA EN EFECTIVO 3,980.55     |
| <b>910-026 HERRERA ZARAGOZA KARLA IVETTE</b> |           |          |                             |                                      |                                      |
| T.EMP: PERMANENTE                            |           | 377.90   | 462.10                      | SECRETARIA                           |                                      |
| 01 SUELDO                                    | 5,668.50  | 51       | ISPT 825.72                 | DVIG DIAS DE VIGENCIA                | 15.00                                |
| 02 DESPENSA                                  | 443.50    | 54       | FONDO PENSIONES 595.19      | IMP1 ISPT ART. 113 LISR              | 825.72                               |
| 03 TRANSPORTE                                | 315.50    | 58       | CUOTA SINDICAL 56.69        | PGR1 PERC. GRAVADA TIPO 1            | 6,427.50                             |
|  |           |          |                             |                                      | PERC TOTAL PERCEPCIONES 6,427.50     |
|  |           |          |                             |                                      | DEDU TOTAL DEDUCCIONES 5,168.82      |
|  |           |          |                             |                                      | 3%FV 3% FONDO DE VIVIENDA 170.06     |
|  |           |          |                             |                                      | FOND FONDO PENSIONES EMPRES 765.25   |
|  |           |          |                             |                                      | SEDARSEDAR 113.37                    |
|  |           |          |                             |                                      | PVAC PROVISION DE PRIMA VAC 88.05    |
|  |           |          |                             |                                      | AGUI PROVISION AGUINALDO 880.48      |

| Clave   | Nombre                         | S.Diario  | S.Integ | PERCEPCIONES      | DEDUCCIONES | CONCEPTOS                   |           |
|---------|--------------------------------|-----------|---------|-------------------|-------------|-----------------------------|-----------|
|         |                                |           |         |                   |             | TOTA NOMINA EN EFECTIVO     | 1,258.68  |
| 910-027 | HERNANDEZ SOLIS CARLOS ALBERTO |           |         |                   |             |                             |           |
| T.EMP:  | PERMANENTE                     | 2,766.50  |         |                   | 1,682.25    | 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   | 4,357.24    | IMP1 ISPT ART. 113 LISR     | 11,733.86 |
| 03      | TRANSPORTE                     | 1,067.50  |         |                   |             | PGR1 PERC. GRAVADA TIPO 1   | 44,083.50 |
|         |                                |           |         |                   |             | PERC TOTAL PERCEPCIONES     | 44,083.50 |
|         |                                |           |         |                   |             | DEDU TOTAL DEDUCCIONES      | 16,091.10 |
|         |                                |           |         |                   |             | 3%FV 3% FONDO DE VIVIENDA   | 1,244.92  |
|         |                                |           |         |                   |             | FOND FONDO PENSIONES EMPRES | 5,602.16  |
|         |                                |           |         |                   |             | SEDARSEDAR                  | 525.75    |
|         |                                |           |         |                   |             | PVAC PROVISION DE PRIMA VAC | 603.88    |
|         |                                |           |         |                   |             | AGUI PROVISION AGUINALDO    | 6,038.84  |
|         |                                |           |         |                   |             | TOTA NOMINA EN EFECTIVO     | 27,992.40 |
| 910-028 | PEREZ ROSALES ESPERANZA        |           |         |                   |             |                             |           |
| T.EMP:  | PERMANENTE                     | 377.90    |         |                   | 462.10      | SECRETARIA                  |           |
| 01      | SUELDO                         | 5,668.50  | 51      | ISPT              | 825.72      | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02      | DESPENSA                       | 443.50    | 54      | FONDO PENSIONES   | 595.19      | IMP1 ISPT ART. 113 LISR     | 825.72    |
| 03      | TRANSPORTE                     | 315.50    | 58      | CUOTA SINDICAL    | 56.69       | PGR1 PERC. GRAVADA TIPO 1   | 6,427.50  |
|         |                                |           |         |                   |             | PERC TOTAL PERCEPCIONES     | 6,427.50  |
|         |                                |           |         |                   |             | DEDU TOTAL DEDUCCIONES      | 1,477.60  |
|         |                                |           |         |                   |             | 3%FV 3% FONDO DE VIVIENDA   | 170.06    |
|         |                                |           |         |                   |             | FOND FONDO PENSIONES EMPRES | 765.25    |
|         |                                |           |         |                   |             | SEDARSEDAR                  | 113.37    |
|         |                                |           |         |                   |             | PVAC PROVISION DE PRIMA VAC | 88.05     |
|         |                                |           |         |                   |             | AGUI PROVISION AGUINALDO    | 880.48    |
|         |                                |           |         |                   |             | TOTA NOMINA EN EFECTIVO     | 4,949.90  |
| 910-029 | MARTINEZ ANAYA JUAN CARLOS     |           |         |                   |             |                             |           |
| T.EMP:  | PERMANENTE                     | 538.53    |         |                   | 646.32      | 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   | 848.18      | IMP1 ISPT ART. 113 LISR     | 1,338.67  |
| 03      | TRANSPORTE                     | 285.50    | 65      | OTRAS DEDUCCIONES | 1,500.00    | PGR1 PERC. GRAVADA TIPO 1   | 8,828.95  |
|         |                                |           |         |                   |             | PERC TOTAL PERCEPCIONES     | 8,828.95  |
|         |                                |           |         |                   |             | DEDU TOTAL DEDUCCIONES      | 3,686.85  |
|         |                                |           |         |                   |             | 3%FV 3% FONDO DE VIVIENDA   | 242.34    |
|         |                                |           |         |                   |             | FOND FONDO PENSIONES EMPRES | 1,090.52  |
|         |                                |           |         |                   |             | SEDARSEDAR                  | 161.56    |
|         |                                |           |         |                   |             | PVAC PROVISION DE PRIMA VAC | 120.94    |
|         |                                |           |         |                   |             | AGUI PROVISION AGUINALDO    | 1,209.45  |
|         |                                |           |         |                   |             | TOTA NOMINA EN EFECTIVO     | 5,142.10  |
| 910-030 | MARTINEZ SANCHEZ ANTONIO       |           |         |                   |             |                             |           |
| T.EMP:  | PERMANENTE                     | 1,007.53  |         |                   | 1,230.76    | 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   | 1,586.86    | IMP1 ISPT ART. 113 LISR     | 3,118.92  |
| 03      | TRANSPORTE                     | 537.00    |         |                   |             | PGR1 PERC. GRAVADA TIPO 1   | 16,447.45 |
|         |                                |           |         |                   |             | PERC TOTAL PERCEPCIONES     | 16,447.45 |
|         |                                |           |         |                   |             | DEDU TOTAL DEDUCCIONES      | 4,705.78  |
|         |                                |           |         |                   |             | 3%FV 3% FONDO DE VIVIENDA   | 453.39    |
|         |                                |           |         |                   |             | FOND FONDO PENSIONES EMPRES | 2,040.25  |
|         |                                |           |         |                   |             | SEDARSEDAR                  | 302.26    |
|         |                                |           |         |                   |             | PVAC PROVISION DE PRIMA VAC | 225.31    |
|         |                                |           |         |                   |             | AGUI PROVISION AGUINALDO    | 2,253.08  |
|         |                                |           |         |                   |             | TOTA NOMINA EN EFECTIVO     | 11,741.67 |

