

| Clave                             | Nombre                        | S.Diario  | S.Integ | PERCEPCIONES      | DEDUCCIONES                          | CONCEPTOS                            |
|-----------------------------------|-------------------------------|-----------|---------|-------------------|--------------------------------------|--------------------------------------|
| ***** DIRECCION GENERAL ***** 100 |                               |           |         |                   |                                      |                                      |
| 100-004                           | MEZA PADILLA FRANCISCO        |           |         |                   |                                      |                                      |
| T.EMP:                            | EVENTUAL                      | 364.37    |         | 445.34            | CHOFER MENSAJERO                     |                                      |
| 01                                | SUELDO                        | 5,465.55  | 51      | ISPT              | 786.43                               | DVIG DIAS DE VIGENCIA 15.00          |
| 02                                | DESPENSA                      | 463.00    |         |                   |                                      | IMP1 ISPT ART. 113 LISR 786.43       |
| 03                                | TRANSPORTE                    | 315.00    |         |                   |                                      | PGR1 PERC. GRAVADA TIPO 1 6,243.55   |
|                                   |                               |           |         |                   |                                      | PERC TOTAL PERCEPCIONES 6,243.55     |
|                                   |                               |           |         |                   |                                      | DEDU TOTAL DEDUCCIONES 786.43        |
|                                   |                               |           |         |                   |                                      | AGUI PROVISION AGUINALDO 855.28      |
|                                   |                               |           |         |                   |                                      | TOTA NOMINA EN EFECTIVO 5,457.12     |
| 100-005                           | PARGA RAMIREZ URIEL ALEJANDRO |           |         |                   |                                      |                                      |
| T.EMP:                            | EVENTUAL                      | 2,564.87  |         | 1,826.00          | SECRETARIO TECNICO                   |                                      |
| 01                                | SUELDO                        | 38,473.05 | 51      | ISPT              | 10,706.73                            | DVIG DIAS DE VIGENCIA 15.00          |
| 02                                | DESPENSA                      | 1,518.50  |         |                   |                                      | IMP1 ISPT ART. 113 LISR 10,706.73    |
| 03                                | TRANSPORTE                    | 1,067.50  |         |                   |                                      | PGR1 PERC. GRAVADA TIPO 1 41,059.05  |
|                                   |                               |           |         |                   |                                      | PERC TOTAL PERCEPCIONES 41,059.05    |
|                                   |                               |           |         |                   |                                      | DEDU TOTAL DEDUCCIONES 10,706.73     |
|                                   |                               |           |         |                   |                                      | AGUI PROVISION AGUINALDO 5,624.53    |
|                                   |                               |           |         |                   |                                      | TOTA NOMINA EN EFECTIVO 30,352.32    |
| 101-001                           | PEREZ MARTINEZ MOCTEZUMA      |           |         |                   |                                      |                                      |
| T.EMP:                            | EVENTUAL                      | 467.07    |         | 572.59            | AUXILIAR ADMINISTRATIVO              |                                      |
| 01                                | SUELDO                        | 7,006.05  | 51      | ISPT              | 1,140.80                             | DVIG DIAS DE VIGENCIA 15.00          |
| 02                                | DESPENSA                      | 557.00    | 65      | OTRAS DEDUCCIONES | 300.00                               | IMP1 ISPT ART. 113 LISR 1,140.80     |
| 03                                | TRANSPORTE                    | 339.50    |         |                   |                                      | PGR1 PERC. GRAVADA TIPO 1 7,902.55   |
|                                   |                               |           |         |                   |                                      | PERC TOTAL PERCEPCIONES 7,902.55     |
|                                   |                               |           |         |                   |                                      | DEDU TOTAL DEDUCCIONES 1,440.80      |
|                                   |                               |           |         |                   |                                      | AGUI PROVISION AGUINALDO 1,082.54    |
|                                   |                               |           |         |                   |                                      | TOTA NOMINA EN EFECTIVO 6,461.75     |
| 101-002                           | MIRANDA TORRES JONATHAN       |           |         |                   |                                      |                                      |
| T.EMP:                            | EVENTUAL                      | 467.06    |         | 572.58            | AUXILIAR ADMINISTRATIVO              |                                      |
| 01                                | SUELDO                        | 7,005.90  | 51      | ISPT              | 1,140.76                             | DVIG DIAS DE VIGENCIA 15.00          |
| 02                                | DESPENSA                      | 557.00    |         |                   |                                      | IMP1 ISPT ART. 113 LISR 1,140.76     |
| 03                                | TRANSPORTE                    | 339.50    |         |                   |                                      | PGR1 PERC. GRAVADA TIPO 1 7,902.40   |
|                                   |                               |           |         |                   |                                      | PERC TOTAL PERCEPCIONES 7,902.40     |
|                                   |                               |           |         |                   |                                      | DEDU TOTAL DEDUCCIONES 1,140.76      |
|                                   |                               |           |         |                   |                                      | AGUI PROVISION AGUINALDO 1,082.52    |
|                                   |                               |           |         |                   |                                      | TOTA NOMINA EN EFECTIVO 6,761.64     |
| 101-003                           | GONZALEZ ORTIZ FIDEL          |           |         |                   |                                      |                                      |
| T.EMP:                            | PERMANENTE                    | 1,007.53  |         | 1,228.09          | JEFE DE CONTRATACION DE OBRAS (UEAS) |                                      |
| 01                                | SUELDO                        | 15,112.95 | 51      | ISPT              | 3,118.92                             | DVIG DIAS DE VIGENCIA 15.00          |
| 02                                | DESPENSA                      | 797.50    | 54      | FONDO PENSIONES   | 1,737.99                             | IMP1 ISPT ART. 113 LISR 3,118.92     |
| 03                                | TRANSPORTE                    | 537.00    |         |                   |                                      | PGR1 PERC. GRAVADA TIPO 1 16,447.45  |
|                                   |                               |           |         |                   |                                      | PERC TOTAL PERCEPCIONES 16,447.45    |
|                                   |                               |           |         |                   |                                      | DEDU TOTAL DEDUCCIONES 4,856.91      |
|                                   |                               |           |         |                   |                                      | 3%FV 3% FONDO DE VIVIENDA 453.39     |
|                                   |                               |           |         |                   |                                      | FOND FONDO PENSIONES EMPRES 2,266.94 |
|                                   |                               |           |         |                   |                                      | SEDARSEDAR 302.26                    |
|                                   |                               |           |         |                   |                                      | AGUI PROVISION AGUINALDO 2,253.08    |
|                                   |                               |           |         |                   |                                      | TOTA NOMINA EN EFECTIVO 11,590.54    |
| 18-123-002                        | MIRANDA TORRES MARTHA ERIKA   |           |         |                   |                                      |                                      |
| T.EMP:                            | PERMANENTE                    | 1,007.53  |         | 1,235.40          | SECRETARIA PARTICULAR                |                                      |
| 01                                | SUELDO                        | 15,112.95 | 51      | ISPT              | 3,118.92                             | DVIG DIAS DE VIGENCIA 15.00          |

