

| Clave                              | Nombre                                 | S.Diario  | S.Integ  | PERCEPCIONES          | DEDUCCIONES | CONCEPTOS                            |
|------------------------------------|--|-----------|----------|-----------------------|-------------|--------------------------------------|
| ***** Dirección General ***** 1001 |  |           |          |                       |             |                                      |
| 100-008                            | AGUIRRE PACZKA CARLOS VICENTE          |           |          |                       |             |                                      |
| T.EMP:                             | PERMANENTE                             | 3,380.73  | 2,405.50 | Director General      |             |                                      |
| 01                                 | SUELDO BASE                            | 50,711.00 | 51       | ISR                   | 14,074.84   | DVIG DIAS DE VIGENCIA 15.00          |
| 02                                 | AYUDA PARA DESPE                       | 1,838.00  | 54       | FONDO PENSIONES       | 5,831.77    | IMP1 ISR ART 96 14,074.84            |
| 03                                 | AYUDA PARA PASAJ                       | 1,285.50  |          |                       |             | PGR1 PERC GRAVADA TIPO 1 53,834.50   |
|                                    |  |           |          |                       |             | PERC TOTAL PERCEPCIONES 53,834.50    |
|                                    |  |           |          |                       |             | DEDU TOTAL DEDUCCIONES 19,906.61     |
|                                    |  |           |          |                       |             | 3%FV 3% FONDO DE VIVIENDA 1,521.33   |
|                                    |  |           |          |                       |             | FOND FONDO PENSIONES EMPRES 8,874.42 |
|                                    |  |           |          |                       |             | SEDARSEDAR 1,014.22                  |
|                                    |  |           |          |                       |             | PVAC PROVISION DE PRIMA VAC 737.46   |
|                                    |  |           |          |                       |             | AGUI PROVISION AGUINALDO 7,374.59    |
|                                    |  |           |          |                       |             | CHEQ PAGO POR CHEQUE 33,927.89       |
| 200-028                            | LOPEZ MEJIA MARCO ANTONIO              |           |          |                       |             |                                      |
| T.EMP:                             | PERMANENTE                             | 532.77    | 667.49   | Asistente Técnico     |             |                                      |
| 01                                 | SUELDO BASE                            | 7,991.50  | 51       | ISR                   | 1,208.69    | DVIG DIAS DE VIGENCIA 15.00          |
| 02                                 | AYUDA PARA DESPE                       | 546.50    | 54       | FONDO PENSIONES       | 919.02      | IMP1 ISR ART 96 1,208.69             |
| 03                                 | AYUDA PARA PASAJ                       | 449.50    | 65       | OTRAS DEDUCCIONES     | 611.39      | PGR1 PERC GRAVADA TIPO 1 8,987.50    |
|                                    |  |           |          |                       |             | PERC TOTAL PERCEPCIONES 8,987.50     |
|                                    |  |           |          |                       |             | DEDU TOTAL DEDUCCIONES 2,739.10      |
|                                    |  |           |          |                       |             | 3%FV 3% FONDO DE VIVIENDA 239.75     |
|                                    |  |           |          |                       |             | FOND FONDO PENSIONES EMPRES 1,398.51 |
|                                    |  |           |          |                       |             | SEDARSEDAR 159.83                    |
|                                    |  |           |          |                       |             | PVAC PROVISION DE PRIMA VAC 123.12   |
|                                    |  |           |          |                       |             | AGUI PROVISION AGUINALDO 1,231.16    |
|                                    |  |           |          |                       |             | TOTA NOMINA EN EFECTIVO 6,248.40     |
| 462-2019                           | BARAJAS VELEZ RAUL                     |           |          |                       |             |                                      |
| T.EMP:                             | PERMANENTE                             | 460.20    | 562.15   | Chofer mensajero      |             |                                      |
| 01                                 | SUELDO BASE                            | 6,903.00  | 51       | ISR                   | 953.12      | DVIG DIAS DE VIGENCIA 15.00          |
| 02                                 | AYUDA PARA DESPE                       | 463.00    | 54       | FONDO PENSIONES       | 793.85      | IMP1 ISR ART 96 953.12               |
| 03                                 | AYUDA PARA PASAJ                       | 425.00    | 65       | OTRAS DEDUCCIONES     | 4,762.80    | PGR1 PERC GRAVADA TIPO 1 7,791.00    |
|                                    |  |           |          |                       |             | PERC TOTAL PERCEPCIONES 7,791.00     |
|                                    |  |           |          |                       |             | DEDU TOTAL DEDUCCIONES 6,509.77      |
|                                    |  |           |          |                       |             | 3%FV 3% FONDO DE VIVIENDA 207.09     |
|                                    |  |           |          |                       |             | FOND FONDO PENSIONES EMPRES 1,208.02 |
|                                    |  |           |          |                       |             | SEDARSEDAR 138.06                    |
|                                    |  |           |          |                       |             | PVAC PROVISION DE PRIMA VAC 106.73   |
|                                    |  |           |          |                       |             | AGUI PROVISION AGUINALDO 1,067.26    |
|                                    |  |           |          |                       |             | TOTA NOMINA EN EFECTIVO 1,281.23     |
| 493-2021                           | CASTRILLO DE LA PEÑA MARTA DEL ROSARIO |           |          |                       |             |                                      |
| T.EMP:                             | PERMANENTE                             | 1,199.36  | 1,448.97 | Secretario particular |             |                                      |
| 01                                 | SUELDO BASE                            | 17,990.50 | 51       | ISR                   | 3,570.21    | DVIG DIAS DE VIGENCIA 15.00          |
| 02                                 | AYUDA PARA DESPE                       | 840.00    | 54       | FONDO PENSIONES       | 2,068.91    | IMP1 ISR ART 96 3,570.21             |
| 03                                 | AYUDA PARA PASAJ                       | 595.50    |          |                       |             | PGR1 PERC GRAVADA TIPO 1 19,426.00   |
|                                    |  |           |          |                       |             | PERC TOTAL PERCEPCIONES 19,426.00    |
|                                    |  |           |          |                       |             | DEDU TOTAL DEDUCCIONES 5,639.12      |
|                                    |  |           |          |                       |             | 3%FV 3% FONDO DE VIVIENDA 539.72     |
|                                    |  |           |          |                       |             | FOND FONDO PENSIONES EMPRES 3,148.34 |
|                                    |  |           |          |                       |             | SEDARSEDAR 359.81                    |
|                                    |  |           |          |                       |             | PVAC PROVISION DE PRIMA VAC 266.11   |
|                                    |  |           |          |                       |             | AGUI PROVISION AGUINALDO 2,661.10    |
|                                    |  |           |          |                       |             | CHEQ PAGO POR CHEQUE 13,786.88       |

| Clave                                    | Nombre                       | S.Diario   | S.Integ | PERCEPCIONES      | DEDUCCIONES             | CONCEPTOS                             |
|--|------------------------------|------------|---------|-------------------|-------------------------|---------------------------------------|
| 57-019-020                               | BECCERRA DE LA CRUZ MONICA   |            |         |                   |                         |                                       |
| T.EMP:                                   | PERMANENTE                   | 553.73     | 683.28  |                   | RECEPCIONISTA DG        |                                       |
| 01                                       | SUELDO BASE                  | 8,305.95   | 51      | ISR               | 1,439.98                | DVIG DIAS DE VIGENCIA 15.00           |
| 02                                       | AYUDA PARA DESPE             | 557.00     | 54      | FONDO PENSIONES   | 955.18                  | IMP1 ISR ART 96 1,439.98              |
| 03                                       | AYUDA PARA PASAJ             | 339.50     | 65      | OTRAS DEDUCCIONES | 5,133.83                | PGR1 PERC GRAVADA TIPO 1 10,070.31    |
| 04                                       | PRIMA QUINQUENAL             | 691.48     |         |                   |                         | PERC TOTAL PERCEPCIONES 10,070.31     |
| 08                                       | VAJUSTES VARIOS              | 176.38     |         |                   |                         | DEDU TOTAL DEDUCCIONES 7,528.99       |
|  |                              |            |         |                   |                         | 3%FV 3% FONDO DE VIVIENDA 249.18      |
|  |                              |            |         |                   |                         | FOND FONDO PENSIONES EMPRES 1,453.54  |
|  |                              |            |         |                   |                         | SEDARSEDAR 166.12                     |
|  |                              |            |         |                   |                         | PVAC PROVISION DE PRIMA VAC 126.06    |
|  |                              |            |         |                   |                         | AGUI PROVISION AGUINALDO 1,260.61     |
|  |                              |            |         |                   |                         | TOTA NOMINA EN EFECTIVO 2,541.32      |
| 750-004                                  | GONZALEZ NAVA NANCY BERENICE |            |         |                   |                         |                                       |
| T.EMP:                                   | PERMANENTE                   | 553.73     | 899.98  |                   | SECRETARIA DE DIRECCION |                                       |
| 01                                       | SUELDO BASE                  | 8,305.95   | 51      | ISR               | 1,365.38                | DVIG DIAS DE VIGENCIA 15.00           |
| 02                                       | AYUDA PARA DESPE             | 557.00     | 54      | FONDO PENSIONES   | 955.18                  | 75D CAJA DE AHORRO SUTCEAP 500.00     |
| 03                                       | AYUDA PARA PASAJ             | 339.50     | 65      | OTRAS DEDUCCIONES | 4,736.06                | IMP1 ISR ART 96 1,365.38              |
| 04                                       | PRIMA QUINQUENAL             | 518.61     |         |                   |                         | PGR1 PERC GRAVADA TIPO 1 9,721.06     |
|  |                              |            |         |                   |                         | PERC TOTAL PERCEPCIONES 9,721.06      |
|  |                              |            |         |                   |                         | DEDU TOTAL DEDUCCIONES 7,056.62       |
|  |                              |            |         |                   |                         | 3%FV 3% FONDO DE VIVIENDA 249.18      |
|  |                              |            |         |                   |                         | FOND FONDO PENSIONES EMPRES 1,453.54  |
|  |                              |            |         |                   |                         | SEDARSEDAR 166.12                     |
|  |                              |            |         |                   |                         | PVAC PROVISION DE PRIMA VAC 126.06    |
|  |                              |            |         |                   |                         | AGUI PROVISION AGUINALDO 1,260.61     |
|  |                              |            |         |                   |                         | TOTA NOMINA EN EFECTIVO 2,664.44      |
| **** Totales Dirección General 1001 **** |                              |            |         |                   |                         |                                       |
| 01                                       | SUELDO BASE                  | 100,207.90 | 51      | ISR               | 22,612.22               | DVIG DIAS DE VIGENCIA 90.00           |
| 02                                       | AYUDA PARA DESPE             | 4,801.50   | 54      | FONDO PENSIONES   | 11,523.91               | 75D CAJA DE AHORRO SUTCEAP 500.00     |
| 03                                       | AYUDA PARA PASAJ             | 3,434.50   | 65      | OTRAS DEDUCCIONES | 15,244.08               | IMP1 ISR ART 96 22,612.22             |
| 04                                       | PRIMA QUINQUENAL             | 1,210.09   |         |                   |                         | PGR1 PERC GRAVADA TIPO 1 109,830.37   |
| 08                                       | VAJUSTES VARIOS              | 176.38     |         |                   |                         | PERC TOTAL PERCEPCIONES 109,830.37    |
|  |                              |            |         |                   |                         | DEDU TOTAL DEDUCCIONES 49,380.21      |
|  |                              |            |         |                   |                         | 3%FV 3% FONDO DE VIVIENDA 3,006.25    |
|  |                              |            |         |                   |                         | FOND FONDO PENSIONES EMPRES 17,536.37 |
|  |                              |            |         |                   |                         | SEDARSEDAR 2,004.16                   |
|  |                              |            |         |                   |                         | PVAC PROVISION DE PRIMA VAC 1,485.54  |
|  |                              |            |         |                   |                         | AGUI PROVISION AGUINALDO 14,855.33    |
|  |                              |            |         |                   |                         | TOTA NOMINA EN EFECTIVO 12,735.39     |
|  |                              |            |         |                   |                         | CHEQ PAGO POR CHEQUE 47,714.77        |

Total de Empleados : 6.00 -----

| Clave                                      | Nombre                          | S.Diario  | S.Integ  | PERCEPCIONES                          | DEDUCCIONES | CONCEPTOS                            |
|--|---------------------------------|-----------|----------|---------------------------------------|-------------|--------------------------------------|
| ***** Órgano Interno de Control ***** 1501 |                                 |           |          |                                       |             |                                      |
| 200-001                                    | BELTRAN FERNANDEZ MIRIAM ASTRID |           |          |                                       |             |                                      |
| T.EMP:                                     | PERMANENTE                      | 2,098.93  | 2,405.50 | Titular del Órgano Interno de Control |             |                                      |
| 01   | SUELDO BASE                     | 31,484.00 | 51       | ISR                                   | 7,672.08    | DVIG DIAS DE VIGENCIA 15.00          |
| 02   | AYUDA PARA DESPE                | 1,144.00  | 54       | FONDO PENSIONES                       | 3,620.66    | IMP1 ISR ART 96 7,672.08             |
| 03   | AYUDA PARA PASAJ                | 808.50    | 65       | OTRAS DEDUCCIONES                     | 6,079.63    | PGR1 PERC GRAVADA TIPO 1 33,436.50   |
|  |                                 |           |          |                                       |             | PERC TOTAL PERCEPCIONES 33,436.50    |
|  |                                 |           |          |                                       |             | DEDU TOTAL DEDUCCIONES 17,372.37     |
|  |                                 |           |          |                                       |             | 3%FV 3% FONDO DE VIVIENDA 944.52     |
|  |                                 |           |          |                                       |             | FOND FONDO PENSIONES EMPRES 5,509.70 |
|  |                                 |           |          |                                       |             | SEDARSEDAR 629.68                    |
|  |                                 |           |          |                                       |             | PVAC PROVISION DE PRIMA VAC 458.03   |
|  |                                 |           |          |                                       |             | AGUI PROVISION AGUINALDO 4,580.34    |
|  |                                 |           |          |                                       |             | TOTA NOMINA EN EFECTIVO 16,064.13    |
| 200-005                                    | MARTINEZ DOMINGUEZ SUSANA       |           |          |                                       |             |                                      |
| T.EMP:                                     | PERMANENTE                      | 553.73    | 734.38   | SECRETARIA DE DIRECCION               |             |                                      |
| 01   | SUELDO BASE                     | 8,305.95  | 51       | ISR                                   | 1,254.60    | DVIG DIAS DE VIGENCIA 15.00          |
| 02   | AYUDA PARA DESPE                | 557.00    | 54       | FONDO PENSIONES                       | 955.18      | 75C CAJA DE AHORRO SUTCEAJ 250.00    |
| 03   | AYUDA PARA PASAJ                | 339.50    | 65       | OTRAS DEDUCCIONES                     | 4,002.47    | IMP1 ISR ART 96 1,254.60             |
|  |                                 |           |          |                                       |             | PGR1 PERC GRAVADA TIPO 1 9,202.45    |
|  |                                 |           |          |                                       |             | PERC TOTAL PERCEPCIONES 9,202.45     |
|  |                                 |           |          |                                       |             | DEDU TOTAL DEDUCCIONES 6,212.25      |
|  |                                 |           |          |                                       |             | 3%FV 3% FONDO DE VIVIENDA 249.18     |
|  |                                 |           |          |                                       |             | FOND FONDO PENSIONES EMPRES 1,453.54 |
|  |                                 |           |          |                                       |             | SEDARSEDAR 166.12                    |
|  |                                 |           |          |                                       |             | PVAC PROVISION DE PRIMA VAC 126.06   |
|  |                                 |           |          |                                       |             | AGUI PROVISION AGUINALDO 1,260.61    |
|  |                                 |           |          |                                       |             | CHEQ PAGO POR CHEQUE 2,990.20        |
| 394-002                                    | LOPEZ CISNEROS XOCHITL          |           |          |                                       |             |                                      |
| T.EMP:                                     | PERMANENTE                      | 990.46    | 1,247.94 | Jefe de Auditoría                     |             |                                      |
| 01   | SUELDO BASE                     | 14,857.00 | 51       | ISR                                   | 2,798.04    | DVIG DIAS DE VIGENCIA 15.00          |
| 02   | AYUDA PARA DESPE                | 732.50    | 54       | FONDO PENSIONES                       | 1,708.56    | IMP1 ISR ART 96 2,798.04             |
| 03   | AYUDA PARA PASAJ                | 553.50    | 79       | APORT ADIC VOL SEDAR                  | 500.00      | PGR1 PERC GRAVADA TIPO 1 16,143.00   |
|  |                                 |           | 89       | APORT ADIC COMP SEDA                  | 500.00      | PERC TOTAL PERCEPCIONES 16,143.00    |
|  |                                 |           |          |                                       |             | DEDU TOTAL DEDUCCIONES 5,506.60      |
|  |                                 |           |          |                                       |             | 3%FV 3% FONDO DE VIVIENDA 445.71     |
|  |                                 |           |          |                                       |             | FOND FONDO PENSIONES EMPRES 2,599.97 |
|  |                                 |           |          |                                       |             | SEDARSEDAR 297.14                    |
|  |                                 |           |          |                                       |             | PVAC PROVISION DE PRIMA VAC 221.14   |
|  |                                 |           |          |                                       |             | AGUI PROVISION AGUINALDO 2,211.37    |
|  |                                 |           |          |                                       |             | TOTA NOMINA EN EFECTIVO 10,636.40    |
| 533-2022                                   | ENRIQUEZ RAMIREZ IRENE NATHALI  |           |          |                                       |             |                                      |
| T.EMP:                                     | PERMANENTE                      | 532.76    | 647.53   | Auditor de Sistemas                   |             |                                      |
| 01   | SUELDO BASE                     | 7,991.50  | 51       | ISR                                   | 1,208.69    | DVIG DIAS DE VIGENCIA 15.00          |
| 02   | AYUDA PARA DESPE                | 546.50    | 54       | FONDO PENSIONES                       | 919.02      | IMP1 ISR ART 96 1,208.69             |
| 03   | AYUDA PARA PASAJ                | 449.50    |          |                                       |             | PGR1 PERC GRAVADA TIPO 1 8,987.50    |
|  |                                 |           |          |                                       |             | PERC TOTAL PERCEPCIONES 8,987.50     |
|  |                                 |           |          |                                       |             | DEDU TOTAL DEDUCCIONES 2,127.71      |
|  |                                 |           |          |                                       |             | 3%FV 3% FONDO DE VIVIENDA 239.75     |
|  |                                 |           |          |                                       |             | FOND FONDO PENSIONES EMPRES 1,398.51 |
|  |                                 |           |          |                                       |             | SEDARSEDAR 159.83                    |
|  |                                 |           |          |                                       |             | PVAC PROVISION DE PRIMA VAC 123.12   |
|  |                                 |           |          |                                       |             | AGUI PROVISION AGUINALDO 1,231.16    |
|  |                                 |           |          |                                       |             | CHEQ PAGO POR CHEQUE 6,859.79        |

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

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\*\*\*\* Totales Órgano Interno de Control 1501 \*\*\*\*

|    |                  |           |    |                      |           |                             |           |
|----|------------------|-----------|----|----------------------|-----------|-----------------------------|-----------|
| 01 | SUELDO BASE      | 62,638.45 | 51 | ISR                  | 12,933.41 | DVIG DIAS DE VIGENCIA       | 60.00     |
| 02 | AYUDA PARA DESPE | 2,980.00  | 54 | FONDO PENSIONES      | 7,203.42  | 75C CAJA DE AHORRO SUTCEAJ  | 250.00    |
| 03 | AYUDA PARA PASAJ | 2,151.00  | 79 | APORT ADIC VOL SEDAR | 500.00    | IMP1 ISR ART 96             | 12,933.41 |
|    |                  |           | 89 | APORT ADIC COMP SEDA | 500.00    | PGR1 PERC GRAVADA TIPO 1    | 67,769.45 |
|    |                  |           | 65 | OTRAS DEDUCCIONES    | 10,082.10 | PERC TOTAL PERCEPCIONES     | 67,769.45 |
|    |                  |           |    |                      |           | DEDU TOTAL DEDUCCIONES      | 31,218.93 |
|    |                  |           |    |                      |           | 3%FV 3% FONDO DE VIVIENDA   | 1,879.16  |
|    |                  |           |    |                      |           | FOND FONDO PENSIONES EMPRES | 10,961.72 |
|    |                  |           |    |                      |           | SEDARSEDAR                  | 1,252.77  |
|    |                  |           |    |                      |           | PVAC PROVISION DE PRIMA VAC | 928.35    |
|    |                  |           |    |                      |           | AGUI PROVISION AGUINALDO    | 9,283.48  |
|    |                  |           |    |                      |           | TOTA NOMINA EN EFECTIVO     | 26,700.53 |
|    |                  |           |    |                      |           | CHEQ PAGO POR CHEQUE        | 9,849.99  |

Total de Empleados : 4.00 -----

| Clave   | Nombre                       | S.Diario  | S.Integ  | PERCEPCIONES                                   | DEDUCCIONES | CONCEPTOS                            |
|---|------------------------------|-----------|----------|--|-------------|--------------------------------------|
| ***** Subdirección de Contratación ***** 4502 |                              |           |          |  |             |                                      |
| 100-009                                       | NAPOLES CINTO JOSE LUIS      |           |          |  |             |                                      |
| T.EMP:  | PERMANENTE                   | 857.63    | 1,034.86 | Jefe de Control                                |             |                                      |
| 01  | SUELDO BASE                  | 12,864.50 | 51       | ISR  | 2,302.48    | DVIG DIAS DE VIGENCIA 15.00          |
| 02  | AYUDA PARA DESPE             | 643.00    | 54       | FONDO PENSIONES                                | 1,479.42    | IMP1 ISR ART 96 2,302.48             |
| 03  | AYUDA PARA PASAJ             | 528.50    |          |  |             | PGR1 PERC GRAVADA TIPO 1 14,036.00   |
|   |                              |           |          |  |             | PERC TOTAL PERCEPCIONES 14,036.00    |
|   |                              |           |          |  |             | DEDU TOTAL DEDUCCIONES 3,781.90      |
|   |                              |           |          |  |             | 3%FV 3% FONDO DE VIVIENDA 385.94     |
|   |                              |           |          |  |             | FOND FONDO PENSIONES EMPRES 2,251.29 |
|   |                              |           |          |  |             | SEDARSEDAR 257.29                    |
|   |                              |           |          |  |             | PVAC PROVISION DE PRIMA VAC 192.27   |
|   |                              |           |          |  |             | AGUI PROVISION AGUINALDO 1,922.74    |
|   |                              |           |          |  |             | TOTA NOMINA EN EFECTIVO 10,254.10    |
| 100-012                                       | MARQUEZ FRANCO KAREN MARLENE |           |          |  |             |                                      |
| T.EMP:  | PERMANENTE                   | 857.63    | 1,034.86 | Jefe de Control de Comisión de la Obra Pública |             |                                      |
| 01  | SUELDO BASE                  | 12,864.50 | 51       | ISR  | 2,302.48    | DVIG DIAS DE VIGENCIA 15.00          |
| 02  | AYUDA PARA DESPE             | 643.00    | 54       | FONDO PENSIONES                                | 1,479.42    | IMP1 ISR ART 96 2,302.48             |
| 03  | AYUDA PARA PASAJ             | 528.50    |          |  |             | PGR1 PERC GRAVADA TIPO 1 14,036.00   |
|   |                              |           |          |  |             | PERC TOTAL PERCEPCIONES 14,036.00    |
|   |                              |           |          |  |             | DEDU TOTAL DEDUCCIONES 3,781.90      |
|   |                              |           |          |  |             | 3%FV 3% FONDO DE VIVIENDA 385.94     |
|   |                              |           |          |  |             | FOND FONDO PENSIONES EMPRES 2,251.29 |
|   |                              |           |          |  |             | SEDARSEDAR 257.29                    |
|   |                              |           |          |  |             | PVAC PROVISION DE PRIMA VAC 192.27   |
|   |                              |           |          |  |             | AGUI PROVISION AGUINALDO 1,922.74    |
|   |                              |           |          |  |             | TOTA NOMINA EN EFECTIVO 10,254.10    |
| 630-030                                       | ROSAS SAHAGÚN ARTURO         |           |          |  |             |                                      |
| T.EMP:  | PERMANENTE                   | 1,569.80  | 1,890.39 | Subdirector de Contratación                    |             |                                      |
| 01  | SUELDO BASE                  | 23,547.00 | 51       | ISR  | 5,199.63    | DVIG DIAS DE VIGENCIA 15.00          |
| 02  | AYUDA PARA DESPE             | 960.00    | 54       | FONDO PENSIONES                                | 2,707.91    | IMP1 ISR ART 96 5,199.63             |
| 03  | AYUDA PARA PASAJ             | 688.00    |          |  |             | PGR1 PERC GRAVADA TIPO 1 25,195.00   |
|   |                              |           |          |  |             | PERC TOTAL PERCEPCIONES 25,195.00    |
|   |                              |           |          |  |             | DEDU TOTAL DEDUCCIONES 7,907.54      |
|   |                              |           |          |  |             | 3%FV 3% FONDO DE VIVIENDA 706.41     |
|   |                              |           |          |  |             | FOND FONDO PENSIONES EMPRES 4,120.72 |
|   |                              |           |          |  |             | SEDARSEDAR 470.94                    |
|   |                              |           |          |  |             | PVAC PROVISION DE PRIMA VAC 345.14   |
|   |                              |           |          |  |             | AGUI PROVISION AGUINALDO 3,451.37    |
|   |                              |           |          |  |             | TOTA NOMINA EN EFECTIVO 17,287.46    |
| 630-031                                       | NIEBLA SARABIA MANUEL ARTURO |           |          |  |             |                                      |
| T.EMP:  | PERMANENTE                   | 1,115.67  | 1,344.72 | Jefe de Contratos                              |             |                                      |
| 01  | SUELDO BASE                  | 16,735.00 | 51       | ISR  | 3,253.04    | DVIG DIAS DE VIGENCIA 15.00          |
| 02  | AYUDA PARA DESPE             | 774.50    | 54       | FONDO PENSIONES                                | 1,924.53    | IMP1 ISR ART 96 3,253.04             |
| 03  | AYUDA PARA PASAJ             | 568.00    | 65       | OTRAS DEDUCCIONES                              | 2,800.00    | PGR1 PERC GRAVADA TIPO 1 18,077.50   |
|   |                              |           |          |  |             | PERC TOTAL PERCEPCIONES 18,077.50    |
|   |                              |           |          |  |             | DEDU TOTAL DEDUCCIONES 7,977.57      |
|   |                              |           |          |  |             | 3%FV 3% FONDO DE VIVIENDA 502.05     |
|   |                              |           |          |  |             | FOND FONDO PENSIONES EMPRES 2,928.63 |
|   |                              |           |          |  |             | SEDARSEDAR 334.70                    |
|   |                              |           |          |  |             | PVAC PROVISION DE PRIMA VAC 247.64   |
|   |                              |           |          |  |             | AGUI PROVISION AGUINALDO 2,476.37    |
|   |                              |           |          |  |             | TOTA NOMINA EN EFECTIVO 10,099.93    |

| Clave | Nombre                               | S.Diario  | S.Integ | PERCEPCIONES      | DEDUCCIONES | CONCEPTOS                             |
|-------|--------------------------------------|-----------|---------|-------------------|-------------|---------------------------------------|
| ----- |                                      |           |         |                   |             |                                       |
| ****  | Totales Subdirección de Contratación |           | 4502    | ****              |             |                                       |
| 01    | SUELDO BASE                          | 66,011.00 | 51      | ISR               | 13,057.63   | DVIG DIAS DE VIGENCIA 60.00           |
| 02    | AYUDA PARA DESPE                     | 3,020.50  | 54      | FONDO PENSIONES   | 7,591.28    | IMP1 ISR ART 96 13,057.63             |
| 03    | AYUDA PARA PASAJ                     | 2,313.00  | 65      | OTRAS DEDUCCIONES | 2,800.00    | PGR1 PERC GRAVADA TIPO 1 71,344.50    |
|       |                                      |           |         |                   |             | PERC TOTAL PERCEPCIONES 71,344.50     |
|       |                                      |           |         |                   |             | DEDU TOTAL DEDUCCIONES 23,448.91      |
|       |                                      |           |         |                   |             | 3%FV 3% FONDO DE VIVIENDA 1,980.34    |
|       |                                      |           |         |                   |             | FOND FONDO PENSIONES EMPRES 11,551.93 |
|       |                                      |           |         |                   |             | SEDARSEDAR 1,320.22                   |
|       |                                      |           |         |                   |             | PVAC PROVISION DE PRIMA VAC 977.32    |
|       |                                      |           |         |                   |             | AGUI PROVISION AGUINALDO 9,773.22     |
|       |                                      |           |         |                   |             | TOTA NOMINA EN EFECTIVO 47,895.59     |

Total de Empleados : 4.00 -----

| Clave   | Nombre                    | S.Diario  | S.Integ  | PERCEPCIONES                                  | DEDUCCIONES | CONCEPTOS                            |
|---|---------------------------|-----------|----------|---|-------------|--------------------------------------|
| ***** Subdirección de Control Normativo y Documental ***** 4503       |                           |           |          |   |             |                                      |
| 450-006   | VAZQUEZ ROCHA JOSE RAFAEL |           |          |   |             |                                      |
| T.EMP:  | PERMANENTE                | 761.07    | 940.33   | Jefe de Gestión y Seguimiento                 |             |                                      |
| 01  | SUELDO BASE               | 11,416.00 | 51       | ISR   | 1,967.29    | DVIG DIAS DE VIGENCIA 15.00          |
| 02  | AYUDA PARA DESPE          | 623.50    | 54       | FONDO PENSIONES                               | 1,312.84    | IMP1 ISR ART 96 1,967.29             |
| 03  | AYUDA PARA PASAJ          | 499.50    | 65       | OTRAS DEDUCCIONES                             | 5,126.61    | PGR1 PERC GRAVADA TIPO 1 12,539.00   |
|   |                           |           |          |   |             | PERC TOTAL PERCEPCIONES 12,539.00    |
|   |                           |           |          |   |             | DEDU TOTAL DEDUCCIONES 8,406.74      |
|   |                           |           |          |   |             | 3%FV 3% FONDO DE VIVIENDA 342.48     |
|   |                           |           |          |   |             | FOND FONDO PENSIONES EMPRES 1,997.80 |
|   |                           |           |          |   |             | SEDARSEDAR 228.32                    |
|   |                           |           |          |   |             | PVAC PROVISION DE PRIMA VAC 171.77   |
|   |                           |           |          |   |             | AGUI PROVISION AGUINALDO 1,717.67    |
|   |                           |           |          |   |             | TOTA NOMINA EN EFECTIVO 4,132.26     |
| 540-010   | EGUIARTE MONTES ADAN OMAR |           |          |   |             |                                      |
| T.EMP:  | PERMANENTE                | 1,569.80  | 1,934.65 | Subdirector de Control Normativo y Documental |             |                                      |
| 01  | SUELDO BASE               | 23,547.00 | 51       | ISR   | 5,199.63    | DVIG DIAS DE VIGENCIA 15.00          |
| 02  | AYUDA PARA DESPE          | 960.00    | 54       | FONDO PENSIONES                               | 2,707.91    | IMP1 ISR ART 96 5,199.63             |
| 03  | AYUDA PARA PASAJ          | 688.00    | 65       | OTRAS DEDUCCIONES                             | 10,576.20   | PGR1 PERC GRAVADA TIPO 1 25,195.00   |
|   |                           |           |          |   |             | PERC TOTAL PERCEPCIONES 25,195.00    |
|   |                           |           |          |   |             | DEDU TOTAL DEDUCCIONES 18,483.74     |
|   |                           |           |          |   |             | 3%FV 3% FONDO DE VIVIENDA 706.41     |
|   |                           |           |          |   |             | FOND FONDO PENSIONES EMPRES 4,120.72 |
|   |                           |           |          |   |             | SEDARSEDAR 470.94                    |
|   |                           |           |          |   |             | PVAC PROVISION DE PRIMA VAC 345.14   |
|   |                           |           |          |   |             | AGUI PROVISION AGUINALDO 3,451.37    |
|   |                           |           |          |   |             | TOTA NOMINA EN EFECTIVO 6,711.26     |
| 720-017   | TORRES VEGA IVAN ALEXEI   |           |          |   |             |                                      |
| T.EMP:  | PERMANENTE                | 761.07    | 920.10   | Jefe de Revisión de Bases y Normas            |             |                                      |
| 01  | SUELDO BASE               | 11,416.00 | 51       | ISR   | 1,967.29    | DVIG DIAS DE VIGENCIA 15.00          |
| 02  | AYUDA PARA DESPE          | 623.50    | 54       | FONDO PENSIONES                               | 1,312.84    | IMP1 ISR ART 96 1,967.29             |
| 03  | AYUDA PARA PASAJ          | 499.50    |          |   |             | PGR1 PERC GRAVADA TIPO 1 12,539.00   |
|   |                           |           |          |   |             | PERC TOTAL PERCEPCIONES 12,539.00    |
|   |                           |           |          |   |             | DEDU TOTAL DEDUCCIONES 3,280.13      |
|   |                           |           |          |   |             | 3%FV 3% FONDO DE VIVIENDA 342.48     |
|   |                           |           |          |   |             | FOND FONDO PENSIONES EMPRES 1,997.80 |
|   |                           |           |          |   |             | SEDARSEDAR 228.32                    |
|   |                           |           |          |   |             | PVAC PROVISION DE PRIMA VAC 171.77   |
|   |                           |           |          |   |             | AGUI PROVISION AGUINALDO 1,717.67    |
|   |                           |           |          |   |             | TOTA NOMINA EN EFECTIVO 9,258.87     |
| **** Totales Subdirección de Control Normativo y Documental 4503 **** |                           |           |          |   |             |                                      |
| 01  | SUELDO BASE               | 46,379.00 | 51       | ISR   | 9,134.21    | DVIG DIAS DE VIGENCIA 45.00          |
| 02  | AYUDA PARA DESPE          | 2,207.00  | 54       | FONDO PENSIONES                               | 5,333.59    | IMP1 ISR ART 96 9,134.21             |
| 03  | AYUDA PARA PASAJ          | 1,687.00  | 65       | OTRAS DEDUCCIONES                             | 15,702.81   | PGR1 PERC GRAVADA TIPO 1 50,273.00   |
|   |                           |           |          |   |             | PERC TOTAL PERCEPCIONES 50,273.00    |
|   |                           |           |          |   |             | DEDU TOTAL DEDUCCIONES 30,170.61     |
|   |                           |           |          |   |             | 3%FV 3% FONDO DE VIVIENDA 1,391.37   |
|   |                           |           |          |   |             | FOND FONDO PENSIONES EMPRES 8,116.32 |
|   |                           |           |          |   |             | SEDARSEDAR 927.58                    |
|   |                           |           |          |   |             | PVAC PROVISION DE PRIMA VAC 688.68   |
|   |                           |           |          |   |             | AGUI PROVISION AGUINALDO 6,886.71    |
|   |                           |           |          |   |             | TOTA NOMINA EN EFECTIVO 20,102.39    |

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

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Total de Empleados : 3.00 -----



| Clave  | Nombre                          | S.Diario  | S.Integ  | PERCEPCIONES                                       | DEDUCCIONES | CONCEPTOS                            |
|--|---------------------------------|-----------|----------|--|-------------|--------------------------------------|
| ***** Subdirección de Costos y Presupuestos ***** 4504 |                                 |           |          |  |             |                                      |
| 300-008  | SANTA MARIA LUEVANO LUIS CESAR  |           |          |  |             |                                      |
| T.EMP:   | PERMANENTE                      | 990.47    | 1,216.08 | Jefe de Evaluaciones Económicas                    |             |                                      |
| 01   | SUELDO BASE                     | 14,857.00 | 51       | ISR  | 2,798.04    | DVIG DIAS DE VIGENCIA 15.00          |
| 02   | AYUDA PARA DESPE                | 732.50    | 54       | FONDO PENSIONES                                    | 1,708.56    | IMP1 ISR ART 96 2,798.04             |
| 03   | AYUDA PARA PASAJ                | 553.50    | 65       | OTRAS DEDUCCIONES                                  | 3,060.98    | PGR1 PERC GRAVADA TIPO 1 16,143.00   |
|  |                                 |           |          |  |             | PERC TOTAL PERCEPCIONES 16,143.00    |
|  |                                 |           |          |  |             | DEDU TOTAL DEDUCCIONES 7,567.58      |
|  |                                 |           |          |  |             | 3%FV 3% FONDO DE VIVIENDA 445.71     |
|  |                                 |           |          |  |             | FOND FONDO PENSIONES EMPRES 2,599.97 |
|  |                                 |           |          |  |             | SEDARSEDAR 297.14                    |
|  |                                 |           |          |  |             | PVAC PROVISION DE PRIMA VAC 221.14   |
|  |                                 |           |          |  |             | AGUI PROVISION AGUINALDO 2,211.37    |
|  |                                 |           |          |  |             | TOTA NOMINA EN EFECTIVO 8,575.42     |
| 41-083-010   | GUERRERO LOPEZ GERMAN           |           |          |  |             |                                      |
| T.EMP:   | PERMANENTE                      | 616.87    | 750.31   | ANALISTA DE OBRA                                   |             |                                      |
| 01   | SUELDO BASE                     | 9,253.05  | 51       | ISR  | 1,573.53    | DVIG DIAS DE VIGENCIA 15.00          |
| 02   | AYUDA PARA DESPE                | 465.50    | 54       | FONDO PENSIONES                                    | 1,064.10    | IMP1 ISR ART 96 1,573.53             |
| 03   | AYUDA PARA PASAJ                | 285.50    | 65       | OTRAS DEDUCCIONES                                  | 4,167.53    | PGR1 PERC GRAVADA TIPO 1 10,695.53   |
| 04   | PRIMA QUINQUENAL                | 691.48    |          |  |             | PERC TOTAL PERCEPCIONES 10,695.53    |
|  |                                 |           |          |  |             | DEDU TOTAL DEDUCCIONES 6,805.16      |
|  |                                 |           |          |  |             | 3%FV 3% FONDO DE VIVIENDA 277.59     |
|  |                                 |           |          |  |             | FOND FONDO PENSIONES EMPRES 1,619.28 |
|  |                                 |           |          |  |             | SEDARSEDAR 185.06                    |
|  |                                 |           |          |  |             | PVAC PROVISION DE PRIMA VAC 137.04   |
|  |                                 |           |          |  |             | AGUI PROVISION AGUINALDO 1,370.42    |
|  |                                 |           |          |  |             | TOTA NOMINA EN EFECTIVO 3,890.37     |
| 471-2019   | SANCHEZ SOLORIO RICARDO YOSELIN |           |          |  |             |                                      |
| T.EMP:   | PERMANENTE                      | 990.46    | 1,197.12 | Jefe de Integración de Expedientes de Obra Pública |             |                                      |
| 01   | SUELDO BASE                     | 14,857.00 | 51       | ISR  | 2,798.04    | DVIG DIAS DE VIGENCIA 15.00          |
| 02   | AYUDA PARA DESPE                | 732.50    | 54       | FONDO PENSIONES                                    | 1,708.56    | IMP1 ISR ART 96 2,798.04             |
| 03   | AYUDA PARA PASAJ                | 553.50    | 65       | OTRAS DEDUCCIONES                                  | 2,062.34    | PGR1 PERC GRAVADA TIPO 1 16,143.00   |
|  |                                 |           |          |  |             | PERC TOTAL PERCEPCIONES 16,143.00    |
|  |                                 |           |          |  |             | DEDU TOTAL DEDUCCIONES 6,568.94      |
|  |                                 |           |          |  |             | 3%FV 3% FONDO DE VIVIENDA 445.71     |
|  |                                 |           |          |  |             | FOND FONDO PENSIONES EMPRES 2,599.97 |
|  |                                 |           |          |  |             | SEDARSEDAR 297.14                    |
|  |                                 |           |          |  |             | PVAC PROVISION DE PRIMA VAC 221.14   |
|  |                                 |           |          |  |             | AGUI PROVISION AGUINALDO 2,211.37    |
|  |                                 |           |          |  |             | TOTA NOMINA EN EFECTIVO 9,574.06     |
| 520-007  | NUÑO ROMERO MICHAEL ALBERTO     |           |          |  |             |                                      |
| T.EMP:   | PERMANENTE                      | 857.63    | 1,034.86 | Jefe de Programación                               |             |                                      |
| 01   | SUELDO BASE                     | 12,864.50 | 51       | ISR  | 2,302.48    | DVIG DIAS DE VIGENCIA 15.00          |
| 02   | AYUDA PARA DESPE                | 643.00    | 54       | FONDO PENSIONES                                    | 1,479.42    | IMP1 ISR ART 96 2,302.48             |
| 03   | AYUDA PARA PASAJ                | 528.50    | 65       | OTRAS DEDUCCIONES                                  | 2,451.00    | PGR1 PERC GRAVADA TIPO 1 14,036.00   |
|  |                                 |           |          |  |             | PERC TOTAL PERCEPCIONES 14,036.00    |
|  |                                 |           |          |  |             | DEDU TOTAL DEDUCCIONES 6,232.90      |
|  |                                 |           |          |  |             | 3%FV 3% FONDO DE VIVIENDA 385.94     |
|  |                                 |           |          |  |             | FOND FONDO PENSIONES EMPRES 2,251.29 |
|  |                                 |           |          |  |             | SEDARSEDAR 257.29                    |
|  |                                 |           |          |  |             | PVAC PROVISION DE PRIMA VAC 192.27   |
|  |                                 |           |          |  |             | AGUI PROVISION AGUINALDO 1,922.74    |
|  |                                 |           |          |  |             | TOTA NOMINA EN EFECTIVO 7,803.10     |

| Clave  | Nombre                         | S.Diario   | S.Integ  | PERCEPCIONES                                | DEDUCCIONES | CONCEPTOS                             |
|--|--------------------------------|------------|----------|---|-------------|---------------------------------------|
| 630-032  | PATIÑO MARTÍNEZ ABRAHAM MOISES |            |          |   |             |                                       |
| T.EMP:   | PERMANENTE                     | 857.63     | 1,034.86 | Jefe de Precios Unitarios y Escalatorias    |             |                                       |
| 01   | SUELDO BASE                    | 12,864.50  | 51       | ISR   | 2,302.48    | DVIG DIAS DE VIGENCIA 15.00           |
| 02   | AYUDA PARA DESPE               | 643.00     | 54       | FONDO PENSIONES                             | 1,479.42    | IMP1 ISR ART 96 2,302.48              |
| 03   | AYUDA PARA PASAJ               | 528.50     | 65       | OTRAS DEDUCCIONES                           | 2,150.00    | PGR1 PERC GRAVADA TIPO 1 14,036.00    |
|  |                                |            |          |   |             | PERC TOTAL PERCEPCIONES 14,036.00     |
|  |                                |            |          |   |             | DEDU TOTAL DEDUCCIONES 5,931.90       |
|  |                                |            |          |   |             | 3%FV 3% FONDO DE VIVIENDA 385.94      |
|  |                                |            |          |   |             | FOND FONDO PENSIONES EMPRES 2,251.29  |
|  |                                |            |          |   |             | SEDARSEDAR 257.29                     |
|  |                                |            |          |   |             | PVAC PROVISION DE PRIMA VAC 192.27    |
|  |                                |            |          |   |             | AGUI PROVISION AGUINALDO 1,922.74     |
|  |                                |            |          |   |             | TOTA NOMINA EN EFECTIVO 8,104.10      |
| 740-035  | NIETO VEGA ILSE ANDREA         |            |          |   |             |                                       |
| T.EMP:   | PERMANENTE                     | 990.47     | 1,197.13 | Jefe de Presupuestos del Área Metropolitana |             |                                       |
| 01   | SUELDO BASE                    | 14,857.00  | 51       | ISR   | 2,798.04    | DVIG DIAS DE VIGENCIA 15.00           |
| 02   | AYUDA PARA DESPE               | 732.50     | 54       | FONDO PENSIONES                             | 1,708.56    | IMP1 ISR ART 96 2,798.04              |
| 03   | AYUDA PARA PASAJ               | 553.50     |          |   |             | PGR1 PERC GRAVADA TIPO 1 16,143.00    |
|  |                                |            |          |   |             | PERC TOTAL PERCEPCIONES 16,143.00     |
|  |                                |            |          |   |             | DEDU TOTAL DEDUCCIONES 4,506.60       |
|  |                                |            |          |   |             | 3%FV 3% FONDO DE VIVIENDA 445.71      |
|  |                                |            |          |   |             | FOND FONDO PENSIONES EMPRES 2,599.97  |
|  |                                |            |          |   |             | SEDARSEDAR 297.14                     |
|  |                                |            |          |   |             | PVAC PROVISION DE PRIMA VAC 221.14    |
|  |                                |            |          |   |             | AGUI PROVISION AGUINALDO 2,211.37     |
|  |                                |            |          |   |             | TOTA NOMINA EN EFECTIVO 11,636.40     |
| 940-005  | URIAS CARRILLO RAMSES          |            |          |   |             |                                       |
| T.EMP:   | PERMANENTE                     | 1,569.80   | 1,890.39 | Subdirector de Costos y Presupuestos        |             |                                       |
| 01   | SUELDO BASE                    | 23,547.00  | 51       | ISR   | 5,199.63    | DVIG DIAS DE VIGENCIA 15.00           |
| 02   | AYUDA PARA DESPE               | 960.00     | 54       | FONDO PENSIONES                             | 2,707.91    | IMP1 ISR ART 96 5,199.63              |
| 03   | AYUDA PARA PASAJ               | 688.00     |          |   |             | PGR1 PERC GRAVADA TIPO 1 25,195.00    |
|  |                                |            |          |   |             | PERC TOTAL PERCEPCIONES 25,195.00     |
|  |                                |            |          |   |             | DEDU TOTAL DEDUCCIONES 7,907.54       |
|  |                                |            |          |   |             | 3%FV 3% FONDO DE VIVIENDA 706.41      |
|  |                                |            |          |   |             | FOND FONDO PENSIONES EMPRES 4,120.72  |
|  |                                |            |          |   |             | SEDARSEDAR 470.94                     |
|  |                                |            |          |   |             | PVAC PROVISION DE PRIMA VAC 345.14    |
|  |                                |            |          |   |             | AGUI PROVISION AGUINALDO 3,451.37     |
|  |                                |            |          |   |             | TOTA NOMINA EN EFECTIVO 17,287.46     |
| **** Totales Subdirección de Costos y Presupuestos 4504 **** |                                |            |          |   |             |                                       |
| 01   | SUELDO BASE                    | 103,100.05 | 51       | ISR   | 19,772.24   | DVIG DIAS DE VIGENCIA 105.00          |
| 02   | AYUDA PARA DESPE               | 4,909.00   | 54       | FONDO PENSIONES                             | 11,856.53   | IMP1 ISR ART 96 19,772.24             |
| 03   | AYUDA PARA PASAJ               | 3,691.00   | 65       | OTRAS DEDUCCIONES                           | 13,891.85   | PGR1 PERC GRAVADA TIPO 1 112,391.53   |
| 04   | PRIMA QUINQUENAL               | 691.48     |          |   |             | PERC TOTAL PERCEPCIONES 112,391.53    |
|  |                                |            |          |   |             | DEDU TOTAL DEDUCCIONES 45,520.62      |
|  |                                |            |          |   |             | 3%FV 3% FONDO DE VIVIENDA 3,093.01    |
|  |                                |            |          |   |             | FOND FONDO PENSIONES EMPRES 18,042.49 |
|  |                                |            |          |   |             | SEDARSEDAR 2,062.00                   |
|  |                                |            |          |   |             | PVAC PROVISION DE PRIMA VAC 1,530.14  |
|  |                                |            |          |   |             | AGUI PROVISION AGUINALDO 15,301.38    |
|  |                                |            |          |   |             | TOTA NOMINA EN EFECTIVO 66,870.91     |

Total de Empleados : 7.00

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

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| Clave  | Nombre                          | S.Diario  | S.Integ  | PERCEPCIONES                         | DEDUCCIONES   | CONCEPTOS                            |
|--|---------------------------------|-----------|----------|--------------------------------------|---------------|--------------------------------------|
| ***** Dirección de Presupuestos y Contratos ***** 4505 |                                 |           |          |                                      |               |                                      |
| 470-2019   | GUERRERO CASILLAS CLAUDIA SOFÍA |           |          |                                      |               |                                      |
| T.EMP:   | PERMANENTE                      | 697.40    | 836.46   | COLABORADOR                          | ESPECIALIZADO |                                      |
| 01   | SUELDO BASE                     | 10,461.00 | 51       | ISR                                  | 1,732.87      | DVIG DIAS DE VIGENCIA 15.00          |
| 02   | AYUDA PARA DESPE                | 603.00    | 54       | FONDO PENSIONES                      | 1,203.02      | IMP1 ISR ART 96 1,732.87             |
| 03   | AYUDA PARA PASAJ                | 377.50    | 65       | OTRAS DEDUCCIONES                    | 104.61        | PGR1 PERC GRAVADA TIPO 1 11,441.50   |
|  |                                 |           |          |                                      |               | PERC TOTAL PERCEPCIONES 11,441.50    |
|  |                                 |           |          |                                      |               | DEDU TOTAL DEDUCCIONES 3,040.50      |
|  |                                 |           |          |                                      |               | 3%FV 3% FONDO DE VIVIENDA 313.83     |
|  |                                 |           |          |                                      |               | FOND FONDO PENSIONES EMPRES 1,830.67 |
|  |                                 |           |          |                                      |               | SEDARSEDAR 209.22                    |
|  |                                 |           |          |                                      |               | PVAC PROVISION DE PRIMA VAC 156.73   |
|  |                                 |           |          |                                      |               | AGUI PROVISION AGUINALDO 1,567.33    |
|  |                                 |           |          |                                      |               | TOTA NOMINA EN EFECTIVO 8,401.00     |
| 900-004  | MORENO AREVALO ERIC WALBERTO    |           |          |                                      |               |                                      |
| T.EMP:   | PERMANENTE                      | 2,314.83  | 2,405.50 | Director de Presupuestos y Contratos |               |                                      |
| 01   | SUELDO BASE                     | 34,722.50 | 51       | ISR                                  | 8,708.58      | DVIG DIAS DE VIGENCIA 15.00          |
| 02   | AYUDA PARA DESPE                | 1,272.00  | 54       | FONDO PENSIONES                      | 3,993.09      | IMP1 ISR ART 96 8,708.58             |
| 03   | AYUDA PARA PASAJ                | 897.00    |          |                                      |               | PGR1 PERC GRAVADA TIPO 1 36,891.50   |
|  |                                 |           |          |                                      |               | PERC TOTAL PERCEPCIONES 36,891.50    |
|  |                                 |           |          |                                      |               | DEDU TOTAL DEDUCCIONES 12,701.67     |
|  |                                 |           |          |                                      |               | 3%FV 3% FONDO DE VIVIENDA 1,041.67   |
|  |                                 |           |          |                                      |               | FOND FONDO PENSIONES EMPRES 6,076.44 |
|  |                                 |           |          |                                      |               | SEDARSEDAR 694.45                    |
|  |                                 |           |          |                                      |               | PVAC PROVISION DE PRIMA VAC 505.36   |
|  |                                 |           |          |                                      |               | AGUI PROVISION AGUINALDO 5,053.63    |
|  |                                 |           |          |                                      |               | TOTA NOMINA EN EFECTIVO 24,189.83    |
| 910-026  | HERRERA ZARAGOZA KARLA IVETTE   |           |          |                                      |               |                                      |
| T.EMP:   | PERMANENTE                      | 553.73    | 673.99   | SECRETARIA DE DIRECCION              |               |                                      |
| 01   | SUELDO BASE                     | 8,305.95  | 51       | ISR                                  | 1,328.45      | DVIG DIAS DE VIGENCIA 15.00          |
| 02   | AYUDA PARA DESPE                | 557.00    | 54       | FONDO PENSIONES                      | 955.18        | 75D CAJA DE AHORRO SUTCEAP 250.00    |
| 03   | AYUDA PARA PASAJ                | 339.50    | 76B      | PMO CAJA DE AHORRO S                 | 485.95        | IMP1 ISR ART 96 1,328.45             |
| 04   | PRIMA QUINQUENAL                | 345.74    | 65       | OTRAS DEDUCCIONES                    | 5,848.18      | PGR1 PERC GRAVADA TIPO 1 9,548.19    |
|  |                                 |           |          |                                      |               | PERC TOTAL PERCEPCIONES 9,548.19     |
|  |                                 |           |          |                                      |               | DEDU TOTAL DEDUCCIONES 8,617.76      |
|  |                                 |           |          |                                      |               | 3%FV 3% FONDO DE VIVIENDA 249.18     |
|  |                                 |           |          |                                      |               | FOND FONDO PENSIONES EMPRES 1,453.54 |
|  |                                 |           |          |                                      |               | SEDARSEDAR 166.12                    |
|  |                                 |           |          |                                      |               | PVAC PROVISION DE PRIMA VAC 126.06   |
|  |                                 |           |          |                                      |               | AGUI PROVISION AGUINALDO 1,260.61    |
|  |                                 |           |          |                                      |               | TOTA NOMINA EN EFECTIVO 930.43       |
| 910-028  | PEREZ ROSALES ESPERANZA         |           |          |                                      |               |                                      |
| T.EMP:   | PERMANENTE                      | 495.40    | 604.70   | SECRETARIA                           |               |                                      |
| 01   | SUELDO BASE                     | 7,431.00  | 51       | ISR                                  | 1,122.88      | DVIG DIAS DE VIGENCIA 15.00          |
| 02   | AYUDA PARA DESPE                | 478.50    | 54       | FONDO PENSIONES                      | 854.57        | IMP1 ISR ART 96 1,122.88             |
| 03   | AYUDA PARA PASAJ                | 330.50    | 65       | OTRAS DEDUCCIONES                    | 3,765.62      | PGR1 PERC GRAVADA TIPO 1 8,585.74    |
| 04   | PRIMA QUINQUENAL                | 345.74    |          |                                      |               | PERC TOTAL PERCEPCIONES 8,585.74     |
|  |                                 |           |          |                                      |               | DEDU TOTAL DEDUCCIONES 5,743.07      |
|  |                                 |           |          |                                      |               | 3%FV 3% FONDO DE VIVIENDA 222.93     |
|  |                                 |           |          |                                      |               | FOND FONDO PENSIONES EMPRES 1,300.42 |
|  |                                 |           |          |                                      |               | SEDARSEDAR 148.62                    |
|  |                                 |           |          |                                      |               | PVAC PROVISION DE PRIMA VAC 112.88   |
|  |                                 |           |          |                                      |               | AGUI PROVISION AGUINALDO 1,128.77    |
|  |                                 |           |          |                                      |               | TOTA NOMINA EN EFECTIVO 2,842.67     |

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

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\*\*\*\* Totales Dirección de Presupuestos y Contratos 4505 \*\*\*\*

|    |                  |           |     |                      |           |                             |           |
|----|------------------|-----------|-----|----------------------|-----------|-----------------------------|-----------|
| 01 | SUELDO BASE      | 60,920.45 | 51  | ISR                  | 12,892.78 | DVIG DIAS DE VIGENCIA       | 60.00     |
| 02 | AYUDA PARA DESPE | 2,910.50  | 54  | FONDO PENSIONES      | 7,005.86  | 75D CAJA DE AHORRO SUTCEAP  | 250.00    |
| 03 | AYUDA PARA PASAJ | 1,944.50  | 76B | PMO CAJA DE AHORRO S | 485.95    | IMP1 ISR ART 96             | 12,892.78 |
| 04 | PRIMA QUINQUENAL | 691.48    | 65  | OTRAS DEDUCCIONES    | 9,718.41  | PGR1 PERC GRAVADA TIPO 1    | 66,466.93 |
|    |                  |           |     |                      |           | PERC TOTAL PERCEPCIONES     | 66,466.93 |
|    |                  |           |     |                      |           | DEDU TOTAL DEDUCCIONES      | 30,103.00 |
|    |                  |           |     |                      |           | 3%FV 3% FONDO DE VIVIENDA   | 1,827.61  |
|    |                  |           |     |                      |           | FOND FONDO PENSIONES EMPRES | 10,661.07 |
|    |                  |           |     |                      |           | SEDARSEDAR                  | 1,218.41  |
|    |                  |           |     |                      |           | PVAC PROVISION DE PRIMA VAC | 901.03    |
|    |                  |           |     |                      |           | AGUI PROVISION AGUINALDO    | 9,010.34  |
|    |                  |           |     |                      |           | TOTA NOMINA EN EFECTIVO     | 36,363.93 |

Total de Empleados : 4.00 -----

| Clave                                     | Nombre                       | S.Diario  | S.Integ | PERCEPCIONES      | DEDUCCIONES                 | CONCEPTOS                            |
|---|------------------------------|-----------|---------|-------------------|-----------------------------|--------------------------------------|
| -----                                     |                              |           |         |                   |                             |                                      |
| ****                                      | Subdirección de Construcción | ****      | 5501    |                   |                             |                                      |
| 18-287-004 JIMENEZ ROSALES OSWALDO RAFAEL |                              |           |         |                   |                             |                                      |
| T.EMP:                                    | PERMANENTE                   | 534.13    |         | 656.18            | ENCARGADO DEL CIT           |                                      |
| 01  | SUELDO BASE                  | 8,011.95  | 51      | ISR               | 1,304.80                    | DVIG DIAS DE VIGENCIA 15.00          |
| 02  | AYUDA PARA DESPE             | 434.50    | 54      | FONDO PENSIONES   | 921.37                      | IMP1 ISR ART 96 1,304.80             |
| 03  | AYUDA PARA PASAJ             | 299.50    | 65      | OTRAS DEDUCCIONES | 3,091.91                    | PGR1 PERC GRAVADA TIPO 1 9,437.43    |
| 04  | PRIMA QUINQUENAL             | 691.48    |         |                   |                             | PERC TOTAL PERCEPCIONES 9,437.43     |
|   |                              |           |         |                   |                             | DEDU TOTAL DEDUCCIONES 5,318.08      |
|   |                              |           |         |                   |                             | 3%FV 3% FONDO DE VIVIENDA 240.36     |
|   |                              |           |         |                   |                             | FOND FONDO PENSIONES EMPRES 1,402.09 |
|   |                              |           |         |                   |                             | SEDARSEDAR 160.24                    |
|   |                              |           |         |                   |                             | PVAC PROVISION DE PRIMA VAC 119.81   |
|   |                              |           |         |                   |                             | AGUI PROVISION AGUINALDO 1,198.08    |
|   |                              |           |         |                   |                             | TOTA NOMINA EN EFECTIVO 4,119.35     |
| 200-031 RAMOS HURTADO JESUS NEPHTALI      |                              |           |         |                   |                             |                                      |
| T.EMP:                                    | PERMANENTE                   | 441.10    |         | 545.13            | ARCHIVISTA                  |                                      |
| 01  | SUELDO BASE                  | 6,616.50  | 51      | ISR               | 976.53                      | DVIG DIAS DE VIGENCIA 15.00          |
| 02  | AYUDA PARA DESPE             | 457.50    | 54      | FONDO PENSIONES   | 760.90                      | 75D CAJA DE AHORRO SUTCEAP 150.00    |
| 03  | AYUDA PARA PASAJ             | 308.00    | 65      | OTRAS DEDUCCIONES | 3,525.17                    | IMP1 ISR ART 96 976.53               |
| 04  | PRIMA QUINQUENAL             | 518.61    |         |                   |                             | PGR1 PERC GRAVADA TIPO 1 7,900.61    |
|   |                              |           |         |                   |                             | PERC TOTAL PERCEPCIONES 7,900.61     |
|   |                              |           |         |                   |                             | DEDU TOTAL DEDUCCIONES 5,262.60      |
|   |                              |           |         |                   |                             | 3%FV 3% FONDO DE VIVIENDA 198.50     |
|   |                              |           |         |                   |                             | FOND FONDO PENSIONES EMPRES 1,157.89 |
|   |                              |           |         |                   |                             | SEDARSEDAR 132.33                    |
|   |                              |           |         |                   |                             | PVAC PROVISION DE PRIMA VAC 101.12   |
|   |                              |           |         |                   |                             | AGUI PROVISION AGUINALDO 1,011.23    |
|   |                              |           |         |                   |                             | TOTA NOMINA EN EFECTIVO 2,638.01     |
| 207-002 RODRIGUEZ VAZQUEZ SALVADOR        |                              |           |         |                   |                             |                                      |
| T.EMP:                                    | PERMANENTE                   | 551.12    |         | 906.55            | AUXILIAR DE TOPOGRAFO       |                                      |
| 01  | SUELDO BASE                  | 8,266.80  | 51      | ISR               | 1,658.81                    | DVIG DIAS DE VIGENCIA 15.00          |
| 02  | AYUDA PARA DESPE             | 557.00    | 54      | FONDO PENSIONES   | 1,093.28                    | 75D CAJA DE AHORRO SUTCEAP 400.00    |
| 03  | AYUDA PARA PASAJ             | 339.50    | 65      | OTRAS DEDUCCIONES | 4,886.17                    | IMP1 ISR ART 96 1,658.81             |
| 04  | PRIMA QUINQUENAL             | 691.48    |         |                   |                             | PGR1 PERC GRAVADA TIPO 1 11,094.80   |
| 06  | PRIMA POR RIESGO             | 1,240.02  |         |                   |                             | PERC TOTAL PERCEPCIONES 11,094.80    |
|   |                              |           |         |                   |                             | DEDU TOTAL DEDUCCIONES 7,638.26      |
|   |                              |           |         |                   |                             | 3%FV 3% FONDO DE VIVIENDA 285.20     |
|   |                              |           |         |                   |                             | FOND FONDO PENSIONES EMPRES 1,663.69 |
|   |                              |           |         |                   |                             | SEDARSEDAR 190.14                    |
|   |                              |           |         |                   |                             | PVAC PROVISION DE PRIMA VAC 142.51   |
|   |                              |           |         |                   |                             | AGUI PROVISION AGUINALDO 1,425.11    |
|   |                              |           |         |                   |                             | TOTA NOMINA EN EFECTIVO 3,456.54     |
| 230-009 CHAIRES MUÑOZ HÉCTOR GABRIEL      |                              |           |         |                   |                             |                                      |
| T.EMP:                                    | PERMANENTE                   | 2,098.93  |         | 2,405.50          | Subdirector de Construcción |                                      |
| 01  | SUELDO BASE                  | 31,484.00 | 51      | ISR               | 7,672.08                    | DVIG DIAS DE VIGENCIA 15.00          |
| 02  | AYUDA PARA DESPE             | 1,144.00  | 54      | FONDO PENSIONES   | 3,620.66                    | IMP1 ISR ART 96 7,672.08             |
| 03  | AYUDA PARA PASAJ             | 808.50    | 65      | OTRAS DEDUCCIONES | 9,000.00                    | PGR1 PERC GRAVADA TIPO 1 33,436.50   |
|   |                              |           |         |                   |                             | PERC TOTAL PERCEPCIONES 33,436.50    |
|   |                              |           |         |                   |                             | DEDU TOTAL DEDUCCIONES 20,292.74     |
|   |                              |           |         |                   |                             | 3%FV 3% FONDO DE VIVIENDA 944.52     |
|   |                              |           |         |                   |                             | FOND FONDO PENSIONES EMPRES 5,509.70 |
|   |                              |           |         |                   |                             | SEDARSEDAR 629.68                    |
|   |                              |           |         |                   |                             | PVAC PROVISION DE PRIMA VAC 458.03   |
|   |                              |           |         |                   |                             | AGUI PROVISION AGUINALDO 4,580.34    |

| Clave                                      | Nombre           | S.Diario  | S.Integ | PERCEPCIONES      | DEDUCCIONES | CONCEPTOS                   |           |
|--|------------------|-----------|---------|-------------------|-------------|-----------------------------|-----------|
|  |                  |           |         |                   |             | TOTA NOMINA EN EFECTIVO     | 13,143.76 |
| 31-113-002 HORNER VALENCIA LUIS FERNANDO   |                  |           |         |                   |             |                             |           |
| T.EMP:                                     | PERMANENTE       | 1,115.67  |         |                   | 1,383.79    | Jefe de Supervision General |           |
| 01   | SUELDO BASE      | 16,735.00 | 51      | ISR               | 3,415.67    | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02   | AYUDA PARA DESPE | 774.50    | 54      | FONDO PENSIONES   | 1,924.53    | IMP1 ISR ART 96             | 3,415.67  |
| 03   | AYUDA PARA PASAJ | 568.00    | 65      | OTRAS DEDUCCIONES | 7,852.00    | PGR1 PERC GRAVADA TIPO 1    | 18,768.98 |
| 04   | PRIMA QUINQUENAL | 691.48    |         |                   |             | PERC TOTAL PERCEPCIONES     | 18,768.98 |
|  |                  |           |         |                   |             | DEDU TOTAL DEDUCCIONES      | 13,192.20 |
|  |                  |           |         |                   |             | 3%FV 3% FONDO DE VIVIENDA   | 502.05    |
|  |                  |           |         |                   |             | FOND FONDO PENSIONES EMPRES | 2,928.63  |
|  |                  |           |         |                   |             | SEDARSEDAR                  | 334.70    |
|  |                  |           |         |                   |             | PVAC PROVISION DE PRIMA VAC | 247.64    |
|  |                  |           |         |                   |             | AGUI PROVISION AGUINALDO    | 2,476.37  |
|  |                  |           |         |                   |             | TOTA NOMINA EN EFECTIVO     | 5,576.78  |
| 397-078 MORAN GARCIA ELLIOT JONATHAN       |                  |           |         |                   |             |                             |           |
| T.EMP:                                     | PERMANENTE       | 553.73    |         |                   | 678.63      | ENCARGADO ARCHIVISTA        |           |
| 01   | SUELDO BASE      | 8,305.95  | 51      | ISR               | 1,365.38    | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02   | AYUDA PARA DESPE | 557.00    | 54      | FONDO PENSIONES   | 955.18      | IMP1 ISR ART 96             | 1,365.38  |
| 03   | AYUDA PARA PASAJ | 339.50    | 65      | OTRAS DEDUCCIONES | 2,426.28    | PGR1 PERC GRAVADA TIPO 1    | 9,721.06  |
| 04   | PRIMA QUINQUENAL | 518.61    |         |                   |             | PERC TOTAL PERCEPCIONES     | 9,721.06  |
|  |                  |           |         |                   |             | DEDU TOTAL DEDUCCIONES      | 4,746.84  |
|  |                  |           |         |                   |             | 3%FV 3% FONDO DE VIVIENDA   | 249.18    |
|  |                  |           |         |                   |             | FOND FONDO PENSIONES EMPRES | 1,453.54  |
|  |                  |           |         |                   |             | SEDARSEDAR                  | 166.12    |
|  |                  |           |         |                   |             | PVAC PROVISION DE PRIMA VAC | 126.06    |
|  |                  |           |         |                   |             | AGUI PROVISION AGUINALDO    | 1,260.61  |
|  |                  |           |         |                   |             | TOTA NOMINA EN EFECTIVO     | 4,974.22  |
| 40-144-003 GONZALEZ MALDONADO ELVIRA       |                  |           |         |                   |             |                             |           |
| T.EMP:                                     | PERMANENTE       | 761.06    |         |                   | 917.61      | Coordinador Administrativo  |           |
| 01   | SUELDO BASE      | 11,416.00 | 51      | ISR               | 1,967.29    | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02   | AYUDA PARA DESPE | 623.50    | 54      | FONDO PENSIONES   | 1,312.84    | 75C CAJA DE AHORRO SUTCEAJ  | 500.00    |
| 03   | AYUDA PARA PASAJ | 499.50    | 65      | OTRAS DEDUCCIONES | 500.00      | IMP1 ISR ART 96             | 1,967.29  |
|  |                  |           |         |                   |             | PGR1 PERC GRAVADA TIPO 1    | 12,539.00 |
|  |                  |           |         |                   |             | PERC TOTAL PERCEPCIONES     | 12,539.00 |
|  |                  |           |         |                   |             | DEDU TOTAL DEDUCCIONES      | 3,780.13  |
|  |                  |           |         |                   |             | 3%FV 3% FONDO DE VIVIENDA   | 342.48    |
|  |                  |           |         |                   |             | FOND FONDO PENSIONES EMPRES | 1,997.80  |
|  |                  |           |         |                   |             | SEDARSEDAR                  | 228.32    |
|  |                  |           |         |                   |             | PVAC PROVISION DE PRIMA VAC | 171.77    |
|  |                  |           |         |                   |             | AGUI PROVISION AGUINALDO    | 1,717.67  |
|  |                  |           |         |                   |             | TOTA NOMINA EN EFECTIVO     | 8,758.87  |
| 43-132-006 GONZALEZ MALDONADO ANDREA LAURA |                  |           |         |                   |             |                             |           |
| T.EMP:                                     | PERMANENTE       | 495.40    |         |                   | 613.99      | SECRETARIA                  |           |
| 01   | SUELDO BASE      | 7,431.00  | 51      | ISR               | 1,196.73    | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02   | AYUDA PARA DESPE | 478.50    | 54      | FONDO PENSIONES   | 854.57      | 75C CAJA DE AHORRO SUTCEAJ  | 300.00    |
| 03   | AYUDA PARA PASAJ | 330.50    | 65      | OTRAS DEDUCCIONES | 4,992.60    | IMP1 ISR ART 96             | 1,196.73  |
| 04   | PRIMA QUINQUENAL | 691.48    |         |                   |             | PGR1 PERC GRAVADA TIPO 1    | 8,931.48  |
|  |                  |           |         |                   |             | PERC TOTAL PERCEPCIONES     | 8,931.48  |
|  |                  |           |         |                   |             | DEDU TOTAL DEDUCCIONES      | 7,043.90  |
|  |                  |           |         |                   |             | 3%FV 3% FONDO DE VIVIENDA   | 222.93    |
|  |                  |           |         |                   |             | FOND FONDO PENSIONES EMPRES | 1,300.42  |
|  |                  |           |         |                   |             | SEDARSEDAR                  | 148.62    |
|  |                  |           |         |                   |             | PVAC PROVISION DE PRIMA VAC | 112.88    |
|  |                  |           |         |                   |             | AGUI PROVISION AGUINALDO    | 1,128.77  |

| Clave    | Nombre                               | S.Diario  | S.Integ  | PERCEPCIONES                   | DEDUCCIONES | CONCEPTOS                   |           |
|----------|--------------------------------------|-----------|----------|--------------------------------|-------------|-----------------------------|-----------|
|          |                                      |           |          |                                |             | TOTA NOMINA EN EFECTIVO     | 1,887.58  |
| 463-2019 | CHAGRA MARTINEZ JUAN JOSE            |           |          |                                |             |                             |           |
| T.EMP:   | PERMANENTE                           | 990.47    | 1,192.53 | Jefe de Administración de obra |             |                             |           |
| 01       | SUELDO BASE                          | 14,857.00 | 51       | ISR                            | 2,798.04    | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02       | AYUDA PARA DESPE                     | 732.50    | 54       | FONDO PENSIONES                | 1,708.56    | IMP1 ISR ART 96             | 2,798.04  |
| 03       | AYUDA PARA PASAJ                     | 553.50    | 65       | OTRAS DEDUCCIONES              | 3,200.00    | PGR1 PERC GRAVADA TIPO 1    | 16,143.00 |
|          |                                      |           |          |                                |             | PERC TOTAL PERCEPCIONES     | 16,143.00 |
|          |                                      |           |          |                                |             | DEDU TOTAL DEDUCCIONES      | 7,706.60  |
|          |                                      |           |          |                                |             | 3%FV 3% FONDO DE VIVIENDA   | 445.71    |
|          |                                      |           |          |                                |             | FOND FONDO PENSIONES EMPRES | 2,599.97  |
|          |                                      |           |          |                                |             | SEDARSEDAR                  | 297.14    |
|          |                                      |           |          |                                |             | PVAC PROVISION DE PRIMA VAC | 221.14    |
|          |                                      |           |          |                                |             | AGUI PROVISION AGUINALDO    | 2,211.37  |
|          |                                      |           |          |                                |             | TOTA NOMINA EN EFECTIVO     | 8,436.40  |
| 472-2019 | COVARRUBIAS QUEZADA FRANCISCO SAMUEL |           |          |                                |             |                             |           |
| T.EMP:   | PERMANENTE                           | 563.20    | 685.49   | Residente Supervisor de Obra   |             |                             |           |
| 01       | SUELDO BASE                          | 8,448.00  | 51       | ISR                            | 1,312.50    | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02       | AYUDA PARA DESPE                     | 564.00    | 54       | FONDO PENSIONES                | 971.52      | 75C CAJA DE AHORRO SUTCEAJ  | 1,000.00  |
| 03       | AYUDA PARA PASAJ                     | 461.50    | 65       | OTRAS DEDUCCIONES              | 1,000.00    | IMP1 ISR ART 96             | 1,312.50  |
|          |                                      |           |          |                                |             | PGR1 PERC GRAVADA TIPO 1    | 9,473.50  |
|          |                                      |           |          |                                |             | PERC TOTAL PERCEPCIONES     | 9,473.50  |
|          |                                      |           |          |                                |             | DEDU TOTAL DEDUCCIONES      | 3,284.02  |
|          |                                      |           |          |                                |             | 3%FV 3% FONDO DE VIVIENDA   | 253.44    |
|          |                                      |           |          |                                |             | FOND FONDO PENSIONES EMPRES | 1,478.40  |
|          |                                      |           |          |                                |             | SEDARSEDAR                  | 168.96    |
|          |                                      |           |          |                                |             | PVAC PROVISION DE PRIMA VAC | 129.77    |
|          |                                      |           |          |                                |             | AGUI PROVISION AGUINALDO    | 1,297.74  |
|          |                                      |           |          |                                |             | TOTA NOMINA EN EFECTIVO     | 6,189.48  |
| 473-2019 | GARCIA GARCIA GIANCARLO              |           |          |                                |             |                             |           |
| T.EMP:   | PERMANENTE                           | 563.20    | 685.49   | Residente Supervisor de Obra   |             |                             |           |
| 01       | SUELDO BASE                          | 8,448.00  | 51       | ISR                            | 1,312.50    | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02       | AYUDA PARA DESPE                     | 564.00    | 54       | FONDO PENSIONES                | 971.52      | IMP1 ISR ART 96             | 1,312.50  |
| 03       | AYUDA PARA PASAJ                     | 461.50    |          |                                |             | PGR1 PERC GRAVADA TIPO 1    | 9,473.50  |
|          |                                      |           |          |                                |             | PERC TOTAL PERCEPCIONES     | 9,473.50  |
|          |                                      |           |          |                                |             | DEDU TOTAL DEDUCCIONES      | 2,284.02  |
|          |                                      |           |          |                                |             | 3%FV 3% FONDO DE VIVIENDA   | 253.44    |
|          |                                      |           |          |                                |             | FOND FONDO PENSIONES EMPRES | 1,478.40  |
|          |                                      |           |          |                                |             | SEDARSEDAR                  | 168.96    |
|          |                                      |           |          |                                |             | PVAC PROVISION DE PRIMA VAC | 129.77    |
|          |                                      |           |          |                                |             | AGUI PROVISION AGUINALDO    | 1,297.74  |
|          |                                      |           |          |                                |             | TOTA NOMINA EN EFECTIVO     | 7,189.48  |
| 474-2019 | CHAVEZ AGUILAR MARIA DE FATIMA       |           |          |                                |             |                             |           |
| T.EMP:   | PERMANENTE                           | 563.20    | 685.49   | Residente Supervisor de Obra   |             |                             |           |
| 01       | SUELDO BASE                          | 8,448.00  | 51       | ISR                            | 1,312.50    | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02       | AYUDA PARA DESPE                     | 564.00    | 54       | FONDO PENSIONES                | 971.52      | IMP1 ISR ART 96             | 1,312.50  |
| 03       | AYUDA PARA PASAJ                     | 461.50    | 65       | OTRAS DEDUCCIONES              | 1,548.00    | PGR1 PERC GRAVADA TIPO 1    | 9,473.50  |
|          |                                      |           |          |                                |             | PERC TOTAL PERCEPCIONES     | 9,473.50  |
|          |                                      |           |          |                                |             | DEDU TOTAL DEDUCCIONES      | 3,832.02  |
|          |                                      |           |          |                                |             | 3%FV 3% FONDO DE VIVIENDA   | 253.44    |
|          |                                      |           |          |                                |             | FOND FONDO PENSIONES EMPRES | 1,478.40  |
|          |                                      |           |          |                                |             | SEDARSEDAR                  | 168.96    |
|          |                                      |           |          |                                |             | PVAC PROVISION DE PRIMA VAC | 129.77    |
|          |                                      |           |          |                                |             | AGUI PROVISION AGUINALDO    | 1,297.74  |
|          |                                      |           |          |                                |             | TOTA NOMINA EN EFECTIVO     | 5,641.48  |



| Clave      | Nombre                           | S.Diario  | S.Integ  | PERCEPCIONES                 | DEDUCCIONES | CONCEPTOS                            |
|------------|----------------------------------|-----------|----------|------------------------------|-------------|--------------------------------------|
| 475-2019   | PEREZ MONTAÑO JORGE ALLAN        |           |          |                              |             |                                      |
| T.EMP:     | PERMANENTE                       | 563.20    | 705.16   | Residente Supervisor de Obra |             |                                      |
| 01         | SUELDO BASE                      | 8,448.00  | FALT     | INCIDENCIAS                  | 631.57      | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | AYUDA PARA DESPE                 | 564.00    | 51       | ISR                          | 1,177.60    | IMP1 ISR ART 96 1,177.60             |
| 03         | AYUDA PARA PASAJ                 | 461.50    | 54       | FONDO PENSIONES              | 971.52      | PGR1 PERC GRAVADA TIPO 1 8,841.93    |
|            |                                  |           | 65       | OTRAS DEDUCCIONES            | 1,548.00    | PERC TOTAL PERCEPCIONES 9,473.50     |
|            |                                  |           |          |                              |             | DEDU TOTAL DEDUCCIONES 4,328.69      |
|            |                                  |           |          |                              |             | 3%FV 3% FONDO DE VIVIENDA 253.44     |
|            |                                  |           |          |                              |             | FOND FONDO PENSIONES EMPRES 1,478.40 |
|            |                                  |           |          |                              |             | SEDARSEDAR 168.96                    |
|            |                                  |           |          |                              |             | PVAC PROVISION DE PRIMA VAC 129.77   |
|            |                                  |           |          |                              |             | AGUI PROVISION AGUINALDO 1,297.74    |
|            |                                  |           |          |                              |             | TOTA NOMINA EN EFECTIVO 5,144.81     |
| 60-186-019 | MARTINEZ CRUZ RICARDO            |           |          |                              |             |                                      |
| T.EMP:     | PERMANENTE                       | 990.47    | 1,215.72 | Jefe de Control de Obra      |             |                                      |
| 01         | SUELDO BASE                      | 14,857.00 | 51       | ISR                          | 2,960.68    | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | AYUDA PARA DESPE                 | 732.50    | 54       | FONDO PENSIONES              | 1,708.56    | IMP1 ISR ART 96 2,960.68             |
| 03         | AYUDA PARA PASAJ                 | 553.50    | 65       | OTRAS DEDUCCIONES            | 4,257.83    | PGR1 PERC GRAVADA TIPO 1 16,834.48   |
| 04         | PRIMA QUINQUENAL                 | 691.48    |          |                              |             | PERC TOTAL PERCEPCIONES 16,834.48    |
|            |                                  |           |          |                              |             | DEDU TOTAL DEDUCCIONES 8,927.07      |
|            |                                  |           |          |                              |             | 3%FV 3% FONDO DE VIVIENDA 445.71     |
|            |                                  |           |          |                              |             | FOND FONDO PENSIONES EMPRES 2,599.97 |
|            |                                  |           |          |                              |             | SEDARSEDAR 297.14                    |
|            |                                  |           |          |                              |             | PVAC PROVISION DE PRIMA VAC 221.14   |
|            |                                  |           |          |                              |             | AGUI PROVISION AGUINALDO 2,211.37    |
|            |                                  |           |          |                              |             | TOTA NOMINA EN EFECTIVO 7,907.41     |
| 630-023    | GONZALEZ MAGALLANES HUGO ERNESTO |           |          |                              |             |                                      |
| T.EMP:     | PERMANENTE                       | 675.73    | 839.14   | Coordinador técnico          |             |                                      |
| 01         | SUELDO BASE                      | 10,136.00 | 51       | ISR                          | 1,686.94    | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | AYUDA PARA DESPE                 | 603.00    | 54       | FONDO PENSIONES              | 1,165.64    | IMP1 ISR ART 96 1,686.94             |
| 03         | AYUDA PARA PASAJ                 | 487.50    |          |                              |             | PGR1 PERC GRAVADA TIPO 1 11,226.50   |
|            |                                  |           |          |                              |             | PERC TOTAL PERCEPCIONES 11,226.50    |
|            |                                  |           |          |                              |             | DEDU TOTAL DEDUCCIONES 2,852.58      |
|            |                                  |           |          |                              |             | 3%FV 3% FONDO DE VIVIENDA 304.08     |
|            |                                  |           |          |                              |             | FOND FONDO PENSIONES EMPRES 1,773.80 |
|            |                                  |           |          |                              |             | SEDARSEDAR 202.72                    |
|            |                                  |           |          |                              |             | PVAC PROVISION DE PRIMA VAC 153.79   |
|            |                                  |           |          |                              |             | AGUI PROVISION AGUINALDO 1,537.88    |
|            |                                  |           |          |                              |             | TOTA NOMINA EN EFECTIVO 8,373.92     |
| 630-024    | CHAVEZ LOPEZ INES DEL CARMEN     |           |          |                              |             |                                      |
| T.EMP:     | PERMANENTE                       | 563.20    | 715.00   | Residente Supervisor de Obra |             |                                      |
| 01         | SUELDO BASE                      | 8,448.00  | 51       | ISR                          | 1,312.50    | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | AYUDA PARA DESPE                 | 564.00    | 54       | FONDO PENSIONES              | 971.52      | 75C CAJA DE AHORRO SUTCEAJ 1,500.00  |
| 03         | AYUDA PARA PASAJ                 | 461.50    | 65       | OTRAS DEDUCCIONES            | 1,500.00    | IMP1 ISR ART 96 1,312.50             |
|            |                                  |           |          |                              |             | PGR1 PERC GRAVADA TIPO 1 9,473.50    |
|            |                                  |           |          |                              |             | PERC TOTAL PERCEPCIONES 9,473.50     |
|            |                                  |           |          |                              |             | DEDU TOTAL DEDUCCIONES 3,784.02      |
|            |                                  |           |          |                              |             | 3%FV 3% FONDO DE VIVIENDA 253.44     |
|            |                                  |           |          |                              |             | FOND FONDO PENSIONES EMPRES 1,478.40 |
|            |                                  |           |          |                              |             | SEDARSEDAR 168.96                    |
|            |                                  |           |          |                              |             | PVAC PROVISION DE PRIMA VAC 129.77   |
|            |                                  |           |          |                              |             | AGUI PROVISION AGUINALDO 1,297.74    |
|            |                                  |           |          |                              |             | TOTA NOMINA EN EFECTIVO 5,689.48     |

| Clave   | Nombre                       | S.Diario | S.Integ | PERCEPCIONES      | DEDUCCIONES | CONCEPTOS                            |
|---------|------------------------------|----------|---------|-------------------|-------------|--------------------------------------|
| 630-025 | POBLETE AGUAYO MITCHELL      |          |         |                   |             |                                      |
| T.EMP:  | PERMANENTE                   | 441.10   | 540.49  |                   |             | ARCHIVISTA                           |
| 01      | SUELDO BASE                  | 6,616.50 | 51      | ISR               | 939.61      | DVIG DIAS DE VIGENCIA 15.00          |
| 02      | AYUDA PARA DESPE             | 457.50   | 54      | FONDO PENSIONES   | 760.90      | IMP1 ISR ART 96 939.61               |
| 03      | AYUDA PARA PASAJ             | 308.00   | 65      | OTRAS DEDUCCIONES | 2,315.17    | PGR1 PERC GRAVADA TIPO 1 7,727.74    |
| 04      | PRIMA QUINQUENAL             | 345.74   |         |                   |             | PERC TOTAL PERCEPCIONES 7,727.74     |
|         |                              |          |         |                   |             | DEDU TOTAL DEDUCCIONES 4,015.68      |
|         |                              |          |         |                   |             | 3%FV 3% FONDO DE VIVIENDA 198.50     |
|         |                              |          |         |                   |             | FOND FONDO PENSIONES EMPRES 1,157.89 |
|         |                              |          |         |                   |             | SEDARSEDAR 132.33                    |
|         |                              |          |         |                   |             | PVAC PROVISION DE PRIMA VAC 101.12   |
|         |                              |          |         |                   |             | AGUI PROVISION AGUINALDO 1,011.23    |
|         |                              |          |         |                   |             | TOTA NOMINA EN EFECTIVO 3,712.06     |
| 630-026 | BARAJAS LOPEZ EDUARDO        |          |         |                   |             |                                      |
| T.EMP:  | PERMANENTE                   | 563.20   | 685.49  |                   |             | Residente Supervisor de Obra         |
| 01      | SUELDO BASE                  | 8,448.00 | 51      | ISR               | 1,312.50    | DVIG DIAS DE VIGENCIA 15.00          |
| 02      | AYUDA PARA DESPE             | 564.00   | 54      | FONDO PENSIONES   | 971.52      | IMP1 ISR ART 96 1,312.50             |
| 03      | AYUDA PARA PASAJ             | 461.50   | 65      | OTRAS DEDUCCIONES | 3,482.00    | PGR1 PERC GRAVADA TIPO 1 9,473.50    |
|         |                              |          |         |                   |             | PERC TOTAL PERCEPCIONES 9,473.50     |
|         |                              |          |         |                   |             | DEDU TOTAL DEDUCCIONES 5,766.02      |
|         |                              |          |         |                   |             | 3%FV 3% FONDO DE VIVIENDA 253.44     |
|         |                              |          |         |                   |             | FOND FONDO PENSIONES EMPRES 1,478.40 |
|         |                              |          |         |                   |             | SEDARSEDAR 168.96                    |
|         |                              |          |         |                   |             | PVAC PROVISION DE PRIMA VAC 129.77   |
|         |                              |          |         |                   |             | AGUI PROVISION AGUINALDO 1,297.74    |
|         |                              |          |         |                   |             | TOTA NOMINA EN EFECTIVO 3,707.48     |
| 630-027 | AMARAL DIAZ JORGE ENRIQUE    |          |         |                   |             |                                      |
| T.EMP:  | PERMANENTE                   | 563.20   | 704.74  |                   |             | Residente Supervisor de Obra         |
| 01      | SUELDO BASE                  | 8,448.00 | 51      | ISR               | 1,312.50    | DVIG DIAS DE VIGENCIA 15.00          |
| 02      | AYUDA PARA DESPE             | 564.00   | 54      | FONDO PENSIONES   | 971.52      | 75C CAJA DE AHORRO SUTCEAJ 250.00    |
| 03      | AYUDA PARA PASAJ             | 461.50   | 65      | OTRAS DEDUCCIONES | 1,513.29    | IMP1 ISR ART 96 1,312.50             |
|         |                              |          |         |                   |             | PGR1 PERC GRAVADA TIPO 1 9,473.50    |
|         |                              |          |         |                   |             | PERC TOTAL PERCEPCIONES 9,473.50     |
|         |                              |          |         |                   |             | DEDU TOTAL DEDUCCIONES 3,797.31      |
|         |                              |          |         |                   |             | 3%FV 3% FONDO DE VIVIENDA 253.44     |
|         |                              |          |         |                   |             | FOND FONDO PENSIONES EMPRES 1,478.40 |
|         |                              |          |         |                   |             | SEDARSEDAR 168.96                    |
|         |                              |          |         |                   |             | PVAC PROVISION DE PRIMA VAC 129.77   |
|         |                              |          |         |                   |             | AGUI PROVISION AGUINALDO 1,297.74    |
|         |                              |          |         |                   |             | TOTA NOMINA EN EFECTIVO 5,676.19     |
| 630-028 | MADERA FLORES ARTURO ENRIQUE |          |         |                   |             |                                      |
| T.EMP:  | PERMANENTE                   | 563.20   | 685.07  |                   |             | Residente Supervisor de Obra         |
| 01      | SUELDO BASE                  | 8,448.00 | 51      | ISR               | 1,312.50    | DVIG DIAS DE VIGENCIA 15.00          |
| 02      | AYUDA PARA DESPE             | 564.00   | 54      | FONDO PENSIONES   | 971.52      | IMP1 ISR ART 96 1,312.50             |
| 03      | AYUDA PARA PASAJ             | 461.50   |         |                   |             | PGR1 PERC GRAVADA TIPO 1 9,473.50    |
|         |                              |          |         |                   |             | PERC TOTAL PERCEPCIONES 9,473.50     |
|         |                              |          |         |                   |             | DEDU TOTAL DEDUCCIONES 2,284.02      |
|         |                              |          |         |                   |             | 3%FV 3% FONDO DE VIVIENDA 253.44     |
|         |                              |          |         |                   |             | FOND FONDO PENSIONES EMPRES 1,478.40 |
|         |                              |          |         |                   |             | SEDARSEDAR 168.96                    |
|         |                              |          |         |                   |             | PVAC PROVISION DE PRIMA VAC 129.77   |
|         |                              |          |         |                   |             | AGUI PROVISION AGUINALDO 1,297.74    |
|         |                              |          |         |                   |             | TOTA NOMINA EN EFECTIVO 7,189.48     |
| 630-029 | AVIÑA ESTRADA JUAN JOSE      |          |         |                   |             |                                      |

| Clave   | Nombre                     | S.Diario   | S.Integ | PERCEPCIONES                 | DEDUCCIONES | CONCEPTOS                             |
|---|----------------------------|------------|---------|------------------------------|-------------|---------------------------------------|
| T.EMP: PERMANENTE                                   |                            | 563.20     | 685.07  | Residente Supervisor de Obra |             |                                       |
| 01 SUELDO BASE                                      |                            | 8,448.00   | 51      | ISR                          | 1,312.50    | DVIG DIAS DE VIGENCIA 15.00           |
| 02 AYUDA PARA DESPE                                 |                            | 564.00     | 54      | FONDO PENSIONES              | 971.52      | IMP1 ISR ART 96 1,312.50              |
| 03 AYUDA PARA PASAJ                                 |                            | 461.50     |         |                              |             | PGR1 PERC GRAVADA TIPO 1 9,473.50     |
|   |                            |            |         |                              |             | PERC TOTAL PERCEPCIONES 9,473.50      |
|   |                            |            |         |                              |             | DEDU TOTAL DEDUCCIONES 2,284.02       |
|   |                            |            |         |                              |             | 3%FV 3% FONDO DE VIVIENDA 253.44      |
|   |                            |            |         |                              |             | FOND FONDO PENSIONES EMPRES 1,478.40  |
|   |                            |            |         |                              |             | SEDARSEDAR 168.96                     |
|   |                            |            |         |                              |             | PVAC PROVISION DE PRIMA VAC 129.77    |
|   |                            |            |         |                              |             | AGUI PROVISION AGUINALDO 1,297.74     |
|   |                            |            |         |                              |             | TOTA NOMINA EN EFECTIVO 7,189.48      |
| 820-043   | AYALA RUIZ MARIA GUADALUPE |            |         |                              |             |                                       |
| T.EMP: PERMANENTE                                   |                            | 402.30     | 582.75  | AUXILIAR DE OPERADOR         |             |                                       |
| 01 SUELDO BASE                                      |                            | 6,034.50   | 51      | ISR                          | 1,043.72    | DVIG DIAS DE VIGENCIA 15.00           |
| 02 AYUDA PARA DESPE                                 |                            | 394.00     | 54      | FONDO PENSIONES              | 832.76      | 75D CAJA DE AHORRO SUTCEAP 200.00     |
| 03 AYUDA PARA PASAJ                                 |                            | 234.00     | 76B     | PMO CAJA DE AHORRO S         | 321.00      | IMP1 ISR ART 96 1,043.72              |
| 04 PRIMA QUINQUENAL                                 |                            | 345.74     | 65      | OTRAS DEDUCCIONES            | 4,555.82    | PGR1 PERC GRAVADA TIPO 1 8,215.14     |
| 07 PRIMA DE INSALUB                                 |                            | 1,206.90   |         |                              |             | PERC TOTAL PERCEPCIONES 8,215.14      |
|   |                            |            |         |                              |             | DEDU TOTAL DEDUCCIONES 6,753.30       |
|   |                            |            |         |                              |             | 3%FV 3% FONDO DE VIVIENDA 217.24      |
|   |                            |            |         |                              |             | FOND FONDO PENSIONES EMPRES 1,267.24  |
|   |                            |            |         |                              |             | SEDARSEDAR 144.83                     |
|   |                            |            |         |                              |             | PVAC PROVISION DE PRIMA VAC 107.80    |
|   |                            |            |         |                              |             | AGUI PROVISION AGUINALDO 1,078.00     |
|   |                            |            |         |                              |             | TOTA NOMINA EN EFECTIVO 1,461.84      |
| **** Totales Subdirección de Construcción 5501 **** |                            |            |         |                              |             |                                       |
| 01 SUELDO BASE                                      |                            | 226,800.20 |         | FALT INCIDENCIAS             | 631.57      | DVIG DIAS DE VIGENCIA 330.00          |
| 02 AYUDA PARA DESPE                                 |                            | 13,022.00  | 51      | ISR                          | 40,663.88   | 75C CAJA DE AHORRO SUTCEAJ 3,550.00   |
| 03 AYUDA PARA PASAJ                                 |                            | 9,783.00   | 54      | FONDO PENSIONES              | 26,363.43   | 75D CAJA DE AHORRO SUTCEAP 750.00     |
| 04 PRIMA QUINQUENAL                                 |                            | 5,186.10   | 76B     | PMO CAJA DE AHORRO S         | 321.00      | IMP1 ISR ART 96 40,663.88             |
| 06 PRIMA POR RIESGO                                 |                            | 1,240.02   | 65      | OTRAS DEDUCCIONES            | 61,194.24   | PGR1 PERC GRAVADA TIPO 1 256,606.65   |
| 07 PRIMA DE INSALUB                                 |                            | 1,206.90   |         |                              |             | PERC TOTAL PERCEPCIONES 257,238.22    |
|   |                            |            |         |                              |             | DEDU TOTAL DEDUCCIONES 129,174.12     |
|   |                            |            |         |                              |             | 3%FV 3% FONDO DE VIVIENDA 6,877.42    |
|   |                            |            |         |                              |             | FOND FONDO PENSIONES EMPRES 40,118.23 |
|   |                            |            |         |                              |             | SEDARSEDAR 4,584.95                   |
|   |                            |            |         |                              |             | PVAC PROVISION DE PRIMA VAC 3,452.74  |
|   |                            |            |         |                              |             | AGUI PROVISION AGUINALDO 34,527.69    |
|   |                            |            |         |                              |             | TOTA NOMINA EN EFECTIVO 128,064.10    |

Total de Empleados : 22.00

| Clave  | Nombre                   | S.Diario  | S.Integ  | PERCEPCIONES            | DEDUCCIONES                 | CONCEPTOS                            |
|--|--------------------------|-----------|----------|-------------------------|-----------------------------|--------------------------------------|
| ***** Subdirección de Creación y Fortalecimiento de Organismos Operadores ***** 5502 |                          |           |          |                         |                             |                                      |
| 29-127-003   | OLVERA ESCOBEDO CLAUDIA  |           |          |                         |                             |                                      |
| T.EMP:   | PERMANENTE               | 990.47    | 1,239.62 | Jefe de Constitución    | Organismos Operadores       |                                      |
| 01   | SUELDO BASE              | 14,857.00 | 51       | ISR                     | 3,046.41                    | DVIG DIAS DE VIGENCIA 15.00          |
| 02   | AYUDA PARA DESPE         | 732.50    | 54       | FONDO PENSIONES         | 1,750.47                    | IMP1 ISR ART 96 3,046.41             |
| 03   | AYUDA PARA PASAJ         | 553.50    | 65       | OTRAS DEDUCCIONES       | 8,146.58                    | PGR1 PERC GRAVADA TIPO 1 17,198.98   |
| 04   | PRIMA QUINQUENAL         | 691.48    |          |                         |                             | PERC TOTAL PERCEPCIONES 17,198.98    |
| 16   | HOMOLOGACION             | 364.50    |          |                         |                             | DEDU TOTAL DEDUCCIONES 12,943.46     |
|  |                          |           |          |                         |                             | 3%FV 3% FONDO DE VIVIENDA 456.64     |
|  |                          |           |          |                         |                             | FOND FONDO PENSIONES EMPRES 2,663.76 |
|  |                          |           |          |                         |                             | SEDARSEDAR 304.43                    |
|  |                          |           |          |                         |                             | PVAC PROVISION DE PRIMA VAC 221.14   |
|  |                          |           |          |                         |                             | AGUI PROVISION AGUINALDO 2,211.37    |
|  |                          |           |          |                         |                             | TOTA NOMINA EN EFECTIVO 4,255.52     |
| 30-171-003   | CALDERON PEREZ JOSE      |           |          |                         |                             |                                      |
| T.EMP:   | PERMANENTE               | 508.50    | 629.26   | AUXILIAR ADMINISTRATIVO |                             |                                      |
| 01   | SUELDO BASE              | 7,627.50  | 51       | ISR                     | 1,248.74                    | DVIG DIAS DE VIGENCIA 15.00          |
| 02   | AYUDA PARA DESPE         | 523.00    | 54       | FONDO PENSIONES         | 877.16                      | 75D CAJA DE AHORRO SUTCEAP 200.00    |
| 03   | AYUDA PARA PASAJ         | 333.00    | 76B      | PMO CAJA DE AHORRO S    | 312.08                      | IMP1 ISR ART 96 1,248.74             |
| 04   | PRIMA QUINQUENAL         | 691.48    | 65       | OTRAS DEDUCCIONES       | 5,463.09                    | PGR1 PERC GRAVADA TIPO 1 9,174.98    |
|  |                          |           |          |                         |                             | PERC TOTAL PERCEPCIONES 9,174.98     |
|  |                          |           |          |                         |                             | DEDU TOTAL DEDUCCIONES 7,901.07      |
|  |                          |           |          |                         |                             | 3%FV 3% FONDO DE VIVIENDA 228.82     |
|  |                          |           |          |                         |                             | FOND FONDO PENSIONES EMPRES 1,334.81 |
|  |                          |           |          |                         |                             | SEDARSEDAR 152.55                    |
|  |                          |           |          |                         |                             | PVAC PROVISION DE PRIMA VAC 116.21   |
|  |                          |           |          |                         |                             | AGUI PROVISION AGUINALDO 1,162.12    |
|  |                          |           |          |                         |                             | CHEQ PAGO POR CHEQUE 1,273.91        |
| 33-173-004   | SIERRA AGUILAR GRISEL    |           |          |                         |                             |                                      |
| T.EMP:   | PERMANENTE               | 508.50    | 629.26   | ANALISTA ADMINISTRATIVO |                             |                                      |
| 01   | SUELDO BASE              | 7,627.50  | 51       | ISR                     | 1,248.74                    | DVIG DIAS DE VIGENCIA 15.00          |
| 02   | AYUDA PARA DESPE         | 523.00    | 54       | FONDO PENSIONES         | 877.16                      | IMP1 ISR ART 96 1,248.74             |
| 03   | AYUDA PARA PASAJ         | 333.00    | 65       | OTRAS DEDUCCIONES       | 3,592.44                    | PGR1 PERC GRAVADA TIPO 1 9,174.98    |
| 04   | PRIMA QUINQUENAL         | 691.48    |          |                         |                             | PERC TOTAL PERCEPCIONES 9,174.98     |
|  |                          |           |          |                         |                             | DEDU TOTAL DEDUCCIONES 5,718.34      |
|  |                          |           |          |                         |                             | 3%FV 3% FONDO DE VIVIENDA 228.82     |
|  |                          |           |          |                         |                             | FOND FONDO PENSIONES EMPRES 1,334.81 |
|  |                          |           |          |                         |                             | SEDARSEDAR 152.55                    |
|  |                          |           |          |                         |                             | PVAC PROVISION DE PRIMA VAC 116.21   |
|  |                          |           |          |                         |                             | AGUI PROVISION AGUINALDO 1,162.12    |
|  |                          |           |          |                         |                             | TOTA NOMINA EN EFECTIVO 3,456.64     |
| 34-041-001   | AYALA CARVAJAL JOSE SAUL |           |          |                         |                             |                                      |
| T.EMP:   | PERMANENTE               | 990.47    | 1,215.72 | Jefe de Consolidación   | Financiera de Los Servicios |                                      |
| 01   | SUELDO BASE              | 14,857.00 | 51       | ISR                     | 2,960.68                    | DVIG DIAS DE VIGENCIA 15.00          |
| 02   | AYUDA PARA DESPE         | 732.50    | 54       | FONDO PENSIONES         | 1,708.56                    | IMP1 ISR ART 96 2,960.68             |
| 03   | AYUDA PARA PASAJ         | 553.50    | 65       | OTRAS DEDUCCIONES       | 4,527.86                    | PGR1 PERC GRAVADA TIPO 1 16,834.48   |
| 04   | PRIMA QUINQUENAL         | 691.48    |          |                         |                             | PERC TOTAL PERCEPCIONES 16,834.48    |
|  |                          |           |          |                         |                             | DEDU TOTAL DEDUCCIONES 9,197.10      |
|  |                          |           |          |                         |                             | 3%FV 3% FONDO DE VIVIENDA 445.71     |
|  |                          |           |          |                         |                             | FOND FONDO PENSIONES EMPRES 2,599.97 |
|  |                          |           |          |                         |                             | SEDARSEDAR 297.14                    |
|  |                          |           |          |                         |                             | PVAC PROVISION DE PRIMA VAC 221.14   |
|  |                          |           |          |                         |                             | AGUI PROVISION AGUINALDO 2,211.37    |
|  |                          |           |          |                         |                             | TOTA NOMINA EN EFECTIVO 7,637.38     |

| Clave                                     | Nombre           | S.Diario  | S.Integ | PERCEPCIONES      | DEDUCCIONES | CONCEPTOS   |
|---|------------------|-----------|---------|-------------------|-------------|---|
| 35-192-004 ARVIZU PERALES MARIA MAGDALENA |                  |           |         |                   |             |   |
| T.EMP:                                    | PERMANENTE       | 495.40    |         |                   | 753.37      | SECRETARIA  |
| 01  | SUELDO BASE      | 7,431.00  | 51      | ISR               | 1,196.73    | DVIG DIAS DE VIGENCIA 15.00                       |
| 02  | AYUDA PARA DESPE | 478.50    | 54      | FONDO PENSIONES   | 854.57      | IMP1 ISR ART 96 1,196.73                          |
| 03  | AYUDA PARA PASAJ | 330.50    | 65      | OTRAS DEDUCCIONES | 4,111.92    | PGR1 PERC GRAVADA TIPO 1 8,931.48                 |
| 04  | PRIMA QUINQUENAL | 691.48    |         |                   |             | PERC TOTAL PERCEPCIONES 8,931.48                  |
|   |                  |           |         |                   |             | DEDU TOTAL DEDUCCIONES 6,163.22                   |
|   |                  |           |         |                   |             | 3%FV 3% FONDO DE VIVIENDA 222.93                  |
|   |                  |           |         |                   |             | FOND FONDO PENSIONES EMPRES 1,300.42              |
|   |                  |           |         |                   |             | SEDARSEDAR 148.62                                 |
|   |                  |           |         |                   |             | PVAC PROVISION DE PRIMA VAC 112.88                |
|   |                  |           |         |                   |             | AGUI PROVISION AGUINALDO 1,128.77                 |
|   |                  |           |         |                   |             | CHEQ PAGO POR CHEQUE 2,768.26                     |
| 620-003 LOPEZ VAZQUEZ DANIEL              |                  |           |         |                   |             |   |
| T.EMP:                                    | PERMANENTE       | 508.50    |         |                   | 694.30      | ANALISTA ADMINISTRATIVO                           |
| 01  | SUELDO BASE      | 7,627.50  | 51      | ISR               | 1,211.81    | DVIG DIAS DE VIGENCIA 15.00                       |
| 02  | AYUDA PARA DESPE | 523.00    | 54      | FONDO PENSIONES   | 877.16      | IMP1 ISR ART 96 1,211.81                          |
| 03  | AYUDA PARA PASAJ | 333.00    | 65      | OTRAS DEDUCCIONES | 2,742.28    | PGR1 PERC GRAVADA TIPO 1 9,002.11                 |
| 04  | PRIMA QUINQUENAL | 518.61    |         |                   |             | PERC TOTAL PERCEPCIONES 9,002.11                  |
|   |                  |           |         |                   |             | DEDU TOTAL DEDUCCIONES 4,831.25                   |
|   |                  |           |         |                   |             | 3%FV 3% FONDO DE VIVIENDA 228.82                  |
|   |                  |           |         |                   |             | FOND FONDO PENSIONES EMPRES 1,334.81              |
|   |                  |           |         |                   |             | SEDARSEDAR 152.55                                 |
|   |                  |           |         |                   |             | PVAC PROVISION DE PRIMA VAC 116.21                |
|   |                  |           |         |                   |             | AGUI PROVISION AGUINALDO 1,162.12                 |
|   |                  |           |         |                   |             | TOTA NOMINA EN EFECTIVO 4,170.86                  |
| 620-010 ALCAZAR PELLICER ALEJANDRO        |                  |           |         |                   |             |   |
| T.EMP:                                    | PERMANENTE       | 1,569.80  |         |                   | 1,911.21    | Subdirector de Creación y Fortalecimiento de Org. |
| 01  | SUELDO BASE      | 23,547.00 | 51      | ISR               | 5,199.63    | DVIG DIAS DE VIGENCIA 15.00                       |
| 02  | AYUDA PARA DESPE | 960.00    | 54      | FONDO PENSIONES   | 2,707.91    | IMP1 ISR ART 96 5,199.63                          |
| 03  | AYUDA PARA PASAJ | 688.00    |         |                   |             | PGR1 PERC GRAVADA TIPO 1 25,195.00                |
|   |                  |           |         |                   |             | PERC TOTAL PERCEPCIONES 25,195.00                 |
|   |                  |           |         |                   |             | DEDU TOTAL DEDUCCIONES 7,907.54                   |
|   |                  |           |         |                   |             | 3%FV 3% FONDO DE VIVIENDA 706.41                  |
|   |                  |           |         |                   |             | FOND FONDO PENSIONES EMPRES 4,120.72              |
|   |                  |           |         |                   |             | SEDARSEDAR 470.94                                 |
|   |                  |           |         |                   |             | PVAC PROVISION DE PRIMA VAC 345.14                |
|   |                  |           |         |                   |             | AGUI PROVISION AGUINALDO 3,451.37                 |
|   |                  |           |         |                   |             | TOTA NOMINA EN EFECTIVO 17,287.46                 |
| 84-137-004 PEREZ SAHAGUN SALVADOR         |                  |           |         |                   |             |   |
| T.EMP:                                    | PERMANENTE       | 553.73    |         |                   | 687.92      | AUXILIAR DE FORTALECIMIENTO                       |
| 01  | SUELDO BASE      | 8,305.95  | 51      | ISR               | 1,439.23    | DVIG DIAS DE VIGENCIA 15.00                       |
| 02  | AYUDA PARA DESPE | 557.00    | 54      | FONDO PENSIONES   | 955.18      | IMP1 ISR ART 96 1,439.23                          |
| 03  | AYUDA PARA PASAJ | 339.50    | 65      | OTRAS DEDUCCIONES | 4,525.24    | PGR1 PERC GRAVADA TIPO 1 10,066.79                |
| 04  | PRIMA QUINQUENAL | 864.35    |         |                   |             | PERC TOTAL PERCEPCIONES 10,066.80                 |
|   |                  |           |         |                   |             | DEDU TOTAL DEDUCCIONES 6,919.65                   |
|   |                  |           |         |                   |             | 3%FV 3% FONDO DE VIVIENDA 249.18                  |
|   |                  |           |         |                   |             | FOND FONDO PENSIONES EMPRES 1,453.54              |
|   |                  |           |         |                   |             | SEDARSEDAR 166.12                                 |
|   |                  |           |         |                   |             | PVAC PROVISION DE PRIMA VAC 126.06                |
|   |                  |           |         |                   |             | AGUI PROVISION AGUINALDO 1,260.61                 |
|   |                  |           |         |                   |             | CHEQ PAGO POR CHEQUE 3,147.15                     |

\*\*\*\* Totales Subdirección de Creación y Fortalecimiento de Organismos Operadores 5502 \*\*\*\*

| Clave | Nombre           | S.Diario  | S.Integ | DEDUCCIONES          | CONCEPTOS                             |
|-------|------------------|-----------|---------|----------------------|---------------------------------------|
| 01    | SUELDO BASE      | 91,880.45 | 51      | ISR                  | DVIG DIAS DE VIGENCIA 120.00          |
| 02    | AYUDA PARA DESPE | 5,029.50  | 54      | FONDO PENSIONES      | 75D CAJA DE AHORRO SUTCEAP 200.00     |
| 03    | AYUDA PARA PASAJ | 3,464.00  | 76B     | PMO CAJA DE AHORRO S | IMP1 ISR ART 96 17,551.97             |
| 04    | PRIMA QUINQUENAL | 4,840.36  | 65      | OTRAS DEDUCCIONES    | PGR1 PERC GRAVADA TIPO 1 105,578.80   |
| 16    | HOMOLOGACION     | 364.50    |         |                      | PERC TOTAL PERCEPCIONES 105,578.81    |
|       |                  |           |         |                      | DEDU TOTAL DEDUCCIONES 61,581.63      |
|       |                  |           |         |                      | 3%FV 3% FONDO DE VIVIENDA 2,767.33    |
|       |                  |           |         |                      | FOND FONDO PENSIONES EMPRES 16,142.84 |
|       |                  |           |         |                      | SEDARSEDAR 1,844.90                   |
|       |                  |           |         |                      | PVAC PROVISION DE PRIMA VAC 1,374.99  |
|       |                  |           |         |                      | AGUI PROVISION AGUINALDO 13,749.85    |
|       |                  |           |         |                      | TOTA NOMINA EN EFECTIVO 36,807.86     |
|       |                  |           |         |                      | CHEQ PAGO POR CHEQUE 7,189.32         |