| Clave                                      | Nombre           | S.Diario   | S.Integ | DEDUCCIONES                     | CONCEPTOS                             |
|--|------------------|------------|---------|---------------------------------|---------------------------------------|
| <b>910-031 AYARD FLORES CLAUDIA MONICA</b> |                  |            |         |                                 |                                       |
| T.EMP:                                     | PERMANENTE       | 322.77     | 481.11  | OPERADOR EN CARCAMO             |                                       |
| 01   | SUELDO           | 4,841.55   | 51      | ISPT                            | DVIG DIAS DE VIGENCIA 15.00           |
| 02   | DESPENSA         | 422.50     | 54      | FONDO PENSIONES                 | IMP1 ISPT ART. 113 LISR 878.67        |
| 03   | TRANSPORTE       | 443.00     | 58      | CUOTA SINDICAL                  | PGR1 PERC. GRAVADA TIPO 1 6,675.36    |
| 07   | PRIMA INSALUBRE  | 968.31     | 65      | OTRAS DEDUCCIONES               | PERC TOTAL PERCEPCIONES 6,675.36      |
|  |                  |            |         |                                 | DEDU TOTAL DEDUCCIONES 1,846.81       |
|  |                  |            |         |                                 | 3%FV 3% FONDO DE VIVIENDA 174.30      |
|  |                  |            |         |                                 | FOND FONDO PENSIONES EMPRES 784.33    |
|  |                  |            |         |                                 | SEDARSEDAR 116.20                     |
|  |                  |            |         |                                 | PVAC PROVISION DE PRIMA VAC 91.44     |
|  |                  |            |         |                                 | AGUI PROVISION AGUINALDO 914.43       |
|  |                  |            |         |                                 | TOTA NOMINA EN EFECTIVO 4,828.55      |
| <b>910-032 PALMA HERNANDEZ EUTIMIO</b>     |                  |            |         |                                 |                                       |
| T.EMP:                                     | PERMANENTE       | 654.43     | 799.44  | COORDINADOR DE CONTRATOS        |                                       |
| 01   | SUELDO           | 9,816.45   | 51      | ISPT                            | DVIG DIAS DE VIGENCIA 15.00           |
| 02   | DESPENSA         | 630.50     | 54      | FONDO PENSIONES                 | IMP1 ISPT ART. 113 LISR 1,777.34      |
| 03   | TRANSPORTE       | 378.00     | 65      | OTRAS DEDUCCIONES               | PGR1 PERC. GRAVADA TIPO 1 10,824.95   |
|  |                  |            |         |                                 | PERC TOTAL PERCEPCIONES 10,824.95     |
|  |                  |            |         |                                 | DEDU TOTAL DEDUCCIONES 4,445.07       |
|  |                  |            |         |                                 | 3%FV 3% FONDO DE VIVIENDA 294.49      |
|  |                  |            |         |                                 | FOND FONDO PENSIONES EMPRES 1,325.22  |
|  |                  |            |         |                                 | SEDARSEDAR 196.33                     |
|  |                  |            |         |                                 | PVAC PROVISION DE PRIMA VAC 148.29    |
|  |                  |            |         |                                 | AGUI PROVISION AGUINALDO 1,482.87     |
|  |                  |            |         |                                 | TOTA NOMINA EN EFECTIVO 6,379.88      |
| <b>910-033 GARCIA CORTES JOSE FERNANDO</b> |                  |            |         |                                 |                                       |
| T.EMP:                                     | PERMANENTE       | 377.90     | 462.10  | TECNICO EN COLECTORES Y TUNELES |                                       |
| 01   | SUELDO           | 5,668.50   | 51      | ISPT                            | DVIG DIAS DE VIGENCIA 15.00           |
| 02   | DESPENSA         | 443.50     | 54      | FONDO PENSIONES                 | IMP1 ISPT ART. 113 LISR 825.72        |
| 03   | TRANSPORTE       | 315.50     |         |                                 | PGR1 PERC. GRAVADA TIPO 1 6,427.50    |
|  |                  |            |         |                                 | PERC TOTAL PERCEPCIONES 6,427.50      |
|  |                  |            |         |                                 | DEDU TOTAL DEDUCCIONES 1,420.91       |
|  |                  |            |         |                                 | 3%FV 3% FONDO DE VIVIENDA 170.06      |
|  |                  |            |         |                                 | FOND FONDO PENSIONES EMPRES 765.25    |
|  |                  |            |         |                                 | SEDARSEDAR 113.37                     |
|  |                  |            |         |                                 | PVAC PROVISION DE PRIMA VAC 88.05     |
|  |                  |            |         |                                 | AGUI PROVISION AGUINALDO 880.48       |
|  |                  |            |         |                                 | TOTA NOMINA EN EFECTIVO 5,006.59      |
| **** Totales GCIA. DE INGENIERIA 910 ****  |                  |            |         |                                 |                                       |
| 01   | SUELDO           | 395,117.70 | 51      | ISPT                            | DVIG DIAS DE VIGENCIA 540.00          |
| 02   | DESPENSA         | 23,156.00  | 54      | FONDO PENSIONES                 | IMP1 ISPT ART. 113 LISR 82,069.35     |
| 03   | TRANSPORTE       | 16,484.00  | 58      | CUOTA SINDICAL                  | PGR1 PERC. GRAVADA TIPO 1 445,559.47  |
| 06   | PRIMA DE ALTO RI | 4,023.64   | 79      | APORT.ADIC.VOL.SEDAR            | PERC TOTAL PERCEPCIONES 445,559.51    |
| 07   | PRIMA INSALUBRE  | 6,778.17   | 65      | OTRAS DEDUCCIONES               | DEDU TOTAL DEDUCCIONES 199,997.86     |
|  |                  |            | 92      | PRESTAMO TU NOMINA P            | 3%FV 3% FONDO DE VIVIENDA 12,177.67   |
|  |                  |            | 93      | SEGURO ABA                      | FOND FONDO PENSIONES EMPRES 54,799.13 |
|  |                  |            |         |                                 | SEDARSEDAR 7,814.22                   |
|  |                  |            |         |                                 | PVAC PROVISION DE PRIMA VAC 6,103.51  |
|  |                  |            |         |                                 | AGUI PROVISION AGUINALDO 61,035.60    |
|  |                  |            |         |                                 | TOTA NOMINA EN EFECTIVO 245,561.65    |