| Clave                                | Nombre     | S.Diario  | S.Integ | PERCEPCIONES      | DEDUCCIONES                  | CONCEPTOS                   |           |
|--------------------------------------|------------|-----------|---------|-------------------|------------------------------|-----------------------------|-----------|
| 02                                   | DESPENSA   | 797.50    | 54      | FONDO PENSIONES   | 1,737.99                     | IMP1 ISPT ART. 113 LISR     | 3,118.92  |
| 03                                   | TRANSPORTE | 537.00    | 65      | OTRAS DEDUCCIONES | 7,937.57                     | PGR1 PERC. GRAVADA TIPO 1   | 16,447.45 |
|                                      |            |           |         |                   |                              | PERC TOTAL PERCEPCIONES     | 16,447.45 |
|                                      |            |           |         |                   |                              | DEDU TOTAL DEDUCCIONES      | 12,794.48 |
|                                      |            |           |         |                   |                              | 3%FV 3% FONDO DE VIVIENDA   | 453.39    |
|                                      |            |           |         |                   |                              | FOND FONDO PENSIONES EMPRES | 2,266.94  |
|                                      |            |           |         |                   |                              | SEDARSEDAR                  | 302.26    |
|                                      |            |           |         |                   |                              | AGUI PROVISION AGUINALDO    | 2,253.08  |
|                                      |            |           |         |                   |                              | TOTA NOMINA EN EFECTIVO     | 3,652.97  |
| 33-254-003 GARCIA RODRIGUEZ ALDO     |            |           |         |                   |                              |                             |           |
| T.EMP:                               | PERMANENTE | 1,632.10  |         | 1,826.00          | GERENTE DE ESTUDIOS TECNICOS |                             |           |
| 01                                   | SUELDO     | 24,481.50 | 51      | ISPT              | 6,040.03                     | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02                                   | DESPENSA   | 994.50    | 54      | FONDO PENSIONES   | 2,815.37                     | IMP1 ISPT ART. 113 LISR     | 6,040.03  |
| 03                                   | TRANSPORTE | 708.50    | 65      | OTRAS DEDUCCIONES | 4,213.56                     | PGR1 PERC. GRAVADA TIPO 1   | 26,184.50 |
|                                      |            |           |         |                   |                              | PERC TOTAL PERCEPCIONES     | 26,184.50 |
|                                      |            |           |         |                   |                              | DEDU TOTAL DEDUCCIONES      | 13,068.96 |
|                                      |            |           |         |                   |                              | 3%FV 3% FONDO DE VIVIENDA   | 734.44    |
|                                      |            |           |         |                   |                              | FOND FONDO PENSIONES EMPRES | 3,672.22  |
|                                      |            |           |         |                   |                              | SEDARSEDAR                  | 489.63    |
|                                      |            |           |         |                   |                              | AGUI PROVISION AGUINALDO    | 3,586.92  |
|                                      |            |           |         |                   |                              | TOTA NOMINA EN EFECTIVO     | 13,115.54 |
| 500-004 LUGO ARIAS FELIPE TITO       |            |           |         |                   |                              |                             |           |
| T.EMP:                               | PERMANENTE | 3,393.53  |         | 1,826.00          | DIRECTOR GENERAL             |                             |           |
| 01                                   | SUELDO     | 50,902.95 | 51      | ISPT              | 14,984.08                    | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02                                   | DESPENSA   | 1,613.00  | 54      | FONDO PENSIONES   | 5,853.84                     | IMP1 ISPT ART. 113 LISR     | 14,984.08 |
| 03                                   | TRANSPORTE | 1,127.00  | 65      | OTRAS DEDUCCIONES | 19,092.00                    | PGR1 PERC. GRAVADA TIPO 1   | 53,642.95 |