Total de Empleados : 8.00 -----

| Clave   | Nombre                           | S.Diario     | S.Integ  | DEDUCCIONES                                   | CONCEPTOS                                    |
|---|----------------------------------|--------------|----------|---|--|
|   |                                  | PERCEPCIONES |          |   |  |
| ***** Subdirección de Cuencas y Cultura del Agua ***** 5503 |                                  |              |          |   |  |
| 12-122-002  | GUTIERREZ OSORIO MARTHA PATRICIA |              |          |   |  |
| T.EMP:  | PERMANENTE                       | 553.73       | 683.28   | SECRETARIA DE DIRECCION                       |  |
| 01  | SUELDO BASE                      | 8,305.95     | 51       | ISR   | 1,439.23 DVIG DIAS DE VIGENCIA 15.00         |
| 02  | AYUDA PARA DESPE                 | 557.00       | 54       | FONDO PENSIONES                               | 955.18 75C CAJA DE AHORRO SUTCEAJ 500.00     |
| 03  | AYUDA PARA PASAJ                 | 339.50       | 65       | OTRAS DEDUCCIONES                             | 583.06 IMP1 ISR ART 96 1,439.23              |
| 04  | PRIMA QUINQUENAL                 | 864.35       |          |   | PGR1 PERC GRAVADA TIPO 1 10,066.79           |
|   |                                  |              |          |   | PERC TOTAL PERCEPCIONES 10,066.80            |
|   |                                  |              |          |   | DEDU TOTAL DEDUCCIONES 2,977.47              |
|   |                                  |              |          |   | 3%FV 3% FONDO DE VIVIENDA 249.18             |
|   |                                  |              |          |   | FOND FONDO PENSIONES EMPRES 1,453.54         |
|   |                                  |              |          |   | SEDARSEDAR 166.12                            |
|   |                                  |              |          |   | PVAC PROVISION DE PRIMA VAC 126.06           |
|   |                                  |              |          |   | AGUI PROVISION AGUINALDO 1,260.61            |
|   |                                  |              |          |   | TOTA NOMINA EN EFECTIVO 7,089.33             |
| 13-012-001  | MUÑOZ JUAREZ ARMANDO BRIGIDO     |              |          |   |  |
| T.EMP:  | PERMANENTE                       | 2,098.93     | 2,405.50 | Subdirector de Cuencas y Cultura del Agua     |  |
| 01  | SUELDO BASE                      | 31,484.00    | 51       | ISR   | 7,672.08 DVIG DIAS DE VIGENCIA 15.00         |
| 02  | AYUDA PARA DESPE                 | 1,144.00     | 54       | FONDO PENSIONES                               | 3,620.66 IMP1 ISR ART 96 7,672.08            |
| 03  | AYUDA PARA PASAJ                 | 808.50       | 65       | OTRAS DEDUCCIONES                             | 15,508.00 PGR1 PERC GRAVADA TIPO 1 33,436.50 |
|   |                                  |              |          |   | PERC TOTAL PERCEPCIONES 33,436.50            |
|   |                                  |              |          |   | DEDU TOTAL DEDUCCIONES 26,800.74             |
|   |                                  |              |          |   | 3%FV 3% FONDO DE VIVIENDA 944.52             |
|   |                                  |              |          |   | FOND FONDO PENSIONES EMPRES 5,509.70         |
|   |                                  |              |          |   | SEDARSEDAR 629.68                            |
|   |                                  |              |          |   | PVAC PROVISION DE PRIMA VAC 458.03           |
|   |                                  |              |          |   | AGUI PROVISION AGUINALDO 4,580.34            |
|   |                                  |              |          |   | TOTA NOMINA EN EFECTIVO 6,635.76             |
| 13-048-002  | NAVARRO MUÑOZ MIGUEL             |              |          |   |  |
| T.EMP:  | PERMANENTE                       | 1,407.30     | 1,700.21 | Jefe de Hidrologia                            |  |
| 01  | SUELDO BASE                      | 21,109.50    | FALT     | INCIDENCIAS                                   | 3,028.60 DVIG DIAS DE VIGENCIA 15.00         |
| 02  | AYUDA PARA DESPE                 | 932.50       | 51       | ISR   | 3,631.33 IMP1 ISR ART 96 3,631.33            |
| 03  | AYUDA PARA PASAJ                 | 672.50       | 54       | FONDO PENSIONES                               | 2,427.59 PGR1 PERC GRAVADA TIPO 1 19,685.90  |
|   |                                  |              |          |   | PERC TOTAL PERCEPCIONES 22,714.50            |
|   |                                  |              |          |   | DEDU TOTAL DEDUCCIONES 9,087.52              |
|   |                                  |              |          |   | 3%FV 3% FONDO DE VIVIENDA 633.28             |
|   |                                  |              |          |   | FOND FONDO PENSIONES EMPRES 3,694.16         |
|   |                                  |              |          |   | SEDARSEDAR 422.19                            |
|   |                                  |              |          |   | PVAC PROVISION DE PRIMA VAC 311.16           |
|   |                                  |              |          |   | AGUI PROVISION AGUINALDO 3,111.58            |
|   |                                  |              |          |   | TOTA NOMINA EN EFECTIVO 13,626.98            |
| 14-018-001  | ACOSTA PEREZ RAUL ALBERTO        |              |          |   |  |
| T.EMP:  | PERMANENTE                       | 1,407.30     | 1,701.25 | Jefe de Gestión de Cuencas y Cultura del Agua |  |
| 01  | SUELDO BASE                      | 21,109.50    | 51       | ISR   | 4,455.48 DVIG DIAS DE VIGENCIA 15.00         |
| 02  | AYUDA PARA DESPE                 | 932.50       | 54       | FONDO PENSIONES                               | 2,427.59 IMP1 ISR ART 96 4,455.48            |
| 03  | AYUDA PARA PASAJ                 | 672.50       | 65       | OTRAS DEDUCCIONES                             | 8,580.04 PGR1 PERC GRAVADA TIPO 1 22,714.50  |
|   |                                  |              |          |   | PERC TOTAL PERCEPCIONES 22,714.50            |
|   |                                  |              |          |   | DEDU TOTAL DEDUCCIONES 15,463.11             |
|   |                                  |              |          |   | 3%FV 3% FONDO DE VIVIENDA 633.28             |
|   |                                  |              |          |   | FOND FONDO PENSIONES EMPRES 3,694.16         |
|   |                                  |              |          |   | SEDARSEDAR 422.19                            |
|   |                                  |              |          |   | PVAC PROVISION DE PRIMA VAC 311.16           |
|   |                                  |              |          |   | AGUI PROVISION AGUINALDO 3,111.58            |
|   |                                  |              |          |   | TOTA NOMINA EN EFECTIVO 7,251.39             |

| Clave  | Nombre           | S.Diario  | S.Integ  | PERCEPCIONES                    | DEDUCCIONES | CONCEPTOS                            |
|--|------------------|-----------|----------|---------------------------------|-------------|--------------------------------------|
| 14-258-004 ECHEVERRIA VAQUERO JESUS FERNANDO |                  |           |          |                                 |             |                                      |
| T.EMP: PERMANENTE                            |                  | 1,407.30  | 1,701.25 | Jefe de Administración del Agua |             |                                      |
| 01   | SUELDO BASE      | 21,109.50 | 51       | ISR                             | 4,455.48    | DVIG DIAS DE VIGENCIA 15.00          |
| 02   | AYUDA PARA DESPE | 932.50    | 54       | FONDO PENSIONES                 | 2,427.59    | IMP1 ISR ART 96 4,455.48             |
| 03   | AYUDA PARA PASAJ | 672.50    | 65       | OTRAS DEDUCCIONES               | 4,210.00    | PGR1 PERC GRAVADA TIPO 1 22,714.50   |
|  |                  |           |          |                                 |             | PERC TOTAL PERCEPCIONES 22,714.50    |
|  |                  |           |          |                                 |             | DEDU TOTAL DEDUCCIONES 11,093.07     |
|  |                  |           |          |                                 |             | 3%FV 3% FONDO DE VIVIENDA 633.28     |
|  |                  |           |          |                                 |             | FOND FONDO PENSIONES EMPRES 3,694.16 |
|  |                  |           |          |                                 |             | SEDARSEDAR 422.19                    |
|  |                  |           |          |                                 |             | PVAC PROVISION DE PRIMA VAC 311.16   |
|  |                  |           |          |                                 |             | AGUI PROVISION AGUINALDO 3,111.58    |
|  |                  |           |          |                                 |             | TOTA NOMINA EN EFECTIVO 11,621.43    |
| 18-209-008 ALCALA CAMACHO GERARDO            |                  |           |          |                                 |             |                                      |
| T.EMP: PERMANENTE                            |                  | 425.73    | 527.49   | AUXILIAR DE CABO                |             |                                      |
| 01   | SUELDO BASE      | 6,385.95  | 51       | ISR                             | 940.71      | DVIG DIAS DE VIGENCIA 15.00          |
| 02   | AYUDA PARA DESPE | 407.50    | 54       | FONDO PENSIONES                 | 734.38      | IMP1 ISR ART 96 940.71               |
| 03   | AYUDA PARA PASAJ | 248.00    | 65       | OTRAS DEDUCCIONES               | 2,502.86    | PGR1 PERC GRAVADA TIPO 1 7,732.93    |
|  |                  |           |          |                                 |             | PERC TOTAL PERCEPCIONES 7,732.93     |
|  |                  |           |          |                                 |             | DEDU TOTAL DEDUCCIONES 4,177.95      |
|  |                  |           |          |                                 |             | 3%FV 3% FONDO DE VIVIENDA 191.58     |
|  |                  |           |          |                                 |             | FOND FONDO PENSIONES EMPRES 1,117.54 |
|  |                  |           |          |                                 |             | SEDARSEDAR 127.72                    |
|  |                  |           |          |                                 |             | PVAC PROVISION DE PRIMA VAC 96.46    |
|  |                  |           |          |                                 |             | AGUI PROVISION AGUINALDO 964.58      |
|  |                  |           |          |                                 |             | TOTA NOMINA EN EFECTIVO 3,554.98     |
| 18-289-005 NUÑO RUBIO ALBERTO                |                  |           |          |                                 |             |                                      |
| T.EMP: PERMANENTE                            |                  | 457.70    | 560.13   | GUARDABOSQUES                   |             |                                      |
| 01   | SUELDO BASE      | 6,865.50  | 51       | ISR                             | 995.46      | DVIG DIAS DE VIGENCIA 15.00          |
| 02   | AYUDA PARA DESPE | 463.00    | 54       | FONDO PENSIONES                 | 789.53      | IMP1 ISR ART 96 995.46               |
| 03   | AYUDA PARA PASAJ | 315.00    | 65       | OTRAS DEDUCCIONES               | 525.70      | PGR1 PERC GRAVADA TIPO 1 7,989.24    |
|  |                  |           |          |                                 |             | PERC TOTAL PERCEPCIONES 7,989.24     |
|  |                  |           |          |                                 |             | DEDU TOTAL DEDUCCIONES 2,310.69      |
|  |                  |           |          |                                 |             | 3%FV 3% FONDO DE VIVIENDA 205.97     |
|  |                  |           |          |                                 |             | FOND FONDO PENSIONES EMPRES 1,201.46 |
|  |                  |           |          |                                 |             | SEDARSEDAR 137.31                    |
|  |                  |           |          |                                 |             | PVAC PROVISION DE PRIMA VAC 104.71   |
|  |                  |           |          |                                 |             | AGUI PROVISION AGUINALDO 1,047.05    |
|  |                  |           |          |                                 |             | TOTA NOMINA EN EFECTIVO 5,678.55     |
| 204-002 NUÑO CONTRERAS CANDIDO               |                  |           |          |                                 |             |                                      |
| T.EMP: PERMANENTE                            |                  | 531.10    | 787.58   | VIVERISTA                       |             |                                      |
| 01   | SUELDO BASE      | 7,966.50  | 51       | ISR                             | 1,327.56    | DVIG DIAS DE VIGENCIA 15.00          |
| 02   | AYUDA PARA DESPE | 546.50    | 54       | FONDO PENSIONES                 | 916.15      | 75D CAJA DE AHORRO SUTCEAP 500.00    |
| 03   | AYUDA PARA PASAJ | 339.50    | 65       | OTRAS DEDUCCIONES               | 579.67      | IMP1 ISR ART 96 1,327.56             |
| 04   | PRIMA QUINQUENAL | 691.48    |          |                                 |             | PGR1 PERC GRAVADA TIPO 1 9,543.98    |
|  |                  |           |          |                                 |             | PERC TOTAL PERCEPCIONES 9,543.98     |
|  |                  |           |          |                                 |             | DEDU TOTAL DEDUCCIONES 2,823.38      |
|  |                  |           |          |                                 |             | 3%FV 3% FONDO DE VIVIENDA 239.00     |
|  |                  |           |          |                                 |             | FOND FONDO PENSIONES EMPRES 1,394.14 |
|  |                  |           |          |                                 |             | SEDARSEDAR 159.33                    |
|  |                  |           |          |                                 |             | PVAC PROVISION DE PRIMA VAC 121.27   |
|  |                  |           |          |                                 |             | AGUI PROVISION AGUINALDO 1,212.67    |
|  |                  |           |          |                                 |             | TOTA NOMINA EN EFECTIVO 6,720.60     |



| Clave      | Nombre                             | S.Diario  | S.Integ  | PERCEPCIONES        | DEDUCCIONES | CONCEPTOS                                |
|------------|------------------------------------|-----------|----------|---------------------|-------------|--|
| 206-002    | MERCADO FUENTES BENJAMIN           |           |          |                     |             |  |
| T.EMP:     | PERMANENTE                         | 457.70    | 700.57   |                     |             | GUARDABOSQUES                            |
| 01         | SUELDO BASE                        | 6,865.50  | 51       | ISR                 | 1,069.31    | DVIG DIAS DE VIGENCIA 15.00              |
| 02         | AYUDA PARA DESPE                   | 463.00    | 54       | FONDO PENSIONES     | 789.53      | IMP1 ISR ART 96 1,069.31                 |
| 03         | AYUDA PARA PASAJ                   | 315.00    | 65       | OTRAS DEDUCCIONES   | 68.66       | PGR1 PERC GRAVADA TIPO 1 8,334.98        |
| 04         | PRIMA QUINQUENAL                   | 691.48    |          |                     |             | PERC TOTAL PERCEPCIONES 8,334.98         |
|            |                                    |           |          |                     |             | DEDU TOTAL DEDUCCIONES 1,927.50          |
|            |                                    |           |          |                     |             | 3%FV 3% FONDO DE VIVIENDA 205.97         |
|            |                                    |           |          |                     |             | FOND FONDO PENSIONES EMPRES 1,201.46     |
|            |                                    |           |          |                     |             | SEDARSEDAR 137.31                        |
|            |                                    |           |          |                     |             | PVAC PROVISION DE PRIMA VAC 104.71       |
|            |                                    |           |          |                     |             | AGUI PROVISION AGUINALDO 1,047.05        |
|            |                                    |           |          |                     |             | TOTA NOMINA EN EFECTIVO 6,407.48         |
| 29-127-002 | COTA CONTRERAS ILEANA MARCELA      |           |          |                     |             |  |
| T.EMP:     | PERMANENTE                         | 553.73    | 755.48   |                     |             | PROMOTOR                                 |
| 01         | SUELDO BASE                        | 8,305.95  | 51       | ISR                 | 1,415.74    | DVIG DIAS DE VIGENCIA 15.00              |
| 02         | AYUDA PARA DESPE                   | 557.00    | 51PD     | ISR PRIMA DOMINICAL | 12.21       | EX19 EXENTO PRIMA DOMINICAL 96.22        |
| 03         | AYUDA PARA PASAJ                   | 339.50    | 54       | FONDO PENSIONES     | 955.18      | IMP1 ISR ART 96 1,402.30                 |
| 04         | PRIMA QUINQUENAL                   | 691.48    | 65       | OTRAS DEDUCCIONES   | 4,511.10    | IMP2 ISR Reglamento ISR 25.65            |
| 19         | PRIMA DOMINICAL                    | 153.37    |          |                     |             | EXEN BASE EXENTA 96.22                   |
|            |                                    |           |          |                     |             | PGR1 PERC GRAVADA TIPO 1 9,893.93        |
|            |                                    |           |          |                     |             | PGR2 PERC GRAVADA TIPO 2 57.15           |
|            |                                    |           |          |                     |             | PERC TOTAL PERCEPCIONES 10,047.30        |
|            |                                    |           |          |                     |             | DEDU TOTAL DEDUCCIONES 6,894.23          |
|            |                                    |           |          |                     |             | 3%FV 3% FONDO DE VIVIENDA 249.18         |
|            |                                    |           |          |                     |             | FOND FONDO PENSIONES EMPRES 1,453.54     |
|            |                                    |           |          |                     |             | SEDARSEDAR 166.12                        |
|            |                                    |           |          |                     |             | PVAC PROVISION DE PRIMA VAC 126.06       |
|            |                                    |           |          |                     |             | AGUI PROVISION AGUINALDO 1,260.61        |
|            |                                    |           |          |                     |             | TOTA NOMINA EN EFECTIVO 3,153.07         |
| 348-003    | RODRIGUEZ COVARRUBIAS CARMEN JULIA |           |          |                     |             |  |
| T.EMP:     | PERMANENTE                         | 553.73    | 956.32   |                     |             | PROMOTOR                                 |
| 01         | SUELDO BASE                        | 8,305.95  | 51       | ISR                 | 1,415.74    | DVIG DIAS DE VIGENCIA 15.00              |
| 02         | AYUDA PARA DESPE                   | 557.00    | 51PD     | ISR PRIMA DOMINICAL | 12.21       | EX19 EXENTO PRIMA DOMINICAL 96.22        |
| 03         | AYUDA PARA PASAJ                   | 339.50    | 54       | FONDO PENSIONES     | 955.18      | IMP1 ISR ART 96 1,402.30                 |
| 04         | PRIMA QUINQUENAL                   | 691.48    | 65       | OTRAS DEDUCCIONES   | 5,083.02    | IMP2 ISR Reglamento ISR 25.65            |
| 19         | PRIMA DOMINICAL                    | 153.37    |          |                     |             | EXEN BASE EXENTA 96.22                   |
|            |                                    |           |          |                     |             | PGR1 PERC GRAVADA TIPO 1 9,893.93        |
|            |                                    |           |          |                     |             | PGR2 PERC GRAVADA TIPO 2 57.15           |
|            |                                    |           |          |                     |             | PERC TOTAL PERCEPCIONES 10,047.30        |
|            |                                    |           |          |                     |             | DEDU TOTAL DEDUCCIONES 7,466.15          |
|            |                                    |           |          |                     |             | 3%FV 3% FONDO DE VIVIENDA 249.18         |
|            |                                    |           |          |                     |             | FOND FONDO PENSIONES EMPRES 1,453.54     |
|            |                                    |           |          |                     |             | SEDARSEDAR 166.12                        |
|            |                                    |           |          |                     |             | PVAC PROVISION DE PRIMA VAC 126.06       |
|            |                                    |           |          |                     |             | AGUI PROVISION AGUINALDO 1,260.61        |
|            |                                    |           |          |                     |             | TOTA NOMINA EN EFECTIVO 2,581.15         |
| 37-070-005 | CASTILLO CRUZ EDUARDO              |           |          |                     |             |  |
| T.EMP:     | PERMANENTE                         | 857.63    | 1,058.72 |                     |             | Jefe de Departamento (Auditor Ambiental) |
| 01         | SUELDO BASE                        | 12,864.50 | 51       | ISR                 | 2,505.77    | DVIG DIAS DE VIGENCIA 15.00              |
| 02         | AYUDA PARA DESPE                   | 643.00    | 54       | FONDO PENSIONES     | 1,479.42    | IMP1 ISR ART 96 2,505.77                 |
| 03         | AYUDA PARA PASAJ                   | 528.50    | 65       | OTRAS DEDUCCIONES   | 6,259.58    | PGR1 PERC GRAVADA TIPO 1 14,900.35       |
| 04         | PRIMA QUINQUENAL                   | 864.35    |          |                     |             | PERC TOTAL PERCEPCIONES 14,900.35        |
|            |                                    |           |          |                     |             | DEDU TOTAL DEDUCCIONES 10,244.77         |
|            |                                    |           |          |                     |             | 3%FV 3% FONDO DE VIVIENDA 385.94         |

| Clave   | Nombre                        | S.Diario  | S.Integ  | PERCEPCIONES                           | DEDUCCIONES | CONCEPTOS                   |           |
|---------|-------------------------------|-----------|----------|--|-------------|-----------------------------|-----------|
|         |                               |           |          |  |             | FOND FONDO PENSIONES EMPRES | 2,251.29  |
|         |                               |           |          |  |             | SEDARSEDAR                  | 257.29    |
|         |                               |           |          |  |             | PVAC PROVISION DE PRIMA VAC | 192.27    |
|         |                               |           |          |  |             | AGUI PROVISION AGUINALDO    | 1,922.74  |
|         |                               |           |          |  |             | TOTA NOMINA EN EFECTIVO     | 4,655.58  |
| 397-061 | CAÑEDO CASTAÑEDA ROY ALBERTO  |           |          |  |             |                             |           |
| T.EMP:  | PERMANENTE                    | 675.73    | 849.47   | Residente de Jardín Botánico           |             |                             |           |
| 01      | SUELDO BASE                   | 10,136.00 | 51       | ISR                                    | 1,686.94    | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02      | AYUDA PARA DESPE              | 603.00    | 54       | FONDO PENSIONES                        | 1,165.64    | IMP1 ISR ART 96             | 1,686.94  |
| 03      | AYUDA PARA PASAJ              | 487.50    | 65       | OTRAS DEDUCCIONES                      | 4,549.57    | PGR1 PERC GRAVADA TIPO 1    | 11,226.50 |
|         |                               |           |          |  |             | PERC TOTAL PERCEPCIONES     | 11,226.50 |
|         |                               |           |          |  |             | DEDU TOTAL DEDUCCIONES      | 7,402.15  |
|         |                               |           |          |  |             | 3%FV 3% FONDO DE VIVIENDA   | 304.08    |
|         |                               |           |          |  |             | FOND FONDO PENSIONES EMPRES | 1,773.80  |
|         |                               |           |          |  |             | SEDARSEDAR                  | 202.72    |
|         |                               |           |          |  |             | PVAC PROVISION DE PRIMA VAC | 153.79    |
|         |                               |           |          |  |             | AGUI PROVISION AGUINALDO    | 1,537.88  |
|         |                               |           |          |  |             | TOTA NOMINA EN EFECTIVO     | 3,824.35  |
| 397-072 | RODRIGUEZ MACIAS LUIS ALBERTO |           |          |  |             |                             |           |
| T.EMP:  | PERMANENTE                    | 553.73    | 816.94   | PROMOTOR                               |             |                             |           |
| 01      | SUELDO BASE                   | 8,305.95  | 51       | ISR                                    | 1,415.74    | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02      | AYUDA PARA DESPE              | 557.00    | 51       | PD ISR PRIMA DOMINICAL                 | 12.21       | EX19 EXENTO PRIMA DOMINICAL | 96.22     |
| 03      | AYUDA PARA PASAJ              | 339.50    | 54       | FONDO PENSIONES                        | 955.18      | IMP1 ISR ART 96             | 1,402.30  |
| 04      | PRIMA QUINQUENAL              | 691.48    | 65       | OTRAS DEDUCCIONES                      | 4,387.51    | IMP2 ISR Reglamento ISR     | 25.65     |
| 19      | PRIMA DOMINICAL               | 153.37    |          |  |             | EXEN BASE EXENTA            | 96.22     |
|         |                               |           |          |  |             | PGR1 PERC GRAVADA TIPO 1    | 9,893.93  |
|         |                               |           |          |  |             | PGR2 PERC GRAVADA TIPO 2    | 57.15     |
|         |                               |           |          |  |             | PERC TOTAL PERCEPCIONES     | 10,047.30 |
|         |                               |           |          |  |             | DEDU TOTAL DEDUCCIONES      | 6,770.64  |
|         |                               |           |          |  |             | 3%FV 3% FONDO DE VIVIENDA   | 249.18    |
|         |                               |           |          |  |             | FOND FONDO PENSIONES EMPRES | 1,453.54  |
|         |                               |           |          |  |             | SEDARSEDAR                  | 166.12    |
|         |                               |           |          |  |             | PVAC PROVISION DE PRIMA VAC | 126.06    |
|         |                               |           |          |  |             | AGUI PROVISION AGUINALDO    | 1,260.61  |
|         |                               |           |          |  |             | TOTA NOMINA EN EFECTIVO     | 3,276.66  |
| 400-004 | VAZQUEZ VALLS JORGE HUGO      |           |          |  |             |                             |           |
| T.EMP:  | PERMANENTE                    | 1,837.70  | 2,215.02 | Jefe de Enlace de Proyectos Especiales |             |                             |           |
| 01      | SUELDO BASE                   | 27,565.50 | 51       | ISR                                    | 6,437.88    | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02      | AYUDA PARA DESPE              | 1,028.50  | 54       | FONDO PENSIONES                        | 3,170.03    | IMP1 ISR ART 96             | 6,437.88  |
| 03      | AYUDA PARA PASAJ              | 728.50    |          |  |             | PGR1 PERC GRAVADA TIPO 1    | 29,322.50 |
|         |                               |           |          |  |             | PERC TOTAL PERCEPCIONES     | 29,322.50 |
|         |                               |           |          |  |             | DEDU TOTAL DEDUCCIONES      | 9,607.91  |
|         |                               |           |          |  |             | 3%FV 3% FONDO DE VIVIENDA   | 826.96    |
|         |                               |           |          |  |             | FOND FONDO PENSIONES EMPRES | 4,823.96  |
|         |                               |           |          |  |             | SEDARSEDAR                  | 551.31    |
|         |                               |           |          |  |             | PVAC PROVISION DE PRIMA VAC | 401.68    |
|         |                               |           |          |  |             | AGUI PROVISION AGUINALDO    | 4,016.78  |
|         |                               |           |          |  |             | TOTA NOMINA EN EFECTIVO     | 19,714.59 |
| 515-004 | AGUIRE GUTIERREZ GLORIA       |           |          |  |             |                             |           |
| T.EMP:  | PERMANENTE                    | 553.73    | 681.15   | PROMOTOR                               |             |                             |           |
| 01      | SUELDO BASE                   | 8,305.95  | 51       | ISR                                    | 1,378.82    | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02      | AYUDA PARA DESPE              | 557.00    | 51       | PD ISR PRIMA DOMINICAL                 | 12.21       | EX19 EXENTO PRIMA DOMINICAL | 96.22     |
| 03      | AYUDA PARA PASAJ              | 339.50    | 54       | FONDO PENSIONES                        | 955.18      | IMP1 ISR ART 96             | 1,365.38  |
| 04      | PRIMA QUINQUENAL              | 518.61    | 65       | OTRAS DEDUCCIONES                      | 4,926.46    | IMP2 ISR Reglamento ISR     | 25.65     |

| Clave   | Nombre                       | S.Diario | S.Integ | PERCEPCIONES        | DEDUCCIONES | CONCEPTOS  |
|---------|------------------------------|----------|---------|---------------------|-------------|--|
| 19      | PRIMA DOMINICAL              | 153.37   |         |                     |             | EXEN BASE EXENTA 96.22<br>PGR1 PERC GRAVADA TIPO 1 9,721.06<br>PGR2 PERC GRAVADA TIPO 2 57.15<br>PERC TOTAL PERCEPCIONES 9,874.43<br>DEDU TOTAL DEDUCCIONES 7,272.67<br>3%FV 3% FONDO DE VIVIENDA 249.18<br>FOND FONDO PENSIONES EMPRES 1,453.54<br>SEDARSEDAR 166.12<br>PVAC PROVISION DE PRIMA VAC 126.06<br>AGUI PROVISION AGUINALDO 1,260.61<br>CHEQ PAGO POR CHEQUE 2,601.76    |
| 515-005 | OCHOA CASAS MARIA TERESITA   |          |         |                     |             |  |
| T.EMP:  | PERMANENTE                   | 553.73   | 681.15  | PROMOTOR            |             |  |
| 01      | SUELDO BASE                  | 8,305.95 | 51      | ISR                 | 1,378.82    | DVIG DIAS DE VIGENCIA 15.00  |
| 02      | AYUDA PARA DESPE             | 557.00   | 51PD    | ISR PRIMA DOMINICAL | 12.21       | EX19 EXENTO PRIMA DOMINICAL 96.22  |
| 03      | AYUDA PARA PASAJ             | 339.50   | 54      | FONDO PENSIONES     | 955.18      | IMP1 ISR ART 96 1,365.38   |
| 04      | PRIMA QUINQUENAL             | 518.61   | 65      | OTRAS DEDUCCIONES   | 2,713.60    | IMP2 ISR Reglamento ISR 25.65  |
| 19      | PRIMA DOMINICAL              | 153.37   |         |                     |             | EXEN BASE EXENTA 96.22<br>PGR1 PERC GRAVADA TIPO 1 9,721.06<br>PGR2 PERC GRAVADA TIPO 2 57.15<br>PERC TOTAL PERCEPCIONES 9,874.43<br>DEDU TOTAL DEDUCCIONES 5,059.81<br>3%FV 3% FONDO DE VIVIENDA 249.18<br>FOND FONDO PENSIONES EMPRES 1,453.54<br>SEDARSEDAR 166.12<br>PVAC PROVISION DE PRIMA VAC 126.06<br>AGUI PROVISION AGUINALDO 1,260.61<br>TOTA NOMINA EN EFECTIVO 4,814.62 |
| 518-003 | ALCALA CAMACHO MIGUEL ANGEL  |          |         |                     |             |  |
| T.EMP:  | PERMANENTE                   | 425.73   | 522.85  | JARDINERO BOTANICO  |             |  |
| 01      | SUELDO BASE                  | 6,385.95 | 51      | ISR                 | 903.79      | DVIG DIAS DE VIGENCIA 15.00  |
| 02      | AYUDA PARA DESPE             | 407.50   | 54      | FONDO PENSIONES     | 734.38      | IMP1 ISR ART 96 903.79   |
| 03      | AYUDA PARA PASAJ             | 248.00   | 65      | OTRAS DEDUCCIONES   | 63.86       | PGR1 PERC GRAVADA TIPO 1 7,560.06  |
| 04      | PRIMA QUINQUENAL             | 518.61   |         |                     |             | PERC TOTAL PERCEPCIONES 7,560.06<br>DEDU TOTAL DEDUCCIONES 1,702.03<br>3%FV 3% FONDO DE VIVIENDA 191.58<br>FOND FONDO PENSIONES EMPRES 1,117.54<br>SEDARSEDAR 127.72<br>PVAC PROVISION DE PRIMA VAC 96.46<br>AGUI PROVISION AGUINALDO 964.58<br>TOTA NOMINA EN EFECTIVO 5,858.03   |
| 518-015 | LOPEZ GUTIERREZ JOSE ANTONIO |          |         |                     |             |  |
| T.EMP:  | PERMANENTE                   | 425.73   | 522.85  | JARDINERO BOTANICO  |             |  |
| 01      | SUELDO BASE                  | 6,385.95 | 51      | ISR                 | 903.79      | DVIG DIAS DE VIGENCIA 15.00  |
| 02      | AYUDA PARA DESPE             | 407.50   | 54      | FONDO PENSIONES     | 734.38      | IMP1 ISR ART 96 903.79   |
| 03      | AYUDA PARA PASAJ             | 248.00   | 65      | OTRAS DEDUCCIONES   | 63.86       | PGR1 PERC GRAVADA TIPO 1 7,560.06  |
| 04      | PRIMA QUINQUENAL             | 518.61   |         |                     |             | PERC TOTAL PERCEPCIONES 7,560.06<br>DEDU TOTAL DEDUCCIONES 1,702.03<br>3%FV 3% FONDO DE VIVIENDA 191.58<br>FOND FONDO PENSIONES EMPRES 1,117.54<br>SEDARSEDAR 127.72<br>PVAC PROVISION DE PRIMA VAC 96.46<br>AGUI PROVISION AGUINALDO 964.58<br>TOTA NOMINA EN EFECTIVO 5,858.03   |

| Clave   | Nombre                      | S.Diario | S.Integ | PERCEPCIONES                      | DEDUCCIONES | CONCEPTOS                            |
|---------|-----------------------------|----------|---------|-----------------------------------|-------------|--------------------------------------|
| 530-003 | SANCHEZ ESTRADA JOSE CARMEN |          |         |                                   |             |                                      |
| T.EMP:  | PERMANENTE                  | 563.20   | 728.93  | Técnico en Modelos de Información |             |                                      |
| 01      | SUELDO BASE                 | 8,448.00 | 51      | ISR                               | 1,423.28    | DVIG DIAS DE VIGENCIA 15.00          |
| 02      | AYUDA PARA DESPE            | 564.00   | 54      | FONDO PENSIONES                   | 971.52      | IMP1 ISR ART 96 1,423.28             |
| 03      | AYUDA PARA PASAJ            | 461.50   | 65      | OTRAS DEDUCCIONES                 | 4,491.33    | PGR1 PERC GRAVADA TIPO 1 9,992.11    |
| 04      | PRIMA QUINQUENAL            | 518.61   |         |                                   |             | PERC TOTAL PERCEPCIONES 9,992.11     |
|         |                             |          |         |                                   |             | DEDU TOTAL DEDUCCIONES 6,886.13      |
|         |                             |          |         |                                   |             | 3%FV 3% FONDO DE VIVIENDA 253.44     |
|         |                             |          |         |                                   |             | FOND FONDO PENSIONES EMPRES 1,478.40 |
|         |                             |          |         |                                   |             | SEDARSEDAR 168.96                    |
|         |                             |          |         |                                   |             | PVAC PROVISION DE PRIMA VAC 129.77   |
|         |                             |          |         |                                   |             | AGUI PROVISION AGUINALDO 1,297.74    |
|         |                             |          |         |                                   |             | TOTA NOMINA EN EFECTIVO 3,105.98     |
| 540-009 | JAIME GARCIA RAFAEL         |          |         |                                   |             |                                      |
| T.EMP:  | PERMANENTE                  | 645.20   | 782.13  | ANALISTA DE GESTIÓN MUNICIPALES   |             |                                      |
| 01      | SUELDO BASE                 | 9,678.00 | 51      | ISR                               | 1,640.34    | DVIG DIAS DE VIGENCIA 15.00          |
| 02      | AYUDA PARA DESPE            | 557.00   | 51PD    | ISR PRIMA DOMINICAL               | 17.09       | EX19 EXENTO PRIMA DOMINICAL 96.22    |
| 03      | AYUDA PARA PASAJ            | 339.50   | 54      | FONDO PENSIONES                   | 1,112.97    | IMP1 ISR ART 96 1,621.52             |
| 04      | PRIMA QUINQUENAL            | 345.74   | 65      | OTRAS DEDUCCIONES                 | 3,965.66    | IMP2 ISR Reglamento ISR 35.91        |
| 19      | PRIMA DOMINICAL             | 176.24   |         |                                   |             | EXEN BASE EXENTA 96.22               |
|         |                             |          |         |                                   |             | PGR1 PERC GRAVADA TIPO 1 10,920.24   |
|         |                             |          |         |                                   |             | PGR2 PERC GRAVADA TIPO 2 80.02       |
|         |                             |          |         |                                   |             | PERC TOTAL PERCEPCIONES 11,096.48    |
|         |                             |          |         |                                   |             | DEDU TOTAL DEDUCCIONES 6,736.06      |
|         |                             |          |         |                                   |             | 3%FV 3% FONDO DE VIVIENDA 290.34     |
|         |                             |          |         |                                   |             | FOND FONDO PENSIONES EMPRES 1,693.65 |
|         |                             |          |         |                                   |             | SEDARSEDAR 193.56                    |
|         |                             |          |         |                                   |             | PVAC PROVISION DE PRIMA VAC 144.86   |
|         |                             |          |         |                                   |             | AGUI PROVISION AGUINALDO 1,448.56    |
|         |                             |          |         |                                   |             | TOTA NOMINA EN EFECTIVO 4,360.42     |
| 550-002 | TREJO OROZCO CARLOS KALEB   |          |         |                                   |             |                                      |
| T.EMP:  | PERMANENTE                  | 532.77   | 662.15  | Inspector                         |             |                                      |
| 01      | SUELDO BASE                 | 7,991.50 | 51      | ISR                               | 1,319.47    | DVIG DIAS DE VIGENCIA 15.00          |
| 02      | AYUDA PARA DESPE            | 546.50   | 54      | FONDO PENSIONES                   | 919.02      | IMP1 ISR ART 96 1,319.47             |
| 03      | AYUDA PARA PASAJ            | 449.50   |         |                                   |             | PGR1 PERC GRAVADA TIPO 1 9,506.11    |
| 04      | PRIMA QUINQUENAL            | 518.61   |         |                                   |             | PERC TOTAL PERCEPCIONES 9,506.11     |
|         |                             |          |         |                                   |             | DEDU TOTAL DEDUCCIONES 2,238.49      |
|         |                             |          |         |                                   |             | 3%FV 3% FONDO DE VIVIENDA 239.75     |
|         |                             |          |         |                                   |             | FOND FONDO PENSIONES EMPRES 1,398.51 |
|         |                             |          |         |                                   |             | SEDARSEDAR 159.83                    |
|         |                             |          |         |                                   |             | PVAC PROVISION DE PRIMA VAC 123.12   |
|         |                             |          |         |                                   |             | AGUI PROVISION AGUINALDO 1,231.16    |
|         |                             |          |         |                                   |             | TOTA NOMINA EN EFECTIVO 7,267.62     |
| 550-003 | REYES GALLARDO MOISES SAUL  |          |         |                                   |             |                                      |
| T.EMP:  | PERMANENTE                  | 532.77   | 691.66  | Inspector                         |             |                                      |
| 01      | SUELDO BASE                 | 7,991.50 | 51      | ISR                               | 1,319.47    | DVIG DIAS DE VIGENCIA 15.00          |
| 02      | AYUDA PARA DESPE            | 546.50   | 54      | FONDO PENSIONES                   | 919.02      | IMP1 ISR ART 96 1,319.47             |
| 03      | AYUDA PARA PASAJ            | 449.50   | 65      | OTRAS DEDUCCIONES                 | 3,538.00    | PGR1 PERC GRAVADA TIPO 1 9,506.11    |
| 04      | PRIMA QUINQUENAL            | 518.61   |         |                                   |             | PERC TOTAL PERCEPCIONES 9,506.11     |
|         |                             |          |         |                                   |             | DEDU TOTAL DEDUCCIONES 5,776.49      |
|         |                             |          |         |                                   |             | 3%FV 3% FONDO DE VIVIENDA 239.75     |
|         |                             |          |         |                                   |             | FOND FONDO PENSIONES EMPRES 1,398.51 |
|         |                             |          |         |                                   |             | SEDARSEDAR 159.83                    |
|         |                             |          |         |                                   |             | PVAC PROVISION DE PRIMA VAC 123.12   |
|         |                             |          |         |                                   |             | AGUI PROVISION AGUINALDO 1,231.16    |

| Clave   | Nombre                           | S.Diario  | S.Integ | PERCEPCIONES        | DEDUCCIONES                           | CONCEPTOS                   |           |
|---------|----------------------------------|-----------|---------|---------------------|---------------------------------------|-----------------------------|-----------|
|         |                                  |           |         |                     |                                       | TOTA NOMINA EN EFECTIVO     | 3,729.62  |
| 550-010 | SALAS JIMENEZ KARLA ALEJANDRA    |           |         |                     |                                       |                             |           |
| T.EMP:  | PERMANENTE                       | 645.20    |         | 782.13              | ANALISTA DE GESTIÓN MUNICIPALES       |                             |           |
| 01      | SUELDO BASE                      | 9,678.00  | 51      | ISR                 | 1,696.81                              | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02      | AYUDA PARA DESPE                 | 557.00    | 51      | ISR PRIMA DOMINICAL | 17.09                                 | EX19 EXENTO PRIMA DOMINICAL | 96.22     |
| 03      | AYUDA PARA PASAJ                 | 339.50    | 54      | FONDO PENSIONES     | 1,112.97                              | IMP1 ISR ART 96             | 1,677.99  |
| 04      | PRIMA QUINQUENAL                 | 345.74    | 65      | OTRAS DEDUCCIONES   | 4,667.78                              | IMP2 ISR Reglamento ISR     | 35.91     |
| 08      | VAJUSTES VARIOS                  | 264.36    |         |                     |                                       | EXEN BASE EXENTA            | 96.22     |
| 19      | PRIMA DOMINICAL                  | 176.24    |         |                     |                                       | PGR1 PERC GRAVADA TIPO 1    | 11,184.60 |
|         |                                  |           |         |                     |                                       | PGR2 PERC GRAVADA TIPO 2    | 80.02     |
|         |                                  |           |         |                     |                                       | PERC TOTAL PERCEPCIONES     | 11,360.84 |
|         |                                  |           |         |                     |                                       | DEDU TOTAL DEDUCCIONES      | 7,494.65  |
|         |                                  |           |         |                     |                                       | 3%FV 3% FONDO DE VIVIENDA   | 290.34    |
|         |                                  |           |         |                     |                                       | FOND FONDO PENSIONES EMPRES | 1,693.65  |
|         |                                  |           |         |                     |                                       | SEDARSEDAR                  | 193.56    |
|         |                                  |           |         |                     |                                       | PVAC PROVISION DE PRIMA VAC | 144.86    |
|         |                                  |           |         |                     |                                       | AGUI PROVISION AGUINALDO    | 1,448.56  |
|         |                                  |           |         |                     |                                       | TOTA NOMINA EN EFECTIVO     | 3,866.19  |
| 560-002 | RIVERA CHAVEZ VICENTE            |           |         |                     |                                       |                             |           |
| T.EMP:  | PERMANENTE                       | 425.73    |         | 522.85              | JARDINERO BOTANICO                    |                             |           |
| 01      | SUELDO BASE                      | 6,385.95  | 51      | ISR                 | 903.79                                | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02      | AYUDA PARA DESPE                 | 407.50    | 54      | FONDO PENSIONES     | 734.38                                | 75D CAJA DE AHORRO SUTCEAP  | 300.00    |
| 03      | AYUDA PARA PASAJ                 | 248.00    | 65      | OTRAS DEDUCCIONES   | 363.86                                | IMP1 ISR ART 96             | 903.79    |
| 04      | PRIMA QUINQUENAL                 | 518.61    |         |                     |                                       | PGR1 PERC GRAVADA TIPO 1    | 7,560.06  |
|         |                                  |           |         |                     |                                       | PERC TOTAL PERCEPCIONES     | 7,560.06  |
|         |                                  |           |         |                     |                                       | DEDU TOTAL DEDUCCIONES      | 2,002.03  |
|         |                                  |           |         |                     |                                       | 3%FV 3% FONDO DE VIVIENDA   | 191.58    |
|         |                                  |           |         |                     |                                       | FOND FONDO PENSIONES EMPRES | 1,117.54  |
|         |                                  |           |         |                     |                                       | SEDARSEDAR                  | 127.72    |
|         |                                  |           |         |                     |                                       | PVAC PROVISION DE PRIMA VAC | 96.46     |
|         |                                  |           |         |                     |                                       | AGUI PROVISION AGUINALDO    | 964.58    |
|         |                                  |           |         |                     |                                       | TOTA NOMINA EN EFECTIVO     | 5,558.03  |
| 560-003 | COVARRUBIAS LEGASPI HUGO ORLANDO |           |         |                     |                                       |                             |           |
| T.EMP:  | PERMANENTE                       | 761.07    |         | 949.61              | Coordinador Técnico                   |                             |           |
| 01      | SUELDO BASE                      | 11,416.00 | 51      | ISR                 | 1,967.29                              | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02      | AYUDA PARA DESPE                 | 623.50    | 54      | FONDO PENSIONES     | 1,312.84                              | IMP1 ISR ART 96             | 1,967.29  |
| 03      | AYUDA PARA PASAJ                 | 499.50    | 65      | OTRAS DEDUCCIONES   | 5,698.41                              | PGR1 PERC GRAVADA TIPO 1    | 12,539.00 |
|         |                                  |           |         |                     |                                       | PERC TOTAL PERCEPCIONES     | 12,539.00 |
|         |                                  |           |         |                     |                                       | DEDU TOTAL DEDUCCIONES      | 8,978.54  |
|         |                                  |           |         |                     |                                       | 3%FV 3% FONDO DE VIVIENDA   | 342.48    |
|         |                                  |           |         |                     |                                       | FOND FONDO PENSIONES EMPRES | 1,997.80  |
|         |                                  |           |         |                     |                                       | SEDARSEDAR                  | 228.32    |
|         |                                  |           |         |                     |                                       | PVAC PROVISION DE PRIMA VAC | 171.77    |
|         |                                  |           |         |                     |                                       | AGUI PROVISION AGUINALDO    | 1,717.67  |
|         |                                  |           |         |                     |                                       | TOTA NOMINA EN EFECTIVO     | 3,560.46  |
| 560-005 | AGUIRE NIEVES LUIS FRANCISCO     |           |         |                     |                                       |                             |           |
| T.EMP:  | PERMANENTE                       | 531.10    |         | 651.79              | AUXILIAR TECNICO DE CULTURA AMBIENTAL |                             |           |
| 01      | SUELDO BASE                      | 7,966.50  | 51      | ISR                 | 1,290.63                              | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02      | AYUDA PARA DESPE                 | 546.50    | 54      | FONDO PENSIONES     | 916.15                                | IMP1 ISR ART 96             | 1,290.63  |
| 03      | AYUDA PARA PASAJ                 | 339.50    | 65      | OTRAS DEDUCCIONES   | 3,494.67                              | PGR1 PERC GRAVADA TIPO 1    | 9,371.11  |
| 04      | PRIMA QUINQUENAL                 | 518.61    |         |                     |                                       | PERC TOTAL PERCEPCIONES     | 9,371.11  |
|         |                                  |           |         |                     |                                       | DEDU TOTAL DEDUCCIONES      | 5,701.45  |
|         |                                  |           |         |                     |                                       | 3%FV 3% FONDO DE VIVIENDA   | 239.00    |
|         |                                  |           |         |                     |                                       | FOND FONDO PENSIONES EMPRES | 1,394.14  |

| Clave   | Nombre   | S.Diario   | S.Integ | DEDUCCIONES            | CONCEPTOS                             |
|---------|--|------------|---------|------------------------|---------------------------------------|
|         | PERCEPCIONES                                       |            |         |                        |                                       |
|         |  |            |         |                        | SEDARSEDAR 159.33                     |
|         |  |            |         |                        | PVAC PROVISION DE PRIMA VAC 121.27    |
|         |  |            |         |                        | AGUI PROVISION AGUINALDO 1,212.67     |
|         |  |            |         |                        | TOTA NOMINA EN EFECTIVO 3,669.66      |
| 560-007 | RIVERA GALLEGOS ANGEL                              |            |         |                        |                                       |
| T.EMP:  | PERMANENTE   | 553.73     |         | 673.99                 | CABO DE JARDINERO                     |
| 01      | SUELDO BASE  | 8,305.95   | 51      | ISR                    | 1,328.45                              |
| 02      | AYUDA PARA DESPE                                   | 557.00     | 54      | FONDO PENSIONES        | 955.18                                |
| 03      | AYUDA PARA PASAJ                                   | 339.50     | 65      | OTRAS DEDUCCIONES      | 1,709.06                              |
| 04      | PRIMA QUINQUENAL                                   | 345.74     |         |                        |                                       |
|         |  |            |         |                        | DVIG DIAS DE VIGENCIA 15.00           |
|         |  |            |         |                        | IMP1 ISR ART 96 1,328.45              |
|         |  |            |         |                        | PGR1 PERC GRAVADA TIPO 1 9,548.19     |
|         |  |            |         |                        | PERC TOTAL PERCEPCIONES 9,548.19      |
|         |  |            |         |                        | DEDU TOTAL DEDUCCIONES 3,992.69       |
|         |  |            |         |                        | 3%FV 3% FONDO DE VIVIENDA 249.18      |
|         |  |            |         |                        | FOND FONDO PENSIONES EMPRES 1,453.54  |
|         |  |            |         |                        | SEDARSEDAR 166.12                     |
|         |  |            |         |                        | PVAC PROVISION DE PRIMA VAC 126.06    |
|         |  |            |         |                        | AGUI PROVISION AGUINALDO 1,260.61     |
|         |  |            |         |                        | CHEQ PAGO POR CHEQUE 5,555.50         |
| ****    | Totales Subdirección de Cuencas y Cultura del Agua |            |         | 5503                   | ****                                  |
| 01      | SUELDO BASE  | 313,930.95 |         | FALT INCIDENCIAS       | 3,028.60                              |
| 02      | AYUDA PARA DESPE                                   | 17,158.50  | 51      | ISR                    | 58,319.20                             |
| 03      | AYUDA PARA PASAJ                                   | 11,787.00  | 51      | PD ISR PRIMA DOMINICAL | 95.23                                 |
| 04      | PRIMA QUINQUENAL                                   | 11,928.03  | 54      | FONDO PENSIONES        | 36,102.00                             |
| 08      | VAJUSTES VARIOS                                    | 264.36     | 65      | OTRAS DEDUCCIONES      | 93,045.32                             |
| 19      | PRIMA DOMINICAL                                    | 1,119.33   |         |                        |                                       |
|         |  |            |         |                        | DVIG DIAS DE VIGENCIA 420.00          |
|         |  |            |         |                        | 75C CAJA DE AHORRO SUTCEAJ 500.00     |
|         |  |            |         |                        | 75D CAJA DE AHORRO SUTCEAP 800.00     |
|         |  |            |         |                        | EX19 EXENTO PRIMA DOMINICAL 673.54    |
|         |  |            |         |                        | IMP1 ISR ART 96 58,214.36             |
|         |  |            |         |                        | IMP2 ISR Reglamento ISR 200.07        |
|         |  |            |         |                        | EXEN BASE EXENTA 673.54               |
|         |  |            |         |                        | PGR1 PERC GRAVADA TIPO 1 352,040.23   |
|         |  |            |         |                        | PGR2 PERC GRAVADA TIPO 2 445.79       |
|         |  |            |         |                        | PERC TOTAL PERCEPCIONES 356,188.17    |
|         |  |            |         |                        | DEDU TOTAL DEDUCCIONES 190,590.35     |
|         |  |            |         |                        | 3%FV 3% FONDO DE VIVIENDA 9,417.96    |
|         |  |            |         |                        | FOND FONDO PENSIONES EMPRES 54,937.89 |
|         |  |            |         |                        | SEDARSEDAR 6,278.63                   |
|         |  |            |         |                        | PVAC PROVISION DE PRIMA VAC 4,696.97  |
|         |  |            |         |                        | AGUI PROVISION AGUINALDO 46,969.36    |
|         |  |            |         |                        | TOTA NOMINA EN EFECTIVO 157,440.56    |
|         |  |            |         |                        | CHEQ PAGO POR CHEQUE 8,157.26         |

Total de Empleados : 28.00

| Clave   | Nombre                           | S.Diario  | S.Integ  | PERCEPCIONES                                      | DEDUCCIONES | CONCEPTOS                            |
|---|----------------------------------|-----------|----------|---|-------------|--------------------------------------|
| ***** Subdirección de Socialización y Contraloría Social ***** 5504 |                                  |           |          |   |             |                                      |
| 200-023   | PELAYO RUIZ JOSE ENRIQUE         |           |          |   |             |                                      |
| T.EMP:  | PERMANENTE                       | 1,569.80  | 1,975.01 | Subdirector de Socialización y Contraloría Social |             |                                      |
| 01  | SUELDO BASE                      | 23,547.00 | 51       | ISR   | 5,703.92    | DVIG DIAS DE VIGENCIA 15.00          |
| 02  | AYUDA PARA DESPE                 | 960.00    | 54       | FONDO PENSIONES                                   | 2,821.70    | IMP1 ISR ART 96 5,703.92             |
| 03  | AYUDA PARA PASAJ                 | 688.00    |          |   |             | PGR1 PERC GRAVADA TIPO 1 26,875.98   |
| 04  | PRIMA QUINQUENAL                 | 691.48    |          |   |             | PERC TOTAL PERCEPCIONES 26,875.98    |
| 16  | HOMOLOGACION                     | 989.50    |          |   |             | DEDU TOTAL DEDUCCIONES 8,525.62      |
|   |                                  |           |          |   |             | 3%FV 3% FONDO DE VIVIENDA 736.10     |
|   |                                  |           |          |   |             | FOND FONDO PENSIONES EMPRES 4,293.89 |
|   |                                  |           |          |   |             | SEDARSEDAR 490.73                    |
|   |                                  |           |          |   |             | PVAC PROVISION DE PRIMA VAC 345.14   |
|   |                                  |           |          |   |             | AGUI PROVISION AGUINALDO 3,451.37    |
|   |                                  |           |          |   |             | TOTA NOMINA EN EFECTIVO 18,350.36    |
| 34-222-003  | MALDONADO VEGA ROBERTO           |           |          |   |             |                                      |
| T.EMP:  | PERMANENTE                       | 572.21    | 979.34   | TRABAJADOR SOCIAL                                 |             |                                      |
| 01  | SUELDO BASE                      | 8,583.15  | 51       | ISR   | 1,736.52    | DVIG DIAS DE VIGENCIA 15.00          |
| 02  | AYUDA PARA DESPE                 | 557.00    | 54       | FONDO PENSIONES                                   | 1,135.12    | IMP1 ISR ART 96 1,736.52             |
| 03  | AYUDA PARA PASAJ                 | 339.50    | 65       | OTRAS DEDUCCIONES                                 | 5,022.06    | PGR1 PERC GRAVADA TIPO 1 11,458.60   |
| 04  | PRIMA QUINQUENAL                 | 691.48    |          |   |             | PERC TOTAL PERCEPCIONES 11,458.60    |
| 06  | PRIMA POR RIESGO                 | 1,287.47  |          |   |             | DEDU TOTAL DEDUCCIONES 7,893.70      |
|   |                                  |           |          |   |             | 3%FV 3% FONDO DE VIVIENDA 296.12     |
|   |                                  |           |          |   |             | FOND FONDO PENSIONES EMPRES 1,727.36 |
|   |                                  |           |          |   |             | SEDARSEDAR 197.41                    |
|   |                                  |           |          |   |             | PVAC PROVISION DE PRIMA VAC 147.49   |
|   |                                  |           |          |   |             | AGUI PROVISION AGUINALDO 1,474.95    |
|   |                                  |           |          |   |             | CHEQ PAGO POR CHEQUE 3,564.90        |
| 36-129-005  | RAMIREZ SILVA CAROLINA           |           |          |   |             |                                      |
| T.EMP:  | PERMANENTE                       | 531.10    | 801.56   | ANALISTA PRODER                                   |             |                                      |
| 01  | SUELDO BASE                      | 7,966.50  | 51       | ISR   | 1,364.48    | DVIG DIAS DE VIGENCIA 15.00          |
| 02  | AYUDA PARA DESPE                 | 546.50    | 54       | FONDO PENSIONES                                   | 916.15      | 75C CAJA DE AHORRO SUTCEAJ 150.00    |
| 03  | AYUDA PARA PASAJ                 | 339.50    | 65       | OTRAS DEDUCCIONES                                 | 5,954.44    | IMP1 ISR ART 96 1,364.48             |
| 04  | PRIMA QUINQUENAL                 | 864.35    |          |   |             | PGR1 PERC GRAVADA TIPO 1 9,716.85    |
|   |                                  |           |          |   |             | PERC TOTAL PERCEPCIONES 9,716.85     |
|   |                                  |           |          |   |             | DEDU TOTAL DEDUCCIONES 8,235.07      |
|   |                                  |           |          |   |             | 3%FV 3% FONDO DE VIVIENDA 239.00     |
|   |                                  |           |          |   |             | FOND FONDO PENSIONES EMPRES 1,394.14 |
|   |                                  |           |          |   |             | SEDARSEDAR 159.33                    |
|   |                                  |           |          |   |             | PVAC PROVISION DE PRIMA VAC 121.27   |
|   |                                  |           |          |   |             | AGUI PROVISION AGUINALDO 1,212.67    |
|   |                                  |           |          |   |             | CHEQ PAGO POR CHEQUE 1,481.78        |
| 41-177-002  | NUÑEZ MIRAMONTES YOLANDA LETICIA |           |          |   |             |                                      |
| T.EMP:  | PERMANENTE                       | 495.40    | 623.28   | SECRETARIA  |             |                                      |
| 01  | SUELDO BASE                      | 7,431.00  | 51       | ISR   | 1,270.57    | DVIG DIAS DE VIGENCIA 15.00          |
| 02  | AYUDA PARA DESPE                 | 478.50    | 54       | FONDO PENSIONES                                   | 854.57      | IMP1 ISR ART 96 1,270.57             |
| 03  | AYUDA PARA PASAJ                 | 330.50    | 65       | OTRAS DEDUCCIONES                                 | 3,790.31    | PGR1 PERC GRAVADA TIPO 1 9,277.21    |
| 04  | PRIMA QUINQUENAL                 | 1,037.22  |          |   |             | PERC TOTAL PERCEPCIONES 9,277.22     |
|   |                                  |           |          |   |             | DEDU TOTAL DEDUCCIONES 5,915.45      |
|   |                                  |           |          |   |             | 3%FV 3% FONDO DE VIVIENDA 222.93     |
|   |                                  |           |          |   |             | FOND FONDO PENSIONES EMPRES 1,300.42 |
|   |                                  |           |          |   |             | SEDARSEDAR 148.62                    |
|   |                                  |           |          |   |             | PVAC PROVISION DE PRIMA VAC 112.88   |
|   |                                  |           |          |   |             | AGUI PROVISION AGUINALDO 1,128.77    |
|   |                                  |           |          |   |             | TOTA NOMINA EN EFECTIVO 3,361.77     |

| Clave  | Nombre           | S.Diario | S.Integ | PERCEPCIONES            | DEDUCCIONES | CONCEPTOS                            |
|--|------------------|----------|---------|-------------------------|-------------|--------------------------------------|
| 45-153-002 MAYA LEGORRETA MA DEL CARMEN        |                  |          |         |                         |             |                                      |
| T.EMP:   | PERMANENTE       | 508.50   | 631.58  | AUXILIAR ADMINISTRATIVO |             |                                      |
| 01   | SUELDO BASE      | 7,627.50 | 51      | ISR                     | 1,285.66    | DVIG DIAS DE VIGENCIA 15.00          |
| 02   | AYUDA PARA DESPE | 523.00   | 54      | FONDO PENSIONES         | 877.16      | 75C CAJA DE AHORRO SUTCEAJ 200.00    |
| 03   | AYUDA PARA PASAJ | 333.00   | 65      | OTRAS DEDUCCIONES       | 4,021.34    | IMP1 ISR ART 96 1,285.66             |
| 04   | PRIMA QUINQUENAL | 864.35   |         |                         |             | PGR1 PERC GRAVADA TIPO 1 9,347.85    |
|  |                  |          |         |                         |             | PERC TOTAL PERCEPCIONES 9,347.85     |
|  |                  |          |         |                         |             | DEDU TOTAL DEDUCCIONES 6,184.16      |
|  |                  |          |         |                         |             | 3%FV 3% FONDO DE VIVIENDA 228.82     |
|  |                  |          |         |                         |             | FOND FONDO PENSIONES EMPRES 1,334.81 |
|  |                  |          |         |                         |             | SEDARSEDAR 152.55                    |
|  |                  |          |         |                         |             | PVAC PROVISION DE PRIMA VAC 116.21   |
|  |                  |          |         |                         |             | AGUI PROVISION AGUINALDO 1,162.12    |
|  |                  |          |         |                         |             | TOTA NOMINA EN EFECTIVO 3,163.69     |
| 483-2020 SANDOVAL JIMENEZ ROBERTO              |                  |          |         |                         |             |                                      |
| T.EMP:   | PERMANENTE       | 572.21   | 854.42  | TRABAJADOR SOCIAL       |             |                                      |
| 01   | SUELDO BASE      | 8,583.15 | 51      | ISR                     | 1,588.82    | DVIG DIAS DE VIGENCIA 15.00          |
| 02   | AYUDA PARA DESPE | 557.00   | 54      | FONDO PENSIONES         | 1,135.12    | IMP1 ISR ART 96 1,588.82             |
| 03   | AYUDA PARA PASAJ | 339.50   | 65      | OTRAS DEDUCCIONES       | 85.83       | PGR1 PERC GRAVADA TIPO 1 10,767.12   |
| 06   | PRIMA POR RIESGO | 1,287.47 |         |                         |             | PERC TOTAL PERCEPCIONES 10,767.12    |
|  |                  |          |         |                         |             | DEDU TOTAL DEDUCCIONES 2,809.77      |
|  |                  |          |         |                         |             | 3%FV 3% FONDO DE VIVIENDA 296.12     |
|  |                  |          |         |                         |             | FOND FONDO PENSIONES EMPRES 1,727.36 |
|  |                  |          |         |                         |             | SEDARSEDAR 197.41                    |
|  |                  |          |         |                         |             | PVAC PROVISION DE PRIMA VAC 147.49   |
|  |                  |          |         |                         |             | AGUI PROVISION AGUINALDO 1,474.95    |
|  |                  |          |         |                         |             | TOTA NOMINA EN EFECTIVO 7,957.35     |
| 57-208-019 ARTEAGA GARCIA CRISTHIAN            |                  |          |         |                         |             |                                      |
| T.EMP:   | PERMANENTE       | 572.21   | 807.96  | TRABAJADOR SOCIAL       |             |                                      |
| 01   | SUELDO BASE      | 8,583.15 | 51      | ISR                     | 1,773.44    | DVIG DIAS DE VIGENCIA 15.00          |
| 02   | AYUDA PARA DESPE | 557.00   | 54      | FONDO PENSIONES         | 1,135.12    | 75C CAJA DE AHORRO SUTCEAJ 250.00    |
| 03   | AYUDA PARA PASAJ | 339.50   | 65      | OTRAS DEDUCCIONES       | 335.83      | IMP1 ISR ART 96 1,773.44             |
| 04   | PRIMA QUINQUENAL | 864.35   |         |                         |             | PGR1 PERC GRAVADA TIPO 1 11,631.47   |
| 06   | PRIMA POR RIESGO | 1,287.47 |         |                         |             | PERC TOTAL PERCEPCIONES 11,631.47    |
|  |                  |          |         |                         |             | DEDU TOTAL DEDUCCIONES 3,244.39      |
|  |                  |          |         |                         |             | 3%FV 3% FONDO DE VIVIENDA 296.12     |
|  |                  |          |         |                         |             | FOND FONDO PENSIONES EMPRES 1,727.36 |
|  |                  |          |         |                         |             | SEDARSEDAR 197.41                    |
|  |                  |          |         |                         |             | PVAC PROVISION DE PRIMA VAC 147.49   |
|  |                  |          |         |                         |             | AGUI PROVISION AGUINALDO 1,474.95    |
|  |                  |          |         |                         |             | TOTA NOMINA EN EFECTIVO 8,387.08     |
| 640-002 GONZALEZ CASTILLO MARIA DE LOS ANGELES |                  |          |         |                         |             |                                      |
| T.EMP:   | PERMANENTE       | 572.21   | 798.66  | TRABAJADOR SOCIAL       |             |                                      |
| 01   | SUELDO BASE      | 8,583.15 | 51      | ISR                     | 1,699.59    | DVIG DIAS DE VIGENCIA 15.00          |
| 02   | AYUDA PARA DESPE | 557.00   | 54      | FONDO PENSIONES         | 1,135.12    | 75D CAJA DE AHORRO SUTCEAP 200.00    |
| 03   | AYUDA PARA PASAJ | 339.50   | 65      | OTRAS DEDUCCIONES       | 4,890.83    | IMP1 ISR ART 96 1,699.59             |
| 04   | PRIMA QUINQUENAL | 518.61   |         |                         |             | PGR1 PERC GRAVADA TIPO 1 11,285.73   |
| 06   | PRIMA POR RIESGO | 1,287.47 |         |                         |             | PERC TOTAL PERCEPCIONES 11,285.73    |
|  |                  |          |         |                         |             | DEDU TOTAL DEDUCCIONES 7,725.54      |
|  |                  |          |         |                         |             | 3%FV 3% FONDO DE VIVIENDA 296.12     |
|  |                  |          |         |                         |             | FOND FONDO PENSIONES EMPRES 1,727.36 |
|  |                  |          |         |                         |             | SEDARSEDAR 197.41                    |
|  |                  |          |         |                         |             | PVAC PROVISION DE PRIMA VAC 147.49   |
|  |                  |          |         |                         |             | AGUI PROVISION AGUINALDO 1,474.95    |



| Clave   | Nombre                         | S.Diario | S.Integ | DEDUCCIONES       | CONCEPTOS |                                      |
|---------|--------------------------------|----------|---------|-------------------|-----------|--------------------------------------|
|         |                                |          |         |                   |           | TOTA NOMINA EN EFECTIVO              |
|         |                                |          |         |                   |           | 3,560.19                             |
| 640-003 | AVILA PEREZ ELISEO             |          |         |                   |           |                                      |
| T.EMP:  | PERMANENTE                     | 572.21   | 798.66  | TRABAJADOR SOCIAL |           |                                      |
| 01      | SUELDO BASE                    | 8,583.15 | 51      | ISR               | 1,699.59  | DVIG DIAS DE VIGENCIA 15.00          |
| 02      | AYUDA PARA DESPE               | 557.00   | 54      | FONDO PENSIONES   | 1,135.12  | 75C CAJA DE AHORRO SUTCEAJ 100.00    |
| 03      | AYUDA PARA PASAJ               | 339.50   | 65      | OTRAS DEDUCCIONES | 5,421.96  | IMP1 ISR ART 96 1,699.59             |
| 04      | PRIMA QUINQUENAL               | 518.61   |         |                   |           | PGR1 PERC GRAVADA TIPO 1 11,285.73   |
| 06      | PRIMA POR RIESGO               | 1,287.47 |         |                   |           | PERC TOTAL PERCEPCIONES 11,285.73    |
|         |                                |          |         |                   |           | DEDU TOTAL DEDUCCIONES 8,256.67      |
|         |                                |          |         |                   |           | 3%FV 3% FONDO DE VIVIENDA 296.12     |
|         |                                |          |         |                   |           | FOND FONDO PENSIONES EMPRES 1,727.36 |
|         |                                |          |         |                   |           | SEDARSEDAR 197.41                    |
|         |                                |          |         |                   |           | PVAC PROVISION DE PRIMA VAC 147.49   |
|         |                                |          |         |                   |           | AGUI PROVISION AGUINALDO 1,474.95    |
|         |                                |          |         |                   |           | TOTA NOMINA EN EFECTIVO 3,029.06     |
| 640-005 | OROZ BITAR FERNANDO            |          |         |                   |           |                                      |
| T.EMP:  | PERMANENTE                     | 572.21   | 798.66  | TRABAJADOR SOCIAL |           |                                      |
| 01      | SUELDO BASE                    | 8,583.15 | 51      | ISR               | 1,699.59  | DVIG DIAS DE VIGENCIA 15.00          |
| 02      | AYUDA PARA DESPE               | 557.00   | 54      | FONDO PENSIONES   | 1,135.12  | IMP1 ISR ART 96 1,699.59             |
| 03      | AYUDA PARA PASAJ               | 339.50   | 65      | OTRAS DEDUCCIONES | 85.83     | PGR1 PERC GRAVADA TIPO 1 11,285.73   |
| 04      | PRIMA QUINQUENAL               | 518.61   |         |                   |           | PERC TOTAL PERCEPCIONES 11,285.73    |
| 06      | PRIMA POR RIESGO               | 1,287.47 |         |                   |           | DEDU TOTAL DEDUCCIONES 2,920.54      |
|         |                                |          |         |                   |           | 3%FV 3% FONDO DE VIVIENDA 296.12     |
|         |                                |          |         |                   |           | FOND FONDO PENSIONES EMPRES 1,727.36 |
|         |                                |          |         |                   |           | SEDARSEDAR 197.41                    |
|         |                                |          |         |                   |           | PVAC PROVISION DE PRIMA VAC 147.49   |
|         |                                |          |         |                   |           | AGUI PROVISION AGUINALDO 1,474.95    |
|         |                                |          |         |                   |           | TOTA NOMINA EN EFECTIVO 8,365.19     |
| 640-006 | PELAYO VALADEZ MARTIN FERNANDO |          |         |                   |           |                                      |
| T.EMP:  | PERMANENTE                     | 572.21   | 798.66  | TRABAJADOR SOCIAL |           |                                      |
| 01      | SUELDO BASE                    | 8,583.15 | 51      | ISR               | 1,699.59  | DVIG DIAS DE VIGENCIA 15.00          |
| 02      | AYUDA PARA DESPE               | 557.00   | 54      | FONDO PENSIONES   | 1,135.12  | 75C CAJA DE AHORRO SUTCEAJ 250.00    |
| 03      | AYUDA PARA PASAJ               | 339.50   | 65      | OTRAS DEDUCCIONES | 7,063.36  | IMP1 ISR ART 96 1,699.59             |
| 04      | PRIMA QUINQUENAL               | 518.61   |         |                   |           | PGR1 PERC GRAVADA TIPO 1 11,285.73   |
| 06      | PRIMA POR RIESGO               | 1,287.47 |         |                   |           | PERC TOTAL PERCEPCIONES 11,285.73    |
|         |                                |          |         |                   |           | DEDU TOTAL DEDUCCIONES 9,898.07      |
|         |                                |          |         |                   |           | 3%FV 3% FONDO DE VIVIENDA 296.12     |
|         |                                |          |         |                   |           | FOND FONDO PENSIONES EMPRES 1,727.36 |
|         |                                |          |         |                   |           | SEDARSEDAR 197.41                    |
|         |                                |          |         |                   |           | PVAC PROVISION DE PRIMA VAC 147.49   |
|         |                                |          |         |                   |           | AGUI PROVISION AGUINALDO 1,474.95    |
|         |                                |          |         |                   |           | CHEQ PAGO POR CHEQUE 1,387.66        |
| 640-014 | MONTAÑO GOMEZ RODOLFO ENRIQUE  |          |         |                   |           |                                      |
| T.EMP:  | PERMANENTE                     | 572.21   | 798.66  | TRABAJADOR SOCIAL |           |                                      |
| 01      | SUELDO BASE                    | 8,583.15 | 51      | ISR               | 1,699.59  | DVIG DIAS DE VIGENCIA 15.00          |
| 02      | AYUDA PARA DESPE               | 557.00   | 54      | FONDO PENSIONES   | 1,135.12  | IMP1 ISR ART 96 1,699.59             |
| 03      | AYUDA PARA PASAJ               | 339.50   | 65      | OTRAS DEDUCCIONES | 85.83     | PGR1 PERC GRAVADA TIPO 1 11,285.73   |
| 04      | PRIMA QUINQUENAL               | 518.61   |         |                   |           | PERC TOTAL PERCEPCIONES 11,285.73    |
| 06      | PRIMA POR RIESGO               | 1,287.47 |         |                   |           | DEDU TOTAL DEDUCCIONES 2,920.54      |
|         |                                |          |         |                   |           | 3%FV 3% FONDO DE VIVIENDA 296.12     |
|         |                                |          |         |                   |           | FOND FONDO PENSIONES EMPRES 1,727.36 |
|         |                                |          |         |                   |           | SEDARSEDAR 197.41                    |
|         |                                |          |         |                   |           | PVAC PROVISION DE PRIMA VAC 147.49   |
|         |                                |          |         |                   |           | AGUI PROVISION AGUINALDO 1,474.95    |

| Clave   | Nombre                              | S.Diario | S.Integ | PERCEPCIONES      | DEDUCCIONES | CONCEPTOS                   |           |
|---------|-------------------------------------|----------|---------|-------------------|-------------|-----------------------------|-----------|
|         |                                     |          |         |                   |             | TOTA NOMINA EN EFECTIVO     | 8,365.19  |
| 640-016 | SANTILLAN VALENCIA HELIOS ALEXANDER |          |         |                   |             |                             |           |
| T.EMP:  | PERMANENTE                          | 572.21   |         |                   | 798.66      | TRABAJADOR SOCIAL           |           |
| 01      | SUELDO BASE                         | 8,583.15 | 51      | ISR               | 1,699.59    | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02      | AYUDA PARA DESPE                    | 557.00   | 54      | FONDO PENSIONES   | 1,135.12    | 75C CAJA DE AHORRO SUTCEAJ  | 250.00    |
| 03      | AYUDA PARA PASAJ                    | 339.50   | 65      | OTRAS DEDUCCIONES | 4,335.83    | IMP1 ISR ART 96             | 1,699.59  |
| 04      | PRIMA QUINQUENAL                    | 518.61   |         |                   |             | PGR1 PERC GRAVADA TIPO 1    | 11,285.73 |
| 06      | PRIMA POR RIESGO                    | 1,287.47 |         |                   |             | PERC TOTAL PERCEPCIONES     | 11,285.73 |
|         |                                     |          |         |                   |             | DEDU TOTAL DEDUCCIONES      | 7,170.54  |
|         |                                     |          |         |                   |             | 3%FV 3% FONDO DE VIVIENDA   | 296.12    |
|         |                                     |          |         |                   |             | FOND FONDO PENSIONES EMPRES | 1,727.36  |
|         |                                     |          |         |                   |             | SEDARSEDAR                  | 197.41    |
|         |                                     |          |         |                   |             | PVAC PROVISION DE PRIMA VAC | 147.49    |
|         |                                     |          |         |                   |             | AGUI PROVISION AGUINALDO    | 1,474.95  |
|         |                                     |          |         |                   |             | TOTA NOMINA EN EFECTIVO     | 4,115.19  |
| 640-020 | CARRILLO SANCHEZ JOSE ROBERTO       |          |         |                   |             |                             |           |
| T.EMP:  | PERMANENTE                          | 572.21   |         |                   | 798.66      | TRABAJADOR SOCIAL           |           |
| 01      | SUELDO BASE                         | 8,583.15 | 51      | ISR               | 1,699.59    | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02      | AYUDA PARA DESPE                    | 557.00   | 54      | FONDO PENSIONES   | 1,135.12    | 75D CAJA DE AHORRO SUTCEAP  | 200.00    |
| 03      | AYUDA PARA PASAJ                    | 339.50   | 65      | OTRAS DEDUCCIONES | 4,516.83    | IMP1 ISR ART 96             | 1,699.59  |
| 04      | PRIMA QUINQUENAL                    | 518.61   |         |                   |             | PGR1 PERC GRAVADA TIPO 1    | 11,285.73 |
| 06      | PRIMA POR RIESGO                    | 1,287.47 |         |                   |             | PERC TOTAL PERCEPCIONES     | 11,285.73 |
|         |                                     |          |         |                   |             | DEDU TOTAL DEDUCCIONES      | 7,351.54  |
|         |                                     |          |         |                   |             | 3%FV 3% FONDO DE VIVIENDA   | 296.12    |
|         |                                     |          |         |                   |             | FOND FONDO PENSIONES EMPRES | 1,727.36  |
|         |                                     |          |         |                   |             | SEDARSEDAR                  | 197.41    |
|         |                                     |          |         |                   |             | PVAC PROVISION DE PRIMA VAC | 147.49    |
|         |                                     |          |         |                   |             | AGUI PROVISION AGUINALDO    | 1,474.95  |
|         |                                     |          |         |                   |             | TOTA NOMINA EN EFECTIVO     | 3,934.19  |
| 640-030 | MONTOYA GARCIA ARIEL JOSEPH         |          |         |                   |             |                             |           |
| T.EMP:  | PERMANENTE                          | 572.21   |         |                   | 794.02      | TRABAJADOR SOCIAL           |           |
| 01      | SUELDO BASE                         | 8,583.15 | 51      | ISR               | 1,662.67    | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02      | AYUDA PARA DESPE                    | 557.00   | 54      | FONDO PENSIONES   | 1,135.12    | IMP1 ISR ART 96             | 1,662.67  |
| 03      | AYUDA PARA PASAJ                    | 339.50   | 65      | OTRAS DEDUCCIONES | 85.83       | PGR1 PERC GRAVADA TIPO 1    | 11,112.86 |
| 04      | PRIMA QUINQUENAL                    | 345.74   |         |                   |             | PERC TOTAL PERCEPCIONES     | 11,112.86 |
| 06      | PRIMA POR RIESGO                    | 1,287.47 |         |                   |             | DEDU TOTAL DEDUCCIONES      | 2,883.62  |
|         |                                     |          |         |                   |             | 3%FV 3% FONDO DE VIVIENDA   | 296.12    |
|         |                                     |          |         |                   |             | FOND FONDO PENSIONES EMPRES | 1,727.36  |
|         |                                     |          |         |                   |             | SEDARSEDAR                  | 197.41    |
|         |                                     |          |         |                   |             | PVAC PROVISION DE PRIMA VAC | 147.49    |
|         |                                     |          |         |                   |             | AGUI PROVISION AGUINALDO    | 1,474.95  |
|         |                                     |          |         |                   |             | CHEQ PAGO POR CHEQUE        | 8,229.24  |
| 650-004 | CAMPOS ROMERO SERGIO                |          |         |                   |             |                             |           |
| T.EMP:  | PERMANENTE                          | 572.21   |         |                   | 868.35      | TRABAJADOR SOCIAL           |           |
| 01      | SUELDO BASE                         | 8,583.15 | 51      | ISR               | 1,699.59    | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02      | AYUDA PARA DESPE                    | 557.00   | 54      | FONDO PENSIONES   | 1,135.12    | IMP1 ISR ART 96             | 1,699.59  |
| 03      | AYUDA PARA PASAJ                    | 339.50   | 65      | OTRAS DEDUCCIONES | 4,462.09    | PGR1 PERC GRAVADA TIPO 1    | 11,285.73 |
| 04      | PRIMA QUINQUENAL                    | 518.61   |         |                   |             | PERC TOTAL PERCEPCIONES     | 11,285.73 |
| 06      | PRIMA POR RIESGO                    | 1,287.47 |         |                   |             | DEDU TOTAL DEDUCCIONES      | 7,296.80  |
|         |                                     |          |         |                   |             | 3%FV 3% FONDO DE VIVIENDA   | 296.12    |
|         |                                     |          |         |                   |             | FOND FONDO PENSIONES EMPRES | 1,727.36  |
|         |                                     |          |         |                   |             | SEDARSEDAR                  | 197.41    |
|         |                                     |          |         |                   |             | PVAC PROVISION DE PRIMA VAC | 147.49    |
|         |                                     |          |         |                   |             | AGUI PROVISION AGUINALDO    | 1,474.95  |

| Clave   | Nombre           | S.Diario   | S.Integ | DEDUCCIONES          | CONCEPTOS                |                                       |
|---|------------------|------------|---------|----------------------|--------------------------|---------------------------------------|
| PERCEPCIONES  |                  |            |         |                      |                          |                                       |
|   |                  |            |         |                      | TOTA NOMINA EN EFECTIVO  | 3,988.93                              |
| 79-194-005 NAVARRO MARTIN DEL CAMPO ALFONSO                               |                  |            |         |                      |                          |                                       |
| T.EMP:  | PERMANENTE       | 572.21     |         | 1,140.47             | TRABAJADOR SOCIAL        |                                       |
| 01  | SUELDO BASE      | 8,583.15   | FALT    | INCIDENCIAS          | 1,435.62                 | DVIG DIAS DE VIGENCIA 15.00           |
| 02  | AYUDA PARA DESPE | 557.00     | 51      | ISR                  | 1,503.72                 | 75C CAJA DE AHORRO SUTCEAJ 200.00     |
| 03  | AYUDA PARA PASAJ | 339.50     | 54      | FONDO PENSIONES      | 1,135.12                 | IMP1 ISR ART 96 1,503.72              |
| 04  | PRIMA QUINQUENAL | 1,037.22   | 65      | OTRAS DEDUCCIONES    | 5,576.88                 | PGR1 PERC GRAVADA TIPO 1 10,368.72    |
| 06  | PRIMA POR RIESGO | 1,287.47   |         |                      |                          | PERC TOTAL PERCEPCIONES 11,804.34     |
|   |                  |            |         |                      |                          | DEDU TOTAL DEDUCCIONES 9,651.34       |
|   |                  |            |         |                      |                          | 3%FV 3% FONDO DE VIVIENDA 296.12      |
|   |                  |            |         |                      |                          | FOND FONDO PENSIONES EMPRES 1,727.36  |
|   |                  |            |         |                      |                          | SEDARSEDAR 197.41                     |
|   |                  |            |         |                      |                          | PVAC PROVISION DE PRIMA VAC 147.49    |
|   |                  |            |         |                      |                          | AGUI PROVISION AGUINALDO 1,474.95     |
|   |                  |            |         |                      |                          | CHEQ PAGO POR CHEQUE 2,153.00         |
| 86-223-013 FIGUEROA VARGAS VICTOR ANTONIO                                 |                  |            |         |                      |                          |                                       |
| T.EMP:  | PERMANENTE       | 693.49     |         | 963.80               | TRABAJADOR SOCIAL SUTCEA |                                       |
| 01  | SUELDO BASE      | 10,402.35  | 51      | ISR                  | 2,228.99                 | DVIG DIAS DE VIGENCIA 15.00           |
| 02  | AYUDA PARA DESPE | 557.00     | 54      | FONDO PENSIONES      | 1,375.71                 | 75D CAJA DE AHORRO SUTCEAP 1,000.00   |
| 03  | AYUDA PARA PASAJ | 339.50     | 79      | APORT ADIC VOL SEDAR | 300.00                   | IMP1 ISR ART 96 2,228.99              |
| 04  | PRIMA QUINQUENAL | 864.35     | 65      | OTRAS DEDUCCIONES    | 7,463.19                 | PGR1 PERC GRAVADA TIPO 1 13,723.55    |
| 06  | PRIMA POR RIESGO | 1,560.35   |         |                      |                          | PERC TOTAL PERCEPCIONES 13,723.55     |
|   |                  |            |         |                      |                          | DEDU TOTAL DEDUCCIONES 11,367.89      |
|   |                  |            |         |                      |                          | 3%FV 3% FONDO DE VIVIENDA 358.88      |
|   |                  |            |         |                      |                          | FOND FONDO PENSIONES EMPRES 2,093.47  |
|   |                  |            |         |                      |                          | SEDARSEDAR 239.25                     |
|   |                  |            |         |                      |                          | PVAC PROVISION DE PRIMA VAC 176.15    |
|   |                  |            |         |                      |                          | AGUI PROVISION AGUINALDO 1,761.53     |
|   |                  |            |         |                      |                          | TOTA NOMINA EN EFECTIVO 2,355.66      |
| **** Totales Subdirección de Socialización y Contraloría Social 5504 **** |                  |            |         |                      |                          |                                       |
| 01  | SUELDO BASE      | 168,555.30 | FALT    | INCIDENCIAS          | 1,435.62                 | DVIG DIAS DE VIGENCIA 270.00          |
| 02  | AYUDA PARA DESPE | 10,306.00  | 51      | ISR                  | 33,715.51                | 75C CAJA DE AHORRO SUTCEAJ 1,400.00   |
| 03  | AYUDA PARA PASAJ | 6,444.00   | 54      | FONDO PENSIONES      | 21,601.85                | 75D CAJA DE AHORRO SUTCEAP 1,400.00   |
| 04  | PRIMA QUINQUENAL | 11,409.42  | 79      | APORT ADIC VOL SEDAR | 300.00                   | IMP1 ISR ART 96 33,715.51             |
| 06  | PRIMA POR RIESGO | 18,297.46  | 65      | OTRAS DEDUCCIONES    | 63,198.27                | PGR1 PERC GRAVADA TIPO 1 214,566.05   |
| 16  | HOMOLOGACION     | 989.50     |         |                      |                          | PERC TOTAL PERCEPCIONES 216,001.68    |
|   |                  |            |         |                      |                          | DEDU TOTAL DEDUCCIONES 120,251.25     |
|   |                  |            |         |                      |                          | 3%FV 3% FONDO DE VIVIENDA 5,635.29    |
|   |                  |            |         |                      |                          | FOND FONDO PENSIONES EMPRES 32,872.41 |
|   |                  |            |         |                      |                          | SEDARSEDAR 3,756.81                   |
|   |                  |            |         |                      |                          | PVAC PROVISION DE PRIMA VAC 2,789.02  |
|   |                  |            |         |                      |                          | AGUI PROVISION AGUINALDO 27,890.81    |
|   |                  |            |         |                      |                          | TOTA NOMINA EN EFECTIVO 78,933.85     |
|   |                  |            |         |                      |                          | CHEQ PAGO POR CHEQUE 16,816.58        |

Total de Empleados : 18.00

| Clave   | Nombre                       | S.Diario | S.Integ | PERCEPCIONES         | DEDUCCIONES                    | CONCEPTOS                            |
|---|------------------------------|----------|---------|----------------------|--------------------------------|--------------------------------------|
| ***** Subdirección de Servicios a Municipios ***** 5506 |                              |          |         |                      |                                |                                      |
| 136-010   | FLORES ALONSO LUIS GUADALUPE |          |         |                      |                                |                                      |
| T.EMP:  | PERMANENTE                   | 415.32   |         | 586.66               | AYUDANTE DE GRUA               |                                      |
| 01  | SUELDO BASE                  | 6,229.80 | 51      | ISR                  | 1,104.08                       | DVIG DIAS DE VIGENCIA 15.00          |
| 02  | AYUDA PARA DESPE             | 401.00   | 54      | FONDO PENSIONES      | 823.89                         | 75D CAJA DE AHORRO SUTCEAP 500.00    |
| 03  | AYUDA PARA PASAJ             | 241.00   | 65      | OTRAS DEDUCCIONES    | 562.30                         | IMP1 ISR ART 96 1,104.08             |
| 04  | PRIMA QUINQUENAL             | 691.48   |         |                      |                                | PGR1 PERC GRAVADA TIPO 1 8,497.75    |
| 06  | PRIMA POR RIESGO             | 934.47   |         |                      |                                | PERC TOTAL PERCEPCIONES 8,497.75     |
|   |                              |          |         |                      |                                | DEDU TOTAL DEDUCCIONES 2,490.27      |
|   |                              |          |         |                      |                                | 3%FV 3% FONDO DE VIVIENDA 214.93     |
|   |                              |          |         |                      |                                | FOND FONDO PENSIONES EMPRES 1,253.75 |
|   |                              |          |         |                      |                                | SEDARSEDAR 143.29                    |
|   |                              |          |         |                      |                                | PVAC PROVISION DE PRIMA VAC 106.94   |
|   |                              |          |         |                      |                                | AGUI PROVISION AGUINALDO 1,069.35    |
|   |                              |          |         |                      |                                | TOTA NOMINA EN EFECTIVO 6,007.48     |
| 22-170-002  | DORADO RAMOS JUAN RAMON      |          |         |                      |                                |                                      |
| T.EMP:  | PERMANENTE                   | 528.49   |         | 740.82               | GEOLOGO                        |                                      |
| 01  | SUELDO BASE                  | 7,927.35 | 51      | ISR                  | 1,532.49                       | DVIG DIAS DE VIGENCIA 15.00          |
| 02  | AYUDA PARA DESPE             | 546.50   | 51PD    | ISR PRIMA DOMINICAL  | 30.11                          | EX19 EXENTO PRIMA DOMINICAL 192.44   |
| 03  | AYUDA PARA PASAJ             | 339.50   | 54      | FONDO PENSIONES      | 1,048.39                       | IMP1 ISR ART 96 1,499.33             |
| 04  | PRIMA QUINQUENAL             | 345.74   | 65      | OTRAS DEDUCCIONES    | 4,170.39                       | IMP2 ISR Reglamento ISR 63.27        |
| 06  | PRIMA POR RIESGO             | 1,189.10 |         |                      |                                | EXEN BASE EXENTA 192.44              |
| 19  | PRIMA DOMINICAL              | 333.42   |         |                      |                                | PGR1 PERC GRAVADA TIPO 1 10,348.19   |
|   |                              |          |         |                      |                                | PGR2 PERC GRAVADA TIPO 2 140.98      |
|   |                              |          |         |                      |                                | PERC TOTAL PERCEPCIONES 10,681.61    |
|   |                              |          |         |                      |                                | DEDU TOTAL DEDUCCIONES 6,781.38      |
|   |                              |          |         |                      |                                | 3%FV 3% FONDO DE VIVIENDA 273.49     |
|   |                              |          |         |                      |                                | FOND FONDO PENSIONES EMPRES 1,595.38 |
|   |                              |          |         |                      |                                | SEDARSEDAR 182.33                    |
|   |                              |          |         |                      |                                | PVAC PROVISION DE PRIMA VAC 137.02   |
|   |                              |          |         |                      |                                | AGUI PROVISION AGUINALDO 1,370.20    |
|   |                              |          |         |                      |                                | TOTA NOMINA EN EFECTIVO 3,900.23     |
| 27-160-007  | AGUILAR LOPEZ SAUL OMAR      |          |         |                      |                                |                                      |
| T.EMP:  | PERMANENTE                   | 455.09   |         | 644.97               | OPERADOR DE GRUA               |                                      |
| 01  | SUELDO BASE                  | 6,826.35 | 51      | ISR                  | 1,279.67                       | DVIG DIAS DE VIGENCIA 15.00          |
| 02  | AYUDA PARA DESPE             | 463.00   | 54      | FONDO PENSIONES      | 902.78                         | IMP1 ISR ART 96 1,279.67             |
| 03  | AYUDA PARA PASAJ             | 315.00   | 65      | OTRAS DEDUCCIONES    | 3,568.26                       | PGR1 PERC GRAVADA TIPO 1 9,319.78    |
| 04  | PRIMA QUINQUENAL             | 691.48   |         |                      |                                | PERC TOTAL PERCEPCIONES 9,319.78     |
| 06  | PRIMA POR RIESGO             | 1,023.95 |         |                      |                                | DEDU TOTAL DEDUCCIONES 5,750.71      |
|   |                              |          |         |                      |                                | 3%FV 3% FONDO DE VIVIENDA 235.51     |
|   |                              |          |         |                      |                                | FOND FONDO PENSIONES EMPRES 1,373.80 |
|   |                              |          |         |                      |                                | SEDARSEDAR 157.01                    |
|   |                              |          |         |                      |                                | PVAC PROVISION DE PRIMA VAC 118.20   |
|   |                              |          |         |                      |                                | AGUI PROVISION AGUINALDO 1,181.96    |
|   |                              |          |         |                      |                                | CHEQ PAGO POR CHEQUE 3,569.07        |
| 28-142-002  | IÑIGUEZ ROSAS GEMA ELIZABETH |          |         |                      |                                |                                      |
| T.EMP:  | PERMANENTE                   | 645.20   |         | 793.18               | AUXILIAR ADMINISTRATIVO SUTCEA |                                      |
| 01  | SUELDO BASE                  | 9,678.00 | 51      | ISR                  | 1,732.30                       | DVIG DIAS DE VIGENCIA 15.00          |
| 02  | AYUDA PARA DESPE             | 557.00   | 54      | FONDO PENSIONES      | 1,112.97                       | 75D CAJA DE AHORRO SUTCEAP 100.00    |
| 03  | AYUDA PARA PASAJ             | 339.50   | 76B     | PMO CAJA DE AHORRO S | 762.00                         | IMP1 ISR ART 96 1,732.30             |
| 04  | PRIMA QUINQUENAL             | 864.35   | 65      | OTRAS DEDUCCIONES    | 6,987.75                       | PGR1 PERC GRAVADA TIPO 1 11,438.85   |
|   |                              |          |         |                      |                                | PERC TOTAL PERCEPCIONES 11,438.85    |
|   |                              |          |         |                      |                                | DEDU TOTAL DEDUCCIONES 10,595.02     |
|   |                              |          |         |                      |                                | 3%FV 3% FONDO DE VIVIENDA 290.34     |

| Clave      | Nombre                              | S.Diario  | S.Integ | PERCEPCIONES      | DEDUCCIONES                  | CONCEPTOS                   |           |
|------------|-------------------------------------|-----------|---------|-------------------|------------------------------|-----------------------------|-----------|
|            |                                     |           |         |                   |                              | FOND FONDO PENSIONES EMPRES | 1,693.65  |
|            |                                     |           |         |                   |                              | SEDARSEDAR                  | 193.56    |
|            |                                     |           |         |                   |                              | PVAC PROVISION DE PRIMA VAC | 144.86    |
|            |                                     |           |         |                   |                              | AGUI PROVISION AGUINALDO    | 1,448.56  |
|            |                                     |           |         |                   |                              | TOTA NOMINA EN EFECTIVO     | 843.83    |
| 30-261-004 | SANCHEZ VIRGEN ARATH JUAN ABELARDO  |           |         |                   |                              |                             |           |
| T.EMP:     | PERMANENTE                          | 551.12    |         | 775.40            | AUXILIAR ELECTROMECHANICO    |                             |           |
| 01         | SUELDO BASE                         | 8,266.80  | 51      | ISR               | 1,658.81                     | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02         | AYUDA PARA DESPE                    | 557.00    | 54      | FONDO PENSIONES   | 1,093.28                     | IMP1 ISR ART 96             | 1,658.81  |
| 03         | AYUDA PARA PASAJ                    | 339.50    | 65      | OTRAS DEDUCCIONES | 4,840.20                     | PGR1 PERC GRAVADA TIPO 1    | 11,094.80 |
| 04         | PRIMA QUINQUENAL                    | 691.48    |         |                   |                              | PERC TOTAL PERCEPCIONES     | 11,094.80 |
| 06         | PRIMA POR RIESGO                    | 1,240.02  |         |                   |                              | DEDU TOTAL DEDUCCIONES      | 7,592.29  |
|            |                                     |           |         |                   |                              | 3%FV 3% FONDO DE VIVIENDA   | 285.20    |
|            |                                     |           |         |                   |                              | FOND FONDO PENSIONES EMPRES | 1,663.69  |
|            |                                     |           |         |                   |                              | SEDARSEDAR                  | 190.14    |
|            |                                     |           |         |                   |                              | PVAC PROVISION DE PRIMA VAC | 142.51    |
|            |                                     |           |         |                   |                              | AGUI PROVISION AGUINALDO    | 1,425.11  |
|            |                                     |           |         |                   |                              | TOTA NOMINA EN EFECTIVO     | 3,502.51  |
| 397-087    | LAMADRID MONJARAS JULIAN GABRIEL    |           |         |                   |                              |                             |           |
| T.EMP:     | PERMANENTE                          | 454.37    |         | 665.51            | OPERADOR DE EQUIPO DESAZOLVE |                             |           |
| 01         | SUELDO BASE                         | 6,815.55  | 51      | ISR               | 1,312.88                     | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02         | AYUDA PARA DESPE                    | 463.00    | 54      | FONDO PENSIONES   | 940.55                       | IMP1 ISR ART 96             | 1,312.88  |
| 03         | AYUDA PARA PASAJ                    | 315.00    | 65      | OTRAS DEDUCCIONES | 3,527.10                     | PGR1 PERC GRAVADA TIPO 1    | 9,475.27  |
| 04         | PRIMA QUINQUENAL                    | 518.61    |         |                   |                              | PERC TOTAL PERCEPCIONES     | 9,475.27  |
| 07         | PRIMA DE INSALUB                    | 1,363.11  |         |                   |                              | DEDU TOTAL DEDUCCIONES      | 5,780.53  |
|            |                                     |           |         |                   |                              | 3%FV 3% FONDO DE VIVIENDA   | 245.36    |
|            |                                     |           |         |                   |                              | FOND FONDO PENSIONES EMPRES | 1,431.27  |
|            |                                     |           |         |                   |                              | SEDARSEDAR                  | 163.57    |
|            |                                     |           |         |                   |                              | PVAC PROVISION DE PRIMA VAC | 122.69    |
|            |                                     |           |         |                   |                              | AGUI PROVISION AGUINALDO    | 1,226.94  |
|            |                                     |           |         |                   |                              | TOTA NOMINA EN EFECTIVO     | 3,694.74  |
| 397-088    | CHAVEZ DIAZ JOSE JUAN               |           |         |                   |                              |                             |           |
| T.EMP:     | PERMANENTE                          | 422.40    |         | 616.22            | AYUDANTE DE DESAZOLVE        |                             |           |
| 01         | SUELDO BASE                         | 6,336.00  | FALT    | INCIDENCIAS       | 550.58                       | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02         | AYUDA PARA DESPE                    | 407.50    | 51      | ISR               | 1,046.19                     | 75D CAJA DE AHORRO SUTCEAP  | 500.00    |
| 03         | AYUDA PARA PASAJ                    | 248.00    | 54      | FONDO PENSIONES   | 874.37                       | IMP1 ISR ART 96             | 1,046.19  |
| 04         | PRIMA QUINQUENAL                    | 518.61    | 65      | OTRAS DEDUCCIONES | 2,521.03                     | PGR1 PERC GRAVADA TIPO 1    | 8,226.73  |
| 07         | PRIMA DE INSALUB                    | 1,267.20  |         |                   |                              | PERC TOTAL PERCEPCIONES     | 8,777.31  |
|            |                                     |           |         |                   |                              | DEDU TOTAL DEDUCCIONES      | 4,992.17  |
|            |                                     |           |         |                   |                              | 3%FV 3% FONDO DE VIVIENDA   | 228.10    |
|            |                                     |           |         |                   |                              | FOND FONDO PENSIONES EMPRES | 1,330.56  |
|            |                                     |           |         |                   |                              | SEDARSEDAR                  | 152.06    |
|            |                                     |           |         |                   |                              | PVAC PROVISION DE PRIMA VAC | 113.13    |
|            |                                     |           |         |                   |                              | AGUI PROVISION AGUINALDO    | 1,131.33  |
|            |                                     |           |         |                   |                              | TOTA NOMINA EN EFECTIVO     | 3,785.14  |
| 45-037-001 | HERNANDEZ DE LA TORRE HECTOR MANUEL |           |         |                   |                              |                             |           |
| T.EMP:     | PERMANENTE                          | 1,115.67  |         | 1,368.76          | Geólogo                      |                             |           |
| 01         | SUELDO BASE                         | 16,735.00 | 51      | ISR               | 3,456.33                     | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02         | AYUDA PARA DESPE                    | 774.50    | 54      | FONDO PENSIONES   | 1,924.53                     | IMP1 ISR ART 96             | 3,456.33  |
| 03         | AYUDA PARA PASAJ                    | 568.00    | 65      | OTRAS DEDUCCIONES | 3,953.00                     | PGR1 PERC GRAVADA TIPO 1    | 18,941.84 |
| 04         | PRIMA QUINQUENAL                    | 864.35    |         |                   |                              | PERC TOTAL PERCEPCIONES     | 18,941.85 |
|            |                                     |           |         |                   |                              | DEDU TOTAL DEDUCCIONES      | 9,333.86  |
|            |                                     |           |         |                   |                              | 3%FV 3% FONDO DE VIVIENDA   | 502.05    |
|            |                                     |           |         |                   |                              | FOND FONDO PENSIONES EMPRES | 2,928.63  |

| Clave      | Nombre                      | S.Diario  | S.Integ  | PERCEPCIONES                 | DEDUCCIONES | CONCEPTOS                            |
|------------|-----------------------------|-----------|----------|------------------------------|-------------|--------------------------------------|
|            |                             |           |          |                              |             | SEDARSEDAR 334.70                    |
|            |                             |           |          |                              |             | PVAC PROVISION DE PRIMA VAC 247.64   |
|            |                             |           |          |                              |             | AGUI PROVISION AGUINALDO 2,476.37    |
|            |                             |           |          |                              |             | TOTA NOMINA EN EFECTIVO 9,607.99     |
| 45-140-003 | HUERTA OVIEDO EDUARDO       |           |          |                              |             |                                      |
| T.EMP:     | PERMANENTE                  | 990.47    | 1,220.36 | Jefe de Pozos                |             |                                      |
| 01         | SUELDO BASE                 | 14,857.00 | 51       | ISR                          | 3,001.34    | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | AYUDA PARA DESPE            | 732.50    | 54       | FONDO PENSIONES              | 1,708.56    | 75D CAJA DE AHORRO SUTCEAP 300.00    |
| 03         | AYUDA PARA PASAJ            | 553.50    | 65       | OTRAS DEDUCCIONES            | 3,412.00    | IMP1 ISR ART 96 3,001.34             |
| 04         | PRIMA QUINQUENAL            | 864.35    |          |                              |             | PGR1 PERC GRAVADA TIPO 1 17,007.34   |
|            |                             |           |          |                              |             | PERC TOTAL PERCEPCIONES 17,007.35    |
|            |                             |           |          |                              |             | DEDU TOTAL DEDUCCIONES 8,121.90      |
|            |                             |           |          |                              |             | 3%FV 3% FONDO DE VIVIENDA 445.71     |
|            |                             |           |          |                              |             | FOND FONDO PENSIONES EMPRES 2,599.97 |
|            |                             |           |          |                              |             | SEDARSEDAR 297.14                    |
|            |                             |           |          |                              |             | PVAC PROVISION DE PRIMA VAC 221.14   |
|            |                             |           |          |                              |             | AGUI PROVISION AGUINALDO 2,211.37    |
|            |                             |           |          |                              |             | TOTA NOMINA EN EFECTIVO 8,885.45     |
| 46-149-010 | CARRANCO CERVANTES FERNANDO |           |          |                              |             |                                      |
| T.EMP:     | PERMANENTE                  | 454.37    | 672.60   | OPERADOR DE EQUIPO DESAZOLVE |             |                                      |
| 01         | SUELDO BASE                 | 6,815.55  | 51       | ISR                          | 1,349.80    | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | AYUDA PARA DESPE            | 463.00    | 54       | FONDO PENSIONES              | 940.55      | IMP1 ISR ART 96 1,349.80             |
| 03         | AYUDA PARA PASAJ            | 315.00    | 65       | OTRAS DEDUCCIONES            | 4,142.74    | PGR1 PERC GRAVADA TIPO 1 9,648.14    |
| 04         | PRIMA QUINQUENAL            | 691.48    |          |                              |             | PERC TOTAL PERCEPCIONES 9,648.14     |
| 07         | PRIMA DE INSALUB            | 1,363.11  |          |                              |             | DEDU TOTAL DEDUCCIONES 6,433.09      |
|            |                             |           |          |                              |             | 3%FV 3% FONDO DE VIVIENDA 245.36     |
|            |                             |           |          |                              |             | FOND FONDO PENSIONES EMPRES 1,431.27 |
|            |                             |           |          |                              |             | SEDARSEDAR 163.57                    |
|            |                             |           |          |                              |             | PVAC PROVISION DE PRIMA VAC 122.69   |
|            |                             |           |          |                              |             | AGUI PROVISION AGUINALDO 1,226.94    |
|            |                             |           |          |                              |             | TOTA NOMINA EN EFECTIVO 3,215.05     |
| 48-206-002 | JAUREGUI VALDIVIA RUBEN     |           |          |                              |             |                                      |
| T.EMP:     | PERMANENTE                  | 551.12    | 785.73   | OPERADOR DE PERFORACION      |             |                                      |
| 01         | SUELDO BASE                 | 8,266.80  | 51       | ISR                          | 1,732.04    | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | AYUDA PARA DESPE            | 557.00    | 51PD     | ISR PRIMA DOMINICAL          | 32.97       | EX19 EXENTO PRIMA DOMINICAL 192.44   |
| 03         | AYUDA PARA PASAJ            | 339.50    | 54       | FONDO PENSIONES              | 1,093.28    | IMP1 ISR ART 96 1,695.74             |
| 04         | PRIMA QUINQUENAL            | 864.35    | 65       | OTRAS DEDUCCIONES            | 3,752.00    | IMP2 ISR Reglamento ISR 69.27        |
| 06         | PRIMA POR RIESGO            | 1,240.02  |          |                              |             | EXEN BASE EXENTA 192.44              |
| 19         | PRIMA DOMINICAL             | 346.78    |          |                              |             | PGR1 PERC GRAVADA TIPO 1 11,267.67   |
|            |                             |           |          |                              |             | PGR2 PERC GRAVADA TIPO 2 154.33      |
|            |                             |           |          |                              |             | PERC TOTAL PERCEPCIONES 11,614.45    |
|            |                             |           |          |                              |             | DEDU TOTAL DEDUCCIONES 6,610.29      |
|            |                             |           |          |                              |             | 3%FV 3% FONDO DE VIVIENDA 285.20     |
|            |                             |           |          |                              |             | FOND FONDO PENSIONES EMPRES 1,663.69 |
|            |                             |           |          |                              |             | SEDARSEDAR 190.14                    |
|            |                             |           |          |                              |             | PVAC PROVISION DE PRIMA VAC 142.51   |
|            |                             |           |          |                              |             | AGUI PROVISION AGUINALDO 1,425.11    |
|            |                             |           |          |                              |             | TOTA NOMINA EN EFECTIVO 5,004.16     |
| 48-215-004 | DIAZ DIAZ OSCAR             |           |          |                              |             |                                      |
| T.EMP:     | PERMANENTE                  | 403.02    | 578.64   | PERFORADOR                   |             |                                      |
| 01         | SUELDO BASE                 | 6,045.30  | 51       | ISR                          | 1,105.55    | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | AYUDA PARA DESPE            | 394.00    | 51PD     | ISR PRIMA DOMINICAL          | 12.79       | EX19 EXENTO PRIMA DOMINICAL 192.44   |
| 03         | AYUDA PARA PASAJ            | 234.00    | 54       | FONDO PENSIONES              | 799.49      | IMP1 ISR ART 96 1,092.69             |
| 04         | PRIMA QUINQUENAL            | 864.35    | 65       | OTRAS DEDUCCIONES            | 3,699.13    | IMP2 ISR Reglamento ISR 25.65        |

