

| Clave                              | Nombre                                 | S.Diario | S.Integ              | DEDUCCIONES           | CONCEPTOS                            |
|------------------------------------|----------------------------------------|----------|----------------------|-----------------------|--------------------------------------|
| PERCEPCIONES                       |                                        |          |                      |                       |                                      |
| ***** Dirección General ***** 1001 |                                        |          |                      |                       |                                      |
| 100-008                            | AGUIRRE PACZKA CARLOS VICENTE          |          |                      |                       |                                      |
| T.EMP: PERMANENTE                  | 3,380.73                               |          | 2,240.50             | 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                  | 511.10                                 |          | 614.84               | Asistente Técnico     |                                      |
| 01 SUELDO BASE                     | 7,666.50                               | 51       | ISR                  | 1,115.78              | DVIG DIAS DE VIGENCIA 15.00          |
| 02 AYUDA PARA DESPE                | 546.50                                 | 51B      | AJUSTE ISR A CARGO E | 162.76                | IMP1 ISR ART 96 1,115.78             |
| 03 AYUDA PARA PASAJ                | 339.50                                 | 54       | FONDO PENSIONES      | 881.65                | PGR1 PERC GRAVADA TIPO 1 8,552.50    |
|                                    |                                        | 65       | OTRAS DEDUCCIONES    | 1,638.00              | PERC TOTAL PERCEPCIONES 8,552.50     |
|                                    |                                        |          |                      |                       | DEDU TOTAL DEDUCCIONES 3,798.19      |
|                                    |                                        |          |                      |                       | 3%FV 3% FONDO DE VIVIENDA 230.00     |
|                                    |                                        |          |                      |                       | FOND FONDO PENSIONES EMPRES 1,341.64 |
|                                    |                                        |          |                      |                       | SEDARSEDAR 153.33                    |
|                                    |                                        |          |                      |                       | PVAC PROVISION DE PRIMA VAC 117.16   |
|                                    |                                        |          |                      |                       | AGUI PROVISION AGUINALDO 1,171.58    |
|                                    |                                        |          |                      |                       | TOTA NOMINA EN EFECTIVO 4,754.31     |
| 462-2019                           | BARAJAS VELEZ RAUL                     |          |                      |                       |                                      |
| T.EMP: PERMANENTE                  | 438.53                                 |          | 528.78               | Chofer mensajero      |                                      |
| 01 SUELDO BASE                     | 6,578.00                               | 51       | ISR                  | 860.20                | DVIG DIAS DE VIGENCIA 15.00          |
| 02 AYUDA PARA DESPE                | 463.00                                 | 51B      | AJUSTE ISR A CARGO E | 132.43                | IMP1 ISR ART 96 860.20               |
| 03 AYUDA PARA PASAJ                | 315.00                                 | 54       | FONDO PENSIONES      | 756.47                | PGR1 PERC GRAVADA TIPO 1 7,356.00    |
|                                    |                                        | 65       | OTRAS DEDUCCIONES    | 4,463.35              | PERC TOTAL PERCEPCIONES 7,356.00     |
|                                    |                                        |          |                      |                       | DEDU TOTAL DEDUCCIONES 6,212.45      |
|                                    |                                        |          |                      |                       | 3%FV 3% FONDO DE VIVIENDA 197.34     |
|                                    |                                        |          |                      |                       | FOND FONDO PENSIONES EMPRES 1,151.15 |
|                                    |                                        |          |                      |                       | SEDARSEDAR 131.56                    |
|                                    |                                        |          |                      |                       | PVAC PROVISION DE PRIMA VAC 100.77   |
|                                    |                                        |          |                      |                       | AGUI PROVISION AGUINALDO 1,007.67    |
|                                    |                                        |          |                      |                       | TOTA NOMINA EN EFECTIVO 1,143.55     |
| 493-2021                           | CASTRILLO DE LA PEÑA MARTA DEL ROSARIO |          |                      |                       |                                      |
| T.EMP: PERMANENTE                  | 1,199.36                               |          | 1,448.98             | 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 BECERRA DE LA CRUZ MONICA     |                  |           |             |                               |           |                             |            |
| T.EMP: PERMANENTE                        |                  | 532.07    |             | 658.98RECEPCIONISTA DG        |           |                             |            |
| 01                                       | SUELDO BASE      | 7,981.05  | 51          | ISR                           | 1,306.27  | DVIG DIAS DE VIGENCIA       | 15.00      |
| 02                                       | AYUDA PARA DESPE | 557.00    | 51B         | AJUSTE ISR A CARGO E          | 171.00    | IMP1 ISR ART 96             | 1,306.27   |
| 03                                       | AYUDA PARA PASAJ | 339.50    | 54          | FONDO PENSIONES               | 917.82    | PGR1 PERC GRAVADA TIPO 1    | 9,444.35   |
| 04                                       | PRIMA QUINQUENAL | 566.80    | 65          | OTRAS DEDUCCIONES             | 5,191.49  | PERC TOTAL PERCEPCIONES     | 9,444.35   |
|                                          |                  |           |             |                               |           | DEDU TOTAL DEDUCCIONES      | 7,586.58   |
|                                          |                  |           |             |                               |           | 3%FV 3% FONDO DE VIVIENDA   | 239.43     |
|                                          |                  |           |             |                               |           | FOND FONDO PENSIONES EMPRES | 1,396.68   |
|                                          |                  |           |             |                               |           | SEDARSEDAR                  | 159.62     |
|                                          |                  |           |             |                               |           | PVAC PROVISION DE PRIMA VAC | 121.61     |
|                                          |                  |           |             |                               |           | AGUI PROVISION AGUINALDO    | 1,216.10   |
|                                          |                  |           |             |                               |           | TOTA NOMINA EN EFECTIVO     | 1,857.77   |
|                                          |                  |           |             |                               |           |                             |            |
| 750-004 GONZALEZ NAVA NANCY BERENICE     |                  |           |             |                               |           |                             |            |
| T.EMP: PERMANENTE                        |                  | 532.07    |             | 788.89SECRETARIA DE DIRECCION |           |                             |            |
| 01                                       | SUELDO BASE      | 7,981.05  | 51          | ISR                           | 1,276.01  | DVIG DIAS DE VIGENCIA       | 15.00      |
| 02                                       | AYUDA PARA DESPE | 557.00    | 54          | FONDO PENSIONES               | 917.82    | IMP1 ISR ART 96             | 1,276.01   |
| 03                                       | AYUDA PARA PASAJ | 339.50    | 65          | OTRAS DEDUCCIONES             | 4,570.81  | PGR1 PERC GRAVADA TIPO 1    | 9,302.65   |
| 04                                       | PRIMA QUINQUENAL | 425.10    |             |                               |           | PERC TOTAL PERCEPCIONES     | 9,302.65   |
|                                          |                  |           |             |                               |           | DEDU TOTAL DEDUCCIONES      | 6,764.64   |
|                                          |                  |           |             |                               |           | 3%FV 3% FONDO DE VIVIENDA   | 239.43     |
|                                          |                  |           |             |                               |           | FOND FONDO PENSIONES EMPRES | 1,396.68   |
|                                          |                  |           |             |                               |           | SEDARSEDAR                  | 159.62     |
|                                          |                  |           |             |                               |           | PVAC PROVISION DE PRIMA VAC | 121.61     |
|                                          |                  |           |             |                               |           | AGUI PROVISION AGUINALDO    | 1,216.10   |
|                                          |                  |           |             |                               |           | TOTA NOMINA EN EFECTIVO     | 2,538.01   |
|                                          |                  |           |             |                               |           |                             |            |
| **** Totales Dirección General 1001 **** |                  |           |             |                               |           |                             |            |
|                                          |                  |           |             |                               |           |                             |            |
| 01                                       | SUELDO BASE      | 98,908.10 | 51          | ISR                           | 22,203.31 | DVIG DIAS DE VIGENCIA       | 90.00      |
| 02                                       | AYUDA PARA DESPE | 4,801.50  | 51B         | AJUSTE ISR A CARGO E          | 466.19    | IMP1 ISR ART 96             | 22,203.31  |
| 03                                       | AYUDA PARA PASAJ | 3,214.50  | 54          | FONDO PENSIONES               | 11,374.44 | PGR1 PERC GRAVADA TIPO 1    | 107,916.00 |
| 04                                       | PRIMA QUINQUENAL | 991.90    | 65          | OTRAS DEDUCCIONES             | 15,863.65 | PERC TOTAL PERCEPCIONES     | 107,916.00 |
|                                          |                  |           |             |                               |           | DEDU TOTAL DEDUCCIONES      | 49,907.59  |
|                                          |                  |           |             |                               |           | 3%FV 3% FONDO DE VIVIENDA   | 2,967.25   |
|                                          |                  |           |             |                               |           | FOND FONDO PENSIONES EMPRES | 17,308.91  |
|                                          |                  |           |             |                               |           | SEDARSEDAR                  | 1,978.16   |
|                                          |                  |           |             |                               |           | PVAC PROVISION DE PRIMA VAC | 1,464.72   |
|                                          |                  |           |             |                               |           | AGUI PROVISION AGUINALDO    | 14,647.14  |
|                                          |                  |           |             |                               |           | TOTA NOMINA EN EFECTIVO     | 10,293.64  |
|                                          |                  |           |             |                               |           | CHEQ PAGO POR CHEQUE        | 47,714.77  |

| 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                        |          | 2,240.50             | 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                          | 532.07                          |          | 707.12               | SECRETARIA DE DIRECCION               |                             |           |
| 01 SUELDO BASE                             | 7,981.05                        | 51       | ISR                  | 1,185.20                              | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02 AYUDA PARA DESPE                        | 557.00                          | 51B      | AJUSTE ISR A CARGO E | 170.99                                | IMP1 ISR ART 96             | 1,185.20  |
| 03 AYUDA PARA PASAJ                        | 339.50                          | 54       | FONDO PENSIONES      | 917.82                                | PGR1 PERC GRAVADA TIPO 1    | 8,877.54  |
|                                            |                                 | 65       | OTRAS DEDUCCIONES    | 4,888.29                              | PERC TOTAL PERCEPCIONES     | 8,877.55  |
|                                            |                                 |          |                      |                                       | DEDU TOTAL DEDUCCIONES      | 7,162.30  |
|                                            |                                 |          |                      |                                       | 3%FV 3% FONDO DE VIVIENDA   | 239.43    |
|                                            |                                 |          |                      |                                       | FOND FONDO PENSIONES EMPRES | 1,396.68  |
|                                            |                                 |          |                      |                                       | SEDARSEDAR                  | 159.62    |
|                                            |                                 |          |                      |                                       | PVAC PROVISION DE PRIMA VAC | 121.61    |
|                                            |                                 |          |                      |                                       | AGUI PROVISION AGUINALDO    | 1,216.10  |
|                                            |                                 |          |                      |                                       | TOTA NOMINA EN EFECTIVO     | 1,715.25  |
| 394-002                                    | LOPEZ CISNEROS XOCHITL          |          |                      |                                       |                             |           |
| T.EMP: PERMANENTE                          | 511.10                          |          | 629.25               | Auditor de Sistemas                   |                             |           |
| 01 SUELDO BASE                             | 7,666.50                        | 51       | ISR                  | 1,206.58                              | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02 AYUDA PARA DESPE                        | 546.50                          | 54       | FONDO PENSIONES      | 881.65                                | IMP1 ISR ART 96             | 1,206.58  |
| 03 AYUDA PARA PASAJ                        | 339.50                          | 79       | APORT ADIC VOL SEDAR | 500.00                                | PGR1 PERC GRAVADA TIPO 1    | 8,977.60  |
| 04 PRIMA QUINQUENAL                        | 425.10                          | 89       | APORT ADIC COMP SEDA | 200.00                                | PERC TOTAL PERCEPCIONES     | 8,977.60  |
|                                            |                                 | 65       | OTRAS DEDUCCIONES    | 3,230.00                              | DEDU TOTAL DEDUCCIONES      | 6,018.23  |
|                                            |                                 |          |                      |                                       | 3%FV 3% FONDO DE VIVIENDA   | 230.00    |
|                                            |                                 |          |                      |                                       | FOND FONDO PENSIONES EMPRES | 1,341.64  |
|                                            |                                 |          |                      |                                       | SEDARSEDAR                  | 153.33    |
|                                            |                                 |          |                      |                                       | PVAC PROVISION DE PRIMA VAC | 117.16    |
|                                            |                                 |          |                      |                                       | AGUI PROVISION AGUINALDO    | 1,171.58  |
|                                            |                                 |          |                      |                                       | TOTA NOMINA EN EFECTIVO     | 2,959.37  |
| 43-219-009                                 | GONZALEZ SORIA JOSE DE JESUS    |          |                      |                                       |                             |           |
| T.EMP: PERMANENTE                          | 511.10                          |          | 643.66               | Auditor Jr.                           |                             |           |
| 01 SUELDO BASE                             | 7,666.50                        | 51       | ISR                  | 1,297.38                              | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02 AYUDA PARA DESPE                        | 546.50                          | 51B      | AJUSTE ISR A CARGO E | 162.16                                | IMP1 ISR ART 96             | 1,297.38  |
| 03 AYUDA PARA PASAJ                        | 339.50                          | 54       | FONDO PENSIONES      | 881.65                                | PGR1 PERC GRAVADA TIPO 1    | 9,402.70  |
| 04 PRIMA QUINQUENAL                        | 850.20                          | 79       | APORT ADIC VOL SEDAR | 50.00                                 | PERC TOTAL PERCEPCIONES     | 9,402.70  |
|                                            |                                 |          |                      |                                       | DEDU TOTAL DEDUCCIONES      | 2,391.19  |
|                                            |                                 |          |                      |                                       | 3%FV 3% FONDO DE VIVIENDA   | 230.00    |
|                                            |                                 |          |                      |                                       | FOND FONDO PENSIONES EMPRES | 1,341.64  |
|                                            |                                 |          |                      |                                       | SEDARSEDAR                  | 153.33    |
|                                            |                                 |          |                      |                                       | PVAC PROVISION DE PRIMA VAC | 117.16    |
|                                            |                                 |          |                      |                                       | AGUI PROVISION AGUINALDO    | 1,171.58  |
|                                            |                                 |          |                      |                                       | TOTA NOMINA EN EFECTIVO     | 7,011.51  |

| Clave   | Nombre                                 | S.Diario     |         | S.Integ              | DEDUCCIONES       | CONCEPTOS                             |
|---------|----------------------------------------|--------------|---------|----------------------|-------------------|---------------------------------------|
|         |                                        | PERCEPCIONES |         |                      |                   |                                       |
| <hr/>   |                                        |              |         |                      |                   |                                       |
| 630-009 | HERNANDEZ                              | HERNANDEZ    | YECENIA |                      |                   |                                       |
| T.EMP:  | PERMANENTE                             | 990.47       |         | 1,206.94             | Jefe de Auditoria |                                       |
| 01      | SUELDO BASE                            | 14,857.00    | 51      | ISR                  | 2,883.91          | DVIG DIAS DE VIGENCIA 15.00           |
| 02      | AYUDA PARA DESPE                       | 732.50       | 54      | FONDO PENSIONES      | 1,708.56          | IMP1 ISR ART 96 2,883.91              |
| 03      | AYUDA PARA PASAJ                       | 493.50       |         |                      |                   | PGR1 PERC GRAVADA TIPO 1 16,508.09    |
| 04      | PRIMA QUINQUENAL                       | 425.10       |         |                      |                   | PERC TOTAL PERCEPCIONES 16,508.10     |
|         |                                        |              |         |                      |                   | DEDU TOTAL DEDUCCIONES 4,592.47       |
|         |                                        |              |         |                      |                   | 3%FV 3% FONDO DE VIVIENDA 445.71      |
|         |                                        |              |         |                      |                   | FOND FONDO PENSIONES EMPRES 2,599.97  |
|         |                                        |              |         |                      |                   | SEDARSEDAR 297.14                     |
|         |                                        |              |         |                      |                   | PVAC PROVISION DE PRIMA VAC 220.32    |
|         |                                        |              |         |                      |                   | AGUI PROVISION AGUINALDO 2,203.15     |
|         |                                        |              |         |                      |                   | TOTA NOMINA EN EFECTIVO 11,915.63     |
| <br>    |                                        |              |         |                      |                   |                                       |
| ****    | Totales Órgano Interno de Control 1501 |              |         |                      | ****              |                                       |
| <br>    |                                        |              |         |                      |                   |                                       |
| 01      | SUELDO BASE                            | 69,655.05    | 51      | ISR                  | 14,245.15         | DVIG DIAS DE VIGENCIA 75.00           |
| 02      | AYUDA PARA DESPE                       | 3,526.50     | 51B     | AJUSTE ISR A CARGO E | 333.15            | IMP1 ISR ART 96 14,245.15             |
| 03      | AYUDA PARA PASAJ                       | 2,320.50     | 54      | FONDO PENSIONES      | 8,010.34          | PGR1 PERC GRAVADA TIPO 1 77,202.43    |
| 04      | PRIMA QUINQUENAL                       | 1,700.40     | 79      | APORT ADIC VOL SEDAR | 550.00            | PERC TOTAL PERCEPCIONES 77,202.45     |
|         |                                        |              |         |                      |                   | 89 APORT ADIC COMP SEDA 200.00        |
|         |                                        |              |         |                      |                   | 65 OTRAS DEDUCCIONES 14,197.92        |
|         |                                        |              |         |                      |                   | 3%FV 3% FONDO DE VIVIENDA 2,089.66    |
|         |                                        |              |         |                      |                   | FOND FONDO PENSIONES EMPRES 12,189.63 |
|         |                                        |              |         |                      |                   | SEDARSEDAR 1,393.10                   |
|         |                                        |              |         |                      |                   | PVAC PROVISION DE PRIMA VAC 1,034.28  |
|         |                                        |              |         |                      |                   | AGUI PROVISION AGUINALDO 10,342.75    |
|         |                                        |              |         |                      |                   | TOTA NOMINA EN EFECTIVO 39,665.89     |

Total de Empleados : 5.00

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| Clave                                         | Nombre                       | S.Diario | S.Integ              | DEDUCCIONES                                    | CONCEPTOS                            |
|-----------------------------------------------|------------------------------|----------|----------------------|------------------------------------------------|--------------------------------------|
| PERCEPCIONES                                  |                              |          |                      |                                                |                                      |
| ***** Subdirección de Contratación ***** 4502 |                              |          |                      |                                                |                                      |
| 100-009                                       | NAPOLES CINTO JOSE LUIS      |          |                      |                                                |                                      |
| T.EMP: PERMANENTE                             | 857.63                       |          | 1,027.82             | Jefe de Control                                |                                      |
| 01 SUELDO BASE                                | 12,864.50                    | 51       | ISR                  | 2,278.96                                       | DVIG DIAS DE VIGENCIA 15.00          |
| 02 AYUDA PARA DESPE                           | 643.00                       | 51B      | AJUSTE ISR A CARGO E | 355.07                                         | IMP1 ISR ART 96 2,278.96             |
| 03 AYUDA PARA PASAJ                           | 428.50                       | 54       | FONDO PENSIONES      | 1,479.42                                       | PGR1 PERC GRAVADA TIPO 1 13,936.00   |
|                                               |                              | 65       | OTRAS DEDUCCIONES    | 2,573.00                                       | PERC TOTAL PERCEPCIONES 13,936.00    |
|                                               |                              |          |                      |                                                | DEDU TOTAL DEDUCCIONES 6,686.45      |
|                                               |                              |          |                      |                                                | 3%FV 3% FONDO DE VIVIENDA 385.94     |
|                                               |                              |          |                      |                                                | FOND FONDO PENSIONES EMPRES 2,251.29 |
|                                               |                              |          |                      |                                                | SEDARSEDAR 257.29                    |
|                                               |                              |          |                      |                                                | PVAC PROVISION DE PRIMA VAC 190.90   |
|                                               |                              |          |                      |                                                | AGUI PROVISION AGUINALDO 1,909.04    |
|                                               |                              |          |                      |                                                | TOTA NOMINA EN EFECTIVO 7,249.55     |
| 100-012                                       | MARQUEZ FRANCO KAREN MARLENE |          |                      |                                                |                                      |
| T.EMP: PERMANENTE                             | 857.63                       |          | 1,027.82             | Jefe de Control de Comisión de la Obra Pública |                                      |
| 01 SUELDO BASE                                | 12,864.50                    | 51       | ISR                  | 2,278.96                                       | DVIG DIAS DE VIGENCIA 15.00          |
| 02 AYUDA PARA DESPE                           | 643.00                       | 51B      | AJUSTE ISR A CARGO E | 356.27                                         | IMP1 ISR ART 96 2,278.96             |
| 03 AYUDA PARA PASAJ                           | 428.50                       | 54       | FONDO PENSIONES      | 1,479.42                                       | PGR1 PERC GRAVADA TIPO 1 13,936.00   |
|                                               |                              |          |                      |                                                | PERC TOTAL PERCEPCIONES 13,936.00    |
|                                               |                              |          |                      |                                                | DEDU TOTAL DEDUCCIONES 4,114.65      |
|                                               |                              |          |                      |                                                | 3%FV 3% FONDO DE VIVIENDA 385.94     |
|                                               |                              |          |                      |                                                | FOND FONDO PENSIONES EMPRES 2,251.29 |
|                                               |                              |          |                      |                                                | SEDARSEDAR 257.29                    |
|                                               |                              |          |                      |                                                | PVAC PROVISION DE PRIMA VAC 190.90   |
|                                               |                              |          |                      |                                                | AGUI PROVISION AGUINALDO 1,909.04    |
|                                               |                              |          |                      |                                                | TOTA NOMINA EN EFECTIVO 9,821.35     |
| 630-030                                       | ROSAS SAHAGÚN ARTURO         |          |                      |                                                |                                      |
| T.EMP: PERMANENTE                             | 1,569.80                     |          | 1,891.54             | 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                       | 65       | OTRAS DEDUCCIONES    | 3,500.00                                       | PGR1 PERC GRAVADA TIPO 1 25,195.00   |
|                                               |                              |          |                      |                                                | PERC TOTAL PERCEPCIONES 25,195.00    |
|                                               |                              |          |                      |                                                | DEDU TOTAL DEDUCCIONES 11,407.54     |
|                                               |                              |          |                      |                                                | 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 13,787.46    |
| 630-031                                       | NIEBLA SARABIA MANUEL ARTURO |          |                      |                                                |                                      |
| T.EMP: PERMANENTE                             | 1,115.67                     |          | 1,340.93             | Jefe de Contratos                              |                                      |
| 01 SUELDO BASE                                | 16,735.00                    | 51       | ISR                  | 3,238.93                                       | DVIG DIAS DE VIGENCIA 15.00          |
| 02 AYUDA PARA DESPE                           | 774.50                       | 54       | FONDO PENSIONES      | 1,924.53                                       | IMP1 ISR ART 96 3,238.93             |
| 03 AYUDA PARA PASAJ                           | 508.00                       | 65       | OTRAS DEDUCCIONES    | 2,376.00                                       | PGR1 PERC GRAVADA TIPO 1 18,017.50   |
|                                               |                              |          |                      |                                                | PERC TOTAL PERCEPCIONES 18,017.50    |
|                                               |                              |          |                      |                                                | DEDU TOTAL DEDUCCIONES 7,539.46      |
|                                               |                              |          |                      |                                                | 3%FV 3% FONDO DE VIVIENDA 502.05     |
|                                               |                              |          |                      |                                                | FOND FONDO PENSIONES EMPRES 2,928.63 |
|                                               |                              |          |                      |                                                | SEDARSEDAR 334.70                    |
|                                               |                              |          |                      |                                                | PVAC PROVISION DE PRIMA VAC 246.82   |
|                                               |                              |          |                      |                                                | AGUI PROVISION AGUINALDO 2,468.15    |
|                                               |                              |          |                      |                                                | TOTA NOMINA EN EFECTIVO 10,478.04    |

| Clave | Nombre                               | S.Diario  | S.Integ | PERCEPCIONES         | DEDUCCIONES | CONCEPTOS                             |
|-------|--------------------------------------|-----------|---------|----------------------|-------------|---------------------------------------|
| ----- |                                      |           |         |                      |             |                                       |
| ****  | Totales Subdirección de Contratación | 4502      | ****    |                      |             |                                       |
| 01    | SUELDO BASE                          | 66,011.00 | 51      | ISR                  | 12,996.48   | DVIG DIAS DE VIGENCIA 60.00           |
| 02    | AYUDA PARA DESPE                     | 3,020.50  | 51B     | AJUSTE ISR A CARGO E | 711.34      | IMP1 ISR ART 96 12,996.48             |
| 03    | AYUDA PARA PASAJ                     | 2,053.00  | 54      | FONDO PENSIONES      | 7,591.28    | PGR1 PERC GRAVADA TIPO 1 71,084.50    |
|       |                                      |           | 65      | OTRAS DEDUCCIONES    | 8,449.00    | PERC TOTAL PERCEPCIONES 71,084.50     |
|       |                                      |           |         |                      |             | DEDU TOTAL DEDUCCIONES 29,748.10      |
|       |                                      |           |         |                      |             | 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 973.76    |
|       |                                      |           |         |                      |             | AGUI PROVISION AGUINALDO 9,737.60     |
|       |                                      |           |         |                      |             | TOTA NOMINA EN EFECTIVO 41,336.40     |

Total de Empleados : 4.00 -----

| Clave                                                                 | Nombre                    | S.Diario | S.Integ              | DEDUCCIONES                                   | CONCEPTOS                            |
|-----------------------------------------------------------------------|---------------------------|----------|----------------------|-----------------------------------------------|--------------------------------------|
| PERCEPCIONES                                                          |                           |          |                      |                                               |                                      |
| ***** Subdirección de Control Normativo y Documental ***** 4503       |                           |          |                      |                                               |                                      |
| 450-006                                                               | VAZQUEZ ROCHA JOSE RAFAEL |          |                      |                                               |                                      |
| T.EMP: PERMANENTE                                                     | 761.07                    |          | 912.22               | Jefe de Gestión y Seguimiento                 |                                      |
| 01 SUELDO BASE                                                        | 11,416.00                 | 51       | ISR                  | 1,943.80                                      | DVIG DIAS DE VIGENCIA 15.00          |
| 02 AYUDA PARA DESPE                                                   | 623.50                    | 51B      | AJUSTE ISR A CARGO E | 306.52                                        | IMP1 ISR ART 96 1,943.80             |
| 03 AYUDA PARA PASAJ                                                   | 389.50                    | 54       | FONDO PENSIONES      | 1,312.84                                      | PGR1 PERC GRAVADA TIPO 1 12,429.00   |
|                                                                       |                           | 65       | OTRAS DEDUCCIONES    | 4,700.74                                      | PERC TOTAL PERCEPCIONES 12,429.00    |
|                                                                       |                           |          |                      |                                               | DEDU TOTAL DEDUCCIONES 8,263.90      |
|                                                                       |                           |          |                      |                                               | 3%FV 3% FONDO DE VIVIENDA 342.48     |
|                                                                       |                           |          |                      |                                               | FOND FONDO PENSIONES EMPRES 1,997.80 |
|                                                                       |                           |          |                      |                                               | SEDARSEDAR 228.32                    |
|                                                                       |                           |          |                      |                                               | PVAC PROVISION DE PRIMA VAC 170.26   |
|                                                                       |                           |          |                      |                                               | AGUI PROVISION AGUINALDO 1,702.60    |
|                                                                       |                           |          |                      |                                               | TOTA NOMINA EN EFECTIVO 4,165.10     |
| 540-010                                                               | EGUIARTE MONTES ADAN OMAR |          |                      |                                               |                                      |
| T.EMP: PERMANENTE                                                     | 1,569.80                  |          | 1,891.54             | 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    | 10,125.21                                     | PGR1 PERC GRAVADA TIPO 1 25,195.00   |
|                                                                       |                           |          |                      |                                               | PERC TOTAL PERCEPCIONES 25,195.00    |
|                                                                       |                           |          |                      |                                               | DEDU TOTAL DEDUCCIONES 18,032.75     |
|                                                                       |                           |          |                      |                                               | 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 7,162.25     |
| 720-017                                                               | TORRES VEGA IVAN ALEXEI   |          |                      |                                               |                                      |
| T.EMP: PERMANENTE                                                     | 761.07                    |          | 912.22               | Jefe de Revisión de Bases y Normas            |                                      |
| 01 SUELDO BASE                                                        | 11,416.00                 | 51       | ISR                  | 1,943.80                                      | DVIG DIAS DE VIGENCIA 15.00          |
| 02 AYUDA PARA DESPE                                                   | 623.50                    | 51B      | AJUSTE ISR A CARGO E | 307.64                                        | IMP1 ISR ART 96 1,943.80             |
| 03 AYUDA PARA PASAJ                                                   | 389.50                    | 54       | FONDO PENSIONES      | 1,312.84                                      | PGR1 PERC GRAVADA TIPO 1 12,429.00   |
|                                                                       |                           |          |                      |                                               | PERC TOTAL PERCEPCIONES 12,429.00    |
|                                                                       |                           |          |                      |                                               | DEDU TOTAL DEDUCCIONES 3,564.28      |
|                                                                       |                           |          |                      |                                               | 3%FV 3% FONDO DE VIVIENDA 342.48     |
|                                                                       |                           |          |                      |                                               | FOND FONDO PENSIONES EMPRES 1,997.80 |
|                                                                       |                           |          |                      |                                               | SEDARSEDAR 228.32                    |
|                                                                       |                           |          |                      |                                               | PVAC PROVISION DE PRIMA VAC 170.26   |
|                                                                       |                           |          |                      |                                               | AGUI PROVISION AGUINALDO 1,702.60    |
|                                                                       |                           |          |                      |                                               | TOTA NOMINA EN EFECTIVO 8,864.72     |
| **** Totales Subdirección de Control Normativo y Documental 4503 **** |                           |          |                      |                                               |                                      |
| 01 SUELDO BASE                                                        | 46,379.00                 | 51       | ISR                  | 9,087.23                                      | DVIG DIAS DE VIGENCIA 45.00          |
| 02 AYUDA PARA DESPE                                                   | 2,207.00                  | 51B      | AJUSTE ISR A CARGO E | 614.16                                        | IMP1 ISR ART 96 9,087.23             |
| 03 AYUDA PARA PASAJ                                                   | 1,467.00                  | 54       | FONDO PENSIONES      | 5,333.59                                      | PGR1 PERC GRAVADA TIPO 1 50,053.00   |
|                                                                       |                           | 65       | OTRAS DEDUCCIONES    | 14,825.95                                     | PERC TOTAL PERCEPCIONES 50,053.00    |
|                                                                       |                           |          |                      |                                               | DEDU TOTAL DEDUCCIONES 29,860.93     |
|                                                                       |                           |          |                      |                                               | 3%FV 3% FONDO DE VIVIENDA 1,391.37   |
|                                                                       |                           |          |                      |                                               | FOND FONDO PENSIONES EMPRES 8,116.32 |
|                                                                       |                           |          |                      |                                               | SEDARSEDAR 927.58                    |
|                                                                       |                           |          |                      |                                               | PVAC PROVISION DE PRIMA VAC 685.66   |
|                                                                       |                           |          |                      |                                               | AGUI PROVISION AGUINALDO 6,856.57    |
|                                                                       |                           |          |                      |                                               | TOTA NOMINA EN EFECTIVO 20,192.07    |

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

|                           |  |  |       |  |  |
|---------------------------|--|--|-------|--|--|
| Total de Empleados : 3.00 |  |  | ----- |  |  |
|---------------------------|--|--|-------|--|--|

| Clave                                                  | Nombre                          | S.Diario | S.Integ           | DEDUCCIONES                                        | CONCEPTOS                            |
|--------------------------------------------------------|---------------------------------|----------|-------------------|----------------------------------------------------|--------------------------------------|
| PERCEPCIONES                                           |                                 |          |                   |                                                    |                                      |
| ***** Subdirección de Costos y Presupuestos ***** 4504 |                                 |          |                   |                                                    |                                      |
| 300-008                                                | SANTA MARIA LUEVANO LUIS CESAR  |          |                   |                                                    |                                      |
| T.EMP: PERMANENTE                                      | 990.47                          |          | 1,192.53          | Jefe de Evaluaciones Económicas                    |                                      |
| 01 SUELDO BASE                                         | 14,857.00                       | 51       | ISR               | 2,783.93                                           | DVIG DIAS DE VIGENCIA 15.00          |
| 02 AYUDA PARA DESPE                                    | 732.50                          | 54       | FONDO PENSIONES   | 1,708.56                                           | IMP1 ISR ART 96 2,783.93             |
| 03 AYUDA PARA PASAJ                                    | 493.50                          | 65       | OTRAS DEDUCCIONES | 3,538.00                                           | PGR1 PERC GRAVADA TIPO 1 16,083.00   |
|                                                        |                                 |          |                   |                                                    | PERC TOTAL PERCEPCIONES 16,083.00    |
|                                                        |                                 |          |                   |                                                    | DEDU TOTAL DEDUCCIONES 8,030.49      |
|                                                        |                                 |          |                   |                                                    | 3%FV 3% FONDO DE VIVIENDA 445.71     |
|                                                        |                                 |          |                   |                                                    | FOND FONDO PENSIONES EMPRES 2,599.97 |
|                                                        |                                 |          |                   |                                                    | SEDARSEDAR 297.14                    |
|                                                        |                                 |          |                   |                                                    | PVAC PROVISION DE PRIMA VAC 220.32   |
|                                                        |                                 |          |                   |                                                    | AGUI PROVISION AGUINALDO 2,203.15    |
|                                                        |                                 |          |                   |                                                    | TOTA NOMINA EN EFECTIVO 8,052.51     |
| 41-083-010                                             | GUERRERO LOPEZ GERMAN           |          |                   |                                                    |                                      |
| T.EMP: PERMANENTE                                      | 595.20                          |          | 726.01            | ANALISTA DE OBRA                                   |                                      |
| 01 SUELDO BASE                                         | 8,928.00                        | 51       | ISR               | 1,477.46                                           | DVIG DIAS DE VIGENCIA 15.00          |
| 02 AYUDA PARA DESPE                                    | 465.50                          | 54       | FONDO PENSIONES   | 1,026.72                                           | IMP1 ISR ART 96 1,477.46             |
| 03 AYUDA PARA PASAJ                                    | 285.50                          | 65       | OTRAS DEDUCCIONES | 4,317.25                                           | PGR1 PERC GRAVADA TIPO 1 10,245.79   |
| 04 PRIMA QUINQUENAL                                    | 566.80                          |          |                   |                                                    | PERC TOTAL PERCEPCIONES 10,245.80    |
|                                                        |                                 |          |                   |                                                    | DEDU TOTAL DEDUCCIONES 6,821.43      |
|                                                        |                                 |          |                   |                                                    | 3%FV 3% FONDO DE VIVIENDA 267.84     |
|                                                        |                                 |          |                   |                                                    | FOND FONDO PENSIONES EMPRES 1,562.40 |
|                                                        |                                 |          |                   |                                                    | SEDARSEDAR 178.56                    |
|                                                        |                                 |          |                   |                                                    | PVAC PROVISION DE PRIMA VAC 132.59   |
|                                                        |                                 |          |                   |                                                    | AGUI PROVISION AGUINALDO 1,325.89    |
|                                                        |                                 |          |                   |                                                    | TOTA NOMINA EN EFECTIVO 3,424.37     |
| 471-2019                                               | SANCHEZ SOLORIO RICARDO YOSELIN |          |                   |                                                    |                                      |
| T.EMP: PERMANENTE                                      | 990.46                          |          | 1,192.52          | Jefe de Integración de Expedientes de Obra Pública |                                      |
| 01 SUELDO BASE                                         | 14,857.00                       | 51       | ISR               | 2,783.93                                           | DVIG DIAS DE VIGENCIA 15.00          |
| 02 AYUDA PARA DESPE                                    | 732.50                          | 54       | FONDO PENSIONES   | 1,708.56                                           | IMP1 ISR ART 96 2,783.93             |
| 03 AYUDA PARA PASAJ                                    | 493.50                          | 65       | OTRAS DEDUCCIONES | 1,576.53                                           | PGR1 PERC GRAVADA TIPO 1 16,083.00   |
|                                                        |                                 |          |                   |                                                    | PERC TOTAL PERCEPCIONES 16,083.00    |
|                                                        |                                 |          |                   |                                                    | DEDU TOTAL DEDUCCIONES 6,069.02      |
|                                                        |                                 |          |                   |                                                    | 3%FV 3% FONDO DE VIVIENDA 445.71     |
|                                                        |                                 |          |                   |                                                    | FOND FONDO PENSIONES EMPRES 2,599.97 |
|                                                        |                                 |          |                   |                                                    | SEDARSEDAR 297.14                    |
|                                                        |                                 |          |                   |                                                    | PVAC PROVISION DE PRIMA VAC 220.32   |
|                                                        |                                 |          |                   |                                                    | AGUI PROVISION AGUINALDO 2,203.15    |
|                                                        |                                 |          |                   |                                                    | TOTA NOMINA EN EFECTIVO 10,013.98    |
| 520-007                                                | NUÑO ROMERO MICHAEL ALBERTO     |          |                   |                                                    |                                      |
| T.EMP: PERMANENTE                                      | 857.63                          |          | 1,027.82          | Jefe de Programación                               |                                      |
| 01 SUELDO BASE                                         | 12,864.50                       | 51       | ISR               | 2,278.96                                           | DVIG DIAS DE VIGENCIA 15.00          |
| 02 AYUDA PARA DESPE                                    | 643.00                          | 54       | FONDO PENSIONES   | 1,479.42                                           | IMP1 ISR ART 96 2,278.96             |
| 03 AYUDA PARA PASAJ                                    | 428.50                          | 65       | OTRAS DEDUCCIONES | 2,451.00                                           | PGR1 PERC GRAVADA TIPO 1 13,936.00   |
|                                                        |                                 |          |                   |                                                    | PERC TOTAL PERCEPCIONES 13,936.00    |
|                                                        |                                 |          |                   |                                                    | DEDU TOTAL DEDUCCIONES 6,209.38      |
|                                                        |                                 |          |                   |                                                    | 3%FV 3% FONDO DE VIVIENDA 385.94     |
|                                                        |                                 |          |                   |                                                    | FOND FONDO PENSIONES EMPRES 2,251.29 |
|                                                        |                                 |          |                   |                                                    | SEDARSEDAR 257.29                    |
|                                                        |                                 |          |                   |                                                    | PVAC PROVISION DE PRIMA VAC 190.90   |
|                                                        |                                 |          |                   |                                                    | AGUI PROVISION AGUINALDO 1,909.04    |
|                                                        |                                 |          |                   |                                                    | TOTA NOMINA EN EFECTIVO 7,726.62     |

| Clave               | Nombre                                        | S.Diario | S.Integ              | PERCEPCIONES                                | DEDUCCIONES                 | CONCEPTOS  |
|---------------------|-----------------------------------------------|----------|----------------------|---------------------------------------------|-----------------------------|------------|
| 630-032             | PATINO MARTÍNEZ ABRAHAM MOISES                |          |                      |                                             |                             |            |
| T.EMP: PERMANENTE   | 857.63                                        |          | 1,027.82             | Jefe de Precios Unitarios y Escalatorias    |                             |            |
| 01 SUELDO BASE      | 12,864.50                                     | 51       | ISR                  | 2,278.96                                    | DVIG DIAS DE VIGENCIA       | 15.00      |
| 02 AYUDA PARA DESPE | 643.00                                        | 51B      | AJUSTE ISR A CARGO E | 355.07                                      | IMP1 ISR ART 96             | 2,278.96   |
| 03 AYUDA PARA PASAJ | 428.50                                        | 54       | FONDO PENSIONES      | 1,479.42                                    | PGR1 PERC GRAVADA TIPO 1    | 13,936.00  |
|                     |                                               | 65       | OTRAS DEDUCCIONES    | 2,239.00                                    | PERC TOTAL PERCEPCIONES     | 13,936.00  |
|                     |                                               |          |                      |                                             | DEDU TOTAL DEDUCCIONES      | 6,352.45   |
|                     |                                               |          |                      |                                             | 3%FV 3% FONDO DE VIVIENDA   | 385.94     |
|                     |                                               |          |                      |                                             | FOND FONDO PENSIONES EMPRES | 2,251.29   |
|                     |                                               |          |                      |                                             | SEDARSEDAR                  | 257.29     |
|                     |                                               |          |                      |                                             | PVAC PROVISION DE PRIMA VAC | 190.90     |
|                     |                                               |          |                      |                                             | AGUI PROVISION AGUINALDO    | 1,909.04   |
|                     |                                               |          |                      |                                             | TOTA NOMINA EN EFECTIVO     | 7,583.55   |
| 740-035             | NIETO VEGA ILSE ANDREA                        |          |                      |                                             |                             |            |
| T.EMP: PERMANENTE   | 990.47                                        |          | 1,192.53             | Jefe de Presupuestos del Área Metropolitana |                             |            |
| 01 SUELDO BASE      | 14,857.00                                     | 51       | ISR                  | 2,783.93                                    | DVIG DIAS DE VIGENCIA       | 15.00      |
| 02 AYUDA PARA DESPE | 732.50                                        | 54       | FONDO PENSIONES      | 1,708.56                                    | IMP1 ISR ART 96             | 2,783.93   |
| 03 AYUDA PARA PASAJ | 493.50                                        | 65       | OTRAS DEDUCCIONES    | 1,000.00                                    | PGR1 PERC GRAVADA TIPO 1    | 16,083.00  |
|                     |                                               |          |                      |                                             | PERC TOTAL PERCEPCIONES     | 16,083.00  |
|                     |                                               |          |                      |                                             | DEDU TOTAL DEDUCCIONES      | 5,492.49   |
|                     |                                               |          |                      |                                             | 3%FV 3% FONDO DE VIVIENDA   | 445.71     |
|                     |                                               |          |                      |                                             | FOND FONDO PENSIONES EMPRES | 2,599.97   |
|                     |                                               |          |                      |                                             | SEDARSEDAR                  | 297.14     |
|                     |                                               |          |                      |                                             | PVAC PROVISION DE PRIMA VAC | 220.32     |
|                     |                                               |          |                      |                                             | AGUI PROVISION AGUINALDO    | 2,203.15   |
|                     |                                               |          |                      |                                             | TOTA NOMINA EN EFECTIVO     | 10,590.51  |
| 940-005             | URIAS CARRILLO RAMSES                         |          |                      |                                             |                             |            |
| T.EMP: PERMANENTE   | 1,569.80                                      |          | 1,891.54             | 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      | 102,775.00                                    | 51       | ISR                  | 19,586.80                                   | DVIG DIAS DE VIGENCIA       | 105.00     |
| 02 AYUDA PARA DESPE | 4,909.00                                      | 51B      | AJUSTE ISR A CARGO E | 355.07                                      | IMP1 ISR ART 96             | 19,586.80  |
| 03 AYUDA PARA PASAJ | 3,311.00                                      | 54       | FONDO PENSIONES      | 11,819.15                                   | PGR1 PERC GRAVADA TIPO 1    | 111,561.79 |
| 04 PRIMA QUINQUENAL | 566.80                                        | 65       | OTRAS DEDUCCIONES    | 15,121.78                                   | PERC TOTAL PERCEPCIONES     | 111,561.80 |
|                     |                                               |          |                      |                                             | DEDU TOTAL DEDUCCIONES      | 46,882.80  |
|                     |                                               |          |                      |                                             | 3%FV 3% FONDO DE VIVIENDA   | 3,083.26   |
|                     |                                               |          |                      |                                             | FOND FONDO PENSIONES EMPRES | 17,985.61  |
|                     |                                               |          |                      |                                             | SEDARSEDAR                  | 2,055.50   |
|                     |                                               |          |                      |                                             | PVAC PROVISION DE PRIMA VAC | 1,520.49   |
|                     |                                               |          |                      |                                             | AGUI PROVISION AGUINALDO    | 15,204.79  |
|                     |                                               |          |                      |                                             | TOTA NOMINA EN EFECTIVO     | 64,679.00  |

Total de Empleados : 7.00

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

| Clave                                                  | Nombre                          | S.Diario | S.Integ              | DEDUCCIONES                          | CONCEPTOS                            |
|--------------------------------------------------------|---------------------------------|----------|----------------------|--------------------------------------|--------------------------------------|
| PERCEPCIONES                                           |                                 |          |                      |                                      |                                      |
| ***** Dirección de Presupuestos y Contratos ***** 4505 |                                 |          |                      |                                      |                                      |
| 470-2019                                               | GUERRERO CASILLAS CLAUDIA SOFÍA |          |                      |                                      |                                      |
| T.EMP: PERMANENTE                                      | 675.73                          |          | 811.52               | COLABORADOR ESPECIALIZADO            |                                      |
| 01 SUELDO BASE                                         | 10,135.95                       | 51       | ISR                  | 1,663.43                             | DVIG DIAS DE VIGENCIA 15.00          |
| 02 AYUDA PARA DESPE                                    | 603.00                          | 51B      | AJUSTE ISR A CARGO E | 316.57                               | IMP1 ISR ART 96 1,663.43             |
| 03 AYUDA PARA PASAJ                                    | 377.50                          | 54       | FONDO PENSIONES      | 1,165.63                             | PGR1 PERC GRAVADA TIPO 1 11,116.45   |
|                                                        |                                 | 65       | OTRAS DEDUCCIONES    | 101.36                               | PERC TOTAL PERCEPCIONES 11,116.45    |
|                                                        |                                 |          |                      |                                      | DEDU TOTAL DEDUCCIONES 3,246.99      |
|                                                        |                                 |          |                      |                                      | 3%FV 3% FONDO DE VIVIENDA 304.08     |
|                                                        |                                 |          |                      |                                      | FOND FONDO PENSIONES EMPRES 1,773.79 |
|                                                        |                                 |          |                      |                                      | SEDARSEDAR 202.72                    |
|                                                        |                                 |          |                      |                                      | PVAC PROVISION DE PRIMA VAC 152.28   |
|                                                        |                                 |          |                      |                                      | AGUI PROVISION AGUINALDO 1,522.80    |
|                                                        |                                 |          |                      |                                      | TOTA NOMINA EN EFECTIVO 7,869.46     |
| 900-004                                                | MORENO AREVALO ERIC WALBERTO    |          |                      |                                      |                                      |
| T.EMP: PERMANENTE                                      | 2,314.83                        |          | 2,240.50             | 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                                      | 532.07                          |          | 649.38               | SECRETARIA DE DIRECCION              |                                      |
| 01 SUELDO BASE                                         | 7,981.05                        | 51       | ISR                  | 1,245.74                             | DVIG DIAS DE VIGENCIA 15.00          |
| 02 AYUDA PARA DESPE                                    | 557.00                          | 51B      | AJUSTE ISR A CARGO E | 169.78                               | IMP1 ISR ART 96 1,245.74             |
| 03 AYUDA PARA PASAJ                                    | 339.50                          | 54       | FONDO PENSIONES      | 917.82                               | PGR1 PERC GRAVADA TIPO 1 9,160.95    |
| 04 PRIMA QUINQUENAL                                    | 283.40                          | 65       | OTRAS DEDUCCIONES    | 5,993.59                             | PERC TOTAL PERCEPCIONES 9,160.95     |
|                                                        |                                 |          |                      |                                      | DEDU TOTAL DEDUCCIONES 8,326.93      |
|                                                        |                                 |          |                      |                                      | 3%FV 3% FONDO DE VIVIENDA 239.43     |
|                                                        |                                 |          |                      |                                      | FOND FONDO PENSIONES EMPRES 1,396.68 |
|                                                        |                                 |          |                      |                                      | SEDARSEDAR 159.62                    |
|                                                        |                                 |          |                      |                                      | PVAC PROVISION DE PRIMA VAC 121.61   |
|                                                        |                                 |          |                      |                                      | AGUI PROVISION AGUINALDO 1,216.10    |
|                                                        |                                 |          |                      |                                      | TOTA NOMINA EN EFECTIVO 834.02       |
| 910-028                                                | PEREZ ROSALES ESPERANZA         |          |                      |                                      |                                      |
| T.EMP: PERMANENTE                                      | 473.73                          |          | 578.55               | SECRETARIA                           |                                      |
| 01 SUELDO BASE                                         | 7,105.95                        | 51       | ISR                  | 1,040.13                             | DVIG DIAS DE VIGENCIA 15.00          |
| 02 AYUDA PARA DESPE                                    | 478.50                          | 51B      | AJUSTE ISR A CARGO E | 146.60                               | IMP1 ISR ART 96 1,040.13             |
| 03 AYUDA PARA PASAJ                                    | 330.50                          | 54       | FONDO PENSIONES      | 817.18                               | PGR1 PERC GRAVADA TIPO 1 8,198.35    |
| 04 PRIMA QUINQUENAL                                    | 283.40                          | 65       | OTRAS DEDUCCIONES    | 3,520.20                             | PERC TOTAL PERCEPCIONES 8,198.35     |
|                                                        |                                 |          |                      |                                      | DEDU TOTAL DEDUCCIONES 5,524.11      |
|                                                        |                                 |          |                      |                                      | 3%FV 3% FONDO DE VIVIENDA 213.18     |
|                                                        |                                 |          |                      |                                      | FOND FONDO PENSIONES EMPRES 1,243.54 |
|                                                        |                                 |          |                      |                                      | SEDARSEDAR 142.12                    |
|                                                        |                                 |          |                      |                                      | PVAC PROVISION DE PRIMA VAC 108.42   |
|                                                        |                                 |          |                      |                                      | AGUI PROVISION AGUINALDO 1,084.24    |
|                                                        |                                 |          |                      |                                      | TOTA NOMINA EN EFECTIVO 2,674.24     |

| Clave        | Nombre                                        |           | S.Diario    | S.Integ              |           |                             |           |
|--------------|-----------------------------------------------|-----------|-------------|----------------------|-----------|-----------------------------|-----------|
| PERCEPCIONES |                                               |           | DEDUCCIONES |                      |           | CONCEPTOS                   |           |
| -----        |                                               |           |             |                      |           |                             |           |
| ****         | Totales Dirección de Presupuestos y Contratos |           |             |                      | 4505      | ****                        |           |
| 01           | SUELDO BASE                                   | 59,945.45 | 51          | ISR                  | 12,657.88 | DVIG DIAS DE VIGENCIA       | 60.00     |
| 02           | AYUDA PARA DESPE                              | 2,910.50  | 51B         | AJUSTE ISR A CARGO E | 632.95    | IMP1 ISR ART 96             | 12,657.88 |
| 03           | AYUDA PARA PASAJ                              | 1,944.50  | 54          | FONDO PENSIONES      | 6,893.72  | PGR1 PERC GRAVADA TIPO 1    | 65,367.25 |
| 04           | PRIMA QUINQUENAL                              | 566.80    | 65          | OTRAS DEDUCCIONES    | 9,615.15  | PERC TOTAL PERCEPCIONES     | 65,367.25 |
|              |                                               |           |             |                      |           | DEDU TOTAL DEDUCCIONES      | 29,799.70 |
|              |                                               |           |             |                      |           | 3%FV 3% FONDO DE VIVIENDA   | 1,798.36  |
|              |                                               |           |             |                      |           | FOND FONDO PENSIONES EMPRES | 10,490.45 |
|              |                                               |           |             |                      |           | SEDARSEDAR                  | 1,198.91  |
|              |                                               |           |             |                      |           | PVAC PROVISION DE PRIMA VAC | 887.67    |
|              |                                               |           |             |                      |           | AGUI PROVISION AGUINALDO    | 8,876.77  |
|              |                                               |           |             |                      |           | TOTA NOMINA EN EFECTIVO     | 35,567.55 |

Total de Empleados : 4.00

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| Clave                                         | Nombre           |           | S.Diario                            | S.Integ              | DEDUCCIONES | CONCEPTOS                            |                                   |
|-----------------------------------------------|------------------|-----------|-------------------------------------|----------------------|-------------|--------------------------------------|-----------------------------------|
| PERCEPCIONES                                  |                  |           |                                     |                      |             |                                      |                                   |
| ***** Subdirección de Construcción ***** 5501 |                  |           |                                     |                      |             |                                      |                                   |
| 18-287-004 JIMENEZ ROSALES OSWALDO RAFAEL     |                  |           |                                     |                      |             |                                      |                                   |
| T.EMP:                                        | PERMANENTE       | 486.83    | 604.95AUXILIAR ADMINISTRATIVO       |                      |             |                                      |                                   |
| 01                                            | SUELDO BASE      | 7,302.45  | 51                                  | ISR                  | 1,152.67    | DVIG DIAS DE VIGENCIA 15.00          |                                   |
| 02                                            | AYUDA PARA DESPE | 523.00    | 51B                                 | AJUSTE ISR A CARGO E | 152.78      | IMP1 ISR ART 96 1,152.67             |                                   |
| 03                                            | AYUDA PARA PASAJ | 333.00    | 54                                  | FONDO PENSIONES      | 839.78      | PGR1 PERC GRAVADA TIPO 1 8,725.25    |                                   |
| 04                                            | PRIMA QUINQUENAL | 566.80    | 65                                  | OTRAS DEDUCCIONES    | 2,886.57    | PERC TOTAL PERCEPCIONES 8,725.25     |                                   |
|                                               |                  |           |                                     |                      |             | DEDU TOTAL DEDUCCIONES 5,031.80      |                                   |
|                                               |                  |           |                                     |                      |             | 3%FV 3% FONDO DE VIVIENDA 219.07     |                                   |
|                                               |                  |           |                                     |                      |             | FOND FONDO PENSIONES EMPRES 1,277.93 |                                   |
|                                               |                  |           |                                     |                      |             | SEDARSEDAR 146.05                    |                                   |
|                                               |                  |           |                                     |                      |             | PVAC PROVISION DE PRIMA VAC 111.76   |                                   |
|                                               |                  |           |                                     |                      |             | AGUI PROVISION AGUINALDO 1,117.60    |                                   |
|                                               |                  |           |                                     |                      |             | TOTA NOMINA EN EFECTIVO 3,693.45     |                                   |
| 200-031 RAMOS HURTADO JESUS NEPHTALI          |                  |           |                                     |                      |             |                                      |                                   |
| T.EMP:                                        | PERMANENTE       | 419.43    | 520.67ARCHIVISTA                    |                      |             |                                      |                                   |
| 01                                            | SUELDO BASE      | 6,291.45  | 51                                  | ISR                  | 887.13      | DVIG DIAS DE VIGENCIA 15.00          |                                   |
| 02                                            | AYUDA PARA DESPE | 457.50    | 51B                                 | AJUSTE ISR A CARGO E | 124.86      | IMP1 ISR ART 96 887.13               |                                   |
| 03                                            | AYUDA PARA PASAJ | 308.00    | 54                                  | FONDO PENSIONES      | 723.52      | PGR1 PERC GRAVADA TIPO 1 7,482.05    |                                   |
| 04                                            | PRIMA QUINQUENAL | 425.10    | 65                                  | OTRAS DEDUCCIONES    | 212.91      | PERC TOTAL PERCEPCIONES 7,482.05     |                                   |
|                                               |                  |           |                                     |                      |             | DEDU TOTAL DEDUCCIONES 1,948.42      |                                   |
|                                               |                  |           |                                     |                      |             | 3%FV 3% FONDO DE VIVIENDA 188.74     |                                   |
|                                               |                  |           |                                     |                      |             | FOND FONDO PENSIONES EMPRES 1,101.00 |                                   |
|                                               |                  |           |                                     |                      |             | SEDARSEDAR 125.83                    |                                   |
|                                               |                  |           |                                     |                      |             | PVAC PROVISION DE PRIMA VAC 96.67    |                                   |
|                                               |                  |           |                                     |                      |             | AGUI PROVISION AGUINALDO 966.71      |                                   |
|                                               |                  |           |                                     |                      |             | TOTA NOMINA EN EFECTIVO 5,533.63     |                                   |
| 207-002 RODRIGUEZ VAZQUEZ SALVADOR            |                  |           |                                     |                      |             |                                      |                                   |
| T.EMP:                                        | PERMANENTE       | 529.46    | 747.37AUXILIAR DE TOPOGRAFO         |                      |             |                                      |                                   |
| 01                                            | SUELDO BASE      | 7,941.90  | 51                                  | ISR                  | 1,552.37    | DVIG DIAS DE VIGENCIA 15.00          |                                   |
| 02                                            | AYUDA PARA DESPE | 557.00    | 54                                  | FONDO PENSIONES      | 1,050.32    | IMP1 ISR ART 96 1,552.37             |                                   |
| 03                                            | AYUDA PARA PASAJ | 339.50    | 65                                  | OTRAS DEDUCCIONES    | 4,317.28    | PGR1 PERC GRAVADA TIPO 1 10,596.48   |                                   |
| 04                                            | PRIMA QUINQUENAL | 566.80    |                                     |                      |             |                                      | PERC TOTAL PERCEPCIONES 10,596.48 |
| 06                                            | PRIMA POR RIESGO | 1,191.28  |                                     |                      |             |                                      | DEDU TOTAL DEDUCCIONES 6,919.97   |
|                                               |                  |           |                                     |                      |             | 3%FV 3% FONDO DE VIVIENDA 274.00     |                                   |
|                                               |                  |           |                                     |                      |             | FOND FONDO PENSIONES EMPRES 1,598.31 |                                   |
|                                               |                  |           |                                     |                      |             | SEDARSEDAR 182.66                    |                                   |
|                                               |                  |           |                                     |                      |             | PVAC PROVISION DE PRIMA VAC 137.39   |                                   |
|                                               |                  |           |                                     |                      |             | AGUI PROVISION AGUINALDO 1,373.93    |                                   |
|                                               |                  |           |                                     |                      |             | TOTA NOMINA EN EFECTIVO 3,676.51     |                                   |
| 230-009 CHAIRES MUÑOZ HÉCTOR GABRIEL          |                  |           |                                     |                      |             |                                      |                                   |
| T.EMP:                                        | PERMANENTE       | 2,098.93  | 2,240.50Subdirector 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    | 9,463.78    | PGR1 PERC GRAVADA TIPO 1 33,436.50   |                                   |
|                                               |                  |           |                                     |                      |             | PERC TOTAL PERCEPCIONES 33,436.50    |                                   |
|                                               |                  |           |                                     |                      |             | DEDU TOTAL DEDUCCIONES 20,756.52     |                                   |
|                                               |                  |           |                                     |                      |             | 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 12,679.98    |                                   |

| Clave      | Nombre                          | S.Diario  | S.Integ  | PERCEPCIONES                | DEDUCCIONES | CONCEPTOS                            |
|------------|---------------------------------|-----------|----------|-----------------------------|-------------|--------------------------------------|
| -----      |                                 |           |          |                             |             |                                      |
| 31-113-002 | HORNER VALENCIA LUIS FERNANDO   |           |          |                             |             |                                      |
| T.EMP:     | PERMANENTE                      | 1,115.67  | 1,360.14 | Jefe de Supervision General |             |                                      |
| 01         | SUELDO BASE                     | 16,735.00 | 51       | ISR                         | 3,372.24    | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | AYUDA PARA DESPE                | 774.50    | 54       | FONDO PENSIONES             | 1,924.53    | IMP1 ISR ART 96 3,372.24             |
| 03         | AYUDA PARA PASAJ                | 508.00    |          |                             |             | PGR1 PERC GRAVADA TIPO 1 18,584.30   |
| 04         | PRIMA QUINQUENAL                | 566.80    |          |                             |             | PERC TOTAL PERCEPCIONES 18,584.30    |
|            |                                 |           |          |                             |             | DEDU TOTAL DEDUCCIONES 5,296.77      |
|            |                                 |           |          |                             |             | 3%FV 3% FONDO DE VIVIENDA 502.05     |
|            |                                 |           |          |                             |             | FOND FONDO PENSIONES EMPRES 2,928.63 |
|            |                                 |           |          |                             |             | SEDARSEDAR 334.70                    |
|            |                                 |           |          |                             |             | PVAC PROVISION DE PRIMA VAC 246.82   |
|            |                                 |           |          |                             |             | AGUI PROVISION AGUINALDO 2,468.15    |
|            |                                 |           |          |                             |             | TOTA NOMINA EN EFECTIVO 13,287.53    |
|            |                                 |           |          |                             |             |                                      |
| 397-078    | MORAN GARCIA ELLIOT JONATHAN    |           |          |                             |             |                                      |
| T.EMP:     | PERMANENTE                      | 532.07    | 654.18   | ENCARGADO ARCHIVISTA        |             |                                      |
| 01         | SUELDO BASE                     | 7,981.05  | 51       | ISR                         | 1,276.01    | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | AYUDA PARA DESPE                | 557.00    | 51B      | AJUSTE ISR A CARGO E        | 171.00      | IMP1 ISR ART 96 1,276.01             |
| 03         | AYUDA PARA PASAJ                | 339.50    | 54       | FONDO PENSIONES             | 917.82      | PGR1 PERC GRAVADA TIPO 1 9,302.65    |
| 04         | PRIMA QUINQUENAL                | 425.10    | 65       | OTRAS DEDUCCIONES           | 2,197.90    | PERC TOTAL PERCEPCIONES 9,302.65     |
|            |                                 |           |          |                             |             | DEDU TOTAL DEDUCCIONES 4,562.73      |
|            |                                 |           |          |                             |             | 3%FV 3% FONDO DE VIVIENDA 239.43     |
|            |                                 |           |          |                             |             | FOND FONDO PENSIONES EMPRES 1,396.68 |
|            |                                 |           |          |                             |             | SEDARSEDAR 159.62                    |
|            |                                 |           |          |                             |             | PVAC PROVISION DE PRIMA VAC 121.61   |
|            |                                 |           |          |                             |             | AGUI PROVISION AGUINALDO 1,216.10    |
|            |                                 |           |          |                             |             | TOTA NOMINA EN EFECTIVO 4,739.92     |
|            |                                 |           |          |                             |             |                                      |
| 40-144-003 | GONZALEZ MALDONADO ELVIRA       |           |          |                             |             |                                      |
| T.EMP:     | PERMANENTE                      | 588.47    | 737.02   | Coordinador Administrativo  |             |                                      |
| 01         | SUELDO BASE                     | 8,827.00  | 51       | ISR                         | 1,557.33    | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | AYUDA PARA DESPE                | 581.50    | 51B      | AJUSTE ISR A CARGO E        | 196.32      | IMP1 ISR ART 96 1,557.33             |
| 03         | AYUDA PARA PASAJ                | 361.00    | 54       | FONDO PENSIONES             | 1,015.11    | PGR1 PERC GRAVADA TIPO 1 10,619.70   |
| 04         | PRIMA QUINQUENAL                | 850.20    | 65       | OTRAS DEDUCCIONES           | 250.00      | PERC TOTAL PERCEPCIONES 10,619.70    |
|            |                                 |           |          |                             |             | DEDU TOTAL DEDUCCIONES 3,018.76      |
|            |                                 |           |          |                             |             | 3%FV 3% FONDO DE VIVIENDA 264.81     |
|            |                                 |           |          |                             |             | FOND FONDO PENSIONES EMPRES 1,544.72 |
|            |                                 |           |          |                             |             | SEDARSEDAR 176.54                    |
|            |                                 |           |          |                             |             | PVAC PROVISION DE PRIMA VAC 133.83   |
|            |                                 |           |          |                             |             | AGUI PROVISION AGUINALDO 1,338.29    |
|            |                                 |           |          |                             |             | TOTA NOMINA EN EFECTIVO 7,600.94     |
|            |                                 |           |          |                             |             |                                      |
| 43-132-006 | GONZALEZ MALDONADO ANDREA LAURA |           |          |                             |             |                                      |
| T.EMP:     | PERMANENTE                      | 473.73    | 589.68   | SECRETARIA                  |             |                                      |
| 01         | SUELDO BASE                     | 7,105.95  | 51       | ISR                         | 1,100.66    | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | AYUDA PARA DESPE                | 478.50    | 54       | FONDO PENSIONES             | 817.18      | IMP1 ISR ART 96 1,100.66             |
| 03         | AYUDA PARA PASAJ                | 330.50    | 65       | OTRAS DEDUCCIONES           | 4,994.44    | PGR1 PERC GRAVADA TIPO 1 8,481.75    |
| 04         | PRIMA QUINQUENAL                | 566.80    |          |                             |             | PERC TOTAL PERCEPCIONES 8,481.75     |
|            |                                 |           |          |                             |             | DEDU TOTAL DEDUCCIONES 6,912.28      |
|            |                                 |           |          |                             |             | 3%FV 3% FONDO DE VIVIENDA 213.18     |
|            |                                 |           |          |                             |             | FOND FONDO PENSIONES EMPRES 1,243.54 |
|            |                                 |           |          |                             |             | SEDARSEDAR 142.12                    |
|            |                                 |           |          |                             |             | PVAC PROVISION DE PRIMA VAC 108.42   |
|            |                                 |           |          |                             |             | AGUI PROVISION AGUINALDO 1,084.24    |
|            |                                 |           |          |                             |             | TOTA NOMINA EN EFECTIVO 1,569.47     |
|            |                                 |           |          |                             |             |                                      |
| 43-239-003 | RAMOS CERVANTES VICTOR MANUEL   |           |          |                             |             |                                      |
| T.EMP:     | PERMANENTE                      | 532.47    | 654.90   | ENCARGADO DEL CIT           |             |                                      |

| Clave             | Nombre                               | S.Diario  | S.Integ  | PERCEPCIONES                   | DEDUCCIONES | CONCEPTOS                            |
|-------------------|--------------------------------------|-----------|----------|--------------------------------|-------------|--------------------------------------|
| 01                | SUELDO BASE                          | 7,987.05  | 51       | ISR                            | 1,272.85    | DVIG DIAS DE VIGENCIA 15.00          |
| 02                | AYUDA PARA DESPE                     | 434.50    | 51B      | AJUSTE ISR A CARGO E           | 167.04      | IMP1 ISR ART 96 1,272.85             |
| 03                | AYUDA PARA PASAJ                     | 299.50    | 54       | FONDO PENSIONES                | 918.51      | PGR1 PERC GRAVADA TIPO 1 9,287.85    |
| 04                | PRIMA QUINQUENAL                     | 566.80    | 65       | OTRAS DEDUCCIONES              | 79.87       | PERC TOTAL PERCEPCIONES 9,287.85     |
|                   |                                      |           |          |                                |             | DEDU TOTAL DEDUCCIONES 2,438.27      |
|                   |                                      |           |          |                                |             | 3%FV 3% FONDO DE VIVIENDA 239.61     |
|                   |                                      |           |          |                                |             | FOND FONDO PENSIONES EMPRES 1,397.73 |
|                   |                                      |           |          |                                |             | SEDARSEDAR 159.74                    |
|                   |                                      |           |          |                                |             | PVAC PROVISION DE PRIMA VAC 119.47   |
|                   |                                      |           |          |                                |             | AGUI PROVISION AGUINALDO 1,194.66    |
|                   |                                      |           |          |                                |             | TOTA NOMINA EN EFECTIVO 6,849.58     |
| 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                            | 2,783.93    | DVIG DIAS DE VIGENCIA 15.00          |
| 02                | AYUDA PARA DESPE                     | 732.50    | 54       | FONDO PENSIONES                | 1,708.56    | IMP1 ISR ART 96 2,783.93             |
| 03                | AYUDA PARA PASAJ                     | 493.50    | 65       | OTRAS DEDUCCIONES              | 2,830.00    | PGR1 PERC GRAVADA TIPO 1 16,083.00   |
|                   |                                      |           |          |                                |             | PERC TOTAL PERCEPCIONES 16,083.00    |
|                   |                                      |           |          |                                |             | DEDU TOTAL DEDUCCIONES 7,322.49      |
|                   |                                      |           |          |                                |             | 3%FV 3% FONDO DE VIVIENDA 445.71     |
|                   |                                      |           |          |                                |             | FOND FONDO PENSIONES EMPRES 2,599.97 |
|                   |                                      |           |          |                                |             | SEDARSEDAR 297.14                    |
|                   |                                      |           |          |                                |             | PVAC PROVISION DE PRIMA VAC 220.32   |
|                   |                                      |           |          |                                |             | AGUI PROVISION AGUINALDO 2,203.15    |
|                   |                                      |           |          |                                |             | TOTA NOMINA EN EFECTIVO 8,760.51     |
| 472-2019          | COVARRUBIAS QUEZADA FRANCISCO SAMUEL |           |          |                                |             |                                      |
| T.EMP: PERMANENTE | 541.53                               |           | 652.11   | Residente Supervisor de Obra   |             |                                      |
| 01                | SUELDO BASE                          | 8,123.00  | 51       | ISR                            | 1,219.58    | DVIG DIAS DE VIGENCIA 15.00          |
| 02                | AYUDA PARA DESPE                     | 564.00    | 51B      | AJUSTE ISR A CARGO E           | 175.08      | IMP1 ISR ART 96 1,219.58             |
| 03                | AYUDA PARA PASAJ                     | 351.50    | 54       | FONDO PENSIONES                | 934.15      | PGR1 PERC GRAVADA TIPO 1 9,038.50    |
|                   |                                      |           |          |                                |             | PERC TOTAL PERCEPCIONES 9,038.50     |
|                   |                                      |           |          |                                |             | DEDU TOTAL DEDUCCIONES 2,328.81      |
|                   |                                      |           |          |                                |             | 3%FV 3% FONDO DE VIVIENDA 243.69     |
|                   |                                      |           |          |                                |             | FOND FONDO PENSIONES EMPRES 1,421.52 |
|                   |                                      |           |          |                                |             | SEDARSEDAR 162.46                    |
|                   |                                      |           |          |                                |             | PVAC PROVISION DE PRIMA VAC 123.82   |
|                   |                                      |           |          |                                |             | AGUI PROVISION AGUINALDO 1,238.15    |
|                   |                                      |           |          |                                |             | TOTA NOMINA EN EFECTIVO 6,709.69     |
| 473-2019          | GARCIA GARCIA GIANCARLO              |           |          |                                |             |                                      |
| T.EMP: PERMANENTE | 541.53                               |           | 652.11   | Residente Supervisor de Obra   |             |                                      |
| 01                | SUELDO BASE                          | 8,123.00  | 51       | ISR                            | 1,219.58    | DVIG DIAS DE VIGENCIA 15.00          |
| 02                | AYUDA PARA DESPE                     | 564.00    | 51B      | AJUSTE ISR A CARGO E           | 175.08      | IMP1 ISR ART 96 1,219.58             |
| 03                | AYUDA PARA PASAJ                     | 351.50    | 54       | FONDO PENSIONES                | 934.15      | PGR1 PERC GRAVADA TIPO 1 9,038.50    |
|                   |                                      |           |          |                                |             | PERC TOTAL PERCEPCIONES 9,038.50     |
|                   |                                      |           |          |                                |             | DEDU TOTAL DEDUCCIONES 2,328.81      |
|                   |                                      |           |          |                                |             | 3%FV 3% FONDO DE VIVIENDA 243.69     |
|                   |                                      |           |          |                                |             | FOND FONDO PENSIONES EMPRES 1,421.52 |
|                   |                                      |           |          |                                |             | SEDARSEDAR 162.46                    |
|                   |                                      |           |          |                                |             | PVAC PROVISION DE PRIMA VAC 123.82   |
|                   |                                      |           |          |                                |             | AGUI PROVISION AGUINALDO 1,238.15    |
|                   |                                      |           |          |                                |             | TOTA NOMINA EN EFECTIVO 6,709.69     |
| 474-2019          | CHAVEZ AGUILAR MARIA DE FATIMA       |           |          |                                |             |                                      |
| T.EMP: PERMANENTE | 541.53                               |           | 652.11   | Residente Supervisor de Obra   |             |                                      |
| 01                | SUELDO BASE                          | 8,123.00  | 51       | ISR                            | 1,219.58    | DVIG DIAS DE VIGENCIA 15.00          |
| 02                | AYUDA PARA DESPE                     | 564.00    | 51B      | AJUSTE ISR A CARGO E           | 175.08      | IMP1 ISR ART 96 1,219.58             |

| Clave                                    | Nombre           | S.Diario  | S.Integ  | PERCEPCIONES                 | DEDUCCIONES | CONCEPTOS                            |
|------------------------------------------|------------------|-----------|----------|------------------------------|-------------|--------------------------------------|
| 03                                       | AYUDA PARA PASAJ | 351.50    | 54       | FONDO PENSIONES              | 934.15      | PGR1 PERC GRAVADA TIPO 1 9,038.50    |
|                                          |                  |           | 65       | OTRAS DEDUCCIONES            | 2,031.00    | PERC TOTAL PERCEPCIONES 9,038.50     |
|                                          |                  |           |          |                              |             | DEDU TOTAL DEDUCCIONES 4,359.81      |
|                                          |                  |           |          |                              |             | 3%FV 3% FONDO DE VIVIENDA 243.69     |
|                                          |                  |           |          |                              |             | FOND FONDO PENSIONES EMPRES 1,421.52 |
|                                          |                  |           |          |                              |             | SEDARSEDAR 162.46                    |
|                                          |                  |           |          |                              |             | PVAC PROVISION DE PRIMA VAC 123.82   |
|                                          |                  |           |          |                              |             | AGUI PROVISION AGUINALDO 1,238.15    |
|                                          |                  |           |          |                              |             | TOTA NOMINA EN EFECTIVO 4,678.69     |
| 475-2019 PEREZ MONTAÑO JORGE ALLAN       |                  |           |          |                              |             |                                      |
| T.EMP:                                   | PERMANENTE       | 541.53    | 652.11   | Residente Supervisor de Obra |             |                                      |
| 01                                       | SUELDO BASE      | 8,123.00  | 51       | ISR                          | 1,219.58    | DVIG DIAS DE VIGENCIA 15.00          |
| 02                                       | AYUDA PARA DESPE | 564.00    | 51B      | AJUSTE ISR A CARGO E         | 175.08      | IMP1 ISR ART 96 1,219.58             |
| 03                                       | AYUDA PARA PASAJ | 351.50    | 54       | FONDO PENSIONES              | 934.15      | PGR1 PERC GRAVADA TIPO 1 9,038.50    |
|                                          |                  |           | 65       | OTRAS DEDUCCIONES            | 1,354.00    | PERC TOTAL PERCEPCIONES 9,038.50     |
|                                          |                  |           |          |                              |             | DEDU TOTAL DEDUCCIONES 3,682.81      |
|                                          |                  |           |          |                              |             | 3%FV 3% FONDO DE VIVIENDA 243.69     |
|                                          |                  |           |          |                              |             | FOND FONDO PENSIONES EMPRES 1,421.52 |
|                                          |                  |           |          |                              |             | SEDARSEDAR 162.46                    |
|                                          |                  |           |          |                              |             | PVAC PROVISION DE PRIMA VAC 123.82   |
|                                          |                  |           |          |                              |             | AGUI PROVISION AGUINALDO 1,238.15    |
|                                          |                  |           |          |                              |             | TOTA NOMINA EN EFECTIVO 5,355.69     |
| 60-186-019 MARTINEZ CRUZ RICARDO         |                  |           |          |                              |             |                                      |
| T.EMP:                                   | PERMANENTE       | 990.47    | 1,211.74 | Jefe de Control de Obra      |             |                                      |
| 01                                       | SUELDO BASE      | 14,857.00 | 51       | ISR                          | 2,917.24    | DVIG DIAS DE VIGENCIA 15.00          |
| 02                                       | AYUDA PARA DESPE | 732.50    | 54       | FONDO PENSIONES              | 1,708.56    | IMP1 ISR ART 96 2,917.24             |
| 03                                       | AYUDA PARA PASAJ | 493.50    | 65       | OTRAS DEDUCCIONES            | 8,674.40    | PGR1 PERC GRAVADA TIPO 1 16,649.80   |
| 04                                       | PRIMA QUINQUENAL | 566.80    |          |                              |             | PERC TOTAL PERCEPCIONES 16,649.80    |
|                                          |                  |           |          |                              |             | DEDU TOTAL DEDUCCIONES 13,300.20     |
|                                          |                  |           |          |                              |             | 3%FV 3% FONDO DE VIVIENDA 445.71     |
|                                          |                  |           |          |                              |             | FOND FONDO PENSIONES EMPRES 2,599.97 |
|                                          |                  |           |          |                              |             | SEDARSEDAR 297.14                    |
|                                          |                  |           |          |                              |             | PVAC PROVISION DE PRIMA VAC 220.32   |
|                                          |                  |           |          |                              |             | AGUI PROVISION AGUINALDO 2,203.15    |
|                                          |                  |           |          |                              |             | TOTA NOMINA EN EFECTIVO 3,349.60     |
| 630-023 GONZALEZ MAGALLANES HUGO ERNESTO |                  |           |          |                              |             |                                      |
| T.EMP:                                   | PERMANENTE       | 675.73    | 811.52   | Coordinador técnico          |             |                                      |
| 01                                       | SUELDO BASE      | 10,136.00 | 51       | ISR                          | 1,663.45    | DVIG DIAS DE VIGENCIA 15.00          |
| 02                                       | AYUDA PARA DESPE | 603.00    | 51B      | AJUSTE ISR A CARGO E         | 270.88      | IMP1 ISR ART 96 1,663.45             |
| 03                                       | AYUDA PARA PASAJ | 377.50    | 54       | FONDO PENSIONES              | 1,165.64    | PGR1 PERC GRAVADA TIPO 1 11,116.50   |
|                                          |                  |           |          |                              |             | PERC TOTAL PERCEPCIONES 11,116.50    |
|                                          |                  |           |          |                              |             | DEDU TOTAL DEDUCCIONES 3,099.97      |
|                                          |                  |           |          |                              |             | 3%FV 3% FONDO DE VIVIENDA 304.08     |
|                                          |                  |           |          |                              |             | FOND FONDO PENSIONES EMPRES 1,773.80 |
|                                          |                  |           |          |                              |             | SEDARSEDAR 202.72                    |
|                                          |                  |           |          |                              |             | PVAC PROVISION DE PRIMA VAC 152.28   |
|                                          |                  |           |          |                              |             | AGUI PROVISION AGUINALDO 1,522.81    |
|                                          |                  |           |          |                              |             | TOTA NOMINA EN EFECTIVO 8,016.53     |
| 630-024 CHAVEZ LOPEZ INES DEL CARMEN     |                  |           |          |                              |             |                                      |
| T.EMP:                                   | PERMANENTE       | 541.53    | 652.11   | Residente Supervisor de Obra |             |                                      |
| 01                                       | SUELDO BASE      | 8,123.00  | 51       | ISR                          | 1,219.58    | DVIG DIAS DE VIGENCIA 15.00          |
| 02                                       | AYUDA PARA DESPE | 564.00    | 51B      | AJUSTE ISR A CARGO E         | 174.44      | IMP1 ISR ART 96 1,219.58             |
| 03                                       | AYUDA PARA PASAJ | 351.50    | 54       | FONDO PENSIONES              | 934.15      | PGR1 PERC GRAVADA TIPO 1 9,038.50    |
|                                          |                  |           |          |                              |             | PERC TOTAL PERCEPCIONES 9,038.50     |

| Clave   | Nombre                       | S.Diario | S.Integ | PERCEPCIONES                 | DEDUCCIONES | CONCEPTOS                            |
|---------|------------------------------|----------|---------|------------------------------|-------------|--------------------------------------|
| <hr/>   |                              |          |         |                              |             |                                      |
|         |                              |          |         |                              |             | DEDU TOTAL DEDUCCIONES 2,328.17      |
|         |                              |          |         |                              |             | 3%FV 3% FONDO DE VIVIENDA 243.69     |
|         |                              |          |         |                              |             | FOND FONDO PENSIONES EMPRES 1,421.52 |
|         |                              |          |         |                              |             | SEDARSEDAR 162.46                    |
|         |                              |          |         |                              |             | PVAC PROVISION DE PRIMA VAC 123.82   |
|         |                              |          |         |                              |             | AGUI PROVISION AGUINALDO 1,238.15    |
|         |                              |          |         |                              |             | TOTA NOMINA EN EFECTIVO 6,710.33     |
| 630-025 | POBLETE AGUAYO MITCHELL      |          |         |                              |             |                                      |
| T.EMP:  | PERMANENTE                   | 419.43   | 515.87  | ARCHIVISTA                   |             |                                      |
| 01      | SUELDO BASE                  | 6,291.45 | 51      | ISR                          | 856.86      | DVIG DIAS DE VIGENCIA 15.00          |
| 02      | AYUDA PARA DESPE             | 457.50   | 51B     | AJUSTE ISR A CARGO E         | 124.86      | IMP1 ISR ART 96 856.86               |
| 03      | AYUDA PARA PASAJ             | 308.00   | 54      | FONDO PENSIONES              | 723.52      | PGR1 PERC GRAVADA TIPO 1 7,340.35    |
| 04      | PRIMA QUINQUENAL             | 283.40   | 65      | OTRAS DEDUCCIONES            | 2,801.11    | PERC TOTAL PERCEPCIONES 7,340.35     |
|         |                              |          |         |                              |             | DEDU TOTAL DEDUCCIONES 4,506.35      |
|         |                              |          |         |                              |             | 3%FV 3% FONDO DE VIVIENDA 188.74     |
|         |                              |          |         |                              |             | FOND FONDO PENSIONES EMPRES 1,101.00 |
|         |                              |          |         |                              |             | SEDARSEDAR 125.83                    |
|         |                              |          |         |                              |             | PVAC PROVISION DE PRIMA VAC 96.67    |
|         |                              |          |         |                              |             | AGUI PROVISION AGUINALDO 966.71      |
|         |                              |          |         |                              |             | TOTA NOMINA EN EFECTIVO 2,834.00     |
| 630-026 | BARAJAS LOPEZ EDUARDO        |          |         |                              |             |                                      |
| T.EMP:  | PERMANENTE                   | 541.53   | 652.11  | Residente Supervisor de Obra |             |                                      |
| 01      | SUELDO BASE                  | 8,123.00 | 51      | ISR                          | 1,219.58    | DVIG DIAS DE VIGENCIA 15.00          |
| 02      | AYUDA PARA DESPE             | 564.00   | 54      | FONDO PENSIONES              | 934.15      | IMP1 ISR ART 96 1,219.58             |
| 03      | AYUDA PARA PASAJ             | 351.50   | 65      | OTRAS DEDUCCIONES            | 3,482.00    | PGR1 PERC GRAVADA TIPO 1 9,038.50    |
|         |                              |          |         |                              |             | PERC TOTAL PERCEPCIONES 9,038.50     |
|         |                              |          |         |                              |             | DEDU TOTAL DEDUCCIONES 5,635.73      |
|         |                              |          |         |                              |             | 3%FV 3% FONDO DE VIVIENDA 243.69     |
|         |                              |          |         |                              |             | FOND FONDO PENSIONES EMPRES 1,421.52 |
|         |                              |          |         |                              |             | SEDARSEDAR 162.46                    |
|         |                              |          |         |                              |             | PVAC PROVISION DE PRIMA VAC 123.82   |
|         |                              |          |         |                              |             | AGUI PROVISION AGUINALDO 1,238.15    |
|         |                              |          |         |                              |             | TOTA NOMINA EN EFECTIVO 3,402.77     |
| 630-027 | AMARAL DIAZ JORGE ENRIQUE    |          |         |                              |             |                                      |
| T.EMP:  | PERMANENTE                   | 541.53   | 652.11  | Residente Supervisor de Obra |             |                                      |
| 01      | SUELDO BASE                  | 8,123.00 | 51      | ISR                          | 1,219.58    | DVIG DIAS DE VIGENCIA 15.00          |
| 02      | AYUDA PARA DESPE             | 564.00   | 54      | FONDO PENSIONES              | 934.15      | IMP1 ISR ART 96 1,219.58             |
| 03      | AYUDA PARA PASAJ             | 351.50   | 65      | OTRAS DEDUCCIONES            | 1,263.29    | PGR1 PERC GRAVADA TIPO 1 9,038.50    |
|         |                              |          |         |                              |             | PERC TOTAL PERCEPCIONES 9,038.50     |
|         |                              |          |         |                              |             | DEDU TOTAL DEDUCCIONES 3,417.02      |
|         |                              |          |         |                              |             | 3%FV 3% FONDO DE VIVIENDA 243.69     |
|         |                              |          |         |                              |             | FOND FONDO PENSIONES EMPRES 1,421.52 |
|         |                              |          |         |                              |             | SEDARSEDAR 162.46                    |
|         |                              |          |         |                              |             | PVAC PROVISION DE PRIMA VAC 123.82   |
|         |                              |          |         |                              |             | AGUI PROVISION AGUINALDO 1,238.15    |
|         |                              |          |         |                              |             | TOTA NOMINA EN EFECTIVO 5,621.48     |
| 630-028 | MADERA FLORES ARTURO ENRIQUE |          |         |                              |             |                                      |
| T.EMP:  | PERMANENTE                   | 541.53   | 652.11  | Residente Supervisor de Obra |             |                                      |
| 01      | SUELDO BASE                  | 8,123.00 | 51      | ISR                          | 1,219.58    | DVIG DIAS DE VIGENCIA 15.00          |
| 02      | AYUDA PARA DESPE             | 564.00   | 54      | FONDO PENSIONES              | 934.15      | IMP1 ISR ART 96 1,219.58             |
| 03      | AYUDA PARA PASAJ             | 351.50   |         |                              |             | PGR1 PERC GRAVADA TIPO 1 9,038.50    |
|         |                              |          |         |                              |             | PERC TOTAL PERCEPCIONES 9,038.50     |
|         |                              |          |         |                              |             | DEDU TOTAL DEDUCCIONES 2,153.73      |
|         |                              |          |         |                              |             | 3%FV 3% FONDO DE VIVIENDA 243.69     |

| Clave                                               | Nombre                     | S.Diario | S.Integ              | DEDUCCIONES                  | CONCEPTOS                             |
|-----------------------------------------------------|----------------------------|----------|----------------------|------------------------------|---------------------------------------|
| PERCEPCIONES                                        |                            |          |                      |                              |                                       |
|                                                     |                            |          |                      |                              | FOND FONDO PENSIONES EMPRES 1,421.52  |
|                                                     |                            |          |                      |                              | SEDARSEDAR 162.46                     |
|                                                     |                            |          |                      |                              | PVAC PROVISION DE PRIMA VAC 123.82    |
|                                                     |                            |          |                      |                              | AGUI PROVISION AGUINALDO 1,238.15     |
|                                                     |                            |          |                      |                              | TOTA NOMINA EN EFECTIVO 6,884.77      |
| 630-029                                             | AVIÑA ESTRADA JUAN JOSE    |          |                      |                              |                                       |
| T.EMP: PERMANENTE                                   | 541.53                     |          | 652.11               | Residente Supervisor de Obra |                                       |
| 01 SUELDO BASE                                      | 8,123.00                   | 51       | ISR                  | 1,219.58                     | DVIG DIAS DE VIGENCIA 15.00           |
| 02 AYUDA PARA DESPE                                 | 564.00                     | 51B      | AJUSTE ISR A CARGO E | 175.08                       | IMP1 ISR ART 96 1,219.58              |
| 03 AYUDA PARA PASAJ                                 | 351.50                     | 54       | FONDO PENSIONES      | 934.15                       | PGR1 PERC GRAVADA TIPO 1 9,038.50     |
|                                                     |                            |          |                      |                              | PERC TOTAL PERCEPCIONES 9,038.50      |
|                                                     |                            |          |                      |                              | DEDU TOTAL DEDUCCIONES 2,328.81       |
|                                                     |                            |          |                      |                              | 3%FV 3% FONDO DE VIVIENDA 243.69      |
|                                                     |                            |          |                      |                              | FOND FONDO PENSIONES EMPRES 1,421.52  |
|                                                     |                            |          |                      |                              | SEDARSEDAR 162.46                     |
|                                                     |                            |          |                      |                              | PVAC PROVISION DE PRIMA VAC 123.82    |
|                                                     |                            |          |                      |                              | AGUI PROVISION AGUINALDO 1,238.15     |
|                                                     |                            |          |                      |                              | TOTA NOMINA EN EFECTIVO 6,709.69      |
| 820-043                                             | AYALA RUIZ MARIA GUADALUPE |          |                      |                              |                                       |
| T.EMP: PERMANENTE                                   | 380.64                     |          | 553.16               | AUXILIAR DE OPERADOR         |                                       |
| 01 SUELDO BASE                                      | 5,709.60                   | 51       | ISR                  | 947.12                       | DVIG DIAS DE VIGENCIA 15.00           |
| 02 AYUDA PARA DESPE                                 | 394.00                     | 51B      | AJUSTE ISR A CARGO E | 135.04                       | IMP1 ISR ART 96 947.12                |
| 03 AYUDA PARA PASAJ                                 | 234.00                     | 54       | FONDO PENSIONES      | 787.92                       | PGR1 PERC GRAVADA TIPO 1 7,762.92     |
| 04 PRIMA QUINQUENAL                                 | 283.40                     | 65       | OTRAS DEDUCCIONES    | 4,627.00                     | PERC TOTAL PERCEPCIONES 7,762.92      |
| 07 PRIMA DE INSALUB                                 | 1,141.92                   |          |                      |                              | DEDU TOTAL DEDUCCIONES 6,497.08       |
|                                                     |                            |          |                      |                              | 3%FV 3% FONDO DE VIVIENDA 205.55      |
|                                                     |                            |          |                      |                              | FOND FONDO PENSIONES EMPRES 1,199.02  |
|                                                     |                            |          |                      |                              | SEDARSEDAR 137.03                     |
|                                                     |                            |          |                      |                              | PVAC PROVISION DE PRIMA VAC 102.46    |
|                                                     |                            |          |                      |                              | AGUI PROVISION AGUINALDO 1,024.59     |
|                                                     |                            |          |                      |                              | TOTA NOMINA EN EFECTIVO 1,265.84      |
| **** Totales Subdirección de Construcción 5501 **** |                            |          |                      |                              |                                       |
| 01 SUELDO BASE                                      | 226,613.90                 | 51       | ISR                  | 39,988.16                    | DVIG DIAS DE VIGENCIA 345.00          |
| 02 AYUDA PARA DESPE                                 | 13,503.00                  | 51B      | AJUSTE ISR A CARGO E | 2,392.62                     | IMP1 ISR ART 96 39,988.16             |
| 03 AYUDA PARA PASAJ                                 | 8,697.50                   | 54       | FONDO PENSIONES      | 26,328.98                    | PGR1 PERC GRAVADA TIPO 1 256,815.60   |
| 04 PRIMA QUINQUENAL                                 | 5,668.00                   | 65       | OTRAS DEDUCCIONES    | 51,465.55                    | PERC TOTAL PERCEPCIONES 256,815.60    |
| 06 PRIMA POR RIESGO                                 | 1,191.28                   |          |                      |                              | DEDU TOTAL DEDUCCIONES 120,175.31     |
| 07 PRIMA DE INSALUB                                 | 1,141.92                   |          |                      |                              | 3%FV 3% FONDO DE VIVIENDA 6,868.41    |
|                                                     |                            |          |                      |                              | FOND FONDO PENSIONES EMPRES 40,065.68 |
|                                                     |                            |          |                      |                              | SEDARSEDAR 4,578.94                   |
|                                                     |                            |          |                      |                              | PVAC PROVISION DE PRIMA VAC 3,440.43  |
|                                                     |                            |          |                      |                              | AGUI PROVISION AGUINALDO 34,403.78    |
|                                                     |                            |          |                      |                              | TOTA NOMINA EN EFECTIVO 136,640.29    |

| Clave                                                                                | Nombre           | S.Diario  | S.Integ  | DEDUCCIONES                                       | CONCEPTOS                                   |
|--------------------------------------------------------------------------------------|------------------|-----------|----------|---------------------------------------------------|---------------------------------------------|
| ***** Subdirección de Creación y Fortalecimiento de Organismos Operadores ***** 5502 |                  |           |          |                                                   |                                             |
| 29-127-003 OLVERA ESCOBEDO CLAUDIA                                                   |                  |           |          |                                                   |                                             |
| T.EMP:                                                                               | PERMANENTE       | 990.47    | 1,236.45 | Jefe de Constitución Organismos Operadores        |                                             |
| 01                                                                                   | SUELDO BASE      | 14,857.00 | 51       | ISR                                               | 3,002.97 DVIG DIAS DE VIGENCIA 15.00        |
| 02                                                                                   | AYUDA PARA DESPE | 732.50    | 54       | FONDO PENSIONES                                   | 1,750.47 IMP1 ISR ART 96 3,002.97           |
| 03                                                                                   | AYUDA PARA PASAJ | 493.50    | 65       | OTRAS DEDUCCIONES                                 | 7,768.05 PGR1 PERC GRAVADA TIPO 1 17,014.30 |
| 04                                                                                   | PRIMA QUINQUENAL | 566.80    |          |                                                   | PERC TOTAL PERCEPCIONES 17,014.30           |
| 16                                                                                   | HOMOLOGACION     | 364.50    |          |                                                   | DEDU TOTAL DEDUCCIONES 12,521.49            |
|                                                                                      |                  |           |          |                                                   | 3%FV 3% FONDO DE VIVIENDA 456.64            |
|                                                                                      |                  |           |          |                                                   | FOND FONDO PENSIONES EMPRES 2,663.76        |
|                                                                                      |                  |           |          |                                                   | SEDARSEDAR 304.43                           |
|                                                                                      |                  |           |          |                                                   | PVAC PROVISION DE PRIMA VAC 220.32          |
|                                                                                      |                  |           |          |                                                   | AGUI PROVISION AGUINALDO 2,203.15           |
|                                                                                      |                  |           |          |                                                   | TOTA NOMINA EN EFECTIVO 4,492.81            |
| 30-171-003 CALDERON PEREZ JOSE                                                       |                  |           |          |                                                   |                                             |
| T.EMP:                                                                               | PERMANENTE       | 486.83    | 604.95   | AUXILIAR ADMINISTRATIVO                           |                                             |
| 01                                                                                   | SUELDO BASE      | 7,302.45  | 51       | ISR                                               | 1,152.67 DVIG DIAS DE VIGENCIA 15.00        |
| 02                                                                                   | AYUDA PARA DESPE | 523.00    | 51B      | AJUSTE ISR A CARGO E                              | 152.78 IMP1 ISR ART 96 1,152.67             |
| 03                                                                                   | AYUDA PARA PASAJ | 333.00    | 54       | FONDO PENSIONES                                   | 839.78 PGR1 PERC GRAVADA TIPO 1 8,725.25    |
| 04                                                                                   | PRIMA QUINQUENAL | 566.80    | 65       | OTRAS DEDUCCIONES                                 | 5,618.83 PERC TOTAL PERCEPCIONES 8,725.25   |
|                                                                                      |                  |           |          |                                                   | DEDU TOTAL DEDUCCIONES 7,764.06             |
|                                                                                      |                  |           |          |                                                   | 3%FV 3% FONDO DE VIVIENDA 219.07            |
|                                                                                      |                  |           |          |                                                   | FOND FONDO PENSIONES EMPRES 1,277.93        |
|                                                                                      |                  |           |          |                                                   | SEDARSEDAR 146.05                           |
|                                                                                      |                  |           |          |                                                   | PVAC PROVISION DE PRIMA VAC 111.76          |
|                                                                                      |                  |           |          |                                                   | AGUI PROVISION AGUINALDO 1,117.60           |
|                                                                                      |                  |           |          |                                                   | CHEQ PAGO POR CHEQUE 961.19                 |
| 33-173-004 SIERRA AGUILAR GRISEL                                                     |                  |           |          |                                                   |                                             |
| T.EMP:                                                                               | PERMANENTE       | 486.83    | 604.95   | ANALISTA ADMINISTRATIVO                           |                                             |
| 01                                                                                   | SUELDO BASE      | 7,302.45  | 51       | ISR                                               | 1,152.67 DVIG DIAS DE VIGENCIA 15.00        |
| 02                                                                                   | AYUDA PARA DESPE | 523.00    | 54       | FONDO PENSIONES                                   | 839.78 IMP1 ISR ART 96 1,152.67             |
| 03                                                                                   | AYUDA PARA PASAJ | 333.00    | 65       | OTRAS DEDUCCIONES                                 | 3,251.47 PGR1 PERC GRAVADA TIPO 1 8,725.25  |
| 04                                                                                   | PRIMA QUINQUENAL | 566.80    |          |                                                   | PERC TOTAL PERCEPCIONES 8,725.25            |
|                                                                                      |                  |           |          |                                                   | DEDU TOTAL DEDUCCIONES 5,243.92             |
|                                                                                      |                  |           |          |                                                   | 3%FV 3% FONDO DE VIVIENDA 219.07            |
|                                                                                      |                  |           |          |                                                   | FOND FONDO PENSIONES EMPRES 1,277.93        |
|                                                                                      |                  |           |          |                                                   | SEDARSEDAR 146.05                           |
|                                                                                      |                  |           |          |                                                   | PVAC PROVISION DE PRIMA VAC 111.76          |
|                                                                                      |                  |           |          |                                                   | AGUI PROVISION AGUINALDO 1,117.60           |
|                                                                                      |                  |           |          |                                                   | TOTA NOMINA EN EFECTIVO 3,481.33            |
| 34-041-001 AYALA CARVAJAL JOSE SAUL                                                  |                  |           |          |                                                   |                                             |
| T.EMP:                                                                               | PERMANENTE       | 990.47    | 1,211.74 | Jefe de Consolidación Financiera de Los Servicios |                                             |
| 01                                                                                   | SUELDO BASE      | 14,857.00 | 51       | ISR                                               | 2,917.24 DVIG DIAS DE VIGENCIA 15.00        |
| 02                                                                                   | AYUDA PARA DESPE | 732.50    | 54       | FONDO PENSIONES                                   | 1,708.56 IMP1 ISR ART 96 2,917.24           |
| 03                                                                                   | AYUDA PARA PASAJ | 493.50    | 65       | OTRAS DEDUCCIONES                                 | 4,227.97 PGR1 PERC GRAVADA TIPO 1 16,649.80 |
| 04                                                                                   | PRIMA QUINQUENAL | 566.80    |          |                                                   | PERC TOTAL PERCEPCIONES 16,649.80           |
|                                                                                      |                  |           |          |                                                   | DEDU TOTAL DEDUCCIONES 8,853.77             |
|                                                                                      |                  |           |          |                                                   | 3%FV 3% FONDO DE VIVIENDA 445.71            |
|                                                                                      |                  |           |          |                                                   | FOND FONDO PENSIONES EMPRES 2,599.97        |
|                                                                                      |                  |           |          |                                                   | SEDARSEDAR 297.14                           |
|                                                                                      |                  |           |          |                                                   | PVAC PROVISION DE PRIMA VAC 220.32          |
|                                                                                      |                  |           |          |                                                   | AGUI PROVISION AGUINALDO 2,203.15           |
|                                                                                      |                  |           |          |                                                   | TOTA NOMINA EN EFECTIVO 7,796.03            |

| Clave               | Nombre                         | S.Diario | S.Integ           | DEDUCCIONES                                       | CONCEPTOS                            |
|---------------------|--------------------------------|----------|-------------------|---------------------------------------------------|--------------------------------------|
| PERCEPCIONES        |                                |          |                   |                                                   |                                      |
| -----               |                                |          |                   |                                                   |                                      |
| 35-192-004          | ARVIZU PERALES MARIA MAGDALENA |          |                   |                                                   |                                      |
| T.EMP: PERMANENTE   | 473.73                         |          | 724.39            | SECRETARIA                                        |                                      |
| 01 SUELDO BASE      | 7,105.95                       | 51       | ISR               | 1,100.66                                          | DVIG DIAS DE VIGENCIA 15.00          |
| 02 AYUDA PARA DESPE | 478.50                         | 54       | FONDO PENSIONES   | 817.18                                            | IMP1 ISR ART 96 1,100.66             |
| 03 AYUDA PARA PASAJ | 330.50                         | 65       | OTRAS DEDUCCIONES | 4,455.77                                          | PGR1 PERC GRAVADA TIPO 1 8,481.75    |
| 04 PRIMA QUINQUENAL | 566.80                         |          |                   |                                                   | PERC TOTAL PERCEPCIONES 8,481.75     |
|                     |                                |          |                   |                                                   | DEDU TOTAL DEDUCCIONES 6,373.61      |
|                     |                                |          |                   |                                                   | 3%FV 3% FONDO DE VIVIENDA 213.18     |
|                     |                                |          |                   |                                                   | FOND FONDO PENSIONES EMPRES 1,243.54 |
|                     |                                |          |                   |                                                   | SEDARSEDAR 142.12                    |
|                     |                                |          |                   |                                                   | PVAC PROVISION DE PRIMA VAC 108.42   |
|                     |                                |          |                   |                                                   | AGUI PROVISION AGUINALDO 1,084.24    |
|                     |                                |          |                   |                                                   | CHEQ PAGO POR CHEQUE 2,108.14        |
|                     |                                |          |                   |                                                   |                                      |
| 620-003             | LOPEZ VAZQUEZ DANIEL           |          |                   |                                                   |                                      |
| T.EMP: PERMANENTE   | 486.83                         |          | 667.50            | ANALISTA ADMINISTRATIVO                           |                                      |
| 01 SUELDO BASE      | 7,302.45                       | 51       | ISR               | 1,122.41                                          | DVIG DIAS DE VIGENCIA 15.00          |
| 02 AYUDA PARA DESPE | 523.00                         | 54       | FONDO PENSIONES   | 839.78                                            | IMP1 ISR ART 96 1,122.41             |
| 03 AYUDA PARA PASAJ | 333.00                         | 65       | OTRAS DEDUCCIONES | 2,739.02                                          | PGR1 PERC GRAVADA TIPO 1 8,583.54    |
| 04 PRIMA QUINQUENAL | 425.10                         |          |                   |                                                   | PERC TOTAL PERCEPCIONES 8,583.55     |
|                     |                                |          |                   |                                                   | DEDU TOTAL DEDUCCIONES 4,701.21      |
|                     |                                |          |                   |                                                   | 3%FV 3% FONDO DE VIVIENDA 219.07     |
|                     |                                |          |                   |                                                   | FOND FONDO PENSIONES EMPRES 1,277.93 |
|                     |                                |          |                   |                                                   | SEDARSEDAR 146.05                    |
|                     |                                |          |                   |                                                   | PVAC PROVISION DE PRIMA VAC 111.76   |
|                     |                                |          |                   |                                                   | AGUI PROVISION AGUINALDO 1,117.60    |
|                     |                                |          |                   |                                                   | TOTA NOMINA EN EFECTIVO 3,882.34     |
|                     |                                |          |                   |                                                   |                                      |
| 620-010             | ALCAZAR PELLICER ALEJANDRO     |          |                   |                                                   |                                      |
| T.EMP: PERMANENTE   | 1,569.80                       |          | 1,891.54          | 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   | 532.07                         |          | 663.79            | AUXILIAR DE FORTALECIMIENTO                       |                                      |
| 01 SUELDO BASE      | 7,981.05                       | 51       | ISR               | 1,336.54                                          | DVIG DIAS DE VIGENCIA 15.00          |
| 02 AYUDA PARA DESPE | 557.00                         | 54       | FONDO PENSIONES   | 917.82                                            | IMP1 ISR ART 96 1,336.54             |
| 03 AYUDA PARA PASAJ | 339.50                         | 65       | OTRAS DEDUCCIONES | 4,507.07                                          | PGR1 PERC GRAVADA TIPO 1 9,586.04    |
| 04 PRIMA QUINQUENAL | 708.50                         |          |                   |                                                   | PERC TOTAL PERCEPCIONES 9,586.05     |
|                     |                                |          |                   |                                                   | DEDU TOTAL DEDUCCIONES 6,761.43      |
|                     |                                |          |                   |                                                   | 3%FV 3% FONDO DE VIVIENDA 239.43     |
|                     |                                |          |                   |                                                   | FOND FONDO PENSIONES EMPRES 1,396.68 |
|                     |                                |          |                   |                                                   | SEDARSEDAR 159.62                    |
|                     |                                |          |                   |                                                   | PVAC PROVISION DE PRIMA VAC 121.61   |
|                     |                                |          |                   |                                                   | AGUI PROVISION AGUINALDO 1,216.10    |
|                     |                                |          |                   |                                                   | CHEQ PAGO POR CHEQUE 2,824.62        |