|                                      |            |           |         |                   |                              | PERC TOTAL PERCEPCIONES     | 53,642.95 |
|                                      |            |           |         |                   |                              | DEDU TOTAL DEDUCCIONES      | 39,929.92 |
|                                      |            |           |         |                   |                              | 3%FV 3% FONDO DE VIVIENDA   | 1,527.09  |
|                                      |            |           |         |                   |                              | FOND FONDO PENSIONES EMPRES | 7,635.44  |
|                                      |            |           |         |                   |                              | SEDARSEDAR                  | 547.80    |
|                                      |            |           |         |                   |                              | AGUI PROVISION AGUINALDO    | 7,348.35  |
|                                      |            |           |         |                   |                              | TOTA NOMINA EN EFECTIVO     | 13,713.03 |
| 520-003 AGUILAR VELAZCO SALVADOR     |            |           |         |                   |                              |                             |           |
| T.EMP:                               | PERMANENTE | 538.53    |         | 643.67            | CHOFER (DIRECCION GENERAL)   |                             |           |
| 01                                   | SUELDO     | 8,077.95  | 51      | ISPT              | 1,338.67                     | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02                                   | DESPENSA   | 465.50    | 54      | FONDO PENSIONES   | 928.96                       | IMP1 ISPT ART. 113 LISR     | 1,338.67  |
| 03                                   | TRANSPORTE | 285.50    | 65      | OTRAS DEDUCCIONES | 835.00                       | PGR1 PERC. GRAVADA TIPO 1   | 8,828.95  |
|                                      |            |           |         |                   |                              | PERC TOTAL PERCEPCIONES     | 8,828.95  |
|                                      |            |           |         |                   |                              | DEDU TOTAL DEDUCCIONES      | 3,102.63  |
|                                      |            |           |         |                   |                              | 3%FV 3% FONDO DE VIVIENDA   | 242.34    |
|                                      |            |           |         |                   |                              | FOND FONDO PENSIONES EMPRES | 1,211.69  |
|                                      |            |           |         |                   |                              | SEDARSEDAR                  | 161.56    |
|                                      |            |           |         |                   |                              | AGUI PROVISION AGUINALDO    | 1,209.45  |
|                                      |            |           |         |                   |                              | TOTA NOMINA EN EFECTIVO     | 5,726.32  |
| 57-019-020 BECERRA DE LA CRUZ MONICA |            |           |         |                   |                              |                             |           |
| T.EMP:                               | PERMANENTE | 402.90    |         | 517.67            | RECEPCIONISTA                |                             |           |
| 01                                   | SUELDO     | 6,043.50  | 51      | ISPT              | 916.50                       | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02                                   | DESPENSA   | 478.50    | 54      | FONDO PENSIONES   | 695.00                       | IMP1 ISPT ART. 113 LISR     | 916.50    |
| 03                                   | TRANSPORTE | 330.50    | 58      | CUOTA SINDICAL    | 60.44                        | PGR1 PERC. GRAVADA TIPO 1   | 6,852.50  |
|                                      |            |           | 65      | OTRAS DEDUCCIONES | 2,079.19                     | PERC TOTAL PERCEPCIONES     | 6,852.50  |
|                                      |            |           | 95      | PRESTAMO AYUDATE  | 457.13                       | DEDU TOTAL DEDUCCIONES      | 4,208.26  |
|                                      |            |           |         |                   |                              | 3%FV 3% FONDO DE VIVIENDA   | 181.31    |
|                                      |            |           |         |                   |                              | FOND FONDO PENSIONES EMPRES | 906.52    |