| Clave                                      | Nombre           | S.Diario | S.Integ | PERCEPCIONES           | DEDUCCIONES             | CONCEPTOS                   |           |
|--|------------------|----------|---------|------------------------|-------------------------|-----------------------------|-----------|
| 06   | PRIMA POR RIESGO | 906.79   |         |                        |                         | EXEN BASE EXENTA            | 192.44    |
| 19   | PRIMA DOMINICAL  | 252.67   |         |                        |                         | PGR1 PERC GRAVADA TIPO 1    | 8,444.44  |
|  |                  |          |         |                        |                         | PGR2 PERC GRAVADA TIPO 2    | 60.22     |
|  |                  |          |         |                        |                         | PERC TOTAL PERCEPCIONES     | 8,697.11  |
|  |                  |          |         |                        |                         | DEDU TOTAL DEDUCCIONES      | 5,616.96  |
|  |                  |          |         |                        |                         | 3%FV 3% FONDO DE VIVIENDA   | 208.56    |
|  |                  |          |         |                        |                         | FOND FONDO PENSIONES EMPRES | 1,216.62  |
|  |                  |          |         |                        |                         | SEDARSEDAR                  | 139.04    |
|  |                  |          |         |                        |                         | PVAC PROVISION DE PRIMA VAC | 103.84    |
|  |                  |          |         |                        |                         | AGUI PROVISION AGUINALDO    | 1,038.37  |
|  |                  |          |         |                        |                         | TOTA NOMINA EN EFECTIVO     | 3,080.15  |
| 48-215-006 PONCE GUTIERREZ IGNACIO         |                  |          |         |                        |                         |                             |           |
| T.EMP:                                     | PERMANENTE       | 403.02   |         | 569.85                 | PERFORADOR              |                             |           |
| 01   | SUELDO BASE      | 6,045.30 | 51      | ISR                    | 1,068.63                | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02   | AYUDA PARA DESPE | 394.00   | 51      | PD ISR PRIMA DOMINICAL | 12.79                   | EX19 EXENTO PRIMA DOMINICAL | 192.44    |
| 03   | AYUDA PARA PASAJ | 234.00   | 54      | FONDO PENSIONES        | 799.49                  | IMP1 ISR ART 96             | 1,055.77  |
| 04   | PRIMA QUINQUENAL | 691.48   | 65      | OTRAS DEDUCCIONES      | 4,429.07                | IMP2 ISR Reglamento ISR     | 25.65     |
| 06   | PRIMA POR RIESGO | 906.79   |         |                        |                         | EXEN BASE EXENTA            | 192.44    |
| 19   | PRIMA DOMINICAL  | 252.67   |         |                        |                         | PGR1 PERC GRAVADA TIPO 1    | 8,271.57  |
|  |                  |          |         |                        |                         | PGR2 PERC GRAVADA TIPO 2    | 60.22     |
|  |                  |          |         |                        |                         | PERC TOTAL PERCEPCIONES     | 8,524.24  |
|  |                  |          |         |                        |                         | DEDU TOTAL DEDUCCIONES      | 6,309.98  |
|  |                  |          |         |                        |                         | 3%FV 3% FONDO DE VIVIENDA   | 208.56    |
|  |                  |          |         |                        |                         | FOND FONDO PENSIONES EMPRES | 1,216.62  |
|  |                  |          |         |                        |                         | SEDARSEDAR                  | 139.04    |
|  |                  |          |         |                        |                         | PVAC PROVISION DE PRIMA VAC | 103.84    |
|  |                  |          |         |                        |                         | AGUI PROVISION AGUINALDO    | 1,038.37  |
|  |                  |          |         |                        |                         | TOTA NOMINA EN EFECTIVO     | 2,214.26  |
| 49-206-002 PLATA MEJIA JOSE LUIS           |                  |          |         |                        |                         |                             |           |
| T.EMP:                                     | PERMANENTE       | 403.02   |         | 574.49                 | PERFORADOR              |                             |           |
| 01   | SUELDO BASE      | 6,045.30 | 51      | ISR                    | 1,105.55                | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02   | AYUDA PARA DESPE | 394.00   | 51      | PD ISR PRIMA DOMINICAL | 12.79                   | EX19 EXENTO PRIMA DOMINICAL | 192.44    |
| 03   | AYUDA PARA PASAJ | 234.00   | 54      | FONDO PENSIONES        | 799.49                  | IMP1 ISR ART 96             | 1,092.69  |
| 04   | PRIMA QUINQUENAL | 864.35   | 65      | OTRAS DEDUCCIONES      | 3,350.45                | IMP2 ISR Reglamento ISR     | 25.65     |
| 06   | PRIMA POR RIESGO | 906.79   |         |                        |                         | EXEN BASE EXENTA            | 192.44    |
| 19   | PRIMA DOMINICAL  | 252.67   |         |                        |                         | PGR1 PERC GRAVADA TIPO 1    | 8,444.44  |
|  |                  |          |         |                        |                         | PGR2 PERC GRAVADA TIPO 2    | 60.22     |
|  |                  |          |         |                        |                         | PERC TOTAL PERCEPCIONES     | 8,697.11  |
|  |                  |          |         |                        |                         | DEDU TOTAL DEDUCCIONES      | 5,268.28  |
|  |                  |          |         |                        |                         | 3%FV 3% FONDO DE VIVIENDA   | 208.56    |
|  |                  |          |         |                        |                         | FOND FONDO PENSIONES EMPRES | 1,216.62  |
|  |                  |          |         |                        |                         | SEDARSEDAR                  | 139.04    |
|  |                  |          |         |                        |                         | PVAC PROVISION DE PRIMA VAC | 103.84    |
|  |                  |          |         |                        |                         | AGUI PROVISION AGUINALDO    | 1,038.37  |
|  |                  |          |         |                        |                         | TOTA NOMINA EN EFECTIVO     | 3,428.83  |
| 49-206-003 MENCHACA FONSECA JORGE FERNANDO |                  |          |         |                        |                         |                             |           |
| T.EMP:                                     | PERMANENTE       | 551.12   |         | 782.89                 | OPERADOR DE PERFORACION |                             |           |
| 01   | SUELDO BASE      | 8,266.80 | 51      | ISR                    | 1,732.04                | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02   | AYUDA PARA DESPE | 557.00   | 51      | PD ISR PRIMA DOMINICAL | 32.97                   | 75D CAJA DE AHORRO SUTCEAP  | 300.00    |
| 03   | AYUDA PARA PASAJ | 339.50   | 54      | FONDO PENSIONES        | 1,093.28                | EX19 EXENTO PRIMA DOMINICAL | 192.44    |
| 04   | PRIMA QUINQUENAL | 864.35   | 65      | OTRAS DEDUCCIONES      | 6,197.85                | IMP1 ISR ART 96             | 1,695.74  |
| 06   | PRIMA POR RIESGO | 1,240.02 |         |                        |                         | IMP2 ISR Reglamento ISR     | 69.27     |
| 19   | PRIMA DOMINICAL  | 346.78   |         |                        |                         | EXEN BASE EXENTA            | 192.44    |
|  |                  |          |         |                        |                         | PGR1 PERC GRAVADA TIPO 1    | 11,267.67 |
|  |                  |          |         |                        |                         | PGR2 PERC GRAVADA TIPO 2    | 154.33    |

| Clave                                  | Nombre           | S.Diario | S.Integ | PERCEPCIONES        | DEDUCCIONES            | CONCEPTOS                   |                             |           |
|--|------------------|----------|---------|---------------------|------------------------|-----------------------------|-----------------------------|-----------|
|  |                  |          |         |                     |                        |                             | PERC TOTAL PERCEPCIONES     | 11,614.45 |
|  |                  |          |         |                     |                        |                             | DEDU TOTAL DEDUCCIONES      | 9,056.14  |
|  |                  |          |         |                     |                        |                             | 3%FV 3% FONDO DE VIVIENDA   | 285.20    |
|  |                  |          |         |                     |                        |                             | FOND FONDO PENSIONES EMPRES | 1,663.69  |
|  |                  |          |         |                     |                        |                             | SEDARSEDAR                  | 190.14    |
|  |                  |          |         |                     |                        |                             | PVAC PROVISION DE PRIMA VAC | 142.51    |
|  |                  |          |         |                     |                        |                             | AGUI PROVISION AGUINALDO    | 1,425.11  |
|  |                  |          |         |                     |                        |                             | TOTA NOMINA EN EFECTIVO     | 2,558.31  |
| 49-215-006 MOSQUEDA MOSQUEDA ROBERTO   |                  |          |         |                     |                        |                             |                             |           |
| T.EMP:                                 | PERMANENTE       | 377.62   |         | 540.08              | AYUDANTE DE PERFORADOR |                             |                             |           |
| 01                                     | SUELDO BASE      | 5,664.30 | 51      | ISR                 | 998.70                 | DVIG DIAS DE VIGENCIA       | 15.00                       |           |
| 02                                     | AYUDA PARA DESPE | 358.50   | 51PD    | ISR PRIMA DOMINICAL | 7.90                   | EX19 EXENTO PRIMA DOMINICAL | 192.44                      |           |
| 03                                     | AYUDA PARA PASAJ | 223.50   | 54      | FONDO PENSIONES     | 749.10                 | IMP1 ISR ART 96             | 989.28                      |           |
| 04                                     | PRIMA QUINQUENAL | 864.35   | 65      | OTRAS DEDUCCIONES   | 3,313.64               | IMP2 ISR Reglamento ISR     | 17.32                       |           |
| 06                                     | PRIMA POR RIESGO | 849.64   |         |                     |                        | EXEN BASE EXENTA            | 192.44                      |           |
| 19                                     | PRIMA DOMINICAL  | 236.53   |         |                     |                        | PGR1 PERC GRAVADA TIPO 1    | 7,960.29                    |           |
|  |                  |          |         |                     |                        |                             | PGR2 PERC GRAVADA TIPO 2    | 44.09     |
|  |                  |          |         |                     |                        |                             | PERC TOTAL PERCEPCIONES     | 8,196.82  |
|  |                  |          |         |                     |                        |                             | DEDU TOTAL DEDUCCIONES      | 5,069.34  |
|  |                  |          |         |                     |                        |                             | 3%FV 3% FONDO DE VIVIENDA   | 195.42    |
|  |                  |          |         |                     |                        |                             | FOND FONDO PENSIONES EMPRES | 1,139.94  |
|  |                  |          |         |                     |                        |                             | SEDARSEDAR                  | 130.28    |
|  |                  |          |         |                     |                        |                             | PVAC PROVISION DE PRIMA VAC | 97.20     |
|  |                  |          |         |                     |                        |                             | AGUI PROVISION AGUINALDO    | 972.05    |
|  |                  |          |         |                     |                        |                             | TOTA NOMINA EN EFECTIVO     | 3,127.48  |
| 49-215-007 RUVALCABA DIAZ RAUL         |                  |          |         |                     |                        |                             |                             |           |
| T.EMP:                                 | PERMANENTE       | 403.02   |         | 573.99              | PERFORADOR             |                             |                             |           |
| 01                                     | SUELDO BASE      | 6,045.30 | 51      | ISR                 | 1,068.63               | DVIG DIAS DE VIGENCIA       | 15.00                       |           |
| 02                                     | AYUDA PARA DESPE | 394.00   | 51PD    | ISR PRIMA DOMINICAL | 12.79                  | 75D CAJA DE AHORRO SUTCEAP  | 200.00                      |           |
| 03                                     | AYUDA PARA PASAJ | 234.00   | 54      | FONDO PENSIONES     | 799.49                 | EX19 EXENTO PRIMA DOMINICAL | 192.44                      |           |
| 04                                     | PRIMA QUINQUENAL | 691.48   | 65      | OTRAS DEDUCCIONES   | 3,649.95               | IMP1 ISR ART 96             | 1,055.77                    |           |
| 06                                     | PRIMA POR RIESGO | 906.79   |         |                     |                        | IMP2 ISR Reglamento ISR     | 25.65                       |           |
| 19                                     | PRIMA DOMINICAL  | 252.67   |         |                     |                        | EXEN BASE EXENTA            | 192.44                      |           |
|  |                  |          |         |                     |                        |                             | PGR1 PERC GRAVADA TIPO 1    | 8,271.57  |
|  |                  |          |         |                     |                        |                             | PGR2 PERC GRAVADA TIPO 2    | 60.22     |
|  |                  |          |         |                     |                        |                             | PERC TOTAL PERCEPCIONES     | 8,524.24  |
|  |                  |          |         |                     |                        |                             | DEDU TOTAL DEDUCCIONES      | 5,530.86  |
|  |                  |          |         |                     |                        |                             | 3%FV 3% FONDO DE VIVIENDA   | 208.56    |
|  |                  |          |         |                     |                        |                             | FOND FONDO PENSIONES EMPRES | 1,216.62  |
|  |                  |          |         |                     |                        |                             | SEDARSEDAR                  | 139.04    |
|  |                  |          |         |                     |                        |                             | PVAC PROVISION DE PRIMA VAC | 103.84    |
|  |                  |          |         |                     |                        |                             | AGUI PROVISION AGUINALDO    | 1,038.37  |
|  |                  |          |         |                     |                        |                             | TOTA NOMINA EN EFECTIVO     | 2,993.38  |
| 499-2021 FIGUEROA ALONSO ANGEL EDUARDO |                  |          |         |                     |                        |                             |                             |           |
| T.EMP:                                 | PERMANENTE       | 443.60   |         | 619.08              | Operador de Grúa       |                             |                             |           |
| 01                                     | SUELDO BASE      | 6,654.00 | 51      | ISR                 | 1,110.46               | DVIG DIAS DE VIGENCIA       | 15.00                       |           |
| 02                                     | AYUDA PARA DESPE | 457.50   | 54      | FONDO PENSIONES     | 879.99                 | IMP1 ISR ART 96             | 1,110.46                    |           |
| 03                                     | AYUDA PARA PASAJ | 418.00   | 65      | OTRAS DEDUCCIONES   | 66.54                  | PGR1 PERC GRAVADA TIPO 1    | 8,527.60                    |           |
| 06                                     | PRIMA POR RIESGO | 998.10   |         |                     |                        | PERC TOTAL PERCEPCIONES     | 8,527.60                    |           |
|  |                  |          |         |                     |                        |                             | DEDU TOTAL DEDUCCIONES      | 2,056.99  |
|  |                  |          |         |                     |                        |                             | 3%FV 3% FONDO DE VIVIENDA   | 229.56    |
|  |                  |          |         |                     |                        |                             | FOND FONDO PENSIONES EMPRES | 1,339.12  |
|  |                  |          |         |                     |                        |                             | SEDARSEDAR                  | 153.04    |
|  |                  |          |         |                     |                        |                             | PVAC PROVISION DE PRIMA VAC | 116.82    |
|  |                  |          |         |                     |                        |                             | AGUI PROVISION AGUINALDO    | 1,168.16  |



| Clave      | Nombre                         | S.Diario | S.Integ | PERCEPCIONES        | DEDUCCIONES | CONCEPTOS                   |           |
|------------|--------------------------------|----------|---------|---------------------|-------------|-----------------------------|-----------|
|            |                                |          |         |                     |             | TOTA NOMINA EN EFECTIVO     | 6,470.61  |
| 500-2021   | BARRAZA VAZQUEZ JUAN ALEJANDRO |          |         |                     |             |                             |           |
| T.EMP:     | PERMANENTE                     | 385.23   |         |                     | 537.36      | Ayudante de perforador      |           |
| 01         | SUELDO BASE                    | 5,778.45 | 51      | ISR                 | 861.76      | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02         | AYUDA PARA DESPE               | 358.50   | 51PD    | ISR PRIMA DOMINICAL | 5.07        | EX19 EXENTO PRIMA DOMINICAL | 96.22     |
| 03         | AYUDA PARA PASAJ               | 333.50   | 54      | FONDO PENSIONES     | 764.20      | IMP1 ISR ART 96             | 856.19    |
| 06         | PRIMA POR RIESGO               | 866.77   | 65      | OTRAS DEDUCCIONES   | 57.78       | IMP2 ISR Reglamento ISR     | 10.64     |
| 19         | PRIMA DOMINICAL                | 122.29   |         |                     |             | EXEN BASE EXENTA            | 96.22     |
|            |                                |          |         |                     |             | PGR1 PERC GRAVADA TIPO 1    | 7,337.22  |
|            |                                |          |         |                     |             | PGR2 PERC GRAVADA TIPO 2    | 26.07     |
|            |                                |          |         |                     |             | PERC TOTAL PERCEPCIONES     | 7,459.51  |
|            |                                |          |         |                     |             | DEDU TOTAL DEDUCCIONES      | 1,688.81  |
|            |                                |          |         |                     |             | 3%FV 3% FONDO DE VIVIENDA   | 199.36    |
|            |                                |          |         |                     |             | FOND FONDO PENSIONES EMPRES | 1,162.91  |
|            |                                |          |         |                     |             | SEDARSEDAR                  | 132.90    |
|            |                                |          |         |                     |             | PVAC PROVISION DE PRIMA VAC | 100.51    |
|            |                                |          |         |                     |             | AGUI PROVISION AGUINALDO    | 1,005.10  |
|            |                                |          |         |                     |             | TOTA NOMINA EN EFECTIVO     | 5,770.70  |
| 50-043-009 | VILLALOBOS NUÑO ELIAS          |          |         |                     |             |                             |           |
| T.EMP:     | PERMANENTE                     | 415.32   |         |                     | 586.66      | AYUDANTE DE GRUA            |           |
| 01         | SUELDO BASE                    | 6,229.80 | FALT    | INCIDENCIAS         | 520.42      | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02         | AYUDA PARA DESPE               | 401.00   | 51      | ISR                 | 992.92      | IMP1 ISR ART 96             | 992.92    |
| 03         | AYUDA PARA PASAJ               | 241.00   | 54      | FONDO PENSIONES     | 823.89      | PGR1 PERC GRAVADA TIPO 1    | 7,977.33  |
| 04         | PRIMA QUINQUENAL               | 691.48   | 65      | OTRAS DEDUCCIONES   | 62.30       | PERC TOTAL PERCEPCIONES     | 8,497.75  |
| 06         | PRIMA POR RIESGO               | 934.47   |         |                     |             | DEDU TOTAL DEDUCCIONES      | 2,399.53  |
|            |                                |          |         |                     |             | 3%FV 3% FONDO DE VIVIENDA   | 214.93    |
|            |                                |          |         |                     |             | FOND FONDO PENSIONES EMPRES | 1,253.75  |
|            |                                |          |         |                     |             | SEDARSEDAR                  | 143.29    |
|            |                                |          |         |                     |             | PVAC PROVISION DE PRIMA VAC | 106.94    |
|            |                                |          |         |                     |             | AGUI PROVISION AGUINALDO    | 1,069.35  |
|            |                                |          |         |                     |             | TOTA NOMINA EN EFECTIVO     | 6,098.22  |
| 50-206-002 | VILLALOBOS NUÑO JOSE           |          |         |                     |             |                             |           |
| T.EMP:     | PERMANENTE                     | 551.12   |         |                     | 780.05      | OPERADOR DE PERFORACION     |           |
| 01         | SUELDO BASE                    | 8,266.80 | 51      | ISR                 | 1,732.04    | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02         | AYUDA PARA DESPE               | 557.00   | 51PD    | ISR PRIMA DOMINICAL | 32.97       | EX19 EXENTO PRIMA DOMINICAL | 192.44    |
| 03         | AYUDA PARA PASAJ               | 339.50   | 54      | FONDO PENSIONES     | 1,093.28    | IMP1 ISR ART 96             | 1,695.74  |
| 04         | PRIMA QUINQUENAL               | 864.35   | 65      | OTRAS DEDUCCIONES   | 3,711.67    | IMP2 ISR Reglamento ISR     | 69.27     |
| 06         | PRIMA POR RIESGO               | 1,240.02 |         |                     |             | EXEN BASE EXENTA            | 192.44    |
| 19         | PRIMA DOMINICAL                | 346.78   |         |                     |             | PGR1 PERC GRAVADA TIPO 1    | 11,267.67 |
|            |                                |          |         |                     |             | PGR2 PERC GRAVADA TIPO 2    | 154.33    |
|            |                                |          |         |                     |             | PERC TOTAL PERCEPCIONES     | 11,614.45 |
|            |                                |          |         |                     |             | DEDU TOTAL DEDUCCIONES      | 6,569.96  |
|            |                                |          |         |                     |             | 3%FV 3% FONDO DE VIVIENDA   | 285.20    |
|            |                                |          |         |                     |             | FOND FONDO PENSIONES EMPRES | 1,663.69  |
|            |                                |          |         |                     |             | SEDARSEDAR                  | 190.14    |
|            |                                |          |         |                     |             | PVAC PROVISION DE PRIMA VAC | 142.51    |
|            |                                |          |         |                     |             | AGUI PROVISION AGUINALDO    | 1,425.11  |
|            |                                |          |         |                     |             | TOTA NOMINA EN EFECTIVO     | 5,044.49  |
| 50-206-003 | PIÑA RODRIGUEZ JUAN CARLOS     |          |         |                     |             |                             |           |
| T.EMP:     | PERMANENTE                     | 403.02   |         |                     | 574.49      | PERFORADOR                  |           |
| 01         | SUELDO BASE                    | 6,045.30 | 51      | ISR                 | 1,105.55    | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02         | AYUDA PARA DESPE               | 394.00   | 51PD    | ISR PRIMA DOMINICAL | 12.79       | EX19 EXENTO PRIMA DOMINICAL | 192.44    |
| 03         | AYUDA PARA PASAJ               | 234.00   | 54      | FONDO PENSIONES     | 799.49      | IMP1 ISR ART 96             | 1,092.69  |
| 04         | PRIMA QUINQUENAL               | 864.35   | 65      | OTRAS DEDUCCIONES   | 3,536.57    | IMP2 ISR Reglamento ISR     | 25.65     |

| Clave                                    | Nombre           | S.Diario | S.Integ | DEDUCCIONES          | CONCEPTOS                   |           |
|--|------------------|----------|---------|----------------------|-----------------------------|-----------|
| PERCEPCIONES                             |                  |          |         |                      |                             |           |
| 06                                       | PRIMA POR RIESGO | 906.79   |         |                      | EXEN BASE EXENTA            | 192.44    |
| 19                                       | PRIMA DOMINICAL  | 252.67   |         |                      | PGR1 PERC GRAVADA TIPO 1    | 8,444.44  |
|  |                  |          |         |                      | PGR2 PERC GRAVADA TIPO 2    | 60.22     |
|  |                  |          |         |                      | PERC TOTAL PERCEPCIONES     | 8,697.11  |
|  |                  |          |         |                      | DEDU TOTAL DEDUCCIONES      | 5,454.40  |
|  |                  |          |         |                      | 3%FV 3% FONDO DE VIVIENDA   | 208.56    |
|  |                  |          |         |                      | FOND FONDO PENSIONES EMPRES | 1,216.62  |
|  |                  |          |         |                      | SEDARSEDAR                  | 139.04    |
|  |                  |          |         |                      | PVAC PROVISION DE PRIMA VAC | 103.84    |
|  |                  |          |         |                      | AGUI PROVISION AGUINALDO    | 1,038.37  |
|  |                  |          |         |                      | TOTA NOMINA EN EFECTIVO     | 3,242.71  |
| 50-215-005 IÑIGUEZ DE LA TORRE GUILLERMO |                  |          |         |                      |                             |           |
| T.EMP:                                   | PERMANENTE       | 551.12   |         | 788.57               | OPERADOR DE PERFORACION     |           |
| 01                                       | SUELDO BASE      | 8,266.80 | 51      | ISR                  | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02                                       | AYUDA PARA DESPE | 557.00   | 51PD    | ISR PRIMA DOMINICAL  | EX19 EXENTO PRIMA DOMINICAL | 192.44    |
| 03                                       | AYUDA PARA PASAJ | 339.50   | 54      | FONDO PENSIONES      | IMP1 ISR ART 96             | 1,695.74  |
| 04                                       | PRIMA QUINQUENAL | 864.35   | 65      | OTRAS DEDUCCIONES    | IMP2 ISR Reglamento ISR     | 69.27     |
| 06                                       | PRIMA POR RIESGO | 1,240.02 |         |                      | EXEN BASE EXENTA            | 192.44    |
| 19                                       | PRIMA DOMINICAL  | 346.78   |         |                      | PGR1 PERC GRAVADA TIPO 1    | 11,267.67 |
|  |                  |          |         |                      | PGR2 PERC GRAVADA TIPO 2    | 154.33    |
|  |                  |          |         |                      | PERC TOTAL PERCEPCIONES     | 11,614.45 |
|  |                  |          |         |                      | DEDU TOTAL DEDUCCIONES      | 2,940.96  |
|  |                  |          |         |                      | 3%FV 3% FONDO DE VIVIENDA   | 285.20    |
|  |                  |          |         |                      | FOND FONDO PENSIONES EMPRES | 1,663.69  |
|  |                  |          |         |                      | SEDARSEDAR                  | 190.14    |
|  |                  |          |         |                      | PVAC PROVISION DE PRIMA VAC | 142.51    |
|  |                  |          |         |                      | AGUI PROVISION AGUINALDO    | 1,425.11  |
|  |                  |          |         |                      | TOTA NOMINA EN EFECTIVO     | 8,673.49  |
| 50-215-006 JAUREGUI NUÑO JOSE            |                  |          |         |                      |                             |           |
| T.EMP:                                   | PERMANENTE       | 403.02   |         | 578.64               | PERFORADOR                  |           |
| 01                                       | SUELDO BASE      | 6,045.30 | 51      | ISR                  | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02                                       | AYUDA PARA DESPE | 394.00   | 51PD    | ISR PRIMA DOMINICAL  | EX19 EXENTO PRIMA DOMINICAL | 192.44    |
| 03                                       | AYUDA PARA PASAJ | 234.00   | 54      | FONDO PENSIONES      | IMP1 ISR ART 96             | 1,092.69  |
| 04                                       | PRIMA QUINQUENAL | 864.35   | 65      | OTRAS DEDUCCIONES    | IMP2 ISR Reglamento ISR     | 25.65     |
| 06                                       | PRIMA POR RIESGO | 906.79   |         |                      | EXEN BASE EXENTA            | 192.44    |
| 19                                       | PRIMA DOMINICAL  | 252.67   |         |                      | PGR1 PERC GRAVADA TIPO 1    | 8,444.44  |
|  |                  |          |         |                      | PGR2 PERC GRAVADA TIPO 2    | 60.22     |
|  |                  |          |         |                      | PERC TOTAL PERCEPCIONES     | 8,697.11  |
|  |                  |          |         |                      | DEDU TOTAL DEDUCCIONES      | 4,478.28  |
|  |                  |          |         |                      | 3%FV 3% FONDO DE VIVIENDA   | 208.56    |
|  |                  |          |         |                      | FOND FONDO PENSIONES EMPRES | 1,216.62  |
|  |                  |          |         |                      | SEDARSEDAR                  | 139.04    |
|  |                  |          |         |                      | PVAC PROVISION DE PRIMA VAC | 103.84    |
|  |                  |          |         |                      | AGUI PROVISION AGUINALDO    | 1,038.37  |
|  |                  |          |         |                      | TOTA NOMINA EN EFECTIVO     | 4,218.83  |
| 50-215-007 TORNERO GARCIA DAVID          |                  |          |         |                      |                             |           |
| T.EMP:                                   | PERMANENTE       | 423.12   |         | 702.05               | AYUDANTE DE VIDEO           |           |
| 01                                       | SUELDO BASE      | 6,346.80 | 51      | ISR                  | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02                                       | AYUDA PARA DESPE | 407.50   | 54      | FONDO PENSIONES      | 75D CAJA DE AHORRO SUTCEAP  | 400.00    |
| 03                                       | AYUDA PARA PASAJ | 248.00   | 76B     | PMO CAJA DE AHORRO S | IMP1 ISR ART 96             | 1,135.70  |
| 04                                       | PRIMA QUINQUENAL | 691.48   | 65      | OTRAS DEDUCCIONES    | PGR1 PERC GRAVADA TIPO 1    | 8,645.79  |
| 06                                       | PRIMA POR RIESGO | 952.02   |         |                      | PERC TOTAL PERCEPCIONES     | 8,645.80  |
|  |                  |          |         |                      | DEDU TOTAL DEDUCCIONES      | 6,502.91  |
|  |                  |          |         |                      | 3%FV 3% FONDO DE VIVIENDA   | 218.96    |
|  |                  |          |         |                      | FOND FONDO PENSIONES EMPRES | 1,277.29  |

| Clave    | Nombre                         | S.Diario | S.Integ | DEDUCCIONES             | CONCEPTOS |                                      |
|----------|--------------------------------|----------|---------|-------------------------|-----------|--------------------------------------|
|          |                                |          |         |                         |           | SEDARSEDAR 145.98                    |
|          |                                |          |         |                         |           | PVAC PROVISION DE PRIMA VAC 108.96   |
|          |                                |          |         |                         |           | AGUI PROVISION AGUINALDO 1,089.63    |
|          |                                |          |         |                         |           | TOTA NOMINA EN EFECTIVO 2,142.89     |
| 504-2022 | BRAVO LOPEZ RAMSES             |          |         |                         |           |                                      |
| T.EMP:   | PERMANENTE                     | 410.63   | 593.40  | Operador de Camion Pipa |           |                                      |
| 01       | SUELDO BASE                    | 6,159.45 | 51      | ISR                     | 1,025.39  | DVIG DIAS DE VIGENCIA 15.00          |
| 02       | AYUDA PARA DESPE               | 394.00   | 54      | FONDO PENSIONES         | 850.00    | 75D CAJA DE AHORRO SUTCEAP 300.00    |
| 03       | AYUDA PARA PASAJ               | 344.00   | 65      | OTRAS DEDUCCIONES       | 373.91    | IMP1 ISR ART 96 1,025.39             |
| 07       | PRIMA DE INSALUB               | 1,231.89 |         |                         |           | PGR1 PERC GRAVADA TIPO 1 8,129.34    |
|          |                                |          |         |                         |           | PERC TOTAL PERCEPCIONES 8,129.34     |
|          |                                |          |         |                         |           | DEDU TOTAL DEDUCCIONES 2,249.30      |
|          |                                |          |         |                         |           | 3%FV 3% FONDO DE VIVIENDA 221.74     |
|          |                                |          |         |                         |           | FOND FONDO PENSIONES EMPRES 1,293.48 |
|          |                                |          |         |                         |           | SEDARSEDAR 147.83                    |
|          |                                |          |         |                         |           | PVAC PROVISION DE PRIMA VAC 111.36   |
|          |                                |          |         |                         |           | AGUI PROVISION AGUINALDO 1,113.61    |
|          |                                |          |         |                         |           | TOTA NOMINA EN EFECTIVO 5,880.04     |
| 505-2022 | CARRANCO CERVANTES JUAN        |          |         |                         |           |                                      |
| T.EMP:   | PERMANENTE                     | 410.63   | 593.40  | Operador de Camion Pipa |           |                                      |
| 01       | SUELDO BASE                    | 6,159.45 | 51      | ISR                     | 1,025.39  | DVIG DIAS DE VIGENCIA 15.00          |
| 02       | AYUDA PARA DESPE               | 394.00   | 54      | FONDO PENSIONES         | 850.00    | IMP1 ISR ART 96 1,025.39             |
| 03       | AYUDA PARA PASAJ               | 344.00   | 65      | OTRAS DEDUCCIONES       | 73.91     | PGR1 PERC GRAVADA TIPO 1 8,129.34    |
| 07       | PRIMA DE INSALUB               | 1,231.89 |         |                         |           | PERC TOTAL PERCEPCIONES 8,129.34     |
|          |                                |          |         |                         |           | DEDU TOTAL DEDUCCIONES 1,949.30      |
|          |                                |          |         |                         |           | 3%FV 3% FONDO DE VIVIENDA 221.74     |
|          |                                |          |         |                         |           | FOND FONDO PENSIONES EMPRES 1,293.48 |
|          |                                |          |         |                         |           | SEDARSEDAR 147.83                    |
|          |                                |          |         |                         |           | PVAC PROVISION DE PRIMA VAC 111.36   |
|          |                                |          |         |                         |           | AGUI PROVISION AGUINALDO 1,113.61    |
|          |                                |          |         |                         |           | TOTA NOMINA EN EFECTIVO 6,180.04     |
| 506-2022 | MEJIA PALAFOX JOSE             |          |         |                         |           |                                      |
| T.EMP:   | PERMANENTE                     | 588.46   | 818.20  | Operador de Excavadora  |           |                                      |
| 01       | SUELDO BASE                    | 8,826.90 | 51      | ISR                     | 1,682.01  | DVIG DIAS DE VIGENCIA 15.00          |
| 02       | AYUDA PARA DESPE               | 581.50   | 54      | FONDO PENSIONES         | 1,167.36  | IMP1 ISR ART 96 1,682.01             |
| 03       | AYUDA PARA PASAJ               | 471.00   | 65      | OTRAS DEDUCCIONES       | 88.27     | PGR1 PERC GRAVADA TIPO 1 11,203.43   |
| 06       | PRIMA POR RIESGO               | 1,324.03 |         |                         |           | PERC TOTAL PERCEPCIONES 11,203.43    |
|          |                                |          |         |                         |           | DEDU TOTAL DEDUCCIONES 2,937.64      |
|          |                                |          |         |                         |           | 3%FV 3% FONDO DE VIVIENDA 304.53     |
|          |                                |          |         |                         |           | FOND FONDO PENSIONES EMPRES 1,776.41 |
|          |                                |          |         |                         |           | SEDARSEDAR 203.02                    |
|          |                                |          |         |                         |           | PVAC PROVISION DE PRIMA VAC 153.47   |
|          |                                |          |         |                         |           | AGUI PROVISION AGUINALDO 1,534.72    |
|          |                                |          |         |                         |           | TOTA NOMINA EN EFECTIVO 8,265.79     |
| 507-2022 | LOPEZ FLORES GUADALUPE MICHAEL |          |         |                         |           |                                      |
| T.EMP:   | PERMANENTE                     | 588.46   | 818.20  | Operador de Excavadora  |           |                                      |
| 01       | SUELDO BASE                    | 8,826.90 | 51      | ISR                     | 1,682.01  | DVIG DIAS DE VIGENCIA 15.00          |
| 02       | AYUDA PARA DESPE               | 581.50   | 54      | FONDO PENSIONES         | 1,167.36  | IMP1 ISR ART 96 1,682.01             |
| 03       | AYUDA PARA PASAJ               | 471.00   | 65      | OTRAS DEDUCCIONES       | 88.27     | PGR1 PERC GRAVADA TIPO 1 11,203.43   |
| 06       | PRIMA POR RIESGO               | 1,324.03 |         |                         |           | PERC TOTAL PERCEPCIONES 11,203.43    |
|          |                                |          |         |                         |           | DEDU TOTAL DEDUCCIONES 2,937.64      |
|          |                                |          |         |                         |           | 3%FV 3% FONDO DE VIVIENDA 304.53     |
|          |                                |          |         |                         |           | FOND FONDO PENSIONES EMPRES 1,776.41 |
|          |                                |          |         |                         |           | SEDARSEDAR 203.02                    |

| Clave      | Nombre                      | S.Diario | S.Integ | PERCEPCIONES           | DEDUCCIONES | CONCEPTOS                   |           |
|------------|-----------------------------|----------|---------|------------------------|-------------|-----------------------------|-----------|
|            |                             |          |         |                        |             | PVAC PROVISION DE PRIMA VAC | 153.47    |
|            |                             |          |         |                        |             | AGUI PROVISION AGUINALDO    | 1,534.72  |
|            |                             |          |         |                        |             | TOTA NOMINA EN EFECTIVO     | 8,265.79  |
| 508-2022   | MEJIA ARAIZA JOSE FRANCISCO |          |         |                        |             |                             |           |
| T.EMP:     | PERMANENTE                  | 588.46   | 818.20  | Operador de Excavadora |             |                             |           |
| 01         | SUELDO BASE                 | 8,826.90 | 51      | ISR                    | 1,682.01    | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02         | AYUDA PARA DESPE            | 581.50   | 54      | FONDO PENSIONES        | 1,167.36    | IMP1 ISR ART 96             | 1,682.01  |
| 03         | AYUDA PARA PASAJ            | 471.00   | 65      | OTRAS DEDUCCIONES      | 88.27       | PGR1 PERC GRAVADA TIPO 1    | 11,203.43 |
| 06         | PRIMA POR RIESGO            | 1,324.03 |         |                        |             | PERC TOTAL PERCEPCIONES     | 11,203.43 |
|            |                             |          |         |                        |             | DEDU TOTAL DEDUCCIONES      | 2,937.64  |
|            |                             |          |         |                        |             | 3%FV 3% FONDO DE VIVIENDA   | 304.53    |
|            |                             |          |         |                        |             | FOND FONDO PENSIONES EMPRES | 1,776.41  |
|            |                             |          |         |                        |             | SEDARSEDAR                  | 203.02    |
|            |                             |          |         |                        |             | PVAC PROVISION DE PRIMA VAC | 153.47    |
|            |                             |          |         |                        |             | AGUI PROVISION AGUINALDO    | 1,534.72  |
|            |                             |          |         |                        |             | TOTA NOMINA EN EFECTIVO     | 8,265.79  |
| 509-2022   | MIRANDA LOPEZ OSCAR EMILIO  |          |         |                        |             |                             |           |
| T.EMP:     | PERMANENTE                  | 588.46   | 818.20  | Operador de Excavadora |             |                             |           |
| 01         | SUELDO BASE                 | 8,826.90 | 51      | ISR                    | 1,682.01    | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02         | AYUDA PARA DESPE            | 581.50   | 54      | FONDO PENSIONES        | 1,167.36    | IMP1 ISR ART 96             | 1,682.01  |
| 03         | AYUDA PARA PASAJ            | 471.00   | 65      | OTRAS DEDUCCIONES      | 88.27       | PGR1 PERC GRAVADA TIPO 1    | 11,203.43 |
| 06         | PRIMA POR RIESGO            | 1,324.03 |         |                        |             | PERC TOTAL PERCEPCIONES     | 11,203.43 |
|            |                             |          |         |                        |             | DEDU TOTAL DEDUCCIONES      | 2,937.64  |
|            |                             |          |         |                        |             | 3%FV 3% FONDO DE VIVIENDA   | 304.53    |
|            |                             |          |         |                        |             | FOND FONDO PENSIONES EMPRES | 1,776.41  |
|            |                             |          |         |                        |             | SEDARSEDAR                  | 203.02    |
|            |                             |          |         |                        |             | PVAC PROVISION DE PRIMA VAC | 153.47    |
|            |                             |          |         |                        |             | AGUI PROVISION AGUINALDO    | 1,534.72  |
|            |                             |          |         |                        |             | TOTA NOMINA EN EFECTIVO     | 8,265.79  |
| 510-2022   | GARCIA SANCHEZ OMAR AARON   |          |         |                        |             |                             |           |
| T.EMP:     | PERMANENTE                  | 385.23   | 535.36  | Ayudante de Perforador |             |                             |           |
| 01         | SUELDO BASE                 | 5,778.45 | 51      | ISR                    | 856.19      | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02         | AYUDA PARA DESPE            | 358.50   | 54      | FONDO PENSIONES        | 764.20      | IMP1 ISR ART 96             | 856.19    |
| 03         | AYUDA PARA PASAJ            | 333.50   | 65      | OTRAS DEDUCCIONES      | 57.78       | PGR1 PERC GRAVADA TIPO 1    | 7,337.22  |
| 06         | PRIMA POR RIESGO            | 866.77   |         |                        |             | PERC TOTAL PERCEPCIONES     | 7,337.22  |
|            |                             |          |         |                        |             | DEDU TOTAL DEDUCCIONES      | 1,678.17  |
|            |                             |          |         |                        |             | 3%FV 3% FONDO DE VIVIENDA   | 199.36    |
|            |                             |          |         |                        |             | FOND FONDO PENSIONES EMPRES | 1,162.91  |
|            |                             |          |         |                        |             | SEDARSEDAR                  | 132.90    |
|            |                             |          |         |                        |             | PVAC PROVISION DE PRIMA VAC | 100.51    |
|            |                             |          |         |                        |             | AGUI PROVISION AGUINALDO    | 1,005.10  |
|            |                             |          |         |                        |             | TOTA NOMINA EN EFECTIVO     | 5,659.05  |
| 51-043-003 | RUIZ FLORES HELIODORO       |          |         |                        |             |                             |           |
| T.EMP:     | PERMANENTE                  | 377.62   | 539.31  | AYUDANTE DE PERFORADOR |             |                             |           |
| 01         | SUELDO BASE                 | 5,664.30 | 51      | ISR                    | 961.77      | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02         | AYUDA PARA DESPE            | 358.50   | 51PD    | ISR PRIMA DOMINICAL    | 7.90        | 75D CAJA DE AHORRO SUTCEAP  | 200.00    |
| 03         | AYUDA PARA PASAJ            | 223.50   | 54      | FONDO PENSIONES        | 749.10      | EX19 EXENTO PRIMA DOMINICAL | 192.44    |
| 04         | PRIMA QUINQUENAL            | 691.48   | 65      | OTRAS DEDUCCIONES      | 256.64      | IMP1 ISR ART 96             | 952.35    |
| 06         | PRIMA POR RIESGO            | 849.64   |         |                        |             | IMP2 ISR Reglamento ISR     | 17.32     |
| 19         | PRIMA DOMINICAL             | 236.53   |         |                        |             | EXEN BASE EXENTA            | 192.44    |
|            |                             |          |         |                        |             | PGR1 PERC GRAVADA TIPO 1    | 7,787.42  |
|            |                             |          |         |                        |             | PGR2 PERC GRAVADA TIPO 2    | 44.09     |
|            |                             |          |         |                        |             | PERC TOTAL PERCEPCIONES     | 8,023.95  |
|            |                             |          |         |                        |             | DEDU TOTAL DEDUCCIONES      | 1,975.41  |

| Clave    | Nombre                        | S.Diario | S.Integ | PERCEPCIONES      | DEDUCCIONES            | CONCEPTOS                   |          |
|----------|-------------------------------|----------|---------|-------------------|------------------------|-----------------------------|----------|
|          |                               |          |         |                   |                        | 3%FV 3% FONDO DE VIVIENDA   | 195.42   |
|          |                               |          |         |                   |                        | FOND FONDO PENSIONES EMPRES | 1,139.94 |
|          |                               |          |         |                   |                        | SEDARSEDAR                  | 130.28   |
|          |                               |          |         |                   |                        | PVAC PROVISION DE PRIMA VAC | 97.20    |
|          |                               |          |         |                   |                        | AGUI PROVISION AGUINALDO    | 972.05   |
|          |                               |          |         |                   |                        | TOTA NOMINA EN EFECTIVO     | 6,048.54 |
| 512-2022 | RAMIREZ GUAREÑO EDGAR ABRAHAM |          |         |                   |                        |                             |          |
| T.EMP:   | PERMANENTE                    | 385.23   |         | 535.36            | Ayudante de Perforador |                             |          |
| 01       | SUELDO BASE                   | 5,778.45 | 51      | ISR               | 856.19                 | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02       | AYUDA PARA DESPE              | 358.50   | 54      | FONDO PENSIONES   | 764.20                 | IMP1 ISR ART 96             | 856.19   |
| 03       | AYUDA PARA PASAJ              | 333.50   | 65      | OTRAS DEDUCCIONES | 57.78                  | PGR1 PERC GRAVADA TIPO 1    | 7,337.22 |
| 06       | PRIMA POR RIESGO              | 866.77   |         |                   |                        | PERC TOTAL PERCEPCIONES     | 7,337.22 |
|          |                               |          |         |                   |                        | DEDU TOTAL DEDUCCIONES      | 1,678.17 |
|          |                               |          |         |                   |                        | 3%FV 3% FONDO DE VIVIENDA   | 199.36   |
|          |                               |          |         |                   |                        | FOND FONDO PENSIONES EMPRES | 1,162.91 |
|          |                               |          |         |                   |                        | SEDARSEDAR                  | 132.90   |
|          |                               |          |         |                   |                        | PVAC PROVISION DE PRIMA VAC | 100.51   |
|          |                               |          |         |                   |                        | AGUI PROVISION AGUINALDO    | 1,005.10 |
|          |                               |          |         |                   |                        | TOTA NOMINA EN EFECTIVO     | 5,659.05 |
| 513-2022 | VALADEZ ALONSO LUIS ARMANDO   |          |         |                   |                        |                             |          |
| T.EMP:   | PERMANENTE                    | 385.23   |         | 535.36            | Ayudante de Perforador |                             |          |
| 01       | SUELDO BASE                   | 5,778.45 | 51      | ISR               | 856.19                 | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02       | AYUDA PARA DESPE              | 358.50   | 54      | FONDO PENSIONES   | 764.20                 | IMP1 ISR ART 96             | 856.19   |
| 03       | AYUDA PARA PASAJ              | 333.50   | 65      | OTRAS DEDUCCIONES | 57.78                  | PGR1 PERC GRAVADA TIPO 1    | 7,337.22 |
| 06       | PRIMA POR RIESGO              | 866.77   |         |                   |                        | PERC TOTAL PERCEPCIONES     | 7,337.22 |
|          |                               |          |         |                   |                        | DEDU TOTAL DEDUCCIONES      | 1,678.17 |
|          |                               |          |         |                   |                        | 3%FV 3% FONDO DE VIVIENDA   | 199.36   |
|          |                               |          |         |                   |                        | FOND FONDO PENSIONES EMPRES | 1,162.91 |
|          |                               |          |         |                   |                        | SEDARSEDAR                  | 132.90   |
|          |                               |          |         |                   |                        | PVAC PROVISION DE PRIMA VAC | 100.51   |
|          |                               |          |         |                   |                        | AGUI PROVISION AGUINALDO    | 1,005.10 |
|          |                               |          |         |                   |                        | TOTA NOMINA EN EFECTIVO     | 5,659.05 |
| 514-2022 | RAMIREZ MEDINA ANGEL ENRIQUE  |          |         |                   |                        |                             |          |
| T.EMP:   | PERMANENTE                    | 385.23   |         | 535.36            | Ayudante de Perforador |                             |          |
| 01       | SUELDO BASE                   | 5,778.45 | 51      | ISR               | 856.19                 | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02       | AYUDA PARA DESPE              | 358.50   | 54      | FONDO PENSIONES   | 764.20                 | IMP1 ISR ART 96             | 856.19   |
| 03       | AYUDA PARA PASAJ              | 333.50   | 65      | OTRAS DEDUCCIONES | 57.78                  | PGR1 PERC GRAVADA TIPO 1    | 7,337.22 |
| 06       | PRIMA POR RIESGO              | 866.77   |         |                   |                        | PERC TOTAL PERCEPCIONES     | 7,337.22 |
|          |                               |          |         |                   |                        | DEDU TOTAL DEDUCCIONES      | 1,678.17 |
|          |                               |          |         |                   |                        | 3%FV 3% FONDO DE VIVIENDA   | 199.36   |
|          |                               |          |         |                   |                        | FOND FONDO PENSIONES EMPRES | 1,162.91 |
|          |                               |          |         |                   |                        | SEDARSEDAR                  | 132.90   |
|          |                               |          |         |                   |                        | PVAC PROVISION DE PRIMA VAC | 100.51   |
|          |                               |          |         |                   |                        | AGUI PROVISION AGUINALDO    | 1,005.10 |
|          |                               |          |         |                   |                        | TOTA NOMINA EN EFECTIVO     | 5,659.05 |
| 515-2022 | RAMIREZ MEDINA JOSE EDUARDO   |          |         |                   |                        |                             |          |
| T.EMP:   | PERMANENTE                    | 385.23   |         | 535.36            | Ayudante de Perforador |                             |          |
| 01       | SUELDO BASE                   | 5,778.45 | 51      | ISR               | 856.19                 | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02       | AYUDA PARA DESPE              | 358.50   | 54      | FONDO PENSIONES   | 764.20                 | IMP1 ISR ART 96             | 856.19   |
| 03       | AYUDA PARA PASAJ              | 333.50   | 65      | OTRAS DEDUCCIONES | 57.78                  | PGR1 PERC GRAVADA TIPO 1    | 7,337.22 |
| 06       | PRIMA POR RIESGO              | 866.77   |         |                   |                        | PERC TOTAL PERCEPCIONES     | 7,337.22 |
|          |                               |          |         |                   |                        | DEDU TOTAL DEDUCCIONES      | 1,678.17 |
|          |                               |          |         |                   |                        | 3%FV 3% FONDO DE VIVIENDA   | 199.36   |
|          |                               |          |         |                   |                        | FOND FONDO PENSIONES EMPRES | 1,162.91 |

| Clave    | Nombre                       | S.Diario | S.Integ | PERCEPCIONES      | DEDUCCIONES            | CONCEPTOS                   |          |
|----------|------------------------------|----------|---------|-------------------|------------------------|-----------------------------|----------|
|          |                              |          |         |                   |                        | SEDARSEDAR                  | 132.90   |
|          |                              |          |         |                   |                        | PVAC PROVISION DE PRIMA VAC | 100.51   |
|          |                              |          |         |                   |                        | AGUI PROVISION AGUINALDO    | 1,005.10 |
|          |                              |          |         |                   |                        | TOTA NOMINA EN EFECTIVO     | 5,659.05 |
| 516-2022 | JAUREGUI LOPEZ JOEL          |          |         |                   |                        |                             |          |
| T.EMP:   | PERMANENTE                   | 385.23   |         | 535.36            | Ayudante de Perforador |                             |          |
| 01       | SUELDO BASE                  | 5,778.45 | 51      | ISR               | 856.19                 | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02       | AYUDA PARA DESPE             | 358.50   | 54      | FONDO PENSIONES   | 764.20                 | IMP1 ISR ART 96             | 856.19   |
| 03       | AYUDA PARA PASAJ             | 333.50   | 65      | OTRAS DEDUCCIONES | 57.78                  | PGR1 PERC GRAVADA TIPO 1    | 7,337.22 |
| 06       | PRIMA POR RIESGO             | 866.77   |         |                   |                        | PERC TOTAL PERCEPCIONES     | 7,337.22 |
|          |                              |          |         |                   |                        | DEDU TOTAL DEDUCCIONES      | 1,678.17 |
|          |                              |          |         |                   |                        | 3%FV 3% FONDO DE VIVIENDA   | 199.36   |
|          |                              |          |         |                   |                        | FOND FONDO PENSIONES EMPRES | 1,162.91 |
|          |                              |          |         |                   |                        | SEDARSEDAR                  | 132.90   |
|          |                              |          |         |                   |                        | PVAC PROVISION DE PRIMA VAC | 100.51   |
|          |                              |          |         |                   |                        | AGUI PROVISION AGUINALDO    | 1,005.10 |
|          |                              |          |         |                   |                        | TOTA NOMINA EN EFECTIVO     | 5,659.05 |
| 517-2022 | JACINTO OCHOA VICTOR RUBEN   |          |         |                   |                        |                             |          |
| T.EMP:   | PERMANENTE                   | 385.23   |         | 535.36            | Ayudante de Perforador |                             |          |
| 01       | SUELDO BASE                  | 5,778.45 | 51      | ISR               | 856.19                 | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02       | AYUDA PARA DESPE             | 358.50   | 54      | FONDO PENSIONES   | 764.20                 | IMP1 ISR ART 96             | 856.19   |
| 03       | AYUDA PARA PASAJ             | 333.50   | 65      | OTRAS DEDUCCIONES | 57.78                  | PGR1 PERC GRAVADA TIPO 1    | 7,337.22 |
| 06       | PRIMA POR RIESGO             | 866.77   |         |                   |                        | PERC TOTAL PERCEPCIONES     | 7,337.22 |
|          |                              |          |         |                   |                        | DEDU TOTAL DEDUCCIONES      | 1,678.17 |
|          |                              |          |         |                   |                        | 3%FV 3% FONDO DE VIVIENDA   | 199.36   |
|          |                              |          |         |                   |                        | FOND FONDO PENSIONES EMPRES | 1,162.91 |
|          |                              |          |         |                   |                        | SEDARSEDAR                  | 132.90   |
|          |                              |          |         |                   |                        | PVAC PROVISION DE PRIMA VAC | 100.51   |
|          |                              |          |         |                   |                        | AGUI PROVISION AGUINALDO    | 1,005.10 |
|          |                              |          |         |                   |                        | TOTA NOMINA EN EFECTIVO     | 5,659.05 |
| 520-2022 | RENTERIA ROSAS CARLOS ALEXIS |          |         |                   |                        |                             |          |
| T.EMP:   | PERMANENTE                   | 385.23   |         | 535.36            | Ayudante de Perforador |                             |          |
| 01       | SUELDO BASE                  | 5,778.45 | 51      | ISR               | 856.19                 | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02       | AYUDA PARA DESPE             | 358.50   | 54      | FONDO PENSIONES   | 764.20                 | IMP1 ISR ART 96             | 856.19   |
| 03       | AYUDA PARA PASAJ             | 333.50   | 65      | OTRAS DEDUCCIONES | 57.78                  | PGR1 PERC GRAVADA TIPO 1    | 7,337.22 |
| 06       | PRIMA POR RIESGO             | 866.77   |         |                   |                        | PERC TOTAL PERCEPCIONES     | 7,337.22 |
|          |                              |          |         |                   |                        | DEDU TOTAL DEDUCCIONES      | 1,678.17 |
|          |                              |          |         |                   |                        | 3%FV 3% FONDO DE VIVIENDA   | 199.36   |
|          |                              |          |         |                   |                        | FOND FONDO PENSIONES EMPRES | 1,162.91 |
|          |                              |          |         |                   |                        | SEDARSEDAR                  | 132.90   |
|          |                              |          |         |                   |                        | PVAC PROVISION DE PRIMA VAC | 100.51   |
|          |                              |          |         |                   |                        | AGUI PROVISION AGUINALDO    | 1,005.10 |
|          |                              |          |         |                   |                        | TOTA NOMINA EN EFECTIVO     | 5,659.05 |
| 521-2022 | RUBIO PULIDO GUSTAVO         |          |         |                   |                        |                             |          |
| T.EMP:   | PERMANENTE                   | 410.63   |         | 569.78            | Auxiliar de Grua       |                             |          |
| 01       | SUELDO BASE                  | 6,159.45 | 51      | ISR               | 959.61                 | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02       | AYUDA PARA DESPE             | 394.00   | 54      | FONDO PENSIONES   | 814.59                 | IMP1 ISR ART 96             | 959.61   |
| 03       | AYUDA PARA PASAJ             | 344.00   | 65      | OTRAS DEDUCCIONES | 61.59                  | PGR1 PERC GRAVADA TIPO 1    | 7,821.37 |
| 06       | PRIMA POR RIESGO             | 923.92   |         |                   |                        | PERC TOTAL PERCEPCIONES     | 7,821.37 |
|          |                              |          |         |                   |                        | DEDU TOTAL DEDUCCIONES      | 1,835.79 |
|          |                              |          |         |                   |                        | 3%FV 3% FONDO DE VIVIENDA   | 212.50   |
|          |                              |          |         |                   |                        | FOND FONDO PENSIONES EMPRES | 1,239.59 |
|          |                              |          |         |                   |                        | SEDARSEDAR                  | 141.67   |
|          |                              |          |         |                   |                        | PVAC PROVISION DE PRIMA VAC | 107.14   |

| Clave    | Nombre                           | S.Diario | S.Integ | PERCEPCIONES           | DEDUCCIONES | CONCEPTOS                   |          |
|----------|----------------------------------|----------|---------|------------------------|-------------|-----------------------------|----------|
|          |                                  |          |         |                        |             | AGUI PROVISION AGUINALDO    | 1,071.42 |
|          |                                  |          |         |                        |             | TOTA NOMINA EN EFECTIVO     | 5,985.58 |
| 522-2022 | GARCIA NUÑEZ VICTOR JAVIER       |          |         |                        |             |                             |          |
| T.EMP:   | PERMANENTE                       | 410.63   | 569.78  | Auxiliar de Grua       |             |                             |          |
| 01       | SUELDO BASE                      | 6,159.45 | 51      | ISR                    | 959.61      | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02       | AYUDA PARA DESPE                 | 394.00   | 54      | FONDO PENSIONES        | 814.59      | IMP1 ISR ART 96             | 959.61   |
| 03       | AYUDA PARA PASAJ                 | 344.00   | 65      | OTRAS DEDUCCIONES      | 61.59       | PGR1 PERC GRAVADA TIPO 1    | 7,821.37 |
| 06       | PRIMA POR RIESGO                 | 923.92   |         |                        |             | PERC TOTAL PERCEPCIONES     | 7,821.37 |
|          |                                  |          |         |                        |             | DEDU TOTAL DEDUCCIONES      | 1,835.79 |
|          |                                  |          |         |                        |             | 3%FV 3% FONDO DE VIVIENDA   | 212.50   |
|          |                                  |          |         |                        |             | FOND FONDO PENSIONES EMPRES | 1,239.59 |
|          |                                  |          |         |                        |             | SEDARSEDAR                  | 141.67   |
|          |                                  |          |         |                        |             | PVAC PROVISION DE PRIMA VAC | 107.14   |
|          |                                  |          |         |                        |             | AGUI PROVISION AGUINALDO    | 1,071.42 |
|          |                                  |          |         |                        |             | TOTA NOMINA EN EFECTIVO     | 5,985.58 |
| 523-2022 | DIAZ RODRIGUEZ OSCAR             |          |         |                        |             |                             |          |
| T.EMP:   | PERMANENTE                       | 410.63   | 569.78  | Auxiliar de Grua       |             |                             |          |
| 01       | SUELDO BASE                      | 6,159.45 | 51      | ISR                    | 959.61      | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02       | AYUDA PARA DESPE                 | 394.00   | 54      | FONDO PENSIONES        | 814.59      | IMP1 ISR ART 96             | 959.61   |
| 03       | AYUDA PARA PASAJ                 | 344.00   | 65      | OTRAS DEDUCCIONES      | 61.59       | PGR1 PERC GRAVADA TIPO 1    | 7,821.37 |
| 06       | PRIMA POR RIESGO                 | 923.92   |         |                        |             | PERC TOTAL PERCEPCIONES     | 7,821.37 |
|          |                                  |          |         |                        |             | DEDU TOTAL DEDUCCIONES      | 1,835.79 |
|          |                                  |          |         |                        |             | 3%FV 3% FONDO DE VIVIENDA   | 212.50   |
|          |                                  |          |         |                        |             | FOND FONDO PENSIONES EMPRES | 1,239.59 |
|          |                                  |          |         |                        |             | SEDARSEDAR                  | 141.67   |
|          |                                  |          |         |                        |             | PVAC PROVISION DE PRIMA VAC | 107.14   |
|          |                                  |          |         |                        |             | AGUI PROVISION AGUINALDO    | 1,071.42 |
|          |                                  |          |         |                        |             | TOTA NOMINA EN EFECTIVO     | 5,985.58 |
| 530-2022 | ARVIZU PERALES GUSTAVO           |          |         |                        |             |                             |          |
| T.EMP:   | PERMANENTE                       | 385.23   | 535.36  | Ayudante de Perforador |             |                             |          |
| 01       | SUELDO BASE                      | 5,778.45 | 51      | ISR                    | 856.19      | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02       | AYUDA PARA DESPE                 | 358.50   | 54      | FONDO PENSIONES        | 764.20      | IMP1 ISR ART 96             | 856.19   |
| 03       | AYUDA PARA PASAJ                 | 333.50   | 65      | OTRAS DEDUCCIONES      | 57.78       | PGR1 PERC GRAVADA TIPO 1    | 7,337.22 |
| 06       | PRIMA POR RIESGO                 | 866.77   |         |                        |             | PERC TOTAL PERCEPCIONES     | 7,337.22 |
|          |                                  |          |         |                        |             | DEDU TOTAL DEDUCCIONES      | 1,678.17 |
|          |                                  |          |         |                        |             | 3%FV 3% FONDO DE VIVIENDA   | 199.36   |
|          |                                  |          |         |                        |             | FOND FONDO PENSIONES EMPRES | 1,162.91 |
|          |                                  |          |         |                        |             | SEDARSEDAR                  | 132.90   |
|          |                                  |          |         |                        |             | PVAC PROVISION DE PRIMA VAC | 100.51   |
|          |                                  |          |         |                        |             | AGUI PROVISION AGUINALDO    | 1,005.10 |
|          |                                  |          |         |                        |             | TOTA NOMINA EN EFECTIVO     | 5,659.05 |
| 531-2022 | ANGUIANO VALENCIA JOSE ALEJANDRO |          |         |                        |             |                             |          |
| T.EMP:   | PERMANENTE                       | 385.23   | 535.36  | Ayudante de Perforador |             |                             |          |
| 01       | SUELDO BASE                      | 5,778.45 | 51      | ISR                    | 856.19      | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02       | AYUDA PARA DESPE                 | 358.50   | 54      | FONDO PENSIONES        | 764.20      | IMP1 ISR ART 96             | 856.19   |
| 03       | AYUDA PARA PASAJ                 | 333.50   | 65      | OTRAS DEDUCCIONES      | 57.78       | PGR1 PERC GRAVADA TIPO 1    | 7,337.22 |
| 06       | PRIMA POR RIESGO                 | 866.77   |         |                        |             | PERC TOTAL PERCEPCIONES     | 7,337.22 |
|          |                                  |          |         |                        |             | DEDU TOTAL DEDUCCIONES      | 1,678.17 |
|          |                                  |          |         |                        |             | 3%FV 3% FONDO DE VIVIENDA   | 199.36   |
|          |                                  |          |         |                        |             | FOND FONDO PENSIONES EMPRES | 1,162.91 |
|          |                                  |          |         |                        |             | SEDARSEDAR                  | 132.90   |
|          |                                  |          |         |                        |             | PVAC PROVISION DE PRIMA VAC | 100.51   |
|          |                                  |          |         |                        |             | AGUI PROVISION AGUINALDO    | 1,005.10 |
|          |                                  |          |         |                        |             | TOTA NOMINA EN EFECTIVO     | 5,659.05 |

| Clave      | Nombre                             | S.Diario | S.Integ | PERCEPCIONES         | DEDUCCIONES | CONCEPTOS                            |
|------------|------------------------------------|----------|---------|----------------------|-------------|--------------------------------------|
| 539-004    | RAMIREZ GUAREÑO FRANCISCO JAVIER   |          |         |                      |             |                                      |
| T.EMP:     | PERMANENTE                         | 377.62   |         |                      | 534.66      | AYUDANTE DE PERFORADOR               |
| 01         | SUELDO BASE                        | 5,664.30 | 51      | ISR                  | 924.85      | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | AYUDA PARA DESPE                   | 358.50   | 51PD    | ISR PRIMA DOMINICAL  | 7.90        | EX19 EXENTO PRIMA DOMINICAL 192.44   |
| 03         | AYUDA PARA PASAJ                   | 223.50   | 54      | FONDO PENSIONES      | 749.10      | IMP1 ISR ART 96 915.43               |
| 04         | PRIMA QUINQUENAL                   | 518.61   | 76B     | PMO CAJA DE AHORRO S | 222.91      | IMP2 ISR Reglamento ISR 17.32        |
| 06         | PRIMA POR RIESGO                   | 849.64   | 65      | OTRAS DEDUCCIONES    | 4,445.85    | EXEN BASE EXENTA 192.44              |
| 19         | PRIMA DOMINICAL                    | 236.53   |         |                      |             | PGR1 PERC GRAVADA TIPO 1 7,614.55    |
|            |                                    |          |         |                      |             | PGR2 PERC GRAVADA TIPO 2 44.09       |
|            |                                    |          |         |                      |             | PERC TOTAL PERCEPCIONES 7,851.08     |
|            |                                    |          |         |                      |             | DEDU TOTAL DEDUCCIONES 6,350.61      |
|            |                                    |          |         |                      |             | 3%FV 3% FONDO DE VIVIENDA 195.42     |
|            |                                    |          |         |                      |             | FOND FONDO PENSIONES EMPRES 1,139.94 |
|            |                                    |          |         |                      |             | SEDARSEDAR 130.28                    |
|            |                                    |          |         |                      |             | PVAC PROVISION DE PRIMA VAC 97.20    |
|            |                                    |          |         |                      |             | AGUI PROVISION AGUINALDO 972.05      |
|            |                                    |          |         |                      |             | TOTA NOMINA EN EFECTIVO 1,500.47     |
| 56-207-002 | BARRAZA BARRAGAN BENJAMIN          |          |         |                      |             |                                      |
| T.EMP:     | PERMANENTE                         | 403.02   |         |                      | 576.56      | PERFORADOR                           |
| 01         | SUELDO BASE                        | 6,045.30 | 51      | ISR                  | 1,099.12    | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | AYUDA PARA DESPE                   | 394.00   | 51PD    | ISR PRIMA DOMINICAL  | 6.39        | EX19 EXENTO PRIMA DOMINICAL 96.22    |
| 03         | AYUDA PARA PASAJ                   | 234.00   | 54      | FONDO PENSIONES      | 799.49      | IMP1 ISR ART 96 1,092.69             |
| 04         | PRIMA QUINQUENAL                   | 864.35   | 65      | OTRAS DEDUCCIONES    | 3,260.45    | IMP2 ISR Reglamento ISR 12.82        |
| 06         | PRIMA POR RIESGO                   | 906.79   |         |                      |             | EXEN BASE EXENTA 96.22               |
| 19         | PRIMA DOMINICAL                    | 126.33   |         |                      |             | PGR1 PERC GRAVADA TIPO 1 8,444.44    |
|            |                                    |          |         |                      |             | PGR2 PERC GRAVADA TIPO 2 30.11       |
|            |                                    |          |         |                      |             | PERC TOTAL PERCEPCIONES 8,570.77     |
|            |                                    |          |         |                      |             | DEDU TOTAL DEDUCCIONES 5,165.45      |
|            |                                    |          |         |                      |             | 3%FV 3% FONDO DE VIVIENDA 208.56     |
|            |                                    |          |         |                      |             | FOND FONDO PENSIONES EMPRES 1,216.62 |
|            |                                    |          |         |                      |             | SEDARSEDAR 139.04                    |
|            |                                    |          |         |                      |             | PVAC PROVISION DE PRIMA VAC 103.84   |
|            |                                    |          |         |                      |             | AGUI PROVISION AGUINALDO 1,038.37    |
|            |                                    |          |         |                      |             | TOTA NOMINA EN EFECTIVO 3,405.32     |
| 57-181-013 | HERNANDEZ FUENTES FRANCISCO JAVIER |          |         |                      |             |                                      |
| T.EMP:     | PERMANENTE                         | 454.37   |         |                      | 674.80      | OPERADOR DE EQUIPO DESAZOLVE         |
| 01         | SUELDO BASE                        | 6,815.55 | 51      | ISR                  | 1,386.73    | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | AYUDA PARA DESPE                   | 463.00   | 54      | FONDO PENSIONES      | 940.55      | 75D CAJA DE AHORRO SUTCEAP 1,000.00  |
| 03         | AYUDA PARA PASAJ                   | 315.00   | 65      | OTRAS DEDUCCIONES    | 5,227.04    | IMP1 ISR ART 96 1,386.73             |
| 04         | PRIMA QUINQUENAL                   | 864.35   |         |                      |             | PGR1 PERC GRAVADA TIPO 1 9,821.01    |
| 07         | PRIMA DE INSALUB                   | 1,363.11 |         |                      |             | PERC TOTAL PERCEPCIONES 9,821.01     |
|            |                                    |          |         |                      |             | DEDU TOTAL DEDUCCIONES 7,554.32      |
|            |                                    |          |         |                      |             | 3%FV 3% FONDO DE VIVIENDA 245.36     |
|            |                                    |          |         |                      |             | FOND FONDO PENSIONES EMPRES 1,431.27 |
|            |                                    |          |         |                      |             | SEDARSEDAR 163.57                    |
|            |                                    |          |         |                      |             | PVAC PROVISION DE PRIMA VAC 122.69   |
|            |                                    |          |         |                      |             | AGUI PROVISION AGUINALDO 1,226.94    |
|            |                                    |          |         |                      |             | TOTA NOMINA EN EFECTIVO 2,266.69     |
| 57-193-010 | PERALTA LAMAS JESUS                |          |         |                      |             |                                      |
| T.EMP:     | PERMANENTE                         | 438.49   |         |                      | 627.11      | OPERADOR DE VIDEO                    |
| 01         | SUELDO BASE                        | 6,577.35 | 51      | ISR                  | 1,252.75    | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | AYUDA PARA DESPE                   | 457.50   | 54      | FONDO PENSIONES      | 869.85      | 75D CAJA DE AHORRO SUTCEAP 500.00    |
| 03         | AYUDA PARA PASAJ                   | 308.00   | 65      | OTRAS DEDUCCIONES    | 4,161.77    | IMP1 ISR ART 96 1,252.75             |
| 04         | PRIMA QUINQUENAL                   | 864.35   |         |                      |             | PGR1 PERC GRAVADA TIPO 1 9,193.79    |



| Clave      | Nombre                           | S.Diario | S.Integ  | DEDUCCIONES                  | CONCEPTOS |
|------------|----------------------------------|----------|----------|------------------------------|-----------|
| 06         | PRIMA POR RIESGO                 | 986.60   |          |                              |           |
|            |                                  |          |          | PERC TOTAL PERCEPCIONES      | 9,193.80  |
|            |                                  |          |          | DEDU TOTAL DEDUCCIONES       | 6,284.37  |
|            |                                  |          |          | 3%FV 3% FONDO DE VIVIENDA    | 226.92    |
|            |                                  |          |          | FOND FONDO PENSIONES EMPRES  | 1,323.69  |
|            |                                  |          |          | SEDARSEDAR                   | 151.28    |
|            |                                  |          |          | PVAC PROVISION DE PRIMA VAC  | 114.10    |
|            |                                  |          |          | AGUI PROVISION AGUINALDO     | 1,141.02  |
|            |                                  |          |          | CHEQ PAGO POR CHEQUE         | 2,909.43  |
| 57-202-014 | RODRIGUEZ RODRIGUEZ NOE          |          |          |                              |           |
| T.EMP:     | PERMANENTE                       | 455.09   | 1,146.06 | OPERADOR DE GRUA             |           |
| 01         | SUELDO BASE                      | 6,826.35 | 51       | ISR                          | 1,353.52  |
|            |                                  |          |          | DVIG DIAS DE VIGENCIA        | 15.00     |
| 02         | AYUDA PARA DESPE                 | 463.00   | 54       | FONDO PENSIONES              | 902.78    |
|            |                                  |          |          | 75D CAJA DE AHORRO SUTCEAP   | 100.00    |
| 03         | AYUDA PARA PASAJ                 | 315.00   | 65       | OTRAS DEDUCCIONES            | 4,019.82  |
|            |                                  |          |          | IMP1 ISR ART 96              | 1,353.52  |
| 04         | PRIMA QUINQUENAL                 | 1,037.22 |          |                              |           |
|            |                                  |          |          | PGR1 PERC GRAVADA TIPO 1     | 9,665.52  |
| 06         | PRIMA POR RIESGO                 | 1,023.95 |          |                              |           |
|            |                                  |          |          | PERC TOTAL PERCEPCIONES      | 9,665.52  |
|            |                                  |          |          | DEDU TOTAL DEDUCCIONES       | 6,276.12  |
|            |                                  |          |          | 3%FV 3% FONDO DE VIVIENDA    | 235.51    |
|            |                                  |          |          | FOND FONDO PENSIONES EMPRES  | 1,373.80  |
|            |                                  |          |          | SEDARSEDAR                   | 157.01    |
|            |                                  |          |          | PVAC PROVISION DE PRIMA VAC  | 118.20    |
|            |                                  |          |          | AGUI PROVISION AGUINALDO     | 1,181.96  |
|            |                                  |          |          | CHEQ PAGO POR CHEQUE         | 3,389.40  |
| 57-202-016 | SANCHEZ ESPINOZA GERARDO ANTONIO |          |          |                              |           |
| T.EMP:     | PERMANENTE                       | 454.37   | 892.81   | OPERADOR DE EQUIPO DESAZOLVE |           |
| 01         | SUELDO BASE                      | 6,815.55 | 51       | ISR                          | 1,386.73  |
|            |                                  |          |          | DVIG DIAS DE VIGENCIA        | 15.00     |
| 02         | AYUDA PARA DESPE                 | 463.00   | 54       | FONDO PENSIONES              | 940.55    |
|            |                                  |          |          | 75D CAJA DE AHORRO SUTCEAP   | 2,500.00  |
| 03         | AYUDA PARA PASAJ                 | 315.00   | 65       | OTRAS DEDUCCIONES            | 6,075.55  |
|            |                                  |          |          | IMP1 ISR ART 96              | 1,386.73  |
| 04         | PRIMA QUINQUENAL                 | 864.35   |          |                              |           |
|            |                                  |          |          | PGR1 PERC GRAVADA TIPO 1     | 9,821.01  |
| 07         | PRIMA DE INSALUB                 | 1,363.11 |          |                              |           |
|            |                                  |          |          | PERC TOTAL PERCEPCIONES      | 9,821.01  |
|            |                                  |          |          | DEDU TOTAL DEDUCCIONES       | 8,402.83  |
|            |                                  |          |          | 3%FV 3% FONDO DE VIVIENDA    | 245.36    |
|            |                                  |          |          | FOND FONDO PENSIONES EMPRES  | 1,431.27  |
|            |                                  |          |          | SEDARSEDAR                   | 163.57    |
|            |                                  |          |          | PVAC PROVISION DE PRIMA VAC  | 122.69    |
|            |                                  |          |          | AGUI PROVISION AGUINALDO     | 1,226.94  |
|            |                                  |          |          | TOTA NOMINA EN EFECTIVO      | 1,418.18  |
| 57-208-018 | VERA RAMIREZ VICTOR              |          |          |                              |           |
| T.EMP:     | PERMANENTE                       | 455.09   | 649.61   | OPERADOR DE GRUA             |           |
| 01         | SUELDO BASE                      | 6,826.35 | 51       | ISR                          | 1,316.59  |
|            |                                  |          |          | DVIG DIAS DE VIGENCIA        | 15.00     |
| 02         | AYUDA PARA DESPE                 | 463.00   | 54       | FONDO PENSIONES              | 902.78    |
|            |                                  |          |          | 75D CAJA DE AHORRO SUTCEAP   | 500.00    |
| 03         | AYUDA PARA PASAJ                 | 315.00   | 65       | OTRAS DEDUCCIONES            | 3,486.18  |
|            |                                  |          |          | IMP1 ISR ART 96              | 1,316.59  |
| 04         | PRIMA QUINQUENAL                 | 864.35   |          |                              |           |
|            |                                  |          |          | PGR1 PERC GRAVADA TIPO 1     | 9,492.65  |
| 06         | PRIMA POR RIESGO                 | 1,023.95 |          |                              |           |
|            |                                  |          |          | PERC TOTAL PERCEPCIONES      | 9,492.65  |
|            |                                  |          |          | DEDU TOTAL DEDUCCIONES       | 5,705.55  |
|            |                                  |          |          | 3%FV 3% FONDO DE VIVIENDA    | 235.51    |
|            |                                  |          |          | FOND FONDO PENSIONES EMPRES  | 1,373.80  |
|            |                                  |          |          | SEDARSEDAR                   | 157.01    |
|            |                                  |          |          | PVAC PROVISION DE PRIMA VAC  | 118.20    |
|            |                                  |          |          | AGUI PROVISION AGUINALDO     | 1,181.96  |
|            |                                  |          |          | TOTA NOMINA EN EFECTIVO      | 3,787.10  |
| 650-012    | ESPINOZA MENDEZ ALFONSO          |          |          |                              |           |
| T.EMP:     | PERMANENTE                       | 415.32   | 577.37   | AYUDANTE DE GRUA             |           |
| 01         | SUELDO BASE                      | 6,229.80 | FALT     | INCIDENCIAS                  | 520.42    |
|            |                                  |          |          | DVIG DIAS DE VIGENCIA        | 15.00     |
| 02         | AYUDA PARA DESPE                 | 401.00   | 51       | ISR                          | 919.07    |
|            |                                  |          |          | 75D CAJA DE AHORRO SUTCEAP   | 500.00    |

| Clave   | Nombre                     | S.Diario  | S.Integ | PERCEPCIONES                                  | DEDUCCIONES | CONCEPTOS                   |           |
|---------|----------------------------|-----------|---------|---|-------------|-----------------------------|-----------|
| 03      | AYUDA PARA PASAJ           | 241.00    | 54      | FONDO PENSIONES                               | 823.89      | IMP1 ISR ART 96             | 919.07    |
| 04      | PRIMA QUINQUENAL           | 345.74    | 65      | OTRAS DEDUCCIONES                             | 3,342.30    | PGR1 PERC GRAVADA TIPO 1    | 7,631.59  |
| 06      | PRIMA POR RIESGO           | 934.47    |         |   |             | PERC TOTAL PERCEPCIONES     | 8,152.01  |
|         |                            |           |         |   |             | DEDU TOTAL DEDUCCIONES      | 5,605.68  |
|         |                            |           |         |   |             | 3%FV 3% FONDO DE VIVIENDA   | 214.93    |
|         |                            |           |         |   |             | FOND FONDO PENSIONES EMPRES | 1,253.75  |
|         |                            |           |         |   |             | SEDARSEDAR                  | 143.29    |
|         |                            |           |         |   |             | PVAC PROVISION DE PRIMA VAC | 106.94    |
|         |                            |           |         |   |             | AGUI PROVISION AGUINALDO    | 1,069.35  |
|         |                            |           |         |   |             | TOTA NOMINA EN EFECTIVO     | 2,546.33  |
| 650-014 | VALLE VALDOVINOS ELIZABETH |           |         |   |             |                             |           |
| T.EMP:  | PERMANENTE                 | 495.40    |         | 604.70SECRETARIA                              |             |                             |           |
| 01      | SUELDO BASE                | 7,431.00  | 51      | ISR   | 1,122.88    | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02      | AYUDA PARA DESPE           | 478.50    | 54      | FONDO PENSIONES                               | 854.57      | 75C CAJA DE AHORRO SUTCEAJ  | 500.00    |
| 03      | AYUDA PARA PASAJ           | 330.50    | 65      | OTRAS DEDUCCIONES                             | 4,290.31    | IMP1 ISR ART 96             | 1,122.88  |
| 04      | PRIMA QUINQUENAL           | 345.74    |         |   |             | PGR1 PERC GRAVADA TIPO 1    | 8,585.74  |
|         |                            |           |         |   |             | PERC TOTAL PERCEPCIONES     | 8,585.74  |
|         |                            |           |         |   |             | DEDU TOTAL DEDUCCIONES      | 6,267.76  |
|         |                            |           |         |   |             | 3%FV 3% FONDO DE VIVIENDA   | 222.93    |
|         |                            |           |         |   |             | FOND FONDO PENSIONES EMPRES | 1,300.42  |
|         |                            |           |         |   |             | SEDARSEDAR                  | 148.62    |
|         |                            |           |         |   |             | PVAC PROVISION DE PRIMA VAC | 112.88    |
|         |                            |           |         |   |             | AGUI PROVISION AGUINALDO    | 1,128.77  |
|         |                            |           |         |   |             | TOTA NOMINA EN EFECTIVO     | 2,317.98  |
| 650-015 | CEJA CASTILLO RUBEN        |           |         |   |             |                             |           |
| T.EMP:  | PERMANENTE                 | 551.12    |         | 766.11AUXILIAR ELECTROMECANICO                |             |                             |           |
| 01      | SUELDO BASE                | 8,266.80  | 51      | ISR   | 1,584.96    | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02      | AYUDA PARA DESPE           | 557.00    | 54      | FONDO PENSIONES                               | 1,093.28    | IMP1 ISR ART 96             | 1,584.96  |
| 03      | AYUDA PARA PASAJ           | 339.50    | 65      | OTRAS DEDUCCIONES                             | 82.67       | PGR1 PERC GRAVADA TIPO 1    | 10,749.06 |
| 04      | PRIMA QUINQUENAL           | 345.74    |         |   |             | PERC TOTAL PERCEPCIONES     | 10,749.06 |
| 06      | PRIMA POR RIESGO           | 1,240.02  |         |   |             | DEDU TOTAL DEDUCCIONES      | 2,760.91  |
|         |                            |           |         |   |             | 3%FV 3% FONDO DE VIVIENDA   | 285.20    |
|         |                            |           |         |   |             | FOND FONDO PENSIONES EMPRES | 1,663.69  |
|         |                            |           |         |   |             | SEDARSEDAR                  | 190.14    |
|         |                            |           |         |   |             | PVAC PROVISION DE PRIMA VAC | 142.51    |
|         |                            |           |         |   |             | AGUI PROVISION AGUINALDO    | 1,425.11  |
|         |                            |           |         |   |             | TOTA NOMINA EN EFECTIVO     | 7,988.15  |
| 660-004 | LOPEZ SALDIVAR EDGAR SAID  |           |         |   |             |                             |           |
| T.EMP:  | PERMANENTE                 | 1,569.80  |         | 1,921.05Subdirector de Servicios a Municipios |             |                             |           |
| 01      | SUELDO BASE                | 23,547.00 | 51      | ISR   | 5,199.63    | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02      | AYUDA PARA DESPE           | 960.00    | 54      | FONDO PENSIONES                               | 2,707.91    | IMP1 ISR ART 96             | 5,199.63  |
| 03      | AYUDA PARA PASAJ           | 688.00    | 65      | OTRAS DEDUCCIONES                             | 2,680.36    | PGR1 PERC GRAVADA TIPO 1    | 25,195.00 |
|         |                            |           |         |   |             | PERC TOTAL PERCEPCIONES     | 25,195.00 |
|         |                            |           |         |   |             | DEDU TOTAL DEDUCCIONES      | 10,587.90 |
|         |                            |           |         |   |             | 3%FV 3% FONDO DE VIVIENDA   | 706.41    |
|         |                            |           |         |   |             | FOND FONDO PENSIONES EMPRES | 4,120.72  |
|         |                            |           |         |   |             | SEDARSEDAR                  | 470.94    |
|         |                            |           |         |   |             | PVAC PROVISION DE PRIMA VAC | 345.14    |
|         |                            |           |         |   |             | AGUI PROVISION AGUINALDO    | 3,451.37  |
|         |                            |           |         |   |             | TOTA NOMINA EN EFECTIVO     | 14,607.10 |
| 820-002 | VAZQUEZ RIVAS ALEJANDRO    |           |         |   |             |                             |           |
| T.EMP:  | PERMANENTE                 | 415.32    |         | 582.02AYUDANTE DE GRUA                        |             |                             |           |
| 01      | SUELDO BASE                | 6,229.80  | 51      | ISR   | 1,067.15    | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02      | AYUDA PARA DESPE           | 401.00    | 54      | FONDO PENSIONES                               | 823.89      | 75D CAJA DE AHORRO SUTCEAP  | 200.00    |

| Clave | Nombre           | S.Diario | S.Integ | PERCEPCIONES         | DEDUCCIONES | CONCEPTOS                   |          |
|-------|------------------|----------|---------|----------------------|-------------|-----------------------------|----------|
| 03    | AYUDA PARA PASAJ | 241.00   | 76B     | PMO CAJA DE AHORRO S | 178.33      | IMP1 ISR ART 96             | 1,067.15 |
| 04    | PRIMA QUINQUENAL | 518.61   | 65      | OTRAS DEDUCCIONES    | 4,091.40    | PGR1 PERC GRAVADA TIPO 1    | 8,324.87 |
| 06    | PRIMA POR RIESGO | 934.47   |         |                      |             | PERC TOTAL PERCEPCIONES     | 8,324.88 |
|       |                  |          |         |                      |             | DEDU TOTAL DEDUCCIONES      | 6,160.77 |
|       |                  |          |         |                      |             | 3%FV 3% FONDO DE VIVIENDA   | 214.93   |
|       |                  |          |         |                      |             | FOND FONDO PENSIONES EMPRES | 1,253.75 |
|       |                  |          |         |                      |             | SEDARSEDAR                  | 143.29   |
|       |                  |          |         |                      |             | PVAC PROVISION DE PRIMA VAC | 106.94   |
|       |                  |          |         |                      |             | AGUI PROVISION AGUINALDO    | 1,069.35 |
|       |                  |          |         |                      |             | TOTA NOMINA EN EFECTIVO     | 2,164.11 |

820-015 MORENO RAMOS RAMIRO DE JESUS

| T.EMP: | PERMANENTE       | 508.50   |    | 619.96            | AUXILIAR ADMINISTRATIVO |                             |          |
|--------|------------------|----------|----|-------------------|-------------------------|-----------------------------|----------|
| 01     | SUELDO BASE      | 7,627.50 | 51 | ISR               | 1,174.89                | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02     | AYUDA PARA DESPE | 523.00   | 54 | FONDO PENSIONES   | 877.16                  | IMP1 ISR ART 96             | 1,174.89 |
| 03     | AYUDA PARA PASAJ | 333.00   | 65 | OTRAS DEDUCCIONES | 5,143.54                | PGR1 PERC GRAVADA TIPO 1    | 8,829.24 |
| 04     | PRIMA QUINQUENAL | 345.74   |    |                   |                         | PERC TOTAL PERCEPCIONES     | 8,829.24 |
|        |                  |          |    |                   |                         | DEDU TOTAL DEDUCCIONES      | 7,195.59 |
|        |                  |          |    |                   |                         | 3%FV 3% FONDO DE VIVIENDA   | 228.82   |
|        |                  |          |    |                   |                         | FOND FONDO PENSIONES EMPRES | 1,334.81 |
|        |                  |          |    |                   |                         | SEDARSEDAR                  | 152.55   |
|        |                  |          |    |                   |                         | PVAC PROVISION DE PRIMA VAC | 116.21   |
|        |                  |          |    |                   |                         | AGUI PROVISION AGUINALDO    | 1,162.12 |
|        |                  |          |    |                   |                         | TOTA NOMINA EN EFECTIVO     | 1,633.65 |

86-108-016 GONZALEZ VALDEZ HUMBERTO

| T.EMP: | PERMANENTE       | 563.20   |      | 713.89              | Supervisor de Perforación |                             |           |
|--------|------------------|----------|------|---------------------|---------------------------|-----------------------------|-----------|
| 01     | SUELDO BASE      | 8,448.00 | 51   | ISR                 | 1,511.63                  | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02     | AYUDA PARA DESPE | 564.00   | 51PD | ISR PRIMA DOMINICAL | 13.17                     | 75D CAJA DE AHORRO SUTCEAP  | 500.00    |
| 03     | AYUDA PARA PASAJ | 461.50   | 54   | FONDO PENSIONES     | 971.52                    | EX19 EXENTO PRIMA DOMINICAL | 96.22     |
| 04     | PRIMA QUINQUENAL | 864.35   | 65   | OTRAS DEDUCCIONES   | 500.00                    | IMP1 ISR ART 96             | 1,497.13  |
| 19     | PRIMA DOMINICAL  | 157.89   |      |                     |                           | IMP2 ISR Reglamento ISR     | 27.67     |
|        |                  |          |      |                     |                           | EXEN BASE EXENTA            | 96.22     |
|        |                  |          |      |                     |                           | PGR1 PERC GRAVADA TIPO 1    | 10,337.85 |
|        |                  |          |      |                     |                           | PGR2 PERC GRAVADA TIPO 2    | 61.66     |
|        |                  |          |      |                     |                           | PERC TOTAL PERCEPCIONES     | 10,495.74 |
|        |                  |          |      |                     |                           | DEDU TOTAL DEDUCCIONES      | 2,996.32  |
|        |                  |          |      |                     |                           | 3%FV 3% FONDO DE VIVIENDA   | 253.44    |
|        |                  |          |      |                     |                           | FOND FONDO PENSIONES EMPRES | 1,478.40  |
|        |                  |          |      |                     |                           | SEDARSEDAR                  | 168.96    |
|        |                  |          |      |                     |                           | PVAC PROVISION DE PRIMA VAC | 129.77    |
|        |                  |          |      |                     |                           | AGUI PROVISION AGUINALDO    | 1,297.74  |
|        |                  |          |      |                     |                           | TOTA NOMINA EN EFECTIVO     | 7,499.42  |

\*\*\*\* Totales Subdirección de Servicios a Municipios 5506 \*\*\*\*

|    |                  |            |      |                      |            |                             |            |
|----|------------------|------------|------|----------------------|------------|-----------------------------|------------|
| 01 | SUELDO BASE      | 433,404.05 | FALT | INCIDENCIAS          | 1,591.42   | DVIG DIAS DE VIGENCIA       | 885.00     |
| 02 | AYUDA PARA DESPE | 27,126.00  | 51   | ISR                  | 78,542.87  | 75C CAJA DE AHORRO SUTCEAJ  | 500.00     |
| 03 | AYUDA PARA PASAJ | 19,622.50  | 51PD | ISR PRIMA DOMINICAL  | 287.06     | 75D CAJA DE AHORRO SUTCEAP  | 8,600.00   |
| 04 | PRIMA QUINQUENAL | 26,621.98  | 54   | FONDO PENSIONES      | 56,058.10  | EX19 EXENTO PRIMA DOMINICAL | 2,982.82   |
| 06 | PRIMA POR RIESGO | 44,874.47  | 76B  | PMO CAJA DE AHORRO S | 1,564.49   | IMP1 ISR ART 96             | 78,232.59  |
| 07 | PRIMA DE INSALUB | 9,183.42   | 65   | OTRAS DEDUCCIONES    | 132,908.79 | IMP2 ISR Reglamento ISR     | 597.34     |
| 19 | PRIMA DOMINICAL  | 4,352.66   |      |                      |            | EXEN BASE EXENTA            | 2,982.82   |
|    |                  |            |      |                      |            | PGR1 PERC GRAVADA TIPO 1    | 559,240.95 |
|    |                  |            |      |                      |            | PGR2 PERC GRAVADA TIPO 2    | 1,369.73   |
|    |                  |            |      |                      |            | PERC TOTAL PERCEPCIONES     | 565,185.08 |
|    |                  |            |      |                      |            | DEDU TOTAL DEDUCCIONES      | 270,952.73 |
|    |                  |            |      |                      |            | 3%FV 3% FONDO DE VIVIENDA   | 14,623.86  |

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| Clave | Nombre       | S.Diario | S.Integ | DEDUCCIONES | CONCEPTOS                             |
|-------|--------------|----------|---------|-------------|---------------------------------------|
|       | PERCEPCIONES |          |         |             |                                       |
|       |              |          |         |             | FOND FONDO PENSIONES EMPRES 85,305.80 |
|       |              |          |         |             | SEDARSEDAR 9,749.24                   |
|       |              |          |         |             | PVAC PROVISION DE PRIMA VAC 7,317.96  |
|       |              |          |         |             | AGUI PROVISION AGUINALDO 73,179.54    |
|       |              |          |         |             | TOTA NOMINA EN EFECTIVO 284,364.45    |
|       |              |          |         |             | CHEQ PAGO POR CHEQUE 9,867.90         |

Total de Empleados : 59.00 -----

| Clave  | Nombre                      | S.Diario  | S.Integ  | DEDUCCIONES                          | CONCEPTOS                            |
|--|-----------------------------|-----------|----------|--------------------------------------|--------------------------------------|
| PERCEPCIONES   |                             |           |          |                                      |                                      |
| ***** Subdirección de Vinculación Municipal ***** 5507 |                             |           |          |                                      |                                      |
| 36-175-003   | ORTEGA MEJIA MARIA DE JESUS |           |          |                                      |                                      |
| T.EMP:   | PERMANENTE                  | 572.21    | 803.31   | TRABAJADOR SOCIAL                    |                                      |
| 01   | SUELDO BASE                 | 8,583.15  | 51       | ISR                                  | 1,736.52                             |
| 02   | AYUDA PARA DESPE            | 557.00    | 54       | FONDO PENSIONES                      | 1,135.12                             |
| 03   | AYUDA PARA PASAJ            | 339.50    | 65       | OTRAS DEDUCCIONES                    | 3,935.83                             |
| 04   | PRIMA QUINQUENAL            | 691.48    |          |                                      |                                      |
| 06   | PRIMA POR RIESGO            | 1,287.47  |          |                                      |                                      |
|  |                             |           |          |                                      | DVIG DIAS DE VIGENCIA 15.00          |
|  |                             |           |          |                                      | 75C CAJA DE AHORRO SUTCEAJ 250.00    |
|  |                             |           |          |                                      | IMP1 ISR ART 96 1,736.52             |
|  |                             |           |          |                                      | PGR1 PERC GRAVADA TIPO 1 11,458.60   |
|  |                             |           |          |                                      | PERC TOTAL PERCEPCIONES 11,458.60    |
|  |                             |           |          |                                      | DEDU TOTAL DEDUCCIONES 6,807.47      |
|  |                             |           |          |                                      | 3%FV 3% FONDO DE VIVIENDA 296.12     |
|  |                             |           |          |                                      | FOND FONDO PENSIONES EMPRES 1,727.36 |
|  |                             |           |          |                                      | SEDARSEDAR 197.41                    |
|  |                             |           |          |                                      | PVAC PROVISION DE PRIMA VAC 147.49   |
|  |                             |           |          |                                      | AGUI PROVISION AGUINALDO 1,474.95    |
|  |                             |           |          |                                      | TOTA NOMINA EN EFECTIVO 4,651.13     |
| 39-042-001   | HERNANDEZ LOPEZ PEDRO       |           |          |                                      |                                      |
| T.EMP:   | PERMANENTE                  | 857.63    | 1,035.49 | Jefe de Programas Federalizados      |                                      |
| 01   | SUELDO BASE                 | 12,864.50 | 51       | ISR                                  | 2,302.48                             |
| 02   | AYUDA PARA DESPE            | 643.00    | 54       | FONDO PENSIONES                      | 1,479.42                             |
| 03   | AYUDA PARA PASAJ            | 528.50    | 65       | OTRAS DEDUCCIONES                    | 150.00                               |
|  |                             |           |          |                                      | DVIG DIAS DE VIGENCIA 15.00          |
|  |                             |           |          |                                      | 75D CAJA DE AHORRO SUTCEAP 150.00    |
|  |                             |           |          |                                      | IMP1 ISR ART 96 2,302.48             |
|  |                             |           |          |                                      | PGR1 PERC GRAVADA TIPO 1 14,036.00   |
|  |                             |           |          |                                      | PERC TOTAL PERCEPCIONES 14,036.00    |
|  |                             |           |          |                                      | DEDU TOTAL DEDUCCIONES 3,931.90      |
|  |                             |           |          |                                      | 3%FV 3% FONDO DE VIVIENDA 385.94     |
|  |                             |           |          |                                      | FOND FONDO PENSIONES EMPRES 2,251.29 |
|  |                             |           |          |                                      | SEDARSEDAR 257.29                    |
|  |                             |           |          |                                      | PVAC PROVISION DE PRIMA VAC 192.27   |
|  |                             |           |          |                                      | AGUI PROVISION AGUINALDO 1,922.74    |
|  |                             |           |          |                                      | TOTA NOMINA EN EFECTIVO 10,104.10    |
| 630-009  | HERNANDEZ HERNANDEZ YECENIA |           |          |                                      |                                      |
| T.EMP:   | PERMANENTE                  | 1,569.80  | 1,891.54 | Subdirector de Vinculación Municipal |                                      |
| 01   | SUELDO BASE                 | 23,547.00 | 51       | ISR                                  | 5,199.63                             |
| 02   | AYUDA PARA DESPE            | 960.00    | 54       | FONDO PENSIONES                      | 2,707.91                             |
| 03   | AYUDA PARA PASAJ            | 688.00    |          |                                      |                                      |
|  |                             |           |          |                                      | DVIG DIAS DE VIGENCIA 15.00          |
|  |                             |           |          |                                      | IMP1 ISR ART 96 5,199.63             |
|  |                             |           |          |                                      | PGR1 PERC GRAVADA TIPO 1 25,195.00   |
|  |                             |           |          |                                      | PERC TOTAL PERCEPCIONES 25,195.00    |
|  |                             |           |          |                                      | DEDU TOTAL DEDUCCIONES 7,907.54      |
|  |                             |           |          |                                      | 3%FV 3% FONDO DE VIVIENDA 706.41     |
|  |                             |           |          |                                      | FOND FONDO PENSIONES EMPRES 4,120.72 |
|  |                             |           |          |                                      | SEDARSEDAR 470.94                    |
|  |                             |           |          |                                      | PVAC PROVISION DE PRIMA VAC 345.14   |
|  |                             |           |          |                                      | AGUI PROVISION AGUINALDO 3,451.37    |
|  |                             |           |          |                                      | TOTA NOMINA EN EFECTIVO 17,287.46    |
| 660-003  | HERRERA PEREZ ANDRES        |           |          |                                      |                                      |
| T.EMP:   | PERMANENTE                  | 675.73    | 848.93   | Jefe de Contraloría Social           |                                      |
| 01   | SUELDO BASE                 | 10,136.00 | 51       | ISR                                  | 1,797.72                             |
| 02   | AYUDA PARA DESPE            | 603.00    | 54       | FONDO PENSIONES                      | 1,165.64                             |
| 03   | AYUDA PARA PASAJ            | 487.50    |          |                                      |                                      |
| 04   | PRIMA QUINQUENAL            | 518.61    |          |                                      |                                      |
|  |                             |           |          |                                      | DVIG DIAS DE VIGENCIA 15.00          |
|  |                             |           |          |                                      | IMP1 ISR ART 96 1,797.72             |
|  |                             |           |          |                                      | PGR1 PERC GRAVADA TIPO 1 11,745.11   |
|  |                             |           |          |                                      | PERC TOTAL PERCEPCIONES 11,745.11    |
|  |                             |           |          |                                      | DEDU TOTAL DEDUCCIONES 2,963.36      |
|  |                             |           |          |                                      | 3%FV 3% FONDO DE VIVIENDA 304.08     |
|  |                             |           |          |                                      | FOND FONDO PENSIONES EMPRES 1,773.80 |
|  |                             |           |          |                                      | SEDARSEDAR 202.72                    |
|  |                             |           |          |                                      | PVAC PROVISION DE PRIMA VAC 153.79   |
|  |                             |           |          |                                      | AGUI PROVISION AGUINALDO 1,537.88    |

| Clave  | Nombre                          | S.Diario  | S.Integ | DEDUCCIONES       | CONCEPTOS               |                             |           |
|--|---------------------------------|-----------|---------|-------------------|-------------------------|-----------------------------|-----------|
|  |                                 |           |         |                   |                         | TOTA NOMINA EN EFECTIVO     | 8,781.75  |
| 730-022  | MUNGUIA MORA GERARDO            |           |         |                   |                         |                             |           |
| T.EMP:   | PERMANENTE                      | 508.50    |         | 619.96            | AUXILIAR ADMINISTRATIVO |                             |           |
| 01   | SUELDO BASE                     | 7,627.50  | 51      | ISR               | 1,174.89                | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02   | AYUDA PARA DESPE                | 523.00    | 54      | FONDO PENSIONES   | 877.16                  | 75C CAJA DE AHORRO SUTCEAJ  | 300.00    |
| 03   | AYUDA PARA PASAJ                | 333.00    | 65      | OTRAS DEDUCCIONES | 3,376.28                | IMP1 ISR ART 96             | 1,174.89  |
| 04   | PRIMA QUINQUENAL                | 345.74    |         |                   |                         | PGR1 PERC GRAVADA TIPO 1    | 8,829.24  |
|  |                                 |           |         |                   |                         | PERC TOTAL PERCEPCIONES     | 8,829.24  |
|  |                                 |           |         |                   |                         | DEDU TOTAL DEDUCCIONES      | 5,428.33  |
|  |                                 |           |         |                   |                         | 3%FV 3% FONDO DE VIVIENDA   | 228.82    |
|  |                                 |           |         |                   |                         | FOND FONDO PENSIONES EMPRES | 1,334.81  |
|  |                                 |           |         |                   |                         | SEDARSEDAR                  | 152.55    |
|  |                                 |           |         |                   |                         | PVAC PROVISION DE PRIMA VAC | 116.21    |
|  |                                 |           |         |                   |                         | AGUI PROVISION AGUINALDO    | 1,162.12  |
|  |                                 |           |         |                   |                         | TOTA NOMINA EN EFECTIVO     | 3,400.91  |
| 89-022   | GARCIA CARRASCO MARIA DEL ROCIO |           |         |                   |                         |                             |           |
| T.EMP:   | PERMANENTE                      | 572.21    |         | 803.31            | TRABAJADOR SOCIAL       |                             |           |
| 01   | SUELDO BASE                     | 8,583.15  | 51      | ISR               | 1,736.52                | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02   | AYUDA PARA DESPE                | 557.00    | 54      | FONDO PENSIONES   | 1,135.12                | 75C CAJA DE AHORRO SUTCEAJ  | 250.00    |
| 03   | AYUDA PARA PASAJ                | 339.50    | 65      | OTRAS DEDUCCIONES | 5,418.61                | IMP1 ISR ART 96             | 1,736.52  |
| 04   | PRIMA QUINQUENAL                | 691.48    |         |                   |                         | PGR1 PERC GRAVADA TIPO 1    | 11,458.60 |
| 06   | PRIMA POR RIESGO                | 1,287.47  |         |                   |                         | PERC TOTAL PERCEPCIONES     | 11,458.60 |
|  |                                 |           |         |                   |                         | DEDU TOTAL DEDUCCIONES      | 8,290.25  |
|  |                                 |           |         |                   |                         | 3%FV 3% FONDO DE VIVIENDA   | 296.12    |
|  |                                 |           |         |                   |                         | FOND FONDO PENSIONES EMPRES | 1,727.36  |
|  |                                 |           |         |                   |                         | SEDARSEDAR                  | 197.41    |
|  |                                 |           |         |                   |                         | PVAC PROVISION DE PRIMA VAC | 147.49    |
|  |                                 |           |         |                   |                         | AGUI PROVISION AGUINALDO    | 1,474.95  |
|  |                                 |           |         |                   |                         | TOTA NOMINA EN EFECTIVO     | 3,168.35  |
| **** Totales Subdirección de Vinculación Municipal 5507 **** |                                 |           |         |                   |                         |                             |           |
| 01   | SUELDO BASE                     | 71,341.30 | 51      | ISR               | 13,947.76               | DVIG DIAS DE VIGENCIA       | 90.00     |
| 02   | AYUDA PARA DESPE                | 3,843.00  | 54      | FONDO PENSIONES   | 8,500.37                | 75C CAJA DE AHORRO SUTCEAJ  | 800.00    |
| 03   | AYUDA PARA PASAJ                | 2,716.00  | 65      | OTRAS DEDUCCIONES | 12,880.72               | 75D CAJA DE AHORRO SUTCEAP  | 150.00    |
| 04   | PRIMA QUINQUENAL                | 2,247.31  |         |                   |                         | IMP1 ISR ART 96             | 13,947.76 |
| 06   | PRIMA POR RIESGO                | 2,574.94  |         |                   |                         | PGR1 PERC GRAVADA TIPO 1    | 82,722.55 |
|  |                                 |           |         |                   |                         | PERC TOTAL PERCEPCIONES     | 82,722.55 |
|  |                                 |           |         |                   |                         | DEDU TOTAL DEDUCCIONES      | 35,328.85 |
|  |                                 |           |         |                   |                         | 3%FV 3% FONDO DE VIVIENDA   | 2,217.49  |
|  |                                 |           |         |                   |                         | FOND FONDO PENSIONES EMPRES | 12,935.34 |
|  |                                 |           |         |                   |                         | SEDARSEDAR                  | 1,478.32  |
|  |                                 |           |         |                   |                         | PVAC PROVISION DE PRIMA VAC | 1,102.39  |
|  |                                 |           |         |                   |                         | AGUI PROVISION AGUINALDO    | 11,024.01 |
|  |                                 |           |         |                   |                         | TOTA NOMINA EN EFECTIVO     | 47,393.70 |

Total de Empleados : 6.00

| Clave                                    | Nombre                       | S.Diario  | S.Integ  | DEDUCCIONES             | CONCEPTOS                            |
|--|------------------------------|-----------|----------|-------------------------|--------------------------------------|
| ***** Dirección Técnica ***** 5508       |                              |           |          |                         |                                      |
| 37-143-003                               | DOMINGUEZ FLORES BERTHA ELSA |           |          |                         |                                      |
| T.EMP:                                   | PERMANENTE                   | 553.73    | 692.57   | SECRETARIA DE DIRECCION |                                      |
| 01                                       | SUELDO BASE                  | 8,305.95  | 51       | ISR                     | DVIG DIAS DE VIGENCIA 15.00          |
| 02                                       | AYUDA PARA DESPE             | 557.00    | 54       | FONDO PENSIONES         | IMP1 ISR ART 96 1,476.15             |
| 03                                       | AYUDA PARA PASAJ             | 339.50    | 65       | OTRAS DEDUCCIONES       | PGR1 PERC GRAVADA TIPO 1 10,239.67   |
| 04                                       | PRIMA QUINQUENAL             | 1,037.22  |          |                         | PERC TOTAL PERCEPCIONES 10,239.67    |
|  |                              |           |          |                         | DEDU TOTAL DEDUCCIONES 3,568.39      |
|  |                              |           |          |                         | 3%FV 3% FONDO DE VIVIENDA 249.18     |
|  |                              |           |          |                         | FOND FONDO PENSIONES EMPRES 1,453.54 |
|  |                              |           |          |                         | SEDARSEDAR 166.12                    |
|  |                              |           |          |                         | PVAC PROVISION DE PRIMA VAC 126.06   |
|  |                              |           |          |                         | AGUI PROVISION AGUINALDO 1,260.61    |
|  |                              |           |          |                         | TOTA NOMINA EN EFECTIVO 6,671.28     |
| 600-003                                  | MARROQUIN ALVAREZ ERNESTO    |           |          |                         |                                      |
| T.EMP:                                   | PERMANENTE                   | 2,314.83  | 2,405.50 | Director Técnico        |                                      |
| 01                                       | SUELDO BASE                  | 34,722.50 | 51       | ISR                     | DVIG DIAS DE VIGENCIA 15.00          |
| 02                                       | AYUDA PARA DESPE             | 1,272.00  | 54       | FONDO PENSIONES         | IMP1 ISR ART 96 8,708.58             |
| 03                                       | AYUDA PARA PASAJ             | 897.00    |          |                         | PGR1 PERC GRAVADA TIPO 1 36,891.50   |
|  |                              |           |          |                         | PERC TOTAL PERCEPCIONES 36,891.50    |
|  |                              |           |          |                         | DEDU TOTAL DEDUCCIONES 12,701.67     |
|  |                              |           |          |                         | 3%FV 3% FONDO DE VIVIENDA 1,041.67   |
|  |                              |           |          |                         | FOND FONDO PENSIONES EMPRES 6,076.44 |
|  |                              |           |          |                         | SEDARSEDAR 694.45                    |
|  |                              |           |          |                         | PVAC PROVISION DE PRIMA VAC 505.36   |
|  |                              |           |          |                         | AGUI PROVISION AGUINALDO 5,053.63    |
|  |                              |           |          |                         | TOTA NOMINA EN EFECTIVO 24,189.83    |
| 86-193-037                               | RENTERIA MACIAS J GUADALUPE  |           |          |                         |                                      |
| T.EMP:                                   | PERMANENTE                   | 508.50    | 629.26   | AUXILIAR ADMINISTRATIVO |                                      |
| 01                                       | SUELDO BASE                  | 7,627.50  | 51       | ISR                     | DVIG DIAS DE VIGENCIA 15.00          |
| 02                                       | AYUDA PARA DESPE             | 523.00    | 54       | FONDO PENSIONES         | 75C CAJA DE AHORRO SUTCEAJ 200.00    |
| 03                                       | AYUDA PARA PASAJ             | 333.00    | 65       | OTRAS DEDUCCIONES       | IMP1 ISR ART 96 1,248.74             |
| 04                                       | PRIMA QUINQUENAL             | 691.48    |          |                         | PGR1 PERC GRAVADA TIPO 1 9,174.98    |
|  |                              |           |          |                         | PERC TOTAL PERCEPCIONES 9,174.98     |
|  |                              |           |          |                         | DEDU TOTAL DEDUCCIONES 6,191.31      |
|  |                              |           |          |                         | 3%FV 3% FONDO DE VIVIENDA 228.82     |
|  |                              |           |          |                         | FOND FONDO PENSIONES EMPRES 1,334.81 |
|  |                              |           |          |                         | SEDARSEDAR 152.55                    |
|  |                              |           |          |                         | PVAC PROVISION DE PRIMA VAC 116.21   |
|  |                              |           |          |                         | AGUI PROVISION AGUINALDO 1,162.12    |
|  |                              |           |          |                         | TOTA NOMINA EN EFECTIVO 2,983.67     |
| **** Totales Dirección Técnica 5508 **** |                              |           |          |                         |                                      |
| 01                                       | SUELDO BASE                  | 50,655.95 | 51       | ISR                     | DVIG DIAS DE VIGENCIA 45.00          |
| 02                                       | AYUDA PARA DESPE             | 2,352.00  | 54       | FONDO PENSIONES         | 75C CAJA DE AHORRO SUTCEAJ 200.00    |
| 03                                       | AYUDA PARA PASAJ             | 1,569.50  | 65       | OTRAS DEDUCCIONES       | IMP1 ISR ART 96 11,433.47            |
| 04                                       | PRIMA QUINQUENAL             | 1,728.70  |          |                         | PGR1 PERC GRAVADA TIPO 1 56,306.15   |
|  |                              |           |          |                         | PERC TOTAL PERCEPCIONES 56,306.15    |
|  |                              |           |          |                         | DEDU TOTAL DEDUCCIONES 22,461.37     |
|  |                              |           |          |                         | 3%FV 3% FONDO DE VIVIENDA 1,519.67   |
|  |                              |           |          |                         | FOND FONDO PENSIONES EMPRES 8,864.79 |
|  |                              |           |          |                         | SEDARSEDAR 1,013.12                  |
|  |                              |           |          |                         | PVAC PROVISION DE PRIMA VAC 747.63   |
|  |                              |           |          |                         | AGUI PROVISION AGUINALDO 7,476.36    |

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| Clave | Nombre       | S.Diario | S.Integ | DEDUCCIONES | CONCEPTOS               |           |
|-------|--------------|----------|---------|-------------|-------------------------|-----------|
|       | PERCEPCIONES |          |         |             |                         |           |
|       |              |          |         |             | TOTA NOMINA EN EFECTIVO | 33,844.78 |