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

| Clave | Nombre           | S.Diario  | S.Integ | PERCEPCIONES         | DEDUCCIONES | CONCEPTOS                             |
|-------|------------------|-----------|---------|----------------------|-------------|---------------------------------------|
| 01    | SUELDO BASE      | 90,255.35 | 51      | ISR                  | 16,984.79   | DVIG DIAS DE VIGENCIA 120.00          |
| 02    | AYUDA PARA DESPE | 5,029.50  | 51B     | AJUSTE ISR A CARGO E | 152.78      | IMP1 ISR ART 96 16,984.79             |
| 03    | AYUDA PARA PASAJ | 3,344.00  | 54      | FONDO PENSIONES      | 10,421.28   | PGR1 PERC GRAVADA TIPO 1 102,960.93   |
| 04    | PRIMA QUINQUENAL | 3,967.60  | 65      | OTRAS DEDUCCIONES    | 32,568.18   | PERC TOTAL PERCEPCIONES 102,960.95    |
| 16    | HOMOLOGACION     | 364.50    |         |                      |             | DEDU TOTAL DEDUCCIONES 60,127.03      |
|       |                  |           |         |                      |             | 3%FV 3% FONDO DE VIVIENDA 2,718.58    |
|       |                  |           |         |                      |             | FOND FONDO PENSIONES EMPRES 15,858.46 |
|       |                  |           |         |                      |             | SEDARSEDAR 1,812.40                   |
|       |                  |           |         |                      |             | PVAC PROVISION DE PRIMA VAC 1,351.09  |
|       |                  |           |         |                      |             | AGUI PROVISION AGUINALDO 13,510.81    |
|       |                  |           |         |                      |             | TOTA NOMINA EN EFECTIVO 36,939.97     |
|       |                  |           |         |                      |             | CHEQ PAGO POR CHEQUE 5,893.95         |

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                                           | 532.07    |          | 658.98               | SECRETARIA DE DIRECCION                       |                                      |
| 01 SUELDO BASE                                              | 7,981.05  | 51       | ISR                  | 1,306.27                                      | DVIG DIAS DE VIGENCIA 15.00          |
| 02 AYUDA PARA DESPE                                         | 557.00    | 51B      | AJUSTE ISR A CARGO E | 171.00                                        | IMP1 ISR ART 96 1,306.27             |
| 03 AYUDA PARA PASAJ                                         | 339.50    | 54       | FONDO PENSIONES      | 917.82                                        | PGR1 PERC GRAVADA TIPO 1 9,444.35    |
| 04 PRIMA QUINQUENAL                                         | 566.80    | 65       | OTRAS DEDUCCIONES    | 3,871.81                                      | PERC TOTAL PERCEPCIONES 9,444.35     |
|                                                             |           |          |                      |                                               | DEDU TOTAL DEDUCCIONES 6,266.90      |
|                                                             |           |          |                      |                                               | 3%FV 3% FONDO DE VIVIENDA 239.43     |
|                                                             |           |          |                      |                                               | FOND FONDO PENSIONES EMPRES 1,396.68 |
|                                                             |           |          |                      |                                               | SEDARSEDAR 159.62                    |
|                                                             |           |          |                      |                                               | PVAC PROVISION DE PRIMA VAC 121.61   |
|                                                             |           |          |                      |                                               | AGUI PROVISION AGUINALDO 1,216.10    |
|                                                             |           |          |                      |                                               | TOTA NOMINA EN EFECTIVO 3,177.45     |
| 13-012-001 MUÑOZ JUAREZ ARMANDO BRIGIDO                     |           |          |                      |                                               |                                      |
| T.EMP: PERMANENTE                                           | 2,098.93  |          | 2,240.50             | 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  |          | 1,701.25             | Jefe de Hidrologia                            |                                      |
| 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    |
| 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    | 8,218.19                                      | PGR1 PERC GRAVADA TIPO 1 22,714.50   |
|                                                             |           |          |                      |                                               | PERC TOTAL PERCEPCIONES 22,714.50    |
|                                                             |           |          |                      |                                               | DEDU TOTAL DEDUCCIONES 15,101.26     |
|                                                             |           |          |                      |                                               | 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 7,613.24     |

| 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    | 7,334.36                        | PGR1 PERC GRAVADA TIPO 1    | 22,714.50 |
|            |                                   |           |          |                      |                                 | PERC TOTAL PERCEPCIONES     | 22,714.50 |
|            |                                   |           |          |                      |                                 | DEDU TOTAL DEDUCCIONES      | 14,217.43 |
|            |                                   |           |          |                      |                                 | 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     | 8,497.07  |
|            |                                   |           |          |                      |                                 |                             |           |
| 18-209-008 | ALCALA CAMACHO GERARDO            |           |          |                      |                                 |                             |           |
| T.EMP:     | PERMANENTE                        | 404.07    |          | 503.20               | AUXILIAR DE CABO                |                             |           |
| 01         | SUELDO BASE                       | 6,061.05  | 51       | ISR                  | 844.68                          | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02         | AYUDA PARA DESPE                  | 407.50    | 51B      | AJUSTE ISR A CARGO E | 116.23                          | IMP1 ISR ART 96             | 844.68    |
| 03         | AYUDA PARA PASAJ                  | 248.00    | 54       | FONDO PENSIONES      | 697.02                          | PGR1 PERC GRAVADA TIPO 1    | 7,283.35  |
| 04         | PRIMA QUINQUENAL                  | 566.80    | 65       | OTRAS DEDUCCIONES    | 1,060.61                        | PERC TOTAL PERCEPCIONES     | 7,283.35  |
|            |                                   |           |          |                      |                                 | DEDU TOTAL DEDUCCIONES      | 2,718.54  |
|            |                                   |           |          |                      |                                 | 3%FV 3% FONDO DE VIVIENDA   | 181.83    |
|            |                                   |           |          |                      |                                 | FOND FONDO PENSIONES EMPRES | 1,060.68  |
|            |                                   |           |          |                      |                                 | SEDARSEDAR                  | 121.22    |
|            |                                   |           |          |                      |                                 | PVAC PROVISION DE PRIMA VAC | 92.01     |
|            |                                   |           |          |                      |                                 | AGUI PROVISION AGUINALDO    | 920.08    |
|            |                                   |           |          |                      |                                 | TOTA NOMINA EN EFECTIVO     | 4,564.81  |
|            |                                   |           |          |                      |                                 |                             |           |
| 18-289-005 | NUÑO RUBIO ALBERTO                |           |          |                      |                                 |                             |           |
| T.EMP:     | PERMANENTE                        | 436.03    |          | 535.51               | GUARDABOSQUES                   |                             |           |
| 01         | SUELDO BASE                       | 6,540.45  | 51       | ISR                  | 912.72                          | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02         | AYUDA PARA DESPE                  | 463.00    | 51B      | AJUSTE ISR A CARGO E | 131.47                          | IMP1 ISR ART 96             | 912.72    |
| 03         | AYUDA PARA PASAJ                  | 315.00    | 54       | FONDO PENSIONES      | 752.15                          | PGR1 PERC GRAVADA TIPO 1    | 7,601.85  |
| 04         | PRIMA QUINQUENAL                  | 283.40    | 65       | OTRAS DEDUCCIONES    | 522.44                          | PERC TOTAL PERCEPCIONES     | 7,601.85  |
|            |                                   |           |          |                      |                                 | DEDU TOTAL DEDUCCIONES      | 2,318.78  |
|            |                                   |           |          |                      |                                 | 3%FV 3% FONDO DE VIVIENDA   | 196.21    |
|            |                                   |           |          |                      |                                 | FOND FONDO PENSIONES EMPRES | 1,144.58  |
|            |                                   |           |          |                      |                                 | SEDARSEDAR                  | 130.81    |
|            |                                   |           |          |                      |                                 | PVAC PROVISION DE PRIMA VAC | 100.25    |
|            |                                   |           |          |                      |                                 | AGUI PROVISION AGUINALDO    | 1,002.53  |
|            |                                   |           |          |                      |                                 | TOTA NOMINA EN EFECTIVO     | 5,283.07  |
|            |                                   |           |          |                      |                                 |                             |           |
| 204-002    | NUÑO CONTRERAS CANDIDO            |           |          |                      |                                 |                             |           |
| T.EMP:     | PERMANENTE                        | 509.43    |          | 632.13               | VIVERISTA                       |                             |           |
| 01         | SUELDO BASE                       | 7,641.45  | 51       | ISR                  | 1,231.49                        | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02         | AYUDA PARA DESPE                  | 546.50    | 51B      | AJUSTE ISR A CARGO E | 162.12                          | IMP1 ISR ART 96             | 1,231.49  |
| 03         | AYUDA PARA PASAJ                  | 339.50    | 54       | FONDO PENSIONES      | 878.77                          | PGR1 PERC GRAVADA TIPO 1    | 9,094.25  |
| 04         | PRIMA QUINQUENAL                  | 566.80    | 65       | OTRAS DEDUCCIONES    | 2,439.41                        | PERC TOTAL PERCEPCIONES     | 9,094.25  |
|            |                                   |           |          |                      |                                 | DEDU TOTAL DEDUCCIONES      | 4,711.79  |
|            |                                   |           |          |                      |                                 | 3%FV 3% FONDO DE VIVIENDA   | 229.24    |
|            |                                   |           |          |                      |                                 | FOND FONDO PENSIONES EMPRES | 1,337.25  |
|            |                                   |           |          |                      |                                 | SEDARSEDAR                  | 152.83    |
|            |                                   |           |          |                      |                                 | PVAC PROVISION DE PRIMA VAC | 116.81    |
|            |                                   |           |          |                      |                                 | AGUI PROVISION AGUINALDO    | 1,168.14  |
|            |                                   |           |          |                      |                                 | TOTA NOMINA EN EFECTIVO     | 4,382.46  |
|            |                                   |           |          |                      |                                 |                             |           |
| 206-002    | MERCADO FUENTES BENJAMIN          |           |          |                      |                                 |                             |           |
| T.EMP:     | PERMANENTE                        | 436.03    |          | 545.11               | GUARDABOSQUES                   |                             |           |

| Clave                                      | Nombre           | S.Diario  | S.Integ  | PERCEPCIONES                             | DEDUCCIONES | CONCEPTOS                            |
|--------------------------------------------|------------------|-----------|----------|------------------------------------------|-------------|--------------------------------------|
| 01                                         | SUELDO BASE      | 6,540.45  | 51       | ISR                                      | 973.25      | DVIG DIAS DE VIGENCIA 15.00          |
| 02                                         | AYUDA PARA DESPE | 463.00    | 51B      | AJUSTE ISR A CARGO E                     | 131.47      | IMP1 ISR ART 96 973.25               |
| 03                                         | AYUDA PARA PASAJ | 315.00    | 54       | FONDO PENSIONES                          | 752.15      | PGR1 PERC GRAVADA TIPO 1 7,885.25    |
| 04                                         | PRIMA QUINQUENAL | 566.80    | 65       | OTRAS DEDUCCIONES                        | 65.40       | PERC TOTAL PERCEPCIONES 7,885.25     |
|                                            |                  |           |          |                                          |             | DEDU TOTAL DEDUCCIONES 1,922.27      |
|                                            |                  |           |          |                                          |             | 3%FV 3% FONDO DE VIVIENDA 196.21     |
|                                            |                  |           |          |                                          |             | FOND FONDO PENSIONES EMPRES 1,144.58 |
|                                            |                  |           |          |                                          |             | SEDARSEDAR 130.81                    |
|                                            |                  |           |          |                                          |             | PVAC PROVISION DE PRIMA VAC 100.25   |
|                                            |                  |           |          |                                          |             | AGUI PROVISION AGUINALDO 1,002.53    |
|                                            |                  |           |          |                                          |             | TOTA NOMINA EN EFECTIVO 5,962.98     |
| 29-127-002 COTA CONTRERAS ILEANA MARCELA   |                  |           |          |                                          |             |                                      |
| T.EMP:                                     | PERMANENTE       | 532.07    | 726.34   | PROMOTOR                                 |             |                                      |
| 01                                         | SUELDO BASE      | 7,981.05  | 51       | ISR                                      | 1,306.27    | DVIG DIAS DE VIGENCIA 15.00          |
| 02                                         | AYUDA PARA DESPE | 557.00    | 54       | FONDO PENSIONES                          | 917.82      | IMP1 ISR ART 96 1,306.27             |
| 03                                         | AYUDA PARA PASAJ | 339.50    | 65       | OTRAS DEDUCCIONES                        | 4,212.07    | PGR1 PERC GRAVADA TIPO 1 9,444.35    |
| 04                                         | PRIMA QUINQUENAL | 566.80    |          |                                          |             | PERC TOTAL PERCEPCIONES 9,444.35     |
|                                            |                  |           |          |                                          |             | DEDU TOTAL DEDUCCIONES 6,436.16      |
|                                            |                  |           |          |                                          |             | 3%FV 3% FONDO DE VIVIENDA 239.43     |
|                                            |                  |           |          |                                          |             | FOND FONDO PENSIONES EMPRES 1,396.68 |
|                                            |                  |           |          |                                          |             | SEDARSEDAR 159.62                    |
|                                            |                  |           |          |                                          |             | PVAC PROVISION DE PRIMA VAC 121.61   |
|                                            |                  |           |          |                                          |             | AGUI PROVISION AGUINALDO 1,216.10    |
|                                            |                  |           |          |                                          |             | TOTA NOMINA EN EFECTIVO 3,008.19     |
| 348-003 RODRIGUEZ COVARRUBIAS CARMEN JULIA |                  |           |          |                                          |             |                                      |
| T.EMP:                                     | PERMANENTE       | 532.07    | 788.89   | PROMOTOR                                 |             |                                      |
| 01                                         | SUELDO BASE      | 7,981.05  | 51       | ISR                                      | 1,306.27    | DVIG DIAS DE VIGENCIA 15.00          |
| 02                                         | AYUDA PARA DESPE | 557.00    | 54       | FONDO PENSIONES                          | 917.82      | IMP1 ISR ART 96 1,306.27             |
| 03                                         | AYUDA PARA PASAJ | 339.50    | 65       | OTRAS DEDUCCIONES                        | 4,910.54    | PGR1 PERC GRAVADA TIPO 1 9,444.35    |
| 04                                         | PRIMA QUINQUENAL | 566.80    |          |                                          |             | PERC TOTAL PERCEPCIONES 9,444.35     |
|                                            |                  |           |          |                                          |             | DEDU TOTAL DEDUCCIONES 7,134.63      |
|                                            |                  |           |          |                                          |             | 3%FV 3% FONDO DE VIVIENDA 239.43     |
|                                            |                  |           |          |                                          |             | FOND FONDO PENSIONES EMPRES 1,396.68 |
|                                            |                  |           |          |                                          |             | SEDARSEDAR 159.62                    |
|                                            |                  |           |          |                                          |             | PVAC PROVISION DE PRIMA VAC 121.61   |
|                                            |                  |           |          |                                          |             | AGUI PROVISION AGUINALDO 1,216.10    |
|                                            |                  |           |          |                                          |             | CHEQ PAGO POR CHEQUE 2,309.72        |
| 37-070-005 CASTILLO CRUZ EDUARDO           |                  |           |          |                                          |             |                                      |
| T.EMP:                                     | PERMANENTE       | 857.63    | 1,051.83 | Jefe de Departamento (Auditor Ambiental) |             |                                      |
| 01                                         | SUELDO BASE      | 12,864.50 | 51       | ISR                                      | 2,445.60    | DVIG DIAS DE VIGENCIA 15.00          |
| 02                                         | AYUDA PARA DESPE | 643.00    | 54       | FONDO PENSIONES                          | 1,479.42    | IMP1 ISR ART 96 2,445.60             |
| 03                                         | AYUDA PARA PASAJ | 428.50    | 65       | OTRAS DEDUCCIONES                        | 7,005.18    | PGR1 PERC GRAVADA TIPO 1 14,644.50   |
| 04                                         | PRIMA QUINQUENAL | 708.50    |          |                                          |             | PERC TOTAL PERCEPCIONES 14,644.50    |
|                                            |                  |           |          |                                          |             | DEDU TOTAL DEDUCCIONES 10,930.20     |
|                                            |                  |           |          |                                          |             | 3%FV 3% FONDO DE VIVIENDA 385.94     |
|                                            |                  |           |          |                                          |             | FOND FONDO PENSIONES EMPRES 2,251.29 |
|                                            |                  |           |          |                                          |             | SEDARSEDAR 257.29                    |
|                                            |                  |           |          |                                          |             | PVAC PROVISION DE PRIMA VAC 190.90   |
|                                            |                  |           |          |                                          |             | AGUI PROVISION AGUINALDO 1,909.04    |
|                                            |                  |           |          |                                          |             | TOTA NOMINA EN EFECTIVO 3,714.30     |
| 397-061 CAÑEDO CASTAÑEDA ROY ALBERTO       |                  |           |          |                                          |             |                                      |
| T.EMP:                                     | PERMANENTE       | 675.73    | 811.52   | Residente de Jardín Botánico             |             |                                      |
| 01                                         | SUELDO BASE      | 10,136.00 | 51       | ISR                                      | 1,663.45    | DVIG DIAS DE VIGENCIA 15.00          |
| 02                                         | AYUDA PARA DESPE | 603.00    | 51B      | AJUSTE ISR A CARGO E                     | 272.87      | IMP1 ISR ART 96 1,663.45             |

| Clave             | Nombre                        | S.Diario  | S.Integ  | DEDUCCIONES                            | CONCEPTOS |
|-------------------|-------------------------------|-----------|----------|----------------------------------------|-----------|
| PERCEPCIONES      |                               |           |          |                                        |           |
| 03                | AYUDA PARA PASAJ              | 377.50    | 54       | FONDO PENSIONES                        | 1,165.64  |
|                   |                               |           | 65       | OTRAS DEDUCCIONES                      | 4,665.45  |
|                   |                               |           |          | PGR1 PERC GRAVADA TIPO 1               | 11,116.50 |
|                   |                               |           |          | PERC TOTAL PERCEPCIONES                | 11,116.50 |
|                   |                               |           |          | DEDU TOTAL DEDUCCIONES                 | 7,767.41  |
|                   |                               |           |          | 3%FV 3% FONDO DE VIVIENDA              | 304.08    |
|                   |                               |           |          | FOND FONDO PENSIONES EMPRES            | 1,773.80  |
|                   |                               |           |          | SEDARSEDAR                             | 202.72    |
|                   |                               |           |          | PVAC PROVISION DE PRIMA VAC            | 152.28    |
|                   |                               |           |          | AGUI PROVISION AGUINALDO               | 1,522.81  |
|                   |                               |           |          | TOTA NOMINA EN EFECTIVO                | 3,349.09  |
| 397-072           | RODRIGUEZ MACIAS LUIS ALBERTO |           |          |                                        |           |
| T.EMP: PERMANENTE | 532.07                        |           | 654.18   | PROMOTOR                               |           |
| 01                | SUELDO BASE                   | 7,981.05  | 51       | ISR                                    | 1,276.01  |
| 02                | AYUDA PARA DESPE              | 557.00    | 54       | FONDO PENSIONES                        | 917.82    |
| 03                | AYUDA PARA PASAJ              | 339.50    | 65       | OTRAS DEDUCCIONES                      | 4,098.13  |
| 04                | PRIMA QUINQUENAL              | 425.10    |          |                                        |           |
|                   |                               |           |          | PGR1 PERC GRAVADA TIPO 1               | 9,302.65  |
|                   |                               |           |          | PERC TOTAL PERCEPCIONES                | 9,302.65  |
|                   |                               |           |          | DEDU TOTAL DEDUCCIONES                 | 6,291.96  |
|                   |                               |           |          | 3%FV 3% FONDO DE VIVIENDA              | 239.43    |
|                   |                               |           |          | FOND FONDO PENSIONES EMPRES            | 1,396.68  |
|                   |                               |           |          | SEDARSEDAR                             | 159.62    |
|                   |                               |           |          | PVAC PROVISION DE PRIMA VAC            | 121.61    |
|                   |                               |           |          | AGUI PROVISION AGUINALDO               | 1,216.10  |
|                   |                               |           |          | TOTA NOMINA EN EFECTIVO                | 3,010.69  |
| 400-004           | VÁZQUEZ VALLS JORGE HUGO      |           |          |                                        |           |
| T.EMP: PERMANENTE | 1,837.70                      |           | 2,208.17 | Jefe de Enlace de Proyectos Especiales |           |
| 01                | SUELDO BASE                   | 27,565.50 | 51       | ISR                                    | 6,437.88  |
| 02                | AYUDA PARA DESPE              | 1,028.50  | 54       | FONDO PENSIONES                        | 3,170.03  |
| 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           | AGUIRRE GUTIERREZ GLORIA      |           |          |                                        |           |
| T.EMP: PERMANENTE | 532.07                        |           | 654.18   | PROMOTOR                               |           |
| 01                | SUELDO BASE                   | 7,981.05  | 51       | ISR                                    | 1,276.01  |
| 02                | AYUDA PARA DESPE              | 557.00    | 54       | FONDO PENSIONES                        | 917.82    |
| 03                | AYUDA PARA PASAJ              | 339.50    | 65       | OTRAS DEDUCCIONES                      | 4,566.21  |
| 04                | PRIMA QUINQUENAL              | 425.10    |          |                                        |           |
|                   |                               |           |          | PGR1 PERC GRAVADA TIPO 1               | 9,302.65  |
|                   |                               |           |          | PERC TOTAL PERCEPCIONES                | 9,302.65  |
|                   |                               |           |          | DEDU TOTAL DEDUCCIONES                 | 6,760.04  |
|                   |                               |           |          | 3%FV 3% FONDO DE VIVIENDA              | 239.43    |
|                   |                               |           |          | FOND FONDO PENSIONES EMPRES            | 1,396.68  |
|                   |                               |           |          | SEDARSEDAR                             | 159.62    |
|                   |                               |           |          | PVAC PROVISION DE PRIMA VAC            | 121.61    |
|                   |                               |           |          | AGUI PROVISION AGUINALDO               | 1,216.10  |
|                   |                               |           |          | CHEQ PAGO POR CHEQUE                   | 2,542.61  |
| 515-005           | OCHOA CASAS MARIA TERESITA    |           |          |                                        |           |
| T.EMP: PERMANENTE | 532.07                        |           | 654.18   | PROMOTOR                               |           |
| 01                | SUELDO BASE                   | 7,981.05  | 51       | ISR                                    | 1,276.01  |
| 02                | AYUDA PARA DESPE              | 557.00    | 51B      | AJUSTE ISR A CARGO E                   | 171.00    |
| 03                | AYUDA PARA PASAJ              | 339.50    | 54       | FONDO PENSIONES                        | 917.82    |
| 04                | PRIMA QUINQUENAL              | 425.10    | 65       | OTRAS DEDUCCIONES                      | 79.81     |
|                   |                               |           |          | PGR1 PERC GRAVADA TIPO 1               | 9,302.65  |
|                   |                               |           |          | PERC TOTAL PERCEPCIONES                | 9,302.65  |

| Clave   | Nombre                       | S.Diario | S.Integ | PERCEPCIONES                      | DEDUCCIONES | CONCEPTOS                            |
|---------|------------------------------|----------|---------|-----------------------------------|-------------|--------------------------------------|
| <hr/>   |                              |          |         |                                   |             |                                      |
|         |                              |          |         |                                   |             | DEDU TOTAL DEDUCCIONES 2,444.64      |
|         |                              |          |         |                                   |             | 3%FV 3% FONDO DE VIVIENDA 239.43     |
|         |                              |          |         |                                   |             | FOND FONDO PENSIONES EMPRES 1,396.68 |
|         |                              |          |         |                                   |             | SEDARSEDAR 159.62                    |
|         |                              |          |         |                                   |             | PVAC PROVISION DE PRIMA VAC 121.61   |
|         |                              |          |         |                                   |             | AGUI PROVISION AGUINALDO 1,216.10    |
|         |                              |          |         |                                   |             | TOTA NOMINA EN EFECTIVO 6,858.01     |
| 518-003 | ALCALA CAMACHO MIGUEL ANGEL  |          |         |                                   |             |                                      |
| T.EMP:  | PERMANENTE                   | 404.07   | 498.39  | JARDINERO BOTANICO                |             |                                      |
| 01      | SUELDO BASE                  | 6,061.05 | 51      | ISR                               | 814.42      | DVIG DIAS DE VIGENCIA 15.00          |
| 02      | AYUDA PARA DESPE             | 407.50   | 51B     | AJUSTE ISR A CARGO E              | 116.23      | IMP1 ISR ART 96 814.42               |
| 03      | AYUDA PARA PASAJ             | 248.00   | 54      | FONDO PENSIONES                   | 697.02      | PGR1 PERC GRAVADA TIPO 1 7,141.65    |
| 04      | PRIMA QUINQUENAL             | 425.10   | 65      | OTRAS DEDUCCIONES                 | 60.61       | PERC TOTAL PERCEPCIONES 7,141.65     |
|         |                              |          |         |                                   |             | DEDU TOTAL DEDUCCIONES 1,688.28      |
|         |                              |          |         |                                   |             | 3%FV 3% FONDO DE VIVIENDA 181.83     |
|         |                              |          |         |                                   |             | FOND FONDO PENSIONES EMPRES 1,060.68 |
|         |                              |          |         |                                   |             | SEDARSEDAR 121.22                    |
|         |                              |          |         |                                   |             | PVAC PROVISION DE PRIMA VAC 92.01    |
|         |                              |          |         |                                   |             | AGUI PROVISION AGUINALDO 920.08      |
|         |                              |          |         |                                   |             | TOTA NOMINA EN EFECTIVO 5,453.37     |
| 518-015 | LOPEZ GUTIERREZ JOSE ANTONIO |          |         |                                   |             |                                      |
| T.EMP:  | PERMANENTE                   | 404.07   | 498.39  | JARDINERO BOTANICO                |             |                                      |
| 01      | SUELDO BASE                  | 6,061.05 | 51      | ISR                               | 814.42      | DVIG DIAS DE VIGENCIA 15.00          |
| 02      | AYUDA PARA DESPE             | 407.50   | 51B     | AJUSTE ISR A CARGO E              | 116.23      | IMP1 ISR ART 96 814.42               |
| 03      | AYUDA PARA PASAJ             | 248.00   | 54      | FONDO PENSIONES                   | 697.02      | PGR1 PERC GRAVADA TIPO 1 7,141.65    |
| 04      | PRIMA QUINQUENAL             | 425.10   | 65      | OTRAS DEDUCCIONES                 | 2,530.61    | PERC TOTAL PERCEPCIONES 7,141.65     |
|         |                              |          |         |                                   |             | DEDU TOTAL DEDUCCIONES 4,158.28      |
|         |                              |          |         |                                   |             | 3%FV 3% FONDO DE VIVIENDA 181.83     |
|         |                              |          |         |                                   |             | FOND FONDO PENSIONES EMPRES 1,060.68 |
|         |                              |          |         |                                   |             | SEDARSEDAR 121.22                    |
|         |                              |          |         |                                   |             | PVAC PROVISION DE PRIMA VAC 92.01    |
|         |                              |          |         |                                   |             | AGUI PROVISION AGUINALDO 920.08      |
|         |                              |          |         |                                   |             | TOTA NOMINA EN EFECTIVO 2,983.37     |
| 530-003 | SANCHEZ ESTRADA JOSE CARMEN  |          |         |                                   |             |                                      |
| T.EMP:  | PERMANENTE                   | 541.53   | 803.98  | Técnico en Modelos de Información |             |                                      |
| 01      | SUELDO BASE                  | 8,123.00 | 51      | ISR                               | 1,319.04    | DVIG DIAS DE VIGENCIA 15.00          |
| 02      | AYUDA PARA DESPE             | 564.00   | 54      | FONDO PENSIONES                   | 938.80      | IMP1 ISR ART 96 1,319.04             |
| 03      | AYUDA PARA PASAJ             | 351.50   | 65      | OTRAS DEDUCCIONES                 | 4,192.64    | PGR1 PERC GRAVADA TIPO 1 9,504.10    |
| 04      | PRIMA QUINQUENAL             | 425.10   |         |                                   |             | PERC TOTAL PERCEPCIONES 9,504.10     |
| 16      | HOMOLOGACION                 | 40.50    |         |                                   |             | DEDU TOTAL DEDUCCIONES 6,450.48      |
|         |                              |          |         |                                   |             | 3%FV 3% FONDO DE VIVIENDA 244.91     |
|         |                              |          |         |                                   |             | FOND FONDO PENSIONES EMPRES 1,428.61 |
|         |                              |          |         |                                   |             | SEDARSEDAR 163.27                    |
|         |                              |          |         |                                   |             | PVAC PROVISION DE PRIMA VAC 123.82   |
|         |                              |          |         |                                   |             | AGUI PROVISION AGUINALDO 1,238.15    |
|         |                              |          |         |                                   |             | TOTA NOMINA EN EFECTIVO 3,053.62     |
| 540-009 | JAIME GARCIA RAFAEL          |          |         |                                   |             |                                      |
| T.EMP:  | PERMANENTE                   | 623.53   | 754.62  | ANALISTA DE GESTIÓN MUNICIPALES   |             |                                      |
| 01      | SUELDO BASE                  | 9,352.95 | 51      | ISR                               | 1,538.78    | DVIG DIAS DE VIGENCIA 15.00          |
| 02      | AYUDA PARA DESPE             | 557.00   | 54      | FONDO PENSIONES                   | 1,075.59    | IMP1 ISR ART 96 1,538.78             |
| 03      | AYUDA PARA PASAJ             | 339.50   | 65      | OTRAS DEDUCCIONES                 | 3,705.20    | PGR1 PERC GRAVADA TIPO 1 10,532.85   |
| 04      | PRIMA QUINQUENAL             | 283.40   |         |                                   |             | PERC TOTAL PERCEPCIONES 10,532.85    |
|         |                              |          |         |                                   |             | DEDU TOTAL DEDUCCIONES 6,319.57      |
|         |                              |          |         |                                   |             | 3%FV 3% FONDO DE VIVIENDA 280.59     |

| Clave               | Nombre                        | S.Diario | S.Integ                               | PERCEPCIONES | DEDUCCIONES | CONCEPTOS                            |
|---------------------|-------------------------------|----------|---------------------------------------|--------------|-------------|--------------------------------------|
| <hr/>               |                               |          |                                       |              |             |                                      |
|                     |                               |          |                                       |              |             | FOND FONDO PENSIONES EMPRES 1,636.77 |
|                     |                               |          |                                       |              |             | SEDARSEDAR 187.06                    |
|                     |                               |          |                                       |              |             | PVAC PROVISION DE PRIMA VAC 140.40   |
|                     |                               |          |                                       |              |             | AGUI PROVISION AGUINALDO 1,404.03    |
|                     |                               |          |                                       |              |             | TOTA NOMINA EN EFECTIVO 4,213.28     |
| 550-002             | TREJO OROZCO CARLOS KALEB     |          |                                       |              |             |                                      |
| T.EMP: PERMANENTE   | 511.10                        |          | 629.25Inspector                       |              |             |                                      |
| 01 SUELDO BASE      | 7,666.50                      | 51       | ISR                                   | 1,206.58     |             | DVIG DIAS DE VIGENCIA 15.00          |
| 02 AYUDA PARA DESPE | 546.50                        | 51B      | AJUSTE ISR A CARGO E                  | 162.77       |             | IMP1 ISR ART 96 1,206.58             |
| 03 AYUDA PARA PASAJ | 339.50                        | 54       | FONDO PENSIONES                       | 881.65       |             | PGR1 PERC GRAVADA TIPO 1 8,977.60    |
| 04 PRIMA QUINQUENAL | 425.10                        |          |                                       |              |             | PERC TOTAL PERCEPCIONES 8,977.60     |
|                     |                               |          |                                       |              |             | DEDU TOTAL DEDUCCIONES 2,251.00      |
|                     |                               |          |                                       |              |             | 3%FV 3% FONDO DE VIVIENDA 230.00     |
|                     |                               |          |                                       |              |             | FOND FONDO PENSIONES EMPRES 1,341.64 |
|                     |                               |          |                                       |              |             | SEDARSEDAR 153.33                    |
|                     |                               |          |                                       |              |             | PVAC PROVISION DE PRIMA VAC 117.16   |
|                     |                               |          |                                       |              |             | AGUI PROVISION AGUINALDO 1,171.58    |
|                     |                               |          |                                       |              |             | TOTA NOMINA EN EFECTIVO 6,726.60     |
| 550-003             | REYES GALLARDO MOISES SAUL    |          |                                       |              |             |                                      |
| T.EMP: PERMANENTE   | 511.10                        |          | 629.25Inspector                       |              |             |                                      |
| 01 SUELDO BASE      | 7,666.50                      | 51       | ISR                                   | 1,206.58     |             | DVIG DIAS DE VIGENCIA 15.00          |
| 02 AYUDA PARA DESPE | 546.50                        | 51B      | AJUSTE ISR A CARGO E                  | 162.77       |             | IMP1 ISR ART 96 1,206.58             |
| 03 AYUDA PARA PASAJ | 339.50                        | 54       | FONDO PENSIONES                       | 881.65       |             | PGR1 PERC GRAVADA TIPO 1 8,977.60    |
| 04 PRIMA QUINQUENAL | 425.10                        | 65       | OTRAS DEDUCCIONES                     | 3,538.00     |             | PERC TOTAL PERCEPCIONES 8,977.60     |
|                     |                               |          |                                       |              |             | DEDU TOTAL DEDUCCIONES 5,789.00      |
|                     |                               |          |                                       |              |             | 3%FV 3% FONDO DE VIVIENDA 230.00     |
|                     |                               |          |                                       |              |             | FOND FONDO PENSIONES EMPRES 1,341.64 |
|                     |                               |          |                                       |              |             | SEDARSEDAR 153.33                    |
|                     |                               |          |                                       |              |             | PVAC PROVISION DE PRIMA VAC 117.16   |
|                     |                               |          |                                       |              |             | AGUI PROVISION AGUINALDO 1,171.58    |
|                     |                               |          |                                       |              |             | TOTA NOMINA EN EFECTIVO 3,188.60     |
| 550-010             | SALAS JIMENEZ KARLA ALEJANDRA |          |                                       |              |             |                                      |
| T.EMP: PERMANENTE   | 623.53                        |          | 754.62ANALISTA DE GESTIÓN MUNICIPALES |              |             |                                      |
| 01 SUELDO BASE      | 9,352.95                      | 51       | ISR                                   | 1,538.78     |             | DVIG DIAS DE VIGENCIA 15.00          |
| 02 AYUDA PARA DESPE | 557.00                        | 51B      | AJUSTE ISR A CARGO E                  | 237.95       |             | IMP1 ISR ART 96 1,538.78             |
| 03 AYUDA PARA PASAJ | 339.50                        | 54       | FONDO PENSIONES                       | 1,075.59     |             | PGR1 PERC GRAVADA TIPO 1 10,532.85   |
| 04 PRIMA QUINQUENAL | 283.40                        | 65       | OTRAS DEDUCCIONES                     | 93.53        |             | PERC TOTAL PERCEPCIONES 10,532.85    |
|                     |                               |          |                                       |              |             | DEDU TOTAL DEDUCCIONES 2,945.85      |
|                     |                               |          |                                       |              |             | 3%FV 3% FONDO DE VIVIENDA 280.59     |
|                     |                               |          |                                       |              |             | FOND FONDO PENSIONES EMPRES 1,636.77 |
|                     |                               |          |                                       |              |             | SEDARSEDAR 187.06                    |
|                     |                               |          |                                       |              |             | PVAC PROVISION DE PRIMA VAC 140.40   |
|                     |                               |          |                                       |              |             | AGUI PROVISION AGUINALDO 1,404.03    |
|                     |                               |          |                                       |              |             | TOTA NOMINA EN EFECTIVO 7,587.00     |
| 560-002             | RIVERA CHAVEZ VICENTE         |          |                                       |              |             |                                      |
| T.EMP: PERMANENTE   | 404.07                        |          | 498.39JARDINERO BOTANICO              |              |             |                                      |
| 01 SUELDO BASE      | 6,061.05                      | 51       | ISR                                   | 814.42       |             | DVIG DIAS DE VIGENCIA 15.00          |
| 02 AYUDA PARA DESPE | 407.50                        | 51B      | AJUSTE ISR A CARGO E                  | 116.23       |             | IMP1 ISR ART 96 814.42               |
| 03 AYUDA PARA PASAJ | 248.00                        | 54       | FONDO PENSIONES                       | 697.02       |             | PGR1 PERC GRAVADA TIPO 1 7,141.65    |
| 04 PRIMA QUINQUENAL | 425.10                        | 65       | OTRAS DEDUCCIONES                     | 360.61       |             | PERC TOTAL PERCEPCIONES 7,141.65     |
|                     |                               |          |                                       |              |             | DEDU TOTAL DEDUCCIONES 1,988.28      |
|                     |                               |          |                                       |              |             | 3%FV 3% FONDO DE VIVIENDA 181.83     |
|                     |                               |          |                                       |              |             | FOND FONDO PENSIONES EMPRES 1,060.68 |
|                     |                               |          |                                       |              |             | SEDARSEDAR 121.22                    |

| Clave   | Nombre                                             | S.Diario   | S.Integ | PERCEPCIONES                          | DEDUCCIONES | CONCEPTOS                             |
|---------|----------------------------------------------------|------------|---------|---------------------------------------|-------------|---------------------------------------|
| <hr/>   |                                                    |            |         |                                       |             |                                       |
|         |                                                    |            |         |                                       |             | PVAC PROVISION DE PRIMA VAC 92.01     |
|         |                                                    |            |         |                                       |             | AGUI PROVISION AGUINALDO 920.08       |
|         |                                                    |            |         |                                       |             | TOTA NOMINA EN EFECTIVO 5,153.37      |
| 560-003 | COVARRUBIAS LEGASPI HUGO ORLANDO                   |            |         |                                       |             |                                       |
| T.EMP:  | PERMANENTE                                         | 761.07     | 912.22  | Coordinador Técnico                   |             |                                       |
| 01      | SUELDO BASE                                        | 11,416.00  | 51      | ISR                                   | 1,943.80    | DVIG DIAS DE VIGENCIA 15.00           |
| 02      | AYUDA PARA DESPE                                   | 623.50     | 54      | FONDO PENSIONES                       | 1,312.84    | IMP1 ISR ART 96 1,943.80              |
| 03      | AYUDA PARA PASAJ                                   | 389.50     | 65      | OTRAS DEDUCCIONES                     | 5,399.45    | PGR1 PERC GRAVADA TIPO 1 12,429.00    |
|         |                                                    |            |         |                                       |             | PERC TOTAL PERCEPCIONES 12,429.00     |
|         |                                                    |            |         |                                       |             | DEDU TOTAL DEDUCCIONES 8,656.09       |
|         |                                                    |            |         |                                       |             | 3%FV 3% FONDO DE VIVIENDA 342.48      |
|         |                                                    |            |         |                                       |             | FOND FONDO PENSIONES EMPRES 1,997.80  |
|         |                                                    |            |         |                                       |             | SEDARSEDAR 228.32                     |
|         |                                                    |            |         |                                       |             | PVAC PROVISION DE PRIMA VAC 170.26    |
|         |                                                    |            |         |                                       |             | AGUI PROVISION AGUINALDO 1,702.60     |
|         |                                                    |            |         |                                       |             | TOTA NOMINA EN EFECTIVO 3,772.91      |
| 560-005 | AGUIRRE NIEVES LUIS FRANCISCO                      |            |         |                                       |             |                                       |
| T.EMP:  | PERMANENTE                                         | 509.43     | 627.32  | AUXILIAR TECNICO DE CULTURA AMBIENTAL |             |                                       |
| 01      | SUELDO BASE                                        | 7,641.45   | 51      | ISR                                   | 1,201.22    | DVIG DIAS DE VIGENCIA 15.00           |
| 02      | AYUDA PARA DESPE                                   | 546.50     | 51B     | AJUSTE ISR A CARGO E                  | 162.12      | IMP1 ISR ART 96 1,201.22              |
| 03      | AYUDA PARA PASAJ                                   | 339.50     | 54      | FONDO PENSIONES                       | 878.77      | PGR1 PERC GRAVADA TIPO 1 8,952.54     |
| 04      | PRIMA QUINQUENAL                                   | 425.10     | 65      | OTRAS DEDUCCIONES                     | 3,351.41    | PERC TOTAL PERCEPCIONES 8,952.55      |
|         |                                                    |            |         |                                       |             | DEDU TOTAL DEDUCCIONES 5,593.52       |
|         |                                                    |            |         |                                       |             | 3%FV 3% FONDO DE VIVIENDA 229.24      |
|         |                                                    |            |         |                                       |             | FOND FONDO PENSIONES EMPRES 1,337.25  |
|         |                                                    |            |         |                                       |             | SEDARSEDAR 152.83                     |
|         |                                                    |            |         |                                       |             | PVAC PROVISION DE PRIMA VAC 116.81    |
|         |                                                    |            |         |                                       |             | AGUI PROVISION AGUINALDO 1,168.14     |
|         |                                                    |            |         |                                       |             | TOTA NOMINA EN EFECTIVO 3,359.03      |
| 560-007 | RIVERA GALLEGOS ANGEL                              |            |         |                                       |             |                                       |
| T.EMP:  | PERMANENTE                                         | 532.07     | 649.38  | CABO DE JARDINERO                     |             |                                       |
| 01      | SUELDO BASE                                        | 7,981.05   | 51      | ISR                                   | 1,245.74    | DVIG DIAS DE VIGENCIA 15.00           |
| 02      | AYUDA PARA DESPE                                   | 557.00     | 51B     | AJUSTE ISR A CARGO E                  | 171.00      | IMP1 ISR ART 96 1,245.74              |
| 03      | AYUDA PARA PASAJ                                   | 339.50     | 54      | FONDO PENSIONES                       | 917.82      | PGR1 PERC GRAVADA TIPO 1 9,160.95     |
| 04      | PRIMA QUINQUENAL                                   | 283.40     | 65      | OTRAS DEDUCCIONES                     | 1,705.81    | PERC TOTAL PERCEPCIONES 9,160.95      |
|         |                                                    |            |         |                                       |             | DEDU TOTAL DEDUCCIONES 4,040.37       |
|         |                                                    |            |         |                                       |             | 3%FV 3% FONDO DE VIVIENDA 239.43      |
|         |                                                    |            |         |                                       |             | FOND FONDO PENSIONES EMPRES 1,396.68  |
|         |                                                    |            |         |                                       |             | SEDARSEDAR 159.62                     |
|         |                                                    |            |         |                                       |             | PVAC PROVISION DE PRIMA VAC 121.61    |
|         |                                                    |            |         |                                       |             | AGUI PROVISION AGUINALDO 1,216.10     |
|         |                                                    |            |         |                                       |             | CHEQ PAGO POR CHEQUE 5,120.58         |
| ****    | Totales Subdirección de Cuencas y Cultura del Agua | 5503       | ****    |                                       |             |                                       |
| 01      | SUELDO BASE                                        | 307,431.75 | 51      | ISR                                   | 56,938.21   | DVIG DIAS DE VIGENCIA 420.00          |
| 02      | AYUDA PARA DESPE                                   | 17,158.50  | 51B     | AJUSTE ISR A CARGO E                  | 2,401.46    | IMP1 ISR ART 96 56,938.21             |
| 03      | AYUDA PARA PASAJ                                   | 11,137.00  | 54      | FONDO PENSIONES                       | 35,359.30   | PGR1 PERC GRAVADA TIPO 1 345,261.64   |
| 04      | PRIMA QUINQUENAL                                   | 9,493.90   | 65      | OTRAS DEDUCCIONES                     | 93,495.48   | PERC TOTAL PERCEPCIONES 345,261.65    |
| 16      | HOMOLOGACION                                       | 40.50      |         |                                       |             | DEDU TOTAL DEDUCCIONES 188,194.45     |
|         |                                                    |            |         |                                       |             | 3%FV 3% FONDO DE VIVIENDA 9,224.14    |
|         |                                                    |            |         |                                       |             | FOND FONDO PENSIONES EMPRES 53,807.60 |
|         |                                                    |            |         |                                       |             | SEDARSEDAR 6,149.44                   |
|         |                                                    |            |         |                                       |             | PVAC PROVISION DE PRIMA VAC 4,599.00  |
|         |                                                    |            |         |                                       |             | AGUI PROVISION AGUINALDO 45,990.04    |

| Clave                      | Nombre       | S.Diario | S.Integ | DEDUCCIONES | CONCEPTOS                          |
|----------------------------|--------------|----------|---------|-------------|------------------------------------|
|                            | PERCEPCIONES |          |         |             |                                    |
|                            |              |          |         |             | TOTA NOMINA EN EFECTIVO 147,094.29 |
|                            |              |          |         |             | CHEQ PAGO POR CHEQUE 9,972.91      |
| 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  | 1,977.84 | Subdirector de Socialización y Contraloría Social |             |                                      |
| 01                                                                  | SUELDO BASE                      | 23,547.00 | 51       | ISR                                               | 5,666.52    | DVIG DIAS DE VIGENCIA 15.00          |
| 02                                                                  | AYUDA PARA DESPE                 | 960.00    | 54       | FONDO PENSIONES                                   | 2,821.70    | IMP1 ISR ART 96 5,666.52             |
| 03                                                                  | AYUDA PARA PASAJ                 | 688.00    |          |                                                   |             | PGR1 PERC GRAVADA TIPO 1 26,751.30   |
| 04                                                                  | PRIMA QUINQUENAL                 | 566.80    |          |                                                   |             | PERC TOTAL PERCEPCIONES 26,751.30    |
| 16                                                                  | HOMOLOGACION                     | 989.50    |          |                                                   |             | DEDU TOTAL DEDUCCIONES 8,488.22      |
|                                                                     |                                  |           |          |                                                   |             | 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 18,263.08    |
| 34-222-003                                                          | MALDONADO VEGA ROBERTO           |           |          |                                                   |             |                                      |
| T.EMP:                                                              | PERMANENTE                       | 550.54    | 775.26   | TRABAJADOR SOCIAL                                 |             |                                      |
| 01                                                                  | SUELDO BASE                      | 8,258.10  | 51       | ISR                                               | 1,630.04    | DVIG DIAS DE VIGENCIA 15.00          |
| 02                                                                  | AYUDA PARA DESPE                 | 557.00    | 51B      | AJUSTE ISR A CARGO E                              | 257.69      | IMP1 ISR ART 96 1,630.04             |
| 03                                                                  | AYUDA PARA PASAJ                 | 339.50    | 54       | FONDO PENSIONES                                   | 1,092.13    | PGR1 PERC GRAVADA TIPO 1 10,960.11   |
| 04                                                                  | PRIMA QUINQUENAL                 | 566.80    | 65       | OTRAS DEDUCCIONES                                 | 6,246.84    | PERC TOTAL PERCEPCIONES 10,960.11    |
| 06                                                                  | PRIMA POR RIESGO                 | 1,238.71  |          |                                                   |             | DEDU TOTAL DEDUCCIONES 9,226.70      |
|                                                                     |                                  |           |          |                                                   |             | 3%FV 3% FONDO DE VIVIENDA 284.90     |
|                                                                     |                                  |           |          |                                                   |             | FOND FONDO PENSIONES EMPRES 1,661.94 |
|                                                                     |                                  |           |          |                                                   |             | SEDARSEDAR 189.94                    |
|                                                                     |                                  |           |          |                                                   |             | PVAC PROVISION DE PRIMA VAC 142.37   |
|                                                                     |                                  |           |          |                                                   |             | AGUI PROVISION AGUINALDO 1,423.74    |
|                                                                     |                                  |           |          |                                                   |             | CHEQ PAGO POR CHEQUE 1,733.41        |
| 36-129-005                                                          | RAMIREZ SILVA CAROLINA           |           |          |                                                   |             |                                      |
| T.EMP:                                                              | PERMANENTE                       | 509.43    | 632.13   | ANALISTA PRODER                                   |             |                                      |
| 01                                                                  | SUELDO BASE                      | 7,641.45  | 51       | ISR                                               | 1,231.49    | DVIG DIAS DE VIGENCIA 15.00          |
| 02                                                                  | AYUDA PARA DESPE                 | 546.50    | 51B      | AJUSTE ISR A CARGO E                              | 162.12      | IMP1 ISR ART 96 1,231.49             |
| 03                                                                  | AYUDA PARA PASAJ                 | 339.50    | 54       | FONDO PENSIONES                                   | 878.77      | PGR1 PERC GRAVADA TIPO 1 9,094.25    |
| 04                                                                  | PRIMA QUINQUENAL                 | 566.80    | 65       | OTRAS DEDUCCIONES                                 | 5,638.18    | PERC TOTAL PERCEPCIONES 9,094.25     |
|                                                                     |                                  |           |          |                                                   |             | DEDU TOTAL DEDUCCIONES 7,910.56      |
|                                                                     |                                  |           |          |                                                   |             | 3%FV 3% FONDO DE VIVIENDA 229.24     |
|                                                                     |                                  |           |          |                                                   |             | FOND FONDO PENSIONES EMPRES 1,337.25 |
|                                                                     |                                  |           |          |                                                   |             | SEDARSEDAR 152.83                    |
|                                                                     |                                  |           |          |                                                   |             | PVAC PROVISION DE PRIMA VAC 116.81   |
|                                                                     |                                  |           |          |                                                   |             | AGUI PROVISION AGUINALDO 1,168.14    |
|                                                                     |                                  |           |          |                                                   |             | CHEQ PAGO POR CHEQUE 1,183.69        |
| 41-177-002                                                          | NUÑEZ MIRAMONTES YOLANDA LETICIA |           |          |                                                   |             |                                      |
| T.EMP:                                                              | PERMANENTE                       | 473.73    | 599.29   | SECRETARIA                                        |             |                                      |
| 01                                                                  | SUELDO BASE                      | 7,105.95  | 51       | ISR                                               | 1,161.20    | DVIG DIAS DE VIGENCIA 15.00          |
| 02                                                                  | AYUDA PARA DESPE                 | 478.50    | 51B      | AJUSTE ISR A CARGO E                              | 146.60      | IMP1 ISR ART 96 1,161.20             |
| 03                                                                  | AYUDA PARA PASAJ                 | 330.50    | 54       | FONDO PENSIONES                                   | 817.18      | PGR1 PERC GRAVADA TIPO 1 8,765.15    |
| 04                                                                  | PRIMA QUINQUENAL                 | 850.20    | 65       | OTRAS DEDUCCIONES                                 | 3,624.06    | PERC TOTAL PERCEPCIONES 8,765.15     |
|                                                                     |                                  |           |          |                                                   |             | DEDU TOTAL DEDUCCIONES 5,749.04      |
|                                                                     |                                  |           |          |                                                   |             | 3%FV 3% FONDO DE VIVIENDA 213.18     |
|                                                                     |                                  |           |          |                                                   |             | FOND FONDO PENSIONES EMPRES 1,243.54 |
|                                                                     |                                  |           |          |                                                   |             | SEDARSEDAR 142.12                    |
|                                                                     |                                  |           |          |                                                   |             | PVAC PROVISION DE PRIMA VAC 108.42   |
|                                                                     |                                  |           |          |                                                   |             | AGUI PROVISION AGUINALDO 1,084.24    |
|                                                                     |                                  |           |          |                                                   |             | TOTA NOMINA EN EFECTIVO 3,016.11     |

| Clave      | Nombre                                 | S.Diario | S.Integ | PERCEPCIONES            | DEDUCCIONES | CONCEPTOS                            |
|------------|----------------------------------------|----------|---------|-------------------------|-------------|--------------------------------------|
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| 45-153-002 | MAYA LEGORRETA MA DEL CARMEN           |          |         |                         |             |                                      |
| T.EMP:     | PERMANENTE                             | 486.83   | 604.95  | AUXILIAR ADMINISTRATIVO |             |                                      |
| 01         | SUELDO BASE                            | 7,302.45 | 51      | ISR                     | 1,152.67    | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | AYUDA PARA DESPE                       | 523.00   | 54      | FONDO PENSIONES         | 839.78      | IMP1 ISR ART 96 1,152.67             |
| 03         | AYUDA PARA PASAJ                       | 333.00   | 65      | OTRAS DEDUCCIONES       | 3,570.85    | PGR1 PERC GRAVADA TIPO 1 8,725.25    |
| 04         | PRIMA QUINQUENAL                       | 566.80   |         |                         |             | PERC TOTAL PERCEPCIONES 8,725.25     |
|            |                                        |          |         |                         |             | DEDU TOTAL DEDUCCIONES 5,563.30      |
|            |                                        |          |         |                         |             | 3%FV 3% FONDO DE VIVIENDA 219.07     |
|            |                                        |          |         |                         |             | FOND FONDO PENSIONES EMPRES 1,277.93 |
|            |                                        |          |         |                         |             | SEDARSEDAR 146.05                    |
|            |                                        |          |         |                         |             | PVAC PROVISION DE PRIMA VAC 111.76   |
|            |                                        |          |         |                         |             | AGUI PROVISION AGUINALDO 1,117.60    |
|            |                                        |          |         |                         |             | TOTA NOMINA EN EFECTIVO 3,161.95     |
| <br>       |                                        |          |         |                         |             |                                      |
| 483-2020   | SANDOVAL JIMENEZ ROBERTO               |          |         |                         |             |                                      |
| T.EMP:     | PERMANENTE                             | 550.54   | 823.40  | TRABAJADOR SOCIAL       |             |                                      |
| 01         | SUELDO BASE                            | 8,258.10 | 51      | ISR                     | 1,508.97    | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | AYUDA PARA DESPE                       | 557.00   | 54      | FONDO PENSIONES         | 1,092.13    | IMP1 ISR ART 96 1,508.97             |
| 03         | AYUDA PARA PASAJ                       | 339.50   | 65      | OTRAS DEDUCCIONES       | 2,371.58    | PGR1 PERC GRAVADA TIPO 1 10,393.31   |
| 06         | PRIMA POR RIESGO                       | 1,238.71 |         |                         |             | PERC TOTAL PERCEPCIONES 10,393.31    |
|            |                                        |          |         |                         |             | DEDU TOTAL DEDUCCIONES 4,972.68      |
|            |                                        |          |         |                         |             | 3%FV 3% FONDO DE VIVIENDA 284.90     |
|            |                                        |          |         |                         |             | FOND FONDO PENSIONES EMPRES 1,661.94 |
|            |                                        |          |         |                         |             | SEDARSEDAR 189.94                    |
|            |                                        |          |         |                         |             | PVAC PROVISION DE PRIMA VAC 142.37   |
|            |                                        |          |         |                         |             | AGUI PROVISION AGUINALDO 1,423.74    |
|            |                                        |          |         |                         |             | TOTA NOMINA EN EFECTIVO 5,420.63     |
| <br>       |                                        |          |         |                         |             |                                      |
| 57-208-019 | ARTEAGA GARCIA CRISTHIAN               |          |         |                         |             |                                      |
| T.EMP:     | PERMANENTE                             | 550.54   | 780.07  | TRABAJADOR SOCIAL       |             |                                      |
| 01         | SUELDO BASE                            | 8,258.10 | 51      | ISR                     | 1,660.31    | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | AYUDA PARA DESPE                       | 557.00   | 51B     | AJUSTE ISR A CARGO E    | 272.77      | IMP1 ISR ART 96 1,660.31             |
| 03         | AYUDA PARA PASAJ                       | 339.50   | 54      | FONDO PENSIONES         | 1,092.13    | PGR1 PERC GRAVADA TIPO 1 11,101.81   |
| 04         | PRIMA QUINQUENAL                       | 708.50   | 65      | OTRAS DEDUCCIONES       | 1,782.58    | PERC TOTAL PERCEPCIONES 11,101.81    |
| 06         | PRIMA POR RIESGO                       | 1,238.71 |         |                         |             | DEDU TOTAL DEDUCCIONES 4,807.79      |
|            |                                        |          |         |                         |             | 3%FV 3% FONDO DE VIVIENDA 284.90     |
|            |                                        |          |         |                         |             | FOND FONDO PENSIONES EMPRES 1,661.94 |
|            |                                        |          |         |                         |             | SEDARSEDAR 189.94                    |
|            |                                        |          |         |                         |             | PVAC PROVISION DE PRIMA VAC 142.37   |
|            |                                        |          |         |                         |             | AGUI PROVISION AGUINALDO 1,423.74    |
|            |                                        |          |         |                         |             | TOTA NOMINA EN EFECTIVO 6,294.02     |
| <br>       |                                        |          |         |                         |             |                                      |
| 640-002    | GONZALEZ CASTILLO MARIA DE LOS ANGELES |          |         |                         |             |                                      |
| T.EMP:     | PERMANENTE                             | 550.54   | 770.46  | TRABAJADOR SOCIAL       |             |                                      |
| 01         | SUELDO BASE                            | 8,258.10 | 51      | ISR                     | 1,599.77    | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | AYUDA PARA DESPE                       | 557.00   | 51B     | AJUSTE ISR A CARGO E    | 259.12      | IMP1 ISR ART 96 1,599.77             |
| 03         | AYUDA PARA PASAJ                       | 339.50   | 54      | FONDO PENSIONES         | 1,092.13    | PGR1 PERC GRAVADA TIPO 1 10,818.41   |
| 04         | PRIMA QUINQUENAL                       | 425.10   | 65      | OTRAS DEDUCCIONES       | 4,205.58    | PERC TOTAL PERCEPCIONES 10,818.41    |
| 06         | PRIMA POR RIESGO                       | 1,238.71 |         |                         |             | DEDU TOTAL DEDUCCIONES 7,156.60      |
|            |                                        |          |         |                         |             | 3%FV 3% FONDO DE VIVIENDA 284.90     |
|            |                                        |          |         |                         |             | FOND FONDO PENSIONES EMPRES 1,661.94 |
|            |                                        |          |         |                         |             | SEDARSEDAR 189.94                    |
|            |                                        |          |         |                         |             | PVAC PROVISION DE PRIMA VAC 142.37   |
|            |                                        |          |         |                         |             | AGUI PROVISION AGUINALDO 1,423.74    |
|            |                                        |          |         |                         |             | TOTA NOMINA EN EFECTIVO 3,661.81     |
| <br>       |                                        |          |         |                         |             |                                      |
| 640-003    | AVILA PEREZ ELISEO                     |          |         |                         |             |                                      |
| T.EMP:     | PERMANENTE                             | 550.54   | 770.46  | TRABAJADOR SOCIAL       |             |                                      |

| Clave   | Nombre                              | S.Diario | S.Integ | PERCEPCIONES         | DEDUCCIONES       | CONCEPTOS                            |
|---------|-------------------------------------|----------|---------|----------------------|-------------------|--------------------------------------|
| 01      | SUELDO BASE                         | 8,258.10 | 51      | ISR                  | 1,599.77          | DVIG DIAS DE VIGENCIA 15.00          |
| 02      | AYUDA PARA DESPE                    | 557.00   | 54      | FONDO PENSIONES      | 1,092.13          | IMP1 ISR ART 96 1,599.77             |
| 03      | AYUDA PARA PASAJ                    | 339.50   | 65      | OTRAS DEDUCCIONES    | 4,955.80          | PGR1 PERC GRAVADA TIPO 1 10,818.41   |
| 04      | PRIMA QUINQUENAL                    | 425.10   |         |                      |                   | PERC TOTAL PERCEPCIONES 10,818.41    |
| 06      | PRIMA POR RIESGO                    | 1,238.71 |         |                      |                   | DEDU TOTAL DEDUCCIONES 7,647.70      |
|         |                                     |          |         |                      |                   | 3%FV 3% FONDO DE VIVIENDA 284.90     |
|         |                                     |          |         |                      |                   | FOND FONDO PENSIONES EMPRES 1,661.94 |
|         |                                     |          |         |                      |                   | SEDARSEDAR 189.94                    |
|         |                                     |          |         |                      |                   | PVAC PROVISION DE PRIMA VAC 142.37   |
|         |                                     |          |         |                      |                   | AGUI PROVISION AGUINALDO 1,423.74    |
|         |                                     |          |         |                      |                   | TOTA NOMINA EN EFECTIVO 3,170.71     |
| 640-005 | OROZ BITAR FERNANDO                 |          |         |                      |                   |                                      |
| T.EMP:  | PERMANENTE                          | 550.54   |         | 770.46               | TRABAJADOR SOCIAL |                                      |
| 01      | SUELDO BASE                         | 8,258.10 | 51      | ISR                  | 1,599.77          | DVIG DIAS DE VIGENCIA 15.00          |
| 02      | AYUDA PARA DESPE                    | 557.00   | 51B     | AJUSTE ISR A CARGO E | 261.51            | IMP1 ISR ART 96 1,599.77             |
| 03      | AYUDA PARA PASAJ                    | 339.50   | 54      | FONDO PENSIONES      | 1,092.13          | PGR1 PERC GRAVADA TIPO 1 10,818.41   |
| 04      | PRIMA QUINQUENAL                    | 425.10   | 65      | OTRAS DEDUCCIONES    | 82.58             | PERC TOTAL PERCEPCIONES 10,818.41    |
| 06      | PRIMA POR RIESGO                    | 1,238.71 |         |                      |                   | DEDU TOTAL DEDUCCIONES 3,035.99      |
|         |                                     |          |         |                      |                   | 3%FV 3% FONDO DE VIVIENDA 284.90     |
|         |                                     |          |         |                      |                   | FOND FONDO PENSIONES EMPRES 1,661.94 |
|         |                                     |          |         |                      |                   | SEDARSEDAR 189.94                    |
|         |                                     |          |         |                      |                   | PVAC PROVISION DE PRIMA VAC 142.37   |
|         |                                     |          |         |                      |                   | AGUI PROVISION AGUINALDO 1,423.74    |
|         |                                     |          |         |                      |                   | TOTA NOMINA EN EFECTIVO 7,782.42     |
| 640-006 | PELAYO VALADEZ MARTIN FERNANDO      |          |         |                      |                   |                                      |
| T.EMP:  | PERMANENTE                          | 550.54   |         | 770.46               | TRABAJADOR SOCIAL |                                      |
| 01      | SUELDO BASE                         | 8,258.10 | 51      | ISR                  | 1,599.77          | DVIG DIAS DE VIGENCIA 15.00          |
| 02      | AYUDA PARA DESPE                    | 557.00   | 54      | FONDO PENSIONES      | 1,092.13          | IMP1 ISR ART 96 1,599.77             |
| 03      | AYUDA PARA PASAJ                    | 339.50   | 65      | OTRAS DEDUCCIONES    | 7,391.15          | PGR1 PERC GRAVADA TIPO 1 10,818.41   |
| 04      | PRIMA QUINQUENAL                    | 425.10   |         |                      |                   | PERC TOTAL PERCEPCIONES 10,818.41    |
| 06      | PRIMA POR RIESGO                    | 1,238.71 |         |                      |                   | DEDU TOTAL DEDUCCIONES 10,083.05     |
|         |                                     |          |         |                      |                   | 3%FV 3% FONDO DE VIVIENDA 284.90     |
|         |                                     |          |         |                      |                   | FOND FONDO PENSIONES EMPRES 1,661.94 |
|         |                                     |          |         |                      |                   | SEDARSEDAR 189.94                    |
|         |                                     |          |         |                      |                   | PVAC PROVISION DE PRIMA VAC 142.37   |
|         |                                     |          |         |                      |                   | AGUI PROVISION AGUINALDO 1,423.74    |
|         |                                     |          |         |                      |                   | CHEQ PAGO POR CHEQUE 735.36          |
| 640-014 | MONTAÑO GOMEZ RODOLFO ENRIQUE       |          |         |                      |                   |                                      |
| T.EMP:  | PERMANENTE                          | 550.54   |         | 770.46               | TRABAJADOR SOCIAL |                                      |
| 01      | SUELDO BASE                         | 8,258.10 | 51      | ISR                  | 1,599.77          | DVIG DIAS DE VIGENCIA 15.00          |
| 02      | AYUDA PARA DESPE                    | 557.00   | 54      | FONDO PENSIONES      | 1,092.13          | IMP1 ISR ART 96 1,599.77             |
| 03      | AYUDA PARA PASAJ                    | 339.50   | 65      | OTRAS DEDUCCIONES    | 82.58             | PGR1 PERC GRAVADA TIPO 1 10,818.41   |
| 04      | PRIMA QUINQUENAL                    | 425.10   |         |                      |                   | PERC TOTAL PERCEPCIONES 10,818.41    |
| 06      | PRIMA POR RIESGO                    | 1,238.71 |         |                      |                   | DEDU TOTAL DEDUCCIONES 2,774.48      |
|         |                                     |          |         |                      |                   | 3%FV 3% FONDO DE VIVIENDA 284.90     |
|         |                                     |          |         |                      |                   | FOND FONDO PENSIONES EMPRES 1,661.94 |
|         |                                     |          |         |                      |                   | SEDARSEDAR 189.94                    |
|         |                                     |          |         |                      |                   | PVAC PROVISION DE PRIMA VAC 142.37   |
|         |                                     |          |         |                      |                   | AGUI PROVISION AGUINALDO 1,423.74    |
|         |                                     |          |         |                      |                   | TOTA NOMINA EN EFECTIVO 8,043.93     |
| 640-016 | SANTILLAN VALENCIA HELIOS ALEXANDER |          |         |                      |                   |                                      |
| T.EMP:  | PERMANENTE                          | 550.54   |         | 770.46               | TRABAJADOR SOCIAL |                                      |
| 01      | SUELDO BASE                         | 8,258.10 | 51      | ISR                  | 1,599.77          | DVIG DIAS DE VIGENCIA 15.00          |
| 02      | AYUDA PARA DESPE                    | 557.00   | 51B     | AJUSTE ISR A CARGO E | 283.25            | IMP1 ISR ART 96 1,599.77             |

| Clave      | Nombre                           | S.Diario | S.Integ | PERCEPCIONES         | DEDUCCIONES       | CONCEPTOS                            |
|------------|----------------------------------|----------|---------|----------------------|-------------------|--------------------------------------|
| 03         | AYUDA PARA PASAJ                 | 339.50   | 54      | FONDO PENSIONES      | 1,092.13          | PGR1 PERC GRAVADA TIPO 1 10,818.41   |
| 04         | PRIMA QUINQUENAL                 | 425.10   | 65      | OTRAS DEDUCCIONES    | 4,005.58          | PERC TOTAL PERCEPCIONES 10,818.41    |
| 06         | PRIMA POR RIESGO                 | 1,238.71 |         |                      |                   | DEDU TOTAL DEDUCCIONES 6,980.73      |
|            |                                  |          |         |                      |                   | 3%FV 3% FONDO DE VIVIENDA 284.90     |
|            |                                  |          |         |                      |                   | FOND FONDO PENSIONES EMPRES 1,661.94 |
|            |                                  |          |         |                      |                   | SEDARSEDAR 189.94                    |
|            |                                  |          |         |                      |                   | PVAC PROVISION DE PRIMA VAC 142.37   |
|            |                                  |          |         |                      |                   | AGUI PROVISION AGUINALDO 1,423.74    |
|            |                                  |          |         |                      |                   | TOTA NOMINA EN EFECTIVO 3,837.68     |
| 640-020    | CARRILLO SANCHEZ JOSE ROBERTO    |          |         |                      |                   |                                      |
| T.EMP:     | PERMANENTE                       | 550.54   |         | 776.46               | TRABAJADOR SOCIAL |                                      |
| 01         | SUELDO BASE                      | 8,258.10 | 51      | ISR                  | 1,599.77          | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | AYUDA PARA DESPE                 | 557.00   | 51B     | AJUSTE ISR A CARGO E | 269.35            | IMP1 ISR ART 96 1,599.77             |
| 03         | AYUDA PARA PASAJ                 | 339.50   | 54      | FONDO PENSIONES      | 1,092.13          | PGR1 PERC GRAVADA TIPO 1 10,818.41   |
| 04         | PRIMA QUINQUENAL                 | 425.10   | 65      | OTRAS DEDUCCIONES    | 4,353.58          | PERC TOTAL PERCEPCIONES 10,818.41    |
| 06         | PRIMA POR RIESGO                 | 1,238.71 |         |                      |                   | DEDU TOTAL DEDUCCIONES 7,314.83      |
|            |                                  |          |         |                      |                   | 3%FV 3% FONDO DE VIVIENDA 284.90     |
|            |                                  |          |         |                      |                   | FOND FONDO PENSIONES EMPRES 1,661.94 |
|            |                                  |          |         |                      |                   | SEDARSEDAR 189.94                    |
|            |                                  |          |         |                      |                   | PVAC PROVISION DE PRIMA VAC 142.37   |
|            |                                  |          |         |                      |                   | AGUI PROVISION AGUINALDO 1,423.74    |
|            |                                  |          |         |                      |                   | TOTA NOMINA EN EFECTIVO 3,503.58     |
| 640-030    | MONTOYA GARCIA ARIEL JOSEPH      |          |         |                      |                   |                                      |
| T.EMP:     | PERMANENTE                       | 550.54   |         | 796.98               | TRABAJADOR SOCIAL |                                      |
| 01         | SUELDO BASE                      | 8,258.10 | 51      | ISR                  | 1,569.51          | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | AYUDA PARA DESPE                 | 557.00   | 54      | FONDO PENSIONES      | 1,092.13          | IMP1 ISR ART 96 1,569.51             |
| 03         | AYUDA PARA PASAJ                 | 339.50   | 65      | OTRAS DEDUCCIONES    | 3,282.58          | PGR1 PERC GRAVADA TIPO 1 10,676.71   |
| 04         | PRIMA QUINQUENAL                 | 283.40   |         |                      |                   | PERC TOTAL PERCEPCIONES 10,676.71    |
| 06         | PRIMA POR RIESGO                 | 1,238.71 |         |                      |                   | DEDU TOTAL DEDUCCIONES 5,944.22      |
|            |                                  |          |         |                      |                   | 3%FV 3% FONDO DE VIVIENDA 284.90     |
|            |                                  |          |         |                      |                   | FOND FONDO PENSIONES EMPRES 1,661.94 |
|            |                                  |          |         |                      |                   | SEDARSEDAR 189.94                    |
|            |                                  |          |         |                      |                   | PVAC PROVISION DE PRIMA VAC 142.37   |
|            |                                  |          |         |                      |                   | AGUI PROVISION AGUINALDO 1,423.74    |
|            |                                  |          |         |                      |                   | CHEQ PAGO POR CHEQUE 4,732.49        |
| 650-004    | CAMPOS ROMERO SERGIO             |          |         |                      |                   |                                      |
| T.EMP:     | PERMANENTE                       | 550.54   |         | 837.81               | TRABAJADOR SOCIAL |                                      |
| 01         | SUELDO BASE                      | 8,258.10 | 51      | ISR                  | 1,599.77          | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | AYUDA PARA DESPE                 | 557.00   | 54      | FONDO PENSIONES      | 1,092.13          | IMP1 ISR ART 96 1,599.77             |
| 03         | AYUDA PARA PASAJ                 | 339.50   | 65      | OTRAS DEDUCCIONES    | 4,153.58          | PGR1 PERC GRAVADA TIPO 1 10,818.41   |
| 04         | PRIMA QUINQUENAL                 | 425.10   |         |                      |                   | PERC TOTAL PERCEPCIONES 10,818.41    |
| 06         | PRIMA POR RIESGO                 | 1,238.71 |         |                      |                   | DEDU TOTAL DEDUCCIONES 6,845.48      |
|            |                                  |          |         |                      |                   | 3%FV 3% FONDO DE VIVIENDA 284.90     |
|            |                                  |          |         |                      |                   | FOND FONDO PENSIONES EMPRES 1,661.94 |
|            |                                  |          |         |                      |                   | SEDARSEDAR 189.94                    |
|            |                                  |          |         |                      |                   | PVAC PROVISION DE PRIMA VAC 142.37   |
|            |                                  |          |         |                      |                   | AGUI PROVISION AGUINALDO 1,423.74    |
|            |                                  |          |         |                      |                   | TOTA NOMINA EN EFECTIVO 3,972.93     |
| 79-194-005 | NAVARRO MARTIN DEL CAMPO ALFONSO |          |         |                      |                   |                                      |
| T.EMP:     | PERMANENTE                       | 550.54   |         | 784.87               | TRABAJADOR SOCIAL |                                      |
| 01         | SUELDO BASE                      | 8,258.10 | 51      | ISR                  | 1,690.57          | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | AYUDA PARA DESPE                 | 557.00   | 51B     | AJUSTE ISR A CARGO E | 265.26            | IMP1 ISR ART 96 1,690.57             |
| 03         | AYUDA PARA PASAJ                 | 339.50   | 54      | FONDO PENSIONES      | 1,092.13          | PGR1 PERC GRAVADA TIPO 1 11,243.51   |
| 04         | PRIMA QUINQUENAL                 | 850.20   | 65      | OTRAS DEDUCCIONES    | 5,227.67          | PERC TOTAL PERCEPCIONES 11,243.51    |

Total de Empleados : 18.00

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| Clave                                                   | Nombre                       | S.Diario | S.Integ              | DEDUCCIONES                    | CONCEPTOS                            |
|---------------------------------------------------------|------------------------------|----------|----------------------|--------------------------------|--------------------------------------|
| PERCEPCIONES                                            |                              |          |                      |                                |                                      |
| ***** Subdirección de Servicios a Municipios ***** 5506 |                              |          |                      |                                |                                      |
| 136-010                                                 | FLORES ALONSO LUIS GUADALUPE |          |                      |                                |                                      |
| T.EMP: PERMANENTE                                       | 393.66                       |          | 558.63               | AYUDANTE DE GRUA               |                                      |
| 01 SUELDO BASE                                          | 5,904.90                     | 51       | ISR                  | 997.64                         | DVIG DIAS DE VIGENCIA 15.00          |
| 02 AYUDA PARA DESPE                                     | 401.00                       | 51B      | AJUSTE ISR A CARGO E | 134.39                         | IMP1 ISR ART 96 997.64               |
| 03 AYUDA PARA PASAJ                                     | 241.00                       | 54       | FONDO PENSIONES      | 780.92                         | PGR1 PERC GRAVADA TIPO 1 7,999.43    |
| 04 PRIMA QUINQUENAL                                     | 566.80                       | 65       | OTRAS DEDUCCIONES    | 671.13                         | PERC TOTAL PERCEPCIONES 7,999.43     |
| 06 PRIMA POR RIESGO                                     | 885.73                       |          |                      |                                | DEDU TOTAL DEDUCCIONES 2,584.08      |
|                                                         |                              |          |                      |                                | 3%FV 3% FONDO DE VIVIENDA 203.72     |
|                                                         |                              |          |                      |                                | FOND FONDO PENSIONES EMPRES 1,188.36 |
|                                                         |                              |          |                      |                                | SEDARSEDAR 135.81                    |
|                                                         |                              |          |                      |                                | PVAC PROVISION DE PRIMA VAC 101.82   |
|                                                         |                              |          |                      |                                | AGUI PROVISION AGUINALDO 1,018.17    |
|                                                         |                              |          |                      |                                | TOTA NOMINA EN EFECTIVO 5,415.35     |
| 22-170-002                                              | DORADO RAMOS JUAN RAMON      |          |                      |                                |                                      |
| T.EMP: PERMANENTE                                       | 506.82                       |          | 736.92               | GEOLOGO                        |                                      |
| 01 SUELDO BASE                                          | 7,602.30                     | 51       | ISR                  | 1,406.17                       | DVIG DIAS DE VIGENCIA 15.00          |
| 02 AYUDA PARA DESPE                                     | 546.50                       | 51B      | AJUSTE ISR A CARGO E | 190.05                         | EX19 EXENTO PRIMA DOMINICAL 179.24   |
| 03 AYUDA PARA PASAJ                                     | 339.50                       | 51PD     | ISR PRIMA DOMINICAL  | 30.27                          | IMP1 ISR ART 96 1,406.17             |
| 04 PRIMA QUINQUENAL                                     | 283.40                       | 54       | FONDO PENSIONES      | 1,005.40                       | IMP2 ISR Reglamento ISR 30.27        |
| 06 PRIMA POR RIESGO                                     | 1,140.35                     | 65       | OTRAS DEDUCCIONES    | 4,167.14                       | EXEN BASE EXENTA 179.24              |
| 19 PRIMA DOMINICAL                                      | 320.96                       |          |                      |                                | PGR1 PERC GRAVADA TIPO 1 9,912.04    |
|                                                         |                              |          |                      |                                | PGR2 PERC GRAVADA TIPO 2 141.71      |
|                                                         |                              |          |                      |                                | PERC TOTAL PERCEPCIONES 10,233.01    |
|                                                         |                              |          |                      |                                | DEDU TOTAL DEDUCCIONES 6,799.03      |
|                                                         |                              |          |                      |                                | 3%FV 3% FONDO DE VIVIENDA 262.28     |
|                                                         |                              |          |                      |                                | FOND FONDO PENSIONES EMPRES 1,529.96 |
|                                                         |                              |          |                      |                                | SEDARSEDAR 174.85                    |
|                                                         |                              |          |                      |                                | PVAC PROVISION DE PRIMA VAC 131.90   |
|                                                         |                              |          |                      |                                | AGUI PROVISION AGUINALDO 1,318.99    |
|                                                         |                              |          |                      |                                | TOTA NOMINA EN EFECTIVO 3,433.98     |
| 27-160-007                                              | AGUILAR LOPEZ SAUL OMAR      |          |                      |                                |                                      |
| T.EMP: PERMANENTE                                       | 433.42                       |          | 619.25               | OPERADOR DE GRUA               |                                      |
| 01 SUELDO BASE                                          | 6,501.30                     | 51       | ISR                  | 1,173.19                       | DVIG DIAS DE VIGENCIA 15.00          |
| 02 AYUDA PARA DESPE                                     | 463.00                       | 54       | FONDO PENSIONES      | 859.80                         | IMP1 ISR ART 96 1,173.19             |
| 03 AYUDA PARA PASAJ                                     | 315.00                       | 65       | OTRAS DEDUCCIONES    | 2,717.01                       | PGR1 PERC GRAVADA TIPO 1 8,821.29    |
| 04 PRIMA QUINQUENAL                                     | 566.80                       |          |                      |                                | PERC TOTAL PERCEPCIONES 8,821.29     |
| 06 PRIMA POR RIESGO                                     | 975.19                       |          |                      |                                | DEDU TOTAL DEDUCCIONES 4,750.00      |
|                                                         |                              |          |                      |                                | 3%FV 3% FONDO DE VIVIENDA 224.29     |
|                                                         |                              |          |                      |                                | FOND FONDO PENSIONES EMPRES 1,308.39 |
|                                                         |                              |          |                      |                                | SEDARSEDAR 149.53                    |
|                                                         |                              |          |                      |                                | PVAC PROVISION DE PRIMA VAC 113.08   |
|                                                         |                              |          |                      |                                | AGUI PROVISION AGUINALDO 1,130.75    |
|                                                         |                              |          |                      |                                | CHEQ PAGO POR CHEQUE 4,071.29        |
| 28-142-002                                              | IÑIGUEZ ROSAS GEMA ELIZABETH |          |                      |                                |                                      |
| T.EMP: PERMANENTE                                       | 623.53                       |          | 769.03               | AUXILIAR ADMINISTRATIVO SUTCEA |                                      |
| 01 SUELDO BASE                                          | 9,352.95                     | 51       | ISR                  | 1,629.58                       | DVIG DIAS DE VIGENCIA 15.00          |
| 02 AYUDA PARA DESPE                                     | 557.00                       | 54       | FONDO PENSIONES      | 1,075.59                       | IMP1 ISR ART 96 1,629.58             |
| 03 AYUDA PARA PASAJ                                     | 339.50                       | 65       | OTRAS DEDUCCIONES    | 7,435.66                       | PGR1 PERC GRAVADA TIPO 1 10,957.95   |
| 04 PRIMA QUINQUENAL                                     | 708.50                       |          |                      |                                | PERC TOTAL PERCEPCIONES 10,957.95    |
|                                                         |                              |          |                      |                                | DEDU TOTAL DEDUCCIONES 10,140.83     |
|                                                         |                              |          |                      |                                | 3%FV 3% FONDO DE VIVIENDA 280.59     |
|                                                         |                              |          |                      |                                | FOND FONDO PENSIONES EMPRES 1,636.77 |
|                                                         |                              |          |                      |                                | SEDARSEDAR 187.06                    |

| Clave                                          | Nombre    | S.Diario | S.Integ              | DEDUCCIONES                  | CONCEPTOS                |                                      |
|------------------------------------------------|-----------|----------|----------------------|------------------------------|--------------------------|--------------------------------------|
| PERCEPCIONES                                   |           |          |                      |                              |                          |                                      |
|                                                |           |          |                      |                              |                          |                                      |
|                                                |           |          |                      |                              |                          | PVAC PROVISION DE PRIMA VAC 140.40   |
|                                                |           |          |                      |                              |                          | AGUI PROVISION AGUINALDO 1,404.03    |
|                                                |           |          |                      |                              |                          | TOTA NOMINA EN EFECTIVO 817.12       |
|                                                |           |          |                      |                              |                          |                                      |
| 30-261-004 SANCHEZ VIRGEN ARATH JUAN ABELARDO  |           |          |                      |                              |                          |                                      |
| T.EMP: PERMANENTE                              | 529.46    |          | 747.37               | AUXILIAR ELECTROMECANICO     |                          |                                      |
| 01 SUELDO BASE                                 | 7,941.90  | 51       | ISR                  | 1,552.37                     | DVIG DIAS DE VIGENCIA    | 15.00                                |
| 02 AYUDA PARA DESPE                            | 557.00    | 51B      | AJUSTE ISR A CARGO E | 220.01                       | IMP1 ISR ART 96          | 1,552.37                             |
| 03 AYUDA PARA PASAJ                            | 339.50    | 54       | FONDO PENSIONES      | 1,050.32                     | PGR1 PERC GRAVADA TIPO 1 | 10,596.48                            |
| 04 PRIMA QUINQUENAL                            | 566.80    | 65       | OTRAS DEDUCCIONES    | 4,630.07                     | PERC TOTAL PERCEPCIONES  | 10,596.48                            |
| 06 PRIMA POR RIESGO                            | 1,191.28  |          |                      |                              | DEDU TOTAL DEDUCCIONES   | 7,452.77                             |
|                                                |           |          |                      |                              |                          | 3%FV 3% FONDO DE VIVIENDA 274.00     |
|                                                |           |          |                      |                              |                          | FOND FONDO PENSIONES EMPRES 1,598.31 |
|                                                |           |          |                      |                              |                          | SEDARSEDAR 182.66                    |
|                                                |           |          |                      |                              |                          | PVAC PROVISION DE PRIMA VAC 137.39   |
|                                                |           |          |                      |                              |                          | AGUI PROVISION AGUINALDO 1,373.93    |
|                                                |           |          |                      |                              |                          | TOTA NOMINA EN EFECTIVO 3,143.71     |
|                                                |           |          |                      |                              |                          |                                      |
| 397-087 LAMADRID MONJARAS JULIAN GABRIEL       |           |          |                      |                              |                          |                                      |
| T.EMP: PERMANENTE                              | 432.70    |          | 636.06               | OPERADOR DE EQUIPO DESAZOLVE |                          |                                      |
| 01 SUELDO BASE                                 | 6,490.50  | 51       | ISR                  | 1,209.59                     | DVIG DIAS DE VIGENCIA    | 15.00                                |
| 02 AYUDA PARA DESPE                            | 463.00    | 51B      | AJUSTE ISR A CARGO E | 163.12                       | IMP1 ISR ART 96          | 1,209.59                             |
| 03 AYUDA PARA PASAJ                            | 315.00    | 54       | FONDO PENSIONES      | 895.69                       | PGR1 PERC GRAVADA TIPO 1 | 8,991.70                             |
| 04 PRIMA QUINQUENAL                            | 425.10    | 65       | OTRAS DEDUCCIONES    | 3,261.89                     | PERC TOTAL PERCEPCIONES  | 8,991.70                             |
| 07 PRIMA DE INSALUB                            | 1,298.10  |          |                      |                              | DEDU TOTAL DEDUCCIONES   | 5,530.29                             |
|                                                |           |          |                      |                              |                          | 3%FV 3% FONDO DE VIVIENDA 233.66     |
|                                                |           |          |                      |                              |                          | FOND FONDO PENSIONES EMPRES 1,363.00 |
|                                                |           |          |                      |                              |                          | SEDARSEDAR 155.77                    |
|                                                |           |          |                      |                              |                          | PVAC PROVISION DE PRIMA VAC 117.35   |
|                                                |           |          |                      |                              |                          | AGUI PROVISION AGUINALDO 1,173.51    |
|                                                |           |          |                      |                              |                          | TOTA NOMINA EN EFECTIVO 3,461.41     |
|                                                |           |          |                      |                              |                          |                                      |
| 397-088 CHAVEZ DIAZ JOSE JUAN                  |           |          |                      |                              |                          |                                      |
| T.EMP: PERMANENTE                              | 400.74    |          | 586.79               | AYUDANTE DE DESAZOLVE        |                          |                                      |
| 01 SUELDO BASE                                 | 6,011.10  | 51       | ISR                  | 1,060.54                     | DVIG DIAS DE VIGENCIA    | 15.00                                |
| 02 AYUDA PARA DESPE                            | 407.50    | 51B      | AJUSTE ISR A CARGO E | 145.43                       | IMP1 ISR ART 96          | 1,060.54                             |
| 03 AYUDA PARA PASAJ                            | 248.00    | 54       | FONDO PENSIONES      | 829.53                       | PGR1 PERC GRAVADA TIPO 1 | 8,293.92                             |
| 04 PRIMA QUINQUENAL                            | 425.10    | 65       | OTRAS DEDUCCIONES    | 572.13                       | PERC TOTAL PERCEPCIONES  | 8,293.92                             |
| 07 PRIMA DE INSALUB                            | 1,202.22  |          |                      |                              | DEDU TOTAL DEDUCCIONES   | 2,607.63                             |
|                                                |           |          |                      |                              |                          | 3%FV 3% FONDO DE VIVIENDA 216.40     |
|                                                |           |          |                      |                              |                          | FOND FONDO PENSIONES EMPRES 1,262.33 |
|                                                |           |          |                      |                              |                          | SEDARSEDAR 144.27                    |
|                                                |           |          |                      |                              |                          | PVAC PROVISION DE PRIMA VAC 107.79   |
|                                                |           |          |                      |                              |                          | AGUI PROVISION AGUINALDO 1,077.92    |
|                                                |           |          |                      |                              |                          | TOTA NOMINA EN EFECTIVO 5,686.29     |
|                                                |           |          |                      |                              |                          |                                      |
| 45-037-001 HERNANDEZ DE LA TORRE HECTOR MANUEL |           |          |                      |                              |                          |                                      |
| T.EMP: PERMANENTE                              | 1,115.67  |          | 1,360.14             | Geólogo                      |                          |                                      |
| 01 SUELDO BASE                                 | 16,735.00 | 51       | ISR                  | 3,372.24                     | DVIG DIAS DE VIGENCIA    | 15.00                                |
| 02 AYUDA PARA DESPE                            | 774.50    | 54       | FONDO PENSIONES      | 1,924.53                     | IMP1 ISR ART 96          | 3,372.24                             |
| 03 AYUDA PARA PASAJ                            | 508.00    | 65       | OTRAS DEDUCCIONES    | 3,953.00                     | PGR1 PERC GRAVADA TIPO 1 | 18,584.30                            |
| 04 PRIMA QUINQUENAL                            | 566.80    |          |                      |                              | PERC TOTAL PERCEPCIONES  | 18,584.30                            |
|                                                |           |          |                      |                              |                          | DEDU TOTAL DEDUCCIONES 9,249.77      |
|                                                |           |          |                      |                              |                          | 3%FV 3% FONDO DE VIVIENDA 502.05     |
|                                                |           |          |                      |                              |                          | FOND FONDO PENSIONES EMPRES 2,928.63 |
|                                                |           |          |                      |                              |                          | SEDARSEDAR 334.70                    |
|                                                |           |          |                      |                              |                          | PVAC PROVISION DE PRIMA VAC 246.82   |
|                                                |           |          |                      |                              |                          | AGUI PROVISION AGUINALDO 2,468.15    |

| Clave                                  | Nombre           | S.Diario  | S.Integ  | DEDUCCIONES                  | CONCEPTOS |                                      |
|----------------------------------------|------------------|-----------|----------|------------------------------|-----------|--------------------------------------|
| PERCEPCIONES                           |                  |           |          |                              |           |                                      |
| TOTA NOMINA EN EFECTIVO                |                  |           |          |                              |           | 9,334.53                             |
| 45-140-003 HUERTA OVIEDO EDUARDO       |                  |           |          |                              |           |                                      |
| T.EMP:                                 | PERMANENTE       | 990.47    | 1,216.55 | Jefe de Pozos                |           |                                      |
| 01                                     | SUELDO BASE      | 14,857.00 | 51       | ISR                          | 2,950.57  | DVIG DIAS DE VIGENCIA 15.00          |
| 02                                     | AYUDA PARA DESPE | 732.50    | 54       | FONDO PENSIONES              | 1,708.56  | IMP1 ISR ART 96 2,950.57             |
| 03                                     | AYUDA PARA PASAJ | 493.50    | 65       | OTRAS DEDUCCIONES            | 3,412.00  | PGR1 PERC GRAVADA TIPO 1 16,791.50   |
| 04                                     | PRIMA QUINQUENAL | 708.50    |          |                              |           | PERC TOTAL PERCEPCIONES 16,791.50    |
|                                        |                  |           |          |                              |           | DEDU TOTAL DEDUCCIONES 8,071.13      |
|                                        |                  |           |          |                              |           | 3%FV 3% FONDO DE VIVIENDA 445.71     |
|                                        |                  |           |          |                              |           | FOND FONDO PENSIONES EMPRES 2,599.97 |
|                                        |                  |           |          |                              |           | SEDARSEDAR 297.14                    |
|                                        |                  |           |          |                              |           | PVAC PROVISION DE PRIMA VAC 220.32   |
|                                        |                  |           |          |                              |           | AGUI PROVISION AGUINALDO 2,203.15    |
|                                        |                  |           |          |                              |           | TOTA NOMINA EN EFECTIVO 8,720.37     |
| 46-149-010 CARRANCO CERVANTES FERNANDO |                  |           |          |                              |           |                                      |
| T.EMP:                                 | PERMANENTE       | 432.70    | 640.86   | OPERADOR DE EQUIPO DESAZOLVE |           |                                      |
| 01                                     | SUELDO BASE      | 6,490.50  | 51       | ISR                          | 1,239.86  | DVIG DIAS DE VIGENCIA 15.00          |
| 02                                     | AYUDA PARA DESPE | 463.00    | 54       | FONDO PENSIONES              | 895.69    | IMP1 ISR ART 96 1,239.86             |
| 03                                     | AYUDA PARA PASAJ | 315.00    | 65       | OTRAS DEDUCCIONES            | 3,894.12  | PGR1 PERC GRAVADA TIPO 1 9,133.40    |
| 04                                     | PRIMA QUINQUENAL | 566.80    |          |                              |           | PERC TOTAL PERCEPCIONES 9,133.40     |
| 07                                     | PRIMA DE INSALUB | 1,298.10  |          |                              |           | DEDU TOTAL DEDUCCIONES 6,029.67      |
|                                        |                  |           |          |                              |           | 3%FV 3% FONDO DE VIVIENDA 233.66     |
|                                        |                  |           |          |                              |           | FOND FONDO PENSIONES EMPRES 1,363.00 |
|                                        |                  |           |          |                              |           | SEDARSEDAR 155.77                    |
|                                        |                  |           |          |                              |           | PVAC PROVISION DE PRIMA VAC 117.35   |
|                                        |                  |           |          |                              |           | AGUI PROVISION AGUINALDO 1,173.51    |
|                                        |                  |           |          |                              |           | TOTA NOMINA EN EFECTIVO 3,103.73     |
| 48-206-002 JAUREGUI VALDIVIA RUBEN     |                  |           |          |                              |           |                                      |
| T.EMP:                                 | PERMANENTE       | 381.36    | 546.62   | PERFORADOR                   |           |                                      |
| 01                                     | SUELDO BASE      | 5,720.40  | 51       | ISR                          | 979.60    | DVIG DIAS DE VIGENCIA 15.00          |
| 02                                     | AYUDA PARA DESPE | 394.00    | 51B      | AJUSTE ISR A CARGO E         | 128.65    | EX19 EXENTO PRIMA DOMINICAL 179.24   |
| 03                                     | AYUDA PARA PASAJ | 234.00    | 51PD     | ISR PRIMA DOMINICAL          | 11.48     | IMP1 ISR ART 96 979.60               |
| 04                                     | PRIMA QUINQUENAL | 708.50    | 54       | FONDO PENSIONES              | 756.52    | IMP2 ISR Reglamento ISR 11.48        |
| 06                                     | PRIMA POR RIESGO | 858.06    | 65       | OTRAS DEDUCCIONES            | 2,729.20  | EXEN BASE EXENTA 179.24              |
| 19                                     | PRIMA DOMINICAL  | 240.22    |          |                              |           | PGR1 PERC GRAVADA TIPO 1 7,914.96    |
|                                        |                  |           |          |                              |           | PGR2 PERC GRAVADA TIPO 2 60.97       |
|                                        |                  |           |          |                              |           | PERC TOTAL PERCEPCIONES 8,155.18     |
|                                        |                  |           |          |                              |           | DEDU TOTAL DEDUCCIONES 4,605.45      |
|                                        |                  |           |          |                              |           | 3%FV 3% FONDO DE VIVIENDA 197.35     |
|                                        |                  |           |          |                              |           | FOND FONDO PENSIONES EMPRES 1,151.23 |
|                                        |                  |           |          |                              |           | SEDARSEDAR 131.57                    |
|                                        |                  |           |          |                              |           | PVAC PROVISION DE PRIMA VAC 98.72    |
|                                        |                  |           |          |                              |           | AGUI PROVISION AGUINALDO 987.19      |
|                                        |                  |           |          |                              |           | TOTA NOMINA EN EFECTIVO 3,549.73     |
| 48-215-004 DIAZ DIAZ OSCAR             |                  |           |          |                              |           |                                      |
| T.EMP:                                 | PERMANENTE       | 355.96    | 525.49   | AYUDANTE DE PERFORADOR       |           |                                      |
| 01                                     | SUELDO BASE      | 5,339.40  | 51       | ISR                          | 876.18    | DVIG DIAS DE VIGENCIA 15.00          |
| 02                                     | AYUDA PARA DESPE | 358.50    | 51B      | AJUSTE ISR A CARGO E         | 135.69    | EX19 EXENTO PRIMA DOMINICAL 179.24   |
| 03                                     | AYUDA PARA PASAJ | 223.50    | 51PD     | ISR PRIMA DOMINICAL          | 8.04      | IMP1 ISR ART 96 876.18               |
| 04                                     | PRIMA QUINQUENAL | 708.50    | 54       | FONDO PENSIONES              | 706.14    | IMP2 ISR Reglamento ISR 8.04         |
| 06                                     | PRIMA POR RIESGO | 800.91    | 65       | OTRAS DEDUCCIONES            | 3,191.38  | EXEN BASE EXENTA 179.24              |
| 19                                     | PRIMA DOMINICAL  | 224.08    |          |                              |           | PGR1 PERC GRAVADA TIPO 1 7,430.81    |
|                                        |                  |           |          |                              |           | PGR2 PERC GRAVADA TIPO 2 44.84       |
|                                        |                  |           |          |                              |           | PERC TOTAL PERCEPCIONES 7,654.89     |

| Clave                                      | Nombre           | S.Diario | S.Integ | DEDUCCIONES             | CONCEPTOS |                                      |
|--------------------------------------------|------------------|----------|---------|-------------------------|-----------|--------------------------------------|
| PERCEPCIONES                               |                  |          |         |                         |           |                                      |
|                                            |                  |          |         |                         |           | DEDU TOTAL DEDUCCIONES 4,917.43      |
|                                            |                  |          |         |                         |           | 3%FV 3% FONDO DE VIVIENDA 184.21     |
|                                            |                  |          |         |                         |           | FOND FONDO PENSIONES EMPRES 1,074.55 |
|                                            |                  |          |         |                         |           | SEDARSEDAR 122.81                    |
|                                            |                  |          |         |                         |           | PVAC PROVISION DE PRIMA VAC 92.09    |
|                                            |                  |          |         |                         |           | AGUI PROVISION AGUINALDO 920.86      |
|                                            |                  |          |         |                         |           | TOTA NOMINA EN EFECTIVO 2,737.46     |
| 48-215-006 PONCE GUTIERREZ IGNACIO         |                  |          |         |                         |           |                                      |
| T.EMP:                                     | PERMANENTE       | 381.36   | 551.99  | PERFORADOR              |           |                                      |
| 01                                         | SUELDO BASE      | 5,720.40 | 51      | ISR                     | 949.33    | DVIG DIAS DE VIGENCIA 15.00          |
| 02                                         | AYUDA PARA DESPE | 394.00   | 51B     | AJUSTE ISR A CARGO E    | 128.65    | EX19 EXENTO PRIMA DOMINICAL 179.24   |
| 03                                         | AYUDA PARA PASAJ | 234.00   | 51PD    | ISR PRIMA DOMINICAL     | 11.48     | IMP1 ISR ART 96 949.33               |
| 04                                         | PRIMA QUINQUENAL | 566.80   | 54      | FONDO PENSIONES         | 756.52    | IMP2 ISR Reglamento ISR 11.48        |
| 06                                         | PRIMA POR RIESGO | 858.06   | 65      | OTRAS DEDUCCIONES       | 4,037.82  | EXEN BASE EXENTA 179.24              |
| 19                                         | PRIMA DOMINICAL  | 240.22   |         |                         |           | PGR1 PERC GRAVADA TIPO 1 7,773.26    |
|                                            |                  |          |         |                         |           | PGR2 PERC GRAVADA TIPO 2 60.97       |
|                                            |                  |          |         |                         |           | PERC TOTAL PERCEPCIONES 8,013.48     |
|                                            |                  |          |         |                         |           | DEDU TOTAL DEDUCCIONES 5,883.80      |
|                                            |                  |          |         |                         |           | 3%FV 3% FONDO DE VIVIENDA 197.35     |
|                                            |                  |          |         |                         |           | FOND FONDO PENSIONES EMPRES 1,151.23 |
|                                            |                  |          |         |                         |           | SEDARSEDAR 131.57                    |
|                                            |                  |          |         |                         |           | PVAC PROVISION DE PRIMA VAC 98.72    |
|                                            |                  |          |         |                         |           | AGUI PROVISION AGUINALDO 987.19      |
|                                            |                  |          |         |                         |           | TOTA NOMINA EN EFECTIVO 2,129.68     |
| 49-206-002 PLATA MEJIA JOSE LUIS           |                  |          |         |                         |           |                                      |
| T.EMP:                                     | PERMANENTE       | 381.36   | 558.83  | PERFORADOR              |           |                                      |
| 01                                         | SUELDO BASE      | 5,720.40 | 51      | ISR                     | 979.60    | DVIG DIAS DE VIGENCIA 15.00          |
| 02                                         | AYUDA PARA DESPE | 394.00   | 51B     | AJUSTE ISR A CARGO E    | 128.65    | EX19 EXENTO PRIMA DOMINICAL 179.24   |
| 03                                         | AYUDA PARA PASAJ | 234.00   | 51PD    | ISR PRIMA DOMINICAL     | 11.48     | IMP1 ISR ART 96 979.60               |
| 04                                         | PRIMA QUINQUENAL | 708.50   | 54      | FONDO PENSIONES         | 756.52    | IMP2 ISR Reglamento ISR 11.48        |
| 06                                         | PRIMA POR RIESGO | 858.06   | 65      | OTRAS DEDUCCIONES       | 3,174.20  | EXEN BASE EXENTA 179.24              |
| 19                                         | PRIMA DOMINICAL  | 240.22   |         |                         |           | PGR1 PERC GRAVADA TIPO 1 7,914.96    |
|                                            |                  |          |         |                         |           | PGR2 PERC GRAVADA TIPO 2 60.97       |
|                                            |                  |          |         |                         |           | PERC TOTAL PERCEPCIONES 8,155.18     |
|                                            |                  |          |         |                         |           | DEDU TOTAL DEDUCCIONES 5,050.45      |
|                                            |                  |          |         |                         |           | 3%FV 3% FONDO DE VIVIENDA 197.35     |
|                                            |                  |          |         |                         |           | FOND FONDO PENSIONES EMPRES 1,151.23 |
|                                            |                  |          |         |                         |           | SEDARSEDAR 131.57                    |
|                                            |                  |          |         |                         |           | PVAC PROVISION DE PRIMA VAC 98.72    |
|                                            |                  |          |         |                         |           | AGUI PROVISION AGUINALDO 987.19      |
|                                            |                  |          |         |                         |           | TOTA NOMINA EN EFECTIVO 3,104.73     |
| 49-206-003 MENCHACA FONSECA JORGE FERNANDO |                  |          |         |                         |           |                                      |
| T.EMP:                                     | PERMANENTE       | 529.46   | 777.67  | OPERADOR DE PERFORACION |           |                                      |
| 01                                         | SUELDO BASE      | 7,941.90 | 51      | ISR                     | 1,582.64  | DVIG DIAS DE VIGENCIA 15.00          |
| 02                                         | AYUDA PARA DESPE | 557.00   | 51PD    | ISR PRIMA DOMINICAL     | 33.13     | EX19 EXENTO PRIMA DOMINICAL 179.24   |
| 03                                         | AYUDA PARA PASAJ | 339.50   | 54      | FONDO PENSIONES         | 1,050.32  | IMP1 ISR ART 96 1,582.64             |
| 04                                         | PRIMA QUINQUENAL | 708.50   | 65      | OTRAS DEDUCCIONES       | 5,812.65  | IMP2 ISR Reglamento ISR 33.13        |
| 06                                         | PRIMA POR RIESGO | 1,191.28 |         |                         |           | EXEN BASE EXENTA 179.24              |
| 19                                         | PRIMA DOMINICAL  | 334.32   |         |                         |           | PGR1 PERC GRAVADA TIPO 1 10,738.18   |
|                                            |                  |          |         |                         |           | PGR2 PERC GRAVADA TIPO 2 155.07      |
|                                            |                  |          |         |                         |           | PERC TOTAL PERCEPCIONES 11,072.50    |
|                                            |                  |          |         |                         |           | DEDU TOTAL DEDUCCIONES 8,478.74      |
|                                            |                  |          |         |                         |           | 3%FV 3% FONDO DE VIVIENDA 274.00     |
|                                            |                  |          |         |                         |           | FOND FONDO PENSIONES EMPRES 1,598.31 |
|                                            |                  |          |         |                         |           | SEDARSEDAR 182.66                    |