| Clave | Nombre       | S.Diario | S.Integ | DEDUCCIONES | CONCEPTOS                        |
|-------|--------------|----------|---------|-------------|----------------------------------|
|       | PERCEPCIONES |          |         |             |                                  |
|       |              |          |         |             | SEDARSEDAR 120.87                |
|       |              |          |         |             | AGUI PROVISION AGUINALDO 938.70  |
|       |              |          |         |             | TOTA NOMINA EN EFECTIVO 2,644.24 |

|         |                        |          |        |                          |                                      |
|---------|------------------------|----------|--------|--------------------------|--------------------------------------|
| 730-014 | IBARRA TRIGUERO ISIDRO |          |        |                          |                                      |
| T.EMP:  | PERMANENTE             | 654.43   | 796.78 | COORDINADOR DE CONTRATOS |                                      |
| 01      | SUELDO                 | 9,816.45 | 51     | ISPT                     | 1,777.34                             |
| 02      | DESPENSA               | 630.50   | 54     | FONDO PENSIONES          | 1,128.89                             |
| 03      | TRANSPORTE             | 378.00   | 65     | OTRAS DEDUCCIONES        | 1,500.00                             |
|         |                        |          |        |                          | DVIG DIAS DE VIGENCIA 15.00          |
|         |                        |          |        |                          | IMP1 ISPT ART. 113 LISR 1,777.34     |
|         |                        |          |        |                          | PGR1 PERC. GRAVADA TIPO 1 10,824.95  |
|         |                        |          |        |                          | PERC TOTAL PERCEPCIONES 10,824.95    |
|         |                        |          |        |                          | DEDU TOTAL DEDUCCIONES 4,406.23      |
|         |                        |          |        |                          | 3%FV 3% FONDO DE VIVIENDA 294.49     |
|         |                        |          |        |                          | FOND FONDO PENSIONES EMPRES 1,472.47 |
|         |                        |          |        |                          | SEDARSEDAR 196.33                    |
|         |                        |          |        |                          | AGUI PROVISION AGUINALDO 1,482.87    |
|         |                        |          |        |                          | TOTA NOMINA EN EFECTIVO 6,418.72     |