Total de Empleados : 36.00

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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. ADMINISTRATIVA         | *****    | 930     |                      |                                    |                                      |
| 06-199-003 | LEYVA CASTILLO ROSA MARIA    |          |         |                      |                                    |                                      |
| T.EMP:     | PERMANENTE                   | 377.90   | 468.24  |                      | SECRETARIA                         |                                      |
| 01         | SUELDO                       | 5,668.50 | 51      | ISPT                 | 825.72                             | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | DESPENSA                     | 443.50   | 54      | FONDO PENSIONES      | 595.19                             | IMP1 ISPT ART. 113 LISR 825.72       |
| 03         | TRANSPORTE                   | 315.50   | 58      | CUOTA SINDICAL       | 56.69                              | PGR1 PERC. GRAVADA TIPO 1 6,427.50   |
|            |                              |          | 65      | OTRAS DEDUCCIONES    | 2,855.88                           | PERC TOTAL PERCEPCIONES 6,427.50     |
|            |                              |          | 92      | PRESTAMO TU NOMINA P | 662.49                             | DEDU TOTAL DEDUCCIONES 5,191.23      |
|            |                              |          | 94      | SEGURO BANORTE       | 195.26                             | 3%FV 3% FONDO DE VIVIENDA 170.06     |
|            |                              |          |         |                      |                                    | FOND FONDO PENSIONES EMPRES 765.25   |
|            |                              |          |         |                      |                                    | SEDARSEDAR 113.37                    |
|            |                              |          |         |                      |                                    | PVAC PROVISION DE PRIMA VAC 88.05    |
|            |                              |          |         |                      |                                    | AGUI PROVISION AGUINALDO 880.48      |
|            |                              |          |         |                      |                                    | TOTA NOMINA EN EFECTIVO 1,236.27     |
| 203-002    | NUÑO VAZQUEZ MANUEL          |          |         |                      |                                    |                                      |
| T.EMP:     | PERMANENTE                   | 282.30   | 345.73  |                      | VELADOR INTENDENTE                 |                                      |
| 01         | SUELDO                       | 4,234.50 | 51      | ISPT                 | 489.91                             | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | DESPENSA                     | 359.00   | 54      | FONDO PENSIONES      | 444.62                             | IMP1 ISPT ART. 113 LISR 489.91       |
| 03         | TRANSPORTE                   | 219.00   | 58      | CUOTA SINDICAL       | 42.34                              | PGR1 PERC. GRAVADA TIPO 1 4,812.50   |
|            |                              |          | 65      | OTRAS DEDUCCIONES    | 100.00                             | PERC TOTAL PERCEPCIONES 4,812.50     |
|            |                              |          |         |                      |                                    | DEDU TOTAL DEDUCCIONES 1,076.87      |
|            |                              |          |         |                      |                                    | 3%FV 3% FONDO DE VIVIENDA 127.03     |
|            |                              |          |         |                      |                                    | FOND FONDO PENSIONES EMPRES 571.66   |
|            |                              |          |         |                      |                                    | SEDARSEDAR 84.69                     |
|            |                              |          |         |                      |                                    | PVAC PROVISION DE PRIMA VAC 65.92    |
|            |                              |          |         |                      |                                    | AGUI PROVISION AGUINALDO 659.25      |
|            |                              |          |         |                      |                                    | TOTA NOMINA EN EFECTIVO 3,735.63     |
| 39-165-002 | TOPETE AVELAR GLORIA ANTONIA |          |         |                      |                                    |                                      |
| T.EMP:     | PERMANENTE                   | 654.43   | 805.58  |                      | JEFE DE RECURSOS MATERIALES (UEAS) |                                      |
| 01         | SUELDO                       | 9,816.45 | 51      | ISPT                 | 1,777.34                           | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | DESPENSA                     | 630.50   | 54      | FONDO PENSIONES      | 1,030.73                           | IMP1 ISPT ART. 113 LISR 1,777.34     |
| 03         | TRANSPORTE                   | 378.00   | 65      | OTRAS DEDUCCIONES    | 5,133.15                           | PGR1 PERC. GRAVADA TIPO 1 10,824.95  |
|            |                              |          |         |                      |                                    | PERC TOTAL PERCEPCIONES 10,824.95    |
|            |                              |          |         |                      |                                    | DEDU TOTAL DEDUCCIONES 7,941.22      |
|            |                              |          |         |                      |                                    | 3%FV 3% FONDO DE VIVIENDA 294.49     |
|            |                              |          |         |                      |                                    | FOND FONDO PENSIONES EMPRES 1,325.22 |
|            |                              |          |         |                      |                                    | SEDARSEDAR 196.33                    |
|            |                              |          |         |                      |                                    | PVAC PROVISION DE PRIMA VAC 148.29   |
|            |                              |          |         |                      |                                    | AGUI PROVISION AGUINALDO 1,482.87    |
|            |                              |          |         |                      |                                    | TOTA NOMINA EN EFECTIVO 2,883.73     |
| 397-047    | GONZALEZ MEDINA JUAN         |          |         |                      |                                    |                                      |
| T.EMP:     | PERMANENTE                   | 282.30   | 345.73  |                      | VELADOR INTENDENTE                 |                                      |
| 01         | SUELDO                       | 4,234.50 | 51      | ISPT                 | 489.91                             | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | DESPENSA                     | 359.00   | 54      | FONDO PENSIONES      | 444.62                             | IMP1 ISPT ART. 113 LISR 489.91       |
| 03         | TRANSPORTE                   | 219.00   | 58      | CUOTA SINDICAL       | 42.34                              | PGR1 PERC. GRAVADA TIPO 1 4,812.50   |
|            |                              |          | 65      | OTRAS DEDUCCIONES    | 1,662.00                           | PERC TOTAL PERCEPCIONES 4,812.50     |
|            |                              |          |         |                      |                                    | DEDU TOTAL DEDUCCIONES 2,638.87      |
|            |                              |          |         |                      |                                    | 3%FV 3% FONDO DE VIVIENDA 127.03     |
|            |                              |          |         |                      |                                    | FOND FONDO PENSIONES EMPRES 571.66   |
|            |                              |          |         |                      |                                    | SEDARSEDAR 84.69                     |
|            |                              |          |         |                      |                                    | PVAC PROVISION DE PRIMA VAC 65.92    |
|            |                              |          |         |                      |                                    | AGUI PROVISION AGUINALDO 659.25      |
|            |                              |          |         |                      |                                    | TOTA NOMINA EN EFECTIVO 2,173.63     |