Total de Empleados : 3.00 -----



| Clave   | Nombre                         | S.Diario  | S.Integ | PERCEPCIONES         | DEDUCCIONES  | CONCEPTOS                            |
|---|--------------------------------|-----------|---------|----------------------|--|--------------------------------------|
| ***** Subdirección de Planeación, Programación y Presupuesto ***** 6501 |                                |           |         |                      |  |                                      |
| 400-001   | BORRAYO RAMIREZ JOSE           |           |         |                      |  |                                      |
| T.EMP:  | PERMANENTE                     | 532.77    |         |                      | 662.15Auxiliar de Control y Seguimiento (Abastecimiento) |                                      |
| 01  | SUELDO BASE                    | 7,991.50  | 51      | ISR                  | 1,319.47   | DVIG DIAS DE VIGENCIA 15.00          |
| 02  | AYUDA PARA DESPE               | 546.50    | 54      | FONDO PENSIONES      | 919.02   | IMP1 ISR ART 96 1,319.47             |
| 03  | AYUDA PARA PASAJ               | 449.50    |         |                      |  | PGR1 PERC GRAVADA TIPO 1 9,506.11    |
| 04  | PRIMA QUINQUENAL               | 518.61    |         |                      |  | PERC TOTAL PERCEPCIONES 9,506.11     |
|   |                                |           |         |                      |  | DEDU TOTAL DEDUCCIONES 2,238.49      |
|   |                                |           |         |                      |  | 3%FV 3% FONDO DE VIVIENDA 239.75     |
|   |                                |           |         |                      |  | FOND FONDO PENSIONES EMPRES 1,398.51 |
|   |                                |           |         |                      |  | SEDARSEDAR 159.83                    |
|   |                                |           |         |                      |  | PVAC PROVISION DE PRIMA VAC 123.12   |
|   |                                |           |         |                      |  | AGUI PROVISION AGUINALDO 1,231.16    |
|   |                                |           |         |                      |  | TOTA NOMINA EN EFECTIVO 7,267.62     |
| 40-119-005  | GALLARDO GAONA MARTHA ANGELICA |           |         |                      |  |                                      |
| T.EMP:  | PERMANENTE                     | 616.87    |         |                      | 752.64AUXILIAR DE GESTION FINANCIERA A                   |                                      |
| 01  | SUELDO BASE                    | 9,253.05  | 51      | ISR                  | 1,610.45   | DVIG DIAS DE VIGENCIA 15.00          |
| 02  | AYUDA PARA DESPE               | 465.50    | 54      | FONDO PENSIONES      | 1,064.10   | IMP1 ISR ART 96 1,610.45             |
| 03  | AYUDA PARA PASAJ               | 285.50    | 65      | OTRAS DEDUCCIONES    | 2,461.41   | PGR1 PERC GRAVADA TIPO 1 10,868.40   |
| 04  | PRIMA QUINQUENAL               | 864.35    |         |                      |  | PERC TOTAL PERCEPCIONES 10,868.40    |
|   |                                |           |         |                      |  | DEDU TOTAL DEDUCCIONES 5,135.96      |
|   |                                |           |         |                      |  | 3%FV 3% FONDO DE VIVIENDA 277.59     |
|   |                                |           |         |                      |  | FOND FONDO PENSIONES EMPRES 1,619.28 |
|   |                                |           |         |                      |  | SEDARSEDAR 185.06                    |
|   |                                |           |         |                      |  | PVAC PROVISION DE PRIMA VAC 137.04   |
|   |                                |           |         |                      |  | AGUI PROVISION AGUINALDO 1,370.42    |
|   |                                |           |         |                      |  | TOTA NOMINA EN EFECTIVO 5,732.44     |
| 450-007   | OCHOA ALONSO MARIA EUGENIA     |           |         |                      |  |                                      |
| T.EMP:  | PERMANENTE                     | 553.73    |         |                      | 673.99AUXILIAR DE GESTION FINANCIERA B                   |                                      |
| 01  | SUELDO BASE                    | 8,305.95  | 51      | ISR                  | 1,328.45   | DVIG DIAS DE VIGENCIA 15.00          |
| 02  | AYUDA PARA DESPE               | 557.00    | 54      | FONDO PENSIONES      | 955.18   | 75D CAJA DE AHORRO SUTCEAP 150.00    |
| 03  | AYUDA PARA PASAJ               | 339.50    | 76B     | PMO CAJA DE AHORRO S | 309.16   | IMP1 ISR ART 96 1,328.45             |
| 04  | PRIMA QUINQUENAL               | 345.74    | 65      | OTRAS DEDUCCIONES    | 5,689.03   | PGR1 PERC GRAVADA TIPO 1 9,548.19    |
|   |                                |           |         |                      |  | PERC TOTAL PERCEPCIONES 9,548.19     |
|   |                                |           |         |                      |  | DEDU TOTAL DEDUCCIONES 8,281.82      |
|   |                                |           |         |                      |  | 3%FV 3% FONDO DE VIVIENDA 249.18     |
|   |                                |           |         |                      |  | FOND FONDO PENSIONES EMPRES 1,453.54 |
|   |                                |           |         |                      |  | SEDARSEDAR 166.12                    |
|   |                                |           |         |                      |  | PVAC PROVISION DE PRIMA VAC 126.06   |
|   |                                |           |         |                      |  | AGUI PROVISION AGUINALDO 1,260.61    |
|   |                                |           |         |                      |  | CHEQ PAGO POR CHEQUE 1,266.37        |
| 488-2020  | ZERMEÑO PRIETO ALVARO          |           |         |                      |  |                                      |
| T.EMP:  | PERMANENTE                     | 857.63    |         |                      | 1,035.49Jefe de Control Programático y Presupuestal      |                                      |
| 01  | SUELDO BASE                    | 12,864.50 | 51      | ISR                  | 2,302.48   | DVIG DIAS DE VIGENCIA 15.00          |
| 02  | AYUDA PARA DESPE               | 643.00    | 54      | FONDO PENSIONES      | 1,479.42   | IMP1 ISR ART 96 2,302.48             |
| 03  | AYUDA PARA PASAJ               | 528.50    | 65      | OTRAS DEDUCCIONES    | 981.00   | PGR1 PERC GRAVADA TIPO 1 14,036.00   |
|   |                                |           |         |                      |  | PERC TOTAL PERCEPCIONES 14,036.00    |
|   |                                |           |         |                      |  | DEDU TOTAL DEDUCCIONES 4,762.90      |
|   |                                |           |         |                      |  | 3%FV 3% FONDO DE VIVIENDA 385.94     |
|   |                                |           |         |                      |  | FOND FONDO PENSIONES EMPRES 2,251.29 |
|   |                                |           |         |                      |  | SEDARSEDAR 257.29                    |
|   |                                |           |         |                      |  | PVAC PROVISION DE PRIMA VAC 192.27   |
|   |                                |           |         |                      |  | AGUI PROVISION AGUINALDO 1,922.74    |
|   |                                |           |         |                      |  | TOTA NOMINA EN EFECTIVO 9,273.10     |

| Clave  | Nombre           | S.Diario  | S.Integ | PERCEPCIONES         | DEDUCCIONES  | CONCEPTOS                            |
|--|------------------|-----------|---------|----------------------|--|--------------------------------------|
| 62-187-005 MALVIDO ACEVES MARIA GUADALUPE DE LOURDES |                  |           |         |                      |  |                                      |
| T.EMP:   | PERMANENTE       | 495.40    |         | 623.28               | SECRETARIA   |                                      |
| 01   | SUELDO BASE      | 7,431.00  | 51      | ISR                  | 1,270.57   | DVIG DIAS DE VIGENCIA 15.00          |
| 02   | AYUDA PARA DESPE | 478.50    | 54      | FONDO PENSIONES      | 854.57   | IMP1 ISR ART 96 1,270.57             |
| 03   | AYUDA PARA PASAJ | 330.50    | 65      | OTRAS DEDUCCIONES    | 74.31  | PGR1 PERC GRAVADA TIPO 1 9,277.21    |
| 04   | PRIMA QUINQUENAL | 1,037.22  |         |                      |  | PERC TOTAL PERCEPCIONES 9,277.22     |
|  |                  |           |         |                      |  | DEDU TOTAL DEDUCCIONES 2,199.45      |
|  |                  |           |         |                      |  | 3%FV 3% FONDO DE VIVIENDA 222.93     |
|  |                  |           |         |                      |  | FOND FONDO PENSIONES EMPRES 1,300.42 |
|  |                  |           |         |                      |  | SEDARSEDAR 148.62                    |
|  |                  |           |         |                      |  | PVAC PROVISION DE PRIMA VAC 112.88   |
|  |                  |           |         |                      |  | AGUI PROVISION AGUINALDO 1,128.77    |
|  |                  |           |         |                      |  | TOTA NOMINA EN EFECTIVO 7,077.77     |
| 750-002 FREEMAN FIGUEROA ALICIA DEL CARMEN           |                  |           |         |                      |  |                                      |
| T.EMP:   | PERMANENTE       | 553.73    |         | 678.63               | ANALISTA DE ADMINISTRACION PROGRAMATICA              |                                      |
| 01   | SUELDO BASE      | 8,305.95  | 51      | ISR                  | 1,365.38   | DVIG DIAS DE VIGENCIA 15.00          |
| 02   | AYUDA PARA DESPE | 557.00    | 54      | FONDO PENSIONES      | 955.18   | 75D CAJA DE AHORRO SUTCEAP 500.00    |
| 03   | AYUDA PARA PASAJ | 339.50    | 65      | OTRAS DEDUCCIONES    | 4,725.50   | IMP1 ISR ART 96 1,365.38             |
| 04   | PRIMA QUINQUENAL | 518.61    |         |                      |  | PGR1 PERC GRAVADA TIPO 1 9,721.06    |
|  |                  |           |         |                      |  | PERC TOTAL PERCEPCIONES 9,721.06     |
|  |                  |           |         |                      |  | DEDU TOTAL DEDUCCIONES 7,046.06      |
|  |                  |           |         |                      |  | 3%FV 3% FONDO DE VIVIENDA 249.18     |
|  |                  |           |         |                      |  | FOND FONDO PENSIONES EMPRES 1,453.54 |
|  |                  |           |         |                      |  | SEDARSEDAR 166.12                    |
|  |                  |           |         |                      |  | PVAC PROVISION DE PRIMA VAC 126.06   |
|  |                  |           |         |                      |  | AGUI PROVISION AGUINALDO 1,260.61    |
|  |                  |           |         |                      |  | TOTA NOMINA EN EFECTIVO 2,675.00     |
| 83-163-004 HERNANDEZ VALDOVINOS VERONICA             |                  |           |         |                      |  |                                      |
| T.EMP:   | PERMANENTE       | 616.87    |         | 968.07               | ANALISTA DE GESTIÓN ESTATALES                        |                                      |
| 01   | SUELDO BASE      | 9,253.05  | 51      | ISR                  | 1,610.45   | DVIG DIAS DE VIGENCIA 15.00          |
| 02   | AYUDA PARA DESPE | 465.50    | 54      | FONDO PENSIONES      | 1,064.10   | 75D CAJA DE AHORRO SUTCEAP 700.00    |
| 03   | AYUDA PARA PASAJ | 285.50    | 76B     | PMO CAJA DE AHORRO S | 950.41   | IMP1 ISR ART 96 1,610.45             |
| 04   | PRIMA QUINQUENAL | 864.35    | 65      | OTRAS DEDUCCIONES    | 4,289.53   | PGR1 PERC GRAVADA TIPO 1 10,868.40   |
|  |                  |           |         |                      |  | PERC TOTAL PERCEPCIONES 10,868.40    |
|  |                  |           |         |                      |  | DEDU TOTAL DEDUCCIONES 7,914.49      |
|  |                  |           |         |                      |  | 3%FV 3% FONDO DE VIVIENDA 277.59     |
|  |                  |           |         |                      |  | FOND FONDO PENSIONES EMPRES 1,619.28 |
|  |                  |           |         |                      |  | SEDARSEDAR 185.06                    |
|  |                  |           |         |                      |  | PVAC PROVISION DE PRIMA VAC 137.04   |
|  |                  |           |         |                      |  | AGUI PROVISION AGUINALDO 1,370.42    |
|  |                  |           |         |                      |  | TOTA NOMINA EN EFECTIVO 2,953.91     |
| 84-027-001 LUNA ZEPEDA FERNANDO                      |                  |           |         |                      |  |                                      |
| T.EMP:   | PERMANENTE       | 1,569.80  |         | 1,891.54             | Subdirector de Planeación Programación y Presupuesto |                                      |
| 01   | SUELDO BASE      | 23,547.00 | 51      | ISR                  | 5,199.63   | DVIG DIAS DE VIGENCIA 15.00          |
| 02   | AYUDA PARA DESPE | 960.00    | 54      | FONDO PENSIONES      | 2,707.91   | IMP1 ISR ART 96 5,199.63             |
| 03   | AYUDA PARA PASAJ | 688.00    | 65      | OTRAS DEDUCCIONES    | 7,476.37   | PGR1 PERC GRAVADA TIPO 1 25,195.00   |
|  |                  |           |         |                      |  | PERC TOTAL PERCEPCIONES 25,195.00    |
|  |                  |           |         |                      |  | DEDU TOTAL DEDUCCIONES 15,383.91     |
|  |                  |           |         |                      |  | 3%FV 3% FONDO DE VIVIENDA 706.41     |
|  |                  |           |         |                      |  | FOND FONDO PENSIONES EMPRES 4,120.72 |
|  |                  |           |         |                      |  | SEDARSEDAR 470.94                    |
|  |                  |           |         |                      |  | PVAC PROVISION DE PRIMA VAC 345.14   |
|  |                  |           |         |                      |  | AGUI PROVISION AGUINALDO 3,451.37    |
|  |                  |           |         |                      |  | TOTA NOMINA EN EFECTIVO 9,811.09     |

| Clave   | Nombre                       | S.Diario  | S.Integ | PERCEPCIONES         | DEDUCCIONES | CONCEPTOS                             |
|---|------------------------------|-----------|---------|----------------------|-------------|---------------------------------------|
| 84-137-007  | RODRIGUEZ PEREZ GUSTAVO CRUZ |           |         |                      |             |                                       |
| T.EMP:  | PERMANENTE                   | 761.07    | 941.56  |                      |             | Jefe de Bases de Licitación           |
| 01  | SUELDO BASE                  | 11,416.00 | 51      | ISR                  | 2,153.68    | DVIG DIAS DE VIGENCIA 15.00           |
| 02  | AYUDA PARA DESPE             | 623.50    | 54      | FONDO PENSIONES      | 1,312.84    | 75D CAJA DE AHORRO SUTCEAP 300.00     |
| 03  | AYUDA PARA PASAJ             | 499.50    | 65      | OTRAS DEDUCCIONES    | 3,425.00    | IMP1 ISR ART 96 2,153.68              |
| 04  | PRIMA QUINQUENAL             | 864.35    |         |                      |             | PGR1 PERC GRAVADA TIPO 1 13,403.35    |
|   |                              |           |         |                      |             | PERC TOTAL PERCEPCIONES 13,403.35     |
|   |                              |           |         |                      |             | DEDU TOTAL DEDUCCIONES 6,891.52       |
|   |                              |           |         |                      |             | 3%FV 3% FONDO DE VIVIENDA 342.48      |
|   |                              |           |         |                      |             | FOND FONDO PENSIONES EMPRES 1,997.80  |
|   |                              |           |         |                      |             | SEDARSEDAR 228.32                     |
|   |                              |           |         |                      |             | PVAC PROVISION DE PRIMA VAC 171.77    |
|   |                              |           |         |                      |             | AGUI PROVISION AGUINALDO 1,717.67     |
|   |                              |           |         |                      |             | TOTA NOMINA EN EFECTIVO 6,511.83      |
| **** Totales Subdirección de Planeación, Programación y Presupuesto 6501 **** |                              |           |         |                      |             |                                       |
| 01  | SUELDO BASE                  | 98,368.00 | 51      | ISR                  | 18,160.56   | DVIG DIAS DE VIGENCIA 135.00          |
| 02  | AYUDA PARA DESPE             | 5,296.50  | 54      | FONDO PENSIONES      | 11,312.32   | 75D CAJA DE AHORRO SUTCEAP 1,650.00   |
| 03  | AYUDA PARA PASAJ             | 3,746.00  | 76B     | PMO CAJA DE AHORRO S | 1,259.57    | IMP1 ISR ART 96 18,160.56             |
| 04  | PRIMA QUINQUENAL             | 5,013.23  | 65      | OTRAS DEDUCCIONES    | 29,122.15   | PGR1 PERC GRAVADA TIPO 1 112,423.72   |
|   |                              |           |         |                      |             | PERC TOTAL PERCEPCIONES 112,423.73    |
|   |                              |           |         |                      |             | DEDU TOTAL DEDUCCIONES 59,854.60      |
|   |                              |           |         |                      |             | 3%FV 3% FONDO DE VIVIENDA 2,951.05    |
|   |                              |           |         |                      |             | FOND FONDO PENSIONES EMPRES 17,214.38 |
|   |                              |           |         |                      |             | SEDARSEDAR 1,967.36                   |
|   |                              |           |         |                      |             | PVAC PROVISION DE PRIMA VAC 1,471.38  |
|   |                              |           |         |                      |             | AGUI PROVISION AGUINALDO 14,713.77    |
|   |                              |           |         |                      |             | TOTA NOMINA EN EFECTIVO 51,302.76     |
|   |                              |           |         |                      |             | CHEQ PAGO POR CHEQUE 1,266.37         |
| Total de Empleados : 9.00 -----   |                              |           |         |                      |             |                                       |

| Clave  | Nombre                       | S.Diario  | S.Integ  | PERCEPCIONES                     | DEDUCCIONES | CONCEPTOS                            |
|--|------------------------------|-----------|----------|----------------------------------|-------------|--------------------------------------|
| ***** Subdirección de Proyectos de Agua Potable ***** 6502 |                              |           |          |                                  |             |                                      |
| 04-164-003   | ANTON MARQUEZ SILVIA BEATRIZ |           |          |                                  |             |                                      |
| T.EMP:   | PERMANENTE                   | 563.20    | 733.04   | Analista de Estudios y Proyectos |             |                                      |
| 01   | SUELDO BASE                  | 8,448.00  | 51       | ISR                              | 1,534.05    | DVIG DIAS DE VIGENCIA 15.00          |
| 02   | AYUDA PARA DESPE             | 564.00    | 54       | FONDO PENSIONES                  | 971.52      | 75D CAJA DE AHORRO SUTCEAP 150.00    |
| 03   | AYUDA PARA PASAJ             | 461.50    | 76B      | PMO CAJA DE AHORRO S             | 133.75      | IMP1 ISR ART 96 1,534.05             |
| 04   | PRIMA QUINQUENAL             | 1,037.22  | 65       | OTRAS DEDUCCIONES                | 4,763.62    | PGR1 PERC GRAVADA TIPO 1 10,510.72   |
|  |                              |           |          |                                  |             | PERC TOTAL PERCEPCIONES 10,510.72    |
|  |                              |           |          |                                  |             | DEDU TOTAL DEDUCCIONES 7,402.94      |
|  |                              |           |          |                                  |             | 3%FV 3% FONDO DE VIVIENDA 253.44     |
|  |                              |           |          |                                  |             | FOND FONDO PENSIONES EMPRES 1,478.40 |
|  |                              |           |          |                                  |             | SEDARSEDAR 168.96                    |
|  |                              |           |          |                                  |             | PVAC PROVISION DE PRIMA VAC 129.77   |
|  |                              |           |          |                                  |             | AGUI PROVISION AGUINALDO 1,297.74    |
|  |                              |           |          |                                  |             | CHEQ PAGO POR CHEQUE 3,107.78        |
| 120-002  | VERGARA BLANCO SANTIAGO      |           |          |                                  |             |                                      |
| T.EMP:   | PERMANENTE                   | 1,115.67  | 1,344.72 | Jefe de Geomática                |             |                                      |
| 01   | SUELDO BASE                  | 16,735.00 | 51       | ISR                              | 3,253.04    | DVIG DIAS DE VIGENCIA 15.00          |
| 02   | AYUDA PARA DESPE             | 774.50    | 54       | FONDO PENSIONES                  | 1,924.53    | IMP1 ISR ART 96 3,253.04             |
| 03   | AYUDA PARA PASAJ             | 568.00    |          |                                  |             | PGR1 PERC GRAVADA TIPO 1 18,077.50   |
|  |                              |           |          |                                  |             | PERC TOTAL PERCEPCIONES 18,077.50    |
|  |                              |           |          |                                  |             | DEDU TOTAL DEDUCCIONES 5,177.57      |
|  |                              |           |          |                                  |             | 3%FV 3% FONDO DE VIVIENDA 502.05     |
|  |                              |           |          |                                  |             | FOND FONDO PENSIONES EMPRES 2,928.63 |
|  |                              |           |          |                                  |             | SEDARSEDAR 334.70                    |
|  |                              |           |          |                                  |             | PVAC PROVISION DE PRIMA VAC 247.64   |
|  |                              |           |          |                                  |             | AGUI PROVISION AGUINALDO 2,476.37    |
|  |                              |           |          |                                  |             | TOTA NOMINA EN EFECTIVO 12,899.93    |
| 166-002  | HERNANDEZ AGUILAR CARLOS     |           |          |                                  |             |                                      |
| T.EMP:   | PERMANENTE                   | 551.12    | 906.55   | AUXILIAR DE TOPOGRAFO            |             |                                      |
| 01   | SUELDO BASE                  | 8,266.80  | 51       | ISR                              | 1,658.81    | DVIG DIAS DE VIGENCIA 15.00          |
| 02   | AYUDA PARA DESPE             | 557.00    | 54       | FONDO PENSIONES                  | 1,093.28    | 75C CAJA DE AHORRO SUTCEAJ 500.00    |
| 03   | AYUDA PARA PASAJ             | 339.50    | 65       | OTRAS DEDUCCIONES                | 582.67      | IMP1 ISR ART 96 1,658.81             |
| 04   | PRIMA QUINQUENAL             | 691.48    |          |                                  |             | PGR1 PERC GRAVADA TIPO 1 11,094.80   |
| 06   | PRIMA POR RIESGO             | 1,240.02  |          |                                  |             | PERC TOTAL PERCEPCIONES 11,094.80    |
|  |                              |           |          |                                  |             | DEDU TOTAL DEDUCCIONES 3,334.76      |
|  |                              |           |          |                                  |             | 3%FV 3% FONDO DE VIVIENDA 285.20     |
|  |                              |           |          |                                  |             | FOND FONDO PENSIONES EMPRES 1,663.69 |
|  |                              |           |          |                                  |             | SEDARSEDAR 190.14                    |
|  |                              |           |          |                                  |             | PVAC PROVISION DE PRIMA VAC 142.51   |
|  |                              |           |          |                                  |             | AGUI PROVISION AGUINALDO 1,425.11    |
|  |                              |           |          |                                  |             | TOTA NOMINA EN EFECTIVO 7,760.04     |
| 205-002  | TOSTADO PLASCENCIA JACOBO    |           |          |                                  |             |                                      |
| T.EMP:   | PERMANENTE                   | 551.12    | 1,045.93 | AUXILIAR DE TOPOGRAFO            |             |                                      |
| 01   | SUELDO BASE                  | 8,266.80  | 51       | ISR                              | 1,658.81    | DVIG DIAS DE VIGENCIA 15.00          |
| 02   | AYUDA PARA DESPE             | 557.00    | 54       | FONDO PENSIONES                  | 1,093.28    | IMP1 ISR ART 96 1,658.81             |
| 03   | AYUDA PARA PASAJ             | 339.50    | 65       | OTRAS DEDUCCIONES                | 5,883.96    | PGR1 PERC GRAVADA TIPO 1 11,094.80   |
| 04   | PRIMA QUINQUENAL             | 691.48    |          |                                  |             | PERC TOTAL PERCEPCIONES 11,094.80    |
| 06   | PRIMA POR RIESGO             | 1,240.02  |          |                                  |             | DEDU TOTAL DEDUCCIONES 8,636.05      |
|  |                              |           |          |                                  |             | 3%FV 3% FONDO DE VIVIENDA 285.20     |
|  |                              |           |          |                                  |             | FOND FONDO PENSIONES EMPRES 1,663.69 |
|  |                              |           |          |                                  |             | SEDARSEDAR 190.14                    |
|  |                              |           |          |                                  |             | PVAC PROVISION DE PRIMA VAC 142.51   |
|  |                              |           |          |                                  |             | AGUI PROVISION AGUINALDO 1,425.11    |

| Clave      | Nombre                           | S.Diario  | S.Integ  | PERCEPCIONES                      | DEDUCCIONES | CONCEPTOS                   |           |
|------------|----------------------------------|-----------|----------|-----------------------------------|-------------|-----------------------------|-----------|
|            |                                  |           |          |                                   |             | TOTA NOMINA EN EFECTIVO     | 2,458.75  |
| 206-003    | SANDOVAL AZPEITIA JOSE GUADALUPE |           |          |                                   |             |                             |           |
| T.EMP:     | PERMANENTE                       | 551.12    | 906.55   | AUXILIAR DE TOPOGRAFO             |             |                             |           |
| 01         | SUELDO BASE                      | 8,266.80  | 51       | ISR                               | 1,658.81    | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02         | AYUDA PARA DESPE                 | 557.00    | 54       | FONDO PENSIONES                   | 1,093.28    | 75C CAJA DE AHORRO SUTCEAJ  | 300.00    |
| 03         | AYUDA PARA PASAJ                 | 339.50    | 65       | OTRAS DEDUCCIONES                 | 4,460.41    | IMP1 ISR ART 96             | 1,658.81  |
| 04         | PRIMA QUINQUENAL                 | 691.48    |          |                                   |             | PGR1 PERC GRAVADA TIPO 1    | 11,094.80 |
| 06         | PRIMA POR RIESGO                 | 1,240.02  |          |                                   |             | PERC TOTAL PERCEPCIONES     | 11,094.80 |
|            |                                  |           |          |                                   |             | DEDU TOTAL DEDUCCIONES      | 7,212.50  |
|            |                                  |           |          |                                   |             | 3%FV 3% FONDO DE VIVIENDA   | 285.20    |
|            |                                  |           |          |                                   |             | FOND FONDO PENSIONES EMPRES | 1,663.69  |
|            |                                  |           |          |                                   |             | SEDARSEDAR                  | 190.14    |
|            |                                  |           |          |                                   |             | PVAC PROVISION DE PRIMA VAC | 142.51    |
|            |                                  |           |          |                                   |             | AGUI PROVISION AGUINALDO    | 1,425.11  |
|            |                                  |           |          |                                   |             | TOTA NOMINA EN EFECTIVO     | 3,882.30  |
| 39-131-009 | ARRIERO OLVERA JUAN CARLOS       |           |          |                                   |             |                             |           |
| T.EMP:     | PERMANENTE                       | 532.77    | 761.07   | Proyectista                       |             |                             |           |
| 01         | SUELDO BASE                      | 7,991.50  | 51       | ISR                               | 1,649.36    | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02         | AYUDA PARA DESPE                 | 546.50    | 54       | FONDO PENSIONES                   | 1,056.88    | IMP1 ISR ART 96             | 1,649.36  |
| 03         | AYUDA PARA PASAJ                 | 449.50    | 65       | OTRAS DEDUCCIONES                 | 4,470.71    | PGR1 PERC GRAVADA TIPO 1    | 11,050.57 |
| 04         | PRIMA QUINQUENAL                 | 864.35    |          |                                   |             | PERC TOTAL PERCEPCIONES     | 11,050.57 |
| 06         | PRIMA POR RIESGO                 | 1,198.72  |          |                                   |             | DEDU TOTAL DEDUCCIONES      | 7,176.95  |
|            |                                  |           |          |                                   |             | 3%FV 3% FONDO DE VIVIENDA   | 275.71    |
|            |                                  |           |          |                                   |             | FOND FONDO PENSIONES EMPRES | 1,608.29  |
|            |                                  |           |          |                                   |             | SEDARSEDAR                  | 183.80    |
|            |                                  |           |          |                                   |             | PVAC PROVISION DE PRIMA VAC | 139.54    |
|            |                                  |           |          |                                   |             | AGUI PROVISION AGUINALDO    | 1,395.37  |
|            |                                  |           |          |                                   |             | TOTA NOMINA EN EFECTIVO     | 3,873.62  |
| 40-104-004 | MIRAMONTES AGUAYO MARTIN         |           |          |                                   |             |                             |           |
| T.EMP:     | PERMANENTE                       | 551.12    | 775.40   | TOPOGRAFO                         |             |                             |           |
| 01         | SUELDO BASE                      | 8,266.80  | 51       | ISR                               | 1,658.81    | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02         | AYUDA PARA DESPE                 | 557.00    | 54       | FONDO PENSIONES                   | 1,093.28    | IMP1 ISR ART 96             | 1,658.81  |
| 03         | AYUDA PARA PASAJ                 | 339.50    | 65       | OTRAS DEDUCCIONES                 | 82.67       | PGR1 PERC GRAVADA TIPO 1    | 11,094.80 |
| 04         | PRIMA QUINQUENAL                 | 691.48    |          |                                   |             | PERC TOTAL PERCEPCIONES     | 11,094.80 |
| 06         | PRIMA POR RIESGO                 | 1,240.02  |          |                                   |             | DEDU TOTAL DEDUCCIONES      | 2,834.76  |
|            |                                  |           |          |                                   |             | 3%FV 3% FONDO DE VIVIENDA   | 285.20    |
|            |                                  |           |          |                                   |             | FOND FONDO PENSIONES EMPRES | 1,663.69  |
|            |                                  |           |          |                                   |             | SEDARSEDAR                  | 190.14    |
|            |                                  |           |          |                                   |             | PVAC PROVISION DE PRIMA VAC | 142.51    |
|            |                                  |           |          |                                   |             | AGUI PROVISION AGUINALDO    | 1,425.11  |
|            |                                  |           |          |                                   |             | TOTA NOMINA EN EFECTIVO     | 8,260.04  |
| 482-2020   | MERLOS VILLEGAS FIDELMAR         |           |          |                                   |             |                             |           |
| T.EMP:     | PERMANENTE                       | 857.63    | 1,065.00 | Coordinador de Validación Técnica |             |                             |           |
| 01         | SUELDO BASE                      | 12,864.50 | 51       | ISR                               | 2,302.48    | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02         | AYUDA PARA DESPE                 | 643.00    | 54       | FONDO PENSIONES                   | 1,479.42    | IMP1 ISR ART 96             | 2,302.48  |
| 03         | AYUDA PARA PASAJ                 | 528.50    |          |                                   |             | PGR1 PERC GRAVADA TIPO 1    | 14,036.00 |
|            |                                  |           |          |                                   |             | PERC TOTAL PERCEPCIONES     | 14,036.00 |
|            |                                  |           |          |                                   |             | DEDU TOTAL DEDUCCIONES      | 3,781.90  |
|            |                                  |           |          |                                   |             | 3%FV 3% FONDO DE VIVIENDA   | 385.94    |
|            |                                  |           |          |                                   |             | FOND FONDO PENSIONES EMPRES | 2,251.29  |
|            |                                  |           |          |                                   |             | SEDARSEDAR                  | 257.29    |
|            |                                  |           |          |                                   |             | PVAC PROVISION DE PRIMA VAC | 192.27    |
|            |                                  |           |          |                                   |             | AGUI PROVISION AGUINALDO    | 1,922.74  |
|            |                                  |           |          |                                   |             | TOTA NOMINA EN EFECTIVO     | 10,254.10 |

| Clave    | Nombre                               | S.Diario  | S.Integ  | PERCEPCIONES      | DEDUCCIONES | CONCEPTOS  |
|----------|--------------------------------------|-----------|----------|-------------------|-------------|--|
| 502-2021 | RAMOS FIGUEROA CHRISTIAN LEONARDO    |           |          |                   |             |  |
| T.EMP:   | PERMANENTE                           | 544.33    | 756.09   |                   |             | Topógrafo  |
| 01       | SUELDO BASE                          | 8,164.95  | 51       | ISR               | 1,509.05    | DVIG DIAS DE VIGENCIA 15.00  |
| 02       | AYUDA PARA DESPE                     | 549.50    | 54       | FONDO PENSIONES   | 1,079.81    | IMP1 ISR ART 96 1,509.05   |
| 03       | AYUDA PARA PASAJ                     | 454.50    | 65       | OTRAS DEDUCCIONES | 81.65       | PGR1 PERC GRAVADA TIPO 1 10,393.69   |
| 06       | PRIMA POR RIESGO                     | 1,224.74  |          |                   |             | PERC TOTAL PERCEPCIONES 10,393.69<br>DEDU TOTAL DEDUCCIONES 2,670.51<br>3%FV 3% FONDO DE VIVIENDA 281.69<br>FOND FONDO PENSIONES EMPRES 1,643.20<br>SEDARSEDAR 187.79<br>PVAC PROVISION DE PRIMA VAC 142.38<br>AGUI PROVISION AGUINALDO 1,423.79<br>TOTA NOMINA EN EFECTIVO 7,723.18   |
| 550-012  | CASTRILLO DE LA PEÑA MARGARITA MARIA |           |          |                   |             |  |
| T.EMP:   | PERMANENTE                           | 1,837.70  | 2,206.83 |                   |             | Subdirector de Proyectos de Agua Potable   |
| 01       | SUELDO BASE                          | 27,565.50 | 51       | ISR               | 6,437.88    | DVIG DIAS DE VIGENCIA 15.00  |
| 02       | AYUDA PARA DESPE                     | 1,028.50  | 54       | FONDO PENSIONES   | 3,170.03    | IMP1 ISR ART 96 6,437.88   |
| 03       | AYUDA PARA PASAJ                     | 728.50    |          |                   |             | PGR1 PERC GRAVADA TIPO 1 29,322.50<br>PERC TOTAL PERCEPCIONES 29,322.50<br>DEDU TOTAL DEDUCCIONES 9,607.91<br>3%FV 3% FONDO DE VIVIENDA 826.96<br>FOND FONDO PENSIONES EMPRES 4,823.96<br>SEDARSEDAR 551.31<br>PVAC PROVISION DE PRIMA VAC 401.68<br>AGUI PROVISION AGUINALDO 4,016.78<br>CHEQ PAGO POR CHEQUE 19,714.59                             |
| 630-015  | MARTINEZ RIVERA CARLOS FRANCISCO     |           |          |                   |             |  |
| T.EMP:   | PERMANENTE                           | 563.20    | 685.49   |                   |             | Residente Supervisor de Obra   |
| 01       | SUELDO BASE                          | 8,448.00  | 51       | ISR               | 1,312.50    | DVIG DIAS DE VIGENCIA 15.00  |
| 02       | AYUDA PARA DESPE                     | 564.00    | 54       | FONDO PENSIONES   | 971.52      | 75C CAJA DE AHORRO SUTCEAJ 100.00  |
| 03       | AYUDA PARA PASAJ                     | 461.50    | 65       | OTRAS DEDUCCIONES | 1,934.00    | IMP1 ISR ART 96 1,312.50<br>PGR1 PERC GRAVADA TIPO 1 9,473.50<br>PERC TOTAL PERCEPCIONES 9,473.50<br>DEDU TOTAL DEDUCCIONES 4,218.02<br>3%FV 3% FONDO DE VIVIENDA 253.44<br>FOND FONDO PENSIONES EMPRES 1,478.40<br>SEDARSEDAR 168.96<br>PVAC PROVISION DE PRIMA VAC 129.77<br>AGUI PROVISION AGUINALDO 1,297.74<br>TOTA NOMINA EN EFECTIVO 5,255.48 |
| 660-005  | LOTFE MORENO JORGE RAMON             |           |          |                   |             |  |
| T.EMP:   | PERMANENTE                           | 553.73    | 673.99   |                   |             | AUXILIAR DE ESTUDIOS Y PROYECTOS   |
| 01       | SUELDO BASE                          | 8,305.95  | 51       | ISR               | 1,365.38    | DVIG DIAS DE VIGENCIA 15.00  |
| 02       | AYUDA PARA DESPE                     | 557.00    | 54       | FONDO PENSIONES   | 955.18      | IMP1 ISR ART 96 1,365.38   |
| 03       | AYUDA PARA PASAJ                     | 339.50    | 65       | OTRAS DEDUCCIONES | 83.06       | PGR1 PERC GRAVADA TIPO 1 9,721.06  |
| 04       | PRIMA QUINQUENAL                     | 518.61    |          |                   |             | PERC TOTAL PERCEPCIONES 9,721.06<br>DEDU TOTAL DEDUCCIONES 2,403.62<br>3%FV 3% FONDO DE VIVIENDA 249.18<br>FOND FONDO PENSIONES EMPRES 1,453.54<br>SEDARSEDAR 166.12<br>PVAC PROVISION DE PRIMA VAC 126.06<br>AGUI PROVISION AGUINALDO 1,260.61<br>TOTA NOMINA EN EFECTIVO 7,317.44  |

| Clave  | Nombre                      | S.Diario | S.Integ              | DEDUCCIONES | CONCEPTOS                             |
|--|-----------------------------|----------|----------------------|-------------|---------------------------------------|
| 660-008  | MARTINEZ GOMEZ FABIAN JALIL |          |                      |             |                                       |
| T.EMP: PERMANENTE  | 551.12                      |          | 766.11               | TOPOGRAFO   |                                       |
| 01 SUELDO BASE   | 8,266.80                    | 51       | ISR                  | 1,584.96    | DVIG DIAS DE VIGENCIA 15.00           |
| 02 AYUDA PARA DESPE  | 557.00                      | 54       | FONDO PENSIONES      | 1,093.28    | IMP1 ISR ART 96 1,584.96              |
| 03 AYUDA PARA PASAJ  | 339.50                      | 65       | OTRAS DEDUCCIONES    | 1,871.29    | PGR1 PERC GRAVADA TIPO 1 10,749.06    |
| 04 PRIMA QUINQUENAL  | 345.74                      |          |                      |             | PERC TOTAL PERCEPCIONES 10,749.06     |
| 06 PRIMA POR RIESGO  | 1,240.02                    |          |                      |             | DEDU TOTAL DEDUCCIONES 4,549.53       |
|  |                             |          |                      |             | 3%FV 3% FONDO DE VIVIENDA 285.20      |
|  |                             |          |                      |             | FOND FONDO PENSIONES EMPRES 1,663.69  |
|  |                             |          |                      |             | SEDARSEDAR 190.14                     |
|  |                             |          |                      |             | PVAC PROVISION DE PRIMA VAC 142.51    |
|  |                             |          |                      |             | AGUI PROVISION AGUINALDO 1,425.11     |
|  |                             |          |                      |             | TOTA NOMINA EN EFECTIVO 6,199.53      |
| **** Totales Subdirección de Proyectos de Agua Potable 6502 **** |                             |          |                      |             |                                       |
| 01 SUELDO BASE   | 139,857.40                  | 51       | ISR                  | 27,583.94   | DVIG DIAS DE VIGENCIA 195.00          |
| 02 AYUDA PARA DESPE  | 8,012.00                    | 54       | FONDO PENSIONES      | 17,075.29   | 75C CAJA DE AHORRO SUTCEAJ 900.00     |
| 03 AYUDA PARA PASAJ  | 5,689.00                    | 76B      | PMO CAJA DE AHORRO S | 133.75      | 75D CAJA DE AHORRO SUTCEAP 150.00     |
| 04 PRIMA QUINQUENAL  | 5,531.84                    | 65       | OTRAS DEDUCCIONES    | 24,214.04   | IMP1 ISR ART 96 27,583.94             |
| 06 PRIMA POR RIESGO  | 8,623.56                    |          |                      |             | PGR1 PERC GRAVADA TIPO 1 167,713.80   |
|  |                             |          |                      |             | PERC TOTAL PERCEPCIONES 167,713.80    |
|  |                             |          |                      |             | DEDU TOTAL DEDUCCIONES 69,007.02      |
|  |                             |          |                      |             | 3%FV 3% FONDO DE VIVIENDA 4,454.41    |
|  |                             |          |                      |             | FOND FONDO PENSIONES EMPRES 25,984.16 |
|  |                             |          |                      |             | SEDARSEDAR 2,969.63                   |
|  |                             |          |                      |             | PVAC PROVISION DE PRIMA VAC 2,221.66  |
|  |                             |          |                      |             | AGUI PROVISION AGUINALDO 22,216.69    |
|  |                             |          |                      |             | TOTA NOMINA EN EFECTIVO 75,884.41     |
|  |                             |          |                      |             | CHEQ PAGO POR CHEQUE 22,822.37        |

Total de Empleados : 13.00 -----

| Clave  | Nombre                       | S.Diario  | S.Integ  | PERCEPCIONES                                       | DEDUCCIONES | CONCEPTOS                             |
|--|------------------------------|-----------|----------|--|-------------|---------------------------------------|
| ***** Subdirección de Proyectos de Drenaje Pluvial Urbano y Mitigación de Impactos a Centros de Población ***** 6503       |                              |           |          |  |             |                                       |
| 120-003  | PRIETO RAMIREZ OSCAR ARMANDO |           |          |  |             |                                       |
| T.EMP:   | PERMANENTE                   | 1,115.67  | 1,365.21 | Jefe de Drenaje Pluvial Urbano AMG                 |             |                                       |
| 01   | SUELDO BASE                  | 16,735.00 | 51       | ISR  | 3,253.04    | DVIG DIAS DE VIGENCIA 15.00           |
| 02   | AYUDA PARA DESPE             | 774.50    | 54       | FONDO PENSIONES                                    | 1,924.53    | IMP1 ISR ART 96 3,253.04              |
| 03   | AYUDA PARA PASAJ             | 568.00    |          |  |             | PGR1 PERC GRAVADA TIPO 1 18,077.50    |
|  |                              |           |          |  |             | PERC TOTAL PERCEPCIONES 18,077.50     |
|  |                              |           |          |  |             | DEDU TOTAL DEDUCCIONES 5,177.57       |
|  |                              |           |          |  |             | 3%FV 3% FONDO DE VIVIENDA 502.05      |
|  |                              |           |          |  |             | FOND FONDO PENSIONES EMPRES 2,928.63  |
|  |                              |           |          |  |             | SEDARSEDAR 334.70                     |
|  |                              |           |          |  |             | PVAC PROVISION DE PRIMA VAC 247.64    |
|  |                              |           |          |  |             | AGUI PROVISION AGUINALDO 2,476.37     |
|  |                              |           |          |  |             | TOTA NOMINA EN EFECTIVO 12,899.93     |
| 41-083-007   | RAMIREZ TORIJA OMAR SALOMON  |           |          |  |             |                                       |
| T.EMP:   | PERMANENTE                   | 857.63    | 1,035.49 | Geotecnista  |             |                                       |
| 01   | SUELDO BASE                  | 12,864.50 | 51       | ISR  | 2,302.48    | DVIG DIAS DE VIGENCIA 15.00           |
| 02   | AYUDA PARA DESPE             | 643.00    | 54       | FONDO PENSIONES                                    | 1,479.42    | 75C CAJA DE AHORRO SUTCEAJ 1,000.00   |
| 03   | AYUDA PARA PASAJ             | 528.50    | 65       | OTRAS DEDUCCIONES                                  | 1,000.00    | IMP1 ISR ART 96 2,302.48              |
|  |                              |           |          |  |             | PGR1 PERC GRAVADA TIPO 1 14,036.00    |
|  |                              |           |          |  |             | PERC TOTAL PERCEPCIONES 14,036.00     |
|  |                              |           |          |  |             | DEDU TOTAL DEDUCCIONES 4,781.90       |
|  |                              |           |          |  |             | 3%FV 3% FONDO DE VIVIENDA 385.94      |
|  |                              |           |          |  |             | FOND FONDO PENSIONES EMPRES 2,251.29  |
|  |                              |           |          |  |             | SEDARSEDAR 257.29                     |
|  |                              |           |          |  |             | PVAC PROVISION DE PRIMA VAC 192.27    |
|  |                              |           |          |  |             | AGUI PROVISION AGUINALDO 1,922.74     |
|  |                              |           |          |  |             | TOTA NOMINA EN EFECTIVO 9,254.10      |
| 464-2019   | OJEDA TORRES FERNANDO        |           |          |  |             |                                       |
| T.EMP:   | PERMANENTE                   | 1,837.70  | 2,208.17 | Subdirector de Proyectos de Drenaje Pluvial Urbano |             |                                       |
| 01   | SUELDO BASE                  | 27,565.50 | 51       | ISR  | 6,437.88    | DVIG DIAS DE VIGENCIA 15.00           |
| 02   | AYUDA PARA DESPE             | 1,028.50  | 54       | FONDO PENSIONES                                    | 3,170.03    | IMP1 ISR ART 96 6,437.88              |
| 03   | AYUDA PARA PASAJ             | 728.50    |          |  |             | PGR1 PERC GRAVADA TIPO 1 29,322.50    |
|  |                              |           |          |  |             | PERC TOTAL PERCEPCIONES 29,322.50     |
|  |                              |           |          |  |             | DEDU TOTAL DEDUCCIONES 9,607.91       |
|  |                              |           |          |  |             | 3%FV 3% FONDO DE VIVIENDA 826.96      |
|  |                              |           |          |  |             | FOND FONDO PENSIONES EMPRES 4,823.96  |
|  |                              |           |          |  |             | SEDARSEDAR 551.31                     |
|  |                              |           |          |  |             | PVAC PROVISION DE PRIMA VAC 401.68    |
|  |                              |           |          |  |             | AGUI PROVISION AGUINALDO 4,016.78     |
|  |                              |           |          |  |             | TOTA NOMINA EN EFECTIVO 19,714.59     |
| **** Totales Subdirección de Proyectos de Drenaje Pluvial Urbano y Mitigación de Impactos a Centros de Población 6503 **** |                              |           |          |  |             |                                       |
| 01   | SUELDO BASE                  | 57,165.00 | 51       | ISR  | 11,993.40   | DVIG DIAS DE VIGENCIA 45.00           |
| 02   | AYUDA PARA DESPE             | 2,446.00  | 54       | FONDO PENSIONES                                    | 6,573.98    | 75C CAJA DE AHORRO SUTCEAJ 1,000.00   |
| 03   | AYUDA PARA PASAJ             | 1,825.00  | 65       | OTRAS DEDUCCIONES                                  | 1,000.00    | IMP1 ISR ART 96 11,993.40             |
|  |                              |           |          |  |             | PGR1 PERC GRAVADA TIPO 1 61,436.00    |
|  |                              |           |          |  |             | PERC TOTAL PERCEPCIONES 61,436.00     |
|  |                              |           |          |  |             | DEDU TOTAL DEDUCCIONES 19,567.38      |
|  |                              |           |          |  |             | 3%FV 3% FONDO DE VIVIENDA 1,714.95    |
|  |                              |           |          |  |             | FOND FONDO PENSIONES EMPRES 10,003.88 |
|  |                              |           |          |  |             | SEDARSEDAR 1,143.30                   |
|  |                              |           |          |  |             | PVAC PROVISION DE PRIMA VAC 841.59    |
|  |                              |           |          |  |             | AGUI PROVISION AGUINALDO 8,415.89     |



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| Clave | Nombre       | S.Diario | S.Integ | DEDUCCIONES | CONCEPTOS               |
|-------|--------------|----------|---------|-------------|-------------------------|
|       | PERCEPCIONES |          |         |             |                         |
|       |              |          |         |             | TOTA NOMINA EN EFECTIVO |
|       |              |          |         |             | 41,868.62               |

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Total de Empleados : 3.00 -----

| Clave   | Nombre                          | S.Diario  | S.Integ | DEDUCCIONES       | CONCEPTOS                                   |
|---|---------------------------------|-----------|---------|-------------------|---|
| ***** Dirección de Proyectos y Gestión de Recursos ***** 6505       |                                 |           |         |                   |   |
| 27-260-010  | SAMPAYO APARICIO ANGELICA MARIA |           |         |                   |   |
| T.EMP:  | PERMANENTE                      | 553.73    |         | 683.28            | SECRETARIA DE DIRECCION                     |
| 01  | SUELDO BASE                     | 8,305.95  | 51      | ISR               | 1,402.30 DVIG DIAS DE VIGENCIA 15.00        |
| 02  | AYUDA PARA DESPE                | 557.00    | 54      | FONDO PENSIONES   | 955.18 IMP1 ISR ART 96 1,402.30             |
| 03  | AYUDA PARA PASAJ                | 339.50    | 65      | OTRAS DEDUCCIONES | 4,637.29 PGR1 PERC GRAVADA TIPO 1 9,893.93  |
| 04  | PRIMA QUINQUENAL                | 691.48    |         |                   | PERC TOTAL PERCEPCIONES 9,893.93            |
|   |                                 |           |         |                   | DEDU TOTAL DEDUCCIONES 6,994.77             |
|   |                                 |           |         |                   | 3%FV 3% FONDO DE VIVIENDA 249.18            |
|   |                                 |           |         |                   | FOND FONDO PENSIONES EMPRES 1,453.54        |
|   |                                 |           |         |                   | SEDARSEDAR 166.12                           |
|   |                                 |           |         |                   | PVAC PROVISION DE PRIMA VAC 126.06          |
|   |                                 |           |         |                   | AGUI PROVISION AGUINALDO 1,260.61           |
|   |                                 |           |         |                   | TOTA NOMINA EN EFECTIVO 2,899.16            |
| 312-001   | CASTAÑEDA NAÑEZ HECTOR JAVIER   |           |         |                   |   |
| T.EMP:  | PERMANENTE                      | 2,314.83  |         | 2,405.50          | Director de Proyectos y Gestión de Recursos |
| 01  | SUELDO BASE                     | 34,722.50 | 51      | ISR               | 8,708.58 DVIG DIAS DE VIGENCIA 15.00        |
| 02  | AYUDA PARA DESPE                | 1,272.00  | 54      | FONDO PENSIONES   | 3,993.09 IMP1 ISR ART 96 8,708.58           |
| 03  | AYUDA PARA PASAJ                | 897.00    |         |                   | PGR1 PERC GRAVADA TIPO 1 36,891.50          |
|   |                                 |           |         |                   | PERC TOTAL PERCEPCIONES 36,891.50           |
|   |                                 |           |         |                   | DEDU TOTAL DEDUCCIONES 12,701.67            |
|   |                                 |           |         |                   | 3%FV 3% FONDO DE VIVIENDA 1,041.67          |
|   |                                 |           |         |                   | FOND FONDO PENSIONES EMPRES 6,076.44        |
|   |                                 |           |         |                   | SEDARSEDAR 694.45                           |
|   |                                 |           |         |                   | PVAC PROVISION DE PRIMA VAC 505.36          |
|   |                                 |           |         |                   | AGUI PROVISION AGUINALDO 5,053.63           |
|   |                                 |           |         |                   | TOTA NOMINA EN EFECTIVO 24,189.83           |
| **** Totales Dirección de Proyectos y Gestión de Recursos 6505 **** |                                 |           |         |                   |   |
| 01  | SUELDO BASE                     | 43,028.45 | 51      | ISR               | 10,110.88 DVIG DIAS DE VIGENCIA 30.00       |
| 02  | AYUDA PARA DESPE                | 1,829.00  | 54      | FONDO PENSIONES   | 4,948.27 IMP1 ISR ART 96 10,110.88          |
| 03  | AYUDA PARA PASAJ                | 1,236.50  | 65      | OTRAS DEDUCCIONES | 4,637.29 PGR1 PERC GRAVADA TIPO 1 46,785.43 |
| 04  | PRIMA QUINQUENAL                | 691.48    |         |                   | PERC TOTAL PERCEPCIONES 46,785.43           |
|   |                                 |           |         |                   | DEDU TOTAL DEDUCCIONES 19,696.44            |
|   |                                 |           |         |                   | 3%FV 3% FONDO DE VIVIENDA 1,290.85          |
|   |                                 |           |         |                   | FOND FONDO PENSIONES EMPRES 7,529.98        |
|   |                                 |           |         |                   | SEDARSEDAR 860.57                           |
|   |                                 |           |         |                   | PVAC PROVISION DE PRIMA VAC 631.42          |
|   |                                 |           |         |                   | AGUI PROVISION AGUINALDO 6,314.24           |
|   |                                 |           |         |                   | TOTA NOMINA EN EFECTIVO 27,088.99           |

Total de Empleados : 2.00

| Clave   | Nombre           | S.Diario  | S.Integ | PERCEPCIONES         | DEDUCCIONES   | CONCEPTOS                            |
|---|------------------|-----------|---------|----------------------|---|--------------------------------------|
| ***** Subdireccion de Gestion de rec ***** 6506 |                  |           |         |                      |   |                                      |
| 25-100-003 SANCHEZ GONZALEZ JOSE ANDRES         |                  |           |         |                      |   |                                      |
| T.EMP:  | PERMANENTE       | 563.20    |         | 733.58               | Analista de Planeación y Programación (Federal/Nac) |                                      |
| 01  | SUELDO BASE      | 8,448.00  | FALT    | INCIDENCIAS          | 631.57  | DVIG DIAS DE VIGENCIA 15.00          |
| 02  | AYUDA PARA DESPE | 564.00    | 51      | ISR                  | 1,325.30  | IMP1 ISR ART 96 1,325.30             |
| 03  | AYUDA PARA PASAJ | 461.50    | 54      | FONDO PENSIONES      | 971.52  | PGR1 PERC GRAVADA TIPO 1 9,533.41    |
| 04  | PRIMA QUINQUENAL | 691.48    | 65      | OTRAS DEDUCCIONES    | 4,313.98  | PERC TOTAL PERCEPCIONES 10,164.98    |
|   |                  |           |         |                      |   | DEDU TOTAL DEDUCCIONES 7,242.37      |
|   |                  |           |         |                      |   | 3%FV 3% FONDO DE VIVIENDA 253.44     |
|   |                  |           |         |                      |   | FOND FONDO PENSIONES EMPRES 1,478.40 |
|   |                  |           |         |                      |   | SEDARSEDAR 168.96                    |
|   |                  |           |         |                      |   | PVAC PROVISION DE PRIMA VAC 129.77   |
|   |                  |           |         |                      |   | AGUI PROVISION AGUINALDO 1,297.74    |
|   |                  |           |         |                      |   | TOTA NOMINA EN EFECTIVO 2,922.61     |
| 25-237-002 MONTES SANDOVAL CLAUDIA              |                  |           |         |                      |   |                                      |
| T.EMP:  | PERMANENTE       | 563.20    |         | 798.08               | Analista de Planeación y Programación (Estatad)     |                                      |
| 01  | SUELDO BASE      | 8,448.00  | 51      | ISR                  | 1,497.13  | DVIG DIAS DE VIGENCIA 15.00          |
| 02  | AYUDA PARA DESPE | 564.00    | 54      | FONDO PENSIONES      | 971.52  | IMP1 ISR ART 96 1,497.13             |
| 03  | AYUDA PARA PASAJ | 461.50    |         |                      |   | PGR1 PERC GRAVADA TIPO 1 10,337.85   |
| 04  | PRIMA QUINQUENAL | 864.35    |         |                      |   | PERC TOTAL PERCEPCIONES 10,337.85    |
|   |                  |           |         |                      |   | DEDU TOTAL DEDUCCIONES 2,468.65      |
|   |                  |           |         |                      |   | 3%FV 3% FONDO DE VIVIENDA 253.44     |
|   |                  |           |         |                      |   | FOND FONDO PENSIONES EMPRES 1,478.40 |
|   |                  |           |         |                      |   | SEDARSEDAR 168.96                    |
|   |                  |           |         |                      |   | PVAC PROVISION DE PRIMA VAC 129.77   |
|   |                  |           |         |                      |   | AGUI PROVISION AGUINALDO 1,297.74    |
|   |                  |           |         |                      |   | TOTA NOMINA EN EFECTIVO 7,869.20     |
| 40-043-001 PEREZ LLAMAS RAFAEL                  |                  |           |         |                      |   |                                      |
| T.EMP:  | PERMANENTE       | 990.47    |         | 1,244.68             | Jefe de Integración de Expedientes de Obra Pública  |                                      |
| 01  | SUELDO BASE      | 14,857.00 | 51      | ISR                  | 3,136.92  | DVIG DIAS DE VIGENCIA 15.00          |
| 02  | AYUDA PARA DESPE | 732.50    | 54      | FONDO PENSIONES      | 1,708.56  | 75D CAJA DE AHORRO SUTCEAP 150.00    |
| 03  | AYUDA PARA PASAJ | 553.50    | 76B     | PMO CAJA DE AHORRO S | 776.25  | IMP1 ISR ART 96 3,136.92             |
| 04  | PRIMA QUINQUENAL | 1,037.22  | 65      | OTRAS DEDUCCIONES    | 4,664.67  | PGR1 PERC GRAVADA TIPO 1 17,583.80   |
| 08  | VAJUSTES VARIOS  | 403.58    |         |                      |   | PERC TOTAL PERCEPCIONES 17,583.80    |
|   |                  |           |         |                      |   | DEDU TOTAL DEDUCCIONES 10,286.40     |
|   |                  |           |         |                      |   | 3%FV 3% FONDO DE VIVIENDA 445.71     |
|   |                  |           |         |                      |   | FOND FONDO PENSIONES EMPRES 2,599.97 |
|   |                  |           |         |                      |   | SEDARSEDAR 297.14                    |
|   |                  |           |         |                      |   | PVAC PROVISION DE PRIMA VAC 221.14   |
|   |                  |           |         |                      |   | AGUI PROVISION AGUINALDO 2,211.37    |
|   |                  |           |         |                      |   | TOTA NOMINA EN EFECTIVO 7,297.40     |
| 468-2019 DIAZ HERNANDEZ REYNALDO EVARISTO       |                  |           |         |                      |   |                                      |
| T.EMP:  | PERMANENTE       | 1,569.80  |         | 1,891.54             | Subdirector de Gestión de Recursos                  |                                      |
| 01  | SUELDO BASE      | 23,547.00 | 51      | ISR                  | 5,199.63  | DVIG DIAS DE VIGENCIA 15.00          |
| 02  | AYUDA PARA DESPE | 960.00    | 54      | FONDO PENSIONES      | 2,707.91  | IMP1 ISR ART 96 5,199.63             |
| 03  | AYUDA PARA PASAJ | 688.00    | 65      | OTRAS DEDUCCIONES    | 6,000.00  | PGR1 PERC GRAVADA TIPO 1 25,195.00   |
|   |                  |           |         |                      |   | PERC TOTAL PERCEPCIONES 25,195.00    |
|   |                  |           |         |                      |   | DEDU TOTAL DEDUCCIONES 13,907.54     |
|   |                  |           |         |                      |   | 3%FV 3% FONDO DE VIVIENDA 706.41     |
|   |                  |           |         |                      |   | FOND FONDO PENSIONES EMPRES 4,120.72 |
|   |                  |           |         |                      |   | SEDARSEDAR 470.94                    |
|   |                  |           |         |                      |   | PVAC PROVISION DE PRIMA VAC 345.14   |
|   |                  |           |         |                      |   | AGUI PROVISION AGUINALDO 3,451.37    |
|   |                  |           |         |                      |   | TOTA NOMINA EN EFECTIVO 11,287.46    |

| Clave   | Nombre           | S.Diario  | S.Integ | DEDUCCIONES          | CONCEPTOS |                             |           |
|---|------------------|-----------|---------|----------------------|-----------|-----------------------------|-----------|
| -----   |                  |           |         |                      |           |                             |           |
| PERCEPCIONES  |                  |           |         |                      |           |                             |           |
| -----   |                  |           |         |                      |           |                             |           |
| **** Totales Subdireccion de Gestion de rec 6506 **** |                  |           |         |                      |           |                             |           |
| 01  | SUELDO BASE      | 55,300.00 | FALT    | INCIDENCIAS          | 631.57    | DVIG DIAS DE VIGENCIA       | 60.00     |
| 02  | AYUDA PARA DESPE | 2,820.50  | 51      | ISR                  | 11,158.98 | 75D CAJA DE AHORRO SUTCEAP  | 150.00    |
| 03  | AYUDA PARA PASAJ | 2,164.50  | 54      | FONDO PENSIONES      | 6,359.51  | IMP1 ISR ART 96             | 11,158.98 |
| 04  | PRIMA QUINQUENAL | 2,593.05  | 76B     | PMO CAJA DE AHORRO S | 776.25    | PGR1 PERC GRAVADA TIPO 1    | 62,650.06 |
| 08  | VAJUSTES VARIOS  | 403.58    | 65      | OTRAS DEDUCCIONES    | 14,978.65 | PERC TOTAL PERCEPCIONES     | 63,281.63 |
|   |                  |           |         |                      |           | DEDU TOTAL DEDUCCIONES      | 33,904.96 |
|   |                  |           |         |                      |           | 3%FV 3% FONDO DE VIVIENDA   | 1,659.00  |
|   |                  |           |         |                      |           | FOND FONDO PENSIONES EMPRES | 9,677.49  |
|   |                  |           |         |                      |           | SEDARSEDAR                  | 1,106.00  |
|   |                  |           |         |                      |           | PVAC PROVISION DE PRIMA VAC | 825.82    |
|   |                  |           |         |                      |           | AGUI PROVISION AGUINALDO    | 8,258.22  |
|   |                  |           |         |                      |           | TOTA NOMINA EN EFECTIVO     | 29,376.67 |

Total de Empleados : 4.00 -----

| Clave  | Nombre                        | S.Diario | S.Integ              | DEDUCCIONES              | CONCEPTOS                            |
|--|-------------------------------|----------|----------------------|--------------------------|--------------------------------------|
| ***** Dirección Administrativa, Jurídica e Innovación ***** 7501       |                               |          |                      |                          |                                      |
| 301-005  | ARIAS CARDONA MIRIAM          |          |                      |                          |                                      |
| T.EMP: PERMANENTE  | 616.87                        |          | 741.02               | ANALISTA DE COMUNICACION |                                      |
| 01 SUELDO BASE   | 9,253.05                      | 51       | ISR                  | 1,499.68                 | DVIG DIAS DE VIGENCIA 15.00          |
| 02 AYUDA PARA DESPE  | 465.50                        | 54       | FONDO PENSIONES      | 1,064.10                 | IMP1 ISR ART 96 1,499.68             |
| 03 AYUDA PARA PASAJ  | 285.50                        | 65       | OTRAS DEDUCCIONES    | 5,067.59                 | PGR1 PERC GRAVADA TIPO 1 10,349.79   |
| 04 PRIMA QUINQUENAL  | 345.74                        |          |                      |                          | PERC TOTAL PERCEPCIONES 10,349.79    |
|  |                               |          |                      |                          | DEDU TOTAL DEDUCCIONES 7,631.37      |
|  |                               |          |                      |                          | 3%FV 3% FONDO DE VIVIENDA 277.59     |
|  |                               |          |                      |                          | FOND FONDO PENSIONES EMPRES 1,619.28 |
|  |                               |          |                      |                          | SEDARSEDAR 185.06                    |
|  |                               |          |                      |                          | PVAC PROVISION DE PRIMA VAC 137.04   |
|  |                               |          |                      |                          | AGUI PROVISION AGUINALDO 1,370.42    |
|  |                               |          |                      |                          | TOTA NOMINA EN EFECTIVO 2,718.42     |
| 510-003  | VAZQUEZ ORTIZ RUTH MARIA      |          |                      |                          |                                      |
| T.EMP: PERMANENTE  | 495.40                        |          | 679.03               | SECRETARIA               |                                      |
| 01 SUELDO BASE   | 7,431.00                      | 51       | ISR                  | 1,159.80                 | DVIG DIAS DE VIGENCIA 15.00          |
| 02 AYUDA PARA DESPE  | 478.50                        | 54       | FONDO PENSIONES      | 854.57                   | 75D CAJA DE AHORRO SUTCEAP 200.00    |
| 03 AYUDA PARA PASAJ  | 330.50                        | 65       | OTRAS DEDUCCIONES    | 2,767.31                 | IMP1 ISR ART 96 1,159.80             |
| 04 PRIMA QUINQUENAL  | 518.61                        |          |                      |                          | PGR1 PERC GRAVADA TIPO 1 8,758.61    |
|  |                               |          |                      |                          | PERC TOTAL PERCEPCIONES 8,758.61     |
|  |                               |          |                      |                          | DEDU TOTAL DEDUCCIONES 4,781.68      |
|  |                               |          |                      |                          | 3%FV 3% FONDO DE VIVIENDA 222.93     |
|  |                               |          |                      |                          | FOND FONDO PENSIONES EMPRES 1,300.42 |
|  |                               |          |                      |                          | SEDARSEDAR 148.62                    |
|  |                               |          |                      |                          | PVAC PROVISION DE PRIMA VAC 112.88   |
|  |                               |          |                      |                          | AGUI PROVISION AGUINALDO 1,128.77    |
|  |                               |          |                      |                          | TOTA NOMINA EN EFECTIVO 3,976.93     |
| 730-005  | RANGEL JAUREGUI KARLA VIANNEY |          |                      |                          |                                      |
| T.EMP: PERMANENTE  | 553.73                        |          | 818.01               | SECRETARIA DE DIRECCION  |                                      |
| 01 SUELDO BASE   | 8,305.95                      | 51       | ISR                  | 1,365.38                 | DVIG DIAS DE VIGENCIA 15.00          |
| 02 AYUDA PARA DESPE  | 557.00                        | 54       | FONDO PENSIONES      | 955.18                   | 75D CAJA DE AHORRO SUTCEAP 200.00    |
| 03 AYUDA PARA PASAJ  | 339.50                        | 76B      | PMO CAJA DE AHORRO S | 757.91                   | IMP1 ISR ART 96 1,365.38             |
| 04 PRIMA QUINQUENAL  | 518.61                        | 65       | OTRAS DEDUCCIONES    | 2,883.06                 | PGR1 PERC GRAVADA TIPO 1 9,721.06    |
|  |                               |          |                      |                          | PERC TOTAL PERCEPCIONES 9,721.06     |
|  |                               |          |                      |                          | DEDU TOTAL DEDUCCIONES 5,961.53      |
|  |                               |          |                      |                          | 3%FV 3% FONDO DE VIVIENDA 249.18     |
|  |                               |          |                      |                          | FOND FONDO PENSIONES EMPRES 1,453.54 |
|  |                               |          |                      |                          | SEDARSEDAR 166.12                    |
|  |                               |          |                      |                          | PVAC PROVISION DE PRIMA VAC 126.06   |
|  |                               |          |                      |                          | AGUI PROVISION AGUINALDO 1,260.61    |
|  |                               |          |                      |                          | TOTA NOMINA EN EFECTIVO 3,759.53     |
| **** Totales Dirección Administrativa, Jurídica e Innovación 7501 **** |                               |          |                      |                          |                                      |
| 01 SUELDO BASE   | 24,990.00                     | 51       | ISR                  | 4,024.86                 | DVIG DIAS DE VIGENCIA 45.00          |
| 02 AYUDA PARA DESPE  | 1,501.00                      | 54       | FONDO PENSIONES      | 2,873.85                 | 75D CAJA DE AHORRO SUTCEAP 400.00    |
| 03 AYUDA PARA PASAJ  | 955.50                        | 76B      | PMO CAJA DE AHORRO S | 757.91                   | IMP1 ISR ART 96 4,024.86             |
| 04 PRIMA QUINQUENAL  | 1,382.96                      | 65       | OTRAS DEDUCCIONES    | 10,717.96                | PGR1 PERC GRAVADA TIPO 1 28,829.46   |
|  |                               |          |                      |                          | PERC TOTAL PERCEPCIONES 28,829.46    |
|  |                               |          |                      |                          | DEDU TOTAL DEDUCCIONES 18,374.58     |
|  |                               |          |                      |                          | 3%FV 3% FONDO DE VIVIENDA 749.70     |
|  |                               |          |                      |                          | FOND FONDO PENSIONES EMPRES 4,373.24 |
|  |                               |          |                      |                          | SEDARSEDAR 499.80                    |
|  |                               |          |                      |                          | PVAC PROVISION DE PRIMA VAC 375.98   |

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| Clave | Nombre       | S.Diario | S.Integ | DEDUCCIONES | CONCEPTOS                         |
|-------|--------------|----------|---------|-------------|-----------------------------------|
|       | PERCEPCIONES |          |         |             |                                   |
|       |              |          |         |             | AGUI PROVISION AGUINALDO 3,759.80 |
|       |              |          |         |             | TOTA NOMINA EN EFECTIVO 10,454.88 |

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Total de Empleados : 3.00 -----

| Clave   | Nombre                          | S.Diario  | S.Integ  | PERCEPCIONES                         | DEDUCCIONES | CONCEPTOS                            |
|---|---------------------------------|-----------|----------|--------------------------------------|-------------|--------------------------------------|
| ***** Subdirección de Recursos Humanos ***** 7502 |                                 |           |          |                                      |             |                                      |
| 18-0002   | HERNANDEZ JAIME ERIKA MONSERRAT |           |          |                                      |             |                                      |
| T.EMP:  | PERMANENTE                      | 857.63    | 1,034.86 | Jefe de Área de Recursos Humanos B   |             |                                      |
| 01  | SUELDO BASE                     | 12,864.50 | 51       | ISR                                  | 2,302.48    | DVIG DIAS DE VIGENCIA 15.00          |
| 02  | AYUDA PARA DESPE                | 643.00    | 54       | FONDO PENSIONES                      | 1,479.42    | IMP1 ISR ART 96 2,302.48             |
| 03  | AYUDA PARA PASAJ                | 528.50    | 79       | APORT ADIC VOL SEDAR                 | 1,000.00    | PGR1 PERC GRAVADA TIPO 1 14,036.00   |
|   |                                 |           | 89       | APORT ADIC COMP SEDA                 | 150.00      | PERC TOTAL PERCEPCIONES 14,036.00    |
|   |                                 |           |          |                                      |             | DEDU TOTAL DEDUCCIONES 4,931.90      |
|   |                                 |           |          |                                      |             | 3%FV 3% FONDO DE VIVIENDA 385.94     |
|   |                                 |           |          |                                      |             | FOND FONDO PENSIONES EMPRES 2,251.29 |
|   |                                 |           |          |                                      |             | SEDARSEDAR 257.29                    |
|   |                                 |           |          |                                      |             | PVAC PROVISION DE PRIMA VAC 192.27   |
|   |                                 |           |          |                                      |             | AGUI PROVISION AGUINALDO 1,922.74    |
|   |                                 |           |          |                                      |             | TOTA NOMINA EN EFECTIVO 9,104.10     |
| 300-004   | SANCHEZ MACIAS MARIA DEL CARMEN |           |          |                                      |             |                                      |
| T.EMP:  | PERMANENTE                      | 495.40    | 604.70   | SECRETARIA                           |             |                                      |
| 01  | SUELDO BASE                     | 7,431.00  | 51       | ISR                                  | 1,122.88    | DVIG DIAS DE VIGENCIA 15.00          |
| 02  | AYUDA PARA DESPE                | 478.50    | 54       | FONDO PENSIONES                      | 854.57      | 75D CAJA DE AHORRO SUTCEAP 200.00    |
| 03  | AYUDA PARA PASAJ                | 330.50    | 65       | OTRAS DEDUCCIONES                    | 274.31      | IMP1 ISR ART 96 1,122.88             |
| 04  | PRIMA QUINQUENAL                | 345.74    |          |                                      |             | PGR1 PERC GRAVADA TIPO 1 8,585.74    |
|   |                                 |           |          |                                      |             | PERC TOTAL PERCEPCIONES 8,585.74     |
|   |                                 |           |          |                                      |             | DEDU TOTAL DEDUCCIONES 2,251.76      |
|   |                                 |           |          |                                      |             | 3%FV 3% FONDO DE VIVIENDA 222.93     |
|   |                                 |           |          |                                      |             | FOND FONDO PENSIONES EMPRES 1,300.42 |
|   |                                 |           |          |                                      |             | SEDARSEDAR 148.62                    |
|   |                                 |           |          |                                      |             | PVAC PROVISION DE PRIMA VAC 112.88   |
|   |                                 |           |          |                                      |             | AGUI PROVISION AGUINALDO 1,128.77    |
|   |                                 |           |          |                                      |             | TOTA NOMINA EN EFECTIVO 6,333.98     |
| 484-2020  | CORONADO TINOCO ANA CAROLINA    |           |          |                                      |             |                                      |
| T.EMP:  | PERMANENTE                      | 761.06    | 920.65   | Especialista en Proyectos Especiales |             |                                      |
| 01  | SUELDO BASE                     | 11,416.00 | 51       | ISR                                  | 1,967.29    | DVIG DIAS DE VIGENCIA 15.00          |
| 02  | AYUDA PARA DESPE                | 623.50    | 54       | FONDO PENSIONES                      | 1,312.84    | IMP1 ISR ART 96 1,967.29             |
| 03  | AYUDA PARA PASAJ                | 499.50    | 65       | OTRAS DEDUCCIONES                    | 2,381.00    | PGR1 PERC GRAVADA TIPO 1 12,539.00   |
|   |                                 |           |          |                                      |             | PERC TOTAL PERCEPCIONES 12,539.00    |
|   |                                 |           |          |                                      |             | DEDU TOTAL DEDUCCIONES 5,661.13      |
|   |                                 |           |          |                                      |             | 3%FV 3% FONDO DE VIVIENDA 342.48     |
|   |                                 |           |          |                                      |             | FOND FONDO PENSIONES EMPRES 1,997.80 |
|   |                                 |           |          |                                      |             | SEDARSEDAR 228.32                    |
|   |                                 |           |          |                                      |             | PVAC PROVISION DE PRIMA VAC 171.77   |
|   |                                 |           |          |                                      |             | AGUI PROVISION AGUINALDO 1,717.67    |
|   |                                 |           |          |                                      |             | TOTA NOMINA EN EFECTIVO 6,877.87     |
| 526-002   | PELAYO RUIZ KARLA CECILIA       |           |          |                                      |             |                                      |
| T.EMP:  | PERMANENTE                      | 645.20    | 783.89   | Analista de Sistemas A               |             |                                      |
| 01  | SUELDO BASE                     | 9,678.00  | 51       | ISR                                  | 1,658.45    | DVIG DIAS DE VIGENCIA 15.00          |
| 02  | AYUDA PARA DESPE                | 557.00    | 54       | FONDO PENSIONES                      | 1,112.97    | IMP1 ISR ART 96 1,658.45             |
| 03  | AYUDA PARA PASAJ                | 339.50    | 65       | OTRAS DEDUCCIONES                    | 1,183.38    | PGR1 PERC GRAVADA TIPO 1 11,093.11   |
| 04  | PRIMA QUINQUENAL                | 518.61    |          |                                      |             | PERC TOTAL PERCEPCIONES 11,093.11    |
|   |                                 |           |          |                                      |             | DEDU TOTAL DEDUCCIONES 3,954.80      |
|   |                                 |           |          |                                      |             | 3%FV 3% FONDO DE VIVIENDA 290.34     |
|   |                                 |           |          |                                      |             | FOND FONDO PENSIONES EMPRES 1,693.65 |
|   |                                 |           |          |                                      |             | SEDARSEDAR 193.56                    |
|   |                                 |           |          |                                      |             | PVAC PROVISION DE PRIMA VAC 144.86   |
|   |                                 |           |          |                                      |             | AGUI PROVISION AGUINALDO 1,448.56    |
|   |                                 |           |          |                                      |             | TOTA NOMINA EN EFECTIVO 7,138.31     |

| Clave   | Nombre                      | S.Diario  | S.Integ  | PERCEPCIONES                             | DEDUCCIONES | CONCEPTOS                            |
|---------|-----------------------------|-----------|----------|--|-------------|--------------------------------------|
| 700-010 | SAHAGUN JIMENEZ ELIZABETH   |           |          |  |             |                                      |
| T.EMP:  | PERMANENTE                  | 857.63    | 1,054.53 | Jefe de Área de Planeación e Información |             |                                      |
| 01      | SUELDO BASE                 | 12,864.50 | 51       | ISR                                      | 2,302.48    | DVIG DIAS DE VIGENCIA 15.00          |
| 02      | AYUDA PARA DESPE            | 643.00    | 54       | FONDO PENSIONES                          | 1,479.42    | IMP1 ISR ART 96 2,302.48             |
| 03      | AYUDA PARA PASAJ            | 528.50    | 79       | APORT ADIC VOL SEDAR                     | 1,000.00    | PGR1 PERC GRAVADA TIPO 1 14,036.00   |
|         |                             |           | 89       | APORT ADIC COMP SEDA                     | 100.00      | PERC TOTAL PERCEPCIONES 14,036.00    |
|         |                             |           | 65       | OTRAS DEDUCCIONES                        | 1,518.42    | DEDU TOTAL DEDUCCIONES 6,400.32      |
|         |                             |           |          |  |             | 3%FV 3% FONDO DE VIVIENDA 385.94     |
|         |                             |           |          |  |             | FOND FONDO PENSIONES EMPRES 2,251.29 |
|         |                             |           |          |  |             | SEDARSEDAR 257.29                    |
|         |                             |           |          |  |             | PVAC PROVISION DE PRIMA VAC 192.27   |
|         |                             |           |          |  |             | AGUI PROVISION AGUINALDO 1,922.74    |
|         |                             |           |          |  |             | TOTA NOMINA EN EFECTIVO 7,635.68     |
| 730-033 | RAMIREZ ESTRADA JOSE MARTIN |           |          |  |             |                                      |
| T.EMP:  | PERMANENTE                  | 553.73    | 677.50   | AUXILIAR DE NOMINA                       |             |                                      |
| 01      | SUELDO BASE                 | 8,305.95  | 51       | ISR                                      | 1,328.45    | DVIG DIAS DE VIGENCIA 15.00          |
| 02      | AYUDA PARA DESPE            | 557.00    | 54       | FONDO PENSIONES                          | 955.18      | IMP1 ISR ART 96 1,328.45             |
| 03      | AYUDA PARA PASAJ            | 339.50    | 65       | OTRAS DEDUCCIONES                        | 83.06       | PGR1 PERC GRAVADA TIPO 1 9,548.19    |
| 04      | PRIMA QUINQUENAL            | 345.74    |          |  |             | PERC TOTAL PERCEPCIONES 9,548.19     |
|         |                             |           |          |  |             | DEDU TOTAL DEDUCCIONES 2,366.69      |
|         |                             |           |          |  |             | 3%FV 3% FONDO DE VIVIENDA 249.18     |
|         |                             |           |          |  |             | FOND FONDO PENSIONES EMPRES 1,453.54 |
|         |                             |           |          |  |             | SEDARSEDAR 166.12                    |
|         |                             |           |          |  |             | PVAC PROVISION DE PRIMA VAC 126.06   |
|         |                             |           |          |  |             | AGUI PROVISION AGUINALDO 1,260.61    |
|         |                             |           |          |  |             | TOTA NOMINA EN EFECTIVO 7,181.50     |
| 730-038 | GUZMÁN LUPERCIO PATRICIA    |           |          |  |             |                                      |
| T.EMP:  | PERMANENTE                  | 857.63    | 1,034.86 | Jefe de Formación y Capacitación         |             |                                      |
| 01      | SUELDO BASE                 | 12,864.50 | 51       | ISR                                      | 2,302.48    | DVIG DIAS DE VIGENCIA 15.00          |
| 02      | AYUDA PARA DESPE            | 643.00    | 54       | FONDO PENSIONES                          | 1,479.42    | IMP1 ISR ART 96 2,302.48             |
| 03      | AYUDA PARA PASAJ            | 528.50    | 65       | OTRAS DEDUCCIONES                        | 5,895.00    | PGR1 PERC GRAVADA TIPO 1 14,036.00   |
|         |                             |           |          |  |             | PERC TOTAL PERCEPCIONES 14,036.00    |
|         |                             |           |          |  |             | DEDU TOTAL DEDUCCIONES 9,676.90      |
|         |                             |           |          |  |             | 3%FV 3% FONDO DE VIVIENDA 385.94     |
|         |                             |           |          |  |             | FOND FONDO PENSIONES EMPRES 2,251.29 |
|         |                             |           |          |  |             | SEDARSEDAR 257.29                    |
|         |                             |           |          |  |             | PVAC PROVISION DE PRIMA VAC 192.27   |
|         |                             |           |          |  |             | AGUI PROVISION AGUINALDO 1,922.74    |
|         |                             |           |          |  |             | TOTA NOMINA EN EFECTIVO 4,359.10     |
| 740-013 | NUÑO ENCISO RAMIRO DE JESUS |           |          |  |             |                                      |
| T.EMP:  | PERMANENTE                  | 495.40    | 604.70   | SECRETARIA                               |             |                                      |
| 01      | SUELDO BASE                 | 7,431.00  | 51       | ISR                                      | 1,122.88    | DVIG DIAS DE VIGENCIA 15.00          |
| 02      | AYUDA PARA DESPE            | 478.50    | 54       | FONDO PENSIONES                          | 854.57      | IMP1 ISR ART 96 1,122.88             |
| 03      | AYUDA PARA PASAJ            | 330.50    | 65       | OTRAS DEDUCCIONES                        | 3,528.31    | PGR1 PERC GRAVADA TIPO 1 8,585.74    |
| 04      | PRIMA QUINQUENAL            | 345.74    |          |  |             | PERC TOTAL PERCEPCIONES 8,585.74     |
|         |                             |           |          |  |             | DEDU TOTAL DEDUCCIONES 5,505.76      |
|         |                             |           |          |  |             | 3%FV 3% FONDO DE VIVIENDA 222.93     |
|         |                             |           |          |  |             | FOND FONDO PENSIONES EMPRES 1,300.42 |
|         |                             |           |          |  |             | SEDARSEDAR 148.62                    |
|         |                             |           |          |  |             | PVAC PROVISION DE PRIMA VAC 112.88   |
|         |                             |           |          |  |             | AGUI PROVISION AGUINALDO 1,128.77    |
|         |                             |           |          |  |             | CHEQ PAGO POR CHEQUE 3,079.98        |
| 740-017 | PEREZ CHAVEZ RENE           |           |          |  |             |                                      |



| Clave   | Nombre                          | S.Diario  | S.Integ  | PERCEPCIONES                    | DEDUCCIONES | CONCEPTOS                            |
|---------|---------------------------------|-----------|----------|---------------------------------|-------------|--------------------------------------|
| T.EMP:  | PERMANENTE                      | 645.20    | 848.93   | ANALISTA DE NOMINA              |             |                                      |
| 01      | SUELDO BASE                     | 9,678.00  | 51       | ISR                             | 1,621.52    | DVIG DIAS DE VIGENCIA 15.00          |
| 02      | AYUDA PARA DESPE                | 557.00    | 54       | FONDO PENSIONES                 | 1,112.97    | IMP1 ISR ART 96 1,621.52             |
| 03      | AYUDA PARA PASAJ                | 339.50    | 65       | OTRAS DEDUCCIONES               | 96.78       | PGR1 PERC GRAVADA TIPO 1 10,920.24   |
| 04      | PRIMA QUINQUENAL                | 345.74    |          |                                 |             | PERC TOTAL PERCEPCIONES 10,920.24    |
|         |                                 |           |          |                                 |             | DEDU TOTAL DEDUCCIONES 2,831.27      |
|         |                                 |           |          |                                 |             | 3%FV 3% FONDO DE VIVIENDA 290.34     |
|         |                                 |           |          |                                 |             | FOND FONDO PENSIONES EMPRES 1,693.65 |
|         |                                 |           |          |                                 |             | SEDARSEDAR 193.56                    |
|         |                                 |           |          |                                 |             | PVAC PROVISION DE PRIMA VAC 144.86   |
|         |                                 |           |          |                                 |             | AGUI PROVISION AGUINALDO 1,448.56    |
|         |                                 |           |          |                                 |             | TOTA NOMINA EN EFECTIVO 8,088.97     |
| 740-028 | RAMIREZ RAMIREZ ANA LAURA KAREN |           |          |                                 |             |                                      |
| T.EMP:  | PERMANENTE                      | 550.40    | 787.53   | MEDICO                          |             |                                      |
| 01      | SUELDO BASE                     | 8,256.00  | 51       | ISR                             | 1,596.63    | DVIG DIAS DE VIGENCIA 15.00          |
| 02      | AYUDA PARA DESPE                | 557.00    | 54       | FONDO PENSIONES                 | 1,139.33    | IMP1 ISR ART 96 1,596.63             |
| 03      | AYUDA PARA PASAJ                | 339.50    | 65       | OTRAS DEDUCCIONES               | 977.77      | PGR1 PERC GRAVADA TIPO 1 10,803.70   |
| 07      | PRIMA DE INSALUB                | 1,651.20  |          |                                 |             | PERC TOTAL PERCEPCIONES 10,803.70    |
|         |                                 |           |          |                                 |             | DEDU TOTAL DEDUCCIONES 3,713.73      |
|         |                                 |           |          |                                 |             | 3%FV 3% FONDO DE VIVIENDA 297.22     |
|         |                                 |           |          |                                 |             | FOND FONDO PENSIONES EMPRES 1,733.76 |
|         |                                 |           |          |                                 |             | SEDARSEDAR 198.14                    |
|         |                                 |           |          |                                 |             | PVAC PROVISION DE PRIMA VAC 148.00   |
|         |                                 |           |          |                                 |             | AGUI PROVISION AGUINALDO 1,479.96    |
|         |                                 |           |          |                                 |             | TOTA NOMINA EN EFECTIVO 7,089.97     |
| 740-030 | PEREZ ARREOLA DANIELA ELIZABETH |           |          |                                 |             |                                      |
| T.EMP:  | PERMANENTE                      | 508.50    | 619.11   | Auxiliar Administrativo         |             |                                      |
| 01      | SUELDO BASE                     | 7,627.50  | 51       | ISR                             | 1,124.53    | DVIG DIAS DE VIGENCIA 15.00          |
| 02      | AYUDA PARA DESPE                | 523.00    | 54       | FONDO PENSIONES                 | 877.16      | 75C CAJA DE AHORRO SUTCEAJ 250.00    |
| 03      | AYUDA PARA PASAJ                | 443.00    | 65       | OTRAS DEDUCCIONES               | 1,587.92    | IMP1 ISR ART 96 1,124.53             |
|         |                                 |           |          |                                 |             | PGR1 PERC GRAVADA TIPO 1 8,593.50    |
|         |                                 |           |          |                                 |             | PERC TOTAL PERCEPCIONES 8,593.50     |
|         |                                 |           |          |                                 |             | DEDU TOTAL DEDUCCIONES 3,589.61      |
|         |                                 |           |          |                                 |             | 3%FV 3% FONDO DE VIVIENDA 228.82     |
|         |                                 |           |          |                                 |             | FOND FONDO PENSIONES EMPRES 1,334.81 |
|         |                                 |           |          |                                 |             | SEDARSEDAR 152.55                    |
|         |                                 |           |          |                                 |             | PVAC PROVISION DE PRIMA VAC 117.72   |
|         |                                 |           |          |                                 |             | AGUI PROVISION AGUINALDO 1,177.19    |
|         |                                 |           |          |                                 |             | TOTA NOMINA EN EFECTIVO 5,003.89     |
| 740-032 | GUZMÁN RAMÍREZ LUIS GUILLERMO   |           |          |                                 |             |                                      |
| T.EMP:  | PERMANENTE                      | 1,569.80  | 1,919.89 | Subdirector de Recursos Humanos |             |                                      |
| 01      | SUELDO BASE                     | 23,547.00 | 51       | ISR                             | 5,199.63    | DVIG DIAS DE VIGENCIA 15.00          |
| 02      | AYUDA PARA DESPE                | 960.00    | 54       | FONDO PENSIONES                 | 2,707.91    | IMP1 ISR ART 96 5,199.63             |
| 03      | AYUDA PARA PASAJ                | 688.00    | 65       | OTRAS DEDUCCIONES               | 3,000.00    | PGR1 PERC GRAVADA TIPO 1 25,195.00   |
|         |                                 |           |          |                                 |             | PERC TOTAL PERCEPCIONES 25,195.00    |
|         |                                 |           |          |                                 |             | DEDU TOTAL DEDUCCIONES 10,907.54     |
|         |                                 |           |          |                                 |             | 3%FV 3% FONDO DE VIVIENDA 706.41     |
|         |                                 |           |          |                                 |             | FOND FONDO PENSIONES EMPRES 4,120.72 |
|         |                                 |           |          |                                 |             | SEDARSEDAR 470.94                    |
|         |                                 |           |          |                                 |             | PVAC PROVISION DE PRIMA VAC 345.14   |
|         |                                 |           |          |                                 |             | AGUI PROVISION AGUINALDO 3,451.37    |
|         |                                 |           |          |                                 |             | TOTA NOMINA EN EFECTIVO 14,287.46    |
| 740-034 | RODRIGUEZ MARTIN JORGE JULIAN   |           |          |                                 |             |                                      |
| T.EMP:  | PERMANENTE                      | 563.20    | 685.07   | Auxiliar de Nómina B            |             |                                      |

| Clave      | Nombre                                   | S.Diario   | S.Integ | PERCEPCIONES         | DEDUCCIONES             | CONCEPTOS                   |          |
|------------|--|------------|---------|----------------------|-------------------------|-----------------------------|----------|
| 01         | SUELDO BASE                              | 8,448.00   | 51      | ISR                  | 1,312.50                | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02         | AYUDA PARA DESPE                         | 564.00     | 54      | FONDO PENSIONES      | 971.52                  | IMP1 ISR ART 96             | 1,312.50 |
| 03         | AYUDA PARA PASAJ                         | 461.50     | 79      | APORT ADIC VOL SEDAR | 500.00                  | PGR1 PERC GRAVADA TIPO 1    | 9,473.50 |
|            |  |            | 65      | OTRAS DEDUCCIONES    | 2,842.99                | PERC TOTAL PERCEPCIONES     | 9,473.50 |
|            |  |            |         |                      |                         | DEDU TOTAL DEDUCCIONES      | 5,627.01 |
|            |  |            |         |                      |                         | 3%FV 3% FONDO DE VIVIENDA   | 253.44   |
|            |  |            |         |                      |                         | FOND FONDO PENSIONES EMPRES | 1,478.40 |
|            |  |            |         |                      |                         | SEDARSEDAR                  | 168.96   |
|            |  |            |         |                      |                         | PVAC PROVISION DE PRIMA VAC | 129.77   |
|            |  |            |         |                      |                         | AGUI PROVISION AGUINALDO    | 1,297.74 |
|            |  |            |         |                      |                         | TOTA NOMINA EN EFECTIVO     | 3,846.49 |
| 800-001    | PEREZ CHAVEZ JOSE NAPOLEON               |            |         |                      |                         |                             |          |
| T.EMP:     | PERMANENTE                               | 553.73     |         | 673.99               | AUXILIAR DE NOMINA      |                             |          |
| 01         | SUELDO BASE                              | 8,305.95   | 51      | ISR                  | 1,328.45                | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02         | AYUDA PARA DESPE                         | 557.00     | 54      | FONDO PENSIONES      | 955.18                  | IMP1 ISR ART 96             | 1,328.45 |
| 03         | AYUDA PARA PASAJ                         | 339.50     | 65      | OTRAS DEDUCCIONES    | 83.06                   | PGR1 PERC GRAVADA TIPO 1    | 9,548.19 |
| 04         | PRIMA QUINQUENAL                         | 345.74     |         |                      |                         | PERC TOTAL PERCEPCIONES     | 9,548.19 |
|            |  |            |         |                      |                         | DEDU TOTAL DEDUCCIONES      | 2,366.69 |
|            |  |            |         |                      |                         | 3%FV 3% FONDO DE VIVIENDA   | 249.18   |
|            |  |            |         |                      |                         | FOND FONDO PENSIONES EMPRES | 1,453.54 |
|            |  |            |         |                      |                         | SEDARSEDAR                  | 166.12   |
|            |  |            |         |                      |                         | PVAC PROVISION DE PRIMA VAC | 126.06   |
|            |  |            |         |                      |                         | AGUI PROVISION AGUINALDO    | 1,260.61 |
|            |  |            |         |                      |                         | TOTA NOMINA EN EFECTIVO     | 7,181.50 |
| 840-004    | GARCIA GOMEZ CITLALI MADAY               |            |         |                      |                         |                             |          |
| T.EMP:     | PERMANENTE                               | 508.50     |         | 619.96               | AUXILIAR ADMINISTRATIVO |                             |          |
| 01         | SUELDO BASE                              | 7,627.50   | 51      | ISR                  | 1,174.89                | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02         | AYUDA PARA DESPE                         | 523.00     | 54      | FONDO PENSIONES      | 877.16                  | 75C CAJA DE AHORRO SUTCEAJ  | 200.00   |
| 03         | AYUDA PARA PASAJ                         | 333.00     | 65      | OTRAS DEDUCCIONES    | 3,545.28                | IMP1 ISR ART 96             | 1,174.89 |
| 04         | PRIMA QUINQUENAL                         | 345.74     |         |                      |                         | PGR1 PERC GRAVADA TIPO 1    | 8,829.24 |
|            |  |            |         |                      |                         | PERC TOTAL PERCEPCIONES     | 8,829.24 |
|            |  |            |         |                      |                         | DEDU TOTAL DEDUCCIONES      | 5,597.33 |
|            |  |            |         |                      |                         | 3%FV 3% FONDO DE VIVIENDA   | 228.82   |
|            |  |            |         |                      |                         | FOND FONDO PENSIONES EMPRES | 1,334.81 |
|            |  |            |         |                      |                         | SEDARSEDAR                  | 152.55   |
|            |  |            |         |                      |                         | PVAC PROVISION DE PRIMA VAC | 116.21   |
|            |  |            |         |                      |                         | AGUI PROVISION AGUINALDO    | 1,162.12 |
|            |  |            |         |                      |                         | CHEQ PAGO POR CHEQUE        | 3,231.91 |
| 86-185-032 | MARTINEZ HERNANDEZ JOSE REFUGIO          |            |         |                      |                         |                             |          |
| T.EMP:     | PERMANENTE                               | 508.50     |         | 633.90               | ARCHIVISTA A SUTCEA     |                             |          |
| 01         | SUELDO BASE                              | 7,627.50   | 51      | ISR                  | 1,285.66                | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02         | AYUDA PARA DESPE                         | 523.00     | 54      | FONDO PENSIONES      | 877.16                  | IMP1 ISR ART 96             | 1,285.66 |
| 03         | AYUDA PARA PASAJ                         | 333.00     | 65      | OTRAS DEDUCCIONES    | 3,078.28                | PGR1 PERC GRAVADA TIPO 1    | 9,347.85 |
| 04         | PRIMA QUINQUENAL                         | 864.35     |         |                      |                         | PERC TOTAL PERCEPCIONES     | 9,347.85 |
|            |  |            |         |                      |                         | DEDU TOTAL DEDUCCIONES      | 5,241.10 |
|            |  |            |         |                      |                         | 3%FV 3% FONDO DE VIVIENDA   | 228.82   |
|            |  |            |         |                      |                         | FOND FONDO PENSIONES EMPRES | 1,334.81 |
|            |  |            |         |                      |                         | SEDARSEDAR                  | 152.55   |
|            |  |            |         |                      |                         | PVAC PROVISION DE PRIMA VAC | 116.21   |
|            |  |            |         |                      |                         | AGUI PROVISION AGUINALDO    | 1,162.12 |
|            |  |            |         |                      |                         | TOTA NOMINA EN EFECTIVO     | 4,106.75 |
| ****       | Totales Subdirección de Recursos Humanos |            |         | 7502                 | ****                    |                             |          |
| 01         | SUELDO BASE                              | 163,972.90 | 51      | ISR                  | 28,751.20               | DVIG DIAS DE VIGENCIA       | 240.00   |

| Clave | Nombre           | S.Diario | S.Integ | PERCEPCIONES         | DEDUCCIONES | CONCEPTOS                             |
|-------|------------------|----------|---------|----------------------|-------------|---------------------------------------|
| 02    | AYUDA PARA DESPE | 9,387.50 | 54      | FONDO PENSIONES      | 19,046.78   | 75C CAJA DE AHORRO SUTCEAJ 450.00     |
| 03    | AYUDA PARA PASAJ | 6,702.00 | 79      | APORT ADIC VOL SEDAR | 2,500.00    | 75D CAJA DE AHORRO SUTCEAP 200.00     |
| 04    | PRIMA QUINQUENAL | 3,457.40 | 89      | APORT ADIC COMP SEDA | 250.00      | IMP1 ISR ART 96 28,751.20             |
| 07    | PRIMA DE INSALUB | 1,651.20 | 65      | OTRAS DEDUCCIONES    | 30,075.56   | PGR1 PERC GRAVADA TIPO 1 185,171.00   |
|       |                  |          |         |                      |             | PERC TOTAL PERCEPCIONES 185,171.00    |
|       |                  |          |         |                      |             | DEDU TOTAL DEDUCCIONES 80,623.54      |
|       |                  |          |         |                      |             | 3%FV 3% FONDO DE VIVIENDA 4,968.73    |
|       |                  |          |         |                      |             | FOND FONDO PENSIONES EMPRES 28,984.20 |
|       |                  |          |         |                      |             | SEDARSEDAR 3,312.48                   |
|       |                  |          |         |                      |             | PVAC PROVISION DE PRIMA VAC 2,489.23  |
|       |                  |          |         |                      |             | AGUI PROVISION AGUINALDO 24,892.27    |
|       |                  |          |         |                      |             | TOTA NOMINA EN EFECTIVO 98,235.57     |
|       |                  |          |         |                      |             | CHEQ PAGO POR CHEQUE 6,311.89         |

Total de Empleados : 16.00 -----

| Clave                                     | Nombre                             | S.Diario  | S.Integ | PERCEPCIONES         | DEDUCCIONES | CONCEPTOS  |
|---|------------------------------------|-----------|---------|----------------------|-------------|--|
| ***** Subdirección de Finanzas ***** 7504 |                                    |           |         |                      |             |  |
| 27-281-009                                | GONZALEZ EUFRACIO GABRIELA         |           |         |                      |             |  |
| T.EMP:                                    | PERMANENTE                         | 495.40    |         |                      | 613.99      | SECRETARIA   |
| 01  | SUELDO BASE                        | 7,431.00  | 51      | ISR                  | 1,196.73    | DVIG DIAS DE VIGENCIA 15.00                        |
| 02  | AYUDA PARA DESPE                   | 478.50    | 54      | FONDO PENSIONES      | 854.57      | IMP1 ISR ART 96 1,196.73                           |
| 03  | AYUDA PARA PASAJ                   | 330.50    | 65      | OTRAS DEDUCCIONES    | 3,627.31    | PGR1 PERC GRAVADA TIPO 1 8,931.48                  |
| 04  | PRIMA QUINQUENAL                   | 691.48    |         |                      |             | PERC TOTAL PERCEPCIONES 8,931.48                   |
|   |                                    |           |         |                      |             | DEDU TOTAL DEDUCCIONES 5,678.61                    |
|   |                                    |           |         |                      |             | 3%FV 3% FONDO DE VIVIENDA 222.93                   |
|   |                                    |           |         |                      |             | FOND FONDO PENSIONES EMPRES 1,300.42               |
|   |                                    |           |         |                      |             | SEDARSEDAR 148.62                                  |
|   |                                    |           |         |                      |             | PVAC PROVISION DE PRIMA VAC 112.88                 |
|   |                                    |           |         |                      |             | AGUI PROVISION AGUINALDO 1,128.77                  |
|   |                                    |           |         |                      |             | TOTA NOMINA EN EFECTIVO 3,252.87                   |
| 49-284-008                                | DE LA TORRE AGUILAR LAURA CRISTINA |           |         |                      |             |  |
| T.EMP:                                    | PERMANENTE                         | 532.77    |         |                      | 666.79      | Cajero   |
| 01  | SUELDO BASE                        | 7,991.50  | 51      | ISR                  | 1,356.39    | DVIG DIAS DE VIGENCIA 15.00                        |
| 02  | AYUDA PARA DESPE                   | 546.50    | 54      | FONDO PENSIONES      | 919.02      | 75C CAJA DE AHORRO SUTCEAJ 200.00                  |
| 03  | AYUDA PARA PASAJ                   | 449.50    | 65      | OTRAS DEDUCCIONES    | 3,709.97    | IMP1 ISR ART 96 1,356.39                           |
| 04  | PRIMA QUINQUENAL                   | 691.48    |         |                      |             | PGR1 PERC GRAVADA TIPO 1 9,678.98                  |
|   |                                    |           |         |                      |             | PERC TOTAL PERCEPCIONES 9,678.98                   |
|   |                                    |           |         |                      |             | DEDU TOTAL DEDUCCIONES 5,985.38                    |
|   |                                    |           |         |                      |             | 3%FV 3% FONDO DE VIVIENDA 239.75                   |
|   |                                    |           |         |                      |             | FOND FONDO PENSIONES EMPRES 1,398.51               |
|   |                                    |           |         |                      |             | SEDARSEDAR 159.83                                  |
|   |                                    |           |         |                      |             | PVAC PROVISION DE PRIMA VAC 123.12                 |
|   |                                    |           |         |                      |             | AGUI PROVISION AGUINALDO 1,231.16                  |
|   |                                    |           |         |                      |             | TOTA NOMINA EN EFECTIVO 3,693.60                   |
| 524-005                                   | GOMEZ PEREZ ALFREDO                |           |         |                      |             |  |
| T.EMP:                                    | PERMANENTE                         | 532.77    |         |                      | 662.15      | Analista Contable                                  |
| 01  | SUELDO BASE                        | 7,991.50  | 51      | ISR                  | 1,319.47    | DVIG DIAS DE VIGENCIA 15.00                        |
| 02  | AYUDA PARA DESPE                   | 546.50    | 54      | FONDO PENSIONES      | 919.02      | IMP1 ISR ART 96 1,319.47                           |
| 03  | AYUDA PARA PASAJ                   | 449.50    |         |                      |             | PGR1 PERC GRAVADA TIPO 1 9,506.11                  |
| 04  | PRIMA QUINQUENAL                   | 518.61    |         |                      |             | PERC TOTAL PERCEPCIONES 9,506.11                   |
|   |                                    |           |         |                      |             | DEDU TOTAL DEDUCCIONES 2,238.49                    |
|   |                                    |           |         |                      |             | 3%FV 3% FONDO DE VIVIENDA 239.75                   |
|   |                                    |           |         |                      |             | FOND FONDO PENSIONES EMPRES 1,398.51               |
|   |                                    |           |         |                      |             | SEDARSEDAR 159.83                                  |
|   |                                    |           |         |                      |             | PVAC PROVISION DE PRIMA VAC 123.12                 |
|   |                                    |           |         |                      |             | AGUI PROVISION AGUINALDO 1,231.16                  |
|   |                                    |           |         |                      |             | TOTA NOMINA EN EFECTIVO 7,267.62                   |
| 60-198-002                                | RODRIGUEZ RODRIGUEZ RUTH MYRIAM    |           |         |                      |             |  |
| T.EMP:                                    | PERMANENTE                         | 761.07    |         |                      | 943.89      | Jefe de Recursos Financieros y Control Presupuesta |
| 01  | SUELDO BASE                        | 11,416.00 | 51      | ISR                  | 2,153.68    | DVIG DIAS DE VIGENCIA 15.00                        |
| 02  | AYUDA PARA DESPE                   | 623.50    | 54      | FONDO PENSIONES      | 1,312.84    | IMP1 ISR ART 96 2,153.68                           |
| 03  | AYUDA PARA PASAJ                   | 499.50    | 79      | APORT ADIC VOL SEDAR | 300.00      | PGR1 PERC GRAVADA TIPO 1 13,403.35                 |
| 04  | PRIMA QUINQUENAL                   | 864.35    | 65      | OTRAS DEDUCCIONES    | 5,168.51    | PERC TOTAL PERCEPCIONES 13,403.35                  |
|   |                                    |           |         |                      |             | DEDU TOTAL DEDUCCIONES 8,935.03                    |
|   |                                    |           |         |                      |             | 3%FV 3% FONDO DE VIVIENDA 342.48                   |
|   |                                    |           |         |                      |             | FOND FONDO PENSIONES EMPRES 1,997.80               |
|   |                                    |           |         |                      |             | SEDARSEDAR 228.32                                  |
|   |                                    |           |         |                      |             | PVAC PROVISION DE PRIMA VAC 171.77                 |
|   |                                    |           |         |                      |             | AGUI PROVISION AGUINALDO 1,717.67                  |
|   |                                    |           |         |                      |             | TOTA NOMINA EN EFECTIVO 4,468.32                   |

| Clave   | Nombre                            | S.Diario  | S.Integ | PERCEPCIONES      | DEDUCCIONES | CONCEPTOS                            |
|---------|-----------------------------------|-----------|---------|-------------------|-------------|--------------------------------------|
| 710-002 | GOMEZ PEREZ GERARDO               |           |         |                   |             |                                      |
| T.EMP:  | PERMANENTE                        | 532.77    |         |                   | 662.15      | Analista Contable (Egresos)          |
| 01      | SUELDO BASE                       | 7,991.50  | 51      | ISR               | 1,319.47    | DVIG DIAS DE VIGENCIA 15.00          |
| 02      | AYUDA PARA DESPE                  | 546.50    | 54      | FONDO PENSIONES   | 919.02      | IMP1 ISR ART 96 1,319.47             |
| 03      | AYUDA PARA PASAJ                  | 449.50    | 65      | OTRAS DEDUCCIONES | 4,535.25    | PGR1 PERC GRAVADA TIPO 1 9,506.11    |
| 04      | PRIMA QUINQUENAL                  | 518.61    |         |                   |             | PERC TOTAL PERCEPCIONES 9,506.11     |
|         |                                   |           |         |                   |             | DEDU TOTAL DEDUCCIONES 6,773.74      |
|         |                                   |           |         |                   |             | 3%FV 3% FONDO DE VIVIENDA 239.75     |
|         |                                   |           |         |                   |             | FOND FONDO PENSIONES EMPRES 1,398.51 |
|         |                                   |           |         |                   |             | SEDARSEDAR 159.83                    |
|         |                                   |           |         |                   |             | PVAC PROVISION DE PRIMA VAC 123.12   |
|         |                                   |           |         |                   |             | AGUI PROVISION AGUINALDO 1,231.16    |
|         |                                   |           |         |                   |             | TOTA NOMINA EN EFECTIVO 2,732.37     |
| 710-006 | SALVIO FAJARDO SALVADOR           |           |         |                   |             |                                      |
| T.EMP:  | PERMANENTE                        | 532.77    |         |                   | 751.51      | Analista Contable                    |
| 01      | SUELDO BASE                       | 7,991.50  | FALT    | INCIDENCIAS       | 599.17      | DVIG DIAS DE VIGENCIA 15.00          |
| 02      | AYUDA PARA DESPE                  | 546.50    | 51      | ISR               | 1,191.48    | IMP1 ISR ART 96 1,191.48             |
| 03      | AYUDA PARA PASAJ                  | 449.50    | 54      | FONDO PENSIONES   | 919.02      | PGR1 PERC GRAVADA TIPO 1 8,906.94    |
| 04      | PRIMA QUINQUENAL                  | 518.61    | 65      | OTRAS DEDUCCIONES | 2,215.63    | PERC TOTAL PERCEPCIONES 9,506.11     |
|         |                                   |           |         |                   |             | DEDU TOTAL DEDUCCIONES 4,925.30      |
|         |                                   |           |         |                   |             | 3%FV 3% FONDO DE VIVIENDA 239.75     |
|         |                                   |           |         |                   |             | FOND FONDO PENSIONES EMPRES 1,398.51 |
|         |                                   |           |         |                   |             | SEDARSEDAR 159.83                    |
|         |                                   |           |         |                   |             | PVAC PROVISION DE PRIMA VAC 123.12   |
|         |                                   |           |         |                   |             | AGUI PROVISION AGUINALDO 1,231.16    |
|         |                                   |           |         |                   |             | TOTA NOMINA EN EFECTIVO 4,580.81     |
| 710-014 | LOPEZ DE NAVA MARTINEZ JACQUELINE |           |         |                   |             |                                      |
| T.EMP:  | PERMANENTE                        | 532.77    |         |                   | 677.72      | Analista Contable (Ingresos)         |
| 01      | SUELDO BASE                       | 7,991.50  | 51      | ISR               | 1,208.69    | DVIG DIAS DE VIGENCIA 15.00          |
| 02      | AYUDA PARA DESPE                  | 546.50    | 54      | FONDO PENSIONES   | 919.02      | IMP1 ISR ART 96 1,208.69             |
| 03      | AYUDA PARA PASAJ                  | 449.50    | 65      | OTRAS DEDUCCIONES | 1,903.00    | PGR1 PERC GRAVADA TIPO 1 8,987.50    |
|         |                                   |           |         |                   |             | PERC TOTAL PERCEPCIONES 8,987.50     |
|         |                                   |           |         |                   |             | DEDU TOTAL DEDUCCIONES 4,030.71      |
|         |                                   |           |         |                   |             | 3%FV 3% FONDO DE VIVIENDA 239.75     |
|         |                                   |           |         |                   |             | FOND FONDO PENSIONES EMPRES 1,398.51 |
|         |                                   |           |         |                   |             | SEDARSEDAR 159.83                    |
|         |                                   |           |         |                   |             | PVAC PROVISION DE PRIMA VAC 123.12   |
|         |                                   |           |         |                   |             | AGUI PROVISION AGUINALDO 1,231.16    |
|         |                                   |           |         |                   |             | TOTA NOMINA EN EFECTIVO 4,956.79     |
| 710-015 | GARCIA DIAZ JUAN MANUEL           |           |         |                   |             |                                      |
| T.EMP:  | PERMANENTE                        | 1,569.80  |         |                   | 1,890.39    | Subdirector de Finanzas              |
| 01      | SUELDO BASE                       | 23,547.00 | 51      | ISR               | 5,199.63    | DVIG DIAS DE VIGENCIA 15.00          |
| 02      | AYUDA PARA DESPE                  | 960.00    | 54      | FONDO PENSIONES   | 2,707.91    | IMP1 ISR ART 96 5,199.63             |
| 03      | AYUDA PARA PASAJ                  | 688.00    |         |                   |             | PGR1 PERC GRAVADA TIPO 1 25,195.00   |
|         |                                   |           |         |                   |             | PERC TOTAL PERCEPCIONES 25,195.00    |
|         |                                   |           |         |                   |             | DEDU TOTAL DEDUCCIONES 7,907.54      |
|         |                                   |           |         |                   |             | 3%FV 3% FONDO DE VIVIENDA 706.41     |
|         |                                   |           |         |                   |             | FOND FONDO PENSIONES EMPRES 4,120.72 |
|         |                                   |           |         |                   |             | SEDARSEDAR 470.94                    |
|         |                                   |           |         |                   |             | PVAC PROVISION DE PRIMA VAC 345.14   |
|         |                                   |           |         |                   |             | AGUI PROVISION AGUINALDO 3,451.37    |
|         |                                   |           |         |                   |             | TOTA NOMINA EN EFECTIVO 17,287.46    |
| 740-009 | TREJO HUERTERO JAEI               |           |         |                   |             |                                      |

| Clave      | Nombre                               | S.Diario  | S.Integ  | PERCEPCIONES         | DEDUCCIONES | CONCEPTOS                            |
|------------|--------------------------------------|-----------|----------|----------------------|-------------|--------------------------------------|
| -----      |                                      |           |          |                      |             |                                      |
| T.EMP:     | PERMANENTE                           | 532.77    | 662.15   | Analista Contable    |             |                                      |
| 01         | SUELDO BASE                          | 7,991.50  | 51       | ISR                  | 1,319.47    | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | AYUDA PARA DESPE                     | 546.50    | 54       | FONDO PENSIONES      | 919.02      | 75D CAJA DE AHORRO SUTCEAP 100.00    |
| 03         | AYUDA PARA PASAJ                     | 449.50    | 79       | APORT ADIC VOL SEDAR | 300.00      | IMP1 ISR ART 96 1,319.47             |
| 04         | PRIMA QUINQUENAL                     | 518.61    | 65       | OTRAS DEDUCCIONES    | 3,365.00    | PGR1 PERC GRAVADA TIPO 1 9,506.11    |
|            |                                      |           |          |                      |             | PERC TOTAL PERCEPCIONES 9,506.11     |
|            |                                      |           |          |                      |             | DEDU TOTAL DEDUCCIONES 5,903.49      |
|            |                                      |           |          |                      |             | 3%FV 3% FONDO DE VIVIENDA 239.75     |
|            |                                      |           |          |                      |             | FOND FONDO PENSIONES EMPRES 1,398.51 |
|            |                                      |           |          |                      |             | SEDARSEDAR 159.83                    |
|            |                                      |           |          |                      |             | PVAC PROVISION DE PRIMA VAC 123.12   |
|            |                                      |           |          |                      |             | AGUI PROVISION AGUINALDO 1,231.16    |
|            |                                      |           |          |                      |             | TOTA NOMINA EN EFECTIVO 3,602.62     |
|            |                                      |           |          |                      |             |                                      |
| 840-002    | RAMIREZ ESTRADA MARGARITA            |           |          |                      |             |                                      |
| T.EMP:     | PERMANENTE                           | 532.77    | 648.21   | Analista Contable    |             |                                      |
| 01         | SUELDO BASE                          | 7,991.50  | 51       | ISR                  | 1,208.69    | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | AYUDA PARA DESPE                     | 546.50    | 54       | FONDO PENSIONES      | 919.02      | 75D CAJA DE AHORRO SUTCEAP 100.00    |
| 03         | AYUDA PARA PASAJ                     | 449.50    | 76B      | PMO CAJA DE AHORRO S | 222.91      | IMP1 ISR ART 96 1,208.69             |
|            |                                      |           | 65       | OTRAS DEDUCCIONES    | 3,386.00    | PGR1 PERC GRAVADA TIPO 1 8,987.50    |
|            |                                      |           |          |                      |             | PERC TOTAL PERCEPCIONES 8,987.50     |
|            |                                      |           |          |                      |             | DEDU TOTAL DEDUCCIONES 5,736.62      |
|            |                                      |           |          |                      |             | 3%FV 3% FONDO DE VIVIENDA 239.75     |
|            |                                      |           |          |                      |             | FOND FONDO PENSIONES EMPRES 1,398.51 |
|            |                                      |           |          |                      |             | SEDARSEDAR 159.83                    |
|            |                                      |           |          |                      |             | PVAC PROVISION DE PRIMA VAC 123.12   |
|            |                                      |           |          |                      |             | AGUI PROVISION AGUINALDO 1,231.16    |
|            |                                      |           |          |                      |             | TOTA NOMINA EN EFECTIVO 3,250.88     |
|            |                                      |           |          |                      |             |                                      |
| 84-080-003 | PEREZ UREÑA JORGE ALBERTO            |           |          |                      |             |                                      |
| T.EMP:     | PERMANENTE                           | 857.63    | 1,088.23 | Jefe de Tesorería    |             |                                      |
| 01         | SUELDO BASE                          | 12,864.50 | 51       | ISR                  | 2,505.77    | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | AYUDA PARA DESPE                     | 643.00    | 54       | FONDO PENSIONES      | 1,479.42    | IMP1 ISR ART 96 2,505.77             |
| 03         | AYUDA PARA PASAJ                     | 528.50    | 65       | OTRAS DEDUCCIONES    | 6,835.68    | PGR1 PERC GRAVADA TIPO 1 14,900.35   |
| 04         | PRIMA QUINQUENAL                     | 864.35    |          |                      |             | PERC TOTAL PERCEPCIONES 14,900.35    |
|            |                                      |           |          |                      |             | DEDU TOTAL DEDUCCIONES 10,820.87     |
|            |                                      |           |          |                      |             | 3%FV 3% FONDO DE VIVIENDA 385.94     |
|            |                                      |           |          |                      |             | FOND FONDO PENSIONES EMPRES 2,251.29 |
|            |                                      |           |          |                      |             | SEDARSEDAR 257.29                    |
|            |                                      |           |          |                      |             | PVAC PROVISION DE PRIMA VAC 192.27   |
|            |                                      |           |          |                      |             | AGUI PROVISION AGUINALDO 1,922.74    |
|            |                                      |           |          |                      |             | TOTA NOMINA EN EFECTIVO 4,079.48     |
|            |                                      |           |          |                      |             |                                      |
| 84-137-005 | GONZALEZ REYNOSO PATRICIA JACQUELINE |           |          |                      |             |                                      |
| T.EMP:     | PERMANENTE                           | 532.77    | 671.44   | Analista Contable    |             |                                      |
| 01         | SUELDO BASE                          | 7,991.50  | 51       | ISR                  | 1,393.32    | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | AYUDA PARA DESPE                     | 546.50    | 54       | FONDO PENSIONES      | 919.02      | IMP1 ISR ART 96 1,393.32             |
| 03         | AYUDA PARA PASAJ                     | 449.50    |          |                      |             | PGR1 PERC GRAVADA TIPO 1 9,851.85    |
| 04         | PRIMA QUINQUENAL                     | 864.35    |          |                      |             | PERC TOTAL PERCEPCIONES 9,851.85     |
|            |                                      |           |          |                      |             | DEDU TOTAL DEDUCCIONES 2,312.34      |
|            |                                      |           |          |                      |             | 3%FV 3% FONDO DE VIVIENDA 239.75     |
|            |                                      |           |          |                      |             | FOND FONDO PENSIONES EMPRES 1,398.51 |
|            |                                      |           |          |                      |             | SEDARSEDAR 159.83                    |
|            |                                      |           |          |                      |             | PVAC PROVISION DE PRIMA VAC 123.12   |
|            |                                      |           |          |                      |             | AGUI PROVISION AGUINALDO 1,231.16    |
|            |                                      |           |          |                      |             | TOTA NOMINA EN EFECTIVO 7,539.51     |
|            |                                      |           |          |                      |             |                                      |
| 84-137-008 | AVIÑA MATA NARDA VERONICA            |           |          |                      |             |                                      |

| Clave               | Nombre                           | S.Diario | S.Integ              | DEDUCCIONES                   | CONCEPTOS                             |
|---------------------|----------------------------------|----------|----------------------|-------------------------------|---------------------------------------|
| <hr/>               |                                  |          |                      |                               |                                       |
|                     | PERCEPCIONES                     |          |                      |                               |                                       |
| <hr/>               |                                  |          |                      |                               |                                       |
| T.EMP: PERMANENTE   | 857.63                           |          | 1,078.39             | Jefe de Contabilidad          |                                       |
| 01 SUELDO BASE      | 12,864.50                        | 51       | ISR                  | 2,505.77                      | DVIG DIAS DE VIGENCIA 15.00           |
| 02 AYUDA PARA DESPE | 643.00                           | 54       | FONDO PENSIONES      | 1,479.42                      | IMP1 ISR ART 96 2,505.77              |
| 03 AYUDA PARA PASAJ | 528.50                           | 65       | OTRAS DEDUCCIONES    | 6,689.46                      | PGR1 PERC GRAVADA TIPO 1 14,900.35    |
| 04 PRIMA QUINQUENAL | 864.35                           |          |                      |                               | PERC TOTAL PERCEPCIONES 14,900.35     |
|                     |                                  |          |                      |                               | DEDU TOTAL DEDUCCIONES 10,674.65      |
|                     |                                  |          |                      |                               | 3%FV 3% FONDO DE VIVIENDA 385.94      |
|                     |                                  |          |                      |                               | FOND FONDO PENSIONES EMPRES 2,251.29  |
|                     |                                  |          |                      |                               | SEDARSEDAR 257.29                     |
|                     |                                  |          |                      |                               | PVAC PROVISION DE PRIMA VAC 192.27    |
|                     |                                  |          |                      |                               | AGUI PROVISION AGUINALDO 1,922.74     |
|                     |                                  |          |                      |                               | TOTA NOMINA EN EFECTIVO 4,225.70      |
| <br>                |                                  |          |                      |                               |                                       |
| 900-005             | REYES VIRGEN JAVIER              |          |                      |                               |                                       |
| T.EMP: PERMANENTE   | 1,199.37                         |          | 1,448.98             | Jefe de Disciplina Financiera |                                       |
| 01 SUELDO BASE      | 17,990.50                        | 51       | ISR                  | 3,570.21                      | DVIG DIAS DE VIGENCIA 15.00           |
| 02 AYUDA PARA DESPE | 840.00                           | 54       | FONDO PENSIONES      | 2,068.91                      | IMP1 ISR ART 96 3,570.21              |
| 03 AYUDA PARA PASAJ | 595.50                           | 79       | APORT ADIC VOL SEDAR | 600.00                        | PGR1 PERC GRAVADA TIPO 1 19,426.00    |
|                     |                                  | 89       | APORT ADIC COMP SEDA | 400.00                        | PERC TOTAL PERCEPCIONES 19,426.00     |
|                     |                                  | 65       | OTRAS DEDUCCIONES    | 4,356.50                      | DEDU TOTAL DEDUCCIONES 10,995.62      |
|                     |                                  |          |                      |                               | 3%FV 3% FONDO DE VIVIENDA 539.72      |
|                     |                                  |          |                      |                               | FOND FONDO PENSIONES EMPRES 3,148.34  |
|                     |                                  |          |                      |                               | SEDARSEDAR 359.81                     |
|                     |                                  |          |                      |                               | PVAC PROVISION DE PRIMA VAC 266.11    |
|                     |                                  |          |                      |                               | AGUI PROVISION AGUINALDO 2,661.10     |
|                     |                                  |          |                      |                               | TOTA NOMINA EN EFECTIVO 8,430.38      |
| <br>                |                                  |          |                      |                               |                                       |
| ****                | Totales Subdirección de Finanzas | 7504     | ****                 |                               |                                       |
| 01 SUELDO BASE      | 150,045.50                       | FALT     | INCIDENCIAS          | 599.17                        | DVIG DIAS DE VIGENCIA 210.00          |
| 02 AYUDA PARA DESPE | 8,560.00                         | 51       | ISR                  | 27,448.77                     | 75C CAJA DE AHORRO SUTCEAJ 200.00     |
| 03 AYUDA PARA PASAJ | 6,766.50                         | 54       | FONDO PENSIONES      | 17,255.23                     | 75D CAJA DE AHORRO SUTCEAP 200.00     |
| 04 PRIMA QUINQUENAL | 6,914.80                         | 76B      | PMO CAJA DE AHORRO S | 222.91                        | IMP1 ISR ART 96 27,448.77             |
|                     |                                  | 79       | APORT ADIC VOL SEDAR | 1,200.00                      | PGR1 PERC GRAVADA TIPO 1 171,687.63   |
|                     |                                  | 89       | APORT ADIC COMP SEDA | 400.00                        | PERC TOTAL PERCEPCIONES 172,286.80    |
|                     |                                  | 65       | OTRAS DEDUCCIONES    | 45,792.31                     | DEDU TOTAL DEDUCCIONES 92,918.39      |
|                     |                                  |          |                      |                               | 3%FV 3% FONDO DE VIVIENDA 4,501.42    |
|                     |                                  |          |                      |                               | FOND FONDO PENSIONES EMPRES 26,257.94 |
|                     |                                  |          |                      |                               | SEDARSEDAR 3,000.91                   |
|                     |                                  |          |                      |                               | PVAC PROVISION DE PRIMA VAC 2,265.40  |
|                     |                                  |          |                      |                               | AGUI PROVISION AGUINALDO 22,653.67    |
|                     |                                  |          |                      |                               | TOTA NOMINA EN EFECTIVO 79,368.41     |