| Clave      | Nombre           | S.Diario         | S.Integ | PERCEPCIONES            | DEDUCCIONES | CONCEPTOS                   |                                      |
|------------|------------------|------------------|---------|-------------------------|-------------|-----------------------------|--------------------------------------|
|            |                  |                  |         |                         |             |                             |                                      |
|            |                  |                  |         |                         |             |                             | PVAC PROVISION DE PRIMA VAC 137.39   |
|            |                  |                  |         |                         |             |                             | AGUI PROVISION AGUINALDO 1,373.93    |
|            |                  |                  |         |                         |             |                             | TOTA NOMINA EN EFECTIVO 2,593.76     |
|            |                  |                  |         |                         |             |                             |                                      |
| 49-215-006 | MOSQUEDA         | MOSQUEDA ROBERTO |         |                         |             |                             |                                      |
| T.EMP:     | PERMANENTE       | 355.96           | 519.80  | AYUDANTE DE PERFORADOR  |             |                             |                                      |
| 01         | SUELDO BASE      | 5,339.40         | 51      | ISR                     | 876.18      | DVIG DIAS DE VIGENCIA       | 15.00                                |
| 02         | AYUDA PARA DESPE | 358.50           | 51B     | AJUSTE ISR A CARGO E    | 132.00      | EX19 EXENTO PRIMA DOMINICAL | 179.24                               |
| 03         | AYUDA PARA PASAJ | 223.50           | 51PD    | ISR PRIMA DOMINICAL     | 8.04        | IMP1 ISR ART 96             | 876.18                               |
| 04         | PRIMA QUINQUENAL | 708.50           | 54      | FONDO PENSIONES         | 706.14      | IMP2 ISR Reglamento ISR     | 8.04                                 |
| 06         | PRIMA POR RIESGO | 800.91           | 65      | OTRAS DEDUCCIONES       | 2,951.39    | EXEN BASE EXENTA            | 179.24                               |
| 19         | PRIMA DOMINICAL  | 224.08           |         |                         |             | PGR1 PERC GRAVADA TIPO 1    | 7,430.81                             |
|            |                  |                  |         |                         |             |                             | PGR2 PERC GRAVADA TIPO 2 44.84       |
|            |                  |                  |         |                         |             |                             | PERC TOTAL PERCEPCIONES 7,654.89     |
|            |                  |                  |         |                         |             |                             | DEDU TOTAL DEDUCCIONES 4,673.75      |
|            |                  |                  |         |                         |             |                             | 3%FV 3% FONDO DE VIVIENDA 184.21     |
|            |                  |                  |         |                         |             |                             | FOND FONDO PENSIONES EMPRES 1,074.55 |
|            |                  |                  |         |                         |             |                             | SEDARSEDAR 122.81                    |
|            |                  |                  |         |                         |             |                             | PVAC PROVISION DE PRIMA VAC 92.09    |
|            |                  |                  |         |                         |             |                             | AGUI PROVISION AGUINALDO 920.86      |
|            |                  |                  |         |                         |             |                             | TOTA NOMINA EN EFECTIVO 2,981.14     |
|            |                  |                  |         |                         |             |                             |                                      |
| 49-215-007 | RUVALCABA        | DIAZ RAUL        |         |                         |             |                             |                                      |
| T.EMP:     | PERMANENTE       | 381.36           | 560.14  | PERFORADOR              |             |                             |                                      |
| 01         | SUELDO BASE      | 5,720.40         | 51      | ISR                     | 949.33      | DVIG DIAS DE VIGENCIA       | 15.00                                |
| 02         | AYUDA PARA DESPE | 394.00           | 51B     | AJUSTE ISR A CARGO E    | 128.65      | EX19 EXENTO PRIMA DOMINICAL | 179.24                               |
| 03         | AYUDA PARA PASAJ | 234.00           | 51PD    | ISR PRIMA DOMINICAL     | 11.48       | IMP1 ISR ART 96             | 949.33                               |
| 04         | PRIMA QUINQUENAL | 566.80           | 54      | FONDO PENSIONES         | 756.52      | IMP2 ISR Reglamento ISR     | 11.48                                |
| 06         | PRIMA POR RIESGO | 858.06           | 65      | OTRAS DEDUCCIONES       | 3,646.70    | EXEN BASE EXENTA            | 179.24                               |
| 19         | PRIMA DOMINICAL  | 240.22           |         |                         |             | PGR1 PERC GRAVADA TIPO 1    | 7,773.26                             |
|            |                  |                  |         |                         |             |                             | PGR2 PERC GRAVADA TIPO 2 60.97       |
|            |                  |                  |         |                         |             |                             | PERC TOTAL PERCEPCIONES 8,013.48     |
|            |                  |                  |         |                         |             |                             | DEDU TOTAL DEDUCCIONES 5,492.68      |
|            |                  |                  |         |                         |             |                             | 3%FV 3% FONDO DE VIVIENDA 197.35     |
|            |                  |                  |         |                         |             |                             | FOND FONDO PENSIONES EMPRES 1,151.23 |
|            |                  |                  |         |                         |             |                             | SEDARSEDAR 131.57                    |
|            |                  |                  |         |                         |             |                             | PVAC PROVISION DE PRIMA VAC 98.72    |
|            |                  |                  |         |                         |             |                             | AGUI PROVISION AGUINALDO 987.19      |
|            |                  |                  |         |                         |             |                             | TOTA NOMINA EN EFECTIVO 2,520.80     |
|            |                  |                  |         |                         |             |                             |                                      |
| 50-043-009 | VILLALOBOS       | NUÑO ELIAS       |         |                         |             |                             |                                      |
| T.EMP:     | PERMANENTE       | 393.66           | 560.73  | AYUDANTE DE GRUA        |             |                             |                                      |
| 01         | SUELDO BASE      | 5,904.90         | 51      | ISR                     | 997.64      | DVIG DIAS DE VIGENCIA       | 15.00                                |
| 02         | AYUDA PARA DESPE | 401.00           | 51B     | AJUSTE ISR A CARGO E    | 134.39      | IMP1 ISR ART 96             | 997.64                               |
| 03         | AYUDA PARA PASAJ | 241.00           | 54      | FONDO PENSIONES         | 780.92      | PGR1 PERC GRAVADA TIPO 1    | 7,999.43                             |
| 04         | PRIMA QUINQUENAL | 566.80           | 65      | OTRAS DEDUCCIONES       | 1,414.13    | PERC TOTAL PERCEPCIONES     | 7,999.43                             |
| 06         | PRIMA POR RIESGO | 885.73           |         |                         |             | DEDU TOTAL DEDUCCIONES      | 3,327.08                             |
|            |                  |                  |         |                         |             |                             | 3%FV 3% FONDO DE VIVIENDA 203.72     |
|            |                  |                  |         |                         |             |                             | FOND FONDO PENSIONES EMPRES 1,188.36 |
|            |                  |                  |         |                         |             |                             | SEDARSEDAR 135.81                    |
|            |                  |                  |         |                         |             |                             | PVAC PROVISION DE PRIMA VAC 101.82   |
|            |                  |                  |         |                         |             |                             | AGUI PROVISION AGUINALDO 1,018.17    |
|            |                  |                  |         |                         |             |                             | TOTA NOMINA EN EFECTIVO 4,672.35     |
|            |                  |                  |         |                         |             |                             |                                      |
| 50-206-002 | VILLALOBOS       | NUÑO JOSE        |         |                         |             |                             |                                      |
| T.EMP:     | PERMANENTE       | 529.46           | 760.67  | OPERADOR DE PERFORACION |             |                             |                                      |
| 01         | SUELDO BASE      | 7,941.90         | 51      | ISR                     | 1,582.64    | DVIG DIAS DE VIGENCIA       | 15.00                                |
| 02         | AYUDA PARA DESPE | 557.00           | 51B     | AJUSTE ISR A CARGO E    | 228.17      | EX19 EXENTO PRIMA DOMINICAL | 179.24                               |

| Clave                                    | Nombre           | S.Diario | S.Integ | PERCEPCIONES            | DEDUCCIONES | CONCEPTOS                            |
|------------------------------------------|------------------|----------|---------|-------------------------|-------------|--------------------------------------|
| 03                                       | AYUDA PARA PASAJ | 339.50   | 51PD    | ISR PRIMA DOMINICAL     | 33.13       | IMP1 ISR ART 96 1,582.64             |
| 04                                       | PRIMA QUINQUENAL | 708.50   | 54      | FONDO PENSIONES         | 1,050.32    | IMP2 ISR Reglamento ISR 33.13        |
| 06                                       | PRIMA POR RIESGO | 1,191.28 | 65      | OTRAS DEDUCCIONES       | 3,708.42    | EXEN BASE EXENTA 179.24              |
| 19                                       | PRIMA DOMINICAL  | 334.32   |         |                         |             | PGR1 PERC GRAVADA TIPO 1 10,738.18   |
|                                          |                  |          |         |                         |             | PGR2 PERC GRAVADA TIPO 2 155.07      |
|                                          |                  |          |         |                         |             | PERC TOTAL PERCEPCIONES 11,072.50    |
|                                          |                  |          |         |                         |             | DEDU TOTAL DEDUCCIONES 6,602.68      |
|                                          |                  |          |         |                         |             | 3%FV 3% FONDO DE VIVIENDA 274.00     |
|                                          |                  |          |         |                         |             | FOND FONDO PENSIONES EMPRES 1,598.31 |
|                                          |                  |          |         |                         |             | SEDARSEDAR 182.66                    |
|                                          |                  |          |         |                         |             | PVAC PROVISION DE PRIMA VAC 137.39   |
|                                          |                  |          |         |                         |             | AGUI PROVISION AGUINALDO 1,373.93    |
|                                          |                  |          |         |                         |             | TOTA NOMINA EN EFECTIVO 4,469.82     |
| 50-206-003 PIÑA RODRIGUEZ JUAN CARLOS    |                  |          |         |                         |             |                                      |
| T.EMP:                                   | PERMANENTE       | 381.36   | 558.83  | PERFORADOR              |             |                                      |
| 01                                       | SUELDO BASE      | 5,720.40 | 51      | ISR                     | 979.60      | DVIG DIAS DE VIGENCIA 15.00          |
| 02                                       | AYUDA PARA DESPE | 394.00   | 51PD    | ISR PRIMA DOMINICAL     | 11.48       | EX19 EXENTO PRIMA DOMINICAL 179.24   |
| 03                                       | AYUDA PARA PASAJ | 234.00   | 54      | FONDO PENSIONES         | 756.52      | IMP1 ISR ART 96 979.60               |
| 04                                       | PRIMA QUINQUENAL | 708.50   | 65      | OTRAS DEDUCCIONES       | 3,310.71    | IMP2 ISR Reglamento ISR 11.48        |
| 06                                       | PRIMA POR RIESGO | 858.06   |         |                         |             | EXEN BASE EXENTA 179.24              |
| 19                                       | PRIMA DOMINICAL  | 240.22   |         |                         |             | PGR1 PERC GRAVADA TIPO 1 7,914.96    |
|                                          |                  |          |         |                         |             | PGR2 PERC GRAVADA TIPO 2 60.97       |
|                                          |                  |          |         |                         |             | PERC TOTAL PERCEPCIONES 8,155.18     |
|                                          |                  |          |         |                         |             | DEDU TOTAL DEDUCCIONES 5,058.31      |
|                                          |                  |          |         |                         |             | 3%FV 3% FONDO DE VIVIENDA 197.35     |
|                                          |                  |          |         |                         |             | FOND FONDO PENSIONES EMPRES 1,151.23 |
|                                          |                  |          |         |                         |             | SEDARSEDAR 131.57                    |
|                                          |                  |          |         |                         |             | PVAC PROVISION DE PRIMA VAC 98.72    |
|                                          |                  |          |         |                         |             | AGUI PROVISION AGUINALDO 987.19      |
|                                          |                  |          |         |                         |             | TOTA NOMINA EN EFECTIVO 3,096.87     |
| 50-215-005 IÑIGUEZ DE LA TORRE GUILLERMO |                  |          |         |                         |             |                                      |
| T.EMP:                                   | PERMANENTE       | 529.46   | 773.68  | OPERADOR DE PERFORACION |             |                                      |
| 01                                       | SUELDO BASE      | 7,941.90 | 51      | ISR                     | 1,582.64    | DVIG DIAS DE VIGENCIA 15.00          |
| 02                                       | AYUDA PARA DESPE | 557.00   | 51B     | AJUSTE ISR A CARGO E    | 128.65      | EX19 EXENTO PRIMA DOMINICAL 179.24   |
| 03                                       | AYUDA PARA PASAJ | 339.50   | 51PD    | ISR PRIMA DOMINICAL     | 33.13       | IMP1 ISR ART 96 1,582.64             |
| 04                                       | PRIMA QUINQUENAL | 708.50   | 54      | FONDO PENSIONES         | 1,050.32    | IMP2 ISR Reglamento ISR 33.13        |
| 06                                       | PRIMA POR RIESGO | 1,191.28 | 65      | OTRAS DEDUCCIONES       | 79.42       | EXEN BASE EXENTA 179.24              |
| 19                                       | PRIMA DOMINICAL  | 334.32   |         |                         |             | PGR1 PERC GRAVADA TIPO 1 10,738.18   |
|                                          |                  |          |         |                         |             | PGR2 PERC GRAVADA TIPO 2 155.07      |
|                                          |                  |          |         |                         |             | PERC TOTAL PERCEPCIONES 11,072.50    |
|                                          |                  |          |         |                         |             | DEDU TOTAL DEDUCCIONES 2,874.16      |
|                                          |                  |          |         |                         |             | 3%FV 3% FONDO DE VIVIENDA 274.00     |
|                                          |                  |          |         |                         |             | FOND FONDO PENSIONES EMPRES 1,598.31 |
|                                          |                  |          |         |                         |             | SEDARSEDAR 182.66                    |
|                                          |                  |          |         |                         |             | PVAC PROVISION DE PRIMA VAC 137.39   |
|                                          |                  |          |         |                         |             | AGUI PROVISION AGUINALDO 1,373.93    |
|                                          |                  |          |         |                         |             | TOTA NOMINA EN EFECTIVO 8,198.34     |
| 50-215-006 JAUREGUI NUÑO JOSE            |                  |          |         |                         |             |                                      |
| T.EMP:                                   | PERMANENTE       | 355.96   | 523.59  | AYUDANTE DE PERFORADOR  |             |                                      |
| 01                                       | SUELDO BASE      | 5,339.40 | 51      | ISR                     | 876.18      | DVIG DIAS DE VIGENCIA 15.00          |
| 02                                       | AYUDA PARA DESPE | 358.50   | 51B     | AJUSTE ISR A CARGO E    | 135.77      | EX19 EXENTO PRIMA DOMINICAL 179.24   |
| 03                                       | AYUDA PARA PASAJ | 223.50   | 51PD    | ISR PRIMA DOMINICAL     | 8.04        | IMP1 ISR ART 96 876.18               |
| 04                                       | PRIMA QUINQUENAL | 708.50   | 54      | FONDO PENSIONES         | 706.14      | IMP2 ISR Reglamento ISR 8.04         |
| 06                                       | PRIMA POR RIESGO | 800.91   | 65      | OTRAS DEDUCCIONES       | 2,276.39    | EXEN BASE EXENTA 179.24              |
| 19                                       | PRIMA DOMINICAL  | 224.08   |         |                         |             | PGR1 PERC GRAVADA TIPO 1 7,430.81    |

| Clave               | Nombre                           | S.Diario | S.Integ              | DEDUCCIONES                 | CONCEPTOS |
|---------------------|----------------------------------|----------|----------------------|-----------------------------|-----------|
| PERCEPCIONES        |                                  |          |                      |                             |           |
| <hr/>               |                                  |          |                      |                             |           |
|                     |                                  |          |                      | PGR2 PERC GRAVADA TIPO 2    | 44.84     |
|                     |                                  |          |                      | PERC TOTAL PERCEPCIONES     | 7,654.89  |
|                     |                                  |          |                      | DEDU TOTAL DEDUCCIONES      | 4,002.52  |
|                     |                                  |          |                      | 3%FV 3% FONDO DE VIVIENDA   | 184.21    |
|                     |                                  |          |                      | FOND FONDO PENSIONES EMPRES | 1,074.55  |
|                     |                                  |          |                      | SEDARSEDAR                  | 122.81    |
|                     |                                  |          |                      | PVAC PROVISION DE PRIMA VAC | 92.09     |
|                     |                                  |          |                      | AGUI PROVISION AGUINALDO    | 920.86    |
|                     |                                  |          |                      | TOTA NOMINA EN EFECTIVO     | 3,652.37  |
| <br>                |                                  |          |                      |                             |           |
| 50-215-007          | TORNERO GARCIA DAVID             |          |                      |                             |           |
| T.EMP: PERMANENTE   | 401.46                           |          | 636.84               | AYUDANTE DE VIDEO           |           |
| 01 SUELDO BASE      | 6,021.90                         | 51       | ISR                  | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02 AYUDA PARA DESPE | 407.50                           | 54       | FONDO PENSIONES      | IMP1 ISR ART 96             | 1,029.26  |
| 03 AYUDA PARA PASAJ | 248.00                           | 65       | OTRAS DEDUCCIONES    | PGR1 PERC GRAVADA TIPO 1    | 8,147.48  |
| 04 PRIMA QUINQUENAL | 566.80                           |          |                      | PERC TOTAL PERCEPCIONES     | 8,147.48  |
| 06 PRIMA POR RIESGO | 903.28                           |          |                      | DEDU TOTAL DEDUCCIONES      | 5,748.71  |
|                     |                                  |          |                      | 3%FV 3% FONDO DE VIVIENDA   | 207.76    |
|                     |                                  |          |                      | FOND FONDO PENSIONES EMPRES | 1,211.91  |
|                     |                                  |          |                      | SEDARSEDAR                  | 138.50    |
|                     |                                  |          |                      | PVAC PROVISION DE PRIMA VAC | 103.84    |
|                     |                                  |          |                      | AGUI PROVISION AGUINALDO    | 1,038.45  |
|                     |                                  |          |                      | TOTA NOMINA EN EFECTIVO     | 2,398.77  |
| <br>                |                                  |          |                      |                             |           |
| 51-043-003          | RUIZ FLORES HELIODORO            |          |                      |                             |           |
| T.EMP: PERMANENTE   | 355.96                           |          | 524.49               | AYUDANTE DE PERFORADOR      |           |
| 01 SUELDO BASE      | 5,339.40                         | 51       | ISR                  | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02 AYUDA PARA DESPE | 358.50                           | 51B      | AJUSTE ISR A CARGO E | EX19 EXENTO PRIMA DOMINICAL | 179.24    |
| 03 AYUDA PARA PASAJ | 223.50                           | 51PD     | ISR PRIMA DOMINICAL  | IMP1 ISR ART 96             | 845.92    |
| 04 PRIMA QUINQUENAL | 566.80                           | 54       | FONDO PENSIONES      | IMP2 ISR Reglamento ISR     | 8.04      |
| 06 PRIMA POR RIESGO | 800.91                           | 65       | OTRAS DEDUCCIONES    | EXEN BASE EXENTA            | 179.24    |
| 19 PRIMA DOMINICAL  | 224.08                           |          |                      | PGR1 PERC GRAVADA TIPO 1    | 7,289.11  |
|                     |                                  |          |                      | PGR2 PERC GRAVADA TIPO 2    | 44.84     |
|                     |                                  |          |                      | PERC TOTAL PERCEPCIONES     | 7,513.19  |
|                     |                                  |          |                      | DEDU TOTAL DEDUCCIONES      | 4,432.99  |
|                     |                                  |          |                      | 3%FV 3% FONDO DE VIVIENDA   | 184.21    |
|                     |                                  |          |                      | FOND FONDO PENSIONES EMPRES | 1,074.55  |
|                     |                                  |          |                      | SEDARSEDAR                  | 122.81    |
|                     |                                  |          |                      | PVAC PROVISION DE PRIMA VAC | 92.09     |
|                     |                                  |          |                      | AGUI PROVISION AGUINALDO    | 920.86    |
|                     |                                  |          |                      | TOTA NOMINA EN EFECTIVO     | 3,080.20  |
| <br>                |                                  |          |                      |                             |           |
| 539-004             | RAMIREZ GUAREÑO FRANCISCO JAVIER |          |                      |                             |           |
| T.EMP: PERMANENTE   | 355.96                           |          | 515.89               | AYUDANTE DE PERFORADOR      |           |
| 01 SUELDO BASE      | 5,339.40                         | 51       | ISR                  | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02 AYUDA PARA DESPE | 358.50                           | 51B      | AJUSTE ISR A CARGO E | EX19 EXENTO PRIMA DOMINICAL | 179.24    |
| 03 AYUDA PARA PASAJ | 223.50                           | 51PD     | ISR PRIMA DOMINICAL  | IMP1 ISR ART 96             | 815.65    |
| 04 PRIMA QUINQUENAL | 425.10                           | 54       | FONDO PENSIONES      | IMP2 ISR Reglamento ISR     | 8.04      |
| 06 PRIMA POR RIESGO | 800.91                           | 65       | OTRAS DEDUCCIONES    | EXEN BASE EXENTA            | 179.24    |
| 19 PRIMA DOMINICAL  | 224.08                           |          |                      | PGR1 PERC GRAVADA TIPO 1    | 7,147.41  |
|                     |                                  |          |                      | PGR2 PERC GRAVADA TIPO 2    | 44.84     |
|                     |                                  |          |                      | PERC TOTAL PERCEPCIONES     | 7,371.49  |
|                     |                                  |          |                      | DEDU TOTAL DEDUCCIONES      | 5,872.81  |
|                     |                                  |          |                      | 3%FV 3% FONDO DE VIVIENDA   | 184.21    |
|                     |                                  |          |                      | FOND FONDO PENSIONES EMPRES | 1,074.55  |
|                     |                                  |          |                      | SEDARSEDAR                  | 122.81    |
|                     |                                  |          |                      | PVAC PROVISION DE PRIMA VAC | 92.09     |
|                     |                                  |          |                      | AGUI PROVISION AGUINALDO    | 920.86    |

| Clave                                         | Nombre    | S.Diario | S.Integ              | DEDUCCIONES                        | CONCEPTOS                   |                                      |
|-----------------------------------------------|-----------|----------|----------------------|------------------------------------|-----------------------------|--------------------------------------|
| PERCEPCIONES                                  |           |          |                      |                                    |                             |                                      |
|                                               |           |          |                      |                                    |                             | TOTA NOMINA EN EFECTIVO 1,498.68     |
| 56-207-002 BARRAZA BARRAGAN BENJAMIN          |           |          |                      |                                    |                             |                                      |
| T.EMP: PERMANENTE                             | 381.36    |          | 564.94               | PERFORADOR                         |                             |                                      |
| 01 SUELDO BASE                                | 5,720.40  | 51       | ISR                  | 979.60                             | DVIG DIAS DE VIGENCIA       | 15.00                                |
| 02 AYUDA PARA DESPE                           | 394.00    | 51B      | AJUSTE ISR A CARGO E | 128.65                             | EX19 EXENTO PRIMA DOMINICAL | 179.24                               |
| 03 AYUDA PARA PASAJ                           | 234.00    | 51PD     | ISR PRIMA DOMINICAL  | 11.48                              | IMP1 ISR ART 96             | 979.60                               |
| 04 PRIMA QUINQUENAL                           | 708.50    | 54       | FONDO PENSIONES      | 756.52                             | IMP2 ISR Reglamento ISR     | 11.48                                |
| 06 PRIMA POR RIESGO                           | 858.06    | 65       | OTRAS DEDUCCIONES    | 2,729.20                           | EXEN BASE EXENTA            | 179.24                               |
| 19 PRIMA DOMINICAL                            | 240.22    |          |                      |                                    | PGR1 PERC GRAVADA TIPO 1    | 7,914.96                             |
|                                               |           |          |                      |                                    |                             | PGR2 PERC GRAVADA TIPO 2 60.97       |
|                                               |           |          |                      |                                    |                             | PERC TOTAL PERCEPCIONES 8,155.18     |
|                                               |           |          |                      |                                    |                             | DEDU TOTAL DEDUCCIONES 4,605.45      |
|                                               |           |          |                      |                                    |                             | 3%FV 3% FONDO DE VIVIENDA 197.35     |
|                                               |           |          |                      |                                    |                             | FOND FONDO PENSIONES EMPRES 1,151.23 |
|                                               |           |          |                      |                                    |                             | SEDARSEDAR 131.57                    |
|                                               |           |          |                      |                                    |                             | PVAC PROVISION DE PRIMA VAC 98.72    |
|                                               |           |          |                      |                                    |                             | AGUI PROVISION AGUINALDO 987.19      |
|                                               |           |          |                      |                                    |                             | TOTA NOMINA EN EFECTIVO 3,549.73     |
| 57-052-002 BARRAGAN CERVANTES ROGELIO         |           |          |                      |                                    |                             |                                      |
| T.EMP: PERMANENTE                             | 990.47    |          | 1,216.55             | Jefe de Servicio y Apoyo Operativo |                             |                                      |
| 01 SUELDO BASE                                | 14,857.00 | 51       | ISR                  | 2,950.57                           | DVIG DIAS DE VIGENCIA       | 15.00                                |
| 02 AYUDA PARA DESPE                           | 732.50    | 54       | FONDO PENSIONES      | 1,708.56                           | IMP1 ISR ART 96             | 2,950.57                             |
| 03 AYUDA PARA PASAJ                           | 493.50    | 65       | OTRAS DEDUCCIONES    | 4,000.00                           | PGR1 PERC GRAVADA TIPO 1    | 16,791.50                            |
| 04 PRIMA QUINQUENAL                           | 708.50    |          |                      |                                    | PERC TOTAL PERCEPCIONES     | 16,791.50                            |
|                                               |           |          |                      |                                    |                             | DEDU TOTAL DEDUCCIONES 8,659.13      |
|                                               |           |          |                      |                                    |                             | 3%FV 3% FONDO DE VIVIENDA 445.71     |
|                                               |           |          |                      |                                    |                             | FOND FONDO PENSIONES EMPRES 2,599.97 |
|                                               |           |          |                      |                                    |                             | SEDARSEDAR 297.14                    |
|                                               |           |          |                      |                                    |                             | PVAC PROVISION DE PRIMA VAC 220.32   |
|                                               |           |          |                      |                                    |                             | AGUI PROVISION AGUINALDO 2,203.15    |
|                                               |           |          |                      |                                    |                             | TOTA NOMINA EN EFECTIVO 8,132.37     |
| 57-181-013 HERNANDEZ FUENTES FRANCISCO JAVIER |           |          |                      |                                    |                             |                                      |
| T.EMP: PERMANENTE                             | 432.70    |          | 648.09               | OPERADOR DE EQUIPO DESAZOLVE       |                             |                                      |
| 01 SUELDO BASE                                | 6,490.50  | 51       | ISR                  | 1,270.12                           | DVIG DIAS DE VIGENCIA       | 15.00                                |
| 02 AYUDA PARA DESPE                           | 463.00    | 54       | FONDO PENSIONES      | 895.69                             | IMP1 ISR ART 96             | 1,270.12                             |
| 03 AYUDA PARA PASAJ                           | 315.00    | 65       | OTRAS DEDUCCIONES    | 4,576.64                           | PGR1 PERC GRAVADA TIPO 1    | 9,275.10                             |
| 04 PRIMA QUINQUENAL                           | 708.50    |          |                      |                                    | PERC TOTAL PERCEPCIONES     | 9,275.10                             |
| 07 PRIMA DE INSALUB                           | 1,298.10  |          |                      |                                    | DEDU TOTAL DEDUCCIONES      | 6,742.45                             |
|                                               |           |          |                      |                                    |                             | 3%FV 3% FONDO DE VIVIENDA 233.66     |
|                                               |           |          |                      |                                    |                             | FOND FONDO PENSIONES EMPRES 1,363.00 |
|                                               |           |          |                      |                                    |                             | SEDARSEDAR 155.77                    |
|                                               |           |          |                      |                                    |                             | PVAC PROVISION DE PRIMA VAC 117.35   |
|                                               |           |          |                      |                                    |                             | AGUI PROVISION AGUINALDO 1,173.51    |
|                                               |           |          |                      |                                    |                             | TOTA NOMINA EN EFECTIVO 2,532.65     |
| 57-193-010 PERALTA LAMAS JESUS                |           |          |                      |                                    |                             |                                      |
| T.EMP: PERMANENTE                             | 416.82    |          | 603.71               | OPERADOR DE VIDEO                  |                             |                                      |
| 01 SUELDO BASE                                | 6,252.30  | 51       | ISR                  | 1,139.62                           | DVIG DIAS DE VIGENCIA       | 15.00                                |
| 02 AYUDA PARA DESPE                           | 457.50    | 51B      | AJUSTE ISR A CARGO E | 147.64                             | IMP1 ISR ART 96             | 1,139.62                             |
| 03 AYUDA PARA PASAJ                           | 308.00    | 54       | FONDO PENSIONES      | 826.87                             | PGR1 PERC GRAVADA TIPO 1    | 8,664.15                             |
| 04 PRIMA QUINQUENAL                           | 708.50    | 65       | OTRAS DEDUCCIONES    | 2,150.52                           | PERC TOTAL PERCEPCIONES     | 8,664.15                             |
| 06 PRIMA POR RIESGO                           | 937.85    |          |                      |                                    | DEDU TOTAL DEDUCCIONES      | 4,264.65                             |
|                                               |           |          |                      |                                    |                             | 3%FV 3% FONDO DE VIVIENDA 215.70     |
|                                               |           |          |                      |                                    |                             | FOND FONDO PENSIONES EMPRES 1,258.28 |
|                                               |           |          |                      |                                    |                             | SEDARSEDAR 143.80                    |

| Clave      | Nombre                           | S.Diario | S.Integ | PERCEPCIONES                 | DEDUCCIONES | CONCEPTOS                            |
|------------|----------------------------------|----------|---------|------------------------------|-------------|--------------------------------------|
| <hr/>      |                                  |          |         |                              |             |                                      |
|            |                                  |          |         |                              |             | PVAC PROVISION DE PRIMA VAC 108.98   |
|            |                                  |          |         |                              |             | AGUI PROVISION AGUINALDO 1,089.82    |
|            |                                  |          |         |                              |             | CHEQ PAGO POR CHEQUE 4,399.50        |
| 57-202-014 | RODRIGUEZ RODRIGUEZ NOE          |          |         |                              |             |                                      |
| T.EMP:     | PERMANENTE                       | 433.42   | 626.53  | OPERADOR DE GRUA             |             |                                      |
| 01         | SUELDO BASE                      | 6,501.30 | 51      | ISR                          | 1,233.72    | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | AYUDA PARA DESPE                 | 463.00   | 51B     | AJUSTE ISR A CARGO E         | 155.22      | IMP1 ISR ART 96 1,233.72             |
| 03         | AYUDA PARA PASAJ                 | 315.00   | 54      | FONDO PENSIONES              | 859.80      | PGR1 PERC GRAVADA TIPO 1 9,104.69    |
| 04         | PRIMA QUINQUENAL                 | 850.20   | 65      | OTRAS DEDUCCIONES            | 4,424.40    | PERC TOTAL PERCEPCIONES 9,104.69     |
| 06         | PRIMA POR RIESGO                 | 975.19   |         |                              |             | DEDU TOTAL DEDUCCIONES 6,673.14      |
|            |                                  |          |         |                              |             | 3%FV 3% FONDO DE VIVIENDA 224.29     |
|            |                                  |          |         |                              |             | FOND FONDO PENSIONES EMPRES 1,308.39 |
|            |                                  |          |         |                              |             | SEDARSEDAR 149.53                    |
|            |                                  |          |         |                              |             | PVAC PROVISION DE PRIMA VAC 113.08   |
|            |                                  |          |         |                              |             | AGUI PROVISION AGUINALDO 1,130.75    |
|            |                                  |          |         |                              |             | CHEQ PAGO POR CHEQUE 2,431.55        |
| 57-202-016 | SANCHEZ ESPINOZA GERARDO ANTONIO |          |         |                              |             |                                      |
| T.EMP:     | PERMANENTE                       | 432.70   | 648.12  | OPERADOR DE EQUIPO DESAZOLVE |             |                                      |
| 01         | SUELDO BASE                      | 6,490.50 | 51      | ISR                          | 1,270.12    | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | AYUDA PARA DESPE                 | 463.00   | 54      | FONDO PENSIONES              | 895.69      | IMP1 ISR ART 96 1,270.12             |
| 03         | AYUDA PARA PASAJ                 | 315.00   | 65      | OTRAS DEDUCCIONES            | 6,100.70    | PGR1 PERC GRAVADA TIPO 1 9,275.10    |
| 04         | PRIMA QUINQUENAL                 | 708.50   |         |                              |             | PERC TOTAL PERCEPCIONES 9,275.10     |
| 07         | PRIMA DE INSALUB                 | 1,298.10 |         |                              |             | DEDU TOTAL DEDUCCIONES 8,266.51      |
|            |                                  |          |         |                              |             | 3%FV 3% FONDO DE VIVIENDA 233.66     |
|            |                                  |          |         |                              |             | FOND FONDO PENSIONES EMPRES 1,363.00 |
|            |                                  |          |         |                              |             | SEDARSEDAR 155.77                    |
|            |                                  |          |         |                              |             | PVAC PROVISION DE PRIMA VAC 117.35   |
|            |                                  |          |         |                              |             | AGUI PROVISION AGUINALDO 1,173.51    |
|            |                                  |          |         |                              |             | TOTA NOMINA EN EFECTIVO 1,008.59     |
| 57-208-018 | VERA RAMIREZ VICTOR              |          |         |                              |             |                                      |
| T.EMP:     | PERMANENTE                       | 433.42   | 621.72  | OPERADOR DE GRUA             |             |                                      |
| 01         | SUELDO BASE                      | 6,501.30 | 51      | ISR                          | 1,203.46    | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | AYUDA PARA DESPE                 | 463.00   | 51B     | AJUSTE ISR A CARGO E         | 155.22      | IMP1 ISR ART 96 1,203.46             |
| 03         | AYUDA PARA PASAJ                 | 315.00   | 54      | FONDO PENSIONES              | 859.80      | PGR1 PERC GRAVADA TIPO 1 8,962.99    |
| 04         | PRIMA QUINQUENAL                 | 708.50   | 65      | OTRAS DEDUCCIONES            | 3,232.93    | PERC TOTAL PERCEPCIONES 8,962.99     |
| 06         | PRIMA POR RIESGO                 | 975.19   |         |                              |             | DEDU TOTAL DEDUCCIONES 5,451.41      |
|            |                                  |          |         |                              |             | 3%FV 3% FONDO DE VIVIENDA 224.29     |
|            |                                  |          |         |                              |             | FOND FONDO PENSIONES EMPRES 1,308.39 |
|            |                                  |          |         |                              |             | SEDARSEDAR 149.53                    |
|            |                                  |          |         |                              |             | PVAC PROVISION DE PRIMA VAC 113.08   |
|            |                                  |          |         |                              |             | AGUI PROVISION AGUINALDO 1,130.75    |
|            |                                  |          |         |                              |             | TOTA NOMINA EN EFECTIVO 3,511.58     |
| 650-010    | VARGAS BARBOZA ELISEO            |          |         |                              |             |                                      |
| T.EMP:     | PERMANENTE                       | 355.96   | 505.39  | AYUDANTE DE PERFORADOR       |             |                                      |
| 01         | SUELDO BASE                      | 5,339.40 | 51      | ISR                          | 785.38      | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | AYUDA PARA DESPE                 | 358.50   | 51B     | AJUSTE ISR A CARGO E         | 135.30      | EX19 EXENTO PRIMA DOMINICAL 179.24   |
| 03         | AYUDA PARA PASAJ                 | 223.50   | 51PD    | ISR PRIMA DOMINICAL          | 8.04        | IMP1 ISR ART 96 785.38               |
| 04         | PRIMA QUINQUENAL                 | 283.40   | 54      | FONDO PENSIONES              | 706.14      | IMP2 ISR Reglamento ISR 8.04         |
| 06         | PRIMA POR RIESGO                 | 800.91   | 65      | OTRAS DEDUCCIONES            | 1,494.26    | EXEN BASE EXENTA 179.24              |
| 19         | PRIMA DOMINICAL                  | 224.08   |         |                              |             | PGR1 PERC GRAVADA TIPO 1 7,005.71    |
|            |                                  |          |         |                              |             | PGR2 PERC GRAVADA TIPO 2 44.84       |
|            |                                  |          |         |                              |             | PERC TOTAL PERCEPCIONES 7,229.79     |
|            |                                  |          |         |                              |             | DEDU TOTAL DEDUCCIONES 3,129.12      |
|            |                                  |          |         |                              |             | 3%FV 3% FONDO DE VIVIENDA 184.21     |

| Clave               | Nombre                     | S.Diario     | S.Integ              | DEDUCCIONES                           | CONCEPTOS                   |           |
|---------------------|----------------------------|--------------|----------------------|---------------------------------------|-----------------------------|-----------|
|                     |                            | PERCEPCIONES |                      |                                       |                             |           |
|                     |                            |              |                      |                                       | FOND FONDO PENSIONES EMPRES | 1,074.55  |
|                     |                            |              |                      |                                       | SEDARSEDAR                  | 122.81    |
|                     |                            |              |                      |                                       | PVAC PROVISION DE PRIMA VAC | 92.09     |
|                     |                            |              |                      |                                       | AGUI PROVISION AGUINALDO    | 920.86    |
|                     |                            |              |                      |                                       | TOTA NOMINA EN EFECTIVO     | 4,100.67  |
| 650-012             | ESPINOZA MENDEZ ALFONSO    |              |                      |                                       |                             |           |
| T.EMP: PERMANENTE   | 393.66                     |              | 549.02               | AYUDANTE DE GRUA                      |                             |           |
| 01 SUELDO BASE      | 5,904.90                   | 51           | ISR                  | 937.11                                | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02 AYUDA PARA DESPE | 401.00                     | 51B          | AJUSTE ISR A CARGO E | 134.39                                | IMP1 ISR ART 96             | 937.11    |
| 03 AYUDA PARA PASAJ | 241.00                     | 54           | FONDO PENSIONES      | 780.92                                | PGR1 PERC GRAVADA TIPO 1    | 7,716.03  |
| 04 PRIMA QUINQUENAL | 283.40                     | 65           | OTRAS DEDUCCIONES    | 2,411.05                              | PERC TOTAL PERCEPCIONES     | 7,716.03  |
| 06 PRIMA POR RIESGO | 885.73                     |              |                      |                                       | DEDU TOTAL DEDUCCIONES      | 4,263.47  |
|                     |                            |              |                      |                                       | 3%FV 3% FONDO DE VIVIENDA   | 203.72    |
|                     |                            |              |                      |                                       | FOND FONDO PENSIONES EMPRES | 1,188.36  |
|                     |                            |              |                      |                                       | SEDARSEDAR                  | 135.81    |
|                     |                            |              |                      |                                       | PVAC PROVISION DE PRIMA VAC | 101.82    |
|                     |                            |              |                      |                                       | AGUI PROVISION AGUINALDO    | 1,018.17  |
|                     |                            |              |                      |                                       | TOTA NOMINA EN EFECTIVO     | 3,452.56  |
| 650-014             | VALLE VALDOVINOS ELIZABETH |              |                      |                                       |                             |           |
| T.EMP: PERMANENTE   | 473.73                     |              | 580.08               | SECRETARIA                            |                             |           |
| 01 SUELDO BASE      | 7,105.95                   | 51           | ISR                  | 1,040.13                              | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02 AYUDA PARA DESPE | 478.50                     | 51B          | AJUSTE ISR A CARGO E | 146.60                                | IMP1 ISR ART 96             | 1,040.13  |
| 03 AYUDA PARA PASAJ | 330.50                     | 54           | FONDO PENSIONES      | 817.18                                | PGR1 PERC GRAVADA TIPO 1    | 8,198.35  |
| 04 PRIMA QUINQUENAL | 283.40                     | 65           | OTRAS DEDUCCIONES    | 3,624.06                              | PERC TOTAL PERCEPCIONES     | 8,198.35  |
|                     |                            |              |                      |                                       | DEDU TOTAL DEDUCCIONES      | 5,627.97  |
|                     |                            |              |                      |                                       | 3%FV 3% FONDO DE VIVIENDA   | 213.18    |
|                     |                            |              |                      |                                       | FOND FONDO PENSIONES EMPRES | 1,243.54  |
|                     |                            |              |                      |                                       | SEDARSEDAR                  | 142.12    |
|                     |                            |              |                      |                                       | PVAC PROVISION DE PRIMA VAC | 108.42    |
|                     |                            |              |                      |                                       | AGUI PROVISION AGUINALDO    | 1,084.24  |
|                     |                            |              |                      |                                       | TOTA NOMINA EN EFECTIVO     | 2,570.38  |
| 650-015             | CEJA CASTILLO RUBEN        |              |                      |                                       |                             |           |
| T.EMP: PERMANENTE   | 529.46                     |              | 737.76               | AUXILIAR ELECTROMECHANICO             |                             |           |
| 01 SUELDO BASE      | 7,941.90                   | 51           | ISR                  | 1,491.84                              | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02 AYUDA PARA DESPE | 557.00                     | 51B          | AJUSTE ISR A CARGO E | 201.36                                | IMP1 ISR ART 96             | 1,491.84  |
| 03 AYUDA PARA PASAJ | 339.50                     | 54           | FONDO PENSIONES      | 1,050.32                              | PGR1 PERC GRAVADA TIPO 1    | 10,313.08 |
| 04 PRIMA QUINQUENAL | 283.40                     | 65           | OTRAS DEDUCCIONES    | 79.42                                 | PERC TOTAL PERCEPCIONES     | 10,313.08 |
| 06 PRIMA POR RIESGO | 1,191.28                   |              |                      |                                       | DEDU TOTAL DEDUCCIONES      | 2,822.94  |
|                     |                            |              |                      |                                       | 3%FV 3% FONDO DE VIVIENDA   | 274.00    |
|                     |                            |              |                      |                                       | FOND FONDO PENSIONES EMPRES | 1,598.31  |
|                     |                            |              |                      |                                       | SEDARSEDAR                  | 182.66    |
|                     |                            |              |                      |                                       | PVAC PROVISION DE PRIMA VAC | 137.39    |
|                     |                            |              |                      |                                       | AGUI PROVISION AGUINALDO    | 1,373.93  |
|                     |                            |              |                      |                                       | TOTA NOMINA EN EFECTIVO     | 7,490.14  |
| 660-004             | LOPEZ SALDIVAR EDGAR SAID  |              |                      |                                       |                             |           |
| T.EMP: PERMANENTE   | 1,569.80                   |              | 1,891.54             | Subdirector 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    |

| Clave               | Nombre                                         | S.Diario | S.Integ              | DEDUCCIONES                 | CONCEPTOS  |
|---------------------|------------------------------------------------|----------|----------------------|-----------------------------|------------|
| PERCEPCIONES        |                                                |          |                      |                             |            |
| <hr/>               |                                                |          |                      |                             |            |
|                     |                                                |          |                      | PVAC PROVISION DE PRIMA VAC | 345.14     |
|                     |                                                |          |                      | AGUI PROVISION AGUINALDO    | 3,451.37   |
|                     |                                                |          |                      | TOTA NOMINA EN EFECTIVO     | 14,607.10  |
| <br>                |                                                |          |                      |                             |            |
| 820-002             | VAZQUEZ RIVAS ALEJANDRO                        |          |                      |                             |            |
| T.EMP: PERMANENTE   | 393.66                                         |          | 558.02               | AYUDANTE DE GRUA            |            |
| 01 SUELDO BASE      | 5,904.90                                       | 51       | ISR                  | DVIG DIAS DE VIGENCIA       | 15.00      |
| 02 AYUDA PARA DESPE | 401.00                                         | 54       | FONDO PENSIONES      | IMP1 ISR ART 96             | 967.37     |
| 03 AYUDA PARA PASAJ | 241.00                                         | 65       | OTRAS DEDUCCIONES    | PGR1 PERC GRAVADA TIPO 1    | 7,857.73   |
| 04 PRIMA QUINQUENAL | 425.10                                         |          |                      | PERC TOTAL PERCEPCIONES     | 7,857.73   |
| 06 PRIMA POR RIESGO | 885.73                                         |          |                      | DEDU TOTAL DEDUCCIONES      | 5,595.12   |
|                     |                                                |          |                      | 3%FV 3% FONDO DE VIVIENDA   | 203.72     |
|                     |                                                |          |                      | FOND FONDO PENSIONES EMPRES | 1,188.36   |
|                     |                                                |          |                      | SEDARSEDAR                  | 135.81     |
|                     |                                                |          |                      | PVAC PROVISION DE PRIMA VAC | 101.82     |
|                     |                                                |          |                      | AGUI PROVISION AGUINALDO    | 1,018.17   |
|                     |                                                |          |                      | TOTA NOMINA EN EFECTIVO     | 2,262.61   |
| <br>                |                                                |          |                      |                             |            |
| 820-015             | MORENO RAMOS RAMIRO DE JESUS                   |          |                      |                             |            |
| T.EMP: PERMANENTE   | 486.83                                         |          | 595.34               | AUXILIAR ADMINISTRATIVO     |            |
| 01 SUELDO BASE      | 7,302.45                                       | 51       | ISR                  | DVIG DIAS DE VIGENCIA       | 15.00      |
| 02 AYUDA PARA DESPE | 523.00                                         | 51B      | AJUSTE ISR A CARGO E | IMP1 ISR ART 96             | 1,092.14   |
| 03 AYUDA PARA PASAJ | 333.00                                         | 54       | FONDO PENSIONES      | PGR1 PERC GRAVADA TIPO 1    | 8,441.85   |
| 04 PRIMA QUINQUENAL | 283.40                                         | 65       | OTRAS DEDUCCIONES    | PERC TOTAL PERCEPCIONES     | 8,441.85   |
|                     |                                                |          |                      | DEDU TOTAL DEDUCCIONES      | 7,401.87   |
|                     |                                                |          |                      | 3%FV 3% FONDO DE VIVIENDA   | 219.07     |
|                     |                                                |          |                      | FOND FONDO PENSIONES EMPRES | 1,277.93   |
|                     |                                                |          |                      | SEDARSEDAR                  | 146.05     |
|                     |                                                |          |                      | PVAC PROVISION DE PRIMA VAC | 111.76     |
|                     |                                                |          |                      | AGUI PROVISION AGUINALDO    | 1,117.60   |
|                     |                                                |          |                      | TOTA NOMINA EN EFECTIVO     | 1,039.98   |
| <br>                |                                                |          |                      |                             |            |
| 86-108-016          | GONZALEZ VALDEZ HUMBERTO                       |          |                      |                             |            |
| T.EMP: PERMANENTE   | 541.53                                         |          | 678.88               | Supervisor de Perforación   |            |
| 01 SUELDO BASE      | 8,123.00                                       | 51       | ISR                  | DVIG DIAS DE VIGENCIA       | 15.00      |
| 02 AYUDA PARA DESPE | 564.00                                         | 51B      | AJUSTE ISR A CARGO E | IMP1 ISR ART 96             | 1,379.57   |
| 03 AYUDA PARA PASAJ | 351.50                                         | 54       | FONDO PENSIONES      | PGR1 PERC GRAVADA TIPO 1    | 9,787.50   |
| 04 PRIMA QUINQUENAL | 708.50                                         | 65       | OTRAS DEDUCCIONES    | PERC TOTAL PERCEPCIONES     | 9,787.50   |
| 16 HOMOLOGACION     | 40.50                                          |          |                      | DEDU TOTAL DEDUCCIONES      | 2,994.48   |
|                     |                                                |          |                      | 3%FV 3% FONDO DE VIVIENDA   | 244.91     |
|                     |                                                |          |                      | FOND FONDO PENSIONES EMPRES | 1,428.61   |
|                     |                                                |          |                      | SEDARSEDAR                  | 163.27     |
|                     |                                                |          |                      | PVAC PROVISION DE PRIMA VAC | 123.82     |
|                     |                                                |          |                      | AGUI PROVISION AGUINALDO    | 1,238.15   |
|                     |                                                |          |                      | TOTA NOMINA EN EFECTIVO     | 6,793.02   |
| <br>                |                                                |          |                      |                             |            |
| ****                | Totales Subdirección de Servicios a Municipios | 5506     | ****                 |                             |            |
| 01 SUELDO BASE      | 302,921.75                                     | 51       | ISR                  | DVIG DIAS DE VIGENCIA       | 600.00     |
| 02 AYUDA PARA DESPE | 19,286.00                                      | 51B      | AJUSTE ISR A CARGO E | EX19 EXENTO PRIMA DOMINICAL | 2,867.84   |
| 03 AYUDA PARA PASAJ | 12,292.50                                      | 51PD     | ISR PRIMA DOMINICAL  | IMP1 ISR ART 96             | 55,434.52  |
| 04 PRIMA QUINQUENAL | 22,672.00                                      | 54       | FONDO PENSIONES      | IMP2 ISR Reglamento ISR     | 246.78     |
| 06 PRIMA POR RIESGO | 25,360.19                                      | 65       | OTRAS DEDUCCIONES    | EXEN BASE EXENTA            | 2,867.84   |
| 07 PRIMA DE INSALUB | 6,394.62                                       |          |                      | PGR1 PERC GRAVADA TIPO 1    | 388,967.55 |
| 16 HOMOLOGACION     | 40.50                                          |          |                      | PGR2 PERC GRAVADA TIPO 2    | 1,241.78   |
| 19 PRIMA DOMINICAL  | 4,109.72                                       |          |                      | PERC TOTAL PERCEPCIONES     | 393,077.28 |
|                     |                                                |          |                      | DEDU TOTAL DEDUCCIONES      | 227,322.37 |
|                     |                                                |          |                      | 3%FV 3% FONDO DE VIVIENDA   | 10,041.52  |

| Clave | Nombre       | S.Diario | S.Integ | DEDUCCIONES | CONCEPTOS                             |
|-------|--------------|----------|---------|-------------|---------------------------------------|
|       | PERCEPCIONES |          |         |             |                                       |
|       |              |          |         |             | FOND FONDO PENSIONES EMPRES 58,575.46 |
|       |              |          |         |             | SEDARSEDAR 6,694.33                   |
|       |              |          |         |             | PVAC PROVISION DE PRIMA VAC 5,017.24  |
|       |              |          |         |             | AGUI PROVISION AGUINALDO 50,171.94    |
|       |              |          |         |             | TOTA NOMINA EN EFECTIVO 154,852.57    |
|       |              |          |         |             | CHEQ PAGO POR CHEQUE 10,902.34        |

Total de Empleados : 40.00 -----

| Clave                                                  | Nombre                        | S.Diario  | S.Integ  | DEDUCCIONES                          | CONCEPTOS                                    |
|--------------------------------------------------------|-------------------------------|-----------|----------|--------------------------------------|----------------------------------------------|
| PERCEPCIONES                                           |                               |           |          |                                      |                                              |
| ***** Subdirección de Vinculación Municipal ***** 5507 |                               |           |          |                                      |                                              |
| 36-034-001                                             | RAMOS RODRIGUEZ MA DEL CARMEN |           |          |                                      |                                              |
| T.EMP:                                                 | PERMANENTE                    | 1,569.80  | 1,920.36 | Subdirector de Vinculación Municipal |                                              |
| 01                                                     | SUELDO BASE                   | 23,547.00 | 51       | ISR                                  | 5,454.69 DVIG DIAS DE VIGENCIA 15.00         |
| 02                                                     | AYUDA PARA DESPE              | 960.00    | 54       | FONDO PENSIONES                      | 2,707.91 IMP1 ISR ART 96 5,454.69            |
| 03                                                     | AYUDA PARA PASAJ              | 688.00    | 65       | OTRAS DEDUCCIONES                    | 12,057.91 PGR1 PERC GRAVADA TIPO 1 26,045.20 |
| 04                                                     | PRIMA QUINQUENAL              | 850.20    |          |                                      | PERC TOTAL PERCEPCIONES 26,045.20            |
|                                                        |                               |           |          |                                      | DEDU TOTAL DEDUCCIONES 20,220.51             |
|                                                        |                               |           |          |                                      | 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 5,824.69             |
| 36-175-003                                             | ORTEGA MEJIA MARIA DE JESUS   |           |          |                                      |                                              |
| T.EMP:                                                 | PERMANENTE                    | 550.54    | 775.26   | TRABAJADOR SOCIAL                    |                                              |
| 01                                                     | SUELDO BASE                   | 8,258.10  | 51       | ISR                                  | 1,630.04 DVIG DIAS DE VIGENCIA 15.00         |
| 02                                                     | AYUDA PARA DESPE              | 557.00    | 54       | FONDO PENSIONES                      | 1,092.13 IMP1 ISR ART 96 1,630.04            |
| 03                                                     | AYUDA PARA PASAJ              | 339.50    | 65       | OTRAS DEDUCCIONES                    | 3,207.58 PGR1 PERC GRAVADA TIPO 1 10,960.11  |
| 04                                                     | PRIMA QUINQUENAL              | 566.80    |          |                                      | PERC TOTAL PERCEPCIONES 10,960.11            |
| 06                                                     | PRIMA POR RIESGO              | 1,238.71  |          |                                      | DEDU TOTAL DEDUCCIONES 5,929.75              |
|                                                        |                               |           |          |                                      | 3%FV 3% FONDO DE VIVIENDA 284.90             |
|                                                        |                               |           |          |                                      | FOND FONDO PENSIONES EMPRES 1,661.94         |
|                                                        |                               |           |          |                                      | SEDARSEDAR 189.94                            |
|                                                        |                               |           |          |                                      | PVAC PROVISION DE PRIMA VAC 142.37           |
|                                                        |                               |           |          |                                      | AGUI PROVISION AGUINALDO 1,423.74            |
|                                                        |                               |           |          |                                      | TOTA NOMINA EN EFECTIVO 5,030.36             |
| 39-042-001                                             | HERNANDEZ LOPEZ PEDRO         |           |          |                                      |                                              |
| T.EMP:                                                 | PERMANENTE                    | 857.63    | 1,027.82 | Jefe de Programas Federalizados      |                                              |
| 01                                                     | SUELDO BASE                   | 12,864.50 | 51       | ISR                                  | 2,278.96 DVIG DIAS DE VIGENCIA 15.00         |
| 02                                                     | AYUDA PARA DESPE              | 643.00    | 51B      | AJUSTE ISR A CARGO E                 | 355.07 IMP1 ISR ART 96 2,278.96              |
| 03                                                     | AYUDA PARA PASAJ              | 428.50    | 54       | FONDO PENSIONES                      | 1,479.42 PGR1 PERC GRAVADA TIPO 1 13,936.00  |
|                                                        |                               |           | 65       | OTRAS DEDUCCIONES                    | 150.00 PERC TOTAL PERCEPCIONES 13,936.00     |
|                                                        |                               |           |          |                                      | DEDU TOTAL DEDUCCIONES 4,263.45              |
|                                                        |                               |           |          |                                      | 3%FV 3% FONDO DE VIVIENDA 385.94             |
|                                                        |                               |           |          |                                      | FOND FONDO PENSIONES EMPRES 2,251.29         |
|                                                        |                               |           |          |                                      | SEDARSEDAR 257.29                            |
|                                                        |                               |           |          |                                      | PVAC PROVISION DE PRIMA VAC 190.90           |
|                                                        |                               |           |          |                                      | AGUI PROVISION AGUINALDO 1,909.04            |
|                                                        |                               |           |          |                                      | TOTA NOMINA EN EFECTIVO 9,672.55             |
| 660-003                                                | HERRERA PEREZ ANDRES          |           |          |                                      |                                              |
| T.EMP:                                                 | PERMANENTE                    | 675.73    | 821.13   | Jefe de Contraloría Social           |                                              |
| 01                                                     | SUELDO BASE                   | 10,136.00 | 51       | ISR                                  | 1,723.98 DVIG DIAS DE VIGENCIA 15.00         |
| 02                                                     | AYUDA PARA DESPE              | 603.00    | 51B      | AJUSTE ISR A CARGO E                 | 341.50 IMP1 ISR ART 96 1,723.98              |
| 03                                                     | AYUDA PARA PASAJ              | 377.50    | 54       | FONDO PENSIONES                      | 1,165.64 PGR1 PERC GRAVADA TIPO 1 11,399.90  |
| 04                                                     | PRIMA QUINQUENAL              | 283.40    | 65       | OTRAS DEDUCCIONES                    | 4,344.00 PERC TOTAL PERCEPCIONES 11,399.90   |
|                                                        |                               |           |          |                                      | DEDU TOTAL DEDUCCIONES 7,575.12              |
|                                                        |                               |           |          |                                      | 3%FV 3% FONDO DE VIVIENDA 304.08             |
|                                                        |                               |           |          |                                      | FOND FONDO PENSIONES EMPRES 1,773.80         |
|                                                        |                               |           |          |                                      | SEDARSEDAR 202.72                            |
|                                                        |                               |           |          |                                      | PVAC PROVISION DE PRIMA VAC 152.28           |
|                                                        |                               |           |          |                                      | AGUI PROVISION AGUINALDO 1,522.81            |
|                                                        |                               |           |          |                                      | TOTA NOMINA EN EFECTIVO 3,824.78             |

| Clave                                                        | Nombre                          |  | S.Diario  | S.Integ | PERCEPCIONES         | DEDUCCIONES             | CONCEPTOS                             |
|--------------------------------------------------------------|---------------------------------|--|-----------|---------|----------------------|-------------------------|---------------------------------------|
| 730-022                                                      | MUNGUIA MORA GERARDO            |  |           |         |                      |                         |                                       |
| T.EMP:                                                       | PERMANENTE                      |  | 486.83    |         | 595.34               | AUXILIAR ADMINISTRATIVO |                                       |
| 01                                                           | SUELDO BASE                     |  | 7,302.45  | 51      | ISR                  | 1,092.14                | DVIG DIAS DE VIGENCIA 15.00           |
| 02                                                           | AYUDA PARA DESPE                |  | 523.00    | 51B     | AJUSTE ISR A CARGO E | 152.78                  | IMP1 ISR ART 96 1,092.14              |
| 03                                                           | AYUDA PARA PASAJ                |  | 333.00    | 54      | FONDO PENSIONES      | 839.78                  | PGR1 PERC GRAVADA TIPO 1 8,441.85     |
| 04                                                           | PRIMA QUINQUENAL                |  | 283.40    | 65      | OTRAS DEDUCCIONES    | 3,073.02                | PERC TOTAL PERCEPCIONES 8,441.85      |
|                                                              |                                 |  |           |         |                      |                         | DEDU TOTAL DEDUCCIONES 5,157.72       |
|                                                              |                                 |  |           |         |                      |                         | 3%FV 3% FONDO DE VIVIENDA 219.07      |
|                                                              |                                 |  |           |         |                      |                         | FOND FONDO PENSIONES EMPRES 1,277.93  |
|                                                              |                                 |  |           |         |                      |                         | SEDARSEDAR 146.05                     |
|                                                              |                                 |  |           |         |                      |                         | PVAC PROVISION DE PRIMA VAC 111.76    |
|                                                              |                                 |  |           |         |                      |                         | AGUI PROVISION AGUINALDO 1,117.60     |
|                                                              |                                 |  |           |         |                      |                         | TOTA NOMINA EN EFECTIVO 3,284.13      |
| 89-022                                                       | GARCIA CARRASCO MARIA DEL ROCIO |  |           |         |                      |                         |                                       |
| T.EMP:                                                       | PERMANENTE                      |  | 550.54    |         | 775.26               | TRABAJADOR SOCIAL       |                                       |
| 01                                                           | SUELDO BASE                     |  | 8,258.10  | 51      | ISR                  | 1,630.04                | DVIG DIAS DE VIGENCIA 15.00           |
| 02                                                           | AYUDA PARA DESPE                |  | 557.00    | 51B     | AJUSTE ISR A CARGO E | 297.56                  | IMP1 ISR ART 96 1,630.04              |
| 03                                                           | AYUDA PARA PASAJ                |  | 339.50    | 54      | FONDO PENSIONES      | 1,092.13                | PGR1 PERC GRAVADA TIPO 1 10,960.11    |
| 04                                                           | PRIMA QUINQUENAL                |  | 566.80    | 65      | OTRAS DEDUCCIONES    | 4,711.36                | PERC TOTAL PERCEPCIONES 10,960.11     |
| 06                                                           | PRIMA POR RIESGO                |  | 1,238.71  |         |                      |                         | DEDU TOTAL DEDUCCIONES 7,731.09       |
|                                                              |                                 |  |           |         |                      |                         | 3%FV 3% FONDO DE VIVIENDA 284.90      |
|                                                              |                                 |  |           |         |                      |                         | FOND FONDO PENSIONES EMPRES 1,661.94  |
|                                                              |                                 |  |           |         |                      |                         | SEDARSEDAR 189.94                     |
|                                                              |                                 |  |           |         |                      |                         | PVAC PROVISION DE PRIMA VAC 142.37    |
|                                                              |                                 |  |           |         |                      |                         | AGUI PROVISION AGUINALDO 1,423.74     |
|                                                              |                                 |  |           |         |                      |                         | TOTA NOMINA EN EFECTIVO 3,229.02      |
| **** Totales Subdirección de Vinculación Municipal 5507 **** |                                 |  |           |         |                      |                         |                                       |
| 01                                                           | SUELDO BASE                     |  | 70,366.15 | 51      | ISR                  | 13,809.85               | DVIG DIAS DE VIGENCIA 90.00           |
| 02                                                           | AYUDA PARA DESPE                |  | 3,843.00  | 51B     | AJUSTE ISR A CARGO E | 1,146.91                | IMP1 ISR ART 96 13,809.85             |
| 03                                                           | AYUDA PARA PASAJ                |  | 2,506.00  | 54      | FONDO PENSIONES      | 8,377.01                | PGR1 PERC GRAVADA TIPO 1 81,743.17    |
| 04                                                           | PRIMA QUINQUENAL                |  | 2,550.60  | 65      | OTRAS DEDUCCIONES    | 27,543.87               | PERC TOTAL PERCEPCIONES 81,743.17     |
| 06                                                           | PRIMA POR RIESGO                |  | 2,477.42  |         |                      |                         | DEDU TOTAL DEDUCCIONES 50,877.64      |
|                                                              |                                 |  |           |         |                      |                         | 3%FV 3% FONDO DE VIVIENDA 2,185.30    |
|                                                              |                                 |  |           |         |                      |                         | FOND FONDO PENSIONES EMPRES 12,747.62 |
|                                                              |                                 |  |           |         |                      |                         | SEDARSEDAR 1,456.88                   |
|                                                              |                                 |  |           |         |                      |                         | PVAC PROVISION DE PRIMA VAC 1,084.82  |
|                                                              |                                 |  |           |         |                      |                         | AGUI PROVISION AGUINALDO 10,848.30    |
|                                                              |                                 |  |           |         |                      |                         | TOTA NOMINA EN EFECTIVO 30,865.53     |

| Clave                                    | Nombre                       | S.Diario | S.Integ           | DEDUCCIONES             | CONCEPTOS                            |
|------------------------------------------|------------------------------|----------|-------------------|-------------------------|--------------------------------------|
| PERCEPCIONES                             |                              |          |                   |                         |                                      |
| ***** Dirección Técnica ***** 5508       |                              |          |                   |                         |                                      |
| 37-143-003                               | DOMINGUEZ FLORES BERTHA ELSA |          |                   |                         |                                      |
| T.EMP: PERMANENTE                        | 532.07                       |          | 668.59            | SECRETARIA DE DIRECCION |                                      |
| 01 SUELDO BASE                           | 7,981.05                     | 51       | ISR               | 1,366.81                | DVIG DIAS DE VIGENCIA 15.00          |
| 02 AYUDA PARA DESPE                      | 557.00                       | 54       | FONDO PENSIONES   | 917.82                  | IMP1 ISR ART 96 1,366.81             |
| 03 AYUDA PARA PASAJ                      | 339.50                       | 65       | OTRAS DEDUCCIONES | 4,149.90                | PGR1 PERC GRAVADA TIPO 1 9,727.75    |
| 04 PRIMA QUINQUENAL                      | 850.20                       |          |                   |                         | PERC TOTAL PERCEPCIONES 9,727.75     |
|                                          |                              |          |                   |                         | DEDU TOTAL DEDUCCIONES 6,434.53      |
|                                          |                              |          |                   |                         | 3%FV 3% FONDO DE VIVIENDA 239.43     |
|                                          |                              |          |                   |                         | FOND FONDO PENSIONES EMPRES 1,396.68 |
|                                          |                              |          |                   |                         | SEDARSEDAR 159.62                    |
|                                          |                              |          |                   |                         | PVAC PROVISION DE PRIMA VAC 121.61   |
|                                          |                              |          |                   |                         | AGUI PROVISION AGUINALDO 1,216.10    |
|                                          |                              |          |                   |                         | TOTA NOMINA EN EFECTIVO 3,293.22     |
| 600-003                                  | MARROQUIN ALVAREZ ERNESTO    |          |                   |                         |                                      |
| T.EMP: PERMANENTE                        | 2,314.83                     |          | 2,240.50          | Director Técnico        |                                      |
| 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    |
| 86-193-037                               | RENTERIA MACIAS J GUADALUPE  |          |                   |                         |                                      |
| T.EMP: PERMANENTE                        | 486.83                       |          | 604.95            | AUXILIAR ADMINISTRATIVO |                                      |
| 01 SUELDO BASE                           | 7,302.45                     | 51       | ISR               | 1,152.67                | DVIG DIAS DE VIGENCIA 15.00          |
| 02 AYUDA PARA DESPE                      | 523.00                       | 54       | FONDO PENSIONES   | 839.78                  | IMP1 ISR ART 96 1,152.67             |
| 03 AYUDA PARA PASAJ                      | 333.00                       | 65       | OTRAS DEDUCCIONES | 3,831.16                | PGR1 PERC GRAVADA TIPO 1 8,725.25    |
| 04 PRIMA QUINQUENAL                      | 566.80                       |          |                   |                         | PERC TOTAL PERCEPCIONES 8,725.25     |
|                                          |                              |          |                   |                         | DEDU TOTAL DEDUCCIONES 5,823.61      |
|                                          |                              |          |                   |                         | 3%FV 3% FONDO DE VIVIENDA 219.07     |
|                                          |                              |          |                   |                         | FOND FONDO PENSIONES EMPRES 1,277.93 |
|                                          |                              |          |                   |                         | SEDARSEDAR 146.05                    |
|                                          |                              |          |                   |                         | PVAC PROVISION DE PRIMA VAC 111.76   |
|                                          |                              |          |                   |                         | AGUI PROVISION AGUINALDO 1,117.60    |
|                                          |                              |          |                   |                         | TOTA NOMINA EN EFECTIVO 2,901.64     |
| **** Totales Dirección Técnica 5508 **** |                              |          |                   |                         |                                      |
| 01 SUELDO BASE                           | 50,006.00                    | 51       | ISR               | 11,228.06               | DVIG DIAS DE VIGENCIA 45.00          |
| 02 AYUDA PARA DESPE                      | 2,352.00                     | 54       | FONDO PENSIONES   | 5,750.69                | IMP1 ISR ART 96 11,228.06            |
| 03 AYUDA PARA PASAJ                      | 1,569.50                     | 65       | OTRAS DEDUCCIONES | 7,981.06                | PGR1 PERC GRAVADA TIPO 1 55,344.50   |
| 04 PRIMA QUINQUENAL                      | 1,417.00                     |          |                   |                         | PERC TOTAL PERCEPCIONES 55,344.50    |
|                                          |                              |          |                   |                         | DEDU TOTAL DEDUCCIONES 24,959.81     |
|                                          |                              |          |                   |                         | 3%FV 3% FONDO DE VIVIENDA 1,500.17   |
|                                          |                              |          |                   |                         | FOND FONDO PENSIONES EMPRES 8,751.05 |
|                                          |                              |          |                   |                         | SEDARSEDAR 1,000.12                  |
|                                          |                              |          |                   |                         | PVAC PROVISION DE PRIMA VAC 738.73   |
|                                          |                              |          |                   |                         | AGUI PROVISION AGUINALDO 7,387.33    |
|                                          |                              |          |                   |                         | TOTA NOMINA EN EFECTIVO 30,384.69    |

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

|                           |  |  |       |  |  |
|---------------------------|--|--|-------|--|--|
| Total de Empleados : 3.00 |  |  | ----- |  |  |
|---------------------------|--|--|-------|--|--|

| Clave                                                                   | Nombre                         | S.Diario | S.Integ              | DEDUCCIONES                                        | CONCEPTOS                            |
|-------------------------------------------------------------------------|--------------------------------|----------|----------------------|----------------------------------------------------|--------------------------------------|
| PERCEPCIONES                                                            |                                |          |                      |                                                    |                                      |
| ***** Subdirección de Planeación, Programación y Presupuesto ***** 6501 |                                |          |                      |                                                    |                                      |
| 400-001                                                                 | BORRAYO RAMIREZ JOSE           |          |                      |                                                    |                                      |
| T.EMP: PERMANENTE                                                       | 511.10                         |          | 629.25               | Auxiliar de Control y Seguimiento (Abastecimiento) |                                      |
| 01 SUELDO BASE                                                          | 7,666.50                       | 51       | ISR                  | 1,206.58                                           | DVIG DIAS DE VIGENCIA 15.00          |
| 02 AYUDA PARA DESPE                                                     | 546.50                         | 51B      | AJUSTE ISR A CARGO E | 162.76                                             | IMP1 ISR ART 96 1,206.58             |
| 03 AYUDA PARA PASAJ                                                     | 339.50                         | 54       | FONDO PENSIONES      | 881.65                                             | PGR1 PERC GRAVADA TIPO 1 8,977.60    |
| 04 PRIMA QUINQUENAL                                                     | 425.10                         | 65       | OTRAS DEDUCCIONES    | 3,334.00                                           | PERC TOTAL PERCEPCIONES 8,977.60     |
|                                                                         |                                |          |                      |                                                    | DEDU TOTAL DEDUCCIONES 5,584.99      |
|                                                                         |                                |          |                      |                                                    | 3%FV 3% FONDO DE VIVIENDA 230.00     |
|                                                                         |                                |          |                      |                                                    | FOND FONDO PENSIONES EMPRES 1,341.64 |
|                                                                         |                                |          |                      |                                                    | SEDARSEDAR 153.33                    |
|                                                                         |                                |          |                      |                                                    | PVAC PROVISION DE PRIMA VAC 117.16   |
|                                                                         |                                |          |                      |                                                    | AGUI PROVISION AGUINALDO 1,171.58    |
|                                                                         |                                |          |                      |                                                    | TOTA NOMINA EN EFECTIVO 3,392.61     |
| 40-119-005                                                              | GALLARDO GAONA MARTHA ANGELICA |          |                      |                                                    |                                      |
| T.EMP: PERMANENTE                                                       | 595.20                         |          | 726.01               | AUXILIAR DE GESTION FINANCIERA A                   |                                      |
| 01 SUELDO BASE                                                          | 8,928.00                       | 51       | ISR                  | 1,477.46                                           | DVIG DIAS DE VIGENCIA 15.00          |
| 02 AYUDA PARA DESPE                                                     | 465.50                         | 51B      | AJUSTE ISR A CARGO E | 191.31                                             | IMP1 ISR ART 96 1,477.46             |
| 03 AYUDA PARA PASAJ                                                     | 285.50                         | 54       | FONDO PENSIONES      | 1,026.72                                           | PGR1 PERC GRAVADA TIPO 1 10,245.79   |
| 04 PRIMA QUINQUENAL                                                     | 566.80                         | 65       | OTRAS DEDUCCIONES    | 2,458.16                                           | PERC TOTAL PERCEPCIONES 10,245.80    |
|                                                                         |                                |          |                      |                                                    | DEDU TOTAL DEDUCCIONES 5,153.65      |
|                                                                         |                                |          |                      |                                                    | 3%FV 3% FONDO DE VIVIENDA 267.84     |
|                                                                         |                                |          |                      |                                                    | FOND FONDO PENSIONES EMPRES 1,562.40 |
|                                                                         |                                |          |                      |                                                    | SEDARSEDAR 178.56                    |
|                                                                         |                                |          |                      |                                                    | PVAC PROVISION DE PRIMA VAC 132.59   |
|                                                                         |                                |          |                      |                                                    | AGUI PROVISION AGUINALDO 1,325.89    |
|                                                                         |                                |          |                      |                                                    | TOTA NOMINA EN EFECTIVO 5,092.15     |
| 410-001                                                                 | CASTAÑEDA MONTAÑO DANIELA      |          |                      |                                                    |                                      |
| T.EMP: PERMANENTE                                                       | 532.07                         |          | 649.38               | ANALISTA DE ADMINISTRACION PROGRAMATICA            |                                      |
| 01 SUELDO BASE                                                          | 7,981.05                       | 51       | ISR                  | 1,245.74                                           | DVIG DIAS DE VIGENCIA 15.00          |
| 02 AYUDA PARA DESPE                                                     | 557.00                         | 51B      | AJUSTE ISR A CARGO E | 170.37                                             | IMP1 ISR ART 96 1,245.74             |
| 03 AYUDA PARA PASAJ                                                     | 339.50                         | 54       | FONDO PENSIONES      | 917.82                                             | PGR1 PERC GRAVADA TIPO 1 9,160.95    |
| 04 PRIMA QUINQUENAL                                                     | 283.40                         | 65       | OTRAS DEDUCCIONES    | 79.81                                              | PERC TOTAL PERCEPCIONES 9,160.95     |
|                                                                         |                                |          |                      |                                                    | DEDU TOTAL DEDUCCIONES 2,413.74      |
|                                                                         |                                |          |                      |                                                    | 3%FV 3% FONDO DE VIVIENDA 239.43     |
|                                                                         |                                |          |                      |                                                    | FOND FONDO PENSIONES EMPRES 1,396.68 |
|                                                                         |                                |          |                      |                                                    | SEDARSEDAR 159.62                    |
|                                                                         |                                |          |                      |                                                    | PVAC PROVISION DE PRIMA VAC 121.61   |
|                                                                         |                                |          |                      |                                                    | AGUI PROVISION AGUINALDO 1,216.10    |
|                                                                         |                                |          |                      |                                                    | TOTA NOMINA EN EFECTIVO 6,747.21     |
| 450-007                                                                 | OCHOA ALONSO MARIA EUGENIA     |          |                      |                                                    |                                      |
| T.EMP: PERMANENTE                                                       | 532.07                         |          | 649.38               | AUXILIAR DE GESTION FINANCIERA B                   |                                      |
| 01 SUELDO BASE                                                          | 7,981.05                       | 51       | ISR                  | 1,245.74                                           | DVIG DIAS DE VIGENCIA 15.00          |
| 02 AYUDA PARA DESPE                                                     | 557.00                         | 51B      | AJUSTE ISR A CARGO E | 171.00                                             | IMP1 ISR ART 96 1,245.74             |
| 03 AYUDA PARA PASAJ                                                     | 339.50                         | 54       | FONDO PENSIONES      | 917.82                                             | PGR1 PERC GRAVADA TIPO 1 9,160.95    |
| 04 PRIMA QUINQUENAL                                                     | 283.40                         | 65       | OTRAS DEDUCCIONES    | 5,372.78                                           | PERC TOTAL PERCEPCIONES 9,160.95     |
|                                                                         |                                |          |                      |                                                    | DEDU TOTAL DEDUCCIONES 7,707.34      |
|                                                                         |                                |          |                      |                                                    | 3%FV 3% FONDO DE VIVIENDA 239.43     |
|                                                                         |                                |          |                      |                                                    | FOND FONDO PENSIONES EMPRES 1,396.68 |
|                                                                         |                                |          |                      |                                                    | SEDARSEDAR 159.62                    |
|                                                                         |                                |          |                      |                                                    | PVAC PROVISION DE PRIMA VAC 121.61   |
|                                                                         |                                |          |                      |                                                    | AGUI PROVISION AGUINALDO 1,216.10    |
|                                                                         |                                |          |                      |                                                    | CHEQ PAGO POR CHEQUE 1,453.61        |

| Clave               | Nombre                                    | S.Diario | S.Integ              | PERCEPCIONES                                         | DEDUCCIONES                 | CONCEPTOS |
|---------------------|-------------------------------------------|----------|----------------------|------------------------------------------------------|-----------------------------|-----------|
| <hr/>               |                                           |          |                      |                                                      |                             |           |
| 488-2020            | ZERMEÑO PRIETO ALVARO                     |          |                      |                                                      |                             |           |
| T.EMP: PERMANENTE   | 857.63                                    |          | 1,027.82             | Jefe de Control Programático y Presupuestal          |                             |           |
| 01 SUELDO BASE      | 12,864.50                                 | 51       | ISR                  | 2,278.96                                             | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02 AYUDA PARA DESPE | 643.00                                    | 54       | FONDO PENSIONES      | 1,479.42                                             | IMP1 ISR ART 96             | 2,278.96  |
| 03 AYUDA PARA PASAJ | 428.50                                    |          |                      |                                                      | PGR1 PERC GRAVADA TIPO 1    | 13,936.00 |
|                     |                                           |          |                      |                                                      | PERC TOTAL PERCEPCIONES     | 13,936.00 |
|                     |                                           |          |                      |                                                      | DEDU TOTAL DEDUCCIONES      | 3,758.38  |
|                     |                                           |          |                      |                                                      | 3%FV 3% FONDO DE VIVIENDA   | 385.94    |
|                     |                                           |          |                      |                                                      | FOND FONDO PENSIONES EMPRES | 2,251.29  |
|                     |                                           |          |                      |                                                      | SEDARSEDAR                  | 257.29    |
|                     |                                           |          |                      |                                                      | PVAC PROVISION DE PRIMA VAC | 190.90    |
|                     |                                           |          |                      |                                                      | AGUI PROVISION AGUINALDO    | 1,909.04  |
|                     |                                           |          |                      |                                                      | TOTA NOMINA EN EFECTIVO     | 10,177.62 |
| <br>                |                                           |          |                      |                                                      |                             |           |
| 62-187-005          | MALVIDO ACEVES MARIA GUADALUPE DE LOURDES |          |                      |                                                      |                             |           |
| T.EMP: PERMANENTE   | 473.73                                    |          | 599.29               | SECRETARIA                                           |                             |           |
| 01 SUELDO BASE      | 7,105.95                                  | 51       | ISR                  | 1,161.20                                             | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02 AYUDA PARA DESPE | 478.50                                    | 51B      | AJUSTE ISR A CARGO E | 146.60                                               | IMP1 ISR ART 96             | 1,161.20  |
| 03 AYUDA PARA PASAJ | 330.50                                    | 54       | FONDO PENSIONES      | 817.18                                               | PGR1 PERC GRAVADA TIPO 1    | 8,765.15  |
| 04 PRIMA QUINQUENAL | 850.20                                    | 65       | OTRAS DEDUCCIONES    | 71.06                                                | PERC TOTAL PERCEPCIONES     | 8,765.15  |
|                     |                                           |          |                      |                                                      | DEDU TOTAL DEDUCCIONES      | 2,196.04  |
|                     |                                           |          |                      |                                                      | 3%FV 3% FONDO DE VIVIENDA   | 213.18    |
|                     |                                           |          |                      |                                                      | FOND FONDO PENSIONES EMPRES | 1,243.54  |
|                     |                                           |          |                      |                                                      | SEDARSEDAR                  | 142.12    |
|                     |                                           |          |                      |                                                      | PVAC PROVISION DE PRIMA VAC | 108.42    |
|                     |                                           |          |                      |                                                      | AGUI PROVISION AGUINALDO    | 1,084.24  |
|                     |                                           |          |                      |                                                      | TOTA NOMINA EN EFECTIVO     | 6,569.11  |
| <br>                |                                           |          |                      |                                                      |                             |           |
| 83-163-004          | HERNANDEZ VALDOVINOS VERONICA             |          |                      |                                                      |                             |           |
| T.EMP: PERMANENTE   | 595.20                                    |          | 728.41               | ANALISTA DE GESTIÓN ESTATALES                        |                             |           |
| 01 SUELDO BASE      | 8,928.00                                  | 51       | ISR                  | 1,507.73                                             | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02 AYUDA PARA DESPE | 465.50                                    | 54       | FONDO PENSIONES      | 1,026.72                                             | IMP1 ISR ART 96             | 1,507.73  |
| 03 AYUDA PARA PASAJ | 285.50                                    | 65       | OTRAS DEDUCCIONES    | 6,468.10                                             | PGR1 PERC GRAVADA TIPO 1    | 10,387.50 |
| 04 PRIMA QUINQUENAL | 708.50                                    |          |                      |                                                      | PERC TOTAL PERCEPCIONES     | 10,387.50 |
|                     |                                           |          |                      |                                                      | DEDU TOTAL DEDUCCIONES      | 9,002.55  |
|                     |                                           |          |                      |                                                      | 3%FV 3% FONDO DE VIVIENDA   | 267.84    |
|                     |                                           |          |                      |                                                      | FOND FONDO PENSIONES EMPRES | 1,562.40  |
|                     |                                           |          |                      |                                                      | SEDARSEDAR                  | 178.56    |
|                     |                                           |          |                      |                                                      | PVAC PROVISION DE PRIMA VAC | 132.59    |
|                     |                                           |          |                      |                                                      | AGUI PROVISION AGUINALDO    | 1,325.89  |
|                     |                                           |          |                      |                                                      | TOTA NOMINA EN EFECTIVO     | 1,384.95  |
| <br>                |                                           |          |                      |                                                      |                             |           |
| 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    | 4,511.62                                             | PGR1 PERC GRAVADA TIPO 1    | 25,195.00 |
|                     |                                           |          |                      |                                                      | PERC TOTAL PERCEPCIONES     | 25,195.00 |
|                     |                                           |          |                      |                                                      | DEDU TOTAL DEDUCCIONES      | 12,419.16 |
|                     |                                           |          |                      |                                                      | 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     | 12,775.84 |
| <br>                |                                           |          |                      |                                                      |                             |           |
| 84-137-007          | RODRIGUEZ PEREZ GUSTAVO CRUZ              |          |                      |                                                      |                             |           |
| T.EMP: PERMANENTE   | 761.07                                    |          | 931.43               | Jefe de Bases de Licitación                          |                             |           |

| Clave        | Nombre           | S.Diario  | S.Integ | DEDUCCIONES       | CONCEPTOS                            |
|--------------|------------------|-----------|---------|-------------------|--------------------------------------|
| PERCEPCIONES |                  |           |         |                   |                                      |
| 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 2,064.86             |
| 03           | AYUDA PARA PASAJ | 389.50    | 65      | OTRAS DEDUCCIONES | PGR1 PERC GRAVADA TIPO 1 12,995.80   |
| 04           | PRIMA QUINQUENAL | 566.80    |         |                   | PERC TOTAL PERCEPCIONES 12,995.80    |
|              |                  |           |         |                   | DEDU TOTAL DEDUCCIONES 6,177.70      |
|              |                  |           |         |                   | 3%FV 3% FONDO DE VIVIENDA 342.48     |
|              |                  |           |         |                   | FOND FONDO PENSIONES EMPRES 1,997.80 |
|              |                  |           |         |                   | SEDARSEDAR 228.32                    |
|              |                  |           |         |                   | PVAC PROVISION DE PRIMA VAC 170.26   |
|              |                  |           |         |                   | AGUI PROVISION AGUINALDO 1,702.60    |
|              |                  |           |         |                   | TOTA NOMINA EN EFECTIVO 6,818.10     |

|                                                                               |                  |           |     |                      |                                       |
|-------------------------------------------------------------------------------|------------------|-----------|-----|----------------------|---------------------------------------|
| **** Totales Subdirección de Planeación, Programación y Presupuesto 6501 **** |                  |           |     |                      |                                       |
| 01                                                                            | SUELDO BASE      | 96,418.05 | 51  | ISR                  | DVIG DIAS DE VIGENCIA 135.00          |
| 02                                                                            | AYUDA PARA DESPE | 5,296.50  | 51B | AJUSTE ISR A CARGO E | IMP1 ISR ART 96 17,387.90             |
| 03                                                                            | AYUDA PARA PASAJ | 3,426.00  | 54  | FONDO PENSIONES      | PGR1 PERC GRAVADA TIPO 1 108,824.74   |
| 04                                                                            | PRIMA QUINQUENAL | 3,684.20  | 65  | OTRAS DEDUCCIONES    | PERC TOTAL PERCEPCIONES 108,824.75    |
|                                                                               |                  |           |     |                      | DEDU TOTAL DEDUCCIONES 54,413.55      |
|                                                                               |                  |           |     |                      | 3%FV 3% FONDO DE VIVIENDA 2,892.55    |
|                                                                               |                  |           |     |                      | FOND FONDO PENSIONES EMPRES 16,873.15 |
|                                                                               |                  |           |     |                      | SEDARSEDAR 1,928.36                   |
|                                                                               |                  |           |     |                      | PVAC PROVISION DE PRIMA VAC 1,440.28  |
|                                                                               |                  |           |     |                      | AGUI PROVISION AGUINALDO 14,402.81    |
|                                                                               |                  |           |     |                      | TOTA NOMINA EN EFECTIVO 52,957.59     |
|                                                                               |                  |           |     |                      | CHEQ PAGO POR CHEQUE 1,453.61         |

Total de Empleados : 9.00

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| Clave                                                      | Nombre    | S.Diario | S.Integ              | DEDUCCIONES                      | CONCEPTOS                            |
|------------------------------------------------------------|-----------|----------|----------------------|----------------------------------|--------------------------------------|
| PERCEPCIONES                                               |           |          |                      |                                  |                                      |
| ***** Subdirección de Proyectos de Agua Potable ***** 6502 |           |          |                      |                                  |                                      |
| 04-164-003 ANTON MARQUEZ SILVIA BEATRIZ                    |           |          |                      |                                  |                                      |
| T.EMP: PERMANENTE                                          | 541.53    |          | 683.68               | Analista de Estudios y Proyectos |                                      |
| 01 SUELDO BASE                                             | 8,123.00  | 51       | ISR                  | 1,409.84                         | DVIG DIAS DE VIGENCIA 15.00          |
| 02 AYUDA PARA DESPE                                        | 564.00    | 54       | FONDO PENSIONES      | 938.80                           | IMP1 ISR ART 96 1,409.84             |
| 03 AYUDA PARA PASAJ                                        | 351.50    | 65       | OTRAS DEDUCCIONES    | 4,739.60                         | PGR1 PERC GRAVADA TIPO 1 9,929.20    |
| 04 PRIMA QUINQUENAL                                        | 850.20    |          |                      |                                  | PERC TOTAL PERCEPCIONES 9,929.20     |
| 16 HOMOLOGACION                                            | 40.50     |          |                      |                                  | DEDU TOTAL DEDUCCIONES 7,088.24      |
|                                                            |           |          |                      |                                  | 3%FV 3% FONDO DE VIVIENDA 244.91     |
|                                                            |           |          |                      |                                  | FOND FONDO PENSIONES EMPRES 1,428.61 |
|                                                            |           |          |                      |                                  | SEDARSEDAR 163.27                    |
|                                                            |           |          |                      |                                  | PVAC PROVISION DE PRIMA VAC 123.82   |
|                                                            |           |          |                      |                                  | AGUI PROVISION AGUINALDO 1,238.15    |
|                                                            |           |          |                      |                                  | CHEQ PAGO POR CHEQUE 2,840.96        |
| 120-002 VERGARA BLANCO SANTIAGO                            |           |          |                      |                                  |                                      |
| T.EMP: PERMANENTE                                          | 1,115.67  |          | 1,340.93             | Jefe de Geomática                |                                      |
| 01 SUELDO BASE                                             | 16,735.00 | 51       | ISR                  | 3,238.93                         | DVIG DIAS DE VIGENCIA 15.00          |
| 02 AYUDA PARA DESPE                                        | 774.50    | 54       | FONDO PENSIONES      | 1,924.53                         | IMP1 ISR ART 96 3,238.93             |
| 03 AYUDA PARA PASAJ                                        | 508.00    |          |                      |                                  | PGR1 PERC GRAVADA TIPO 1 18,017.50   |
|                                                            |           |          |                      |                                  | PERC TOTAL PERCEPCIONES 18,017.50    |
|                                                            |           |          |                      |                                  | DEDU TOTAL DEDUCCIONES 5,163.46      |
|                                                            |           |          |                      |                                  | 3%FV 3% FONDO DE VIVIENDA 502.05     |
|                                                            |           |          |                      |                                  | FOND FONDO PENSIONES EMPRES 2,928.63 |
|                                                            |           |          |                      |                                  | SEDARSEDAR 334.70                    |
|                                                            |           |          |                      |                                  | PVAC PROVISION DE PRIMA VAC 246.82   |
|                                                            |           |          |                      |                                  | AGUI PROVISION AGUINALDO 2,468.15    |
|                                                            |           |          |                      |                                  | TOTA NOMINA EN EFECTIVO 12,854.04    |
| 166-002 HERNANDEZ AGUILAR CARLOS                           |           |          |                      |                                  |                                      |
| T.EMP: PERMANENTE                                          | 529.46    |          | 747.37               | AUXILIAR DE TOPOGRAFO            |                                      |
| 01 SUELDO BASE                                             | 7,941.90  | 51       | ISR                  | 1,552.37                         | DVIG DIAS DE VIGENCIA 15.00          |
| 02 AYUDA PARA DESPE                                        | 557.00    | 54       | FONDO PENSIONES      | 1,050.32                         | IMP1 ISR ART 96 1,552.37             |
| 03 AYUDA PARA PASAJ                                        | 339.50    | 65       | OTRAS DEDUCCIONES    | 579.42                           | PGR1 PERC GRAVADA TIPO 1 10,596.48   |
| 04 PRIMA QUINQUENAL                                        | 566.80    |          |                      |                                  | PERC TOTAL PERCEPCIONES 10,596.48    |
| 06 PRIMA POR RIESGO                                        | 1,191.28  |          |                      |                                  | DEDU TOTAL DEDUCCIONES 3,182.11      |
|                                                            |           |          |                      |                                  | 3%FV 3% FONDO DE VIVIENDA 274.00     |
|                                                            |           |          |                      |                                  | FOND FONDO PENSIONES EMPRES 1,598.31 |
|                                                            |           |          |                      |                                  | SEDARSEDAR 182.66                    |
|                                                            |           |          |                      |                                  | PVAC PROVISION DE PRIMA VAC 137.39   |
|                                                            |           |          |                      |                                  | AGUI PROVISION AGUINALDO 1,373.93    |
|                                                            |           |          |                      |                                  | TOTA NOMINA EN EFECTIVO 7,414.37     |
| 205-002 TOSTADO PLASCENCIA JACOBO                          |           |          |                      |                                  |                                      |
| T.EMP: PERMANENTE                                          | 529.46    |          | 882.07               | AUXILIAR DE TOPOGRAFO            |                                      |
| 01 SUELDO BASE                                             | 7,941.90  | 51       | ISR                  | 1,552.37                         | DVIG DIAS DE VIGENCIA 15.00          |
| 02 AYUDA PARA DESPE                                        | 557.00    | 51B      | AJUSTE ISR A CARGO E | 369.95                           | IMP1 ISR ART 96 1,552.37             |
| 03 AYUDA PARA PASAJ                                        | 339.50    | 54       | FONDO PENSIONES      | 1,050.32                         | PGR1 PERC GRAVADA TIPO 1 10,596.48   |
| 04 PRIMA QUINQUENAL                                        | 566.80    | 65       | OTRAS DEDUCCIONES    | 5,041.71                         | PERC TOTAL PERCEPCIONES 10,596.48    |
| 06 PRIMA POR RIESGO                                        | 1,191.28  |          |                      |                                  | DEDU TOTAL DEDUCCIONES 8,014.35      |
|                                                            |           |          |                      |                                  | 3%FV 3% FONDO DE VIVIENDA 274.00     |
|                                                            |           |          |                      |                                  | FOND FONDO PENSIONES EMPRES 1,598.31 |
|                                                            |           |          |                      |                                  | SEDARSEDAR 182.66                    |
|                                                            |           |          |                      |                                  | PVAC PROVISION DE PRIMA VAC 137.39   |
|                                                            |           |          |                      |                                  | AGUI PROVISION AGUINALDO 1,373.93    |
|                                                            |           |          |                      |                                  | TOTA NOMINA EN EFECTIVO 2,582.13     |

| Clave      | Nombre                           | S.Diario | S.Integ  | PERCEPCIONES                      | DEDUCCIONES | CONCEPTOS                            |
|------------|----------------------------------|----------|----------|-----------------------------------|-------------|--------------------------------------|
| <hr/>      |                                  |          |          |                                   |             |                                      |
| 206-003    | SANDOVAL AZPEITIA JOSE GUADALUPE |          |          |                                   |             |                                      |
| T.EMP:     | PERMANENTE                       | 529.46   | 747.37   | AUXILIAR DE TOPOGRAFO             |             |                                      |
| 01         | SUELDO BASE                      | 7,941.90 | 51       | ISR                               | 1,552.37    | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | AYUDA PARA DESPE                 | 557.00   | 54       | FONDO PENSIONES                   | 1,050.32    | IMP1 ISR ART 96 1,552.37             |
| 03         | AYUDA PARA PASAJ                 | 339.50   | 65       | OTRAS DEDUCCIONES                 | 4,089.55    | PGR1 PERC GRAVADA TIPO 1 10,596.48   |
| 04         | PRIMA QUINQUENAL                 | 566.80   |          |                                   |             | PERC TOTAL PERCEPCIONES 10,596.48    |
| 06         | PRIMA POR RIESGO                 | 1,191.28 |          |                                   |             | DEDU TOTAL DEDUCCIONES 6,692.24      |
|            |                                  |          |          |                                   |             | 3%FV 3% FONDO DE VIVIENDA 274.00     |
|            |                                  |          |          |                                   |             | FOND FONDO PENSIONES EMPRES 1,598.31 |
|            |                                  |          |          |                                   |             | SEDARSEDAR 182.66                    |
|            |                                  |          |          |                                   |             | PVAC PROVISION DE PRIMA VAC 137.39   |
|            |                                  |          |          |                                   |             | AGUI PROVISION AGUINALDO 1,373.93    |
|            |                                  |          |          |                                   |             | TOTA NOMINA EN EFECTIVO 3,904.24     |
| <br>       |                                  |          |          |                                   |             |                                      |
| 39-103-005 | MURILLO GODOY RUBEN              |          |          |                                   |             |                                      |
| T.EMP:     | PERMANENTE                       | 529.46   | 756.98   | TOPOGRAFO                         |             |                                      |
| 01         | SUELDO BASE                      | 7,941.90 | 51       | ISR                               | 1,612.90    | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | AYUDA PARA DESPE                 | 557.00   | 51B      | AJUSTE ISR A CARGO E              | 228.01      | IMP1 ISR ART 96 1,612.90             |
| 03         | AYUDA PARA PASAJ                 | 339.50   | 54       | FONDO PENSIONES                   | 1,050.32    | PGR1 PERC GRAVADA TIPO 1 10,879.88   |
| 04         | PRIMA QUINQUENAL                 | 850.20   | 65       | OTRAS DEDUCCIONES                 | 79.42       | PERC TOTAL PERCEPCIONES 10,879.88    |
| 06         | PRIMA POR RIESGO                 | 1,191.28 |          |                                   |             | DEDU TOTAL DEDUCCIONES 2,970.65      |
|            |                                  |          |          |                                   |             | 3%FV 3% FONDO DE VIVIENDA 274.00     |
|            |                                  |          |          |                                   |             | FOND FONDO PENSIONES EMPRES 1,598.31 |
|            |                                  |          |          |                                   |             | SEDARSEDAR 182.66                    |
|            |                                  |          |          |                                   |             | PVAC PROVISION DE PRIMA VAC 137.39   |
|            |                                  |          |          |                                   |             | AGUI PROVISION AGUINALDO 1,373.93    |
|            |                                  |          |          |                                   |             | TOTA NOMINA EN EFECTIVO 7,909.23     |
| <br>       |                                  |          |          |                                   |             |                                      |
| 39-131-009 | ARRIERO OLVERA JUAN CARLOS       |          |          |                                   |             |                                      |
| T.EMP:     | PERMANENTE                       | 511.10   | 722.27   | Proyectista                       |             |                                      |
| 01         | SUELDO BASE                      | 7,666.50 | 51       | ISR                               | 1,482.48    | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | AYUDA PARA DESPE                 | 546.50   | 51B      | AJUSTE ISR A CARGO E              | 191.92      | IMP1 ISR ART 96 1,482.48             |
| 03         | AYUDA PARA PASAJ                 | 339.50   | 54       | FONDO PENSIONES                   | 1,013.89    | PGR1 PERC GRAVADA TIPO 1 10,269.27   |
| 04         | PRIMA QUINQUENAL                 | 566.80   | 65       | OTRAS DEDUCCIONES                 | 4,172.01    | PERC TOTAL PERCEPCIONES 10,269.27    |
| 06         | PRIMA POR RIESGO                 | 1,149.97 |          |                                   |             | DEDU TOTAL DEDUCCIONES 6,860.30      |
|            |                                  |          |          |                                   |             | 3%FV 3% FONDO DE VIVIENDA 264.49     |
|            |                                  |          |          |                                   |             | FOND FONDO PENSIONES EMPRES 1,542.88 |
|            |                                  |          |          |                                   |             | SEDARSEDAR 176.33                    |
|            |                                  |          |          |                                   |             | PVAC PROVISION DE PRIMA VAC 132.91   |
|            |                                  |          |          |                                   |             | AGUI PROVISION AGUINALDO 1,329.11    |
|            |                                  |          |          |                                   |             | TOTA NOMINA EN EFECTIVO 3,408.97     |
| <br>       |                                  |          |          |                                   |             |                                      |
| 40-104-004 | MIRAMONTES AGUAYO MARTIN         |          |          |                                   |             |                                      |
| T.EMP:     | PERMANENTE                       | 529.46   | 747.37   | TOPOGRAFO                         |             |                                      |
| 01         | SUELDO BASE                      | 7,941.90 | 51       | ISR                               | 1,552.37    | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | AYUDA PARA DESPE                 | 557.00   | 51B      | AJUSTE ISR A CARGO E              | 219.17      | IMP1 ISR ART 96 1,552.37             |
| 03         | AYUDA PARA PASAJ                 | 339.50   | 54       | FONDO PENSIONES                   | 1,050.32    | PGR1 PERC GRAVADA TIPO 1 10,596.48   |
| 04         | PRIMA QUINQUENAL                 | 566.80   | 65       | OTRAS DEDUCCIONES                 | 79.42       | PERC TOTAL PERCEPCIONES 10,596.48    |
| 06         | PRIMA POR RIESGO                 | 1,191.28 |          |                                   |             | DEDU TOTAL DEDUCCIONES 2,901.28      |
|            |                                  |          |          |                                   |             | 3%FV 3% FONDO DE VIVIENDA 274.00     |
|            |                                  |          |          |                                   |             | FOND FONDO PENSIONES EMPRES 1,598.31 |
|            |                                  |          |          |                                   |             | SEDARSEDAR 182.66                    |
|            |                                  |          |          |                                   |             | PVAC PROVISION DE PRIMA VAC 137.39   |
|            |                                  |          |          |                                   |             | AGUI PROVISION AGUINALDO 1,373.93    |
|            |                                  |          |          |                                   |             | TOTA NOMINA EN EFECTIVO 7,695.20     |
| <br>       |                                  |          |          |                                   |             |                                      |
| 482-2020   | MERLOS VILLEGAS FIDELMAR         |          |          |                                   |             |                                      |
| T.EMP:     | PERMANENTE                       | 857.63   | 1,027.82 | Coordinador de Validación Técnica |             |                                      |

| Clave             | Nombre                               | S.Diario  | S.Integ  | PERCEPCIONES                             | DEDUCCIONES | CONCEPTOS                            |
|-------------------|--------------------------------------|-----------|----------|------------------------------------------|-------------|--------------------------------------|
| 01                | SUELDO BASE                          | 12,864.50 | 51       | ISR                                      | 2,278.96    | DVIG DIAS DE VIGENCIA 15.00          |
| 02                | AYUDA PARA DESPE                     | 643.00    | 54       | FONDO PENSIONES                          | 1,479.42    | IMP1 ISR ART 96 2,278.96             |
| 03                | AYUDA PARA PASAJ                     | 428.50    |          |                                          |             | PGR1 PERC GRAVADA TIPO 1 13,936.00   |
|                   |                                      |           |          |                                          |             | PERC TOTAL PERCEPCIONES 13,936.00    |
|                   |                                      |           |          |                                          |             | DEDU TOTAL DEDUCCIONES 3,758.38      |
|                   |                                      |           |          |                                          |             | 3%FV 3% FONDO DE VIVIENDA 385.94     |
|                   |                                      |           |          |                                          |             | FOND FONDO PENSIONES EMPRES 2,251.29 |
|                   |                                      |           |          |                                          |             | SEDARSEDAR 257.29                    |
|                   |                                      |           |          |                                          |             | PVAC PROVISION DE PRIMA VAC 190.90   |
|                   |                                      |           |          |                                          |             | AGUI PROVISION AGUINALDO 1,909.04    |
|                   |                                      |           |          |                                          |             | TOTA NOMINA EN EFECTIVO 10,177.62    |
| 550-012           | CASTRILLO DE LA PEÑA MARGARITA MARIA |           |          |                                          |             |                                      |
| T.EMP: PERMANENTE | 1,837.70                             |           | 2,208.17 | 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   |
|                   |                                      |           |          |                                          |             | 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    |
|                   |                                      |           |          |                                          |             | CHEQ PAGO POR CHEQUE 19,714.59       |
| 630-015           | MARTINEZ RIVERA CARLOS FRANCISCO     |           |          |                                          |             |                                      |
| T.EMP: PERMANENTE | 541.53                               |           | 652.11   | Residente Supervisor de Obra             |             |                                      |
| 01                | SUELDO BASE                          | 8,123.00  | 51       | ISR                                      | 1,219.58    | DVIG DIAS DE VIGENCIA 15.00          |
| 02                | AYUDA PARA DESPE                     | 564.00    | 51B      | AJUSTE ISR A CARGO E                     | 175.08      | IMP1 ISR ART 96 1,219.58             |
| 03                | AYUDA PARA PASAJ                     | 351.50    | 54       | FONDO PENSIONES                          | 934.15      | PGR1 PERC GRAVADA TIPO 1 9,038.50    |
|                   |                                      |           | 65       | OTRAS DEDUCCIONES                        | 2,034.00    | PERC TOTAL PERCEPCIONES 9,038.50     |
|                   |                                      |           |          |                                          |             | DEDU TOTAL DEDUCCIONES 4,362.81      |
|                   |                                      |           |          |                                          |             | 3%FV 3% FONDO DE VIVIENDA 243.69     |
|                   |                                      |           |          |                                          |             | FOND FONDO PENSIONES EMPRES 1,421.52 |
|                   |                                      |           |          |                                          |             | SEDARSEDAR 162.46                    |
|                   |                                      |           |          |                                          |             | PVAC PROVISION DE PRIMA VAC 123.82   |
|                   |                                      |           |          |                                          |             | AGUI PROVISION AGUINALDO 1,238.15    |
|                   |                                      |           |          |                                          |             | TOTA NOMINA EN EFECTIVO 4,675.69     |
| 660-005           | LOTFE MORENO JORGE RAMON             |           |          |                                          |             |                                      |
| T.EMP: PERMANENTE | 532.07                               |           | 649.38   | AUXILIAR DE ESTUDIOS Y PROYECTOS         |             |                                      |
| 01                | SUELDO BASE                          | 7,981.05  | 51       | ISR                                      | 1,245.74    | DVIG DIAS DE VIGENCIA 15.00          |
| 02                | AYUDA PARA DESPE                     | 557.00    | 51B      | AJUSTE ISR A CARGO E                     | 171.00      | IMP1 ISR ART 96 1,245.74             |
| 03                | AYUDA PARA PASAJ                     | 339.50    | 54       | FONDO PENSIONES                          | 917.82      | PGR1 PERC GRAVADA TIPO 1 9,160.95    |
| 04                | PRIMA QUINQUENAL                     | 283.40    | 65       | OTRAS DEDUCCIONES                        | 79.81       | PERC TOTAL PERCEPCIONES 9,160.95     |
|                   |                                      |           |          |                                          |             | DEDU TOTAL DEDUCCIONES 2,414.37      |
|                   |                                      |           |          |                                          |             | 3%FV 3% FONDO DE VIVIENDA 239.43     |
|                   |                                      |           |          |                                          |             | FOND FONDO PENSIONES EMPRES 1,396.68 |
|                   |                                      |           |          |                                          |             | SEDARSEDAR 159.62                    |
|                   |                                      |           |          |                                          |             | PVAC PROVISION DE PRIMA VAC 121.61   |
|                   |                                      |           |          |                                          |             | AGUI PROVISION AGUINALDO 1,216.10    |
|                   |                                      |           |          |                                          |             | TOTA NOMINA EN EFECTIVO 6,746.58     |
| 660-008           | MARTINEZ GOMEZ FABIAN JALIL          |           |          |                                          |             |                                      |
| T.EMP: PERMANENTE | 529.46                               |           | 737.76   | TOPOGRAFO                                |             |                                      |
| 01                | SUELDO BASE                          | 7,941.90  | 51       | ISR                                      | 1,491.84    | DVIG DIAS DE VIGENCIA 15.00          |
| 02                | AYUDA PARA DESPE                     | 557.00    | 51B      | AJUSTE ISR A CARGO E                     | 205.83      | IMP1 ISR ART 96 1,491.84             |

| Clave                                                            | Nombre           | S.Diario   | S.Integ | PERCEPCIONES         | DEDUCCIONES | CONCEPTOS                             |
|------------------------------------------------------------------|------------------|------------|---------|----------------------|-------------|---------------------------------------|
| 03                                                               | AYUDA PARA PASAJ | 339.50     | 54      | FONDO PENSIONES      | 1,050.32    | PGR1 PERC GRAVADA TIPO 1 10,313.08    |
| 04                                                               | PRIMA QUINQUENAL | 283.40     | 65      | OTRAS DEDUCCIONES    | 2,437.42    | PERC TOTAL PERCEPCIONES 10,313.08     |
| 06                                                               | PRIMA POR RIESGO | 1,191.28   |         |                      |             | DEDU TOTAL DEDUCCIONES 5,185.41       |
|                                                                  |                  |            |         |                      |             | 3%FV 3% FONDO DE VIVIENDA 274.00      |
|                                                                  |                  |            |         |                      |             | FOND FONDO PENSIONES EMPRES 1,598.31  |
|                                                                  |                  |            |         |                      |             | SEDARSEDAR 182.66                     |
|                                                                  |                  |            |         |                      |             | PVAC PROVISION DE PRIMA VAC 137.39    |
|                                                                  |                  |            |         |                      |             | AGUI PROVISION AGUINALDO 1,373.93     |
|                                                                  |                  |            |         |                      |             | TOTA NOMINA EN EFECTIVO 5,127.67      |
| **** Totales Subdirección de Proyectos de Agua Potable 6502 **** |                  |            |         |                      |             |                                       |
| 01                                                               | SUELDO BASE      | 136,709.95 | 51      | ISR                  | 26,627.63   | DVIG DIAS DE VIGENCIA 195.00          |
| 02                                                               | AYUDA PARA DESPE | 8,019.50   | 51B     | AJUSTE ISR A CARGO E | 1,560.96    | IMP1 ISR ART 96 26,627.63             |
| 03                                                               | AYUDA PARA PASAJ | 5,084.00   | 54      | FONDO PENSIONES      | 16,680.56   | PGR1 PERC GRAVADA TIPO 1 163,252.80   |
| 04                                                               | PRIMA QUINQUENAL | 5,101.20   | 65      | OTRAS DEDUCCIONES    | 23,332.36   | PERC TOTAL PERCEPCIONES 163,252.80    |
| 06                                                               | PRIMA POR RIESGO | 8,297.65   |         |                      |             | DEDU TOTAL DEDUCCIONES 68,201.51      |
| 16                                                               | HOMOLOGACION     | 40.50      |         |                      |             | 3%FV 3% FONDO DE VIVIENDA 4,351.47    |
|                                                                  |                  |            |         |                      |             | FOND FONDO PENSIONES EMPRES 25,383.43 |
|                                                                  |                  |            |         |                      |             | SEDARSEDAR 2,900.94                   |
|                                                                  |                  |            |         |                      |             | PVAC PROVISION DE PRIMA VAC 2,165.90  |
|                                                                  |                  |            |         |                      |             | AGUI PROVISION AGUINALDO 21,659.06    |
|                                                                  |                  |            |         |                      |             | TOTA NOMINA EN EFECTIVO 72,495.74     |
|                                                                  |                  |            |         |                      |             | CHEQ PAGO POR CHEQUE 22,555.55        |