| Clave      | Nombre                          | S.Diario | S.Integ | PERCEPCIONES      | DEDUCCIONES | CONCEPTOS                   |          |
|------------|---------------------------------|----------|---------|-------------------|-------------|-----------------------------|----------|
| 397-095    | ALEMAN MORENO VICTOR MANUEL     |          |         |                   |             |                             |          |
| T.EMP:     | PERMANENTE                      | 282.30   | 345.73  | A                 | A           | ASEADOR                     |          |
| 01         | SUELDO                          | 4,234.50 | 51      | ISPT              | 489.91      | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02         | DESPENSA                        | 359.00   | 54      | FONDO PENSIONES   | 444.62      | IMP1 ISPT ART. 113 LISR     | 489.91   |
| 03         | TRANSPORTE                      | 219.00   | 58      | CUOTA SINDICAL    | 42.34       | PGR1 PERC. GRAVADA TIPO 1   | 4,812.50 |
|            |                                 |          |         |                   |             | PERC TOTAL PERCEPCIONES     | 4,812.50 |
|            |                                 |          |         |                   |             | DEDU TOTAL DEDUCCIONES      | 976.87   |
|            |                                 |          |         |                   |             | 3%FV 3% FONDO DE VIVIENDA   | 127.03   |
|            |                                 |          |         |                   |             | FOND FONDO PENSIONES EMPRES | 571.66   |
|            |                                 |          |         |                   |             | SEDARSEDAR                  | 84.69    |
|            |                                 |          |         |                   |             | PVAC PROVISION DE PRIMA VAC | 65.92    |
|            |                                 |          |         |                   |             | AGUI PROVISION AGUINALDO    | 659.25   |
|            |                                 |          |         |                   |             | TOTA NOMINA EN EFECTIVO     | 3,835.63 |
| 397-112    | SANCHEZ JOAQUIN                 |          |         |                   |             |                             |          |
| T.EMP:     | PERMANENTE                      | 282.30   | 345.73  | A                 | A           | VELADOR INTENDENTE          |          |
| 01         | SUELDO                          | 4,234.50 | 51      | ISPT              | 489.91      | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02         | DESPENSA                        | 359.00   | 54      | FONDO PENSIONES   | 444.62      | IMP1 ISPT ART. 113 LISR     | 489.91   |
| 03         | TRANSPORTE                      | 219.00   | 58      | CUOTA SINDICAL    | 42.34       | PGR1 PERC. GRAVADA TIPO 1   | 4,812.50 |
|            |                                 |          |         |                   |             | PERC TOTAL PERCEPCIONES     | 4,812.50 |
|            |                                 |          |         |                   |             | DEDU TOTAL DEDUCCIONES      | 976.87   |
|            |                                 |          |         |                   |             | 3%FV 3% FONDO DE VIVIENDA   | 127.03   |
|            |                                 |          |         |                   |             | FOND FONDO PENSIONES EMPRES | 571.66   |
|            |                                 |          |         |                   |             | SEDARSEDAR                  | 84.69    |
|            |                                 |          |         |                   |             | PVAC PROVISION DE PRIMA VAC | 65.92    |
|            |                                 |          |         |                   |             | AGUI PROVISION AGUINALDO    | 659.25   |
|            |                                 |          |         |                   |             | TOTA NOMINA EN EFECTIVO     | 3,835.63 |
| 526-004    | SANCHEZ RANGEL CLAUDIA PATRICIA |          |         |                   |             |                             |          |
| T.EMP:     | PERMANENTE                      | 282.30   | 425.94  | A                 | A           | ASEADOR                     |          |
| 01         | SUELDO                          | 4,234.50 | 51      | ISPT              | 489.91      | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02         | DESPENSA                        | 359.00   | 54      | FONDO PENSIONES   | 444.62      | IMP1 ISPT ART. 113 LISR     | 489.91   |
| 03         | TRANSPORTE                      | 219.00   | 58      | CUOTA SINDICAL    | 42.34       | PGR1 PERC. GRAVADA TIPO 1   | 4,812.50 |
|            |                                 |          | 65      | OTRAS DEDUCCIONES | 1,312.00    | PERC TOTAL PERCEPCIONES     | 4,812.50 |
|            |                                 |          |         |                   |             | DEDU TOTAL DEDUCCIONES      | 2,288.87 |
|            |                                 |          |         |                   |             | 3%FV 3% FONDO DE VIVIENDA   | 127.03   |
|            |                                 |          |         |                   |             | FOND FONDO PENSIONES EMPRES | 571.66   |
|            |                                 |          |         |                   |             | SEDARSEDAR                  | 84.69    |
|            |                                 |          |         |                   |             | PVAC PROVISION DE PRIMA VAC | 65.92    |
|            |                                 |          |         |                   |             | AGUI PROVISION AGUINALDO    | 659.25   |
|            |                                 |          |         |                   |             | TOTA NOMINA EN EFECTIVO     | 2,523.63 |
| 730-004    | ESPARZA PLASCENCIA BENJAMIN     |          |         |                   |             |                             |          |
| T.EMP:     | PERMANENTE                      | 282.30   | 345.73  | A                 | A           | ASEADOR (ARCEDIANO)         |          |
| 01         | SUELDO                          | 4,234.50 | 51      | ISPT              | 489.91      | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02         | DESPENSA                        | 359.00   | 54      | FONDO PENSIONES   | 444.62      | IMP1 ISPT ART. 113 LISR     | 489.91   |
| 03         | TRANSPORTE                      | 219.00   | 58      | CUOTA SINDICAL    | 42.34       | PGR1 PERC. GRAVADA TIPO 1   | 4,812.50 |
|            |                                 |          | 65      | OTRAS DEDUCCIONES | 1,412.00    | PERC TOTAL PERCEPCIONES     | 4,812.50 |
|            |                                 |          |         |                   |             | DEDU TOTAL DEDUCCIONES      | 2,388.87 |
|            |                                 |          |         |                   |             | 3%FV 3% FONDO DE VIVIENDA   | 127.03   |
|            |                                 |          |         |                   |             | FOND FONDO PENSIONES EMPRES | 571.66   |
|            |                                 |          |         |                   |             | SEDARSEDAR                  | 84.69    |
|            |                                 |          |         |                   |             | PVAC PROVISION DE PRIMA VAC | 65.92    |
|            |                                 |          |         |                   |             | AGUI PROVISION AGUINALDO    | 659.25   |
|            |                                 |          |         |                   |             | TOTA NOMINA EN EFECTIVO     | 2,423.63 |
| 86-109-017 | LOPEZ CASAS ARNULFO             |          |         |                   |             |                             |          |
| T.EMP:     | PERMANENTE                      | 447.07   | 564.52  | A                 | A           | AUXILIAR OPERATIVO          |          |