|         |                              |          |        |                                |                                    |
|---------|------------------------------|----------|--------|--------------------------------|------------------------------------|
| 750-004 | GONZALEZ NAVA NANCY BERENICE |          |        |                                |                                    |
| T.EMP:  | PERMANENTE                   | 347.77   | 448.47 | AUXILIAR ADMINISTRATIVO (D.G.) |                                    |
| 01      | SUELDO                       | 5,216.55 | 51     | ISPT                           | 730.58                             |
| 02      | DESPENSA                     | 457.50   | 54     | FONDO PENSIONES                | 599.90                             |
| 03      | TRANSPORTE                   | 308.00   | 65     | OTRAS DEDUCCIONES              | 1,739.00                           |
|         |                              |          |        |                                | DVIG DIAS DE VIGENCIA 15.00        |
|         |                              |          |        |                                | IMP1 ISPT ART. 113 LISR 730.58     |
|         |                              |          |        |                                | PGR1 PERC. GRAVADA TIPO 1 5,982.05 |
|         |                              |          |        |                                | PERC TOTAL PERCEPCIONES 5,982.05   |
|         |                              |          |        |                                | DEDU TOTAL DEDUCCIONES 3,069.48    |
|         |                              |          |        |                                | 3%FV 3% FONDO DE VIVIENDA 156.50   |
|         |                              |          |        |                                | FOND FONDO PENSIONES EMPRES 782.48 |
|         |                              |          |        |                                | SEDARSEDAR 104.33                  |
|         |                              |          |        |                                | AGUI PROVISION AGUINALDO 819.46    |
|         |                              |          |        |                                | TOTA NOMINA EN EFECTIVO 2,912.57   |

\*\*\*\* Totales DIRECCION GENERAL 100 \*\*\*\*

|    |            |            |    |                   |                                       |
|----|------------|------------|----|-------------------|---------------------------------------|
| 01 | SUELDO     | 192,715.35 | 51 | ISPT              | 45,799.76                             |
| 02 | DESPENSA   | 9,330.00   | 54 | FONDO PENSIONES   | 15,497.94                             |
| 03 | TRANSPORTE | 6,273.00   | 58 | CUOTA SINDICAL    | 60.44                                 |
|    |            |            | 65 | OTRAS DEDUCCIONES | 37,696.32                             |
|    |            |            | 95 | PRESTAMO AYUDATE  | 457.13                                |
|    |            |            |    |                   | DEDU TOTAL DEDUCCIONES 99,511.59      |
|    |            |            |    |                   | 3%FV 3% FONDO DE VIVIENDA 4,042.95    |
|    |            |            |    |                   | FOND FONDO PENSIONES EMPRES 20,214.70 |
|    |            |            |    |                   | SEDARSEDAR 2,225.04                   |
|    |            |            |    |                   | AGUI PROVISION AGUINALDO 28,536.78    |
|    |            |            |    |                   | TOTA NOMINA EN EFECTIVO 108,806.76    |