Total de Empleados : 13.00

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| 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                                                                                                    |          | 1,340.93             | Jefe de Drenaje Pluvial Urbano AMG                 |                             |           |
| 01 SUELDO BASE                                                                                                       | 16,735.00                                                                                                   | 51       | ISR                  | 3,238.93                                           | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02 AYUDA PARA DESPE                                                                                                  | 774.50                                                                                                      | 54       | FONDO PENSIONES      | 1,924.53                                           | IMP1 ISR ART 96             | 3,238.93  |
| 03 AYUDA PARA PASAJ                                                                                                  | 508.00                                                                                                      |          |                      |                                                    | PGR1 PERC GRAVADA TIPO 1    | 18,017.50 |
|                                                                                                                      |                                                                                                             |          |                      |                                                    | PERC TOTAL PERCEPCIONES     | 18,017.50 |
|                                                                                                                      |                                                                                                             |          |                      |                                                    | DEDU TOTAL DEDUCCIONES      | 5,163.46  |
|                                                                                                                      |                                                                                                             |          |                      |                                                    | 3%FV 3% FONDO DE VIVIENDA   | 502.05    |
|                                                                                                                      |                                                                                                             |          |                      |                                                    | FOND FONDO PENSIONES EMPRES | 2,928.63  |
|                                                                                                                      |                                                                                                             |          |                      |                                                    | SEDARSEDAR                  | 334.70    |
|                                                                                                                      |                                                                                                             |          |                      |                                                    | PVAC PROVISION DE PRIMA VAC | 246.82    |
|                                                                                                                      |                                                                                                             |          |                      |                                                    | AGUI PROVISION AGUINALDO    | 2,468.15  |
|                                                                                                                      |                                                                                                             |          |                      |                                                    | TOTA NOMINA EN EFECTIVO     | 12,854.04 |
| 41-083-007                                                                                                           | RAMIREZ TORIJA OMAR SALOMON                                                                                 |          |                      |                                                    |                             |           |
| T.EMP: PERMANENTE                                                                                                    | 857.63                                                                                                      |          | 1,027.82             | Geotecnista                                        |                             |           |
| 01 SUELDO BASE                                                                                                       | 12,864.50                                                                                                   | 51       | ISR                  | 2,278.96                                           | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02 AYUDA PARA DESPE                                                                                                  | 643.00                                                                                                      | 51B      | AJUSTE ISR A CARGO E | 356.27                                             | IMP1 ISR ART 96             | 2,278.96  |
| 03 AYUDA PARA PASAJ                                                                                                  | 428.50                                                                                                      | 54       | FONDO PENSIONES      | 1,479.42                                           | PGR1 PERC GRAVADA TIPO 1    | 13,936.00 |
|                                                                                                                      |                                                                                                             | 65       | OTRAS DEDUCCIONES    | 1,000.00                                           | PERC TOTAL PERCEPCIONES     | 13,936.00 |
|                                                                                                                      |                                                                                                             |          |                      |                                                    | DEDU TOTAL DEDUCCIONES      | 5,114.65  |
|                                                                                                                      |                                                                                                             |          |                      |                                                    | 3%FV 3% FONDO DE VIVIENDA   | 385.94    |
|                                                                                                                      |                                                                                                             |          |                      |                                                    | FOND FONDO PENSIONES EMPRES | 2,251.29  |
|                                                                                                                      |                                                                                                             |          |                      |                                                    | SEDARSEDAR                  | 257.29    |
|                                                                                                                      |                                                                                                             |          |                      |                                                    | PVAC PROVISION DE PRIMA VAC | 190.90    |
|                                                                                                                      |                                                                                                             |          |                      |                                                    | AGUI PROVISION AGUINALDO    | 1,909.04  |
|                                                                                                                      |                                                                                                             |          |                      |                                                    | TOTA NOMINA EN EFECTIVO     | 8,821.35  |
| 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                  | 11,955.77                                          | DVIG DIAS DE VIGENCIA       | 45.00     |
| 02 AYUDA PARA DESPE                                                                                                  | 2,446.00                                                                                                    | 51B      | AJUSTE ISR A CARGO E | 356.27                                             | IMP1 ISR ART 96             | 11,955.77 |
| 03 AYUDA PARA PASAJ                                                                                                  | 1,665.00                                                                                                    | 54       | FONDO PENSIONES      | 6,573.98                                           | PGR1 PERC GRAVADA TIPO 1    | 61,276.00 |
|                                                                                                                      |                                                                                                             | 65       | OTRAS DEDUCCIONES    | 1,000.00                                           | PERC TOTAL PERCEPCIONES     | 61,276.00 |
|                                                                                                                      |                                                                                                             |          |                      |                                                    | DEDU TOTAL DEDUCCIONES      | 19,886.02 |
|                                                                                                                      |                                                                                                             |          |                      |                                                    | 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 | 839.40    |
|                                                                                                                      |                                                                                                             |          |                      |                                                    | AGUI PROVISION AGUINALDO    | 8,393.97  |
|                                                                                                                      |                                                                                                             |          |                      |                                                    | TOTA NOMINA EN EFECTIVO     | 41,389.98 |

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

|                           |  |  |       |  |  |
|---------------------------|--|--|-------|--|--|
| Total de Empleados : 3.00 |  |  | ----- |  |  |
|---------------------------|--|--|-------|--|--|

Total de Empleados : 2.00 -----

Total de Empleados : 2.00

| Clave                                           | Nombre    | S.Diario | S.Integ           | DEDUCCIONES                                        | CONCEPTOS                            |
|-------------------------------------------------|-----------|----------|-------------------|----------------------------------------------------|--------------------------------------|
| PERCEPCIONES                                    |           |          |                   |                                                    |                                      |
| ***** Subdireccion de Gestion de rec ***** 6506 |           |          |                   |                                                    |                                      |
| 25-100-003 SANCHEZ GONZALEZ JOSE ANDRES         |           |          |                   |                                                    |                                      |
| T.EMP: PERMANENTE                               | 541.53    |          | 674.07            | Analista de Planeación y Programación (Federal/Nac |                                      |
| 01 SUELDO BASE                                  | 8,123.00  | 51       | ISR               | 1,349.30                                           | DVIG DIAS DE VIGENCIA 15.00          |
| 02 AYUDA PARA DESPE                             | 564.00    | 54       | FONDO PENSIONES   | 938.80                                             | IMP1 ISR ART 96 1,349.30             |
| 03 AYUDA PARA PASAJ                             | 351.50    | 65       | OTRAS DEDUCCIONES | 4,026.16                                           | PGR1 PERC GRAVADA TIPO 1 9,645.79    |
| 04 PRIMA QUINQUENAL                             | 566.80    |          |                   |                                                    | PERC TOTAL PERCEPCIONES 9,645.80     |
| 16 HOMOLOGACION                                 | 40.50     |          |                   |                                                    | DEDU TOTAL DEDUCCIONES 6,314.26      |
|                                                 |           |          |                   |                                                    | 3%FV 3% FONDO DE VIVIENDA 244.91     |
|                                                 |           |          |                   |                                                    | FOND FONDO PENSIONES EMPRES 1,428.61 |
|                                                 |           |          |                   |                                                    | SEDARSEDAR 163.27                    |
|                                                 |           |          |                   |                                                    | PVAC PROVISION DE PRIMA VAC 123.82   |
|                                                 |           |          |                   |                                                    | AGUI PROVISION AGUINALDO 1,238.15    |
|                                                 |           |          |                   |                                                    | TOTA NOMINA EN EFECTIVO 3,331.54     |
| 25-237-002 MONTES SANDOVAL CLAUDIA              |           |          |                   |                                                    |                                      |
| T.EMP: PERMANENTE                               | 541.53    |          | 741.43            | Analista de Planeación y Programación (Estatad)    |                                      |
| 01 SUELDO BASE                                  | 8,123.00  | 51       | ISR               | 1,349.30                                           | DVIG DIAS DE VIGENCIA 15.00          |
| 02 AYUDA PARA DESPE                             | 564.00    | 54       | FONDO PENSIONES   | 938.80                                             | IMP1 ISR ART 96 1,349.30             |
| 03 AYUDA PARA PASAJ                             | 351.50    | 65       | OTRAS DEDUCCIONES | 1,691.00                                           | PGR1 PERC GRAVADA TIPO 1 9,645.79    |
| 04 PRIMA QUINQUENAL                             | 566.80    |          |                   |                                                    | PERC TOTAL PERCEPCIONES 9,645.80     |
| 16 HOMOLOGACION                                 | 40.50     |          |                   |                                                    | DEDU TOTAL DEDUCCIONES 3,979.10      |
|                                                 |           |          |                   |                                                    | 3%FV 3% FONDO DE VIVIENDA 244.91     |
|                                                 |           |          |                   |                                                    | FOND FONDO PENSIONES EMPRES 1,428.61 |
|                                                 |           |          |                   |                                                    | SEDARSEDAR 163.27                    |
|                                                 |           |          |                   |                                                    | PVAC PROVISION DE PRIMA VAC 123.82   |
|                                                 |           |          |                   |                                                    | AGUI PROVISION AGUINALDO 1,238.15    |
|                                                 |           |          |                   |                                                    | TOTA NOMINA EN EFECTIVO 5,666.70     |
| 40-043-001 PEREZ LLAMAS RAFAEL                  |           |          |                   |                                                    |                                      |
| T.EMP: PERMANENTE                               | 990.47    |          | 1,216.55          | Jefe de Integración de Expedientes de Obra Pública |                                      |
| 01 SUELDO BASE                                  | 14,857.00 | 51       | ISR               | 2,950.57                                           | DVIG DIAS DE VIGENCIA 15.00          |
| 02 AYUDA PARA DESPE                             | 732.50    | 54       | FONDO PENSIONES   | 1,708.56                                           | IMP1 ISR ART 96 2,950.57             |
| 03 AYUDA PARA PASAJ                             | 493.50    | 65       | OTRAS DEDUCCIONES | 4,664.67                                           | PGR1 PERC GRAVADA TIPO 1 16,791.50   |
| 04 PRIMA QUINQUENAL                             | 708.50    |          |                   |                                                    | PERC TOTAL PERCEPCIONES 16,791.50    |
|                                                 |           |          |                   |                                                    | DEDU TOTAL DEDUCCIONES 9,323.80      |
|                                                 |           |          |                   |                                                    | 3%FV 3% FONDO DE VIVIENDA 445.71     |
|                                                 |           |          |                   |                                                    | FOND FONDO PENSIONES EMPRES 2,599.97 |
|                                                 |           |          |                   |                                                    | SEDARSEDAR 297.14                    |
|                                                 |           |          |                   |                                                    | PVAC PROVISION DE PRIMA VAC 220.32   |
|                                                 |           |          |                   |                                                    | AGUI PROVISION AGUINALDO 2,203.15    |
|                                                 |           |          |                   |                                                    | TOTA NOMINA EN EFECTIVO 7,467.70     |
| 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 | 3,364.00                                           | PGR1 PERC GRAVADA TIPO 1 25,195.00   |
|                                                 |           |          |                   |                                                    | PERC TOTAL PERCEPCIONES 25,195.00    |
|                                                 |           |          |                   |                                                    | DEDU TOTAL DEDUCCIONES 11,271.54     |
|                                                 |           |          |                   |                                                    | 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 13,923.46    |

| Clave        | Nombre                                 |           | S.Diario | S.Integ           | DEDUCCIONES | CONCEPTOS                            |
|--------------|----------------------------------------|-----------|----------|-------------------|-------------|--------------------------------------|
| PERCEPCIONES |                                        |           |          |                   |             |                                      |
| -----        |                                        |           |          |                   |             |                                      |
| ****         | Totales Subdireccion de Gestion de rec |           | 6506     | ****              |             |                                      |
| 01           | SUELDO BASE                            | 54,650.00 | 51       | ISR               | 10,848.80   | DVIG DIAS DE VIGENCIA 60.00          |
| 02           | AYUDA PARA DESPE                       | 2,820.50  | 54       | FONDO PENSIONES   | 6,294.07    | IMP1 ISR ART 96 10,848.80            |
| 03           | AYUDA PARA PASAJ                       | 1,884.50  | 65       | OTRAS DEDUCCIONES | 13,745.83   | PGR1 PERC GRAVADA TIPO 1 61,278.08   |
| 04           | PRIMA QUINQUENAL                       | 1,842.10  |          |                   |             | PERC TOTAL PERCEPCIONES 61,278.10    |
| 16           | HOMOLOGACION                           | 81.00     |          |                   |             | DEDU TOTAL DEDUCCIONES 30,888.70     |
|              |                                        |           |          |                   |             | 3%FV 3% FONDO DE VIVIENDA 1,641.94   |
|              |                                        |           |          |                   |             | FOND FONDO PENSIONES EMPRES 9,577.91 |
|              |                                        |           |          |                   |             | SEDARSEDAR 1,094.62                  |
|              |                                        |           |          |                   |             | PVAC PROVISION DE PRIMA VAC 813.10   |
|              |                                        |           |          |                   |             | AGUI PROVISION AGUINALDO 8,130.82    |
|              |                                        |           |          |                   |             | TOTA NOMINA EN EFECTIVO 30,389.40    |

Total de Empleados : 4.00

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| Clave                                                            | Nombre                        | S.Diario | S.Integ              | DEDUCCIONES                                   | CONCEPTOS                            |
|------------------------------------------------------------------|-------------------------------|----------|----------------------|-----------------------------------------------|--------------------------------------|
| PERCEPCIONES                                                     |                               |          |                      |                                               |                                      |
| ***** Dirección Administrativa, Jurídica e Innovación ***** 7501 |                               |          |                      |                                               |                                      |
| 301-005                                                          | ARIAS CARDONA MIRIAM          |          |                      |                                               |                                      |
| T.EMP: PERMANENTE                                                | 595.20                        |          | 716.40               | ANALISTA DE COMUNICACION                      |                                      |
| 01 SUELDO BASE                                                   | 8,928.00                      | 51       | ISR                  | 1,416.93                                      | DVIG DIAS DE VIGENCIA 15.00          |
| 02 AYUDA PARA DESPE                                              | 465.50                        | 51B      | AJUSTE ISR A CARGO E | 191.32                                        | IMP1 ISR ART 96 1,416.93             |
| 03 AYUDA PARA PASAJ                                              | 285.50                        | 54       | FONDO PENSIONES      | 1,026.72                                      | PGR1 PERC GRAVADA TIPO 1 9,962.40    |
| 04 PRIMA QUINQUENAL                                              | 283.40                        | 65       | OTRAS DEDUCCIONES    | 4,400.72                                      | PERC TOTAL PERCEPCIONES 9,962.40     |
|                                                                  |                               |          |                      |                                               | DEDU TOTAL DEDUCCIONES 7,035.69      |
|                                                                  |                               |          |                      |                                               | 3%FV 3% FONDO DE VIVIENDA 267.84     |
|                                                                  |                               |          |                      |                                               | FOND FONDO PENSIONES EMPRES 1,562.40 |
|                                                                  |                               |          |                      |                                               | SEDARSEDAR 178.56                    |
|                                                                  |                               |          |                      |                                               | PVAC PROVISION DE PRIMA VAC 132.59   |
|                                                                  |                               |          |                      |                                               | AGUI PROVISION AGUINALDO 1,325.89    |
|                                                                  |                               |          |                      |                                               | TOTA NOMINA EN EFECTIVO 2,926.71     |
| 510-003                                                          | VAZQUEZ ORTIZ RUTH MARIA      |          |                      |                                               |                                      |
| T.EMP: PERMANENTE                                                | 473.73                        |          | 584.88               | SECRETARIA                                    |                                      |
| 01 SUELDO BASE                                                   | 7,105.95                      | 51       | ISR                  | 1,070.39                                      | DVIG DIAS DE VIGENCIA 15.00          |
| 02 AYUDA PARA DESPE                                              | 478.50                        | 51B      | AJUSTE ISR A CARGO E | 146.59                                        | IMP1 ISR ART 96 1,070.39             |
| 03 AYUDA PARA PASAJ                                              | 330.50                        | 54       | FONDO PENSIONES      | 817.18                                        | PGR1 PERC GRAVADA TIPO 1 8,340.04    |
| 04 PRIMA QUINQUENAL                                              | 425.10                        | 65       | OTRAS DEDUCCIONES    | 1,795.25                                      | PERC TOTAL PERCEPCIONES 8,340.05     |
|                                                                  |                               |          |                      |                                               | DEDU TOTAL DEDUCCIONES 3,829.41      |
|                                                                  |                               |          |                      |                                               | 3%FV 3% FONDO DE VIVIENDA 213.18     |
|                                                                  |                               |          |                      |                                               | FOND FONDO PENSIONES EMPRES 1,243.54 |
|                                                                  |                               |          |                      |                                               | SEDARSEDAR 142.12                    |
|                                                                  |                               |          |                      |                                               | PVAC PROVISION DE PRIMA VAC 108.42   |
|                                                                  |                               |          |                      |                                               | AGUI PROVISION AGUINALDO 1,084.24    |
|                                                                  |                               |          |                      |                                               | TOTA NOMINA EN EFECTIVO 4,510.64     |
| 700-009                                                          | VÁZQUEZ QUIÑONES ALBERTO JOSÉ |          |                      |                                               |                                      |
| T.EMP: PERMANENTE                                                | 2,098.93                      |          | 2,240.50             | Director Administrativo Jurídico e Innovación |                                      |
| 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    | 6,250.00                                      | PGR1 PERC GRAVADA TIPO 1 33,436.50   |
|                                                                  |                               |          |                      |                                               | PERC TOTAL PERCEPCIONES 33,436.50    |
|                                                                  |                               |          |                      |                                               | DEDU TOTAL DEDUCCIONES 17,542.74     |
|                                                                  |                               |          |                      |                                               | 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 15,893.76    |
| 730-005                                                          | RANGEL JAUREGUI KARLA VIANNEY |          |                      |                                               |                                      |
| T.EMP: PERMANENTE                                                | 532.07                        |          | 788.89               | SECRETARIA DE DIRECCION                       |                                      |
| 01 SUELDO BASE                                                   | 7,981.05                      | 51       | ISR                  | 1,276.01                                      | DVIG DIAS DE VIGENCIA 15.00          |
| 02 AYUDA PARA DESPE                                              | 557.00                        | 51B      | AJUSTE ISR A CARGO E | 194.34                                        | IMP1 ISR ART 96 1,276.01             |
| 03 AYUDA PARA PASAJ                                              | 339.50                        | 54       | FONDO PENSIONES      | 917.82                                        | PGR1 PERC GRAVADA TIPO 1 9,302.65    |
| 04 PRIMA QUINQUENAL                                              | 425.10                        | 65       | OTRAS DEDUCCIONES    | 3,057.81                                      | PERC TOTAL PERCEPCIONES 9,302.65     |
|                                                                  |                               |          |                      |                                               | DEDU TOTAL DEDUCCIONES 5,445.98      |
|                                                                  |                               |          |                      |                                               | 3%FV 3% FONDO DE VIVIENDA 239.43     |
|                                                                  |                               |          |                      |                                               | FOND FONDO PENSIONES EMPRES 1,396.68 |
|                                                                  |                               |          |                      |                                               | SEDARSEDAR 159.62                    |
|                                                                  |                               |          |                      |                                               | PVAC PROVISION DE PRIMA VAC 121.61   |
|                                                                  |                               |          |                      |                                               | AGUI PROVISION AGUINALDO 1,216.10    |
|                                                                  |                               |          |                      |                                               | TOTA NOMINA EN EFECTIVO 3,856.67     |

| Clave | Nombre           | S.Diario  | S.Integ                               | PERCEPCIONES         | DEDUCCIONES | CONCEPTOS                            |
|-------|------------------|-----------|---------------------------------------|----------------------|-------------|--------------------------------------|
| ****  | Totales          | Dirección | Administrativa, Jurídica e Innovación | 7501                 | ****        |                                      |
| 01    | SUELDO BASE      | 55,499.00 | 51                                    | ISR                  | 11,435.41   | DVIG DIAS DE VIGENCIA 60.00          |
| 02    | AYUDA PARA DESPE | 2,645.00  | 51B                                   | AJUSTE ISR A CARGO E | 532.25      | IMP1 ISR ART 96 11,435.41            |
| 03    | AYUDA PARA PASAJ | 1,764.00  | 54                                    | FONDO PENSIONES      | 6,382.38    | PGR1 PERC GRAVADA TIPO 1 61,041.59   |
| 04    | PRIMA QUINQUENAL | 1,133.60  | 65                                    | OTRAS DEDUCCIONES    | 15,503.78   | PERC TOTAL PERCEPCIONES 61,041.60    |
|       |                  |           |                                       |                      |             | DEDU TOTAL DEDUCCIONES 33,853.82     |
|       |                  |           |                                       |                      |             | 3%FV 3% FONDO DE VIVIENDA 1,664.97   |
|       |                  |           |                                       |                      |             | FOND FONDO PENSIONES EMPRES 9,712.32 |
|       |                  |           |                                       |                      |             | SEDARSEDAR 1,109.98                  |
|       |                  |           |                                       |                      |             | PVAC PROVISION DE PRIMA VAC 820.65   |
|       |                  |           |                                       |                      |             | AGUI PROVISION AGUINALDO 8,206.57    |
|       |                  |           |                                       |                      |             | TOTA NOMINA EN EFECTIVO 27,187.78    |

Total de Empleados : 4.00

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| Clave                                             | Nombre                          | S.Diario | S.Integ              | DEDUCCIONES                          | CONCEPTOS                            |
|---------------------------------------------------|---------------------------------|----------|----------------------|--------------------------------------|--------------------------------------|
| PERCEPCIONES                                      |                                 |          |                      |                                      |                                      |
| ***** Subdirección de Recursos Humanos ***** 7502 |                                 |          |                      |                                      |                                      |
| 18-0002                                           | HERNANDEZ JAIME ERIKA MONSERRAT |          |                      |                                      |                                      |
| T.EMP: PERMANENTE                                 | 857.63                          |          | 1,027.82             | Jefe de área de Recursos Humanos B   |                                      |
| 01 SUELDO BASE                                    | 12,864.50                       | 51       | ISR                  | 2,278.96                             | DVIG DIAS DE VIGENCIA 15.00          |
| 02 AYUDA PARA DESPE                               | 643.00                          | 54       | FONDO PENSIONES      | 1,479.42                             | IMP1 ISR ART 96 2,278.96             |
| 03 AYUDA PARA PASAJ                               | 428.50                          |          |                      |                                      | PGR1 PERC GRAVADA TIPO 1 13,936.00   |
|                                                   |                                 |          |                      |                                      | PERC TOTAL PERCEPCIONES 13,936.00    |
|                                                   |                                 |          |                      |                                      | DEDU TOTAL DEDUCCIONES 3,758.38      |
|                                                   |                                 |          |                      |                                      | 3%FV 3% FONDO DE VIVIENDA 385.94     |
|                                                   |                                 |          |                      |                                      | FOND FONDO PENSIONES EMPRES 2,251.29 |
|                                                   |                                 |          |                      |                                      | SEDARSEDAR 257.29                    |
|                                                   |                                 |          |                      |                                      | PVAC PROVISION DE PRIMA VAC 190.90   |
|                                                   |                                 |          |                      |                                      | AGUI PROVISION AGUINALDO 1,909.04    |
|                                                   |                                 |          |                      |                                      | TOTA NOMINA EN EFECTIVO 10,177.62    |
| 18-123-002                                        | MIRANDA TORRES MARTHA ERIKA     |          |                      |                                      |                                      |
| T.EMP: PERMANENTE                                 | 532.07                          |          | 658.98               | AUXILIAR DE NOMINA                   |                                      |
| 01 SUELDO BASE                                    | 7,981.05                        | 51       | ISR                  | 1,306.27                             | DVIG DIAS DE VIGENCIA 15.00          |
| 02 AYUDA PARA DESPE                               | 557.00                          | 54       | FONDO PENSIONES      | 917.82                               | IMP1 ISR ART 96 1,306.27             |
| 03 AYUDA PARA PASAJ                               | 339.50                          | 65       | OTRAS DEDUCCIONES    | 2,071.59                             | PGR1 PERC GRAVADA TIPO 1 9,444.35    |
| 04 PRIMA QUINQUENAL                               | 566.80                          |          |                      |                                      | PERC TOTAL PERCEPCIONES 9,444.35     |
|                                                   |                                 |          |                      |                                      | DEDU TOTAL DEDUCCIONES 4,295.68      |
|                                                   |                                 |          |                      |                                      | 3%FV 3% FONDO DE VIVIENDA 239.43     |
|                                                   |                                 |          |                      |                                      | FOND FONDO PENSIONES EMPRES 1,396.68 |
|                                                   |                                 |          |                      |                                      | SEDARSEDAR 159.62                    |
|                                                   |                                 |          |                      |                                      | PVAC PROVISION DE PRIMA VAC 121.61   |
|                                                   |                                 |          |                      |                                      | AGUI PROVISION AGUINALDO 1,216.10    |
|                                                   |                                 |          |                      |                                      | TOTA NOMINA EN EFECTIVO 5,148.67     |
| 300-004                                           | SANCHEZ MACIAS MARIA DEL CARMEN |          |                      |                                      |                                      |
| T.EMP: PERMANENTE                                 | 473.73                          |          | 580.08               | SECRETARIA                           |                                      |
| 01 SUELDO BASE                                    | 7,105.95                        | 51       | ISR                  | 1,040.13                             | DVIG DIAS DE VIGENCIA 15.00          |
| 02 AYUDA PARA DESPE                               | 478.50                          | 51B      | AJUSTE ISR A CARGO E | 146.60                               | IMP1 ISR ART 96 1,040.13             |
| 03 AYUDA PARA PASAJ                               | 330.50                          | 54       | FONDO PENSIONES      | 817.18                               | PGR1 PERC GRAVADA TIPO 1 8,198.35    |
| 04 PRIMA QUINQUENAL                               | 283.40                          | 65       | OTRAS DEDUCCIONES    | 3,188.06                             | PERC TOTAL PERCEPCIONES 8,198.35     |
|                                                   |                                 |          |                      |                                      | DEDU TOTAL DEDUCCIONES 5,191.97      |
|                                                   |                                 |          |                      |                                      | 3%FV 3% FONDO DE VIVIENDA 213.18     |
|                                                   |                                 |          |                      |                                      | FOND FONDO PENSIONES EMPRES 1,243.54 |
|                                                   |                                 |          |                      |                                      | SEDARSEDAR 142.12                    |
|                                                   |                                 |          |                      |                                      | PVAC PROVISION DE PRIMA VAC 108.42   |
|                                                   |                                 |          |                      |                                      | AGUI PROVISION AGUINALDO 1,084.24    |
|                                                   |                                 |          |                      |                                      | TOTA NOMINA EN EFECTIVO 3,006.38     |
| 484-2020                                          | CORONADO TINOCO ANA CAROLINA    |          |                      |                                      |                                      |
| T.EMP: PERMANENTE                                 | 761.06                          |          | 912.21               | Especialista en Proyectos Especiales |                                      |
| 01 SUELDO BASE                                    | 11,416.00                       | 51       | ISR                  | 1,943.80                             | DVIG DIAS DE VIGENCIA 15.00          |
| 02 AYUDA PARA DESPE                               | 623.50                          | 54       | FONDO PENSIONES      | 1,312.84                             | IMP1 ISR ART 96 1,943.80             |
| 03 AYUDA PARA PASAJ                               | 389.50                          | 65       | OTRAS DEDUCCIONES    | 1,667.00                             | PGR1 PERC GRAVADA TIPO 1 12,429.00   |
|                                                   |                                 |          |                      |                                      | PERC TOTAL PERCEPCIONES 12,429.00    |
|                                                   |                                 |          |                      |                                      | DEDU TOTAL DEDUCCIONES 4,923.64      |
|                                                   |                                 |          |                      |                                      | 3%FV 3% FONDO DE VIVIENDA 342.48     |
|                                                   |                                 |          |                      |                                      | FOND FONDO PENSIONES EMPRES 1,997.80 |
|                                                   |                                 |          |                      |                                      | SEDARSEDAR 228.32                    |
|                                                   |                                 |          |                      |                                      | PVAC PROVISION DE PRIMA VAC 170.26   |
|                                                   |                                 |          |                      |                                      | AGUI PROVISION AGUINALDO 1,702.60    |
|                                                   |                                 |          |                      |                                      | TOTA NOMINA EN EFECTIVO 7,505.36     |

| Clave   | Nombre                      | S.Diario  | S.Integ  | PERCEPCIONES                             | DEDUCCIONES | CONCEPTOS                            |
|---------|-----------------------------|-----------|----------|------------------------------------------|-------------|--------------------------------------|
| 526-002 | PELAYO RUIZ KARLA CECILIA   |           |          |                                          |             |                                      |
| T.EMP:  | PERMANENTE                  | 623.53    | 826.78   | Analista de Sistemas A                   |             |                                      |
| 01      | SUELDO BASE                 | 9,352.95  | 51       | ISR                                      | 1,569.05    | DVIG DIAS DE VIGENCIA 15.00          |
| 02      | AYUDA PARA DESPE            | 557.00    | 51B      | AJUSTE ISR A CARGO E                     | 311.79      | IMP1 ISR ART 96 1,569.05             |
| 03      | AYUDA PARA PASAJ            | 339.50    | 54       | FONDO PENSIONES                          | 1,075.59    | PGR1 PERC GRAVADA TIPO 1 10,674.55   |
| 04      | PRIMA QUINQUENAL            | 425.10    | 65       | OTRAS DEDUCCIONES                        | 2,576.53    | PERC TOTAL PERCEPCIONES 10,674.55    |
|         |                             |           |          |                                          |             | DEDU TOTAL DEDUCCIONES 5,532.96      |
|         |                             |           |          |                                          |             | 3%FV 3% FONDO DE VIVIENDA 280.59     |
|         |                             |           |          |                                          |             | FOND FONDO PENSIONES EMPRES 1,636.77 |
|         |                             |           |          |                                          |             | SEDARSEDAR 187.06                    |
|         |                             |           |          |                                          |             | PVAC PROVISION DE PRIMA VAC 140.40   |
|         |                             |           |          |                                          |             | AGUI PROVISION AGUINALDO 1,404.03    |
|         |                             |           |          |                                          |             | TOTA NOMINA EN EFECTIVO 5,141.59     |
| 700-010 | SAHAGUN JIMENEZ ELIZABETH   |           |          |                                          |             |                                      |
| T.EMP:  | PERMANENTE                  | 857.63    | 1,027.82 | Jefe de área de planeación e información |             |                                      |
| 01      | SUELDO BASE                 | 12,864.50 | 51       | ISR                                      | 2,278.96    | DVIG DIAS DE VIGENCIA 15.00          |
| 02      | AYUDA PARA DESPE            | 643.00    | 54       | FONDO PENSIONES                          | 1,479.42    | IMP1 ISR ART 96 2,278.96             |
| 03      | AYUDA PARA PASAJ            | 428.50    | 65       | OTRAS DEDUCCIONES                        | 1,518.79    | PGR1 PERC GRAVADA TIPO 1 13,936.00   |
|         |                             |           |          |                                          |             | PERC TOTAL PERCEPCIONES 13,936.00    |
|         |                             |           |          |                                          |             | DEDU TOTAL DEDUCCIONES 5,277.17      |
|         |                             |           |          |                                          |             | 3%FV 3% FONDO DE VIVIENDA 385.94     |
|         |                             |           |          |                                          |             | FOND FONDO PENSIONES EMPRES 2,251.29 |
|         |                             |           |          |                                          |             | SEDARSEDAR 257.29                    |
|         |                             |           |          |                                          |             | PVAC PROVISION DE PRIMA VAC 190.90   |
|         |                             |           |          |                                          |             | AGUI PROVISION AGUINALDO 1,909.04    |
|         |                             |           |          |                                          |             | TOTA NOMINA EN EFECTIVO 8,658.83     |
| 730-038 | GUZMÁN LUPERCIO PATRICIA    |           |          |                                          |             |                                      |
| T.EMP:  | PERMANENTE                  | 857.63    | 1,027.82 | Jefe de Formación y Capacitación         |             |                                      |
| 01      | SUELDO BASE                 | 12,864.50 | 51       | ISR                                      | 2,278.96    | DVIG DIAS DE VIGENCIA 15.00          |
| 02      | AYUDA PARA DESPE            | 643.00    | 51B      | AJUSTE ISR A CARGO E                     | 356.27      | IMP1 ISR ART 96 2,278.96             |
| 03      | AYUDA PARA PASAJ            | 428.50    | 54       | FONDO PENSIONES                          | 1,479.42    | PGR1 PERC GRAVADA TIPO 1 13,936.00   |
|         |                             |           | 65       | OTRAS DEDUCCIONES                        | 5,895.00    | PERC TOTAL PERCEPCIONES 13,936.00    |
|         |                             |           |          |                                          |             | DEDU TOTAL DEDUCCIONES 10,009.65     |
|         |                             |           |          |                                          |             | 3%FV 3% FONDO DE VIVIENDA 385.94     |
|         |                             |           |          |                                          |             | FOND FONDO PENSIONES EMPRES 2,251.29 |
|         |                             |           |          |                                          |             | SEDARSEDAR 257.29                    |
|         |                             |           |          |                                          |             | PVAC PROVISION DE PRIMA VAC 190.90   |
|         |                             |           |          |                                          |             | AGUI PROVISION AGUINALDO 1,909.04    |
|         |                             |           |          |                                          |             | TOTA NOMINA EN EFECTIVO 3,926.35     |
| 740-013 | NUÑO ENCISO RAMIRO DE JESUS |           |          |                                          |             |                                      |
| T.EMP:  | PERMANENTE                  | 473.73    | 580.08   | SECRETARIA                               |             |                                      |
| 01      | SUELDO BASE                 | 7,105.95  | 51       | ISR                                      | 1,040.13    | DVIG DIAS DE VIGENCIA 15.00          |
| 02      | AYUDA PARA DESPE            | 478.50    | 51B      | AJUSTE ISR A CARGO E                     | 146.60      | IMP1 ISR ART 96 1,040.13             |
| 03      | AYUDA PARA PASAJ            | 330.50    | 54       | FONDO PENSIONES                          | 817.18      | PGR1 PERC GRAVADA TIPO 1 8,198.35    |
| 04      | PRIMA QUINQUENAL            | 283.40    | 65       | OTRAS DEDUCCIONES                        | 71.06       | PERC TOTAL PERCEPCIONES 8,198.35     |
|         |                             |           |          |                                          |             | DEDU TOTAL DEDUCCIONES 2,074.97      |
|         |                             |           |          |                                          |             | 3%FV 3% FONDO DE VIVIENDA 213.18     |
|         |                             |           |          |                                          |             | FOND FONDO PENSIONES EMPRES 1,243.54 |
|         |                             |           |          |                                          |             | SEDARSEDAR 142.12                    |
|         |                             |           |          |                                          |             | PVAC PROVISION DE PRIMA VAC 108.42   |
|         |                             |           |          |                                          |             | AGUI PROVISION AGUINALDO 1,084.24    |
|         |                             |           |          |                                          |             | CHEQ PAGO POR CHEQUE 6,123.38        |
| 740-017 | PEREZ CHAVEZ RENE           |           |          |                                          |             |                                      |
| T.EMP:  | PERMANENTE                  | 623.53    | 821.97   | ANALISTA DE NOMINA                       |             |                                      |

| Clave   | Nombre                          | S.Diario  | S.Integ | PERCEPCIONES                            | DEDUCCIONES | CONCEPTOS                            |
|---------|---------------------------------|-----------|---------|-----------------------------------------|-------------|--------------------------------------|
| 01      | SUELDO BASE                     | 9,352.95  | 51      | ISR                                     | 1,538.78    | DVIG DIAS DE VIGENCIA 15.00          |
| 02      | AYUDA PARA DESPE                | 557.00    | 51B     | AJUSTE ISR A CARGO E                    | 352.69      | IMP1 ISR ART 96 1,538.78             |
| 03      | AYUDA PARA PASAJ                | 339.50    | 54      | FONDO PENSIONES                         | 1,075.59    | PGR1 PERC GRAVADA TIPO 1 10,532.85   |
| 04      | PRIMA QUINQUENAL                | 283.40    | 65      | OTRAS DEDUCCIONES                       | 93.53       | PERC TOTAL PERCEPCIONES 10,532.85    |
|         |                                 |           |         |                                         |             | DEDU TOTAL DEDUCCIONES 3,060.59      |
|         |                                 |           |         |                                         |             | 3%FV 3% FONDO DE VIVIENDA 280.59     |
|         |                                 |           |         |                                         |             | FOND FONDO PENSIONES EMPRES 1,636.77 |
|         |                                 |           |         |                                         |             | SEDARSEDAR 187.06                    |
|         |                                 |           |         |                                         |             | PVAC PROVISION DE PRIMA VAC 140.40   |
|         |                                 |           |         |                                         |             | AGUI PROVISION AGUINALDO 1,404.03    |
|         |                                 |           |         |                                         |             | TOTA NOMINA EN EFECTIVO 7,472.26     |
| 740-028 | RAMIREZ RAMIREZ ANA LAURA KAREN |           |         |                                         |             |                                      |
| T.EMP:  | PERMANENTE                      | 528.74    |         | 757.62MEDICO                            |             |                                      |
| 01      | SUELDO BASE                     | 7,931.10  | 51      | ISR                                     | 1,513.35    | DVIG DIAS DE VIGENCIA 15.00          |
| 02      | AYUDA PARA DESPE                | 557.00    | 51B     | AJUSTE ISR A CARGO E                    | 243.21      | IMP1 ISR ART 96 1,513.35             |
| 03      | AYUDA PARA PASAJ                | 339.50    | 54      | FONDO PENSIONES                         | 1,094.49    | PGR1 PERC GRAVADA TIPO 1 10,413.82   |
| 07      | PRIMA DE INSALUB                | 1,586.22  | 65      | OTRAS DEDUCCIONES                       | 748.17      | PERC TOTAL PERCEPCIONES 10,413.82    |
|         |                                 |           |         |                                         |             | DEDU TOTAL DEDUCCIONES 3,599.22      |
|         |                                 |           |         |                                         |             | 3%FV 3% FONDO DE VIVIENDA 285.52     |
|         |                                 |           |         |                                         |             | FOND FONDO PENSIONES EMPRES 1,665.53 |
|         |                                 |           |         |                                         |             | SEDARSEDAR 190.35                    |
|         |                                 |           |         |                                         |             | PVAC PROVISION DE PRIMA VAC 142.66   |
|         |                                 |           |         |                                         |             | AGUI PROVISION AGUINALDO 1,426.55    |
|         |                                 |           |         |                                         |             | TOTA NOMINA EN EFECTIVO 6,814.60     |
| 740-030 | PEREZ ARREOLA DANIELA ELIZABETH |           |         |                                         |             |                                      |
| T.EMP:  | PERMANENTE                      | 486.83    |         | 585.74Auxiliar Administrativo           |             |                                      |
| 01      | SUELDO BASE                     | 7,302.50  | 51      | ISR                                     | 1,031.62    | DVIG DIAS DE VIGENCIA 15.00          |
| 02      | AYUDA PARA DESPE                | 523.00    | 51B     | AJUSTE ISR A CARGO E                    | 152.78      | IMP1 ISR ART 96 1,031.62             |
| 03      | AYUDA PARA PASAJ                | 333.00    | 54      | FONDO PENSIONES                         | 839.79      | PGR1 PERC GRAVADA TIPO 1 8,158.50    |
|         |                                 |           | 65      | OTRAS DEDUCCIONES                       | 1,457.03    | PERC TOTAL PERCEPCIONES 8,158.50     |
|         |                                 |           |         |                                         |             | DEDU TOTAL DEDUCCIONES 3,481.22      |
|         |                                 |           |         |                                         |             | 3%FV 3% FONDO DE VIVIENDA 219.07     |
|         |                                 |           |         |                                         |             | FOND FONDO PENSIONES EMPRES 1,277.94 |
|         |                                 |           |         |                                         |             | SEDARSEDAR 146.05                    |
|         |                                 |           |         |                                         |             | PVAC PROVISION DE PRIMA VAC 111.76   |
|         |                                 |           |         |                                         |             | AGUI PROVISION AGUINALDO 1,117.60    |
|         |                                 |           |         |                                         |             | TOTA NOMINA EN EFECTIVO 4,677.28     |
| 740-032 | GUZMÁN RAMÍREZ LUIS GUILLERMO   |           |         |                                         |             |                                      |
| T.EMP:  | PERMANENTE                      | 1,569.80  |         | 1,891.54Subdirector 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                       | 4,000.00    | PGR1 PERC GRAVADA TIPO 1 25,195.00   |
|         |                                 |           |         |                                         |             | PERC TOTAL PERCEPCIONES 25,195.00    |
|         |                                 |           |         |                                         |             | DEDU TOTAL DEDUCCIONES 11,907.54     |
|         |                                 |           |         |                                         |             | 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 13,287.46    |
| 740-034 | RODRIGUEZ MARTIN JORGE JULIAN   |           |         |                                         |             |                                      |
| T.EMP:  | PERMANENTE                      | 541.53    |         | 652.11Auxiliar de Nómina B              |             |                                      |
| 01      | SUELDO BASE                     | 8,123.00  | 51      | ISR                                     | 1,219.58    | DVIG DIAS DE VIGENCIA 15.00          |
| 02      | AYUDA PARA DESPE                | 564.00    | 54      | FONDO PENSIONES                         | 934.15      | IMP1 ISR ART 96 1,219.58             |

| Clave      | Nombre                                        | S.Diario      | S.Integ              | PERCEPCIONES            | DEDUCCIONES | CONCEPTOS                                                                                                                                                                                                                                                                                                                |
|------------|-----------------------------------------------|---------------|----------------------|-------------------------|-------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 03         | AYUDA PARA PASAJ                              | 351.50 65     | OTRAS DEDUCCIONES    | 2,842.99                |             | PGR1 PERC GRAVADA TIPO 1 9,038.50<br>PERC TOTAL PERCEPCIONES 9,038.50<br>DEDU TOTAL DEDUCCIONES 4,996.72<br>3%FV 3% FONDO DE VIVIENDA 243.69<br>FOND FONDO PENSIONES EMPRES 1,421.52<br>SEDARSEDAR 162.46<br>PVAC PROVISION DE PRIMA VAC 123.82<br>AGUI PROVISION AGUINALDO 1,238.15<br>TOTA NOMINA EN EFECTIVO 4,041.78 |
| 800-001    | PEREZ CHAVEZ JOSE NAPOLEON                    |               |                      |                         |             |                                                                                                                                                                                                                                                                                                                          |
| T.EMP:     | PERMANENTE                                    | 532.07        | 649.38               | AUXILIAR DE NOMINA      |             |                                                                                                                                                                                                                                                                                                                          |
| 01         | SUELDO BASE                                   | 7,981.05 51   | ISR                  | 1,245.74                |             | DVIG DIAS DE VIGENCIA 15.00                                                                                                                                                                                                                                                                                              |
| 02         | AYUDA PARA DESPE                              | 557.00 51B    | AJUSTE ISR A CARGO E | 171.00                  |             | IMP1 ISR ART 96 1,245.74                                                                                                                                                                                                                                                                                                 |
| 03         | AYUDA PARA PASAJ                              | 339.50 54     | FONDO PENSIONES      | 917.82                  |             | PGR1 PERC GRAVADA TIPO 1 9,160.95                                                                                                                                                                                                                                                                                        |
| 04         | PRIMA QUINQUENAL                              | 283.40 65     | OTRAS DEDUCCIONES    | 79.81                   |             | PERC TOTAL PERCEPCIONES 9,160.95<br>DEDU TOTAL DEDUCCIONES 2,414.37<br>3%FV 3% FONDO DE VIVIENDA 239.43<br>FOND FONDO PENSIONES EMPRES 1,396.68<br>SEDARSEDAR 159.62<br>PVAC PROVISION DE PRIMA VAC 121.61<br>AGUI PROVISION AGUINALDO 1,216.10<br>TOTA NOMINA EN EFECTIVO 6,746.58                                      |
| 840-004    | GARCIA GOMEZ CITLALI MADAY                    |               |                      |                         |             |                                                                                                                                                                                                                                                                                                                          |
| T.EMP:     | PERMANENTE                                    | 486.83        | 585.74               | AUXILIAR ADMINISTRATIVO |             |                                                                                                                                                                                                                                                                                                                          |
| 01         | SUELDO BASE                                   | 7,302.45 51   | ISR                  | 1,031.61                |             | DVIG DIAS DE VIGENCIA 15.00                                                                                                                                                                                                                                                                                              |
| 02         | AYUDA PARA DESPE                              | 523.00 51B    | AJUSTE ISR A CARGO E | 152.78                  |             | IMP1 ISR ART 96 1,031.61                                                                                                                                                                                                                                                                                                 |
| 03         | AYUDA PARA PASAJ                              | 333.00 54     | FONDO PENSIONES      | 839.78                  |             | PGR1 PERC GRAVADA TIPO 1 8,158.45                                                                                                                                                                                                                                                                                        |
|            |                                               | 65            | OTRAS DEDUCCIONES    | 1,407.02                |             | PERC TOTAL PERCEPCIONES 8,158.45<br>DEDU TOTAL DEDUCCIONES 3,431.19<br>3%FV 3% FONDO DE VIVIENDA 219.07<br>FOND FONDO PENSIONES EMPRES 1,277.93<br>SEDARSEDAR 146.05<br>PVAC PROVISION DE PRIMA VAC 111.76<br>AGUI PROVISION AGUINALDO 1,117.60<br>CHEQ PAGO POR CHEQUE 4,727.26                                         |
| 86-185-032 | MARTINEZ HERNANDEZ JOSE REFUGIO               |               |                      |                         |             |                                                                                                                                                                                                                                                                                                                          |
| T.EMP:     | PERMANENTE                                    | 486.83        | 609.75               | ARCHIVISTA A SUTCEA     |             |                                                                                                                                                                                                                                                                                                                          |
| 01         | SUELDO BASE                                   | 7,302.45 51   | ISR                  | 1,182.94                |             | DVIG DIAS DE VIGENCIA 15.00                                                                                                                                                                                                                                                                                              |
| 02         | AYUDA PARA DESPE                              | 523.00 51B    | AJUSTE ISR A CARGO E | 152.78                  |             | IMP1 ISR ART 96 1,182.94                                                                                                                                                                                                                                                                                                 |
| 03         | AYUDA PARA PASAJ                              | 333.00 54     | FONDO PENSIONES      | 839.78                  |             | PGR1 PERC GRAVADA TIPO 1 8,866.95                                                                                                                                                                                                                                                                                        |
| 04         | PRIMA QUINQUENAL                              | 708.50 65     | OTRAS DEDUCCIONES    | 3,075.02                |             | PERC TOTAL PERCEPCIONES 8,866.95<br>DEDU TOTAL DEDUCCIONES 5,250.52<br>3%FV 3% FONDO DE VIVIENDA 219.07<br>FOND FONDO PENSIONES EMPRES 1,277.93<br>SEDARSEDAR 146.05<br>PVAC PROVISION DE PRIMA VAC 111.76<br>AGUI PROVISION AGUINALDO 1,117.60<br>TOTA NOMINA EN EFECTIVO 3,616.43                                      |
| ****       | Totales Subdirección de Recursos Humanos 7502 |               |                      |                         | ****        |                                                                                                                                                                                                                                                                                                                          |
| 01         | SUELDO BASE                                   | 160,397.90 51 | ISR                  | 27,699.51               |             | DVIG DIAS DE VIGENCIA 240.00                                                                                                                                                                                                                                                                                             |
| 02         | AYUDA PARA DESPE                              | 9,387.50 51B  | AJUSTE ISR A CARGO E | 2,186.50                |             | IMP1 ISR ART 96 27,699.51                                                                                                                                                                                                                                                                                                |
| 03         | AYUDA PARA PASAJ                              | 6,072.00 54   | FONDO PENSIONES      | 18,628.18               |             | PGR1 PERC GRAVADA TIPO 1 180,277.62                                                                                                                                                                                                                                                                                      |
| 04         | PRIMA QUINQUENAL                              | 2,834.00 65   | OTRAS DEDUCCIONES    | 30,691.60               |             | PERC TOTAL PERCEPCIONES 180,277.62                                                                                                                                                                                                                                                                                       |

| Clave        | Nombre           | S.Diario | S.Integ | DEDUCCIONES | CONCEPTOS                             |
|--------------|------------------|----------|---------|-------------|---------------------------------------|
| PERCEPCIONES |                  |          |         |             |                                       |
| 07           | PRIMA DE INSALUB | 1,586.22 |         |             | DEDU TOTAL DEDUCCIONES 79,205.79      |
|              |                  |          |         |             | 3%FV 3% FONDO DE VIVIENDA 4,859.53    |
|              |                  |          |         |             | FOND FONDO PENSIONES EMPRES 28,347.22 |
|              |                  |          |         |             | SEDARSEDAR 3,239.69                   |
|              |                  |          |         |             | PVAC PROVISION DE PRIMA VAC 2,430.72  |
|              |                  |          |         |             | AGUI PROVISION AGUINALDO 24,307.33    |
|              |                  |          |         |             | TOTA NOMINA EN EFECTIVO 90,221.19     |
|              |                  |          |         |             | CHEQ PAGO POR CHEQUE 10,850.64        |

Total de Empleados : 16.00 -----

| Clave                                         | Nombre    | S.Diario | S.Integ              | DEDUCCIONES                                        | CONCEPTOS                            |
|-----------------------------------------------|-----------|----------|----------------------|----------------------------------------------------|--------------------------------------|
| PERCEPCIONES                                  |           |          |                      |                                                    |                                      |
| ***** Subdirección de Finanzas ***** 7504     |           |          |                      |                                                    |                                      |
| 27-281-009 GONZALEZ EUFRACIO GABRIELA         |           |          |                      |                                                    |                                      |
| T.EMP: PERMANENTE                             | 473.73    |          | 589.68               | SECRETARIA                                         |                                      |
| 01 SUELDO BASE                                | 7,105.95  | 51       | ISR                  | 1,100.66                                           | DVIG DIAS DE VIGENCIA 15.00          |
| 02 AYUDA PARA DESPE                           | 478.50    | 51B      | AJUSTE ISR A CARGO E | 146.60                                             | IMP1 ISR ART 96 1,100.66             |
| 03 AYUDA PARA PASAJ                           | 330.50    | 54       | FONDO PENSIONES      | 817.18                                             | PGR1 PERC GRAVADA TIPO 1 8,481.75    |
| 04 PRIMA QUINQUENAL                           | 566.80    | 65       | OTRAS DEDUCCIONES    | 4,897.80                                           | PERC TOTAL PERCEPCIONES 8,481.75     |
|                                               |           |          |                      |                                                    | DEDU TOTAL DEDUCCIONES 6,962.24      |
|                                               |           |          |                      |                                                    | 3%FV 3% FONDO DE VIVIENDA 213.18     |
|                                               |           |          |                      |                                                    | FOND FONDO PENSIONES EMPRES 1,243.54 |
|                                               |           |          |                      |                                                    | SEDARSEDAR 142.12                    |
|                                               |           |          |                      |                                                    | PVAC PROVISION DE PRIMA VAC 108.42   |
|                                               |           |          |                      |                                                    | AGUI PROVISION AGUINALDO 1,084.24    |
|                                               |           |          |                      |                                                    | TOTA NOMINA EN EFECTIVO 1,519.51     |
| 49-284-008 DE LA TORRE AGUILAR LAURA CRISTINA |           |          |                      |                                                    |                                      |
| T.EMP: PERMANENTE                             | 511.10    |          | 634.05               | Cajero                                             |                                      |
| 01 SUELDO BASE                                | 7,666.50  | 51       | ISR                  | 1,236.84                                           | DVIG DIAS DE VIGENCIA 15.00          |
| 02 AYUDA PARA DESPE                           | 546.50    | 54       | FONDO PENSIONES      | 881.65                                             | IMP1 ISR ART 96 1,236.84             |
| 03 AYUDA PARA PASAJ                           | 339.50    | 65       | OTRAS DEDUCCIONES    | 3,428.26                                           | PGR1 PERC GRAVADA TIPO 1 9,119.29    |
| 04 PRIMA QUINQUENAL                           | 566.80    |          |                      |                                                    | PERC TOTAL PERCEPCIONES 9,119.30     |
|                                               |           |          |                      |                                                    | DEDU TOTAL DEDUCCIONES 5,546.75      |
|                                               |           |          |                      |                                                    | 3%FV 3% FONDO DE VIVIENDA 230.00     |
|                                               |           |          |                      |                                                    | FOND FONDO PENSIONES EMPRES 1,341.64 |
|                                               |           |          |                      |                                                    | SEDARSEDAR 153.33                    |
|                                               |           |          |                      |                                                    | PVAC PROVISION DE PRIMA VAC 117.16   |
|                                               |           |          |                      |                                                    | AGUI PROVISION AGUINALDO 1,171.58    |
|                                               |           |          |                      |                                                    | TOTA NOMINA EN EFECTIVO 3,572.55     |
| 524-005 GOMEZ PEREZ ALFREDO                   |           |          |                      |                                                    |                                      |
| T.EMP: PERMANENTE                             | 511.10    |          | 629.25               | Analista Contable                                  |                                      |
| 01 SUELDO BASE                                | 7,666.50  | 51       | ISR                  | 1,206.58                                           | DVIG DIAS DE VIGENCIA 15.00          |
| 02 AYUDA PARA DESPE                           | 546.50    | 54       | FONDO PENSIONES      | 881.65                                             | IMP1 ISR ART 96 1,206.58             |
| 03 AYUDA PARA PASAJ                           | 339.50    |          |                      |                                                    | PGR1 PERC GRAVADA TIPO 1 8,977.60    |
| 04 PRIMA QUINQUENAL                           | 425.10    |          |                      |                                                    | PERC TOTAL PERCEPCIONES 8,977.60     |
|                                               |           |          |                      |                                                    | DEDU TOTAL DEDUCCIONES 2,088.23      |
|                                               |           |          |                      |                                                    | 3%FV 3% FONDO DE VIVIENDA 230.00     |
|                                               |           |          |                      |                                                    | FOND FONDO PENSIONES EMPRES 1,341.64 |
|                                               |           |          |                      |                                                    | SEDARSEDAR 153.33                    |
|                                               |           |          |                      |                                                    | PVAC PROVISION DE PRIMA VAC 117.16   |
|                                               |           |          |                      |                                                    | AGUI PROVISION AGUINALDO 1,171.58    |
|                                               |           |          |                      |                                                    | TOTA NOMINA EN EFECTIVO 6,889.37     |
| 60-198-002 RODRIGUEZ RODRIGUEZ RUTH MYRIAM    |           |          |                      |                                                    |                                      |
| T.EMP: PERMANENTE                             | 761.07    |          | 936.24               | Jefe de Recursos Financieros y Control Presupuesta |                                      |
| 01 SUELDO BASE                                | 11,416.00 | 51       | ISR                  | 2,095.13                                           | DVIG DIAS DE VIGENCIA 15.00          |
| 02 AYUDA PARA DESPE                           | 623.50    | 54       | FONDO PENSIONES      | 1,312.84                                           | IMP1 ISR ART 96 2,095.13             |
| 03 AYUDA PARA PASAJ                           | 389.50    | 79       | APORT ADIC VOL SEDAR | 300.00                                             | PGR1 PERC GRAVADA TIPO 1 13,137.50   |
| 04 PRIMA QUINQUENAL                           | 708.50    | 65       | OTRAS DEDUCCIONES    | 4,823.19                                           | PERC TOTAL PERCEPCIONES 13,137.50    |
|                                               |           |          |                      |                                                    | DEDU TOTAL DEDUCCIONES 8,531.16      |
|                                               |           |          |                      |                                                    | 3%FV 3% FONDO DE VIVIENDA 342.48     |
|                                               |           |          |                      |                                                    | FOND FONDO PENSIONES EMPRES 1,997.80 |
|                                               |           |          |                      |                                                    | SEDARSEDAR 228.32                    |
|                                               |           |          |                      |                                                    | PVAC PROVISION DE PRIMA VAC 170.26   |
|                                               |           |          |                      |                                                    | AGUI PROVISION AGUINALDO 1,702.60    |
|                                               |           |          |                      |                                                    | TOTA NOMINA EN EFECTIVO 4,606.34     |

| Clave               | Nombre                            | S.Diario | S.Integ           | PERCEPCIONES                 | DEDUCCIONES                 | CONCEPTOS |
|---------------------|-----------------------------------|----------|-------------------|------------------------------|-----------------------------|-----------|
| 710-002             | GOMEZ PEREZ GERARDO               |          |                   |                              |                             |           |
| T.EMP: PERMANENTE   | 511.10                            |          | 629.25            | Analista Contable (Egresos)  |                             |           |
| 01 SUELDO BASE      | 7,666.50                          | 51       | ISR               | 1,206.58                     | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02 AYUDA PARA DESPE | 546.50                            | 54       | FONDO PENSIONES   | 881.65                       | IMP1 ISR ART 96             | 1,206.58  |
| 03 AYUDA PARA PASAJ | 339.50                            | 65       | OTRAS DEDUCCIONES | 4,267.12                     | PGR1 PERC GRAVADA TIPO 1    | 8,977.60  |
| 04 PRIMA QUINQUENAL | 425.10                            |          |                   |                              | PERC TOTAL PERCEPCIONES     | 8,977.60  |
|                     |                                   |          |                   |                              | DEDU TOTAL DEDUCCIONES      | 6,355.35  |
|                     |                                   |          |                   |                              | 3%FV 3% FONDO DE VIVIENDA   | 230.00    |
|                     |                                   |          |                   |                              | FOND FONDO PENSIONES EMPRES | 1,341.64  |
|                     |                                   |          |                   |                              | SEDARSEDAR                  | 153.33    |
|                     |                                   |          |                   |                              | PVAC PROVISION DE PRIMA VAC | 117.16    |
|                     |                                   |          |                   |                              | AGUI PROVISION AGUINALDO    | 1,171.58  |
|                     |                                   |          |                   |                              | TOTA NOMINA EN EFECTIVO     | 2,622.25  |
| 710-006             | SALVIO FAJARDO SALVADOR           |          |                   |                              |                             |           |
| T.EMP: PERMANENTE   | 511.10                            |          | 696.60            | Analista Contable            |                             |           |
| 01 SUELDO BASE      | 7,666.50                          | 51       | ISR               | 1,206.58                     | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02 AYUDA PARA DESPE | 546.50                            | 54       | FONDO PENSIONES   | 881.65                       | IMP1 ISR ART 96             | 1,206.58  |
| 03 AYUDA PARA PASAJ | 339.50                            | 65       | OTRAS DEDUCCIONES | 2,048.71                     | PGR1 PERC GRAVADA TIPO 1    | 8,977.60  |
| 04 PRIMA QUINQUENAL | 425.10                            |          |                   |                              | PERC TOTAL PERCEPCIONES     | 8,977.60  |
|                     |                                   |          |                   |                              | DEDU TOTAL DEDUCCIONES      | 4,136.94  |
|                     |                                   |          |                   |                              | 3%FV 3% FONDO DE VIVIENDA   | 230.00    |
|                     |                                   |          |                   |                              | FOND FONDO PENSIONES EMPRES | 1,341.64  |
|                     |                                   |          |                   |                              | SEDARSEDAR                  | 153.33    |
|                     |                                   |          |                   |                              | PVAC PROVISION DE PRIMA VAC | 117.16    |
|                     |                                   |          |                   |                              | AGUI PROVISION AGUINALDO    | 1,171.58  |
|                     |                                   |          |                   |                              | TOTA NOMINA EN EFECTIVO     | 4,840.66  |
| 710-014             | LOPEZ DE NAVA MARTINEZ JACQUELINE |          |                   |                              |                             |           |
| T.EMP: PERMANENTE   | 511.10                            |          | 614.84            | Analista Contable (Ingresos) |                             |           |
| 01 SUELDO BASE      | 7,666.50                          | 51       | ISR               | 1,115.78                     | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02 AYUDA PARA DESPE | 546.50                            | 54       | FONDO PENSIONES   | 881.65                       | IMP1 ISR ART 96             | 1,115.78  |
| 03 AYUDA PARA PASAJ | 339.50                            | 65       | OTRAS DEDUCCIONES | 1,638.00                     | PGR1 PERC GRAVADA TIPO 1    | 8,552.50  |
|                     |                                   |          |                   |                              | PERC TOTAL PERCEPCIONES     | 8,552.50  |
|                     |                                   |          |                   |                              | DEDU TOTAL DEDUCCIONES      | 3,635.43  |
|                     |                                   |          |                   |                              | 3%FV 3% FONDO DE VIVIENDA   | 230.00    |
|                     |                                   |          |                   |                              | FOND FONDO PENSIONES EMPRES | 1,341.64  |
|                     |                                   |          |                   |                              | SEDARSEDAR                  | 153.33    |
|                     |                                   |          |                   |                              | PVAC PROVISION DE PRIMA VAC | 117.16    |
|                     |                                   |          |                   |                              | AGUI PROVISION AGUINALDO    | 1,171.58  |
|                     |                                   |          |                   |                              | TOTA NOMINA EN EFECTIVO     | 4,917.07  |
| 710-015             | GARCIA DIAZ JUAN MANUEL           |          |                   |                              |                             |           |
| T.EMP: PERMANENTE   | 1,569.80                          |          | 1,891.54          | 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               |          |                   |                              |                             |           |
| T.EMP: PERMANENTE   | 511.10                            |          | 629.25            | Analista Contable            |                             |           |

| Clave      | Nombre                               | S.Diario  | S.Integ  | PERCEPCIONES         | DEDUCCIONES | CONCEPTOS                            |
|------------|--------------------------------------|-----------|----------|----------------------|-------------|--------------------------------------|
| 01         | SUELDO BASE                          | 7,666.50  | 51       | ISR                  | 1,206.58    | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | AYUDA PARA DESPE                     | 546.50    | 54       | FONDO PENSIONES      | 881.65      | IMP1 ISR ART 96 1,206.58             |
| 03         | AYUDA PARA PASAJ                     | 339.50    | 79       | APORT ADIC VOL SEDAR | 300.00      | PGR1 PERC GRAVADA TIPO 1 8,977.60    |
| 04         | PRIMA QUINQUENAL                     | 425.10    | 65       | OTRAS DEDUCCIONES    | 3,365.00    | PERC TOTAL PERCEPCIONES 8,977.60     |
|            |                                      |           |          |                      |             | DEDU TOTAL DEDUCCIONES 5,753.23      |
|            |                                      |           |          |                      |             | 3%FV 3% FONDO DE VIVIENDA 230.00     |
|            |                                      |           |          |                      |             | FOND FONDO PENSIONES EMPRES 1,341.64 |
|            |                                      |           |          |                      |             | SEDARSEDAR 153.33                    |
|            |                                      |           |          |                      |             | PVAC PROVISION DE PRIMA VAC 117.16   |
|            |                                      |           |          |                      |             | AGUI PROVISION AGUINALDO 1,171.58    |
|            |                                      |           |          |                      |             | TOTA NOMINA EN EFECTIVO 3,224.37     |
| 840-002    | RAMIREZ ESTRADA MARGARITA            |           |          |                      |             |                                      |
| T.EMP:     | PERMANENTE                           | 511.10    | 614.84   | Analista Contable    |             |                                      |
| 01         | SUELDO BASE                          | 7,666.50  | 51       | ISR                  | 1,115.78    | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | AYUDA PARA DESPE                     | 546.50    | 51B      | AJUSTE ISR A CARGO E | 162.76      | IMP1 ISR ART 96 1,115.78             |
| 03         | AYUDA PARA PASAJ                     | 339.50    | 54       | FONDO PENSIONES      | 881.65      | PGR1 PERC GRAVADA TIPO 1 8,552.50    |
|            |                                      |           | 65       | OTRAS DEDUCCIONES    | 3,386.00    | PERC TOTAL PERCEPCIONES 8,552.50     |
|            |                                      |           |          |                      |             | DEDU TOTAL DEDUCCIONES 5,546.19      |
|            |                                      |           |          |                      |             | 3%FV 3% FONDO DE VIVIENDA 230.00     |
|            |                                      |           |          |                      |             | FOND FONDO PENSIONES EMPRES 1,341.64 |
|            |                                      |           |          |                      |             | SEDARSEDAR 153.33                    |
|            |                                      |           |          |                      |             | PVAC PROVISION DE PRIMA VAC 117.16   |
|            |                                      |           |          |                      |             | AGUI PROVISION AGUINALDO 1,171.58    |
|            |                                      |           |          |                      |             | TOTA NOMINA EN EFECTIVO 3,006.31     |
| 84-080-003 | PEREZ UREÑA JORGE ALBERTO            |           |          |                      |             |                                      |
| T.EMP:     | PERMANENTE                           | 857.63    | 1,047.03 | Jefe de Tesorería    |             |                                      |
| 01         | SUELDO BASE                          | 12,864.50 | 51       | ISR                  | 2,412.27    | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | AYUDA PARA DESPE                     | 643.00    | 54       | FONDO PENSIONES      | 1,479.42    | IMP1 ISR ART 96 2,412.27             |
| 03         | AYUDA PARA PASAJ                     | 428.50    | 65       | OTRAS DEDUCCIONES    | 6,551.26    | PGR1 PERC GRAVADA TIPO 1 14,502.80   |
| 04         | PRIMA QUINQUENAL                     | 566.80    |          |                      |             | PERC TOTAL PERCEPCIONES 14,502.80    |
|            |                                      |           |          |                      |             | DEDU TOTAL DEDUCCIONES 10,442.95     |
|            |                                      |           |          |                      |             | 3%FV 3% FONDO DE VIVIENDA 385.94     |
|            |                                      |           |          |                      |             | FOND FONDO PENSIONES EMPRES 2,251.29 |
|            |                                      |           |          |                      |             | SEDARSEDAR 257.29                    |
|            |                                      |           |          |                      |             | PVAC PROVISION DE PRIMA VAC 190.90   |
|            |                                      |           |          |                      |             | AGUI PROVISION AGUINALDO 1,909.04    |
|            |                                      |           |          |                      |             | TOTA NOMINA EN EFECTIVO 4,059.85     |
| 84-137-005 | GONZALEZ REYNOSO PATRICIA JACQUELINE |           |          |                      |             |                                      |
| T.EMP:     | PERMANENTE                           | 511.10    | 636.45   | Analista Contable    |             |                                      |
| 01         | SUELDO BASE                          | 7,666.50  | 51       | ISR                  | 1,267.11    | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | AYUDA PARA DESPE                     | 546.50    | 54       | FONDO PENSIONES      | 881.65      | IMP1 ISR ART 96 1,267.11             |
| 03         | AYUDA PARA PASAJ                     | 339.50    | 65       | OTRAS DEDUCCIONES    | 2,251.00    | PGR1 PERC GRAVADA TIPO 1 9,261.00    |
| 04         | PRIMA QUINQUENAL                     | 708.50    |          |                      |             | PERC TOTAL PERCEPCIONES 9,261.00     |
|            |                                      |           |          |                      |             | DEDU TOTAL DEDUCCIONES 4,399.76      |
|            |                                      |           |          |                      |             | 3%FV 3% FONDO DE VIVIENDA 230.00     |
|            |                                      |           |          |                      |             | FOND FONDO PENSIONES EMPRES 1,341.64 |
|            |                                      |           |          |                      |             | SEDARSEDAR 153.33                    |
|            |                                      |           |          |                      |             | PVAC PROVISION DE PRIMA VAC 117.16   |
|            |                                      |           |          |                      |             | AGUI PROVISION AGUINALDO 1,171.58    |
|            |                                      |           |          |                      |             | TOTA NOMINA EN EFECTIVO 4,861.24     |
| 84-137-008 | AVIÑA MATA NARDA VERONICA            |           |          |                      |             |                                      |
| T.EMP:     | PERMANENTE                           | 857.63    | 1,047.03 | Jefe de Contabilidad |             |                                      |
| 01         | SUELDO BASE                          | 12,864.50 | 51       | ISR                  | 2,412.27    | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | AYUDA PARA DESPE                     | 643.00    | 54       | FONDO PENSIONES      | 1,479.42    | IMP1 ISR ART 96 2,412.27             |

| Clave                            | Nombre                           | S.Diario   | S.Integ | DEDUCCIONES          | CONCEPTOS                             |
|----------------------------------|----------------------------------|------------|---------|----------------------|---------------------------------------|
| PERCEPCIONES                     |                                  |            |         |                      |                                       |
| 03                               | AYUDA PARA PASAJ                 | 428.50     | 65      | OTRAS DEDUCCIONES    | 6,553.45                              |
| 04                               | PRIMA QUINQUENAL                 | 566.80     |         |                      |                                       |
|                                  |                                  |            |         |                      | PGR1 PERC GRAVADA TIPO 1 14,502.80    |
|                                  |                                  |            |         |                      | PERC TOTAL PERCEPCIONES 14,502.80     |
|                                  |                                  |            |         |                      | DEDU TOTAL DEDUCCIONES 10,445.14      |
|                                  |                                  |            |         |                      | 3%FV 3% FONDO DE VIVIENDA 385.94      |
|                                  |                                  |            |         |                      | FOND FONDO PENSIONES EMPRES 2,251.29  |
|                                  |                                  |            |         |                      | SEDARSEDAR 257.29                     |
|                                  |                                  |            |         |                      | PVAC PROVISION DE PRIMA VAC 190.90    |
|                                  |                                  |            |         |                      | AGUI PROVISION AGUINALDO 1,909.04     |
|                                  |                                  |            |         |                      | TOTA NOMINA EN EFECTIVO 4,057.66      |
| 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                              |
| 02                               | AYUDA PARA DESPE                 | 840.00     | 54      | FONDO PENSIONES      | 2,068.91                              |
| 03                               | AYUDA PARA PASAJ                 | 595.50     | 79      | APORT ADIC VOL SEDAR | 600.00                                |
|                                  |                                  |            | 89      | APORT ADIC COMP SEDA | 400.00                                |
|                                  |                                  |            | 65      | OTRAS DEDUCCIONES    | 3,334.00                              |
|                                  |                                  |            |         |                      | DVIG DIAS DE VIGENCIA 15.00           |
|                                  |                                  |            |         |                      | IMP1 ISR ART 96 3,570.21              |
|                                  |                                  |            |         |                      | PGR1 PERC GRAVADA TIPO 1 19,426.00    |
|                                  |                                  |            |         |                      | PERC TOTAL PERCEPCIONES 19,426.00     |
|                                  |                                  |            |         |                      | DEDU TOTAL DEDUCCIONES 9,973.12       |
|                                  |                                  |            |         |                      | 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 9,452.88      |
| ****                             | Totales Subdirección de Finanzas | 7504       | ****    |                      |                                       |
| 01                               | SUELDO BASE                      | 147,120.45 | 51      | ISR                  | 26,352.00                             |
| 02                               | AYUDA PARA DESPE                 | 8,560.00   | 51B     | AJUSTE ISR A CARGO E | 309.36                                |
| 03                               | AYUDA PARA PASAJ                 | 5,576.50   | 54      | FONDO PENSIONES      | 16,918.88                             |
| 04                               | PRIMA QUINQUENAL                 | 5,384.60   | 79      | APORT ADIC VOL SEDAR | 1,200.00                              |
|                                  |                                  |            | 89      | APORT ADIC COMP SEDA | 400.00                                |
|                                  |                                  |            | 65      | OTRAS DEDUCCIONES    | 46,543.79                             |
|                                  |                                  |            |         |                      | DVIG DIAS DE VIGENCIA 210.00          |
|                                  |                                  |            |         |                      | IMP1 ISR ART 96 26,352.00             |
|                                  |                                  |            |         |                      | PGR1 PERC GRAVADA TIPO 1 166,641.54   |
|                                  |                                  |            |         |                      | PERC TOTAL PERCEPCIONES 166,641.55    |
|                                  |                                  |            |         |                      | DEDU TOTAL DEDUCCIONES 91,724.03      |
|                                  |                                  |            |         |                      | 3%FV 3% FONDO DE VIVIENDA 4,413.67    |
|                                  |                                  |            |         |                      | FOND FONDO PENSIONES EMPRES 25,746.10 |
|                                  |                                  |            |         |                      | SEDARSEDAR 2,942.41                   |
|                                  |                                  |            |         |                      | PVAC PROVISION DE PRIMA VAC 2,209.01  |
|                                  |                                  |            |         |                      | AGUI PROVISION AGUINALDO 22,090.03    |
|                                  |                                  |            |         |                      | TOTA NOMINA EN EFECTIVO 74,917.52     |
| Total de Empleados : 14.00 ----- |                                  |            |         |                      |                                       |

| Clave                                                     | Nombre                    | S.Diario  | S.Integ  | DEDUCCIONES                         | CONCEPTOS |
|-----------------------------------------------------------|---------------------------|-----------|----------|-------------------------------------|-----------|
| PERCEPCIONES                                              |                           |           |          |                                     |           |
| ***** Subdirección de Informática e Innovación ***** 7505 |                           |           |          |                                     |           |
| 03-097-005                                                | AGUILAR BARRIGA JOSE LUIS |           |          |                                     |           |
| T.EMP:                                                    | PERMANENTE                | 511.10    | 634.05   | Administrador de Base de Datos      |           |
| 01                                                        | SUELDO BASE               | 7,666.50  | 51       | ISR                                 | 1,236.84  |
| 02                                                        | AYUDA PARA DESPE          | 546.50    | 51B      | AJUSTE ISR A CARGO E                | 162.76    |
| 03                                                        | AYUDA PARA PASAJ          | 339.50    | 54       | FONDO PENSIONES                     | 881.65    |
| 04                                                        | PRIMA QUINQUENAL          | 566.80    |          |                                     |           |
|                                                           |                           |           |          | DVIG DIAS DE VIGENCIA               | 15.00     |
|                                                           |                           |           |          | IMP1 ISR ART 96                     | 1,236.84  |
|                                                           |                           |           |          | PGR1 PERC GRAVADA TIPO 1            | 9,119.29  |
|                                                           |                           |           |          | PERC TOTAL PERCEPCIONES             | 9,119.30  |
|                                                           |                           |           |          | DEDU TOTAL DEDUCCIONES              | 2,281.25  |
|                                                           |                           |           |          | 3%FV 3% FONDO DE VIVIENDA           | 230.00    |
|                                                           |                           |           |          | FOND FONDO PENSIONES EMPRES         | 1,341.64  |
|                                                           |                           |           |          | SEDARSEDAR                          | 153.33    |
|                                                           |                           |           |          | PVAC PROVISION DE PRIMA VAC         | 117.16    |
|                                                           |                           |           |          | AGUI PROVISION AGUINALDO            | 1,171.58  |
|                                                           |                           |           |          | TOTA NOMINA EN EFECTIVO             | 6,838.05  |
| 03-264-003                                                | CAMPOS ROMERO DAVID       |           |          |                                     |           |
| T.EMP:                                                    | PERMANENTE                | 857.63    | 1,047.03 | Jefe de Infraestructura Tecnológica |           |
| 01                                                        | SUELDO BASE               | 12,864.50 | 51       | ISR                                 | 2,412.27  |
| 02                                                        | AYUDA PARA DESPE          | 643.00    | 54       | FONDO PENSIONES                     | 1,479.42  |
| 03                                                        | AYUDA PARA PASAJ          | 428.50    |          |                                     |           |
| 04                                                        | PRIMA QUINQUENAL          | 566.80    |          |                                     |           |
|                                                           |                           |           |          | DVIG DIAS DE VIGENCIA               | 15.00     |
|                                                           |                           |           |          | IMP1 ISR ART 96                     | 2,412.27  |
|                                                           |                           |           |          | PGR1 PERC GRAVADA TIPO 1            | 14,502.80 |
|                                                           |                           |           |          | PERC TOTAL PERCEPCIONES             | 14,502.80 |
|                                                           |                           |           |          | DEDU TOTAL DEDUCCIONES              | 3,891.69  |
|                                                           |                           |           |          | 3%FV 3% FONDO DE VIVIENDA           | 385.94    |
|                                                           |                           |           |          | FOND FONDO PENSIONES EMPRES         | 2,251.29  |
|                                                           |                           |           |          | SEDARSEDAR                          | 257.29    |
|                                                           |                           |           |          | PVAC PROVISION DE PRIMA VAC         | 190.90    |
|                                                           |                           |           |          | AGUI PROVISION AGUINALDO            | 1,909.04  |
|                                                           |                           |           |          | TOTA NOMINA EN EFECTIVO             | 10,611.11 |
| 200-038                                                   | PINTO ANG LAURA SUSANA    |           |          |                                     |           |
| T.EMP:                                                    | PERMANENTE                | 473.73    | 584.88   | SECRETARIA                          |           |
| 01                                                        | SUELDO BASE               | 7,105.95  | 51       | ISR                                 | 1,070.39  |
| 02                                                        | AYUDA PARA DESPE          | 478.50    | 51B      | AJUSTE ISR A CARGO E                | 146.60    |
| 03                                                        | AYUDA PARA PASAJ          | 330.50    | 54       | FONDO PENSIONES                     | 817.18    |
| 04                                                        | PRIMA QUINQUENAL          | 425.10    | 65       | OTRAS DEDUCCIONES                   | 71.06     |
|                                                           |                           |           |          | DVIG DIAS DE VIGENCIA               | 15.00     |
|                                                           |                           |           |          | IMP1 ISR ART 96                     | 1,070.39  |
|                                                           |                           |           |          | PGR1 PERC GRAVADA TIPO 1            | 8,340.04  |
|                                                           |                           |           |          | PERC TOTAL PERCEPCIONES             | 8,340.05  |
|                                                           |                           |           |          | DEDU TOTAL DEDUCCIONES              | 2,105.23  |
|                                                           |                           |           |          | 3%FV 3% FONDO DE VIVIENDA           | 213.18    |
|                                                           |                           |           |          | FOND FONDO PENSIONES EMPRES         | 1,243.54  |
|                                                           |                           |           |          | SEDARSEDAR                          | 142.12    |
|                                                           |                           |           |          | PVAC PROVISION DE PRIMA VAC         | 108.42    |
|                                                           |                           |           |          | AGUI PROVISION AGUINALDO            | 1,084.24  |
|                                                           |                           |           |          | TOTA NOMINA EN EFECTIVO             | 6,234.82  |
| 22-099-003                                                | VARELA PEREZ OSCAR RENATO |           |          |                                     |           |
| T.EMP:                                                    | PERMANENTE                | 990.47    | 1,211.74 | Jefe de Mantenimiento Tecnológico   |           |
| 01                                                        | SUELDO BASE               | 14,857.00 | 51       | ISR                                 | 2,917.24  |
| 02                                                        | AYUDA PARA DESPE          | 732.50    | 54       | FONDO PENSIONES                     | 1,708.56  |
| 03                                                        | AYUDA PARA PASAJ          | 493.50    | 65       | OTRAS DEDUCCIONES                   | 5,075.63  |
| 04                                                        | PRIMA QUINQUENAL          | 566.80    |          |                                     |           |
|                                                           |                           |           |          | DVIG DIAS DE VIGENCIA               | 15.00     |
|                                                           |                           |           |          | IMP1 ISR ART 96                     | 2,917.24  |
|                                                           |                           |           |          | PGR1 PERC GRAVADA TIPO 1            | 16,649.80 |
|                                                           |                           |           |          | PERC TOTAL PERCEPCIONES             | 16,649.80 |
|                                                           |                           |           |          | DEDU TOTAL DEDUCCIONES              | 9,701.43  |
|                                                           |                           |           |          | 3%FV 3% FONDO DE VIVIENDA           | 445.71    |
|                                                           |                           |           |          | FOND FONDO PENSIONES EMPRES         | 2,599.97  |
|                                                           |                           |           |          | SEDARSEDAR                          | 297.14    |
|                                                           |                           |           |          | PVAC PROVISION DE PRIMA VAC         | 220.32    |
|                                                           |                           |           |          | AGUI PROVISION AGUINALDO            | 2,203.15  |
|                                                           |                           |           |          | TOTA NOMINA EN EFECTIVO             | 6,948.37  |

| Clave               | Nombre                           | S.Diario | S.Integ              | PERCEPCIONES                                    | DEDUCCIONES                 | CONCEPTOS |
|---------------------|----------------------------------|----------|----------------------|-------------------------------------------------|-----------------------------|-----------|
| -----               |                                  |          |                      |                                                 |                             |           |
| 465-2019            | GONZÁLEZ NAVARRO JUAN CARLOS     |          |                      |                                                 |                             |           |
| T.EMP: PERMANENTE   | 1,115.66                         |          | 1,340.92             | Jefe de Informática y Sistemas Organizacionales |                             |           |
| 01 SUELDO BASE      | 16,735.00                        | 51       | ISR                  | 3,238.93                                        | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02 AYUDA PARA DESPE | 774.50                           | 54       | FONDO PENSIONES      | 1,924.53                                        | IMP1 ISR ART 96             | 3,238.93  |
| 03 AYUDA PARA PASAJ | 508.00                           | 65       | OTRAS DEDUCCIONES    | 3,985.00                                        | PGR1 PERC GRAVADA TIPO 1    | 18,017.50 |
|                     |                                  |          |                      |                                                 | PERC TOTAL PERCEPCIONES     | 18,017.50 |
|                     |                                  |          |                      |                                                 | DEDU TOTAL DEDUCCIONES      | 9,148.46  |
|                     |                                  |          |                      |                                                 | 3%FV 3% FONDO DE VIVIENDA   | 502.05    |
|                     |                                  |          |                      |                                                 | FOND FONDO PENSIONES EMPRES | 2,928.63  |
|                     |                                  |          |                      |                                                 | SEDARSEDAR                  | 334.70    |
|                     |                                  |          |                      |                                                 | PVAC PROVISION DE PRIMA VAC | 246.82    |
|                     |                                  |          |                      |                                                 | AGUI PROVISION AGUINALDO    | 2,468.15  |
|                     |                                  |          |                      |                                                 | TOTA NOMINA EN EFECTIVO     | 8,869.04  |
|                     |                                  |          |                      |                                                 |                             |           |
| 469-2019            | VILLAVICENCIO MURILLO GILBERTO   |          |                      |                                                 |                             |           |
| T.EMP: PERMANENTE   | 511.10                           |          | 614.84               | Analista de Sistemas (Administrador de Redes)   |                             |           |
| 01 SUELDO BASE      | 7,666.50                         | 51       | ISR                  | 1,115.78                                        | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02 AYUDA PARA DESPE | 546.50                           | 51B      | AJUSTE ISR A CARGO E | 160.99                                          | IMP1 ISR ART 96             | 1,115.78  |
| 03 AYUDA PARA PASAJ | 339.50                           | 54       | FONDO PENSIONES      | 881.65                                          | PGR1 PERC GRAVADA TIPO 1    | 8,552.50  |
|                     |                                  | 65       | OTRAS DEDUCCIONES    | 2,191.00                                        | PERC TOTAL PERCEPCIONES     | 8,552.50  |
|                     |                                  |          |                      |                                                 | DEDU TOTAL DEDUCCIONES      | 4,349.42  |
|                     |                                  |          |                      |                                                 | 3%FV 3% FONDO DE VIVIENDA   | 230.00    |
|                     |                                  |          |                      |                                                 | FOND FONDO PENSIONES EMPRES | 1,341.64  |
|                     |                                  |          |                      |                                                 | SEDARSEDAR                  | 153.33    |
|                     |                                  |          |                      |                                                 | PVAC PROVISION DE PRIMA VAC | 117.16    |
|                     |                                  |          |                      |                                                 | AGUI PROVISION AGUINALDO    | 1,171.58  |
|                     |                                  |          |                      |                                                 | TOTA NOMINA EN EFECTIVO     | 4,203.08  |
|                     |                                  |          |                      |                                                 |                             |           |
| 720-002             | NAVARRO MEZA GERARDO             |          |                      |                                                 |                             |           |
| T.EMP: PERMANENTE   | 761.07                           |          | 926.63               | Programador Analista                            |                             |           |
| 01 SUELDO BASE      | 11,416.00                        | 51       | ISR                  | 2,034.60                                        | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02 AYUDA PARA DESPE | 623.50                           | 51B      | AJUSTE ISR A CARGO E | 309.96                                          | IMP1 ISR ART 96             | 2,034.60  |
| 03 AYUDA PARA PASAJ | 389.50                           | 54       | FONDO PENSIONES      | 1,312.84                                        | PGR1 PERC GRAVADA TIPO 1    | 12,854.10 |
| 04 PRIMA QUINQUENAL | 425.10                           |          |                      |                                                 | PERC TOTAL PERCEPCIONES     | 12,854.10 |
|                     |                                  |          |                      |                                                 | DEDU TOTAL DEDUCCIONES      | 3,657.40  |
|                     |                                  |          |                      |                                                 | 3%FV 3% FONDO DE VIVIENDA   | 342.48    |
|                     |                                  |          |                      |                                                 | FOND FONDO PENSIONES EMPRES | 1,997.80  |
|                     |                                  |          |                      |                                                 | SEDARSEDAR                  | 228.32    |
|                     |                                  |          |                      |                                                 | PVAC PROVISION DE PRIMA VAC | 170.26    |
|                     |                                  |          |                      |                                                 | AGUI PROVISION AGUINALDO    | 1,702.60  |
|                     |                                  |          |                      |                                                 | TOTA NOMINA EN EFECTIVO     | 9,196.70  |
|                     |                                  |          |                      |                                                 |                             |           |
| 720-011             | NICOLAS RENTERIA OSCAR ALEJANDRO |          |                      |                                                 |                             |           |
| T.EMP: PERMANENTE   | 623.53                           |          | 754.62               | PROGRAMADOR ANALISTA                            |                             |           |
| 01 SUELDO BASE      | 9,352.95                         | 51       | ISR                  | 1,538.78                                        | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02 AYUDA PARA DESPE | 557.00                           | 54       | FONDO PENSIONES      | 1,075.59                                        | IMP1 ISR ART 96             | 1,538.78  |
| 03 AYUDA PARA PASAJ | 339.50                           | 65       | OTRAS DEDUCCIONES    | 6,271.71                                        | PGR1 PERC GRAVADA TIPO 1    | 10,532.85 |
| 04 PRIMA QUINQUENAL | 283.40                           |          |                      |                                                 | PERC TOTAL PERCEPCIONES     | 10,532.85 |
|                     |                                  |          |                      |                                                 | DEDU TOTAL DEDUCCIONES      | 8,886.08  |
|                     |                                  |          |                      |                                                 | 3%FV 3% FONDO DE VIVIENDA   | 280.59    |
|                     |                                  |          |                      |                                                 | FOND FONDO PENSIONES EMPRES | 1,636.77  |
|                     |                                  |          |                      |                                                 | SEDARSEDAR                  | 187.06    |
|                     |                                  |          |                      |                                                 | PVAC PROVISION DE PRIMA VAC | 140.40    |
|                     |                                  |          |                      |                                                 | AGUI PROVISION AGUINALDO    | 1,404.03  |
|                     |                                  |          |                      |                                                 | TOTA NOMINA EN EFECTIVO     | 1,646.77  |
|                     |                                  |          |                      |                                                 |                             |           |
| 720-015             | VÁZQUEZ GÓMEZ EDGAR ANDRÉS       |          |                      |                                                 |                             |           |
| T.EMP: PERMANENTE   | 1,407.30                         |          | 1,701.25             | 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      | 108,773.90 | 51      | ISR                  | 20,020.31 | DVIG DIAS DE VIGENCIA 135.00          |
| 02                                                              | AYUDA PARA DESPE | 5,834.50   | 51B     | AJUSTE ISR A CARGO E | 780.31    | IMP1 ISR ART 96 20,020.31             |
| 03                                                              | AYUDA PARA PASAJ | 3,841.00   | 54      | FONDO PENSIONES      | 12,509.01 | PGR1 PERC GRAVADA TIPO 1 121,283.38   |
| 04                                                              | PRIMA QUINQUENAL | 2,834.00   | 65      | OTRAS DEDUCCIONES    | 17,594.40 | PERC TOTAL PERCEPCIONES 121,283.40    |
|                                                                 |                  |            |         |                      |           | DEDU TOTAL DEDUCCIONES 50,904.03      |
|                                                                 |                  |            |         |                      |           | 3%FV 3% FONDO DE VIVIENDA 3,263.23    |
|                                                                 |                  |            |         |                      |           | FOND FONDO PENSIONES EMPRES 19,035.44 |
|                                                                 |                  |            |         |                      |           | SEDARSEDAR 2,175.48                   |
|                                                                 |                  |            |         |                      |           | PVAC PROVISION DE PRIMA VAC 1,622.60  |
|                                                                 |                  |            |         |                      |           | AGUI PROVISION AGUINALDO 16,225.95    |
|                                                                 |                  |            |         |                      |           | TOTA NOMINA EN EFECTIVO 70,379.37     |