| Clave                                  | Nombre     | S.Diario | S.Integ | DEDUCCIONES          | CONCEPTOS          |                                    |
|--|------------|----------|---------|----------------------|--------------------|------------------------------------|
| PERCEPCIONES                           |            |          |         |                      |                    |                                    |
| 01                                     | SUELDO     | 6,706.05 | 51      | ISPT                 | 1,076.72           | DVIG DIAS DE VIGENCIA 15.00        |
| 02                                     | DESPENSA   | 557.00   | 54      | FONDO PENSIONES      | 704.14             | IMP1 ISPT ART. 113 LISR 1,076.72   |
| 03                                     | TRANSPORTE | 339.50   | 58      | CUOTA SINDICAL       | 67.06              | PGR1 PERC. GRAVADA TIPO 1 7,602.55 |
|  |            |          | 65      | OTRAS DEDUCCIONES    | 3,723.70           | PERC TOTAL PERCEPCIONES 7,602.55   |
|  |            |          | 92      | PRESTAMO TU NOMINA P | 481.81             | DEDU TOTAL DEDUCCIONES 6,053.43    |
|  |            |          |         |                      |                    | 3%FV 3% FONDO DE VIVIENDA 201.18   |
|  |            |          |         |                      |                    | FOND FONDO PENSIONES EMPRES 905.32 |
|  |            |          |         |                      |                    | SEDARSEDAR 134.12                  |
|  |            |          |         |                      |                    | PVAC PROVISION DE PRIMA VAC 104.14 |
|  |            |          |         |                      |                    | AGUI PROVISION AGUINALDO 1,041.45  |
|  |            |          |         |                      |                    | TOTA NOMINA EN EFECTIVO 1,549.12   |
| 86-193-037 RENTERIA MACIAS J GUADALUPE |            |          |         |                      |                    |                                    |
| T.EMP:                                 | PERMANENTE | 282.30   |         | 389.44               | VELADOR INTENDENTE |                                    |
| 01                                     | SUELDO     | 4,234.50 | 51      | ISPT                 | 489.91             | DVIG DIAS DE VIGENCIA 15.00        |
| 02                                     | DESPENSA   | 359.00   | 54      | FONDO PENSIONES      | 444.62             | IMP1 ISPT ART. 113 LISR 489.91     |
| 03                                     | TRANSPORTE | 219.00   | 58      | CUOTA SINDICAL       | 42.34              | PGR1 PERC. GRAVADA TIPO 1 4,812.50 |
|  |            |          | 65      | OTRAS DEDUCCIONES    | 1,612.00           | PERC TOTAL PERCEPCIONES 4,812.50   |
|  |            |          |         |                      |                    | DEDU TOTAL DEDUCCIONES 2,588.87    |
|  |            |          |         |                      |                    | 3%FV 3% FONDO DE VIVIENDA 127.03   |
|  |            |          |         |                      |                    | FOND FONDO PENSIONES EMPRES 571.66 |
|  |            |          |         |                      |                    | SEDARSEDAR 84.69                   |
|  |            |          |         |                      |                    | PVAC PROVISION DE PRIMA VAC 65.92  |
|  |            |          |         |                      |                    | AGUI PROVISION AGUINALDO 659.25    |
|  |            |          |         |                      |                    | TOTA NOMINA EN EFECTIVO 2,223.63   |
| 86-201-036 GALAN DUEÑAS MARCOS         |            |          |         |                      |                    |                                    |
| T.EMP:                                 | PERMANENTE | 282.30   |         | 389.44               | VELADOR INTENDENTE |                                    |
| 01                                     | SUELDO     | 4,234.50 | 51      | ISPT                 | 489.91             | DVIG DIAS DE VIGENCIA 15.00        |
| 02                                     | DESPENSA   | 359.00   | 54      | FONDO PENSIONES      | 444.62             | IMP1 ISPT ART. 113 LISR 489.91     |
| 03                                     | TRANSPORTE | 219.00   | 58      | CUOTA SINDICAL       | 42.34              | PGR1 PERC. GRAVADA TIPO 1 4,812.50 |
|  |            |          | 65      | OTRAS DEDUCCIONES    | 1,213.00           | PERC TOTAL PERCEPCIONES 4,812.50   |
|  |            |          | 92      | PRESTAMO TU NOMINA P | 602.27             | DEDU TOTAL DEDUCCIONES 2,792.14    |
|  |            |          |         |                      |                    | 3%FV 3% FONDO DE VIVIENDA 127.03   |
|  |            |          |         |                      |                    | FOND FONDO PENSIONES EMPRES 571.66 |
|  |            |          |         |                      |                    | SEDARSEDAR 84.69                   |
|  |            |          |         |                      |                    | PVAC PROVISION DE PRIMA VAC 65.92  |
|  |            |          |         |                      |                    | AGUI PROVISION AGUINALDO 659.25    |
|  |            |          |         |                      |                    | TOTA NOMINA EN EFECTIVO 2,020.36   |
| 86-212-019 BEIVIDES PEREZ FRANCISCO    |            |          |         |                      |                    |                                    |
| T.EMP:                                 | PERMANENTE | 282.30   |         | 349.82               | VELADOR INTENDENTE |                                    |
| 01                                     | SUELDO     | 4,234.50 | 51      | ISPT                 | 489.91             | DVIG DIAS DE VIGENCIA 15.00        |
| 02                                     | DESPENSA   | 359.00   | 54      | FONDO PENSIONES      | 444.62             | IMP1 ISPT ART. 113 LISR 489.91     |
| 03                                     | TRANSPORTE | 219.00   | 58      | CUOTA SINDICAL       | 42.34              | PGR1 PERC. GRAVADA TIPO 1 4,812.50 |
|  |            |          | 65      | OTRAS DEDUCCIONES    | 1,464.58           | PERC TOTAL PERCEPCIONES 4,812.50   |
|  |            |          |         |                      |                    | DEDU TOTAL DEDUCCIONES 2,441.45    |
|  |            |          |         |                      |                    | 3%FV 3% FONDO DE VIVIENDA 127.03   |
|  |            |          |         |                      |                    | FOND FONDO PENSIONES EMPRES 571.66 |
|  |            |          |         |                      |                    | SEDARSEDAR 84.69                   |
|  |            |          |         |                      |                    | PVAC PROVISION DE PRIMA VAC 65.92  |
|  |            |          |         |                      |                    | AGUI PROVISION AGUINALDO 659.25    |
|  |            |          |         |                      |                    | TOTA NOMINA EN EFECTIVO 2,371.05   |
| 86-212-024 OROZCO VAZQUEZ MIGUEL       |            |          |         |                      |                    |                                    |
| T.EMP:                                 | PERMANENTE | 282.30   |         | 347.78               | VELADOR INTENDENTE |                                    |
| 01                                     | SUELDO     | 4,234.50 | 51      | ISPT                 | 489.91             | DVIG DIAS DE VIGENCIA 15.00        |
| 02                                     | DESPENSA   | 359.00   | 54      | FONDO PENSIONES      | 444.62             | IMP1 ISPT ART. 113 LISR 489.91     |