Total de Empleados : 12.00

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| Clave                                     | Nombre                          | S.Diario | S.Integ           | DEDUCCIONES                        | CONCEPTOS                            |
|---|---------------------------------|----------|-------------------|------------------------------------|--------------------------------------|
| ***** CONTRALORIA INTERNA ***** 200       |                                 |          |                   |                                    |                                      |
| 200-001                                   | BELTRAN FERNANDEZ MIRIAM ASTRID |          |                   |                                    |                                      |
| T.EMP: PERMANENTE                         | 2,355.03                        |          | 1,826.00          | CONTRALOR INTERNO                  |                                      |
| 01 SUELDO                                 | 35,325.45                       | 51       | ISPT              | 9,604.93                           | DVIG DIAS DE VIGENCIA 15.00          |
| 02 DESPENSA                               | 1,344.00                        | 54       | FONDO PENSIONES   | 4,062.43                           | IMP1 ISPT ART. 113 LISR 9,604.93     |
| 03 TRANSPORTE                             | 946.50                          | 65       | OTRAS DEDUCCIONES | 12,926.00                          | PGR1 PERC. GRAVADA TIPO 1 37,615.94  |
|   |                                 |          |                   |                                    | PERC TOTAL PERCEPCIONES 37,615.95    |
|   |                                 |          |                   |                                    | DEDU TOTAL DEDUCCIONES 26,593.36     |
|   |                                 |          |                   |                                    | 3%FV 3% FONDO DE VIVIENDA 1,059.76   |
|   |                                 |          |                   |                                    | FOND FONDO PENSIONES EMPRES 5,298.82 |
|   |                                 |          |                   |                                    | SEDARSEDAR 547.80                    |
|   |                                 |          |                   |                                    | AGUI PROVISION AGUINALDO 5,152.87    |
|   |                                 |          |                   |                                    | TOTA NOMINA EN EFECTIVO 11,022.59    |
| 200-004                                   | ZUNO OROZCO KAREN STEPHANIE     |          |                   |                                    |                                      |
| T.EMP: PERMANENTE                         | 467.07                          |          | 590.91            | SECRETARIA DE DIRECCION            |                                      |
| 01 SUELDO                                 | 7,006.05                        | 51       | ISPT              | 1,140.80                           | DVIG DIAS DE VIGENCIA 15.00          |
| 02 DESPENSA                               | 557.00                          | 54       | FONDO PENSIONES   | 805.70                             | IMP1 ISPT ART. 113 LISR 1,140.80     |
| 03 TRANSPORTE                             | 339.50                          | 58       | CUOTA SINDICAL    | 70.06                              | PGR1 PERC. GRAVADA TIPO 1 7,902.55   |
|   |                                 |          |                   |                                    | PERC TOTAL PERCEPCIONES 7,902.55     |
|   |                                 |          |                   |                                    | DEDU TOTAL DEDUCCIONES 2,016.56      |
|   |                                 |          |                   |                                    | 3%FV 3% FONDO DE VIVIENDA 210.18     |
|   |                                 |          |                   |                                    | FOND FONDO PENSIONES EMPRES 1,050.91 |
|   |                                 |          |                   |                                    | SEDARSEDAR 140.12                    |
|   |                                 |          |                   |                                    | AGUI PROVISION AGUINALDO 1,082.54    |
|   |                                 |          |                   |                                    | TOTA NOMINA EN EFECTIVO 5,885.99     |
| 230-004                                   | RIVAS UREÑA YANEYRA             |          |                   |                                    |                                      |
| T.EMP: PERMANENTE                         | 654.43                          |          | 796.79            | JEFE DE SUPERVISION ADMINISTRATIVA |                                      |
| 01 SUELDO                                 | 9,816.45                        | 51       | ISPT              | 1,777.34                           | DVIG DIAS DE VIGENCIA 15.00          |
| 02 DESPENSA                               | 630.50                          | 54       | FONDO PENSIONES   | 1,128.89                           | IMP1 ISPT ART. 113 LISR 1,777.34     |
| 03 TRANSPORTE                             | 378.00                          | 65       | OTRAS DEDUCCIONES | 4,382.09                           | PGR1 PERC. GRAVADA TIPO 1 10,824.95  |
|   |                                 |          |                   |                                    | PERC TOTAL PERCEPCIONES 10,824.95    |
|   |                                 |          |                   |                                    | DEDU TOTAL DEDUCCIONES 7,288.32      |
|   |                                 |          |                   |                                    | 3%FV 3% FONDO DE VIVIENDA 294.49     |
|   |                                 |          |                   |                                    | FOND FONDO PENSIONES EMPRES 1,472.47 |
|   |                                 |          |                   |                                    | SEDARSEDAR 196.33                    |
|   |                                 |          |                   |                                    | AGUI PROVISION AGUINALDO 1,482.87    |
|   |                                 |          |                   |                                    | TOTA NOMINA EN EFECTIVO 3,536.63     |
| **** Totales CONTRALORIA INTERNA 200 **** |                                 |          |                   |                                    |                                      |
| 01 SUELDO                                 | 52,147.95                       | 51       | ISPT              | 12,523.07                          | DVIG DIAS DE VIGENCIA 45.00          |
| 02 DESPENSA                               | 2,531.50                        | 54       | FONDO PENSIONES   | 5,997.02                           | IMP1 ISPT ART. 113 LISR 12,523.07    |
| 03 TRANSPORTE                             | 1,664.00                        | 58       | CUOTA SINDICAL    | 70.06                              | PGR1 PERC. GRAVADA TIPO 1 56,343.44  |
|   |                                 | 65       | OTRAS DEDUCCIONES | 17,308.09                          | PERC TOTAL PERCEPCIONES 56,343.45    |
|   |                                 |          |                   |                                    | DEDU TOTAL DEDUCCIONES 35,898.24     |
|   |                                 |          |                   |                                    | 3%FV 3% FONDO DE VIVIENDA 1,564.43   |
|   |                                 |          |                   |                                    | FOND FONDO PENSIONES EMPRES 7,822.20 |
|   |                                 |          |                   |                                    | SEDARSEDAR 884.25                    |
|   |                                 |          |                   |                                    | AGUI PROVISION AGUINALDO 7,718.28    |
|   |                                 |          |                   |                                    | TOTA NOMINA EN EFECTIVO 20,445.21    |