Total de Empleados : 14.00

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| Clave   | Nombre                    | S.Diario  | S.Integ | DEDUCCIONES       | CONCEPTOS                            |
|---|---------------------------|-----------|---------|-------------------|--------------------------------------|
| ***** Subdirección de Informática e Innovación ***** 7505 |                           |           |         |                   |                                      |
| 03-097-005  | AGUILAR BARRIGA JOSE LUIS |           |         |                   |                                      |
| T.EMP:  | PERMANENTE                | 532.77    |         | 666.79            | Administrador de Base de Datos       |
| 01  | SUELDO BASE               | 7,991.50  | 51      | ISR               | DVIG DIAS DE VIGENCIA 15.00          |
| 02  | AYUDA PARA DESPE          | 546.50    | 54      | FONDO PENSIONES   | IMP1 ISR ART 96 1,356.39             |
| 03  | AYUDA PARA PASAJ          | 449.50    |         |                   | PGR1 PERC GRAVADA TIPO 1 9,678.98    |
| 04  | PRIMA QUINQUENAL          | 691.48    |         |                   | PERC TOTAL PERCEPCIONES 9,678.98     |
|   |                           |           |         |                   | DEDU TOTAL DEDUCCIONES 2,275.41      |
|   |                           |           |         |                   | 3%FV 3% FONDO DE VIVIENDA 239.75     |
|   |                           |           |         |                   | FOND FONDO PENSIONES EMPRES 1,398.51 |
|   |                           |           |         |                   | SEDARSEDAR 159.83                    |
|   |                           |           |         |                   | PVAC PROVISION DE PRIMA VAC 123.12   |
|   |                           |           |         |                   | AGUI PROVISION AGUINALDO 1,231.16    |
|   |                           |           |         |                   | TOTA NOMINA EN EFECTIVO 7,403.57     |
| 03-264-003  | CAMPOS ROMERO DAVID       |           |         |                   |                                      |
| T.EMP:  | PERMANENTE                | 857.63    |         | 1,083.58          | Jefe de Infraestructura Tecnológica  |
| 01  | SUELDO BASE               | 12,864.50 | 51      | ISR               | DVIG DIAS DE VIGENCIA 15.00          |
| 02  | AYUDA PARA DESPE          | 643.00    | 54      | FONDO PENSIONES   | IMP1 ISR ART 96 2,465.11             |
| 03  | AYUDA PARA PASAJ          | 528.50    | 65      | OTRAS DEDUCCIONES | PGR1 PERC GRAVADA TIPO 1 14,727.48   |
| 04  | PRIMA QUINQUENAL          | 691.48    |         |                   | PERC TOTAL PERCEPCIONES 14,727.48    |
|   |                           |           |         |                   | DEDU TOTAL DEDUCCIONES 7,263.72      |
|   |                           |           |         |                   | 3%FV 3% FONDO DE VIVIENDA 385.94     |
|   |                           |           |         |                   | FOND FONDO PENSIONES EMPRES 2,251.29 |
|   |                           |           |         |                   | SEDARSEDAR 257.29                    |
|   |                           |           |         |                   | PVAC PROVISION DE PRIMA VAC 192.27   |
|   |                           |           |         |                   | AGUI PROVISION AGUINALDO 1,922.74    |
|   |                           |           |         |                   | TOTA NOMINA EN EFECTIVO 7,463.76     |
| 200-038   | PINTO ANG LAURA SUSANA    |           |         |                   |                                      |
| T.EMP:  | PERMANENTE                | 495.40    |         | 745.14            | SECRETARIA                           |
| 01  | SUELDO BASE               | 7,431.00  | 51      | ISR               | DVIG DIAS DE VIGENCIA 15.00          |
| 02  | AYUDA PARA DESPE          | 478.50    | 54      | FONDO PENSIONES   | IMP1 ISR ART 96 1,196.73             |
| 03  | AYUDA PARA PASAJ          | 330.50    | 65      | OTRAS DEDUCCIONES | PGR1 PERC GRAVADA TIPO 1 8,931.48    |
| 04  | PRIMA QUINQUENAL          | 691.48    |         |                   | PERC TOTAL PERCEPCIONES 8,931.48     |
|   |                           |           |         |                   | DEDU TOTAL DEDUCCIONES 2,125.61      |
|   |                           |           |         |                   | 3%FV 3% FONDO DE VIVIENDA 222.93     |
|   |                           |           |         |                   | FOND FONDO PENSIONES EMPRES 1,300.42 |
|   |                           |           |         |                   | SEDARSEDAR 148.62                    |
|   |                           |           |         |                   | PVAC PROVISION DE PRIMA VAC 112.88   |
|   |                           |           |         |                   | AGUI PROVISION AGUINALDO 1,128.77    |
|   |                           |           |         |                   | TOTA NOMINA EN EFECTIVO 6,805.87     |
| 22-099-003  | VARELA PEREZ OSCAR RENATO |           |         |                   |                                      |
| T.EMP:  | PERMANENTE                | 990.47    |         | 1,245.22          | Jefe de Mantenimiento Tecnológico    |
| 01  | SUELDO BASE               | 14,857.00 | DHOR    | DESCUENTO HORAS   | DVIG DIAS DE VIGENCIA 15.00          |
| 02  | AYUDA PARA DESPE          | 732.50    | 51      | ISR               | IMP1 ISR ART 96 2,865.76             |
| 03  | AYUDA PARA PASAJ          | 553.50    | 54      | FONDO PENSIONES   | PGR1 PERC GRAVADA TIPO 1 16,430.89   |
| 04  | PRIMA QUINQUENAL          | 691.48    | 65      | OTRAS DEDUCCIONES | PERC TOTAL PERCEPCIONES 16,834.48    |
|   |                           |           |         |                   | DEDU TOTAL DEDUCCIONES 10,334.13     |
|   |                           |           |         |                   | 3%FV 3% FONDO DE VIVIENDA 445.71     |
|   |                           |           |         |                   | FOND FONDO PENSIONES EMPRES 2,599.97 |
|   |                           |           |         |                   | SEDARSEDAR 297.14                    |
|   |                           |           |         |                   | PVAC PROVISION DE PRIMA VAC 221.14   |
|   |                           |           |         |                   | AGUI PROVISION AGUINALDO 2,211.37    |
|   |                           |           |         |                   | TOTA NOMINA EN EFECTIVO 6,500.35     |



| Clave    | Nombre                           | S.Diario  | S.Integ  | PERCEPCIONES      | DEDUCCIONES | CONCEPTOS                                       |
|----------|----------------------------------|-----------|----------|-------------------|-------------|---|
| 465-2019 | GONZÁLEZ NAVARRO JUAN CARLOS     |           |          |                   |             |   |
| T.EMP:   | PERMANENTE                       | 1,115.66  | 1,389.78 |                   |             | Jefe de Informática y Sistemas Organizacionales |
| 01       | SUELDO BASE                      | 16,735.00 | 51       | ISR               | 3,253.04    | DVIG DIAS DE VIGENCIA 15.00                     |
| 02       | AYUDA PARA DESPE                 | 774.50    | 54       | FONDO PENSIONES   | 1,924.53    | IMP1 ISR ART 96 3,253.04                        |
| 03       | AYUDA PARA PASAJ                 | 568.00    | 65       | OTRAS DEDUCCIONES | 7,173.00    | PGR1 PERC GRAVADA TIPO 1 18,077.50              |
|          |                                  |           |          |                   |             | PERC TOTAL PERCEPCIONES 18,077.50               |
|          |                                  |           |          |                   |             | DEDU TOTAL DEDUCCIONES 12,350.57                |
|          |                                  |           |          |                   |             | 3%FV 3% FONDO DE VIVIENDA 502.05                |
|          |                                  |           |          |                   |             | FOND FONDO PENSIONES EMPRES 2,928.63            |
|          |                                  |           |          |                   |             | SEDARSEDAR 334.70                               |
|          |                                  |           |          |                   |             | PVAC PROVISION DE PRIMA VAC 247.64              |
|          |                                  |           |          |                   |             | AGUI PROVISION AGUINALDO 2,476.37               |
|          |                                  |           |          |                   |             | TOTA NOMINA EN EFECTIVO 5,726.93                |
| 469-2019 | VILLAVICENCIO MURILLO GILBERTO   |           |          |                   |             |   |
| T.EMP:   | PERMANENTE                       | 532.77    | 648.21   |                   |             | Analista de Sistemas (Administrador de Redes)   |
| 01       | SUELDO BASE                      | 7,991.50  | 51       | ISR               | 1,208.69    | DVIG DIAS DE VIGENCIA 15.00                     |
| 02       | AYUDA PARA DESPE                 | 546.50    | 54       | FONDO PENSIONES   | 919.02      | IMP1 ISR ART 96 1,208.69                        |
| 03       | AYUDA PARA PASAJ                 | 449.50    | 65       | OTRAS DEDUCCIONES | 1,534.00    | PGR1 PERC GRAVADA TIPO 1 8,987.50               |
|          |                                  |           |          |                   |             | PERC TOTAL PERCEPCIONES 8,987.50                |
|          |                                  |           |          |                   |             | DEDU TOTAL DEDUCCIONES 3,661.71                 |
|          |                                  |           |          |                   |             | 3%FV 3% FONDO DE VIVIENDA 239.75                |
|          |                                  |           |          |                   |             | FOND FONDO PENSIONES EMPRES 1,398.51            |
|          |                                  |           |          |                   |             | SEDARSEDAR 159.83                               |
|          |                                  |           |          |                   |             | PVAC PROVISION DE PRIMA VAC 123.12              |
|          |                                  |           |          |                   |             | AGUI PROVISION AGUINALDO 1,231.16               |
|          |                                  |           |          |                   |             | TOTA NOMINA EN EFECTIVO 5,325.79                |
| 720-002  | NAVARRO MEZA GERARDO             |           |          |                   |             |   |
| T.EMP:   | PERMANENTE                       | 761.07    | 934.59   |                   |             | Programador Analista                            |
| 01       | SUELDO BASE                      | 11,416.00 | 51       | ISR               | 2,078.07    | DVIG DIAS DE VIGENCIA 15.00                     |
| 02       | AYUDA PARA DESPE                 | 623.50    | 54       | FONDO PENSIONES   | 1,312.84    | IMP1 ISR ART 96 2,078.07                        |
| 03       | AYUDA PARA PASAJ                 | 499.50    |          |                   |             | PGR1 PERC GRAVADA TIPO 1 13,057.61              |
| 04       | PRIMA QUINQUENAL                 | 518.61    |          |                   |             | PERC TOTAL PERCEPCIONES 13,057.61               |
|          |                                  |           |          |                   |             | DEDU TOTAL DEDUCCIONES 3,390.91                 |
|          |                                  |           |          |                   |             | 3%FV 3% FONDO DE VIVIENDA 342.48                |
|          |                                  |           |          |                   |             | FOND FONDO PENSIONES EMPRES 1,997.80            |
|          |                                  |           |          |                   |             | SEDARSEDAR 228.32                               |
|          |                                  |           |          |                   |             | PVAC PROVISION DE PRIMA VAC 171.77              |
|          |                                  |           |          |                   |             | AGUI PROVISION AGUINALDO 1,717.67               |
|          |                                  |           |          |                   |             | TOTA NOMINA EN EFECTIVO 9,666.70                |
| 720-011  | NICOLAS RENTERIA OSCAR ALEJANDRO |           |          |                   |             |   |
| T.EMP:   | PERMANENTE                       | 645.20    | 779.24   |                   |             | PROGRAMADOR ANALISTA                            |
| 01       | SUELDO BASE                      | 9,678.00  | 51       | ISR               | 1,621.52    | DVIG DIAS DE VIGENCIA 15.00                     |
| 02       | AYUDA PARA DESPE                 | 557.00    | 54       | FONDO PENSIONES   | 1,112.97    | IMP1 ISR ART 96 1,621.52                        |
| 03       | AYUDA PARA PASAJ                 | 339.50    | 65       | OTRAS DEDUCCIONES | 6,599.14    | PGR1 PERC GRAVADA TIPO 1 10,920.24              |
| 04       | PRIMA QUINQUENAL                 | 345.74    |          |                   |             | PERC TOTAL PERCEPCIONES 10,920.24               |
|          |                                  |           |          |                   |             | DEDU TOTAL DEDUCCIONES 9,333.63                 |
|          |                                  |           |          |                   |             | 3%FV 3% FONDO DE VIVIENDA 290.34                |
|          |                                  |           |          |                   |             | FOND FONDO PENSIONES EMPRES 1,693.65            |
|          |                                  |           |          |                   |             | SEDARSEDAR 193.56                               |
|          |                                  |           |          |                   |             | PVAC PROVISION DE PRIMA VAC 144.86              |
|          |                                  |           |          |                   |             | AGUI PROVISION AGUINALDO 1,448.56               |
|          |                                  |           |          |                   |             | TOTA NOMINA EN EFECTIVO 1,586.61                |
| 720-015  | VAZQUEZ GOMEZ EDGAR ANDRES       |           |          |                   |             |   |
| T.EMP:   | PERMANENTE                       | 1,407.30  | 1,719.89 |                   |             | Subdirector de Informática e Innovación         |

| Clave   | Nombre           | S.Diario   | S.Integ | DEDUCCIONES       | CONCEPTOS |                                       |
|---|------------------|------------|---------|-------------------|-----------|---------------------------------------|
| PERCEPCIONES  |                  |            |         |                   |           |                                       |
| 01  | SUELDO BASE      | 21,109.50  | 51      | ISR               | 4,455.48  | DVIG DIAS DE VIGENCIA 15.00           |
| 02  | AYUDA PARA DESPE | 932.50     | 54      | FONDO PENSIONES   | 2,427.59  | IMP1 ISR ART 96 4,455.48              |
| 03  | AYUDA PARA PASAJ | 672.50     |         |                   |           | PGR1 PERC GRAVADA TIPO 1 22,714.50    |
|   |                  |            |         |                   |           | PERC TOTAL PERCEPCIONES 22,714.50     |
|   |                  |            |         |                   |           | DEDU TOTAL DEDUCCIONES 6,883.07       |
|   |                  |            |         |                   |           | 3%FV 3% FONDO DE VIVIENDA 633.28      |
|   |                  |            |         |                   |           | FOND FONDO PENSIONES EMPRES 3,694.16  |
|   |                  |            |         |                   |           | SEDARSEDAR 422.19                     |
|   |                  |            |         |                   |           | PVAC PROVISION DE PRIMA VAC 311.16    |
|   |                  |            |         |                   |           | AGUI PROVISION AGUINALDO 3,111.58     |
|   |                  |            |         |                   |           | TOTA NOMINA EN EFECTIVO 15,831.43     |
| **** Totales Subdirección de Informática e Innovación 7505 **** |                  |            |         |                   |           |                                       |
| 01  | SUELDO BASE      | 110,074.00 | DHOR    | DESCUENTO HORAS   | 403.58    | DVIG DIAS DE VIGENCIA 135.00          |
| 02  | AYUDA PARA DESPE | 5,834.50   | 51      | ISR               | 20,500.79 | IMP1 ISR ART 96 20,500.79             |
| 03  | AYUDA PARA PASAJ | 4,391.00   | 54      | FONDO PENSIONES   | 12,658.52 | PGR1 PERC GRAVADA TIPO 1 123,526.18   |
| 04  | PRIMA QUINQUENAL | 3,630.27   | 65      | OTRAS DEDUCCIONES | 24,055.87 | PERC TOTAL PERCEPCIONES 123,929.77    |
|   |                  |            |         |                   |           | DEDU TOTAL DEDUCCIONES 57,618.76      |
|   |                  |            |         |                   |           | 3%FV 3% FONDO DE VIVIENDA 3,302.23    |
|   |                  |            |         |                   |           | FOND FONDO PENSIONES EMPRES 19,262.94 |
|   |                  |            |         |                   |           | SEDARSEDAR 2,201.48                   |
|   |                  |            |         |                   |           | PVAC PROVISION DE PRIMA VAC 1,647.96  |
|   |                  |            |         |                   |           | AGUI PROVISION AGUINALDO 16,479.38    |
|   |                  |            |         |                   |           | TOTA NOMINA EN EFECTIVO 66,311.01     |

Total de Empleados : 9.00 -----

| Clave  | Nombre                         | S.Diario  | S.Integ  | PERCEPCIONES                            | DEDUCCIONES | CONCEPTOS                            |
|--|--------------------------------|-----------|----------|---|-------------|--------------------------------------|
| ***** Subdirección de Servicios Generales ***** 7506 |                                |           |          |   |             |                                      |
| 100-010  | OLGUIN OSEGUEDA HUGO FRANCISCO |           |          |   |             |                                      |
| T.EMP:   | PERMANENTE                     | 1,199.37  | 1,467.77 | Jefe de Recursos Materiales y Servicios |             |                                      |
| 01   | SUELDO BASE                    | 17,990.50 | 51       | ISR                                     | 3,570.21    | DVIG DIAS DE VIGENCIA 15.00          |
| 02   | AYUDA PARA DESPE               | 840.00    | 54       | FONDO PENSIONES                         | 2,068.91    | IMP1 ISR ART 96 3,570.21             |
| 03   | AYUDA PARA PASAJ               | 595.50    | 65       | OTRAS DEDUCCIONES                       | 2,500.00    | PGR1 PERC GRAVADA TIPO 1 19,426.00   |
|  |                                |           |          |   |             | PERC TOTAL PERCEPCIONES 19,426.00    |
|  |                                |           |          |   |             | DEDU TOTAL DEDUCCIONES 8,139.12      |
|  |                                |           |          |   |             | 3%FV 3% FONDO DE VIVIENDA 539.72     |
|  |                                |           |          |   |             | FOND FONDO PENSIONES EMPRES 3,148.34 |
|  |                                |           |          |   |             | SEDARSEDAR 359.81                    |
|  |                                |           |          |   |             | PVAC PROVISION DE PRIMA VAC 266.11   |
|  |                                |           |          |   |             | AGUI PROVISION AGUINALDO 2,661.10    |
|  |                                |           |          |   |             | TOTA NOMINA EN EFECTIVO 11,286.88    |
| 18-123-002   | MIRANDA TORRES MARTHA ERIKA    |           |          |   |             |                                      |
| T.EMP:   | PERMANENTE                     | 553.73    | 683.28   | COMPRADOR                               |             |                                      |
| 01   | SUELDO BASE                    | 8,305.95  | 51       | ISR                                     | 1,402.30    | DVIG DIAS DE VIGENCIA 15.00          |
| 02   | AYUDA PARA DESPE               | 557.00    | 54       | FONDO PENSIONES                         | 955.18      | IMP1 ISR ART 96 1,402.30             |
| 03   | AYUDA PARA PASAJ               | 339.50    | 65       | OTRAS DEDUCCIONES                       | 2,074.84    | PGR1 PERC GRAVADA TIPO 1 9,893.93    |
| 04   | PRIMA QUINQUENAL               | 691.48    |          |   |             | PERC TOTAL PERCEPCIONES 9,893.93     |
|  |                                |           |          |   |             | DEDU TOTAL DEDUCCIONES 4,432.32      |
|  |                                |           |          |   |             | 3%FV 3% FONDO DE VIVIENDA 249.18     |
|  |                                |           |          |   |             | FOND FONDO PENSIONES EMPRES 1,453.54 |
|  |                                |           |          |   |             | SEDARSEDAR 166.12                    |
|  |                                |           |          |   |             | PVAC PROVISION DE PRIMA VAC 126.06   |
|  |                                |           |          |   |             | AGUI PROVISION AGUINALDO 1,260.61    |
|  |                                |           |          |   |             | TOTA NOMINA EN EFECTIVO 5,461.61     |
| 200-040  | ALDANA FLORES CARLOS           |           |          |   |             |                                      |
| T.EMP:   | PERMANENTE                     | 457.70    | 569.42   | CHOFER MENSAJERO                        |             |                                      |
| 01   | SUELDO BASE                    | 6,865.50  | 51       | ISR                                     | 1,069.31    | DVIG DIAS DE VIGENCIA 15.00          |
| 02   | AYUDA PARA DESPE               | 463.00    | 54       | FONDO PENSIONES                         | 789.53      | IMP1 ISR ART 96 1,069.31             |
| 03   | AYUDA PARA PASAJ               | 315.00    | 79       | APORT ADIC VOL SEDAR                    | 300.00      | PGR1 PERC GRAVADA TIPO 1 8,334.98    |
| 04   | PRIMA QUINQUENAL               | 691.48    | 65       | OTRAS DEDUCCIONES                       | 3,062.15    | PERC TOTAL PERCEPCIONES 8,334.98     |
|  |                                |           |          |   |             | DEDU TOTAL DEDUCCIONES 5,220.99      |
|  |                                |           |          |   |             | 3%FV 3% FONDO DE VIVIENDA 205.97     |
|  |                                |           |          |   |             | FOND FONDO PENSIONES EMPRES 1,201.46 |
|  |                                |           |          |   |             | SEDARSEDAR 137.31                    |
|  |                                |           |          |   |             | PVAC PROVISION DE PRIMA VAC 104.71   |
|  |                                |           |          |   |             | AGUI PROVISION AGUINALDO 1,047.05    |
|  |                                |           |          |   |             | TOTA NOMINA EN EFECTIVO 3,113.99     |
| 203-002  | NUÑO VAZQUEZ MANUEL            |           |          |   |             |                                      |
| T.EMP:   | PERMANENTE                     | 408.97    | 638.28   | VELADOR INTENDENTE                      |             |                                      |
| 01   | SUELDO BASE                    | 6,134.55  | 51       | ISR                                     | 881.14      | DVIG DIAS DE VIGENCIA 15.00          |
| 02   | AYUDA PARA DESPE               | 394.00    | 54       | FONDO PENSIONES                         | 705.47      | 75C CAJA DE AHORRO SUTCEAJ 100.00    |
| 03   | AYUDA PARA PASAJ               | 234.00    | 65       | OTRAS DEDUCCIONES                       | 161.35      | IMP1 ISR ART 96 881.14               |
| 04   | PRIMA QUINQUENAL               | 691.48    |          |   |             | PGR1 PERC GRAVADA TIPO 1 7,454.03    |
|  |                                |           |          |   |             | PERC TOTAL PERCEPCIONES 7,454.03     |
|  |                                |           |          |   |             | DEDU TOTAL DEDUCCIONES 1,747.96      |
|  |                                |           |          |   |             | 3%FV 3% FONDO DE VIVIENDA 184.04     |
|  |                                |           |          |   |             | FOND FONDO PENSIONES EMPRES 1,073.55 |
|  |                                |           |          |   |             | SEDARSEDAR 122.69                    |
|  |                                |           |          |   |             | PVAC PROVISION DE PRIMA VAC 92.64    |
|  |                                |           |          |   |             | AGUI PROVISION AGUINALDO 926.38      |
|  |                                |           |          |   |             | TOTA NOMINA EN EFECTIVO 5,706.07     |

| Clave                              | Nombre           | S.Diario | S.Integ | PERCEPCIONES      | DEDUCCIONES | CONCEPTOS   |
|------------------------------------|------------------|----------|---------|-------------------|-------------|---|
| 27-259-003 NAVARRO REYES PATRICIA  |                  |          |         |                   |             |   |
| T.EMP:                             | PERMANENTE       | 457.70   |         |                   | 569.42      | RECEPCIONISTA                                     |
| 01                                 | SUELDO BASE      | 6,865.50 | 51      | ISR               | 1,069.31    | DVIG DIAS DE VIGENCIA 15.00                       |
| 02                                 | AYUDA PARA DESPE | 463.00   | 54      | FONDO PENSIONES   | 789.53      | IMP1 ISR ART 96 1,069.31                          |
| 03                                 | AYUDA PARA PASAJ | 315.00   | 65      | OTRAS DEDUCCIONES | 68.66       | PGR1 PERC GRAVADA TIPO 1 8,334.98                 |
| 04                                 | PRIMA QUINQUENAL | 691.48   |         |                   |             | PERC TOTAL PERCEPCIONES 8,334.98                  |
|                                    |                  |          |         |                   |             | DEDU TOTAL DEDUCCIONES 1,927.50                   |
|                                    |                  |          |         |                   |             | 3%FV 3% FONDO DE VIVIENDA 205.97                  |
|                                    |                  |          |         |                   |             | FOND FONDO PENSIONES EMPRES 1,201.46              |
|                                    |                  |          |         |                   |             | SEDARSEDAR 137.31                                 |
|                                    |                  |          |         |                   |             | PVAC PROVISION DE PRIMA VAC 104.71                |
|                                    |                  |          |         |                   |             | AGUI PROVISION AGUINALDO 1,047.05                 |
|                                    |                  |          |         |                   |             | TOTA NOMINA EN EFECTIVO 6,407.48                  |
| 303-008 PEREZ TORRES PERCIVAL IVAN |                  |          |         |                   |             |   |
| T.EMP:                             | PERMANENTE       | 554.13   |         |                   | 669.90      | FOTOGRAFIA Y VIDEO                                |
| 01                                 | SUELDO BASE      | 8,311.95 | 51      | ISR               | 1,295.03    | DVIG DIAS DE VIGENCIA 15.00                       |
| 02                                 | AYUDA PARA DESPE | 434.50   | 54      | FONDO PENSIONES   | 955.87      | IMP1 ISR ART 96 1,295.03                          |
| 03                                 | AYUDA PARA PASAJ | 299.50   | 65      | OTRAS DEDUCCIONES | 3,416.24    | PGR1 PERC GRAVADA TIPO 1 9,391.69                 |
| 04                                 | PRIMA QUINQUENAL | 345.74   |         |                   |             | PERC TOTAL PERCEPCIONES 9,391.69                  |
|                                    |                  |          |         |                   |             | DEDU TOTAL DEDUCCIONES 5,667.14                   |
|                                    |                  |          |         |                   |             | 3%FV 3% FONDO DE VIVIENDA 249.36                  |
|                                    |                  |          |         |                   |             | FOND FONDO PENSIONES EMPRES 1,454.59              |
|                                    |                  |          |         |                   |             | SEDARSEDAR 166.24                                 |
|                                    |                  |          |         |                   |             | PVAC PROVISION DE PRIMA VAC 123.92                |
|                                    |                  |          |         |                   |             | AGUI PROVISION AGUINALDO 1,239.17                 |
|                                    |                  |          |         |                   |             | TOTA NOMINA EN EFECTIVO 3,724.55                  |
| 375-008 HERNANDEZ MONTIEL LUIS     |                  |          |         |                   |             |   |
| T.EMP:                             | PERMANENTE       | 408.97   |         |                   | 638.28      | VELADOR INTENDENTE                                |
| 01                                 | SUELDO BASE      | 6,134.55 | 51      | ISR               | 881.14      | DVIG DIAS DE VIGENCIA 15.00                       |
| 02                                 | AYUDA PARA DESPE | 394.00   | 54      | FONDO PENSIONES   | 705.47      | IMP1 ISR ART 96 881.14                            |
| 03                                 | AYUDA PARA PASAJ | 234.00   | 65      | OTRAS DEDUCCIONES | 61.35       | PGR1 PERC GRAVADA TIPO 1 7,454.03                 |
| 04                                 | PRIMA QUINQUENAL | 691.48   |         |                   |             | PERC TOTAL PERCEPCIONES 7,454.03                  |
|                                    |                  |          |         |                   |             | DEDU TOTAL DEDUCCIONES 1,647.96                   |
|                                    |                  |          |         |                   |             | 3%FV 3% FONDO DE VIVIENDA 184.04                  |
|                                    |                  |          |         |                   |             | FOND FONDO PENSIONES EMPRES 1,073.55              |
|                                    |                  |          |         |                   |             | SEDARSEDAR 122.69                                 |
|                                    |                  |          |         |                   |             | PVAC PROVISION DE PRIMA VAC 92.64                 |
|                                    |                  |          |         |                   |             | AGUI PROVISION AGUINALDO 926.38                   |
|                                    |                  |          |         |                   |             | TOTA NOMINA EN EFECTIVO 5,806.07                  |
| 397-076 HERNANDEZ BRAVO HORACIO    |                  |          |         |                   |             |   |
| T.EMP:                             | PERMANENTE       | 508.50   |         |                   | 624.61      | AUXILIAR DE SERVICIOS GENERALES PINTOR-ALBAÑIL-EL |
| 01                                 | SUELDO BASE      | 7,627.50 | 51      | ISR               | 1,248.74    | DVIG DIAS DE VIGENCIA 15.00                       |
| 02                                 | AYUDA PARA DESPE | 523.00   | 54      | FONDO PENSIONES   | 877.16      | 75C CAJA DE AHORRO SUTCEAJ 500.00                 |
| 03                                 | AYUDA PARA PASAJ | 333.00   | 65      | OTRAS DEDUCCIONES | 5,162.14    | IMP1 ISR ART 96 1,248.74                          |
| 04                                 | PRIMA QUINQUENAL | 691.48   |         |                   |             | PGR1 PERC GRAVADA TIPO 1 9,174.98                 |
|                                    |                  |          |         |                   |             | PERC TOTAL PERCEPCIONES 9,174.98                  |
|                                    |                  |          |         |                   |             | DEDU TOTAL DEDUCCIONES 7,288.04                   |
|                                    |                  |          |         |                   |             | 3%FV 3% FONDO DE VIVIENDA 228.82                  |
|                                    |                  |          |         |                   |             | FOND FONDO PENSIONES EMPRES 1,334.81              |
|                                    |                  |          |         |                   |             | SEDARSEDAR 152.55                                 |
|                                    |                  |          |         |                   |             | PVAC PROVISION DE PRIMA VAC 116.21                |
|                                    |                  |          |         |                   |             | AGUI PROVISION AGUINALDO 1,162.12                 |
|                                    |                  |          |         |                   |             | TOTA NOMINA EN EFECTIVO 1,886.94                  |

| Clave    | Nombre                              | S.Diario | S.Integ | PERCEPCIONES            | DEDUCCIONES | CONCEPTOS                            |
|----------|-------------------------------------|----------|---------|-------------------------|-------------|--------------------------------------|
| 397-093  | GARCIA NUÑEZ CARLOS ALONSO          |          |         |                         |             |                                      |
| T.EMP:   | PERMANENTE                          | 645.20   | 853.58  | AUXILIAR ADMINISTRATIVO | SUTCEA      |                                      |
| 01       | SUELDO BASE                         | 9,678.00 | 51      | ISR                     | 1,658.45    | DVIG DIAS DE VIGENCIA 15.00          |
| 02       | AYUDA PARA DESPE                    | 557.00   | 54      | FONDO PENSIONES         | 1,112.97    | 75D CAJA DE AHORRO SUTCEAP 500.00    |
| 03       | AYUDA PARA PASAJ                    | 339.50   | 65      | OTRAS DEDUCCIONES       | 5,751.11    | IMP1 ISR ART 96 1,658.45             |
| 04       | PRIMA QUINQUENAL                    | 518.61   |         |                         |             | PGR1 PERC GRAVADA TIPO 1 11,093.11   |
|          |                                     |          |         |                         |             | PERC TOTAL PERCEPCIONES 11,093.11    |
|          |                                     |          |         |                         |             | DEDU TOTAL DEDUCCIONES 8,522.53      |
|          |                                     |          |         |                         |             | 3%FV 3% FONDO DE VIVIENDA 290.34     |
|          |                                     |          |         |                         |             | FOND FONDO PENSIONES EMPRES 1,693.65 |
|          |                                     |          |         |                         |             | SEDARSEDAR 193.56                    |
|          |                                     |          |         |                         |             | PVAC PROVISION DE PRIMA VAC 144.86   |
|          |                                     |          |         |                         |             | AGUI PROVISION AGUINALDO 1,448.56    |
|          |                                     |          |         |                         |             | TOTA NOMINA EN EFECTIVO 2,570.58     |
| 397-094  | DIEGO CHAVEZ FRANCISCO JAVIER       |          |         |                         |             |                                      |
| T.EMP:   | PERMANENTE                          | 408.97   | 502.49  | ASEADOR                 |             |                                      |
| 01       | SUELDO BASE                         | 6,134.55 | 51      | ISR                     | 844.22      | DVIG DIAS DE VIGENCIA 15.00          |
| 02       | AYUDA PARA DESPE                    | 394.00   | 54      | FONDO PENSIONES         | 705.47      | IMP1 ISR ART 96 844.22               |
| 03       | AYUDA PARA PASAJ                    | 234.00   | 65      | OTRAS DEDUCCIONES       | 1,173.35    | PGR1 PERC GRAVADA TIPO 1 7,281.16    |
| 04       | PRIMA QUINQUENAL                    | 518.61   |         |                         |             | PERC TOTAL PERCEPCIONES 7,281.16     |
|          |                                     |          |         |                         |             | DEDU TOTAL DEDUCCIONES 2,723.04      |
|          |                                     |          |         |                         |             | 3%FV 3% FONDO DE VIVIENDA 184.04     |
|          |                                     |          |         |                         |             | FOND FONDO PENSIONES EMPRES 1,073.55 |
|          |                                     |          |         |                         |             | SEDARSEDAR 122.69                    |
|          |                                     |          |         |                         |             | PVAC PROVISION DE PRIMA VAC 92.64    |
|          |                                     |          |         |                         |             | AGUI PROVISION AGUINALDO 926.38      |
|          |                                     |          |         |                         |             | TOTA NOMINA EN EFECTIVO 4,558.12     |
| 397-095  | ALEMAN MORENO VICTOR MANUEL         |          |         |                         |             |                                      |
| T.EMP:   | PERMANENTE                          | 408.97   | 502.49  | ASEADOR                 |             |                                      |
| 01       | SUELDO BASE                         | 6,134.55 | 51      | ISR                     | 844.22      | DVIG DIAS DE VIGENCIA 15.00          |
| 02       | AYUDA PARA DESPE                    | 394.00   | 54      | FONDO PENSIONES         | 705.47      | IMP1 ISR ART 96 844.22               |
| 03       | AYUDA PARA PASAJ                    | 234.00   | 65      | OTRAS DEDUCCIONES       | 61.35       | PGR1 PERC GRAVADA TIPO 1 7,281.16    |
| 04       | PRIMA QUINQUENAL                    | 518.61   |         |                         |             | PERC TOTAL PERCEPCIONES 7,281.16     |
|          |                                     |          |         |                         |             | DEDU TOTAL DEDUCCIONES 1,611.04      |
|          |                                     |          |         |                         |             | 3%FV 3% FONDO DE VIVIENDA 184.04     |
|          |                                     |          |         |                         |             | FOND FONDO PENSIONES EMPRES 1,073.55 |
|          |                                     |          |         |                         |             | SEDARSEDAR 122.69                    |
|          |                                     |          |         |                         |             | PVAC PROVISION DE PRIMA VAC 92.64    |
|          |                                     |          |         |                         |             | AGUI PROVISION AGUINALDO 926.38      |
|          |                                     |          |         |                         |             | TOTA NOMINA EN EFECTIVO 5,670.12     |
| 397-112  | SANCHEZ JOAQUIN                     |          |         |                         |             |                                      |
| T.EMP:   | PERMANENTE                          | 408.97   | 502.49  | VELADOR INTENDENTE      |             |                                      |
| 01       | SUELDO BASE                         | 6,134.55 | 51      | ISR                     | 844.22      | DVIG DIAS DE VIGENCIA 15.00          |
| 02       | AYUDA PARA DESPE                    | 394.00   | 54      | FONDO PENSIONES         | 705.47      | IMP1 ISR ART 96 844.22               |
| 03       | AYUDA PARA PASAJ                    | 234.00   | 65      | OTRAS DEDUCCIONES       | 61.35       | PGR1 PERC GRAVADA TIPO 1 7,281.16    |
| 04       | PRIMA QUINQUENAL                    | 518.61   |         |                         |             | PERC TOTAL PERCEPCIONES 7,281.16     |
|          |                                     |          |         |                         |             | DEDU TOTAL DEDUCCIONES 1,611.04      |
|          |                                     |          |         |                         |             | 3%FV 3% FONDO DE VIVIENDA 184.04     |
|          |                                     |          |         |                         |             | FOND FONDO PENSIONES EMPRES 1,073.55 |
|          |                                     |          |         |                         |             | SEDARSEDAR 122.69                    |
|          |                                     |          |         |                         |             | PVAC PROVISION DE PRIMA VAC 92.64    |
|          |                                     |          |         |                         |             | AGUI PROVISION AGUINALDO 926.38      |
|          |                                     |          |         |                         |             | TOTA NOMINA EN EFECTIVO 5,670.12     |
| 480-2019 | RAMIREZ SANCHEZ MARIA JUANA ROSALBA |          |         |                         |             |                                      |

| Clave    | Nombre                              | S.Diario | S.Integ | PERCEPCIONES      | DEDUCCIONES | CONCEPTOS                                   |
|----------|-------------------------------------|----------|---------|-------------------|-------------|---|
| -----    |                                     |          |         |                   |             |   |
| T.EMP:   | PERMANENTE                          | 408.97   |         |                   | 488.55      | ASEADOR                                     |
| 01       | SUELDO BASE                         | 6,134.55 | 51      | ISR               | 733.44      | DVIG DIAS DE VIGENCIA 15.00                 |
| 02       | AYUDA PARA DESPE                    | 394.00   | 54      | FONDO PENSIONES   | 705.47      | 75D CAJA DE AHORRO SUTCEAP 500.00           |
| 03       | AYUDA PARA PASAJ                    | 234.00   | 65      | OTRAS DEDUCCIONES | 561.35      | IMP1 ISR ART 96 733.44                      |
|          |                                     |          |         |                   |             | PGR1 PERC GRAVADA TIPO 1 6,762.55           |
|          |                                     |          |         |                   |             | PERC TOTAL PERCEPCIONES 6,762.55            |
|          |                                     |          |         |                   |             | DEDU TOTAL DEDUCCIONES 2,000.26             |
|          |                                     |          |         |                   |             | 3%FV 3% FONDO DE VIVIENDA 184.04            |
|          |                                     |          |         |                   |             | FOND FONDO PENSIONES EMPRES 1,073.55        |
|          |                                     |          |         |                   |             | SEDARSEDAR 122.69                           |
|          |                                     |          |         |                   |             | PVAC PROVISION DE PRIMA VAC 92.64           |
|          |                                     |          |         |                   |             | AGUI PROVISION AGUINALDO 926.38             |
|          |                                     |          |         |                   |             | TOTA NOMINA EN EFECTIVO 4,762.29            |
|          |                                     |          |         |                   |             |   |
| 481-2019 | CASTELLANOS RODRIGUEZ JORGE OSWALDO |          |         |                   |             |   |
| T.EMP:   | PERMANENTE                          | 457.70   |         |                   | 550.84      | AUXILIAR DE SERVICIOS GENERALES FOTOCOPIADO |
| 01       | SUELDO BASE                         | 6,865.50 | 51      | ISR               | 921.61      | DVIG DIAS DE VIGENCIA 15.00                 |
| 02       | AYUDA PARA DESPE                    | 463.00   | 54      | FONDO PENSIONES   | 789.53      | 75C CAJA DE AHORRO SUTCEAJ 100.00           |
| 03       | AYUDA PARA PASAJ                    | 315.00   | 65      | OTRAS DEDUCCIONES | 2,865.11    | IMP1 ISR ART 96 921.61                      |
|          |                                     |          |         |                   |             | PGR1 PERC GRAVADA TIPO 1 7,643.50           |
|          |                                     |          |         |                   |             | PERC TOTAL PERCEPCIONES 7,643.50            |
|          |                                     |          |         |                   |             | DEDU TOTAL DEDUCCIONES 4,576.25             |
|          |                                     |          |         |                   |             | 3%FV 3% FONDO DE VIVIENDA 205.97            |
|          |                                     |          |         |                   |             | FOND FONDO PENSIONES EMPRES 1,201.46        |
|          |                                     |          |         |                   |             | SEDARSEDAR 137.31                           |
|          |                                     |          |         |                   |             | PVAC PROVISION DE PRIMA VAC 104.71          |
|          |                                     |          |         |                   |             | AGUI PROVISION AGUINALDO 1,047.05           |
|          |                                     |          |         |                   |             | TOTA NOMINA EN EFECTIVO 3,067.25            |
|          |                                     |          |         |                   |             |   |
| 489-2020 | RODRIGUEZ CALDERON MARIA GUADALUPE  |          |         |                   |             |   |
| T.EMP:   | PERMANENTE                          | 408.97   |         |                   | 488.55      | ASEADOR                                     |
| 01       | SUELDO BASE                         | 6,134.55 | 51      | ISR               | 733.44      | DVIG DIAS DE VIGENCIA 15.00                 |
| 02       | AYUDA PARA DESPE                    | 394.00   | 54      | FONDO PENSIONES   | 705.47      | 75C CAJA DE AHORRO SUTCEAJ 500.00           |
| 03       | AYUDA PARA PASAJ                    | 234.00   | 65      | OTRAS DEDUCCIONES | 561.35      | IMP1 ISR ART 96 733.44                      |
|          |                                     |          |         |                   |             | PGR1 PERC GRAVADA TIPO 1 6,762.55           |
|          |                                     |          |         |                   |             | PERC TOTAL PERCEPCIONES 6,762.55            |
|          |                                     |          |         |                   |             | DEDU TOTAL DEDUCCIONES 2,000.26             |
|          |                                     |          |         |                   |             | 3%FV 3% FONDO DE VIVIENDA 184.04            |
|          |                                     |          |         |                   |             | FOND FONDO PENSIONES EMPRES 1,073.55        |
|          |                                     |          |         |                   |             | SEDARSEDAR 122.69                           |
|          |                                     |          |         |                   |             | PVAC PROVISION DE PRIMA VAC 92.64           |
|          |                                     |          |         |                   |             | AGUI PROVISION AGUINALDO 926.38             |
|          |                                     |          |         |                   |             | TOTA NOMINA EN EFECTIVO 4,762.29            |
|          |                                     |          |         |                   |             |   |
| 501-2021 | PLACERES ARENAS JOSE MIGUEL         |          |         |                   |             |   |
| T.EMP:   | PERMANENTE                          | 532.76   |         |                   | 648.20      | Supervisor de Mantenimiento (Edificios)     |
| 01       | SUELDO BASE                         | 7,991.50 | 51      | ISR               | 1,208.69    | DVIG DIAS DE VIGENCIA 15.00                 |
| 02       | AYUDA PARA DESPE                    | 546.50   | 54      | FONDO PENSIONES   | 919.02      | IMP1 ISR ART 96 1,208.69                    |
| 03       | AYUDA PARA PASAJ                    | 449.50   |         |                   |             | PGR1 PERC GRAVADA TIPO 1 8,987.50           |
|          |                                     |          |         |                   |             | PERC TOTAL PERCEPCIONES 8,987.50            |
|          |                                     |          |         |                   |             | DEDU TOTAL DEDUCCIONES 2,127.71             |
|          |                                     |          |         |                   |             | 3%FV 3% FONDO DE VIVIENDA 239.75            |
|          |                                     |          |         |                   |             | FOND FONDO PENSIONES EMPRES 1,398.51        |
|          |                                     |          |         |                   |             | SEDARSEDAR 159.83                           |
|          |                                     |          |         |                   |             | PVAC PROVISION DE PRIMA VAC 123.12          |
|          |                                     |          |         |                   |             | AGUI PROVISION AGUINALDO 1,231.16           |
|          |                                     |          |         |                   |             | TOTA NOMINA EN EFECTIVO 6,859.79            |

| Clave    | Nombre                               | S.Diario | S.Integ | PERCEPCIONES            | DEDUCCIONES | CONCEPTOS                            |
|----------|--------------------------------------|----------|---------|-------------------------|-------------|--------------------------------------|
| 503-2021 | GOMEZ RAMIREZ KARINA DE JESUS        |          |         |                         |             |                                      |
| T.EMP:   | PERMANENTE                           | 397.63   | 483.44  | Aseador                 |             |                                      |
| 01       | SUELDO BASE                          | 5,964.45 | 51      | ISR                     | 713.77      | DVIG DIAS DE VIGENCIA 15.00          |
| 02       | AYUDA PARA DESPE                     | 368.50   | 54      | FONDO PENSIONES         | 685.91      | IMP1 ISR ART 96 713.77               |
| 03       | AYUDA PARA PASAJ                     | 337.50   | 65      | OTRAS DEDUCCIONES       | 59.64       | PGR1 PERC GRAVADA TIPO 1 6,670.45    |
|          |                                      |          |         |                         |             | PERC TOTAL PERCEPCIONES 6,670.45     |
|          |                                      |          |         |                         |             | DEDU TOTAL DEDUCCIONES 1,459.32      |
|          |                                      |          |         |                         |             | 3%FV 3% FONDO DE VIVIENDA 178.93     |
|          |                                      |          |         |                         |             | FOND FONDO PENSIONES EMPRES 1,043.78 |
|          |                                      |          |         |                         |             | SEDARSEDAR 119.29                    |
|          |                                      |          |         |                         |             | PVAC PROVISION DE PRIMA VAC 91.38    |
|          |                                      |          |         |                         |             | AGUI PROVISION AGUINALDO 913.76      |
|          |                                      |          |         |                         |             | TOTA NOMINA EN EFECTIVO 5,211.13     |
| 539-005  | NUÑEZ MIRAMONTES MARIA DE JESUS      |          |         |                         |             |                                      |
| T.EMP:   | PERMANENTE                           | 495.40   | 609.34  | SECRETARIA              |             |                                      |
| 01       | SUELDO BASE                          | 7,431.00 | 51      | ISR                     | 1,159.80    | DVIG DIAS DE VIGENCIA 15.00          |
| 02       | AYUDA PARA DESPE                     | 478.50   | 54      | FONDO PENSIONES         | 854.57      | IMP1 ISR ART 96 1,159.80             |
| 03       | AYUDA PARA PASAJ                     | 330.50   | 65      | OTRAS DEDUCCIONES       | 4,078.85    | PGR1 PERC GRAVADA TIPO 1 8,758.61    |
| 04       | PRIMA QUINQUENAL                     | 518.61   |         |                         |             | PERC TOTAL PERCEPCIONES 8,758.61     |
|          |                                      |          |         |                         |             | DEDU TOTAL DEDUCCIONES 6,093.22      |
|          |                                      |          |         |                         |             | 3%FV 3% FONDO DE VIVIENDA 222.93     |
|          |                                      |          |         |                         |             | FOND FONDO PENSIONES EMPRES 1,300.42 |
|          |                                      |          |         |                         |             | SEDARSEDAR 148.62                    |
|          |                                      |          |         |                         |             | PVAC PROVISION DE PRIMA VAC 112.88   |
|          |                                      |          |         |                         |             | AGUI PROVISION AGUINALDO 1,128.77    |
|          |                                      |          |         |                         |             | CHEQ PAGO POR CHEQUE 2,665.39        |
| 700-007  | GUTIERREZ HERNANDEZ EDUARDO EMMANUEL |          |         |                         |             |                                      |
| T.EMP:   | PERMANENTE                           | 408.97   | 488.55  | VELADOR INTENDENTE      |             |                                      |
| 01       | SUELDO BASE                          | 6,134.55 | 51      | ISR                     | 733.44      | DVIG DIAS DE VIGENCIA 15.00          |
| 02       | AYUDA PARA DESPE                     | 394.00   | 54      | FONDO PENSIONES         | 705.47      | IMP1 ISR ART 96 733.44               |
| 03       | AYUDA PARA PASAJ                     | 234.00   | 65      | OTRAS DEDUCCIONES       | 2,220.44    | PGR1 PERC GRAVADA TIPO 1 6,762.55    |
|          |                                      |          |         |                         |             | PERC TOTAL PERCEPCIONES 6,762.55     |
|          |                                      |          |         |                         |             | DEDU TOTAL DEDUCCIONES 3,659.35      |
|          |                                      |          |         |                         |             | 3%FV 3% FONDO DE VIVIENDA 184.04     |
|          |                                      |          |         |                         |             | FOND FONDO PENSIONES EMPRES 1,073.55 |
|          |                                      |          |         |                         |             | SEDARSEDAR 122.69                    |
|          |                                      |          |         |                         |             | PVAC PROVISION DE PRIMA VAC 92.64    |
|          |                                      |          |         |                         |             | AGUI PROVISION AGUINALDO 926.38      |
|          |                                      |          |         |                         |             | TOTA NOMINA EN EFECTIVO 3,103.20     |
| 720-010  | FLORES VAZQUEZ ARTURO                |          |         |                         |             |                                      |
| T.EMP:   | PERMANENTE                           | 508.50   | 619.96  | AUXILIAR ADMINISTRATIVO |             |                                      |
| 01       | SUELDO BASE                          | 7,627.50 | 51      | ISR                     | 1,174.89    | DVIG DIAS DE VIGENCIA 15.00          |
| 02       | AYUDA PARA DESPE                     | 523.00   | 54      | FONDO PENSIONES         | 877.16      | IMP1 ISR ART 96 1,174.89             |
| 03       | AYUDA PARA PASAJ                     | 333.00   | 65      | OTRAS DEDUCCIONES       | 76.28       | PGR1 PERC GRAVADA TIPO 1 8,829.24    |
| 04       | PRIMA QUINQUENAL                     | 345.74   |         |                         |             | PERC TOTAL PERCEPCIONES 8,829.24     |
|          |                                      |          |         |                         |             | DEDU TOTAL DEDUCCIONES 2,128.33      |
|          |                                      |          |         |                         |             | 3%FV 3% FONDO DE VIVIENDA 228.82     |
|          |                                      |          |         |                         |             | FOND FONDO PENSIONES EMPRES 1,334.81 |
|          |                                      |          |         |                         |             | SEDARSEDAR 152.55                    |
|          |                                      |          |         |                         |             | PVAC PROVISION DE PRIMA VAC 116.21   |
|          |                                      |          |         |                         |             | AGUI PROVISION AGUINALDO 1,162.12    |
|          |                                      |          |         |                         |             | TOTA NOMINA EN EFECTIVO 6,700.91     |
| 720-012  | LOPEZ SALDAÑA LUISA FERNANDA         |          |         |                         |             |                                      |
| T.EMP:   | PERMANENTE                           | 508.50   | 619.96  | AUXILIAR DE COMPRAS     |             |                                      |

| Clave                                    | Nombre           | S.Diario | S.Integ | PERCEPCIONES      | DEDUCCIONES        | CONCEPTOS                   |          |
|--|------------------|----------|---------|-------------------|--------------------|-----------------------------|----------|
| 01                                       | SUELDO BASE      | 7,627.50 | 51      | ISR               | 1,174.89           | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02                                       | AYUDA PARA DESPE | 523.00   | 54      | FONDO PENSIONES   | 877.16             | IMP1 ISR ART 96             | 1,174.89 |
| 03                                       | AYUDA PARA PASAJ | 333.00   | 65      | OTRAS DEDUCCIONES | 3,345.28           | PGR1 PERC GRAVADA TIPO 1    | 8,829.24 |
| 04                                       | PRIMA QUINQUENAL | 345.74   |         |                   |                    | PERC TOTAL PERCEPCIONES     | 8,829.24 |
|  |                  |          |         |                   |                    | DEDU TOTAL DEDUCCIONES      | 5,397.33 |
|  |                  |          |         |                   |                    | 3%FV 3% FONDO DE VIVIENDA   | 228.82   |
|  |                  |          |         |                   |                    | FOND FONDO PENSIONES EMPRES | 1,334.81 |
|  |                  |          |         |                   |                    | SEDARSEDAR                  | 152.55   |
|  |                  |          |         |                   |                    | PVAC PROVISION DE PRIMA VAC | 116.21   |
|  |                  |          |         |                   |                    | AGUI PROVISION AGUINALDO    | 1,162.12 |
|  |                  |          |         |                   |                    | TOTA NOMINA EN EFECTIVO     | 3,431.91 |
| 730-004 ESPARZA PLASCENCIA BENJAMIN      |                  |          |         |                   |                    |                             |          |
| T.EMP:                                   | PERMANENTE       | 408.97   |         | 502.49            | ASEADOR            |                             |          |
| 01                                       | SUELDO BASE      | 6,134.55 | 51      | ISR               | 844.22             | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02                                       | AYUDA PARA DESPE | 394.00   | 54      | FONDO PENSIONES   | 705.47             | IMP1 ISR ART 96             | 844.22   |
| 03                                       | AYUDA PARA PASAJ | 234.00   | 65      | OTRAS DEDUCCIONES | 61.35              | PGR1 PERC GRAVADA TIPO 1    | 7,281.16 |
| 04                                       | PRIMA QUINQUENAL | 518.61   |         |                   |                    | PERC TOTAL PERCEPCIONES     | 7,281.16 |
|  |                  |          |         |                   |                    | DEDU TOTAL DEDUCCIONES      | 1,611.04 |
|  |                  |          |         |                   |                    | 3%FV 3% FONDO DE VIVIENDA   | 184.04   |
|  |                  |          |         |                   |                    | FOND FONDO PENSIONES EMPRES | 1,073.55 |
|  |                  |          |         |                   |                    | SEDARSEDAR                  | 122.69   |
|  |                  |          |         |                   |                    | PVAC PROVISION DE PRIMA VAC | 92.64    |
|  |                  |          |         |                   |                    | AGUI PROVISION AGUINALDO    | 926.38   |
|  |                  |          |         |                   |                    | TOTA NOMINA EN EFECTIVO     | 5,670.12 |
| 730-008 OROZCO PONCE ERNESTO             |                  |          |         |                   |                    |                             |          |
| T.EMP:                                   | PERMANENTE       | 408.97   |         | 502.49            | VELADOR INTENDENTE |                             |          |
| 01                                       | SUELDO BASE      | 6,134.55 | 51      | ISR               | 844.22             | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02                                       | AYUDA PARA DESPE | 394.00   | 54      | FONDO PENSIONES   | 705.47             | 75C CAJA DE AHORRO SUTCEAJ  | 300.00   |
| 03                                       | AYUDA PARA PASAJ | 234.00   | 65      | OTRAS DEDUCCIONES | 2,848.35           | IMP1 ISR ART 96             | 844.22   |
| 04                                       | PRIMA QUINQUENAL | 518.61   |         |                   |                    | PGR1 PERC GRAVADA TIPO 1    | 7,281.16 |
|  |                  |          |         |                   |                    | PERC TOTAL PERCEPCIONES     | 7,281.16 |
|  |                  |          |         |                   |                    | DEDU TOTAL DEDUCCIONES      | 4,398.04 |
|  |                  |          |         |                   |                    | 3%FV 3% FONDO DE VIVIENDA   | 184.04   |
|  |                  |          |         |                   |                    | FOND FONDO PENSIONES EMPRES | 1,073.55 |
|  |                  |          |         |                   |                    | SEDARSEDAR                  | 122.69   |
|  |                  |          |         |                   |                    | PVAC PROVISION DE PRIMA VAC | 92.64    |
|  |                  |          |         |                   |                    | AGUI PROVISION AGUINALDO    | 926.38   |
|  |                  |          |         |                   |                    | TOTA NOMINA EN EFECTIVO     | 2,883.12 |
| 730-010 JIMENEZ MAGDALENO JOSE FRANCISCO |                  |          |         |                   |                    |                             |          |
| T.EMP:                                   | PERMANENTE       | 408.97   |         | 584.45            | VELADOR INTENDENTE |                             |          |
| 01                                       | SUELDO BASE      | 6,134.55 | 51      | ISR               | 844.22             | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02                                       | AYUDA PARA DESPE | 394.00   | 54      | FONDO PENSIONES   | 705.47             | IMP1 ISR ART 96             | 844.22   |
| 03                                       | AYUDA PARA PASAJ | 234.00   | 65      | OTRAS DEDUCCIONES | 861.35             | PGR1 PERC GRAVADA TIPO 1    | 7,281.16 |
| 04                                       | PRIMA QUINQUENAL | 518.61   |         |                   |                    | PERC TOTAL PERCEPCIONES     | 7,281.16 |
|  |                  |          |         |                   |                    | DEDU TOTAL DEDUCCIONES      | 2,411.04 |
|  |                  |          |         |                   |                    | 3%FV 3% FONDO DE VIVIENDA   | 184.04   |
|  |                  |          |         |                   |                    | FOND FONDO PENSIONES EMPRES | 1,073.55 |
|  |                  |          |         |                   |                    | SEDARSEDAR                  | 122.69   |
|  |                  |          |         |                   |                    | PVAC PROVISION DE PRIMA VAC | 92.64    |
|  |                  |          |         |                   |                    | AGUI PROVISION AGUINALDO    | 926.38   |
|  |                  |          |         |                   |                    | TOTA NOMINA EN EFECTIVO     | 4,870.12 |
| 730-027 GONZALEZ ALBA ERIKA VERONICA     |                  |          |         |                   |                    |                             |          |
| T.EMP:                                   | PERMANENTE       | 408.97   |         | 497.84            | ASEADOR            |                             |          |
| 01                                       | SUELDO BASE      | 6,134.55 | 51      | ISR               | 807.29             | DVIG DIAS DE VIGENCIA       | 15.00    |



| Clave                                   | Nombre           | S.Diario  | S.Integ | PERCEPCIONES                               | DEDUCCIONES | CONCEPTOS                   |          |
|---|------------------|-----------|---------|--|-------------|-----------------------------|----------|
| 02                                      | AYUDA PARA DESPE | 394.00    | 54      | FONDO PENSIONES                            | 705.47      | 75C CAJA DE AHORRO SUTCEAJ  | 300.00   |
| 03                                      | AYUDA PARA PASAJ | 234.00    | 65      | OTRAS DEDUCCIONES                          | 3,133.93    | IMP1 ISR ART 96             | 807.29   |
| 04                                      | PRIMA QUINQUENAL | 345.74    |         |  |             | PGR1 PERC GRAVADA TIPO 1    | 7,108.29 |
|   |                  |           |         |  |             | PERC TOTAL PERCEPCIONES     | 7,108.29 |
|   |                  |           |         |  |             | DEDU TOTAL DEDUCCIONES      | 4,646.69 |
|   |                  |           |         |  |             | 3%FV 3% FONDO DE VIVIENDA   | 184.04   |
|   |                  |           |         |  |             | FOND FONDO PENSIONES EMPRES | 1,073.55 |
|   |                  |           |         |  |             | SEDARSEDAR                  | 122.69   |
|   |                  |           |         |  |             | PVAC PROVISION DE PRIMA VAC | 92.64    |
|   |                  |           |         |  |             | AGUI PROVISION AGUINALDO    | 926.38   |
|   |                  |           |         |  |             | TOTA NOMINA EN EFECTIVO     | 2,461.60 |
| 730-031 VAZQUEZ RIVAS NORMA ARGELIA     |                  |           |         |  |             |                             |          |
| T.EMP:                                  | PERMANENTE       | 457.70    |         | 560.13RECEPCIONISTA                        |             |                             |          |
| 01                                      | SUELDO BASE      | 6,865.50  | 51      | ISR  | 995.46      | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02                                      | AYUDA PARA DESPE | 463.00    | 54      | FONDO PENSIONES                            | 789.53      | IMP1 ISR ART 96             | 995.46   |
| 03                                      | AYUDA PARA PASAJ | 315.00    | 65      | OTRAS DEDUCCIONES                          | 4,030.45    | PGR1 PERC GRAVADA TIPO 1    | 7,989.24 |
| 04                                      | PRIMA QUINQUENAL | 345.74    |         |  |             | PERC TOTAL PERCEPCIONES     | 7,989.24 |
|   |                  |           |         |  |             | DEDU TOTAL DEDUCCIONES      | 5,815.44 |
|   |                  |           |         |  |             | 3%FV 3% FONDO DE VIVIENDA   | 205.97   |
|   |                  |           |         |  |             | FOND FONDO PENSIONES EMPRES | 1,201.46 |
|   |                  |           |         |  |             | SEDARSEDAR                  | 137.31   |
|   |                  |           |         |  |             | PVAC PROVISION DE PRIMA VAC | 104.71   |
|   |                  |           |         |  |             | AGUI PROVISION AGUINALDO    | 1,047.05 |
|   |                  |           |         |  |             | TOTA NOMINA EN EFECTIVO     | 2,173.80 |
| 730-035 GARCIA NUÑEZ JUSTA BEATRIZ      |                  |           |         |  |             |                             |          |
| T.EMP:                                  | PERMANENTE       | 408.97    |         | 497.84ASEADOR                              |             |                             |          |
| 01                                      | SUELDO BASE      | 6,134.55  | 51      | ISR  | 807.29      | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02                                      | AYUDA PARA DESPE | 394.00    | 54      | FONDO PENSIONES                            | 705.47      | IMP1 ISR ART 96             | 807.29   |
| 03                                      | AYUDA PARA PASAJ | 234.00    | 65      | OTRAS DEDUCCIONES                          | 1,509.43    | PGR1 PERC GRAVADA TIPO 1    | 7,108.29 |
| 04                                      | PRIMA QUINQUENAL | 345.74    |         |  |             | PERC TOTAL PERCEPCIONES     | 7,108.29 |
|   |                  |           |         |  |             | DEDU TOTAL DEDUCCIONES      | 3,022.19 |
|   |                  |           |         |  |             | 3%FV 3% FONDO DE VIVIENDA   | 184.04   |
|   |                  |           |         |  |             | FOND FONDO PENSIONES EMPRES | 1,073.55 |
|   |                  |           |         |  |             | SEDARSEDAR                  | 122.69   |
|   |                  |           |         |  |             | PVAC PROVISION DE PRIMA VAC | 92.64    |
|   |                  |           |         |  |             | AGUI PROVISION AGUINALDO    | 926.38   |
|   |                  |           |         |  |             | CHEQ PAGO POR CHEQUE        | 4,086.10 |
| 730-036 ESTRADA FLORES LUIS ENRIQUE     |                  |           |         |  |             |                             |          |
| T.EMP:                                  | PERMANENTE       | 441.10    |         | 531.20ALMACENISTA                          |             |                             |          |
| 01                                      | SUELDO BASE      | 6,616.50  | 51      | ISR  | 865.76      | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02                                      | AYUDA PARA DESPE | 457.50    | 54      | FONDO PENSIONES                            | 760.90      | IMP1 ISR ART 96             | 865.76   |
| 03                                      | AYUDA PARA PASAJ | 308.00    | 65      | OTRAS DEDUCCIONES                          | 66.17       | PGR1 PERC GRAVADA TIPO 1    | 7,382.00 |
|   |                  |           |         |  |             | PERC TOTAL PERCEPCIONES     | 7,382.00 |
|   |                  |           |         |  |             | DEDU TOTAL DEDUCCIONES      | 1,692.83 |
|   |                  |           |         |  |             | 3%FV 3% FONDO DE VIVIENDA   | 198.50   |
|   |                  |           |         |  |             | FOND FONDO PENSIONES EMPRES | 1,157.89 |
|   |                  |           |         |  |             | SEDARSEDAR                  | 132.33   |
|   |                  |           |         |  |             | PVAC PROVISION DE PRIMA VAC | 101.12   |
|   |                  |           |         |  |             | AGUI PROVISION AGUINALDO    | 1,011.23 |
|   |                  |           |         |  |             | TOTA NOMINA EN EFECTIVO     | 5,689.17 |
| 730-037 DE LA TORRE DELGADILLO HERMILIO |                  |           |         |  |             |                             |          |
| T.EMP:                                  | PERMANENTE       | 1,407.30  |         | 1,719.89Subdirector de Servicios Generales |             |                             |          |
| 01                                      | SUELDO BASE      | 21,109.50 | 51      | ISR  | 4,455.48    | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02                                      | AYUDA PARA DESPE | 932.50    | 54      | FONDO PENSIONES                            | 2,427.59    | IMP1 ISR ART 96             | 4,455.48 |

| Clave      | Nombre                         | S.Diario  | S.Integ | PERCEPCIONES      | DEDUCCIONES                     | CONCEPTOS   |
|------------|--------------------------------|-----------|---------|-------------------|---------------------------------|---|
| 03         | AYUDA PARA PASAJ               | 672.50    | 65      | OTRAS DEDUCCIONES | 9,124.51                        | PGR1 PERC GRAVADA TIPO 1 22,714.50<br>PERC TOTAL PERCEPCIONES 22,714.50<br>DEDU TOTAL DEDUCCIONES 16,007.58<br>3%FV 3% FONDO DE VIVIENDA 633.28<br>FOND FONDO PENSIONES EMPRES 3,694.16<br>SEDARSEDAR 422.19<br>PVAC PROVISION DE PRIMA VAC 311.16<br>AGUI PROVISION AGUINALDO 3,111.58<br>TOTA NOMINA EN EFECTIVO 6,706.92 |
| 730-039    | MARQUEZ TAPIA MARTHA LETICIA   |           |         |                   |                                 |   |
| T.EMP:     | PERMANENTE                     | 990.47    |         | 1,196.40          | Jefe de Compras Gubernamentales |   |
| 01         | SUELDO BASE                    | 14,857.00 | 51      | ISR               | 2,798.04                        | DVIG DIAS DE VIGENCIA 15.00   |
| 02         | AYUDA PARA DESPE               | 732.50    | 54      | FONDO PENSIONES   | 1,708.56                        | IMP1 ISR ART 96 2,798.04  |
| 03         | AYUDA PARA PASAJ               | 553.50    |         |                   |                                 | PGR1 PERC GRAVADA TIPO 1 16,143.00<br>PERC TOTAL PERCEPCIONES 16,143.00<br>DEDU TOTAL DEDUCCIONES 4,506.60<br>3%FV 3% FONDO DE VIVIENDA 445.71<br>FOND FONDO PENSIONES EMPRES 2,599.97<br>SEDARSEDAR 297.14<br>PVAC PROVISION DE PRIMA VAC 221.14<br>AGUI PROVISION AGUINALDO 2,211.37<br>TOTA NOMINA EN EFECTIVO 11,636.40 |
| 81-186-009 | YAÑEZ HERNANDEZ J HORACIO      |           |         |                   |                                 |   |
| T.EMP:     | PERMANENTE                     | 532.77    |         | 666.79            | Analista de Control Patrimonial |   |
| 01         | SUELDO BASE                    | 7,991.50  | 51      | ISR               | 1,356.39                        | DVIG DIAS DE VIGENCIA 15.00   |
| 02         | AYUDA PARA DESPE               | 546.50    | 54      | FONDO PENSIONES   | 919.02                          | IMP1 ISR ART 96 1,356.39  |
| 03         | AYUDA PARA PASAJ               | 449.50    | 65      | OTRAS DEDUCCIONES | 1,132.70                        | PGR1 PERC GRAVADA TIPO 1 9,678.98<br>PERC TOTAL PERCEPCIONES 9,678.98<br>DEDU TOTAL DEDUCCIONES 3,408.11<br>3%FV 3% FONDO DE VIVIENDA 239.75<br>FOND FONDO PENSIONES EMPRES 1,398.51<br>SEDARSEDAR 159.83<br>PVAC PROVISION DE PRIMA VAC 123.12<br>AGUI PROVISION AGUINALDO 1,231.16<br>TOTA NOMINA EN EFECTIVO 6,270.87    |
| 04         | PRIMA QUINQUENAL               | 691.48    |         |                   |                                 |   |
| 840-006    | ISLAS CORONADO CHRISTIAN ELIAS |           |         |                   |                                 |   |
| T.EMP:     | PERMANENTE                     | 457.70    |         | 560.13            | CHOFER MENSAJERO                |   |
| 01         | SUELDO BASE                    | 6,865.50  | 51      | ISR               | 995.46                          | DVIG DIAS DE VIGENCIA 15.00   |
| 02         | AYUDA PARA DESPE               | 463.00    | 54      | FONDO PENSIONES   | 789.53                          | IMP1 ISR ART 96 995.46  |
| 03         | AYUDA PARA PASAJ               | 315.00    | 65      | OTRAS DEDUCCIONES | 4,874.47                        | PGR1 PERC GRAVADA TIPO 1 7,989.24<br>PERC TOTAL PERCEPCIONES 7,989.24<br>DEDU TOTAL DEDUCCIONES 6,659.46<br>3%FV 3% FONDO DE VIVIENDA 205.97<br>FOND FONDO PENSIONES EMPRES 1,201.46<br>SEDARSEDAR 137.31<br>PVAC PROVISION DE PRIMA VAC 104.71<br>AGUI PROVISION AGUINALDO 1,047.05<br>TOTA NOMINA EN EFECTIVO 1,329.78    |
| 04         | PRIMA QUINQUENAL               | 345.74    |         |                   |                                 |   |
| 86-028-035 | VASQUEZ MENDOZA RUBEN          |           |         |                   |                                 |   |
| T.EMP:     | PERMANENTE                     | 408.97    |         | 507.13            | VELADOR INTENDENTE              |   |
| 01         | SUELDO BASE                    | 6,134.55  | 51      | ISR               | 881.14                          | DVIG DIAS DE VIGENCIA 15.00   |
| 02         | AYUDA PARA DESPE               | 394.00    | 54      | FONDO PENSIONES   | 705.47                          | IMP1 ISR ART 96 881.14  |
| 03         | AYUDA PARA PASAJ               | 234.00    | 65      | OTRAS DEDUCCIONES | 61.35                           | PGR1 PERC GRAVADA TIPO 1 7,454.03<br>PERC TOTAL PERCEPCIONES 7,454.03   |
| 04         | PRIMA QUINQUENAL               | 691.48    |         |                   |                                 |   |

| Clave      | Nombre                                  | S.Diario | S.Integ | DEDUCCIONES       | CONCEPTOS   |           |
|------------|---|----------|---------|-------------------|---|-----------|
| -----      |   |          |         |                   |   |           |
|            | PERCEPCIONES                            |          |         |                   |   |           |
|            |   |          |         |                   |   |           |
|            |   |          |         |                   | DEDU TOTAL DEDUCCIONES                            | 1,647.96  |
|            |   |          |         |                   | 3%FV 3% FONDO DE VIVIENDA                         | 184.04    |
|            |   |          |         |                   | FOND FONDO PENSIONES EMPRES                       | 1,073.55  |
|            |   |          |         |                   | SEDARSEDAR  | 122.69    |
|            |   |          |         |                   | PVAC PROVISION DE PRIMA VAC                       | 92.64     |
|            |   |          |         |                   | AGUI PROVISION AGUINALDO                          | 926.38    |
|            |   |          |         |                   | TOTA NOMINA EN EFECTIVO                           | 5,806.07  |
|            |   |          |         |                   |   |           |
| 86-061-015 | PEREZ MACIEL CARLOS                     |          |         |                   |   |           |
| T.EMP:     | PERMANENTE                              | 563.20   |         | 704.07            | Supervisor de Mantenimiento (Parque Vehicular)    |           |
| 01         | SUELDO BASE                             | 8,448.00 | 51      | ISR               | DVIG DIAS DE VIGENCIA                             | 15.00     |
| 02         | AYUDA PARA DESPE                        | 564.00   | 54      | FONDO PENSIONES   | IMP1 ISR ART 96                                   | 1,497.13  |
| 03         | AYUDA PARA PASAJ                        | 461.50   | 65      | OTRAS DEDUCCIONES | PGR1 PERC GRAVADA TIPO 1                          | 10,337.85 |
| 04         | PRIMA QUINQUENAL                        | 864.35   |         |                   | PERC TOTAL PERCEPCIONES                           | 10,337.85 |
|            |   |          |         |                   | DEDU TOTAL DEDUCCIONES                            | 6,198.80  |
|            |   |          |         |                   | 3%FV 3% FONDO DE VIVIENDA                         | 253.44    |
|            |   |          |         |                   | FOND FONDO PENSIONES EMPRES                       | 1,478.40  |
|            |   |          |         |                   | SEDARSEDAR  | 168.96    |
|            |   |          |         |                   | PVAC PROVISION DE PRIMA VAC                       | 129.77    |
|            |   |          |         |                   | AGUI PROVISION AGUINALDO                          | 1,297.74  |
|            |   |          |         |                   | TOTA NOMINA EN EFECTIVO                           | 4,139.05  |
|            |   |          |         |                   |   |           |
| 86-148-004 | GUERRA LUNA MARTHA GABRIELA             |          |         |                   |   |           |
| T.EMP:     | PERMANENTE                              | 508.50   |         | 633.90            | AUXILIAR DE COMPRAS                               |           |
| 01         | SUELDO BASE                             | 7,627.50 | 51      | ISR               | DVIG DIAS DE VIGENCIA                             | 15.00     |
| 02         | AYUDA PARA DESPE                        | 523.00   | 54      | FONDO PENSIONES   | IMP1 ISR ART 96                                   | 1,285.66  |
| 03         | AYUDA PARA PASAJ                        | 333.00   | 65      | OTRAS DEDUCCIONES | PGR1 PERC GRAVADA TIPO 1                          | 9,347.85  |
| 04         | PRIMA QUINQUENAL                        | 864.35   |         |                   | PERC TOTAL PERCEPCIONES                           | 9,347.85  |
|            |   |          |         |                   | DEDU TOTAL DEDUCCIONES                            | 6,267.42  |
|            |   |          |         |                   | 3%FV 3% FONDO DE VIVIENDA                         | 228.82    |
|            |   |          |         |                   | FOND FONDO PENSIONES EMPRES                       | 1,334.81  |
|            |   |          |         |                   | SEDARSEDAR  | 152.55    |
|            |   |          |         |                   | PVAC PROVISION DE PRIMA VAC                       | 116.21    |
|            |   |          |         |                   | AGUI PROVISION AGUINALDO                          | 1,162.12  |
|            |   |          |         |                   | TOTA NOMINA EN EFECTIVO                           | 3,080.43  |
|            |   |          |         |                   |   |           |
| 86-167-002 | IRIARTE MORONES MARIA DEL CARMEN TERESA |          |         |                   |   |           |
| T.EMP:     | PERMANENTE                              | 508.50   |         | 1,130.35          | AUXILIAR ADMINISTRATIVO                           |           |
| 01         | SUELDO BASE                             | 7,627.50 | 51      | ISR               | DVIG DIAS DE VIGENCIA                             | 15.00     |
| 02         | AYUDA PARA DESPE                        | 523.00   | 54      | FONDO PENSIONES   | IMP1 ISR ART 96                                   | 1,322.58  |
| 03         | AYUDA PARA PASAJ                        | 333.00   | 65      | OTRAS DEDUCCIONES | PGR1 PERC GRAVADA TIPO 1                          | 9,520.71  |
| 04         | PRIMA QUINQUENAL                        | 1,037.22 |         |                   | PERC TOTAL PERCEPCIONES                           | 9,520.72  |
|            |   |          |         |                   | DEDU TOTAL DEDUCCIONES                            | 2,276.02  |
|            |   |          |         |                   | 3%FV 3% FONDO DE VIVIENDA                         | 228.82    |
|            |   |          |         |                   | FOND FONDO PENSIONES EMPRES                       | 1,334.81  |
|            |   |          |         |                   | SEDARSEDAR  | 152.55    |
|            |   |          |         |                   | PVAC PROVISION DE PRIMA VAC                       | 116.21    |
|            |   |          |         |                   | AGUI PROVISION AGUINALDO                          | 1,162.12  |
|            |   |          |         |                   | TOTA NOMINA EN EFECTIVO                           | 7,244.70  |
|            |   |          |         |                   |   |           |
| 86-185-028 | MAGDALENO AGUILERA FRANCISCO JAVIER     |          |         |                   |   |           |
| T.EMP:     | PERMANENTE                              | 508.50   |         | 1,130.35          | AUXILIAR DE SERVICIOS GENERALES PINTOR-ALBAÑIL-EL |           |
| 01         | SUELDO BASE                             | 7,627.50 | 51      | ISR               | DVIG DIAS DE VIGENCIA                             | 15.00     |
| 02         | AYUDA PARA DESPE                        | 523.00   | 54      | FONDO PENSIONES   | IMP1 ISR ART 96                                   | 1,322.58  |
| 03         | AYUDA PARA PASAJ                        | 333.00   | 65      | OTRAS DEDUCCIONES | PGR1 PERC GRAVADA TIPO 1                          | 9,520.71  |
| 04         | PRIMA QUINQUENAL                        | 1,037.22 |         |                   | PERC TOTAL PERCEPCIONES                           | 9,520.72  |
|            |   |          |         |                   | DEDU TOTAL DEDUCCIONES                            | 6,164.23  |
|            |   |          |         |                   | 3%FV 3% FONDO DE VIVIENDA                         | 228.82    |

| Clave      | Nombre                   | S.Diario | S.Integ | DEDUCCIONES        | CONCEPTOS                   |                                      |
|------------|--------------------------|----------|---------|--------------------|-----------------------------|--------------------------------------|
| -----      |                          |          |         |                    |                             |                                      |
|            | PERCEPCIONES             |          |         |                    |                             |                                      |
|            |                          |          |         |                    |                             |                                      |
|            |                          |          |         |                    | FOND FONDO PENSIONES EMPRES | 1,334.81                             |
|            |                          |          |         |                    | SEDARSEDAR                  | 152.55                               |
|            |                          |          |         |                    | PVAC PROVISION DE PRIMA VAC | 116.21                               |
|            |                          |          |         |                    | AGUI PROVISION AGUINALDO    | 1,162.12                             |
|            |                          |          |         |                    | TOTA NOMINA EN EFECTIVO     | 3,356.49                             |
| -----      |                          |          |         |                    |                             |                                      |
| 86-201-036 | GALAN DUEÑAS MARCOS      |          |         |                    |                             |                                      |
| T.EMP:     | PERMANENTE               | 408.97   | 507.13  | VELADOR INTENDENTE |                             |                                      |
| 01         | SUELDO BASE              | 6,134.55 | 51      | ISR                | 881.14                      | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | AYUDA PARA DESPE         | 394.00   | 54      | FONDO PENSIONES    | 705.47                      | 75C CAJA DE AHORRO SUTCEAJ 200.00    |
| 03         | AYUDA PARA PASAJ         | 234.00   | 65      | OTRAS DEDUCCIONES  | 4,815.38                    | IMP1 ISR ART 96 881.14               |
| 04         | PRIMA QUINQUENAL         | 691.48   |         |                    |                             | PGR1 PERC GRAVADA TIPO 1 7,454.03    |
|            |                          |          |         |                    |                             | PERC TOTAL PERCEPCIONES 7,454.03     |
|            |                          |          |         |                    |                             | DEDU TOTAL DEDUCCIONES 6,401.99      |
|            |                          |          |         |                    |                             | 3%FV 3% FONDO DE VIVIENDA 184.04     |
|            |                          |          |         |                    |                             | FOND FONDO PENSIONES EMPRES 1,073.55 |
|            |                          |          |         |                    |                             | SEDARSEDAR 122.69                    |
|            |                          |          |         |                    |                             | PVAC PROVISION DE PRIMA VAC 92.64    |
|            |                          |          |         |                    |                             | AGUI PROVISION AGUINALDO 926.38      |
|            |                          |          |         |                    |                             | CHEQ PAGO POR CHEQUE 1,052.04        |
| -----      |                          |          |         |                    |                             |                                      |
| 86-212-018 | BRISEÑO DIAZ RAFAEL      |          |         |                    |                             |                                      |
| T.EMP:     | PERMANENTE               | 408.97   | 511.78  | VELADOR INTENDENTE |                             |                                      |
| 01         | SUELDO BASE              | 6,134.55 | 51      | ISR                | 918.07                      | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | AYUDA PARA DESPE         | 394.00   | 54      | FONDO PENSIONES    | 705.47                      | IMP1 ISR ART 96 918.07               |
| 03         | AYUDA PARA PASAJ         | 234.00   | 65      | OTRAS DEDUCCIONES  | 2,966.35                    | PGR1 PERC GRAVADA TIPO 1 7,626.90    |
| 04         | PRIMA QUINQUENAL         | 864.35   |         |                    |                             | PERC TOTAL PERCEPCIONES 7,626.90     |
|            |                          |          |         |                    |                             | DEDU TOTAL DEDUCCIONES 4,589.89      |
|            |                          |          |         |                    |                             | 3%FV 3% FONDO DE VIVIENDA 184.04     |
|            |                          |          |         |                    |                             | FOND FONDO PENSIONES EMPRES 1,073.55 |
|            |                          |          |         |                    |                             | SEDARSEDAR 122.69                    |
|            |                          |          |         |                    |                             | PVAC PROVISION DE PRIMA VAC 92.64    |
|            |                          |          |         |                    |                             | AGUI PROVISION AGUINALDO 926.38      |
|            |                          |          |         |                    |                             | TOTA NOMINA EN EFECTIVO 3,037.01     |
| -----      |                          |          |         |                    |                             |                                      |
| 86-212-019 | BEIVIDES PEREZ FRANCISCO |          |         |                    |                             |                                      |
| T.EMP:     | PERMANENTE               | 408.97   | 511.78  | VELADOR INTENDENTE |                             |                                      |
| 01         | SUELDO BASE              | 6,134.55 | 51      | ISR                | 918.07                      | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | AYUDA PARA DESPE         | 394.00   | 54      | FONDO PENSIONES    | 705.47                      | IMP1 ISR ART 96 918.07               |
| 03         | AYUDA PARA PASAJ         | 234.00   | 65      | OTRAS DEDUCCIONES  | 2,177.77                    | PGR1 PERC GRAVADA TIPO 1 7,626.90    |
| 04         | PRIMA QUINQUENAL         | 864.35   |         |                    |                             | PERC TOTAL PERCEPCIONES 7,626.90     |
|            |                          |          |         |                    |                             | DEDU TOTAL DEDUCCIONES 3,801.31      |
|            |                          |          |         |                    |                             | 3%FV 3% FONDO DE VIVIENDA 184.04     |
|            |                          |          |         |                    |                             | FOND FONDO PENSIONES EMPRES 1,073.55 |
|            |                          |          |         |                    |                             | SEDARSEDAR 122.69                    |
|            |                          |          |         |                    |                             | PVAC PROVISION DE PRIMA VAC 92.64    |
|            |                          |          |         |                    |                             | AGUI PROVISION AGUINALDO 926.38      |
|            |                          |          |         |                    |                             | TOTA NOMINA EN EFECTIVO 3,825.59     |
| -----      |                          |          |         |                    |                             |                                      |
| 86-212-023 | ROMERO MONTALVO MARTIN   |          |         |                    |                             |                                      |
| T.EMP:     | PERMANENTE               | 408.97   | 507.13  | VELADOR INTENDENTE |                             |                                      |
| 01         | SUELDO BASE              | 6,134.55 | 51      | ISR                | 881.14                      | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | AYUDA PARA DESPE         | 394.00   | 54      | FONDO PENSIONES    | 705.47                      | 75C CAJA DE AHORRO SUTCEAJ 100.00    |
| 03         | AYUDA PARA PASAJ         | 234.00   | 65      | OTRAS DEDUCCIONES  | 3,229.35                    | IMP1 ISR ART 96 881.14               |
| 04         | PRIMA QUINQUENAL         | 691.48   |         |                    |                             | PGR1 PERC GRAVADA TIPO 1 7,454.03    |
|            |                          |          |         |                    |                             | PERC TOTAL PERCEPCIONES 7,454.03     |
|            |                          |          |         |                    |                             | DEDU TOTAL DEDUCCIONES 4,815.96      |
|            |                          |          |         |                    |                             | 3%FV 3% FONDO DE VIVIENDA 184.04     |

| Clave      | Nombre                 | S.Diario     | S.Integ | DEDUCCIONES        | CONCEPTOS                   |                                      |
|------------|------------------------|--------------|---------|--------------------|-----------------------------|--------------------------------------|
|            |                        | PERCEPCIONES |         |                    |                             |                                      |
|            |                        |              |         |                    | FOND FONDO PENSIONES EMPRES | 1,073.55                             |
|            |                        |              |         |                    | SEDARSEDAR                  | 122.69                               |
|            |                        |              |         |                    | PVAC PROVISION DE PRIMA VAC | 92.64                                |
|            |                        |              |         |                    | AGUI PROVISION AGUINALDO    | 926.38                               |
|            |                        |              |         |                    | TOTA NOMINA EN EFECTIVO     | 2,638.07                             |
| 86-212-024 | OROZCO VASQUEZ MIGUEL  |              |         |                    |                             |                                      |
| T.EMP:     | PERMANENTE             | 408.97       | 507.13  | VELADOR INTENDENTE |                             |                                      |
| 01         | SUELDO BASE            | 6,134.55     | 51      | ISR                | 881.14                      | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | AYUDA PARA DESPE       | 394.00       | 54      | FONDO PENSIONES    | 705.47                      | IMP1 ISR ART 96 881.14               |
| 03         | AYUDA PARA PASAJ       | 234.00       | 65      | OTRAS DEDUCCIONES  | 61.35                       | PGR1 PERC GRAVADA TIPO 1 7,454.03    |
| 04         | PRIMA QUINQUENAL       | 691.48       |         |                    |                             | PERC TOTAL PERCEPCIONES 7,454.03     |
|            |                        |              |         |                    |                             | DEDU TOTAL DEDUCCIONES 1,647.96      |
|            |                        |              |         |                    |                             | 3%FV 3% FONDO DE VIVIENDA 184.04     |
|            |                        |              |         |                    |                             | FOND FONDO PENSIONES EMPRES 1,073.55 |
|            |                        |              |         |                    |                             | SEDARSEDAR 122.69                    |
|            |                        |              |         |                    |                             | PVAC PROVISION DE PRIMA VAC 92.64    |
|            |                        |              |         |                    |                             | AGUI PROVISION AGUINALDO 926.38      |
|            |                        |              |         |                    |                             | TOTA NOMINA EN EFECTIVO 5,806.07     |
| 86-212-026 | HERNANDEZ RIVERA JORGE |              |         |                    |                             |                                      |
| T.EMP:     | PERMANENTE             | 408.97       | 844.29  | JARDINERO          |                             |                                      |
| 01         | SUELDO BASE            | 6,134.55     | 51      | ISR                | 954.99                      | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | AYUDA PARA DESPE       | 394.00       | 54      | FONDO PENSIONES    | 705.47                      | 75D CAJA DE AHORRO SUTCEAP 500.00    |
| 03         | AYUDA PARA PASAJ       | 234.00       | 65      | OTRAS DEDUCCIONES  | 3,466.35                    | IMP1 ISR ART 96 954.99               |
| 04         | PRIMA QUINQUENAL       | 1,037.22     |         |                    |                             | PGR1 PERC GRAVADA TIPO 1 7,799.77    |
|            |                        |              |         |                    |                             | PERC TOTAL PERCEPCIONES 7,799.77     |
|            |                        |              |         |                    |                             | DEDU TOTAL DEDUCCIONES 5,126.81      |
|            |                        |              |         |                    |                             | 3%FV 3% FONDO DE VIVIENDA 184.04     |
|            |                        |              |         |                    |                             | FOND FONDO PENSIONES EMPRES 1,073.55 |
|            |                        |              |         |                    |                             | SEDARSEDAR 122.69                    |
|            |                        |              |         |                    |                             | PVAC PROVISION DE PRIMA VAC 92.64    |
|            |                        |              |         |                    |                             | AGUI PROVISION AGUINALDO 926.38      |
|            |                        |              |         |                    |                             | TOTA NOMINA EN EFECTIVO 2,672.96     |
| 86-244-011 | PEÑA SANTIAGO JUAN     |              |         |                    |                             |                                      |
| T.EMP:     | PERMANENTE             | 441.10       | 767.54  | ALMACENISTA        |                             |                                      |
| 01         | SUELDO BASE            | 6,616.50     | 51      | ISR                | 1,050.38                    | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | AYUDA PARA DESPE       | 457.50       | 54      | FONDO PENSIONES    | 760.90                      | IMP1 ISR ART 96 1,050.38             |
| 03         | AYUDA PARA PASAJ       | 308.00       | 65      | OTRAS DEDUCCIONES  | 66.17                       | PGR1 PERC GRAVADA TIPO 1 8,246.35    |
| 04         | PRIMA QUINQUENAL       | 864.35       |         |                    |                             | PERC TOTAL PERCEPCIONES 8,246.35     |
|            |                        |              |         |                    |                             | DEDU TOTAL DEDUCCIONES 1,877.45      |
|            |                        |              |         |                    |                             | 3%FV 3% FONDO DE VIVIENDA 198.50     |
|            |                        |              |         |                    |                             | FOND FONDO PENSIONES EMPRES 1,157.89 |
|            |                        |              |         |                    |                             | SEDARSEDAR 132.33                    |
|            |                        |              |         |                    |                             | PVAC PROVISION DE PRIMA VAC 101.12   |
|            |                        |              |         |                    |                             | AGUI PROVISION AGUINALDO 1,011.23    |
|            |                        |              |         |                    |                             | TOTA NOMINA EN EFECTIVO 6,368.90     |
| 930-015    | CORONA GONZALEZ GERMAN |              |         |                    |                             |                                      |
| T.EMP:     | PERMANENTE             | 408.97       | 584.45  | ASEADOR            |                             |                                      |
| 01         | SUELDO BASE            | 6,134.55     | 51      | ISR                | 844.22                      | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | AYUDA PARA DESPE       | 394.00       | 54      | FONDO PENSIONES    | 705.47                      | 75C CAJA DE AHORRO SUTCEAJ 100.00    |
| 03         | AYUDA PARA PASAJ       | 234.00       | 65      | OTRAS DEDUCCIONES  | 1,000.65                    | IMP1 ISR ART 96 844.22               |
| 04         | PRIMA QUINQUENAL       | 518.61       |         |                    |                             | PGR1 PERC GRAVADA TIPO 1 7,281.16    |
|            |                        |              |         |                    |                             | PERC TOTAL PERCEPCIONES 7,281.16     |
|            |                        |              |         |                    |                             | DEDU TOTAL DEDUCCIONES 2,550.34      |
|            |                        |              |         |                    |                             | 3%FV 3% FONDO DE VIVIENDA 184.04     |

| Clave   | Nombre                                      | S.Diario     | S.Integ | DEDUCCIONES          | CONCEPTOS                   |                                      |
|---------|---|--------------|---------|----------------------|-----------------------------|--------------------------------------|
|         |   | PERCEPCIONES |         |                      |                             |                                      |
|         |   |              |         |                      | FOND FONDO PENSIONES EMPRES | 1,073.55                             |
|         |   |              |         |                      | SEDARSEDAR                  | 122.69                               |
|         |   |              |         |                      | PVAC PROVISION DE PRIMA VAC | 92.64                                |
|         |   |              |         |                      | AGUI PROVISION AGUINALDO    | 926.38                               |
|         |   |              |         |                      | TOTA NOMINA EN EFECTIVO     | 4,730.82                             |
| 930-016 | RAMOS DE LA TORRE MARTHA ALICIA             |              |         |                      |                             |                                      |
| T.EMP:  | PERMANENTE                                  | 457.70       | 560.13  | RECEPCIONISTA        |                             |                                      |
| 01      | SUELDO BASE                                 | 6,865.50     | 51      | ISR                  | 995.46                      | DVIG DIAS DE VIGENCIA 15.00          |
| 02      | AYUDA PARA DESPE                            | 463.00       | 54      | FONDO PENSIONES      | 789.53                      | IMP1 ISR ART 96 995.46               |
| 03      | AYUDA PARA PASAJ                            | 315.00       | 65      | OTRAS DEDUCCIONES    | 5,058.45                    | PGR1 PERC GRAVADA TIPO 1 7,989.24    |
| 04      | PRIMA QUINQUENAL                            | 345.74       |         |                      |                             | PERC TOTAL PERCEPCIONES 7,989.24     |
|         |   |              |         |                      |                             | DEDU TOTAL DEDUCCIONES 6,843.44      |
|         |   |              |         |                      |                             | 3%FV 3% FONDO DE VIVIENDA 205.97     |
|         |   |              |         |                      |                             | FOND FONDO PENSIONES EMPRES 1,201.46 |
|         |   |              |         |                      |                             | SEDARSEDAR 137.31                    |
|         |   |              |         |                      |                             | PVAC PROVISION DE PRIMA VAC 104.71   |
|         |   |              |         |                      |                             | AGUI PROVISION AGUINALDO 1,047.05    |
|         |   |              |         |                      |                             | TOTA NOMINA EN EFECTIVO 1,145.80     |
| 930-017 | VARGAS GRAJEDA ANA ROSA                     |              |         |                      |                             |                                      |
| T.EMP:  | PERMANENTE                                  | 408.97       | 497.84  | VELADOR INTENDENTE   |                             |                                      |
| 01      | SUELDO BASE                                 | 6,134.55     | 51      | ISR                  | 807.29                      | DVIG DIAS DE VIGENCIA 15.00          |
| 02      | AYUDA PARA DESPE                            | 394.00       | 54      | FONDO PENSIONES      | 705.47                      | 75D CAJA DE AHORRO SUTCEAP 300.00    |
| 03      | AYUDA PARA PASAJ                            | 234.00       | 65      | OTRAS DEDUCCIONES    | 2,396.65                    | IMP1 ISR ART 96 807.29               |
| 04      | PRIMA QUINQUENAL                            | 345.74       |         |                      |                             | PGR1 PERC GRAVADA TIPO 1 7,108.29    |
|         |   |              |         |                      |                             | PERC TOTAL PERCEPCIONES 7,108.29     |
|         |   |              |         |                      |                             | DEDU TOTAL DEDUCCIONES 3,909.41      |
|         |   |              |         |                      |                             | 3%FV 3% FONDO DE VIVIENDA 184.04     |
|         |   |              |         |                      |                             | FOND FONDO PENSIONES EMPRES 1,073.55 |
|         |   |              |         |                      |                             | SEDARSEDAR 122.69                    |
|         |   |              |         |                      |                             | PVAC PROVISION DE PRIMA VAC 92.64    |
|         |   |              |         |                      |                             | AGUI PROVISION AGUINALDO 926.38      |
|         |   |              |         |                      |                             | TOTA NOMINA EN EFECTIVO 3,198.88     |
| 930-018 | MARQUEZ CABEZA ANA CATALINA                 |              |         |                      |                             |                                      |
| T.EMP:  | PERMANENTE                                  | 408.97       | 497.84  | VELADOR INTENDENTE   |                             |                                      |
| 01      | SUELDO BASE                                 | 6,134.55     | 51      | ISR                  | 807.29                      | DVIG DIAS DE VIGENCIA 15.00          |
| 02      | AYUDA PARA DESPE                            | 394.00       | 54      | FONDO PENSIONES      | 705.47                      | 75D CAJA DE AHORRO SUTCEAP 200.00    |
| 03      | AYUDA PARA PASAJ                            | 234.00       | 65      | OTRAS DEDUCCIONES    | 261.35                      | IMP1 ISR ART 96 807.29               |
| 04      | PRIMA QUINQUENAL                            | 345.74       |         |                      |                             | PGR1 PERC GRAVADA TIPO 1 7,108.29    |
|         |   |              |         |                      |                             | PERC TOTAL PERCEPCIONES 7,108.29     |
|         |   |              |         |                      |                             | DEDU TOTAL DEDUCCIONES 1,774.11      |
|         |   |              |         |                      |                             | 3%FV 3% FONDO DE VIVIENDA 184.04     |
|         |   |              |         |                      |                             | FOND FONDO PENSIONES EMPRES 1,073.55 |
|         |   |              |         |                      |                             | SEDARSEDAR 122.69                    |
|         |   |              |         |                      |                             | PVAC PROVISION DE PRIMA VAC 92.64    |
|         |   |              |         |                      |                             | AGUI PROVISION AGUINALDO 926.38      |
|         |   |              |         |                      |                             | TOTA NOMINA EN EFECTIVO 5,334.18     |
| ****    | Totales Subdirección de Servicios Generales | 7506         | ****    |                      |                             |                                      |
| 01      | SUELDO BASE                                 | 359,365.00   | 51      | ISR                  | 56,024.37                   | DVIG DIAS DE VIGENCIA 720.00         |
| 02      | AYUDA PARA DESPE                            | 22,450.50    | 54      | FONDO PENSIONES      | 41,326.87                   | 75C CAJA DE AHORRO SUTCEAJ 2,200.00  |
| 03      | AYUDA PARA PASAJ                            | 14,714.50    | 79      | APORT ADIC VOL SEDAR | 300.00                      | 75D CAJA DE AHORRO SUTCEAP 2,000.00  |
| 04      | PRIMA QUINQUENAL                            | 23,164.58    | 65      | OTRAS DEDUCCIONES    | 102,401.59                  | IMP1 ISR ART 96 56,024.37            |
|         |   |              |         |                      |                             | PGR1 PERC GRAVADA TIPO 1 419,694.56  |
|         |   |              |         |                      |                             | PERC TOTAL PERCEPCIONES 419,694.58   |

| Clave | Nombre       | S.Diario | S.Integ | DEDUCCIONES | CONCEPTOS                             |
|-------|--------------|----------|---------|-------------|---------------------------------------|
|       | PERCEPCIONES |          |         |             |                                       |
|       |              |          |         |             | DEDU TOTAL DEDUCCIONES 200,052.83     |
|       |              |          |         |             | 3%FV 3% FONDO DE VIVIENDA 10,781.05   |
|       |              |          |         |             | FOND FONDO PENSIONES EMPRES 62,888.92 |
|       |              |          |         |             | SEDARSEDAR 7,187.28                   |
|       |              |          |         |             | PVAC PROVISION DE PRIMA VAC 5,432.00  |
|       |              |          |         |             | AGUI PROVISION AGUINALDO 54,319.20    |
|       |              |          |         |             | TOTA NOMINA EN EFECTIVO 211,838.22    |
|       |              |          |         |             | CHEQ PAGO POR CHEQUE 7,803.53         |