| Clave      | Nombre                          | S.Diario | S.Integ | DEDUCCIONES       | CONCEPTOS                                    |                             |           |
|------------|---------------------------------|----------|---------|-------------------|--|-----------------------------|-----------|
| 03         | TRANSPORTE                      | 219.00   | 58      | CUOTA SINDICAL    | 42.34  | PGR1 PERC. GRAVADA TIPO 1   | 4,812.50  |
|            |                                 |          |         |                   |  | PERC TOTAL PERCEPCIONES     | 4,812.50  |
|            |                                 |          |         |                   |  | DEDU TOTAL DEDUCCIONES      | 976.87    |
|            |                                 |          |         |                   |  | 3%FV 3% FONDO DE VIVIENDA   | 127.03    |
|            |                                 |          |         |                   |  | FOND FONDO PENSIONES EMPRES | 571.66    |
|            |                                 |          |         |                   |  | SEDARSEDAR                  | 84.69     |
|            |                                 |          |         |                   |  | PVAC PROVISION DE PRIMA VAC | 65.92     |
|            |                                 |          |         |                   |  | AGUI PROVISION AGUINALDO    | 659.25    |
|            |                                 |          |         |                   |  | TOTA NOMINA EN EFECTIVO     | 3,835.63  |
| 86-212-026 | HERNANDEZ RIVERA JORGE          |          |         |                   |  |                             |           |
| T.EMP:     | PERMANENTE                      | 282.30   |         | 349.82            | JARDINERO                                    |                             |           |
| 01         | SUELDO                          | 4,234.50 | 51      | ISPT              | 489.91                                       | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02         | DESPENSA                        | 359.00   | 54      | FONDO PENSIONES   | 444.62                                       | IMP1 ISPT ART. 113 LISR     | 489.91    |
| 03         | TRANSPORTE                      | 219.00   | 58      | CUOTA SINDICAL    | 42.34  | PGR1 PERC. GRAVADA TIPO 1   | 4,812.50  |
|            |                                 |          | 65      | OTRAS DEDUCCIONES | 1,812.00                                     | PERC TOTAL PERCEPCIONES     | 4,812.50  |
|            |                                 |          |         |                   |  | DEDU TOTAL DEDUCCIONES      | 2,788.87  |
|            |                                 |          |         |                   |  | 3%FV 3% FONDO DE VIVIENDA   | 127.03    |
|            |                                 |          |         |                   |  | FOND FONDO PENSIONES EMPRES | 571.66    |
|            |                                 |          |         |                   |  | SEDARSEDAR                  | 84.69     |
|            |                                 |          |         |                   |  | PVAC PROVISION DE PRIMA VAC | 65.92     |
|            |                                 |          |         |                   |  | AGUI PROVISION AGUINALDO    | 659.25    |
|            |                                 |          |         |                   |  | TOTA NOMINA EN EFECTIVO     | 2,023.63  |
| 930-007    | MARTINEZ GONZALEZ OSCAR ROBERTO |          |         |                   |  |                             |           |
| T.EMP:     | PERMANENTE                      | 654.43   |         | 803.53            | 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   | 1,030.73                                     | IMP1 ISPT ART. 113 LISR     | 1,777.34  |
| 03         | TRANSPORTE                      | 378.00   | 65      | OTRAS DEDUCCIONES | 5,865.41                                     | PGR1 PERC. GRAVADA TIPO 1   | 10,824.95 |
|            |                                 |          |         |                   |  | PERC TOTAL PERCEPCIONES     | 10,824.95 |
|            |                                 |          |         |                   |  | DEDU TOTAL DEDUCCIONES      | 8,673.48  |
|            |                                 |          |         |                   |  | 3%FV 3% FONDO DE VIVIENDA   | 294.49    |
|            |                                 |          |         |                   |  | FOND FONDO PENSIONES EMPRES | 1,325.22  |
|            |                                 |          |         |                   |  | SEDARSEDAR                  | 196.33    |
|            |                                 |          |         |                   |  | PVAC PROVISION DE PRIMA VAC | 148.29    |
|            |                                 |          |         |                   |  | AGUI PROVISION AGUINALDO    | 1,482.87  |
|            |                                 |          |         |                   |  | TOTA NOMINA EN EFECTIVO     | 2,151.47  |
| 930-017    | VARGAS GRAJEDA ANA ROSA         |          |         |                   |  |                             |           |
| T.EMP:     | PERMANENTE                      | 282.30   |         | 341.64            | VELADOR INTENDENTE                           |                             |           |
| 01         | SUELDO                          | 4,234.50 | 51      | ISPT              | 489.91                                       | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02         | DESPENSA                        | 359.00   | 54      | FONDO PENSIONES   | 444.62                                       | IMP1 ISPT ART. 113 LISR     | 489.91    |
| 03         | TRANSPORTE                      | 219.00   | 58      | CUOTA SINDICAL    | 42.34  | PGR1 PERC. GRAVADA TIPO 1   | 4,812.50  |
|            |                                 |          | 65      | OTRAS DEDUCCIONES | 838.00                                       | PERC TOTAL PERCEPCIONES     | 4,812.50  |
|            |                                 |          | 71      | RENTA             | 1,120.00                                     | DEDU TOTAL DEDUCCIONES      | 2,934.87  |
|            |                                 |          |         |                   |  | 3%FV 3% FONDO DE VIVIENDA   | 127.03    |
|            |                                 |          |         |                   |  | FOND FONDO PENSIONES EMPRES | 571.66    |
|            |                                 |          |         |                   |  | SEDARSEDAR                  | 84.69     |
|            |                                 |          |         |                   |  | PVAC PROVISION DE PRIMA VAC | 65.92     |
|            |                                 |          |         |                   |  | AGUI PROVISION AGUINALDO    | 659.25    |
|            |                                 |          |         |                   |  | TOTA NOMINA EN EFECTIVO     | 1,877.63  |
| 930-018    | MARQUEZ CABEZA ANA CATALINA     |          |         |                   |  |                             |           |
| T.EMP:     | PERMANENTE                      | 282.30   |         | 341.64            | VELADOR INTENDENTE                           |                             |           |
| 01         | SUELDO                          | 4,234.50 | 51      | ISPT              | 489.91                                       | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02         | DESPENSA                        | 359.00   | 54      | FONDO PENSIONES   | 444.62                                       | IMP1 ISPT ART. 113 LISR     | 489.91    |
| 03         | TRANSPORTE                      | 219.00   | 58      | CUOTA SINDICAL    | 42.34  | PGR1 PERC. GRAVADA TIPO 1   | 4,812.50  |
|            |                                 |          | 65      | OTRAS DEDUCCIONES | 648.00                                       | PERC TOTAL PERCEPCIONES     | 4,812.50  |