Total de Empleados : 3.00

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

| Clave  | Nombre                                 | S.Diario  | S.Integ | DEDUCCIONES          | CONCEPTOS                            |
|--|--|-----------|---------|----------------------|--------------------------------------|
| ***** GCIA. AUDITORIA (ADMVA Y PROC) ***** 220 |  |           |         |                      |                                      |
| 220-004  | MUNGUIA SAENZ YOLANDA                  |           |         |                      |                                      |
| T.EMP:   | PERMANENTE                             | 467.47    | 560.87  | AUDITOR JR.          |                                      |
| 01   | SUELDO                                 | 7,012.05  | 51      | ISPT                 | 1,107.37                             |
| 02   | DESPENSA                               | 434.50    | 54      | FONDO PENSIONES      | 806.39                               |
| 03   | TRANSPORTE                             | 299.50    | 65      | OTRAS DEDUCCIONES    | 2,304.00                             |
|  |  |           |         |                      | DVIG DIAS DE VIGENCIA 15.00          |
|  |  |           |         |                      | IMP1 ISPT ART. 113 LISR 1,107.37     |
|  |  |           |         |                      | PGR1 PERC. GRAVADA TIPO 1 7,746.05   |
|  |  |           |         |                      | PERC TOTAL PERCEPCIONES 7,746.05     |
|  |  |           |         |                      | DEDU TOTAL DEDUCCIONES 4,217.76      |
|  |  |           |         |                      | 3%FV 3% FONDO DE VIVIENDA 210.36     |
|  |  |           |         |                      | FOND FONDO PENSIONES EMPRES 1,051.81 |
|  |  |           |         |                      | SEDARSEDAR 140.24                    |
|  |  |           |         |                      | AGUI PROVISION AGUINALDO 1,061.10    |
|  |  |           |         |                      | TOTA NOMINA EN EFECTIVO 3,528.29     |
| 220-006  | SERRANO LEDESMA BEATRIZ VIANEY         |           |         |                      |                                      |
| T.EMP:   | PERMANENTE                             | 467.47    | 560.89  | AUDITOR JR.          |                                      |
| 01   | SUELDO                                 | 7,012.05  | 51      | ISPT                 | 1,107.37                             |
| 02   | DESPENSA                               | 434.50    | 54      | FONDO PENSIONES      | 806.39                               |
| 03   | TRANSPORTE                             | 299.50    |         |                      |                                      |
|  |  |           |         |                      | DVIG DIAS DE VIGENCIA 15.00          |
|  |  |           |         |                      | IMP1 ISPT ART. 113 LISR 1,107.37     |
|  |  |           |         |                      | PGR1 PERC. GRAVADA TIPO 1 7,746.05   |
|  |  |           |         |                      | PERC TOTAL PERCEPCIONES 7,746.05     |
|  |  |           |         |                      | DEDU TOTAL DEDUCCIONES 1,913.76      |
|  |  |           |         |                      | 3%FV 3% FONDO DE VIVIENDA 210.36     |
|  |  |           |         |                      | FOND FONDO PENSIONES EMPRES 1,051.81 |
|  |  |           |         |                      | SEDARSEDAR 140.24                    |
|  |  |           |         |                      | AGUI PROVISION AGUINALDO 1,061.10    |
|  |  |           |         |                      | TOTA NOMINA EN EFECTIVO 5,832.29     |
| 394-002  | LOPEZ CISNEROS XOCHITL                 |           |         |                      |                                      |
| T.EMP:   | PERMANENTE                             | 467.47    | 584.08  | AUDITOR DE SISTEMAS  |                                      |
| 01   | SUELDO                                 | 7,012.05  | 51      | ISPT                 | 1,107.37                             |
| 02   | DESPENSA                               | 434.50    | 54      | FONDO PENSIONES      | 806.39                               |