Total de Empleados : 48.00 -----

| Clave                                  | Nombre                                | S.Diario  | S.Integ  | PERCEPCIONES      | DEDUCCIONES                | CONCEPTOS                            |
|--|---------------------------------------|-----------|----------|-------------------|----------------------------|--------------------------------------|
| ***** Subdirección Jurídica ***** 7507 |                                       |           |          |                   |                            |                                      |
| 100-011                                | DIAZ HERNANDEZ JAVIER ARMANDO         |           |          |                   |                            |                                      |
| T.EMP:                                 | PERMANENTE                            | 857.63    | 1,064.37 | Jefe de lo        | Consultivo                 |                                      |
| 01                                     | SUELDO BASE                           | 12,864.50 | 51       | ISR               | 2,302.48                   | DVIG DIAS DE VIGENCIA 15.00          |
| 02                                     | AYUDA PARA DESPE                      | 643.00    | 54       | FONDO PENSIONES   | 1,479.42                   | IMP1 ISR ART 96 2,302.48             |
| 03                                     | AYUDA PARA PASAJ                      | 528.50    |          |                   |                            | PGR1 PERC GRAVADA TIPO 1 14,036.00   |
|  |                                       |           |          |                   |                            | PERC TOTAL PERCEPCIONES 14,036.00    |
|  |                                       |           |          |                   |                            | DEDU TOTAL DEDUCCIONES 3,781.90      |
|  |                                       |           |          |                   |                            | 3%FV 3% FONDO DE VIVIENDA 385.94     |
|  |                                       |           |          |                   |                            | FOND FONDO PENSIONES EMPRES 2,251.29 |
|  |                                       |           |          |                   |                            | SEDARSEDAR 257.29                    |
|  |                                       |           |          |                   |                            | PVAC PROVISION DE PRIMA VAC 192.27   |
|  |                                       |           |          |                   |                            | AGUI PROVISION AGUINALDO 1,922.74    |
|  |                                       |           |          |                   |                            | TOTA NOMINA EN EFECTIVO 10,254.10    |
| 120-001                                | GUTIÉRREZ OCEGUEDA GELACIO JUAN RAMÓN |           |          |                   |                            |                                      |
| T.EMP:                                 | PERMANENTE                            | 1,569.80  | 1,890.39 | Subdirector       | Jurídico                   |                                      |
| 01                                     | SUELDO BASE                           | 23,547.00 | 51       | ISR               | 5,199.63                   | DVIG DIAS DE VIGENCIA 15.00          |
| 02                                     | AYUDA PARA DESPE                      | 960.00    | 54       | FONDO PENSIONES   | 2,707.91                   | IMP1 ISR ART 96 5,199.63             |
| 03                                     | AYUDA PARA PASAJ                      | 688.00    | 65       | OTRAS DEDUCCIONES | 3,457.49                   | PGR1 PERC GRAVADA TIPO 1 25,195.00   |
|  |                                       |           |          |                   |                            | PERC TOTAL PERCEPCIONES 25,195.00    |
|  |                                       |           |          |                   |                            | DEDU TOTAL DEDUCCIONES 11,365.03     |
|  |                                       |           |          |                   |                            | 3%FV 3% FONDO DE VIVIENDA 706.41     |
|  |                                       |           |          |                   |                            | FOND FONDO PENSIONES EMPRES 4,120.72 |
|  |                                       |           |          |                   |                            | SEDARSEDAR 470.94                    |
|  |                                       |           |          |                   |                            | PVAC PROVISION DE PRIMA VAC 345.14   |
|  |                                       |           |          |                   |                            | AGUI PROVISION AGUINALDO 3,451.37    |
|  |                                       |           |          |                   |                            | TOTA NOMINA EN EFECTIVO 13,829.97    |
| 485-2020                               | GOMEZ SANCHEZ JAVIER EDUARDO          |           |          |                   |                            |                                      |
| T.EMP:                                 | PERMANENTE                            | 563.20    | 685.49   | Analista          | Jurídico (Consultivo)      |                                      |
| 01                                     | SUELDO BASE                           | 8,448.00  | 51       | ISR               | 1,312.50                   | DVIG DIAS DE VIGENCIA 15.00          |
| 02                                     | AYUDA PARA DESPE                      | 564.00    | 54       | FONDO PENSIONES   | 971.52                     | IMP1 ISR ART 96 1,312.50             |
| 03                                     | AYUDA PARA PASAJ                      | 461.50    |          |                   |                            | PGR1 PERC GRAVADA TIPO 1 9,473.50    |
|  |                                       |           |          |                   |                            | PERC TOTAL PERCEPCIONES 9,473.50     |
|  |                                       |           |          |                   |                            | DEDU TOTAL DEDUCCIONES 2,284.02      |
|  |                                       |           |          |                   |                            | 3%FV 3% FONDO DE VIVIENDA 253.44     |
|  |                                       |           |          |                   |                            | FOND FONDO PENSIONES EMPRES 1,478.40 |
|  |                                       |           |          |                   |                            | SEDARSEDAR 168.96                    |
|  |                                       |           |          |                   |                            | PVAC PROVISION DE PRIMA VAC 129.77   |
|  |                                       |           |          |                   |                            | AGUI PROVISION AGUINALDO 1,297.74    |
|  |                                       |           |          |                   |                            | TOTA NOMINA EN EFECTIVO 7,189.48     |
| 486-2020                               | GONZALEZ SERRANO IRMA                 |           |          |                   |                            |                                      |
| T.EMP:                                 | PERMANENTE                            | 563.20    | 685.49   | Analista de       | la Unidad de Transparencia |                                      |
| 01                                     | SUELDO BASE                           | 8,448.00  | 51       | ISR               | 1,312.50                   | DVIG DIAS DE VIGENCIA 15.00          |
| 02                                     | AYUDA PARA DESPE                      | 564.00    | 54       | FONDO PENSIONES   | 971.52                     | IMP1 ISR ART 96 1,312.50             |
| 03                                     | AYUDA PARA PASAJ                      | 461.50    |          |                   |                            | PGR1 PERC GRAVADA TIPO 1 9,473.50    |
|  |                                       |           |          |                   |                            | PERC TOTAL PERCEPCIONES 9,473.50     |
|  |                                       |           |          |                   |                            | DEDU TOTAL DEDUCCIONES 2,284.02      |
|  |                                       |           |          |                   |                            | 3%FV 3% FONDO DE VIVIENDA 253.44     |
|  |                                       |           |          |                   |                            | FOND FONDO PENSIONES EMPRES 1,478.40 |
|  |                                       |           |          |                   |                            | SEDARSEDAR 168.96                    |
|  |                                       |           |          |                   |                            | PVAC PROVISION DE PRIMA VAC 129.77   |
|  |                                       |           |          |                   |                            | AGUI PROVISION AGUINALDO 1,297.74    |
|  |                                       |           |          |                   |                            | TOTA NOMINA EN EFECTIVO 7,189.48     |



| Clave  | Nombre                          | S.Diario  | S.Integ | PERCEPCIONES              | DEDUCCIONES   | CONCEPTOS                             |
|--|---------------------------------|-----------|---------|---------------------------|---------------|---------------------------------------|
| 510-019                                      | RAMOS CALDERON JAVIER IVÁN      |           |         |                           |               |                                       |
| T.EMP:                                       | PERMANENTE                      | 761.07    | 920.66  | Jefe de la Unidad de      | Transparencia |                                       |
| 01   | SUELDO BASE                     | 11,416.00 | 51      | ISR                       | 1,967.29      | DVIG DIAS DE VIGENCIA 15.00           |
| 02   | AYUDA PARA DESPE                | 623.50    | 54      | FONDO PENSIONES           | 1,312.84      | IMP1 ISR ART 96 1,967.29              |
| 03   | AYUDA PARA PASAJ                | 499.50    |         |                           |               | PGR1 PERC GRAVADA TIPO 1 12,539.00    |
|  |                                 |           |         |                           |               | PERC TOTAL PERCEPCIONES 12,539.00     |
|  |                                 |           |         |                           |               | DEDU TOTAL DEDUCCIONES 3,280.13       |
|  |                                 |           |         |                           |               | 3%FV 3% FONDO DE VIVIENDA 342.48      |
|  |                                 |           |         |                           |               | FOND FONDO PENSIONES EMPRES 1,997.80  |
|  |                                 |           |         |                           |               | SEDARSEDAR 228.32                     |
|  |                                 |           |         |                           |               | PVAC PROVISION DE PRIMA VAC 171.77    |
|  |                                 |           |         |                           |               | AGUI PROVISION AGUINALDO 1,717.67     |
|  |                                 |           |         |                           |               | TOTA NOMINA EN EFECTIVO 9,258.87      |
| 526-004                                      | SANCHEZ RANGEL CLAUDIA PATRICIA |           |         |                           |               |                                       |
| T.EMP:                                       | PERMANENTE                      | 495.40    | 609.34  | SECRETARIA                |               |                                       |
| 01   | SUELDO BASE                     | 7,431.00  | 51      | ISR                       | 1,159.80      | DVIG DIAS DE VIGENCIA 15.00           |
| 02   | AYUDA PARA DESPE                | 478.50    | 54      | FONDO PENSIONES           | 854.57        | 75D CAJA DE AHORRO SUTCEAP 100.00     |
| 03   | AYUDA PARA PASAJ                | 330.50    | 65      | OTRAS DEDUCCIONES         | 3,391.31      | IMP1 ISR ART 96 1,159.80              |
| 04   | PRIMA QUINQUENAL                | 518.61    |         |                           |               | PGR1 PERC GRAVADA TIPO 1 8,758.61     |
|  |                                 |           |         |                           |               | PERC TOTAL PERCEPCIONES 8,758.61      |
|  |                                 |           |         |                           |               | DEDU TOTAL DEDUCCIONES 5,405.68       |
|  |                                 |           |         |                           |               | 3%FV 3% FONDO DE VIVIENDA 222.93      |
|  |                                 |           |         |                           |               | FOND FONDO PENSIONES EMPRES 1,300.42  |
|  |                                 |           |         |                           |               | SEDARSEDAR 148.62                     |
|  |                                 |           |         |                           |               | PVAC PROVISION DE PRIMA VAC 112.88    |
|  |                                 |           |         |                           |               | AGUI PROVISION AGUINALDO 1,128.77     |
|  |                                 |           |         |                           |               | TOTA NOMINA EN EFECTIVO 3,352.93      |
| 750-033                                      | CARDENAS SANCHEZ VICTOR MANUEL  |           |         |                           |               |                                       |
| T.EMP:                                       | PERMANENTE                      | 630.43    | 752.02  | ANALISTA JURIDICO LABORAL |               |                                       |
| 01   | SUELDO BASE                     | 9,456.45  | 51      | ISR                       | 1,547.82      | DVIG DIAS DE VIGENCIA 15.00           |
| 02   | AYUDA PARA DESPE                | 487.00    | 54      | FONDO PENSIONES           | 1,087.49      | 75C CAJA DE AHORRO SUTCEAJ 500.00     |
| 03   | AYUDA PARA PASAJ                | 286.00    | 65      | OTRAS DEDUCCIONES         | 2,594.56      | IMP1 ISR ART 96 1,547.82              |
| 04   | PRIMA QUINQUENAL                | 345.74    |         |                           |               | PGR1 PERC GRAVADA TIPO 1 10,575.19    |
|  |                                 |           |         |                           |               | PERC TOTAL PERCEPCIONES 10,575.19     |
|  |                                 |           |         |                           |               | DEDU TOTAL DEDUCCIONES 5,229.87       |
|  |                                 |           |         |                           |               | 3%FV 3% FONDO DE VIVIENDA 283.69      |
|  |                                 |           |         |                           |               | FOND FONDO PENSIONES EMPRES 1,654.88  |
|  |                                 |           |         |                           |               | SEDARSEDAR 189.13                     |
|  |                                 |           |         |                           |               | PVAC PROVISION DE PRIMA VAC 140.13    |
|  |                                 |           |         |                           |               | AGUI PROVISION AGUINALDO 1,401.29     |
|  |                                 |           |         |                           |               | TOTA NOMINA EN EFECTIVO 5,345.32      |
| **** Totales Subdirección Jurídica 7507 **** |                                 |           |         |                           |               |                                       |
| 01   | SUELDO BASE                     | 81,610.95 | 51      | ISR                       | 14,802.02     | DVIG DIAS DE VIGENCIA 105.00          |
| 02   | AYUDA PARA DESPE                | 4,320.00  | 54      | FONDO PENSIONES           | 9,385.27      | 75C CAJA DE AHORRO SUTCEAJ 500.00     |
| 03   | AYUDA PARA PASAJ                | 3,255.50  | 65      | OTRAS DEDUCCIONES         | 9,443.36      | 75D CAJA DE AHORRO SUTCEAP 100.00     |
| 04   | PRIMA QUINQUENAL                | 864.35    |         |                           |               | IMP1 ISR ART 96 14,802.02             |
|  |                                 |           |         |                           |               | PGR1 PERC GRAVADA TIPO 1 90,050.80    |
|  |                                 |           |         |                           |               | PERC TOTAL PERCEPCIONES 90,050.80     |
|  |                                 |           |         |                           |               | DEDU TOTAL DEDUCCIONES 33,630.65      |
|  |                                 |           |         |                           |               | 3%FV 3% FONDO DE VIVIENDA 2,448.33    |
|  |                                 |           |         |                           |               | FOND FONDO PENSIONES EMPRES 14,281.91 |
|  |                                 |           |         |                           |               | SEDARSEDAR 1,632.22                   |
|  |                                 |           |         |                           |               | PVAC PROVISION DE PRIMA VAC 1,221.73  |
|  |                                 |           |         |                           |               | AGUI PROVISION AGUINALDO 12,217.32    |

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| Clave | Nombre               | S.Diario | S.Integ | DEDUCCIONES | CONCEPTOS               |
|-------|----------------------|----------|---------|-------------|-------------------------|
|       | PERCEPCIONES         |          |         |             |                         |
|       |                      |          |         |             | TOTA NOMINA EN EFECTIVO |
|       |                      |          |         |             | 56,420.15               |
|       | Total de Empleados : | 7.00     |         |             |                         |

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| Clave   | Nombre                               | S.Diario  | S.Integ | DEDUCCIONES          | CONCEPTOS                                      |
|---|--------------------------------------|-----------|---------|----------------------|--|
| PERCEPCIONES  |                                      |           |         |                      |  |
| ***** Dirección de Saneamiento y Operación de Plantas de Tratamiento ***** 8501 |                                      |           |         |                      |  |
| 04-190-004  | SANCHEZ GARCIA ENRIQUE               |           |         |                      |  |
| T.EMP:  | PERMANENTE                           | 457.70    |         | 574.06               | CHOFER MENSAJERO                               |
| 01  | SUELDO BASE                          | 6,865.50  | 51      | ISR                  | 1,106.24                                       |
| 02  | AYUDA PARA DESPE                     | 463.00    | 54      | FONDO PENSIONES      | 789.53   |
| 03  | AYUDA PARA PASAJ                     | 315.00    | 65      | OTRAS DEDUCCIONES    | 5,262.18                                       |
| 04  | PRIMA QUINQUENAL                     | 864.35    |         |                      |  |
|   |                                      |           |         |                      | DVIG DIAS DE VIGENCIA 15.00                    |
|   |                                      |           |         |                      | 75C CAJA DE AHORRO SUTCEAJ 250.00              |
|   |                                      |           |         |                      | IMP1 ISR ART 96 1,106.24                       |
|   |                                      |           |         |                      | PGR1 PERC GRAVADA TIPO 1 8,507.85              |
|   |                                      |           |         |                      | PERC TOTAL PERCEPCIONES 8,507.85               |
|   |                                      |           |         |                      | DEDU TOTAL DEDUCCIONES 7,157.95                |
|   |                                      |           |         |                      | 3%FV 3% FONDO DE VIVIENDA 205.97               |
|   |                                      |           |         |                      | FOND FONDO PENSIONES EMPRES 1,201.46           |
|   |                                      |           |         |                      | SEDARSEDAR 137.31                              |
|   |                                      |           |         |                      | PVAC PROVISION DE PRIMA VAC 104.71             |
|   |                                      |           |         |                      | AGUI PROVISION AGUINALDO 1,047.05              |
|   |                                      |           |         |                      | TOTA NOMINA EN EFECTIVO 1,349.90               |
| 101-010   | VAZQUEZ GRIJALVA ENEYDA CARLINA      |           |         |                      |  |
| T.EMP:  | PERMANENTE                           | 553.73    |         | 683.28               | SECRETARIA DE DIRECCION                        |
| 01  | SUELDO BASE                          | 8,305.95  | FALT    | INCIDENCIAS          | 613.50   |
| 02  | AYUDA PARA DESPE                     | 557.00    | 51      | ISR                  | 1,271.26                                       |
| 03  | AYUDA PARA PASAJ                     | 339.50    | 54      | FONDO PENSIONES      | 955.18   |
| 04  | PRIMA QUINQUENAL                     | 691.48    | 65      | OTRAS DEDUCCIONES    | 2,792.06                                       |
|   |                                      |           |         |                      | DVIG DIAS DE VIGENCIA 15.00                    |
|   |                                      |           |         |                      | IMP1 ISR ART 96 1,271.26                       |
|   |                                      |           |         |                      | PGR1 PERC GRAVADA TIPO 1 9,280.43              |
|   |                                      |           |         |                      | PERC TOTAL PERCEPCIONES 9,893.93               |
|   |                                      |           |         |                      | DEDU TOTAL DEDUCCIONES 5,632.00                |
|   |                                      |           |         |                      | 3%FV 3% FONDO DE VIVIENDA 249.18               |
|   |                                      |           |         |                      | FOND FONDO PENSIONES EMPRES 1,453.54           |
|   |                                      |           |         |                      | SEDARSEDAR 166.12                              |
|   |                                      |           |         |                      | PVAC PROVISION DE PRIMA VAC 126.06             |
|   |                                      |           |         |                      | AGUI PROVISION AGUINALDO 1,260.61              |
|   |                                      |           |         |                      | TOTA NOMINA EN EFECTIVO 4,261.93               |
| 30-094-001  | RODRIGUEZ DE LA TORRE JOSE GUADALUPE |           |         |                      |  |
| T.EMP:  | PERMANENTE                           | 857.63    |         | 1,063.36             | Supervisor de Proyectos                        |
| 01  | SUELDO BASE                          | 12,864.50 | 51      | ISR                  | 2,546.43                                       |
| 02  | AYUDA PARA DESPE                     | 643.00    | 54      | FONDO PENSIONES      | 1,479.42                                       |
| 03  | AYUDA PARA PASAJ                     | 528.50    | 79      | APORT ADIC VOL SEDAR | 200.00   |
| 04  | PRIMA QUINQUENAL                     | 1,037.22  |         |                      |  |
|   |                                      |           |         |                      | DVIG DIAS DE VIGENCIA 15.00                    |
|   |                                      |           |         |                      | IMP1 ISR ART 96 2,546.43                       |
|   |                                      |           |         |                      | PGR1 PERC GRAVADA TIPO 1 15,073.22             |
|   |                                      |           |         |                      | PERC TOTAL PERCEPCIONES 15,073.22              |
|   |                                      |           |         |                      | DEDU TOTAL DEDUCCIONES 4,225.85                |
|   |                                      |           |         |                      | 3%FV 3% FONDO DE VIVIENDA 385.94               |
|   |                                      |           |         |                      | FOND FONDO PENSIONES EMPRES 2,251.29           |
|   |                                      |           |         |                      | SEDARSEDAR 257.29                              |
|   |                                      |           |         |                      | PVAC PROVISION DE PRIMA VAC 192.27             |
|   |                                      |           |         |                      | AGUI PROVISION AGUINALDO 1,922.74              |
|   |                                      |           |         |                      | TOTA NOMINA EN EFECTIVO 10,847.37              |
| 340-002   | ROBLES DE LEON JULIO                 |           |         |                      |  |
| T.EMP:  | PERMANENTE                           | 1,115.66  |         | 1,342.49             | Jefe de Alcantarillado del Interior del Estado |
| 01  | SUELDO BASE                          | 16,735.00 | 51      | ISR                  | 3,253.04                                       |
| 02  | AYUDA PARA DESPE                     | 774.50    | 54      | FONDO PENSIONES      | 1,924.53                                       |
| 03  | AYUDA PARA PASAJ                     | 568.00    | 65      | OTRAS DEDUCCIONES    | 4,218.21                                       |
|   |                                      |           |         |                      | DVIG DIAS DE VIGENCIA 15.00                    |
|   |                                      |           |         |                      | IMP1 ISR ART 96 3,253.04                       |
|   |                                      |           |         |                      | PGR1 PERC GRAVADA TIPO 1 18,077.50             |
|   |                                      |           |         |                      | PERC TOTAL PERCEPCIONES 18,077.50              |
|   |                                      |           |         |                      | DEDU TOTAL DEDUCCIONES 9,395.78                |
|   |                                      |           |         |                      | 3%FV 3% FONDO DE VIVIENDA 502.05               |
|   |                                      |           |         |                      | FOND FONDO PENSIONES EMPRES 2,928.63           |
|   |                                      |           |         |                      | SEDARSEDAR 334.70                              |
|   |                                      |           |         |                      | PVAC PROVISION DE PRIMA VAC 247.64             |
|   |                                      |           |         |                      | AGUI PROVISION AGUINALDO 2,476.37              |
|   |                                      |           |         |                      | TOTA NOMINA EN EFECTIVO 8,681.72               |

| Clave      | Nombre                         | S.Diario  | S.Integ  | PERCEPCIONES  | DEDUCCIONES | CONCEPTOS                            |
|------------|--------------------------------|-----------|----------|---|-------------|--------------------------------------|
| 39-265-011 | HERRERA JUAREZ RAFAEL          |           |          |   |             |                                      |
| T.EMP:     | PERMANENTE                     | 563.20    | 793.43   | Analista Financiero (Estudios Financieros)                    |             |                                      |
| 01         | SUELDO BASE                    | 8,448.00  | 51       | ISR   | 1,460.20    | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | AYUDA PARA DESPE               | 564.00    | 54       | FONDO PENSIONES   | 971.52      | IMP1 ISR ART 96 1,460.20             |
| 03         | AYUDA PARA PASAJ               | 461.50    | 65       | OTRAS DEDUCCIONES   | 3,028.00    | PGR1 PERC GRAVADA TIPO 1 10,164.98   |
| 04         | PRIMA QUINQUENAL               | 691.48    |          |   |             | PERC TOTAL PERCEPCIONES 10,164.98    |
|            |                                |           |          |   |             | DEDU TOTAL DEDUCCIONES 5,459.72      |
|            |                                |           |          |   |             | 3%FV 3% FONDO DE VIVIENDA 253.44     |
|            |                                |           |          |   |             | FOND FONDO PENSIONES EMPRES 1,478.40 |
|            |                                |           |          |   |             | SEDARSEDAR 168.96                    |
|            |                                |           |          |   |             | PVAC PROVISION DE PRIMA VAC 129.77   |
|            |                                |           |          |   |             | AGUI PROVISION AGUINALDO 1,297.74    |
|            |                                |           |          |   |             | TOTA NOMINA EN EFECTIVO 4,705.26     |
| 397-060    | MALDONADO OROZCO LUIS ENRIQUE  |           |          |   |             |                                      |
| T.EMP:     | PERMANENTE                     | 1,300.77  | 1,574.71 | Jefe de Alcantarillado y Saneamiento AMG                      |             |                                      |
| 01         | SUELDO BASE                    | 19,511.50 | 51       | ISR   | 3,960.63    | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | AYUDA PARA DESPE               | 904.00    | 54       | FONDO PENSIONES   | 2,243.82    | IMP1 ISR ART 96 3,960.63             |
| 03         | AYUDA PARA PASAJ               | 649.50    |          |   |             | PGR1 PERC GRAVADA TIPO 1 21,065.00   |
|            |                                |           |          |   |             | PERC TOTAL PERCEPCIONES 21,065.00    |
|            |                                |           |          |   |             | DEDU TOTAL DEDUCCIONES 6,204.45      |
|            |                                |           |          |   |             | 3%FV 3% FONDO DE VIVIENDA 585.35     |
|            |                                |           |          |   |             | FOND FONDO PENSIONES EMPRES 3,414.51 |
|            |                                |           |          |   |             | SEDARSEDAR 390.23                    |
|            |                                |           |          |   |             | PVAC PROVISION DE PRIMA VAC 288.56   |
|            |                                |           |          |   |             | AGUI PROVISION AGUINALDO 2,885.62    |
|            |                                |           |          |   |             | TOTA NOMINA EN EFECTIVO 14,860.55    |
| 532-2022   | SALINAS TOSTADO ADRIAN OCTAVIO |           |          |   |             |                                      |
| T.EMP:     | PERMANENTE                     | 1,837.70  | 2,205.14 | Coordinador de Programas Ambientales y Atención a             |             |                                      |
| 01         | SUELDO BASE                    | 27,565.50 | 51       | ISR   | 6,437.88    | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | AYUDA PARA DESPE               | 1,028.50  | 54       | FONDO PENSIONES   | 3,170.03    | IMP1 ISR ART 96 6,437.88             |
| 03         | AYUDA PARA PASAJ               | 728.50    |          |   |             | PGR1 PERC GRAVADA TIPO 1 29,322.50   |
|            |                                |           |          |   |             | PERC TOTAL PERCEPCIONES 29,322.50    |
|            |                                |           |          |   |             | DEDU TOTAL DEDUCCIONES 9,607.91      |
|            |                                |           |          |   |             | 3%FV 3% FONDO DE VIVIENDA 826.96     |
|            |                                |           |          |   |             | FOND FONDO PENSIONES EMPRES 4,823.96 |
|            |                                |           |          |   |             | SEDARSEDAR 551.31                    |
|            |                                |           |          |   |             | PVAC PROVISION DE PRIMA VAC 401.68   |
|            |                                |           |          |   |             | AGUI PROVISION AGUINALDO 4,016.78    |
|            |                                |           |          |   |             | TOTA NOMINA EN EFECTIVO 19,714.59    |
| 61-026-001 | MARTINEZ SAHAGUN J TRINIDAD    |           |          |   |             |                                      |
| T.EMP:     | PERMANENTE                     | 2,314.83  | 2,405.50 | Director de Saneamiento y Operación de Plantas de Tratamiento |             |                                      |
| 01         | SUELDO BASE                    | 34,722.50 | 51       | ISR   | 8,708.58    | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | AYUDA PARA DESPE               | 1,272.00  | 54       | FONDO PENSIONES   | 3,993.09    | IMP1 ISR ART 96 8,708.58             |
| 03         | AYUDA PARA PASAJ               | 897.00    |          |   |             | PGR1 PERC GRAVADA TIPO 1 36,891.50   |
|            |                                |           |          |   |             | PERC TOTAL PERCEPCIONES 36,891.50    |
|            |                                |           |          |   |             | DEDU TOTAL DEDUCCIONES 12,701.67     |
|            |                                |           |          |   |             | 3%FV 3% FONDO DE VIVIENDA 1,041.67   |
|            |                                |           |          |   |             | FOND FONDO PENSIONES EMPRES 6,076.44 |
|            |                                |           |          |   |             | SEDARSEDAR 694.45                    |
|            |                                |           |          |   |             | PVAC PROVISION DE PRIMA VAC 505.36   |
|            |                                |           |          |   |             | AGUI PROVISION AGUINALDO 5,053.63    |
|            |                                |           |          |   |             | TOTA NOMINA EN EFECTIVO 24,189.83    |
| 910-013    | CEBALLOS UZETA ERNESTO         |           |          |   |             |                                      |

| Clave               | Nombre | S.Diario  | S.Integ  | PERCEPCIONES    | DEDUCCIONES | CONCEPTOS                                   |
|---------------------|--------|-----------|----------|-----------------|-------------|---|
| T.EMP: PERMANENTE   |        | 1,115.67  | 1,345.53 |                 |             | Jefe de Saneamiento del Interior del Estado |
| 01 SUELDO BASE      |        | 16,735.00 | 51       | ISR             | 3,253.04    | DVIG DIAS DE VIGENCIA 15.00                 |
| 02 AYUDA PARA DESPE |        | 774.50    | 54       | FONDO PENSIONES | 1,924.53    | IMP1 ISR ART 96 3,253.04                    |
| 03 AYUDA PARA PASAJ |        | 568.00    |          |                 |             | PGR1 PERC GRAVADA TIPO 1 18,077.50          |
|                     |        |           |          |                 |             | PERC TOTAL PERCEPCIONES 18,077.50           |
|                     |        |           |          |                 |             | DEDU TOTAL DEDUCCIONES 5,177.57             |
|                     |        |           |          |                 |             | 3%FV 3% FONDO DE VIVIENDA 502.05            |
|                     |        |           |          |                 |             | FOND FONDO PENSIONES EMPRES 2,928.63        |
|                     |        |           |          |                 |             | SEDARSEDAR 334.70                           |
|                     |        |           |          |                 |             | PVAC PROVISION DE PRIMA VAC 247.64          |
|                     |        |           |          |                 |             | AGUI PROVISION AGUINALDO 2,476.37           |
|                     |        |           |          |                 |             | TOTA NOMINA EN EFECTIVO 12,899.93           |

910-035 DELGADILLO IZQUIERDO ARMANDO ALFONSO

|                     |  |           |          |                   |          |                                      |
|---------------------|--|-----------|----------|-------------------|----------|--------------------------------------|
| T.EMP: PERMANENTE   |  | 990.46    | 1,194.09 |                   |          | Supervisor de Colectores y Túneles   |
| 01 SUELDO BASE      |  | 14,857.00 | 51       | ISR               | 2,798.04 | DVIG DIAS DE VIGENCIA 15.00          |
| 02 AYUDA PARA DESPE |  | 732.50    | 54       | FONDO PENSIONES   | 1,708.56 | IMP1 ISR ART 96 2,798.04             |
| 03 AYUDA PARA PASAJ |  | 553.50    | 65       | OTRAS DEDUCCIONES | 2,500.00 | PGR1 PERC GRAVADA TIPO 1 16,143.00   |
|                     |  |           |          |                   |          | PERC TOTAL PERCEPCIONES 16,143.00    |
|                     |  |           |          |                   |          | DEDU TOTAL DEDUCCIONES 7,006.60      |
|                     |  |           |          |                   |          | 3%FV 3% FONDO DE VIVIENDA 445.71     |
|                     |  |           |          |                   |          | FOND FONDO PENSIONES EMPRES 2,599.97 |
|                     |  |           |          |                   |          | SEDARSEDAR 297.14                    |
|                     |  |           |          |                   |          | PVAC PROVISION DE PRIMA VAC 221.14   |
|                     |  |           |          |                   |          | AGUI PROVISION AGUINALDO 2,211.37    |
|                     |  |           |          |                   |          | TOTA NOMINA EN EFECTIVO 9,136.40     |

\*\*\*\* Totales Dirección de Saneamiento y Operación de Plantas de Tratamiento 8501 \*\*\*\*

|                     |  |            |    |                      |           |                                       |
|---------------------|--|------------|----|----------------------|-----------|---------------------------------------|
| 01 SUELDO BASE      |  | 166,610.45 |    | FALT INCIDENCIAS     | 613.50    | DVIG DIAS DE VIGENCIA 150.00          |
| 02 AYUDA PARA DESPE |  | 7,713.00   | 51 | ISR                  | 34,795.34 | 75C CAJA DE AHORRO SUTCEAJ 250.00     |
| 03 AYUDA PARA PASAJ |  | 5,609.00   | 54 | FONDO PENSIONES      | 19,160.21 | IMP1 ISR ART 96 34,795.34             |
| 04 PRIMA QUINQUENAL |  | 3,284.53   | 79 | APORT ADIC VOL SEDAR | 200.00    | PGR1 PERC GRAVADA TIPO 1 182,603.48   |
|                     |  |            | 65 | OTRAS DEDUCCIONES    | 17,800.45 | PERC TOTAL PERCEPCIONES 183,216.98    |
|                     |  |            |    |                      |           | DEDU TOTAL DEDUCCIONES 72,569.50      |
|                     |  |            |    |                      |           | 3%FV 3% FONDO DE VIVIENDA 4,998.32    |
|                     |  |            |    |                      |           | FOND FONDO PENSIONES EMPRES 29,156.83 |
|                     |  |            |    |                      |           | SEDARSEDAR 3,332.21                   |
|                     |  |            |    |                      |           | PVAC PROVISION DE PRIMA VAC 2,464.83  |
|                     |  |            |    |                      |           | AGUI PROVISION AGUINALDO 24,648.28    |
|                     |  |            |    |                      |           | TOTA NOMINA EN EFECTIVO 110,647.48    |

Total de Empleados : 10.00

| Clave   | Nombre                            | S.Diario | S.Integ | DEDUCCIONES             | CONCEPTOS                            |
|---|-----------------------------------|----------|---------|-------------------------|--------------------------------------|
| ***** Subdirección de Plantas de Tratamiento de Aguas Residuales ***** 8502 |                                   |          |         |                         |                                      |
| 06-199-003  | LEYVA CASTILLO ROSA MARIA         |          |         |                         |                                      |
| T.EMP:  | PERMANENTE                        | 495.40   | 613.99  | SECRETARIA              |                                      |
| 01  | SUELDO BASE                       | 7,431.00 | 51      | ISR                     | DVIG DIAS DE VIGENCIA 15.00          |
| 02  | AYUDA PARA DESPE                  | 478.50   | 54      | FONDO PENSIONES         | 75C CAJA DE AHORRO SUTCEAJ 500.00    |
| 03  | AYUDA PARA PASAJ                  | 330.50   | 65      | OTRAS DEDUCCIONES       | IMP1 ISR ART 96 1,196.73             |
| 04  | PRIMA QUINQUENAL                  | 691.48   |         |                         | PGR1 PERC GRAVADA TIPO 1 8,931.48    |
|   |                                   |          |         |                         | PERC TOTAL PERCEPCIONES 8,931.48     |
|   |                                   |          |         |                         | DEDU TOTAL DEDUCCIONES 6,267.82      |
|   |                                   |          |         |                         | 3%FV 3% FONDO DE VIVIENDA 222.93     |
|   |                                   |          |         |                         | FOND FONDO PENSIONES EMPRES 1,300.42 |
|   |                                   |          |         |                         | SEDARSEDAR 148.62                    |
|   |                                   |          |         |                         | PVAC PROVISION DE PRIMA VAC 112.88   |
|   |                                   |          |         |                         | AGUI PROVISION AGUINALDO 1,128.77    |
|   |                                   |          |         |                         | TOTA NOMINA EN EFECTIVO 2,663.66     |
| 151-008   | MARQUEZ BARAJAS ADRIAN            |          |         |                         |                                      |
| T.EMP:  | PERMANENTE                        | 492.07   | 723.40  | JEFE DE PLANTA C        |                                      |
| 01  | SUELDO BASE                       | 7,381.05 | 51      | ISR                     | DVIG DIAS DE VIGENCIA 15.00          |
| 02  | AYUDA PARA DESPE                  | 478.50   | 51PD    | ISR PRIMA DOMINICAL     | EX19 EXENTO PRIMA DOMINICAL 288.66   |
| 03  | AYUDA PARA PASAJ                  | 330.50   | 54      | FONDO PENSIONES         | IMP1 ISR ART 96 1,501.37             |
| 04  | PRIMA QUINQUENAL                  | 691.48   | 65      | OTRAS DEDUCCIONES       | IMP2 ISR Reglamento ISR 87.36        |
| 07  | PRIMA DE INSALUB                  | 1,476.21 |         |                         | EXEN BASE EXENTA 288.66              |
| 19  | PRIMA DOMINICAL                   | 483.31   |         |                         | PGR1 PERC GRAVADA TIPO 1 10,357.74   |
|   |                                   |          |         |                         | PGR2 PERC GRAVADA TIPO 2 194.64      |
|   |                                   |          |         |                         | PERC TOTAL PERCEPCIONES 10,841.05    |
|   |                                   |          |         |                         | DEDU TOTAL DEDUCCIONES 5,349.88      |
|   |                                   |          |         |                         | 3%FV 3% FONDO DE VIVIENDA 265.72     |
|   |                                   |          |         |                         | FOND FONDO PENSIONES EMPRES 1,550.02 |
|   |                                   |          |         |                         | SEDARSEDAR 177.15                    |
|   |                                   |          |         |                         | PVAC PROVISION DE PRIMA VAC 132.41   |
|   |                                   |          |         |                         | AGUI PROVISION AGUINALDO 1,324.15    |
|   |                                   |          |         |                         | TOTA NOMINA EN EFECTIVO 5,491.17     |
| 200-042   | NAPOLIS CAMACHO AIDA MIRIAM       |          |         |                         |                                      |
| T.EMP:  | PERMANENTE                        | 553.73   | 814.43  | SECRETARIA DE DIRECCION |                                      |
| 01  | SUELDO BASE                       | 8,305.95 | 51      | ISR                     | DVIG DIAS DE VIGENCIA 15.00          |
| 02  | AYUDA PARA DESPE                  | 557.00   | 54      | FONDO PENSIONES         | IMP1 ISR ART 96 1,402.30             |
| 03  | AYUDA PARA PASAJ                  | 339.50   | 65      | OTRAS DEDUCCIONES       | PGR1 PERC GRAVADA TIPO 1 9,893.93    |
| 04  | PRIMA QUINQUENAL                  | 691.48   |         |                         | PERC TOTAL PERCEPCIONES 9,893.93     |
|   |                                   |          |         |                         | DEDU TOTAL DEDUCCIONES 2,440.54      |
|   |                                   |          |         |                         | 3%FV 3% FONDO DE VIVIENDA 249.18     |
|   |                                   |          |         |                         | FOND FONDO PENSIONES EMPRES 1,453.54 |
|   |                                   |          |         |                         | SEDARSEDAR 166.12                    |
|   |                                   |          |         |                         | PVAC PROVISION DE PRIMA VAC 126.06   |
|   |                                   |          |         |                         | AGUI PROVISION AGUINALDO 1,260.61    |
|   |                                   |          |         |                         | TOTA NOMINA EN EFECTIVO 7,453.39     |
| 206-001   | HERNANDEZ CORTES SERGIO ALEJANDRO |          |         |                         |                                      |
| T.EMP:  | PERMANENTE                        | 550.80   | 933.27  | JEFE DE PLANTA A        |                                      |
| 01  | SUELDO BASE                       | 8,262.00 | 51      | ISR                     | DVIG DIAS DE VIGENCIA 15.00          |
| 02  | AYUDA PARA DESPE                  | 434.50   | 54      | FONDO PENSIONES         | 75D CAJA DE AHORRO SUTCEAP 300.00    |
| 03  | AYUDA PARA PASAJ                  | 299.50   | 65      | OTRAS DEDUCCIONES       | IMP1 ISR ART 96 1,711.16             |
| 04  | PRIMA QUINQUENAL                  | 691.48   |         |                         | PGR1 PERC GRAVADA TIPO 1 11,339.88   |
| 07  | PRIMA DE INSALUB                  | 1,652.40 |         |                         | PERC TOTAL PERCEPCIONES 11,339.88    |
|   |                                   |          |         |                         | DEDU TOTAL DEDUCCIONES 7,728.08      |
|   |                                   |          |         |                         | 3%FV 3% FONDO DE VIVIENDA 297.43     |

| Clave   | Nombre                          | S.Diario | S.Integ | PERCEPCIONES         | DEDUCCIONES | CONCEPTOS                   |          |
|---------|---------------------------------|----------|---------|----------------------|-------------|-----------------------------|----------|
|         |                                 |          |         |                      |             | FOND FONDO PENSIONES EMPRES | 1,735.02 |
|         |                                 |          |         |                      |             | SEDARSEDAR                  | 198.29   |
|         |                                 |          |         |                      |             | PVAC PROVISION DE PRIMA VAC | 145.87   |
|         |                                 |          |         |                      |             | AGUI PROVISION AGUINALDO    | 1,458.68 |
|         |                                 |          |         |                      |             | TOTA NOMINA EN EFECTIVO     | 3,611.80 |
| 206-004 | VILLANUEVA PERALES JUAN GABRIEL |          |         |                      |             |                             |          |
| T.EMP:  | PERMANENTE                      | 454.37   | 801.30  | OPERADOR A           |             |                             |          |
| 01      | SUELDO BASE                     | 6,815.55 | 51      | ISR                  | 1,362.28    | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02      | AYUDA PARA DESPE                | 463.00   | 51PD    | ISR PRIMA DOMINICAL  | 11.33       | 75D CAJA DE AHORRO SUTCEAP  | 100.00   |
| 03      | AYUDA PARA PASAJ                | 315.00   | 54      | FONDO PENSIONES      | 940.55      | EX19 EXENTO PRIMA DOMINICAL | 96.22    |
| 04      | PRIMA QUINQUENAL                | 691.48   | 76B     | PMO CAJA DE AHORRO S | 178.33      | IMP1 ISR ART 96             | 1,349.80 |
| 07      | PRIMA DE INSALUB                | 1,363.11 | 65      | OTRAS DEDUCCIONES    | 6,616.31    | IMP2 ISR Reglamento ISR     | 23.81    |
| 19      | PRIMA DOMINICAL                 | 149.28   |         |                      |             | EXEN BASE EXENTA            | 96.22    |
|         |                                 |          |         |                      |             | PGR1 PERC GRAVADA TIPO 1    | 9,648.14 |
|         |                                 |          |         |                      |             | PGR2 PERC GRAVADA TIPO 2    | 53.06    |
|         |                                 |          |         |                      |             | PERC TOTAL PERCEPCIONES     | 9,797.42 |
|         |                                 |          |         |                      |             | DEDU TOTAL DEDUCCIONES      | 9,108.80 |
|         |                                 |          |         |                      |             | 3%FV 3% FONDO DE VIVIENDA   | 245.36   |
|         |                                 |          |         |                      |             | FOND FONDO PENSIONES EMPRES | 1,431.27 |
|         |                                 |          |         |                      |             | SEDARSEDAR                  | 163.57   |
|         |                                 |          |         |                      |             | PVAC PROVISION DE PRIMA VAC | 122.69   |
|         |                                 |          |         |                      |             | AGUI PROVISION AGUINALDO    | 1,226.94 |
|         |                                 |          |         |                      |             | TOTA NOMINA EN EFECTIVO     | 688.62   |
| 206-005 | HERNANDEZ FLORES PAUL           |          |         |                      |             |                             |          |
| T.EMP:  | PERMANENTE                      | 454.37   | 801.30  | OPERADOR A           |             |                             |          |
| 01      | SUELDO BASE                     | 6,815.55 | 51      | ISR                  | 1,362.28    | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02      | AYUDA PARA DESPE                | 463.00   | 51PD    | ISR PRIMA DOMINICAL  | 11.33       | EX19 EXENTO PRIMA DOMINICAL | 96.22    |
| 03      | AYUDA PARA PASAJ                | 315.00   | 54      | FONDO PENSIONES      | 940.55      | IMP1 ISR ART 96             | 1,349.80 |
| 04      | PRIMA QUINQUENAL                | 691.48   | 65      | OTRAS DEDUCCIONES    | 2,223.79    | IMP2 ISR Reglamento ISR     | 23.81    |
| 07      | PRIMA DE INSALUB                | 1,363.11 |         |                      |             | EXEN BASE EXENTA            | 96.22    |
| 19      | PRIMA DOMINICAL                 | 149.28   |         |                      |             | PGR1 PERC GRAVADA TIPO 1    | 9,648.14 |
|         |                                 |          |         |                      |             | PGR2 PERC GRAVADA TIPO 2    | 53.06    |
|         |                                 |          |         |                      |             | PERC TOTAL PERCEPCIONES     | 9,797.42 |
|         |                                 |          |         |                      |             | DEDU TOTAL DEDUCCIONES      | 4,537.95 |
|         |                                 |          |         |                      |             | 3%FV 3% FONDO DE VIVIENDA   | 245.36   |
|         |                                 |          |         |                      |             | FOND FONDO PENSIONES EMPRES | 1,431.27 |
|         |                                 |          |         |                      |             | SEDARSEDAR                  | 163.57   |
|         |                                 |          |         |                      |             | PVAC PROVISION DE PRIMA VAC | 122.69   |
|         |                                 |          |         |                      |             | AGUI PROVISION AGUINALDO    | 1,226.94 |
|         |                                 |          |         |                      |             | TOTA NOMINA EN EFECTIVO     | 5,259.47 |
| 206-006 | MORENO MARTINEZ SERGIO          |          |         |                      |             |                             |          |
| T.EMP:  | PERMANENTE                      | 454.37   | 810.75  | OPERADOR A           |             |                             |          |
| 01      | SUELDO BASE                     | 6,815.55 | 51      | ISR                  | 1,362.28    | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02      | AYUDA PARA DESPE                | 463.00   | 51PD    | ISR PRIMA DOMINICAL  | 11.33       | 75D CAJA DE AHORRO SUTCEAP  | 200.00   |
| 03      | AYUDA PARA PASAJ                | 315.00   | 54      | FONDO PENSIONES      | 940.55      | EX19 EXENTO PRIMA DOMINICAL | 96.22    |
| 04      | PRIMA QUINQUENAL                | 691.48   | 65      | OTRAS DEDUCCIONES    | 281.79      | IMP1 ISR ART 96             | 1,349.80 |
| 07      | PRIMA DE INSALUB                | 1,363.11 |         |                      |             | IMP2 ISR Reglamento ISR     | 23.81    |
| 19      | PRIMA DOMINICAL                 | 149.28   |         |                      |             | EXEN BASE EXENTA            | 96.22    |
|         |                                 |          |         |                      |             | PGR1 PERC GRAVADA TIPO 1    | 9,648.14 |
|         |                                 |          |         |                      |             | PGR2 PERC GRAVADA TIPO 2    | 53.06    |
|         |                                 |          |         |                      |             | PERC TOTAL PERCEPCIONES     | 9,797.42 |
|         |                                 |          |         |                      |             | DEDU TOTAL DEDUCCIONES      | 2,595.95 |
|         |                                 |          |         |                      |             | 3%FV 3% FONDO DE VIVIENDA   | 245.36   |
|         |                                 |          |         |                      |             | FOND FONDO PENSIONES EMPRES | 1,431.27 |
|         |                                 |          |         |                      |             | SEDARSEDAR                  | 163.57   |

| Clave      | Nombre                          | S.Diario     | S.Integ | DEDUCCIONES         | CONCEPTOS                   |           |
|------------|---------------------------------|--------------|---------|---------------------|-----------------------------|-----------|
|            |                                 | PERCEPCIONES |         |                     |                             |           |
| -----      |                                 |              |         |                     |                             |           |
|            |                                 |              |         |                     | PVAC PROVISION DE PRIMA VAC | 122.69    |
|            |                                 |              |         |                     | AGUI PROVISION AGUINALDO    | 1,226.94  |
|            |                                 |              |         |                     | TOTA NOMINA EN EFECTIVO     | 7,201.47  |
|            |                                 |              |         |                     |                             |           |
| 31-158-003 | TERAN ESCOTO ALMA YADIRA        |              |         |                     |                             |           |
| T.EMP:     | PERMANENTE                      | 495.40       |         | 618.64              | SECRETARIA                  |           |
| 01         | SUELDO BASE                     | 7,431.00     | 51      | ISR                 | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02         | AYUDA PARA DESPE                | 478.50       | 54      | FONDO PENSIONES     | IMP1 ISR ART 96             | 1,233.65  |
| 03         | AYUDA PARA PASAJ                | 330.50       | 65      | OTRAS DEDUCCIONES   | PGR1 PERC GRAVADA TIPO 1    | 9,104.35  |
| 04         | PRIMA QUINQUENAL                | 864.35       |         |                     | PERC TOTAL PERCEPCIONES     | 9,104.35  |
|            |                                 |              |         |                     | DEDU TOTAL DEDUCCIONES      | 3,281.25  |
|            |                                 |              |         |                     | 3%FV 3% FONDO DE VIVIENDA   | 222.93    |
|            |                                 |              |         |                     | FOND FONDO PENSIONES EMPRES | 1,300.42  |
|            |                                 |              |         |                     | SEDARSEDAR                  | 148.62    |
|            |                                 |              |         |                     | PVAC PROVISION DE PRIMA VAC | 112.88    |
|            |                                 |              |         |                     | AGUI PROVISION AGUINALDO    | 1,128.77  |
|            |                                 |              |         |                     | CHEQ PAGO POR CHEQUE        | 5,823.10  |
|            |                                 |              |         |                     |                             |           |
| 372-002    | MARTINEZ PADILLA CARLOS         |              |         |                     |                             |           |
| T.EMP:     | PERMANENTE                      | 550.80       |         | 797.48              | JEFE DE PLANTA A            |           |
| 01         | SUELDO BASE                     | 8,262.00     | 51      | ISR                 | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02         | AYUDA PARA DESPE                | 434.50       | 54      | FONDO PENSIONES     | IMP1 ISR ART 96             | 1,674.23  |
| 03         | AYUDA PARA PASAJ                | 299.50       | 65      | OTRAS DEDUCCIONES   | PGR1 PERC GRAVADA TIPO 1    | 11,167.01 |
| 04         | PRIMA QUINQUENAL                | 518.61       |         |                     | PERC TOTAL PERCEPCIONES     | 11,167.01 |
| 07         | PRIMA DE INSALUB                | 1,652.40     |         |                     | DEDU TOTAL DEDUCCIONES      | 6,598.53  |
|            |                                 |              |         |                     | 3%FV 3% FONDO DE VIVIENDA   | 297.43    |
|            |                                 |              |         |                     | FOND FONDO PENSIONES EMPRES | 1,735.02  |
|            |                                 |              |         |                     | SEDARSEDAR                  | 198.29    |
|            |                                 |              |         |                     | PVAC PROVISION DE PRIMA VAC | 145.87    |
|            |                                 |              |         |                     | AGUI PROVISION AGUINALDO    | 1,458.68  |
|            |                                 |              |         |                     | TOTA NOMINA EN EFECTIVO     | 4,568.48  |
|            |                                 |              |         |                     |                             |           |
| 373-002    | CARRILLO MENDOZA CARLOS EDUARDO |              |         |                     |                             |           |
| T.EMP:     | PERMANENTE                      | 550.80       |         | 933.27              | JEFE DE PLANTA A            |           |
| 01         | SUELDO BASE                     | 8,262.00     | 51      | ISR                 | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02         | AYUDA PARA DESPE                | 434.50       | 51PD    | ISR PRIMA DOMINICAL | EX19 EXENTO PRIMA DOMINICAL | 96.22     |
| 03         | AYUDA PARA PASAJ                | 299.50       | 54      | FONDO PENSIONES     | IMP1 ISR ART 96             | 1,711.16  |
| 04         | PRIMA QUINQUENAL                | 691.48       | 65      | OTRAS DEDUCCIONES   | IMP2 ISR Reglamento ISR     | 36.46     |
| 07         | PRIMA DE INSALUB                | 1,652.40     |         |                     | EXEN BASE EXENTA            | 96.22     |
| 19         | PRIMA DOMINICAL                 | 177.47       |         |                     | PGR1 PERC GRAVADA TIPO 1    | 11,339.88 |
|            |                                 |              |         |                     | PGR2 PERC GRAVADA TIPO 2    | 81.25     |
|            |                                 |              |         |                     | PERC TOTAL PERCEPCIONES     | 11,517.35 |
|            |                                 |              |         |                     | DEDU TOTAL DEDUCCIONES      | 2,986.92  |
|            |                                 |              |         |                     | 3%FV 3% FONDO DE VIVIENDA   | 297.43    |
|            |                                 |              |         |                     | FOND FONDO PENSIONES EMPRES | 1,735.02  |
|            |                                 |              |         |                     | SEDARSEDAR                  | 198.29    |
|            |                                 |              |         |                     | PVAC PROVISION DE PRIMA VAC | 145.87    |
|            |                                 |              |         |                     | AGUI PROVISION AGUINALDO    | 1,458.68  |
|            |                                 |              |         |                     | TOTA NOMINA EN EFECTIVO     | 8,530.43  |
|            |                                 |              |         |                     |                             |           |
| 373-003    | MOZQUEDA NOLAZCO CARLO MAGNO    |              |         |                     |                             |           |
| T.EMP:     | PERMANENTE                      | 437.77       |         | 777.84              | OPERADOR B                  |           |
| 01         | SUELDO BASE                     | 6,566.55     | 51      | ISR                 | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02         | AYUDA PARA DESPE                | 457.50       | 54      | FONDO PENSIONES     | IMP1 ISR ART 96             | 1,283.31  |
| 03         | AYUDA PARA PASAJ                | 308.00       | 65      | OTRAS DEDUCCIONES   | PGR1 PERC GRAVADA TIPO 1    | 9,336.84  |
| 04         | PRIMA QUINQUENAL                | 691.48       |         |                     | PERC TOTAL PERCEPCIONES     | 9,336.84  |
| 07         | PRIMA DE INSALUB                | 1,313.31     |         |                     | DEDU TOTAL DEDUCCIONES      | 6,452.32  |
|            |                                 |              |         |                     | 3%FV 3% FONDO DE VIVIENDA   | 236.40    |



| Clave   | Nombre                        | S.Diario | S.Integ | PERCEPCIONES        | DEDUCCIONES | CONCEPTOS                   |          |
|---------|-------------------------------|----------|---------|---------------------|-------------|-----------------------------|----------|
|         |                               |          |         |                     |             | FOND FONDO PENSIONES EMPRES | 1,378.98 |
|         |                               |          |         |                     |             | SEDARSEDAR                  | 157.60   |
|         |                               |          |         |                     |             | PVAC PROVISION DE PRIMA VAC | 118.43   |
|         |                               |          |         |                     |             | AGUI PROVISION AGUINALDO    | 1,184.30 |
|         |                               |          |         |                     |             | TOTA NOMINA EN EFECTIVO     | 2,884.52 |
| 373-004 | ZUÑIGA ZARAGOZA HECTOR MANUEL |          |         |                     |             |                             |          |
| T.EMP:  | PERMANENTE                    | 437.77   | 784.93  | OPERADOR B          |             |                             |          |
| 01      | SUELDO BASE                   | 6,566.55 | 51      | ISR                 | 1,303.76    | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02      | AYUDA PARA DESPE              | 457.50   | 51PD    | ISR PRIMA DOMINICAL | 20.45       | 75C CAJA DE AHORRO SUTCEAJ  | 200.00   |
| 03      | AYUDA PARA PASAJ              | 308.00   | 54      | FONDO PENSIONES     | 906.18      | EX19 EXENTO PRIMA DOMINICAL | 192.44   |
| 04      | PRIMA QUINQUENAL              | 691.48   | 65      | OTRAS DEDUCCIONES   | 4,182.80    | IMP1 ISR ART 96             | 1,283.31 |
| 07      | PRIMA DE INSALUB              | 1,313.31 |         |                     |             | IMP2 ISR Reglamento ISR     | 40.90    |
| 19      | PRIMA DOMINICAL               | 288.18   |         |                     |             | EXEN BASE EXENTA            | 192.44   |
|         |                               |          |         |                     |             | PGR1 PERC GRAVADA TIPO 1    | 9,336.84 |
|         |                               |          |         |                     |             | PGR2 PERC GRAVADA TIPO 2    | 95.74    |
|         |                               |          |         |                     |             | PERC TOTAL PERCEPCIONES     | 9,625.02 |
|         |                               |          |         |                     |             | DEDU TOTAL DEDUCCIONES      | 6,413.19 |
|         |                               |          |         |                     |             | 3%FV 3% FONDO DE VIVIENDA   | 236.40   |
|         |                               |          |         |                     |             | FOND FONDO PENSIONES EMPRES | 1,378.98 |
|         |                               |          |         |                     |             | SEDARSEDAR                  | 157.60   |
|         |                               |          |         |                     |             | PVAC PROVISION DE PRIMA VAC | 118.43   |
|         |                               |          |         |                     |             | AGUI PROVISION AGUINALDO    | 1,184.30 |
|         |                               |          |         |                     |             | TOTA NOMINA EN EFECTIVO     | 3,211.83 |
| 373-006 | BIZARRO GARCIA JONATHAN       |          |         |                     |             |                             |          |
| T.EMP:  | PERMANENTE                    | 454.37   | 806.20  | OPERADOR A          |             |                             |          |
| 01      | SUELDO BASE                   | 6,815.55 | 51      | ISR                 | 1,362.28    | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02      | AYUDA PARA DESPE              | 463.00   | 51PD    | ISR PRIMA DOMINICAL | 11.33       | 75D CAJA DE AHORRO SUTCEAP  | 150.00   |
| 03      | AYUDA PARA PASAJ              | 315.00   | 54      | FONDO PENSIONES     | 940.55      | EX19 EXENTO PRIMA DOMINICAL | 96.22    |
| 04      | PRIMA QUINQUENAL              | 691.48   | 65      | OTRAS DEDUCCIONES   | 3,356.79    | IMP1 ISR ART 96             | 1,349.80 |
| 07      | PRIMA DE INSALUB              | 1,363.11 |         |                     |             | IMP2 ISR Reglamento ISR     | 23.81    |
| 19      | PRIMA DOMINICAL               | 149.28   |         |                     |             | EXEN BASE EXENTA            | 96.22    |
|         |                               |          |         |                     |             | PGR1 PERC GRAVADA TIPO 1    | 9,648.14 |
|         |                               |          |         |                     |             | PGR2 PERC GRAVADA TIPO 2    | 53.06    |
|         |                               |          |         |                     |             | PERC TOTAL PERCEPCIONES     | 9,797.42 |
|         |                               |          |         |                     |             | DEDU TOTAL DEDUCCIONES      | 5,670.95 |
|         |                               |          |         |                     |             | 3%FV 3% FONDO DE VIVIENDA   | 245.36   |
|         |                               |          |         |                     |             | FOND FONDO PENSIONES EMPRES | 1,431.27 |
|         |                               |          |         |                     |             | SEDARSEDAR                  | 163.57   |
|         |                               |          |         |                     |             | PVAC PROVISION DE PRIMA VAC | 122.69   |
|         |                               |          |         |                     |             | AGUI PROVISION AGUINALDO    | 1,226.94 |
|         |                               |          |         |                     |             | TOTA NOMINA EN EFECTIVO     | 4,126.47 |
| 374-003 | CONTRERAS FLORES ABELARDO     |          |         |                     |             |                             |          |
| T.EMP:  | PERMANENTE                    | 454.37   | 806.20  | OPERADOR A          |             |                             |          |
| 01      | SUELDO BASE                   | 6,815.55 | 51      | ISR                 | 1,349.80    | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02      | AYUDA PARA DESPE              | 463.00   | 54      | FONDO PENSIONES     | 940.55      | IMP1 ISR ART 96             | 1,349.80 |
| 03      | AYUDA PARA PASAJ              | 315.00   | 65      | OTRAS DEDUCCIONES   | 3,281.79    | PGR1 PERC GRAVADA TIPO 1    | 9,648.14 |
| 04      | PRIMA QUINQUENAL              | 691.48   |         |                     |             | PERC TOTAL PERCEPCIONES     | 9,648.14 |
| 07      | PRIMA DE INSALUB              | 1,363.11 |         |                     |             | DEDU TOTAL DEDUCCIONES      | 5,572.14 |
|         |                               |          |         |                     |             | 3%FV 3% FONDO DE VIVIENDA   | 245.36   |
|         |                               |          |         |                     |             | FOND FONDO PENSIONES EMPRES | 1,431.27 |
|         |                               |          |         |                     |             | SEDARSEDAR                  | 163.57   |
|         |                               |          |         |                     |             | PVAC PROVISION DE PRIMA VAC | 122.69   |
|         |                               |          |         |                     |             | AGUI PROVISION AGUINALDO    | 1,226.94 |
|         |                               |          |         |                     |             | TOTA NOMINA EN EFECTIVO     | 4,076.00 |

| Clave   | Nombre                               | S.Diario | S.Integ | PERCEPCIONES             | DEDUCCIONES | CONCEPTOS                            |
|---------|--------------------------------------|----------|---------|--------------------------|-------------|--------------------------------------|
| 374-004 | ORTIZ RAYGOZA OSWALDO                |          |         |                          |             |                                      |
| T.EMP:  | PERMANENTE                           | 454.37   | 801.30  | OPERADOR A               |             |                                      |
| 01      | SUELDO BASE                          | 6,815.55 | 51      | ISR                      | 1,349.80    | DVIG DIAS DE VIGENCIA 15.00          |
| 02      | AYUDA PARA DESPE                     | 463.00   | 54      | FONDO PENSIONES          | 940.55      | IMP1 ISR ART 96 1,349.80             |
| 03      | AYUDA PARA PASAJ                     | 315.00   | 65      | OTRAS DEDUCCIONES        | 3,830.79    | PGR1 PERC GRAVADA TIPO 1 9,648.14    |
| 04      | PRIMA QUINQUENAL                     | 691.48   |         |                          |             | PERC TOTAL PERCEPCIONES 9,648.14     |
| 07      | PRIMA DE INSALUB                     | 1,363.11 |         |                          |             | DEDU TOTAL DEDUCCIONES 6,121.14      |
|         |                                      |          |         |                          |             | 3%FV 3% FONDO DE VIVIENDA 245.36     |
|         |                                      |          |         |                          |             | FOND FONDO PENSIONES EMPRES 1,431.27 |
|         |                                      |          |         |                          |             | SEDARSEDAR 163.57                    |
|         |                                      |          |         |                          |             | PVAC PROVISION DE PRIMA VAC 122.69   |
|         |                                      |          |         |                          |             | AGUI PROVISION AGUINALDO 1,226.94    |
|         |                                      |          |         |                          |             | TOTA NOMINA EN EFECTIVO 3,527.00     |
| 376-002 | ALVAREZ MARIN SERGIO                 |          |         |                          |             |                                      |
| T.EMP:  | PERMANENTE                           | 492.07   | 718.76  | JEFE DE PLANTA C         |             |                                      |
| 01      | SUELDO BASE                          | 7,381.05 | 51      | ISR                      | 1,479.71    | DVIG DIAS DE VIGENCIA 15.00          |
| 02      | AYUDA PARA DESPE                     | 478.50   | 51PD    | ISR PRIMA DOMINICAL      | 13.86       | EX19 EXENTO PRIMA DOMINICAL 96.22    |
| 03      | AYUDA PARA PASAJ                     | 330.50   | 54      | FONDO PENSIONES          | 1,018.58    | IMP1 ISR ART 96 1,464.45             |
| 04      | PRIMA QUINQUENAL                     | 518.61   | 65      | OTRAS DEDUCCIONES        | 5,989.44    | IMP2 ISR Reglamento ISR 29.12        |
| 07      | PRIMA DE INSALUB                     | 1,476.21 |         |                          |             | EXEN BASE EXENTA 96.22               |
| 19      | PRIMA DOMINICAL                      | 161.10   |         |                          |             | PGR1 PERC GRAVADA TIPO 1 10,184.87   |
|         |                                      |          |         |                          |             | PGR2 PERC GRAVADA TIPO 2 64.88       |
|         |                                      |          |         |                          |             | PERC TOTAL PERCEPCIONES 10,345.97    |
|         |                                      |          |         |                          |             | DEDU TOTAL DEDUCCIONES 8,501.59      |
|         |                                      |          |         |                          |             | 3%FV 3% FONDO DE VIVIENDA 265.72     |
|         |                                      |          |         |                          |             | FOND FONDO PENSIONES EMPRES 1,550.02 |
|         |                                      |          |         |                          |             | SEDARSEDAR 177.15                    |
|         |                                      |          |         |                          |             | PVAC PROVISION DE PRIMA VAC 132.41   |
|         |                                      |          |         |                          |             | AGUI PROVISION AGUINALDO 1,324.15    |
|         |                                      |          |         |                          |             | TOTA NOMINA EN EFECTIVO 1,844.38     |
| 376-003 | TRIGO MARTINEZ EDUARDO MIGUEL ADRIAN |          |         |                          |             |                                      |
| T.EMP:  | PERMANENTE                           | 437.77   | 649.14  | OPERADOR DE CARCAMO      |             |                                      |
| 01      | SUELDO BASE                          | 6,566.55 | 51      | ISR                      | 1,287.28    | DVIG DIAS DE VIGENCIA 15.00          |
| 02      | AYUDA PARA DESPE                     | 457.50   | 51PD    | ISR PRIMA DOMINICAL      | 40.90       | EX19 EXENTO PRIMA DOMINICAL 384.88   |
| 03      | AYUDA PARA PASAJ                     | 308.00   | 54      | FONDO PENSIONES          | 906.18      | IMP1 ISR ART 96 1,246.38             |
| 04      | PRIMA QUINQUENAL                     | 518.61   | 65      | OTRAS DEDUCCIONES        | 3,736.80    | IMP2 ISR Reglamento ISR 81.80        |
| 07      | PRIMA DE INSALUB                     | 1,313.31 |         |                          |             | EXEN BASE EXENTA 384.88              |
| 19      | PRIMA DOMINICAL                      | 576.36   |         |                          |             | PGR1 PERC GRAVADA TIPO 1 9,163.96    |
|         |                                      |          |         |                          |             | PGR2 PERC GRAVADA TIPO 2 191.48      |
|         |                                      |          |         |                          |             | PERC TOTAL PERCEPCIONES 9,740.33     |
|         |                                      |          |         |                          |             | DEDU TOTAL DEDUCCIONES 5,971.16      |
|         |                                      |          |         |                          |             | 3%FV 3% FONDO DE VIVIENDA 236.40     |
|         |                                      |          |         |                          |             | FOND FONDO PENSIONES EMPRES 1,378.98 |
|         |                                      |          |         |                          |             | SEDARSEDAR 157.60                    |
|         |                                      |          |         |                          |             | PVAC PROVISION DE PRIMA VAC 118.43   |
|         |                                      |          |         |                          |             | AGUI PROVISION AGUINALDO 1,184.30    |
|         |                                      |          |         |                          |             | TOTA NOMINA EN EFECTIVO 3,769.17     |
| 376-005 | FRANCO CASILLAS DANIEL               |          |         |                          |             |                                      |
| T.EMP:  | PERMANENTE                           | 550.40   | 801.47  | AUXILIAR DE NORMATIVIDAD |             |                                      |
| 01      | SUELDO BASE                          | 8,256.00 | 51      | ISR                      | 1,707.41    | DVIG DIAS DE VIGENCIA 15.00          |
| 02      | AYUDA PARA DESPE                     | 557.00   | 54      | FONDO PENSIONES          | 1,139.33    | IMP1 ISR ART 96 1,707.41             |
| 03      | AYUDA PARA PASAJ                     | 339.50   | 65      | OTRAS DEDUCCIONES        | 6,155.51    | PGR1 PERC GRAVADA TIPO 1 11,322.31   |
| 04      | PRIMA QUINQUENAL                     | 518.61   |         |                          |             | PERC TOTAL PERCEPCIONES 11,322.31    |
| 07      | PRIMA DE INSALUB                     | 1,651.20 |         |                          |             | DEDU TOTAL DEDUCCIONES 9,002.25      |
|         |                                      |          |         |                          |             | 3%FV 3% FONDO DE VIVIENDA 297.22     |

| Clave   | Nombre                    | S.Diario | S.Integ | PERCEPCIONES        | DEDUCCIONES | CONCEPTOS                   |          |
|---------|---------------------------|----------|---------|---------------------|-------------|-----------------------------|----------|
|         |                           |          |         |                     |             | FOND FONDO PENSIONES EMPRES | 1,733.76 |
|         |                           |          |         |                     |             | SEDARSEDAR                  | 198.14   |
|         |                           |          |         |                     |             | PVAC PROVISION DE PRIMA VAC | 148.00   |
|         |                           |          |         |                     |             | AGUI PROVISION AGUINALDO    | 1,479.96 |
|         |                           |          |         |                     |             | TOTA NOMINA EN EFECTIVO     | 2,320.06 |
| 376-006 | DOMINGUEZ JIMENEZ ALFREDO |          |         |                     |             |                             |          |
| T.EMP:  | PERMANENTE                | 437.77   | 649.14  | OPERADOR DE CARCAMO |             |                             |          |
| 01      | SUELDO BASE               | 6,566.55 | 51      | ISR                 | 1,277.05    | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02      | AYUDA PARA DESPE          | 457.50   | 51PD    | ISR PRIMA DOMINICAL | 30.68       | EX19 EXENTO PRIMA DOMINICAL | 288.66   |
| 03      | AYUDA PARA PASAJ          | 308.00   | 54      | FONDO PENSIONES     | 906.18      | IMP1 ISR ART 96             | 1,246.38 |
| 04      | PRIMA QUINQUENAL          | 518.61   | 65      | OTRAS DEDUCCIONES   | 78.80       | IMP2 ISR Reglamento ISR     | 61.35    |
| 07      | PRIMA DE INSALUB          | 1,313.31 |         |                     |             | EXEN BASE EXENTA            | 288.66   |
| 19      | PRIMA DOMINICAL           | 432.27   |         |                     |             | PGR1 PERC GRAVADA TIPO 1    | 9,163.96 |
|         |                           |          |         |                     |             | PGR2 PERC GRAVADA TIPO 2    | 143.60   |
|         |                           |          |         |                     |             | PERC TOTAL PERCEPCIONES     | 9,596.24 |
|         |                           |          |         |                     |             | DEDU TOTAL DEDUCCIONES      | 2,292.71 |
|         |                           |          |         |                     |             | 3%FV 3% FONDO DE VIVIENDA   | 236.40   |
|         |                           |          |         |                     |             | FOND FONDO PENSIONES EMPRES | 1,378.98 |
|         |                           |          |         |                     |             | SEDARSEDAR                  | 157.60   |
|         |                           |          |         |                     |             | PVAC PROVISION DE PRIMA VAC | 118.43   |
|         |                           |          |         |                     |             | AGUI PROVISION AGUINALDO    | 1,184.30 |
|         |                           |          |         |                     |             | TOTA NOMINA EN EFECTIVO     | 7,303.53 |
| 377-002 | JACINTO OCHOA ADRIAN      |          |         |                     |             |                             |          |
| T.EMP:  | PERMANENTE                | 437.77   | 716.46  | OPERADOR DE CARCAMO |             |                             |          |
| 01      | SUELDO BASE               | 6,566.55 | 51      | ISR                 | 1,266.83    | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02      | AYUDA PARA DESPE          | 457.50   | 51PD    | ISR PRIMA DOMINICAL | 20.45       | EX19 EXENTO PRIMA DOMINICAL | 192.44   |
| 03      | AYUDA PARA PASAJ          | 308.00   | 54      | FONDO PENSIONES     | 906.18      | IMP1 ISR ART 96             | 1,246.38 |
| 04      | PRIMA QUINQUENAL          | 518.61   | 65      | OTRAS DEDUCCIONES   | 1,657.13    | IMP2 ISR Reglamento ISR     | 40.90    |
| 07      | PRIMA DE INSALUB          | 1,313.31 |         |                     |             | EXEN BASE EXENTA            | 192.44   |
| 19      | PRIMA DOMINICAL           | 288.18   |         |                     |             | PGR1 PERC GRAVADA TIPO 1    | 9,163.96 |
|         |                           |          |         |                     |             | PGR2 PERC GRAVADA TIPO 2    | 95.74    |
|         |                           |          |         |                     |             | PERC TOTAL PERCEPCIONES     | 9,452.15 |
|         |                           |          |         |                     |             | DEDU TOTAL DEDUCCIONES      | 3,850.59 |
|         |                           |          |         |                     |             | 3%FV 3% FONDO DE VIVIENDA   | 236.40   |
|         |                           |          |         |                     |             | FOND FONDO PENSIONES EMPRES | 1,378.98 |
|         |                           |          |         |                     |             | SEDARSEDAR                  | 157.60   |
|         |                           |          |         |                     |             | PVAC PROVISION DE PRIMA VAC | 118.43   |
|         |                           |          |         |                     |             | AGUI PROVISION AGUINALDO    | 1,184.30 |
|         |                           |          |         |                     |             | TOTA NOMINA EN EFECTIVO     | 5,601.56 |
| 377-003 | URIBE BASILIO EDUARDO     |          |         |                     |             |                             |          |
| T.EMP:  | PERMANENTE                | 437.77   | 646.77  | OPERADOR DE CARCAMO |             |                             |          |
| 01      | SUELDO BASE               | 6,566.55 | 51      | ISR                 | 1,277.05    | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02      | AYUDA PARA DESPE          | 457.50   | 51PD    | ISR PRIMA DOMINICAL | 30.68       | EX19 EXENTO PRIMA DOMINICAL | 288.66   |
| 03      | AYUDA PARA PASAJ          | 308.00   | 54      | FONDO PENSIONES     | 906.18      | IMP1 ISR ART 96             | 1,246.38 |
| 04      | PRIMA QUINQUENAL          | 518.61   | 65      | OTRAS DEDUCCIONES   | 4,246.30    | IMP2 ISR Reglamento ISR     | 61.35    |
| 07      | PRIMA DE INSALUB          | 1,313.31 |         |                     |             | EXEN BASE EXENTA            | 288.66   |
| 19      | PRIMA DOMINICAL           | 432.27   |         |                     |             | PGR1 PERC GRAVADA TIPO 1    | 9,163.96 |
|         |                           |          |         |                     |             | PGR2 PERC GRAVADA TIPO 2    | 143.60   |
|         |                           |          |         |                     |             | PERC TOTAL PERCEPCIONES     | 9,596.24 |
|         |                           |          |         |                     |             | DEDU TOTAL DEDUCCIONES      | 6,460.21 |
|         |                           |          |         |                     |             | 3%FV 3% FONDO DE VIVIENDA   | 236.40   |
|         |                           |          |         |                     |             | FOND FONDO PENSIONES EMPRES | 1,378.98 |
|         |                           |          |         |                     |             | SEDARSEDAR                  | 157.60   |
|         |                           |          |         |                     |             | PVAC PROVISION DE PRIMA VAC | 118.43   |
|         |                           |          |         |                     |             | AGUI PROVISION AGUINALDO    | 1,184.30 |

| Clave      | Nombre                            | S.Diario | S.Integ | PERCEPCIONES                             | DEDUCCIONES | CONCEPTOS                   |           |
|------------|-----------------------------------|----------|---------|--|-------------|-----------------------------|-----------|
|            |                                   |          |         |  |             | TOTA NOMINA EN EFECTIVO     | 3,136.03  |
| 377-004    | SALAS POLANCO JOSE AGUSTIN        |          |         |  |             |                             |           |
| T.EMP:     | PERMANENTE                        | 437.77   | 649.14  | OPERADOR DE CARCAMO                      |             |                             |           |
| 01         | SUELDO BASE                       | 6,566.55 | 51      | ISR                                      | 1,277.05    | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02         | AYUDA PARA DESPE                  | 457.50   | 51PD    | ISR PRIMA DOMINICAL                      | 30.68       | 75D CAJA DE AHORRO SUTCEAP  | 300.00    |
| 03         | AYUDA PARA PASAJ                  | 308.00   | 54      | FONDO PENSIONES                          | 906.18      | EX19 EXENTO PRIMA DOMINICAL | 288.66    |
| 04         | PRIMA QUINQUENAL                  | 518.61   | 65      | OTRAS DEDUCCIONES                        | 4,072.80    | IMP1 ISR ART 96             | 1,246.38  |
| 07         | PRIMA DE INSALUB                  | 1,313.31 |         |  |             | IMP2 ISR Reglamento ISR     | 61.35     |
| 19         | PRIMA DOMINICAL                   | 432.27   |         |  |             | EXEN BASE EXENTA            | 288.66    |
|            |                                   |          |         |  |             | PGR1 PERC GRAVADA TIPO 1    | 9,163.96  |
|            |                                   |          |         |  |             | PGR2 PERC GRAVADA TIPO 2    | 143.60    |
|            |                                   |          |         |  |             | PERC TOTAL PERCEPCIONES     | 9,596.24  |
|            |                                   |          |         |  |             | DEDU TOTAL DEDUCCIONES      | 6,286.71  |
|            |                                   |          |         |  |             | 3%FV 3% FONDO DE VIVIENDA   | 236.40    |
|            |                                   |          |         |  |             | FOND FONDO PENSIONES EMPRES | 1,378.98  |
|            |                                   |          |         |  |             | SEDARSEDAR                  | 157.60    |
|            |                                   |          |         |  |             | PVAC PROVISION DE PRIMA VAC | 118.43    |
|            |                                   |          |         |  |             | AGUI PROVISION AGUINALDO    | 1,184.30  |
|            |                                   |          |         |  |             | TOTA NOMINA EN EFECTIVO     | 3,309.53  |
| 39-165-002 | TOPETE AVELAR GLORIA ANTONIA      |          |         |  |             |                             |           |
| T.EMP:     | PERMANENTE                        | 550.40   | 806.12  | AUXILIAR DE NORMATIVIDAD                 |             |                             |           |
| 01         | SUELDO BASE                       | 8,256.00 | 51      | ISR                                      | 1,744.33    | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02         | AYUDA PARA DESPE                  | 557.00   | 54      | FONDO PENSIONES                          | 1,139.33    | 75D CAJA DE AHORRO SUTCEAP  | 200.00    |
| 03         | AYUDA PARA PASAJ                  | 339.50   | 65      | OTRAS DEDUCCIONES                        | 5,406.55    | IMP1 ISR ART 96             | 1,744.33  |
| 04         | PRIMA QUINQUENAL                  | 691.48   |         |  |             | PGR1 PERC GRAVADA TIPO 1    | 11,495.18 |
| 07         | PRIMA DE INSALUB                  | 1,651.20 |         |  |             | PERC TOTAL PERCEPCIONES     | 11,495.18 |
|            |                                   |          |         |  |             | DEDU TOTAL DEDUCCIONES      | 8,290.21  |
|            |                                   |          |         |  |             | 3%FV 3% FONDO DE VIVIENDA   | 297.22    |
|            |                                   |          |         |  |             | FOND FONDO PENSIONES EMPRES | 1,733.76  |
|            |                                   |          |         |  |             | SEDARSEDAR                  | 198.14    |
|            |                                   |          |         |  |             | PVAC PROVISION DE PRIMA VAC | 148.00    |
|            |                                   |          |         |  |             | AGUI PROVISION AGUINALDO    | 1,479.96  |
|            |                                   |          |         |  |             | TOTA NOMINA EN EFECTIVO     | 3,204.97  |
| 398-002    | CERVANTES RAMIREZ LUIS ROBERTO    |          |         |  |             |                             |           |
| T.EMP:     | PERMANENTE                        | 492.07   | 718.76  | TECNICO EN MANTENIMIENTO                 |             |                             |           |
| 01         | SUELDO BASE                       | 7,381.05 | 51      | ISR                                      | 1,464.45    | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02         | AYUDA PARA DESPE                  | 478.50   | 54      | FONDO PENSIONES                          | 1,018.58    | 75D CAJA DE AHORRO SUTCEAP  | 600.00    |
| 03         | AYUDA PARA PASAJ                  | 330.50   | 65      | OTRAS DEDUCCIONES                        | 5,392.10    | IMP1 ISR ART 96             | 1,464.45  |
| 04         | PRIMA QUINQUENAL                  | 518.61   |         |  |             | PGR1 PERC GRAVADA TIPO 1    | 10,184.87 |
| 07         | PRIMA DE INSALUB                  | 1,476.21 |         |  |             | PERC TOTAL PERCEPCIONES     | 10,184.87 |
|            |                                   |          |         |  |             | DEDU TOTAL DEDUCCIONES      | 7,875.13  |
|            |                                   |          |         |  |             | 3%FV 3% FONDO DE VIVIENDA   | 265.72    |
|            |                                   |          |         |  |             | FOND FONDO PENSIONES EMPRES | 1,550.02  |
|            |                                   |          |         |  |             | SEDARSEDAR                  | 177.15    |
|            |                                   |          |         |  |             | PVAC PROVISION DE PRIMA VAC | 132.41    |
|            |                                   |          |         |  |             | AGUI PROVISION AGUINALDO    | 1,324.15  |
|            |                                   |          |         |  |             | TOTA NOMINA EN EFECTIVO     | 2,309.74  |
| 41-289-014 | GUZMAN ROSALES NAYELI DEL ROSARIO |          |         |  |             |                             |           |
| T.EMP:     | PERMANENTE                        | 563.20   | 833.69  | Analista de Gravimetría y Fisicoquímicos |             |                             |           |
| 01         | SUELDO BASE                       | 8,448.00 | 51      | ISR                                      | 1,821.10    | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02         | AYUDA PARA DESPE                  | 564.00   | 54      | FONDO PENSIONES                          | 1,165.82    | IMP1 ISR ART 96             | 1,821.10  |
| 03         | AYUDA PARA PASAJ                  | 461.50   | 65      | OTRAS DEDUCCIONES                        | 6,357.36    | PGR1 PERC GRAVADA TIPO 1    | 11,854.58 |
| 04         | PRIMA QUINQUENAL                  | 691.48   |         |  |             | PERC TOTAL PERCEPCIONES     | 11,854.58 |
| 07         | PRIMA DE INSALUB                  | 1,689.60 |         |  |             | DEDU TOTAL DEDUCCIONES      | 9,344.28  |

| Clave      | Nombre                         | S.Diario | S.Integ | PERCEPCIONES            | DEDUCCIONES | CONCEPTOS                            |
|------------|--------------------------------|----------|---------|-------------------------|-------------|--------------------------------------|
|            |                                |          |         |                         |             | 3%FV 3% FONDO DE VIVIENDA 304.13     |
|            |                                |          |         |                         |             | FOND FONDO PENSIONES EMPRES 1,774.08 |
|            |                                |          |         |                         |             | SEDARSEDAR 202.75                    |
|            |                                |          |         |                         |             | PVAC PROVISION DE PRIMA VAC 152.92   |
|            |                                |          |         |                         |             | AGUI PROVISION AGUINALDO 1,529.19    |
|            |                                |          |         |                         |             | TOTA NOMINA EN EFECTIVO 2,510.30     |
| 46-200-002 | ASCENCIO MARTINEZ ROSENDO      |          |         |                         |             |                                      |
| T.EMP:     | PERMANENTE                     | 437.77   | 655.99  | OPERADOR B              |             |                                      |
| 01         | SUELDO BASE                    | 6,566.55 | 51      | ISR                     | 1,357.16    | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | AYUDA PARA DESPE               | 457.50   | 54      | FONDO PENSIONES         | 906.18      | IMP1 ISR ART 96 1,357.16             |
| 03         | AYUDA PARA PASAJ               | 308.00   | 65      | OTRAS DEDUCCIONES       | 3,288.80    | PGR1 PERC GRAVADA TIPO 1 9,682.58    |
| 04         | PRIMA QUINQUENAL               | 1,037.22 |         |                         |             | PERC TOTAL PERCEPCIONES 9,682.58     |
| 07         | PRIMA DE INSALUB               | 1,313.31 |         |                         |             | DEDU TOTAL DEDUCCIONES 5,552.14      |
|            |                                |          |         |                         |             | 3%FV 3% FONDO DE VIVIENDA 236.40     |
|            |                                |          |         |                         |             | FOND FONDO PENSIONES EMPRES 1,378.98 |
|            |                                |          |         |                         |             | SEDARSEDAR 157.60                    |
|            |                                |          |         |                         |             | PVAC PROVISION DE PRIMA VAC 118.43   |
|            |                                |          |         |                         |             | AGUI PROVISION AGUINALDO 1,184.30    |
|            |                                |          |         |                         |             | TOTA NOMINA EN EFECTIVO 4,130.44     |
| 46-204-008 | ASCENCIO ZARAGOZA JOSE ANTONIO |          |         |                         |             |                                      |
| T.EMP:     | PERMANENTE                     | 454.37   | 887.92  | OPERADOR A              |             |                                      |
| 01         | SUELDO BASE                    | 6,815.55 | 51      | ISR                     | 1,386.73    | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | AYUDA PARA DESPE               | 463.00   | 54      | FONDO PENSIONES         | 940.55      | IMP1 ISR ART 96 1,386.73             |
| 03         | AYUDA PARA PASAJ               | 315.00   | 65      | OTRAS DEDUCCIONES       | 4,171.79    | PGR1 PERC GRAVADA TIPO 1 9,821.01    |
| 04         | PRIMA QUINQUENAL               | 864.35   |         |                         |             | PERC TOTAL PERCEPCIONES 9,821.01     |
| 07         | PRIMA DE INSALUB               | 1,363.11 |         |                         |             | DEDU TOTAL DEDUCCIONES 6,499.07      |
|            |                                |          |         |                         |             | 3%FV 3% FONDO DE VIVIENDA 245.36     |
|            |                                |          |         |                         |             | FOND FONDO PENSIONES EMPRES 1,431.27 |
|            |                                |          |         |                         |             | SEDARSEDAR 163.57                    |
|            |                                |          |         |                         |             | PVAC PROVISION DE PRIMA VAC 122.69   |
|            |                                |          |         |                         |             | AGUI PROVISION AGUINALDO 1,226.94    |
|            |                                |          |         |                         |             | TOTA NOMINA EN EFECTIVO 3,321.94     |
| 477-2019   | SOLIS GONZALEZ ALMA FABIOLA    |          |         |                         |             |                                      |
| T.EMP:     | PERMANENTE                     | 492.07   | 844.20  | AUXILIAR DE LABORATORIO |             |                                      |
| 01         | SUELDO BASE                    | 7,381.05 | 51      | ISR                     | 1,353.67    | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | AYUDA PARA DESPE               | 478.50   | 54      | FONDO PENSIONES         | 1,018.58    | IMP1 ISR ART 96 1,353.67             |
| 03         | AYUDA PARA PASAJ               | 330.50   | 65      | OTRAS DEDUCCIONES       | 88.57       | PGR1 PERC GRAVADA TIPO 1 9,666.26    |
| 07         | PRIMA DE INSALUB               | 1,476.21 |         |                         |             | PERC TOTAL PERCEPCIONES 9,666.26     |
|            |                                |          |         |                         |             | DEDU TOTAL DEDUCCIONES 2,460.82      |
|            |                                |          |         |                         |             | 3%FV 3% FONDO DE VIVIENDA 265.72     |
|            |                                |          |         |                         |             | FOND FONDO PENSIONES EMPRES 1,550.02 |
|            |                                |          |         |                         |             | SEDARSEDAR 177.15                    |
|            |                                |          |         |                         |             | PVAC PROVISION DE PRIMA VAC 132.41   |
|            |                                |          |         |                         |             | AGUI PROVISION AGUINALDO 1,324.15    |
|            |                                |          |         |                         |             | TOTA NOMINA EN EFECTIVO 7,205.44     |
| 478-2019   | CONTRERAS QUEZADA RIGOBERTO    |          |         |                         |             |                                      |
| T.EMP:     | PERMANENTE                     | 437.77   | 639.92  | OPERADOR B              |             |                                      |
| 01         | SUELDO BASE                    | 6,566.55 | 51      | ISR                     | 1,176.51    | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | AYUDA PARA DESPE               | 457.50   | 51PD    | ISR PRIMA DOMINICAL     | 40.90       | EX19 EXENTO PRIMA DOMINICAL 384.88   |
| 03         | AYUDA PARA PASAJ               | 308.00   | 54      | FONDO PENSIONES         | 906.18      | IMP1 ISR ART 96 1,135.61             |
| 07         | PRIMA DE INSALUB               | 1,313.31 | 65      | OTRAS DEDUCCIONES       | 1,579.80    | IMP2 ISR Reglamento ISR 81.80        |
| 19         | PRIMA DOMINICAL                | 576.36   |         |                         |             | EXEN BASE EXENTA 384.88              |
|            |                                |          |         |                         |             | PGR1 PERC GRAVADA TIPO 1 8,645.36    |
|            |                                |          |         |                         |             | PGR2 PERC GRAVADA TIPO 2 191.48      |

| Clave    | Nombre                         | S.Diario | S.Integ | DEDUCCIONES         | CONCEPTOS                            |
|----------|--------------------------------|----------|---------|---------------------|--------------------------------------|
| -----    |                                |          |         |                     |                                      |
|          | PERCEPCIONES                   |          |         |                     |                                      |
| -----    |                                |          |         |                     |                                      |
|          |                                |          |         |                     | PERC TOTAL PERCEPCIONES 9,221.72     |
|          |                                |          |         |                     | DEDU TOTAL DEDUCCIONES 3,703.39      |
|          |                                |          |         |                     | 3%FV 3% FONDO DE VIVIENDA 236.40     |
|          |                                |          |         |                     | FOND FONDO PENSIONES EMPRES 1,378.98 |
|          |                                |          |         |                     | SEDARSEDAR 157.60                    |
|          |                                |          |         |                     | PVAC PROVISION DE PRIMA VAC 118.43   |
|          |                                |          |         |                     | AGUI PROVISION AGUINALDO 1,184.30    |
|          |                                |          |         |                     | TOTA NOMINA EN EFECTIVO 5,518.33     |
|          |                                |          |         |                     |                                      |
| 479-2019 | GUDIÑO RIOS JUAN JOSE          |          |         |                     |                                      |
| T.EMP:   | PERMANENTE                     | 492.07   | 704.82  | JEFE DE PLANTA C    |                                      |
| 01       | SUELDO BASE                    | 7,381.05 | 51      | ISR                 | 1,414.71                             |
| 02       | AYUDA PARA DESPE               | 478.50   | 51      | ISR PRIMA DOMINICAL | 55.44                                |
| 03       | AYUDA PARA PASAJ               | 330.50   | 54      | FONDO PENSIONES     | 1,018.58                             |
| 07       | PRIMA DE INSALUB               | 1,476.21 | 65      | OTRAS DEDUCCIONES   | 2,048.57                             |
| 19       | PRIMA DOMINICAL                | 644.22   |         |                     |                                      |
|          |                                |          |         |                     | DVIG DIAS DE VIGENCIA 15.00          |
|          |                                |          |         |                     | EX19 EXENTO PRIMA DOMINICAL 384.88   |
|          |                                |          |         |                     | IMP1 ISR ART 96 1,353.67             |
|          |                                |          |         |                     | IMP2 ISR Reglamento ISR 116.48       |
|          |                                |          |         |                     | EXEN BASE EXENTA 384.88              |
|          |                                |          |         |                     | PGR1 PERC GRAVADA TIPO 1 9,666.26    |
|          |                                |          |         |                     | PGR2 PERC GRAVADA TIPO 2 259.53      |
|          |                                |          |         |                     | PERC TOTAL PERCEPCIONES 10,310.68    |
|          |                                |          |         |                     | DEDU TOTAL DEDUCCIONES 4,537.30      |
|          |                                |          |         |                     | 3%FV 3% FONDO DE VIVIENDA 265.72     |
|          |                                |          |         |                     | FOND FONDO PENSIONES EMPRES 1,550.02 |
|          |                                |          |         |                     | SEDARSEDAR 177.15                    |
|          |                                |          |         |                     | PVAC PROVISION DE PRIMA VAC 132.41   |
|          |                                |          |         |                     | AGUI PROVISION AGUINALDO 1,324.15    |
|          |                                |          |         |                     | TOTA NOMINA EN EFECTIVO 5,773.38     |
|          |                                |          |         |                     |                                      |
| 490-2021 | NAVARRO CHAVEZ PAUL MISAEEL    |          |         |                     |                                      |
| T.EMP:   | PERMANENTE                     | 437.77   | 628.11  | OPERADOR B          |                                      |
| 01       | SUELDO BASE                    | 6,566.55 | 51      | ISR                 | 1,135.61                             |
| 02       | AYUDA PARA DESPE               | 457.50   | 54      | FONDO PENSIONES     | 906.18                               |
| 03       | AYUDA PARA PASAJ               | 308.00   | 65      | OTRAS DEDUCCIONES   | 78.80                                |
| 07       | PRIMA DE INSALUB               | 1,313.31 |         |                     |                                      |
| 29       | OTROS PAGOS                    | 48.23    |         |                     |                                      |
|          |                                |          |         |                     | DVIG DIAS DE VIGENCIA 15.00          |
|          |                                |          |         |                     | IMP1 ISR ART 96 1,135.61             |
|          |                                |          |         |                     | PGR1 PERC GRAVADA TIPO 1 8,645.36    |
|          |                                |          |         |                     | PERC TOTAL PERCEPCIONES 8,693.59     |
|          |                                |          |         |                     | DEDU TOTAL DEDUCCIONES 2,120.59      |
|          |                                |          |         |                     | 3%FV 3% FONDO DE VIVIENDA 236.40     |
|          |                                |          |         |                     | FOND FONDO PENSIONES EMPRES 1,378.98 |
|          |                                |          |         |                     | SEDARSEDAR 157.60                    |
|          |                                |          |         |                     | PVAC PROVISION DE PRIMA VAC 118.43   |
|          |                                |          |         |                     | AGUI PROVISION AGUINALDO 1,184.30    |
|          |                                |          |         |                     | TOTA NOMINA EN EFECTIVO 6,573.00     |
|          |                                |          |         |                     |                                      |
| 491-2021 | HERNANDEZ JIMENEZ JOSE         |          |         |                     |                                      |
| T.EMP:   | PERMANENTE                     | 437.77   | 634.56  | OPERADOR B          |                                      |
| 01       | SUELDO BASE                    | 6,566.55 | 51      | ISR                 | 1,135.61                             |
| 02       | AYUDA PARA DESPE               | 457.50   | 54      | FONDO PENSIONES     | 906.18                               |
| 03       | AYUDA PARA PASAJ               | 308.00   | 65      | OTRAS DEDUCCIONES   | 78.80                                |
| 07       | PRIMA DE INSALUB               | 1,313.31 |         |                     |                                      |
| 29       | OTROS PAGOS                    | 48.23    |         |                     |                                      |
|          |                                |          |         |                     | DVIG DIAS DE VIGENCIA 15.00          |
|          |                                |          |         |                     | IMP1 ISR ART 96 1,135.61             |
|          |                                |          |         |                     | PGR1 PERC GRAVADA TIPO 1 8,645.36    |
|          |                                |          |         |                     | PERC TOTAL PERCEPCIONES 8,693.59     |
|          |                                |          |         |                     | DEDU TOTAL DEDUCCIONES 2,120.59      |
|          |                                |          |         |                     | 3%FV 3% FONDO DE VIVIENDA 236.40     |
|          |                                |          |         |                     | FOND FONDO PENSIONES EMPRES 1,378.98 |
|          |                                |          |         |                     | SEDARSEDAR 157.60                    |
|          |                                |          |         |                     | PVAC PROVISION DE PRIMA VAC 118.43   |
|          |                                |          |         |                     | AGUI PROVISION AGUINALDO 1,184.30    |
|          |                                |          |         |                     | TOTA NOMINA EN EFECTIVO 6,573.00     |
|          |                                |          |         |                     |                                      |
| 492-2021 | MARTINEZ ORTEGA CARLOS ARMANDO |          |         |                     |                                      |
| T.EMP:   | PERMANENTE                     | 437.77   | 630.26  | OPERADOR B          |                                      |
| 01       | SUELDO BASE                    | 6,566.55 | 51      | ISR                 | 1,135.61                             |
|          |                                |          |         |                     | DVIG DIAS DE VIGENCIA 15.00          |

| Clave                                 | Nombre           | S.Diario | S.Integ | PERCEPCIONES               | DEDUCCIONES | CONCEPTOS                   |          |
|---------------------------------------|------------------|----------|---------|----------------------------|-------------|-----------------------------|----------|
| 02                                    | AYUDA PARA DESPE | 457.50   | 54      | FONDO PENSIONES            | 906.18      | IMP1 ISR ART 96             | 1,135.61 |
| 03                                    | AYUDA PARA PASAJ | 308.00   | 65      | OTRAS DEDUCCIONES          | 78.80       | PGR1 PERC GRAVADA TIPO 1    | 8,645.36 |
| 07                                    | PRIMA DE INSALUB | 1,313.31 |         |                            |             | PERC TOTAL PERCEPCIONES     | 8,693.59 |
| 29                                    | OTROS PAGOS      | 48.23    |         |                            |             | DEDU TOTAL DEDUCCIONES      | 2,120.59 |
|                                       |                  |          |         |                            |             | 3%FV 3% FONDO DE VIVIENDA   | 236.40   |
|                                       |                  |          |         |                            |             | FOND FONDO PENSIONES EMPRES | 1,378.98 |
|                                       |                  |          |         |                            |             | SEDARSEDAR                  | 157.60   |
|                                       |                  |          |         |                            |             | PVAC PROVISION DE PRIMA VAC | 118.43   |
|                                       |                  |          |         |                            |             | AGUI PROVISION AGUINALDO    | 1,184.30 |
|                                       |                  |          |         |                            |             | TOTA NOMINA EN EFECTIVO     | 6,573.00 |
| 494-2021 HERNANDEZ JIMENEZ JUAN DIEGO |                  |          |         |                            |             |                             |          |
| T.EMP:                                | PERMANENTE       | 397.63   |         | 574.95Auxiliar de operador |             |                             |          |
| 01                                    | SUELDO BASE      | 5,964.45 | 51      | ISR                        | 990.89      | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02                                    | AYUDA PARA DESPE | 368.50   | 51PD    | ISR PRIMA DOMINICAL        | 22.32       | EX19 EXENTO PRIMA DOMINICAL | 288.66   |
| 03                                    | AYUDA PARA PASAJ | 337.50   | 54      | FONDO PENSIONES            | 823.09      | IMP1 ISR ART 96             | 968.57   |
| 07                                    | PRIMA DE INSALUB | 1,192.89 | 65      | OTRAS DEDUCCIONES          | 71.57       | IMP2 ISR Reglamento ISR     | 44.64    |
| 19                                    | PRIMA DOMINICAL  | 393.17   |         |                            |             | EXEN BASE EXENTA            | 288.66   |
|                                       |                  |          |         |                            |             | PGR1 PERC GRAVADA TIPO 1    | 7,863.34 |
|                                       |                  |          |         |                            |             | PGR2 PERC GRAVADA TIPO 2    | 104.51   |
|                                       |                  |          |         |                            |             | PERC TOTAL PERCEPCIONES     | 8,256.51 |
|                                       |                  |          |         |                            |             | DEDU TOTAL DEDUCCIONES      | 1,907.87 |
|                                       |                  |          |         |                            |             | 3%FV 3% FONDO DE VIVIENDA   | 214.72   |
|                                       |                  |          |         |                            |             | FOND FONDO PENSIONES EMPRES | 1,252.53 |
|                                       |                  |          |         |                            |             | SEDARSEDAR                  | 143.15   |
|                                       |                  |          |         |                            |             | PVAC PROVISION DE PRIMA VAC | 107.72   |
|                                       |                  |          |         |                            |             | AGUI PROVISION AGUINALDO    | 1,077.17 |
|                                       |                  |          |         |                            |             | TOTA NOMINA EN EFECTIVO     | 6,348.64 |
| 495-2021 BUSTOS SAAVEDRA ARNULFO      |                  |          |         |                            |             |                             |          |
| T.EMP:                                | PERMANENTE       | 397.63   |         | 574.95Auxiliar de operador |             |                             |          |
| 01                                    | SUELDO BASE      | 5,964.45 | 51      | ISR                        | 976.01      | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02                                    | AYUDA PARA DESPE | 368.50   | 51PD    | ISR PRIMA DOMINICAL        | 7.44        | EX19 EXENTO PRIMA DOMINICAL | 96.22    |
| 03                                    | AYUDA PARA PASAJ | 337.50   | 54      | FONDO PENSIONES            | 823.09      | IMP1 ISR ART 96             | 968.57   |
| 07                                    | PRIMA DE INSALUB | 1,192.89 | 65      | OTRAS DEDUCCIONES          | 71.57       | IMP2 ISR Reglamento ISR     | 14.88    |
| 19                                    | PRIMA DOMINICAL  | 131.06   |         |                            |             | EXEN BASE EXENTA            | 96.22    |
|                                       |                  |          |         |                            |             | PGR1 PERC GRAVADA TIPO 1    | 7,863.34 |
|                                       |                  |          |         |                            |             | PGR2 PERC GRAVADA TIPO 2    | 34.84    |
|                                       |                  |          |         |                            |             | PERC TOTAL PERCEPCIONES     | 7,994.40 |
|                                       |                  |          |         |                            |             | DEDU TOTAL DEDUCCIONES      | 1,878.11 |
|                                       |                  |          |         |                            |             | 3%FV 3% FONDO DE VIVIENDA   | 214.72   |
|                                       |                  |          |         |                            |             | FOND FONDO PENSIONES EMPRES | 1,252.53 |
|                                       |                  |          |         |                            |             | SEDARSEDAR                  | 143.15   |
|                                       |                  |          |         |                            |             | PVAC PROVISION DE PRIMA VAC | 107.72   |
|                                       |                  |          |         |                            |             | AGUI PROVISION AGUINALDO    | 1,077.17 |
|                                       |                  |          |         |                            |             | TOTA NOMINA EN EFECTIVO     | 6,116.29 |
| 496-2021 MORANDO CUMPLIDO DAVID       |                  |          |         |                            |             |                             |          |
| T.EMP:                                | PERMANENTE       | 397.63   |         | 574.95Auxiliar de operador |             |                             |          |
| 01                                    | SUELDO BASE      | 5,964.45 | 51      | ISR                        | 998.33      | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02                                    | AYUDA PARA DESPE | 368.50   | 51PD    | ISR PRIMA DOMINICAL        | 29.76       | EX19 EXENTO PRIMA DOMINICAL | 384.88   |
| 03                                    | AYUDA PARA PASAJ | 337.50   | 54      | FONDO PENSIONES            | 823.09      | IMP1 ISR ART 96             | 968.57   |
| 07                                    | PRIMA DE INSALUB | 1,192.89 | 65      | OTRAS DEDUCCIONES          | 71.57       | IMP2 ISR Reglamento ISR     | 59.52    |
| 19                                    | PRIMA DOMINICAL  | 524.22   |         |                            |             | EXEN BASE EXENTA            | 384.88   |
|                                       |                  |          |         |                            |             | PGR1 PERC GRAVADA TIPO 1    | 7,863.34 |
|                                       |                  |          |         |                            |             | PGR2 PERC GRAVADA TIPO 2    | 139.34   |
|                                       |                  |          |         |                            |             | PERC TOTAL PERCEPCIONES     | 8,387.56 |
|                                       |                  |          |         |                            |             | DEDU TOTAL DEDUCCIONES      | 1,922.75 |

| Clave    | Nombre                             | S.Diario | S.Integ | DEDUCCIONES               | CONCEPTOS |                                      |
|----------|------------------------------------|----------|---------|---------------------------|-----------|--------------------------------------|
|          |                                    |          |         |                           |           | 3%FV 3% FONDO DE VIVIENDA 214.72     |
|          |                                    |          |         |                           |           | FOND FONDO PENSIONES EMPRES 1,252.53 |
|          |                                    |          |         |                           |           | SEDARSEDAR 143.15                    |
|          |                                    |          |         |                           |           | PVAC PROVISION DE PRIMA VAC 107.72   |
|          |                                    |          |         |                           |           | AGUI PROVISION AGUINALDO 1,077.17    |
|          |                                    |          |         |                           |           | TOTA NOMINA EN EFECTIVO 6,464.81     |
| 497-2021 | VENEGAS ARTIAGA JOSE ALEJANDRO     |          |         |                           |           |                                      |
| T.EMP:   | PERMANENTE                         | 397.63   | 574.95  | Auxiliar de operador      |           |                                      |
| 01       | SUELDO BASE                        | 5,964.45 | 51      | ISR                       | 968.57    | DVIG DIAS DE VIGENCIA 15.00          |
| 02       | AYUDA PARA DESPE                   | 368.50   | 54      | FONDO PENSIONES           | 823.09    | IMP1 ISR ART 96 968.57               |
| 03       | AYUDA PARA PASAJ                   | 337.50   | 65      | OTRAS DEDUCCIONES         | 71.57     | PGR1 PERC GRAVADA TIPO 1 7,863.34    |
| 07       | PRIMA DE INSALUB                   | 1,192.89 |         |                           |           | PERC TOTAL PERCEPCIONES 7,863.34     |
|          |                                    |          |         |                           |           | DEDU TOTAL DEDUCCIONES 1,863.23      |
|          |                                    |          |         |                           |           | 3%FV 3% FONDO DE VIVIENDA 214.72     |
|          |                                    |          |         |                           |           | FOND FONDO PENSIONES EMPRES 1,252.53 |
|          |                                    |          |         |                           |           | SEDARSEDAR 143.15                    |
|          |                                    |          |         |                           |           | PVAC PROVISION DE PRIMA VAC 107.72   |
|          |                                    |          |         |                           |           | AGUI PROVISION AGUINALDO 1,077.17    |
|          |                                    |          |         |                           |           | TOTA NOMINA EN EFECTIVO 6,000.11     |
| 498-2021 | GONZALEZ LOPEZ JOSE MIGUEL         |          |         |                           |           |                                      |
| T.EMP:   | PERMANENTE                         | 397.63   | 579.25  | Auxiliar de operador      |           |                                      |
| 01       | SUELDO BASE                        | 5,964.45 | 51      | ISR                       | 968.57    | DVIG DIAS DE VIGENCIA 15.00          |
| 02       | AYUDA PARA DESPE                   | 368.50   | 54      | FONDO PENSIONES           | 823.09    | IMP1 ISR ART 96 968.57               |
| 03       | AYUDA PARA PASAJ                   | 337.50   | 65      | OTRAS DEDUCCIONES         | 71.57     | PGR1 PERC GRAVADA TIPO 1 7,863.34    |
| 07       | PRIMA DE INSALUB                   | 1,192.89 |         |                           |           | PERC TOTAL PERCEPCIONES 7,863.34     |
|          |                                    |          |         |                           |           | DEDU TOTAL DEDUCCIONES 1,863.23      |
|          |                                    |          |         |                           |           | 3%FV 3% FONDO DE VIVIENDA 214.72     |
|          |                                    |          |         |                           |           | FOND FONDO PENSIONES EMPRES 1,252.53 |
|          |                                    |          |         |                           |           | SEDARSEDAR 143.15                    |
|          |                                    |          |         |                           |           | PVAC PROVISION DE PRIMA VAC 107.72   |
|          |                                    |          |         |                           |           | AGUI PROVISION AGUINALDO 1,077.17    |
|          |                                    |          |         |                           |           | TOTA NOMINA EN EFECTIVO 6,000.11     |
| 510-001  | CERVANTES RAMIREZ ALEJANDRO DIEPER |          |         |                           |           |                                      |
| T.EMP:   | PERMANENTE                         | 550.40   | 882.68  | TECNICO EN POTABILIZACION |           |                                      |
| 01       | SUELDO BASE                        | 8,256.00 | 51      | ISR                       | 1,707.41  | DVIG DIAS DE VIGENCIA 15.00          |
| 02       | AYUDA PARA DESPE                   | 557.00   | 54      | FONDO PENSIONES           | 1,139.33  | 75D CAJA DE AHORRO SUTCEAP 500.00    |
| 03       | AYUDA PARA PASAJ                   | 339.50   | 79      | APORT ADIC VOL SEDAR      | 150.00    | IMP1 ISR ART 96 1,707.41             |
| 04       | PRIMA QUINQUENAL                   | 518.61   | 65      | OTRAS DEDUCCIONES         | 5,120.20  | PGR1 PERC GRAVADA TIPO 1 11,322.31   |
| 07       | PRIMA DE INSALUB                   | 1,651.20 |         |                           |           | PERC TOTAL PERCEPCIONES 11,322.31    |
|          |                                    |          |         |                           |           | DEDU TOTAL DEDUCCIONES 8,116.94      |
|          |                                    |          |         |                           |           | 3%FV 3% FONDO DE VIVIENDA 297.22     |
|          |                                    |          |         |                           |           | FOND FONDO PENSIONES EMPRES 1,733.76 |
|          |                                    |          |         |                           |           | SEDARSEDAR 198.14                    |
|          |                                    |          |         |                           |           | PVAC PROVISION DE PRIMA VAC 148.00   |
|          |                                    |          |         |                           |           | AGUI PROVISION AGUINALDO 1,479.96    |
|          |                                    |          |         |                           |           | TOTA NOMINA EN EFECTIVO 3,205.37     |
| 510-007  | ORTIZ FLORES MOISES                |          |         |                           |           |                                      |
| T.EMP:   | PERMANENTE                         | 492.07   | 791.36  | AUXILIAR DE LABORATORIO   |           |                                      |
| 01       | SUELDO BASE                        | 7,381.05 | 51      | ISR                       | 1,464.45  | DVIG DIAS DE VIGENCIA 15.00          |
| 02       | AYUDA PARA DESPE                   | 478.50   | 54      | FONDO PENSIONES           | 1,018.58  | IMP1 ISR ART 96 1,464.45             |
| 03       | AYUDA PARA PASAJ                   | 330.50   | 65      | OTRAS DEDUCCIONES         | 4,580.80  | PGR1 PERC GRAVADA TIPO 1 10,184.87   |
| 04       | PRIMA QUINQUENAL                   | 518.61   |         |                           |           | PERC TOTAL PERCEPCIONES 10,184.87    |
| 07       | PRIMA DE INSALUB                   | 1,476.21 |         |                           |           | DEDU TOTAL DEDUCCIONES 7,063.83      |
|          |                                    |          |         |                           |           | 3%FV 3% FONDO DE VIVIENDA 265.72     |