Total de Empleados : 9.00

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| Clave                                                | Nombre                         | S.Diario | S.Integ              | DEDUCCIONES                             | CONCEPTOS                            |
|------------------------------------------------------|--------------------------------|----------|----------------------|-----------------------------------------|--------------------------------------|
| PERCEPCIONES                                         |                                |          |                      |                                         |                                      |
| ***** Subdirección de Servicios Generales ***** 7506 |                                |          |                      |                                         |                                      |
| 100-010                                              | OLGUIN OSEGUEDA HUGO FRANCISCO |          |                      |                                         |                                      |
| T.EMP: PERMANENTE                                    | 1,199.37                       |          | 1,448.98             | 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                         |          |                      |                                         | 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    |
|                                                      |                                |          |                      |                                         | TOTA NOMINA EN EFECTIVO 13,786.88    |
| 200-040                                              | ALDANA FLORES CARLOS           |          |                      |                                         |                                      |
| T.EMP: PERMANENTE                                    | 436.03                         |          | 545.11               | CHOFER MENSAJERO                        |                                      |
| 01 SUELDO BASE                                       | 6,540.45                       | 51       | ISR                  | 973.25                                  | DVIG DIAS DE VIGENCIA 15.00          |
| 02 AYUDA PARA DESPE                                  | 463.00                         | 51B      | AJUSTE ISR A CARGO E | 131.47                                  | IMP1 ISR ART 96 973.25               |
| 03 AYUDA PARA PASAJ                                  | 315.00                         | 54       | FONDO PENSIONES      | 752.15                                  | PGR1 PERC GRAVADA TIPO 1 7,885.25    |
| 04 PRIMA QUINQUENAL                                  | 566.80                         | 79       | APORT ADIC VOL SEDAR | 250.00                                  | PERC TOTAL PERCEPCIONES 7,885.25     |
|                                                      |                                | 65       | OTRAS DEDUCCIONES    | 2,859.13                                | DEDU TOTAL DEDUCCIONES 4,966.00      |
|                                                      |                                |          |                      |                                         | 3%FV 3% FONDO DE VIVIENDA 196.21     |
|                                                      |                                |          |                      |                                         | FOND FONDO PENSIONES EMPRES 1,144.58 |
|                                                      |                                |          |                      |                                         | SEDARSEDAR 130.81                    |
|                                                      |                                |          |                      |                                         | PVAC PROVISION DE PRIMA VAC 100.25   |
|                                                      |                                |          |                      |                                         | AGUI PROVISION AGUINALDO 1,002.53    |
|                                                      |                                |          |                      |                                         | TOTA NOMINA EN EFECTIVO 2,919.25     |
| 203-002                                              | NUÑO VAZQUEZ MANUEL            |          |                      |                                         |                                      |
| T.EMP: PERMANENTE                                    | 387.30                         |          | 482.83               | VELADOR INTENDENTE                      |                                      |
| 01 SUELDO BASE                                       | 5,809.50                       | 51       | ISR                  | 785.08                                  | DVIG DIAS DE VIGENCIA 15.00          |
| 02 AYUDA PARA DESPE                                  | 394.00                         | 51B      | AJUSTE ISR A CARGO E | 109.15                                  | IMP1 ISR ART 96 785.08               |
| 03 AYUDA PARA PASAJ                                  | 234.00                         | 54       | FONDO PENSIONES      | 668.09                                  | PGR1 PERC GRAVADA TIPO 1 7,004.30    |
| 04 PRIMA QUINQUENAL                                  | 566.80                         | 65       | OTRAS DEDUCCIONES    | 158.09                                  | PERC TOTAL PERCEPCIONES 7,004.30     |
|                                                      |                                |          |                      |                                         | DEDU TOTAL DEDUCCIONES 1,720.41      |
|                                                      |                                |          |                      |                                         | 3%FV 3% FONDO DE VIVIENDA 174.28     |
|                                                      |                                |          |                      |                                         | FOND FONDO PENSIONES EMPRES 1,016.66 |
|                                                      |                                |          |                      |                                         | SEDARSEDAR 116.19                    |
|                                                      |                                |          |                      |                                         | PVAC PROVISION DE PRIMA VAC 88.18    |
|                                                      |                                |          |                      |                                         | AGUI PROVISION AGUINALDO 881.85      |
|                                                      |                                |          |                      |                                         | TOTA NOMINA EN EFECTIVO 5,283.89     |
| 27-259-003                                           | NAVARRO REYES PATRICIA         |          |                      |                                         |                                      |
| T.EMP: PERMANENTE                                    | 436.03                         |          | 545.11               | RECEPCIONISTA                           |                                      |
| 01 SUELDO BASE                                       | 6,540.45                       | 51       | ISR                  | 973.25                                  | DVIG DIAS DE VIGENCIA 15.00          |
| 02 AYUDA PARA DESPE                                  | 463.00                         | 51B      | AJUSTE ISR A CARGO E | 131.47                                  | IMP1 ISR ART 96 973.25               |
| 03 AYUDA PARA PASAJ                                  | 315.00                         | 54       | FONDO PENSIONES      | 752.15                                  | PGR1 PERC GRAVADA TIPO 1 7,885.25    |
| 04 PRIMA QUINQUENAL                                  | 566.80                         | 65       | OTRAS DEDUCCIONES    | 65.40                                   | PERC TOTAL PERCEPCIONES 7,885.25     |
|                                                      |                                |          |                      |                                         | DEDU TOTAL DEDUCCIONES 1,922.27      |
|                                                      |                                |          |                      |                                         | 3%FV 3% FONDO DE VIVIENDA 196.21     |
|                                                      |                                |          |                      |                                         | FOND FONDO PENSIONES EMPRES 1,144.58 |
|                                                      |                                |          |                      |                                         | SEDARSEDAR 130.81                    |
|                                                      |                                |          |                      |                                         | PVAC PROVISION DE PRIMA VAC 100.25   |
|                                                      |                                |          |                      |                                         | AGUI PROVISION AGUINALDO 1,002.53    |
|                                                      |                                |          |                      |                                         | TOTA NOMINA EN EFECTIVO 5,962.98     |

| Clave   | Nombre                     | S.Diario | S.Integ | PERCEPCIONES                                      | DEDUCCIONES | CONCEPTOS                            |
|---------|----------------------------|----------|---------|---------------------------------------------------|-------------|--------------------------------------|
| 303-008 | PEREZ TORRES PERCIVAL IVAN |          |         |                                                   |             |                                      |
| T.EMP:  | PERMANENTE                 | 532.47   | 645.29  | FOTOGRAFIA Y VIDEO                                |             |                                      |
| 01      | SUELDO BASE                | 7,987.05 | 51      | ISR                                               | 1,212.31    | DVIG DIAS DE VIGENCIA 15.00          |
| 02      | AYUDA PARA DESPE           | 434.50   | 51B     | AJUSTE ISR A CARGO E                              | 167.04      | IMP1 ISR ART 96 1,212.31             |
| 03      | AYUDA PARA PASAJ           | 299.50   | 54      | FONDO PENSIONES                                   | 918.51      | PGR1 PERC GRAVADA TIPO 1 9,004.45    |
| 04      | PRIMA QUINQUENAL           | 283.40   | 65      | OTRAS DEDUCCIONES                                 | 2,783.32    | PERC TOTAL PERCEPCIONES 9,004.45     |
|         |                            |          |         |                                                   |             | DEDU TOTAL DEDUCCIONES 5,081.18      |
|         |                            |          |         |                                                   |             | 3%FV 3% FONDO DE VIVIENDA 239.61     |
|         |                            |          |         |                                                   |             | FOND FONDO PENSIONES EMPRES 1,397.73 |
|         |                            |          |         |                                                   |             | SEDARSEDAR 159.74                    |
|         |                            |          |         |                                                   |             | PVAC PROVISION DE PRIMA VAC 119.47   |
|         |                            |          |         |                                                   |             | AGUI PROVISION AGUINALDO 1,194.66    |
|         |                            |          |         |                                                   |             | TOTA NOMINA EN EFECTIVO 3,923.27     |
| 375-008 | HERNANDEZ MONTIEL LUIS     |          |         |                                                   |             |                                      |
| T.EMP:  | PERMANENTE                 | 387.30   | 478.02  | VELADOR INTENDENTE                                |             |                                      |
| 01      | SUELDO BASE                | 5,809.50 | 51      | ISR                                               | 785.08      | DVIG DIAS DE VIGENCIA 15.00          |
| 02      | AYUDA PARA DESPE           | 394.00   | 51B     | AJUSTE ISR A CARGO E                              | 109.15      | IMP1 ISR ART 96 785.08               |
| 03      | AYUDA PARA PASAJ           | 234.00   | 54      | FONDO PENSIONES                                   | 668.09      | PGR1 PERC GRAVADA TIPO 1 7,004.30    |
| 04      | PRIMA QUINQUENAL           | 566.80   | 65      | OTRAS DEDUCCIONES                                 | 58.09       | PERC TOTAL PERCEPCIONES 7,004.30     |
|         |                            |          |         |                                                   |             | DEDU TOTAL DEDUCCIONES 1,620.41      |
|         |                            |          |         |                                                   |             | 3%FV 3% FONDO DE VIVIENDA 174.28     |
|         |                            |          |         |                                                   |             | FOND FONDO PENSIONES EMPRES 1,016.66 |
|         |                            |          |         |                                                   |             | SEDARSEDAR 116.19                    |
|         |                            |          |         |                                                   |             | PVAC PROVISION DE PRIMA VAC 88.18    |
|         |                            |          |         |                                                   |             | AGUI PROVISION AGUINALDO 881.85      |
|         |                            |          |         |                                                   |             | TOTA NOMINA EN EFECTIVO 5,383.89     |
| 397-047 | GONZALEZ MEDINA JUAN       |          |         |                                                   |             |                                      |
| T.EMP:  | PERMANENTE                 | 387.30   | 478.02  | VELADOR INTENDENTE                                |             |                                      |
| 01      | SUELDO BASE                | 5,809.50 | 51      | ISR                                               | 785.08      | DVIG DIAS DE VIGENCIA 15.00          |
| 02      | AYUDA PARA DESPE           | 394.00   | 51B     | AJUSTE ISR A CARGO E                              | 109.15      | IMP1 ISR ART 96 785.08               |
| 03      | AYUDA PARA PASAJ           | 234.00   | 54      | FONDO PENSIONES                                   | 668.09      | PGR1 PERC GRAVADA TIPO 1 7,004.30    |
| 04      | PRIMA QUINQUENAL           | 566.80   | 65      | OTRAS DEDUCCIONES                                 | 2,813.09    | PERC TOTAL PERCEPCIONES 7,004.30     |
|         |                            |          |         |                                                   |             | DEDU TOTAL DEDUCCIONES 4,375.41      |
|         |                            |          |         |                                                   |             | 3%FV 3% FONDO DE VIVIENDA 174.28     |
|         |                            |          |         |                                                   |             | FOND FONDO PENSIONES EMPRES 1,016.66 |
|         |                            |          |         |                                                   |             | SEDARSEDAR 116.19                    |
|         |                            |          |         |                                                   |             | PVAC PROVISION DE PRIMA VAC 88.18    |
|         |                            |          |         |                                                   |             | AGUI PROVISION AGUINALDO 881.85      |
|         |                            |          |         |                                                   |             | TOTA NOMINA EN EFECTIVO 2,628.89     |
| 397-076 | HERNANDEZ BRAVO HORACIO    |          |         |                                                   |             |                                      |
| T.EMP:  | PERMANENTE                 | 486.83   | 600.15  | AUXILIAR DE SERVICIOS GENERALES PINTOR-ALBAÑIL-EL |             |                                      |
| 01      | SUELDO BASE                | 7,302.45 | 51      | ISR                                               | 1,122.41    | DVIG DIAS DE VIGENCIA 15.00          |
| 02      | AYUDA PARA DESPE           | 523.00   | 51B     | AJUSTE ISR A CARGO E                              | 152.78      | IMP1 ISR ART 96 1,122.41             |
| 03      | AYUDA PARA PASAJ           | 333.00   | 54      | FONDO PENSIONES                                   | 839.78      | PGR1 PERC GRAVADA TIPO 1 8,583.54    |
| 04      | PRIMA QUINQUENAL           | 425.10   | 65      | OTRAS DEDUCCIONES                                 | 5,277.38    | PERC TOTAL PERCEPCIONES 8,583.55     |
|         |                            |          |         |                                                   |             | DEDU TOTAL DEDUCCIONES 7,392.35      |
|         |                            |          |         |                                                   |             | 3%FV 3% FONDO DE VIVIENDA 219.07     |
|         |                            |          |         |                                                   |             | FOND FONDO PENSIONES EMPRES 1,277.93 |
|         |                            |          |         |                                                   |             | SEDARSEDAR 146.05                    |
|         |                            |          |         |                                                   |             | PVAC PROVISION DE PRIMA VAC 111.76   |
|         |                            |          |         |                                                   |             | AGUI PROVISION AGUINALDO 1,117.60    |
|         |                            |          |         |                                                   |             | TOTA NOMINA EN EFECTIVO 1,191.20     |
| 397-093 | GARCIA NUÑEZ CARLOS ALONSO |          |         |                                                   |             |                                      |
| T.EMP:  | PERMANENTE                 | 623.53   | 826.78  | AUXILIAR ADMINISTRATIVO SUTCEA                    |             |                                      |

| Clave   | Nombre                        | S.Diario | S.Integ | PERCEPCIONES             | DEDUCCIONES | CONCEPTOS                            |
|---------|-------------------------------|----------|---------|--------------------------|-------------|--------------------------------------|
| 01      | SUELDO BASE                   | 9,352.95 | 51      | ISR                      | 1,569.05    | DVIG DIAS DE VIGENCIA 15.00          |
| 02      | AYUDA PARA DESPE              | 557.00   | 51B     | AJUSTE ISR A CARGO E     | 322.58      | IMP1 ISR ART 96 1,569.05             |
| 03      | AYUDA PARA PASAJ              | 339.50   | 54      | FONDO PENSIONES          | 1,075.59    | PGR1 PERC GRAVADA TIPO 1 10,674.55   |
| 04      | PRIMA QUINQUENAL              | 425.10   | 65      | OTRAS DEDUCCIONES        | 5,270.40    | PERC TOTAL PERCEPCIONES 10,674.55    |
|         |                               |          |         |                          |             | DEDU TOTAL DEDUCCIONES 8,237.62      |
|         |                               |          |         |                          |             | 3%FV 3% FONDO DE VIVIENDA 280.59     |
|         |                               |          |         |                          |             | FOND FONDO PENSIONES EMPRES 1,636.77 |
|         |                               |          |         |                          |             | SEDARSEDAR 187.06                    |
|         |                               |          |         |                          |             | PVAC PROVISION DE PRIMA VAC 140.40   |
|         |                               |          |         |                          |             | AGUI PROVISION AGUINALDO 1,404.03    |
|         |                               |          |         |                          |             | TOTA NOMINA EN EFECTIVO 2,436.93     |
| 397-094 | DIEGO CHAVEZ FRANCISCO JAVIER |          |         |                          |             |                                      |
| T.EMP:  | PERMANENTE                    | 387.30   |         | 478.02ASEADOR            |             |                                      |
| 01      | SUELDO BASE                   | 5,809.50 | 51      | ISR                      | 754.81      | DVIG DIAS DE VIGENCIA 15.00          |
| 02      | AYUDA PARA DESPE              | 394.00   | 51B     | AJUSTE ISR A CARGO E     | 109.15      | IMP1 ISR ART 96 754.81               |
| 03      | AYUDA PARA PASAJ              | 234.00   | 54      | FONDO PENSIONES          | 668.09      | PGR1 PERC GRAVADA TIPO 1 6,862.60    |
| 04      | PRIMA QUINQUENAL              | 425.10   | 65      | OTRAS DEDUCCIONES        | 2,481.09    | PERC TOTAL PERCEPCIONES 6,862.60     |
|         |                               |          |         |                          |             | DEDU TOTAL DEDUCCIONES 4,013.14      |
|         |                               |          |         |                          |             | 3%FV 3% FONDO DE VIVIENDA 174.28     |
|         |                               |          |         |                          |             | FOND FONDO PENSIONES EMPRES 1,016.66 |
|         |                               |          |         |                          |             | SEDARSEDAR 116.19                    |
|         |                               |          |         |                          |             | PVAC PROVISION DE PRIMA VAC 88.18    |
|         |                               |          |         |                          |             | AGUI PROVISION AGUINALDO 881.85      |
|         |                               |          |         |                          |             | TOTA NOMINA EN EFECTIVO 2,849.46     |
| 397-095 | ALEMAN MORENO VICTOR MANUEL   |          |         |                          |             |                                      |
| T.EMP:  | PERMANENTE                    | 387.30   |         | 478.02ASEADOR            |             |                                      |
| 01      | SUELDO BASE                   | 5,809.50 | 51      | ISR                      | 754.81      | DVIG DIAS DE VIGENCIA 15.00          |
| 02      | AYUDA PARA DESPE              | 394.00   | 51B     | AJUSTE ISR A CARGO E     | 109.15      | IMP1 ISR ART 96 754.81               |
| 03      | AYUDA PARA PASAJ              | 234.00   | 54      | FONDO PENSIONES          | 668.09      | PGR1 PERC GRAVADA TIPO 1 6,862.60    |
| 04      | PRIMA QUINQUENAL              | 425.10   | 65      | OTRAS DEDUCCIONES        | 58.09       | PERC TOTAL PERCEPCIONES 6,862.60     |
|         |                               |          |         |                          |             | DEDU TOTAL DEDUCCIONES 1,590.14      |
|         |                               |          |         |                          |             | 3%FV 3% FONDO DE VIVIENDA 174.28     |
|         |                               |          |         |                          |             | FOND FONDO PENSIONES EMPRES 1,016.66 |
|         |                               |          |         |                          |             | SEDARSEDAR 116.19                    |
|         |                               |          |         |                          |             | PVAC PROVISION DE PRIMA VAC 88.18    |
|         |                               |          |         |                          |             | AGUI PROVISION AGUINALDO 881.85      |
|         |                               |          |         |                          |             | TOTA NOMINA EN EFECTIVO 5,272.46     |
| 397-112 | SANCHEZ JOAQUIN               |          |         |                          |             |                                      |
| T.EMP:  | PERMANENTE                    | 387.30   |         | 478.02VELADOR INTENDENTE |             |                                      |
| 01      | SUELDO BASE                   | 5,809.50 | 51      | ISR                      | 754.81      | DVIG DIAS DE VIGENCIA 15.00          |
| 02      | AYUDA PARA DESPE              | 394.00   | 51B     | AJUSTE ISR A CARGO E     | 109.15      | IMP1 ISR ART 96 754.81               |
| 03      | AYUDA PARA PASAJ              | 234.00   | 54      | FONDO PENSIONES          | 668.09      | PGR1 PERC GRAVADA TIPO 1 6,862.60    |
| 04      | PRIMA QUINQUENAL              | 425.10   | 65      | OTRAS DEDUCCIONES        | 58.09       | PERC TOTAL PERCEPCIONES 6,862.60     |
|         |                               |          |         |                          |             | DEDU TOTAL DEDUCCIONES 1,590.14      |
|         |                               |          |         |                          |             | 3%FV 3% FONDO DE VIVIENDA 174.28     |
|         |                               |          |         |                          |             | FOND FONDO PENSIONES EMPRES 1,016.66 |
|         |                               |          |         |                          |             | SEDARSEDAR 116.19                    |
|         |                               |          |         |                          |             | PVAC PROVISION DE PRIMA VAC 88.18    |
|         |                               |          |         |                          |             | AGUI PROVISION AGUINALDO 881.85      |
|         |                               |          |         |                          |             | TOTA NOMINA EN EFECTIVO 5,272.46     |
| 397-113 | LUJAN BARAJAS DONACIANO       |          |         |                          |             |                                      |
| T.EMP:  | PERMANENTE                    | 387.30   |         | 478.02ASEADOR            |             |                                      |
| 01      | SUELDO BASE                   | 5,809.50 | 51      | ISR                      | 754.81      | DVIG DIAS DE VIGENCIA 15.00          |
| 02      | AYUDA PARA DESPE              | 394.00   | 51B     | AJUSTE ISR A CARGO E     | 109.15      | IMP1 ISR ART 96 754.81               |

| Clave                                        | Nombre           | S.Diario | S.Integ | PERCEPCIONES         | DEDUCCIONES                                 | CONCEPTOS                            |
|----------------------------------------------|------------------|----------|---------|----------------------|---------------------------------------------|--------------------------------------|
| 03                                           | AYUDA PARA PASAJ | 234.00   | 54      | FONDO PENSIONES      | 668.09                                      | PGR1 PERC GRAVADA TIPO 1 6,862.60    |
| 04                                           | PRIMA QUINQUENAL | 425.10   | 65      | OTRAS DEDUCCIONES    | 208.09                                      | PERC TOTAL PERCEPCIONES 6,862.60     |
|                                              |                  |          |         |                      |                                             | DEDU TOTAL DEDUCCIONES 1,740.14      |
|                                              |                  |          |         |                      |                                             | 3%FV 3% FONDO DE VIVIENDA 174.28     |
|                                              |                  |          |         |                      |                                             | FOND FONDO PENSIONES EMPRES 1,016.66 |
|                                              |                  |          |         |                      |                                             | SEDARSEDAR 116.19                    |
|                                              |                  |          |         |                      |                                             | PVAC PROVISION DE PRIMA VAC 88.18    |
|                                              |                  |          |         |                      |                                             | AGUI PROVISION AGUINALDO 881.85      |
|                                              |                  |          |         |                      |                                             | TOTA NOMINA EN EFECTIVO 5,122.46     |
| 480-2019 RAMIREZ SANCHEZ MARIA JUANA ROSALBA |                  |          |         |                      |                                             |                                      |
| T.EMP:                                       | PERMANENTE       | 387.30   |         | 463.61               | ASEADOR                                     |                                      |
| 01                                           | SUELDO BASE      | 5,809.50 | 51      | ISR                  | 669.66                                      | DVIG DIAS DE VIGENCIA 15.00          |
| 02                                           | AYUDA PARA DESPE | 394.00   | 51B     | AJUSTE ISR A CARGO E | 109.14                                      | IMP1 ISR ART 96 669.66               |
| 03                                           | AYUDA PARA PASAJ | 234.00   | 54      | FONDO PENSIONES      | 668.09                                      | PGR1 PERC GRAVADA TIPO 1 6,437.50    |
|                                              |                  |          | 65      | OTRAS DEDUCCIONES    | 558.09                                      | PERC TOTAL PERCEPCIONES 6,437.50     |
|                                              |                  |          |         |                      |                                             | DEDU TOTAL DEDUCCIONES 2,004.98      |
|                                              |                  |          |         |                      |                                             | 3%FV 3% FONDO DE VIVIENDA 174.28     |
|                                              |                  |          |         |                      |                                             | FOND FONDO PENSIONES EMPRES 1,016.66 |
|                                              |                  |          |         |                      |                                             | SEDARSEDAR 116.19                    |
|                                              |                  |          |         |                      |                                             | PVAC PROVISION DE PRIMA VAC 88.18    |
|                                              |                  |          |         |                      |                                             | AGUI PROVISION AGUINALDO 881.85      |
|                                              |                  |          |         |                      |                                             | TOTA NOMINA EN EFECTIVO 4,432.52     |
| 481-2019 CASTELLANOS RODRIGUEZ JORGE OSWALDO |                  |          |         |                      |                                             |                                      |
| T.EMP:                                       | PERMANENTE       | 436.03   |         | 525.90               | AUXILIAR DE SERVICIOS GENERALES FOTOCOPIADO |                                      |
| 01                                           | SUELDO BASE      | 6,540.45 | 51      | ISR                  | 852.18                                      | DVIG DIAS DE VIGENCIA 15.00          |
| 02                                           | AYUDA PARA DESPE | 463.00   | 51B     | AJUSTE ISR A CARGO E | 131.47                                      | IMP1 ISR ART 96 852.18               |
| 03                                           | AYUDA PARA PASAJ | 315.00   | 54      | FONDO PENSIONES      | 752.15                                      | PGR1 PERC GRAVADA TIPO 1 7,318.45    |
|                                              |                  |          | 65      | OTRAS DEDUCCIONES    | 678.40                                      | PERC TOTAL PERCEPCIONES 7,318.45     |
|                                              |                  |          |         |                      |                                             | DEDU TOTAL DEDUCCIONES 2,414.20      |
|                                              |                  |          |         |                      |                                             | 3%FV 3% FONDO DE VIVIENDA 196.21     |
|                                              |                  |          |         |                      |                                             | FOND FONDO PENSIONES EMPRES 1,144.58 |
|                                              |                  |          |         |                      |                                             | SEDARSEDAR 130.81                    |
|                                              |                  |          |         |                      |                                             | PVAC PROVISION DE PRIMA VAC 100.25   |
|                                              |                  |          |         |                      |                                             | AGUI PROVISION AGUINALDO 1,002.53    |
|                                              |                  |          |         |                      |                                             | TOTA NOMINA EN EFECTIVO 4,904.25     |
| 489-2020 RODRIGUEZ CALDERON MARIA GUADALUPE  |                  |          |         |                      |                                             |                                      |
| T.EMP:                                       | PERMANENTE       | 387.30   |         | 463.62               | ASEADOR                                     |                                      |
| 01                                           | SUELDO BASE      | 5,809.50 | 51      | ISR                  | 669.66                                      | DVIG DIAS DE VIGENCIA 15.00          |
| 02                                           | AYUDA PARA DESPE | 394.00   | 54      | FONDO PENSIONES      | 668.09                                      | IMP1 ISR ART 96 669.66               |
| 03                                           | AYUDA PARA PASAJ | 234.00   | 65      | OTRAS DEDUCCIONES    | 58.09                                       | PGR1 PERC GRAVADA TIPO 1 6,437.50    |
|                                              |                  |          |         |                      |                                             | PERC TOTAL PERCEPCIONES 6,437.50     |
|                                              |                  |          |         |                      |                                             | DEDU TOTAL DEDUCCIONES 1,395.84      |
|                                              |                  |          |         |                      |                                             | 3%FV 3% FONDO DE VIVIENDA 174.28     |
|                                              |                  |          |         |                      |                                             | FOND FONDO PENSIONES EMPRES 1,016.66 |
|                                              |                  |          |         |                      |                                             | SEDARSEDAR 116.19                    |
|                                              |                  |          |         |                      |                                             | PVAC PROVISION DE PRIMA VAC 88.18    |
|                                              |                  |          |         |                      |                                             | AGUI PROVISION AGUINALDO 881.85      |
|                                              |                  |          |         |                      |                                             | TOTA NOMINA EN EFECTIVO 5,041.66     |
| 539-005 NUÑEZ MIRAMONTES MARIA DE JESUS      |                  |          |         |                      |                                             |                                      |
| T.EMP:                                       | PERMANENTE       | 473.73   |         | 584.88               | SECRETARIA                                  |                                      |
| 01                                           | SUELDO BASE      | 7,105.95 | 51      | ISR                  | 1,070.39                                    | DVIG DIAS DE VIGENCIA 15.00          |
| 02                                           | AYUDA PARA DESPE | 478.50   | 51B     | AJUSTE ISR A CARGO E | 146.60                                      | IMP1 ISR ART 96 1,070.39             |
| 03                                           | AYUDA PARA PASAJ | 330.50   | 54      | FONDO PENSIONES      | 817.18                                      | PGR1 PERC GRAVADA TIPO 1 8,340.04    |
| 04                                           | PRIMA QUINQUENAL | 425.10   | 65      | OTRAS DEDUCCIONES    | 3,771.60                                    | PERC TOTAL PERCEPCIONES 8,340.05     |

| Clave   | Nombre                               | S.Diario | S.Integ | PERCEPCIONES         | DEDUCCIONES             | CONCEPTOS                            |
|---------|--------------------------------------|----------|---------|----------------------|-------------------------|--------------------------------------|
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|         |                                      |          |         |                      |                         | DEDU TOTAL DEDUCCIONES 5,805.77      |
|         |                                      |          |         |                      |                         | 3%FV 3% FONDO DE VIVIENDA 213.18     |
|         |                                      |          |         |                      |                         | FOND FONDO PENSIONES EMPRES 1,243.54 |
|         |                                      |          |         |                      |                         | SEDARSEDAR 142.12                    |
|         |                                      |          |         |                      |                         | PVAC PROVISION DE PRIMA VAC 108.42   |
|         |                                      |          |         |                      |                         | AGUI PROVISION AGUINALDO 1,084.24    |
|         |                                      |          |         |                      |                         | CHEQ PAGO POR CHEQUE 2,534.28        |
| <hr/>   |                                      |          |         |                      |                         |                                      |
| 700-007 | GUTIERREZ HERNANDEZ EDUARDO EMMANUEL |          |         |                      |                         |                                      |
| T.EMP:  | PERMANENTE                           | 387.30   |         | 463.61               | VELADOR INTENDENTE      |                                      |
| 01      | SUELDO BASE                          | 5,809.50 | 51      | ISR                  | 669.66                  | DVIG DIAS DE VIGENCIA 15.00          |
| 02      | AYUDA PARA DESPE                     | 394.00   | 51B     | AJUSTE ISR A CARGO E | 109.14                  | IMP1 ISR ART 96 669.66               |
| 03      | AYUDA PARA PASAJ                     | 234.00   | 54      | FONDO PENSIONES      | 668.09                  | PGR1 PERC GRAVADA TIPO 1 6,437.50    |
|         |                                      |          | 65      | OTRAS DEDUCCIONES    | 1,788.18                | PERC TOTAL PERCEPCIONES 6,437.50     |
|         |                                      |          |         |                      |                         | DEDU TOTAL DEDUCCIONES 3,235.07      |
|         |                                      |          |         |                      |                         | 3%FV 3% FONDO DE VIVIENDA 174.28     |
|         |                                      |          |         |                      |                         | FOND FONDO PENSIONES EMPRES 1,016.66 |
|         |                                      |          |         |                      |                         | SEDARSEDAR 116.19                    |
|         |                                      |          |         |                      |                         | PVAC PROVISION DE PRIMA VAC 88.18    |
|         |                                      |          |         |                      |                         | AGUI PROVISION AGUINALDO 881.85      |
|         |                                      |          |         |                      |                         | TOTA NOMINA EN EFECTIVO 3,202.43     |
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| 720-010 | FLORES VAZQUEZ ARTURO                |          |         |                      |                         |                                      |
| T.EMP:  | PERMANENTE                           | 486.83   |         | 595.34               | AUXILIAR ADMINISTRATIVO |                                      |
| 01      | SUELDO BASE                          | 7,302.45 | 51      | ISR                  | 1,092.14                | DVIG DIAS DE VIGENCIA 15.00          |
| 02      | AYUDA PARA DESPE                     | 523.00   | 51B     | AJUSTE ISR A CARGO E | 152.78                  | IMP1 ISR ART 96 1,092.14             |
| 03      | AYUDA PARA PASAJ                     | 333.00   | 54      | FONDO PENSIONES      | 839.78                  | PGR1 PERC GRAVADA TIPO 1 8,441.85    |
| 04      | PRIMA QUINQUENAL                     | 283.40   | 65      | OTRAS DEDUCCIONES    | 73.02                   | PERC TOTAL PERCEPCIONES 8,441.85     |
|         |                                      |          |         |                      |                         | DEDU TOTAL DEDUCCIONES 2,157.72      |
|         |                                      |          |         |                      |                         | 3%FV 3% FONDO DE VIVIENDA 219.07     |
|         |                                      |          |         |                      |                         | FOND FONDO PENSIONES EMPRES 1,277.93 |
|         |                                      |          |         |                      |                         | SEDARSEDAR 146.05                    |
|         |                                      |          |         |                      |                         | PVAC PROVISION DE PRIMA VAC 111.76   |
|         |                                      |          |         |                      |                         | AGUI PROVISION AGUINALDO 1,117.60    |
|         |                                      |          |         |                      |                         | TOTA NOMINA EN EFECTIVO 6,284.13     |
| <hr/>   |                                      |          |         |                      |                         |                                      |
| 720-012 | LOPEZ SALDAÑA LUISA FERNANDA         |          |         |                      |                         |                                      |
| T.EMP:  | PERMANENTE                           | 486.83   |         | 595.34               | AUXILIAR DE COMPRAS     |                                      |
| 01      | SUELDO BASE                          | 7,302.45 | 51      | ISR                  | 1,092.14                | DVIG DIAS DE VIGENCIA 15.00          |
| 02      | AYUDA PARA DESPE                     | 523.00   | 51B     | AJUSTE ISR A CARGO E | 152.78                  | IMP1 ISR ART 96 1,092.14             |
| 03      | AYUDA PARA PASAJ                     | 333.00   | 54      | FONDO PENSIONES      | 839.78                  | PGR1 PERC GRAVADA TIPO 1 8,441.85    |
| 04      | PRIMA QUINQUENAL                     | 283.40   | 65      | OTRAS DEDUCCIONES    | 3,203.02                | PERC TOTAL PERCEPCIONES 8,441.85     |
|         |                                      |          |         |                      |                         | DEDU TOTAL DEDUCCIONES 5,287.72      |
|         |                                      |          |         |                      |                         | 3%FV 3% FONDO DE VIVIENDA 219.07     |
|         |                                      |          |         |                      |                         | FOND FONDO PENSIONES EMPRES 1,277.93 |
|         |                                      |          |         |                      |                         | SEDARSEDAR 146.05                    |
|         |                                      |          |         |                      |                         | PVAC PROVISION DE PRIMA VAC 111.76   |
|         |                                      |          |         |                      |                         | AGUI PROVISION AGUINALDO 1,117.60    |
|         |                                      |          |         |                      |                         | TOTA NOMINA EN EFECTIVO 3,154.13     |
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| 730-004 | ESPARZA PLASCENCIA BENJAMIN          |          |         |                      |                         |                                      |
| T.EMP:  | PERMANENTE                           | 387.30   |         | 478.02               | ASEADOR                 |                                      |
| 01      | SUELDO BASE                          | 5,809.50 | 51      | ISR                  | 754.81                  | DVIG DIAS DE VIGENCIA 15.00          |
| 02      | AYUDA PARA DESPE                     | 394.00   | 51B     | AJUSTE ISR A CARGO E | 109.15                  | IMP1 ISR ART 96 754.81               |
| 03      | AYUDA PARA PASAJ                     | 234.00   | 54      | FONDO PENSIONES      | 668.09                  | PGR1 PERC GRAVADA TIPO 1 6,862.60    |
| 04      | PRIMA QUINQUENAL                     | 425.10   | 65      | OTRAS DEDUCCIONES    | 2,420.09                | PERC TOTAL PERCEPCIONES 6,862.60     |
|         |                                      |          |         |                      |                         | DEDU TOTAL DEDUCCIONES 3,952.14      |
|         |                                      |          |         |                      |                         | 3%FV 3% FONDO DE VIVIENDA 174.28     |

| Clave               | Nombre                           | S.Diario | S.Integ              | PERCEPCIONES       | DEDUCCIONES                 | CONCEPTOS                            |
|---------------------|----------------------------------|----------|----------------------|--------------------|-----------------------------|--------------------------------------|
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|                     |                                  |          |                      |                    |                             | FOND FONDO PENSIONES EMPRES 1,016.66 |
|                     |                                  |          |                      |                    |                             | SEDARSEDAR 116.19                    |
|                     |                                  |          |                      |                    |                             | PVAC PROVISION DE PRIMA VAC 88.18    |
|                     |                                  |          |                      |                    |                             | AGUI PROVISION AGUINALDO 881.85      |
|                     |                                  |          |                      |                    |                             | TOTA NOMINA EN EFECTIVO 2,910.46     |
| 730-008             | OROZCO PONCE ERNESTO             |          |                      |                    |                             |                                      |
| T.EMP: PERMANENTE   | 387.30                           |          | 478.02               | VELADOR INTENDENTE |                             |                                      |
| 01 SUELDO BASE      | 5,809.50                         | 51       | ISR                  | 754.81             | DVIG DIAS DE VIGENCIA       | 15.00                                |
| 02 AYUDA PARA DESPE | 394.00                           | 51B      | AJUSTE ISR A CARGO E | 109.14             | IMP1 ISR ART 96             | 754.81                               |
| 03 AYUDA PARA PASAJ | 234.00                           | 54       | FONDO PENSIONES      | 668.09             | PGR1 PERC GRAVADA TIPO 1    | 6,862.60                             |
| 04 PRIMA QUINQUENAL | 425.10                           | 65       | OTRAS DEDUCCIONES    | 2,643.09           | PERC TOTAL PERCEPCIONES     | 6,862.60                             |
|                     |                                  |          |                      |                    | DEDU TOTAL DEDUCCIONES      | 4,175.13                             |
|                     |                                  |          |                      |                    | 3%FV 3% FONDO DE VIVIENDA   | 174.28                               |
|                     |                                  |          |                      |                    | FOND FONDO PENSIONES EMPRES | 1,016.66                             |
|                     |                                  |          |                      |                    | SEDARSEDAR                  | 116.19                               |
|                     |                                  |          |                      |                    | PVAC PROVISION DE PRIMA VAC | 88.18                                |
|                     |                                  |          |                      |                    | AGUI PROVISION AGUINALDO    | 881.85                               |
|                     |                                  |          |                      |                    | TOTA NOMINA EN EFECTIVO     | 2,687.47                             |
| 730-010             | JIMENEZ MAGDALENO JOSE FRANCISCO |          |                      |                    |                             |                                      |
| T.EMP: PERMANENTE   | 387.30                           |          | 478.02               | VELADOR INTENDENTE |                             |                                      |
| 01 SUELDO BASE      | 5,809.50                         | 51       | ISR                  | 754.81             | DVIG DIAS DE VIGENCIA       | 15.00                                |
| 02 AYUDA PARA DESPE | 394.00                           | 51B      | AJUSTE ISR A CARGO E | 109.14             | IMP1 ISR ART 96             | 754.81                               |
| 03 AYUDA PARA PASAJ | 234.00                           | 54       | FONDO PENSIONES      | 668.09             | PGR1 PERC GRAVADA TIPO 1    | 6,862.60                             |
| 04 PRIMA QUINQUENAL | 425.10                           | 65       | OTRAS DEDUCCIONES    | 802.09             | PERC TOTAL PERCEPCIONES     | 6,862.60                             |
|                     |                                  |          |                      |                    | DEDU TOTAL DEDUCCIONES      | 2,334.13                             |
|                     |                                  |          |                      |                    | 3%FV 3% FONDO DE VIVIENDA   | 174.28                               |
|                     |                                  |          |                      |                    | FOND FONDO PENSIONES EMPRES | 1,016.66                             |
|                     |                                  |          |                      |                    | SEDARSEDAR                  | 116.19                               |
|                     |                                  |          |                      |                    | PVAC PROVISION DE PRIMA VAC | 88.18                                |
|                     |                                  |          |                      |                    | AGUI PROVISION AGUINALDO    | 881.85                               |
|                     |                                  |          |                      |                    | TOTA NOMINA EN EFECTIVO     | 4,528.47                             |
| 730-027             | GONZALEZ ALBA ERIKA VERONICA     |          |                      |                    |                             |                                      |
| T.EMP: PERMANENTE   | 387.30                           |          | 485.55               | ASEADOR            |                             |                                      |
| 01 SUELDO BASE      | 5,809.50                         | 51       | ISR                  | 763.41             | DVIG DIAS DE VIGENCIA       | 15.00                                |
| 02 AYUDA PARA DESPE | 394.00                           | 51B      | AJUSTE ISR A CARGO E | 113.77             | IMP1 ISR ART 96             | 763.41                               |
| 03 AYUDA PARA PASAJ | 234.00                           | 54       | FONDO PENSIONES      | 689.02             | PGR1 PERC GRAVADA TIPO 1    | 6,902.85                             |
| 04 PRIMA QUINQUENAL | 283.40                           | 65       | OTRAS DEDUCCIONES    | 3,701.38           | PERC TOTAL PERCEPCIONES     | 6,902.85                             |
| 16 HOMOLOGACION     | 181.95                           |          |                      |                    | DEDU TOTAL DEDUCCIONES      | 5,267.58                             |
|                     |                                  |          |                      |                    | 3%FV 3% FONDO DE VIVIENDA   | 179.74                               |
|                     |                                  |          |                      |                    | FOND FONDO PENSIONES EMPRES | 1,048.50                             |
|                     |                                  |          |                      |                    | SEDARSEDAR                  | 119.83                               |
|                     |                                  |          |                      |                    | PVAC PROVISION DE PRIMA VAC | 88.18                                |
|                     |                                  |          |                      |                    | AGUI PROVISION AGUINALDO    | 881.85                               |
|                     |                                  |          |                      |                    | CHEQ PAGO POR CHEQUE        | 1,635.27                             |
| 730-031             | VAZQUEZ RIVAS NORMA ARGELIA      |          |                      |                    |                             |                                      |
| T.EMP: PERMANENTE   | 436.03                           |          | 535.51               | RECEPCIONISTA      |                             |                                      |
| 01 SUELDO BASE      | 6,540.45                         | 51       | ISR                  | 912.72             | DVIG DIAS DE VIGENCIA       | 15.00                                |
| 02 AYUDA PARA DESPE | 463.00                           | 51B      | AJUSTE ISR A CARGO E | 131.47             | IMP1 ISR ART 96             | 912.72                               |
| 03 AYUDA PARA PASAJ | 315.00                           | 54       | FONDO PENSIONES      | 752.15             | PGR1 PERC GRAVADA TIPO 1    | 7,601.85                             |
| 04 PRIMA QUINQUENAL | 283.40                           | 65       | OTRAS DEDUCCIONES    | 4,027.19           | PERC TOTAL PERCEPCIONES     | 7,601.85                             |
|                     |                                  |          |                      |                    | DEDU TOTAL DEDUCCIONES      | 5,823.53                             |
|                     |                                  |          |                      |                    | 3%FV 3% FONDO DE VIVIENDA   | 196.21                               |
|                     |                                  |          |                      |                    | FOND FONDO PENSIONES EMPRES | 1,144.58                             |
|                     |                                  |          |                      |                    | SEDARSEDAR                  | 130.81                               |

| Clave               | Nombre                          | S.Diario | S.Integ              | PERCEPCIONES                       | DEDUCCIONES | CONCEPTOS                            |
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|                     |                                 |          |                      |                                    |             | PVAC PROVISION DE PRIMA VAC 100.25   |
|                     |                                 |          |                      |                                    |             | AGUI PROVISION AGUINALDO 1,002.53    |
|                     |                                 |          |                      |                                    |             | TOTA NOMINA EN EFECTIVO 1,778.32     |
| 730-033             | RAMIREZ ESTRADA JOSE MARTIN     |          |                      |                                    |             |                                      |
| T.EMP: PERMANENTE   | 486.83                          |          | 621.01               | AUXILIAR ADMINISTRATIVO            |             |                                      |
| 01 SUELDO BASE      | 7,302.45                        | 51       | ISR                  |                                    | 1,173.00    | DVIG DIAS DE VIGENCIA 15.00          |
| 02 AYUDA PARA DESPE | 523.00                          | 51B      | AJUSTE ISR A CARGO E |                                    | 162.37      | IMP1 ISR ART 96 1,173.00             |
| 03 AYUDA PARA PASAJ | 333.00                          | 54       | FONDO PENSIONES      |                                    | 883.32      | PGR1 PERC GRAVADA TIPO 1 8,820.40    |
| 04 PRIMA QUINQUENAL | 283.40                          | 65       | OTRAS DEDUCCIONES    |                                    | 1,163.18    | PERC TOTAL PERCEPCIONES 8,820.40     |
| 16 HOMOLOGACION     | 378.55                          |          |                      |                                    |             | DEDU TOTAL DEDUCCIONES 3,381.87      |
|                     |                                 |          |                      |                                    |             | 3%FV 3% FONDO DE VIVIENDA 230.43     |
|                     |                                 |          |                      |                                    |             | FOND FONDO PENSIONES EMPRES 1,344.17 |
|                     |                                 |          |                      |                                    |             | SEDARSEDAR 153.62                    |
|                     |                                 |          |                      |                                    |             | PVAC PROVISION DE PRIMA VAC 111.76   |
|                     |                                 |          |                      |                                    |             | AGUI PROVISION AGUINALDO 1,117.60    |
|                     |                                 |          |                      |                                    |             | TOTA NOMINA EN EFECTIVO 5,438.53     |
| 730-035             | GARCIA NUÑEZ JUSTA BEATRIZ      |          |                      |                                    |             |                                      |
| T.EMP: PERMANENTE   | 387.30                          |          | 463.61               | ASEADOR                            |             |                                      |
| 01 SUELDO BASE      | 5,809.50                        | 51       | ISR                  |                                    | 669.66      | DVIG DIAS DE VIGENCIA 15.00          |
| 02 AYUDA PARA DESPE | 394.00                          | 51B      | AJUSTE ISR A CARGO E |                                    | 109.14      | IMP1 ISR ART 96 669.66               |
| 03 AYUDA PARA PASAJ | 234.00                          | 54       | FONDO PENSIONES      |                                    | 668.09      | PGR1 PERC GRAVADA TIPO 1 6,437.50    |
|                     |                                 | 65       | OTRAS DEDUCCIONES    |                                    | 1,506.17    | PERC TOTAL PERCEPCIONES 6,437.50     |
|                     |                                 |          |                      |                                    |             | DEDU TOTAL DEDUCCIONES 2,953.06      |
|                     |                                 |          |                      |                                    |             | 3%FV 3% FONDO DE VIVIENDA 174.28     |
|                     |                                 |          |                      |                                    |             | FOND FONDO PENSIONES EMPRES 1,016.66 |
|                     |                                 |          |                      |                                    |             | SEDARSEDAR 116.19                    |
|                     |                                 |          |                      |                                    |             | PVAC PROVISION DE PRIMA VAC 88.18    |
|                     |                                 |          |                      |                                    |             | AGUI PROVISION AGUINALDO 881.85      |
|                     |                                 |          |                      |                                    |             | TOTA NOMINA EN EFECTIVO 3,484.44     |
| 730-036             | ESTRADA FLORES LUIS ENRIQUE     |          |                      |                                    |             |                                      |
| T.EMP: PERMANENTE   | 419.43                          |          | 506.26               | ALMACENISTA                        |             |                                      |
| 01 SUELDO BASE      | 6,291.45                        | 51       | ISR                  |                                    | 796.33      | DVIG DIAS DE VIGENCIA 15.00          |
| 02 AYUDA PARA DESPE | 457.50                          | 51B      | AJUSTE ISR A CARGO E |                                    | 124.86      | IMP1 ISR ART 96 796.33               |
| 03 AYUDA PARA PASAJ | 308.00                          | 54       | FONDO PENSIONES      |                                    | 723.52      | PGR1 PERC GRAVADA TIPO 1 7,056.95    |
|                     |                                 | 65       | OTRAS DEDUCCIONES    |                                    | 62.91       | PERC TOTAL PERCEPCIONES 7,056.95     |
|                     |                                 |          |                      |                                    |             | DEDU TOTAL DEDUCCIONES 1,707.62      |
|                     |                                 |          |                      |                                    |             | 3%FV 3% FONDO DE VIVIENDA 188.74     |
|                     |                                 |          |                      |                                    |             | FOND FONDO PENSIONES EMPRES 1,101.00 |
|                     |                                 |          |                      |                                    |             | SEDARSEDAR 125.83                    |
|                     |                                 |          |                      |                                    |             | PVAC PROVISION DE PRIMA VAC 96.67    |
|                     |                                 |          |                      |                                    |             | AGUI PROVISION AGUINALDO 966.71      |
|                     |                                 |          |                      |                                    |             | TOTA NOMINA EN EFECTIVO 5,349.33     |
| 730-037             | DE LA TORRE DELGADILLO HERMILIO |          |                      |                                    |             |                                      |
| T.EMP: PERMANENTE   | 1,407.30                        |          | 1,701.25             | Subdirector 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             |
| 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    |

| Clave               | Nombre                             | S.Diario | S.Integ              | PERCEPCIONES                            | DEDUCCIONES                 | CONCEPTOS |                                   |
|---------------------|------------------------------------|----------|----------------------|-----------------------------------------|-----------------------------|-----------|-----------------------------------|
|                     |                                    |          |                      |                                         |                             |           | TOTA NOMINA EN EFECTIVO 15,831.43 |
| 730-039             | MARQUEZ TAPIA MARTHA LETICIA       |          |                      |                                         |                             |           |                                   |
| T.EMP: PERMANENTE   | 990.47                             |          | 1,192.53             | Jefe de Compras Gubernamentales         |                             |           |                                   |
| 01 SUELDO BASE      | 14,857.00                          | 51       | ISR                  | 2,783.93                                | DVIG DIAS DE VIGENCIA       | 15.00     |                                   |
| 02 AYUDA PARA DESPE | 732.50                             | 54       | FONDO PENSIONES      | 1,708.56                                | IMP1 ISR ART 96             | 2,783.93  |                                   |
| 03 AYUDA PARA PASAJ | 493.50                             |          |                      |                                         | PGR1 PERC GRAVADA TIPO 1    | 16,083.00 |                                   |
|                     |                                    |          |                      |                                         | PERC TOTAL PERCEPCIONES     | 16,083.00 |                                   |
|                     |                                    |          |                      |                                         | DEDU TOTAL DEDUCCIONES      | 4,492.49  |                                   |
|                     |                                    |          |                      |                                         | 3%FV 3% FONDO DE VIVIENDA   | 445.71    |                                   |
|                     |                                    |          |                      |                                         | FOND FONDO PENSIONES EMPRES | 2,599.97  |                                   |
|                     |                                    |          |                      |                                         | SEDARSEDAR                  | 297.14    |                                   |
|                     |                                    |          |                      |                                         | PVAC PROVISION DE PRIMA VAC | 220.32    |                                   |
|                     |                                    |          |                      |                                         | AGUI PROVISION AGUINALDO    | 2,203.15  |                                   |
|                     |                                    |          |                      |                                         | TOTA NOMINA EN EFECTIVO     | 11,590.51 |                                   |
| 730-040             | ANGEL ENDIA LUIS ARMANDO           |          |                      |                                         |                             |           |                                   |
| T.EMP: PERMANENTE   | 511.10                             |          | 614.84               | Supervisor de Mantenimiento (Edificios) |                             |           |                                   |
| 01 SUELDO BASE      | 7,666.50                           | 51       | ISR                  | 1,115.78                                | DVIG DIAS DE VIGENCIA       | 15.00     |                                   |
| 02 AYUDA PARA DESPE | 546.50                             | 51B      | AJUSTE ISR A CARGO E | 161.59                                  | IMP1 ISR ART 96             | 1,115.78  |                                   |
| 03 AYUDA PARA PASAJ | 339.50                             | 54       | FONDO PENSIONES      | 881.65                                  | PGR1 PERC GRAVADA TIPO 1    | 8,552.50  |                                   |
|                     |                                    |          |                      |                                         | PERC TOTAL PERCEPCIONES     | 8,552.50  |                                   |
|                     |                                    |          |                      |                                         | DEDU TOTAL DEDUCCIONES      | 2,159.02  |                                   |
|                     |                                    |          |                      |                                         | 3%FV 3% FONDO DE VIVIENDA   | 230.00    |                                   |
|                     |                                    |          |                      |                                         | FOND FONDO PENSIONES EMPRES | 1,341.64  |                                   |
|                     |                                    |          |                      |                                         | SEDARSEDAR                  | 153.33    |                                   |
|                     |                                    |          |                      |                                         | PVAC PROVISION DE PRIMA VAC | 117.16    |                                   |
|                     |                                    |          |                      |                                         | AGUI PROVISION AGUINALDO    | 1,171.58  |                                   |
|                     |                                    |          |                      |                                         | TOTA NOMINA EN EFECTIVO     | 6,393.48  |                                   |
| 750-002             | FREEMAN FIGUEROA ALICIA DEL CARMEN |          |                      |                                         |                             |           |                                   |
| T.EMP: PERMANENTE   | 532.07                             |          | 654.18               | COMPRADOR                               |                             |           |                                   |
| 01 SUELDO BASE      | 7,981.05                           | 51       | ISR                  | 1,276.01                                | DVIG DIAS DE VIGENCIA       | 15.00     |                                   |
| 02 AYUDA PARA DESPE | 557.00                             | 54       | FONDO PENSIONES      | 917.82                                  | IMP1 ISR ART 96             | 1,276.01  |                                   |
| 03 AYUDA PARA PASAJ | 339.50                             | 65       | OTRAS DEDUCCIONES    | 4,447.81                                | PGR1 PERC GRAVADA TIPO 1    | 9,302.65  |                                   |
| 04 PRIMA QUINQUENAL | 425.10                             |          |                      |                                         | PERC TOTAL PERCEPCIONES     | 9,302.65  |                                   |
|                     |                                    |          |                      |                                         | DEDU TOTAL DEDUCCIONES      | 6,641.64  |                                   |
|                     |                                    |          |                      |                                         | 3%FV 3% FONDO DE VIVIENDA   | 239.43    |                                   |
|                     |                                    |          |                      |                                         | FOND FONDO PENSIONES EMPRES | 1,396.68  |                                   |
|                     |                                    |          |                      |                                         | SEDARSEDAR                  | 159.62    |                                   |
|                     |                                    |          |                      |                                         | PVAC PROVISION DE PRIMA VAC | 121.61    |                                   |
|                     |                                    |          |                      |                                         | AGUI PROVISION AGUINALDO    | 1,216.10  |                                   |
|                     |                                    |          |                      |                                         | TOTA NOMINA EN EFECTIVO     | 2,661.01  |                                   |
| 81-186-009          | YAÑEZ HERNANDEZ J HORACIO          |          |                      |                                         |                             |           |                                   |
| T.EMP: PERMANENTE   | 511.10                             |          | 635.74               | Analista de Control Patrimonial         |                             |           |                                   |
| 01 SUELDO BASE      | 7,666.50                           | 51       | ISR                  | 1,242.18                                | DVIG DIAS DE VIGENCIA       | 15.00     |                                   |
| 02 AYUDA PARA DESPE | 546.50                             | 54       | FONDO PENSIONES      | 884.52                                  | IMP1 ISR ART 96             | 1,242.18  |                                   |
| 03 AYUDA PARA PASAJ | 339.50                             | 65       | OTRAS DEDUCCIONES    | 4,762.05                                | PGR1 PERC GRAVADA TIPO 1    | 9,144.29  |                                   |
| 04 PRIMA QUINQUENAL | 566.80                             |          |                      |                                         | PERC TOTAL PERCEPCIONES     | 9,144.30  |                                   |
| 16 HOMOLOGACION     | 25.00                              |          |                      |                                         | DEDU TOTAL DEDUCCIONES      | 6,888.75  |                                   |
|                     |                                    |          |                      |                                         | 3%FV 3% FONDO DE VIVIENDA   | 230.75    |                                   |
|                     |                                    |          |                      |                                         | FOND FONDO PENSIONES EMPRES | 1,346.01  |                                   |
|                     |                                    |          |                      |                                         | SEDARSEDAR                  | 153.83    |                                   |
|                     |                                    |          |                      |                                         | PVAC PROVISION DE PRIMA VAC | 117.16    |                                   |
|                     |                                    |          |                      |                                         | AGUI PROVISION AGUINALDO    | 1,171.58  |                                   |
|                     |                                    |          |                      |                                         | TOTA NOMINA EN EFECTIVO     | 2,255.55  |                                   |

| Clave             | Nombre                                  | S.Diario | S.Integ | PERCEPCIONES                                   | DEDUCCIONES | CONCEPTOS                            |
|-------------------|-----------------------------------------|----------|---------|------------------------------------------------|-------------|--------------------------------------|
| 840-006           | ISLAS CORONADO CHRISTIAN ELIAS          |          |         |                                                |             |                                      |
| T.EMP: PERMANENTE | 436.03                                  |          | 525.90  | CHOFER MENSAJERO                               |             |                                      |
| 01                | SUELDO BASE                             | 6,540.45 | 51      | ISR                                            | 852.18      | DVIG DIAS DE VIGENCIA 15.00          |
| 02                | AYUDA PARA DESPE                        | 463.00   | 51B     | AJUSTE ISR A CARGO E                           | 129.95      | IMP1 ISR ART 96 852.18               |
| 03                | AYUDA PARA PASAJ                        | 315.00   | 54      | FONDO PENSIONES                                | 752.15      | PGR1 PERC GRAVADA TIPO 1 7,318.45    |
|                   |                                         |          | 65      | OTRAS DEDUCCIONES                              | 4,242.21    | PERC TOTAL PERCEPCIONES 7,318.45     |
|                   |                                         |          |         |                                                |             | DEDU TOTAL DEDUCCIONES 5,976.49      |
|                   |                                         |          |         |                                                |             | 3%FV 3% FONDO DE VIVIENDA 196.21     |
|                   |                                         |          |         |                                                |             | FOND FONDO PENSIONES EMPRES 1,144.58 |
|                   |                                         |          |         |                                                |             | SEDARSEDAR 130.81                    |
|                   |                                         |          |         |                                                |             | PVAC PROVISION DE PRIMA VAC 100.25   |
|                   |                                         |          |         |                                                |             | AGUI PROVISION AGUINALDO 1,002.53    |
|                   |                                         |          |         |                                                |             | TOTA NOMINA EN EFECTIVO 1,341.96     |
| 86-028-035        | VASQUEZ MENDOZA RUBEN                   |          |         |                                                |             |                                      |
| T.EMP: PERMANENTE | 387.30                                  |          | 482.83  | VELADOR INTENDENTE                             |             |                                      |
| 01                | SUELDO BASE                             | 5,809.50 | 51      | ISR                                            | 785.08      | DVIG DIAS DE VIGENCIA 15.00          |
| 02                | AYUDA PARA DESPE                        | 394.00   | 51B     | AJUSTE ISR A CARGO E                           | 108.70      | IMP1 ISR ART 96 785.08               |
| 03                | AYUDA PARA PASAJ                        | 234.00   | 54      | FONDO PENSIONES                                | 668.09      | PGR1 PERC GRAVADA TIPO 1 7,004.30    |
| 04                | PRIMA QUINQUENAL                        | 566.80   | 65      | OTRAS DEDUCCIONES                              | 58.09       | PERC TOTAL PERCEPCIONES 7,004.30     |
|                   |                                         |          |         |                                                |             | DEDU TOTAL DEDUCCIONES 1,619.96      |
|                   |                                         |          |         |                                                |             | 3%FV 3% FONDO DE VIVIENDA 174.28     |
|                   |                                         |          |         |                                                |             | FOND FONDO PENSIONES EMPRES 1,016.66 |
|                   |                                         |          |         |                                                |             | SEDARSEDAR 116.19                    |
|                   |                                         |          |         |                                                |             | PVAC PROVISION DE PRIMA VAC 88.18    |
|                   |                                         |          |         |                                                |             | AGUI PROVISION AGUINALDO 881.85      |
|                   |                                         |          |         |                                                |             | TOTA NOMINA EN EFECTIVO 5,384.34     |
| 86-061-015        | PEREZ MACIEL CARLOS                     |          |         |                                                |             |                                      |
| T.EMP: PERMANENTE | 541.53                                  |          | 674.07  | Supervisor de Mantenimiento (Parque Vehicular) |             |                                      |
| 01                | SUELDO BASE                             | 8,123.00 | 51      | ISR                                            | 1,349.30    | DVIG DIAS DE VIGENCIA 15.00          |
| 02                | AYUDA PARA DESPE                        | 564.00   | 51B     | AJUSTE ISR A CARGO E                           | 176.10      | IMP1 ISR ART 96 1,349.30             |
| 03                | AYUDA PARA PASAJ                        | 351.50   | 54      | FONDO PENSIONES                                | 938.80      | PGR1 PERC GRAVADA TIPO 1 9,645.79    |
| 04                | PRIMA QUINQUENAL                        | 566.80   | 65      | OTRAS DEDUCCIONES                              | 3,730.15    | PERC TOTAL PERCEPCIONES 9,645.80     |
| 16                | HOMOLOGACION                            | 40.50    |         |                                                |             | DEDU TOTAL DEDUCCIONES 6,194.35      |
|                   |                                         |          |         |                                                |             | 3%FV 3% FONDO DE VIVIENDA 244.91     |
|                   |                                         |          |         |                                                |             | FOND FONDO PENSIONES EMPRES 1,428.61 |
|                   |                                         |          |         |                                                |             | SEDARSEDAR 163.27                    |
|                   |                                         |          |         |                                                |             | PVAC PROVISION DE PRIMA VAC 123.82   |
|                   |                                         |          |         |                                                |             | AGUI PROVISION AGUINALDO 1,238.15    |
|                   |                                         |          |         |                                                |             | TOTA NOMINA EN EFECTIVO 3,451.45     |
| 86-148-004        | GUERRA LUNA MARTHA GABRIELA             |          |         |                                                |             |                                      |
| T.EMP: PERMANENTE | 486.83                                  |          | 609.75  | AUXILIAR DE COMPRAS                            |             |                                      |
| 01                | SUELDO BASE                             | 7,302.45 | 51      | ISR                                            | 1,182.94    | DVIG DIAS DE VIGENCIA 15.00          |
| 02                | AYUDA PARA DESPE                        | 523.00   | 54      | FONDO PENSIONES                                | 839.78      | IMP1 ISR ART 96 1,182.94             |
| 03                | AYUDA PARA PASAJ                        | 333.00   | 65      | OTRAS DEDUCCIONES                              | 3,740.72    | PGR1 PERC GRAVADA TIPO 1 8,866.95    |
| 04                | PRIMA QUINQUENAL                        | 708.50   |         |                                                |             | PERC TOTAL PERCEPCIONES 8,866.95     |
|                   |                                         |          |         |                                                |             | DEDU TOTAL DEDUCCIONES 5,763.44      |
|                   |                                         |          |         |                                                |             | 3%FV 3% FONDO DE VIVIENDA 219.07     |
|                   |                                         |          |         |                                                |             | FOND FONDO PENSIONES EMPRES 1,277.93 |
|                   |                                         |          |         |                                                |             | SEDARSEDAR 146.05                    |
|                   |                                         |          |         |                                                |             | PVAC PROVISION DE PRIMA VAC 111.76   |
|                   |                                         |          |         |                                                |             | AGUI PROVISION AGUINALDO 1,117.60    |
|                   |                                         |          |         |                                                |             | TOTA NOMINA EN EFECTIVO 3,103.51     |
| 86-167-002        | IRIARTE MORONES MARIA DEL CARMEN TERESA |          |         |                                                |             |                                      |
| T.EMP: PERMANENTE | 486.83                                  |          | 614.56  | AUXILIAR ADMINISTRATIVO                        |             |                                      |

| Clave                                          | Nombre           | S.Diario | S.Integ | DEDUCCIONES          | CONCEPTOS                                         |                                      |
|------------------------------------------------|------------------|----------|---------|----------------------|---------------------------------------------------|--------------------------------------|
| PERCEPCIONES                                   |                  |          |         |                      |                                                   |                                      |
| 01                                             | SUELDO BASE      | 7,302.45 | 51      | ISR                  | 1,213.21                                          | DVIG DIAS DE VIGENCIA 15.00          |
| 02                                             | AYUDA PARA DESPE | 523.00   | 51B     | AJUSTE ISR A CARGO E | 152.78                                            | IMP1 ISR ART 96 1,213.21             |
| 03                                             | AYUDA PARA PASAJ | 333.00   | 54      | FONDO PENSIONES      | 839.78                                            | PGR1 PERC GRAVADA TIPO 1 9,008.65    |
| 04                                             | PRIMA QUINQUENAL | 850.20   | 65      | OTRAS DEDUCCIONES    | 73.02                                             | PERC TOTAL PERCEPCIONES 9,008.65     |
|                                                |                  |          |         |                      |                                                   | DEDU TOTAL DEDUCCIONES 2,278.79      |
|                                                |                  |          |         |                      |                                                   | 3%FV 3% FONDO DE VIVIENDA 219.07     |
|                                                |                  |          |         |                      |                                                   | FOND FONDO PENSIONES EMPRES 1,277.93 |
|                                                |                  |          |         |                      |                                                   | SEDARSEDAR 146.05                    |
|                                                |                  |          |         |                      |                                                   | PVAC PROVISION DE PRIMA VAC 111.76   |
|                                                |                  |          |         |                      |                                                   | AGUI PROVISION AGUINALDO 1,117.60    |
|                                                |                  |          |         |                      |                                                   | TOTA NOMINA EN EFECTIVO 6,729.86     |
| 86-185-028 MAGDALENO AGUILERA FRANCISCO JAVIER |                  |          |         |                      |                                                   |                                      |
| T.EMP:                                         | PERMANENTE       | 486.83   |         | 614.56               | AUXILIAR DE SERVICIOS GENERALES PINTOR-ALBAÑIL-EL |                                      |
| 01                                             | SUELDO BASE      | 7,302.45 | 51      | ISR                  | 1,213.21                                          | DVIG DIAS DE VIGENCIA 15.00          |
| 02                                             | AYUDA PARA DESPE | 523.00   | 54      | FONDO PENSIONES      | 839.78                                            | IMP1 ISR ART 96 1,213.21             |
| 03                                             | AYUDA PARA PASAJ | 333.00   | 65      | OTRAS DEDUCCIONES    | 3,759.24                                          | PGR1 PERC GRAVADA TIPO 1 9,008.65    |
| 04                                             | PRIMA QUINQUENAL | 850.20   |         |                      |                                                   | PERC TOTAL PERCEPCIONES 9,008.65     |
|                                                |                  |          |         |                      |                                                   | DEDU TOTAL DEDUCCIONES 5,812.23      |
|                                                |                  |          |         |                      |                                                   | 3%FV 3% FONDO DE VIVIENDA 219.07     |
|                                                |                  |          |         |                      |                                                   | FOND FONDO PENSIONES EMPRES 1,277.93 |
|                                                |                  |          |         |                      |                                                   | SEDARSEDAR 146.05                    |
|                                                |                  |          |         |                      |                                                   | PVAC PROVISION DE PRIMA VAC 111.76   |
|                                                |                  |          |         |                      |                                                   | AGUI PROVISION AGUINALDO 1,117.60    |
|                                                |                  |          |         |                      |                                                   | TOTA NOMINA EN EFECTIVO 3,196.42     |
| 86-201-036 GALAN DUEÑAS MARCOS                 |                  |          |         |                      |                                                   |                                      |
| T.EMP:                                         | PERMANENTE       | 387.30   |         | 482.83               | VELADOR INTENDENTE                                |                                      |
| 01                                             | SUELDO BASE      | 5,809.50 | 51      | ISR                  | 785.08                                            | DVIG DIAS DE VIGENCIA 15.00          |
| 02                                             | AYUDA PARA DESPE | 394.00   | 51B     | AJUSTE ISR A CARGO E | 108.70                                            | IMP1 ISR ART 96 785.08               |
| 03                                             | AYUDA PARA PASAJ | 234.00   | 54      | FONDO PENSIONES      | 668.09                                            | PGR1 PERC GRAVADA TIPO 1 7,004.30    |
| 04                                             | PRIMA QUINQUENAL | 566.80   | 65      | OTRAS DEDUCCIONES    | 4,034.12                                          | PERC TOTAL PERCEPCIONES 7,004.30     |
|                                                |                  |          |         |                      |                                                   | DEDU TOTAL DEDUCCIONES 5,595.99      |
|                                                |                  |          |         |                      |                                                   | 3%FV 3% FONDO DE VIVIENDA 174.28     |
|                                                |                  |          |         |                      |                                                   | FOND FONDO PENSIONES EMPRES 1,016.66 |
|                                                |                  |          |         |                      |                                                   | SEDARSEDAR 116.19                    |
|                                                |                  |          |         |                      |                                                   | PVAC PROVISION DE PRIMA VAC 88.18    |
|                                                |                  |          |         |                      |                                                   | AGUI PROVISION AGUINALDO 881.85      |
|                                                |                  |          |         |                      |                                                   | CHEQ PAGO POR CHEQUE 1,408.31        |
| 86-212-018 BRISEÑO DIAZ RAFAEL                 |                  |          |         |                      |                                                   |                                      |
| T.EMP:                                         | PERMANENTE       | 387.30   |         | 487.63               | VELADOR INTENDENTE                                |                                      |
| 01                                             | SUELDO BASE      | 5,809.50 | 51      | ISR                  | 815.35                                            | DVIG DIAS DE VIGENCIA 15.00          |
| 02                                             | AYUDA PARA DESPE | 394.00   | 51B     | AJUSTE ISR A CARGO E | 108.70                                            | IMP1 ISR ART 96 815.35               |
| 03                                             | AYUDA PARA PASAJ | 234.00   | 54      | FONDO PENSIONES      | 668.09                                            | PGR1 PERC GRAVADA TIPO 1 7,146.00    |
| 04                                             | PRIMA QUINQUENAL | 708.50   | 65      | OTRAS DEDUCCIONES    | 2,963.09                                          | PERC TOTAL PERCEPCIONES 7,146.00     |
|                                                |                  |          |         |                      |                                                   | DEDU TOTAL DEDUCCIONES 4,555.23      |
|                                                |                  |          |         |                      |                                                   | 3%FV 3% FONDO DE VIVIENDA 174.28     |
|                                                |                  |          |         |                      |                                                   | FOND FONDO PENSIONES EMPRES 1,016.66 |
|                                                |                  |          |         |                      |                                                   | SEDARSEDAR 116.19                    |
|                                                |                  |          |         |                      |                                                   | PVAC PROVISION DE PRIMA VAC 88.18    |
|                                                |                  |          |         |                      |                                                   | AGUI PROVISION AGUINALDO 881.85      |
|                                                |                  |          |         |                      |                                                   | TOTA NOMINA EN EFECTIVO 2,590.77     |
| 86-212-019 BEIVIDES PEREZ FRANCISCO            |                  |          |         |                      |                                                   |                                      |
| T.EMP:                                         | PERMANENTE       | 387.30   |         | 487.63               | VELADOR INTENDENTE                                |                                      |
| 01                                             | SUELDO BASE      | 5,809.50 | 51      | ISR                  | 815.35                                            | DVIG DIAS DE VIGENCIA 15.00          |
| 02                                             | AYUDA PARA DESPE | 394.00   | 54      | FONDO PENSIONES      | 668.09                                            | IMP1 ISR ART 96 815.35               |

| Clave                             | Nombre           | S.Diario | S.Integ | PERCEPCIONES         | DEDUCCIONES | CONCEPTOS                            |
|-----------------------------------|------------------|----------|---------|----------------------|-------------|--------------------------------------|
| 03                                | AYUDA PARA PASAJ | 234.00   | 65      | OTRAS DEDUCCIONES    | 2,868.42    | PGR1 PERC GRAVADA TIPO 1 7,146.00    |
| 04                                | PRIMA QUINQUENAL | 708.50   |         |                      |             | PERC TOTAL PERCEPCIONES 7,146.00     |
|                                   |                  |          |         |                      |             | DEDU TOTAL DEDUCCIONES 4,351.86      |
|                                   |                  |          |         |                      |             | 3%FV 3% FONDO DE VIVIENDA 174.28     |
|                                   |                  |          |         |                      |             | FOND FONDO PENSIONES EMPRES 1,016.66 |
|                                   |                  |          |         |                      |             | SEDARSEDAR 116.19                    |
|                                   |                  |          |         |                      |             | PVAC PROVISION DE PRIMA VAC 88.18    |
|                                   |                  |          |         |                      |             | AGUI PROVISION AGUINALDO 881.85      |
|                                   |                  |          |         |                      |             | TOTA NOMINA EN EFECTIVO 2,794.14     |
| 86-212-023 ROMERO MONTALVO MARTIN |                  |          |         |                      |             |                                      |
| T.EMP:                            | PERMANENTE       | 387.30   | 482.83  | VELADOR INTENDENTE   |             |                                      |
| 01                                | SUELDO BASE      | 5,809.50 | 51      | ISR                  | 785.08      | DVIG DIAS DE VIGENCIA 15.00          |
| 02                                | AYUDA PARA DESPE | 394.00   | 51B     | AJUSTE ISR A CARGO E | 109.16      | IMP1 ISR ART 96 785.08               |
| 03                                | AYUDA PARA PASAJ | 234.00   | 54      | FONDO PENSIONES      | 668.09      | PGR1 PERC GRAVADA TIPO 1 7,004.30    |
| 04                                | PRIMA QUINQUENAL | 566.80   | 65      | OTRAS DEDUCCIONES    | 3,525.25    | PERC TOTAL PERCEPCIONES 7,004.30     |
|                                   |                  |          |         |                      |             | DEDU TOTAL DEDUCCIONES 5,087.58      |
|                                   |                  |          |         |                      |             | 3%FV 3% FONDO DE VIVIENDA 174.28     |
|                                   |                  |          |         |                      |             | FOND FONDO PENSIONES EMPRES 1,016.66 |
|                                   |                  |          |         |                      |             | SEDARSEDAR 116.19                    |
|                                   |                  |          |         |                      |             | PVAC PROVISION DE PRIMA VAC 88.18    |
|                                   |                  |          |         |                      |             | AGUI PROVISION AGUINALDO 881.85      |
|                                   |                  |          |         |                      |             | TOTA NOMINA EN EFECTIVO 1,916.72     |
| 86-212-024 OROZCO VASQUEZ MIGUEL  |                  |          |         |                      |             |                                      |
| T.EMP:                            | PERMANENTE       | 387.30   | 482.83  | VELADOR INTENDENTE   |             |                                      |
| 01                                | SUELDO BASE      | 5,809.50 | 51      | ISR                  | 785.08      | DVIG DIAS DE VIGENCIA 15.00          |
| 02                                | AYUDA PARA DESPE | 394.00   | 51B     | AJUSTE ISR A CARGO E | 109.15      | IMP1 ISR ART 96 785.08               |
| 03                                | AYUDA PARA PASAJ | 234.00   | 54      | FONDO PENSIONES      | 668.09      | PGR1 PERC GRAVADA TIPO 1 7,004.30    |
| 04                                | PRIMA QUINQUENAL | 566.80   | 65      | OTRAS DEDUCCIONES    | 58.09       | PERC TOTAL PERCEPCIONES 7,004.30     |
|                                   |                  |          |         |                      |             | DEDU TOTAL DEDUCCIONES 1,620.41      |
|                                   |                  |          |         |                      |             | 3%FV 3% FONDO DE VIVIENDA 174.28     |
|                                   |                  |          |         |                      |             | FOND FONDO PENSIONES EMPRES 1,016.66 |
|                                   |                  |          |         |                      |             | SEDARSEDAR 116.19                    |
|                                   |                  |          |         |                      |             | PVAC PROVISION DE PRIMA VAC 88.18    |
|                                   |                  |          |         |                      |             | AGUI PROVISION AGUINALDO 881.85      |
|                                   |                  |          |         |                      |             | TOTA NOMINA EN EFECTIVO 5,383.89     |
| 86-212-026 HERNANDEZ RIVERA JORGE |                  |          |         |                      |             |                                      |
| T.EMP:                            | PERMANENTE       | 387.30   | 487.63  | JARDINERO            |             |                                      |
| 01                                | SUELDO BASE      | 5,809.50 | 51      | ISR                  | 815.35      | DVIG DIAS DE VIGENCIA 15.00          |
| 02                                | AYUDA PARA DESPE | 394.00   | 51B     | AJUSTE ISR A CARGO E | 109.16      | IMP1 ISR ART 96 815.35               |
| 03                                | AYUDA PARA PASAJ | 234.00   | 54      | FONDO PENSIONES      | 668.09      | PGR1 PERC GRAVADA TIPO 1 7,146.00    |
| 04                                | PRIMA QUINQUENAL | 708.50   | 65      | OTRAS DEDUCCIONES    | 3,463.09    | PERC TOTAL PERCEPCIONES 7,146.00     |
|                                   |                  |          |         |                      |             | DEDU TOTAL DEDUCCIONES 5,055.69      |
|                                   |                  |          |         |                      |             | 3%FV 3% FONDO DE VIVIENDA 174.28     |
|                                   |                  |          |         |                      |             | FOND FONDO PENSIONES EMPRES 1,016.66 |
|                                   |                  |          |         |                      |             | SEDARSEDAR 116.19                    |
|                                   |                  |          |         |                      |             | PVAC PROVISION DE PRIMA VAC 88.18    |
|                                   |                  |          |         |                      |             | AGUI PROVISION AGUINALDO 881.85      |
|                                   |                  |          |         |                      |             | TOTA NOMINA EN EFECTIVO 2,090.31     |
| 86-244-011 PEÑA SANTIAGO JUAN     |                  |          |         |                      |             |                                      |
| T.EMP:                            | PERMANENTE       | 419.43   | 525.47  | ALMACENISTA          |             |                                      |
| 01                                | SUELDO BASE      | 6,291.45 | 51      | ISR                  | 917.39      | DVIG DIAS DE VIGENCIA 15.00          |
| 02                                | AYUDA PARA DESPE | 457.50   | 51B     | AJUSTE ISR A CARGO E | 124.86      | IMP1 ISR ART 96 917.39               |
| 03                                | AYUDA PARA PASAJ | 308.00   | 54      | FONDO PENSIONES      | 723.52      | PGR1 PERC GRAVADA TIPO 1 7,623.75    |
| 04                                | PRIMA QUINQUENAL | 566.80   | 65      | OTRAS DEDUCCIONES    | 62.91       | PERC TOTAL PERCEPCIONES 7,623.75     |

| Clave               | Nombre                          | S.Diario | S.Integ              | PERCEPCIONES       | DEDUCCIONES                 | CONCEPTOS                            |
|---------------------|---------------------------------|----------|----------------------|--------------------|-----------------------------|--------------------------------------|
| <hr/>               |                                 |          |                      |                    |                             |                                      |
|                     |                                 |          |                      |                    |                             | DEDU TOTAL DEDUCCIONES 1,828.68      |
|                     |                                 |          |                      |                    |                             | 3%FV 3% FONDO DE VIVIENDA 188.74     |
|                     |                                 |          |                      |                    |                             | FOND FONDO PENSIONES EMPRES 1,101.00 |
|                     |                                 |          |                      |                    |                             | SEDARSEDAR 125.83                    |
|                     |                                 |          |                      |                    |                             | PVAC PROVISION DE PRIMA VAC 96.67    |
|                     |                                 |          |                      |                    |                             | AGUI PROVISION AGUINALDO 966.71      |
|                     |                                 |          |                      |                    |                             | TOTA NOMINA EN EFECTIVO 5,795.07     |
| <hr/>               |                                 |          |                      |                    |                             |                                      |
| 930-015             | CORONA GONZALEZ GERMAN          |          |                      |                    |                             |                                      |
| T.EMP: PERMANENTE   | 387.30                          |          | 473.22               | ASEADOR            |                             |                                      |
| 01 SUELDO BASE      | 5,809.50                        | 51       | ISR                  | 724.55             | DVIG DIAS DE VIGENCIA       | 15.00                                |
| 02 AYUDA PARA DESPE | 394.00                          | 54       | FONDO PENSIONES      | 668.09             | IMP1 ISR ART 96             | 724.55                               |
| 03 AYUDA PARA PASAJ | 234.00                          | 65       | OTRAS DEDUCCIONES    | 364.55             | PGR1 PERC GRAVADA TIPO 1    | 6,720.90                             |
| 04 PRIMA QUINQUENAL | 283.40                          |          |                      |                    | PERC TOTAL PERCEPCIONES     | 6,720.90                             |
|                     |                                 |          |                      |                    | DEDU TOTAL DEDUCCIONES      | 1,757.19                             |
|                     |                                 |          |                      |                    | 3%FV 3% FONDO DE VIVIENDA   | 174.28                               |
|                     |                                 |          |                      |                    | FOND FONDO PENSIONES EMPRES | 1,016.66                             |
|                     |                                 |          |                      |                    | SEDARSEDAR                  | 116.19                               |
|                     |                                 |          |                      |                    | PVAC PROVISION DE PRIMA VAC | 88.18                                |
|                     |                                 |          |                      |                    | AGUI PROVISION AGUINALDO    | 881.85                               |
|                     |                                 |          |                      |                    | TOTA NOMINA EN EFECTIVO     | 4,963.71                             |
| <hr/>               |                                 |          |                      |                    |                             |                                      |
| 930-016             | RAMOS DE LA TORRE MARTHA ALICIA |          |                      |                    |                             |                                      |
| T.EMP: PERMANENTE   | 436.03                          |          | 535.51               | RECEPCIONISTA      |                             |                                      |
| 01 SUELDO BASE      | 6,540.45                        | 51       | ISR                  | 912.72             | DVIG DIAS DE VIGENCIA       | 15.00                                |
| 02 AYUDA PARA DESPE | 463.00                          | 51B      | AJUSTE ISR A CARGO E | 131.47             | IMP1 ISR ART 96             | 912.72                               |
| 03 AYUDA PARA PASAJ | 315.00                          | 54       | FONDO PENSIONES      | 752.15             | PGR1 PERC GRAVADA TIPO 1    | 7,601.85                             |
| 04 PRIMA QUINQUENAL | 283.40                          | 65       | OTRAS DEDUCCIONES    | 4,893.19           | PERC TOTAL PERCEPCIONES     | 7,601.85                             |
|                     |                                 |          |                      |                    | DEDU TOTAL DEDUCCIONES      | 6,689.53                             |
|                     |                                 |          |                      |                    | 3%FV 3% FONDO DE VIVIENDA   | 196.21                               |
|                     |                                 |          |                      |                    | FOND FONDO PENSIONES EMPRES | 1,144.58                             |
|                     |                                 |          |                      |                    | SEDARSEDAR                  | 130.81                               |
|                     |                                 |          |                      |                    | PVAC PROVISION DE PRIMA VAC | 100.25                               |
|                     |                                 |          |                      |                    | AGUI PROVISION AGUINALDO    | 1,002.53                             |
|                     |                                 |          |                      |                    | TOTA NOMINA EN EFECTIVO     | 912.32                               |
| <hr/>               |                                 |          |                      |                    |                             |                                      |
| 930-017             | VARGAS GRAJEDA ANA ROSA         |          |                      |                    |                             |                                      |
| T.EMP: PERMANENTE   | 387.30                          |          | 473.22               | VELADOR INTENDENTE |                             |                                      |
| 01 SUELDO BASE      | 5,809.50                        | 51       | ISR                  | 724.55             | DVIG DIAS DE VIGENCIA       | 15.00                                |
| 02 AYUDA PARA DESPE | 394.00                          | 54       | FONDO PENSIONES      | 668.09             | IMP1 ISR ART 96             | 724.55                               |
| 03 AYUDA PARA PASAJ | 234.00                          | 65       | OTRAS DEDUCCIONES    | 3,108.14           | PGR1 PERC GRAVADA TIPO 1    | 6,720.90                             |
| 04 PRIMA QUINQUENAL | 283.40                          |          |                      |                    | PERC TOTAL PERCEPCIONES     | 6,720.90                             |
|                     |                                 |          |                      |                    | DEDU TOTAL DEDUCCIONES      | 4,500.78                             |
|                     |                                 |          |                      |                    | 3%FV 3% FONDO DE VIVIENDA   | 174.28                               |
|                     |                                 |          |                      |                    | FOND FONDO PENSIONES EMPRES | 1,016.66                             |
|                     |                                 |          |                      |                    | SEDARSEDAR                  | 116.19                               |
|                     |                                 |          |                      |                    | PVAC PROVISION DE PRIMA VAC | 88.18                                |
|                     |                                 |          |                      |                    | AGUI PROVISION AGUINALDO    | 881.85                               |
|                     |                                 |          |                      |                    | TOTA NOMINA EN EFECTIVO     | 2,220.12                             |
| <hr/>               |                                 |          |                      |                    |                             |                                      |
| 930-018             | MARQUEZ CABEZA ANA CATALINA     |          |                      |                    |                             |                                      |
| T.EMP: PERMANENTE   | 387.30                          |          | 473.22               | VELADOR INTENDENTE |                             |                                      |
| 01 SUELDO BASE      | 5,809.50                        | 51       | ISR                  | 724.55             | DVIG DIAS DE VIGENCIA       | 15.00                                |
| 02 AYUDA PARA DESPE | 394.00                          | 51B      | AJUSTE ISR A CARGO E | 109.14             | IMP1 ISR ART 96             | 724.55                               |
| 03 AYUDA PARA PASAJ | 234.00                          | 54       | FONDO PENSIONES      | 668.09             | PGR1 PERC GRAVADA TIPO 1    | 6,720.90                             |
| 04 PRIMA QUINQUENAL | 283.40                          | 65       | OTRAS DEDUCCIONES    | 258.09             | PERC TOTAL PERCEPCIONES     | 6,720.90                             |
|                     |                                 |          |                      |                    | DEDU TOTAL DEDUCCIONES      | 1,759.87                             |
|                     |                                 |          |                      |                    | 3%FV 3% FONDO DE VIVIENDA   | 174.28                               |

| Clave | Nombre                                      | S.Diario   | S.Integ | DEDUCCIONES          | CONCEPTOS                             |
|-------|---------------------------------------------|------------|---------|----------------------|---------------------------------------|
| ----- |                                             |            |         |                      |                                       |
|       | PERCEPCIONES                                |            |         |                      |                                       |
| ----- |                                             |            |         |                      |                                       |
|       |                                             |            |         |                      | FOND FONDO PENSIONES EMPRES 1,016.66  |
|       |                                             |            |         |                      | SEDARSEDAR 116.19                     |
|       |                                             |            |         |                      | PVAC PROVISION DE PRIMA VAC 88.18     |
|       |                                             |            |         |                      | AGUI PROVISION AGUINALDO 881.85       |
|       |                                             |            |         |                      | TOTA NOMINA EN EFECTIVO 4,961.03      |
|       |                                             |            |         |                      |                                       |
| ****  | Totales Subdirección de Servicios Generales | 7506       | ****    |                      |                                       |
|       |                                             |            |         |                      |                                       |
| 01    | SUELDO BASE                                 | 358,020.25 | 51      | ISR                  | 53,764.69                             |
| 02    | AYUDA PARA DESPE                            | 23,393.00  | 51B     | AJUSTE ISR A CARGO E | 5,079.80                              |
| 03    | AYUDA PARA PASAJ                            | 14,788.00  | 54      | FONDO PENSIONES      | 41,244.25                             |
| 04    | PRIMA QUINQUENAL                            | 18,846.10  | 79      | APORT ADIC VOL SEDAR | 250.00                                |
| 16    | HOMOLOGACION                                | 626.00     | 65      | OTRAS DEDUCCIONES    | 98,958.99                             |
|       |                                             |            |         |                      |                                       |
|       |                                             |            |         |                      | DVIG DIAS DE VIGENCIA 750.00          |
|       |                                             |            |         |                      | IMP1 ISR ART 96 53,764.69             |
|       |                                             |            |         |                      | PGR1 PERC GRAVADA TIPO 1 415,673.31   |
|       |                                             |            |         |                      | PERC TOTAL PERCEPCIONES 415,673.35    |
|       |                                             |            |         |                      | DEDU TOTAL DEDUCCIONES 199,297.73     |
|       |                                             |            |         |                      | 3%FV 3% FONDO DE VIVIENDA 10,759.23   |
|       |                                             |            |         |                      | FOND FONDO PENSIONES EMPRES 62,763.02 |
|       |                                             |            |         |                      | SEDARSEDAR 7,172.94                   |
|       |                                             |            |         |                      | PVAC PROVISION DE PRIMA VAC 5,427.29  |
|       |                                             |            |         |                      | AGUI PROVISION AGUINALDO 54,274.22    |
|       |                                             |            |         |                      | TOTA NOMINA EN EFECTIVO 210,797.76    |
|       |                                             |            |         |                      | CHEQ PAGO POR CHEQUE 5,577.86         |

Total de Empleados : 50.00

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| Clave                                  | Nombre                                | S.Diario | S.Integ         | DEDUCCIONES                    | CONCEPTOS                            |
|----------------------------------------|---------------------------------------|----------|-----------------|--------------------------------|--------------------------------------|
| PERCEPCIONES                           |                                       |          |                 |                                |                                      |
| ***** Subdirección Jurídica ***** 7507 |                                       |          |                 |                                |                                      |
| 07-088-002                             | GARCIA GUZMAN JOSE IGNACIO            |          |                 |                                |                                      |
| T.EMP: PERMANENTE                      | 761.07                                |          | 912.22          | Jefe de Área de Procesos       |                                      |
| 01 SUELDO BASE                         | 11,416.00                             | 51       | ISR             | 1,943.80                       | DVIG DIAS DE VIGENCIA 15.00          |
| 02 AYUDA PARA DESPE                    | 623.50                                | 54       | FONDO PENSIONES | 1,312.84                       | IMP1 ISR ART 96 1,943.80             |
| 03 AYUDA PARA PASAJ                    | 389.50                                |          |                 |                                | PGR1 PERC GRAVADA TIPO 1 12,429.00   |
|                                        |                                       |          |                 |                                | PERC TOTAL PERCEPCIONES 12,429.00    |
|                                        |                                       |          |                 |                                | DEDU TOTAL DEDUCCIONES 3,256.64      |
|                                        |                                       |          |                 |                                | 3%FV 3% FONDO DE VIVIENDA 342.48     |
|                                        |                                       |          |                 |                                | FOND FONDO PENSIONES EMPRES 1,997.80 |
|                                        |                                       |          |                 |                                | SEDARSEDAR 228.32                    |
|                                        |                                       |          |                 |                                | PVAC PROVISION DE PRIMA VAC 170.26   |
|                                        |                                       |          |                 |                                | AGUI PROVISION AGUINALDO 1,702.60    |
|                                        |                                       |          |                 |                                | TOTA NOMINA EN EFECTIVO 9,172.36     |
| 100-011                                | DIAZ HERNANDEZ JAVIER ARMANDO         |          |                 |                                |                                      |
| T.EMP: PERMANENTE                      | 857.63                                |          | 1,027.82        | Jefe de lo Consultivo          |                                      |
| 01 SUELDO BASE                         | 12,864.50                             | 51       | ISR             | 2,278.96                       | DVIG DIAS DE VIGENCIA 15.00          |
| 02 AYUDA PARA DESPE                    | 643.00                                | 54       | FONDO PENSIONES | 1,479.42                       | IMP1 ISR ART 96 2,278.96             |
| 03 AYUDA PARA PASAJ                    | 428.50                                |          |                 |                                | PGR1 PERC GRAVADA TIPO 1 13,936.00   |
|                                        |                                       |          |                 |                                | PERC TOTAL PERCEPCIONES 13,936.00    |
|                                        |                                       |          |                 |                                | DEDU TOTAL DEDUCCIONES 3,758.38      |
|                                        |                                       |          |                 |                                | 3%FV 3% FONDO DE VIVIENDA 385.94     |
|                                        |                                       |          |                 |                                | FOND FONDO PENSIONES EMPRES 2,251.29 |
|                                        |                                       |          |                 |                                | SEDARSEDAR 257.29                    |
|                                        |                                       |          |                 |                                | PVAC PROVISION DE PRIMA VAC 190.90   |
|                                        |                                       |          |                 |                                | AGUI PROVISION AGUINALDO 1,909.04    |
|                                        |                                       |          |                 |                                | TOTA NOMINA EN EFECTIVO 10,177.62    |
| 120-001                                | GUTIÉRREZ OCEGUEDA GELACIO JUAN RAMÓN |          |                 |                                |                                      |
| T.EMP: PERMANENTE                      | 1,569.80                              |          | 1,891.54        | 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                                |          |                 |                                | 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    |
| 485-2020                               | GOMEZ SANCHEZ JAVIER EDUARDO          |          |                 |                                |                                      |
| T.EMP: PERMANENTE                      | 541.53                                |          | 652.11          | Analista Jurídico (Consultivo) |                                      |
| 01 SUELDO BASE                         | 8,123.00                              | 51       | ISR             | 1,219.58                       | DVIG DIAS DE VIGENCIA 15.00          |
| 02 AYUDA PARA DESPE                    | 564.00                                | 54       | FONDO PENSIONES | 934.15                         | IMP1 ISR ART 96 1,219.58             |
| 03 AYUDA PARA PASAJ                    | 351.50                                |          |                 |                                | PGR1 PERC GRAVADA TIPO 1 9,038.50    |
|                                        |                                       |          |                 |                                | PERC TOTAL PERCEPCIONES 9,038.50     |
|                                        |                                       |          |                 |                                | DEDU TOTAL DEDUCCIONES 2,153.73      |
|                                        |                                       |          |                 |                                | 3%FV 3% FONDO DE VIVIENDA 243.69     |
|                                        |                                       |          |                 |                                | FOND FONDO PENSIONES EMPRES 1,421.52 |
|                                        |                                       |          |                 |                                | SEDARSEDAR 162.46                    |
|                                        |                                       |          |                 |                                | PVAC PROVISION DE PRIMA VAC 123.82   |
|                                        |                                       |          |                 |                                | AGUI PROVISION AGUINALDO 1,238.15    |
|                                        |                                       |          |                 |                                | TOTA NOMINA EN EFECTIVO 6,884.77     |

| Clave               | Nombre                          | S.Diario | S.Integ              | PERCEPCIONES                           | DEDUCCIONES                 | CONCEPTOS |
|---------------------|---------------------------------|----------|----------------------|----------------------------------------|-----------------------------|-----------|
| 486-2020            | GONZALEZ SERRANO IRMA           |          |                      |                                        |                             |           |
| T.EMP: PERMANENTE   | 541.53                          |          | 652.11               | Analista de la Unidad de Transparencia |                             |           |
| 01 SUELDO BASE      | 8,123.00                        | 51       | ISR                  | 1,219.58                               | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02 AYUDA PARA DESPE | 564.00                          | 54       | FONDO PENSIONES      | 934.15                                 | IMP1 ISR ART 96             | 1,219.58  |
| 03 AYUDA PARA PASAJ | 351.50                          |          |                      |                                        | PGR1 PERC GRAVADA TIPO 1    | 9,038.50  |
|                     |                                 |          |                      |                                        | PERC TOTAL PERCEPCIONES     | 9,038.50  |
|                     |                                 |          |                      |                                        | DEDU TOTAL DEDUCCIONES      | 2,153.73  |
|                     |                                 |          |                      |                                        | 3%FV 3% FONDO DE VIVIENDA   | 243.69    |
|                     |                                 |          |                      |                                        | FOND FONDO PENSIONES EMPRES | 1,421.52  |
|                     |                                 |          |                      |                                        | SEDARSEDAR                  | 162.46    |
|                     |                                 |          |                      |                                        | PVAC PROVISION DE PRIMA VAC | 123.82    |
|                     |                                 |          |                      |                                        | AGUI PROVISION AGUINALDO    | 1,238.15  |
|                     |                                 |          |                      |                                        | TOTA NOMINA EN EFECTIVO     | 6,884.77  |
| 510-019             | RAMOS CALDERON JAVIER IVÁN      |          |                      |                                        |                             |           |
| T.EMP: PERMANENTE   | 761.07                          |          | 912.22               | Jefe de la Unidad de Transparencia     |                             |           |
| 01 SUELDO BASE      | 11,416.00                       | 51       | ISR                  | 1,943.80                               | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02 AYUDA PARA DESPE | 623.50                          | 54       | FONDO PENSIONES      | 1,312.84                               | IMP1 ISR ART 96             | 1,943.80  |
| 03 AYUDA PARA PASAJ | 389.50                          |          |                      |                                        | PGR1 PERC GRAVADA TIPO 1    | 12,429.00 |
|                     |                                 |          |                      |                                        | PERC TOTAL PERCEPCIONES     | 12,429.00 |
|                     |                                 |          |                      |                                        | DEDU TOTAL DEDUCCIONES      | 3,256.64  |
|                     |                                 |          |                      |                                        | 3%FV 3% FONDO DE VIVIENDA   | 342.48    |
|                     |                                 |          |                      |                                        | FOND FONDO PENSIONES EMPRES | 1,997.80  |
|                     |                                 |          |                      |                                        | SEDARSEDAR                  | 228.32    |
|                     |                                 |          |                      |                                        | PVAC PROVISION DE PRIMA VAC | 170.26    |
|                     |                                 |          |                      |                                        | AGUI PROVISION AGUINALDO    | 1,702.60  |
|                     |                                 |          |                      |                                        | TOTA NOMINA EN EFECTIVO     | 9,172.36  |
| 526-004             | SANCHEZ RANGEL CLAUDIA PATRICIA |          |                      |                                        |                             |           |
| T.EMP: PERMANENTE   | 473.73                          |          | 584.88               | SECRETARIA                             |                             |           |
| 01 SUELDO BASE      | 7,105.95                        | 51       | ISR                  | 1,070.39                               | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02 AYUDA PARA DESPE | 478.50                          | 51B      | AJUSTE ISR A CARGO E | 146.60                                 | IMP1 ISR ART 96             | 1,070.39  |
| 03 AYUDA PARA PASAJ | 330.50                          | 54       | FONDO PENSIONES      | 817.18                                 | PGR1 PERC GRAVADA TIPO 1    | 8,340.04  |
| 04 PRIMA QUINQUENAL | 425.10                          | 65       | OTRAS DEDUCCIONES    | 171.06                                 | PERC TOTAL PERCEPCIONES     | 8,340.05  |
|                     |                                 |          |                      |                                        | DEDU TOTAL DEDUCCIONES      | 2,205.23  |
|                     |                                 |          |                      |                                        | 3%FV 3% FONDO DE VIVIENDA   | 213.18    |
|                     |                                 |          |                      |                                        | FOND FONDO PENSIONES EMPRES | 1,243.54  |
|                     |                                 |          |                      |                                        | SEDARSEDAR                  | 142.12    |
|                     |                                 |          |                      |                                        | PVAC PROVISION DE PRIMA VAC | 108.42    |
|                     |                                 |          |                      |                                        | AGUI PROVISION AGUINALDO    | 1,084.24  |
|                     |                                 |          |                      |                                        | TOTA NOMINA EN EFECTIVO     | 6,134.82  |
| 750-033             | CARDENAS SANCHEZ VICTOR MANUEL  |          |                      |                                        |                             |           |
| T.EMP: PERMANENTE   | 608.77                          |          | 722.45               | ANALISTA JURIDICO LABORAL              |                             |           |
| 01 SUELDO BASE      | 9,131.55                        | 51       | ISR                  | 1,404.57                               | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02 AYUDA PARA DESPE | 487.00                          | 51B      | AJUSTE ISR A CARGO E | 197.02                                 | IMP1 ISR ART 96             | 1,404.57  |
| 03 AYUDA PARA PASAJ | 286.00                          | 54       | FONDO PENSIONES      | 1,050.13                               | PGR1 PERC GRAVADA TIPO 1    | 9,904.54  |
|                     |                                 | 65       | OTRAS DEDUCCIONES    | 2,502.21                               | PERC TOTAL PERCEPCIONES     | 9,904.55  |
|                     |                                 |          |                      |                                        | DEDU TOTAL DEDUCCIONES      | 5,153.93  |
|                     |                                 |          |                      |                                        | 3%FV 3% FONDO DE VIVIENDA   | 273.95    |
|                     |                                 |          |                      |                                        | FOND FONDO PENSIONES EMPRES | 1,598.02  |
|                     |                                 |          |                      |                                        | SEDARSEDAR                  | 182.63    |
|                     |                                 |          |                      |                                        | PVAC PROVISION DE PRIMA VAC | 135.68    |
|                     |                                 |          |                      |                                        | AGUI PROVISION AGUINALDO    | 1,356.79  |
|                     |                                 |          |                      |                                        | TOTA NOMINA EN EFECTIVO     | 4,750.62  |

\*\*\*\* Totales Subdirección Jurídica 7507 \*\*\*\*

| Clave | Nombre           | S.Diario  | S.Integ | PERCEPCIONES         | DEDUCCIONES | CONCEPTOS                             |
|-------|------------------|-----------|---------|----------------------|-------------|---------------------------------------|
| 01    | SUELDO BASE      | 91,727.00 | 51      | ISR                  | 16,280.31   | DVIG DIAS DE VIGENCIA 120.00          |
| 02    | AYUDA PARA DESPE | 4,943.50  | 51B     | AJUSTE ISR A CARGO E | 343.62      | IMP1 ISR ART 96 16,280.31             |
| 03    | AYUDA PARA PASAJ | 3,215.00  | 54      | FONDO PENSIONES      | 10,548.62   | PGR1 PERC GRAVADA TIPO 1 100,310.58   |
| 04    | PRIMA QUINQUENAL | 425.10    | 65      | OTRAS DEDUCCIONES    | 2,673.27    | PERC TOTAL PERCEPCIONES 100,310.60    |
|       |                  |           |         |                      |             | DEDU TOTAL DEDUCCIONES 29,845.82      |
|       |                  |           |         |                      |             | 3%FV 3% FONDO DE VIVIENDA 2,751.82    |
|       |                  |           |         |                      |             | FOND FONDO PENSIONES EMPRES 16,052.21 |
|       |                  |           |         |                      |             | SEDARSEDAR 1,834.54                   |
|       |                  |           |         |                      |             | PVAC PROVISION DE PRIMA VAC 1,368.30  |
|       |                  |           |         |                      |             | AGUI PROVISION AGUINALDO 13,682.94    |
|       |                  |           |         |                      |             | TOTA NOMINA EN EFECTIVO 70,464.78     |

Total de Empleados : 8.00

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| Clave                                                                           | Nombre                               | S.Diario  | S.Integ  | PERCEPCIONES                                   | DEDUCCIONES | CONCEPTOS                            |
|---------------------------------------------------------------------------------|--------------------------------------|-----------|----------|------------------------------------------------|-------------|--------------------------------------|
| ***** Dirección de Saneamiento y Operación de Plantas de Tratamiento ***** 8501 |                                      |           |          |                                                |             |                                      |
| 04-190-004                                                                      | SANCHEZ GARCIA ENRIQUE               |           |          |                                                |             |                                      |
| T.EMP:                                                                          | PERMANENTE                           | 436.03    | 549.92   | CHOFER MENSAJERO                               |             |                                      |
| 01                                                                              | SUELDO BASE                          | 6,540.45  | 51       | ISR                                            | 1,003.52    | DVIG DIAS DE VIGENCIA 15.00          |
| 02                                                                              | AYUDA PARA DESPE                     | 463.00    | 54       | FONDO PENSIONES                                | 752.15      | IMP1 ISR ART 96 1,003.52             |
| 03                                                                              | AYUDA PARA PASAJ                     | 315.00    | 65       | OTRAS DEDUCCIONES                              | 5,094.91    | PGR1 PERC GRAVADA TIPO 1 8,026.95    |
| 04                                                                              | PRIMA QUINQUENAL                     | 708.50    |          |                                                |             | PERC TOTAL PERCEPCIONES 8,026.95     |
|                                                                                 |                                      |           |          |                                                |             | DEDU TOTAL DEDUCCIONES 6,850.58      |
|                                                                                 |                                      |           |          |                                                |             | 3%FV 3% FONDO DE VIVIENDA 196.21     |
|                                                                                 |                                      |           |          |                                                |             | FOND FONDO PENSIONES EMPRES 1,144.58 |
|                                                                                 |                                      |           |          |                                                |             | SEDARSEDAR 130.81                    |
|                                                                                 |                                      |           |          |                                                |             | PVAC PROVISION DE PRIMA VAC 100.25   |
|                                                                                 |                                      |           |          |                                                |             | AGUI PROVISION AGUINALDO 1,002.53    |
|                                                                                 |                                      |           |          |                                                |             | TOTA NOMINA EN EFECTIVO 1,176.37     |
| 101-010                                                                         | VAZQUEZ GRIJALVA ENEYDA CARLINA      |           |          |                                                |             |                                      |
| T.EMP:                                                                          | PERMANENTE                           | 532.07    | 658.98   | SECRETARIA DE DIRECCION                        |             |                                      |
| 01                                                                              | SUELDO BASE                          | 7,981.05  | 51       | ISR                                            | 1,306.27    | DVIG DIAS DE VIGENCIA 15.00          |
| 02                                                                              | AYUDA PARA DESPE                     | 557.00    | 51B      | AJUSTE ISR A CARGO E                           | 170.37      | IMP1 ISR ART 96 1,306.27             |
| 03                                                                              | AYUDA PARA PASAJ                     | 339.50    | 54       | FONDO PENSIONES                                | 917.82      | PGR1 PERC GRAVADA TIPO 1 9,444.35    |
| 04                                                                              | PRIMA QUINQUENAL                     | 566.80    | 65       | OTRAS DEDUCCIONES                              | 2,788.81    | PERC TOTAL PERCEPCIONES 9,444.35     |
|                                                                                 |                                      |           |          |                                                |             | DEDU TOTAL DEDUCCIONES 5,183.27      |
|                                                                                 |                                      |           |          |                                                |             | 3%FV 3% FONDO DE VIVIENDA 239.43     |
|                                                                                 |                                      |           |          |                                                |             | FOND FONDO PENSIONES EMPRES 1,396.68 |
|                                                                                 |                                      |           |          |                                                |             | SEDARSEDAR 159.62                    |
|                                                                                 |                                      |           |          |                                                |             | PVAC PROVISION DE PRIMA VAC 121.61   |
|                                                                                 |                                      |           |          |                                                |             | AGUI PROVISION AGUINALDO 1,216.10    |
|                                                                                 |                                      |           |          |                                                |             | TOTA NOMINA EN EFECTIVO 4,261.08     |
| 30-094-001                                                                      | RODRIGUEZ DE LA TORRE JOSE GUADALUPE |           |          |                                                |             |                                      |
| T.EMP:                                                                          | PERMANENTE                           | 857.63    | 1,056.64 | Supervisor de Proyectos                        |             |                                      |
| 01                                                                              | SUELDO BASE                          | 12,864.50 | 51       | ISR                                            | 2,478.92    | DVIG DIAS DE VIGENCIA 15.00          |
| 02                                                                              | AYUDA PARA DESPE                     | 643.00    | 54       | FONDO PENSIONES                                | 1,479.42    | IMP1 ISR ART 96 2,478.92             |
| 03                                                                              | AYUDA PARA PASAJ                     | 428.50    | 79       | APORT ADIC VOL SEDAR                           | 200.00      | PGR1 PERC GRAVADA TIPO 1 14,786.20   |
| 04                                                                              | PRIMA QUINQUENAL                     | 850.20    |          |                                                |             | PERC TOTAL PERCEPCIONES 14,786.20    |
|                                                                                 |                                      |           |          |                                                |             | DEDU TOTAL DEDUCCIONES 4,158.34      |
|                                                                                 |                                      |           |          |                                                |             | 3%FV 3% FONDO DE VIVIENDA 385.94     |
|                                                                                 |                                      |           |          |                                                |             | FOND FONDO PENSIONES EMPRES 2,251.29 |
|                                                                                 |                                      |           |          |                                                |             | SEDARSEDAR 257.29                    |
|                                                                                 |                                      |           |          |                                                |             | PVAC PROVISION DE PRIMA VAC 190.90   |
|                                                                                 |                                      |           |          |                                                |             | AGUI PROVISION AGUINALDO 1,909.04    |
|                                                                                 |                                      |           |          |                                                |             | TOTA NOMINA EN EFECTIVO 10,627.86    |
| 340-002                                                                         | ROBLES DE LEON JULIO                 |           |          |                                                |             |                                      |
| T.EMP:                                                                          | PERMANENTE                           | 857.63    | 1,042.23 | Jefe de Alcantarillado del Interior del Estado |             |                                      |
| 01                                                                              | SUELDO BASE                          | 12,864.50 | 51       | ISR                                            | 2,412.27    | DVIG DIAS DE VIGENCIA 15.00          |
| 02                                                                              | AYUDA PARA DESPE                     | 643.00    | 54       | FONDO PENSIONES                                | 1,479.42    | IMP1 ISR ART 96 2,412.27             |
| 03                                                                              | AYUDA PARA PASAJ                     | 428.50    | 65       | OTRAS DEDUCCIONES                              | 3,760.44    | PGR1 PERC GRAVADA TIPO 1 14,502.80   |
| 04                                                                              | PRIMA QUINQUENAL                     | 566.80    |          |                                                |             | PERC TOTAL PERCEPCIONES 14,502.80    |
|                                                                                 |                                      |           |          |                                                |             | DEDU TOTAL DEDUCCIONES 7,652.13      |
|                                                                                 |                                      |           |          |                                                |             | 3%FV 3% FONDO DE VIVIENDA 385.94     |
|                                                                                 |                                      |           |          |                                                |             | FOND FONDO PENSIONES EMPRES 2,251.29 |
|                                                                                 |                                      |           |          |                                                |             | SEDARSEDAR 257.29                    |
|                                                                                 |                                      |           |          |                                                |             | PVAC PROVISION DE PRIMA VAC 190.90   |
|                                                                                 |                                      |           |          |                                                |             | AGUI PROVISION AGUINALDO 1,909.04    |
|                                                                                 |                                      |           |          |                                                |             | TOTA NOMINA EN EFECTIVO 6,850.67     |

| Clave      | Nombre                               | S.Diario  | S.Integ  | PERCEPCIONES                                                  | DEDUCCIONES | CONCEPTOS                            |
|------------|--------------------------------------|-----------|----------|---------------------------------------------------------------|-------------|--------------------------------------|
| <hr/>      |                                      |           |          |                                                               |             |                                      |
| 39-265-011 | HERRERA JUAREZ RAFAEL                |           |          |                                                               |             |                                      |
| T.EMP:     | PERMANENTE                           | 541.53    | 741.43   | Analista Financiero (Estudios Financieros)                    |             |                                      |
| 01         | SUELDO BASE                          | 8,123.00  | 51       | ISR                                                           | 1,349.30    | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | AYUDA PARA DESPE                     | 564.00    | 54       | FONDO PENSIONES                                               | 938.80      | IMP1 ISR ART 96 1,349.30             |
| 03         | AYUDA PARA PASAJ                     | 351.50    | 65       | OTRAS DEDUCCIONES                                             | 3,312.36    | PGR1 PERC GRAVADA TIPO 1 9,645.79    |
| 04         | PRIMA QUINQUENAL                     | 566.80    |          |                                                               |             | PERC TOTAL PERCEPCIONES 9,645.80     |
| 16         | HOMOLOGACION                         | 40.50     |          |                                                               |             | DEDU TOTAL DEDUCCIONES 5,600.46      |
|            |                                      |           |          |                                                               |             | 3%FV 3% FONDO DE VIVIENDA 244.91     |
|            |                                      |           |          |                                                               |             | FOND FONDO PENSIONES EMPRES 1,428.61 |
|            |                                      |           |          |                                                               |             | SEDARSEDAR 163.27                    |
|            |                                      |           |          |                                                               |             | PVAC PROVISION DE PRIMA VAC 123.82   |
|            |                                      |           |          |                                                               |             | AGUI PROVISION AGUINALDO 1,238.15    |
|            |                                      |           |          |                                                               |             | TOTA NOMINA EN EFECTIVO 4,045.34     |
| <br>       |                                      |           |          |                                                               |             |                                      |
| 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    | 65       | OTRAS DEDUCCIONES                                             | 5,000.00    | PGR1 PERC GRAVADA TIPO 1 21,065.00   |
|            |                                      |           |          |                                                               |             | PERC TOTAL PERCEPCIONES 21,065.00    |
|            |                                      |           |          |                                                               |             | DEDU TOTAL DEDUCCIONES 11,204.45     |
|            |                                      |           |          |                                                               |             | 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 9,860.55     |
| <br>       |                                      |           |          |                                                               |             |                                      |
| 61-026-001 | MARTINEZ SAHAGUN J TRINIDAD          |           |          |                                                               |             |                                      |
| T.EMP:     | PERMANENTE                           | 2,314.83  | 2,240.50 | 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    |
| <br>       |                                      |           |          |                                                               |             |                                      |
| 910-013    | CEBALLOS UZETA ERNESTO               |           |          |                                                               |             |                                      |
| T.EMP:     | PERMANENTE                           | 1,115.67  | 1,340.93 | Jefe de Saneamiento del Interior del Estado                   |             |                                      |
| 01         | SUELDO BASE                          | 16,735.00 | 51       | ISR                                                           | 3,238.93    | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | AYUDA PARA DESPE                     | 774.50    | 54       | FONDO PENSIONES                                               | 1,924.53    | IMP1 ISR ART 96 3,238.93             |
| 03         | AYUDA PARA PASAJ                     | 508.00    |          |                                                               |             | PGR1 PERC GRAVADA TIPO 1 18,017.50   |
|            |                                      |           |          |                                                               |             | PERC TOTAL PERCEPCIONES 18,017.50    |
|            |                                      |           |          |                                                               |             | DEDU TOTAL DEDUCCIONES 5,163.46      |
|            |                                      |           |          |                                                               |             | 3%FV 3% FONDO DE VIVIENDA 502.05     |
|            |                                      |           |          |                                                               |             | FOND FONDO PENSIONES EMPRES 2,928.63 |
|            |                                      |           |          |                                                               |             | SEDARSEDAR 334.70                    |
|            |                                      |           |          |                                                               |             | PVAC PROVISION DE PRIMA VAC 246.82   |
|            |                                      |           |          |                                                               |             | AGUI PROVISION AGUINALDO 2,468.15    |
|            |                                      |           |          |                                                               |             | TOTA NOMINA EN EFECTIVO 12,854.04    |
| <br>       |                                      |           |          |                                                               |             |                                      |
| 910-035    | DELGADILLO IZQUIERDO ARMANDO ALFONSO |           |          |                                                               |             |                                      |
| T.EMP:     | PERMANENTE                           | 857.63    | 1,027.82 | Supervisor de Colectores y Túneles                            |             |                                      |

| Clave        | Nombre           | S.Diario  | S.Integ | DEDUCCIONES                 | CONCEPTOS |
|--------------|------------------|-----------|---------|-----------------------------|-----------|
| PERCEPCIONES |                  |           |         |                             |           |
| 01           | SUELDO BASE      | 12,864.50 | 51      | ISR                         | 2,278.96  |
| 02           | AYUDA PARA DESPE | 643.00    | 51B     | AJUSTE ISR A CARGO E        | 356.27    |
| 03           | AYUDA PARA PASAJ | 428.50    | 54      | FONDO PENSIONES             | 1,479.42  |
|              |                  |           | 65      | OTRAS DEDUCCIONES           | 2,500.00  |
|              |                  |           |         | DVIG DIAS DE VIGENCIA       | 15.00     |
|              |                  |           |         | IMP1 ISR ART 96             | 2,278.96  |
|              |                  |           |         | PGR1 PERC GRAVADA TIPO 1    | 13,936.00 |
|              |                  |           |         | PERC TOTAL PERCEPCIONES     | 13,936.00 |
|              |                  |           |         | DEDU TOTAL DEDUCCIONES      | 6,614.65  |
|              |                  |           |         | 3%FV 3% FONDO DE VIVIENDA   | 385.94    |
|              |                  |           |         | FOND FONDO PENSIONES EMPRES | 2,251.29  |
|              |                  |           |         | SEDARSEDAR                  | 257.29    |
|              |                  |           |         | PVAC PROVISION DE PRIMA VAC | 190.90    |
|              |                  |           |         | AGUI PROVISION AGUINALDO    | 1,909.04  |
|              |                  |           |         | TOTA NOMINA EN EFECTIVO     | 7,321.35  |