| Clave             | Nombre                       | S.Diario | S.Integ              | DEDUCCIONES            | CONCEPTOS                             |
|-------------------|------------------------------|----------|----------------------|------------------------|---------------------------------------|
| -----             |                              |          |                      |                        |                                       |
|                   | PERCEPCIONES                 |          |                      |                        |                                       |
| -----             |                              |          |                      |                        |                                       |
|                   |                              |          |                      |                        | DEDU TOTAL DEDUCCIONES 1,624.87       |
|                   |                              |          |                      |                        | 3%FV 3% FONDO DE VIVIENDA 127.03      |
|                   |                              |          |                      |                        | FOND FONDO PENSIONES EMPRES 571.66    |
|                   |                              |          |                      |                        | SEDARSEDAR 84.69                      |
|                   |                              |          |                      |                        | PVAC PROVISION DE PRIMA VAC 65.92     |
|                   |                              |          |                      |                        | AGUI PROVISION AGUINALDO 659.25       |
|                   |                              |          |                      |                        | TOTA NOMINA EN EFECTIVO 3,187.63      |
| 930-019           | DELGADILLO GONZALEZ JUAN     |          |                      |                        |                                       |
| T.EMP: PERMANENTE | 1,269.57                     |          | 1,551.09             | 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      | 1,999.57               | IMP1 ISPT ART. 113 LISR 4,371.60      |
| 03 TRANSPORTE     | 661.00                       | 65       | OTRAS DEDUCCIONES    | 7,515.78               | PGR1 PERC. GRAVADA TIPO 1 20,623.05   |
|                   |                              |          |                      |                        | PERC TOTAL PERCEPCIONES 20,623.05     |
|                   |                              |          |                      |                        | DEDU TOTAL DEDUCCIONES 13,886.95      |
|                   |                              |          |                      |                        | 3%FV 3% FONDO DE VIVIENDA 571.31      |
|                   |                              |          |                      |                        | FOND FONDO PENSIONES EMPRES 2,570.88  |
|                   |                              |          |                      |                        | SEDARSEDAR 380.87                     |
|                   |                              |          |                      |                        | PVAC PROVISION DE PRIMA VAC 282.51    |
|                   |                              |          |                      |                        | AGUI PROVISION AGUINALDO 2,825.08     |
|                   |                              |          |                      |                        | TOTA NOMINA EN EFECTIVO 6,736.10      |
| ****              | Totales GCIA. ADMINISTRATIVA | 930      | ****                 |                        |                                       |
| 01 SUELDO         | 106,099.50                   | 51       | ISPT                 | 16,197.55              | DVIG DIAS DE VIGENCIA 270.00          |
| 02 DESPENSA       | 7,847.00                     | 54       | FONDO PENSIONES      | 11,140.42              | IMP1 ISPT ART. 113 LISR 16,197.55     |
| 03 TRANSPORTE     | 4,919.00                     | 58       | CUOTA SINDICAL       | 674.17                 | PGR1 PERC. GRAVADA TIPO 1 118,865.50  |
|                   |                              | 65       | OTRAS DEDUCCIONES    | 37,167.50              | PERC TOTAL PERCEPCIONES 118,865.50    |
|                   |                              | 71       | RENTA                | 1,120.00               | DEDU TOTAL DEDUCCIONES 68,241.47      |
|                   |                              | 92       | PRESTAMO TU NOMINA P | 1,746.57               | 3%FV 3% FONDO DE VIVIENDA 3,182.92    |
|                   |                              | 94       | SEGURO BANORTE       | 195.26                 | FOND FONDO PENSIONES EMPRES 14,323.47 |
|                   |                              |          |                      |                        | SEDARSEDAR 2,121.99                   |
|                   |                              |          |                      |                        | PVAC PROVISION DE PRIMA VAC 1,628.24  |
|                   |                              |          |                      |                        | AGUI PROVISION AGUINALDO 16,283.00    |
|                   |                              |          |                      |                        | TOTA NOMINA EN EFECTIVO 50,624.03     |