| Clave   | Nombre                          | S.Diario     | S.Integ | DEDUCCIONES                                     | CONCEPTOS                   |           |
|---------|---------------------------------|--------------|---------|---|-----------------------------|-----------|
|         |                                 | PERCEPCIONES |         |   |                             |           |
| -----   |                                 |              |         |   |                             |           |
|         |                                 |              |         |   | FOND FONDO PENSIONES EMPRES | 1,550.02  |
|         |                                 |              |         |   | SEDARSEDAR                  | 177.15    |
|         |                                 |              |         |   | PVAC PROVISION DE PRIMA VAC | 132.41    |
|         |                                 |              |         |   | AGUI PROVISION AGUINALDO    | 1,324.15  |
|         |                                 |              |         |   | TOTA NOMINA EN EFECTIVO     | 3,121.04  |
| -----   |                                 |              |         |   |                             |           |
| 510-008 | GARCIA OCHOA LIDIA              |              |         |   |                             |           |
| T.EMP:  | PERMANENTE                      | 492.07       |         | 791.36AUXILIAR DE LABORATORIO                   |                             |           |
| 01      | SUELDO BASE                     | 7,381.05     | 51      | ISR   | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02      | AYUDA PARA DESPE                | 478.50       | 54      | FONDO PENSIONES                                 | 75C CAJA DE AHORRO SUTCEAJ  | 500.00    |
| 03      | AYUDA PARA PASAJ                | 330.50       | 65      | OTRAS DEDUCCIONES                               | IMP1 ISR ART 96             | 1,464.45  |
| 04      | PRIMA QUINQUENAL                | 518.61       |         |   | PGR1 PERC GRAVADA TIPO 1    | 10,184.87 |
| 07      | PRIMA DE INSALUB                | 1,476.21     |         |   | PERC TOTAL PERCEPCIONES     | 10,184.87 |
|         |                                 |              |         |   | DEDU TOTAL DEDUCCIONES      | 5,305.89  |
|         |                                 |              |         |   | 3%FV 3% FONDO DE VIVIENDA   | 265.72    |
|         |                                 |              |         |   | FOND FONDO PENSIONES EMPRES | 1,550.02  |
|         |                                 |              |         |   | SEDARSEDAR                  | 177.15    |
|         |                                 |              |         |   | PVAC PROVISION DE PRIMA VAC | 132.41    |
|         |                                 |              |         |   | AGUI PROVISION AGUINALDO    | 1,324.15  |
|         |                                 |              |         |   | TOTA NOMINA EN EFECTIVO     | 4,878.98  |
| -----   |                                 |              |         |   |                             |           |
| 510-010 | OLIDE CHAVEZ NORMA ANGELICA     |              |         |   |                             |           |
| T.EMP:  | PERMANENTE                      | 492.07       |         | 861.04AUXILIAR DE LABORATORIO                   |                             |           |
| 01      | SUELDO BASE                     | 7,381.05     | 51      | ISR   | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02      | AYUDA PARA DESPE                | 478.50       | 54      | FONDO PENSIONES                                 | IMP1 ISR ART 96             | 1,464.45  |
| 03      | AYUDA PARA PASAJ                | 330.50       | 65      | OTRAS DEDUCCIONES                               | PGR1 PERC GRAVADA TIPO 1    | 10,184.87 |
| 04      | PRIMA QUINQUENAL                | 518.61       |         |   | PERC TOTAL PERCEPCIONES     | 10,184.87 |
| 07      | PRIMA DE INSALUB                | 1,476.21     |         |   | DEDU TOTAL DEDUCCIONES      | 4,696.16  |
|         |                                 |              |         |   | 3%FV 3% FONDO DE VIVIENDA   | 265.72    |
|         |                                 |              |         |   | FOND FONDO PENSIONES EMPRES | 1,550.02  |
|         |                                 |              |         |   | SEDARSEDAR                  | 177.15    |
|         |                                 |              |         |   | PVAC PROVISION DE PRIMA VAC | 132.41    |
|         |                                 |              |         |   | AGUI PROVISION AGUINALDO    | 1,324.15  |
|         |                                 |              |         |   | TOTA NOMINA EN EFECTIVO     | 5,488.71  |
| -----   |                                 |              |         |   |                             |           |
| 510-012 | OLIVAREZ CORNEJO JOSE ADALBERTO |              |         |   |                             |           |
| T.EMP:  | PERMANENTE                      | 492.07       |         | 791.36AUXILIAR DE LABORATORIO                   |                             |           |
| 01      | SUELDO BASE                     | 7,381.05     | 51      | ISR   | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02      | AYUDA PARA DESPE                | 478.50       | 54      | FONDO PENSIONES                                 | 75C CAJA DE AHORRO SUTCEAJ  | 500.00    |
| 03      | AYUDA PARA PASAJ                | 330.50       | 65      | OTRAS DEDUCCIONES                               | IMP1 ISR ART 96             | 1,464.45  |
| 04      | PRIMA QUINQUENAL                | 518.61       |         |   | PGR1 PERC GRAVADA TIPO 1    | 10,184.87 |
| 07      | PRIMA DE INSALUB                | 1,476.21     |         |   | PERC TOTAL PERCEPCIONES     | 10,184.87 |
|         |                                 |              |         |   | DEDU TOTAL DEDUCCIONES      | 7,700.95  |
|         |                                 |              |         |   | 3%FV 3% FONDO DE VIVIENDA   | 265.72    |
|         |                                 |              |         |   | FOND FONDO PENSIONES EMPRES | 1,550.02  |
|         |                                 |              |         |   | SEDARSEDAR                  | 177.15    |
|         |                                 |              |         |   | PVAC PROVISION DE PRIMA VAC | 132.41    |
|         |                                 |              |         |   | AGUI PROVISION AGUINALDO    | 1,324.15  |
|         |                                 |              |         |   | TOTA NOMINA EN EFECTIVO     | 2,483.92  |
| -----   |                                 |              |         |   |                             |           |
| 510-014 | CAMPOS TRUJILLO SAUL            |              |         |   |                             |           |
| T.EMP:  | PERMANENTE                      | 761.06       |         | 917.61Supervisor de Laboratorio (Microbiología) |                             |           |
| 01      | SUELDO BASE                     | 11,416.00    | 51      | ISR   | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02      | AYUDA PARA DESPE                | 623.50       | 54      | FONDO PENSIONES                                 | IMP1 ISR ART 96             | 1,967.29  |
| 03      | AYUDA PARA PASAJ                | 499.50       | 65      | OTRAS DEDUCCIONES                               | PGR1 PERC GRAVADA TIPO 1    | 12,539.00 |
|         |                                 |              |         |   | PERC TOTAL PERCEPCIONES     | 12,539.00 |
|         |                                 |              |         |   | DEDU TOTAL DEDUCCIONES      | 5,606.52  |
|         |                                 |              |         |   | 3%FV 3% FONDO DE VIVIENDA   | 342.48    |

| Clave    | Nombre                        | S.Diario | S.Integ | PERCEPCIONES      | DEDUCCIONES                                   | CONCEPTOS                   |           |
|----------|-------------------------------|----------|---------|-------------------|---|-----------------------------|-----------|
|          |                               |          |         |                   |   | FOND FONDO PENSIONES EMPRES | 1,997.80  |
|          |                               |          |         |                   |   | SEDARSEDAR                  | 228.32    |
|          |                               |          |         |                   |   | PVAC PROVISION DE PRIMA VAC | 171.77    |
|          |                               |          |         |                   |   | AGUI PROVISION AGUINALDO    | 1,717.67  |
|          |                               |          |         |                   |   | TOTA NOMINA EN EFECTIVO     | 6,932.48  |
| 510-016  | REYES ARGONZA ROCIO ESTEFANIA |          |         |                   |   |                             |           |
| T.EMP:   | PERMANENTE                    | 492.07   |         | 786.71            | AUXILIAR DE LABORATORIO                       |                             |           |
| 01       | SUELDO BASE                   | 7,381.05 | FALT    | INCIDENCIAS       | 644.42  | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02       | AYUDA PARA DESPE              | 478.50   | 51      | ISR               | 1,289.88                                      | IMP1 ISR ART 96             | 1,289.88  |
| 03       | AYUDA PARA PASAJ              | 330.50   | 54      | FONDO PENSIONES   | 1,018.58                                      | PGR1 PERC GRAVADA TIPO 1    | 9,367.58  |
| 04       | PRIMA QUINQUENAL              | 345.74   | 65      | OTRAS DEDUCCIONES | 1,340.42                                      | PERC TOTAL PERCEPCIONES     | 10,012.00 |
| 07       | PRIMA DE INSALUB              | 1,476.21 |         |                   |   | DEDU TOTAL DEDUCCIONES      | 4,293.30  |
|          |                               |          |         |                   |   | 3%FV 3% FONDO DE VIVIENDA   | 265.72    |
|          |                               |          |         |                   |   | FOND FONDO PENSIONES EMPRES | 1,550.02  |
|          |                               |          |         |                   |   | SEDARSEDAR                  | 177.15    |
|          |                               |          |         |                   |   | PVAC PROVISION DE PRIMA VAC | 132.41    |
|          |                               |          |         |                   |   | AGUI PROVISION AGUINALDO    | 1,324.15  |
|          |                               |          |         |                   |   | TOTA NOMINA EN EFECTIVO     | 5,718.70  |
| 512-011  | BOJADO PEREZ MARIA GABRIELA   |          |         |                   |   |                             |           |
| T.EMP:   | PERMANENTE                    | 492.07   |         | 791.36            | AUXILIAR DE LABORATORIO                       |                             |           |
| 01       | SUELDO BASE                   | 7,381.05 | 51      | ISR               | 1,464.45                                      | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02       | AYUDA PARA DESPE              | 478.50   | 54      | FONDO PENSIONES   | 1,018.58                                      | IMP1 ISR ART 96             | 1,464.45  |
| 03       | AYUDA PARA PASAJ              | 330.50   | 65      | OTRAS DEDUCCIONES | 88.57   | PGR1 PERC GRAVADA TIPO 1    | 10,184.87 |
| 04       | PRIMA QUINQUENAL              | 518.61   |         |                   |   | PERC TOTAL PERCEPCIONES     | 10,184.87 |
| 07       | PRIMA DE INSALUB              | 1,476.21 |         |                   |   | DEDU TOTAL DEDUCCIONES      | 2,571.60  |
|          |                               |          |         |                   |   | 3%FV 3% FONDO DE VIVIENDA   | 265.72    |
|          |                               |          |         |                   |   | FOND FONDO PENSIONES EMPRES | 1,550.02  |
|          |                               |          |         |                   |   | SEDARSEDAR                  | 177.15    |
|          |                               |          |         |                   |   | PVAC PROVISION DE PRIMA VAC | 132.41    |
|          |                               |          |         |                   |   | AGUI PROVISION AGUINALDO    | 1,324.15  |
|          |                               |          |         |                   |   | TOTA NOMINA EN EFECTIVO     | 7,613.27  |
| 518-004  | CELIS RIVERA JUAN ANTONIO     |          |         |                   |   |                             |           |
| T.EMP:   | PERMANENTE                    | 553.73   |         | 678.63            | AUXILIAR DE INFORMACIÓN Y ESTADISTICAS SUTCEA |                             |           |
| 01       | SUELDO BASE                   | 8,305.95 | 51      | ISR               | 1,365.38                                      | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02       | AYUDA PARA DESPE              | 557.00   | 54      | FONDO PENSIONES   | 955.18  | IMP1 ISR ART 96             | 1,365.38  |
| 03       | AYUDA PARA PASAJ              | 339.50   | 65      | OTRAS DEDUCCIONES | 3,112.06                                      | PGR1 PERC GRAVADA TIPO 1    | 9,721.06  |
| 04       | PRIMA QUINQUENAL              | 518.61   |         |                   |   | PERC TOTAL PERCEPCIONES     | 9,721.06  |
|          |                               |          |         |                   |   | DEDU TOTAL DEDUCCIONES      | 5,432.62  |
|          |                               |          |         |                   |   | 3%FV 3% FONDO DE VIVIENDA   | 249.18    |
|          |                               |          |         |                   |   | FOND FONDO PENSIONES EMPRES | 1,453.54  |
|          |                               |          |         |                   |   | SEDARSEDAR                  | 166.12    |
|          |                               |          |         |                   |   | PVAC PROVISION DE PRIMA VAC | 126.06    |
|          |                               |          |         |                   |   | AGUI PROVISION AGUINALDO    | 1,260.61  |
|          |                               |          |         |                   |   | TOTA NOMINA EN EFECTIVO     | 4,288.44  |
| 524-2022 | GASTELUM ZUÑIGA CESAR MARTIN  |          |         |                   |   |                             |           |
| T.EMP:   | PERMANENTE                    | 563.20   |         | 683.48            | Muestreador                                   |                             |           |
| 01       | SUELDO BASE                   | 8,448.00 | 51      | ISR               | 1,312.50                                      | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02       | AYUDA PARA DESPE              | 564.00   | 54      | FONDO PENSIONES   | 971.52  | IMP1 ISR ART 96             | 1,312.50  |
| 03       | AYUDA PARA PASAJ              | 461.50   |         |                   |   | PGR1 PERC GRAVADA TIPO 1    | 9,473.50  |
|          |                               |          |         |                   |   | PERC TOTAL PERCEPCIONES     | 9,473.50  |
|          |                               |          |         |                   |   | DEDU TOTAL DEDUCCIONES      | 2,284.02  |
|          |                               |          |         |                   |   | 3%FV 3% FONDO DE VIVIENDA   | 253.44    |
|          |                               |          |         |                   |   | FOND FONDO PENSIONES EMPRES | 1,478.40  |
|          |                               |          |         |                   |   | SEDARSEDAR                  | 168.96    |

| Clave    | Nombre                             | S.Diario | S.Integ | PERCEPCIONES    | DEDUCCIONES | CONCEPTOS                            |
|----------|------------------------------------|----------|---------|-----------------|-------------|--------------------------------------|
|          |                                    |          |         |                 |             | PVAC PROVISION DE PRIMA VAC 129.77   |
|          |                                    |          |         |                 |             | AGUI PROVISION AGUINALDO 1,297.74    |
|          |                                    |          |         |                 |             | TOTA NOMINA EN EFECTIVO 7,189.48     |
| 525-2022 | ALVAREZ MARTINEZ ALEXIS EMMANUEL   |          |         |                 |             |                                      |
| T.EMP:   | PERMANENTE                         | 563.20   | 683.48  | Muestreador     |             |                                      |
| 01       | SUELDO BASE                        | 8,448.00 | 51      | ISR             | 1,312.50    | DVIG DIAS DE VIGENCIA 15.00          |
| 02       | AYUDA PARA DESPE                   | 564.00   | 54      | FONDO PENSIONES | 971.52      | IMP1 ISR ART 96 1,312.50             |
| 03       | AYUDA PARA PASAJ                   | 461.50   |         |                 |             | PGR1 PERC GRAVADA TIPO 1 9,473.50    |
|          |                                    |          |         |                 |             | PERC TOTAL PERCEPCIONES 9,473.50     |
|          |                                    |          |         |                 |             | DEDU TOTAL DEDUCCIONES 2,284.02      |
|          |                                    |          |         |                 |             | 3%FV 3% FONDO DE VIVIENDA 253.44     |
|          |                                    |          |         |                 |             | FOND FONDO PENSIONES EMPRES 1,478.40 |
|          |                                    |          |         |                 |             | SEDARSEDAR 168.96                    |
|          |                                    |          |         |                 |             | PVAC PROVISION DE PRIMA VAC 129.77   |
|          |                                    |          |         |                 |             | AGUI PROVISION AGUINALDO 1,297.74    |
|          |                                    |          |         |                 |             | TOTA NOMINA EN EFECTIVO 7,189.48     |
| 526-2022 | GRIMALDO DELGADILLO SAUL ALEJANDRO |          |         |                 |             |                                      |
| T.EMP:   | PERMANENTE                         | 563.20   | 683.48  | Muestreador     |             |                                      |
| 01       | SUELDO BASE                        | 8,448.00 | 51      | ISR             | 1,312.50    | DVIG DIAS DE VIGENCIA 15.00          |
| 02       | AYUDA PARA DESPE                   | 564.00   | 54      | FONDO PENSIONES | 971.52      | IMP1 ISR ART 96 1,312.50             |
| 03       | AYUDA PARA PASAJ                   | 461.50   |         |                 |             | PGR1 PERC GRAVADA TIPO 1 9,473.50    |
|          |                                    |          |         |                 |             | PERC TOTAL PERCEPCIONES 9,473.50     |
|          |                                    |          |         |                 |             | DEDU TOTAL DEDUCCIONES 2,284.02      |
|          |                                    |          |         |                 |             | 3%FV 3% FONDO DE VIVIENDA 253.44     |
|          |                                    |          |         |                 |             | FOND FONDO PENSIONES EMPRES 1,478.40 |
|          |                                    |          |         |                 |             | SEDARSEDAR 168.96                    |
|          |                                    |          |         |                 |             | PVAC PROVISION DE PRIMA VAC 129.77   |
|          |                                    |          |         |                 |             | AGUI PROVISION AGUINALDO 1,297.74    |
|          |                                    |          |         |                 |             | CHEQ PAGO POR CHEQUE 7,189.48        |
| 527-2022 | CARRILLO MENDOZA ANTONIO           |          |         |                 |             |                                      |
| T.EMP:   | PERMANENTE                         | 563.20   | 683.48  | Muestreador     |             |                                      |
| 01       | SUELDO BASE                        | 8,448.00 | 51      | ISR             | 1,312.50    | DVIG DIAS DE VIGENCIA 15.00          |
| 02       | AYUDA PARA DESPE                   | 564.00   | 54      | FONDO PENSIONES | 971.52      | IMP1 ISR ART 96 1,312.50             |
| 03       | AYUDA PARA PASAJ                   | 461.50   |         |                 |             | PGR1 PERC GRAVADA TIPO 1 9,473.50    |
|          |                                    |          |         |                 |             | PERC TOTAL PERCEPCIONES 9,473.50     |
|          |                                    |          |         |                 |             | DEDU TOTAL DEDUCCIONES 2,284.02      |
|          |                                    |          |         |                 |             | 3%FV 3% FONDO DE VIVIENDA 253.44     |
|          |                                    |          |         |                 |             | FOND FONDO PENSIONES EMPRES 1,478.40 |
|          |                                    |          |         |                 |             | SEDARSEDAR 168.96                    |
|          |                                    |          |         |                 |             | PVAC PROVISION DE PRIMA VAC 129.77   |
|          |                                    |          |         |                 |             | AGUI PROVISION AGUINALDO 1,297.74    |
|          |                                    |          |         |                 |             | TOTA NOMINA EN EFECTIVO 7,189.48     |
| 528-2022 | FLORES MAURICIO ULLISES            |          |         |                 |             |                                      |
| T.EMP:   | PERMANENTE                         | 563.20   | 683.48  | Muestreador     |             |                                      |
| 01       | SUELDO BASE                        | 8,448.00 | 51      | ISR             | 1,312.50    | DVIG DIAS DE VIGENCIA 15.00          |
| 02       | AYUDA PARA DESPE                   | 564.00   | 54      | FONDO PENSIONES | 971.52      | IMP1 ISR ART 96 1,312.50             |
| 03       | AYUDA PARA PASAJ                   | 461.50   |         |                 |             | PGR1 PERC GRAVADA TIPO 1 9,473.50    |
|          |                                    |          |         |                 |             | PERC TOTAL PERCEPCIONES 9,473.50     |
|          |                                    |          |         |                 |             | DEDU TOTAL DEDUCCIONES 2,284.02      |
|          |                                    |          |         |                 |             | 3%FV 3% FONDO DE VIVIENDA 253.44     |
|          |                                    |          |         |                 |             | FOND FONDO PENSIONES EMPRES 1,478.40 |
|          |                                    |          |         |                 |             | SEDARSEDAR 168.96                    |
|          |                                    |          |         |                 |             | PVAC PROVISION DE PRIMA VAC 129.77   |
|          |                                    |          |         |                 |             | AGUI PROVISION AGUINALDO 1,297.74    |

| Clave    | Nombre                            | S.Diario | S.Integ | PERCEPCIONES      | DEDUCCIONES | CONCEPTOS                   |          |
|----------|-----------------------------------|----------|---------|-------------------|-------------|-----------------------------|----------|
|          |                                   |          |         |                   |             | TOTA NOMINA EN EFECTIVO     | 7,189.48 |
| 529-2022 | ARCINEDA PEREZ GABRIELA GUADALUPE |          |         |                   |             |                             |          |
| T.EMP:   | PERMANENTE                        | 563.20   | 683.48  | Muestreador       |             |                             |          |
| 01       | SUELDO BASE                       | 8,448.00 | 51      | ISR               | 1,312.50    | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02       | AYUDA PARA DESPE                  | 564.00   | 54      | FONDO PENSIONES   | 971.52      | IMP1 ISR ART 96             | 1,312.50 |
| 03       | AYUDA PARA PASAJ                  | 461.50   |         |                   |             | PGR1 PERC GRAVADA TIPO 1    | 9,473.50 |
|          |                                   |          |         |                   |             | PERC TOTAL PERCEPCIONES     | 9,473.50 |
|          |                                   |          |         |                   |             | DEDU TOTAL DEDUCCIONES      | 2,284.02 |
|          |                                   |          |         |                   |             | 3%FV 3% FONDO DE VIVIENDA   | 253.44   |
|          |                                   |          |         |                   |             | FOND FONDO PENSIONES EMPRES | 1,478.40 |
|          |                                   |          |         |                   |             | SEDARSEDAR                  | 168.96   |
|          |                                   |          |         |                   |             | PVAC PROVISION DE PRIMA VAC | 129.77   |
|          |                                   |          |         |                   |             | AGUI PROVISION AGUINALDO    | 1,297.74 |
|          |                                   |          |         |                   |             | TOTA NOMINA EN EFECTIVO     | 7,189.48 |
| 531-002  | HERNANDEZ VELASCO DAMIAN          |          |         |                   |             |                             |          |
| T.EMP:   | PERMANENTE                        | 454.37   | 665.51  | OPERADOR A        |             |                             |          |
| 01       | SUELDO BASE                       | 6,815.55 | 51      | ISR               | 1,312.88    | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02       | AYUDA PARA DESPE                  | 463.00   | 54      | FONDO PENSIONES   | 940.55      | IMP1 ISR ART 96             | 1,312.88 |
| 03       | AYUDA PARA PASAJ                  | 315.00   | 65      | OTRAS DEDUCCIONES | 4,029.17    | PGR1 PERC GRAVADA TIPO 1    | 9,475.27 |
| 04       | PRIMA QUINQUENAL                  | 518.61   |         |                   |             | PERC TOTAL PERCEPCIONES     | 9,475.27 |
| 07       | PRIMA DE INSALUB                  | 1,363.11 |         |                   |             | DEDU TOTAL DEDUCCIONES      | 6,282.60 |
|          |                                   |          |         |                   |             | 3%FV 3% FONDO DE VIVIENDA   | 245.36   |
|          |                                   |          |         |                   |             | FOND FONDO PENSIONES EMPRES | 1,431.27 |
|          |                                   |          |         |                   |             | SEDARSEDAR                  | 163.57   |
|          |                                   |          |         |                   |             | PVAC PROVISION DE PRIMA VAC | 122.69   |
|          |                                   |          |         |                   |             | AGUI PROVISION AGUINALDO    | 1,226.94 |
|          |                                   |          |         |                   |             | TOTA NOMINA EN EFECTIVO     | 3,192.67 |
| 531-003  | SANCHEZ FUENTES FELIPE DE JESUS   |          |         |                   |             |                             |          |
| T.EMP:   | PERMANENTE                        | 437.77   | 642.05  | OPERADOR B        |             |                             |          |
| 01       | SUELDO BASE                       | 6,566.55 | 51      | ISR               | 1,246.38    | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02       | AYUDA PARA DESPE                  | 457.50   | 54      | FONDO PENSIONES   | 906.18      | 75C CAJA DE AHORRO SUTCEAJ  | 200.00   |
| 03       | AYUDA PARA PASAJ                  | 308.00   | 65      | OTRAS DEDUCCIONES | 4,962.96    | IMP1 ISR ART 96             | 1,246.38 |
| 04       | PRIMA QUINQUENAL                  | 518.61   |         |                   |             | PGR1 PERC GRAVADA TIPO 1    | 9,163.96 |
| 07       | PRIMA DE INSALUB                  | 1,313.31 |         |                   |             | PERC TOTAL PERCEPCIONES     | 9,163.97 |
|          |                                   |          |         |                   |             | DEDU TOTAL DEDUCCIONES      | 7,115.52 |
|          |                                   |          |         |                   |             | 3%FV 3% FONDO DE VIVIENDA   | 236.40   |
|          |                                   |          |         |                   |             | FOND FONDO PENSIONES EMPRES | 1,378.98 |
|          |                                   |          |         |                   |             | SEDARSEDAR                  | 157.60   |
|          |                                   |          |         |                   |             | PVAC PROVISION DE PRIMA VAC | 118.43   |
|          |                                   |          |         |                   |             | AGUI PROVISION AGUINALDO    | 1,184.30 |
|          |                                   |          |         |                   |             | TOTA NOMINA EN EFECTIVO     | 2,048.45 |
| 531-004  | PEREZ GARCIA FRANCISCO JAVIER     |          |         |                   |             |                             |          |
| T.EMP:   | PERMANENTE                        | 454.37   | 807.23  | OPERADOR A        |             |                             |          |
| 01       | SUELDO BASE                       | 6,815.55 | 51      | ISR               | 1,312.88    | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02       | AYUDA PARA DESPE                  | 463.00   | 54      | FONDO PENSIONES   | 940.55      | IMP1 ISR ART 96             | 1,312.88 |
| 03       | AYUDA PARA PASAJ                  | 315.00   | 65      | OTRAS DEDUCCIONES | 3,702.79    | PGR1 PERC GRAVADA TIPO 1    | 9,475.27 |
| 04       | PRIMA QUINQUENAL                  | 518.61   |         |                   |             | PERC TOTAL PERCEPCIONES     | 9,475.27 |
| 07       | PRIMA DE INSALUB                  | 1,363.11 |         |                   |             | DEDU TOTAL DEDUCCIONES      | 5,956.22 |
|          |                                   |          |         |                   |             | 3%FV 3% FONDO DE VIVIENDA   | 245.36   |
|          |                                   |          |         |                   |             | FOND FONDO PENSIONES EMPRES | 1,431.27 |
|          |                                   |          |         |                   |             | SEDARSEDAR                  | 163.57   |
|          |                                   |          |         |                   |             | PVAC PROVISION DE PRIMA VAC | 122.69   |
|          |                                   |          |         |                   |             | AGUI PROVISION AGUINALDO    | 1,226.94 |
|          |                                   |          |         |                   |             | TOTA NOMINA EN EFECTIVO     | 3,519.05 |

| Clave                                       | Nombre           | S.Diario  | S.Integ  | PERCEPCIONES                                       | DEDUCCIONES | CONCEPTOS                            |
|---|------------------|-----------|----------|--|-------------|--------------------------------------|
| 57-181-004 ARTEAGA GARCIA CESAR JOAQUIN     |                  |           |          |  |             |                                      |
| T.EMP:                                      | PERMANENTE       | 550.80    | 1,139.28 | INGENIERO ELECTROMECANICO                          |             |                                      |
| 01  | SUELDO BASE      | 8,262.00  | 51       | ISR  | 1,785.01    | DVIG DIAS DE VIGENCIA 15.00          |
| 02  | AYUDA PARA DESPE | 434.50    | 54       | FONDO PENSIONES                                    | 1,140.16    | IMP1 ISR ART 96 1,785.01             |
| 03  | AYUDA PARA PASAJ | 299.50    | 65       | OTRAS DEDUCCIONES                                  | 99.14       | PGR1 PERC GRAVADA TIPO 1 11,685.62   |
| 04  | PRIMA QUINQUENAL | 1,037.22  |          |  |             | PERC TOTAL PERCEPCIONES 11,685.62    |
| 07  | PRIMA DE INSALUB | 1,652.40  |          |  |             | DEDU TOTAL DEDUCCIONES 3,024.31      |
|   |                  |           |          |  |             | 3%FV 3% FONDO DE VIVIENDA 297.43     |
|   |                  |           |          |  |             | FOND FONDO PENSIONES EMPRES 1,735.02 |
|   |                  |           |          |  |             | SEDARSEDAR 198.29                    |
|   |                  |           |          |  |             | PVAC PROVISION DE PRIMA VAC 145.87   |
|   |                  |           |          |  |             | AGUI PROVISION AGUINALDO 1,458.68    |
|   |                  |           |          |  |             | TOTA NOMINA EN EFECTIVO 8,661.31     |
| 60-039-001 MENDEZ GOMEZ VICTOR IGNACIO      |                  |           |          |  |             |                                      |
| T.EMP:                                      | PERMANENTE       | 1,569.80  | 1,891.54 | Subdirector de Plantas de tratamiento de Aguas Res |             |                                      |
| 01  | SUELDO BASE      | 23,547.00 | 51       | ISR  | 5,199.63    | DVIG DIAS DE VIGENCIA 15.00          |
| 02  | AYUDA PARA DESPE | 960.00    | 54       | FONDO PENSIONES                                    | 2,707.91    | IMP1 ISR ART 96 5,199.63             |
| 03  | AYUDA PARA PASAJ | 688.00    | 65       | OTRAS DEDUCCIONES                                  | 4,214.64    | PGR1 PERC GRAVADA TIPO 1 25,195.00   |
|   |                  |           |          |  |             | PERC TOTAL PERCEPCIONES 25,195.00    |
|   |                  |           |          |  |             | DEDU TOTAL DEDUCCIONES 12,122.18     |
|   |                  |           |          |  |             | 3%FV 3% FONDO DE VIVIENDA 706.41     |
|   |                  |           |          |  |             | FOND FONDO PENSIONES EMPRES 4,120.72 |
|   |                  |           |          |  |             | SEDARSEDAR 470.94                    |
|   |                  |           |          |  |             | PVAC PROVISION DE PRIMA VAC 345.14   |
|   |                  |           |          |  |             | AGUI PROVISION AGUINALDO 3,451.37    |
|   |                  |           |          |  |             | TOTA NOMINA EN EFECTIVO 13,072.82    |
| 60-068-009 GONZALEZ PADILLA ERNESTO MARTIN  |                  |           |          |  |             |                                      |
| T.EMP:                                      | PERMANENTE       | 1,115.67  | 1,373.41 | Jefe de Potabilización                             |             |                                      |
| 01  | SUELDO BASE      | 16,735.00 | 51       | ISR  | 3,496.99    | DVIG DIAS DE VIGENCIA 15.00          |
| 02  | AYUDA PARA DESPE | 774.50    | 54       | FONDO PENSIONES                                    | 1,924.53    | IMP1 ISR ART 96 3,496.99             |
| 03  | AYUDA PARA PASAJ | 568.00    |          |  |             | PGR1 PERC GRAVADA TIPO 1 19,114.72   |
| 04  | PRIMA QUINQUENAL | 1,037.22  |          |  |             | PERC TOTAL PERCEPCIONES 19,114.72    |
|   |                  |           |          |  |             | DEDU TOTAL DEDUCCIONES 5,421.52      |
|   |                  |           |          |  |             | 3%FV 3% FONDO DE VIVIENDA 502.05     |
|   |                  |           |          |  |             | FOND FONDO PENSIONES EMPRES 2,928.63 |
|   |                  |           |          |  |             | SEDARSEDAR 334.70                    |
|   |                  |           |          |  |             | PVAC PROVISION DE PRIMA VAC 247.64   |
|   |                  |           |          |  |             | AGUI PROVISION AGUINALDO 2,476.37    |
|   |                  |           |          |  |             | TOTA NOMINA EN EFECTIVO 13,693.20    |
| 60-095-005 DE LA TORRE CASTAÑEDA MARIA      |                  |           |          |  |             |                                      |
| T.EMP:                                      | PERMANENTE       | 1,407.30  | 1,908.88 | Jefe de Laboratorio                                |             |                                      |
| 01  | SUELDO BASE      | 21,109.50 | 51       | ISR  | 4,455.48    | DVIG DIAS DE VIGENCIA 15.00          |
| 02  | AYUDA PARA DESPE | 932.50    | 54       | FONDO PENSIONES                                    | 2,427.59    | IMP1 ISR ART 96 4,455.48             |
| 03  | AYUDA PARA PASAJ | 672.50    | 65       | OTRAS DEDUCCIONES                                  | 9,101.00    | PGR1 PERC GRAVADA TIPO 1 22,714.50   |
|   |                  |           |          |  |             | PERC TOTAL PERCEPCIONES 22,714.50    |
|   |                  |           |          |  |             | DEDU TOTAL DEDUCCIONES 15,984.07     |
|   |                  |           |          |  |             | 3%FV 3% FONDO DE VIVIENDA 633.28     |
|   |                  |           |          |  |             | FOND FONDO PENSIONES EMPRES 3,694.16 |
|   |                  |           |          |  |             | SEDARSEDAR 422.19                    |
|   |                  |           |          |  |             | PVAC PROVISION DE PRIMA VAC 311.16   |
|   |                  |           |          |  |             | AGUI PROVISION AGUINALDO 3,111.58    |
|   |                  |           |          |  |             | TOTA NOMINA EN EFECTIVO 6,730.43     |
| 60-157-010 MARTINEZ CASTAÑEDA MARCO ANTONIO |                  |           |          |  |             |                                      |

| Clave      | Nombre                           | S.Diario  | S.Integ  | PERCEPCIONES                                   | DEDUCCIONES | CONCEPTOS                            |
|------------|----------------------------------|-----------|----------|--|-------------|--------------------------------------|
| -----      |                                  |           |          |  |             |                                      |
| T.EMP:     | PERMANENTE                       | 550.40    | 810.76   | TECNICO EN POTABILIZACION                      |             |                                      |
| 01         | SUELDO BASE                      | 8,256.00  | 51       | ISR  | 1,800.98    | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | AYUDA PARA DESPE                 | 557.00    | 51PD     | ISR PRIMA DOMINICAL                            | 17.91       | 75D CAJA DE AHORRO SUTCEAP 500.00    |
| 03         | AYUDA PARA PASAJ                 | 339.50    | 54       | FONDO PENSIONES                                | 1,139.33    | EX19 EXENTO PRIMA DOMINICAL 96.22    |
| 04         | PRIMA QUINQUENAL                 | 864.35    | 65       | OTRAS DEDUCCIONES                              | 6,518.59    | IMP1 ISR ART 96 1,781.26             |
| 07         | PRIMA DE INSALUB                 | 1,651.20  |          |  |             | IMP2 ISR Reglamento ISR 37.63        |
| 19         | PRIMA DOMINICAL                  | 180.06    |          |  |             | EXEN BASE EXENTA 96.22               |
|            |                                  |           |          |  |             | PGR1 PERC GRAVADA TIPO 1 11,668.05   |
|            |                                  |           |          |  |             | PGR2 PERC GRAVADA TIPO 2 83.84       |
|            |                                  |           |          |  |             | PERC TOTAL PERCEPCIONES 11,848.11    |
|            |                                  |           |          |  |             | DEDU TOTAL DEDUCCIONES 9,476.81      |
|            |                                  |           |          |  |             | 3%FV 3% FONDO DE VIVIENDA 297.22     |
|            |                                  |           |          |  |             | FOND FONDO PENSIONES EMPRES 1,733.76 |
|            |                                  |           |          |  |             | SEDARSEDAR 198.14                    |
|            |                                  |           |          |  |             | PVAC PROVISION DE PRIMA VAC 148.00   |
|            |                                  |           |          |  |             | AGUI PROVISION AGUINALDO 1,479.96    |
|            |                                  |           |          |  |             | TOTA NOMINA EN EFECTIVO 2,371.30     |
|            |                                  |           |          |  |             |                                      |
| 60-262-011 | SANCHEZ ISAAC FILIBERTO          |           |          |  |             |                                      |
| T.EMP:     | PERMANENTE                       | 1,029.20  | 1,968.36 | TECNICO EN POTABILIZACION SUTCEA               |             |                                      |
| 01         | SUELDO BASE                      | 15,438.00 | 51       | ISR  | 3,813.24    | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | AYUDA PARA DESPE                 | 557.00    | 54       | FONDO PENSIONES                                | 2,130.44    | 75D CAJA DE AHORRO SUTCEAP 500.00    |
| 03         | AYUDA PARA PASAJ                 | 339.50    | 76B      | PMO CAJA DE AHORRO S                           | 500.00      | IMP1 ISR ART 96 3,813.24             |
| 04         | PRIMA QUINQUENAL                 | 1,037.22  | 79       | APORT ADIC VOL SEDAR                           | 500.00      | PGR1 PERC GRAVADA TIPO 1 20,459.32   |
| 07         | PRIMA DE INSALUB                 | 3,087.60  | 65       | OTRAS DEDUCCIONES                              | 11,888.77   | PERC TOTAL PERCEPCIONES 20,459.32    |
|            |                                  |           |          |  |             | DEDU TOTAL DEDUCCIONES 18,832.45     |
|            |                                  |           |          |  |             | 3%FV 3% FONDO DE VIVIENDA 555.77     |
|            |                                  |           |          |  |             | FOND FONDO PENSIONES EMPRES 3,241.98 |
|            |                                  |           |          |  |             | SEDARSEDAR 370.51                    |
|            |                                  |           |          |  |             | PVAC PROVISION DE PRIMA VAC 266.06   |
|            |                                  |           |          |  |             | AGUI PROVISION AGUINALDO 2,660.56    |
|            |                                  |           |          |  |             | TOTA NOMINA EN EFECTIVO 1,626.87     |
|            |                                  |           |          |  |             |                                      |
| 62-134-004 | GONZALEZ REYNOSO JOSE IVAN       |           |          |  |             |                                      |
| T.EMP:     | PERMANENTE                       | 675.73    | 847.84   | Supervisor de Monitoreo y Eficiencia Operativa |             |                                      |
| 01         | SUELDO BASE                      | 10,136.00 | 51       | ISR  | 1,908.49    | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | AYUDA PARA DESPE                 | 603.00    | 54       | FONDO PENSIONES                                | 1,165.64    | IMP1 ISR ART 96 1,908.49             |
| 03         | AYUDA PARA PASAJ                 | 487.50    |          |  |             | PGR1 PERC GRAVADA TIPO 1 12,263.72   |
| 04         | PRIMA QUINQUENAL                 | 1,037.22  |          |  |             | PERC TOTAL PERCEPCIONES 12,263.72    |
|            |                                  |           |          |  |             | DEDU TOTAL DEDUCCIONES 3,074.13      |
|            |                                  |           |          |  |             | 3%FV 3% FONDO DE VIVIENDA 304.08     |
|            |                                  |           |          |  |             | FOND FONDO PENSIONES EMPRES 1,773.80 |
|            |                                  |           |          |  |             | SEDARSEDAR 202.72                    |
|            |                                  |           |          |  |             | PVAC PROVISION DE PRIMA VAC 153.79   |
|            |                                  |           |          |  |             | AGUI PROVISION AGUINALDO 1,537.88    |
|            |                                  |           |          |  |             | TOTA NOMINA EN EFECTIVO 9,189.59     |
|            |                                  |           |          |  |             |                                      |
| 62-194-007 | RODRIGUEZ RODRIGUEZ JOSUE FELIPE |           |          |  |             |                                      |
| T.EMP:     | PERMANENTE                       | 492.07    | 732.69   | TECNICO EN MANTENIMIENTO                       |             |                                      |
| 01         | SUELDO BASE                      | 7,381.05  | 51       | ISR  | 1,575.22    | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | AYUDA PARA DESPE                 | 478.50    | 54       | FONDO PENSIONES                                | 1,018.58    | IMP1 ISR ART 96 1,575.22             |
| 03         | AYUDA PARA PASAJ                 | 330.50    | 65       | OTRAS DEDUCCIONES                              | 88.57       | PGR1 PERC GRAVADA TIPO 1 10,703.48   |
| 04         | PRIMA QUINQUENAL                 | 1,037.22  |          |  |             | PERC TOTAL PERCEPCIONES 10,703.48    |
| 07         | PRIMA DE INSALUB                 | 1,476.21  |          |  |             | DEDU TOTAL DEDUCCIONES 2,682.37      |
|            |                                  |           |          |  |             | 3%FV 3% FONDO DE VIVIENDA 265.72     |
|            |                                  |           |          |  |             | FOND FONDO PENSIONES EMPRES 1,550.02 |
|            |                                  |           |          |  |             | SEDARSEDAR 177.15                    |
|            |                                  |           |          |  |             | PVAC PROVISION DE PRIMA VAC 132.41   |

| Clave  | Nombre           | S.Diario  | S.Integ  | PERCEPCIONES                                       | DEDUCCIONES | CONCEPTOS                   |           |
|--|------------------|-----------|----------|--|-------------|-----------------------------|-----------|
|  |                  |           |          |  |             | AGUI PROVISION AGUINALDO    | 1,324.15  |
|  |                  |           |          |  |             | TOTA NOMINA EN EFECTIVO     | 8,021.11  |
| 62-201-006 MENDEZ ALVAREZ VALENTINA            |                  |           |          |  |             |                             |           |
| T.EMP:   | PERMANENTE       | 505.17    | 1,153.38 | AUXILIAR ADMINISTRATIVO LABORATORIO                |             |                             |           |
| 01   | SUELDO BASE      | 7,577.55  | 51       | ISR  | 1,635.63    | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02   | AYUDA PARA DESPE | 523.00    | 54       | FONDO PENSIONES                                    | 1,045.70    | 75D CAJA DE AHORRO SUTCEAP  | 200.00    |
| 03   | AYUDA PARA PASAJ | 333.00    | 65       | OTRAS DEDUCCIONES                                  | 290.93      | IMP1 ISR ART 96             | 1,635.63  |
| 04   | PRIMA QUINQUENAL | 1,037.22  |          |  |             | PGR1 PERC GRAVADA TIPO 1    | 10,986.28 |
| 07   | PRIMA DE INSALUB | 1,515.51  |          |  |             | PERC TOTAL PERCEPCIONES     | 10,986.28 |
|  |                  |           |          |  |             | DEDU TOTAL DEDUCCIONES      | 2,972.26  |
|  |                  |           |          |  |             | 3%FV 3% FONDO DE VIVIENDA   | 272.79    |
|  |                  |           |          |  |             | FOND FONDO PENSIONES EMPRES | 1,591.29  |
|  |                  |           |          |  |             | SEDARSEDAR                  | 181.86    |
|  |                  |           |          |  |             | PVAC PROVISION DE PRIMA VAC | 136.29    |
|  |                  |           |          |  |             | AGUI PROVISION AGUINALDO    | 1,362.89  |
|  |                  |           |          |  |             | TOTA NOMINA EN EFECTIVO     | 8,014.02  |
| 63-090-001 MADRIGAL GONZALEZ JOSE              |                  |           |          |  |             |                             |           |
| T.EMP:   | PERMANENTE       | 761.07    | 920.66   | Jefe de Operación de Plantas Zona del Rio Santiago |             |                             |           |
| 01   | SUELDO BASE      | 11,416.00 | 51       | ISR  | 1,967.29    | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02   | AYUDA PARA DESPE | 623.50    | 54       | FONDO PENSIONES                                    | 1,312.84    | IMP1 ISR ART 96             | 1,967.29  |
| 03   | AYUDA PARA PASAJ | 499.50    |          |  |             | PGR1 PERC GRAVADA TIPO 1    | 12,539.00 |
|  |                  |           |          |  |             | PERC TOTAL PERCEPCIONES     | 12,539.00 |
|  |                  |           |          |  |             | DEDU TOTAL DEDUCCIONES      | 3,280.13  |
|  |                  |           |          |  |             | 3%FV 3% FONDO DE VIVIENDA   | 342.48    |
|  |                  |           |          |  |             | FOND FONDO PENSIONES EMPRES | 1,997.80  |
|  |                  |           |          |  |             | SEDARSEDAR                  | 228.32    |
|  |                  |           |          |  |             | PVAC PROVISION DE PRIMA VAC | 171.77    |
|  |                  |           |          |  |             | AGUI PROVISION AGUINALDO    | 1,717.67  |
|  |                  |           |          |  |             | TOTA NOMINA EN EFECTIVO     | 9,258.87  |
| 63-194-004 COVARRUBIAS COVARRUBIAS J MARGARITO |                  |           |          |  |             |                             |           |
| T.EMP:   | PERMANENTE       | 492.07    | 732.69   | TECNICO EN MANTENIMIENTO                           |             |                             |           |
| 01   | SUELDO BASE      | 7,381.05  | 51       | ISR  | 1,575.22    | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02   | AYUDA PARA DESPE | 478.50    | 54       | FONDO PENSIONES                                    | 1,018.58    | IMP1 ISR ART 96             | 1,575.22  |
| 03   | AYUDA PARA PASAJ | 330.50    | 65       | OTRAS DEDUCCIONES                                  | 3,884.57    | PGR1 PERC GRAVADA TIPO 1    | 10,703.48 |
| 04   | PRIMA QUINQUENAL | 1,037.22  |          |  |             | PERC TOTAL PERCEPCIONES     | 10,703.48 |
| 07   | PRIMA DE INSALUB | 1,476.21  |          |  |             | DEDU TOTAL DEDUCCIONES      | 6,478.37  |
|  |                  |           |          |  |             | 3%FV 3% FONDO DE VIVIENDA   | 265.72    |
|  |                  |           |          |  |             | FOND FONDO PENSIONES EMPRES | 1,550.02  |
|  |                  |           |          |  |             | SEDARSEDAR                  | 177.15    |
|  |                  |           |          |  |             | PVAC PROVISION DE PRIMA VAC | 132.41    |
|  |                  |           |          |  |             | AGUI PROVISION AGUINALDO    | 1,324.15  |
|  |                  |           |          |  |             | TOTA NOMINA EN EFECTIVO     | 4,225.11  |
| 63-203-003 ATILANO ORTIZ MARIO JAVIER          |                  |           |          |  |             |                             |           |
| T.EMP:   | PERMANENTE       | 492.07    | 728.05   | TECNICO EN MANTENIMIENTO                           |             |                             |           |
| 01   | SUELDO BASE      | 7,381.05  | 51       | ISR  | 1,538.30    | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02   | AYUDA PARA DESPE | 478.50    | 54       | FONDO PENSIONES                                    | 1,018.58    | 75D CAJA DE AHORRO SUTCEAP  | 100.00    |
| 03   | AYUDA PARA PASAJ | 330.50    | 65       | OTRAS DEDUCCIONES                                  | 188.57      | IMP1 ISR ART 96             | 1,538.30  |
| 04   | PRIMA QUINQUENAL | 864.35    |          |  |             | PGR1 PERC GRAVADA TIPO 1    | 10,530.61 |
| 07   | PRIMA DE INSALUB | 1,476.21  |          |  |             | PERC TOTAL PERCEPCIONES     | 10,530.61 |
|  |                  |           |          |  |             | DEDU TOTAL DEDUCCIONES      | 2,745.45  |
|  |                  |           |          |  |             | 3%FV 3% FONDO DE VIVIENDA   | 265.72    |
|  |                  |           |          |  |             | FOND FONDO PENSIONES EMPRES | 1,550.02  |
|  |                  |           |          |  |             | SEDARSEDAR                  | 177.15    |
|  |                  |           |          |  |             | PVAC PROVISION DE PRIMA VAC | 132.41    |

| Clave                               | Nombre           | S.Diario | S.Integ | DEDUCCIONES                     | CONCEPTOS                   |                                      |
|-------------------------------------|------------------|----------|---------|---------------------------------|-----------------------------|--------------------------------------|
|                                     |                  |          |         |                                 |                             | AGUI PROVISION AGUINALDO 1,324.15    |
|                                     |                  |          |         |                                 |                             | TOTA NOMINA EN EFECTIVO 7,785.16     |
| 64-195-003 MAYA CORIA ALEJANDRO     |                  |          |         |                                 |                             |                                      |
| T.EMP:                              | PERMANENTE       | 550.80   |         | 811.41INGENIERO ELECTROMECANICO |                             |                                      |
| 01                                  | SUELDO BASE      | 8,262.00 | 51      | ISR                             | DVIG DIAS DE VIGENCIA       | 15.00                                |
| 02                                  | AYUDA PARA DESPE | 434.50   | 54      | FONDO PENSIONES                 | IMP1 ISR ART 96             | 1,785.01                             |
| 03                                  | AYUDA PARA PASAJ | 299.50   | 65      | OTRAS DEDUCCIONES               | PGR1 PERC GRAVADA TIPO 1    | 11,685.62                            |
| 04                                  | PRIMA QUINQUENAL | 1,037.22 |         |                                 | PERC TOTAL PERCEPCIONES     | 11,685.62                            |
| 07                                  | PRIMA DE INSALUB | 1,652.40 |         |                                 | DEDU TOTAL DEDUCCIONES      | 8,177.02                             |
|                                     |                  |          |         |                                 |                             | 3%FV 3% FONDO DE VIVIENDA 297.43     |
|                                     |                  |          |         |                                 |                             | FOND FONDO PENSIONES EMPRES 1,735.02 |
|                                     |                  |          |         |                                 |                             | SEDARSEDAR 198.29                    |
|                                     |                  |          |         |                                 |                             | PVAC PROVISION DE PRIMA VAC 145.87   |
|                                     |                  |          |         |                                 |                             | AGUI PROVISION AGUINALDO 1,458.68    |
|                                     |                  |          |         |                                 |                             | TOTA NOMINA EN EFECTIVO 3,508.60     |
| 650-003 GOMEZ CORREA JOSE EFRAIN    |                  |          |         |                                 |                             |                                      |
| T.EMP:                              | PERMANENTE       | 492.07   |         | 718.76TECNICO EN MANTENIMIENTO  |                             |                                      |
| 01                                  | SUELDO BASE      | 7,381.05 | 51      | ISR                             | DVIG DIAS DE VIGENCIA       | 15.00                                |
| 02                                  | AYUDA PARA DESPE | 478.50   | 54      | FONDO PENSIONES                 | 75D CAJA DE AHORRO SUTCEAP  | 500.00                               |
| 03                                  | AYUDA PARA PASAJ | 330.50   | 65      | OTRAS DEDUCCIONES               | IMP1 ISR ART 96             | 1,464.45                             |
| 04                                  | PRIMA QUINQUENAL | 518.61   |         |                                 | PGR1 PERC GRAVADA TIPO 1    | 10,184.87                            |
| 07                                  | PRIMA DE INSALUB | 1,476.21 |         |                                 | PERC TOTAL PERCEPCIONES     | 10,184.87                            |
|                                     |                  |          |         |                                 |                             | DEDU TOTAL DEDUCCIONES 3,071.60      |
|                                     |                  |          |         |                                 |                             | 3%FV 3% FONDO DE VIVIENDA 265.72     |
|                                     |                  |          |         |                                 |                             | FOND FONDO PENSIONES EMPRES 1,550.02 |
|                                     |                  |          |         |                                 |                             | SEDARSEDAR 177.15                    |
|                                     |                  |          |         |                                 |                             | PVAC PROVISION DE PRIMA VAC 132.41   |
|                                     |                  |          |         |                                 |                             | AGUI PROVISION AGUINALDO 1,324.15    |
|                                     |                  |          |         |                                 |                             | TOTA NOMINA EN EFECTIVO 7,113.27     |
| 650-005 GONZALEZ ESPARZA EDGAR ABEL |                  |          |         |                                 |                             |                                      |
| T.EMP:                              | PERMANENTE       | 437.77   |         | 786.14OPERADOR B                |                             |                                      |
| 01                                  | SUELDO BASE      | 6,566.55 | 51      | ISR                             | DVIG DIAS DE VIGENCIA       | 15.00                                |
| 02                                  | AYUDA PARA DESPE | 457.50   | 51PD    | ISR PRIMA DOMINICAL             | EX19 EXENTO PRIMA DOMINICAL | 192.44                               |
| 03                                  | AYUDA PARA PASAJ | 308.00   | 54      | FONDO PENSIONES                 | IMP1 ISR ART 96             | 1,246.38                             |
| 04                                  | PRIMA QUINQUENAL | 518.61   | 65      | OTRAS DEDUCCIONES               | IMP2 ISR Reglamento ISR     | 40.90                                |
| 07                                  | PRIMA DE INSALUB | 1,313.31 |         |                                 | EXEN BASE EXENTA            | 192.44                               |
| 19                                  | PRIMA DOMINICAL  | 288.18   |         |                                 | PGR1 PERC GRAVADA TIPO 1    | 9,163.96                             |
|                                     |                  |          |         |                                 |                             | PGR2 PERC GRAVADA TIPO 2 95.74       |
|                                     |                  |          |         |                                 |                             | PERC TOTAL PERCEPCIONES 9,452.15     |
|                                     |                  |          |         |                                 |                             | DEDU TOTAL DEDUCCIONES 6,212.26      |
|                                     |                  |          |         |                                 |                             | 3%FV 3% FONDO DE VIVIENDA 236.40     |
|                                     |                  |          |         |                                 |                             | FOND FONDO PENSIONES EMPRES 1,378.98 |
|                                     |                  |          |         |                                 |                             | SEDARSEDAR 157.60                    |
|                                     |                  |          |         |                                 |                             | PVAC PROVISION DE PRIMA VAC 118.43   |
|                                     |                  |          |         |                                 |                             | AGUI PROVISION AGUINALDO 1,184.30    |
|                                     |                  |          |         |                                 |                             | TOTA NOMINA EN EFECTIVO 3,239.89     |
| 650-010 VARGAS BARBOZA ELISEO       |                  |          |         |                                 |                             |                                      |
| T.EMP:                              | PERMANENTE       | 414.60   |         | 602.49OPERADOR DE PIPA          |                             |                                      |
| 01                                  | SUELDO BASE      | 6,219.00 | 51      | ISR                             | DVIG DIAS DE VIGENCIA       | 15.00                                |
| 02                                  | AYUDA PARA DESPE | 401.00   | 54      | FONDO PENSIONES                 | 75D CAJA DE AHORRO SUTCEAP  | 200.00                               |
| 03                                  | AYUDA PARA PASAJ | 241.00   | 65      | OTRAS DEDUCCIONES               | IMP1 ISR ART 96             | 1,094.00                             |
| 04                                  | PRIMA QUINQUENAL | 345.74   |         |                                 | PGR1 PERC GRAVADA TIPO 1    | 8,450.54                             |
| 07                                  | PRIMA DE INSALUB | 1,243.80 |         |                                 | PERC TOTAL PERCEPCIONES     | 8,450.54                             |
|                                     |                  |          |         |                                 |                             | DEDU TOTAL DEDUCCIONES 3,467.72      |



| Clave                                 | Nombre           | S.Diario | S.Integ  | PERCEPCIONES        | DEDUCCIONES | CONCEPTOS                            |
|---------------------------------------|------------------|----------|----------|---------------------|-------------|--------------------------------------|
|                                       |                  |          |          |                     |             | 3%FV 3% FONDO DE VIVIENDA 223.88     |
|                                       |                  |          |          |                     |             | FOND FONDO PENSIONES EMPRES 1,305.99 |
|                                       |                  |          |          |                     |             | SEDARSEDAR 149.26                    |
|                                       |                  |          |          |                     |             | PVAC PROVISION DE PRIMA VAC 111.02   |
|                                       |                  |          |          |                     |             | AGUI PROVISION AGUINALDO 1,110.25    |
|                                       |                  |          |          |                     |             | TOTA NOMINA EN EFECTIVO 4,982.82     |
| 65-194-003 CORTES RODRIGUEZ FRANCISCO |                  |          |          |                     |             |                                      |
| T.EMP:                                | PERMANENTE       | 454.37   | 1,173.70 | OPERADOR A          |             |                                      |
| 01                                    | SUELDO BASE      | 6,815.55 | 51       | ISR                 | 1,436.13    | DVIG DIAS DE VIGENCIA 15.00          |
| 02                                    | AYUDA PARA DESPE | 463.00   | 51PD     | ISR PRIMA DOMINICAL | 11.33       | EX19 EXENTO PRIMA DOMINICAL 96.22    |
| 03                                    | AYUDA PARA PASAJ | 315.00   | 54       | FONDO PENSIONES     | 940.55      | IMP1 ISR ART 96 1,423.65             |
| 04                                    | PRIMA QUINQUENAL | 1,037.22 | 65       | OTRAS DEDUCCIONES   | 2,781.79    | IMP2 ISR Reglamento ISR 23.81        |
| 07                                    | PRIMA DE INSALUB | 1,363.11 |          |                     |             | EXEN BASE EXENTA 96.22               |
| 19                                    | PRIMA DOMINICAL  | 149.28   |          |                     |             | PGR1 PERC GRAVADA TIPO 1 9,993.87    |
|                                       |                  |          |          |                     |             | PGR2 PERC GRAVADA TIPO 2 53.06       |
|                                       |                  |          |          |                     |             | PERC TOTAL PERCEPCIONES 10,143.16    |
|                                       |                  |          |          |                     |             | DEDU TOTAL DEDUCCIONES 5,169.80      |
|                                       |                  |          |          |                     |             | 3%FV 3% FONDO DE VIVIENDA 245.36     |
|                                       |                  |          |          |                     |             | FOND FONDO PENSIONES EMPRES 1,431.27 |
|                                       |                  |          |          |                     |             | SEDARSEDAR 163.57                    |
|                                       |                  |          |          |                     |             | PVAC PROVISION DE PRIMA VAC 122.69   |
|                                       |                  |          |          |                     |             | AGUI PROVISION AGUINALDO 1,226.94    |
|                                       |                  |          |          |                     |             | TOTA NOMINA EN EFECTIVO 4,973.36     |
| 65-194-006 ZUÑIGA HERNANDEZ JOSE LUIS |                  |          |          |                     |             |                                      |
| T.EMP:                                | PERMANENTE       | 454.37   | 674.80   | OPERADOR A          |             |                                      |
| 01                                    | SUELDO BASE      | 6,815.55 | 51       | ISR                 | 1,411.69    | DVIG DIAS DE VIGENCIA 15.00          |
| 02                                    | AYUDA PARA DESPE | 463.00   | 51PD     | ISR PRIMA DOMINICAL | 22.67       | EX19 EXENTO PRIMA DOMINICAL 192.44   |
| 03                                    | AYUDA PARA PASAJ | 315.00   | 54       | FONDO PENSIONES     | 940.55      | IMP1 ISR ART 96 1,386.73             |
| 04                                    | PRIMA QUINQUENAL | 864.35   | 65       | OTRAS DEDUCCIONES   | 1,581.79    | IMP2 ISR Reglamento ISR 47.63        |
| 07                                    | PRIMA DE INSALUB | 1,363.11 |          |                     |             | EXEN BASE EXENTA 192.44              |
| 19                                    | PRIMA DOMINICAL  | 298.56   |          |                     |             | PGR1 PERC GRAVADA TIPO 1 9,821.01    |
|                                       |                  |          |          |                     |             | PGR2 PERC GRAVADA TIPO 2 106.12      |
|                                       |                  |          |          |                     |             | PERC TOTAL PERCEPCIONES 10,119.57    |
|                                       |                  |          |          |                     |             | DEDU TOTAL DEDUCCIONES 3,956.70      |
|                                       |                  |          |          |                     |             | 3%FV 3% FONDO DE VIVIENDA 245.36     |
|                                       |                  |          |          |                     |             | FOND FONDO PENSIONES EMPRES 1,431.27 |
|                                       |                  |          |          |                     |             | SEDARSEDAR 163.57                    |
|                                       |                  |          |          |                     |             | PVAC PROVISION DE PRIMA VAC 122.69   |
|                                       |                  |          |          |                     |             | AGUI PROVISION AGUINALDO 1,226.94    |
|                                       |                  |          |          |                     |             | TOTA NOMINA EN EFECTIVO 6,162.87     |
| 66-194-002 ACEVES CERVANTES JORGE     |                  |          |          |                     |             |                                      |
| T.EMP:                                | PERMANENTE       | 437.77   | 655.99   | OPERADOR B          |             |                                      |
| 01                                    | SUELDO BASE      | 6,566.55 | 51       | ISR                 | 1,398.06    | DVIG DIAS DE VIGENCIA 15.00          |
| 02                                    | AYUDA PARA DESPE | 457.50   | 51PD     | ISR PRIMA DOMINICAL | 40.90       | 75D CAJA DE AHORRO SUTCEAP 200.00    |
| 03                                    | AYUDA PARA PASAJ | 308.00   | 54       | FONDO PENSIONES     | 906.18      | EX19 EXENTO PRIMA DOMINICAL 384.88   |
| 04                                    | PRIMA QUINQUENAL | 1,037.22 | 65       | OTRAS DEDUCCIONES   | 278.80      | IMP1 ISR ART 96 1,357.16             |
| 07                                    | PRIMA DE INSALUB | 1,313.31 |          |                     |             | IMP2 ISR Reglamento ISR 81.80        |
| 19                                    | PRIMA DOMINICAL  | 576.36   |          |                     |             | EXEN BASE EXENTA 384.88              |
|                                       |                  |          |          |                     |             | PGR1 PERC GRAVADA TIPO 1 9,682.58    |
|                                       |                  |          |          |                     |             | PGR2 PERC GRAVADA TIPO 2 191.48      |
|                                       |                  |          |          |                     |             | PERC TOTAL PERCEPCIONES 10,258.94    |
|                                       |                  |          |          |                     |             | DEDU TOTAL DEDUCCIONES 2,623.94      |
|                                       |                  |          |          |                     |             | 3%FV 3% FONDO DE VIVIENDA 236.40     |
|                                       |                  |          |          |                     |             | FOND FONDO PENSIONES EMPRES 1,378.98 |
|                                       |                  |          |          |                     |             | SEDARSEDAR 157.60                    |

| Clave   | Nombre           | S.Diario | S.Integ | PERCEPCIONES         | DEDUCCIONES | CONCEPTOS                            |
|---|------------------|----------|---------|----------------------|-------------|--------------------------------------|
|   |                  |          |         |                      |             | PVAC PROVISION DE PRIMA VAC 118.43   |
|   |                  |          |         |                      |             | AGUI PROVISION AGUINALDO 1,184.30    |
|   |                  |          |         |                      |             | TOTA NOMINA EN EFECTIVO 7,635.00     |
| 66-194-004 CERVANTES HERNANDEZ JACINTO JAVIER |                  |          |         |                      |             |                                      |
| T.EMP:  | PERMANENTE       | 550.80   |         |                      | 806.77      | JEFE DE PLANTA A                     |
| 01  | SUELDO BASE      | 8,262.00 | 51      | ISR                  | 1,805.41    | DVIG DIAS DE VIGENCIA 15.00          |
| 02  | AYUDA PARA DESPE | 434.50   | 51PD    | ISR PRIMA DOMINICAL  | 52.07       | 75D CAJA DE AHORRO SUTCEAP 200.00    |
| 03  | AYUDA PARA PASAJ | 299.50   | 54      | FONDO PENSIONES      | 1,140.16    | EX19 EXENTO PRIMA DOMINICAL 288.66   |
| 04  | PRIMA QUINQUENAL | 864.35   | 76B     | PMO CAJA DE AHORRO S | 222.91      | IMP1 ISR ART 96 1,748.08             |
| 07  | PRIMA DE INSALUB | 1,652.40 | 65      | OTRAS DEDUCCIONES    | 4,099.14    | IMP2 ISR Reglamento ISR 109.40       |
| 19  | PRIMA DOMINICAL  | 532.42   |         |                      |             | EXEN BASE EXENTA 288.66              |
|   |                  |          |         |                      |             | PGR1 PERC GRAVADA TIPO 1 11,512.75   |
|   |                  |          |         |                      |             | PGR2 PERC GRAVADA TIPO 2 243.75      |
|   |                  |          |         |                      |             | PERC TOTAL PERCEPCIONES 12,045.17    |
|   |                  |          |         |                      |             | DEDU TOTAL DEDUCCIONES 7,319.69      |
|   |                  |          |         |                      |             | 3%FV 3% FONDO DE VIVIENDA 297.43     |
|   |                  |          |         |                      |             | FOND FONDO PENSIONES EMPRES 1,735.02 |
|   |                  |          |         |                      |             | SEDARSEDAR 198.29                    |
|   |                  |          |         |                      |             | PVAC PROVISION DE PRIMA VAC 145.87   |
|   |                  |          |         |                      |             | AGUI PROVISION AGUINALDO 1,458.68    |
|   |                  |          |         |                      |             | TOTA NOMINA EN EFECTIVO 4,725.48     |
| 67-194-005 NAVARRO LOZA FRANCISCO JAVIER      |                  |          |         |                      |             |                                      |
| T.EMP:  | PERMANENTE       | 437.77   |         |                      | 864.46      | OPERADOR B                           |
| 01  | SUELDO BASE      | 6,566.55 | 51      | ISR                  | 1,330.46    | DVIG DIAS DE VIGENCIA 15.00          |
| 02  | AYUDA PARA DESPE | 457.50   | 51PD    | ISR PRIMA DOMINICAL  | 10.23       | EX19 EXENTO PRIMA DOMINICAL 96.22    |
| 03  | AYUDA PARA PASAJ | 308.00   | 54      | FONDO PENSIONES      | 906.18      | IMP1 ISR ART 96 1,320.23             |
| 04  | PRIMA QUINQUENAL | 864.35   | 65      | OTRAS DEDUCCIONES    | 4,018.80    | IMP2 ISR Reglamento ISR 20.46        |
| 07  | PRIMA DE INSALUB | 1,313.31 |         |                      |             | EXEN BASE EXENTA 96.22               |
| 19  | PRIMA DOMINICAL  | 144.09   |         |                      |             | PGR1 PERC GRAVADA TIPO 1 9,509.70    |
|   |                  |          |         |                      |             | PGR2 PERC GRAVADA TIPO 2 47.87       |
|   |                  |          |         |                      |             | PERC TOTAL PERCEPCIONES 9,653.80     |
|   |                  |          |         |                      |             | DEDU TOTAL DEDUCCIONES 6,265.67      |
|   |                  |          |         |                      |             | 3%FV 3% FONDO DE VIVIENDA 236.40     |
|   |                  |          |         |                      |             | FOND FONDO PENSIONES EMPRES 1,378.98 |
|   |                  |          |         |                      |             | SEDARSEDAR 157.60                    |
|   |                  |          |         |                      |             | PVAC PROVISION DE PRIMA VAC 118.43   |
|   |                  |          |         |                      |             | AGUI PROVISION AGUINALDO 1,184.30    |
|   |                  |          |         |                      |             | TOTA NOMINA EN EFECTIVO 3,388.13     |
| 67-194-006 NAVARRO LOZA JORGE ARMANDO         |                  |          |         |                      |             |                                      |
| T.EMP:  | PERMANENTE       | 454.37   |         |                      | 679.70      | OPERADOR A                           |
| 01  | SUELDO BASE      | 6,815.55 | 51      | ISR                  | 1,486.04    | DVIG DIAS DE VIGENCIA 15.00          |
| 02  | AYUDA PARA DESPE | 463.00   | 51PD    | ISR PRIMA DOMINICAL  | 56.67       | EX19 EXENTO PRIMA DOMINICAL 481.10   |
| 03  | AYUDA PARA PASAJ | 315.00   | 54      | FONDO PENSIONES      | 940.55      | IMP1 ISR ART 96 1,423.65             |
| 04  | PRIMA QUINQUENAL | 1,037.22 | 65      | OTRAS DEDUCCIONES    | 4,171.79    | IMP2 ISR Reglamento ISR 119.06       |
| 07  | PRIMA DE INSALUB | 1,363.11 |         |                      |             | EXEN BASE EXENTA 481.10              |
| 19  | PRIMA DOMINICAL  | 746.39   |         |                      |             | PGR1 PERC GRAVADA TIPO 1 9,993.87    |
|   |                  |          |         |                      |             | PGR2 PERC GRAVADA TIPO 2 265.28      |
|   |                  |          |         |                      |             | PERC TOTAL PERCEPCIONES 10,740.27    |
|   |                  |          |         |                      |             | DEDU TOTAL DEDUCCIONES 6,655.05      |
|   |                  |          |         |                      |             | 3%FV 3% FONDO DE VIVIENDA 245.36     |
|   |                  |          |         |                      |             | FOND FONDO PENSIONES EMPRES 1,431.27 |
|   |                  |          |         |                      |             | SEDARSEDAR 163.57                    |
|   |                  |          |         |                      |             | PVAC PROVISION DE PRIMA VAC 122.69   |
|   |                  |          |         |                      |             | AGUI PROVISION AGUINALDO 1,226.94    |
|   |                  |          |         |                      |             | TOTA NOMINA EN EFECTIVO 4,085.22     |

| Clave                             | Nombre           | S.Diario | S.Integ | PERCEPCIONES        | DEDUCCIONES | CONCEPTOS                            |
|-----------------------------------|------------------|----------|---------|---------------------|-------------|--------------------------------------|
| 68-194-007 VALENTIN CUEVAS JESUS  |                  |          |         |                     |             |                                      |
| T.EMP:                            | PERMANENTE       | 454.37   |         |                     | 674.80      | OPERADOR A                           |
| 01                                | SUELDO BASE      | 6,815.55 | 51      | ISR                 | 1,399.21    | DVIG DIAS DE VIGENCIA 15.00          |
| 02                                | AYUDA PARA DESPE | 463.00   | 51PD    | ISR PRIMA DOMINICAL | 11.33       | EX19 EXENTO PRIMA DOMINICAL 96.22    |
| 03                                | AYUDA PARA PASAJ | 315.00   | 54      | FONDO PENSIONES     | 940.55      | IMP1 ISR ART 96 1,386.73             |
| 04                                | PRIMA QUINQUENAL | 864.35   | 65      | OTRAS DEDUCCIONES   | 5,629.51    | IMP2 ISR Reglamento ISR 23.81        |
| 07                                | PRIMA DE INSALUB | 1,363.11 |         |                     |             | EXEN BASE EXENTA 96.22               |
| 19                                | PRIMA DOMINICAL  | 149.28   |         |                     |             | PGR1 PERC GRAVADA TIPO 1 9,821.01    |
|                                   |                  |          |         |                     |             | PGR2 PERC GRAVADA TIPO 2 53.06       |
|                                   |                  |          |         |                     |             | PERC TOTAL PERCEPCIONES 9,970.29     |
|                                   |                  |          |         |                     |             | DEDU TOTAL DEDUCCIONES 7,980.60      |
|                                   |                  |          |         |                     |             | 3%FV 3% FONDO DE VIVIENDA 245.36     |
|                                   |                  |          |         |                     |             | FOND FONDO PENSIONES EMPRES 1,431.27 |
|                                   |                  |          |         |                     |             | SEDARSEDAR 163.57                    |
|                                   |                  |          |         |                     |             | PVAC PROVISION DE PRIMA VAC 122.69   |
|                                   |                  |          |         |                     |             | AGUI PROVISION AGUINALDO 1,226.94    |
|                                   |                  |          |         |                     |             | TOTA NOMINA EN EFECTIVO 1,989.69     |
| 69-182-001 MORANDO RUIZ LUZ MARIA |                  |          |         |                     |             |                                      |
| T.EMP:                            | PERMANENTE       | 492.07   |         |                     | 732.69      | JEFE DE PLANTA C                     |
| 01                                | SUELDO BASE      | 7,381.05 | 51      | ISR                 | 1,575.22    | DVIG DIAS DE VIGENCIA 15.00          |
| 02                                | AYUDA PARA DESPE | 478.50   | 54      | FONDO PENSIONES     | 1,018.58    | IMP1 ISR ART 96 1,575.22             |
| 03                                | AYUDA PARA PASAJ | 330.50   | 65      | OTRAS DEDUCCIONES   | 3,088.57    | PGR1 PERC GRAVADA TIPO 1 10,703.48   |
| 04                                | PRIMA QUINQUENAL | 1,037.22 |         |                     |             | PERC TOTAL PERCEPCIONES 10,703.48    |
| 07                                | PRIMA DE INSALUB | 1,476.21 |         |                     |             | DEDU TOTAL DEDUCCIONES 5,682.37      |
|                                   |                  |          |         |                     |             | 3%FV 3% FONDO DE VIVIENDA 265.72     |
|                                   |                  |          |         |                     |             | FOND FONDO PENSIONES EMPRES 1,550.02 |
|                                   |                  |          |         |                     |             | SEDARSEDAR 177.15                    |
|                                   |                  |          |         |                     |             | PVAC PROVISION DE PRIMA VAC 132.41   |
|                                   |                  |          |         |                     |             | AGUI PROVISION AGUINALDO 1,324.15    |
|                                   |                  |          |         |                     |             | TOTA NOMINA EN EFECTIVO 5,021.11     |
| 69-194-002 GALVAN MEDINA SERVANDO |                  |          |         |                     |             |                                      |
| T.EMP:                            | PERMANENTE       | 454.37   |         |                     | 674.80      | OPERADOR A                           |
| 01                                | SUELDO BASE      | 6,815.55 | 51      | ISR                 | 1,386.73    | DVIG DIAS DE VIGENCIA 15.00          |
| 02                                | AYUDA PARA DESPE | 463.00   | 54      | FONDO PENSIONES     | 940.55      | 75D CAJA DE AHORRO SUTCEAP 800.00    |
| 03                                | AYUDA PARA PASAJ | 315.00   | 65      | OTRAS DEDUCCIONES   | 4,220.79    | IMP1 ISR ART 96 1,386.73             |
| 04                                | PRIMA QUINQUENAL | 864.35   |         |                     |             | PGR1 PERC GRAVADA TIPO 1 9,821.01    |
| 07                                | PRIMA DE INSALUB | 1,363.11 |         |                     |             | PERC TOTAL PERCEPCIONES 9,821.01     |
|                                   |                  |          |         |                     |             | DEDU TOTAL DEDUCCIONES 6,548.07      |
|                                   |                  |          |         |                     |             | 3%FV 3% FONDO DE VIVIENDA 245.36     |
|                                   |                  |          |         |                     |             | FOND FONDO PENSIONES EMPRES 1,431.27 |
|                                   |                  |          |         |                     |             | SEDARSEDAR 163.57                    |
|                                   |                  |          |         |                     |             | PVAC PROVISION DE PRIMA VAC 122.69   |
|                                   |                  |          |         |                     |             | AGUI PROVISION AGUINALDO 1,226.94    |
|                                   |                  |          |         |                     |             | TOTA NOMINA EN EFECTIVO 3,272.94     |
| 69-194-004 GALVAN MEJIA FLUMENCIO |                  |          |         |                     |             |                                      |
| T.EMP:                            | PERMANENTE       | 437.77   |         |                     | 1,147.79    | OPERADOR B                           |
| 01                                | SUELDO BASE      | 6,566.55 | 51      | ISR                 | 1,357.16    | DVIG DIAS DE VIGENCIA 15.00          |
| 02                                | AYUDA PARA DESPE | 457.50   | 54      | FONDO PENSIONES     | 906.18      | 75D CAJA DE AHORRO SUTCEAP 500.00    |
| 03                                | AYUDA PARA PASAJ | 308.00   | 65      | OTRAS DEDUCCIONES   | 578.80      | IMP1 ISR ART 96 1,357.16             |
| 04                                | PRIMA QUINQUENAL | 1,037.22 |         |                     |             | PGR1 PERC GRAVADA TIPO 1 9,682.58    |
| 07                                | PRIMA DE INSALUB | 1,313.31 |         |                     |             | PERC TOTAL PERCEPCIONES 9,682.58     |
|                                   |                  |          |         |                     |             | DEDU TOTAL DEDUCCIONES 2,842.14      |
|                                   |                  |          |         |                     |             | 3%FV 3% FONDO DE VIVIENDA 236.40     |
|                                   |                  |          |         |                     |             | FOND FONDO PENSIONES EMPRES 1,378.98 |

| Clave      | Nombre                      | S.Diario | S.Integ  | PERCEPCIONES        | DEDUCCIONES | CONCEPTOS                   |           |
|------------|-----------------------------|----------|----------|---------------------|-------------|-----------------------------|-----------|
|            |                             |          |          |                     |             | SEDARSEDAR                  | 157.60    |
|            |                             |          |          |                     |             | PVAC PROVISION DE PRIMA VAC | 118.43    |
|            |                             |          |          |                     |             | AGUI PROVISION AGUINALDO    | 1,184.30  |
|            |                             |          |          |                     |             | TOTA NOMINA EN EFECTIVO     | 6,840.44  |
| 69-194-005 | GARCIA VILLALOBOS ARMANDO   |          |          |                     |             |                             |           |
| T.EMP:     | PERMANENTE                  | 454.37   | 887.92   | OPERADOR A          |             |                             |           |
| 01         | SUELDO BASE                 | 6,815.55 | 51       | ISR                 | 1,386.73    | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02         | AYUDA PARA DESPE            | 463.00   | 54       | FONDO PENSIONES     | 940.55      | 75D CAJA DE AHORRO SUTCEAP  | 750.00    |
| 03         | AYUDA PARA PASAJ            | 315.00   | 65       | OTRAS DEDUCCIONES   | 831.79      | IMP1 ISR ART 96             | 1,386.73  |
| 04         | PRIMA QUINQUENAL            | 864.35   |          |                     |             | PGR1 PERC GRAVADA TIPO 1    | 9,821.01  |
| 07         | PRIMA DE INSALUB            | 1,363.11 |          |                     |             | PERC TOTAL PERCEPCIONES     | 9,821.01  |
|            |                             |          |          |                     |             | DEDU TOTAL DEDUCCIONES      | 3,159.07  |
|            |                             |          |          |                     |             | 3%FV 3% FONDO DE VIVIENDA   | 245.36    |
|            |                             |          |          |                     |             | FOND FONDO PENSIONES EMPRES | 1,431.27  |
|            |                             |          |          |                     |             | SEDARSEDAR                  | 163.57    |
|            |                             |          |          |                     |             | PVAC PROVISION DE PRIMA VAC | 122.69    |
|            |                             |          |          |                     |             | AGUI PROVISION AGUINALDO    | 1,226.94  |
|            |                             |          |          |                     |             | TOTA NOMINA EN EFECTIVO     | 6,661.94  |
| 700-006    | CONTRERAS ESCOBEDO EDUARDO  |          |          |                     |             |                             |           |
| T.EMP:     | PERMANENTE                  | 454.37   | 665.76   | OPERADOR A          |             |                             |           |
| 01         | SUELDO BASE                 | 6,815.55 | 51       | ISR                 | 1,275.95    | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02         | AYUDA PARA DESPE            | 463.00   | 54       | FONDO PENSIONES     | 940.55      | IMP1 ISR ART 96             | 1,275.95  |
| 03         | AYUDA PARA PASAJ            | 315.00   | 65       | OTRAS DEDUCCIONES   | 4,153.90    | PGR1 PERC GRAVADA TIPO 1    | 9,302.40  |
| 04         | PRIMA QUINQUENAL            | 345.74   |          |                     |             | PERC TOTAL PERCEPCIONES     | 9,302.40  |
| 07         | PRIMA DE INSALUB            | 1,363.11 |          |                     |             | DEDU TOTAL DEDUCCIONES      | 6,370.40  |
|            |                             |          |          |                     |             | 3%FV 3% FONDO DE VIVIENDA   | 245.36    |
|            |                             |          |          |                     |             | FOND FONDO PENSIONES EMPRES | 1,431.27  |
|            |                             |          |          |                     |             | SEDARSEDAR                  | 163.57    |
|            |                             |          |          |                     |             | PVAC PROVISION DE PRIMA VAC | 122.69    |
|            |                             |          |          |                     |             | AGUI PROVISION AGUINALDO    | 1,226.94  |
|            |                             |          |          |                     |             | TOTA NOMINA EN EFECTIVO     | 2,932.00  |
| 70-194-003 | GUZMAN ZAMORA JUAN FERNANDO |          |          |                     |             |                             |           |
| T.EMP:     | PERMANENTE                  | 437.77   | 655.99   | OPERADOR B          |             |                             |           |
| 01         | SUELDO BASE                 | 6,566.55 | 51       | ISR                 | 1,367.39    | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02         | AYUDA PARA DESPE            | 457.50   | 51PD     | ISR PRIMA DOMINICAL | 10.23       | EX19 EXENTO PRIMA DOMINICAL | 96.22     |
| 03         | AYUDA PARA PASAJ            | 308.00   | 54       | FONDO PENSIONES     | 906.18      | IMP1 ISR ART 96             | 1,357.16  |
| 04         | PRIMA QUINQUENAL            | 1,037.22 | 65       | OTRAS DEDUCCIONES   | 4,726.34    | IMP2 ISR Reglamento ISR     | 20.46     |
| 07         | PRIMA DE INSALUB            | 1,313.31 |          |                     |             | EXEN BASE EXENTA            | 96.22     |
| 19         | PRIMA DOMINICAL             | 144.09   |          |                     |             | PGR1 PERC GRAVADA TIPO 1    | 9,682.58  |
|            |                             |          |          |                     |             | PGR2 PERC GRAVADA TIPO 2    | 47.87     |
|            |                             |          |          |                     |             | PERC TOTAL PERCEPCIONES     | 9,826.67  |
|            |                             |          |          |                     |             | DEDU TOTAL DEDUCCIONES      | 7,010.14  |
|            |                             |          |          |                     |             | 3%FV 3% FONDO DE VIVIENDA   | 236.40    |
|            |                             |          |          |                     |             | FOND FONDO PENSIONES EMPRES | 1,378.98  |
|            |                             |          |          |                     |             | SEDARSEDAR                  | 157.60    |
|            |                             |          |          |                     |             | PVAC PROVISION DE PRIMA VAC | 118.43    |
|            |                             |          |          |                     |             | AGUI PROVISION AGUINALDO    | 1,184.30  |
|            |                             |          |          |                     |             | TOTA NOMINA EN EFECTIVO     | 2,816.53  |
| 70-194-004 | MONDRAGON ASCENCIO ROMAN    |          |          |                     |             |                             |           |
| T.EMP:     | PERMANENTE                  | 527.77   | 1,111.22 | JEFE DE PLANTA B    |             |                             |           |
| 01         | SUELDO BASE                 | 7,916.55 | 51       | ISR                 | 1,728.93    | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02         | AYUDA PARA DESPE            | 546.50   | 54       | FONDO PENSIONES     | 1,092.48    | 75D CAJA DE AHORRO SUTCEAP  | 200.00    |
| 03         | AYUDA PARA PASAJ            | 339.50   | 65       | OTRAS DEDUCCIONES   | 2,877.00    | IMP1 ISR ART 96             | 1,728.93  |
| 04         | PRIMA QUINQUENAL            | 1,037.22 |          |                     |             | PGR1 PERC GRAVADA TIPO 1    | 11,423.08 |

| Clave                                 | Nombre           | S.Diario | S.Integ  | PERCEPCIONES        | DEDUCCIONES | CONCEPTOS  |
|---------------------------------------|------------------|----------|----------|---------------------|-------------|--|
| 07                                    | PRIMA DE INSALUB | 1,583.31 |          |                     |             | PERC TOTAL PERCEPCIONES 11,423.08<br>DEDU TOTAL DEDUCCIONES 5,698.41<br>3%FV 3% FONDO DE VIVIENDA 285.00<br>FOND FONDO PENSIONES EMPRES 1,662.48<br>SEDARSEDAR 190.00<br>PVAC PROVISION DE PRIMA VAC 142.27<br>AGUI PROVISION AGUINALDO 1,422.72<br>TOTA NOMINA EN EFECTIVO 5,724.67   |
| 70-194-006 VAZQUEZ AGUILAR GERMAN     |                  |          |          |                     |             |  |
| T.EMP:                                | PERMANENTE       | 454.37   | 1,007.32 | OPERADOR A          |             |  |
| 01                                    | SUELDO BASE      | 6,815.55 | 51       | ISR                 | 1,423.65    | DVIG DIAS DE VIGENCIA 15.00  |
| 02                                    | AYUDA PARA DESPE | 463.00   | 54       | FONDO PENSIONES     | 940.55      | 75D CAJA DE AHORRO SUTCEAP 200.00  |
| 03                                    | AYUDA PARA PASAJ | 315.00   | 65       | OTRAS DEDUCCIONES   | 3,837.79    | IMP1 ISR ART 96 1,423.65   |
| 04                                    | PRIMA QUINQUENAL | 1,037.22 |          |                     |             | PGR1 PERC GRAVADA TIPO 1 9,993.87  |
| 07                                    | PRIMA DE INSALUB | 1,363.11 |          |                     |             | PERC TOTAL PERCEPCIONES 9,993.88<br>DEDU TOTAL DEDUCCIONES 6,201.99<br>3%FV 3% FONDO DE VIVIENDA 245.36<br>FOND FONDO PENSIONES EMPRES 1,431.27<br>SEDARSEDAR 163.57<br>PVAC PROVISION DE PRIMA VAC 122.69<br>AGUI PROVISION AGUINALDO 1,226.94<br>TOTA NOMINA EN EFECTIVO 3,791.89  |
| 71-182-001 ENCISO SANTOS RAFAEL       |                  |          |          |                     |             |  |
| T.EMP:                                | PERMANENTE       | 527.77   | 1,111.22 | JEFE DE PLANTA B    |             |  |
| 01                                    | SUELDO BASE      | 7,916.55 | 51       | ISR                 | 1,747.01    | DVIG DIAS DE VIGENCIA 15.00  |
| 02                                    | AYUDA PARA DESPE | 546.50   | 51PD     | ISR PRIMA DOMINICAL | 16.42       | 75D CAJA DE AHORRO SUTCEAP 250.00  |
| 03                                    | AYUDA PARA PASAJ | 339.50   | 54       | FONDO PENSIONES     | 1,092.48    | EX19 EXENTO PRIMA DOMINICAL 96.22  |
| 04                                    | PRIMA QUINQUENAL | 1,037.22 | 65       | OTRAS DEDUCCIONES   | 345.00      | IMP1 ISR ART 96 1,728.93   |
| 07                                    | PRIMA DE INSALUB | 1,583.31 |          |                     |             | IMP2 ISR Reglamento ISR 34.50<br>EXEN BASE EXENTA 96.22  |
| 19                                    | PRIMA DOMINICAL  | 173.10   |          |                     |             | PGR1 PERC GRAVADA TIPO 1 11,423.08<br>PGR2 PERC GRAVADA TIPO 2 76.88<br>PERC TOTAL PERCEPCIONES 11,596.18<br>DEDU TOTAL DEDUCCIONES 3,200.91<br>3%FV 3% FONDO DE VIVIENDA 285.00<br>FOND FONDO PENSIONES EMPRES 1,662.48<br>SEDARSEDAR 190.00<br>PVAC PROVISION DE PRIMA VAC 142.27<br>AGUI PROVISION AGUINALDO 1,422.72<br>TOTA NOMINA EN EFECTIVO 8,395.27 |
| 71-269-008 RAMIREZ LOPEZ FABIAN JESUS |                  |          |          |                     |             |  |
| T.EMP:                                | PERMANENTE       | 492.07   | 723.40   | JEFE DE PLANTA C    |             |  |
| 01                                    | SUELDO BASE      | 7,381.05 | 51       | ISR                 | 1,501.37    | DVIG DIAS DE VIGENCIA 15.00  |
| 02                                    | AYUDA PARA DESPE | 478.50   | 54       | FONDO PENSIONES     | 1,018.58    | IMP1 ISR ART 96 1,501.37   |
| 03                                    | AYUDA PARA PASAJ | 330.50   | 65       | OTRAS DEDUCCIONES   | 88.57       | PGR1 PERC GRAVADA TIPO 1 10,357.74   |
| 04                                    | PRIMA QUINQUENAL | 691.48   |          |                     |             | PERC TOTAL PERCEPCIONES 10,357.74  |
| 07                                    | PRIMA DE INSALUB | 1,476.21 |          |                     |             | DEDU TOTAL DEDUCCIONES 2,608.52<br>3%FV 3% FONDO DE VIVIENDA 265.72<br>FOND FONDO PENSIONES EMPRES 1,550.02<br>SEDARSEDAR 177.15<br>PVAC PROVISION DE PRIMA VAC 132.41<br>AGUI PROVISION AGUINALDO 1,324.15<br>TOTA NOMINA EN EFECTIVO 7,749.22  |
| 72-182-001 RUBIO RODRIGUEZ SERGIO     |                  |          |          |                     |             |  |

| Clave                                     | Nombre           | S.Diario  | S.Integ  | PERCEPCIONES                                  | DEDUCCIONES | CONCEPTOS                            |
|---|------------------|-----------|----------|---|-------------|--------------------------------------|
| -----                                     |                  |           |          |   |             |                                      |
| T.EMP:                                    | PERMANENTE       | 492.07    | 732.69   | JEFE DE PLANTA C                              |             |                                      |
| 01  | SUELDO BASE      | 7,381.05  | 51       | ISR   | 1,575.22    | DVIG DIAS DE VIGENCIA 15.00          |
| 02  | AYUDA PARA DESPE | 478.50    | 54       | FONDO PENSIONES                               | 1,018.58    | 75D CAJA DE AHORRO SUTCEAP 200.00    |
| 03  | AYUDA PARA PASAJ | 330.50    | 65       | OTRAS DEDUCCIONES                             | 288.57      | IMP1 ISR ART 96 1,575.22             |
| 04  | PRIMA QUINQUENAL | 1,037.22  |          |   |             | PGR1 PERC GRAVADA TIPO 1 10,703.48   |
| 07  | PRIMA DE INSALUB | 1,476.21  |          |   |             | PERC TOTAL PERCEPCIONES 10,703.48    |
|   |                  |           |          |   |             | DEDU TOTAL DEDUCCIONES 2,882.37      |
|   |                  |           |          |   |             | 3%FV 3% FONDO DE VIVIENDA 265.72     |
|   |                  |           |          |   |             | FOND FONDO PENSIONES EMPRES 1,550.02 |
|   |                  |           |          |   |             | SEDARSEDAR 177.15                    |
|   |                  |           |          |   |             | PVAC PROVISION DE PRIMA VAC 132.41   |
|   |                  |           |          |   |             | AGUI PROVISION AGUINALDO 1,324.15    |
|   |                  |           |          |   |             | TOTA NOMINA EN EFECTIVO 7,821.11     |
| 72-269-008 MADRIGAL GONZALEZ MIGUEL ANGEL |                  |           |          |   |             |                                      |
| T.EMP:                                    | PERMANENTE       | 454.37    | 670.16   | OPERADOR A                                    |             |                                      |
| 01  | SUELDO BASE      | 6,815.55  | 51       | ISR   | 1,362.28    | DVIG DIAS DE VIGENCIA 15.00          |
| 02  | AYUDA PARA DESPE | 463.00    | 51       | ISR PRIMA DOMINICAL                           | 11.33       | EX19 EXENTO PRIMA DOMINICAL 96.22    |
| 03  | AYUDA PARA PASAJ | 315.00    | 54       | FONDO PENSIONES                               | 940.55      | IMP1 ISR ART 96 1,349.80             |
| 04  | PRIMA QUINQUENAL | 691.48    | 65       | OTRAS DEDUCCIONES                             | 2,013.79    | IMP2 ISR Reglamento ISR 23.81        |
| 07  | PRIMA DE INSALUB | 1,363.11  |          |   |             | EXEN BASE EXENTA 96.22               |
| 19  | PRIMA DOMINICAL  | 149.28    |          |   |             | PGR1 PERC GRAVADA TIPO 1 9,648.14    |
|   |                  |           |          |   |             | PGR2 PERC GRAVADA TIPO 2 53.06       |
|   |                  |           |          |   |             | PERC TOTAL PERCEPCIONES 9,797.42     |
|   |                  |           |          |   |             | DEDU TOTAL DEDUCCIONES 4,327.95      |
|   |                  |           |          |   |             | 3%FV 3% FONDO DE VIVIENDA 245.36     |
|   |                  |           |          |   |             | FOND FONDO PENSIONES EMPRES 1,431.27 |
|   |                  |           |          |   |             | SEDARSEDAR 163.57                    |
|   |                  |           |          |   |             | PVAC PROVISION DE PRIMA VAC 122.69   |
|   |                  |           |          |   |             | AGUI PROVISION AGUINALDO 1,226.94    |
|   |                  |           |          |   |             | TOTA NOMINA EN EFECTIVO 5,469.47     |
| 73-194-002 BASULTO RIVERA JUAN PAULO      |                  |           |          |   |             |                                      |
| T.EMP:                                    | PERMANENTE       | 761.06    | 917.61   | Supervisor de Laboratorio (Absorción Atómica) |             |                                      |
| 01  | SUELDO BASE      | 11,416.00 | 51       | ISR   | 1,967.29    | DVIG DIAS DE VIGENCIA 15.00          |
| 02  | AYUDA PARA DESPE | 623.50    | 54       | FONDO PENSIONES                               | 1,312.84    | IMP1 ISR ART 96 1,967.29             |
| 03  | AYUDA PARA PASAJ | 499.50    | 65       | OTRAS DEDUCCIONES                             | 3,056.00    | PGR1 PERC GRAVADA TIPO 1 12,539.00   |
|   |                  |           |          |   |             | PERC TOTAL PERCEPCIONES 12,539.00    |
|   |                  |           |          |   |             | DEDU TOTAL DEDUCCIONES 6,336.13      |
|   |                  |           |          |   |             | 3%FV 3% FONDO DE VIVIENDA 342.48     |
|   |                  |           |          |   |             | FOND FONDO PENSIONES EMPRES 1,997.80 |
|   |                  |           |          |   |             | SEDARSEDAR 228.32                    |
|   |                  |           |          |   |             | PVAC PROVISION DE PRIMA VAC 171.77   |
|   |                  |           |          |   |             | AGUI PROVISION AGUINALDO 1,717.67    |
|   |                  |           |          |   |             | TOTA NOMINA EN EFECTIVO 6,202.87     |
| 73-194-004 FLORES RAMIREZ EVERARDO        |                  |           |          |   |             |                                      |
| T.EMP:                                    | PERMANENTE       | 550.80    | 1,139.28 | JEFE DE PLANTA A                              |             |                                      |
| 01  | SUELDO BASE      | 8,262.00  | 51       | ISR   | 1,785.01    | DVIG DIAS DE VIGENCIA 15.00          |
| 02  | AYUDA PARA DESPE | 434.50    | 54       | FONDO PENSIONES                               | 1,140.16    | 75D CAJA DE AHORRO SUTCEAP 200.00    |
| 03  | AYUDA PARA PASAJ | 299.50    | 65       | OTRAS DEDUCCIONES                             | 299.14      | IMP1 ISR ART 96 1,785.01             |
| 04  | PRIMA QUINQUENAL | 1,037.22  |          |   |             | PGR1 PERC GRAVADA TIPO 1 11,685.62   |
| 07  | PRIMA DE INSALUB | 1,652.40  |          |   |             | PERC TOTAL PERCEPCIONES 11,685.62    |
|   |                  |           |          |   |             | DEDU TOTAL DEDUCCIONES 3,224.31      |
|   |                  |           |          |   |             | 3%FV 3% FONDO DE VIVIENDA 297.43     |
|   |                  |           |          |   |             | FOND FONDO PENSIONES EMPRES 1,735.02 |
|   |                  |           |          |   |             | SEDARSEDAR 198.29                    |
|   |                  |           |          |   |             | PVAC PROVISION DE PRIMA VAC 145.87   |

| Clave                                   | Nombre           | S.Diario | S.Integ  | PERCEPCIONES        | DEDUCCIONES | CONCEPTOS                   |           |
|---|------------------|----------|----------|---------------------|-------------|-----------------------------|-----------|
|   |                  |          |          |                     |             | AGUI PROVISION AGUINALDO    | 1,458.68  |
|   |                  |          |          |                     |             | TOTA NOMINA EN EFECTIVO     | 8,461.31  |
| 73-194-005 GONZALEZ IBARRA ALBINO       |                  |          |          |                     |             |                             |           |
| T.EMP:                                  | PERMANENTE       | 454.37   | 1,012.21 | OPERADOR A          |             |                             |           |
| 01                                      | SUELDO BASE      | 6,815.55 | 51       | ISR                 | 1,448.61    | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02                                      | AYUDA PARA DESPE | 463.00   | 51PD     | ISR PRIMA DOMINICAL | 22.67       | EX19 EXENTO PRIMA DOMINICAL | 192.44    |
| 03                                      | AYUDA PARA PASAJ | 315.00   | 54       | FONDO PENSIONES     | 940.55      | IMP1 ISR ART 96             | 1,423.65  |
| 04                                      | PRIMA QUINQUENAL | 1,037.22 | 65       | OTRAS DEDUCCIONES   | 81.79       | IMP2 ISR Reglamento ISR     | 47.63     |
| 07                                      | PRIMA DE INSALUB | 1,363.11 |          |                     |             | EXEN BASE EXENTA            | 192.44    |
| 19                                      | PRIMA DOMINICAL  | 298.56   |          |                     |             | PGR1 PERC GRAVADA TIPO 1    | 9,993.87  |
|   |                  |          |          |                     |             | PGR2 PERC GRAVADA TIPO 2    | 106.12    |
|   |                  |          |          |                     |             | PERC TOTAL PERCEPCIONES     | 10,292.44 |
|   |                  |          |          |                     |             | DEDU TOTAL DEDUCCIONES      | 2,493.62  |
|   |                  |          |          |                     |             | 3%FV 3% FONDO DE VIVIENDA   | 245.36    |
|   |                  |          |          |                     |             | FOND FONDO PENSIONES EMPRES | 1,431.27  |
|   |                  |          |          |                     |             | SEDARSEDAR                  | 163.57    |
|   |                  |          |          |                     |             | PVAC PROVISION DE PRIMA VAC | 122.69    |
|   |                  |          |          |                     |             | AGUI PROVISION AGUINALDO    | 1,226.94  |
|   |                  |          |          |                     |             | TOTA NOMINA EN EFECTIVO     | 7,798.82  |
| 74-194-005 VELAZCO NARES GILBERTO       |                  |          |          |                     |             |                             |           |
| T.EMP:                                  | PERMANENTE       | 454.37   | 674.80   | OPERADOR A          |             |                             |           |
| 01                                      | SUELDO BASE      | 6,815.55 | 51       | ISR                 | 1,386.73    | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02                                      | AYUDA PARA DESPE | 463.00   | 54       | FONDO PENSIONES     | 940.55      | IMP1 ISR ART 96             | 1,386.73  |
| 03                                      | AYUDA PARA PASAJ | 315.00   | 65       | OTRAS DEDUCCIONES   | 4,171.79    | PGR1 PERC GRAVADA TIPO 1    | 9,821.01  |
| 04                                      | PRIMA QUINQUENAL | 864.35   |          |                     |             | PERC TOTAL PERCEPCIONES     | 9,821.01  |
| 07                                      | PRIMA DE INSALUB | 1,363.11 |          |                     |             | DEDU TOTAL DEDUCCIONES      | 6,499.07  |
|   |                  |          |          |                     |             | 3%FV 3% FONDO DE VIVIENDA   | 245.36    |
|   |                  |          |          |                     |             | FOND FONDO PENSIONES EMPRES | 1,431.27  |
|   |                  |          |          |                     |             | SEDARSEDAR                  | 163.57    |
|   |                  |          |          |                     |             | PVAC PROVISION DE PRIMA VAC | 122.69    |
|   |                  |          |          |                     |             | AGUI PROVISION AGUINALDO    | 1,226.94  |
|   |                  |          |          |                     |             | TOTA NOMINA EN EFECTIVO     | 3,321.94  |
| 74-194-006 VILLANUEVA SANCHEZ JUAN LUIS |                  |          |          |                     |             |                             |           |
| T.EMP:                                  | PERMANENTE       | 437.77   | 995.67   | OPERADOR B          |             |                             |           |
| 01                                      | SUELDO BASE      | 6,566.55 | 51       | ISR                 | 1,408.29    | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02                                      | AYUDA PARA DESPE | 457.50   | 51PD     | ISR PRIMA DOMINICAL | 51.13       | EX19 EXENTO PRIMA DOMINICAL | 481.10    |
| 03                                      | AYUDA PARA PASAJ | 308.00   | 54       | FONDO PENSIONES     | 906.18      | IMP1 ISR ART 96             | 1,357.16  |
| 04                                      | PRIMA QUINQUENAL | 1,037.22 | 65       | OTRAS DEDUCCIONES   | 78.80       | IMP2 ISR Reglamento ISR     | 102.26    |
| 07                                      | PRIMA DE INSALUB | 1,313.31 |          |                     |             | EXEN BASE EXENTA            | 481.10    |
| 19                                      | PRIMA DOMINICAL  | 720.45   |          |                     |             | PGR1 PERC GRAVADA TIPO 1    | 9,682.58  |
|   |                  |          |          |                     |             | PGR2 PERC GRAVADA TIPO 2    | 239.35    |
|   |                  |          |          |                     |             | PERC TOTAL PERCEPCIONES     | 10,403.03 |
|   |                  |          |          |                     |             | DEDU TOTAL DEDUCCIONES      | 2,444.40  |
|   |                  |          |          |                     |             | 3%FV 3% FONDO DE VIVIENDA   | 236.40    |
|   |                  |          |          |                     |             | FOND FONDO PENSIONES EMPRES | 1,378.98  |
|   |                  |          |          |                     |             | SEDARSEDAR                  | 157.60    |
|   |                  |          |          |                     |             | PVAC PROVISION DE PRIMA VAC | 118.43    |
|   |                  |          |          |                     |             | AGUI PROVISION AGUINALDO    | 1,184.30  |
|   |                  |          |          |                     |             | TOTA NOMINA EN EFECTIVO     | 7,958.63  |
| 75-194-004 HERNANDEZ SANTIAGO JUAN      |                  |          |          |                     |             |                             |           |
| T.EMP:                                  | PERMANENTE       | 454.37   | 684.34   | OPERADOR A          |             |                             |           |
| 01                                      | SUELDO BASE      | 6,815.55 | 51       | ISR                 | 1,423.65    | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02                                      | AYUDA PARA DESPE | 463.00   | 54       | FONDO PENSIONES     | 940.55      | IMP1 ISR ART 96             | 1,423.65  |
| 03                                      | AYUDA PARA PASAJ | 315.00   | 65       | OTRAS DEDUCCIONES   | 3,702.79    | PGR1 PERC GRAVADA TIPO 1    | 9,993.87  |

| Clave                                | Nombre           | S.Diario | S.Integ | DEDUCCIONES       | CONCEPTOS                   |           |
|--------------------------------------|------------------|----------|---------|-------------------|-----------------------------|-----------|
| PERCEPCIONES                         |                  |          |         |                   |                             |           |
| 04                                   | PRIMA QUINQUENAL | 1,037.22 |         |                   | PERC TOTAL PERCEPCIONES     | 9,993.88  |
| 07                                   | PRIMA DE INSALUB | 1,363.11 |         |                   | DEDU TOTAL DEDUCCIONES      | 6,066.99  |
|                                      |                  |          |         |                   | 3%FV 3% FONDO DE VIVIENDA   | 245.36    |
|                                      |                  |          |         |                   | FOND FONDO PENSIONES EMPRES | 1,431.27  |
|                                      |                  |          |         |                   | SEDARSEDAR                  | 163.57    |
|                                      |                  |          |         |                   | PVAC PROVISION DE PRIMA VAC | 122.69    |
|                                      |                  |          |         |                   | AGUI PROVISION AGUINALDO    | 1,226.94  |
|                                      |                  |          |         |                   | TOTA NOMINA EN EFECTIVO     | 3,926.89  |
| 76-194-006 MORA ZUÑIGA ANGEL         |                  |          |         |                   |                             |           |
| T.EMP:                               | PERMANENTE       | 454.37   |         | 679.45            | OPERADOR A                  |           |
| 01                                   | SUELDO BASE      | 6,815.55 | 51      | ISR               | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02                                   | AYUDA PARA DESPE | 463.00   | 54      | FONDO PENSIONES   | IMP1 ISR ART 96             | 1,423.65  |
| 03                                   | AYUDA PARA PASAJ | 315.00   | 65      | OTRAS DEDUCCIONES | PGR1 PERC GRAVADA TIPO 1    | 9,993.87  |
| 04                                   | PRIMA QUINQUENAL | 1,037.22 |         |                   | PERC TOTAL PERCEPCIONES     | 9,993.88  |
| 07                                   | PRIMA DE INSALUB | 1,363.11 |         |                   | DEDU TOTAL DEDUCCIONES      | 5,783.99  |
|                                      |                  |          |         |                   | 3%FV 3% FONDO DE VIVIENDA   | 245.36    |
|                                      |                  |          |         |                   | FOND FONDO PENSIONES EMPRES | 1,431.27  |
|                                      |                  |          |         |                   | SEDARSEDAR                  | 163.57    |
|                                      |                  |          |         |                   | PVAC PROVISION DE PRIMA VAC | 122.69    |
|                                      |                  |          |         |                   | AGUI PROVISION AGUINALDO    | 1,226.94  |
|                                      |                  |          |         |                   | TOTA NOMINA EN EFECTIVO     | 4,209.89  |
| 76-194-007 PEREZ MENDEZ FRANCISCO    |                  |          |         |                   |                             |           |
| T.EMP:                               | PERMANENTE       | 437.77   |         | 983.86            | OPERADOR B                  |           |
| 01                                   | SUELDO BASE      | 6,566.55 | 51      | ISR               | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02                                   | AYUDA PARA DESPE | 457.50   | 54      | FONDO PENSIONES   | IMP1 ISR ART 96             | 1,357.16  |
| 03                                   | AYUDA PARA PASAJ | 308.00   | 65      | OTRAS DEDUCCIONES | PGR1 PERC GRAVADA TIPO 1    | 9,682.58  |
| 04                                   | PRIMA QUINQUENAL | 1,037.22 |         |                   | PERC TOTAL PERCEPCIONES     | 9,682.58  |
| 07                                   | PRIMA DE INSALUB | 1,313.31 |         |                   | DEDU TOTAL DEDUCCIONES      | 6,282.14  |
|                                      |                  |          |         |                   | 3%FV 3% FONDO DE VIVIENDA   | 236.40    |
|                                      |                  |          |         |                   | FOND FONDO PENSIONES EMPRES | 1,378.98  |
|                                      |                  |          |         |                   | SEDARSEDAR                  | 157.60    |
|                                      |                  |          |         |                   | PVAC PROVISION DE PRIMA VAC | 118.43    |
|                                      |                  |          |         |                   | AGUI PROVISION AGUINALDO    | 1,184.30  |
|                                      |                  |          |         |                   | TOTA NOMINA EN EFECTIVO     | 3,400.44  |
| 76-269-012 GODINEZ DIAZ DANIEL       |                  |          |         |                   |                             |           |
| T.EMP:                               | PERMANENTE       | 454.37   |         | 670.16            | OPERADOR A                  |           |
| 01                                   | SUELDO BASE      | 6,815.55 | 51      | ISR               | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02                                   | AYUDA PARA DESPE | 463.00   | 54      | FONDO PENSIONES   | IMP1 ISR ART 96             | 1,349.80  |
| 03                                   | AYUDA PARA PASAJ | 315.00   | 65      | OTRAS DEDUCCIONES | PGR1 PERC GRAVADA TIPO 1    | 9,648.14  |
| 04                                   | PRIMA QUINQUENAL | 691.48   |         |                   | PERC TOTAL PERCEPCIONES     | 9,648.14  |
| 07                                   | PRIMA DE INSALUB | 1,363.11 |         |                   | DEDU TOTAL DEDUCCIONES      | 6,726.39  |
|                                      |                  |          |         |                   | 3%FV 3% FONDO DE VIVIENDA   | 245.36    |
|                                      |                  |          |         |                   | FOND FONDO PENSIONES EMPRES | 1,431.27  |
|                                      |                  |          |         |                   | SEDARSEDAR                  | 163.57    |
|                                      |                  |          |         |                   | PVAC PROVISION DE PRIMA VAC | 122.69    |
|                                      |                  |          |         |                   | AGUI PROVISION AGUINALDO    | 1,226.94  |
|                                      |                  |          |         |                   | TOTA NOMINA EN EFECTIVO     | 2,921.75  |
| 77-182-001 TREJO TALAVERA HIRAM AXEL |                  |          |         |                   |                             |           |
| T.EMP:                               | PERMANENTE       | 527.77   |         | 781.03            | JEFE DE PLANTA B            |           |
| 01                                   | SUELDO BASE      | 7,916.55 | 51      | ISR               | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02                                   | AYUDA PARA DESPE | 546.50   | 54      | FONDO PENSIONES   | IMP1 ISR ART 96             | 1,728.93  |
| 03                                   | AYUDA PARA PASAJ | 339.50   | 65      | OTRAS DEDUCCIONES | PGR1 PERC GRAVADA TIPO 1    | 11,423.08 |
| 04                                   | PRIMA QUINQUENAL | 1,037.22 |         |                   | PERC TOTAL PERCEPCIONES     | 11,423.08 |
| 07                                   | PRIMA DE INSALUB | 1,583.31 |         |                   | DEDU TOTAL DEDUCCIONES      | 2,916.41  |