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

|    |                  |            |     |                             |            |
|----|------------------|------------|-----|-----------------------------|------------|
| 01 | SUELDO BASE      | 132,207.00 | 51  | ISR                         | 26,737.38  |
| 02 | AYUDA PARA DESPE | 6,463.50   | 51B | AJUSTE ISR A CARGO E        | 526.64     |
| 03 | AYUDA PARA PASAJ | 4,346.00   | 54  | FONDO PENSIONES             | 15,208.47  |
| 04 | PRIMA QUINQUENAL | 3,259.10   | 79  | APORT ADIC VOL SEDAR        | 200.00     |
| 16 | HOMOLOGACION     | 40.50      | 65  | OTRAS DEDUCCIONES           | 22,456.52  |
|    |                  |            |     | DVIG DIAS DE VIGENCIA       | 135.00     |
|    |                  |            |     | IMP1 ISR ART 96             | 26,737.38  |
|    |                  |            |     | PGR1 PERC GRAVADA TIPO 1    | 146,316.09 |
|    |                  |            |     | PERC TOTAL PERCEPCIONES     | 146,316.10 |
|    |                  |            |     | DEDU TOTAL DEDUCCIONES      | 65,129.01  |
|    |                  |            |     | 3%FV 3% FONDO DE VIVIENDA   | 3,967.44   |
|    |                  |            |     | FOND FONDO PENSIONES EMPRES | 23,143.32  |
|    |                  |            |     | SEDARSEDAR                  | 2,644.95   |
|    |                  |            |     | PVAC PROVISION DE PRIMA VAC | 1,959.12   |
|    |                  |            |     | AGUI PROVISION AGUINALDO    | 19,591.30  |
|    |                  |            |     | TOTA NOMINA EN EFECTIVO     | 81,187.09  |

Total de Empleados : 9.00 -----

| Clave                                                                       | Nombre                            | S.Diario | S.Integ              | DEDUCCIONES             | CONCEPTOS                            |
|-----------------------------------------------------------------------------|-----------------------------------|----------|----------------------|-------------------------|--------------------------------------|
| PERCEPCIONES                                                                |                                   |          |                      |                         |                                      |
| ***** Subdirección de Plantas de Tratamiento de Aguas Residuales ***** 8502 |                                   |          |                      |                         |                                      |
| 06-199-003                                                                  | LEYVA CASTILLO ROSA MARIA         |          |                      |                         |                                      |
| T.EMP: PERMANENTE                                                           | 473.73                            |          | 589.68               | SECRETARIA              |                                      |
| 01 SUELDO BASE                                                              | 7,105.95                          | 51       | ISR                  | 1,100.66                | DVIG DIAS DE VIGENCIA 15.00          |
| 02 AYUDA PARA DESPE                                                         | 478.50                            | 51B      | AJUSTE ISR A CARGO E | 146.60                  | IMP1 ISR ART 96 1,100.66             |
| 03 AYUDA PARA PASAJ                                                         | 330.50                            | 54       | FONDO PENSIONES      | 817.18                  | PGR1 PERC GRAVADA TIPO 1 8,481.75    |
| 04 PRIMA QUINQUENAL                                                         | 566.80                            | 65       | OTRAS DEDUCCIONES    | 2,882.41                | PERC TOTAL PERCEPCIONES 8,481.75     |
|                                                                             |                                   |          |                      |                         | DEDU TOTAL DEDUCCIONES 4,946.85      |
|                                                                             |                                   |          |                      |                         | 3%FV 3% FONDO DE VIVIENDA 213.18     |
|                                                                             |                                   |          |                      |                         | FOND FONDO PENSIONES EMPRES 1,243.54 |
|                                                                             |                                   |          |                      |                         | SEDARSEDAR 142.12                    |
|                                                                             |                                   |          |                      |                         | PVAC PROVISION DE PRIMA VAC 108.42   |
|                                                                             |                                   |          |                      |                         | AGUI PROVISION AGUINALDO 1,084.24    |
|                                                                             |                                   |          |                      |                         | TOTA NOMINA EN EFECTIVO 3,534.90     |
| 151-008                                                                     | MARQUEZ BARAJAS ADRIAN            |          |                      |                         |                                      |
| T.EMP: PERMANENTE                                                           | 432.70                            |          | 650.54               | OPERADOR A              |                                      |
| 01 SUELDO BASE                                                              | 6,490.50                          | 51       | ISR                  | 1,239.86                | DVIG DIAS DE VIGENCIA 15.00          |
| 02 AYUDA PARA DESPE                                                         | 463.00                            | 51B      | AJUSTE ISR A CARGO E | 163.12                  | IMP1 ISR ART 96 1,239.86             |
| 03 AYUDA PARA PASAJ                                                         | 315.00                            | 54       | FONDO PENSIONES      | 895.69                  | PGR1 PERC GRAVADA TIPO 1 9,133.40    |
| 04 PRIMA QUINQUENAL                                                         | 566.80                            | 65       | OTRAS DEDUCCIONES    | 2,731.89                | PERC TOTAL PERCEPCIONES 9,133.40     |
| 07 PRIMA DE INSALUB                                                         | 1,298.10                          |          |                      |                         | DEDU TOTAL DEDUCCIONES 5,030.56      |
|                                                                             |                                   |          |                      |                         | 3%FV 3% FONDO DE VIVIENDA 233.66     |
|                                                                             |                                   |          |                      |                         | FOND FONDO PENSIONES EMPRES 1,363.00 |
|                                                                             |                                   |          |                      |                         | SEDARSEDAR 155.77                    |
|                                                                             |                                   |          |                      |                         | PVAC PROVISION DE PRIMA VAC 117.35   |
|                                                                             |                                   |          |                      |                         | AGUI PROVISION AGUINALDO 1,173.51    |
|                                                                             |                                   |          |                      |                         | TOTA NOMINA EN EFECTIVO 4,102.84     |
| 200-042                                                                     | NAPOLES CAMACHO AIDA MIRIAM       |          |                      |                         |                                      |
| T.EMP: PERMANENTE                                                           | 532.07                            |          | 658.98               | SECRETARIA DE DIRECCION |                                      |
| 01 SUELDO BASE                                                              | 7,981.05                          | 51       | ISR                  | 1,306.27                | DVIG DIAS DE VIGENCIA 15.00          |
| 02 AYUDA PARA DESPE                                                         | 557.00                            | 51B      | AJUSTE ISR A CARGO E | 171.00                  | IMP1 ISR ART 96 1,306.27             |
| 03 AYUDA PARA PASAJ                                                         | 339.50                            | 54       | FONDO PENSIONES      | 917.82                  | PGR1 PERC GRAVADA TIPO 1 9,444.35    |
| 04 PRIMA QUINQUENAL                                                         | 566.80                            | 65       | OTRAS DEDUCCIONES    | 1,606.81                | PERC TOTAL PERCEPCIONES 9,444.35     |
|                                                                             |                                   |          |                      |                         | DEDU TOTAL DEDUCCIONES 4,001.90      |
|                                                                             |                                   |          |                      |                         | 3%FV 3% FONDO DE VIVIENDA 239.43     |
|                                                                             |                                   |          |                      |                         | FOND FONDO PENSIONES EMPRES 1,396.68 |
|                                                                             |                                   |          |                      |                         | SEDARSEDAR 159.62                    |
|                                                                             |                                   |          |                      |                         | PVAC PROVISION DE PRIMA VAC 121.61   |
|                                                                             |                                   |          |                      |                         | AGUI PROVISION AGUINALDO 1,216.10    |
|                                                                             |                                   |          |                      |                         | TOTA NOMINA EN EFECTIVO 5,442.45     |
| 206-001                                                                     | HERNANDEZ CORTES SERGIO ALEJANDRO |          |                      |                         |                                      |
| T.EMP: PERMANENTE                                                           | 529.14                            |          | 768.04               | JEFE DE PLANTA A        |                                      |
| 01 SUELDO BASE                                                              | 7,937.10                          | 51       | ISR                  | 1,601.25                | DVIG DIAS DE VIGENCIA 15.00          |
| 02 AYUDA PARA DESPE                                                         | 434.50                            | 51B      | AJUSTE ISR A CARGO E | 271.30                  | IMP1 ISR ART 96 1,601.25             |
| 03 AYUDA PARA PASAJ                                                         | 299.50                            | 54       | FONDO PENSIONES      | 1,095.32                | PGR1 PERC GRAVADA TIPO 1 10,825.32   |
| 04 PRIMA QUINQUENAL                                                         | 566.80                            | 65       | OTRAS DEDUCCIONES    | 4,571.79                | PERC TOTAL PERCEPCIONES 10,825.32    |
| 07 PRIMA DE INSALUB                                                         | 1,587.42                          |          |                      |                         | DEDU TOTAL DEDUCCIONES 7,539.66      |
|                                                                             |                                   |          |                      |                         | 3%FV 3% FONDO DE VIVIENDA 285.74     |
|                                                                             |                                   |          |                      |                         | FOND FONDO PENSIONES EMPRES 1,666.79 |
|                                                                             |                                   |          |                      |                         | SEDARSEDAR 190.49                    |
|                                                                             |                                   |          |                      |                         | PVAC PROVISION DE PRIMA VAC 140.53   |
|                                                                             |                                   |          |                      |                         | AGUI PROVISION AGUINALDO 1,405.28    |
|                                                                             |                                   |          |                      |                         | TOTA NOMINA EN EFECTIVO 3,285.66     |

| Clave      | Nombre                          | S.Diario | S.Integ | PERCEPCIONES         | DEDUCCIONES | CONCEPTOS                            |
|------------|---------------------------------|----------|---------|----------------------|-------------|--------------------------------------|
| 206-004    | VILLANUEVA PERALES JUAN GABRIEL |          |         |                      |             |                                      |
| T.EMP:     | PERMANENTE                      | 432.70   | 643.32  | OPERADOR A           |             |                                      |
| 01         | SUELDO BASE                     | 6,490.50 | 51      | ISR                  | 1,239.86    | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | AYUDA PARA DESPE                | 463.00   | 51B     | AJUSTE ISR A CARGO E | 163.12      | IMP1 ISR ART 96 1,239.86             |
| 03         | AYUDA PARA PASAJ                | 315.00   | 54      | FONDO PENSIONES      | 895.69      | PGR1 PERC GRAVADA TIPO 1 9,133.40    |
| 04         | PRIMA QUINQUENAL                | 566.80   | 65      | OTRAS DEDUCCIONES    | 5,020.68    | PERC TOTAL PERCEPCIONES 9,133.40     |
| 07         | PRIMA DE INSALUB                | 1,298.10 |         |                      |             | DEDU TOTAL DEDUCCIONES 7,319.35      |
|            |                                 |          |         |                      |             | 3%FV 3% FONDO DE VIVIENDA 233.66     |
|            |                                 |          |         |                      |             | FOND FONDO PENSIONES EMPRES 1,363.00 |
|            |                                 |          |         |                      |             | SEDARSEDAR 155.77                    |
|            |                                 |          |         |                      |             | PVAC PROVISION DE PRIMA VAC 117.35   |
|            |                                 |          |         |                      |             | AGUI PROVISION AGUINALDO 1,173.51    |
|            |                                 |          |         |                      |             | TOTA NOMINA EN EFECTIVO 1,814.05     |
| 206-005    | HERNANDEZ FLORES PAUL           |          |         |                      |             |                                      |
| T.EMP:     | PERMANENTE                      | 432.70   | 636.06  | OPERADOR A           |             |                                      |
| 01         | SUELDO BASE                     | 6,490.50 | 51      | ISR                  | 1,239.86    | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | AYUDA PARA DESPE                | 463.00   | 51B     | AJUSTE ISR A CARGO E | 163.12      | IMP1 ISR ART 96 1,239.86             |
| 03         | AYUDA PARA PASAJ                | 315.00   | 54      | FONDO PENSIONES      | 895.69      | PGR1 PERC GRAVADA TIPO 1 9,133.40    |
| 04         | PRIMA QUINQUENAL                | 566.80   | 65      | OTRAS DEDUCCIONES    | 2,285.82    | PERC TOTAL PERCEPCIONES 9,133.40     |
| 07         | PRIMA DE INSALUB                | 1,298.10 |         |                      |             | DEDU TOTAL DEDUCCIONES 4,584.49      |
|            |                                 |          |         |                      |             | 3%FV 3% FONDO DE VIVIENDA 233.66     |
|            |                                 |          |         |                      |             | FOND FONDO PENSIONES EMPRES 1,363.00 |
|            |                                 |          |         |                      |             | SEDARSEDAR 155.77                    |
|            |                                 |          |         |                      |             | PVAC PROVISION DE PRIMA VAC 117.35   |
|            |                                 |          |         |                      |             | AGUI PROVISION AGUINALDO 1,173.51    |
|            |                                 |          |         |                      |             | TOTA NOMINA EN EFECTIVO 4,548.91     |
| 206-006    | MORENO MARTINEZ SERGIO          |          |         |                      |             |                                      |
| T.EMP:     | PERMANENTE                      | 416.10   | 642.92  | OPERADOR B           |             |                                      |
| 01         | SUELDO BASE                     | 6,241.50 | 51      | ISR                  | 1,173.36    | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | AYUDA PARA DESPE                | 457.50   | 51B     | AJUSTE ISR A CARGO E | 155.23      | EX19 EXENTO PRIMA DOMINICAL 358.48   |
| 03         | AYUDA PARA PASAJ                | 308.00   | 51PD    | ISR PRIMA DOMINICAL  | 40.98       | IMP1 ISR ART 96 1,173.36             |
| 04         | PRIMA QUINQUENAL                | 566.80   | 54      | FONDO PENSIONES      | 861.33      | IMP2 ISR Reglamento ISR 40.98        |
| 07         | PRIMA DE INSALUB                | 1,248.30 | 65      | OTRAS DEDUCCIONES    | 3,330.90    | EXEN BASE EXENTA 358.48              |
| 19         | PRIMA DOMINICAL                 | 550.35   |         |                      |             | PGR1 PERC GRAVADA TIPO 1 8,822.10    |
|            |                                 |          |         |                      |             | PGR2 PERC GRAVADA TIPO 2 191.87      |
|            |                                 |          |         |                      |             | PERC TOTAL PERCEPCIONES 9,372.45     |
|            |                                 |          |         |                      |             | DEDU TOTAL DEDUCCIONES 5,561.80      |
|            |                                 |          |         |                      |             | 3%FV 3% FONDO DE VIVIENDA 224.69     |
|            |                                 |          |         |                      |             | FOND FONDO PENSIONES EMPRES 1,310.71 |
|            |                                 |          |         |                      |             | SEDARSEDAR 149.80                    |
|            |                                 |          |         |                      |             | PVAC PROVISION DE PRIMA VAC 113.09   |
|            |                                 |          |         |                      |             | AGUI PROVISION AGUINALDO 1,130.86    |
|            |                                 |          |         |                      |             | TOTA NOMINA EN EFECTIVO 3,810.65     |
| 31-158-003 | TERAN ESCOTO ALMA YADIRA        |          |         |                      |             |                                      |
| T.EMP:     | PERMANENTE                      | 473.73   | 594.49  | SECRETARIA           |             |                                      |
| 01         | SUELDO BASE                     | 7,105.95 | 51      | ISR                  | 1,130.93    | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | AYUDA PARA DESPE                | 478.50   | 51B     | AJUSTE ISR A CARGO E | 146.59      | IMP1 ISR ART 96 1,130.93             |
| 03         | AYUDA PARA PASAJ                | 330.50   | 54      | FONDO PENSIONES      | 817.18      | PGR1 PERC GRAVADA TIPO 1 8,623.45    |
| 04         | PRIMA QUINQUENAL                | 708.50   | 65      | OTRAS DEDUCCIONES    | 4,171.09    | PERC TOTAL PERCEPCIONES 8,623.45     |
|            |                                 |          |         |                      |             | DEDU TOTAL DEDUCCIONES 6,265.79      |
|            |                                 |          |         |                      |             | 3%FV 3% FONDO DE VIVIENDA 213.18     |
|            |                                 |          |         |                      |             | FOND FONDO PENSIONES EMPRES 1,243.54 |
|            |                                 |          |         |                      |             | SEDARSEDAR 142.12                    |
|            |                                 |          |         |                      |             | PVAC PROVISION DE PRIMA VAC 108.42   |
|            |                                 |          |         |                      |             | AGUI PROVISION AGUINALDO 1,084.24    |

| Clave               | Nombre                          | S.Diario | S.Integ              | DEDUCCIONES      | CONCEPTOS                   |                                      |
|---------------------|---------------------------------|----------|----------------------|------------------|-----------------------------|--------------------------------------|
| PERCEPCIONES        |                                 |          |                      |                  |                             |                                      |
|                     |                                 |          |                      |                  |                             | TOTA NOMINA EN EFECTIVO 2,357.66     |
| 372-002             | MARTINEZ PADILLA CARLOS         |          |                      |                  |                             |                                      |
| T.EMP: PERMANENTE   | 432.70                          |          | 665.10               | OPERADOR A       |                             |                                      |
| 01 SUELDO BASE      | 6,490.50                        | 51       | ISR                  | 1,209.59         | DVIG DIAS DE VIGENCIA       | 15.00                                |
| 02 AYUDA PARA DESPE | 463.00                          | 51B      | AJUSTE ISR A CARGO E | 163.12           | EX19 EXENTO PRIMA DOMINICAL | 358.48                               |
| 03 AYUDA PARA PASAJ | 315.00                          | 51PD     | ISR PRIMA DOMINICAL  | 45.42            | IMP1 ISR ART 96             | 1,209.59                             |
| 04 PRIMA QUINQUENAL | 425.10                          | 54       | FONDO PENSIONES      | 895.69           | IMP2 ISR Reglamento ISR     | 45.42                                |
| 07 PRIMA DE INSALUB | 1,298.10                        | 65       | OTRAS DEDUCCIONES    | 3,762.89         | EXEN BASE EXENTA            | 358.48                               |
| 19 PRIMA DOMINICAL  | 571.11                          |          |                      |                  | PGR1 PERC GRAVADA TIPO 1    | 8,991.70                             |
|                     |                                 |          |                      |                  |                             | PGR2 PERC GRAVADA TIPO 2 212.63      |
|                     |                                 |          |                      |                  |                             | PERC TOTAL PERCEPCIONES 9,562.81     |
|                     |                                 |          |                      |                  |                             | DEDU TOTAL DEDUCCIONES 6,076.71      |
|                     |                                 |          |                      |                  |                             | 3%FV 3% FONDO DE VIVIENDA 233.66     |
|                     |                                 |          |                      |                  |                             | FOND FONDO PENSIONES EMPRES 1,363.00 |
|                     |                                 |          |                      |                  |                             | SEDARSEDAR 155.77                    |
|                     |                                 |          |                      |                  |                             | PVAC PROVISION DE PRIMA VAC 117.35   |
|                     |                                 |          |                      |                  |                             | AGUI PROVISION AGUINALDO 1,173.51    |
|                     |                                 |          |                      |                  |                             | TOTA NOMINA EN EFECTIVO 3,486.10     |
| 373-002             | CARRILLO MENDOZA CARLOS EDUARDO |          |                      |                  |                             |                                      |
| T.EMP: PERMANENTE   | 529.14                          |          | 785.43               | JEFE DE PLANTA A |                             |                                      |
| 01 SUELDO BASE      | 7,937.10                        | 51       | ISR                  | 1,570.98         | DVIG DIAS DE VIGENCIA       | 15.00                                |
| 02 AYUDA PARA DESPE | 434.50                          | 51B      | AJUSTE ISR A CARGO E | 263.58           | EX19 EXENTO PRIMA DOMINICAL | 179.24                               |
| 03 AYUDA PARA PASAJ | 299.50                          | 51PD     | ISR PRIMA DOMINICAL  | 34.75            | IMP1 ISR ART 96             | 1,570.98                             |
| 04 PRIMA QUINQUENAL | 425.10                          | 54       | FONDO PENSIONES      | 1,095.32         | IMP2 ISR Reglamento ISR     | 34.75                                |
| 07 PRIMA DE INSALUB | 1,587.42                        | 65       | OTRAS DEDUCCIONES    | 95.25            | EXEN BASE EXENTA            | 179.24                               |
| 19 PRIMA DOMINICAL  | 341.95                          |          |                      |                  | PGR1 PERC GRAVADA TIPO 1    | 10,683.62                            |
|                     |                                 |          |                      |                  |                             | PGR2 PERC GRAVADA TIPO 2 162.70      |
|                     |                                 |          |                      |                  |                             | PERC TOTAL PERCEPCIONES 11,025.57    |
|                     |                                 |          |                      |                  |                             | DEDU TOTAL DEDUCCIONES 3,059.88      |
|                     |                                 |          |                      |                  |                             | 3%FV 3% FONDO DE VIVIENDA 285.74     |
|                     |                                 |          |                      |                  |                             | FOND FONDO PENSIONES EMPRES 1,666.79 |
|                     |                                 |          |                      |                  |                             | SEDARSEDAR 190.49                    |
|                     |                                 |          |                      |                  |                             | PVAC PROVISION DE PRIMA VAC 140.53   |
|                     |                                 |          |                      |                  |                             | AGUI PROVISION AGUINALDO 1,405.28    |
|                     |                                 |          |                      |                  |                             | TOTA NOMINA EN EFECTIVO 7,965.69     |
| 373-003             | MOZQUEDA NOLAZCO CARLO MAGNO    |          |                      |                  |                             |                                      |
| T.EMP: PERMANENTE   | 416.10                          |          | 612.60               | OPERADOR B       |                             |                                      |
| 01 SUELDO BASE      | 6,241.50                        | 51       | ISR                  | 1,143.09         | DVIG DIAS DE VIGENCIA       | 15.00                                |
| 02 AYUDA PARA DESPE | 457.50                          | 51B      | AJUSTE ISR A CARGO E | 155.23           | IMP1 ISR ART 96             | 1,143.09                             |
| 03 AYUDA PARA PASAJ | 308.00                          | 54       | FONDO PENSIONES      | 861.33           | PGR1 PERC GRAVADA TIPO 1    | 8,680.40                             |
| 04 PRIMA QUINQUENAL | 425.10                          | 65       | OTRAS DEDUCCIONES    | 3,829.32         | PERC TOTAL PERCEPCIONES     | 8,680.40                             |
| 07 PRIMA DE INSALUB | 1,248.30                        |          |                      |                  | DEDU TOTAL DEDUCCIONES      | 5,988.97                             |
|                     |                                 |          |                      |                  |                             | 3%FV 3% FONDO DE VIVIENDA 224.69     |
|                     |                                 |          |                      |                  |                             | FOND FONDO PENSIONES EMPRES 1,310.71 |
|                     |                                 |          |                      |                  |                             | SEDARSEDAR 149.80                    |
|                     |                                 |          |                      |                  |                             | PVAC PROVISION DE PRIMA VAC 113.09   |
|                     |                                 |          |                      |                  |                             | AGUI PROVISION AGUINALDO 1,130.86    |
|                     |                                 |          |                      |                  |                             | TOTA NOMINA EN EFECTIVO 2,691.43     |
| 373-004             | ZUÑIGA ZARAGOZA HECTOR MANUEL   |          |                      |                  |                             |                                      |
| T.EMP: PERMANENTE   | 416.10                          |          | 614.93               | OPERADOR B       |                             |                                      |
| 01 SUELDO BASE      | 6,241.50                        | 51       | ISR                  | 1,143.09         | DVIG DIAS DE VIGENCIA       | 15.00                                |
| 02 AYUDA PARA DESPE | 457.50                          | 51B      | AJUSTE ISR A CARGO E | 155.23           | EX19 EXENTO PRIMA DOMINICAL | 89.62                                |
| 03 AYUDA PARA PASAJ | 308.00                          | 51PD     | ISR PRIMA DOMINICAL  | 10.25            | IMP1 ISR ART 96             | 1,143.09                             |
| 04 PRIMA QUINQUENAL | 425.10                          | 54       | FONDO PENSIONES      | 861.33           | IMP2 ISR Reglamento ISR     | 10.25                                |

| Clave   | Nombre                    | S.Diario | S.Integ | PERCEPCIONES         | DEDUCCIONES      | CONCEPTOS                   |          |
|---------|---------------------------|----------|---------|----------------------|------------------|-----------------------------|----------|
| 07      | PRIMA DE INSALUB          | 1,248.30 | 65      | OTRAS DEDUCCIONES    | 3,693.90         | EXEN BASE EXENTA            | 89.62    |
| 19      | PRIMA DOMINICAL           | 137.59   |         |                      |                  | PGR1 PERC GRAVADA TIPO 1    | 8,680.40 |
|         |                           |          |         |                      |                  | PGR2 PERC GRAVADA TIPO 2    | 47.97    |
|         |                           |          |         |                      |                  | PERC TOTAL PERCEPCIONES     | 8,817.99 |
|         |                           |          |         |                      |                  | DEDU TOTAL DEDUCCIONES      | 5,863.80 |
|         |                           |          |         |                      |                  | 3%FV 3% FONDO DE VIVIENDA   | 224.69   |
|         |                           |          |         |                      |                  | FOND FONDO PENSIONES EMPRES | 1,310.71 |
|         |                           |          |         |                      |                  | SEDARSEDAR                  | 149.80   |
|         |                           |          |         |                      |                  | PVAC PROVISION DE PRIMA VAC | 113.09   |
|         |                           |          |         |                      |                  | AGUI PROVISION AGUINALDO    | 1,130.86 |
|         |                           |          |         |                      |                  | TOTA NOMINA EN EFECTIVO     | 2,954.19 |
| 373-006 | BIZARRO GARCIA JONATHAN   |          |         |                      |                  |                             |          |
| T.EMP:  | PERMANENTE                | 432.70   |         | 640.90               | OPERADOR A       |                             |          |
| 01      | SUELDO BASE               | 6,490.50 | 51      | ISR                  | 1,209.59         | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02      | AYUDA PARA DESPE          | 463.00   | 51B     | AJUSTE ISR A CARGO E | 163.12           | IMP1 ISR ART 96             | 1,209.59 |
| 03      | AYUDA PARA PASAJ          | 315.00   | 54      | FONDO PENSIONES      | 895.69           | PGR1 PERC GRAVADA TIPO 1    | 8,991.70 |
| 04      | PRIMA QUINQUENAL          | 425.10   | 65      | OTRAS DEDUCCIONES    | 3,352.89         | PERC TOTAL PERCEPCIONES     | 8,991.70 |
| 07      | PRIMA DE INSALUB          | 1,298.10 |         |                      |                  | DEDU TOTAL DEDUCCIONES      | 5,621.29 |
|         |                           |          |         |                      |                  | 3%FV 3% FONDO DE VIVIENDA   | 233.66   |
|         |                           |          |         |                      |                  | FOND FONDO PENSIONES EMPRES | 1,363.00 |
|         |                           |          |         |                      |                  | SEDARSEDAR                  | 155.77   |
|         |                           |          |         |                      |                  | PVAC PROVISION DE PRIMA VAC | 117.35   |
|         |                           |          |         |                      |                  | AGUI PROVISION AGUINALDO    | 1,173.51 |
|         |                           |          |         |                      |                  | TOTA NOMINA EN EFECTIVO     | 3,370.41 |
| 374-003 | CONTRERAS FLORES ABELARDO |          |         |                      |                  |                             |          |
| T.EMP:  | PERMANENTE                | 432.70   |         | 636.06               | OPERADOR A       |                             |          |
| 01      | SUELDO BASE               | 6,490.50 | 51      | ISR                  | 1,209.59         | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02      | AYUDA PARA DESPE          | 463.00   | 51B     | AJUSTE ISR A CARGO E | 163.12           | IMP1 ISR ART 96             | 1,209.59 |
| 03      | AYUDA PARA PASAJ          | 315.00   | 54      | FONDO PENSIONES      | 895.69           | PGR1 PERC GRAVADA TIPO 1    | 8,991.70 |
| 04      | PRIMA QUINQUENAL          | 425.10   | 65      | OTRAS DEDUCCIONES    | 3,077.89         | PERC TOTAL PERCEPCIONES     | 8,991.70 |
| 07      | PRIMA DE INSALUB          | 1,298.10 |         |                      |                  | DEDU TOTAL DEDUCCIONES      | 5,346.29 |
|         |                           |          |         |                      |                  | 3%FV 3% FONDO DE VIVIENDA   | 233.66   |
|         |                           |          |         |                      |                  | FOND FONDO PENSIONES EMPRES | 1,363.00 |
|         |                           |          |         |                      |                  | SEDARSEDAR                  | 155.77   |
|         |                           |          |         |                      |                  | PVAC PROVISION DE PRIMA VAC | 117.35   |
|         |                           |          |         |                      |                  | AGUI PROVISION AGUINALDO    | 1,173.51 |
|         |                           |          |         |                      |                  | TOTA NOMINA EN EFECTIVO     | 3,645.41 |
| 374-004 | ORTIZ RAYGOZA OSWALDO     |          |         |                      |                  |                             |          |
| T.EMP:  | PERMANENTE                | 432.70   |         | 636.06               | OPERADOR A       |                             |          |
| 01      | SUELDO BASE               | 6,490.50 | 51      | ISR                  | 1,209.59         | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02      | AYUDA PARA DESPE          | 463.00   | 51B     | AJUSTE ISR A CARGO E | 163.12           | IMP1 ISR ART 96             | 1,209.59 |
| 03      | AYUDA PARA PASAJ          | 315.00   | 54      | FONDO PENSIONES      | 895.69           | PGR1 PERC GRAVADA TIPO 1    | 8,991.70 |
| 04      | PRIMA QUINQUENAL          | 425.10   | 65      | OTRAS DEDUCCIONES    | 3,826.89         | PERC TOTAL PERCEPCIONES     | 8,991.70 |
| 07      | PRIMA DE INSALUB          | 1,298.10 |         |                      |                  | DEDU TOTAL DEDUCCIONES      | 6,095.29 |
|         |                           |          |         |                      |                  | 3%FV 3% FONDO DE VIVIENDA   | 233.66   |
|         |                           |          |         |                      |                  | FOND FONDO PENSIONES EMPRES | 1,363.00 |
|         |                           |          |         |                      |                  | SEDARSEDAR                  | 155.77   |
|         |                           |          |         |                      |                  | PVAC PROVISION DE PRIMA VAC | 117.35   |
|         |                           |          |         |                      |                  | AGUI PROVISION AGUINALDO    | 1,173.51 |
|         |                           |          |         |                      |                  | TOTA NOMINA EN EFECTIVO     | 2,896.41 |
| 376-002 | ALVAREZ MARIN SERGIO      |          |         |                      |                  |                             |          |
| T.EMP:  | PERMANENTE                | 470.40   |         | 707.89               | JEFE DE PLANTA C |                             |          |
| 01      | SUELDO BASE               | 7,056.00 | 51      | ISR                  | 1,411.45         | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02      | AYUDA PARA DESPE          | 478.50   | 51B     | AJUSTE ISR A CARGO E | 187.08           | IMP1 ISR ART 96             | 1,411.45 |

| Clave                                        | Nombre           | S.Diario | S.Integ | DEDUCCIONES          | CONCEPTOS                            |
|----------------------------------------------|------------------|----------|---------|----------------------|--------------------------------------|
| PERCEPCIONES                                 |                  |          |         |                      |                                      |
| 03                                           | AYUDA PARA PASAJ | 330.50   | 54      | FONDO PENSIONES      | 1,000.80                             |
| 04                                           | PRIMA QUINQUENAL | 425.10   | 65      | OTRAS DEDUCCIONES    | 5,069.29                             |
| 07                                           | PRIMA DE INSALUB | 1,411.20 |         |                      |                                      |
| 16                                           | HOMOLOGACION     | 235.45   |         |                      |                                      |
|                                              |                  |          |         |                      | PGR1 PERC GRAVADA TIPO 1 9,936.75    |
|                                              |                  |          |         |                      | PERC TOTAL PERCEPCIONES 9,936.75     |
|                                              |                  |          |         |                      | DEDU TOTAL DEDUCCIONES 7,668.62      |
|                                              |                  |          |         |                      | 3%FV 3% FONDO DE VIVIENDA 261.08     |
|                                              |                  |          |         |                      | FOND FONDO PENSIONES EMPRES 1,522.96 |
|                                              |                  |          |         |                      | SEDARSEDAR 174.05                    |
|                                              |                  |          |         |                      | PVAC PROVISION DE PRIMA VAC 127.07   |
|                                              |                  |          |         |                      | AGUI PROVISION AGUINALDO 1,270.71    |
|                                              |                  |          |         |                      | TOTA NOMINA EN EFECTIVO 2,268.13     |
| 376-003 TRIGO MARTINEZ EDUARDO MIGUEL ADRIAN |                  |          |         |                      |                                      |
| T.EMP:                                       | PERMANENTE       | 416.10   |         | 633.59               | OPERADOR DE CARCAMO                  |
| 01                                           | SUELDO BASE      | 6,241.50 | 51      | ISR                  | 1,143.09                             |
| 02                                           | AYUDA PARA DESPE | 457.50   | 51B     | AJUSTE ISR A CARGO E | 155.24                               |
| 03                                           | AYUDA PARA PASAJ | 308.00   | 51PD    | ISR PRIMA DOMINICAL  | 10.25                                |
| 04                                           | PRIMA QUINQUENAL | 425.10   | 54      | FONDO PENSIONES      | 861.33                               |
| 07                                           | PRIMA DE INSALUB | 1,248.30 | 65      | OTRAS DEDUCCIONES    | 3,732.90                             |
| 19                                           | PRIMA DOMINICAL  | 137.59   |         |                      |                                      |
|                                              |                  |          |         |                      | DVIG DIAS DE VIGENCIA 15.00          |
|                                              |                  |          |         |                      | EX19 EXENTO PRIMA DOMINICAL 89.62    |
|                                              |                  |          |         |                      | IMP1 ISR ART 96 1,143.09             |
|                                              |                  |          |         |                      | IMP2 ISR Reglamento ISR 10.25        |
|                                              |                  |          |         |                      | EXEN BASE EXENTA 89.62               |
|                                              |                  |          |         |                      | PGR1 PERC GRAVADA TIPO 1 8,680.40    |
|                                              |                  |          |         |                      | PGR2 PERC GRAVADA TIPO 2 47.97       |
|                                              |                  |          |         |                      | PERC TOTAL PERCEPCIONES 8,817.99     |
|                                              |                  |          |         |                      | DEDU TOTAL DEDUCCIONES 5,902.81      |
|                                              |                  |          |         |                      | 3%FV 3% FONDO DE VIVIENDA 224.69     |
|                                              |                  |          |         |                      | FOND FONDO PENSIONES EMPRES 1,310.71 |
|                                              |                  |          |         |                      | SEDARSEDAR 149.80                    |
|                                              |                  |          |         |                      | PVAC PROVISION DE PRIMA VAC 113.09   |
|                                              |                  |          |         |                      | AGUI PROVISION AGUINALDO 1,130.86    |
|                                              |                  |          |         |                      | TOTA NOMINA EN EFECTIVO 2,915.18     |
| 376-005 FRANCO CASILLAS DANIEL               |                  |          |         |                      |                                      |
| T.EMP:                                       | PERMANENTE       | 528.74   |         | 772.03               | AUXILIAR DE NORMATIVIDAD             |
| 01                                           | SUELDO BASE      | 7,931.10 | 51      | ISR                  | 1,604.15                             |
| 02                                           | AYUDA PARA DESPE | 557.00   | 51B     | AJUSTE ISR A CARGO E | 290.21                               |
| 03                                           | AYUDA PARA PASAJ | 339.50   | 54      | FONDO PENSIONES      | 1,094.49                             |
| 04                                           | PRIMA QUINQUENAL | 425.10   | 65      | OTRAS DEDUCCIONES    | 5,810.43                             |
| 07                                           | PRIMA DE INSALUB | 1,586.22 |         |                      |                                      |
|                                              |                  |          |         |                      | DVIG DIAS DE VIGENCIA 15.00          |
|                                              |                  |          |         |                      | IMP1 ISR ART 96 1,604.15             |
|                                              |                  |          |         |                      | PGR1 PERC GRAVADA TIPO 1 10,838.92   |
|                                              |                  |          |         |                      | PERC TOTAL PERCEPCIONES 10,838.92    |
|                                              |                  |          |         |                      | DEDU TOTAL DEDUCCIONES 8,799.28      |
|                                              |                  |          |         |                      | 3%FV 3% FONDO DE VIVIENDA 285.52     |
|                                              |                  |          |         |                      | FOND FONDO PENSIONES EMPRES 1,665.53 |
|                                              |                  |          |         |                      | SEDARSEDAR 190.35                    |
|                                              |                  |          |         |                      | PVAC PROVISION DE PRIMA VAC 142.66   |
|                                              |                  |          |         |                      | AGUI PROVISION AGUINALDO 1,426.55    |
|                                              |                  |          |         |                      | TOTA NOMINA EN EFECTIVO 2,039.64     |
| 376-006 DOMINGUEZ JIMENEZ ALFREDO            |                  |          |         |                      |                                      |
| T.EMP:                                       | PERMANENTE       | 416.10   |         | 635.92               | OPERADOR DE CARCAMO                  |
| 01                                           | SUELDO BASE      | 6,241.50 | 51      | ISR                  | 1,143.09                             |
| 02                                           | AYUDA PARA DESPE | 457.50   | 51B     | AJUSTE ISR A CARGO E | 155.24                               |
| 03                                           | AYUDA PARA PASAJ | 308.00   | 51PD    | ISR PRIMA DOMINICAL  | 20.49                                |
| 04                                           | PRIMA QUINQUENAL | 425.10   | 54      | FONDO PENSIONES      | 861.33                               |
| 07                                           | PRIMA DE INSALUB | 1,248.30 | 65      | OTRAS DEDUCCIONES    | 74.90                                |
| 19                                           | PRIMA DOMINICAL  | 275.18   |         |                      |                                      |
|                                              |                  |          |         |                      | DVIG DIAS DE VIGENCIA 15.00          |
|                                              |                  |          |         |                      | EX19 EXENTO PRIMA DOMINICAL 179.24   |
|                                              |                  |          |         |                      | IMP1 ISR ART 96 1,143.09             |
|                                              |                  |          |         |                      | IMP2 ISR Reglamento ISR 20.49        |
|                                              |                  |          |         |                      | EXEN BASE EXENTA 179.24              |
|                                              |                  |          |         |                      | PGR1 PERC GRAVADA TIPO 1 8,680.40    |
|                                              |                  |          |         |                      | PGR2 PERC GRAVADA TIPO 2 95.94       |
|                                              |                  |          |         |                      | PERC TOTAL PERCEPCIONES 8,955.58     |
|                                              |                  |          |         |                      | DEDU TOTAL DEDUCCIONES 2,255.05      |
|                                              |                  |          |         |                      | 3%FV 3% FONDO DE VIVIENDA 224.69     |
|                                              |                  |          |         |                      | FOND FONDO PENSIONES EMPRES 1,310.71 |
|                                              |                  |          |         |                      | SEDARSEDAR 149.80                    |
|                                              |                  |          |         |                      | PVAC PROVISION DE PRIMA VAC 113.09   |
|                                              |                  |          |         |                      | AGUI PROVISION AGUINALDO 1,130.86    |

| Clave               | Nombre                       | S.Diario | S.Integ              | DEDUCCIONES              | CONCEPTOS                   |                                      |
|---------------------|------------------------------|----------|----------------------|--------------------------|-----------------------------|--------------------------------------|
| PERCEPCIONES        |                              |          |                      |                          |                             |                                      |
|                     |                              |          |                      |                          |                             | TOTA NOMINA EN EFECTIVO 6,700.53     |
| 377-002             | JACINTO OCHOA ADRIAN         |          |                      |                          |                             |                                      |
| T.EMP: PERMANENTE   | 416.10                       |          | 689.28               | OPERADOR DE CARCAMO      |                             |                                      |
| 01 SUELDO BASE      | 6,241.50                     | 51       | ISR                  | 1,143.09                 | DVIG DIAS DE VIGENCIA       | 15.00                                |
| 02 AYUDA PARA DESPE | 457.50                       | 51B      | AJUSTE ISR A CARGO E | 155.23                   | EX19 EXENTO PRIMA DOMINICAL | 268.86                               |
| 03 AYUDA PARA PASAJ | 308.00                       | 51PD     | ISR PRIMA DOMINICAL  | 30.74                    | IMP1 ISR ART 96             | 1,143.09                             |
| 04 PRIMA QUINQUENAL | 425.10                       | 54       | FONDO PENSIONES      | 861.33                   | IMP2 ISR Reglamento ISR     | 30.74                                |
| 07 PRIMA DE INSALUB | 1,248.30                     | 65       | OTRAS DEDUCCIONES    | 74.90                    | EXEN BASE EXENTA            | 268.86                               |
| 19 PRIMA DOMINICAL  | 412.77                       |          |                      |                          | PGR1 PERC GRAVADA TIPO 1    | 8,680.40                             |
|                     |                              |          |                      |                          |                             | PGR2 PERC GRAVADA TIPO 2 143.90      |
|                     |                              |          |                      |                          |                             | PERC TOTAL PERCEPCIONES 9,093.17     |
|                     |                              |          |                      |                          |                             | DEDU TOTAL DEDUCCIONES 2,265.29      |
|                     |                              |          |                      |                          |                             | 3%FV 3% FONDO DE VIVIENDA 224.69     |
|                     |                              |          |                      |                          |                             | FOND FONDO PENSIONES EMPRES 1,310.71 |
|                     |                              |          |                      |                          |                             | SEDARSEDAR 149.80                    |
|                     |                              |          |                      |                          |                             | PVAC PROVISION DE PRIMA VAC 113.09   |
|                     |                              |          |                      |                          |                             | AGUI PROVISION AGUINALDO 1,130.86    |
|                     |                              |          |                      |                          |                             | TOTA NOMINA EN EFECTIVO 6,827.88     |
| 377-003             | URIBE BASILIO EDUARDO        |          |                      |                          |                             |                                      |
| T.EMP: PERMANENTE   | 416.10                       |          | 631.26               | OPERADOR DE CARCAMO      |                             |                                      |
| 01 SUELDO BASE      | 6,241.50                     | 51       | ISR                  | 1,143.09                 | DVIG DIAS DE VIGENCIA       | 15.00                                |
| 02 AYUDA PARA DESPE | 457.50                       | 51B      | AJUSTE ISR A CARGO E | 155.24                   | EX19 EXENTO PRIMA DOMINICAL | 179.24                               |
| 03 AYUDA PARA PASAJ | 308.00                       | 51PD     | ISR PRIMA DOMINICAL  | 20.49                    | IMP1 ISR ART 96             | 1,143.09                             |
| 04 PRIMA QUINQUENAL | 425.10                       | 54       | FONDO PENSIONES      | 861.33                   | IMP2 ISR Reglamento ISR     | 20.49                                |
| 07 PRIMA DE INSALUB | 1,248.30                     | 65       | OTRAS DEDUCCIONES    | 3,819.85                 | EXEN BASE EXENTA            | 179.24                               |
| 19 PRIMA DOMINICAL  | 275.18                       |          |                      |                          | PGR1 PERC GRAVADA TIPO 1    | 8,680.40                             |
|                     |                              |          |                      |                          |                             | PGR2 PERC GRAVADA TIPO 2 95.94       |
|                     |                              |          |                      |                          |                             | PERC TOTAL PERCEPCIONES 8,955.58     |
|                     |                              |          |                      |                          |                             | DEDU TOTAL DEDUCCIONES 6,000.00      |
|                     |                              |          |                      |                          |                             | 3%FV 3% FONDO DE VIVIENDA 224.69     |
|                     |                              |          |                      |                          |                             | FOND FONDO PENSIONES EMPRES 1,310.71 |
|                     |                              |          |                      |                          |                             | SEDARSEDAR 149.80                    |
|                     |                              |          |                      |                          |                             | PVAC PROVISION DE PRIMA VAC 113.09   |
|                     |                              |          |                      |                          |                             | AGUI PROVISION AGUINALDO 1,130.86    |
|                     |                              |          |                      |                          |                             | TOTA NOMINA EN EFECTIVO 2,955.58     |
| 377-004             | SALAS POLANCO JOSE AGUSTIN   |          |                      |                          |                             |                                      |
| T.EMP: PERMANENTE   | 416.10                       |          | 631.26               | OPERADOR DE CARCAMO      |                             |                                      |
| 01 SUELDO BASE      | 6,241.50                     | 51       | ISR                  | 1,143.09                 | DVIG DIAS DE VIGENCIA       | 15.00                                |
| 02 AYUDA PARA DESPE | 457.50                       | 51B      | AJUSTE ISR A CARGO E | 155.24                   | EX19 EXENTO PRIMA DOMINICAL | 268.86                               |
| 03 AYUDA PARA PASAJ | 308.00                       | 51PD     | ISR PRIMA DOMINICAL  | 30.74                    | IMP1 ISR ART 96             | 1,143.09                             |
| 04 PRIMA QUINQUENAL | 425.10                       | 54       | FONDO PENSIONES      | 861.33                   | IMP2 ISR Reglamento ISR     | 30.74                                |
| 07 PRIMA DE INSALUB | 1,248.30                     | 65       | OTRAS DEDUCCIONES    | 3,987.81                 | EXEN BASE EXENTA            | 268.86                               |
| 19 PRIMA DOMINICAL  | 412.77                       |          |                      |                          | PGR1 PERC GRAVADA TIPO 1    | 8,680.40                             |
|                     |                              |          |                      |                          |                             | PGR2 PERC GRAVADA TIPO 2 143.90      |
|                     |                              |          |                      |                          |                             | PERC TOTAL PERCEPCIONES 9,093.17     |
|                     |                              |          |                      |                          |                             | DEDU TOTAL DEDUCCIONES 6,178.21      |
|                     |                              |          |                      |                          |                             | 3%FV 3% FONDO DE VIVIENDA 224.69     |
|                     |                              |          |                      |                          |                             | FOND FONDO PENSIONES EMPRES 1,310.71 |
|                     |                              |          |                      |                          |                             | SEDARSEDAR 149.80                    |
|                     |                              |          |                      |                          |                             | PVAC PROVISION DE PRIMA VAC 113.09   |
|                     |                              |          |                      |                          |                             | AGUI PROVISION AGUINALDO 1,130.86    |
|                     |                              |          |                      |                          |                             | TOTA NOMINA EN EFECTIVO 2,914.96     |
| 39-165-002          | TOPETE AVELAR GLORIA ANTONIA |          |                      |                          |                             |                                      |
| T.EMP: PERMANENTE   | 528.74                       |          | 776.84               | AUXILIAR DE NORMATIVIDAD |                             |                                      |

| Clave      | Nombre                            | S.Diario | S.Integ | PERCEPCIONES                             | DEDUCCIONES | CONCEPTOS                            |
|------------|-----------------------------------|----------|---------|------------------------------------------|-------------|--------------------------------------|
| 01         | SUELDO BASE                       | 7,931.10 | 51      | ISR                                      | 1,634.42    | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | AYUDA PARA DESPE                  | 557.00   | 54      | FONDO PENSIONES                          | 1,094.49    | IMP1 ISR ART 96 1,634.42             |
| 03         | AYUDA PARA PASAJ                  | 339.50   | 65      | OTRAS DEDUCCIONES                        | 5,106.87    | PGR1 PERC GRAVADA TIPO 1 10,980.62   |
| 04         | PRIMA QUINQUENAL                  | 566.80   |         |                                          |             | PERC TOTAL PERCEPCIONES 10,980.62    |
| 07         | PRIMA DE INSALUB                  | 1,586.22 |         |                                          |             | DEDU TOTAL DEDUCCIONES 7,835.78      |
|            |                                   |          |         |                                          |             | 3%FV 3% FONDO DE VIVIENDA 285.52     |
|            |                                   |          |         |                                          |             | FOND FONDO PENSIONES EMPRES 1,665.53 |
|            |                                   |          |         |                                          |             | SEDARSEDAR 190.35                    |
|            |                                   |          |         |                                          |             | PVAC PROVISION DE PRIMA VAC 142.66   |
|            |                                   |          |         |                                          |             | AGUI PROVISION AGUINALDO 1,426.55    |
|            |                                   |          |         |                                          |             | TOTA NOMINA EN EFECTIVO 3,144.84     |
| 398-002    | CERVANTES RAMIREZ LUIS ROBERTO    |          |         |                                          |             |                                      |
| T.EMP:     | PERMANENTE                        | 470.40   | 689.31  | TECNICO EN MANTENIMIENTO                 |             |                                      |
| 01         | SUELDO BASE                       | 7,056.00 | 51      | ISR                                      | 1,361.16    | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | AYUDA PARA DESPE                  | 478.50   | 51B     | AJUSTE ISR A CARGO E                     | 181.10      | IMP1 ISR ART 96 1,361.16             |
| 03         | AYUDA PARA PASAJ                  | 330.50   | 54      | FONDO PENSIONES                          | 973.73      | PGR1 PERC GRAVADA TIPO 1 9,701.29    |
| 04         | PRIMA QUINQUENAL                  | 425.10   | 65      | OTRAS DEDUCCIONES                        | 4,952.42    | PERC TOTAL PERCEPCIONES 9,701.30     |
| 07         | PRIMA DE INSALUB                  | 1,411.20 |         |                                          |             | DEDU TOTAL DEDUCCIONES 7,468.41      |
|            |                                   |          |         |                                          |             | 3%FV 3% FONDO DE VIVIENDA 254.02     |
|            |                                   |          |         |                                          |             | FOND FONDO PENSIONES EMPRES 1,481.76 |
|            |                                   |          |         |                                          |             | SEDARSEDAR 169.34                    |
|            |                                   |          |         |                                          |             | PVAC PROVISION DE PRIMA VAC 127.07   |
|            |                                   |          |         |                                          |             | AGUI PROVISION AGUINALDO 1,270.71    |
|            |                                   |          |         |                                          |             | TOTA NOMINA EN EFECTIVO 2,232.89     |
| 41-289-014 | GUZMAN ROSALES NAYELI DEL ROSARIO |          |         |                                          |             |                                      |
| T.EMP:     | PERMANENTE                        | 541.53   | 798.70  | Analista de Gravimetría y Fisicoquímicos |             |                                      |
| 01         | SUELDO BASE                       | 8,123.00 | 51      | ISR                                      | 1,696.32    | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | AYUDA PARA DESPE                  | 564.00   | 51B     | AJUSTE ISR A CARGO E                     | 308.16      | IMP1 ISR ART 96 1,696.32             |
| 03         | AYUDA PARA PASAJ                  | 351.50   | 54      | FONDO PENSIONES                          | 1,125.63    | PGR1 PERC GRAVADA TIPO 1 11,270.40   |
| 04         | PRIMA QUINQUENAL                  | 566.80   | 65      | OTRAS DEDUCCIONES                        | 6,021.83    | PERC TOTAL PERCEPCIONES 11,270.40    |
| 07         | PRIMA DE INSALUB                  | 1,624.60 |         |                                          |             | DEDU TOTAL DEDUCCIONES 9,151.94      |
| 16         | HOMOLOGACION                      | 40.50    |         |                                          |             | 3%FV 3% FONDO DE VIVIENDA 293.64     |
|            |                                   |          |         |                                          |             | FOND FONDO PENSIONES EMPRES 1,712.92 |
|            |                                   |          |         |                                          |             | SEDARSEDAR 195.76                    |
|            |                                   |          |         |                                          |             | PVAC PROVISION DE PRIMA VAC 146.07   |
|            |                                   |          |         |                                          |             | AGUI PROVISION AGUINALDO 1,460.70    |
|            |                                   |          |         |                                          |             | TOTA NOMINA EN EFECTIVO 2,118.46     |
| 46-200-002 | ASCENCIO MARTINEZ ROSENDO         |          |         |                                          |             |                                      |
| T.EMP:     | PERMANENTE                        | 416.10   | 627.01  | OPERADOR B                               |             |                                      |
| 01         | SUELDO BASE                       | 6,241.50 | 51      | ISR                                      | 1,233.90    | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | AYUDA PARA DESPE                  | 457.50   | 51B     | AJUSTE ISR A CARGO E                     | 155.23      | IMP1 ISR ART 96 1,233.90             |
| 03         | AYUDA PARA PASAJ                  | 308.00   | 54      | FONDO PENSIONES                          | 861.33      | PGR1 PERC GRAVADA TIPO 1 9,105.50    |
| 04         | PRIMA QUINQUENAL                  | 850.20   | 65      | OTRAS DEDUCCIONES                        | 3,284.90    | PERC TOTAL PERCEPCIONES 9,105.50     |
| 07         | PRIMA DE INSALUB                  | 1,248.30 |         |                                          |             | DEDU TOTAL DEDUCCIONES 5,535.36      |
|            |                                   |          |         |                                          |             | 3%FV 3% FONDO DE VIVIENDA 224.69     |
|            |                                   |          |         |                                          |             | FOND FONDO PENSIONES EMPRES 1,310.71 |
|            |                                   |          |         |                                          |             | SEDARSEDAR 149.80                    |
|            |                                   |          |         |                                          |             | PVAC PROVISION DE PRIMA VAC 113.09   |
|            |                                   |          |         |                                          |             | AGUI PROVISION AGUINALDO 1,130.86    |
|            |                                   |          |         |                                          |             | TOTA NOMINA EN EFECTIVO 3,570.14     |
| 46-204-008 | ASCENCIO ZARAGOZA JOSE ANTONIO    |          |         |                                          |             |                                      |
| T.EMP:     | PERMANENTE                        | 432.70   | 643.28  | OPERADOR A                               |             |                                      |
| 01         | SUELDO BASE                       | 6,490.50 | 51      | ISR                                      | 1,270.12    | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | AYUDA PARA DESPE                  | 463.00   | 51B     | AJUSTE ISR A CARGO E                     | 163.12      | IMP1 ISR ART 96 1,270.12             |

| Clave                                | Nombre           | S.Diario | S.Integ | PERCEPCIONES            | DEDUCCIONES | CONCEPTOS                            |
|--------------------------------------|------------------|----------|---------|-------------------------|-------------|--------------------------------------|
| 03                                   | AYUDA PARA PASAJ | 315.00   | 54      | FONDO PENSIONES         | 895.69      | PGR1 PERC GRAVADA TIPO 1 9,275.10    |
| 04                                   | PRIMA QUINQUENAL | 708.50   | 65      | OTRAS DEDUCCIONES       | 3,972.89    | PERC TOTAL PERCEPCIONES 9,275.10     |
| 07                                   | PRIMA DE INSALUB | 1,298.10 |         |                         |             | DEDU TOTAL DEDUCCIONES 6,301.82      |
|                                      |                  |          |         |                         |             | 3%FV 3% FONDO DE VIVIENDA 233.66     |
|                                      |                  |          |         |                         |             | FOND FONDO PENSIONES EMPRES 1,363.00 |
|                                      |                  |          |         |                         |             | SEDARSEDAR 155.77                    |
|                                      |                  |          |         |                         |             | PVAC PROVISION DE PRIMA VAC 117.35   |
|                                      |                  |          |         |                         |             | AGUI PROVISION AGUINALDO 1,173.51    |
|                                      |                  |          |         |                         |             | TOTA NOMINA EN EFECTIVO 2,973.28     |
| 477-2019 SOLIS GONZALEZ ALMA FABIOLA |                  |          |         |                         |             |                                      |
| T.EMP:                               | PERMANENTE       | 470.40   | 710.92  | AUXILIAR DE LABORATORIO |             |                                      |
| 01                                   | SUELDO BASE      | 7,056.00 | 51      | ISR                     | 1,270.36    | DVIG DIAS DE VIGENCIA 15.00          |
| 02                                   | AYUDA PARA DESPE | 478.50   | 51B     | AJUSTE ISR A CARGO E    | 181.10      | IMP1 ISR ART 96 1,270.36             |
| 03                                   | AYUDA PARA PASAJ | 330.50   | 54      | FONDO PENSIONES         | 973.73      | PGR1 PERC GRAVADA TIPO 1 9,276.20    |
| 07                                   | PRIMA DE INSALUB | 1,411.20 | 65      | OTRAS DEDUCCIONES       | 84.67       | PERC TOTAL PERCEPCIONES 9,276.20     |
|                                      |                  |          |         |                         |             | DEDU TOTAL DEDUCCIONES 2,509.86      |
|                                      |                  |          |         |                         |             | 3%FV 3% FONDO DE VIVIENDA 254.02     |
|                                      |                  |          |         |                         |             | FOND FONDO PENSIONES EMPRES 1,481.76 |
|                                      |                  |          |         |                         |             | SEDARSEDAR 169.34                    |
|                                      |                  |          |         |                         |             | PVAC PROVISION DE PRIMA VAC 127.07   |
|                                      |                  |          |         |                         |             | AGUI PROVISION AGUINALDO 1,270.71    |
|                                      |                  |          |         |                         |             | TOTA NOMINA EN EFECTIVO 6,766.34     |
| 478-2019 CONTRERAS QUEZADA RIGOBERTO |                  |          |         |                         |             |                                      |
| T.EMP:                               | PERMANENTE       | 380.63   | 571.00  | AUXILIAR DE OPERADOR    |             |                                      |
| 01                                   | SUELDO BASE      | 5,709.45 | 51      | ISR                     | 886.55      | DVIG DIAS DE VIGENCIA 15.00          |
| 02                                   | AYUDA PARA DESPE | 394.00   | 51B     | AJUSTE ISR A CARGO E    | 135.56      | EX19 EXENTO PRIMA DOMINICAL 358.48   |
| 03                                   | AYUDA PARA PASAJ | 234.00   | 51PD    | ISR PRIMA DOMINICAL     | 29.93       | IMP1 ISR ART 96 886.55               |
| 07                                   | PRIMA DE INSALUB | 1,141.89 | 54      | FONDO PENSIONES         | 787.90      | IMP2 ISR Reglamento ISR 29.93        |
| 19                                   | PRIMA DOMINICAL  | 498.62   | 65      | OTRAS DEDUCCIONES       | 1,374.51    | EXEN BASE EXENTA 358.48              |
|                                      |                  |          |         |                         |             | PGR1 PERC GRAVADA TIPO 1 7,479.34    |
|                                      |                  |          |         |                         |             | PGR2 PERC GRAVADA TIPO 2 140.13      |
|                                      |                  |          |         |                         |             | PERC TOTAL PERCEPCIONES 7,977.96     |
|                                      |                  |          |         |                         |             | DEDU TOTAL DEDUCCIONES 3,214.45      |
|                                      |                  |          |         |                         |             | 3%FV 3% FONDO DE VIVIENDA 205.54     |
|                                      |                  |          |         |                         |             | FOND FONDO PENSIONES EMPRES 1,198.98 |
|                                      |                  |          |         |                         |             | SEDARSEDAR 137.03                    |
|                                      |                  |          |         |                         |             | PVAC PROVISION DE PRIMA VAC 102.46   |
|                                      |                  |          |         |                         |             | AGUI PROVISION AGUINALDO 1,024.57    |
|                                      |                  |          |         |                         |             | TOTA NOMINA EN EFECTIVO 4,763.51     |
| 479-2019 GUDIÑO RIOS JUAN JOSE       |                  |          |         |                         |             |                                      |
| T.EMP:                               | PERMANENTE       | 470.40   | 679.12  | JEFE DE PLANTA C        |             |                                      |
| 01                                   | SUELDO BASE      | 7,056.00 | 51      | ISR                     | 1,270.36    | DVIG DIAS DE VIGENCIA 15.00          |
| 02                                   | AYUDA PARA DESPE | 478.50   | 51B     | AJUSTE ISR A CARGO E    | 135.56      | IMP1 ISR ART 96 1,270.36             |
| 03                                   | AYUDA PARA PASAJ | 330.50   | 54      | FONDO PENSIONES         | 973.73      | PGR1 PERC GRAVADA TIPO 1 9,276.20    |
| 07                                   | PRIMA DE INSALUB | 1,411.20 | 65      | OTRAS DEDUCCIONES       | 84.67       | PERC TOTAL PERCEPCIONES 9,276.20     |
|                                      |                  |          |         |                         |             | DEDU TOTAL DEDUCCIONES 2,464.32      |
|                                      |                  |          |         |                         |             | 3%FV 3% FONDO DE VIVIENDA 254.02     |
|                                      |                  |          |         |                         |             | FOND FONDO PENSIONES EMPRES 1,481.76 |
|                                      |                  |          |         |                         |             | SEDARSEDAR 169.34                    |
|                                      |                  |          |         |                         |             | PVAC PROVISION DE PRIMA VAC 127.07   |
|                                      |                  |          |         |                         |             | AGUI PROVISION AGUINALDO 1,270.71    |
|                                      |                  |          |         |                         |             | TOTA NOMINA EN EFECTIVO 6,811.88     |
| 490-2021 NAVARRO CHAVEZ PAUL MISAEEL |                  |          |         |                         |             |                                      |
| T.EMP:                               | PERMANENTE       | 375.97   | 458.52  | Auxiliar de operador    |             |                                      |

| Clave    | Nombre                             | S.Diario | S.Integ | PERCEPCIONES              | DEDUCCIONES | CONCEPTOS                            |
|----------|------------------------------------|----------|---------|---------------------------|-------------|--------------------------------------|
| 01       | SUELDO BASE                        | 5,639.55 | 51      | ISR                       | 885.29      | DVIG DIAS DE VIGENCIA 15.00          |
| 02       | AYUDA PARA DESPE                   | 368.50   | 54      | FONDO PENSIONES           | 778.26      | IMP1 ISR ART 96 885.29               |
| 03       | AYUDA PARA PASAJ                   | 337.50   | 65      | OTRAS DEDUCCIONES         | 67.67       | PGR1 PERC GRAVADA TIPO 1 7,473.46    |
| 07       | PRIMA DE INSALUB                   | 1,127.91 |         |                           |             | PERC TOTAL PERCEPCIONES 7,473.46     |
|          |                                    |          |         |                           |             | DEDU TOTAL DEDUCCIONES 1,731.22      |
|          |                                    |          |         |                           |             | 3%FV 3% FONDO DE VIVIENDA 203.02     |
|          |                                    |          |         |                           |             | FOND FONDO PENSIONES EMPRES 1,184.31 |
|          |                                    |          |         |                           |             | SEDARSEDAR 135.35                    |
|          |                                    |          |         |                           |             | PVAC PROVISION DE PRIMA VAC 102.38   |
|          |                                    |          |         |                           |             | AGUI PROVISION AGUINALDO 1,023.76    |
|          |                                    |          |         |                           |             | TOTA NOMINA EN EFECTIVO 5,742.24     |
| 491-2021 | HERNANDEZ JIMENEZ JOSE             |          |         |                           |             |                                      |
| T.EMP:   | PERMANENTE                         | 375.97   | 458.52  | Auxiliar de operador      |             |                                      |
| 01       | SUELDO BASE                        | 5,639.55 | 51      | ISR                       | 885.29      | DVIG DIAS DE VIGENCIA 15.00          |
| 02       | AYUDA PARA DESPE                   | 368.50   | 54      | FONDO PENSIONES           | 778.26      | IMP1 ISR ART 96 885.29               |
| 03       | AYUDA PARA PASAJ                   | 337.50   | 65      | OTRAS DEDUCCIONES         | 67.67       | PGR1 PERC GRAVADA TIPO 1 7,473.46    |
| 07       | PRIMA DE INSALUB                   | 1,127.91 |         |                           |             | PERC TOTAL PERCEPCIONES 7,473.46     |
|          |                                    |          |         |                           |             | DEDU TOTAL DEDUCCIONES 1,731.22      |
|          |                                    |          |         |                           |             | 3%FV 3% FONDO DE VIVIENDA 203.02     |
|          |                                    |          |         |                           |             | FOND FONDO PENSIONES EMPRES 1,184.31 |
|          |                                    |          |         |                           |             | SEDARSEDAR 135.35                    |
|          |                                    |          |         |                           |             | PVAC PROVISION DE PRIMA VAC 102.38   |
|          |                                    |          |         |                           |             | AGUI PROVISION AGUINALDO 1,023.76    |
|          |                                    |          |         |                           |             | TOTA NOMINA EN EFECTIVO 5,742.24     |
| 492-2021 | MARTINEZ ORTEGA CARLOS ARMANDO     |          |         |                           |             |                                      |
| T.EMP:   | PERMANENTE                         | 375.97   | 458.52  | Auxiliar de operador      |             |                                      |
| 01       | SUELDO BASE                        | 5,639.55 | 51      | ISR                       | 885.29      | DVIG DIAS DE VIGENCIA 15.00          |
| 02       | AYUDA PARA DESPE                   | 368.50   | 54      | FONDO PENSIONES           | 778.26      | IMP1 ISR ART 96 885.29               |
| 03       | AYUDA PARA PASAJ                   | 337.50   | 65      | OTRAS DEDUCCIONES         | 67.67       | PGR1 PERC GRAVADA TIPO 1 7,473.46    |
| 07       | PRIMA DE INSALUB                   | 1,127.91 |         |                           |             | PERC TOTAL PERCEPCIONES 7,473.46     |
|          |                                    |          |         |                           |             | DEDU TOTAL DEDUCCIONES 1,731.22      |
|          |                                    |          |         |                           |             | 3%FV 3% FONDO DE VIVIENDA 203.02     |
|          |                                    |          |         |                           |             | FOND FONDO PENSIONES EMPRES 1,184.31 |
|          |                                    |          |         |                           |             | SEDARSEDAR 135.35                    |
|          |                                    |          |         |                           |             | PVAC PROVISION DE PRIMA VAC 102.38   |
|          |                                    |          |         |                           |             | AGUI PROVISION AGUINALDO 1,023.76    |
|          |                                    |          |         |                           |             | TOTA NOMINA EN EFECTIVO 5,742.24     |
| 510-001  | CERVANTES RAMIREZ ALEJANDRO DIEPER |          |         |                           |             |                                      |
| T.EMP:   | PERMANENTE                         | 528.74   | 772.03  | TECNICO EN POTABILIZACION |             |                                      |
| 01       | SUELDO BASE                        | 7,931.10 | 51      | ISR                       | 1,604.15    | DVIG DIAS DE VIGENCIA 15.00          |
| 02       | AYUDA PARA DESPE                   | 557.00   | 51B     | AJUSTE ISR A CARGO E      | 281.75      | IMP1 ISR ART 96 1,604.15             |
| 03       | AYUDA PARA PASAJ                   | 339.50   | 54      | FONDO PENSIONES           | 1,094.49    | PGR1 PERC GRAVADA TIPO 1 10,838.92   |
| 04       | PRIMA QUINQUENAL                   | 425.10   | 79      | APORT ADIC VOL SEDAR      | 150.00      | PERC TOTAL PERCEPCIONES 10,838.92    |
| 07       | PRIMA DE INSALUB                   | 1,586.22 | 65      | OTRAS DEDUCCIONES         | 4,816.39    | DEDU TOTAL DEDUCCIONES 7,946.78      |
|          |                                    |          |         |                           |             | 3%FV 3% FONDO DE VIVIENDA 285.52     |
|          |                                    |          |         |                           |             | FOND FONDO PENSIONES EMPRES 1,665.53 |
|          |                                    |          |         |                           |             | SEDARSEDAR 190.35                    |
|          |                                    |          |         |                           |             | PVAC PROVISION DE PRIMA VAC 142.66   |
|          |                                    |          |         |                           |             | AGUI PROVISION AGUINALDO 1,426.55    |
|          |                                    |          |         |                           |             | TOTA NOMINA EN EFECTIVO 2,892.14     |
| 510-007  | ORTIZ FLORES MOISES                |          |         |                           |             |                                      |
| T.EMP:   | PERMANENTE                         | 470.40   | 689.31  | AUXILIAR DE LABORATORIO   |             |                                      |
| 01       | SUELDO BASE                        | 7,056.00 | 51      | ISR                       | 1,361.16    | DVIG DIAS DE VIGENCIA 15.00          |
| 02       | AYUDA PARA DESPE                   | 478.50   | 51B     | AJUSTE ISR A CARGO E      | 181.10      | IMP1 ISR ART 96 1,361.16             |

| Clave   | Nombre                          | S.Diario | S.Integ | PERCEPCIONES         | DEDUCCIONES             | CONCEPTOS                            |
|---------|---------------------------------|----------|---------|----------------------|-------------------------|--------------------------------------|
| 03      | AYUDA PARA PASAJ                | 330.50   | 54      | FONDO PENSIONES      | 973.73                  | PGR1 PERC GRAVADA TIPO 1 9,701.29    |
| 04      | PRIMA QUINQUENAL                | 425.10   | 65      | OTRAS DEDUCCIONES    | 3,667.30                | PERC TOTAL PERCEPCIONES 9,701.30     |
| 07      | PRIMA DE INSALUB                | 1,411.20 |         |                      |                         | DEDU TOTAL DEDUCCIONES 6,183.29      |
|         |                                 |          |         |                      |                         | 3%FV 3% FONDO DE VIVIENDA 254.02     |
|         |                                 |          |         |                      |                         | FOND FONDO PENSIONES EMPRES 1,481.76 |
|         |                                 |          |         |                      |                         | SEDARSEDAR 169.34                    |
|         |                                 |          |         |                      |                         | PVAC PROVISION DE PRIMA VAC 127.07   |
|         |                                 |          |         |                      |                         | AGUI PROVISION AGUINALDO 1,270.71    |
|         |                                 |          |         |                      |                         | TOTA NOMINA EN EFECTIVO 3,518.01     |
| 510-008 | GARCIA OCHOA LIDIA              |          |         |                      |                         |                                      |
| T.EMP:  | PERMANENTE                      | 470.40   |         | 689.31               | AUXILIAR DE LABORATORIO |                                      |
| 01      | SUELDO BASE                     | 7,056.00 | 51      | ISR                  | 1,361.16                | DVIG DIAS DE VIGENCIA 15.00          |
| 02      | AYUDA PARA DESPE                | 478.50   | 51B     | AJUSTE ISR A CARGO E | 181.10                  | IMP1 ISR ART 96 1,361.16             |
| 03      | AYUDA PARA PASAJ                | 330.50   | 54      | FONDO PENSIONES      | 973.73                  | PGR1 PERC GRAVADA TIPO 1 9,701.29    |
| 04      | PRIMA QUINQUENAL                | 425.10   | 65      | OTRAS DEDUCCIONES    | 2,169.68                | PERC TOTAL PERCEPCIONES 9,701.30     |
| 07      | PRIMA DE INSALUB                | 1,411.20 |         |                      |                         | DEDU TOTAL DEDUCCIONES 4,685.67      |
|         |                                 |          |         |                      |                         | 3%FV 3% FONDO DE VIVIENDA 254.02     |
|         |                                 |          |         |                      |                         | FOND FONDO PENSIONES EMPRES 1,481.76 |
|         |                                 |          |         |                      |                         | SEDARSEDAR 169.34                    |
|         |                                 |          |         |                      |                         | PVAC PROVISION DE PRIMA VAC 127.07   |
|         |                                 |          |         |                      |                         | AGUI PROVISION AGUINALDO 1,270.71    |
|         |                                 |          |         |                      |                         | TOTA NOMINA EN EFECTIVO 5,015.63     |
| 510-010 | OLIDE CHAVEZ NORMA ANGELICA     |          |         |                      |                         |                                      |
| T.EMP:  | PERMANENTE                      | 470.40   |         | 756.66               | AUXILIAR DE LABORATORIO |                                      |
| 01      | SUELDO BASE                     | 7,056.00 | 51      | ISR                  | 1,361.16                | DVIG DIAS DE VIGENCIA 15.00          |
| 02      | AYUDA PARA DESPE                | 478.50   | 51B     | AJUSTE ISR A CARGO E | 206.68                  | IMP1 ISR ART 96 1,361.16             |
| 03      | AYUDA PARA PASAJ                | 330.50   | 54      | FONDO PENSIONES      | 973.73                  | PGR1 PERC GRAVADA TIPO 1 9,701.29    |
| 04      | PRIMA QUINQUENAL                | 425.10   | 65      | OTRAS DEDUCCIONES    | 2,209.23                | PERC TOTAL PERCEPCIONES 9,701.30     |
| 07      | PRIMA DE INSALUB                | 1,411.20 |         |                      |                         | DEDU TOTAL DEDUCCIONES 4,750.80      |
|         |                                 |          |         |                      |                         | 3%FV 3% FONDO DE VIVIENDA 254.02     |
|         |                                 |          |         |                      |                         | FOND FONDO PENSIONES EMPRES 1,481.76 |
|         |                                 |          |         |                      |                         | SEDARSEDAR 169.34                    |
|         |                                 |          |         |                      |                         | PVAC PROVISION DE PRIMA VAC 127.07   |
|         |                                 |          |         |                      |                         | AGUI PROVISION AGUINALDO 1,270.71    |
|         |                                 |          |         |                      |                         | TOTA NOMINA EN EFECTIVO 4,950.50     |
| 510-012 | OLIVAREZ CORNEJO JOSE ADALBERTO |          |         |                      |                         |                                      |
| T.EMP:  | PERMANENTE                      | 470.40   |         | 689.31               | AUXILIAR DE LABORATORIO |                                      |
| 01      | SUELDO BASE                     | 7,056.00 | 51      | ISR                  | 1,361.16                | DVIG DIAS DE VIGENCIA 15.00          |
| 02      | AYUDA PARA DESPE                | 478.50   | 51B     | AJUSTE ISR A CARGO E | 181.10                  | IMP1 ISR ART 96 1,361.16             |
| 03      | AYUDA PARA PASAJ                | 330.50   | 54      | FONDO PENSIONES      | 973.73                  | PGR1 PERC GRAVADA TIPO 1 9,701.29    |
| 04      | PRIMA QUINQUENAL                | 425.10   | 65      | OTRAS DEDUCCIONES    | 4,401.67                | PERC TOTAL PERCEPCIONES 9,701.30     |
| 07      | PRIMA DE INSALUB                | 1,411.20 |         |                      |                         | DEDU TOTAL DEDUCCIONES 6,917.66      |
|         |                                 |          |         |                      |                         | 3%FV 3% FONDO DE VIVIENDA 254.02     |
|         |                                 |          |         |                      |                         | FOND FONDO PENSIONES EMPRES 1,481.76 |
|         |                                 |          |         |                      |                         | SEDARSEDAR 169.34                    |
|         |                                 |          |         |                      |                         | PVAC PROVISION DE PRIMA VAC 127.07   |
|         |                                 |          |         |                      |                         | AGUI PROVISION AGUINALDO 1,270.71    |
|         |                                 |          |         |                      |                         | TOTA NOMINA EN EFECTIVO 2,783.64     |
| 510-014 | CAMPOS TRUJILLO SAUL            |          |         |                      |                         |                                      |
| T.EMP:  | PERMANENTE                      | 470.40   |         | 684.50               | AUXILIAR DE LABORATORIO |                                      |
| 01      | SUELDO BASE                     | 7,056.00 | 51      | ISR                  | 1,330.89                | DVIG DIAS DE VIGENCIA 15.00          |
| 02      | AYUDA PARA DESPE                | 478.50   | 51B     | AJUSTE ISR A CARGO E | 181.10                  | IMP1 ISR ART 96 1,330.89             |
| 03      | AYUDA PARA PASAJ                | 330.50   | 54      | FONDO PENSIONES      | 973.73                  | PGR1 PERC GRAVADA TIPO 1 9,559.60    |
| 04      | PRIMA QUINQUENAL                | 283.40   | 65      | OTRAS DEDUCCIONES    | 4,848.08                | PERC TOTAL PERCEPCIONES 9,559.60     |

| Clave   | Nombre                        | S.Diario | S.Integ | PERCEPCIONES                                  | DEDUCCIONES | CONCEPTOS                                                                                                                                                                                                                                       |
|---------|-------------------------------|----------|---------|-----------------------------------------------|-------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 07      | PRIMA DE INSALUB              | 1,411.20 |         |                                               |             | DEDU TOTAL DEDUCCIONES 7,333.80<br>3%FV 3% FONDO DE VIVIENDA 254.02<br>FOND FONDO PENSIONES EMPRES 1,481.76<br>SEDARSEDAR 169.34<br>PVAC PROVISION DE PRIMA VAC 127.07<br>AGUI PROVISION AGUINALDO 1,270.71<br>TOTA NOMINA EN EFECTIVO 2,225.80 |
| 510-016 | REYES ARGONZA ROCIO ESTEFANIA |          |         |                                               |             |                                                                                                                                                                                                                                                 |
| T.EMP:  | PERMANENTE                    | 470.40   | 684.50  | AUXILIAR DE LABORATORIO                       |             |                                                                                                                                                                                                                                                 |
| 01      | SUELDO BASE                   | 7,056.00 | 51      | ISR                                           | 1,330.89    | DVIG DIAS DE VIGENCIA 15.00                                                                                                                                                                                                                     |
| 02      | AYUDA PARA DESPE              | 478.50   | 51B     | AJUSTE ISR A CARGO E                          | 180.44      | IMP1 ISR ART 96 1,330.89                                                                                                                                                                                                                        |
| 03      | AYUDA PARA PASAJ              | 330.50   | 54      | FONDO PENSIONES                               | 973.73      | PGR1 PERC GRAVADA TIPO 1 9,559.60                                                                                                                                                                                                               |
| 04      | PRIMA QUINQUENAL              | 283.40   | 65      | OTRAS DEDUCCIONES                             | 84.67       | PERC TOTAL PERCEPCIONES 9,559.60                                                                                                                                                                                                                |
| 07      | PRIMA DE INSALUB              | 1,411.20 |         |                                               |             | DEDU TOTAL DEDUCCIONES 2,569.73<br>3%FV 3% FONDO DE VIVIENDA 254.02<br>FOND FONDO PENSIONES EMPRES 1,481.76<br>SEDARSEDAR 169.34<br>PVAC PROVISION DE PRIMA VAC 127.07<br>AGUI PROVISION AGUINALDO 1,270.71<br>TOTA NOMINA EN EFECTIVO 6,989.87 |
| 512-011 | BOJADO PEREZ MARIA GABRIELA   |          |         |                                               |             |                                                                                                                                                                                                                                                 |
| T.EMP:  | PERMANENTE                    | 470.40   | 689.31  | AUXILIAR DE LABORATORIO                       |             |                                                                                                                                                                                                                                                 |
| 01      | SUELDO BASE                   | 7,056.00 | 51      | ISR                                           | 1,361.16    | DVIG DIAS DE VIGENCIA 15.00                                                                                                                                                                                                                     |
| 02      | AYUDA PARA DESPE              | 478.50   | 51B     | AJUSTE ISR A CARGO E                          | 181.10      | IMP1 ISR ART 96 1,361.16                                                                                                                                                                                                                        |
| 03      | AYUDA PARA PASAJ              | 330.50   | 54      | FONDO PENSIONES                               | 973.73      | PGR1 PERC GRAVADA TIPO 1 9,701.29                                                                                                                                                                                                               |
| 04      | PRIMA QUINQUENAL              | 425.10   | 65      | OTRAS DEDUCCIONES                             | 84.67       | PERC TOTAL PERCEPCIONES 9,701.30                                                                                                                                                                                                                |
| 07      | PRIMA DE INSALUB              | 1,411.20 |         |                                               |             | DEDU TOTAL DEDUCCIONES 2,600.66<br>3%FV 3% FONDO DE VIVIENDA 254.02<br>FOND FONDO PENSIONES EMPRES 1,481.76<br>SEDARSEDAR 169.34<br>PVAC PROVISION DE PRIMA VAC 127.07<br>AGUI PROVISION AGUINALDO 1,270.71<br>TOTA NOMINA EN EFECTIVO 7,100.64 |
| 518-004 | CELIS RIVERA JUAN ANTONIO     |          |         |                                               |             |                                                                                                                                                                                                                                                 |
| T.EMP:  | PERMANENTE                    | 532.07   | 654.18  | AUXILIAR DE INFORMACIÓN Y ESTADISTICAS SUTCEA |             |                                                                                                                                                                                                                                                 |
| 01      | SUELDO BASE                   | 7,981.05 | 51      | ISR                                           | 1,276.01    | DVIG DIAS DE VIGENCIA 15.00                                                                                                                                                                                                                     |
| 02      | AYUDA PARA DESPE              | 557.00   | 51B     | AJUSTE ISR A CARGO E                          | 171.00      | IMP1 ISR ART 96 1,276.01                                                                                                                                                                                                                        |
| 03      | AYUDA PARA PASAJ              | 339.50   | 54      | FONDO PENSIONES                               | 917.82      | PGR1 PERC GRAVADA TIPO 1 9,302.65                                                                                                                                                                                                               |
| 04      | PRIMA QUINQUENAL              | 425.10   | 65      | OTRAS DEDUCCIONES                             | 79.81       | PERC TOTAL PERCEPCIONES 9,302.65                                                                                                                                                                                                                |
|         |                               |          |         |                                               |             | DEDU TOTAL DEDUCCIONES 2,444.64<br>3%FV 3% FONDO DE VIVIENDA 239.43<br>FOND FONDO PENSIONES EMPRES 1,396.68<br>SEDARSEDAR 159.62<br>PVAC PROVISION DE PRIMA VAC 121.61<br>AGUI PROVISION AGUINALDO 1,216.10<br>TOTA NOMINA EN EFECTIVO 6,858.01 |
| 531-002 | HERNANDEZ VELASCO DAMIAN      |          |         |                                               |             |                                                                                                                                                                                                                                                 |
| T.EMP:  | PERMANENTE                    | 432.70   | 638.48  | OPERADOR A                                    |             |                                                                                                                                                                                                                                                 |
| 01      | SUELDO BASE                   | 6,490.50 | 51      | ISR                                           | 1,209.59    | DVIG DIAS DE VIGENCIA 15.00                                                                                                                                                                                                                     |
| 02      | AYUDA PARA DESPE              | 463.00   | 51B     | AJUSTE ISR A CARGO E                          | 163.12      | IMP1 ISR ART 96 1,209.59                                                                                                                                                                                                                        |
| 03      | AYUDA PARA PASAJ              | 315.00   | 54      | FONDO PENSIONES                               | 895.69      | PGR1 PERC GRAVADA TIPO 1 8,991.70                                                                                                                                                                                                               |
| 04      | PRIMA QUINQUENAL              | 425.10   | 65      | OTRAS DEDUCCIONES                             | 3,208.78    | PERC TOTAL PERCEPCIONES 8,991.70                                                                                                                                                                                                                |
| 07      | PRIMA DE INSALUB              | 1,298.10 |         |                                               |             | DEDU TOTAL DEDUCCIONES 5,477.18<br>3%FV 3% FONDO DE VIVIENDA 233.66                                                                                                                                                                             |

| Clave               | Nombre                          | S.Diario | S.Integ              | DEDUCCIONES                                        | CONCEPTOS                            |
|---------------------|---------------------------------|----------|----------------------|----------------------------------------------------|--------------------------------------|
| PERCEPCIONES        |                                 |          |                      |                                                    |                                      |
| <hr/>               |                                 |          |                      |                                                    |                                      |
|                     |                                 |          |                      | FOND FONDO PENSIONES EMPRES                        | 1,363.00                             |
|                     |                                 |          |                      | SEDARSEDAR                                         | 155.77                               |
|                     |                                 |          |                      | PVAC PROVISION DE PRIMA VAC                        | 117.35                               |
|                     |                                 |          |                      | AGUI PROVISION AGUINALDO                           | 1,173.51                             |
|                     |                                 |          |                      | TOTA NOMINA EN EFECTIVO                            | 3,514.52                             |
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| 531-003             | SANCHEZ FUENTES FELIPE DE JESUS |          |                      |                                                    |                                      |
| T.EMP: PERMANENTE   | 416.10                          |          | 612.60               | OPERADOR B                                         |                                      |
| 01 SUELDO BASE      | 6,241.50                        | 51       | ISR                  | 1,143.09                                           | DVIG DIAS DE VIGENCIA 15.00          |
| 02 AYUDA PARA DESPE | 457.50                          | 51B      | AJUSTE ISR A CARGO E | 155.23                                             | IMP1 ISR ART 96 1,143.09             |
| 03 AYUDA PARA PASAJ | 308.00                          | 54       | FONDO PENSIONES      | 861.33                                             | PGR1 PERC GRAVADA TIPO 1 8,680.40    |
| 04 PRIMA QUINQUENAL | 425.10                          | 65       | OTRAS DEDUCCIONES    | 4,261.74                                           | PERC TOTAL PERCEPCIONES 8,680.40     |
| 07 PRIMA DE INSALUB | 1,248.30                        |          |                      |                                                    | DEDU TOTAL DEDUCCIONES 6,421.39      |
|                     |                                 |          |                      |                                                    | 3%FV 3% FONDO DE VIVIENDA 224.69     |
|                     |                                 |          |                      |                                                    | FOND FONDO PENSIONES EMPRES 1,310.71 |
|                     |                                 |          |                      |                                                    | SEDARSEDAR 149.80                    |
|                     |                                 |          |                      |                                                    | PVAC PROVISION DE PRIMA VAC 113.09   |
|                     |                                 |          |                      |                                                    | AGUI PROVISION AGUINALDO 1,130.86    |
|                     |                                 |          |                      |                                                    | TOTA NOMINA EN EFECTIVO 2,259.01     |
| <hr/>               |                                 |          |                      |                                                    |                                      |
| 531-004             | PEREZ GARCIA FRANCISCO JAVIER   |          |                      |                                                    |                                      |
| T.EMP: PERMANENTE   | 416.10                          |          | 642.92               | OPERADOR B                                         |                                      |
| 01 SUELDO BASE      | 6,241.50                        | 51       | ISR                  | 1,143.09                                           | DVIG DIAS DE VIGENCIA 15.00          |
| 02 AYUDA PARA DESPE | 457.50                          | 51B      | AJUSTE ISR A CARGO E | 155.24                                             | EX19 EXENTO PRIMA DOMINICAL 268.86   |
| 03 AYUDA PARA PASAJ | 308.00                          | 51PD     | ISR PRIMA DOMINICAL  | 30.74                                              | IMP1 ISR ART 96 1,143.09             |
| 04 PRIMA QUINQUENAL | 425.10                          | 54       | FONDO PENSIONES      | 861.33                                             | IMP2 ISR Reglamento ISR 30.74        |
| 07 PRIMA DE INSALUB | 1,248.30                        | 65       | OTRAS DEDUCCIONES    | 74.90                                              | EXEN BASE EXENTA 268.86              |
| 19 PRIMA DOMINICAL  | 412.77                          |          |                      |                                                    | PGR1 PERC GRAVADA TIPO 1 8,680.40    |
|                     |                                 |          |                      |                                                    | PGR2 PERC GRAVADA TIPO 2 143.90      |
|                     |                                 |          |                      |                                                    | PERC TOTAL PERCEPCIONES 9,093.17     |
|                     |                                 |          |                      |                                                    | DEDU TOTAL DEDUCCIONES 2,265.30      |
|                     |                                 |          |                      |                                                    | 3%FV 3% FONDO DE VIVIENDA 224.69     |
|                     |                                 |          |                      |                                                    | FOND FONDO PENSIONES EMPRES 1,310.71 |
|                     |                                 |          |                      |                                                    | SEDARSEDAR 149.80                    |
|                     |                                 |          |                      |                                                    | PVAC PROVISION DE PRIMA VAC 113.09   |
|                     |                                 |          |                      |                                                    | AGUI PROVISION AGUINALDO 1,130.86    |
|                     |                                 |          |                      |                                                    | TOTA NOMINA EN EFECTIVO 6,827.87     |
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| 57-181-004          | ARTEAGA GARCIA CESAR JOAQUIN    |          |                      |                                                    |                                      |
| T.EMP: PERMANENTE   | 470.40                          |          | 701.31               | TECNICO EN MANTENIMIENTO                           |                                      |
| 01 SUELDO BASE      | 7,056.00                        | 51       | ISR                  | 1,451.96                                           | DVIG DIAS DE VIGENCIA 15.00          |
| 02 AYUDA PARA DESPE | 478.50                          | 51B      | AJUSTE ISR A CARGO E | 181.10                                             | IMP1 ISR ART 96 1,451.96             |
| 03 AYUDA PARA PASAJ | 330.50                          | 54       | FONDO PENSIONES      | 973.73                                             | PGR1 PERC GRAVADA TIPO 1 10,126.40   |
| 04 PRIMA QUINQUENAL | 850.20                          | 65       | OTRAS DEDUCCIONES    | 3,559.67                                           | PERC TOTAL PERCEPCIONES 10,126.40    |
| 07 PRIMA DE INSALUB | 1,411.20                        |          |                      |                                                    | DEDU TOTAL DEDUCCIONES 6,166.46      |
|                     |                                 |          |                      |                                                    | 3%FV 3% FONDO DE VIVIENDA 254.02     |
|                     |                                 |          |                      |                                                    | FOND FONDO PENSIONES EMPRES 1,481.76 |
|                     |                                 |          |                      |                                                    | SEDARSEDAR 169.34                    |
|                     |                                 |          |                      |                                                    | PVAC PROVISION DE PRIMA VAC 127.07   |
|                     |                                 |          |                      |                                                    | AGUI PROVISION AGUINALDO 1,270.71    |
|                     |                                 |          |                      |                                                    | TOTA NOMINA EN EFECTIVO 3,959.94     |
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| 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    | 2,044.00                                           | PGR1 PERC GRAVADA TIPO 1 25,195.00   |
|                     |                                 |          |                      |                                                    | PERC TOTAL PERCEPCIONES 25,195.00    |

| Clave      | Nombre                           | S.Diario  | S.Integ | PERCEPCIONES         | DEDUCCIONES                      | CONCEPTOS                            |
|------------|----------------------------------|-----------|---------|----------------------|----------------------------------|--------------------------------------|
| <hr/>      |                                  |           |         |                      |                                  |                                      |
|            |                                  |           |         |                      |                                  | DEDU TOTAL DEDUCCIONES 9,951.54      |
|            |                                  |           |         |                      |                                  | 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 15,243.46    |
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| 60-068-009 | GONZALEZ PADILLA ERNESTO MARTIN  |           |         |                      |                                  |                                      |
| T.EMP:     | PERMANENTE                       | 1,115.67  |         | 1,369.75             | Jefe de Potabilización           |                                      |
| 01         | SUELDO BASE                      | 16,735.00 | 51      | ISR                  | 3,438.89                         | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | AYUDA PARA DESPE                 | 774.50    | 54      | FONDO PENSIONES      | 1,924.53                         | IMP1 ISR ART 96 3,438.89             |
| 03         | AYUDA PARA PASAJ                 | 508.00    |         |                      |                                  | PGR1 PERC GRAVADA TIPO 1 18,867.70   |
| 04         | PRIMA QUINQUENAL                 | 850.20    |         |                      |                                  | PERC TOTAL PERCEPCIONES 18,867.70    |
|            |                                  |           |         |                      |                                  | DEDU TOTAL DEDUCCIONES 5,363.42      |
|            |                                  |           |         |                      |                                  | 3%FV 3% FONDO DE VIVIENDA 502.05     |
|            |                                  |           |         |                      |                                  | FOND FONDO PENSIONES EMPRES 2,928.63 |
|            |                                  |           |         |                      |                                  | SEDARSEDAR 334.70                    |
|            |                                  |           |         |                      |                                  | PVAC PROVISION DE PRIMA VAC 246.82   |
|            |                                  |           |         |                      |                                  | AGUI PROVISION AGUINALDO 2,468.15    |
|            |                                  |           |         |                      |                                  | TOTA NOMINA EN EFECTIVO 13,504.28    |
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| 60-095-005 | DE LA TORRE CASTAÑEDA MARIA      |           |         |                      |                                  |                                      |
| T.EMP:     | PERMANENTE                       | 1,407.30  |         | 1,701.25             | 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    | 9,047.00                         | PGR1 PERC GRAVADA TIPO 1 22,714.50   |
|            |                                  |           |         |                      |                                  | PERC TOTAL PERCEPCIONES 22,714.50    |
|            |                                  |           |         |                      |                                  | DEDU TOTAL DEDUCCIONES 15,930.07     |
|            |                                  |           |         |                      |                                  | 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 6,784.43     |
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| 60-157-010 | MARTINEZ CASTAÑEDA MARCO ANTONIO |           |         |                      |                                  |                                      |
| T.EMP:     | PERMANENTE                       | 528.74    |         | 781.64               | TECNICO EN POTABILIZACION        |                                      |
| 01         | SUELDO BASE                      | 7,931.10  | 51      | ISR                  | 1,664.69                         | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | AYUDA PARA DESPE                 | 557.00    | 51B     | AJUSTE ISR A CARGO E | 335.60                           | IMP1 ISR ART 96 1,664.69             |
| 03         | AYUDA PARA PASAJ                 | 339.50    | 54      | FONDO PENSIONES      | 1,094.49                         | PGR1 PERC GRAVADA TIPO 1 11,122.32   |
| 04         | PRIMA QUINQUENAL                 | 708.50    | 65      | OTRAS DEDUCCIONES    | 6,343.39                         | PERC TOTAL PERCEPCIONES 11,122.32    |
| 07         | PRIMA DE INSALUB                 | 1,586.22  |         |                      |                                  | DEDU TOTAL DEDUCCIONES 9,438.17      |
|            |                                  |           |         |                      |                                  | 3%FV 3% FONDO DE VIVIENDA 285.52     |
|            |                                  |           |         |                      |                                  | FOND FONDO PENSIONES EMPRES 1,665.53 |
|            |                                  |           |         |                      |                                  | SEDARSEDAR 190.35                    |
|            |                                  |           |         |                      |                                  | PVAC PROVISION DE PRIMA VAC 142.66   |
|            |                                  |           |         |                      |                                  | AGUI PROVISION AGUINALDO 1,426.55    |
|            |                                  |           |         |                      |                                  | TOTA NOMINA EN EFECTIVO 1,684.15     |
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| 60-262-011 | SANCHEZ ISAAC FILIBERTO          |           |         |                      |                                  |                                      |
| T.EMP:     | PERMANENTE                       | 1,007.54  |         | 1,447.59             | TECNICO EN POTABILIZACION SUTCEA |                                      |
| 01         | SUELDO BASE                      | 15,113.10 | 51      | ISR                  | 3,677.55                         | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | AYUDA PARA DESPE                 | 557.00    | 54      | FONDO PENSIONES      | 2,085.61                         | IMP1 ISR ART 96 3,677.55             |
| 03         | AYUDA PARA PASAJ                 | 339.50    | 79      | APORT ADIC VOL SEDAR | 500.00                           | PGR1 PERC GRAVADA TIPO 1 19,882.41   |
| 04         | PRIMA QUINQUENAL                 | 850.20    | 65      | OTRAS DEDUCCIONES    | 11,640.74                        | PERC TOTAL PERCEPCIONES 19,882.42    |
| 07         | PRIMA DE INSALUB                 | 3,022.62  |         |                      |                                  | DEDU TOTAL DEDUCCIONES 17,903.90     |
|            |                                  |           |         |                      |                                  | 3%FV 3% FONDO DE VIVIENDA 544.07     |

| Clave      | Nombre                           | S.Diario  | S.Integ | PERCEPCIONES                                       | DEDUCCIONES | CONCEPTOS                            |
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|            |                                  |           |         |                                                    |             | FOND FONDO PENSIONES EMPRES 3,173.75 |
|            |                                  |           |         |                                                    |             | SEDARSEDAR 362.71                    |
|            |                                  |           |         |                                                    |             | PVAC PROVISION DE PRIMA VAC 260.72   |
|            |                                  |           |         |                                                    |             | AGUI PROVISION AGUINALDO 2,607.15    |
|            |                                  |           |         |                                                    |             | TOTA NOMINA EN EFECTIVO 1,978.52     |
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| 62-134-004 | GONZALEZ REYNOSO JOSE IVAN       |           |         |                                                    |             |                                      |
| T.EMP:     | PERMANENTE                       | 675.73    | 835.54  | Supervisor de Monitoreo y Eficiencia Operativa     |             |                                      |
| 01         | SUELDO BASE                      | 10,136.00 | 51      | ISR                                                | 1,845.05    | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | AYUDA PARA DESPE                 | 603.00    | 51B     | AJUSTE ISR A CARGO E                               | 338.51      | IMP1 ISR ART 96 1,845.05             |
| 03         | AYUDA PARA PASAJ                 | 377.50    | 54      | FONDO PENSIONES                                    | 1,165.64    | PGR1 PERC GRAVADA TIPO 1 11,966.70   |
| 04         | PRIMA QUINQUENAL                 | 850.20    | 65      | OTRAS DEDUCCIONES                                  | 4,344.00    | PERC TOTAL PERCEPCIONES 11,966.70    |
|            |                                  |           |         |                                                    |             | DEDU TOTAL DEDUCCIONES 7,693.20      |
|            |                                  |           |         |                                                    |             | 3%FV 3% FONDO DE VIVIENDA 304.08     |
|            |                                  |           |         |                                                    |             | FOND FONDO PENSIONES EMPRES 1,773.80 |
|            |                                  |           |         |                                                    |             | SEDARSEDAR 202.72                    |
|            |                                  |           |         |                                                    |             | PVAC PROVISION DE PRIMA VAC 152.28   |
|            |                                  |           |         |                                                    |             | AGUI PROVISION AGUINALDO 1,522.81    |
|            |                                  |           |         |                                                    |             | TOTA NOMINA EN EFECTIVO 4,273.50     |
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| 62-194-007 | RODRIGUEZ RODRIGUEZ JOSUE FELIPE |           |         |                                                    |             |                                      |
| T.EMP:     | PERMANENTE                       | 470.40    | 703.72  | TECNICO EN MANTENIMIENTO                           |             |                                      |
| 01         | SUELDO BASE                      | 7,056.00  | 51      | ISR                                                | 1,451.96    | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | AYUDA PARA DESPE                 | 478.50    | 51B     | AJUSTE ISR A CARGO E                               | 252.87      | IMP1 ISR ART 96 1,451.96             |
| 03         | AYUDA PARA PASAJ                 | 330.50    | 54      | FONDO PENSIONES                                    | 973.73      | PGR1 PERC GRAVADA TIPO 1 10,126.40   |
| 04         | PRIMA QUINQUENAL                 | 850.20    | 65      | OTRAS DEDUCCIONES                                  | 3,559.67    | PERC TOTAL PERCEPCIONES 10,126.40    |
| 07         | PRIMA DE INSALUB                 | 1,411.20  |         |                                                    |             | DEDU TOTAL DEDUCCIONES 6,238.23      |
|            |                                  |           |         |                                                    |             | 3%FV 3% FONDO DE VIVIENDA 254.02     |
|            |                                  |           |         |                                                    |             | FOND FONDO PENSIONES EMPRES 1,481.76 |
|            |                                  |           |         |                                                    |             | SEDARSEDAR 169.34                    |
|            |                                  |           |         |                                                    |             | PVAC PROVISION DE PRIMA VAC 127.07   |
|            |                                  |           |         |                                                    |             | AGUI PROVISION AGUINALDO 1,270.71    |
|            |                                  |           |         |                                                    |             | TOTA NOMINA EN EFECTIVO 3,888.17     |
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| 62-201-006 | MENDEZ ALVAREZ VALENTINA         |           |         |                                                    |             |                                      |
| T.EMP:     | PERMANENTE                       | 483.50    | 717.19  | AUXILIAR ADMINISTRATIVO LABORATORIO                |             |                                      |
| 01         | SUELDO BASE                      | 7,252.50  | 51      | ISR                                                | 1,482.10    | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | AYUDA PARA DESPE                 | 523.00    | 51B     | AJUSTE ISR A CARGO E                               | 188.28      | IMP1 ISR ART 96 1,482.10             |
| 03         | AYUDA PARA PASAJ                 | 333.00    | 54      | FONDO PENSIONES                                    | 1,000.85    | PGR1 PERC GRAVADA TIPO 1 10,267.50   |
| 04         | PRIMA QUINQUENAL                 | 708.50    | 65      | OTRAS DEDUCCIONES                                  | 287.03      | PERC TOTAL PERCEPCIONES 10,267.50    |
| 07         | PRIMA DE INSALUB                 | 1,450.50  |         |                                                    |             | DEDU TOTAL DEDUCCIONES 2,958.26      |
|            |                                  |           |         |                                                    |             | 3%FV 3% FONDO DE VIVIENDA 261.09     |
|            |                                  |           |         |                                                    |             | FOND FONDO PENSIONES EMPRES 1,523.02 |
|            |                                  |           |         |                                                    |             | SEDARSEDAR 174.06                    |
|            |                                  |           |         |                                                    |             | PVAC PROVISION DE PRIMA VAC 130.95   |
|            |                                  |           |         |                                                    |             | AGUI PROVISION AGUINALDO 1,309.45    |
|            |                                  |           |         |                                                    |             | TOTA NOMINA EN EFECTIVO 7,309.24     |
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| 63-090-001 | MADRIGAL GONZALEZ JOSE           |           |         |                                                    |             |                                      |
| T.EMP:     | PERMANENTE                       | 761.07    | 912.22  | Jefe de Operación de Plantas Zona del Rio Santiago |             |                                      |
| 01         | SUELDO BASE                      | 11,416.00 | 51      | ISR                                                | 1,943.80    | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | AYUDA PARA DESPE                 | 623.50    | 51B     | AJUSTE ISR A CARGO E                               | 309.97      | IMP1 ISR ART 96 1,943.80             |
| 03         | AYUDA PARA PASAJ                 | 389.50    | 54      | FONDO PENSIONES                                    | 1,312.84    | PGR1 PERC GRAVADA TIPO 1 12,429.00   |
|            |                                  |           |         |                                                    |             | PERC TOTAL PERCEPCIONES 12,429.00    |
|            |                                  |           |         |                                                    |             | DEDU TOTAL DEDUCCIONES 3,566.61      |
|            |                                  |           |         |                                                    |             | 3%FV 3% FONDO DE VIVIENDA 342.48     |
|            |                                  |           |         |                                                    |             | FOND FONDO PENSIONES EMPRES 1,997.80 |
|            |                                  |           |         |                                                    |             | SEDARSEDAR 228.32                    |