Total de Empleados : 18.00

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| Clave                         | Nombre           | S.Diario     | S.Integ | DEDUCCIONES          | CONCEPTOS  |                             |              |
|-------------------------------|------------------|--------------|---------|----------------------|------------|-----------------------------|--------------|
| ***** TOTALES GENERALES ***** |                  |              |         |                      |            |                             |              |
| 01                            | SUELDO           | 4,626,012.57 | 51      | ISPT                 | 885,835.03 | DVIG DIAS DE VIGENCIA       | 8,517.00     |
| 02                            | DESPENSA         | 302,099.59   | 51S     | SUPE EFECT. PAGADO   | -29.08     | IMP1 ISPT ART. 113 LISR     | 885,980.70   |
| 03                            | TRANSPORTE       | 199,804.59   | 54      | FONDO PENSIONES      | 493,246.23 | SUPE SUBSIDIO PARA EL EMPLE | 174.75       |
| 06                            | PRIMA DE ALTO RI | 49,930.70    | 58      | CUOTA SINDICAL       | 18,214.54  | PGR1 PERC. GRAVADA TIPO 1   | 5,349,659.86 |
| 07                            | PRIMA INSALUBRE  | 171,812.64   | 79      | APORT.ADIC.VOL.SEDAR | 2,100.00   | PERC TOTAL PERCEPCIONES     | 5,349,660.09 |
|                               |                  |              | 89      | APORT.ADIC.COMP.SEDA | 50.00      | DEDU TOTAL DEDUCCIONES      | 2,498,776.77 |
|                               |                  |              | 65      | OTRAS DEDUCCIONES    | 1,080,752. | 3%FV 3% FONDO DE VIVIENDA   | 140,927.67   |
|                               |                  |              | 71      | RENTA                | 2,840.00   | FOND FONDO PENSIONES EMPRES | 634,173.74   |
|                               |                  |              | 92      | PRESTAMO TU NOMINA P | 12,192.18  | SEDARSEDAR                  | 91,330.46    |
|                               |                  |              | 93      | SEGURO ABA           | 2,462.74   | PVAC PROVISION DE PRIMA VAC | 73,282.68    |
|                               |                  |              | 94      | SEGURO BANORTE       | 1,112.51   | AGUI PROVISION AGUINALDO    | 732,830.77   |
|                               |                  |              |         |                      |            | TOTA NOMINA EN EFECTIVO     | 2,798,207.85 |
|                               |                  |              |         |                      |            | CHEQ PAGO POR CHEQUE        | 52,675.47    |

Total de Empleados : 569

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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\$: 5,349,660.09  
 CINCO MILLONES TRESCIENTOS CUARENTA Y NUEVE MIL SEISCIENTOS SESENTA PESOS 0/100 M.N.  
 IMPORTE DE PERCEPCIONES QUE AMPARA LA PRESENTE NOMINA.

|                 | NETO         | NO. TRAB. |
|-----------------|--------------|-----------|
| TOTAL EFECTIVO: | 2,798,207.85 | 562       |
| TOTAL CHEQUES:  | 52,675.47    | 7         |
| TOTAL GENERAL:  | 2,850,883.32 | 569       |

LETICIA FABIOLA CUÁN RAMÍREZ  
 GERENTE DE PERSONAL

Vo. Bo.  
 HÉCTOR MANUEL SALAS BARBA  
 DIRECTOR DE ADMINISTRACIÓN

AUTORIZO  
 ING. FELIPE TITO LUGO ÁRIAS  
 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-feb-2015

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