| Clave      | Nombre                      | S.Diario | S.Integ | PERCEPCIONES             | DEDUCCIONES | CONCEPTOS                            |
|------------|-----------------------------|----------|---------|--------------------------|-------------|--------------------------------------|
|            |                             |          |         |                          |             | 3%FV 3% FONDO DE VIVIENDA 285.00     |
|            |                             |          |         |                          |             | FOND FONDO PENSIONES EMPRES 1,662.48 |
|            |                             |          |         |                          |             | SEDARSEDAR 190.00                    |
|            |                             |          |         |                          |             | PVAC PROVISION DE PRIMA VAC 142.27   |
|            |                             |          |         |                          |             | AGUI PROVISION AGUINALDO 1,422.72    |
|            |                             |          |         |                          |             | TOTA NOMINA EN EFECTIVO 8,506.67     |
| 77-194-003 | CERDA RUIZ RAMON            |          |         |                          |             |                                      |
| T.EMP:     | PERMANENTE                  | 437.77   | 655.99  | OPERADOR B               |             |                                      |
| 01         | SUELDO BASE                 | 6,566.55 | 51      | ISR                      | 1,357.16    | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | AYUDA PARA DESPE            | 457.50   | 54      | FONDO PENSIONES          | 906.18      | IMP1 ISR ART 96 1,357.16             |
| 03         | AYUDA PARA PASAJ            | 308.00   | 65      | OTRAS DEDUCCIONES        | 3,823.80    | PGR1 PERC GRAVADA TIPO 1 9,682.58    |
| 04         | PRIMA QUINQUENAL            | 1,037.22 |         |                          |             | PERC TOTAL PERCEPCIONES 9,682.58     |
| 07         | PRIMA DE INSALUB            | 1,313.31 |         |                          |             | DEDU TOTAL DEDUCCIONES 6,087.14      |
|            |                             |          |         |                          |             | 3%FV 3% FONDO DE VIVIENDA 236.40     |
|            |                             |          |         |                          |             | FOND FONDO PENSIONES EMPRES 1,378.98 |
|            |                             |          |         |                          |             | SEDARSEDAR 157.60                    |
|            |                             |          |         |                          |             | PVAC PROVISION DE PRIMA VAC 118.43   |
|            |                             |          |         |                          |             | AGUI PROVISION AGUINALDO 1,184.30    |
|            |                             |          |         |                          |             | TOTA NOMINA EN EFECTIVO 3,595.44     |
| 77-194-006 | GUDIÑO ORTEGA MARIO MELCHOR |          |         |                          |             |                                      |
| T.EMP:     | PERMANENTE                  | 454.37   | 684.34  | OPERADOR A               |             |                                      |
| 01         | SUELDO BASE                 | 6,815.55 | 51      | ISR                      | 1,448.61    | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | AYUDA PARA DESPE            | 463.00   | 51PD    | ISR PRIMA DOMINICAL      | 22.67       | EX19 EXENTO PRIMA DOMINICAL 192.44   |
| 03         | AYUDA PARA PASAJ            | 315.00   | 54      | FONDO PENSIONES          | 940.55      | IMP1 ISR ART 96 1,423.65             |
| 04         | PRIMA QUINQUENAL            | 1,037.22 | 65      | OTRAS DEDUCCIONES        | 4,183.02    | IMP2 ISR Reglamento ISR 47.63        |
| 07         | PRIMA DE INSALUB            | 1,363.11 |         |                          |             | EXEN BASE EXENTA 192.44              |
| 19         | PRIMA DOMINICAL             | 298.56   |         |                          |             | PGR1 PERC GRAVADA TIPO 1 9,993.87    |
|            |                             |          |         |                          |             | PGR2 PERC GRAVADA TIPO 2 106.12      |
|            |                             |          |         |                          |             | PERC TOTAL PERCEPCIONES 10,292.44    |
|            |                             |          |         |                          |             | DEDU TOTAL DEDUCCIONES 6,594.85      |
|            |                             |          |         |                          |             | 3%FV 3% FONDO DE VIVIENDA 245.36     |
|            |                             |          |         |                          |             | FOND FONDO PENSIONES EMPRES 1,431.27 |
|            |                             |          |         |                          |             | SEDARSEDAR 163.57                    |
|            |                             |          |         |                          |             | PVAC PROVISION DE PRIMA VAC 122.69   |
|            |                             |          |         |                          |             | AGUI PROVISION AGUINALDO 1,226.94    |
|            |                             |          |         |                          |             | TOTA NOMINA EN EFECTIVO 3,697.59     |
| 77-194-008 | VENEGAS LUMBRERAS JOSE      |          |         |                          |             |                                      |
| T.EMP:     | PERMANENTE                  | 492.07   | 732.69  | TECNICO EN MANTENIMIENTO |             |                                      |
| 01         | SUELDO BASE                 | 7,381.05 | 51      | ISR                      | 1,575.22    | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | AYUDA PARA DESPE            | 478.50   | 54      | FONDO PENSIONES          | 1,018.58    | IMP1 ISR ART 96 1,575.22             |
| 03         | AYUDA PARA PASAJ            | 330.50   | 65      | OTRAS DEDUCCIONES        | 88.57       | PGR1 PERC GRAVADA TIPO 1 10,703.48   |
| 04         | PRIMA QUINQUENAL            | 1,037.22 |         |                          |             | PERC TOTAL PERCEPCIONES 10,703.48    |
| 07         | PRIMA DE INSALUB            | 1,476.21 |         |                          |             | DEDU TOTAL DEDUCCIONES 2,682.37      |
|            |                             |          |         |                          |             | 3%FV 3% FONDO DE VIVIENDA 265.72     |
|            |                             |          |         |                          |             | FOND FONDO PENSIONES EMPRES 1,550.02 |
|            |                             |          |         |                          |             | SEDARSEDAR 177.15                    |
|            |                             |          |         |                          |             | PVAC PROVISION DE PRIMA VAC 132.41   |
|            |                             |          |         |                          |             | AGUI PROVISION AGUINALDO 1,324.15    |
|            |                             |          |         |                          |             | TOTA NOMINA EN EFECTIVO 8,021.11     |
| 77-194-009 | VILLANUEVA SANCHEZ MARIO    |          |         |                          |             |                                      |
| T.EMP:     | PERMANENTE                  | 437.77   | 995.67  | OPERADOR B               |             |                                      |
| 01         | SUELDO BASE                 | 6,566.55 | 51      | ISR                      | 1,408.29    | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | AYUDA PARA DESPE            | 457.50   | 51PD    | ISR PRIMA DOMINICAL      | 51.13       | 75D CAJA DE AHORRO SUTCEAP 500.00    |
| 03         | AYUDA PARA PASAJ            | 308.00   | 54      | FONDO PENSIONES          | 906.18      | EX19 EXENTO PRIMA DOMINICAL 481.10   |

| Clave                             | Nombre           | S.Diario | S.Integ | PERCEPCIONES           | DEDUCCIONES      | CONCEPTOS                   |           |
|-----------------------------------|------------------|----------|---------|------------------------|------------------|-----------------------------|-----------|
| 04                                | PRIMA QUINQUENAL | 1,037.22 | 65      | OTRAS DEDUCCIONES      | 578.80           | IMP1 ISR ART 96             | 1,357.16  |
| 07                                | PRIMA DE INSALUB | 1,313.31 |         |                        |                  | IMP2 ISR Reglamento ISR     | 102.26    |
| 19                                | PRIMA DOMINICAL  | 720.45   |         |                        |                  | EXEN BASE EXENTA            | 481.10    |
|                                   |                  |          |         |                        |                  | PGR1 PERC GRAVADA TIPO 1    | 9,682.58  |
|                                   |                  |          |         |                        |                  | PGR2 PERC GRAVADA TIPO 2    | 239.35    |
|                                   |                  |          |         |                        |                  | PERC TOTAL PERCEPCIONES     | 10,403.03 |
|                                   |                  |          |         |                        |                  | DEDU TOTAL DEDUCCIONES      | 2,944.40  |
|                                   |                  |          |         |                        |                  | 3%FV 3% FONDO DE VIVIENDA   | 236.40    |
|                                   |                  |          |         |                        |                  | FOND FONDO PENSIONES EMPRES | 1,378.98  |
|                                   |                  |          |         |                        |                  | SEDARSEDAR                  | 157.60    |
|                                   |                  |          |         |                        |                  | PVAC PROVISION DE PRIMA VAC | 118.43    |
|                                   |                  |          |         |                        |                  | AGUI PROVISION AGUINALDO    | 1,184.30  |
|                                   |                  |          |         |                        |                  | TOTA NOMINA EN EFECTIVO     | 7,458.63  |
| 78-194-003 DUARTE DIAZ BENJAMIN   |                  |          |         |                        |                  |                             |           |
| T.EMP:                            | PERMANENTE       | 454.37   |         | 691.68                 | OPERADOR A       |                             |           |
| 01                                | SUELDO BASE      | 6,815.55 | 51      | ISR                    | 1,473.57         | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02                                | AYUDA PARA DESPE | 463.00   | 51      | PD ISR PRIMA DOMINICAL | 45.33            | 75D CAJA DE AHORRO SUTCEAP  | 500.00    |
| 03                                | AYUDA PARA PASAJ | 315.00   | 54      | FONDO PENSIONES        | 940.55           | EX19 EXENTO PRIMA DOMINICAL | 384.88    |
| 04                                | PRIMA QUINQUENAL | 1,037.22 | 65      | OTRAS DEDUCCIONES      | 581.79           | IMP1 ISR ART 96             | 1,423.65  |
| 07                                | PRIMA DE INSALUB | 1,363.11 |         |                        |                  | IMP2 ISR Reglamento ISR     | 95.25     |
| 19                                | PRIMA DOMINICAL  | 597.11   |         |                        |                  | EXEN BASE EXENTA            | 384.88    |
|                                   |                  |          |         |                        |                  | PGR1 PERC GRAVADA TIPO 1    | 9,993.87  |
|                                   |                  |          |         |                        |                  | PGR2 PERC GRAVADA TIPO 2    | 212.23    |
|                                   |                  |          |         |                        |                  | PERC TOTAL PERCEPCIONES     | 10,590.99 |
|                                   |                  |          |         |                        |                  | DEDU TOTAL DEDUCCIONES      | 3,041.24  |
|                                   |                  |          |         |                        |                  | 3%FV 3% FONDO DE VIVIENDA   | 245.36    |
|                                   |                  |          |         |                        |                  | FOND FONDO PENSIONES EMPRES | 1,431.27  |
|                                   |                  |          |         |                        |                  | SEDARSEDAR                  | 163.57    |
|                                   |                  |          |         |                        |                  | PVAC PROVISION DE PRIMA VAC | 122.69    |
|                                   |                  |          |         |                        |                  | AGUI PROVISION AGUINALDO    | 1,226.94  |
|                                   |                  |          |         |                        |                  | TOTA NOMINA EN EFECTIVO     | 7,549.75  |
| 78-194-004 SEGURA BUSTOS ANDRES   |                  |          |         |                        |                  |                             |           |
| T.EMP:                            | PERMANENTE       | 527.77   |         | 1,275.16               | JEFE DE PLANTA B |                             |           |
| 01                                | SUELDO BASE      | 7,916.55 | 51      | ISR                    | 1,728.93         | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02                                | AYUDA PARA DESPE | 546.50   | 54      | FONDO PENSIONES        | 1,092.48         | IMP1 ISR ART 96             | 1,728.93  |
| 03                                | AYUDA PARA PASAJ | 339.50   | 65      | OTRAS DEDUCCIONES      | 2,595.00         | PGR1 PERC GRAVADA TIPO 1    | 11,423.08 |
| 04                                | PRIMA QUINQUENAL | 1,037.22 |         |                        |                  | PERC TOTAL PERCEPCIONES     | 11,423.08 |
| 07                                | PRIMA DE INSALUB | 1,583.31 |         |                        |                  | DEDU TOTAL DEDUCCIONES      | 5,416.41  |
|                                   |                  |          |         |                        |                  | 3%FV 3% FONDO DE VIVIENDA   | 285.00    |
|                                   |                  |          |         |                        |                  | FOND FONDO PENSIONES EMPRES | 1,662.48  |
|                                   |                  |          |         |                        |                  | SEDARSEDAR                  | 190.00    |
|                                   |                  |          |         |                        |                  | PVAC PROVISION DE PRIMA VAC | 142.27    |
|                                   |                  |          |         |                        |                  | AGUI PROVISION AGUINALDO    | 1,422.72  |
|                                   |                  |          |         |                        |                  | TOTA NOMINA EN EFECTIVO     | 6,006.67  |
| 79-194-004 MENDOZA MORALES MARTIN |                  |          |         |                        |                  |                             |           |
| T.EMP:                            | PERMANENTE       | 454.37   |         | 1,007.32               | OPERADOR A       |                             |           |
| 01                                | SUELDO BASE      | 6,815.55 | 51      | ISR                    | 1,423.65         | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02                                | AYUDA PARA DESPE | 463.00   | 54      | FONDO PENSIONES        | 940.55           | IMP1 ISR ART 96             | 1,423.65  |
| 03                                | AYUDA PARA PASAJ | 315.00   | 65      | OTRAS DEDUCCIONES      | 1,427.79         | PGR1 PERC GRAVADA TIPO 1    | 9,993.87  |
| 04                                | PRIMA QUINQUENAL | 1,037.22 |         |                        |                  | PERC TOTAL PERCEPCIONES     | 9,993.88  |
| 07                                | PRIMA DE INSALUB | 1,363.11 |         |                        |                  | DEDU TOTAL DEDUCCIONES      | 3,791.99  |
|                                   |                  |          |         |                        |                  | 3%FV 3% FONDO DE VIVIENDA   | 245.36    |
|                                   |                  |          |         |                        |                  | FOND FONDO PENSIONES EMPRES | 1,431.27  |
|                                   |                  |          |         |                        |                  | SEDARSEDAR                  | 163.57    |
|                                   |                  |          |         |                        |                  | PVAC PROVISION DE PRIMA VAC | 122.69    |

| Clave      | Nombre                  | S.Diario | S.Integ | PERCEPCIONES      | DEDUCCIONES              | CONCEPTOS                   |           |
|------------|-------------------------|----------|---------|-------------------|--------------------------|-----------------------------|-----------|
|            |                         |          |         |                   |                          | AGUI PROVISION AGUINALDO    | 1,226.94  |
|            |                         |          |         |                   |                          | TOTA NOMINA EN EFECTIVO     | 6,201.89  |
| 80-182-001 | VARGAS MORA JOSE LUIS   |          |         |                   |                          |                             |           |
| T.EMP:     | PERMANENTE              | 550.80   |         | 811.41            | JEFE DE PLANTA A         |                             |           |
| 01         | SUELDO BASE             | 8,262.00 | 51      | ISR               | 1,785.01                 | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02         | AYUDA PARA DESPE        | 434.50   | 54      | FONDO PENSIONES   | 1,140.16                 | IMP1 ISR ART 96             | 1,785.01  |
| 03         | AYUDA PARA PASAJ        | 299.50   | 65      | OTRAS DEDUCCIONES | 99.14                    | PGR1 PERC GRAVADA TIPO 1    | 11,685.62 |
| 04         | PRIMA QUINQUENAL        | 1,037.22 |         |                   |                          | PERC TOTAL PERCEPCIONES     | 11,685.62 |
| 07         | PRIMA DE INSALUB        | 1,652.40 |         |                   |                          | DEDU TOTAL DEDUCCIONES      | 3,024.31  |
|            |                         |          |         |                   |                          | 3%FV 3% FONDO DE VIVIENDA   | 297.43    |
|            |                         |          |         |                   |                          | FOND FONDO PENSIONES EMPRES | 1,735.02  |
|            |                         |          |         |                   |                          | SEDARSEDAR                  | 198.29    |
|            |                         |          |         |                   |                          | PVAC PROVISION DE PRIMA VAC | 145.87    |
|            |                         |          |         |                   |                          | AGUI PROVISION AGUINALDO    | 1,458.68  |
|            |                         |          |         |                   |                          | TOTA NOMINA EN EFECTIVO     | 8,661.31  |
| 80-194-002 | ESTRADA MORENO ROGELIO  |          |         |                   |                          |                             |           |
| T.EMP:     | PERMANENTE              | 454.37   |         | 679.45            | OPERADOR A               |                             |           |
| 01         | SUELDO BASE             | 6,815.55 | 51      | ISR               | 1,423.65                 | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02         | AYUDA PARA DESPE        | 463.00   | 54      | FONDO PENSIONES   | 940.55                   | IMP1 ISR ART 96             | 1,423.65  |
| 03         | AYUDA PARA PASAJ        | 315.00   | 65      | OTRAS DEDUCCIONES | 81.79                    | PGR1 PERC GRAVADA TIPO 1    | 9,993.87  |
| 04         | PRIMA QUINQUENAL        | 1,037.22 |         |                   |                          | PERC TOTAL PERCEPCIONES     | 9,993.88  |
| 07         | PRIMA DE INSALUB        | 1,363.11 |         |                   |                          | DEDU TOTAL DEDUCCIONES      | 2,445.99  |
|            |                         |          |         |                   |                          | 3%FV 3% FONDO DE VIVIENDA   | 245.36    |
|            |                         |          |         |                   |                          | FOND FONDO PENSIONES EMPRES | 1,431.27  |
|            |                         |          |         |                   |                          | SEDARSEDAR                  | 163.57    |
|            |                         |          |         |                   |                          | PVAC PROVISION DE PRIMA VAC | 122.69    |
|            |                         |          |         |                   |                          | AGUI PROVISION AGUINALDO    | 1,226.94  |
|            |                         |          |         |                   |                          | TOTA NOMINA EN EFECTIVO     | 7,547.89  |
| 80-194-006 | LEON CUBILLO EFREN      |          |         |                   |                          |                             |           |
| T.EMP:     | PERMANENTE              | 527.77   |         | 783.35            | JEFE DE PLANTA B         |                             |           |
| 01         | SUELDO BASE             | 7,916.55 | 51      | ISR               | 1,728.93                 | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02         | AYUDA PARA DESPE        | 546.50   | 54      | FONDO PENSIONES   | 1,092.48                 | IMP1 ISR ART 96             | 1,728.93  |
| 03         | AYUDA PARA PASAJ        | 339.50   | 65      | OTRAS DEDUCCIONES | 1,429.00                 | PGR1 PERC GRAVADA TIPO 1    | 11,423.08 |
| 04         | PRIMA QUINQUENAL        | 1,037.22 |         |                   |                          | PERC TOTAL PERCEPCIONES     | 11,423.08 |
| 07         | PRIMA DE INSALUB        | 1,583.31 |         |                   |                          | DEDU TOTAL DEDUCCIONES      | 4,250.41  |
|            |                         |          |         |                   |                          | 3%FV 3% FONDO DE VIVIENDA   | 285.00    |
|            |                         |          |         |                   |                          | FOND FONDO PENSIONES EMPRES | 1,662.48  |
|            |                         |          |         |                   |                          | SEDARSEDAR                  | 190.00    |
|            |                         |          |         |                   |                          | PVAC PROVISION DE PRIMA VAC | 142.27    |
|            |                         |          |         |                   |                          | AGUI PROVISION AGUINALDO    | 1,422.72  |
|            |                         |          |         |                   |                          | TOTA NOMINA EN EFECTIVO     | 7,172.67  |
| 810-002    | JACINTO ALVAREZ NICOLAS |          |         |                   |                          |                             |           |
| T.EMP:     | PERMANENTE              | 550.40   |         | 882.68            | AUXILIAR DE NORMATIVIDAD |                             |           |
| 01         | SUELDO BASE             | 8,256.00 | 51      | ISR               | 1,707.41                 | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02         | AYUDA PARA DESPE        | 557.00   | 54      | FONDO PENSIONES   | 1,139.33                 | IMP1 ISR ART 96             | 1,707.41  |
| 03         | AYUDA PARA PASAJ        | 339.50   | 65      | OTRAS DEDUCCIONES | 3,423.07                 | PGR1 PERC GRAVADA TIPO 1    | 11,322.31 |
| 04         | PRIMA QUINQUENAL        | 518.61   |         |                   |                          | PERC TOTAL PERCEPCIONES     | 11,322.31 |
| 07         | PRIMA DE INSALUB        | 1,651.20 |         |                   |                          | DEDU TOTAL DEDUCCIONES      | 6,269.81  |
|            |                         |          |         |                   |                          | 3%FV 3% FONDO DE VIVIENDA   | 297.22    |
|            |                         |          |         |                   |                          | FOND FONDO PENSIONES EMPRES | 1,733.76  |
|            |                         |          |         |                   |                          | SEDARSEDAR                  | 198.14    |
|            |                         |          |         |                   |                          | PVAC PROVISION DE PRIMA VAC | 148.00    |
|            |                         |          |         |                   |                          | AGUI PROVISION AGUINALDO    | 1,479.96  |
|            |                         |          |         |                   |                          | TOTA NOMINA EN EFECTIVO     | 5,052.50  |

| Clave      | Nombre                           | S.Diario  | S.Integ | PERCEPCIONES      | DEDUCCIONES          | CONCEPTOS                            |
|------------|----------------------------------|-----------|---------|-------------------|----------------------|--------------------------------------|
| 810-003    | VAZQUEZ NERI OSCAR               |           |         |                   |                      |                                      |
| T.EMP:     | PERMANENTE                       | 550.40    |         |                   | 821.14AUXILIAR DE    | NORMATIVIDAD                         |
| 01         | SUELDO BASE                      | 8,256.00  | 51      | ISR               | 1,707.41             | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | AYUDA PARA DESPE                 | 557.00    | 54      | FONDO PENSIONES   | 1,139.33             | IMP1 ISR ART 96 1,707.41             |
| 03         | AYUDA PARA PASAJ                 | 339.50    | 65      | OTRAS DEDUCCIONES | 7,544.05             | PGR1 PERC GRAVADA TIPO 1 11,322.31   |
| 04         | PRIMA QUINQUENAL                 | 518.61    |         |                   |                      | PERC TOTAL PERCEPCIONES 11,322.31    |
| 07         | PRIMA DE INSALUB                 | 1,651.20  |         |                   |                      | DEDU TOTAL DEDUCCIONES 10,390.79     |
|            |                                  |           |         |                   |                      | 3%FV 3% FONDO DE VIVIENDA 297.22     |
|            |                                  |           |         |                   |                      | FOND FONDO PENSIONES EMPRES 1,733.76 |
|            |                                  |           |         |                   |                      | SEDARSEDAR 198.14                    |
|            |                                  |           |         |                   |                      | PVAC PROVISION DE PRIMA VAC 148.00   |
|            |                                  |           |         |                   |                      | AGUI PROVISION AGUINALDO 1,479.96    |
|            |                                  |           |         |                   |                      | TOTA NOMINA EN EFECTIVO 931.52       |
| 810-005    | PEREZ PEREZ ALONDRA ELIZABETH    |           |         |                   |                      |                                      |
| T.EMP:     | PERMANENTE                       | 492.07    |         |                   | 873.32AUXILIAR DE    | LABORATORIO                          |
| 01         | SUELDO BASE                      | 7,381.05  | 51      | ISR               | 1,464.45             | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | AYUDA PARA DESPE                 | 478.50    | 54      | FONDO PENSIONES   | 1,018.58             | IMP1 ISR ART 96 1,464.45             |
| 03         | AYUDA PARA PASAJ                 | 330.50    | 65      | OTRAS DEDUCCIONES | 3,929.80             | PGR1 PERC GRAVADA TIPO 1 10,184.87   |
| 04         | PRIMA QUINQUENAL                 | 518.61    |         |                   |                      | PERC TOTAL PERCEPCIONES 10,184.87    |
| 07         | PRIMA DE INSALUB                 | 1,476.21  |         |                   |                      | DEDU TOTAL DEDUCCIONES 6,412.83      |
|            |                                  |           |         |                   |                      | 3%FV 3% FONDO DE VIVIENDA 265.72     |
|            |                                  |           |         |                   |                      | FOND FONDO PENSIONES EMPRES 1,550.02 |
|            |                                  |           |         |                   |                      | SEDARSEDAR 177.15                    |
|            |                                  |           |         |                   |                      | PVAC PROVISION DE PRIMA VAC 132.41   |
|            |                                  |           |         |                   |                      | AGUI PROVISION AGUINALDO 1,324.15    |
|            |                                  |           |         |                   |                      | TOTA NOMINA EN EFECTIVO 3,772.04     |
| 810-008    | JIMENEZ BAUTISTA PABLO ALEJANDRO |           |         |                   |                      |                                      |
| T.EMP:     | PERMANENTE                       | 675.73    |         |                   | 819.96Jefe de Planta | Potabilizadora El Salto              |
| 01         | SUELDO BASE                      | 10,136.00 | 51      | ISR               | 1,686.94             | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | AYUDA PARA DESPE                 | 603.00    | 54      | FONDO PENSIONES   | 1,165.64             | IMP1 ISR ART 96 1,686.94             |
| 03         | AYUDA PARA PASAJ                 | 487.50    | 65      | OTRAS DEDUCCIONES | 2,659.00             | PGR1 PERC GRAVADA TIPO 1 11,226.50   |
|            |                                  |           |         |                   |                      | PERC TOTAL PERCEPCIONES 11,226.50    |
|            |                                  |           |         |                   |                      | DEDU TOTAL DEDUCCIONES 5,511.58      |
|            |                                  |           |         |                   |                      | 3%FV 3% FONDO DE VIVIENDA 304.08     |
|            |                                  |           |         |                   |                      | FOND FONDO PENSIONES EMPRES 1,773.80 |
|            |                                  |           |         |                   |                      | SEDARSEDAR 202.72                    |
|            |                                  |           |         |                   |                      | PVAC PROVISION DE PRIMA VAC 153.79   |
|            |                                  |           |         |                   |                      | AGUI PROVISION AGUINALDO 1,537.88    |
|            |                                  |           |         |                   |                      | TOTA NOMINA EN EFECTIVO 5,714.92     |
| 81-194-003 | HERNANDEZ SUAREZ JOSE ANTONIO    |           |         |                   |                      |                                      |
| T.EMP:     | PERMANENTE                       | 454.37    |         |                   | 1,012.21OPERADOR A   |                                      |
| 01         | SUELDO BASE                      | 6,815.55  | 51      | ISR               | 1,423.65             | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | AYUDA PARA DESPE                 | 463.00    | 54      | FONDO PENSIONES   | 940.55               | IMP1 ISR ART 96 1,423.65             |
| 03         | AYUDA PARA PASAJ                 | 315.00    | 65      | OTRAS DEDUCCIONES | 4,171.79             | PGR1 PERC GRAVADA TIPO 1 9,993.87    |
| 04         | PRIMA QUINQUENAL                 | 1,037.22  |         |                   |                      | PERC TOTAL PERCEPCIONES 9,993.88     |
| 07         | PRIMA DE INSALUB                 | 1,363.11  |         |                   |                      | DEDU TOTAL DEDUCCIONES 6,535.99      |
|            |                                  |           |         |                   |                      | 3%FV 3% FONDO DE VIVIENDA 245.36     |
|            |                                  |           |         |                   |                      | FOND FONDO PENSIONES EMPRES 1,431.27 |
|            |                                  |           |         |                   |                      | SEDARSEDAR 163.57                    |
|            |                                  |           |         |                   |                      | PVAC PROVISION DE PRIMA VAC 122.69   |
|            |                                  |           |         |                   |                      | AGUI PROVISION AGUINALDO 1,226.94    |
|            |                                  |           |         |                   |                      | TOTA NOMINA EN EFECTIVO 3,457.89     |
| 81-194-004 | HERNANDEZ SUAREZ GERARDO         |           |         |                   |                      |                                      |

| Clave   | Nombre                         | S.Diario | S.Integ  | PERCEPCIONES        | DEDUCCIONES | CONCEPTOS                            |
|---------|--------------------------------|----------|----------|---------------------|-------------|--------------------------------------|
| -----   |                                |          |          |                     |             |                                      |
| T.EMP:  | PERMANENTE                     | 454.37   | 1,007.32 | OPERADOR A          |             |                                      |
| 01      | SUELDO BASE                    | 6,815.55 | 51       | ISR                 | 1,423.65    | DVIG DIAS DE VIGENCIA 15.00          |
| 02      | AYUDA PARA DESPE               | 463.00   | 54       | FONDO PENSIONES     | 940.55      | IMP1 ISR ART 96 1,423.65             |
| 03      | AYUDA PARA PASAJ               | 315.00   | 65       | OTRAS DEDUCCIONES   | 2,878.65    | PGR1 PERC GRAVADA TIPO 1 9,993.87    |
| 04      | PRIMA QUINQUENAL               | 1,037.22 |          |                     |             | PERC TOTAL PERCEPCIONES 9,993.88     |
| 07      | PRIMA DE INSALUB               | 1,363.11 |          |                     |             | DEDU TOTAL DEDUCCIONES 5,242.85      |
|         |                                |          |          |                     |             | 3%FV 3% FONDO DE VIVIENDA 245.36     |
|         |                                |          |          |                     |             | FOND FONDO PENSIONES EMPRES 1,431.27 |
|         |                                |          |          |                     |             | SEDARSEDAR 163.57                    |
|         |                                |          |          |                     |             | PVAC PROVISION DE PRIMA VAC 122.69   |
|         |                                |          |          |                     |             | AGUI PROVISION AGUINALDO 1,226.94    |
|         |                                |          |          |                     |             | TOTA NOMINA EN EFECTIVO 4,751.03     |
|         |                                |          |          |                     |             |                                      |
| 820-004 | HERNANDEZ GALVEZ JOSE MIGUEL   |          |          |                     |             |                                      |
| T.EMP:  | PERMANENTE                     | 437.77   | 642.05   | OPERADOR B          |             |                                      |
| 01      | SUELDO BASE                    | 6,566.55 | 51       | ISR                 | 1,246.38    | DVIG DIAS DE VIGENCIA 15.00          |
| 02      | AYUDA PARA DESPE               | 457.50   | 54       | FONDO PENSIONES     | 906.18      | IMP1 ISR ART 96 1,246.38             |
| 03      | AYUDA PARA PASAJ               | 308.00   | 65       | OTRAS DEDUCCIONES   | 78.80       | PGR1 PERC GRAVADA TIPO 1 9,163.96    |
| 04      | PRIMA QUINQUENAL               | 518.61   |          |                     |             | PERC TOTAL PERCEPCIONES 9,163.97     |
| 07      | PRIMA DE INSALUB               | 1,313.31 |          |                     |             | DEDU TOTAL DEDUCCIONES 2,231.36      |
|         |                                |          |          |                     |             | 3%FV 3% FONDO DE VIVIENDA 236.40     |
|         |                                |          |          |                     |             | FOND FONDO PENSIONES EMPRES 1,378.98 |
|         |                                |          |          |                     |             | SEDARSEDAR 157.60                    |
|         |                                |          |          |                     |             | PVAC PROVISION DE PRIMA VAC 118.43   |
|         |                                |          |          |                     |             | AGUI PROVISION AGUINALDO 1,184.30    |
|         |                                |          |          |                     |             | TOTA NOMINA EN EFECTIVO 6,932.61     |
|         |                                |          |          |                     |             |                                      |
| 820-005 | FIGUEROA VARGAS BENITO ANTONIO |          |          |                     |             |                                      |
| T.EMP:  | PERMANENTE                     | 454.37   | 677.75   | OPERADOR A          |             |                                      |
| 01      | SUELDO BASE                    | 6,815.55 | 51       | ISR                 | 1,375.27    | DVIG DIAS DE VIGENCIA 15.00          |
| 02      | AYUDA PARA DESPE               | 463.00   | 51       | ISR PRIMA DOMINICAL | 56.67       | 75D CAJA DE AHORRO SUTCEAP 1,000.00  |
| 03      | AYUDA PARA PASAJ               | 315.00   | 54       | FONDO PENSIONES     | 940.55      | EX19 EXENTO PRIMA DOMINICAL 481.10   |
| 04      | PRIMA QUINQUENAL               | 518.61   | 65       | OTRAS DEDUCCIONES   | 1,967.79    | IMP1 ISR ART 96 1,312.88             |
| 07      | PRIMA DE INSALUB               | 1,363.11 |          |                     |             | IMP2 ISR Reglamento ISR 119.06       |
| 19      | PRIMA DOMINICAL                | 746.39   |          |                     |             | EXEN BASE EXENTA 481.10              |
|         |                                |          |          |                     |             | PGR1 PERC GRAVADA TIPO 1 9,475.27    |
|         |                                |          |          |                     |             | PGR2 PERC GRAVADA TIPO 2 265.28      |
|         |                                |          |          |                     |             | PERC TOTAL PERCEPCIONES 10,221.66    |
|         |                                |          |          |                     |             | DEDU TOTAL DEDUCCIONES 4,340.28      |
|         |                                |          |          |                     |             | 3%FV 3% FONDO DE VIVIENDA 245.36     |
|         |                                |          |          |                     |             | FOND FONDO PENSIONES EMPRES 1,431.27 |
|         |                                |          |          |                     |             | SEDARSEDAR 163.57                    |
|         |                                |          |          |                     |             | PVAC PROVISION DE PRIMA VAC 122.69   |
|         |                                |          |          |                     |             | AGUI PROVISION AGUINALDO 1,226.94    |
|         |                                |          |          |                     |             | TOTA NOMINA EN EFECTIVO 5,881.38     |
|         |                                |          |          |                     |             |                                      |
| 820-013 | CISNEROS ALVAREZ CESAR ISRAEL  |          |          |                     |             |                                      |
| T.EMP:  | PERMANENTE                     | 437.77   | 642.05   | OPERADOR B          |             |                                      |
| 01      | SUELDO BASE                    | 6,566.55 | 51       | ISR                 | 1,246.38    | DVIG DIAS DE VIGENCIA 15.00          |
| 02      | AYUDA PARA DESPE               | 457.50   | 54       | FONDO PENSIONES     | 906.18      | IMP1 ISR ART 96 1,246.38             |
| 03      | AYUDA PARA PASAJ               | 308.00   | 65       | OTRAS DEDUCCIONES   | 3,066.80    | PGR1 PERC GRAVADA TIPO 1 9,163.96    |
| 04      | PRIMA QUINQUENAL               | 518.61   |          |                     |             | PERC TOTAL PERCEPCIONES 9,163.97     |
| 07      | PRIMA DE INSALUB               | 1,313.31 |          |                     |             | DEDU TOTAL DEDUCCIONES 5,219.36      |
|         |                                |          |          |                     |             | 3%FV 3% FONDO DE VIVIENDA 236.40     |
|         |                                |          |          |                     |             | FOND FONDO PENSIONES EMPRES 1,378.98 |
|         |                                |          |          |                     |             | SEDARSEDAR 157.60                    |
|         |                                |          |          |                     |             | PVAC PROVISION DE PRIMA VAC 118.43   |
|         |                                |          |          |                     |             | AGUI PROVISION AGUINALDO 1,184.30    |

| Clave   | Nombre                         | S.Diario | S.Integ | PERCEPCIONES        | DEDUCCIONES | CONCEPTOS                   |           |
|---------|--------------------------------|----------|---------|---------------------|-------------|-----------------------------|-----------|
|         |                                |          |         |                     |             | TOTA NOMINA EN EFECTIVO     | 3,944.61  |
| 820-017 | OSORIO SOTO MARTIN ERNESTO     |          |         |                     |             |                             |           |
| T.EMP:  | PERMANENTE                     | 437.77   | 728.74  | OPERADOR B          |             |                             |           |
| 01      | SUELDO BASE                    | 6,566.55 | 51      | ISR                 | 1,246.38    | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02      | AYUDA PARA DESPE               | 457.50   | 54      | FONDO PENSIONES     | 906.18      | IMP1 ISR ART 96             | 1,246.38  |
| 03      | AYUDA PARA PASAJ               | 308.00   | 65      | OTRAS DEDUCCIONES   | 2,248.80    | PGR1 PERC GRAVADA TIPO 1    | 9,163.96  |
| 04      | PRIMA QUINQUENAL               | 518.61   |         |                     |             | PERC TOTAL PERCEPCIONES     | 9,163.97  |
| 07      | PRIMA DE INSALUB               | 1,313.31 |         |                     |             | DEDU TOTAL DEDUCCIONES      | 4,401.36  |
|         |                                |          |         |                     |             | 3%FV 3% FONDO DE VIVIENDA   | 236.40    |
|         |                                |          |         |                     |             | FOND FONDO PENSIONES EMPRES | 1,378.98  |
|         |                                |          |         |                     |             | SEDARSEDAR                  | 157.60    |
|         |                                |          |         |                     |             | PVAC PROVISION DE PRIMA VAC | 118.43    |
|         |                                |          |         |                     |             | AGUI PROVISION AGUINALDO    | 1,184.30  |
|         |                                |          |         |                     |             | TOTA NOMINA EN EFECTIVO     | 4,762.61  |
| 820-018 | DIAZ RIVAS LUIS FRANCISCO      |          |         |                     |             |                             |           |
| T.EMP:  | PERMANENTE                     | 454.37   | 800.96  | OPERADOR A          |             |                             |           |
| 01      | SUELDO BASE                    | 6,815.55 | 51      | ISR                 | 1,312.88    | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02      | AYUDA PARA DESPE               | 463.00   | 54      | FONDO PENSIONES     | 940.55      | IMP1 ISR ART 96             | 1,312.88  |
| 03      | AYUDA PARA PASAJ               | 315.00   | 65      | OTRAS DEDUCCIONES   | 81.79       | PGR1 PERC GRAVADA TIPO 1    | 9,475.27  |
| 04      | PRIMA QUINQUENAL               | 518.61   |         |                     |             | PERC TOTAL PERCEPCIONES     | 9,475.27  |
| 07      | PRIMA DE INSALUB               | 1,363.11 |         |                     |             | DEDU TOTAL DEDUCCIONES      | 2,335.22  |
|         |                                |          |         |                     |             | 3%FV 3% FONDO DE VIVIENDA   | 245.36    |
|         |                                |          |         |                     |             | FOND FONDO PENSIONES EMPRES | 1,431.27  |
|         |                                |          |         |                     |             | SEDARSEDAR                  | 163.57    |
|         |                                |          |         |                     |             | PVAC PROVISION DE PRIMA VAC | 122.69    |
|         |                                |          |         |                     |             | AGUI PROVISION AGUINALDO    | 1,226.94  |
|         |                                |          |         |                     |             | TOTA NOMINA EN EFECTIVO     | 7,140.05  |
| 820-019 | SAAVEDRA ARREGUIN LUIS ENRIQUE |          |         |                     |             |                             |           |
| T.EMP:  | PERMANENTE                     | 492.07   | 872.30  | JEFE DE PLANTA C    |             |                             |           |
| 01      | SUELDO BASE                    | 7,381.05 | 51      | ISR                 | 1,510.23    | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02      | AYUDA PARA DESPE               | 478.50   | 51PD    | ISR PRIMA DOMINICAL | 41.58       | EX19 EXENTO PRIMA DOMINICAL | 288.66    |
| 03      | AYUDA PARA PASAJ               | 330.50   | 54      | FONDO PENSIONES     | 1,018.58    | IMP1 ISR ART 96             | 1,464.45  |
| 04      | PRIMA QUINQUENAL               | 518.61   | 65      | OTRAS DEDUCCIONES   | 2,764.57    | IMP2 ISR Reglamento ISR     | 87.36     |
| 07      | PRIMA DE INSALUB               | 1,476.21 |         |                     |             | EXEN BASE EXENTA            | 288.66    |
| 19      | PRIMA DOMINICAL                | 483.31   |         |                     |             | PGR1 PERC GRAVADA TIPO 1    | 10,184.87 |
|         |                                |          |         |                     |             | PGR2 PERC GRAVADA TIPO 2    | 194.64    |
|         |                                |          |         |                     |             | PERC TOTAL PERCEPCIONES     | 10,668.18 |
|         |                                |          |         |                     |             | DEDU TOTAL DEDUCCIONES      | 5,334.96  |
|         |                                |          |         |                     |             | 3%FV 3% FONDO DE VIVIENDA   | 265.72    |
|         |                                |          |         |                     |             | FOND FONDO PENSIONES EMPRES | 1,550.02  |
|         |                                |          |         |                     |             | SEDARSEDAR                  | 177.15    |
|         |                                |          |         |                     |             | PVAC PROVISION DE PRIMA VAC | 132.41    |
|         |                                |          |         |                     |             | AGUI PROVISION AGUINALDO    | 1,324.15  |
|         |                                |          |         |                     |             | TOTA NOMINA EN EFECTIVO     | 5,333.22  |
| 820-021 | NUÑEZ RAMIREZ EDUARDO          |          |         |                     |             |                             |           |
| T.EMP:  | PERMANENTE                     | 437.77   | 724.02  | OPERADOR B          |             |                             |           |
| 01      | SUELDO BASE                    | 6,566.55 | 51      | ISR                 | 1,277.05    | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02      | AYUDA PARA DESPE               | 457.50   | 51PD    | ISR PRIMA DOMINICAL | 30.68       | 75D CAJA DE AHORRO SUTCEAP  | 150.00    |
| 03      | AYUDA PARA PASAJ               | 308.00   | 54      | FONDO PENSIONES     | 906.18      | EX19 EXENTO PRIMA DOMINICAL | 288.66    |
| 04      | PRIMA QUINQUENAL               | 518.61   | 65      | OTRAS DEDUCCIONES   | 228.80      | IMP1 ISR ART 96             | 1,246.38  |
| 07      | PRIMA DE INSALUB               | 1,313.31 |         |                     |             | IMP2 ISR Reglamento ISR     | 61.35     |
| 19      | PRIMA DOMINICAL                | 432.27   |         |                     |             | EXEN BASE EXENTA            | 288.66    |
|         |                                |          |         |                     |             | PGR1 PERC GRAVADA TIPO 1    | 9,163.96  |
|         |                                |          |         |                     |             | PGR2 PERC GRAVADA TIPO 2    | 143.60    |

| Clave   | Nombre                          | S.Diario | S.Integ | PERCEPCIONES        | DEDUCCIONES | CONCEPTOS                            |
|---------|---------------------------------|----------|---------|---------------------|-------------|--------------------------------------|
|         |                                 |          |         |                     |             | PERC TOTAL PERCEPCIONES 9,596.24     |
|         |                                 |          |         |                     |             | DEDU TOTAL DEDUCCIONES 2,442.71      |
|         |                                 |          |         |                     |             | 3%FV 3% FONDO DE VIVIENDA 236.40     |
|         |                                 |          |         |                     |             | FOND FONDO PENSIONES EMPRES 1,378.98 |
|         |                                 |          |         |                     |             | SEDARSEDAR 157.60                    |
|         |                                 |          |         |                     |             | PVAC PROVISION DE PRIMA VAC 118.43   |
|         |                                 |          |         |                     |             | AGUI PROVISION AGUINALDO 1,184.30    |
|         |                                 |          |         |                     |             | TOTA NOMINA EN EFECTIVO 7,153.53     |
| 820-023 | GONZALEZ ZARAGOZA ALDO ROMAN    |          |         |                     |             |                                      |
| T.EMP:  | PERMANENTE                      | 454.37   |         |                     | 759.29      | OPERADOR A                           |
| 01      | SUELDO BASE                     | 6,815.55 | 51      | ISR                 | 1,375.27    | DVIG DIAS DE VIGENCIA 15.00          |
| 02      | AYUDA PARA DESPE                | 463.00   | 51      | ISR PRIMA DOMINICAL | 56.67       | EX19 EXENTO PRIMA DOMINICAL 481.10   |
| 03      | AYUDA PARA PASAJ                | 315.00   | 54      | FONDO PENSIONES     | 940.55      | IMP1 ISR ART 96 1,312.88             |
| 04      | PRIMA QUINQUENAL                | 518.61   | 65      | OTRAS DEDUCCIONES   | 81.79       | IMP2 ISR Reglamento ISR 119.06       |
| 07      | PRIMA DE INSALUB                | 1,363.11 |         |                     |             | EXEN BASE EXENTA 481.10              |
| 19      | PRIMA DOMINICAL                 | 746.39   |         |                     |             | PGR1 PERC GRAVADA TIPO 1 9,475.27    |
|         |                                 |          |         |                     |             | PGR2 PERC GRAVADA TIPO 2 265.28      |
|         |                                 |          |         |                     |             | PERC TOTAL PERCEPCIONES 10,221.66    |
|         |                                 |          |         |                     |             | DEDU TOTAL DEDUCCIONES 2,454.28      |
|         |                                 |          |         |                     |             | 3%FV 3% FONDO DE VIVIENDA 245.36     |
|         |                                 |          |         |                     |             | FOND FONDO PENSIONES EMPRES 1,431.27 |
|         |                                 |          |         |                     |             | SEDARSEDAR 163.57                    |
|         |                                 |          |         |                     |             | PVAC PROVISION DE PRIMA VAC 122.69   |
|         |                                 |          |         |                     |             | AGUI PROVISION AGUINALDO 1,226.94    |
|         |                                 |          |         |                     |             | TOTA NOMINA EN EFECTIVO 7,767.38     |
| 820-029 | ZEPEDA RUIZ JORGE ALBERTO       |          |         |                     |             |                                      |
| T.EMP:  | PERMANENTE                      | 454.37   |         |                     | 747.47      | OPERADOR A                           |
| 01      | SUELDO BASE                     | 6,815.55 | 51      | ISR                 | 1,312.88    | DVIG DIAS DE VIGENCIA 15.00          |
| 02      | AYUDA PARA DESPE                | 463.00   | 54      | FONDO PENSIONES     | 940.55      | IMP1 ISR ART 96 1,312.88             |
| 03      | AYUDA PARA PASAJ                | 315.00   | 65      | OTRAS DEDUCCIONES   | 2,731.25    | PGR1 PERC GRAVADA TIPO 1 9,475.27    |
| 04      | PRIMA QUINQUENAL                | 518.61   |         |                     |             | PERC TOTAL PERCEPCIONES 9,475.27     |
| 07      | PRIMA DE INSALUB                | 1,363.11 |         |                     |             | DEDU TOTAL DEDUCCIONES 4,984.68      |
|         |                                 |          |         |                     |             | 3%FV 3% FONDO DE VIVIENDA 245.36     |
|         |                                 |          |         |                     |             | FOND FONDO PENSIONES EMPRES 1,431.27 |
|         |                                 |          |         |                     |             | SEDARSEDAR 163.57                    |
|         |                                 |          |         |                     |             | PVAC PROVISION DE PRIMA VAC 122.69   |
|         |                                 |          |         |                     |             | AGUI PROVISION AGUINALDO 1,226.94    |
|         |                                 |          |         |                     |             | TOTA NOMINA EN EFECTIVO 4,490.59     |
| 820-030 | ORTEGA SANTIAGO ALONSO EMMANUEL |          |         |                     |             |                                      |
| T.EMP:  | PERMANENTE                      | 550.40   |         |                     | 883.44      | TECNICO EN POTABILIZACION            |
| 01      | SUELDO BASE                     | 8,256.00 | 51      | ISR                 | 1,707.41    | DVIG DIAS DE VIGENCIA 15.00          |
| 02      | AYUDA PARA DESPE                | 557.00   | 54      | FONDO PENSIONES     | 1,139.33    | IMP1 ISR ART 96 1,707.41             |
| 03      | AYUDA PARA PASAJ                | 339.50   | 65      | OTRAS DEDUCCIONES   | 2,522.07    | PGR1 PERC GRAVADA TIPO 1 11,322.31   |
| 04      | PRIMA QUINQUENAL                | 518.61   |         |                     |             | PERC TOTAL PERCEPCIONES 11,322.31    |
| 07      | PRIMA DE INSALUB                | 1,651.20 |         |                     |             | DEDU TOTAL DEDUCCIONES 5,368.81      |
|         |                                 |          |         |                     |             | 3%FV 3% FONDO DE VIVIENDA 297.22     |
|         |                                 |          |         |                     |             | FOND FONDO PENSIONES EMPRES 1,733.76 |
|         |                                 |          |         |                     |             | SEDARSEDAR 198.14                    |
|         |                                 |          |         |                     |             | PVAC PROVISION DE PRIMA VAC 148.00   |
|         |                                 |          |         |                     |             | AGUI PROVISION AGUINALDO 1,479.96    |
|         |                                 |          |         |                     |             | TOTA NOMINA EN EFECTIVO 5,953.50     |
| 820-031 | BUSTOS MONCAYO JOSE ARTURO      |          |         |                     |             |                                      |
| T.EMP:  | PERMANENTE                      | 454.37   |         |                     | 759.71      | OPERADOR A                           |
| 01      | SUELDO BASE                     | 6,815.55 | 51      | ISR                 | 1,337.84    | DVIG DIAS DE VIGENCIA 15.00          |

| Clave   | Nombre                     | S.Diario | S.Integ | PERCEPCIONES        | DEDUCCIONES | CONCEPTOS                   |          |
|---------|----------------------------|----------|---------|---------------------|-------------|-----------------------------|----------|
| 02      | AYUDA PARA DESPE           | 463.00   | 51PD    | ISR PRIMA DOMINICAL | 22.67       | EX19 EXENTO PRIMA DOMINICAL | 192.44   |
| 03      | AYUDA PARA PASAJ           | 315.00   | 54      | FONDO PENSIONES     | 940.55      | IMP1 ISR ART 96             | 1,312.88 |
| 04      | PRIMA QUINQUENAL           | 518.61   | 65      | OTRAS DEDUCCIONES   | 3,587.79    | IMP2 ISR Reglamento ISR     | 47.63    |
| 07      | PRIMA DE INSALUB           | 1,363.11 |         |                     |             | EXEN BASE EXENTA            | 192.44   |
| 19      | PRIMA DOMINICAL            | 298.56   |         |                     |             | PGR1 PERC GRAVADA TIPO 1    | 9,475.27 |
|         |                            |          |         |                     |             | PGR2 PERC GRAVADA TIPO 2    | 106.12   |
|         |                            |          |         |                     |             | PERC TOTAL PERCEPCIONES     | 9,773.83 |
|         |                            |          |         |                     |             | DEDU TOTAL DEDUCCIONES      | 5,888.85 |
|         |                            |          |         |                     |             | 3%FV 3% FONDO DE VIVIENDA   | 245.36   |
|         |                            |          |         |                     |             | FOND FONDO PENSIONES EMPRES | 1,431.27 |
|         |                            |          |         |                     |             | SEDARSEDAR                  | 163.57   |
|         |                            |          |         |                     |             | PVAC PROVISION DE PRIMA VAC | 122.69   |
|         |                            |          |         |                     |             | AGUI PROVISION AGUINALDO    | 1,226.94 |
|         |                            |          |         |                     |             | TOTA NOMINA EN EFECTIVO     | 3,884.98 |
| 820-032 | MARTINEZ ALVAREZ ALEJANDRO |          |         |                     |             |                             |          |
| T.EMP:  | PERMANENTE                 | 437.77   |         | 728.74              | OPERADOR B  |                             |          |
| 01      | SUELDO BASE                | 6,566.55 | 51      | ISR                 | 1,287.28    | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02      | AYUDA PARA DESPE           | 457.50   | 51PD    | ISR PRIMA DOMINICAL | 40.90       | EX19 EXENTO PRIMA DOMINICAL | 384.88   |
| 03      | AYUDA PARA PASAJ           | 308.00   | 54      | FONDO PENSIONES     | 906.18      | IMP1 ISR ART 96             | 1,246.38 |
| 04      | PRIMA QUINQUENAL           | 518.61   | 65      | OTRAS DEDUCCIONES   | 2,509.79    | IMP2 ISR Reglamento ISR     | 81.80    |
| 07      | PRIMA DE INSALUB           | 1,313.31 |         |                     |             | EXEN BASE EXENTA            | 384.88   |
| 19      | PRIMA DOMINICAL            | 576.36   |         |                     |             | PGR1 PERC GRAVADA TIPO 1    | 9,163.96 |
|         |                            |          |         |                     |             | PGR2 PERC GRAVADA TIPO 2    | 191.48   |
|         |                            |          |         |                     |             | PERC TOTAL PERCEPCIONES     | 9,740.33 |
|         |                            |          |         |                     |             | DEDU TOTAL DEDUCCIONES      | 4,744.15 |
|         |                            |          |         |                     |             | 3%FV 3% FONDO DE VIVIENDA   | 236.40   |
|         |                            |          |         |                     |             | FOND FONDO PENSIONES EMPRES | 1,378.98 |
|         |                            |          |         |                     |             | SEDARSEDAR                  | 157.60   |
|         |                            |          |         |                     |             | PVAC PROVISION DE PRIMA VAC | 118.43   |
|         |                            |          |         |                     |             | AGUI PROVISION AGUINALDO    | 1,184.30 |
|         |                            |          |         |                     |             | TOTA NOMINA EN EFECTIVO     | 4,996.18 |
| 820-037 | ORNELAS HERRERA RICARDO    |          |         |                     |             |                             |          |
| T.EMP:  | PERMANENTE                 | 437.77   |         | 637.40              | OPERADOR B  |                             |          |
| 01      | SUELDO BASE                | 6,566.55 | 51      | ISR                 | 1,209.46    | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02      | AYUDA PARA DESPE           | 457.50   | 54      | FONDO PENSIONES     | 906.18      | 75D CAJA DE AHORRO SUTCEAP  | 1,000.00 |
| 03      | AYUDA PARA PASAJ           | 308.00   | 65      | OTRAS DEDUCCIONES   | 1,078.80    | IMP1 ISR ART 96             | 1,209.46 |
| 04      | PRIMA QUINQUENAL           | 345.74   |         |                     |             | PGR1 PERC GRAVADA TIPO 1    | 8,991.10 |
| 07      | PRIMA DE INSALUB           | 1,313.31 |         |                     |             | PERC TOTAL PERCEPCIONES     | 8,991.10 |
|         |                            |          |         |                     |             | DEDU TOTAL DEDUCCIONES      | 3,194.44 |
|         |                            |          |         |                     |             | 3%FV 3% FONDO DE VIVIENDA   | 236.40   |
|         |                            |          |         |                     |             | FOND FONDO PENSIONES EMPRES | 1,378.98 |
|         |                            |          |         |                     |             | SEDARSEDAR                  | 157.60   |
|         |                            |          |         |                     |             | PVAC PROVISION DE PRIMA VAC | 118.43   |
|         |                            |          |         |                     |             | AGUI PROVISION AGUINALDO    | 1,184.30 |
|         |                            |          |         |                     |             | TOTA NOMINA EN EFECTIVO     | 5,796.66 |
| 820-040 | MEDINA OLGUIN ALFONSO      |          |         |                     |             |                             |          |
| T.EMP:  | PERMANENTE                 | 437.77   |         | 767.39              | OPERADOR B  |                             |          |
| 01      | SUELDO BASE                | 6,566.55 | 51      | ISR                 | 1,209.46    | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02      | AYUDA PARA DESPE           | 457.50   | 54      | FONDO PENSIONES     | 906.18      | IMP1 ISR ART 96             | 1,209.46 |
| 03      | AYUDA PARA PASAJ           | 308.00   | 65      | OTRAS DEDUCCIONES   | 5,151.01    | PGR1 PERC GRAVADA TIPO 1    | 8,991.10 |
| 04      | PRIMA QUINQUENAL           | 345.74   |         |                     |             | PERC TOTAL PERCEPCIONES     | 8,991.10 |
| 07      | PRIMA DE INSALUB           | 1,313.31 |         |                     |             | DEDU TOTAL DEDUCCIONES      | 7,266.65 |
|         |                            |          |         |                     |             | 3%FV 3% FONDO DE VIVIENDA   | 236.40   |
|         |                            |          |         |                     |             | FOND FONDO PENSIONES EMPRES | 1,378.98 |
|         |                            |          |         |                     |             | SEDARSEDAR                  | 157.60   |



| Clave   | Nombre                          | S.Diario | S.Integ | PERCEPCIONES        | DEDUCCIONES | CONCEPTOS                              |
|---------|---------------------------------|----------|---------|---------------------|-------------|--|
|         |                                 |          |         |                     |             | PVAC PROVISION DE PRIMA VAC 118.43     |
|         |                                 |          |         |                     |             | AGUI PROVISION AGUINALDO 1,184.30      |
|         |                                 |          |         |                     |             | TOTA NOMINA EN EFECTIVO 1,724.45       |
| 820-044 | MARTINEZ PADILLA JOSE LUIS      |          |         |                     |             |  |
| T.EMP:  | PERMANENTE                      | 454.37   |         |                     | 660.86      | OPERADOR A                             |
| 01      | SUELDO BASE                     | 6,815.55 | 51      | ISR                 | 1,275.95    | DVIG DIAS DE VIGENCIA 15.00            |
| 02      | AYUDA PARA DESPE                | 463.00   | 54      | FONDO PENSIONES     | 940.55      | IMP1 ISR ART 96 1,275.95               |
| 03      | AYUDA PARA PASAJ                | 315.00   | 65      | OTRAS DEDUCCIONES   | 81.79       | PGR1 PERC GRAVADA TIPO 1 9,302.40      |
| 04      | PRIMA QUINQUENAL                | 345.74   |         |                     |             | PERC TOTAL PERCEPCIONES 9,302.40       |
| 07      | PRIMA DE INSALUB                | 1,363.11 |         |                     |             | DEDU TOTAL DEDUCCIONES 2,298.29        |
|         |                                 |          |         |                     |             | 3%FV 3% FONDO DE VIVIENDA 245.36       |
|         |                                 |          |         |                     |             | FOND FONDO PENSIONES EMPRES 1,431.27   |
|         |                                 |          |         |                     |             | SEDARSEDAR 163.57                      |
|         |                                 |          |         |                     |             | PVAC PROVISION DE PRIMA VAC 122.69     |
|         |                                 |          |         |                     |             | AGUI PROVISION AGUINALDO 1,226.94      |
|         |                                 |          |         |                     |             | TOTA NOMINA EN EFECTIVO 7,004.11       |
| 820-045 | BASULTO FLORES DIEGO            |          |         |                     |             |  |
| T.EMP:  | PERMANENTE                      | 454.37   |         |                     | 668.21      | OPERADOR A                             |
| 01      | SUELDO BASE                     | 6,815.55 | 51      | ISR                 | 1,313.38    | DVIG DIAS DE VIGENCIA 15.00            |
| 02      | AYUDA PARA DESPE                | 463.00   | 51PD    | ISR PRIMA DOMINICAL | 34.00       | EX19 EXENTO PRIMA DOMINICAL 288.66     |
| 03      | AYUDA PARA PASAJ                | 315.00   | 54      | FONDO PENSIONES     | 940.55      | IMP1 ISR ART 96 1,275.95               |
| 04      | PRIMA QUINQUENAL                | 345.74   | 65      | OTRAS DEDUCCIONES   | 4,171.79    | IMP2 ISR Reglamento ISR 71.43          |
| 07      | PRIMA DE INSALUB                | 1,363.11 |         |                     |             | EXEN BASE EXENTA 288.66                |
| 19      | PRIMA DOMINICAL                 | 447.83   |         |                     |             | PGR1 PERC GRAVADA TIPO 1 9,302.40      |
|         |                                 |          |         |                     |             | PGR2 PERC GRAVADA TIPO 2 159.16        |
|         |                                 |          |         |                     |             | PERC TOTAL PERCEPCIONES 9,750.23       |
|         |                                 |          |         |                     |             | DEDU TOTAL DEDUCCIONES 6,459.72        |
|         |                                 |          |         |                     |             | 3%FV 3% FONDO DE VIVIENDA 245.36       |
|         |                                 |          |         |                     |             | FOND FONDO PENSIONES EMPRES 1,431.27   |
|         |                                 |          |         |                     |             | SEDARSEDAR 163.57                      |
|         |                                 |          |         |                     |             | PVAC PROVISION DE PRIMA VAC 122.69     |
|         |                                 |          |         |                     |             | AGUI PROVISION AGUINALDO 1,226.94      |
|         |                                 |          |         |                     |             | TOTA NOMINA EN EFECTIVO 3,290.51       |
| 820-046 | RODRIGUEZ AZPEITIA JOSE MARIO   |          |         |                     |             |  |
| T.EMP:  | PERMANENTE                      | 492.07   |         |                     | 714.11      | AUXILIAR DE INFORMACION Y ESTADISTICAS |
| 01      | SUELDO BASE                     | 7,381.05 | 51      | ISR                 | 1,427.52    | DVIG DIAS DE VIGENCIA 15.00            |
| 02      | AYUDA PARA DESPE                | 478.50   | 54      | FONDO PENSIONES     | 1,018.58    | 75D CAJA DE AHORRO SUTCEAP 600.00      |
| 03      | AYUDA PARA PASAJ                | 330.50   | 65      | OTRAS DEDUCCIONES   | 4,922.57    | IMP1 ISR ART 96 1,427.52               |
| 04      | PRIMA QUINQUENAL                | 345.74   |         |                     |             | PGR1 PERC GRAVADA TIPO 1 10,012.00     |
| 07      | PRIMA DE INSALUB                | 1,476.21 |         |                     |             | PERC TOTAL PERCEPCIONES 10,012.00      |
|         |                                 |          |         |                     |             | DEDU TOTAL DEDUCCIONES 7,368.67        |
|         |                                 |          |         |                     |             | 3%FV 3% FONDO DE VIVIENDA 265.72       |
|         |                                 |          |         |                     |             | FOND FONDO PENSIONES EMPRES 1,550.02   |
|         |                                 |          |         |                     |             | SEDARSEDAR 177.15                      |
|         |                                 |          |         |                     |             | PVAC PROVISION DE PRIMA VAC 132.41     |
|         |                                 |          |         |                     |             | AGUI PROVISION AGUINALDO 1,324.15      |
|         |                                 |          |         |                     |             | TOTA NOMINA EN EFECTIVO 2,643.33       |
| 820-048 | ANGUIANO FIGUEROA DAMIAN ALONSO |          |         |                     |             |  |
| T.EMP:  | PERMANENTE                      | 437.77   |         |                     | 649.22      | OPERADOR B                             |
| 01      | SUELDO BASE                     | 6,566.55 | 51      | ISR                 | 1,250.36    | DVIG DIAS DE VIGENCIA 15.00            |
| 02      | AYUDA PARA DESPE                | 457.50   | 51PD    | ISR PRIMA DOMINICAL | 40.90       | 75D CAJA DE AHORRO SUTCEAP 300.00      |
| 03      | AYUDA PARA PASAJ                | 308.00   | 54      | FONDO PENSIONES     | 906.18      | EX19 EXENTO PRIMA DOMINICAL 384.88     |
| 04      | PRIMA QUINQUENAL                | 345.74   | 65      | OTRAS DEDUCCIONES   | 4,674.75    | IMP1 ISR ART 96 1,209.46               |
| 07      | PRIMA DE INSALUB                | 1,313.31 |         |                     |             | IMP2 ISR Reglamento ISR 81.80          |

| Clave   | Nombre                           | S.Diario | S.Integ | PERCEPCIONES         | DEDUCCIONES             | CONCEPTOS   |
|---------|----------------------------------|----------|---------|----------------------|-------------------------|---|
| 19      | PRIMA DOMINICAL                  | 576.36   |         |                      |                         | EXEN BASE EXENTA 384.88<br>PGR1 PERC GRAVADA TIPO 1 8,991.10<br>PGR2 PERC GRAVADA TIPO 2 191.48<br>PERC TOTAL PERCEPCIONES 9,567.46<br>DEDU TOTAL DEDUCCIONES 6,872.19<br>3%FV 3% FONDO DE VIVIENDA 236.40<br>FOND FONDO PENSIONES EMPRES 1,378.98<br>SEDARSEDAR 157.60<br>PVAC PROVISION DE PRIMA VAC 118.43<br>AGUI PROVISION AGUINALDO 1,184.30<br>TOTA NOMINA EN EFECTIVO 2,695.27                              |
| 820-049 | SANCHEZ MUÑOZ DANIEL JOSUE       |          |         |                      |                         |   |
| T.EMP:  | PERMANENTE                       | 492.07   |         | 786.71               | AUXILIAR DE LABORATORIO |   |
| 01      | SUELDO BASE                      | 7,381.05 | 51      | ISR                  | 1,427.52                | DVIG DIAS DE VIGENCIA 15.00   |
| 02      | AYUDA PARA DESPE                 | 478.50   | 54      | FONDO PENSIONES      | 1,018.58                | 75D CAJA DE AHORRO SUTCEAP 100.00   |
| 03      | AYUDA PARA PASAJ                 | 330.50   | 76B     | PMO CAJA DE AHORRO S | 222.91                  | IMP1 ISR ART 96 1,427.52  |
| 04      | PRIMA QUINQUENAL                 | 345.74   | 65      | OTRAS DEDUCCIONES    | 6,486.90                | PGR1 PERC GRAVADA TIPO 1 10,012.00  |
| 07      | PRIMA DE INSALUB                 | 1,476.21 |         |                      |                         | PERC TOTAL PERCEPCIONES 10,012.00<br>DEDU TOTAL DEDUCCIONES 9,155.91<br>3%FV 3% FONDO DE VIVIENDA 265.72<br>FOND FONDO PENSIONES EMPRES 1,550.02<br>SEDARSEDAR 177.15<br>PVAC PROVISION DE PRIMA VAC 132.41<br>AGUI PROVISION AGUINALDO 1,324.15<br>TOTA NOMINA EN EFECTIVO 856.09  |
| 820-050 | DEL RIO ANGEL                    |          |         |                      |                         |   |
| T.EMP:  | PERMANENTE                       | 437.77   |         | 757.12               | OPERADOR B              |   |
| 01      | SUELDO BASE                      | 6,566.55 | 51      | ISR                  | 1,156.06                | DVIG DIAS DE VIGENCIA 15.00   |
| 02      | AYUDA PARA DESPE                 | 457.50   | 51PD    | ISR PRIMA DOMINICAL  | 20.45                   | 75D CAJA DE AHORRO SUTCEAP 1,000.00   |
| 03      | AYUDA PARA PASAJ                 | 308.00   | 54      | FONDO PENSIONES      | 906.18                  | EX19 EXENTO PRIMA DOMINICAL 192.44  |
| 07      | PRIMA DE INSALUB                 | 1,313.31 | 65      | OTRAS DEDUCCIONES    | 4,680.97                | IMP1 ISR ART 96 1,135.61  |
| 19      | PRIMA DOMINICAL                  | 288.18   |         |                      |                         | IMP2 ISR Reglamento ISR 40.90<br>EXEN BASE EXENTA 192.44<br>PGR1 PERC GRAVADA TIPO 1 8,645.36<br>PGR2 PERC GRAVADA TIPO 2 95.74<br>PERC TOTAL PERCEPCIONES 8,933.54<br>DEDU TOTAL DEDUCCIONES 6,763.66<br>3%FV 3% FONDO DE VIVIENDA 236.40<br>FOND FONDO PENSIONES EMPRES 1,378.98<br>SEDARSEDAR 157.60<br>PVAC PROVISION DE PRIMA VAC 118.43<br>AGUI PROVISION AGUINALDO 1,184.30<br>CHEQ PAGO POR CHEQUE 2,169.88 |
| 820-051 | MONDRAGON HERNANDEZ ANSONY ROMAN |          |         |                      |                         |   |
| T.EMP:  | PERMANENTE                       | 397.63   |         | 574.95               | Auxiliar de operador    |   |
| 01      | SUELDO BASE                      | 5,964.45 | 51      | ISR                  | 968.57                  | DVIG DIAS DE VIGENCIA 15.00   |
| 02      | AYUDA PARA DESPE                 | 368.50   | 54      | FONDO PENSIONES      | 823.09                  | 75D CAJA DE AHORRO SUTCEAP 400.00   |
| 03      | AYUDA PARA PASAJ                 | 337.50   | 65      | OTRAS DEDUCCIONES    | 471.57                  | IMP1 ISR ART 96 968.57  |
| 07      | PRIMA DE INSALUB                 | 1,192.89 |         |                      |                         | PGR1 PERC GRAVADA TIPO 1 7,863.34<br>PERC TOTAL PERCEPCIONES 7,863.34<br>DEDU TOTAL DEDUCCIONES 2,263.23<br>3%FV 3% FONDO DE VIVIENDA 214.72<br>FOND FONDO PENSIONES EMPRES 1,252.53<br>SEDARSEDAR 143.15<br>PVAC PROVISION DE PRIMA VAC 107.72   |

| Clave   | Nombre                            | S.Diario | S.Integ | PERCEPCIONES         | DEDUCCIONES | CONCEPTOS                   |          |
|---------|-----------------------------------|----------|---------|----------------------|-------------|-----------------------------|----------|
|         |                                   |          |         |                      |             | AGUI PROVISION AGUINALDO    | 1,077.17 |
|         |                                   |          |         |                      |             | TOTA NOMINA EN EFECTIVO     | 5,600.11 |
| 820-052 | FRANCO SALCEDO MIGUEL ANGEL       |          |         |                      |             |                             |          |
| T.EMP:  | PERMANENTE                        | 437.77   | 639.77  | OPERADOR B           |             |                             |          |
| 01      | SUELDO BASE                       | 6,566.55 | 51      | ISR                  | 1,209.46    | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02      | AYUDA PARA DESPE                  | 457.50   | 54      | FONDO PENSIONES      | 906.18      | IMP1 ISR ART 96             | 1,209.46 |
| 03      | AYUDA PARA PASAJ                  | 308.00   | 65      | OTRAS DEDUCCIONES    | 2,001.80    | PGR1 PERC GRAVADA TIPO 1    | 8,991.10 |
| 04      | PRIMA QUINQUENAL                  | 345.74   |         |                      |             | PERC TOTAL PERCEPCIONES     | 8,991.10 |
| 07      | PRIMA DE INSALUB                  | 1,313.31 |         |                      |             | DEDU TOTAL DEDUCCIONES      | 4,117.44 |
|         |                                   |          |         |                      |             | 3%FV 3% FONDO DE VIVIENDA   | 236.40   |
|         |                                   |          |         |                      |             | FOND FONDO PENSIONES EMPRES | 1,378.98 |
|         |                                   |          |         |                      |             | SEDARSEDAR                  | 157.60   |
|         |                                   |          |         |                      |             | PVAC PROVISION DE PRIMA VAC | 118.43   |
|         |                                   |          |         |                      |             | AGUI PROVISION AGUINALDO    | 1,184.30 |
|         |                                   |          |         |                      |             | TOTA NOMINA EN EFECTIVO     | 4,873.66 |
| 820-053 | PLASCENCIA GONZALEZ DANIEL        |          |         |                      |             |                             |          |
| T.EMP:  | PERMANENTE                        | 437.77   | 637.40  | OPERADOR B           |             |                             |          |
| 01      | SUELDO BASE                       | 6,566.55 | 51      | ISR                  | 1,209.46    | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02      | AYUDA PARA DESPE                  | 457.50   | 54      | FONDO PENSIONES      | 906.18      | 75D CAJA DE AHORRO SUTCEAP  | 200.00   |
| 03      | AYUDA PARA PASAJ                  | 308.00   | 76B     | PMO CAJA DE AHORRO S | 445.83      | IMP1 ISR ART 96             | 1,209.46 |
| 04      | PRIMA QUINQUENAL                  | 345.74   | 65      | OTRAS DEDUCCIONES    | 5,186.22    | PGR1 PERC GRAVADA TIPO 1    | 8,991.10 |
| 07      | PRIMA DE INSALUB                  | 1,313.31 |         |                      |             | PERC TOTAL PERCEPCIONES     | 8,991.10 |
|         |                                   |          |         |                      |             | DEDU TOTAL DEDUCCIONES      | 7,747.69 |
|         |                                   |          |         |                      |             | 3%FV 3% FONDO DE VIVIENDA   | 236.40   |
|         |                                   |          |         |                      |             | FOND FONDO PENSIONES EMPRES | 1,378.98 |
|         |                                   |          |         |                      |             | SEDARSEDAR                  | 157.60   |
|         |                                   |          |         |                      |             | PVAC PROVISION DE PRIMA VAC | 118.43   |
|         |                                   |          |         |                      |             | AGUI PROVISION AGUINALDO    | 1,184.30 |
|         |                                   |          |         |                      |             | TOTA NOMINA EN EFECTIVO     | 1,243.41 |
| 820-054 | GUTIERREZ RODRIGUEZ NORMA SOCORRO |          |         |                      |             |                             |          |
| T.EMP:  | PERMANENTE                        | 495.40   | 604.70  | SECRETARIA           |             |                             |          |
| 01      | SUELDO BASE                       | 7,431.00 | 51      | ISR                  | 1,122.88    | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02      | AYUDA PARA DESPE                  | 478.50   | 54      | FONDO PENSIONES      | 854.57      | IMP1 ISR ART 96             | 1,122.88 |
| 03      | AYUDA PARA PASAJ                  | 330.50   | 65      | OTRAS DEDUCCIONES    | 3,566.62    | PGR1 PERC GRAVADA TIPO 1    | 8,585.74 |
| 04      | PRIMA QUINQUENAL                  | 345.74   |         |                      |             | PERC TOTAL PERCEPCIONES     | 8,585.74 |
|         |                                   |          |         |                      |             | DEDU TOTAL DEDUCCIONES      | 5,544.07 |
|         |                                   |          |         |                      |             | 3%FV 3% FONDO DE VIVIENDA   | 222.93   |
|         |                                   |          |         |                      |             | FOND FONDO PENSIONES EMPRES | 1,300.42 |
|         |                                   |          |         |                      |             | SEDARSEDAR                  | 148.62   |
|         |                                   |          |         |                      |             | PVAC PROVISION DE PRIMA VAC | 112.88   |
|         |                                   |          |         |                      |             | AGUI PROVISION AGUINALDO    | 1,128.77 |
|         |                                   |          |         |                      |             | TOTA NOMINA EN EFECTIVO     | 3,041.67 |
| 820-055 | ESCAMILLA VALADEZ JONATHAN ADRIAN |          |         |                      |             |                             |          |
| T.EMP:  | PERMANENTE                        | 437.77   | 785.76  | OPERADOR B           |             |                             |          |
| 01      | SUELDO BASE                       | 6,566.55 | 51      | ISR                  | 1,240.13    | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02      | AYUDA PARA DESPE                  | 457.50   | 51PD    | ISR PRIMA DOMINICAL  | 30.68       | EX19 EXENTO PRIMA DOMINICAL | 288.66   |
| 03      | AYUDA PARA PASAJ                  | 308.00   | 54      | FONDO PENSIONES      | 906.18      | IMP1 ISR ART 96             | 1,209.46 |
| 04      | PRIMA QUINQUENAL                  | 345.74   | 65      | OTRAS DEDUCCIONES    | 3,663.99    | IMP2 ISR Reglamento ISR     | 61.35    |
| 07      | PRIMA DE INSALUB                  | 1,313.31 |         |                      |             | EXEN BASE EXENTA            | 288.66   |
| 19      | PRIMA DOMINICAL                   | 432.27   |         |                      |             | PGR1 PERC GRAVADA TIPO 1    | 8,991.10 |
|         |                                   |          |         |                      |             | PGR2 PERC GRAVADA TIPO 2    | 143.60   |
|         |                                   |          |         |                      |             | PERC TOTAL PERCEPCIONES     | 9,423.37 |
|         |                                   |          |         |                      |             | DEDU TOTAL DEDUCCIONES      | 5,840.98 |
|         |                                   |          |         |                      |             | 3%FV 3% FONDO DE VIVIENDA   | 236.40   |

| Clave   | Nombre                        | S.Diario | S.Integ | PERCEPCIONES           | DEDUCCIONES | CONCEPTOS                   |          |
|---------|-------------------------------|----------|---------|------------------------|-------------|-----------------------------|----------|
|         |                               |          |         |                        |             | FOND FONDO PENSIONES EMPRES | 1,378.98 |
|         |                               |          |         |                        |             | SEDARSEDAR                  | 157.60   |
|         |                               |          |         |                        |             | PVAC PROVISION DE PRIMA VAC | 118.43   |
|         |                               |          |         |                        |             | AGUI PROVISION AGUINALDO    | 1,184.30 |
|         |                               |          |         |                        |             | TOTA NOMINA EN EFECTIVO     | 3,582.39 |
| 820-056 | RODRIGUEZ BRIONES EDUARDO     |          |         |                        |             |                             |          |
| T.EMP:  | PERMANENTE                    | 437.77   | 628.11  | OPERADOR B             |             |                             |          |
| 01      | SUELDO BASE                   | 6,566.55 | 51      | ISR                    | 1,209.46    | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02      | AYUDA PARA DESPE              | 457.50   | 54      | FONDO PENSIONES        | 906.18      | IMP1 ISR ART 96             | 1,209.46 |
| 03      | AYUDA PARA PASAJ              | 308.00   | 65      | OTRAS DEDUCCIONES      | 4,376.72    | PGR1 PERC GRAVADA TIPO 1    | 8,991.10 |
| 04      | PRIMA QUINQUENAL              | 345.74   |         |                        |             | PERC TOTAL PERCEPCIONES     | 8,991.10 |
| 07      | PRIMA DE INSALUB              | 1,313.31 |         |                        |             | DEDU TOTAL DEDUCCIONES      | 6,492.36 |
|         |                               |          |         |                        |             | 3%FV 3% FONDO DE VIVIENDA   | 236.40   |
|         |                               |          |         |                        |             | FOND FONDO PENSIONES EMPRES | 1,378.98 |
|         |                               |          |         |                        |             | SEDARSEDAR                  | 157.60   |
|         |                               |          |         |                        |             | PVAC PROVISION DE PRIMA VAC | 118.43   |
|         |                               |          |         |                        |             | AGUI PROVISION AGUINALDO    | 1,184.30 |
|         |                               |          |         |                        |             | TOTA NOMINA EN EFECTIVO     | 2,498.74 |
| 820-057 | ESPINOZA ESPARZA LUIS DAVID   |          |         |                        |             |                             |          |
| T.EMP:  | PERMANENTE                    | 454.37   | 661.36  | OPERADOR A             |             |                             |          |
| 01      | SUELDO BASE                   | 6,815.55 | 51      | ISR                    | 1,252.02    | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02      | AYUDA PARA DESPE              | 463.00   | 51      | PD ISR PRIMA DOMINICAL | 45.33       | EX19 EXENTO PRIMA DOMINICAL | 384.88   |
| 03      | AYUDA PARA PASAJ              | 315.00   | 54      | FONDO PENSIONES        | 940.55      | IMP1 ISR ART 96             | 1,202.10 |
| 07      | PRIMA DE INSALUB              | 1,363.11 | 65      | OTRAS DEDUCCIONES      | 1,392.12    | IMP2 ISR Reglamento ISR     | 95.25    |
| 19      | PRIMA DOMINICAL               | 597.11   |         |                        |             | EXEN BASE EXENTA            | 384.88   |
|         |                               |          |         |                        |             | PGR1 PERC GRAVADA TIPO 1    | 8,956.66 |
|         |                               |          |         |                        |             | PGR2 PERC GRAVADA TIPO 2    | 212.23   |
|         |                               |          |         |                        |             | PERC TOTAL PERCEPCIONES     | 9,553.77 |
|         |                               |          |         |                        |             | DEDU TOTAL DEDUCCIONES      | 3,630.02 |
|         |                               |          |         |                        |             | 3%FV 3% FONDO DE VIVIENDA   | 245.36   |
|         |                               |          |         |                        |             | FOND FONDO PENSIONES EMPRES | 1,431.27 |
|         |                               |          |         |                        |             | SEDARSEDAR                  | 163.57   |
|         |                               |          |         |                        |             | PVAC PROVISION DE PRIMA VAC | 122.69   |
|         |                               |          |         |                        |             | AGUI PROVISION AGUINALDO    | 1,226.94 |
|         |                               |          |         |                        |             | TOTA NOMINA EN EFECTIVO     | 5,923.75 |
| 820-058 | ALVAREZ MARTINEZ JOSE ANTONIO |          |         |                        |             |                             |          |
| T.EMP:  | PERMANENTE                    | 454.37   | 658.91  | OPERADOR A             |             |                             |          |
| 01      | SUELDO BASE                   | 6,815.55 | 51      | ISR                    | 1,252.02    | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02      | AYUDA PARA DESPE              | 463.00   | 51      | PD ISR PRIMA DOMINICAL | 45.33       | EX19 EXENTO PRIMA DOMINICAL | 384.88   |
| 03      | AYUDA PARA PASAJ              | 315.00   | 54      | FONDO PENSIONES        | 940.55      | IMP1 ISR ART 96             | 1,202.10 |
| 07      | PRIMA DE INSALUB              | 1,363.11 | 65      | OTRAS DEDUCCIONES      | 81.79       | IMP2 ISR Reglamento ISR     | 95.25    |
| 19      | PRIMA DOMINICAL               | 597.11   |         |                        |             | EXEN BASE EXENTA            | 384.88   |
|         |                               |          |         |                        |             | PGR1 PERC GRAVADA TIPO 1    | 8,956.66 |
|         |                               |          |         |                        |             | PGR2 PERC GRAVADA TIPO 2    | 212.23   |
|         |                               |          |         |                        |             | PERC TOTAL PERCEPCIONES     | 9,553.77 |
|         |                               |          |         |                        |             | DEDU TOTAL DEDUCCIONES      | 2,319.69 |
|         |                               |          |         |                        |             | 3%FV 3% FONDO DE VIVIENDA   | 245.36   |
|         |                               |          |         |                        |             | FOND FONDO PENSIONES EMPRES | 1,431.27 |
|         |                               |          |         |                        |             | SEDARSEDAR                  | 163.57   |
|         |                               |          |         |                        |             | PVAC PROVISION DE PRIMA VAC | 122.69   |
|         |                               |          |         |                        |             | AGUI PROVISION AGUINALDO    | 1,226.94 |
|         |                               |          |         |                        |             | TOTA NOMINA EN EFECTIVO     | 7,234.08 |
| 820-059 | MORENO BASULTO EDGAR RAMIRO   |          |         |                        |             |                             |          |
| T.EMP:  | PERMANENTE                    | 454.37   | 658.91  | OPERADOR A             |             |                             |          |

| Clave   | Nombre                           | S.Diario  | S.Integ | PERCEPCIONES        | DEDUCCIONES                          | CONCEPTOS                   |           |
|---------|----------------------------------|-----------|---------|---------------------|--------------------------------------|-----------------------------|-----------|
| 01      | SUELDO BASE                      | 6,815.55  | 51      | ISR                 | 1,202.10                             | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02      | AYUDA PARA DESPE                 | 463.00    | 54      | FONDO PENSIONES     | 940.55                               | IMP1 ISR ART 96             | 1,202.10  |
| 03      | AYUDA PARA PASAJ                 | 315.00    | 65      | OTRAS DEDUCCIONES   | 81.79                                | PGR1 PERC GRAVADA TIPO 1    | 8,956.66  |
| 07      | PRIMA DE INSALUB                 | 1,363.11  |         |                     |                                      | PERC TOTAL PERCEPCIONES     | 8,956.66  |
|         |                                  |           |         |                     |                                      | DEDU TOTAL DEDUCCIONES      | 2,224.44  |
|         |                                  |           |         |                     |                                      | 3%FV 3% FONDO DE VIVIENDA   | 245.36    |
|         |                                  |           |         |                     |                                      | FOND FONDO PENSIONES EMPRES | 1,431.27  |
|         |                                  |           |         |                     |                                      | SEDARSEDAR                  | 163.57    |
|         |                                  |           |         |                     |                                      | PVAC PROVISION DE PRIMA VAC | 122.69    |
|         |                                  |           |         |                     |                                      | AGUI PROVISION AGUINALDO    | 1,226.94  |
|         |                                  |           |         |                     |                                      | TOTA NOMINA EN EFECTIVO     | 6,732.22  |
| 820-060 | FIGUEROA JIMENEZ JHONATAN JOVANI |           |         |                     |                                      |                             |           |
| T.EMP:  | PERMANENTE                       | 437.77    |         | 639.92              | OPERADOR B                           |                             |           |
| 01      | SUELDO BASE                      | 6,566.55  | 51      | ISR                 | 1,176.51                             | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02      | AYUDA PARA DESPE                 | 457.50    | 51PD    | ISR PRIMA DOMINICAL | 40.90                                | 75D CAJA DE AHORRO SUTCEAP  | 500.00    |
| 03      | AYUDA PARA PASAJ                 | 308.00    | 54      | FONDO PENSIONES     | 906.18                               | EX19 EXENTO PRIMA DOMINICAL | 384.88    |
| 07      | PRIMA DE INSALUB                 | 1,313.31  | 65      | OTRAS DEDUCCIONES   | 2,624.79                             | IMP1 ISR ART 96             | 1,135.61  |
| 19      | PRIMA DOMINICAL                  | 576.36    |         |                     |                                      | IMP2 ISR Reglamento ISR     | 81.80     |
|         |                                  |           |         |                     |                                      | EXEN BASE EXENTA            | 384.88    |
|         |                                  |           |         |                     |                                      | PGR1 PERC GRAVADA TIPO 1    | 8,645.36  |
|         |                                  |           |         |                     |                                      | PGR2 PERC GRAVADA TIPO 2    | 191.48    |
|         |                                  |           |         |                     |                                      | PERC TOTAL PERCEPCIONES     | 9,221.72  |
|         |                                  |           |         |                     |                                      | DEDU TOTAL DEDUCCIONES      | 4,748.38  |
|         |                                  |           |         |                     |                                      | 3%FV 3% FONDO DE VIVIENDA   | 236.40    |
|         |                                  |           |         |                     |                                      | FOND FONDO PENSIONES EMPRES | 1,378.98  |
|         |                                  |           |         |                     |                                      | SEDARSEDAR                  | 157.60    |
|         |                                  |           |         |                     |                                      | PVAC PROVISION DE PRIMA VAC | 118.43    |
|         |                                  |           |         |                     |                                      | AGUI PROVISION AGUINALDO    | 1,184.30  |
|         |                                  |           |         |                     |                                      | TOTA NOMINA EN EFECTIVO     | 4,473.34  |
| 820-061 | MORA LOPEZ EDGAR MARTIN          |           |         |                     |                                      |                             |           |
| T.EMP:  | PERMANENTE                       | 761.06    |         | 917.61              | Supervisor de Laboratorio (Muestreo) |                             |           |
| 01      | SUELDO BASE                      | 11,416.00 | 51      | ISR                 | 1,967.29                             | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02      | AYUDA PARA DESPE                 | 623.50    | 54      | FONDO PENSIONES     | 1,312.84                             | IMP1 ISR ART 96             | 1,967.29  |
| 03      | AYUDA PARA PASAJ                 | 499.50    | 65      | OTRAS DEDUCCIONES   | 3,219.00                             | PGR1 PERC GRAVADA TIPO 1    | 12,539.00 |
|         |                                  |           |         |                     |                                      | PERC TOTAL PERCEPCIONES     | 12,539.00 |
|         |                                  |           |         |                     |                                      | DEDU TOTAL DEDUCCIONES      | 6,499.13  |
|         |                                  |           |         |                     |                                      | 3%FV 3% FONDO DE VIVIENDA   | 342.48    |
|         |                                  |           |         |                     |                                      | FOND FONDO PENSIONES EMPRES | 1,997.80  |
|         |                                  |           |         |                     |                                      | SEDARSEDAR                  | 228.32    |
|         |                                  |           |         |                     |                                      | PVAC PROVISION DE PRIMA VAC | 171.77    |
|         |                                  |           |         |                     |                                      | AGUI PROVISION AGUINALDO    | 1,717.67  |
|         |                                  |           |         |                     |                                      | TOTA NOMINA EN EFECTIVO     | 6,039.87  |
| 820-062 | ACEVES REGALADO JOSE ROBERTO     |           |         |                     |                                      |                             |           |
| T.EMP:  | PERMANENTE                       | 437.77    |         | 628.11              | OPERADOR B                           |                             |           |
| 01      | SUELDO BASE                      | 6,566.55  | 51      | ISR                 | 1,135.61                             | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02      | AYUDA PARA DESPE                 | 457.50    | 54      | FONDO PENSIONES     | 906.18                               | IMP1 ISR ART 96             | 1,135.61  |
| 03      | AYUDA PARA PASAJ                 | 308.00    | 65      | OTRAS DEDUCCIONES   | 78.80                                | PGR1 PERC GRAVADA TIPO 1    | 8,645.36  |
| 07      | PRIMA DE INSALUB                 | 1,313.31  |         |                     |                                      | PERC TOTAL PERCEPCIONES     | 8,645.36  |
|         |                                  |           |         |                     |                                      | DEDU TOTAL DEDUCCIONES      | 2,120.59  |
|         |                                  |           |         |                     |                                      | 3%FV 3% FONDO DE VIVIENDA   | 236.40    |
|         |                                  |           |         |                     |                                      | FOND FONDO PENSIONES EMPRES | 1,378.98  |
|         |                                  |           |         |                     |                                      | SEDARSEDAR                  | 157.60    |
|         |                                  |           |         |                     |                                      | PVAC PROVISION DE PRIMA VAC | 118.43    |
|         |                                  |           |         |                     |                                      | AGUI PROVISION AGUINALDO    | 1,184.30  |
|         |                                  |           |         |                     |                                      | TOTA NOMINA EN EFECTIVO     | 6,524.77  |

| Clave   | Nombre                             | S.Diario | S.Integ | PERCEPCIONES      | DEDUCCIONES | CONCEPTOS  |
|---------|------------------------------------|----------|---------|-------------------|-------------|--|
| 820-063 | SALGADO DE LA TORRE CARLOS ALBERTO |          |         |                   |             |  |
| T.EMP:  | PERMANENTE                         | 437.77   |         |                   | 757.12      | OPERADOR B   |
| 01      | SUELDO BASE                        | 6,566.55 | 51      | ISR               | 1,135.61    | DVIG DIAS DE VIGENCIA 15.00                        |
| 02      | AYUDA PARA DESPE                   | 457.50   | 54      | FONDO PENSIONES   | 906.18      | IMP1 ISR ART 96 1,135.61                           |
| 03      | AYUDA PARA PASAJ                   | 308.00   | 65      | OTRAS DEDUCCIONES | 78.80       | PGR1 PERC GRAVADA TIPO 1 8,645.36                  |
| 07      | PRIMA DE INSALUB                   | 1,313.31 |         |                   |             | PERC TOTAL PERCEPCIONES 8,645.36                   |
|         |                                    |          |         |                   |             | DEDU TOTAL DEDUCCIONES 2,120.59                    |
|         |                                    |          |         |                   |             | 3%FV 3% FONDO DE VIVIENDA 236.40                   |
|         |                                    |          |         |                   |             | FOND FONDO PENSIONES EMPRES 1,378.98               |
|         |                                    |          |         |                   |             | SEDARSEDAR 157.60                                  |
|         |                                    |          |         |                   |             | PVAC PROVISION DE PRIMA VAC 118.43                 |
|         |                                    |          |         |                   |             | AGUI PROVISION AGUINALDO 1,184.30                  |
|         |                                    |          |         |                   |             | TOTA NOMINA EN EFECTIVO 6,524.77                   |
| 830-006 | SANCHEZ RAMIREZ DIANA STEPHANIA    |          |         |                   |             |  |
| T.EMP:  | PERMANENTE                         | 645.20   |         |                   | 848.93      | ENCARGADO DE CONTROL DE PRODUCCION DE AGUA RESIDUA |
| 01      | SUELDO BASE                        | 9,678.00 | 51      | ISR               | 1,621.52    | DVIG DIAS DE VIGENCIA 15.00                        |
| 02      | AYUDA PARA DESPE                   | 557.00   | 54      | FONDO PENSIONES   | 1,112.97    | 75D CAJA DE AHORRO SUTCEAP 200.00                  |
| 03      | AYUDA PARA PASAJ                   | 339.50   | 65      | OTRAS DEDUCCIONES | 5,730.32    | IMP1 ISR ART 96 1,621.52                           |
| 04      | PRIMA QUINQUENAL                   | 345.74   |         |                   |             | PGR1 PERC GRAVADA TIPO 1 10,920.24                 |
|         |                                    |          |         |                   |             | PERC TOTAL PERCEPCIONES 10,920.24                  |
|         |                                    |          |         |                   |             | DEDU TOTAL DEDUCCIONES 8,464.81                    |
|         |                                    |          |         |                   |             | 3%FV 3% FONDO DE VIVIENDA 290.34                   |
|         |                                    |          |         |                   |             | FOND FONDO PENSIONES EMPRES 1,693.65               |
|         |                                    |          |         |                   |             | SEDARSEDAR 193.56                                  |
|         |                                    |          |         |                   |             | PVAC PROVISION DE PRIMA VAC 144.86                 |
|         |                                    |          |         |                   |             | AGUI PROVISION AGUINALDO 1,448.56                  |
|         |                                    |          |         |                   |             | CHEQ PAGO POR CHEQUE 2,455.43                      |
| 840-003 | TRUJILLO PICAZO JOSE ALEJANDRO     |          |         |                   |             |  |
| T.EMP:  | PERMANENTE                         | 492.07   |         |                   | 786.71      | AUXILIAR DE LABORATORIO                            |
| 01      | SUELDO BASE                        | 7,381.05 | 51      | ISR               | 1,427.52    | DVIG DIAS DE VIGENCIA 15.00                        |
| 02      | AYUDA PARA DESPE                   | 478.50   | 54      | FONDO PENSIONES   | 1,018.58    | IMP1 ISR ART 96 1,427.52                           |
| 03      | AYUDA PARA PASAJ                   | 330.50   | 65      | OTRAS DEDUCCIONES | 88.57       | PGR1 PERC GRAVADA TIPO 1 10,012.00                 |
| 04      | PRIMA QUINQUENAL                   | 345.74   |         |                   |             | PERC TOTAL PERCEPCIONES 10,012.00                  |
| 07      | PRIMA DE INSALUB                   | 1,476.21 |         |                   |             | DEDU TOTAL DEDUCCIONES 2,534.67                    |
|         |                                    |          |         |                   |             | 3%FV 3% FONDO DE VIVIENDA 265.72                   |
|         |                                    |          |         |                   |             | FOND FONDO PENSIONES EMPRES 1,550.02               |
|         |                                    |          |         |                   |             | SEDARSEDAR 177.15                                  |
|         |                                    |          |         |                   |             | PVAC PROVISION DE PRIMA VAC 132.41                 |
|         |                                    |          |         |                   |             | AGUI PROVISION AGUINALDO 1,324.15                  |
|         |                                    |          |         |                   |             | TOTA NOMINA EN EFECTIVO 7,477.33                   |
| 840-008 | URIBE ZARATE JOSE ROBERTO          |          |         |                   |             |  |
| T.EMP:  | PERMANENTE                         | 402.30   |         |                   | 573.46      | AUXILIAR DE OPERADOR                               |
| 01      | SUELDO BASE                        | 6,034.50 | 51      | ISR               | 969.86      | DVIG DIAS DE VIGENCIA 15.00                        |
| 02      | AYUDA PARA DESPE                   | 394.00   | 54      | FONDO PENSIONES   | 832.76      | IMP1 ISR ART 96 969.86                             |
| 03      | AYUDA PARA PASAJ                   | 234.00   | 65      | OTRAS DEDUCCIONES | 3,176.41    | PGR1 PERC GRAVADA TIPO 1 7,869.40                  |
| 07      | PRIMA DE INSALUB                   | 1,206.90 |         |                   |             | PERC TOTAL PERCEPCIONES 7,869.40                   |
|         |                                    |          |         |                   |             | DEDU TOTAL DEDUCCIONES 4,979.03                    |
|         |                                    |          |         |                   |             | 3%FV 3% FONDO DE VIVIENDA 217.24                   |
|         |                                    |          |         |                   |             | FOND FONDO PENSIONES EMPRES 1,267.24               |
|         |                                    |          |         |                   |             | SEDARSEDAR 144.83                                  |
|         |                                    |          |         |                   |             | PVAC PROVISION DE PRIMA VAC 107.80                 |
|         |                                    |          |         |                   |             | AGUI PROVISION AGUINALDO 1,078.00                  |
|         |                                    |          |         |                   |             | TOTA NOMINA EN EFECTIVO 2,890.37                   |

| Clave      | Nombre                      | S.Diario  | S.Integ | PERCEPCIONES         | DEDUCCIONES | CONCEPTOS                                    |
|------------|-----------------------------|-----------|---------|----------------------|-------------|--|
| 840-009    | BARAJAS PANTOJA DAVID       |           |         |                      |             |  |
| T.EMP:     | PERMANENTE                  | 761.06    | 917.61  |                      |             | Supervisor de Laboratorio (Físico- Químicos) |
| 01         | SUELDO BASE                 | 11,416.00 | 51      | ISR                  | 1,967.29    | DVIG DIAS DE VIGENCIA 15.00                  |
| 02         | AYUDA PARA DESPE            | 623.50    | 54      | FONDO PENSIONES      | 1,312.84    | 75C CAJA DE AHORRO SUTCEAJ 100.00            |
| 03         | AYUDA PARA PASAJ            | 499.50    | 65      | OTRAS DEDUCCIONES    | 100.00      | IMP1 ISR ART 96 1,967.29                     |
|            |                             |           |         |                      |             | PGR1 PERC GRAVADA TIPO 1 12,539.00           |
|            |                             |           |         |                      |             | PERC TOTAL PERCEPCIONES 12,539.00            |
|            |                             |           |         |                      |             | DEDU TOTAL DEDUCCIONES 3,380.13              |
|            |                             |           |         |                      |             | 3%FV 3% FONDO DE VIVIENDA 342.48             |
|            |                             |           |         |                      |             | FOND FONDO PENSIONES EMPRES 1,997.80         |
|            |                             |           |         |                      |             | SEDARSEDAR 228.32                            |
|            |                             |           |         |                      |             | PVAC PROVISION DE PRIMA VAC 171.77           |
|            |                             |           |         |                      |             | AGUI PROVISION AGUINALDO 1,717.67            |
|            |                             |           |         |                      |             | TOTA NOMINA EN EFECTIVO 9,158.87             |
| 89-206-010 | DEMI CASTELLANOS EDUARDO    |           |         |                      |             |  |
| T.EMP:     | PERMANENTE                  | 761.07    | 939.24  |                      |             | Jefe de Normatividad                         |
| 01         | SUELDO BASE                 | 11,416.00 | 51      | ISR                  | 2,114.99    | DVIG DIAS DE VIGENCIA 15.00                  |
| 02         | AYUDA PARA DESPE            | 623.50    | 54      | FONDO PENSIONES      | 1,312.84    | IMP1 ISR ART 96 2,114.99                     |
| 03         | AYUDA PARA PASAJ            | 499.50    | 65      | OTRAS DEDUCCIONES    | 4,077.22    | PGR1 PERC GRAVADA TIPO 1 13,230.48           |
| 04         | PRIMA QUINQUENAL            | 691.48    |         |                      |             | PERC TOTAL PERCEPCIONES 13,230.48            |
|            |                             |           |         |                      |             | DEDU TOTAL DEDUCCIONES 7,505.05              |
|            |                             |           |         |                      |             | 3%FV 3% FONDO DE VIVIENDA 342.48             |
|            |                             |           |         |                      |             | FOND FONDO PENSIONES EMPRES 1,997.80         |
|            |                             |           |         |                      |             | SEDARSEDAR 228.32                            |
|            |                             |           |         |                      |             | PVAC PROVISION DE PRIMA VAC 171.77           |
|            |                             |           |         |                      |             | AGUI PROVISION AGUINALDO 1,717.67            |
|            |                             |           |         |                      |             | TOTA NOMINA EN EFECTIVO 5,725.43             |
| 910-002    | CHAVEZ GORDIANO ALFONSO     |           |         |                      |             |  |
| T.EMP:     | PERMANENTE                  | 437.77    | 649.14  |                      |             | OPERADOR DE CARCAMO                          |
| 01         | SUELDO BASE                 | 6,566.55  | 51      | ISR                  | 1,256.61    | DVIG DIAS DE VIGENCIA 15.00                  |
| 02         | AYUDA PARA DESPE            | 457.50    | 51PD    | ISR PRIMA DOMINICAL  | 10.23       | EX19 EXENTO PRIMA DOMINICAL 96.22            |
| 03         | AYUDA PARA PASAJ            | 308.00    | 54      | FONDO PENSIONES      | 906.18      | IMP1 ISR ART 96 1,246.38                     |
| 04         | PRIMA QUINQUENAL            | 518.61    | 79      | APORT ADIC VOL SEDAR | 200.00      | IMP2 ISR Reglamento ISR 20.46                |
| 07         | PRIMA DE INSALUB            | 1,313.31  | 65      | OTRAS DEDUCCIONES    | 3,533.80    | EXEN BASE EXENTA 96.22                       |
| 19         | PRIMA DOMINICAL             | 144.09    |         |                      |             | PGR1 PERC GRAVADA TIPO 1 9,163.96            |
|            |                             |           |         |                      |             | PGR2 PERC GRAVADA TIPO 2 47.87               |
|            |                             |           |         |                      |             | PERC TOTAL PERCEPCIONES 9,308.06             |
|            |                             |           |         |                      |             | DEDU TOTAL DEDUCCIONES 5,906.82              |
|            |                             |           |         |                      |             | 3%FV 3% FONDO DE VIVIENDA 236.40             |
|            |                             |           |         |                      |             | FOND FONDO PENSIONES EMPRES 1,378.98         |
|            |                             |           |         |                      |             | SEDARSEDAR 157.60                            |
|            |                             |           |         |                      |             | PVAC PROVISION DE PRIMA VAC 118.43           |
|            |                             |           |         |                      |             | AGUI PROVISION AGUINALDO 1,184.30            |
|            |                             |           |         |                      |             | TOTA NOMINA EN EFECTIVO 3,401.24             |
| 910-031    | AYARD FLORES CLAUDIA MONICA |           |         |                      |             |  |
| T.EMP:     | PERMANENTE                  | 437.77    | 644.49  |                      |             | OPERADOR DE CARCAMO                          |
| 01         | SUELDO BASE                 | 6,566.55  | 51      | ISR                  | 1,250.36    | DVIG DIAS DE VIGENCIA 15.00                  |
| 02         | AYUDA PARA DESPE            | 457.50    | 51PD    | ISR PRIMA DOMINICAL  | 40.90       | 75D CAJA DE AHORRO SUTCEAP 300.00            |
| 03         | AYUDA PARA PASAJ            | 308.00    | 54      | FONDO PENSIONES      | 906.18      | EX19 EXENTO PRIMA DOMINICAL 384.88           |
| 04         | PRIMA QUINQUENAL            | 345.74    | 65      | OTRAS DEDUCCIONES    | 4,318.80    | IMP1 ISR ART 96 1,209.46                     |
| 07         | PRIMA DE INSALUB            | 1,313.31  |         |                      |             | IMP2 ISR Reglamento ISR 81.80                |
| 19         | PRIMA DOMINICAL             | 576.36    |         |                      |             | EXEN BASE EXENTA 384.88                      |
|            |                             |           |         |                      |             | PGR1 PERC GRAVADA TIPO 1 8,991.10            |
|            |                             |           |         |                      |             | PGR2 PERC GRAVADA TIPO 2 191.48              |
|            |                             |           |         |                      |             | PERC TOTAL PERCEPCIONES 9,567.46             |

| Clave   | Nombre                           | S.Diario     | S.Integ | PERCEPCIONES         | DEDUCCIONES | CONCEPTOS                              |
|---|----------------------------------|--------------|---------|----------------------|-------------|--|
|   |                                  |              |         |                      |             | DEDU TOTAL DEDUCCIONES 6,516.24        |
|   |                                  |              |         |                      |             | 3%FV 3% FONDO DE VIVIENDA 236.40       |
|   |                                  |              |         |                      |             | FOND FONDO PENSIONES EMPRES 1,378.98   |
|   |                                  |              |         |                      |             | SEDARSEDAR 157.60                      |
|   |                                  |              |         |                      |             | PVAC PROVISION DE PRIMA VAC 118.43     |
|   |                                  |              |         |                      |             | AGUI PROVISION AGUINALDO 1,184.30      |
|   |                                  |              |         |                      |             | TOTA NOMINA EN EFECTIVO 3,051.22       |
| 930-006   | CEDEÑO MARTINEZ FRANCISCO OFELIO |              |         |                      |             |  |
| T.EMP:  | PERMANENTE                       | 437.77       | 771.05  | OPERADOR B           |             |  |
| 01  | SUELDO BASE                      | 6,566.55     | 51      | ISR                  | 1,246.38    | DVIG DIAS DE VIGENCIA 15.00            |
| 02  | AYUDA PARA DESPE                 | 457.50       | 54      | FONDO PENSIONES      | 906.18      | IMP1 ISR ART 96 1,246.38               |
| 03  | AYUDA PARA PASAJ                 | 308.00       | 65      | OTRAS DEDUCCIONES    | 2,180.80    | PGR1 PERC GRAVADA TIPO 1 9,163.96      |
| 04  | PRIMA QUINQUENAL                 | 518.61       |         |                      |             | PERC TOTAL PERCEPCIONES 9,163.97       |
| 07  | PRIMA DE INSALUB                 | 1,313.31     |         |                      |             | DEDU TOTAL DEDUCCIONES 4,333.36        |
|   |                                  |              |         |                      |             | 3%FV 3% FONDO DE VIVIENDA 236.40       |
|   |                                  |              |         |                      |             | FOND FONDO PENSIONES EMPRES 1,378.98   |
|   |                                  |              |         |                      |             | SEDARSEDAR 157.60                      |
|   |                                  |              |         |                      |             | PVAC PROVISION DE PRIMA VAC 118.43     |
|   |                                  |              |         |                      |             | AGUI PROVISION AGUINALDO 1,184.30      |
|   |                                  |              |         |                      |             | TOTA NOMINA EN EFECTIVO 4,830.61       |
| **** Totales Subdirección de Plantas de Tratamiento de Aguas Residuales 8502 **** |                                  |              |         |                      |             |  |
| 01  | SUELDO BASE                      | 1,204,585.10 | FALT    | INCIDENCIAS          | 644.42      | DVIG DIAS DE VIGENCIA 2,370.00         |
| 02  | AYUDA PARA DESPE                 | 77,160.50    | 51      | ISR                  | 235,033.54  | 75C CAJA DE AHORRO SUTCEAJ 2,000.00    |
| 03  | AYUDA PARA PASAJ                 | 53,628.50    | 51PD    | ISR PRIMA DOMINICAL  | 1,480.17    | 75D CAJA DE AHORRO SUTCEAP 14,600.00   |
| 04  | PRIMA QUINQUENAL                 | 87,990.83    | 54      | FONDO PENSIONES      | 160,495.73  | EX19 EXENTO PRIMA DOMINICAL 12,893.48  |
| 07  | PRIMA DE INSALUB                 | 191,030.94   | 76B     | PMO CAJA DE AHORRO S | 1,569.98    | IMP1 ISR ART 96 233,475.96             |
| 19  | PRIMA DOMINICAL                  | 19,822.93    | 79      | APORT ADIC VOL SEDAR | 850.00      | IMP2 ISR Reglamento ISR 3,037.75       |
| 29  | OTROS PAGOS                      | 144.69       | 65      | OTRAS DEDUCCIONES    | 402,679.53  | EXEN BASE EXENTA 12,893.48             |
|   |                                  |              |         |                      |             | PGR1 PERC GRAVADA TIPO 1 1,613,751.    |
|   |                                  |              |         |                      |             | PGR2 PERC GRAVADA TIPO 2 6,929.32      |
|   |                                  |              |         |                      |             | PERC TOTAL PERCEPCIONES 1,634,363.     |
|   |                                  |              |         |                      |             | DEDU TOTAL DEDUCCIONES 802,753.37      |
|   |                                  |              |         |                      |             | 3%FV 3% FONDO DE VIVIENDA 41,868.74    |
|   |                                  |              |         |                      |             | FOND FONDO PENSIONES EMPRES 244,233.13 |
|   |                                  |              |         |                      |             | SEDARSEDAR 27,912.45                   |
|   |                                  |              |         |                      |             | PVAC PROVISION DE PRIMA VAC 20,909.48  |
|   |                                  |              |         |                      |             | AGUI PROVISION AGUINALDO 209,096.86    |
|   |                                  |              |         |                      |             | TOTA NOMINA EN EFECTIVO 813,972.23     |
|   |                                  |              |         |                      |             | CHEQ PAGO POR CHEQUE 17,637.89         |

Total de Empleados : 158.00



| Clave                         | Nombre           | S.Diario     | S.Integ                  | DEDUCCIONES | CONCEPTOS                              |
|-------------------------------|------------------|--------------|--------------------------|-------------|--|
| ***** TOTALES GENERALES ***** |                  |              |                          |             |  |
| 01                            | SUELDO BASE      | 4,450,797.80 | DHOR DESCUENTO HORAS     | 403.58      | DVIG DIAS DE VIGENCIA 7,020.00         |
| 02                            | AYUDA PARA DESPE | 256,996.50   | FALT INCIDENCIAS         | 9,175.87    | 75C CAJA DE AHORRO SUTCEAJ 14,700.00   |
| 03                            | AYUDA PARA PASAJ | 181,290.50   | 51 ISR                   | 844,965.80  | 75D CAJA DE AHORRO SUTCEAP 32,100.00   |
| 04                            | PRIMA QUINQUENAL | 211,074.27   | 51PD ISR PRIMA DOMINICAL | 1,862.46    | EX19 EXENTO PRIMA DOMINICAL 16,549.84  |
| 06                            | PRIMA POR RIESGO | 75,610.45    | 54 FONDO PENSIONES       | 544,045.77  | IMP1 ISR ART 96 842,993.10             |
| 07                            | PRIMA DE INSALUB | 203,072.46   | 76B PMO CAJA DE AHORRO S | 7,403.89    | IMP2 ISR Reglamento ISR 3,835.16       |
| 08                            | VAJUSTES VARIOS  | 844.32       | 79 APORT ADIC VOL SEDAR  | 5,850.00    | EXEN BASE EXENTA 16,549.84             |
| 16                            | HOMOLOGACION     | 1,354.00     | 89 APORT ADIC COMP SEDA  | 1,150.00    | PGR1 PERC GRAVADA TIPO 1 5,371,460.46  |
| 19                            | PRIMA DOMINICAL  | 25,294.92    | 65 OTRAS DEDUCCIONES     | 1,185,897.  | PGR2 PERC GRAVADA TIPO 2 8,744.84      |
| 29                            | OTROS PAGOS      | 144.69       |                          |             | PERC TOTAL PERCEPCIONES 5,406,479.91   |
|                               |                  |              |                          |             | DEDU TOTAL DEDUCCIONES 2,600,754.60    |
|                               |                  |              |                          |             | 3%FV 3% FONDO DE VIVIENDA 141,925.54   |
|                               |                  |              |                          |             | FOND FONDO PENSIONES EMPRES 827,896.20 |
|                               |                  |              |                          |             | SEDARSEDAR 94,616.80                   |
|                               |                  |              |                          |             | PVAC PROVISION DE PRIMA VAC 70,791.24  |
|                               |                  |              |                          |             | AGUI PROVISION AGUINALDO 707,913.67    |
|                               |                  |              |                          |             | TOTA NOMINA EN EFECTIVO 2,650,287.44   |
|                               |                  |              |                          |             | CHEQ PAGO POR CHEQUE 155,437.87        |

Total de Empleados : 468

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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\$: 5,406,479.91  
 CINCO MILLONES CUATROCIENTOS SEIS MIL CUATROCIENTOS SETENTA Y NUEVE PESOS 0/100 M.N.  
 IMPORTE DE PERCEPCIONES QUE AMPARA LA PRESENTE NOMINA.

|                 | NETO         | NO. TRAB. |
|-----------------|--------------|-----------|
| TOTAL EFECTIVO: | 2,650,287.44 | 439       |
| TOTAL CHEQUES:  | 155,437.87   | 29        |
| TOTAL GENERAL:  | 2,805,725.31 | 468       |

Vo. Bo.  
 LAE LUIS GUILLERMO GUZMÁN RAMÍREZ      DR. ALBERTO JOSÉ VÁZQUEZ QUIÑONES  
 SUBDIRECTOR DE RECURSOS HUMANOS      DIRECTOR ADMINISTRATIVO, JURÍDICO E INNOVACIÓN

AUTORIZO  
 ING. CARLOS VICENTE AGUIRRE PACZKA  
 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. 28-feb.-2022

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