| Clave                                          | Nombre           | S.Diario | S.Integ | DEDUCCIONES               | CONCEPTOS |                                      |
|------------------------------------------------|------------------|----------|---------|---------------------------|-----------|--------------------------------------|
| PERCEPCIONES                                   |                  |          |         |                           |           |                                      |
|                                                |                  |          |         |                           |           | PVAC PROVISION DE PRIMA VAC 170.26   |
|                                                |                  |          |         |                           |           | AGUI PROVISION AGUINALDO 1,702.60    |
|                                                |                  |          |         |                           |           | TOTA NOMINA EN EFECTIVO 8,862.39     |
| 63-114-002 HERNANDEZ FLORES MARIO              |                  |          |         |                           |           |                                      |
| T.EMP:                                         | PERMANENTE       | 529.14   | 782.45  | INGENIERO ELECTROMECANICO |           |                                      |
| 01                                             | SUELDO BASE      | 7,937.10 | 51      | ISR                       | 1,661.78  | DVIG DIAS DE VIGENCIA 15.00          |
| 02                                             | AYUDA PARA DESPE | 434.50   | 51B     | AJUSTE ISR A CARGO E      | 392.42    | IMP1 ISR ART 96 1,661.78             |
| 03                                             | AYUDA PARA PASAJ | 299.50   | 54      | FONDO PENSIONES           | 1,095.32  | PGR1 PERC GRAVADA TIPO 1 11,108.72   |
| 04                                             | PRIMA QUINQUENAL | 850.20   | 65      | OTRAS DEDUCCIONES         | 997.90    | PERC TOTAL PERCEPCIONES 11,108.72    |
| 07                                             | PRIMA DE INSALUB | 1,587.42 |         |                           |           | DEDU TOTAL DEDUCCIONES 4,147.42      |
|                                                |                  |          |         |                           |           | 3%FV 3% FONDO DE VIVIENDA 285.74     |
|                                                |                  |          |         |                           |           | FOND FONDO PENSIONES EMPRES 1,666.79 |
|                                                |                  |          |         |                           |           | SEDARSEDAR 190.49                    |
|                                                |                  |          |         |                           |           | PVAC PROVISION DE PRIMA VAC 140.53   |
|                                                |                  |          |         |                           |           | AGUI PROVISION AGUINALDO 1,405.28    |
|                                                |                  |          |         |                           |           | TOTA NOMINA EN EFECTIVO 6,961.30     |
| 63-194-004 COVARRUBIAS COVARRUBIAS J MARGARITO |                  |          |         |                           |           |                                      |
| T.EMP:                                         | PERMANENTE       | 470.40   | 703.72  | TECNICO EN MANTENIMIENTO  |           |                                      |
| 01                                             | SUELDO BASE      | 7,056.00 | 51      | ISR                       | 1,451.96  | DVIG DIAS DE VIGENCIA 15.00          |
| 02                                             | AYUDA PARA DESPE | 478.50   | 51B     | AJUSTE ISR A CARGO E      | 181.11    | IMP1 ISR ART 96 1,451.96             |
| 03                                             | AYUDA PARA PASAJ | 330.50   | 54      | FONDO PENSIONES           | 973.73    | PGR1 PERC GRAVADA TIPO 1 10,126.40   |
| 04                                             | PRIMA QUINQUENAL | 850.20   | 65      | OTRAS DEDUCCIONES         | 3,559.67  | PERC TOTAL PERCEPCIONES 10,126.40    |
| 07                                             | PRIMA DE INSALUB | 1,411.20 |         |                           |           | DEDU TOTAL DEDUCCIONES 6,166.47      |
|                                                |                  |          |         |                           |           | 3%FV 3% FONDO DE VIVIENDA 254.02     |
|                                                |                  |          |         |                           |           | FOND FONDO PENSIONES EMPRES 1,481.76 |
|                                                |                  |          |         |                           |           | SEDARSEDAR 169.34                    |
|                                                |                  |          |         |                           |           | PVAC PROVISION DE PRIMA VAC 127.07   |
|                                                |                  |          |         |                           |           | AGUI PROVISION AGUINALDO 1,270.71    |
|                                                |                  |          |         |                           |           | TOTA NOMINA EN EFECTIVO 3,959.93     |
| 63-203-003 ATILANO ORTIZ MARIO JAVIER          |                  |          |         |                           |           |                                      |
| T.EMP:                                         | PERMANENTE       | 470.40   | 698.91  | TECNICO EN MANTENIMIENTO  |           |                                      |
| 01                                             | SUELDO BASE      | 7,056.00 | 51      | ISR                       | 1,421.69  | DVIG DIAS DE VIGENCIA 15.00          |
| 02                                             | AYUDA PARA DESPE | 478.50   | 51B     | AJUSTE ISR A CARGO E      | 181.10    | IMP1 ISR ART 96 1,421.69             |
| 03                                             | AYUDA PARA PASAJ | 330.50   | 54      | FONDO PENSIONES           | 973.73    | PGR1 PERC GRAVADA TIPO 1 9,984.70    |
| 04                                             | PRIMA QUINQUENAL | 708.50   | 65      | OTRAS DEDUCCIONES         | 3,033.79  | PERC TOTAL PERCEPCIONES 9,984.70     |
| 07                                             | PRIMA DE INSALUB | 1,411.20 |         |                           |           | DEDU TOTAL DEDUCCIONES 5,610.31      |
|                                                |                  |          |         |                           |           | 3%FV 3% FONDO DE VIVIENDA 254.02     |
|                                                |                  |          |         |                           |           | FOND FONDO PENSIONES EMPRES 1,481.76 |
|                                                |                  |          |         |                           |           | SEDARSEDAR 169.34                    |
|                                                |                  |          |         |                           |           | PVAC PROVISION DE PRIMA VAC 127.07   |
|                                                |                  |          |         |                           |           | AGUI PROVISION AGUINALDO 1,270.71    |
|                                                |                  |          |         |                           |           | TOTA NOMINA EN EFECTIVO 4,374.39     |
| 640-029 CORNEJO MARTINEZ BRANCO EDDER GERARDO  |                  |          |         |                           |           |                                      |
| T.EMP:                                         | PERMANENTE       | 416.10   | 598.19  | OPERADOR B                |           |                                      |
| 01                                             | SUELDO BASE      | 6,241.50 | 51      | ISR                       | 1,112.83  | DVIG DIAS DE VIGENCIA 15.00          |
| 02                                             | AYUDA PARA DESPE | 457.50   | 51B     | AJUSTE ISR A CARGO E      | 155.23    | IMP1 ISR ART 96 1,112.83             |
| 03                                             | AYUDA PARA PASAJ | 308.00   | 54      | FONDO PENSIONES           | 861.33    | PGR1 PERC GRAVADA TIPO 1 8,538.70    |
| 04                                             | PRIMA QUINQUENAL | 283.40   | 65      | OTRAS DEDUCCIONES         | 3,734.98  | PERC TOTAL PERCEPCIONES 8,538.70     |
| 07                                             | PRIMA DE INSALUB | 1,248.30 |         |                           |           | DEDU TOTAL DEDUCCIONES 5,864.37      |
|                                                |                  |          |         |                           |           | 3%FV 3% FONDO DE VIVIENDA 224.69     |
|                                                |                  |          |         |                           |           | FOND FONDO PENSIONES EMPRES 1,310.71 |
|                                                |                  |          |         |                           |           | SEDARSEDAR 149.80                    |
|                                                |                  |          |         |                           |           | PVAC PROVISION DE PRIMA VAC 113.09   |
|                                                |                  |          |         |                           |           | AGUI PROVISION AGUINALDO 1,130.86    |

| Clave                               | Nombre           | S.Diario  | S.Integ | DEDUCCIONES                                       | CONCEPTOS                   |           |
|-------------------------------------|------------------|-----------|---------|---------------------------------------------------|-----------------------------|-----------|
| PERCEPCIONES                        |                  |           |         |                                                   |                             |           |
| TOTA NOMINA EN EFECTIVO             |                  |           |         |                                                   |                             | 2,674.33  |
| 64-089-001 BASULTO RIVERA RAFAEL    |                  |           |         |                                                   |                             |           |
| T.EMP:                              | PERMANENTE       | 761.07    | 941.04  | Jefe de Operación de Plantas Zona Lago de Chapala |                             |           |
| 01                                  | SUELDO BASE      | 11,416.00 | 51      | ISR                                               | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02                                  | AYUDA PARA DESPE | 623.50    | 51B     | AJUSTE ISR A CARGO E                              | IMP1 ISR ART 96             | 2,125.40  |
| 03                                  | AYUDA PARA PASAJ | 389.50    | 54      | FONDO PENSIONES                                   | PGR1 PERC GRAVADA TIPO 1    | 13,279.20 |
| 04                                  | PRIMA QUINQUENAL | 850.20    |         |                                                   | PERC TOTAL PERCEPCIONES     | 13,279.20 |
|                                     |                  |           |         |                                                   | DEDU TOTAL DEDUCCIONES      | 3,748.21  |
|                                     |                  |           |         |                                                   | 3%FV 3% FONDO DE VIVIENDA   | 342.48    |
|                                     |                  |           |         |                                                   | FOND FONDO PENSIONES EMPRES | 1,997.80  |
|                                     |                  |           |         |                                                   | SEDARSEDAR                  | 228.32    |
|                                     |                  |           |         |                                                   | PVAC PROVISION DE PRIMA VAC | 170.26    |
|                                     |                  |           |         |                                                   | AGUI PROVISION AGUINALDO    | 1,702.60  |
|                                     |                  |           |         |                                                   | TOTA NOMINA EN EFECTIVO     | 9,530.99  |
| 64-195-003 MAYA CORIA ALEJANDRO     |                  |           |         |                                                   |                             |           |
| T.EMP:                              | PERMANENTE       | 529.14    | 785.35  | INGENIERO ELECTROMECHANICO                        |                             |           |
| 01                                  | SUELDO BASE      | 7,937.10  | 51      | ISR                                               | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02                                  | AYUDA PARA DESPE | 434.50    | 51PD    | ISR PRIMA DOMINICAL                               | EX19 EXENTO PRIMA DOMINICAL | 89.62     |
| 03                                  | AYUDA PARA PASAJ | 299.50    | 54      | FONDO PENSIONES                                   | IMP1 ISR ART 96             | 1,661.78  |
| 04                                  | PRIMA QUINQUENAL | 850.20    | 65      | OTRAS DEDUCCIONES                                 | IMP2 ISR Reglamento ISR     | 17.38     |
| 07                                  | PRIMA DE INSALUB | 1,587.42  |         |                                                   | EXEN BASE EXENTA            | 89.62     |
| 19                                  | PRIMA DOMINICAL  | 170.98    |         |                                                   | PGR1 PERC GRAVADA TIPO 1    | 11,108.72 |
|                                     |                  |           |         |                                                   | PGR2 PERC GRAVADA TIPO 2    | 81.35     |
|                                     |                  |           |         |                                                   | PERC TOTAL PERCEPCIONES     | 11,279.70 |
|                                     |                  |           |         |                                                   | DEDU TOTAL DEDUCCIONES      | 7,847.20  |
|                                     |                  |           |         |                                                   | 3%FV 3% FONDO DE VIVIENDA   | 285.74    |
|                                     |                  |           |         |                                                   | FOND FONDO PENSIONES EMPRES | 1,666.79  |
|                                     |                  |           |         |                                                   | SEDARSEDAR                  | 190.49    |
|                                     |                  |           |         |                                                   | PVAC PROVISION DE PRIMA VAC | 140.53    |
|                                     |                  |           |         |                                                   | AGUI PROVISION AGUINALDO    | 1,405.28  |
|                                     |                  |           |         |                                                   | TOTA NOMINA EN EFECTIVO     | 3,432.50  |
| 650-003 GOMEZ CORREA JOSE EFRAIN    |                  |           |         |                                                   |                             |           |
| T.EMP:                              | PERMANENTE       | 470.40    | 689.31  | TECNICO EN MANTENIMIENTO                          |                             |           |
| 01                                  | SUELDO BASE      | 7,056.00  | 51      | ISR                                               | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02                                  | AYUDA PARA DESPE | 478.50    | 51B     | AJUSTE ISR A CARGO E                              | IMP1 ISR ART 96             | 1,361.16  |
| 03                                  | AYUDA PARA PASAJ | 330.50    | 54      | FONDO PENSIONES                                   | PGR1 PERC GRAVADA TIPO 1    | 9,701.29  |
| 04                                  | PRIMA QUINQUENAL | 425.10    | 65      | OTRAS DEDUCCIONES                                 | PERC TOTAL PERCEPCIONES     | 9,701.30  |
| 07                                  | PRIMA DE INSALUB | 1,411.20  |         |                                                   | DEDU TOTAL DEDUCCIONES      | 6,267.49  |
|                                     |                  |           |         |                                                   | 3%FV 3% FONDO DE VIVIENDA   | 254.02    |
|                                     |                  |           |         |                                                   | FOND FONDO PENSIONES EMPRES | 1,481.76  |
|                                     |                  |           |         |                                                   | SEDARSEDAR                  | 169.34    |
|                                     |                  |           |         |                                                   | PVAC PROVISION DE PRIMA VAC | 127.07    |
|                                     |                  |           |         |                                                   | AGUI PROVISION AGUINALDO    | 1,270.71  |
|                                     |                  |           |         |                                                   | TOTA NOMINA EN EFECTIVO     | 3,433.81  |
| 650-005 GONZALEZ ESPARZA EDGAR ABEL |                  |           |         |                                                   |                             |           |
| T.EMP:                              | PERMANENTE       | 416.10    | 614.93  | OPERADOR B                                        |                             |           |
| 01                                  | SUELDO BASE      | 6,241.50  | FALT    | INCIDENCIAS                                       | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02                                  | AYUDA PARA DESPE | 457.50    | 51      | ISR                                               | IMP1 ISR ART 96             | 1,025.54  |
| 03                                  | AYUDA PARA PASAJ | 308.00    | 51B     | AJUSTE ISR A CARGO E                              | PGR1 PERC GRAVADA TIPO 1    | 8,130.04  |
| 04                                  | PRIMA QUINQUENAL | 425.10    | 54      | FONDO PENSIONES                                   | PERC TOTAL PERCEPCIONES     | 8,680.40  |
| 07                                  | PRIMA DE INSALUB | 1,248.30  | 65      | OTRAS DEDUCCIONES                                 | DEDU TOTAL DEDUCCIONES      | 6,412.35  |
|                                     |                  |           |         |                                                   | 3%FV 3% FONDO DE VIVIENDA   | 224.69    |
|                                     |                  |           |         |                                                   | FOND FONDO PENSIONES EMPRES | 1,310.71  |
|                                     |                  |           |         |                                                   | SEDARSEDAR                  | 149.80    |

| Clave      | Nombre                       | S.Diario | S.Integ | PERCEPCIONES         | DEDUCCIONES | CONCEPTOS                            |
|------------|------------------------------|----------|---------|----------------------|-------------|--------------------------------------|
| <hr/>      |                              |          |         |                      |             |                                      |
|            |                              |          |         |                      |             | PVAC PROVISION DE PRIMA VAC 113.09   |
|            |                              |          |         |                      |             | AGUI PROVISION AGUINALDO 1,130.86    |
|            |                              |          |         |                      |             | TOTA NOMINA EN EFECTIVO 2,268.05     |
| <br>       |                              |          |         |                      |             |                                      |
| 65-182-001 | CORTES RODRIGUEZ MARIA REYNA |          |         |                      |             |                                      |
| T.EMP:     | PERMANENTE                   | 506.10   | 765.67  | JEFE DE PLANTA B     |             |                                      |
| 01         | SUELDO BASE                  | 7,591.50 | 51      | ISR                  | 1,605.67    | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | AYUDA PARA DESPE             | 546.50   | 51B     | AJUSTE ISR A CARGO E | 250.86      | IMP1 ISR ART 96 1,605.67             |
| 03         | AYUDA PARA PASAJ             | 339.50   | 54      | FONDO PENSIONES      | 1,047.63    | PGR1 PERC GRAVADA TIPO 1 10,846.00   |
| 04         | PRIMA QUINQUENAL             | 850.20   | 65      | OTRAS DEDUCCIONES    | 2,191.10    | PERC TOTAL PERCEPCIONES 10,846.00    |
| 07         | PRIMA DE INSALUB             | 1,518.30 |         |                      |             | DEDU TOTAL DEDUCCIONES 5,095.26      |
|            |                              |          |         |                      |             | 3%FV 3% FONDO DE VIVIENDA 273.29     |
|            |                              |          |         |                      |             | FOND FONDO PENSIONES EMPRES 1,594.21 |
|            |                              |          |         |                      |             | SEDARSEDAR 182.20                    |
|            |                              |          |         |                      |             | PVAC PROVISION DE PRIMA VAC 136.93   |
|            |                              |          |         |                      |             | AGUI PROVISION AGUINALDO 1,369.29    |
|            |                              |          |         |                      |             | TOTA NOMINA EN EFECTIVO 5,750.74     |
| <br>       |                              |          |         |                      |             |                                      |
| 65-194-003 | CORTES RODRIGUEZ FRANCISCO   |          |         |                      |             |                                      |
| T.EMP:     | PERMANENTE                   | 432.70   | 652.89  | OPERADOR A           |             |                                      |
| 01         | SUELDO BASE                  | 6,490.50 | 51      | ISR                  | 1,300.39    | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | AYUDA PARA DESPE             | 463.00   | 51B     | AJUSTE ISR A CARGO E | 163.12      | IMP1 ISR ART 96 1,300.39             |
| 03         | AYUDA PARA PASAJ             | 315.00   | 54      | FONDO PENSIONES      | 895.69      | PGR1 PERC GRAVADA TIPO 1 9,416.79    |
| 04         | PRIMA QUINQUENAL             | 850.20   | 65      | OTRAS DEDUCCIONES    | 2,577.89    | PERC TOTAL PERCEPCIONES 9,416.80     |
| 07         | PRIMA DE INSALUB             | 1,298.10 |         |                      |             | DEDU TOTAL DEDUCCIONES 4,937.09      |
|            |                              |          |         |                      |             | 3%FV 3% FONDO DE VIVIENDA 233.66     |
|            |                              |          |         |                      |             | FOND FONDO PENSIONES EMPRES 1,363.00 |
|            |                              |          |         |                      |             | SEDARSEDAR 155.77                    |
|            |                              |          |         |                      |             | PVAC PROVISION DE PRIMA VAC 117.35   |
|            |                              |          |         |                      |             | AGUI PROVISION AGUINALDO 1,173.51    |
|            |                              |          |         |                      |             | TOTA NOMINA EN EFECTIVO 4,479.71     |
| <br>       |                              |          |         |                      |             |                                      |
| 65-194-006 | ZUÑIGA HERNANDEZ JOSE LUIS   |          |         |                      |             |                                      |
| T.EMP:     | PERMANENTE                   | 432.70   | 645.67  | OPERADOR A           |             |                                      |
| 01         | SUELDO BASE                  | 6,490.50 | 51      | ISR                  | 1,270.12    | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | AYUDA PARA DESPE             | 463.00   | 51B     | AJUSTE ISR A CARGO E | 163.12      | IMP1 ISR ART 96 1,270.12             |
| 03         | AYUDA PARA PASAJ             | 315.00   | 54      | FONDO PENSIONES      | 895.69      | PGR1 PERC GRAVADA TIPO 1 9,275.10    |
| 04         | PRIMA QUINQUENAL             | 708.50   | 65      | OTRAS DEDUCCIONES    | 77.89       | PERC TOTAL PERCEPCIONES 9,275.10     |
| 07         | PRIMA DE INSALUB             | 1,298.10 |         |                      |             | DEDU TOTAL DEDUCCIONES 2,406.82      |
|            |                              |          |         |                      |             | 3%FV 3% FONDO DE VIVIENDA 233.66     |
|            |                              |          |         |                      |             | FOND FONDO PENSIONES EMPRES 1,363.00 |
|            |                              |          |         |                      |             | SEDARSEDAR 155.77                    |
|            |                              |          |         |                      |             | PVAC PROVISION DE PRIMA VAC 117.35   |
|            |                              |          |         |                      |             | AGUI PROVISION AGUINALDO 1,173.51    |
|            |                              |          |         |                      |             | TOTA NOMINA EN EFECTIVO 6,868.28     |
| <br>       |                              |          |         |                      |             |                                      |
| 66-194-002 | ACEVES CERVANTES JORGE       |          |         |                      |             |                                      |
| T.EMP:     | PERMANENTE                   | 416.10   | 627.01  | OPERADOR B           |             |                                      |
| 01         | SUELDO BASE                  | 6,241.50 | 51      | ISR                  | 1,233.90    | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | AYUDA PARA DESPE             | 457.50   | 51B     | AJUSTE ISR A CARGO E | 155.23      | IMP1 ISR ART 96 1,233.90             |
| 03         | AYUDA PARA PASAJ             | 308.00   | 54      | FONDO PENSIONES      | 861.33      | PGR1 PERC GRAVADA TIPO 1 9,105.50    |
| 04         | PRIMA QUINQUENAL             | 850.20   | 65      | OTRAS DEDUCCIONES    | 274.90      | PERC TOTAL PERCEPCIONES 9,105.50     |
| 07         | PRIMA DE INSALUB             | 1,248.30 |         |                      |             | DEDU TOTAL DEDUCCIONES 2,525.36      |
|            |                              |          |         |                      |             | 3%FV 3% FONDO DE VIVIENDA 224.69     |
|            |                              |          |         |                      |             | FOND FONDO PENSIONES EMPRES 1,310.71 |
|            |                              |          |         |                      |             | SEDARSEDAR 149.80                    |
|            |                              |          |         |                      |             | PVAC PROVISION DE PRIMA VAC 113.09   |
|            |                              |          |         |                      |             | AGUI PROVISION AGUINALDO 1,130.86    |

| Clave      | Nombre                             | S.Diario | S.Integ | PERCEPCIONES         | DEDUCCIONES | CONCEPTOS                   |                                  |
|------------|------------------------------------|----------|---------|----------------------|-------------|-----------------------------|----------------------------------|
|            |                                    |          |         |                      |             |                             | TOTA NOMINA EN EFECTIVO 6,580.14 |
| 66-194-003 | BRISEÑO SANCHEZ ANTONIO            |          |         |                      |             |                             |                                  |
| T.EMP:     | PERMANENTE                         | 416.10   | 627.01  | OPERADOR B           |             |                             |                                  |
| 01         | SUELDO BASE                        | 6,241.50 | 51      | ISR                  | 1,233.90    | DVIG DIAS DE VIGENCIA       | 15.00                            |
| 02         | AYUDA PARA DESPE                   | 457.50   | 51B     | AJUSTE ISR A CARGO E | 155.23      | IMP1 ISR ART 96             | 1,233.90                         |
| 03         | AYUDA PARA PASAJ                   | 308.00   | 54      | FONDO PENSIONES      | 861.33      | PGR1 PERC GRAVADA TIPO 1    | 9,105.50                         |
| 04         | PRIMA QUINQUENAL                   | 850.20   | 65      | OTRAS DEDUCCIONES    | 1,011.90    | PERC TOTAL PERCEPCIONES     | 9,105.50                         |
| 07         | PRIMA DE INSALUB                   | 1,248.30 |         |                      |             | DEDU TOTAL DEDUCCIONES      | 3,262.36                         |
|            |                                    |          |         |                      |             | 3%FV 3% FONDO DE VIVIENDA   | 224.69                           |
|            |                                    |          |         |                      |             | FOND FONDO PENSIONES EMPRES | 1,310.71                         |
|            |                                    |          |         |                      |             | SEDARSEDAR                  | 149.80                           |
|            |                                    |          |         |                      |             | PVAC PROVISION DE PRIMA VAC | 113.09                           |
|            |                                    |          |         |                      |             | AGUI PROVISION AGUINALDO    | 1,130.86                         |
|            |                                    |          |         |                      |             | TOTA NOMINA EN EFECTIVO     | 5,843.14                         |
| 66-194-004 | CERVANTES HERNANDEZ JACINTO JAVIER |          |         |                      |             |                             |                                  |
| T.EMP:     | PERMANENTE                         | 529.14   | 783.16  | JEFE DE PLANTA A     |             |                             |                                  |
| 01         | SUELDO BASE                        | 7,937.10 | 51      | ISR                  | 1,631.52    | DVIG DIAS DE VIGENCIA       | 15.00                            |
| 02         | AYUDA PARA DESPE                   | 434.50   | 51B     | AJUSTE ISR A CARGO E | 181.10      | IMP1 ISR ART 96             | 1,631.52                         |
| 03         | AYUDA PARA PASAJ                   | 299.50   | 54      | FONDO PENSIONES      | 1,095.32    | PGR1 PERC GRAVADA TIPO 1    | 10,967.02                        |
| 04         | PRIMA QUINQUENAL                   | 708.50   | 65      | OTRAS DEDUCCIONES    | 3,695.25    | PERC TOTAL PERCEPCIONES     | 10,967.02                        |
| 07         | PRIMA DE INSALUB                   | 1,587.42 |         |                      |             | DEDU TOTAL DEDUCCIONES      | 6,603.19                         |
|            |                                    |          |         |                      |             | 3%FV 3% FONDO DE VIVIENDA   | 285.74                           |
|            |                                    |          |         |                      |             | FOND FONDO PENSIONES EMPRES | 1,666.79                         |
|            |                                    |          |         |                      |             | SEDARSEDAR                  | 190.49                           |
|            |                                    |          |         |                      |             | PVAC PROVISION DE PRIMA VAC | 140.53                           |
|            |                                    |          |         |                      |             | AGUI PROVISION AGUINALDO    | 1,405.28                         |
|            |                                    |          |         |                      |             | TOTA NOMINA EN EFECTIVO     | 4,363.83                         |
| 67-194-005 | NAVARRO LOZA FRANCISCO JAVIER      |          |         |                      |             |                             |                                  |
| T.EMP:     | PERMANENTE                         | 416.10   | 617.40  | OPERADOR B           |             |                             |                                  |
| 01         | SUELDO BASE                        | 6,241.50 | 51      | ISR                  | 1,173.36    | DVIG DIAS DE VIGENCIA       | 15.00                            |
| 02         | AYUDA PARA DESPE                   | 457.50   | 51B     | AJUSTE ISR A CARGO E | 155.23      | IMP1 ISR ART 96             | 1,173.36                         |
| 03         | AYUDA PARA PASAJ                   | 308.00   | 54      | FONDO PENSIONES      | 861.33      | PGR1 PERC GRAVADA TIPO 1    | 8,822.10                         |
| 04         | PRIMA QUINQUENAL                   | 566.80   | 65      | OTRAS DEDUCCIONES    | 4,471.15    | PERC TOTAL PERCEPCIONES     | 8,822.10                         |
| 07         | PRIMA DE INSALUB                   | 1,248.30 |         |                      |             | DEDU TOTAL DEDUCCIONES      | 6,661.07                         |
|            |                                    |          |         |                      |             | 3%FV 3% FONDO DE VIVIENDA   | 224.69                           |
|            |                                    |          |         |                      |             | FOND FONDO PENSIONES EMPRES | 1,310.71                         |
|            |                                    |          |         |                      |             | SEDARSEDAR                  | 149.80                           |
|            |                                    |          |         |                      |             | PVAC PROVISION DE PRIMA VAC | 113.09                           |
|            |                                    |          |         |                      |             | AGUI PROVISION AGUINALDO    | 1,130.86                         |
|            |                                    |          |         |                      |             | TOTA NOMINA EN EFECTIVO     | 2,161.03                         |
| 67-194-006 | NAVARRO LOZA JORGE ARMANDO         |          |         |                      |             |                             |                                  |
| T.EMP:     | PERMANENTE                         | 432.70   | 645.67  | OPERADOR A           |             |                             |                                  |
| 01         | SUELDO BASE                        | 6,490.50 | 51      | ISR                  | 1,270.12    | DVIG DIAS DE VIGENCIA       | 15.00                            |
| 02         | AYUDA PARA DESPE                   | 463.00   | 51B     | AJUSTE ISR A CARGO E | 163.12      | IMP1 ISR ART 96             | 1,270.12                         |
| 03         | AYUDA PARA PASAJ                   | 315.00   | 54      | FONDO PENSIONES      | 895.69      | PGR1 PERC GRAVADA TIPO 1    | 9,275.10                         |
| 04         | PRIMA QUINQUENAL                   | 708.50   | 65      | OTRAS DEDUCCIONES    | 3,972.89    | PERC TOTAL PERCEPCIONES     | 9,275.10                         |
| 07         | PRIMA DE INSALUB                   | 1,298.10 |         |                      |             | DEDU TOTAL DEDUCCIONES      | 6,301.82                         |
|            |                                    |          |         |                      |             | 3%FV 3% FONDO DE VIVIENDA   | 233.66                           |
|            |                                    |          |         |                      |             | FOND FONDO PENSIONES EMPRES | 1,363.00                         |
|            |                                    |          |         |                      |             | SEDARSEDAR                  | 155.77                           |
|            |                                    |          |         |                      |             | PVAC PROVISION DE PRIMA VAC | 117.35                           |
|            |                                    |          |         |                      |             | AGUI PROVISION AGUINALDO    | 1,173.51                         |
|            |                                    |          |         |                      |             | TOTA NOMINA EN EFECTIVO     | 2,973.28                         |

| Clave      | Nombre                   | S.Diario | S.Integ | PERCEPCIONES         | DEDUCCIONES | CONCEPTOS                            |
|------------|--------------------------|----------|---------|----------------------|-------------|--------------------------------------|
| -----      |                          |          |         |                      |             |                                      |
| 67-201-004 | MORANDO RUIZ FRANCISCO   |          |         |                      |             |                                      |
| T.EMP:     | PERMANENTE               | 416.10   | 650.33  | OPERADOR B           |             |                                      |
| 01         | SUELDO BASE              | 6,241.50 | 51      | ISR                  | 1,233.90    | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | AYUDA PARA DESPE         | 457.50   | 51B     | AJUSTE ISR A CARGO E | 155.23      | EX19 EXENTO PRIMA DOMINICAL 358.48   |
| 03         | AYUDA PARA PASAJ         | 308.00   | 51PD    | ISR PRIMA DOMINICAL  | 40.98       | IMP1 ISR ART 96 1,233.90             |
| 04         | PRIMA QUINQUENAL         | 850.20   | 54      | FONDO PENSIONES      | 861.33      | IMP2 ISR Reglamento ISR 40.98        |
| 07         | PRIMA DE INSALUB         | 1,248.30 | 65      | OTRAS DEDUCCIONES    | 3,394.16    | EXEN BASE EXENTA 358.48              |
| 19         | PRIMA DOMINICAL          | 550.35   |         |                      |             | PGR1 PERC GRAVADA TIPO 1 9,105.50    |
|            |                          |          |         |                      |             | PGR2 PERC GRAVADA TIPO 2 191.87      |
|            |                          |          |         |                      |             | PERC TOTAL PERCEPCIONES 9,655.85     |
|            |                          |          |         |                      |             | DEDU TOTAL DEDUCCIONES 5,685.60      |
|            |                          |          |         |                      |             | 3%FV 3% FONDO DE VIVIENDA 224.69     |
|            |                          |          |         |                      |             | FOND FONDO PENSIONES EMPRES 1,310.71 |
|            |                          |          |         |                      |             | SEDARSEDAR 149.80                    |
|            |                          |          |         |                      |             | PVAC PROVISION DE PRIMA VAC 113.09   |
|            |                          |          |         |                      |             | AGUI PROVISION AGUINALDO 1,130.86    |
|            |                          |          |         |                      |             | TOTA NOMINA EN EFECTIVO 3,970.25     |
|            |                          |          |         |                      |             |                                      |
| 68-194-006 | RAMIREZ FERNANDEZ VICTOR |          |         |                      |             |                                      |
| T.EMP:     | PERMANENTE               | 416.10   | 629.34  | OPERADOR B           |             |                                      |
| 01         | SUELDO BASE              | 6,241.50 | 51      | ISR                  | 1,233.90    | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | AYUDA PARA DESPE         | 457.50   | 51B     | AJUSTE ISR A CARGO E | 155.23      | IMP1 ISR ART 96 1,233.90             |
| 03         | AYUDA PARA PASAJ         | 308.00   | 54      | FONDO PENSIONES      | 861.33      | PGR1 PERC GRAVADA TIPO 1 9,105.50    |
| 04         | PRIMA QUINQUENAL         | 850.20   | 65      | OTRAS DEDUCCIONES    | 3,819.90    | PERC TOTAL PERCEPCIONES 9,105.50     |
| 07         | PRIMA DE INSALUB         | 1,248.30 |         |                      |             | DEDU TOTAL DEDUCCIONES 6,070.36      |
|            |                          |          |         |                      |             | 3%FV 3% FONDO DE VIVIENDA 224.69     |
|            |                          |          |         |                      |             | FOND FONDO PENSIONES EMPRES 1,310.71 |
|            |                          |          |         |                      |             | SEDARSEDAR 149.80                    |
|            |                          |          |         |                      |             | PVAC PROVISION DE PRIMA VAC 113.09   |
|            |                          |          |         |                      |             | AGUI PROVISION AGUINALDO 1,130.86    |
|            |                          |          |         |                      |             | TOTA NOMINA EN EFECTIVO 3,035.14     |
|            |                          |          |         |                      |             |                                      |
| 68-194-007 | VALENTIN CUEVAS JESUS    |          |         |                      |             |                                      |
| T.EMP:     | PERMANENTE               | 432.70   | 645.67  | OPERADOR A           |             |                                      |
| 01         | SUELDO BASE              | 6,490.50 | 51      | ISR                  | 1,270.12    | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | AYUDA PARA DESPE         | 463.00   | 51B     | AJUSTE ISR A CARGO E | 163.12      | IMP1 ISR ART 96 1,270.12             |
| 03         | AYUDA PARA PASAJ         | 315.00   | 54      | FONDO PENSIONES      | 895.69      | PGR1 PERC GRAVADA TIPO 1 9,275.10    |
| 04         | PRIMA QUINQUENAL         | 708.50   | 65      | OTRAS DEDUCCIONES    | 5,215.44    | PERC TOTAL PERCEPCIONES 9,275.10     |
| 07         | PRIMA DE INSALUB         | 1,298.10 |         |                      |             | DEDU TOTAL DEDUCCIONES 7,544.37      |
|            |                          |          |         |                      |             | 3%FV 3% FONDO DE VIVIENDA 233.66     |
|            |                          |          |         |                      |             | FOND FONDO PENSIONES EMPRES 1,363.00 |
|            |                          |          |         |                      |             | SEDARSEDAR 155.77                    |
|            |                          |          |         |                      |             | PVAC PROVISION DE PRIMA VAC 117.35   |
|            |                          |          |         |                      |             | AGUI PROVISION AGUINALDO 1,173.51    |
|            |                          |          |         |                      |             | TOTA NOMINA EN EFECTIVO 1,730.73     |
|            |                          |          |         |                      |             |                                      |
| 69-182-001 | MORANDO RUIZ LUZ MARIA   |          |         |                      |             |                                      |
| T.EMP:     | PERMANENTE               | 470.40   | 703.72  | JEFE DE PLANTA C     |             |                                      |
| 01         | SUELDO BASE              | 7,056.00 | 51      | ISR                  | 1,451.96    | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | AYUDA PARA DESPE         | 478.50   | 54      | FONDO PENSIONES      | 973.73      | IMP1 ISR ART 96 1,451.96             |
| 03         | AYUDA PARA PASAJ         | 330.50   | 65      | OTRAS DEDUCCIONES    | 3,084.67    | PGR1 PERC GRAVADA TIPO 1 10,126.40   |
| 04         | PRIMA QUINQUENAL         | 850.20   |         |                      |             | PERC TOTAL PERCEPCIONES 10,126.40    |
| 07         | PRIMA DE INSALUB         | 1,411.20 |         |                      |             | DEDU TOTAL DEDUCCIONES 5,510.36      |
|            |                          |          |         |                      |             | 3%FV 3% FONDO DE VIVIENDA 254.02     |
|            |                          |          |         |                      |             | FOND FONDO PENSIONES EMPRES 1,481.76 |
|            |                          |          |         |                      |             | SEDARSEDAR 169.34                    |
|            |                          |          |         |                      |             | PVAC PROVISION DE PRIMA VAC 127.07   |
|            |                          |          |         |                      |             | AGUI PROVISION AGUINALDO 1,270.71    |

| Clave                                | Nombre           | S.Diario | S.Integ | DEDUCCIONES          | CONCEPTOS |                                      |
|--------------------------------------|------------------|----------|---------|----------------------|-----------|--------------------------------------|
| PERCEPCIONES                         |                  |          |         |                      |           |                                      |
|                                      |                  |          |         |                      |           | TOTA NOMINA EN EFECTIVO 4,616.04     |
| 69-194-002 GALVAN MEDINA SERVANDO    |                  |          |         |                      |           |                                      |
| T.EMP:                               | PERMANENTE       | 432.70   | 645.67  | OPERADOR A           |           |                                      |
| 01                                   | SUELDO BASE      | 6,490.50 | 51      | ISR                  | 1,270.12  | DVIG DIAS DE VIGENCIA 15.00          |
| 02                                   | AYUDA PARA DESPE | 463.00   | 51B     | AJUSTE ISR A CARGO E | 163.12    | IMP1 ISR ART 96 1,270.12             |
| 03                                   | AYUDA PARA PASAJ | 315.00   | 54      | FONDO PENSIONES      | 895.69    | PGR1 PERC GRAVADA TIPO 1 9,275.10    |
| 04                                   | PRIMA QUINQUENAL | 708.50   | 65      | OTRAS DEDUCCIONES    | 4,061.89  | PERC TOTAL PERCEPCIONES 9,275.10     |
| 07                                   | PRIMA DE INSALUB | 1,298.10 |         |                      |           | DEDU TOTAL DEDUCCIONES 6,390.82      |
|                                      |                  |          |         |                      |           | 3%FV 3% FONDO DE VIVIENDA 233.66     |
|                                      |                  |          |         |                      |           | FOND FONDO PENSIONES EMPRES 1,363.00 |
|                                      |                  |          |         |                      |           | SEDARSEDAR 155.77                    |
|                                      |                  |          |         |                      |           | PVAC PROVISION DE PRIMA VAC 117.35   |
|                                      |                  |          |         |                      |           | AGUI PROVISION AGUINALDO 1,173.51    |
|                                      |                  |          |         |                      |           | TOTA NOMINA EN EFECTIVO 2,884.28     |
| 69-194-004 GALVAN MEJIA FLUMENCIO    |                  |          |         |                      |           |                                      |
| T.EMP:                               | PERMANENTE       | 416.10   | 627.01  | OPERADOR B           |           |                                      |
| 01                                   | SUELDO BASE      | 6,241.50 | 51      | ISR                  | 1,233.90  | DVIG DIAS DE VIGENCIA 15.00          |
| 02                                   | AYUDA PARA DESPE | 457.50   | 51B     | AJUSTE ISR A CARGO E | 155.23    | IMP1 ISR ART 96 1,233.90             |
| 03                                   | AYUDA PARA PASAJ | 308.00   | 54      | FONDO PENSIONES      | 861.33    | PGR1 PERC GRAVADA TIPO 1 9,105.50    |
| 04                                   | PRIMA QUINQUENAL | 850.20   | 65      | OTRAS DEDUCCIONES    | 2,131.90  | PERC TOTAL PERCEPCIONES 9,105.50     |
| 07                                   | PRIMA DE INSALUB | 1,248.30 |         |                      |           | DEDU TOTAL DEDUCCIONES 4,382.36      |
|                                      |                  |          |         |                      |           | 3%FV 3% FONDO DE VIVIENDA 224.69     |
|                                      |                  |          |         |                      |           | FOND FONDO PENSIONES EMPRES 1,310.71 |
|                                      |                  |          |         |                      |           | SEDARSEDAR 149.80                    |
|                                      |                  |          |         |                      |           | PVAC PROVISION DE PRIMA VAC 113.09   |
|                                      |                  |          |         |                      |           | AGUI PROVISION AGUINALDO 1,130.86    |
|                                      |                  |          |         |                      |           | TOTA NOMINA EN EFECTIVO 4,723.14     |
| 69-194-005 GARCIA VILLALOBOS ARMANDO |                  |          |         |                      |           |                                      |
| T.EMP:                               | PERMANENTE       | 432.70   | 640.86  | OPERADOR A           |           |                                      |
| 01                                   | SUELDO BASE      | 6,490.50 | 51      | ISR                  | 1,239.86  | DVIG DIAS DE VIGENCIA 15.00          |
| 02                                   | AYUDA PARA DESPE | 463.00   | 51B     | AJUSTE ISR A CARGO E | 163.12    | IMP1 ISR ART 96 1,239.86             |
| 03                                   | AYUDA PARA PASAJ | 315.00   | 54      | FONDO PENSIONES      | 895.69    | PGR1 PERC GRAVADA TIPO 1 9,133.40    |
| 04                                   | PRIMA QUINQUENAL | 566.80   | 65      | OTRAS DEDUCCIONES    | 827.89    | PERC TOTAL PERCEPCIONES 9,133.40     |
| 07                                   | PRIMA DE INSALUB | 1,298.10 |         |                      |           | DEDU TOTAL DEDUCCIONES 3,126.56      |
|                                      |                  |          |         |                      |           | 3%FV 3% FONDO DE VIVIENDA 233.66     |
|                                      |                  |          |         |                      |           | FOND FONDO PENSIONES EMPRES 1,363.00 |
|                                      |                  |          |         |                      |           | SEDARSEDAR 155.77                    |
|                                      |                  |          |         |                      |           | PVAC PROVISION DE PRIMA VAC 117.35   |
|                                      |                  |          |         |                      |           | AGUI PROVISION AGUINALDO 1,173.51    |
|                                      |                  |          |         |                      |           | TOTA NOMINA EN EFECTIVO 6,006.84     |
| 700-006 CONTRERAS ESCOBEDO EDUARDO   |                  |          |         |                      |           |                                      |
| T.EMP:                               | PERMANENTE       | 432.70   | 631.26  | OPERADOR A           |           |                                      |
| 01                                   | SUELDO BASE      | 6,490.50 | 51      | ISR                  | 1,179.32  | DVIG DIAS DE VIGENCIA 15.00          |
| 02                                   | AYUDA PARA DESPE | 463.00   | 51B     | AJUSTE ISR A CARGO E | 163.11    | IMP1 ISR ART 96 1,179.32             |
| 03                                   | AYUDA PARA PASAJ | 315.00   | 54      | FONDO PENSIONES      | 895.69    | PGR1 PERC GRAVADA TIPO 1 8,850.00    |
| 04                                   | PRIMA QUINQUENAL | 283.40   | 65      | OTRAS DEDUCCIONES    | 3,415.89  | PERC TOTAL PERCEPCIONES 8,850.00     |
| 07                                   | PRIMA DE INSALUB | 1,298.10 |         |                      |           | DEDU TOTAL DEDUCCIONES 5,654.01      |
|                                      |                  |          |         |                      |           | 3%FV 3% FONDO DE VIVIENDA 233.66     |
|                                      |                  |          |         |                      |           | FOND FONDO PENSIONES EMPRES 1,363.00 |
|                                      |                  |          |         |                      |           | SEDARSEDAR 155.77                    |
|                                      |                  |          |         |                      |           | PVAC PROVISION DE PRIMA VAC 117.35   |
|                                      |                  |          |         |                      |           | AGUI PROVISION AGUINALDO 1,173.51    |
|                                      |                  |          |         |                      |           | TOTA NOMINA EN EFECTIVO 3,195.99     |

| Clave      | Nombre                      | S.Diario | S.Integ | PERCEPCIONES         | DEDUCCIONES | CONCEPTOS                            |
|------------|-----------------------------|----------|---------|----------------------|-------------|--------------------------------------|
| -----      |                             |          |         |                      |             |                                      |
| 70-194-003 | GUZMAN ZAMORA JUAN FERNANDO |          |         |                      |             |                                      |
| T.EMP:     | PERMANENTE                  | 416.10   | 629.34  | OPERADOR B           |             |                                      |
| 01         | SUELDO BASE                 | 6,241.50 | 51      | ISR                  | 1,233.90    | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | AYUDA PARA DESPE            | 457.50   | 51B     | AJUSTE ISR A CARGO E | 155.23      | IMP1 ISR ART 96 1,233.90             |
| 03         | AYUDA PARA PASAJ            | 308.00   | 54      | FONDO PENSIONES      | 861.33      | PGR1 PERC GRAVADA TIPO 1 9,105.50    |
| 04         | PRIMA QUINQUENAL            | 850.20   | 65      | OTRAS DEDUCCIONES    | 4,527.44    | PERC TOTAL PERCEPCIONES 9,105.50     |
| 07         | PRIMA DE INSALUB            | 1,248.30 |         |                      |             | DEDU TOTAL DEDUCCIONES 6,777.90      |
|            |                             |          |         |                      |             | 3%FV 3% FONDO DE VIVIENDA 224.69     |
|            |                             |          |         |                      |             | FOND FONDO PENSIONES EMPRES 1,310.71 |
|            |                             |          |         |                      |             | SEDARSEDAR 149.80                    |
|            |                             |          |         |                      |             | PVAC PROVISION DE PRIMA VAC 113.09   |
|            |                             |          |         |                      |             | AGUI PROVISION AGUINALDO 1,130.86    |
|            |                             |          |         |                      |             | TOTA NOMINA EN EFECTIVO 2,327.60     |
|            |                             |          |         |                      |             |                                      |
| 70-194-004 | MONDRAGON ASCENCIO ROMAN    |          |         |                      |             |                                      |
| T.EMP:     | PERMANENTE                  | 470.40   | 708.96  | JEFE DE PLANTA C     |             |                                      |
| 01         | SUELDO BASE                 | 7,056.00 | 51      | ISR                  | 1,451.96    | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | AYUDA PARA DESPE            | 478.50   | 51B     | AJUSTE ISR A CARGO E | 181.10      | IMP1 ISR ART 96 1,451.96             |
| 03         | AYUDA PARA PASAJ            | 330.50   | 54      | FONDO PENSIONES      | 973.73      | PGR1 PERC GRAVADA TIPO 1 10,126.40   |
| 04         | PRIMA QUINQUENAL            | 850.20   | 65      | OTRAS DEDUCCIONES    | 979.67      | PERC TOTAL PERCEPCIONES 10,126.40    |
| 07         | PRIMA DE INSALUB            | 1,411.20 |         |                      |             | DEDU TOTAL DEDUCCIONES 3,586.46      |
|            |                             |          |         |                      |             | 3%FV 3% FONDO DE VIVIENDA 254.02     |
|            |                             |          |         |                      |             | FOND FONDO PENSIONES EMPRES 1,481.76 |
|            |                             |          |         |                      |             | SEDARSEDAR 169.34                    |
|            |                             |          |         |                      |             | PVAC PROVISION DE PRIMA VAC 127.07   |
|            |                             |          |         |                      |             | AGUI PROVISION AGUINALDO 1,270.71    |
|            |                             |          |         |                      |             | TOTA NOMINA EN EFECTIVO 6,539.94     |
|            |                             |          |         |                      |             |                                      |
| 70-194-006 | VAZQUEZ AGUILAR GERMAN      |          |         |                      |             |                                      |
| T.EMP:     | PERMANENTE                  | 432.70   | 645.67  | OPERADOR A           |             |                                      |
| 01         | SUELDO BASE                 | 6,490.50 | 51      | ISR                  | 1,270.12    | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | AYUDA PARA DESPE            | 463.00   | 51B     | AJUSTE ISR A CARGO E | 163.12      | IMP1 ISR ART 96 1,270.12             |
| 03         | AYUDA PARA PASAJ            | 315.00   | 54      | FONDO PENSIONES      | 895.69      | PGR1 PERC GRAVADA TIPO 1 9,275.10    |
| 04         | PRIMA QUINQUENAL            | 708.50   | 65      | OTRAS DEDUCCIONES    | 3,392.89    | PERC TOTAL PERCEPCIONES 9,275.10     |
| 07         | PRIMA DE INSALUB            | 1,298.10 |         |                      |             | DEDU TOTAL DEDUCCIONES 5,721.82      |
|            |                             |          |         |                      |             | 3%FV 3% FONDO DE VIVIENDA 233.66     |
|            |                             |          |         |                      |             | FOND FONDO PENSIONES EMPRES 1,363.00 |
|            |                             |          |         |                      |             | SEDARSEDAR 155.77                    |
|            |                             |          |         |                      |             | PVAC PROVISION DE PRIMA VAC 117.35   |
|            |                             |          |         |                      |             | AGUI PROVISION AGUINALDO 1,173.51    |
|            |                             |          |         |                      |             | TOTA NOMINA EN EFECTIVO 3,553.28     |
|            |                             |          |         |                      |             |                                      |
| 71-182-001 | ENCISO SANTOS RAFAEL        |          |         |                      |             |                                      |
| T.EMP:     | PERMANENTE                  | 506.10   | 754.38  | JEFE DE PLANTA B     |             |                                      |
| 01         | SUELDO BASE                 | 7,591.50 | 51      | ISR                  | 1,605.67    | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | AYUDA PARA DESPE            | 546.50   | 51B     | AJUSTE ISR A CARGO E | 242.10      | IMP1 ISR ART 96 1,605.67             |
| 03         | AYUDA PARA PASAJ            | 339.50   | 54      | FONDO PENSIONES      | 1,047.63    | PGR1 PERC GRAVADA TIPO 1 10,846.00   |
| 04         | PRIMA QUINQUENAL            | 850.20   | 65      | OTRAS DEDUCCIONES    | 341.10      | PERC TOTAL PERCEPCIONES 10,846.00    |
| 07         | PRIMA DE INSALUB            | 1,518.30 |         |                      |             | DEDU TOTAL DEDUCCIONES 3,236.50      |
|            |                             |          |         |                      |             | 3%FV 3% FONDO DE VIVIENDA 273.29     |
|            |                             |          |         |                      |             | FOND FONDO PENSIONES EMPRES 1,594.21 |
|            |                             |          |         |                      |             | SEDARSEDAR 182.20                    |
|            |                             |          |         |                      |             | PVAC PROVISION DE PRIMA VAC 136.93   |
|            |                             |          |         |                      |             | AGUI PROVISION AGUINALDO 1,369.29    |
|            |                             |          |         |                      |             | TOTA NOMINA EN EFECTIVO 7,609.50     |
|            |                             |          |         |                      |             |                                      |
| 71-194-004 | MAGALLON HECTOR MANUEL      |          |         |                      |             |                                      |
| T.EMP:     | PERMANENTE                  | 432.70   | 662.57  | OPERADOR A           |             |                                      |

| Clave                                     | Nombre           | S.Diario | S.Integ | PERCEPCIONES         | DEDUCCIONES | CONCEPTOS                            |
|-------------------------------------------|------------------|----------|---------|----------------------|-------------|--------------------------------------|
| 01                                        | SUELDO BASE      | 6,490.50 | 51      | ISR                  | 1,300.39    | DVIG DIAS DE VIGENCIA 15.00          |
| 02                                        | AYUDA PARA DESPE | 463.00   | 51B     | AJUSTE ISR A CARGO E | 163.12      | EX19 EXENTO PRIMA DOMINICAL 358.48   |
| 03                                        | AYUDA PARA PASAJ | 315.00   | 51PD    | ISR PRIMA DOMINICAL  | 45.42       | IMP1 ISR ART 96 1,300.39             |
| 04                                        | PRIMA QUINQUENAL | 850.20   | 54      | FONDO PENSIONES      | 895.69      | IMP2 ISR Reglamento ISR 45.42        |
| 07                                        | PRIMA DE INSALUB | 1,298.10 | 65      | OTRAS DEDUCCIONES    | 3,182.89    | EXEN BASE EXENTA 358.48              |
| 19                                        | PRIMA DOMINICAL  | 571.11   |         |                      |             | PGR1 PERC GRAVADA TIPO 1 9,416.79    |
|                                           |                  |          |         |                      |             | PGR2 PERC GRAVADA TIPO 2 212.63      |
|                                           |                  |          |         |                      |             | PERC TOTAL PERCEPCIONES 9,987.91     |
|                                           |                  |          |         |                      |             | DEDU TOTAL DEDUCCIONES 5,587.51      |
|                                           |                  |          |         |                      |             | 3%FV 3% FONDO DE VIVIENDA 233.66     |
|                                           |                  |          |         |                      |             | FOND FONDO PENSIONES EMPRES 1,363.00 |
|                                           |                  |          |         |                      |             | SEDARSEDAR 155.77                    |
|                                           |                  |          |         |                      |             | PVAC PROVISION DE PRIMA VAC 117.35   |
|                                           |                  |          |         |                      |             | AGUI PROVISION AGUINALDO 1,173.51    |
|                                           |                  |          |         |                      |             | TOTA NOMINA EN EFECTIVO 4,400.40     |
| 71-269-008 RAMIREZ LOPEZ FABIAN JESUS     |                  |          |         |                      |             |                                      |
| T.EMP:                                    | PERMANENTE       | 432.70   | 640.86  | OPERADOR A           |             |                                      |
| 01                                        | SUELDO BASE      | 6,490.50 | 51      | ISR                  | 1,239.86    | DVIG DIAS DE VIGENCIA 15.00          |
| 02                                        | AYUDA PARA DESPE | 463.00   | 51B     | AJUSTE ISR A CARGO E | 163.12      | EX19 EXENTO PRIMA DOMINICAL 89.62    |
| 03                                        | AYUDA PARA PASAJ | 315.00   | 51PD    | ISR PRIMA DOMINICAL  | 11.35       | IMP1 ISR ART 96 1,239.86             |
| 04                                        | PRIMA QUINQUENAL | 566.80   | 54      | FONDO PENSIONES      | 895.69      | IMP2 ISR Reglamento ISR 11.35        |
| 07                                        | PRIMA DE INSALUB | 1,298.10 | 65      | OTRAS DEDUCCIONES    | 77.89       | EXEN BASE EXENTA 89.62               |
| 19                                        | PRIMA DOMINICAL  | 142.78   |         |                      |             | PGR1 PERC GRAVADA TIPO 1 9,133.40    |
|                                           |                  |          |         |                      |             | PGR2 PERC GRAVADA TIPO 2 53.16       |
|                                           |                  |          |         |                      |             | PERC TOTAL PERCEPCIONES 9,276.18     |
|                                           |                  |          |         |                      |             | DEDU TOTAL DEDUCCIONES 2,387.91      |
|                                           |                  |          |         |                      |             | 3%FV 3% FONDO DE VIVIENDA 233.66     |
|                                           |                  |          |         |                      |             | FOND FONDO PENSIONES EMPRES 1,363.00 |
|                                           |                  |          |         |                      |             | SEDARSEDAR 155.77                    |
|                                           |                  |          |         |                      |             | PVAC PROVISION DE PRIMA VAC 117.35   |
|                                           |                  |          |         |                      |             | AGUI PROVISION AGUINALDO 1,173.51    |
|                                           |                  |          |         |                      |             | TOTA NOMINA EN EFECTIVO 6,888.27     |
| 72-182-001 RUBIO RODRIGUEZ SERGIO         |                  |          |         |                      |             |                                      |
| T.EMP:                                    | PERMANENTE       | 470.40   | 703.72  | JEFE DE PLANTA C     |             |                                      |
| 01                                        | SUELDO BASE      | 7,056.00 | 51      | ISR                  | 1,451.96    | DVIG DIAS DE VIGENCIA 15.00          |
| 02                                        | AYUDA PARA DESPE | 478.50   | 51B     | AJUSTE ISR A CARGO E | 181.11      | IMP1 ISR ART 96 1,451.96             |
| 03                                        | AYUDA PARA PASAJ | 330.50   | 54      | FONDO PENSIONES      | 973.73      | PGR1 PERC GRAVADA TIPO 1 10,126.40   |
| 04                                        | PRIMA QUINQUENAL | 850.20   | 65      | OTRAS DEDUCCIONES    | 284.67      | PERC TOTAL PERCEPCIONES 10,126.40    |
| 07                                        | PRIMA DE INSALUB | 1,411.20 |         |                      |             | DEDU TOTAL DEDUCCIONES 2,891.47      |
|                                           |                  |          |         |                      |             | 3%FV 3% FONDO DE VIVIENDA 254.02     |
|                                           |                  |          |         |                      |             | FOND FONDO PENSIONES EMPRES 1,481.76 |
|                                           |                  |          |         |                      |             | SEDARSEDAR 169.34                    |
|                                           |                  |          |         |                      |             | PVAC PROVISION DE PRIMA VAC 127.07   |
|                                           |                  |          |         |                      |             | AGUI PROVISION AGUINALDO 1,270.71    |
|                                           |                  |          |         |                      |             | TOTA NOMINA EN EFECTIVO 7,234.93     |
| 72-269-008 MADRIGAL GONZALEZ MIGUEL ANGEL |                  |          |         |                      |             |                                      |
| T.EMP:                                    | PERMANENTE       | 432.70   | 640.86  | OPERADOR A           |             |                                      |
| 01                                        | SUELDO BASE      | 6,490.50 | 51      | ISR                  | 1,239.86    | DVIG DIAS DE VIGENCIA 15.00          |
| 02                                        | AYUDA PARA DESPE | 463.00   | 51B     | AJUSTE ISR A CARGO E | 163.12      | IMP1 ISR ART 96 1,239.86             |
| 03                                        | AYUDA PARA PASAJ | 315.00   | 54      | FONDO PENSIONES      | 895.69      | PGR1 PERC GRAVADA TIPO 1 9,133.40    |
| 04                                        | PRIMA QUINQUENAL | 566.80   | 65      | OTRAS DEDUCCIONES    | 77.89       | PERC TOTAL PERCEPCIONES 9,133.40     |
| 07                                        | PRIMA DE INSALUB | 1,298.10 |         |                      |             | DEDU TOTAL DEDUCCIONES 2,376.56      |
|                                           |                  |          |         |                      |             | 3%FV 3% FONDO DE VIVIENDA 233.66     |
|                                           |                  |          |         |                      |             | FOND FONDO PENSIONES EMPRES 1,363.00 |
|                                           |                  |          |         |                      |             | SEDARSEDAR 155.77                    |

| Clave      | Nombre                    | S.Diario | S.Integ | PERCEPCIONES            | DEDUCCIONES | CONCEPTOS                            |
|------------|---------------------------|----------|---------|-------------------------|-------------|--------------------------------------|
| <hr/>      |                           |          |         |                         |             |                                      |
|            |                           |          |         |                         |             | PVAC PROVISION DE PRIMA VAC 117.35   |
|            |                           |          |         |                         |             | AGUI PROVISION AGUINALDO 1,173.51    |
|            |                           |          |         |                         |             | TOTA NOMINA EN EFECTIVO 6,756.84     |
| <hr/>      |                           |          |         |                         |             |                                      |
| 73-194-002 | BASULTO RIVERA JUAN PAULO |          |         |                         |             |                                      |
| T.EMP:     | PERMANENTE                | 470.40   | 703.72  | AUXILIAR DE LABORATORIO |             |                                      |
| 01         | SUELDO BASE               | 7,056.00 | 51      | ISR                     | 1,451.96    | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | AYUDA PARA DESPE          | 478.50   | 51B     | AJUSTE ISR A CARGO E    | 181.10      | IMP1 ISR ART 96 1,451.96             |
| 03         | AYUDA PARA PASAJ          | 330.50   | 54      | FONDO PENSIONES         | 973.73      | PGR1 PERC GRAVADA TIPO 1 10,126.40   |
| 04         | PRIMA QUINQUENAL          | 850.20   | 65      | OTRAS DEDUCCIONES       | 3,140.67    | PERC TOTAL PERCEPCIONES 10,126.40    |
| 07         | PRIMA DE INSALUB          | 1,411.20 |         |                         |             | DEDU TOTAL DEDUCCIONES 5,747.46      |
|            |                           |          |         |                         |             | 3%FV 3% FONDO DE VIVIENDA 254.02     |
|            |                           |          |         |                         |             | FOND FONDO PENSIONES EMPRES 1,481.76 |
|            |                           |          |         |                         |             | SEDARSEDAR 169.34                    |
|            |                           |          |         |                         |             | PVAC PROVISION DE PRIMA VAC 127.07   |
|            |                           |          |         |                         |             | AGUI PROVISION AGUINALDO 1,270.71    |
|            |                           |          |         |                         |             | TOTA NOMINA EN EFECTIVO 4,378.94     |
| <hr/>      |                           |          |         |                         |             |                                      |
| 73-194-004 | FLORES RAMIREZ EVERARDO   |          |         |                         |             |                                      |
| T.EMP:     | PERMANENTE                | 529.14   | 777.65  | JEFE DE PLANTA A        |             |                                      |
| 01         | SUELDO BASE               | 7,937.10 | 51      | ISR                     | 1,631.52    | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | AYUDA PARA DESPE          | 434.50   | 51B     | AJUSTE ISR A CARGO E    | 270.82      | IMP1 ISR ART 96 1,631.52             |
| 03         | AYUDA PARA PASAJ          | 299.50   | 54      | FONDO PENSIONES         | 1,095.32    | PGR1 PERC GRAVADA TIPO 1 10,967.02   |
| 04         | PRIMA QUINQUENAL          | 708.50   | 65      | OTRAS DEDUCCIONES       | 295.25      | PERC TOTAL PERCEPCIONES 10,967.02    |
| 07         | PRIMA DE INSALUB          | 1,587.42 |         |                         |             | DEDU TOTAL DEDUCCIONES 3,292.91      |
|            |                           |          |         |                         |             | 3%FV 3% FONDO DE VIVIENDA 285.74     |
|            |                           |          |         |                         |             | FOND FONDO PENSIONES EMPRES 1,666.79 |
|            |                           |          |         |                         |             | SEDARSEDAR 190.49                    |
|            |                           |          |         |                         |             | PVAC PROVISION DE PRIMA VAC 140.53   |
|            |                           |          |         |                         |             | AGUI PROVISION AGUINALDO 1,405.28    |
|            |                           |          |         |                         |             | TOTA NOMINA EN EFECTIVO 7,674.11     |
| <hr/>      |                           |          |         |                         |             |                                      |
| 73-194-005 | GONZALEZ IBARRA ALBINO    |          |         |                         |             |                                      |
| T.EMP:     | PERMANENTE                | 432.70   | 650.47  | OPERADOR A              |             |                                      |
| 01         | SUELDO BASE               | 6,490.50 | 51      | ISR                     | 1,300.39    | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | AYUDA PARA DESPE          | 463.00   | 51B     | AJUSTE ISR A CARGO E    | 163.12      | IMP1 ISR ART 96 1,300.39             |
| 03         | AYUDA PARA PASAJ          | 315.00   | 54      | FONDO PENSIONES         | 895.69      | PGR1 PERC GRAVADA TIPO 1 9,416.79    |
| 04         | PRIMA QUINQUENAL          | 850.20   | 65      | OTRAS DEDUCCIONES       | 77.89       | PERC TOTAL PERCEPCIONES 9,416.80     |
| 07         | PRIMA DE INSALUB          | 1,298.10 |         |                         |             | DEDU TOTAL DEDUCCIONES 2,437.09      |
|            |                           |          |         |                         |             | 3%FV 3% FONDO DE VIVIENDA 233.66     |
|            |                           |          |         |                         |             | FOND FONDO PENSIONES EMPRES 1,363.00 |
|            |                           |          |         |                         |             | SEDARSEDAR 155.77                    |
|            |                           |          |         |                         |             | PVAC PROVISION DE PRIMA VAC 117.35   |
|            |                           |          |         |                         |             | AGUI PROVISION AGUINALDO 1,173.51    |
|            |                           |          |         |                         |             | TOTA NOMINA EN EFECTIVO 6,979.71     |
| <hr/>      |                           |          |         |                         |             |                                      |
| 74-194-002 | DE ALBA ROBLEDO GABRIEL   |          |         |                         |             |                                      |
| T.EMP:     | PERMANENTE                | 432.70   | 650.47  | OPERADOR A              |             |                                      |
| 01         | SUELDO BASE               | 6,490.50 | 51      | ISR                     | 1,300.39    | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | AYUDA PARA DESPE          | 463.00   | 51B     | AJUSTE ISR A CARGO E    | 163.12      | IMP1 ISR ART 96 1,300.39             |
| 03         | AYUDA PARA PASAJ          | 315.00   | 54      | FONDO PENSIONES         | 895.69      | PGR1 PERC GRAVADA TIPO 1 9,416.79    |
| 04         | PRIMA QUINQUENAL          | 850.20   | 65      | OTRAS DEDUCCIONES       | 77.89       | PERC TOTAL PERCEPCIONES 9,416.80     |
| 07         | PRIMA DE INSALUB          | 1,298.10 |         |                         |             | DEDU TOTAL DEDUCCIONES 2,437.09      |
|            |                           |          |         |                         |             | 3%FV 3% FONDO DE VIVIENDA 233.66     |
|            |                           |          |         |                         |             | FOND FONDO PENSIONES EMPRES 1,363.00 |
|            |                           |          |         |                         |             | SEDARSEDAR 155.77                    |
|            |                           |          |         |                         |             | PVAC PROVISION DE PRIMA VAC 117.35   |
|            |                           |          |         |                         |             | AGUI PROVISION AGUINALDO 1,173.51    |

| Clave                                   | Nombre            | S.Diario | S.Integ | DEDUCCIONES          | CONCEPTOS |                                      |
|-----------------------------------------|-------------------|----------|---------|----------------------|-----------|--------------------------------------|
| PERCEPCIONES                            |                   |          |         |                      |           |                                      |
|                                         |                   |          |         |                      |           | TOTA NOMINA EN EFECTIVO 6,979.71     |
| 74-194-005 VELAZCO NARES GILBERTO       |                   |          |         |                      |           |                                      |
| T.EMP:                                  | PERMANENTE        | 432.70   | 650.51  | OPERADOR A           |           |                                      |
| 01                                      | SUELDO BASE       | 6,490.50 | 51      | ISR                  | 1,270.12  | DVIG DIAS DE VIGENCIA 15.00          |
| 02                                      | AYUDA PARA DESPE  | 463.00   | 51B     | AJUSTE ISR A CARGO E | 163.12    | IMP1 ISR ART 96 1,270.12             |
| 03                                      | AYUDA PARA PASAJ  | 315.00   | 54      | FONDO PENSIONES      | 895.69    | PGR1 PERC GRAVADA TIPO 1 9,275.10    |
| 04                                      | PRIMA QUINQUENAL  | 708.50   | 65      | OTRAS DEDUCCIONES    | 3,317.89  | PERC TOTAL PERCEPCIONES 9,275.10     |
| 07                                      | PRIMA DE INSALUB  | 1,298.10 |         |                      |           | DEDU TOTAL DEDUCCIONES 5,646.82      |
|                                         |                   |          |         |                      |           | 3%FV 3% FONDO DE VIVIENDA 233.66     |
|                                         |                   |          |         |                      |           | FOND FONDO PENSIONES EMPRES 1,363.00 |
|                                         |                   |          |         |                      |           | SEDARSEDAR 155.77                    |
|                                         |                   |          |         |                      |           | PVAC PROVISION DE PRIMA VAC 117.35   |
|                                         |                   |          |         |                      |           | AGUI PROVISION AGUINALDO 1,173.51    |
|                                         |                   |          |         |                      |           | TOTA NOMINA EN EFECTIVO 3,628.28     |
| 74-194-006 VILLANUEVA SANCHEZ JUAN LUIS |                   |          |         |                      |           |                                      |
| T.EMP:                                  | PERMANENTE        | 416.10   | 627.01  | OPERADOR B           |           |                                      |
| 01                                      | SUELDO BASE       | 6,241.50 | 51      | ISR                  | 1,233.90  | DVIG DIAS DE VIGENCIA 15.00          |
| 02                                      | AYUDA PARA DESPE  | 457.50   | 54      | FONDO PENSIONES      | 861.33    | IMP1 ISR ART 96 1,233.90             |
| 03                                      | AYUDA PARA PASAJ  | 308.00   | 65      | OTRAS DEDUCCIONES    | 74.90     | PGR1 PERC GRAVADA TIPO 1 9,105.50    |
| 04                                      | PRIMA QUINQUENAL  | 850.20   |         |                      |           | PERC TOTAL PERCEPCIONES 10,339.40    |
| 07                                      | PRIMA DE INSALUB  | 1,248.30 |         |                      |           | DEDU TOTAL DEDUCCIONES 2,170.13      |
| 51                                      | FAJUSTE ISR A FAV | 1,233.90 |         |                      |           | 3%FV 3% FONDO DE VIVIENDA 224.69     |
|                                         |                   |          |         |                      |           | FOND FONDO PENSIONES EMPRES 1,310.71 |
|                                         |                   |          |         |                      |           | SEDARSEDAR 149.80                    |
|                                         |                   |          |         |                      |           | PVAC PROVISION DE PRIMA VAC 113.09   |
|                                         |                   |          |         |                      |           | AGUI PROVISION AGUINALDO 1,130.86    |
|                                         |                   |          |         |                      |           | TOTA NOMINA EN EFECTIVO 8,169.27     |
| 75-182-001 TOVAR DURAN ANTONIO          |                   |          |         |                      |           |                                      |
| T.EMP:                                  | PERMANENTE        | 416.10   | 627.01  | OPERADOR B           |           |                                      |
| 01                                      | SUELDO BASE       | 6,241.50 | 51      | ISR                  | 1,233.90  | DVIG DIAS DE VIGENCIA 15.00          |
| 02                                      | AYUDA PARA DESPE  | 457.50   | 51B     | AJUSTE ISR A CARGO E | 155.23    | IMP1 ISR ART 96 1,233.90             |
| 03                                      | AYUDA PARA PASAJ  | 308.00   | 54      | FONDO PENSIONES      | 861.33    | PGR1 PERC GRAVADA TIPO 1 9,105.50    |
| 04                                      | PRIMA QUINQUENAL  | 850.20   | 65      | OTRAS DEDUCCIONES    | 74.90     | PERC TOTAL PERCEPCIONES 9,105.50     |
| 07                                      | PRIMA DE INSALUB  | 1,248.30 |         |                      |           | DEDU TOTAL DEDUCCIONES 2,325.36      |
|                                         |                   |          |         |                      |           | 3%FV 3% FONDO DE VIVIENDA 224.69     |
|                                         |                   |          |         |                      |           | FOND FONDO PENSIONES EMPRES 1,310.71 |
|                                         |                   |          |         |                      |           | SEDARSEDAR 149.80                    |
|                                         |                   |          |         |                      |           | PVAC PROVISION DE PRIMA VAC 113.09   |
|                                         |                   |          |         |                      |           | AGUI PROVISION AGUINALDO 1,130.86    |
|                                         |                   |          |         |                      |           | TOTA NOMINA EN EFECTIVO 6,780.14     |
| 75-194-003 GODINEZ JIMENEZ MAXIMO       |                   |          |         |                      |           |                                      |
| T.EMP:                                  | PERMANENTE        | 432.70   | 652.89  | OPERADOR A           |           |                                      |
| 01                                      | SUELDO BASE       | 6,490.50 | 51      | ISR                  | 1,300.39  | DVIG DIAS DE VIGENCIA 15.00          |
| 02                                      | AYUDA PARA DESPE  | 463.00   | 51B     | AJUSTE ISR A CARGO E | 163.12    | IMP1 ISR ART 96 1,300.39             |
| 03                                      | AYUDA PARA PASAJ  | 315.00   | 54      | FONDO PENSIONES      | 895.69    | PGR1 PERC GRAVADA TIPO 1 9,416.79    |
| 04                                      | PRIMA QUINQUENAL  | 850.20   | 65      | OTRAS DEDUCCIONES    | 3,187.86  | PERC TOTAL PERCEPCIONES 9,416.80     |
| 07                                      | PRIMA DE INSALUB  | 1,298.10 |         |                      |           | DEDU TOTAL DEDUCCIONES 5,547.06      |
|                                         |                   |          |         |                      |           | 3%FV 3% FONDO DE VIVIENDA 233.66     |
|                                         |                   |          |         |                      |           | FOND FONDO PENSIONES EMPRES 1,363.00 |
|                                         |                   |          |         |                      |           | SEDARSEDAR 155.77                    |
|                                         |                   |          |         |                      |           | PVAC PROVISION DE PRIMA VAC 117.35   |
|                                         |                   |          |         |                      |           | AGUI PROVISION AGUINALDO 1,173.51    |
|                                         |                   |          |         |                      |           | TOTA NOMINA EN EFECTIVO 3,869.74     |

| Clave               | Nombre                      | S.Diario | S.Integ              | PERCEPCIONES | DEDUCCIONES                 | CONCEPTOS |
|---------------------|-----------------------------|----------|----------------------|--------------|-----------------------------|-----------|
| -----               |                             |          |                      |              |                             |           |
| 75-194-004          | HERNANDEZ SANTIAGO JUAN     |          |                      |              |                             |           |
| T.EMP: PERMANENTE   | 432.70                      |          | 650.47               | OPERADOR A   |                             |           |
| 01 SUELDO BASE      | 6,490.50                    | 51       | ISR                  | 1,300.39     | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02 AYUDA PARA DESPE | 463.00                      | 51B      | AJUSTE ISR A CARGO E | 163.12       | IMP1 ISR ART 96             | 1,300.39  |
| 03 AYUDA PARA PASAJ | 315.00                      | 54       | FONDO PENSIONES      | 895.69       | PGR1 PERC GRAVADA TIPO 1    | 9,416.79  |
| 04 PRIMA QUINQUENAL | 850.20                      | 65       | OTRAS DEDUCCIONES    | 3,230.68     | PERC TOTAL PERCEPCIONES     | 9,416.80  |
| 07 PRIMA DE INSALUB | 1,298.10                    |          |                      |              | DEDU TOTAL DEDUCCIONES      | 5,589.88  |
|                     |                             |          |                      |              | 3%FV 3% FONDO DE VIVIENDA   | 233.66    |
|                     |                             |          |                      |              | FOND FONDO PENSIONES EMPRES | 1,363.00  |
|                     |                             |          |                      |              | SEDARSEDAR                  | 155.77    |
|                     |                             |          |                      |              | PVAC PROVISION DE PRIMA VAC | 117.35    |
|                     |                             |          |                      |              | AGUI PROVISION AGUINALDO    | 1,173.51  |
|                     |                             |          |                      |              | TOTA NOMINA EN EFECTIVO     | 3,826.92  |
|                     |                             |          |                      |              |                             |           |
| 76-194-002          | ARANDA ZARAGOZA JUAN MANUEL |          |                      |              |                             |           |
| T.EMP: PERMANENTE   | 432.70                      |          | 684.35               | OPERADOR A   |                             |           |
| 01 SUELDO BASE      | 6,490.50                    | 51       | ISR                  | 1,300.39     | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02 AYUDA PARA DESPE | 463.00                      | 51B      | AJUSTE ISR A CARGO E | 163.12       | IMP1 ISR ART 96             | 1,300.39  |
| 03 AYUDA PARA PASAJ | 315.00                      | 54       | FONDO PENSIONES      | 895.69       | PGR1 PERC GRAVADA TIPO 1    | 9,416.79  |
| 04 PRIMA QUINQUENAL | 850.20                      | 65       | OTRAS DEDUCCIONES    | 3,419.83     | PERC TOTAL PERCEPCIONES     | 9,416.80  |
| 07 PRIMA DE INSALUB | 1,298.10                    |          |                      |              | DEDU TOTAL DEDUCCIONES      | 5,779.03  |
|                     |                             |          |                      |              | 3%FV 3% FONDO DE VIVIENDA   | 233.66    |
|                     |                             |          |                      |              | FOND FONDO PENSIONES EMPRES | 1,363.00  |
|                     |                             |          |                      |              | SEDARSEDAR                  | 155.77    |
|                     |                             |          |                      |              | PVAC PROVISION DE PRIMA VAC | 117.35    |
|                     |                             |          |                      |              | AGUI PROVISION AGUINALDO    | 1,173.51  |
|                     |                             |          |                      |              | TOTA NOMINA EN EFECTIVO     | 3,637.77  |
|                     |                             |          |                      |              |                             |           |
| 76-194-003          | BUSTOS PEREZ ARNULFO        |          |                      |              |                             |           |
| T.EMP: PERMANENTE   | 432.70                      |          | 650.47               | OPERADOR A   |                             |           |
| 01 SUELDO BASE      | 6,490.50                    | 51       | ISR                  | 1,300.39     | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02 AYUDA PARA DESPE | 463.00                      | 51B      | AJUSTE ISR A CARGO E | 163.12       | IMP1 ISR ART 96             | 1,300.39  |
| 03 AYUDA PARA PASAJ | 315.00                      | 54       | FONDO PENSIONES      | 895.69       | PGR1 PERC GRAVADA TIPO 1    | 9,416.79  |
| 04 PRIMA QUINQUENAL | 850.20                      | 65       | OTRAS DEDUCCIONES    | 4,335.55     | PERC TOTAL PERCEPCIONES     | 9,416.80  |
| 07 PRIMA DE INSALUB | 1,298.10                    |          |                      |              | DEDU TOTAL DEDUCCIONES      | 6,694.75  |
|                     |                             |          |                      |              | 3%FV 3% FONDO DE VIVIENDA   | 233.66    |
|                     |                             |          |                      |              | FOND FONDO PENSIONES EMPRES | 1,363.00  |
|                     |                             |          |                      |              | SEDARSEDAR                  | 155.77    |
|                     |                             |          |                      |              | PVAC PROVISION DE PRIMA VAC | 117.35    |
|                     |                             |          |                      |              | AGUI PROVISION AGUINALDO    | 1,173.51  |
|                     |                             |          |                      |              | TOTA NOMINA EN EFECTIVO     | 2,722.05  |
|                     |                             |          |                      |              |                             |           |
| 76-194-006          | MORA ZUÑIGA ANGEL           |          |                      |              |                             |           |
| T.EMP: PERMANENTE   | 432.70                      |          | 650.47               | OPERADOR A   |                             |           |
| 01 SUELDO BASE      | 6,490.50                    | 51       | ISR                  | 1,300.39     | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02 AYUDA PARA DESPE | 463.00                      | 51B      | AJUSTE ISR A CARGO E | 163.12       | IMP1 ISR ART 96             | 1,300.39  |
| 03 AYUDA PARA PASAJ | 315.00                      | 54       | FONDO PENSIONES      | 895.69       | PGR1 PERC GRAVADA TIPO 1    | 9,416.79  |
| 04 PRIMA QUINQUENAL | 850.20                      | 65       | OTRAS DEDUCCIONES    | 3,415.89     | PERC TOTAL PERCEPCIONES     | 9,416.80  |
| 07 PRIMA DE INSALUB | 1,298.10                    |          |                      |              | DEDU TOTAL DEDUCCIONES      | 5,775.09  |
|                     |                             |          |                      |              | 3%FV 3% FONDO DE VIVIENDA   | 233.66    |
|                     |                             |          |                      |              | FOND FONDO PENSIONES EMPRES | 1,363.00  |
|                     |                             |          |                      |              | SEDARSEDAR                  | 155.77    |
|                     |                             |          |                      |              | PVAC PROVISION DE PRIMA VAC | 117.35    |
|                     |                             |          |                      |              | AGUI PROVISION AGUINALDO    | 1,173.51  |
|                     |                             |          |                      |              | TOTA NOMINA EN EFECTIVO     | 3,641.71  |
|                     |                             |          |                      |              |                             |           |
| 76-194-007          | PEREZ MENDEZ FRANCISCO      |          |                      |              |                             |           |
| T.EMP: PERMANENTE   | 416.10                      |          | 622.21               | OPERADOR B   |                             |           |

| Clave                                | Nombre           | S.Diario | S.Integ | PERCEPCIONES         | DEDUCCIONES | CONCEPTOS                            |
|--------------------------------------|------------------|----------|---------|----------------------|-------------|--------------------------------------|
| 01                                   | SUELDO BASE      | 6,241.50 | 51      | ISR                  | 1,203.63    | DVIG DIAS DE VIGENCIA 15.00          |
| 02                                   | AYUDA PARA DESPE | 457.50   | 51B     | AJUSTE ISR A CARGO E | 155.23      | IMP1 ISR ART 96 1,203.63             |
| 03                                   | AYUDA PARA PASAJ | 308.00   | 54      | FONDO PENSIONES      | 861.33      | PGR1 PERC GRAVADA TIPO 1 8,963.79    |
| 04                                   | PRIMA QUINQUENAL | 708.50   | 65      | OTRAS DEDUCCIONES    | 3,130.90    | PERC TOTAL PERCEPCIONES 8,963.80     |
| 07                                   | PRIMA DE INSALUB | 1,248.30 |         |                      |             | DEDU TOTAL DEDUCCIONES 5,351.09      |
|                                      |                  |          |         |                      |             | 3%FV 3% FONDO DE VIVIENDA 224.69     |
|                                      |                  |          |         |                      |             | FOND FONDO PENSIONES EMPRES 1,310.71 |
|                                      |                  |          |         |                      |             | SEDARSEDAR 149.80                    |
|                                      |                  |          |         |                      |             | PVAC PROVISION DE PRIMA VAC 113.09   |
|                                      |                  |          |         |                      |             | AGUI PROVISION AGUINALDO 1,130.86    |
|                                      |                  |          |         |                      |             | TOTA NOMINA EN EFECTIVO 3,612.71     |
| 76-194-008 RODRIGUEZ GONZALEZ MARTIN |                  |          |         |                      |             |                                      |
| T.EMP:                               | PERMANENTE       | 416.10   | 627.01  | OPERADOR B           |             |                                      |
| 01                                   | SUELDO BASE      | 6,241.50 | 51      | ISR                  | 1,233.90    | DVIG DIAS DE VIGENCIA 15.00          |
| 02                                   | AYUDA PARA DESPE | 457.50   | 51B     | AJUSTE ISR A CARGO E | 155.23      | IMP1 ISR ART 96 1,233.90             |
| 03                                   | AYUDA PARA PASAJ | 308.00   | 54      | FONDO PENSIONES      | 861.33      | PGR1 PERC GRAVADA TIPO 1 9,105.50    |
| 04                                   | PRIMA QUINQUENAL | 850.20   | 65      | OTRAS DEDUCCIONES    | 3,639.90    | PERC TOTAL PERCEPCIONES 9,105.50     |
| 07                                   | PRIMA DE INSALUB | 1,248.30 |         |                      |             | DEDU TOTAL DEDUCCIONES 5,890.36      |
|                                      |                  |          |         |                      |             | 3%FV 3% FONDO DE VIVIENDA 224.69     |
|                                      |                  |          |         |                      |             | FOND FONDO PENSIONES EMPRES 1,310.71 |
|                                      |                  |          |         |                      |             | SEDARSEDAR 149.80                    |
|                                      |                  |          |         |                      |             | PVAC PROVISION DE PRIMA VAC 113.09   |
|                                      |                  |          |         |                      |             | AGUI PROVISION AGUINALDO 1,130.86    |
|                                      |                  |          |         |                      |             | TOTA NOMINA EN EFECTIVO 3,215.14     |
| 76-194-009 VAZQUEZ TINOCO ALEJANDRO  |                  |          |         |                      |             |                                      |
| T.EMP:                               | PERMANENTE       | 416.10   | 627.01  | OPERADOR B           |             |                                      |
| 01                                   | SUELDO BASE      | 6,241.50 | 51      | ISR                  | 1,233.90    | DVIG DIAS DE VIGENCIA 15.00          |
| 02                                   | AYUDA PARA DESPE | 457.50   | 51B     | AJUSTE ISR A CARGO E | 155.23      | IMP1 ISR ART 96 1,233.90             |
| 03                                   | AYUDA PARA PASAJ | 308.00   | 54      | FONDO PENSIONES      | 861.33      | PGR1 PERC GRAVADA TIPO 1 9,105.50    |
| 04                                   | PRIMA QUINQUENAL | 850.20   | 65      | OTRAS DEDUCCIONES    | 4,687.69    | PERC TOTAL PERCEPCIONES 9,105.50     |
| 07                                   | PRIMA DE INSALUB | 1,248.30 |         |                      |             | DEDU TOTAL DEDUCCIONES 6,938.15      |
|                                      |                  |          |         |                      |             | 3%FV 3% FONDO DE VIVIENDA 224.69     |
|                                      |                  |          |         |                      |             | FOND FONDO PENSIONES EMPRES 1,310.71 |
|                                      |                  |          |         |                      |             | SEDARSEDAR 149.80                    |
|                                      |                  |          |         |                      |             | PVAC PROVISION DE PRIMA VAC 113.09   |
|                                      |                  |          |         |                      |             | AGUI PROVISION AGUINALDO 1,130.86    |
|                                      |                  |          |         |                      |             | TOTA NOMINA EN EFECTIVO 2,167.35     |
| 76-269-012 GODINEZ DIAZ DANIEL       |                  |          |         |                      |             |                                      |
| T.EMP:                               | PERMANENTE       | 416.10   | 617.40  | OPERADOR B           |             |                                      |
| 01                                   | SUELDO BASE      | 6,241.50 | 51      | ISR                  | 1,173.36    | DVIG DIAS DE VIGENCIA 15.00          |
| 02                                   | AYUDA PARA DESPE | 457.50   | 51B     | AJUSTE ISR A CARGO E | 155.23      | EX19 EXENTO PRIMA DOMINICAL 268.86   |
| 03                                   | AYUDA PARA PASAJ | 308.00   | 51PD    | ISR PRIMA DOMINICAL  | 30.74       | IMP1 ISR ART 96 1,173.36             |
| 04                                   | PRIMA QUINQUENAL | 566.80   | 54      | FONDO PENSIONES      | 861.33      | IMP2 ISR Reglamento ISR 30.74        |
| 07                                   | PRIMA DE INSALUB | 1,248.30 | 65      | OTRAS DEDUCCIONES    | 3,837.85    | EXEN BASE EXENTA 268.86              |
| 19                                   | PRIMA DOMINICAL  | 412.77   |         |                      |             | PGR1 PERC GRAVADA TIPO 1 8,822.10    |
|                                      |                  |          |         |                      |             | PGR2 PERC GRAVADA TIPO 2 143.90      |
|                                      |                  |          |         |                      |             | PERC TOTAL PERCEPCIONES 9,234.87     |
|                                      |                  |          |         |                      |             | DEDU TOTAL DEDUCCIONES 6,058.51      |
|                                      |                  |          |         |                      |             | 3%FV 3% FONDO DE VIVIENDA 224.69     |
|                                      |                  |          |         |                      |             | FOND FONDO PENSIONES EMPRES 1,310.71 |
|                                      |                  |          |         |                      |             | SEDARSEDAR 149.80                    |
|                                      |                  |          |         |                      |             | PVAC PROVISION DE PRIMA VAC 113.09   |
|                                      |                  |          |         |                      |             | AGUI PROVISION AGUINALDO 1,130.86    |
|                                      |                  |          |         |                      |             | TOTA NOMINA EN EFECTIVO 3,176.36     |

| Clave      | Nombre                      | S.Diario | S.Integ | PERCEPCIONES         | DEDUCCIONES | CONCEPTOS                            |
|------------|-----------------------------|----------|---------|----------------------|-------------|--------------------------------------|
| <hr/>      |                             |          |         |                      |             |                                      |
| 77-182-001 | TREJO TALAVERA HIRAM AXEL   |          |         |                      |             |                                      |
| T.EMP:     | PERMANENTE                  | 506.10   | 749.57  | JEFE DE PLANTA B     |             |                                      |
| 01         | SUELDO BASE                 | 7,591.50 | 51      | ISR                  | 1,575.40    | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | AYUDA PARA DESPE            | 546.50   | 51B     | AJUSTE ISR A CARGO E | 239.94      | IMP1 ISR ART 96 1,575.40             |
| 03         | AYUDA PARA PASAJ            | 339.50   | 54      | FONDO PENSIONES      | 1,047.63    | PGR1 PERC GRAVADA TIPO 1 10,704.30   |
| 04         | PRIMA QUINQUENAL            | 708.50   | 65      | OTRAS DEDUCCIONES    | 1,520.10    | PERC TOTAL PERCEPCIONES 10,704.30    |
| 07         | PRIMA DE INSALUB            | 1,518.30 |         |                      |             | DEDU TOTAL DEDUCCIONES 4,383.07      |
|            |                             |          |         |                      |             | 3%FV 3% FONDO DE VIVIENDA 273.29     |
|            |                             |          |         |                      |             | FOND FONDO PENSIONES EMPRES 1,594.21 |
|            |                             |          |         |                      |             | SEDARSEDAR 182.20                    |
|            |                             |          |         |                      |             | PVAC PROVISION DE PRIMA VAC 136.93   |
|            |                             |          |         |                      |             | AGUI PROVISION AGUINALDO 1,369.29    |
|            |                             |          |         |                      |             | TOTA NOMINA EN EFECTIVO 6,321.23     |
| <br>       |                             |          |         |                      |             |                                      |
| 77-194-003 | CERDA RUIZ RAMON            |          |         |                      |             |                                      |
| T.EMP:     | PERMANENTE                  | 416.10   | 627.01  | OPERADOR B           |             |                                      |
| 01         | SUELDO BASE                 | 6,241.50 | 51      | ISR                  | 1,233.90    | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | AYUDA PARA DESPE            | 457.50   | 51B     | AJUSTE ISR A CARGO E | 155.23      | IMP1 ISR ART 96 1,233.90             |
| 03         | AYUDA PARA PASAJ            | 308.00   | 54      | FONDO PENSIONES      | 861.33      | PGR1 PERC GRAVADA TIPO 1 9,105.50    |
| 04         | PRIMA QUINQUENAL            | 850.20   | 65      | OTRAS DEDUCCIONES    | 3,819.90    | PERC TOTAL PERCEPCIONES 9,105.50     |
| 07         | PRIMA DE INSALUB            | 1,248.30 |         |                      |             | DEDU TOTAL DEDUCCIONES 6,070.36      |
|            |                             |          |         |                      |             | 3%FV 3% FONDO DE VIVIENDA 224.69     |
|            |                             |          |         |                      |             | FOND FONDO PENSIONES EMPRES 1,310.71 |
|            |                             |          |         |                      |             | SEDARSEDAR 149.80                    |
|            |                             |          |         |                      |             | PVAC PROVISION DE PRIMA VAC 113.09   |
|            |                             |          |         |                      |             | AGUI PROVISION AGUINALDO 1,130.86    |
|            |                             |          |         |                      |             | TOTA NOMINA EN EFECTIVO 3,035.14     |
| <br>       |                             |          |         |                      |             |                                      |
| 77-194-006 | GUDIÑO ORTEGA MARIO MELCHOR |          |         |                      |             |                                      |
| T.EMP:     | PERMANENTE                  | 432.70   | 664.99  | OPERADOR A           |             |                                      |
| 01         | SUELDO BASE                 | 6,490.50 | 51      | ISR                  | 1,300.39    | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | AYUDA PARA DESPE            | 463.00   | 51B     | AJUSTE ISR A CARGO E | 163.12      | EX19 EXENTO PRIMA DOMINICAL 179.24   |
| 03         | AYUDA PARA PASAJ            | 315.00   | 51PD    | ISR PRIMA DOMINICAL  | 22.71       | IMP1 ISR ART 96 1,300.39             |
| 04         | PRIMA QUINQUENAL            | 850.20   | 54      | FONDO PENSIONES      | 895.69      | IMP2 ISR Reglamento ISR 22.71        |
| 07         | PRIMA DE INSALUB            | 1,298.10 | 65      | OTRAS DEDUCCIONES    | 3,972.39    | EXEN BASE EXENTA 179.24              |
| 19         | PRIMA DOMINICAL             | 285.55   |         |                      |             | PGR1 PERC GRAVADA TIPO 1 9,416.79    |
|            |                             |          |         |                      |             | PGR2 PERC GRAVADA TIPO 2 106.31      |
|            |                             |          |         |                      |             | PERC TOTAL PERCEPCIONES 9,702.35     |
|            |                             |          |         |                      |             | DEDU TOTAL DEDUCCIONES 6,354.30      |
|            |                             |          |         |                      |             | 3%FV 3% FONDO DE VIVIENDA 233.66     |
|            |                             |          |         |                      |             | FOND FONDO PENSIONES EMPRES 1,363.00 |
|            |                             |          |         |                      |             | SEDARSEDAR 155.77                    |
|            |                             |          |         |                      |             | PVAC PROVISION DE PRIMA VAC 117.35   |
|            |                             |          |         |                      |             | AGUI PROVISION AGUINALDO 1,173.51    |
|            |                             |          |         |                      |             | TOTA NOMINA EN EFECTIVO 3,348.05     |
| <br>       |                             |          |         |                      |             |                                      |
| 77-194-008 | VENEGAS LUMBRERAS JOSE      |          |         |                      |             |                                      |
| T.EMP:     | PERMANENTE                  | 432.70   | 652.89  | OPERADOR A           |             |                                      |
| 01         | SUELDO BASE                 | 6,490.50 | 51      | ISR                  | 1,300.39    | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | AYUDA PARA DESPE            | 463.00   | 51B     | AJUSTE ISR A CARGO E | 163.12      | IMP1 ISR ART 96 1,300.39             |
| 03         | AYUDA PARA PASAJ            | 315.00   | 54      | FONDO PENSIONES      | 895.69      | PGR1 PERC GRAVADA TIPO 1 9,416.79    |
| 04         | PRIMA QUINQUENAL            | 850.20   | 65      | OTRAS DEDUCCIONES    | 77.89       | PERC TOTAL PERCEPCIONES 9,416.80     |
| 07         | PRIMA DE INSALUB            | 1,298.10 |         |                      |             | DEDU TOTAL DEDUCCIONES 2,437.09      |
|            |                             |          |         |                      |             | 3%FV 3% FONDO DE VIVIENDA 233.66     |
|            |                             |          |         |                      |             | FOND FONDO PENSIONES EMPRES 1,363.00 |
|            |                             |          |         |                      |             | SEDARSEDAR 155.77                    |
|            |                             |          |         |                      |             | PVAC PROVISION DE PRIMA VAC 117.35   |
|            |                             |          |         |                      |             | AGUI PROVISION AGUINALDO 1,173.51    |

| Clave                                 | Nombre           | S.Diario | S.Integ | DEDUCCIONES          | CONCEPTOS |                                      |
|---------------------------------------|------------------|----------|---------|----------------------|-----------|--------------------------------------|
| PERCEPCIONES                          |                  |          |         |                      |           |                                      |
|                                       |                  |          |         |                      |           | TOTA NOMINA EN EFECTIVO 6,979.71     |
| 77-194-009 VILLANUEVA SANCHEZ MARIO   |                  |          |         |                      |           |                                      |
| T.EMP:                                | PERMANENTE       | 416.10   | 622.21  | OPERADOR B           |           |                                      |
| 01                                    | SUELDO BASE      | 6,241.50 | 51      | ISR                  | 1,203.63  | DVIG DIAS DE VIGENCIA 15.00          |
| 02                                    | AYUDA PARA DESPE | 457.50   | 51B     | AJUSTE ISR A CARGO E | 155.23    | IMP1 ISR ART 96 1,203.63             |
| 03                                    | AYUDA PARA PASAJ | 308.00   | 54      | FONDO PENSIONES      | 861.33    | PGR1 PERC GRAVADA TIPO 1 8,963.79    |
| 04                                    | PRIMA QUINQUENAL | 708.50   | 65      | OTRAS DEDUCCIONES    | 374.90    | PERC TOTAL PERCEPCIONES 8,963.80     |
| 07                                    | PRIMA DE INSALUB | 1,248.30 |         |                      |           | DEDU TOTAL DEDUCCIONES 2,595.09      |
|                                       |                  |          |         |                      |           | 3%FV 3% FONDO DE VIVIENDA 224.69     |
|                                       |                  |          |         |                      |           | FOND FONDO PENSIONES EMPRES 1,310.71 |
|                                       |                  |          |         |                      |           | SEDARSEDAR 149.80                    |
|                                       |                  |          |         |                      |           | PVAC PROVISION DE PRIMA VAC 113.09   |
|                                       |                  |          |         |                      |           | AGUI PROVISION AGUINALDO 1,130.86    |
|                                       |                  |          |         |                      |           | TOTA NOMINA EN EFECTIVO 6,368.71     |
| 78-194-003 DUARTE DIAZ BENJAMIN       |                  |          |         |                      |           |                                      |
| T.EMP:                                | PERMANENTE       | 432.70   | 650.47  | OPERADOR A           |           |                                      |
| 01                                    | SUELDO BASE      | 6,490.50 | 51      | ISR                  | 1,300.39  | DVIG DIAS DE VIGENCIA 15.00          |
| 02                                    | AYUDA PARA DESPE | 463.00   | 51B     | AJUSTE ISR A CARGO E | 163.12    | IMP1 ISR ART 96 1,300.39             |
| 03                                    | AYUDA PARA PASAJ | 315.00   | 54      | FONDO PENSIONES      | 895.69    | PGR1 PERC GRAVADA TIPO 1 9,416.79    |
| 04                                    | PRIMA QUINQUENAL | 850.20   | 65      | OTRAS DEDUCCIONES    | 577.89    | PERC TOTAL PERCEPCIONES 9,416.80     |
| 07                                    | PRIMA DE INSALUB | 1,298.10 |         |                      |           | DEDU TOTAL DEDUCCIONES 2,937.09      |
|                                       |                  |          |         |                      |           | 3%FV 3% FONDO DE VIVIENDA 233.66     |
|                                       |                  |          |         |                      |           | FOND FONDO PENSIONES EMPRES 1,363.00 |
|                                       |                  |          |         |                      |           | SEDARSEDAR 155.77                    |
|                                       |                  |          |         |                      |           | PVAC PROVISION DE PRIMA VAC 117.35   |
|                                       |                  |          |         |                      |           | AGUI PROVISION AGUINALDO 1,173.51    |
|                                       |                  |          |         |                      |           | TOTA NOMINA EN EFECTIVO 6,479.71     |
| 78-194-004 SEGURA BUSTOS ANDRES       |                  |          |         |                      |           |                                      |
| T.EMP:                                | PERMANENTE       | 506.10   | 771.32  | JEFE DE PLANTA B     |           |                                      |
| 01                                    | SUELDO BASE      | 7,591.50 | 51      | ISR                  | 1,605.67  | DVIG DIAS DE VIGENCIA 15.00          |
| 02                                    | AYUDA PARA DESPE | 546.50   | 51B     | AJUSTE ISR A CARGO E | 249.11    | IMP1 ISR ART 96 1,605.67             |
| 03                                    | AYUDA PARA PASAJ | 339.50   | 54      | FONDO PENSIONES      | 1,047.63  | PGR1 PERC GRAVADA TIPO 1 10,846.00   |
| 04                                    | PRIMA QUINQUENAL | 850.20   | 65      | OTRAS DEDUCCIONES    | 2,591.10  | PERC TOTAL PERCEPCIONES 10,846.00    |
| 07                                    | PRIMA DE INSALUB | 1,518.30 |         |                      |           | DEDU TOTAL DEDUCCIONES 5,493.51      |
|                                       |                  |          |         |                      |           | 3%FV 3% FONDO DE VIVIENDA 273.29     |
|                                       |                  |          |         |                      |           | FOND FONDO PENSIONES EMPRES 1,594.21 |
|                                       |                  |          |         |                      |           | SEDARSEDAR 182.20                    |
|                                       |                  |          |         |                      |           | PVAC PROVISION DE PRIMA VAC 136.93   |
|                                       |                  |          |         |                      |           | AGUI PROVISION AGUINALDO 1,369.29    |
|                                       |                  |          |         |                      |           | TOTA NOMINA EN EFECTIVO 5,352.49     |
| 78-194-005 MARTINEZ AGUILAR JOSE LUIS |                  |          |         |                      |           |                                      |
| T.EMP:                                | PERMANENTE       | 432.70   | 650.47  | OPERADOR A           |           |                                      |
| 01                                    | SUELDO BASE      | 6,490.50 | 51      | ISR                  | 1,300.39  | DVIG DIAS DE VIGENCIA 15.00          |
| 02                                    | AYUDA PARA DESPE | 463.00   | 51B     | AJUSTE ISR A CARGO E | 163.12    | IMP1 ISR ART 96 1,300.39             |
| 03                                    | AYUDA PARA PASAJ | 315.00   | 54      | FONDO PENSIONES      | 895.69    | PGR1 PERC GRAVADA TIPO 1 9,416.79    |
| 04                                    | PRIMA QUINQUENAL | 850.20   | 65      | OTRAS DEDUCCIONES    | 2,283.89  | PERC TOTAL PERCEPCIONES 9,416.80     |
| 07                                    | PRIMA DE INSALUB | 1,298.10 |         |                      |           | DEDU TOTAL DEDUCCIONES 4,643.09      |
|                                       |                  |          |         |                      |           | 3%FV 3% FONDO DE VIVIENDA 233.66     |
|                                       |                  |          |         |                      |           | FOND FONDO PENSIONES EMPRES 1,363.00 |
|                                       |                  |          |         |                      |           | SEDARSEDAR 155.77                    |
|                                       |                  |          |         |                      |           | PVAC PROVISION DE PRIMA VAC 117.35   |
|                                       |                  |          |         |                      |           | AGUI PROVISION AGUINALDO 1,173.51    |
|                                       |                  |          |         |                      |           | TOTA NOMINA EN EFECTIVO 4,773.71     |

| Clave                             | Nombre           | S.Diario | S.Integ | PERCEPCIONES             | DEDUCCIONES | CONCEPTOS                            |
|-----------------------------------|------------------|----------|---------|--------------------------|-------------|--------------------------------------|
| -----                             |                  |          |         |                          |             |                                      |
| 79-194-004 MENDOZA MORALES MARTIN |                  |          |         |                          |             |                                      |
| T.EMP:                            | PERMANENTE       | 432.70   | 650.47  | OPERADOR A               |             |                                      |
| 01                                | SUELDO BASE      | 6,490.50 | 51      | ISR                      | 1,300.39    | DVIG DIAS DE VIGENCIA 15.00          |
| 02                                | AYUDA PARA DESPE | 463.00   | 51B     | AJUSTE ISR A CARGO E     | 163.12      | IMP1 ISR ART 96 1,300.39             |
| 03                                | AYUDA PARA PASAJ | 315.00   | 54      | FONDO PENSIONES          | 895.69      | PGR1 PERC GRAVADA TIPO 1 9,416.79    |
| 04                                | PRIMA QUINQUENAL | 850.20   | 65      | OTRAS DEDUCCIONES        | 885.89      | PERC TOTAL PERCEPCIONES 9,416.80     |
| 07                                | PRIMA DE INSALUB | 1,298.10 |         |                          |             | DEDU TOTAL DEDUCCIONES 3,245.09      |
|                                   |                  |          |         |                          |             | 3%FV 3% FONDO DE VIVIENDA 233.66     |
|                                   |                  |          |         |                          |             | FOND FONDO PENSIONES EMPRES 1,363.00 |
|                                   |                  |          |         |                          |             | SEDARSEDAR 155.77                    |
|                                   |                  |          |         |                          |             | PVAC PROVISION DE PRIMA VAC 117.35   |
|                                   |                  |          |         |                          |             | AGUI PROVISION AGUINALDO 1,173.51    |
|                                   |                  |          |         |                          |             | TOTA NOMINA EN EFECTIVO 6,171.71     |
| 80-182-001 VARGAS MORA JOSE LUIS  |                  |          |         |                          |             |                                      |
| T.EMP:                            | PERMANENTE       | 529.14   | 782.45  | JEFE DE PLANTA A         |             |                                      |
| 01                                | SUELDO BASE      | 7,937.10 | 51      | ISR                      | 1,661.78    | DVIG DIAS DE VIGENCIA 15.00          |
| 02                                | AYUDA PARA DESPE | 434.50   | 51B     | AJUSTE ISR A CARGO E     | 276.14      | IMP1 ISR ART 96 1,661.78             |
| 03                                | AYUDA PARA PASAJ | 299.50   | 54      | FONDO PENSIONES          | 1,095.32    | PGR1 PERC GRAVADA TIPO 1 11,108.72   |
| 04                                | PRIMA QUINQUENAL | 850.20   | 65      | OTRAS DEDUCCIONES        | 95.25       | PERC TOTAL PERCEPCIONES 11,108.72    |
| 07                                | PRIMA DE INSALUB | 1,587.42 |         |                          |             | DEDU TOTAL DEDUCCIONES 3,128.49      |
|                                   |                  |          |         |                          |             | 3%FV 3% FONDO DE VIVIENDA 285.74     |
|                                   |                  |          |         |                          |             | FOND FONDO PENSIONES EMPRES 1,666.79 |
|                                   |                  |          |         |                          |             | SEDARSEDAR 190.49                    |
|                                   |                  |          |         |                          |             | PVAC PROVISION DE PRIMA VAC 140.53   |
|                                   |                  |          |         |                          |             | AGUI PROVISION AGUINALDO 1,405.28    |
|                                   |                  |          |         |                          |             | TOTA NOMINA EN EFECTIVO 7,980.23     |
| 80-194-002 ESTRADA MORENO ROGELIO |                  |          |         |                          |             |                                      |
| T.EMP:                            | PERMANENTE       | 432.70   | 650.47  | OPERADOR A               |             |                                      |
| 01                                | SUELDO BASE      | 6,490.50 | 51      | ISR                      | 1,300.39    | DVIG DIAS DE VIGENCIA 15.00          |
| 02                                | AYUDA PARA DESPE | 463.00   | 51B     | AJUSTE ISR A CARGO E     | 163.12      | IMP1 ISR ART 96 1,300.39             |
| 03                                | AYUDA PARA PASAJ | 315.00   | 54      | FONDO PENSIONES          | 895.69      | PGR1 PERC GRAVADA TIPO 1 9,416.79    |
| 04                                | PRIMA QUINQUENAL | 850.20   | 65      | OTRAS DEDUCCIONES        | 77.89       | PERC TOTAL PERCEPCIONES 9,416.80     |
| 07                                | PRIMA DE INSALUB | 1,298.10 |         |                          |             | DEDU TOTAL DEDUCCIONES 2,437.09      |
|                                   |                  |          |         |                          |             | 3%FV 3% FONDO DE VIVIENDA 233.66     |
|                                   |                  |          |         |                          |             | FOND FONDO PENSIONES EMPRES 1,363.00 |
|                                   |                  |          |         |                          |             | SEDARSEDAR 155.77                    |
|                                   |                  |          |         |                          |             | PVAC PROVISION DE PRIMA VAC 117.35   |
|                                   |                  |          |         |                          |             | AGUI PROVISION AGUINALDO 1,173.51    |
|                                   |                  |          |         |                          |             | TOTA NOMINA EN EFECTIVO 6,979.71     |
| 80-194-006 LEON CUBILLO EFREN     |                  |          |         |                          |             |                                      |
| T.EMP:                            | PERMANENTE       | 506.10   | 754.38  | JEFE DE PLANTA B         |             |                                      |
| 01                                | SUELDO BASE      | 7,591.50 | 51      | ISR                      | 1,605.67    | DVIG DIAS DE VIGENCIA 15.00          |
| 02                                | AYUDA PARA DESPE | 546.50   | 51B     | AJUSTE ISR A CARGO E     | 163.12      | IMP1 ISR ART 96 1,605.67             |
| 03                                | AYUDA PARA PASAJ | 339.50   | 54      | FONDO PENSIONES          | 1,047.63    | PGR1 PERC GRAVADA TIPO 1 10,846.00   |
| 04                                | PRIMA QUINQUENAL | 850.20   | 65      | OTRAS DEDUCCIONES        | 725.10      | PERC TOTAL PERCEPCIONES 10,846.00    |
| 07                                | PRIMA DE INSALUB | 1,518.30 |         |                          |             | DEDU TOTAL DEDUCCIONES 3,541.52      |
|                                   |                  |          |         |                          |             | 3%FV 3% FONDO DE VIVIENDA 273.29     |
|                                   |                  |          |         |                          |             | FOND FONDO PENSIONES EMPRES 1,594.21 |
|                                   |                  |          |         |                          |             | SEDARSEDAR 182.20                    |
|                                   |                  |          |         |                          |             | PVAC PROVISION DE PRIMA VAC 136.93   |
|                                   |                  |          |         |                          |             | AGUI PROVISION AGUINALDO 1,369.29    |
|                                   |                  |          |         |                          |             | TOTA NOMINA EN EFECTIVO 7,304.48     |
| 810-002 JACINTO ALVAREZ NICOLAS   |                  |          |         |                          |             |                                      |
| T.EMP:                            | PERMANENTE       | 528.74   | 772.03  | AUXILIAR DE NORMATIVIDAD |             |                                      |

| Clave             | Nombre                           | S.Diario  | S.Integ | PERCEPCIONES                                 | DEDUCCIONES | CONCEPTOS                            |
|-------------------|----------------------------------|-----------|---------|----------------------------------------------|-------------|--------------------------------------|
| 01                | SUELDO BASE                      | 7,931.10  | 51      | ISR                                          | 1,604.15    | DVIG DIAS DE VIGENCIA 15.00          |
| 02                | AYUDA PARA DESPE                 | 557.00    | 51B     | AJUSTE ISR A CARGO E                         | 255.90      | IMP1 ISR ART 96 1,604.15             |
| 03                | AYUDA PARA PASAJ                 | 339.50    | 54      | FONDO PENSIONES                              | 1,094.49    | PGR1 PERC GRAVADA TIPO 1 10,838.92   |
| 04                | PRIMA QUINQUENAL                 | 425.10    | 65      | OTRAS DEDUCCIONES                            | 2,232.12    | PERC TOTAL PERCEPCIONES 10,838.92    |
| 07                | PRIMA DE INSALUB                 | 1,586.22  |         |                                              |             | DEDU TOTAL DEDUCCIONES 5,186.66      |
|                   |                                  |           |         |                                              |             | 3%FV 3% FONDO DE VIVIENDA 285.52     |
|                   |                                  |           |         |                                              |             | FOND FONDO PENSIONES EMPRES 1,665.53 |
|                   |                                  |           |         |                                              |             | SEDARSEDAR 190.35                    |
|                   |                                  |           |         |                                              |             | PVAC PROVISION DE PRIMA VAC 142.66   |
|                   |                                  |           |         |                                              |             | AGUI PROVISION AGUINALDO 1,426.55    |
|                   |                                  |           |         |                                              |             | TOTA NOMINA EN EFECTIVO 5,652.26     |
| 810-003           | VAZQUEZ NERI OSCAR               |           |         |                                              |             |                                      |
| T.EMP: PERMANENTE | 528.74                           |           |         | 772.03AUXILIAR DE NORMATIVIDAD               |             |                                      |
| 01                | SUELDO BASE                      | 7,931.10  | 51      | ISR                                          | 1,604.15    | DVIG DIAS DE VIGENCIA 15.00          |
| 02                | AYUDA PARA DESPE                 | 557.00    | 51B     | AJUSTE ISR A CARGO E                         | 304.40      | IMP1 ISR ART 96 1,604.15             |
| 03                | AYUDA PARA PASAJ                 | 339.50    | 54      | FONDO PENSIONES                              | 1,094.49    | PGR1 PERC GRAVADA TIPO 1 10,838.92   |
| 04                | PRIMA QUINQUENAL                 | 425.10    | 65      | OTRAS DEDUCCIONES                            | 6,755.01    | PERC TOTAL PERCEPCIONES 10,838.92    |
| 07                | PRIMA DE INSALUB                 | 1,586.22  |         |                                              |             | DEDU TOTAL DEDUCCIONES 9,758.05      |
|                   |                                  |           |         |                                              |             | 3%FV 3% FONDO DE VIVIENDA 285.52     |
|                   |                                  |           |         |                                              |             | FOND FONDO PENSIONES EMPRES 1,665.53 |
|                   |                                  |           |         |                                              |             | SEDARSEDAR 190.35                    |
|                   |                                  |           |         |                                              |             | PVAC PROVISION DE PRIMA VAC 142.66   |
|                   |                                  |           |         |                                              |             | AGUI PROVISION AGUINALDO 1,426.55    |
|                   |                                  |           |         |                                              |             | TOTA NOMINA EN EFECTIVO 1,080.87     |
| 810-005           | PEREZ PEREZ ALONDRA ELIZABETH    |           |         |                                              |             |                                      |
| T.EMP: PERMANENTE | 470.40                           |           |         | 686.90AUXILIAR DE LABORATORIO                |             |                                      |
| 01                | SUELDO BASE                      | 7,056.00  | 51      | ISR                                          | 1,361.16    | DVIG DIAS DE VIGENCIA 15.00          |
| 02                | AYUDA PARA DESPE                 | 478.50    | 51B     | AJUSTE ISR A CARGO E                         | 181.10      | IMP1 ISR ART 96 1,361.16             |
| 03                | AYUDA PARA PASAJ                 | 330.50    | 54      | FONDO PENSIONES                              | 973.73      | PGR1 PERC GRAVADA TIPO 1 9,701.29    |
| 04                | PRIMA QUINQUENAL                 | 425.10    | 65      | OTRAS DEDUCCIONES                            | 4,246.30    | PERC TOTAL PERCEPCIONES 9,701.30     |
| 07                | PRIMA DE INSALUB                 | 1,411.20  |         |                                              |             | DEDU TOTAL DEDUCCIONES 6,762.29      |
|                   |                                  |           |         |                                              |             | 3%FV 3% FONDO DE VIVIENDA 254.02     |
|                   |                                  |           |         |                                              |             | FOND FONDO PENSIONES EMPRES 1,481.76 |
|                   |                                  |           |         |                                              |             | SEDARSEDAR 169.34                    |
|                   |                                  |           |         |                                              |             | PVAC PROVISION DE PRIMA VAC 127.07   |
|                   |                                  |           |         |                                              |             | AGUI PROVISION AGUINALDO 1,270.71    |
|                   |                                  |           |         |                                              |             | TOTA NOMINA EN EFECTIVO 2,939.01     |
| 810-008           | JIMENEZ BAUTISTA PABLO ALEJANDRO |           |         |                                              |             |                                      |
| T.EMP: PERMANENTE | 675.73                           |           |         | 811.52Jefe de Planta Potabilizadora El Salto |             |                                      |
| 01                | SUELDO BASE                      | 10,136.00 | 51      | ISR                                          | 1,663.45    | DVIG DIAS DE VIGENCIA 15.00          |
| 02                | AYUDA PARA DESPE                 | 603.00    | 51B     | AJUSTE ISR A CARGO E                         | 272.82      | IMP1 ISR ART 96 1,663.45             |
| 03                | AYUDA PARA PASAJ                 | 377.50    | 54      | FONDO PENSIONES                              | 1,165.64    | PGR1 PERC GRAVADA TIPO 1 11,116.50   |
|                   |                                  |           | 65      | OTRAS DEDUCCIONES                            | 2,659.00    | PERC TOTAL PERCEPCIONES 11,116.50    |
|                   |                                  |           |         |                                              |             | DEDU TOTAL DEDUCCIONES 5,760.91      |
|                   |                                  |           |         |                                              |             | 3%FV 3% FONDO DE VIVIENDA 304.08     |
|                   |                                  |           |         |                                              |             | FOND FONDO PENSIONES EMPRES 1,773.80 |
|                   |                                  |           |         |                                              |             | SEDARSEDAR 202.72                    |
|                   |                                  |           |         |                                              |             | PVAC PROVISION DE PRIMA VAC 152.28   |
|                   |                                  |           |         |                                              |             | AGUI PROVISION AGUINALDO 1,522.81    |
|                   |                                  |           |         |                                              |             | TOTA NOMINA EN EFECTIVO 5,355.59     |
| 81-182-001        | ESPIRITU ESPINOZA RAUL           |           |         |                                              |             |                                      |
| T.EMP: PERMANENTE | 470.40                           |           |         | 703.72JEFE DE PLANTA C                       |             |                                      |
| 01                | SUELDO BASE                      | 7,056.00  | 51      | ISR                                          | 1,451.96    | DVIG DIAS DE VIGENCIA 15.00          |
| 02                | AYUDA PARA DESPE                 | 478.50    | 51B     | AJUSTE ISR A CARGO E                         | 181.11      | IMP1 ISR ART 96 1,451.96             |

| Clave                                    | Nombre           | S.Diario | S.Integ | PERCEPCIONES         | DEDUCCIONES | CONCEPTOS                            |
|------------------------------------------|------------------|----------|---------|----------------------|-------------|--------------------------------------|
| 03                                       | AYUDA PARA PASAJ | 330.50   | 54      | FONDO PENSIONES      | 973.73      | PGR1 PERC GRAVADA TIPO 1 10,126.40   |
| 04                                       | PRIMA QUINQUENAL | 850.20   | 65      | OTRAS DEDUCCIONES    | 184.67      | PERC TOTAL PERCEPCIONES 10,126.40    |
| 07                                       | PRIMA DE INSALUB | 1,411.20 |         |                      |             | DEDU TOTAL DEDUCCIONES 2,791.47      |
|                                          |                  |          |         |                      |             | 3%FV 3% FONDO DE VIVIENDA 254.02     |
|                                          |                  |          |         |                      |             | FOND FONDO PENSIONES EMPRES 1,481.76 |
|                                          |                  |          |         |                      |             | SEDARSEDAR 169.34                    |
|                                          |                  |          |         |                      |             | PVAC PROVISION DE PRIMA VAC 127.07   |
|                                          |                  |          |         |                      |             | AGUI PROVISION AGUINALDO 1,270.71    |
|                                          |                  |          |         |                      |             | TOTA NOMINA EN EFECTIVO 7,334.93     |
| 81-194-003 HERNANDEZ SUAREZ JOSE ANTONIO |                  |          |         |                      |             |                                      |
| T.EMP:                                   | PERMANENTE       | 432.70   | 650.47  | OPERADOR A           |             |                                      |
| 01                                       | SUELDO BASE      | 6,490.50 | 51      | ISR                  | 1,300.39    | DVIG DIAS DE VIGENCIA 15.00          |
| 02                                       | AYUDA PARA DESPE | 463.00   | 51B     | AJUSTE ISR A CARGO E | 163.12      | EX19 EXENTO PRIMA DOMINICAL 89.62    |
| 03                                       | AYUDA PARA PASAJ | 315.00   | 51PD    | ISR PRIMA DOMINICAL  | 11.35       | IMP1 ISR ART 96 1,300.39             |
| 04                                       | PRIMA QUINQUENAL | 850.20   | 54      | FONDO PENSIONES      | 895.69      | IMP2 ISR Reglamento ISR 11.35        |
| 07                                       | PRIMA DE INSALUB | 1,298.10 | 65      | OTRAS DEDUCCIONES    | 3,515.89    | EXEN BASE EXENTA 89.62               |
| 19                                       | PRIMA DOMINICAL  | 142.78   |         |                      |             | PGR1 PERC GRAVADA TIPO 1 9,416.79    |
|                                          |                  |          |         |                      |             | PGR2 PERC GRAVADA TIPO 2 53.16       |
|                                          |                  |          |         |                      |             | PERC TOTAL PERCEPCIONES 9,559.58     |
|                                          |                  |          |         |                      |             | DEDU TOTAL DEDUCCIONES 5,886.44      |
|                                          |                  |          |         |                      |             | 3%FV 3% FONDO DE VIVIENDA 233.66     |
|                                          |                  |          |         |                      |             | FOND FONDO PENSIONES EMPRES 1,363.00 |
|                                          |                  |          |         |                      |             | SEDARSEDAR 155.77                    |
|                                          |                  |          |         |                      |             | PVAC PROVISION DE PRIMA VAC 117.35   |
|                                          |                  |          |         |                      |             | AGUI PROVISION AGUINALDO 1,173.51    |
|                                          |                  |          |         |                      |             | TOTA NOMINA EN EFECTIVO 3,673.14     |
| 81-194-004 HERNANDEZ SUAREZ GERARDO      |                  |          |         |                      |             |                                      |
| T.EMP:                                   | PERMANENTE       | 416.10   | 622.21  | OPERADOR B           |             |                                      |
| 01                                       | SUELDO BASE      | 6,241.50 | 51      | ISR                  | 1,233.90    | DVIG DIAS DE VIGENCIA 15.00          |
| 02                                       | AYUDA PARA DESPE | 457.50   | 51B     | AJUSTE ISR A CARGO E | 155.23      | IMP1 ISR ART 96 1,233.90             |
| 03                                       | AYUDA PARA PASAJ | 308.00   | 54      | FONDO PENSIONES      | 861.33      | PGR1 PERC GRAVADA TIPO 1 9,105.50    |
| 04                                       | PRIMA QUINQUENAL | 850.20   | 65      | OTRAS DEDUCCIONES    | 2,734.71    | PERC TOTAL PERCEPCIONES 9,105.50     |
| 07                                       | PRIMA DE INSALUB | 1,248.30 |         |                      |             | DEDU TOTAL DEDUCCIONES 4,985.17      |
|                                          |                  |          |         |                      |             | 3%FV 3% FONDO DE VIVIENDA 224.69     |
|                                          |                  |          |         |                      |             | FOND FONDO PENSIONES EMPRES 1,310.71 |
|                                          |                  |          |         |                      |             | SEDARSEDAR 149.80                    |
|                                          |                  |          |         |                      |             | PVAC PROVISION DE PRIMA VAC 113.09   |
|                                          |                  |          |         |                      |             | AGUI PROVISION AGUINALDO 1,130.86    |
|                                          |                  |          |         |                      |             | TOTA NOMINA EN EFECTIVO 4,120.33     |
| 820-004 HERNANDEZ GALVEZ JOSE MIGUEL     |                  |          |         |                      |             |                                      |
| T.EMP:                                   | PERMANENTE       | 416.10   | 612.60  | OPERADOR B           |             |                                      |
| 01                                       | SUELDO BASE      | 6,241.50 | 51      | ISR                  | 1,143.09    | DVIG DIAS DE VIGENCIA 15.00          |
| 02                                       | AYUDA PARA DESPE | 457.50   | 51B     | AJUSTE ISR A CARGO E | 155.23      | IMP1 ISR ART 96 1,143.09             |
| 03                                       | AYUDA PARA PASAJ | 308.00   | 54      | FONDO PENSIONES      | 861.33      | PGR1 PERC GRAVADA TIPO 1 8,680.40    |
| 04                                       | PRIMA QUINQUENAL | 425.10   | 65      | OTRAS DEDUCCIONES    | 74.90       | PERC TOTAL PERCEPCIONES 8,680.40     |
| 07                                       | PRIMA DE INSALUB | 1,248.30 |         |                      |             | DEDU TOTAL DEDUCCIONES 2,234.55      |
|                                          |                  |          |         |                      |             | 3%FV 3% FONDO DE VIVIENDA 224.69     |
|                                          |                  |          |         |                      |             | FOND FONDO PENSIONES EMPRES 1,310.71 |
|                                          |                  |          |         |                      |             | SEDARSEDAR 149.80                    |
|                                          |                  |          |         |                      |             | PVAC PROVISION DE PRIMA VAC 113.09   |
|                                          |                  |          |         |                      |             | AGUI PROVISION AGUINALDO 1,130.86    |
|                                          |                  |          |         |                      |             | TOTA NOMINA EN EFECTIVO 6,445.85     |
| 820-005 FIGUEROA VARGAS BENITO ANTONIO   |                  |          |         |                      |             |                                      |
| T.EMP:                                   | PERMANENTE       | 432.70   | 665.10  | OPERADOR A           |             |                                      |

| Clave                                 | Nombre           | S.Diario     |      | S.Integ              |                      | DEDUCCIONES | CONCEPTOS                   |          |
|---------------------------------------|------------------|--------------|------|----------------------|----------------------|-------------|-----------------------------|----------|
|                                       |                  | PERCEPCIONES |      |                      |                      |             |                             |          |
| 01                                    | SUELDO BASE      | 6,490.50     | 51   | ISR                  |                      | 1,209.59    | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02                                    | AYUDA PARA DESPE | 463.00       | 51B  | AJUSTE ISR A CARGO E |                      | 163.12      | EX19 EXENTO PRIMA DOMINICAL | 358.48   |
| 03                                    | AYUDA PARA PASAJ | 315.00       | 51PD | ISR PRIMA DOMINICAL  |                      | 45.42       | IMP1 ISR ART 96             | 1,209.59 |
| 04                                    | PRIMA QUINQUENAL | 425.10       | 54   | FONDO PENSIONES      |                      | 895.69      | IMP2 ISR Reglamento ISR     | 45.42    |
| 07                                    | PRIMA DE INSALUB | 1,298.10     | 65   | OTRAS DEDUCCIONES    |                      | 1,077.89    | EXEN BASE EXENTA            | 358.48   |
| 19                                    | PRIMA DOMINICAL  | 571.11       |      |                      |                      |             | PGR1 PERC GRAVADA TIPO 1    | 8,991.70 |
|                                       |                  |              |      |                      |                      |             | PGR2 PERC GRAVADA TIPO 2    | 212.63   |
|                                       |                  |              |      |                      |                      |             | PERC TOTAL PERCEPCIONES     | 9,562.81 |
|                                       |                  |              |      |                      |                      |             | DEDU TOTAL DEDUCCIONES      | 3,391.71 |
|                                       |                  |              |      |                      |                      |             | 3%FV 3% FONDO DE VIVIENDA   | 233.66   |
|                                       |                  |              |      |                      |                      |             | FOND FONDO PENSIONES EMPRES | 1,363.00 |
|                                       |                  |              |      |                      |                      |             | SEDARSEDAR                  | 155.77   |
|                                       |                  |              |      |                      |                      |             | PVAC PROVISION DE PRIMA VAC | 117.35   |
|                                       |                  |              |      |                      |                      |             | AGUI PROVISION AGUINALDO    | 1,173.51 |
|                                       |                  |              |      |                      |                      |             | TOTA NOMINA EN EFECTIVO     | 6,171.10 |
| 820-013 CISNEROS ALVAREZ CESAR ISRAEL |                  |              |      |                      |                      |             |                             |          |
| T.EMP:                                | PERMANENTE       | 416.10       |      | 619.60               | OPERADOR B           |             |                             |          |
| 01                                    | SUELDO BASE      | 6,241.50     | 51   | ISR                  |                      | 1,143.09    | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02                                    | AYUDA PARA DESPE | 457.50       | 51B  | AJUSTE ISR A CARGO E |                      | 155.23      | EX19 EXENTO PRIMA DOMINICAL | 358.48   |
| 03                                    | AYUDA PARA PASAJ | 308.00       | 51PD | ISR PRIMA DOMINICAL  |                      | 40.98       | IMP1 ISR ART 96             | 1,143.09 |
| 04                                    | PRIMA QUINQUENAL | 425.10       | 54   | FONDO PENSIONES      |                      | 861.33      | IMP2 ISR Reglamento ISR     | 40.98    |
| 07                                    | PRIMA DE INSALUB | 1,248.30     | 65   | OTRAS DEDUCCIONES    |                      | 3,062.90    | EXEN BASE EXENTA            | 358.48   |
| 19                                    | PRIMA DOMINICAL  | 550.35       |      |                      |                      |             | PGR1 PERC GRAVADA TIPO 1    | 8,680.40 |
|                                       |                  |              |      |                      |                      |             | PGR2 PERC GRAVADA TIPO 2    | 191.87   |
|                                       |                  |              |      |                      |                      |             | PERC TOTAL PERCEPCIONES     | 9,230.75 |
|                                       |                  |              |      |                      |                      |             | DEDU TOTAL DEDUCCIONES      | 5,263.53 |
|                                       |                  |              |      |                      |                      |             | 3%FV 3% FONDO DE VIVIENDA   | 224.69   |
|                                       |                  |              |      |                      |                      |             | FOND FONDO PENSIONES EMPRES | 1,310.71 |
|                                       |                  |              |      |                      |                      |             | SEDARSEDAR                  | 149.80   |
|                                       |                  |              |      |                      |                      |             | PVAC PROVISION DE PRIMA VAC | 113.09   |
|                                       |                  |              |      |                      |                      |             | AGUI PROVISION AGUINALDO    | 1,130.86 |
|                                       |                  |              |      |                      |                      |             | TOTA NOMINA EN EFECTIVO     | 3,967.22 |
| 820-017 OSORIO SOTO MARTIN ERNESTO    |                  |              |      |                      |                      |             |                             |          |
| T.EMP:                                | PERMANENTE       | 416.10       |      | 621.79               | OPERADOR B           |             |                             |          |
| 01                                    | SUELDO BASE      | 6,241.50     | 51   | ISR                  |                      | 1,112.83    | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02                                    | AYUDA PARA DESPE | 457.50       | 51B  | AJUSTE ISR A CARGO E |                      | 155.23      | EX19 EXENTO PRIMA DOMINICAL | 179.24   |
| 03                                    | AYUDA PARA PASAJ | 308.00       | 51PD | ISR PRIMA DOMINICAL  |                      | 20.49       | IMP1 ISR ART 96             | 1,112.83 |
| 04                                    | PRIMA QUINQUENAL | 283.40       | 54   | FONDO PENSIONES      |                      | 861.33      | IMP2 ISR Reglamento ISR     | 20.49    |
| 07                                    | PRIMA DE INSALUB | 1,248.30     | 65   | OTRAS DEDUCCIONES    |                      | 2,244.90    | EXEN BASE EXENTA            | 179.24   |
| 19                                    | PRIMA DOMINICAL  | 275.18       |      |                      |                      |             | PGR1 PERC GRAVADA TIPO 1    | 8,538.70 |
|                                       |                  |              |      |                      |                      |             | PGR2 PERC GRAVADA TIPO 2    | 95.94    |
|                                       |                  |              |      |                      |                      |             | PERC TOTAL PERCEPCIONES     | 8,813.88 |
|                                       |                  |              |      |                      |                      |             | DEDU TOTAL DEDUCCIONES      | 4,394.78 |
|                                       |                  |              |      |                      |                      |             | 3%FV 3% FONDO DE VIVIENDA   | 224.69   |
|                                       |                  |              |      |                      |                      |             | FOND FONDO PENSIONES EMPRES | 1,310.71 |
|                                       |                  |              |      |                      |                      |             | SEDARSEDAR                  | 149.80   |
|                                       |                  |              |      |                      |                      |             | PVAC PROVISION DE PRIMA VAC | 113.09   |
|                                       |                  |              |      |                      |                      |             | AGUI PROVISION AGUINALDO    | 1,130.86 |
|                                       |                  |              |      |                      |                      |             | TOTA NOMINA EN EFECTIVO     | 4,419.10 |
| 820-018 DIAZ RIVAS LUIS FRANCISCO     |                  |              |      |                      |                      |             |                             |          |
| T.EMP:                                | PERMANENTE       | 380.64       |      | 567.95               | AUXILIAR DE OPERADOR |             |                             |          |
| 01                                    | SUELDO BASE      | 5,709.60     | 51   | ISR                  |                      | 947.12      | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02                                    | AYUDA PARA DESPE | 394.00       | 51B  | AJUSTE ISR A CARGO E |                      | 135.57      | IMP1 ISR ART 96             | 947.12   |
| 03                                    | AYUDA PARA PASAJ | 234.00       | 54   | FONDO PENSIONES      |                      | 787.92      | PGR1 PERC GRAVADA TIPO 1    | 7,762.92 |
| 04                                    | PRIMA QUINQUENAL | 283.40       | 65   | OTRAS DEDUCCIONES    |                      | 68.52       | PERC TOTAL PERCEPCIONES     | 7,762.92 |

| Clave   | Nombre                         | S.Diario | S.Integ | PERCEPCIONES         | DEDUCCIONES | CONCEPTOS                                                                                                                                                                                                                                                                                                                                                   |
|---------|--------------------------------|----------|---------|----------------------|-------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 07      | PRIMA DE INSALUB               | 1,141.92 |         |                      |             | DEDU TOTAL DEDUCCIONES 1,939.13<br>3%FV 3% FONDO DE VIVIENDA 205.55<br>FOND FONDO PENSIONES EMPRES 1,199.02<br>SEDARSEDAR 137.03<br>PVAC PROVISION DE PRIMA VAC 102.46<br>AGUI PROVISION AGUINALDO 1,024.59<br>TOTA NOMINA EN EFECTIVO 5,823.79                                                                                                             |
| 820-019 | SAAVEDRA ARREGUIN LUIS ENRIQUE |          |         |                      |             |                                                                                                                                                                                                                                                                                                                                                             |
| T.EMP:  | PERMANENTE                     | 416.10   | 610.13  | OPERADOR B           |             |                                                                                                                                                                                                                                                                                                                                                             |
| 01      | SUELDO BASE                    | 6,241.50 | 51      | ISR                  | 1,112.83    | DVIG DIAS DE VIGENCIA 15.00                                                                                                                                                                                                                                                                                                                                 |
| 02      | AYUDA PARA DESPE               | 457.50   | 51B     | AJUSTE ISR A CARGO E | 155.23      | IMP1 ISR ART 96 1,112.83                                                                                                                                                                                                                                                                                                                                    |
| 03      | AYUDA PARA PASAJ               | 308.00   | 54      | FONDO PENSIONES      | 861.33      | PGR1 PERC GRAVADA TIPO 1 8,538.70                                                                                                                                                                                                                                                                                                                           |
| 04      | PRIMA QUINQUENAL               | 283.40   | 65      | OTRAS DEDUCCIONES    | 2,750.90    | PERC TOTAL PERCEPCIONES 8,538.70                                                                                                                                                                                                                                                                                                                            |
| 07      | PRIMA DE INSALUB               | 1,248.30 |         |                      |             | DEDU TOTAL DEDUCCIONES 4,880.29<br>3%FV 3% FONDO DE VIVIENDA 224.69<br>FOND FONDO PENSIONES EMPRES 1,310.71<br>SEDARSEDAR 149.80<br>PVAC PROVISION DE PRIMA VAC 113.09<br>AGUI PROVISION AGUINALDO 1,130.86<br>TOTA NOMINA EN EFECTIVO 3,658.41                                                                                                             |
| 820-021 | NUÑEZ RAMIREZ EDUARDO          |          |         |                      |             |                                                                                                                                                                                                                                                                                                                                                             |
| T.EMP:  | PERMANENTE                     | 416.10   | 607.80  | OPERADOR B           |             |                                                                                                                                                                                                                                                                                                                                                             |
| 01      | SUELDO BASE                    | 6,241.50 | 51      | ISR                  | 1,112.83    | DVIG DIAS DE VIGENCIA 15.00                                                                                                                                                                                                                                                                                                                                 |
| 02      | AYUDA PARA DESPE               | 457.50   | 51B     | AJUSTE ISR A CARGO E | 155.23      | IMP1 ISR ART 96 1,112.83                                                                                                                                                                                                                                                                                                                                    |
| 03      | AYUDA PARA PASAJ               | 308.00   | 54      | FONDO PENSIONES      | 861.33      | PGR1 PERC GRAVADA TIPO 1 8,538.70                                                                                                                                                                                                                                                                                                                           |
| 04      | PRIMA QUINQUENAL               | 283.40   | 65      | OTRAS DEDUCCIONES    | 2,724.90    | PERC TOTAL PERCEPCIONES 8,538.70                                                                                                                                                                                                                                                                                                                            |
| 07      | PRIMA DE INSALUB               | 1,248.30 |         |                      |             | DEDU TOTAL DEDUCCIONES 4,854.29<br>3%FV 3% FONDO DE VIVIENDA 224.69<br>FOND FONDO PENSIONES EMPRES 1,310.71<br>SEDARSEDAR 149.80<br>PVAC PROVISION DE PRIMA VAC 113.09<br>AGUI PROVISION AGUINALDO 1,130.86<br>TOTA NOMINA EN EFECTIVO 3,684.41                                                                                                             |
| 820-023 | GONZALEZ ZARAGOZA ALDO ROMAN   |          |         |                      |             |                                                                                                                                                                                                                                                                                                                                                             |
| T.EMP:  | PERMANENTE                     | 416.10   | 635.78  | OPERADOR B           |             |                                                                                                                                                                                                                                                                                                                                                             |
| 01      | SUELDO BASE                    | 6,241.50 | 51      | ISR                  | 1,112.83    | DVIG DIAS DE VIGENCIA 15.00                                                                                                                                                                                                                                                                                                                                 |
| 02      | AYUDA PARA DESPE               | 457.50   | 51B     | AJUSTE ISR A CARGO E | 155.23      | EX19 EXENTO PRIMA DOMINICAL 358.48                                                                                                                                                                                                                                                                                                                          |
| 03      | AYUDA PARA PASAJ               | 308.00   | 51PD    | ISR PRIMA DOMINICAL  | 40.98       | IMP1 ISR ART 96 1,112.83                                                                                                                                                                                                                                                                                                                                    |
| 04      | PRIMA QUINQUENAL               | 283.40   | 54      | FONDO PENSIONES      | 861.33      | IMP2 ISR Reglamento ISR 40.98                                                                                                                                                                                                                                                                                                                               |
| 07      | PRIMA DE INSALUB               | 1,248.30 | 65      | OTRAS DEDUCCIONES    | 74.90       | EXEN BASE EXENTA 358.48                                                                                                                                                                                                                                                                                                                                     |
| 19      | PRIMA DOMINICAL                | 550.35   |         |                      |             | PGR1 PERC GRAVADA TIPO 1 8,538.70<br>PGR2 PERC GRAVADA TIPO 2 191.87<br>PERC TOTAL PERCEPCIONES 9,089.05<br>DEDU TOTAL DEDUCCIONES 2,245.27<br>3%FV 3% FONDO DE VIVIENDA 224.69<br>FOND FONDO PENSIONES EMPRES 1,310.71<br>SEDARSEDAR 149.80<br>PVAC PROVISION DE PRIMA VAC 113.09<br>AGUI PROVISION AGUINALDO 1,130.86<br>TOTA NOMINA EN EFECTIVO 6,843.78 |
| 820-029 | ZEPEDA RUIZ JORGE ALBERTO      |          |         |                      |             |                                                                                                                                                                                                                                                                                                                                                             |
| T.EMP:  | PERMANENTE                     | 416.10   | 628.79  | OPERADOR B           |             |                                                                                                                                                                                                                                                                                                                                                             |
| 01      | SUELDO BASE                    | 6,241.50 | 51      | ISR                  | 1,112.83    | DVIG DIAS DE VIGENCIA 15.00                                                                                                                                                                                                                                                                                                                                 |
| 02      | AYUDA PARA DESPE               | 457.50   | 51B     | AJUSTE ISR A CARGO E | 155.23      | IMP1 ISR ART 96 1,112.83                                                                                                                                                                                                                                                                                                                                    |

| Clave   | Nombre                          | S.Diario | S.Integ | PERCEPCIONES         | DEDUCCIONES                            | CONCEPTOS                   |          |
|---------|---------------------------------|----------|---------|----------------------|----------------------------------------|-----------------------------|----------|
| 03      | AYUDA PARA PASAJ                | 308.00   | 54      | FONDO PENSIONES      | 861.33                                 | PGR1 PERC GRAVADA TIPO 1    | 8,538.70 |
| 04      | PRIMA QUINQUENAL                | 283.40   | 65      | OTRAS DEDUCCIONES    | 2,724.36                               | PERC TOTAL PERCEPCIONES     | 8,538.70 |
| 07      | PRIMA DE INSALUB                | 1,248.30 |         |                      |                                        | DEDU TOTAL DEDUCCIONES      | 4,853.75 |
|         |                                 |          |         |                      |                                        | 3%FV 3% FONDO DE VIVIENDA   | 224.69   |
|         |                                 |          |         |                      |                                        | FOND FONDO PENSIONES EMPRES | 1,310.71 |
|         |                                 |          |         |                      |                                        | SEDARSEDAR                  | 149.80   |
|         |                                 |          |         |                      |                                        | PVAC PROVISION DE PRIMA VAC | 113.09   |
|         |                                 |          |         |                      |                                        | AGUI PROVISION AGUINALDO    | 1,130.86 |
|         |                                 |          |         |                      |                                        | TOTA NOMINA EN EFECTIVO     | 3,684.95 |
| 820-030 | ORTEGA SANTIAGO ALONSO EMMANUEL |          |         |                      |                                        |                             |          |
| T.EMP:  | PERMANENTE                      | 470.40   |         | 684.50               | AUXILIAR DE INFORMACION Y ESTADISTICAS |                             |          |
| 01      | SUELDO BASE                     | 7,056.00 | 51      | ISR                  | 1,330.89                               | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02      | AYUDA PARA DESPE                | 478.50   | 51B     | AJUSTE ISR A CARGO E | 181.10                                 | IMP1 ISR ART 96             | 1,330.89 |
| 03      | AYUDA PARA PASAJ                | 330.50   | 54      | FONDO PENSIONES      | 973.73                                 | PGR1 PERC GRAVADA TIPO 1    | 9,559.60 |
| 04      | PRIMA QUINQUENAL                | 283.40   | 65      | OTRAS DEDUCCIONES    | 3,559.67                               | PERC TOTAL PERCEPCIONES     | 9,559.60 |
| 07      | PRIMA DE INSALUB                | 1,411.20 |         |                      |                                        | DEDU TOTAL DEDUCCIONES      | 6,045.39 |
|         |                                 |          |         |                      |                                        | 3%FV 3% FONDO DE VIVIENDA   | 254.02   |
|         |                                 |          |         |                      |                                        | FOND FONDO PENSIONES EMPRES | 1,481.76 |
|         |                                 |          |         |                      |                                        | SEDARSEDAR                  | 169.34   |
|         |                                 |          |         |                      |                                        | PVAC PROVISION DE PRIMA VAC | 127.07   |
|         |                                 |          |         |                      |                                        | AGUI PROVISION AGUINALDO    | 1,270.71 |
|         |                                 |          |         |                      |                                        | TOTA NOMINA EN EFECTIVO     | 3,514.21 |
| 820-031 | BUSTOS MONCAYO JOSE ARTURO      |          |         |                      |                                        |                             |          |
| T.EMP:  | PERMANENTE                      | 416.10   |         | 631.12               | OPERADOR B                             |                             |          |
| 01      | SUELDO BASE                     | 6,241.50 | 51      | ISR                  | 1,112.83                               | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02      | AYUDA PARA DESPE                | 457.50   | 51B     | AJUSTE ISR A CARGO E | 155.23                                 | EX19 EXENTO PRIMA DOMINICAL | 358.48   |
| 03      | AYUDA PARA PASAJ                | 308.00   | 51PD    | ISR PRIMA DOMINICAL  | 40.98                                  | IMP1 ISR ART 96             | 1,112.83 |
| 04      | PRIMA QUINQUENAL                | 283.40   | 54      | FONDO PENSIONES      | 861.33                                 | IMP2 ISR Reglamento ISR     | 40.98    |
| 07      | PRIMA DE INSALUB                | 1,248.30 | 65      | OTRAS DEDUCCIONES    | 3,624.90                               | EXEN BASE EXENTA            | 358.48   |
| 19      | PRIMA DOMINICAL                 | 550.35   |         |                      |                                        | PGR1 PERC GRAVADA TIPO 1    | 8,538.70 |
|         |                                 |          |         |                      |                                        | PGR2 PERC GRAVADA TIPO 2    | 191.87   |
|         |                                 |          |         |                      |                                        | PERC TOTAL PERCEPCIONES     | 9,089.05 |
|         |                                 |          |         |                      |                                        | DEDU TOTAL DEDUCCIONES      | 5,795.27 |
|         |                                 |          |         |                      |                                        | 3%FV 3% FONDO DE VIVIENDA   | 224.69   |
|         |                                 |          |         |                      |                                        | FOND FONDO PENSIONES EMPRES | 1,310.71 |
|         |                                 |          |         |                      |                                        | SEDARSEDAR                  | 149.80   |
|         |                                 |          |         |                      |                                        | PVAC PROVISION DE PRIMA VAC | 113.09   |
|         |                                 |          |         |                      |                                        | AGUI PROVISION AGUINALDO    | 1,130.86 |
|         |                                 |          |         |                      |                                        | TOTA NOMINA EN EFECTIVO     | 3,293.78 |
| 820-032 | MARTINEZ ALVAREZ ALEJANDRO      |          |         |                      |                                        |                             |          |
| T.EMP:  | PERMANENTE                      | 380.64   |         | 553.16               | AUXILIAR DE OPERADOR                   |                             |          |
| 01      | SUELDO BASE                     | 5,709.60 | 51      | ISR                  | 947.12                                 | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02      | AYUDA PARA DESPE                | 394.00   | 51B     | AJUSTE ISR A CARGO E | 135.57                                 | IMP1 ISR ART 96             | 947.12   |
| 03      | AYUDA PARA PASAJ                | 234.00   | 54      | FONDO PENSIONES      | 787.92                                 | PGR1 PERC GRAVADA TIPO 1    | 7,762.92 |
| 04      | PRIMA QUINQUENAL                | 283.40   | 65      | OTRAS DEDUCCIONES    | 2,147.09                               | PERC TOTAL PERCEPCIONES     | 7,762.92 |
| 07      | PRIMA DE INSALUB                | 1,141.92 |         |                      |                                        | DEDU TOTAL DEDUCCIONES      | 4,017.70 |
|         |                                 |          |         |                      |                                        | 3%FV 3% FONDO DE VIVIENDA   | 205.55   |
|         |                                 |          |         |                      |                                        | FOND FONDO PENSIONES EMPRES | 1,199.02 |
|         |                                 |          |         |                      |                                        | SEDARSEDAR                  | 137.03   |
|         |                                 |          |         |                      |                                        | PVAC PROVISION DE PRIMA VAC | 102.46   |
|         |                                 |          |         |                      |                                        | AGUI PROVISION AGUINALDO    | 1,024.59 |
|         |                                 |          |         |                      |                                        | TOTA NOMINA EN EFECTIVO     | 3,745.22 |
| 820-037 | ORNELAS HERRERA RICARDO         |          |         |                      |                                        |                             |          |
| T.EMP:  | PERMANENTE                      | 416.10   |         | 607.80               | OPERADOR B                             |                             |          |

| Clave             | Nombre                     | S.Diario | S.Integ | PERCEPCIONES         | DEDUCCIONES | CONCEPTOS                            |
|-------------------|----------------------------|----------|---------|----------------------|-------------|--------------------------------------|
| 01                | SUELDO BASE                | 6,241.50 | 51      | ISR                  | 1,112.83    | DVIG DIAS DE VIGENCIA 15.00          |
| 02                | AYUDA PARA DESPE           | 457.50   | 51B     | AJUSTE ISR A CARGO E | 155.23      | IMP1 ISR ART 96 1,112.83             |
| 03                | AYUDA PARA PASAJ           | 308.00   | 54      | FONDO PENSIONES      | 861.33      | PGR1 PERC GRAVADA TIPO 1 8,538.70    |
| 04                | PRIMA QUINQUENAL           | 283.40   | 65      | OTRAS DEDUCCIONES    | 2,182.90    | PERC TOTAL PERCEPCIONES 8,538.70     |
| 07                | PRIMA DE INSALUB           | 1,248.30 |         |                      |             | DEDU TOTAL DEDUCCIONES 4,312.29      |
|                   |                            |          |         |                      |             | 3%FV 3% FONDO DE VIVIENDA 224.69     |
|                   |                            |          |         |                      |             | FOND FONDO PENSIONES EMPRES 1,310.71 |
|                   |                            |          |         |                      |             | SEDARSEDAR 149.80                    |
|                   |                            |          |         |                      |             | PVAC PROVISION DE PRIMA VAC 113.09   |
|                   |                            |          |         |                      |             | AGUI PROVISION AGUINALDO 1,130.86    |
|                   |                            |          |         |                      |             | TOTA NOMINA EN EFECTIVO 4,226.41     |
| 820-040           | MEDINA OLGUIN ALFONSO      |          |         |                      |             |                                      |
| T.EMP: PERMANENTE | 383.97                     |          | 557.75  | ASEADOR PLANTAS      |             |                                      |
| 01                | SUELDO BASE                | 5,759.55 | 51      | ISR                  | 959.92      | DVIG DIAS DE VIGENCIA 15.00          |
| 02                | AYUDA PARA DESPE           | 394.00   | 51B     | AJUSTE ISR A CARGO E | 137.09      | IMP1 ISR ART 96 959.92               |
| 03                | AYUDA PARA PASAJ           | 234.00   | 54      | FONDO PENSIONES      | 794.82      | PGR1 PERC GRAVADA TIPO 1 7,822.86    |
| 04                | PRIMA QUINQUENAL           | 283.40   | 65      | OTRAS DEDUCCIONES    | 4,657.32    | PERC TOTAL PERCEPCIONES 7,822.86     |
| 07                | PRIMA DE INSALUB           | 1,151.91 |         |                      |             | DEDU TOTAL DEDUCCIONES 6,549.15      |
|                   |                            |          |         |                      |             | 3%FV 3% FONDO DE VIVIENDA 207.34     |
|                   |                            |          |         |                      |             | FOND FONDO PENSIONES EMPRES 1,209.51 |
|                   |                            |          |         |                      |             | SEDARSEDAR 138.23                    |
|                   |                            |          |         |                      |             | PVAC PROVISION DE PRIMA VAC 103.28   |
|                   |                            |          |         |                      |             | AGUI PROVISION AGUINALDO 1,032.80    |
|                   |                            |          |         |                      |             | TOTA NOMINA EN EFECTIVO 1,273.71     |
| 820-044           | MARTINEZ PADILLA JOSE LUIS |          |         |                      |             |                                      |
| T.EMP: PERMANENTE | 416.10                     |          | 640.44  | OPERADOR B           |             |                                      |
| 01                | SUELDO BASE                | 6,241.50 | 51      | ISR                  | 1,112.83    | DVIG DIAS DE VIGENCIA 15.00          |
| 02                | AYUDA PARA DESPE           | 457.50   | 51B     | AJUSTE ISR A CARGO E | 155.23      | EX19 EXENTO PRIMA DOMINICAL 358.48   |
| 03                | AYUDA PARA PASAJ           | 308.00   | 51PD    | ISR PRIMA DOMINICAL  | 40.98       | IMP1 ISR ART 96 1,112.83             |
| 04                | PRIMA QUINQUENAL           | 283.40   | 54      | FONDO PENSIONES      | 861.33      | IMP2 ISR Reglamento ISR 40.98        |
| 07                | PRIMA DE INSALUB           | 1,248.30 | 65      | OTRAS DEDUCCIONES    | 74.90       | EXEN BASE EXENTA 358.48              |
| 19                | PRIMA DOMINICAL            | 550.35   |         |                      |             | PGR1 PERC GRAVADA TIPO 1 8,538.70    |
|                   |                            |          |         |                      |             | PGR2 PERC GRAVADA TIPO 2 191.87      |
|                   |                            |          |         |                      |             | PERC TOTAL PERCEPCIONES 9,089.05     |
|                   |                            |          |         |                      |             | DEDU TOTAL DEDUCCIONES 2,245.27      |
|                   |                            |          |         |                      |             | 3%FV 3% FONDO DE VIVIENDA 224.69     |
|                   |                            |          |         |                      |             | FOND FONDO PENSIONES EMPRES 1,310.71 |
|                   |                            |          |         |                      |             | SEDARSEDAR 149.80                    |
|                   |                            |          |         |                      |             | PVAC PROVISION DE PRIMA VAC 113.09   |
|                   |                            |          |         |                      |             | AGUI PROVISION AGUINALDO 1,130.86    |
|                   |                            |          |         |                      |             | TOTA NOMINA EN EFECTIVO 6,843.78     |
| 820-045           | BASULTO FLORES DIEGO       |          |         |                      |             |                                      |
| T.EMP: PERMANENTE | 432.70                     |          | 664.70  | OPERADOR A           |             |                                      |
| 01                | SUELDO BASE                | 6,490.50 | 51      | ISR                  | 1,179.32    | DVIG DIAS DE VIGENCIA 15.00          |
| 02                | AYUDA PARA DESPE           | 463.00   | 51B     | AJUSTE ISR A CARGO E | 155.23      | EX19 EXENTO PRIMA DOMINICAL 358.48   |
| 03                | AYUDA PARA PASAJ           | 315.00   | 51PD    | ISR PRIMA DOMINICAL  | 45.42       | IMP1 ISR ART 96 1,179.32             |
| 04                | PRIMA QUINQUENAL           | 283.40   | 54      | FONDO PENSIONES      | 895.69      | IMP2 ISR Reglamento ISR 45.42        |
| 07                | PRIMA DE INSALUB           | 1,298.10 | 65      | OTRAS DEDUCCIONES    | 2,046.42    | EXEN BASE EXENTA 358.48              |
| 19                | PRIMA DOMINICAL            | 571.11   |         |                      |             | PGR1 PERC GRAVADA TIPO 1 8,850.00    |
|                   |                            |          |         |                      |             | PGR2 PERC GRAVADA TIPO 2 212.63      |
|                   |                            |          |         |                      |             | PERC TOTAL PERCEPCIONES 9,421.11     |
|                   |                            |          |         |                      |             | DEDU TOTAL DEDUCCIONES 4,322.08      |
|                   |                            |          |         |                      |             | 3%FV 3% FONDO DE VIVIENDA 233.66     |
|                   |                            |          |         |                      |             | FOND FONDO PENSIONES EMPRES 1,363.00 |
|                   |                            |          |         |                      |             | SEDARSEDAR 155.77                    |

| Clave   | Nombre                          | S.Diario | S.Integ | PERCEPCIONES            | DEDUCCIONES | CONCEPTOS                            |
|---------|---------------------------------|----------|---------|-------------------------|-------------|--------------------------------------|
| <hr/>   |                                 |          |         |                         |             |                                      |
|         |                                 |          |         |                         |             | PVAC PROVISION DE PRIMA VAC 117.35   |
|         |                                 |          |         |                         |             | AGUI PROVISION AGUINALDO 1,173.51    |
|         |                                 |          |         |                         |             | TOTA NOMINA EN EFECTIVO 5,099.03     |
| 820-046 | RODRIGUEZ AZPEITIA JOSE MARIO   |          |         |                         |             |                                      |
| T.EMP:  | PERMANENTE                      | 392.94   | 570.68  | OPERADOR DE PIPA        |             |                                      |
| 01      | SUELDO BASE                     | 5,894.10 | 51      | ISR                     | 997.40      | DVIG DIAS DE VIGENCIA 15.00          |
| 02      | AYUDA PARA DESPE                | 401.00   | 51B     | AJUSTE ISR A CARGO E    | 141.53      | IMP1 ISR ART 96 997.40               |
| 03      | AYUDA PARA PASAJ                | 241.00   | 54      | FONDO PENSIONES         | 813.39      | PGR1 PERC GRAVADA TIPO 1 7,998.32    |
| 04      | PRIMA QUINQUENAL                | 283.40   | 65      | OTRAS DEDUCCIONES       | 4,207.73    | PERC TOTAL PERCEPCIONES 7,998.32     |
| 07      | PRIMA DE INSALUB                | 1,178.82 |         |                         |             | DEDU TOTAL DEDUCCIONES 6,160.05      |
|         |                                 |          |         |                         |             | 3%FV 3% FONDO DE VIVIENDA 212.19     |
|         |                                 |          |         |                         |             | FOND FONDO PENSIONES EMPRES 1,237.76 |
|         |                                 |          |         |                         |             | SEDARSEDAR 141.46                    |
|         |                                 |          |         |                         |             | PVAC PROVISION DE PRIMA VAC 105.68   |
|         |                                 |          |         |                         |             | AGUI PROVISION AGUINALDO 1,056.84    |
|         |                                 |          |         |                         |             | TOTA NOMINA EN EFECTIVO 1,838.27     |
| 820-048 | ANGUIANO FIGUEROA DAMIAN ALONSO |          |         |                         |             |                                      |
| T.EMP:  | PERMANENTE                      | 416.10   | 638.11  | OPERADOR B              |             |                                      |
| 01      | SUELDO BASE                     | 6,241.50 | 51      | ISR                     | 1,112.83    | DVIG DIAS DE VIGENCIA 15.00          |
| 02      | AYUDA PARA DESPE                | 457.50   | 51B     | AJUSTE ISR A CARGO E    | 155.23      | EX19 EXENTO PRIMA DOMINICAL 358.48   |
| 03      | AYUDA PARA PASAJ                | 308.00   | 51PD    | ISR PRIMA DOMINICAL     | 40.98       | IMP1 ISR ART 96 1,112.83             |
| 04      | PRIMA QUINQUENAL                | 283.40   | 54      | FONDO PENSIONES         | 861.33      | IMP2 ISR Reglamento ISR 40.98        |
| 07      | PRIMA DE INSALUB                | 1,248.30 | 65      | OTRAS DEDUCCIONES       | 4,031.43    | EXEN BASE EXENTA 358.48              |
| 19      | PRIMA DOMINICAL                 | 550.35   |         |                         |             | PGR1 PERC GRAVADA TIPO 1 8,538.70    |
|         |                                 |          |         |                         |             | PGR2 PERC GRAVADA TIPO 2 191.87      |
|         |                                 |          |         |                         |             | PERC TOTAL PERCEPCIONES 9,089.05     |
|         |                                 |          |         |                         |             | DEDU TOTAL DEDUCCIONES 6,201.80      |
|         |                                 |          |         |                         |             | 3%FV 3% FONDO DE VIVIENDA 224.69     |
|         |                                 |          |         |                         |             | FOND FONDO PENSIONES EMPRES 1,310.71 |
|         |                                 |          |         |                         |             | SEDARSEDAR 149.80                    |
|         |                                 |          |         |                         |             | PVAC PROVISION DE PRIMA VAC 113.09   |
|         |                                 |          |         |                         |             | AGUI PROVISION AGUINALDO 1,130.86    |
|         |                                 |          |         |                         |             | TOTA NOMINA EN EFECTIVO 2,887.25     |
| 820-049 | SANCHEZ MUÑOZ DANIEL JOSUE      |          |         |                         |             |                                      |
| T.EMP:  | PERMANENTE                      | 470.40   | 684.50  | AUXILIAR DE LABORATORIO |             |                                      |
| 01      | SUELDO BASE                     | 7,056.00 | 51      | ISR                     | 1,330.89    | DVIG DIAS DE VIGENCIA 15.00          |
| 02      | AYUDA PARA DESPE                | 478.50   | 51B     | AJUSTE ISR A CARGO E    | 181.10      | IMP1 ISR ART 96 1,330.89             |
| 03      | AYUDA PARA PASAJ                | 330.50   | 54      | FONDO PENSIONES         | 973.73      | PGR1 PERC GRAVADA TIPO 1 9,559.60    |
| 04      | PRIMA QUINQUENAL                | 283.40   | 65      | OTRAS DEDUCCIONES       | 6,164.97    | PERC TOTAL PERCEPCIONES 9,559.60     |
| 07      | PRIMA DE INSALUB                | 1,411.20 |         |                         |             | DEDU TOTAL DEDUCCIONES 8,650.69      |
|         |                                 |          |         |                         |             | 3%FV 3% FONDO DE VIVIENDA 254.02     |
|         |                                 |          |         |                         |             | FOND FONDO PENSIONES EMPRES 1,481.76 |
|         |                                 |          |         |                         |             | SEDARSEDAR 169.34                    |
|         |                                 |          |         |                         |             | PVAC PROVISION DE PRIMA VAC 127.07   |
|         |                                 |          |         |                         |             | AGUI PROVISION AGUINALDO 1,270.71    |
|         |                                 |          |         |                         |             | TOTA NOMINA EN EFECTIVO 908.91       |
| 820-050 | DEL RIO ANGEL                   |          |         |                         |             |                                      |
| T.EMP:  | PERMANENTE                      | 380.64   | 634.14  | AUXILIAR DE OPERADOR    |             |                                      |
| 01      | SUELDO BASE                     | 5,709.60 | 51      | ISR                     | 886.59      | DVIG DIAS DE VIGENCIA 15.00          |
| 02      | AYUDA PARA DESPE                | 394.00   | 51B     | AJUSTE ISR A CARGO E    | 135.55      | EX19 EXENTO PRIMA DOMINICAL 358.48   |
| 03      | AYUDA PARA PASAJ                | 234.00   | 51PD    | ISR PRIMA DOMINICAL     | 29.94       | IMP1 ISR ART 96 886.59               |
| 07      | PRIMA DE INSALUB                | 1,141.92 | 54      | FONDO PENSIONES         | 787.92      | IMP2 ISR Reglamento ISR 29.94        |
| 19      | PRIMA DOMINICAL                 | 498.63   | 65      | OTRAS DEDUCCIONES       | 4,170.69    | EXEN BASE EXENTA 358.48              |
|         |                                 |          |         |                         |             | PGR1 PERC GRAVADA TIPO 1 7,479.52    |

| Clave               | Nombre                            | S.Diario | S.Integ              | PERCEPCIONES         | DEDUCCIONES                 | CONCEPTOS                            |
|---------------------|-----------------------------------|----------|----------------------|----------------------|-----------------------------|--------------------------------------|
| <hr/>               |                                   |          |                      |                      |                             |                                      |
|                     |                                   |          |                      |                      |                             | PGR2 PERC GRAVADA TIPO 2 140.14      |
|                     |                                   |          |                      |                      |                             | PERC TOTAL PERCEPCIONES 7,978.15     |
|                     |                                   |          |                      |                      |                             | DEDU TOTAL DEDUCCIONES 6,010.69      |
|                     |                                   |          |                      |                      |                             | 3%FV 3% FONDO DE VIVIENDA 205.55     |
|                     |                                   |          |                      |                      |                             | FOND FONDO PENSIONES EMPRES 1,199.02 |
|                     |                                   |          |                      |                      |                             | SEDARSEDAR 137.03                    |
|                     |                                   |          |                      |                      |                             | PVAC PROVISION DE PRIMA VAC 102.46   |
|                     |                                   |          |                      |                      |                             | AGUI PROVISION AGUINALDO 1,024.59    |
|                     |                                   |          |                      |                      |                             | CHEQ PAGO POR CHEQUE 1,967.46        |
| 820-052             | FRANCO SALCEDO MIGUEL ANGEL       |          |                      |                      |                             |                                      |
| T.EMP: PERMANENTE   | 380.64                            |          | 545.66               | AUXILIAR DE OPERADOR |                             |                                      |
| 01 SUELDO BASE      | 5,709.60                          | 51       | ISR                  | 886.59               | DVIG DIAS DE VIGENCIA       | 15.00                                |
| 02 AYUDA PARA DESPE | 394.00                            | 51B      | AJUSTE ISR A CARGO E | 135.56               | IMP1 ISR ART 96             | 886.59                               |
| 03 AYUDA PARA PASAJ | 234.00                            | 54       | FONDO PENSIONES      | 787.92               | PGR1 PERC GRAVADA TIPO 1    | 7,479.52                             |
| 07 PRIMA DE INSALUB | 1,141.92                          | 65       | OTRAS DEDUCCIONES    | 1,565.09             | PERC TOTAL PERCEPCIONES     | 7,479.52                             |
|                     |                                   |          |                      |                      | DEDU TOTAL DEDUCCIONES      | 3,375.16                             |
|                     |                                   |          |                      |                      | 3%FV 3% FONDO DE VIVIENDA   | 205.55                               |
|                     |                                   |          |                      |                      | FOND FONDO PENSIONES EMPRES | 1,199.02                             |
|                     |                                   |          |                      |                      | SEDARSEDAR                  | 137.03                               |
|                     |                                   |          |                      |                      | PVAC PROVISION DE PRIMA VAC | 102.46                               |
|                     |                                   |          |                      |                      | AGUI PROVISION AGUINALDO    | 1,024.59                             |
|                     |                                   |          |                      |                      | TOTA NOMINA EN EFECTIVO     | 4,104.36                             |
| 820-053             | PLASCENCIA GONZALEZ DANIEL        |          |                      |                      |                             |                                      |
| T.EMP: PERMANENTE   | 416.10                            |          | 598.19               | OPERADOR B           |                             |                                      |
| 01 SUELDO BASE      | 6,241.50                          | 51       | ISR                  | 1,052.29             | DVIG DIAS DE VIGENCIA       | 15.00                                |
| 02 AYUDA PARA DESPE | 457.50                            | 54       | FONDO PENSIONES      | 861.33               | IMP1 ISR ART 96             | 1,052.29                             |
| 03 AYUDA PARA PASAJ | 308.00                            | 65       | OTRAS DEDUCCIONES    | 5,096.75             | PGR1 PERC GRAVADA TIPO 1    | 8,255.29                             |
| 07 PRIMA DE INSALUB | 1,248.30                          |          |                      |                      | PERC TOTAL PERCEPCIONES     | 8,255.30                             |
|                     |                                   |          |                      |                      | DEDU TOTAL DEDUCCIONES      | 7,010.37                             |
|                     |                                   |          |                      |                      | 3%FV 3% FONDO DE VIVIENDA   | 224.69                               |
|                     |                                   |          |                      |                      | FOND FONDO PENSIONES EMPRES | 1,310.71                             |
|                     |                                   |          |                      |                      | SEDARSEDAR                  | 149.80                               |
|                     |                                   |          |                      |                      | PVAC PROVISION DE PRIMA VAC | 113.09                               |
|                     |                                   |          |                      |                      | AGUI PROVISION AGUINALDO    | 1,130.86                             |
|                     |                                   |          |                      |                      | TOTA NOMINA EN EFECTIVO     | 1,244.93                             |
| 820-054             | GUTIERREZ RODRIGUEZ NORMA SOCORRO |          |                      |                      |                             |                                      |
| T.EMP: PERMANENTE   | 473.73                            |          | 570.47               | SECRETARIA           |                             |                                      |
| 01 SUELDO BASE      | 7,105.95                          | 51       | ISR                  | 979.59               | DVIG DIAS DE VIGENCIA       | 15.00                                |
| 02 AYUDA PARA DESPE | 478.50                            | 51B      | AJUSTE ISR A CARGO E | 146.60               | IMP1 ISR ART 96             | 979.59                               |
| 03 AYUDA PARA PASAJ | 330.50                            | 54       | FONDO PENSIONES      | 817.18               | PGR1 PERC GRAVADA TIPO 1    | 7,914.95                             |
|                     |                                   | 65       | OTRAS DEDUCCIONES    | 3,329.66             | PERC TOTAL PERCEPCIONES     | 7,914.95                             |
|                     |                                   |          |                      |                      | DEDU TOTAL DEDUCCIONES      | 5,273.03                             |
|                     |                                   |          |                      |                      | 3%FV 3% FONDO DE VIVIENDA   | 213.18                               |
|                     |                                   |          |                      |                      | FOND FONDO PENSIONES EMPRES | 1,243.54                             |
|                     |                                   |          |                      |                      | SEDARSEDAR                  | 142.12                               |
|                     |                                   |          |                      |                      | PVAC PROVISION DE PRIMA VAC | 108.42                               |
|                     |                                   |          |                      |                      | AGUI PROVISION AGUINALDO    | 1,084.24                             |
|                     |                                   |          |                      |                      | TOTA NOMINA EN EFECTIVO     | 2,641.92                             |
| 820-055             | ESCAMILLA VALADEZ JONATHAN ADRIAN |          |                      |                      |                             |                                      |
| T.EMP: PERMANENTE   | 380.64                            |          | 573.13               | AUXILIAR DE OPERADOR |                             |                                      |
| 01 SUELDO BASE      | 5,709.60                          | 51       | ISR                  | 886.59               | DVIG DIAS DE VIGENCIA       | 15.00                                |
| 02 AYUDA PARA DESPE | 394.00                            | 51B      | AJUSTE ISR A CARGO E | 135.56               | EX19 EXENTO PRIMA DOMINICAL | 268.86                               |
| 03 AYUDA PARA PASAJ | 234.00                            | 51PD     | ISR PRIMA DOMINICAL  | 22.45                | IMP1 ISR ART 96             | 886.59                               |
| 07 PRIMA DE INSALUB | 1,141.92                          | 54       | FONDO PENSIONES      | 787.92               | IMP2 ISR Reglamento ISR     | 22.45                                |

| Clave   | Nombre                        | S.Diario | S.Integ | PERCEPCIONES         | DEDUCCIONES          | CONCEPTOS                                                                                                                                                                                                                                                                                                                                                                              |
|---------|-------------------------------|----------|---------|----------------------|----------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 19      | PRIMA DOMINICAL               | 373.98   | 65      | OTRAS DEDUCCIONES    | 3,486.71             | EXEN BASE EXENTA 268.86<br>PGR1 PERC GRAVADA TIPO 1 7,479.52<br>PGR2 PERC GRAVADA TIPO 2 105.12<br>PERC TOTAL PERCEPCIONES 7,853.50<br>DEDU TOTAL DEDUCCIONES 5,319.23<br>3%FV 3% FONDO DE VIVIENDA 205.55<br>FOND FONDO PENSIONES EMPRES 1,199.02<br>SEDARSEDAR 137.03<br>PVAC PROVISION DE PRIMA VAC 102.46<br>AGUI PROVISION AGUINALDO 1,024.59<br>TOTA NOMINA EN EFECTIVO 2,534.27 |
| 820-056 | RODRIGUEZ BRIONES EDUARDO     |          |         |                      |                      |                                                                                                                                                                                                                                                                                                                                                                                        |
| T.EMP:  | PERMANENTE                    | 416.10   |         | 598.19               | OPERADOR B           |                                                                                                                                                                                                                                                                                                                                                                                        |
| 01      | SUELDO BASE                   | 6,241.50 | 51      | ISR                  | 1,052.29             | DVIG DIAS DE VIGENCIA 15.00                                                                                                                                                                                                                                                                                                                                                            |
| 02      | AYUDA PARA DESPE              | 457.50   | 51B     | AJUSTE ISR A CARGO E | 155.23               | IMP1 ISR ART 96 1,052.29                                                                                                                                                                                                                                                                                                                                                               |
| 03      | AYUDA PARA PASAJ              | 308.00   | 54      | FONDO PENSIONES      | 861.33               | PGR1 PERC GRAVADA TIPO 1 8,255.29                                                                                                                                                                                                                                                                                                                                                      |
| 07      | PRIMA DE INSALUB              | 1,248.30 | 65      | OTRAS DEDUCCIONES    | 2,483.12             | PERC TOTAL PERCEPCIONES 8,255.30<br>DEDU TOTAL DEDUCCIONES 4,551.97<br>3%FV 3% FONDO DE VIVIENDA 224.69<br>FOND FONDO PENSIONES EMPRES 1,310.71<br>SEDARSEDAR 149.80<br>PVAC PROVISION DE PRIMA VAC 113.09<br>AGUI PROVISION AGUINALDO 1,130.86<br>TOTA NOMINA EN EFECTIVO 3,703.33                                                                                                    |
| 820-057 | ESPINOZA ESPARZA LUIS DAVID   |          |         |                      |                      |                                                                                                                                                                                                                                                                                                                                                                                        |
| T.EMP:  | PERMANENTE                    | 380.64   |         | 573.13               | AUXILIAR DE OPERADOR |                                                                                                                                                                                                                                                                                                                                                                                        |
| 01      | SUELDO BASE                   | 5,709.60 | 51      | ISR                  | 886.59               | DVIG DIAS DE VIGENCIA 15.00                                                                                                                                                                                                                                                                                                                                                            |
| 02      | AYUDA PARA DESPE              | 394.00   | 51B     | AJUSTE ISR A CARGO E | 135.55               | EX19 EXENTO PRIMA DOMINICAL 358.48                                                                                                                                                                                                                                                                                                                                                     |
| 03      | AYUDA PARA PASAJ              | 234.00   | 51PD    | ISR PRIMA DOMINICAL  | 29.94                | IMP1 ISR ART 96 886.59                                                                                                                                                                                                                                                                                                                                                                 |
| 07      | PRIMA DE INSALUB              | 1,141.92 | 54      | FONDO PENSIONES      | 787.92               | IMP2 ISR Reglamento ISR 29.94                                                                                                                                                                                                                                                                                                                                                          |
| 19      | PRIMA DOMINICAL               | 498.63   | 65      | OTRAS DEDUCCIONES    | 1,378.85             | EXEN BASE EXENTA 358.48<br>PGR1 PERC GRAVADA TIPO 1 7,479.52<br>PGR2 PERC GRAVADA TIPO 2 140.14<br>PERC TOTAL PERCEPCIONES 7,978.15<br>DEDU TOTAL DEDUCCIONES 3,218.85<br>3%FV 3% FONDO DE VIVIENDA 205.55<br>FOND FONDO PENSIONES EMPRES 1,199.02<br>SEDARSEDAR 137.03<br>PVAC PROVISION DE PRIMA VAC 102.46<br>AGUI PROVISION AGUINALDO 1,024.59<br>TOTA NOMINA EN EFECTIVO 4,759.30 |
| 820-058 | ALVAREZ MARTINEZ JOSE ANTONIO |          |         |                      |                      |                                                                                                                                                                                                                                                                                                                                                                                        |
| T.EMP:  | PERMANENTE                    | 380.64   |         | 573.13               | AUXILIAR DE OPERADOR |                                                                                                                                                                                                                                                                                                                                                                                        |
| 01      | SUELDO BASE                   | 5,709.60 | 51      | ISR                  | 886.59               | DVIG DIAS DE VIGENCIA 15.00                                                                                                                                                                                                                                                                                                                                                            |
| 02      | AYUDA PARA DESPE              | 394.00   | 51B     | AJUSTE ISR A CARGO E | 135.55               | EX19 EXENTO PRIMA DOMINICAL 358.48                                                                                                                                                                                                                                                                                                                                                     |
| 03      | AYUDA PARA PASAJ              | 234.00   | 51PD    | ISR PRIMA DOMINICAL  | 29.94                | IMP1 ISR ART 96 886.59                                                                                                                                                                                                                                                                                                                                                                 |
| 07      | PRIMA DE INSALUB              | 1,141.92 | 54      | FONDO PENSIONES      | 787.92               | IMP2 ISR Reglamento ISR 29.94                                                                                                                                                                                                                                                                                                                                                          |
| 19      | PRIMA DOMINICAL               | 498.63   | 65      | OTRAS DEDUCCIONES    | 68.52                | EXEN BASE EXENTA 358.48<br>PGR1 PERC GRAVADA TIPO 1 7,479.52<br>PGR2 PERC GRAVADA TIPO 2 140.14<br>PERC TOTAL PERCEPCIONES 7,978.15<br>DEDU TOTAL DEDUCCIONES 1,908.52<br>3%FV 3% FONDO DE VIVIENDA 205.55<br>FOND FONDO PENSIONES EMPRES 1,199.02<br>SEDARSEDAR 137.03                                                                                                                |

| Clave   | Nombre                           | S.Diario | S.Integ | PERCEPCIONES            | DEDUCCIONES | CONCEPTOS                            |
|---------|----------------------------------|----------|---------|-------------------------|-------------|--------------------------------------|
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|         |                                  |          |         |                         |             | PVAC PROVISION DE PRIMA VAC 102.46   |
|         |                                  |          |         |                         |             | AGUI PROVISION AGUINALDO 1,024.59    |
|         |                                  |          |         |                         |             | TOTA NOMINA EN EFECTIVO 6,069.63     |
| <hr/>   |                                  |          |         |                         |             |                                      |
| 820-059 | MORENO BASULTO EDGAR RAMIRO      |          |         |                         |             |                                      |
| T.EMP:  | PERMANENTE                       | 432.70   | 637.97  | OPERADOR A              |             |                                      |
| 01      | SUELDO BASE                      | 6,490.50 | 51      | ISR                     | 1,118.79    | DVIG DIAS DE VIGENCIA 15.00          |
| 02      | AYUDA PARA DESPE                 | 463.00   | 51B     | AJUSTE ISR A CARGO E    | 135.56      | EX19 EXENTO PRIMA DOMINICAL 179.24   |
| 03      | AYUDA PARA PASAJ                 | 315.00   | 51PD    | ISR PRIMA DOMINICAL     | 22.71       | IMP1 ISR ART 96 1,118.79             |
| 07      | PRIMA DE INSALUB                 | 1,298.10 | 54      | FONDO PENSIONES         | 895.69      | IMP2 ISR Reglamento ISR 22.71        |
| 19      | PRIMA DOMINICAL                  | 285.55   | 65      | OTRAS DEDUCCIONES       | 77.89       | EXEN BASE EXENTA 179.24              |
|         |                                  |          |         |                         |             | PGR1 PERC GRAVADA TIPO 1 8,566.60    |
|         |                                  |          |         |                         |             | PGR2 PERC GRAVADA TIPO 2 106.31      |
|         |                                  |          |         |                         |             | PERC TOTAL PERCEPCIONES 8,852.15     |
|         |                                  |          |         |                         |             | DEDU TOTAL DEDUCCIONES 2,250.64      |
|         |                                  |          |         |                         |             | 3%FV 3% FONDO DE VIVIENDA 233.66     |
|         |                                  |          |         |                         |             | FOND FONDO PENSIONES EMPRES 1,363.00 |
|         |                                  |          |         |                         |             | SEDARSEDAR 155.77                    |
|         |                                  |          |         |                         |             | PVAC PROVISION DE PRIMA VAC 117.35   |
|         |                                  |          |         |                         |             | AGUI PROVISION AGUINALDO 1,173.51    |
|         |                                  |          |         |                         |             | TOTA NOMINA EN EFECTIVO 6,601.51     |
| <hr/>   |                                  |          |         |                         |             |                                      |
| 820-060 | FIGUEROA JIMENEZ JHONATAN JOVANI |          |         |                         |             |                                      |
| T.EMP:  | PERMANENTE                       | 416.10   | 626.17  | OPERADOR B              |             |                                      |
| 01      | SUELDO BASE                      | 6,241.50 | 51      | ISR                     | 1,052.29    | DVIG DIAS DE VIGENCIA 15.00          |
| 02      | AYUDA PARA DESPE                 | 457.50   | 51B     | AJUSTE ISR A CARGO E    | 155.23      | EX19 EXENTO PRIMA DOMINICAL 358.48   |
| 03      | AYUDA PARA PASAJ                 | 308.00   | 51PD    | ISR PRIMA DOMINICAL     | 40.98       | IMP1 ISR ART 96 1,052.29             |
| 07      | PRIMA DE INSALUB                 | 1,248.30 | 54      | FONDO PENSIONES         | 861.33      | IMP2 ISR Reglamento ISR 40.98        |
| 19      | PRIMA DOMINICAL                  | 550.35   | 65      | OTRAS DEDUCCIONES       | 2,555.90    | EXEN BASE EXENTA 358.48              |
|         |                                  |          |         |                         |             | PGR1 PERC GRAVADA TIPO 1 8,255.29    |
|         |                                  |          |         |                         |             | PGR2 PERC GRAVADA TIPO 2 191.87      |
|         |                                  |          |         |                         |             | PERC TOTAL PERCEPCIONES 8,805.65     |
|         |                                  |          |         |                         |             | DEDU TOTAL DEDUCCIONES 4,665.73      |
|         |                                  |          |         |                         |             | 3%FV 3% FONDO DE VIVIENDA 224.69     |
|         |                                  |          |         |                         |             | FOND FONDO PENSIONES EMPRES 1,310.71 |
|         |                                  |          |         |                         |             | SEDARSEDAR 149.80                    |
|         |                                  |          |         |                         |             | PVAC PROVISION DE PRIMA VAC 113.09   |
|         |                                  |          |         |                         |             | AGUI PROVISION AGUINALDO 1,130.86    |
|         |                                  |          |         |                         |             | TOTA NOMINA EN EFECTIVO 4,139.92     |
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| 820-061 | MORA LOPEZ EDGAR MARTIN          |          |         |                         |             |                                      |
| T.EMP:  | PERMANENTE                       | 470.40   | 674.90  | AUXILIAR DE LABORATORIO |             |                                      |
| 01      | SUELDO BASE                      | 7,056.00 | 51      | ISR                     | 1,270.36    | DVIG DIAS DE VIGENCIA 15.00          |
| 02      | AYUDA PARA DESPE                 | 478.50   | 51B     | AJUSTE ISR A CARGO E    | 155.23      | IMP1 ISR ART 96 1,270.36             |
| 03      | AYUDA PARA PASAJ                 | 330.50   | 54      | FONDO PENSIONES         | 973.73      | PGR1 PERC GRAVADA TIPO 1 9,276.20    |
| 07      | PRIMA DE INSALUB                 | 1,411.20 | 65      | OTRAS DEDUCCIONES       | 84.67       | PERC TOTAL PERCEPCIONES 9,276.20     |
|         |                                  |          |         |                         |             | DEDU TOTAL DEDUCCIONES 2,483.99      |
|         |                                  |          |         |                         |             | 3%FV 3% FONDO DE VIVIENDA 254.02     |
|         |                                  |          |         |                         |             | FOND FONDO PENSIONES EMPRES 1,481.76 |
|         |                                  |          |         |                         |             | SEDARSEDAR 169.34                    |
|         |                                  |          |         |                         |             | PVAC PROVISION DE PRIMA VAC 127.07   |
|         |                                  |          |         |                         |             | AGUI PROVISION AGUINALDO 1,270.71    |
|         |                                  |          |         |                         |             | TOTA NOMINA EN EFECTIVO 6,792.21     |
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| 820-062 | ACEVES REGALADO JOSE ROBERTO     |          |         |                         |             |                                      |
| T.EMP:  | PERMANENTE                       | 380.64   | 543.55  | AUXILIAR DE OPERADOR    |             |                                      |
| 01      | SUELDO BASE                      | 5,709.60 | 51      | ISR                     | 886.59      | DVIG DIAS DE VIGENCIA 15.00          |
| 02      | AYUDA PARA DESPE                 | 394.00   | 51B     | AJUSTE ISR A CARGO E    | 135.56      | IMP1 ISR ART 96 886.59               |

| Clave   | Nombre                             | S.Diario | S.Integ | PERCEPCIONES         | DEDUCCIONES                                        | CONCEPTOS                            |
|---------|------------------------------------|----------|---------|----------------------|----------------------------------------------------|--------------------------------------|
| 03      | AYUDA PARA PASAJ                   | 234.00   | 54      | FONDO PENSIONES      | 787.92                                             | PGR1 PERC GRAVADA TIPO 1 7,479.52    |
| 07      | PRIMA DE INSALUB                   | 1,141.92 | 65      | OTRAS DEDUCCIONES    | 68.52                                              | PERC TOTAL PERCEPCIONES 7,479.52     |
|         |                                    |          |         |                      |                                                    | DEDU TOTAL DEDUCCIONES 1,878.59      |
|         |                                    |          |         |                      |                                                    | 3%FV 3% FONDO DE VIVIENDA 205.55     |
|         |                                    |          |         |                      |                                                    | FOND FONDO PENSIONES EMPRES 1,199.02 |
|         |                                    |          |         |                      |                                                    | SEDARSEDAR 137.03                    |
|         |                                    |          |         |                      |                                                    | PVAC PROVISION DE PRIMA VAC 102.46   |
|         |                                    |          |         |                      |                                                    | AGUI PROVISION AGUINALDO 1,024.59    |
|         |                                    |          |         |                      |                                                    | TOTA NOMINA EN EFECTIVO 5,600.93     |
| 820-063 | SALGADO DE LA TORRE CARLOS ALBERTO |          |         |                      |                                                    |                                      |
| T.EMP:  | PERMANENTE                         | 380.64   |         | 543.55               | AUXILIAR DE OPERADOR                               |                                      |
| 01      | SUELDO BASE                        | 5,709.60 | 51      | ISR                  | 886.59                                             | DVIG DIAS DE VIGENCIA 15.00          |
| 02      | AYUDA PARA DESPE                   | 394.00   | 51B     | AJUSTE ISR A CARGO E | 135.56                                             | IMP1 ISR ART 96 886.59               |
| 03      | AYUDA PARA PASAJ                   | 234.00   | 54      | FONDO PENSIONES      | 787.92                                             | PGR1 PERC GRAVADA TIPO 1 7,479.52    |
| 07      | PRIMA DE INSALUB                   | 1,141.92 | 65      | OTRAS DEDUCCIONES    | 68.52                                              | PERC TOTAL PERCEPCIONES 7,479.52     |
|         |                                    |          |         |                      |                                                    | DEDU TOTAL DEDUCCIONES 1,878.59      |
|         |                                    |          |         |                      |                                                    | 3%FV 3% FONDO DE VIVIENDA 205.55     |
|         |                                    |          |         |                      |                                                    | FOND FONDO PENSIONES EMPRES 1,199.02 |
|         |                                    |          |         |                      |                                                    | SEDARSEDAR 137.03                    |
|         |                                    |          |         |                      |                                                    | PVAC PROVISION DE PRIMA VAC 102.46   |
|         |                                    |          |         |                      |                                                    | AGUI PROVISION AGUINALDO 1,024.59    |
|         |                                    |          |         |                      |                                                    | TOTA NOMINA EN EFECTIVO 5,600.93     |
| 830-006 | SANCHEZ RAMIREZ DIANA STEPHANIA    |          |         |                      |                                                    |                                      |
| T.EMP:  | PERMANENTE                         | 623.53   |         | 754.62               | ENCARGADO DE CONTROL DE PRODUCCION DE AGUA RESIDUA |                                      |
| 01      | SUELDO BASE                        | 9,352.95 | 51      | ISR                  | 1,538.78                                           | DVIG DIAS DE VIGENCIA 15.00          |
| 02      | AYUDA PARA DESPE                   | 557.00   | 51B     | AJUSTE ISR A CARGO E | 273.56                                             | IMP1 ISR ART 96 1,538.78             |
| 03      | AYUDA PARA PASAJ                   | 339.50   | 54      | FONDO PENSIONES      | 1,075.59                                           | PGR1 PERC GRAVADA TIPO 1 10,532.85   |
| 04      | PRIMA QUINQUENAL                   | 283.40   | 65      | OTRAS DEDUCCIONES    | 5,017.19                                           | PERC TOTAL PERCEPCIONES 10,532.85    |
|         |                                    |          |         |                      |                                                    | DEDU TOTAL DEDUCCIONES 7,905.12      |
|         |                                    |          |         |                      |                                                    | 3%FV 3% FONDO DE VIVIENDA 280.59     |
|         |                                    |          |         |                      |                                                    | FOND FONDO PENSIONES EMPRES 1,636.77 |
|         |                                    |          |         |                      |                                                    | SEDARSEDAR 187.06                    |
|         |                                    |          |         |                      |                                                    | PVAC PROVISION DE PRIMA VAC 140.40   |
|         |                                    |          |         |                      |                                                    | AGUI PROVISION AGUINALDO 1,404.03    |
|         |                                    |          |         |                      |                                                    | CHEQ PAGO POR CHEQUE 2,627.73        |
| 840-003 | TRUJILLO PICAZO JOSE ALEJANDRO     |          |         |                      |                                                    |                                      |
| T.EMP:  | PERMANENTE                         | 470.40   |         | 684.50               | AUXILIAR DE LABORATORIO                            |                                      |
| 01      | SUELDO BASE                        | 7,056.00 | 51      | ISR                  | 1,330.89                                           | DVIG DIAS DE VIGENCIA 15.00          |
| 02      | AYUDA PARA DESPE                   | 478.50   | 51B     | AJUSTE ISR A CARGO E | 158.25                                             | IMP1 ISR ART 96 1,330.89             |
| 03      | AYUDA PARA PASAJ                   | 330.50   | 54      | FONDO PENSIONES      | 973.73                                             | PGR1 PERC GRAVADA TIPO 1 9,559.60    |
| 04      | PRIMA QUINQUENAL                   | 283.40   | 65      | OTRAS DEDUCCIONES    | 84.67                                              | PERC TOTAL PERCEPCIONES 9,559.60     |
| 07      | PRIMA DE INSALUB                   | 1,411.20 |         |                      |                                                    | DEDU TOTAL DEDUCCIONES 2,547.54      |
|         |                                    |          |         |                      |                                                    | 3%FV 3% FONDO DE VIVIENDA 254.02     |
|         |                                    |          |         |                      |                                                    | FOND FONDO PENSIONES EMPRES 1,481.76 |
|         |                                    |          |         |                      |                                                    | SEDARSEDAR 169.34                    |
|         |                                    |          |         |                      |                                                    | PVAC PROVISION DE PRIMA VAC 127.07   |
|         |                                    |          |         |                      |                                                    | AGUI PROVISION AGUINALDO 1,270.71    |
|         |                                    |          |         |                      |                                                    | TOTA NOMINA EN EFECTIVO 7,012.06     |
| 840-008 | URIBE ZARATE JOSE ROBERTO          |          |         |                      |                                                    |                                      |
| T.EMP:  | PERMANENTE                         | 380.64   |         | 545.66               | AUXILIAR DE OPERADOR                               |                                      |
| 01      | SUELDO BASE                        | 5,709.60 | 51      | ISR                  | 886.59                                             | DVIG DIAS DE VIGENCIA 15.00          |
| 02      | AYUDA PARA DESPE                   | 394.00   | 51B     | AJUSTE ISR A CARGO E | 135.56                                             | IMP1 ISR ART 96 886.59               |
| 03      | AYUDA PARA PASAJ                   | 234.00   | 54      | FONDO PENSIONES      | 787.92                                             | PGR1 PERC GRAVADA TIPO 1 7,479.52    |
| 07      | PRIMA DE INSALUB                   | 1,141.92 | 65      | OTRAS DEDUCCIONES    | 1,700.52                                           | PERC TOTAL PERCEPCIONES 7,479.52     |

| Clave      | Nombre                      | S.Diario  | S.Integ | PERCEPCIONES         | DEDUCCIONES             | CONCEPTOS                            |
|------------|-----------------------------|-----------|---------|----------------------|-------------------------|--------------------------------------|
| <hr/>      |                             |           |         |                      |                         |                                      |
|            |                             |           |         |                      |                         | DEDU TOTAL DEDUCCIONES 3,510.59      |
|            |                             |           |         |                      |                         | 3%FV 3% FONDO DE VIVIENDA 205.55     |
|            |                             |           |         |                      |                         | FOND FONDO PENSIONES EMPRES 1,199.02 |
|            |                             |           |         |                      |                         | SEDARSEDAR 137.03                    |
|            |                             |           |         |                      |                         | PVAC PROVISION DE PRIMA VAC 102.46   |
|            |                             |           |         |                      |                         | AGUI PROVISION AGUINALDO 1,024.59    |
|            |                             |           |         |                      |                         | TOTA NOMINA EN EFECTIVO 3,968.93     |
| <hr/>      |                             |           |         |                      |                         |                                      |
| 840-009    | BARAJAS PANTOJA DAVID       |           |         |                      |                         |                                      |
| T.EMP:     | PERMANENTE                  | 470.40    |         | 674.90               | AUXILIAR DE LABORATORIO |                                      |
| 01         | SUELDO BASE                 | 7,056.00  | 51      | ISR                  | 1,270.36                | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | AYUDA PARA DESPE            | 478.50    | 51B     | AJUSTE ISR A CARGO E | 181.10                  | IMP1 ISR ART 96 1,270.36             |
| 03         | AYUDA PARA PASAJ            | 330.50    | 54      | FONDO PENSIONES      | 973.73                  | PGR1 PERC GRAVADA TIPO 1 9,276.20    |
| 07         | PRIMA DE INSALUB            | 1,411.20  | 65      | OTRAS DEDUCCIONES    | 84.67                   | PERC TOTAL PERCEPCIONES 9,276.20     |
|            |                             |           |         |                      |                         | DEDU TOTAL DEDUCCIONES 2,509.86      |
|            |                             |           |         |                      |                         | 3%FV 3% FONDO DE VIVIENDA 254.02     |
|            |                             |           |         |                      |                         | FOND FONDO PENSIONES EMPRES 1,481.76 |
|            |                             |           |         |                      |                         | SEDARSEDAR 169.34                    |
|            |                             |           |         |                      |                         | PVAC PROVISION DE PRIMA VAC 127.07   |
|            |                             |           |         |                      |                         | AGUI PROVISION AGUINALDO 1,270.71    |
|            |                             |           |         |                      |                         | TOTA NOMINA EN EFECTIVO 6,766.34     |
| <hr/>      |                             |           |         |                      |                         |                                      |
| 89-206-010 | DEMI CASTELLANOS EDUARDO    |           |         |                      |                         |                                      |
| T.EMP:     | PERMANENTE                  | 761.07    |         | 931.43               | Jefe de Normatividad    |                                      |
| 01         | SUELDO BASE                 | 11,416.00 | 51      | ISR                  | 2,064.86                | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | AYUDA PARA DESPE            | 623.50    | 51B     | AJUSTE ISR A CARGO E | 309.96                  | IMP1 ISR ART 96 2,064.86             |
| 03         | AYUDA PARA PASAJ            | 389.50    | 54      | FONDO PENSIONES      | 1,312.84                | PGR1 PERC GRAVADA TIPO 1 12,995.80   |
| 04         | PRIMA QUINQUENAL            | 566.80    | 65      | OTRAS DEDUCCIONES    | 3,808.00                | PERC TOTAL PERCEPCIONES 12,995.80    |
|            |                             |           |         |                      |                         | DEDU TOTAL DEDUCCIONES 7,495.66      |
|            |                             |           |         |                      |                         | 3%FV 3% FONDO DE VIVIENDA 342.48     |
|            |                             |           |         |                      |                         | FOND FONDO PENSIONES EMPRES 1,997.80 |
|            |                             |           |         |                      |                         | SEDARSEDAR 228.32                    |
|            |                             |           |         |                      |                         | PVAC PROVISION DE PRIMA VAC 170.26   |
|            |                             |           |         |                      |                         | AGUI PROVISION AGUINALDO 1,702.60    |
|            |                             |           |         |                      |                         | TOTA NOMINA EN EFECTIVO 5,500.14     |
| <hr/>      |                             |           |         |                      |                         |                                      |
| 910-002    | CHAVEZ GORDIANO ALFONSO     |           |         |                      |                         |                                      |
| T.EMP:     | PERMANENTE                  | 416.10    |         | 631.26               | OPERADOR DE CARCAMO     |                                      |
| 01         | SUELDO BASE                 | 6,241.50  | 51      | ISR                  | 1,143.09                | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | AYUDA PARA DESPE            | 457.50    | 51B     | AJUSTE ISR A CARGO E | 155.24                  | EX19 EXENTO PRIMA DOMINICAL 268.86   |
| 03         | AYUDA PARA PASAJ            | 308.00    | 51PD    | ISR PRIMA DOMINICAL  | 30.74                   | IMP1 ISR ART 96 1,143.09             |
| 04         | PRIMA QUINQUENAL            | 425.10    | 54      | FONDO PENSIONES      | 861.33                  | IMP2 ISR Reglamento ISR 30.74        |
| 07         | PRIMA DE INSALUB            | 1,248.30  | 79      | APORT ADIC VOL SEDAR | 200.00                  | EXEN BASE EXENTA 268.86              |
| 19         | PRIMA DOMINICAL             | 412.77    | 65      | OTRAS DEDUCCIONES    | 3,626.90                | PGR1 PERC GRAVADA TIPO 1 8,680.40    |
|            |                             |           |         |                      |                         | PGR2 PERC GRAVADA TIPO 2 143.90      |
|            |                             |           |         |                      |                         | PERC TOTAL PERCEPCIONES 9,093.17     |
|            |                             |           |         |                      |                         | DEDU TOTAL DEDUCCIONES 6,017.30      |
|            |                             |           |         |                      |                         | 3%FV 3% FONDO DE VIVIENDA 224.69     |
|            |                             |           |         |                      |                         | FOND FONDO PENSIONES EMPRES 1,310.71 |
|            |                             |           |         |                      |                         | SEDARSEDAR 149.80                    |
|            |                             |           |         |                      |                         | PVAC PROVISION DE PRIMA VAC 113.09   |
|            |                             |           |         |                      |                         | AGUI PROVISION AGUINALDO 1,130.86    |
|            |                             |           |         |                      |                         | TOTA NOMINA EN EFECTIVO 3,075.87     |
| <hr/>      |                             |           |         |                      |                         |                                      |
| 910-031    | AYARD FLORES CLAUDIA MONICA |           |         |                      |                         |                                      |
| T.EMP:     | PERMANENTE                  | 416.10    |         | 628.79               | OPERADOR DE CARCAMO     |                                      |
| 01         | SUELDO BASE                 | 6,241.50  | 51      | ISR                  | 1,112.83                | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | AYUDA PARA DESPE            | 457.50    | 51B     | AJUSTE ISR A CARGO E | 155.23                  | EX19 EXENTO PRIMA DOMINICAL 179.24   |

| Clave                                                                             | Nombre            | S.Diario     | S.Integ | DEDUCCIONES          | CONCEPTOS            |       |                        |            |
|-----------------------------------------------------------------------------------|-------------------|--------------|---------|----------------------|----------------------|-------|------------------------|------------|
| PERCEPCIONES                                                                      |                   |              |         |                      |                      |       |                        |            |
| 03                                                                                | AYUDA PARA PASAJ  | 308.00       | 51PD    | ISR PRIMA DOMINICAL  | 20.49                | IMP1  | ISR ART 96             | 1,112.83   |
| 04                                                                                | PRIMA QUINQUENAL  | 283.40       | 54      | FONDO PENSIONES      | 861.33               | IMP2  | ISR Reglamento ISR     | 20.49      |
| 07                                                                                | PRIMA DE INSALUB  | 1,248.30     | 65      | OTRAS DEDUCCIONES    | 3,088.90             | EXEN  | BASE EXENTA            | 179.24     |
| 19                                                                                | PRIMA DOMINICAL   | 275.18       |         |                      |                      | PGR1  | PERC GRAVADA TIPO 1    | 8,538.70   |
|                                                                                   |                   |              |         |                      |                      | PGR2  | PERC GRAVADA TIPO 2    | 95.94      |
|                                                                                   |                   |              |         |                      |                      | PERC  | TOTAL PERCEPCIONES     | 8,813.88   |
|                                                                                   |                   |              |         |                      |                      | DEDU  | TOTAL DEDUCCIONES      | 5,238.78   |
|                                                                                   |                   |              |         |                      |                      | 3%FV  | 3% FONDO DE VIVIENDA   | 224.69     |
|                                                                                   |                   |              |         |                      |                      | FOND  | FONDO PENSIONES EMPRES | 1,310.71   |
|                                                                                   |                   |              |         |                      |                      | SEDAR | SEDARSEDAR             | 149.80     |
|                                                                                   |                   |              |         |                      |                      | PVAC  | PROVISION DE PRIMA VAC | 113.09     |
|                                                                                   |                   |              |         |                      |                      | AGUI  | PROVISION AGUINALDO    | 1,130.86   |
|                                                                                   |                   |              |         |                      |                      | TOTA  | NOMINA EN EFECTIVO     | 3,575.10   |
| 930-006 CEDEÑO MARTINEZ FRANCISCO OFELIO                                          |                   |              |         |                      |                      |       |                        |            |
| T.EMP:                                                                            | PERMANENTE        | 380.64       |         | 553.16               | AUXILIAR DE OPERADOR |       |                        |            |
| 01                                                                                | SUELDO BASE       | 5,709.60     | 51      | ISR                  | 947.12               | DVIG  | DIAS DE VIGENCIA       | 15.00      |
| 02                                                                                | AYUDA PARA DESPE  | 394.00       | 51B     | AJUSTE ISR A CARGO E | 135.57               | IMP1  | ISR ART 96             | 947.12     |
| 03                                                                                | AYUDA PARA PASAJ  | 234.00       | 54      | FONDO PENSIONES      | 787.92               | PGR1  | PERC GRAVADA TIPO 1    | 7,762.92   |
| 04                                                                                | PRIMA QUINQUENAL  | 283.40       | 65      | OTRAS DEDUCCIONES    | 2,327.52             | PERC  | TOTAL PERCEPCIONES     | 7,762.92   |
| 07                                                                                | PRIMA DE INSALUB  | 1,141.92     |         |                      |                      | DEDU  | TOTAL DEDUCCIONES      | 4,198.13   |
|                                                                                   |                   |              |         |                      |                      | 3%FV  | 3% FONDO DE VIVIENDA   | 205.55     |
|                                                                                   |                   |              |         |                      |                      | FOND  | FONDO PENSIONES EMPRES | 1,199.02   |
|                                                                                   |                   |              |         |                      |                      | SEDAR | SEDARSEDAR             | 137.03     |
|                                                                                   |                   |              |         |                      |                      | PVAC  | PROVISION DE PRIMA VAC | 102.46     |
|                                                                                   |                   |              |         |                      |                      | AGUI  | PROVISION AGUINALDO    | 1,024.59   |
|                                                                                   |                   |              |         |                      |                      | TOTA  | NOMINA EN EFECTIVO     | 3,564.79   |
| **** Totales Subdirección de Plantas de Tratamiento de Aguas Residuales 8502 **** |                   |              |         |                      |                      |       |                        |            |
| 01                                                                                | SUELDO BASE       | 1,149,242.65 | FALT    | INCIDENCIAS          | 550.35               | DVIG  | DIAS DE VIGENCIA       | 2,430.00   |
| 02                                                                                | AYUDA PARA DESPE  | 77,339.50    | 51      | ISR                  | 218,546.85           | EX19  | EXENTO PRIMA DOMINICAL | 9,051.62   |
| 03                                                                                | AYUDA PARA PASAJ  | 51,706.00    | 51B     | AJUSTE ISR A CARGO E | 26,821.80            | IMP1  | ISR ART 96             | 218,546.85 |
| 04                                                                                | PRIMA QUINQUENAL  | 81,902.60    | 51PD    | ISR PRIMA DOMINICAL  | 1,028.13             | IMP2  | ISR Reglamento ISR     | 1,028.13   |
| 07                                                                                | PRIMA DE INSALUB  | 197,339.65   | 54      | FONDO PENSIONES      | 154,888.88           | EXEN  | BASE EXENTA            | 9,051.62   |
| 16                                                                                | HOMOLOGACION      | 275.95       | 79      | APORT ADIC VOL SEDAR | 850.00               | PGR1  | PERC GRAVADA TIPO 1    | 1,557,255. |
| 19                                                                                | PRIMA DOMINICAL   | 13,865.07    | 65      | OTRAS DEDUCCIONES    | 418,638.49           | PGR2  | PERC GRAVADA TIPO 2    | 4,813.34   |
| 51                                                                                | FAJUSTE ISR A FAV | 1,233.90     |         |                      |                      | PERC  | TOTAL PERCEPCIONES     | 1,572,905. |
|                                                                                   |                   |              |         |                      |                      | DEDU  | TOTAL DEDUCCIONES      | 821,324.50 |
|                                                                                   |                   |              |         |                      |                      | 3%FV  | 3% FONDO DE VIVIENDA   | 40,405.79  |
|                                                                                   |                   |              |         |                      |                      | FOND  | FONDO PENSIONES EMPRES | 235,699.78 |
|                                                                                   |                   |              |         |                      |                      | SEDAR | SEDARSEDAR             | 26,937.20  |
|                                                                                   |                   |              |         |                      |                      | PVAC  | PROVISION DE PRIMA VAC | 20,214.26  |
|                                                                                   |                   |              |         |                      |                      | AGUI  | PROVISION AGUINALDO    | 202,140.71 |
|                                                                                   |                   |              |         |                      |                      | TOTA  | NOMINA EN EFECTIVO     | 746,985.63 |
|                                                                                   |                   |              |         |                      |                      | CHEQ  | PAGO POR CHEQUE        | 4,595.19   |

| Clave                         | Nombre           | S.Diario     | S.Integ                  | DEDUCCIONES | CONCEPTOS                              |
|-------------------------------|------------------|--------------|--------------------------|-------------|----------------------------------------|
| -----                         |                  |              |                          |             |                                        |
| PERCEPCIONES                  |                  |              |                          |             |                                        |
| -----                         |                  |              |                          |             |                                        |
| ***** TOTALES GENERALES ***** |                  |              |                          |             |                                        |
|                               |                  |              |                          |             |                                        |
| 01                            | SUELDO BASE      | 4,244,932.65 | FALT INCIDENCIAS         | 550.35      | DVIG DIAS DE VIGENCIA 6,870.00         |
| 02                            | AYUDA PARA DESPE | 251,831.00   | 51 ISR                   | 794,978.20  | EX19 EXENTO PRIMA DOMINICAL 11,919.46  |
| 03                            | AYUDA PARA PASAJ | 164,905.50   | 51B AJUSTE ISR A CARGO E | 54,955.98   | IMP1 ISR ART 96 794,978.20             |
| 04                            | PRIMA QUINQUENAL | 186,335.50   | 51PD ISR PRIMA DOMINICAL | 1,274.91    | IMP2 ISR Reglamento ISR 1,274.91       |
| 06                            | PRIMA POR RIESGO | 54,941.36    | 54 FONDO PENSIONES       | 518,516.40  | EXEN BASE EXENTA 11,919.46             |
| 07                            | PRIMA DE INSALUB | 206,462.41   | 79 APORT ADIC VOL SEDAR  | 3,350.00    | PGR1 PERC GRAVADA TIPO 1 5,111,356.50  |
| 16                            | HOMOLOGACION     | 2,498.95     | 89 APORT ADIC COMP SEDA  | 600.00      | PGR2 PERC GRAVADA TIPO 2 6,055.12      |
| 19                            | PRIMA DOMINICAL  | 17,974.79    | 65 OTRAS DEDUCCIONES     | 1,209,605.  | PERC TOTAL PERCEPCIONES 5,131,116.06   |
| 51FAJUSTE ISR A FAV           | 1,233.90         |              |                          |             | DEDU TOTAL DEDUCCIONES 2,583,831.64    |
|                               |                  |              |                          |             | 3%FV 3% FONDO DE VIVIENDA 135,265.01   |
|                               |                  |              |                          |             | FOND FONDO PENSIONES EMPRES 789,045.51 |
|                               |                  |              |                          |             | SEDARSEDAR 90,176.79                   |
|                               |                  |              |                          |             | PVAC PROVISION DE PRIMA VAC 67,439.46  |
|                               |                  |              |                          |             | AGUI PROVISION AGUINALDO 674,393.56    |
|                               |                  |              |                          |             | TOTA NOMINA EN EFECTIVO 2,416,414.77   |
|                               |                  |              |                          |             | CHEQ PAGO POR CHEQUE 130,869.65        |

Total de Empleados : 458

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

RECIBI: DE LA SECRETARIA DE FINANZAS DEL ESTADO LA CANTIDAD DE N\$: 5,131,116.06  
CINCO MILLONES CIENTO TREINTA Y UN MIL CIENTO DIEZ Y SEIS PESOS 0/100 M.N.  
IMPORTE DE PERCEPCIONES QUE AMPARA LA PRESENTE NOMINA.

|                 |              |           |
|-----------------|--------------|-----------|
|                 | NETO         | NO. TRAB. |
| TOTAL EFECTIVO: | 2,416,414.77 | 432       |
| TOTAL CHEQUES:  | 130,869.65   | 26        |
| TOTAL GENERAL:  | 2,547,284.42 | 458       |

Vo. Bo.

AUTORIZO

LAE LUIS GUILLERMO GUZMÁN RAMÍREZ

DR. ALBERTO JOSÉ VÁZQUEZ QUIÑONES

ING. CARLOS VICENTE AGUIRRE PACZKA

SUBDIRECTOR DE RECURSOS HUMANOS

DIRECTOR ADMINISTRATIVO, JURÍDICO E INNOVACIÓN

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. 31-mar.-2021

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