| 03   | TRANSPORTE                             | 299.50    | 79      | APORT.ADIC.VOL.SEDAR | 200.00                               |
|  |  |           | 65      | OTRAS DEDUCCIONES    | 2,084.00                             |
|  |  |           |         |                      | DVIG DIAS DE VIGENCIA 15.00          |
|  |  |           |         |                      | IMP1 ISPT ART. 113 LISR 1,107.37     |
|  |  |           |         |                      | PGR1 PERC. GRAVADA TIPO 1 7,746.05   |
|  |  |           |         |                      | PERC TOTAL PERCEPCIONES 7,746.05     |
|  |  |           |         |                      | DEDU TOTAL DEDUCCIONES 4,197.76      |
|  |  |           |         |                      | 3%FV 3% FONDO DE VIVIENDA 210.36     |
|  |  |           |         |                      | FOND FONDO PENSIONES EMPRES 1,051.81 |
|  |  |           |         |                      | SEDARSEDAR 140.24                    |
|  |  |           |         |                      | AGUI PROVISION AGUINALDO 1,061.10    |
|  |  |           |         |                      | TOTA NOMINA EN EFECTIVO 3,548.29     |
| ****   | Totales GCIA. AUDITORIA (ADMVA Y PROC) |           | 220     | ****                 |                                      |
| 01   | SUELDO                                 | 21,036.15 | 51      | ISPT                 | 3,322.11                             |
| 02   | DESPENSA                               | 1,303.50  | 54      | FONDO PENSIONES      | 2,419.17                             |
| 03   | TRANSPORTE                             | 898.50    | 79      | APORT.ADIC.VOL.SEDAR | 200.00                               |
|  |  |           | 65      | OTRAS DEDUCCIONES    | 4,388.00                             |
|  |  |           |         |                      | DVIG DIAS DE VIGENCIA 45.00          |
|  |  |           |         |                      | IMP1 ISPT ART. 113 LISR 3,322.11     |
|  |  |           |         |                      | PGR1 PERC. GRAVADA TIPO 1 23,238.15  |
|  |  |           |         |                      | PERC TOTAL PERCEPCIONES 23,238.15    |
|  |  |           |         |                      | DEDU TOTAL DEDUCCIONES 10,329.28     |
|  |  |           |         |                      | 3%FV 3% FONDO DE VIVIENDA 631.08     |
|  |  |           |         |                      | FOND FONDO PENSIONES EMPRES 3,155.43 |
|  |  |           |         |                      | SEDARSEDAR 420.72                    |
|  |  |           |         |                      | AGUI PROVISION AGUINALDO 3,183.30    |
|  |  |           |         |                      | TOTA NOMINA EN EFECTIVO 12,908.87    |

Total de Empleados : 3.00

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

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PERCEPCIONES

| Clave                                   | Nombre                           | S.Diario  | S.Integ  | PERCEPCIONES                    | DEDUCCIONES | CONCEPTOS                            |
|---|----------------------------------|-----------|----------|---------------------------------|-------------|--------------------------------------|
| ***** GCIA. AUDITORIA INTERNA ***** 230 |                                  |           |          |                                 |             |                                      |
| 220-005                                 | BEATO PATIÑO RAFAEL              |           |          |                                 |             |                                      |
| T.EMP:                                  | PERMANENTE                       | 467.47    | 560.87   | AUDITOR JR.                     |             |                                      |
| 01                                      | SUELDO                           | 7,012.05  | 51       | ISPT                            | 1,107.37    | DVIG DIAS DE VIGENCIA 15.00          |
| 02                                      | DESPENSA                         | 434.50    | 54       | FONDO PENSIONES                 | 806.39      | IMP1 ISPT ART. 113 LISR 1,107.37     |
| 03                                      | TRANSPORTE                       | 299.50    | 65       | OTRAS DEDUCCIONES               | 301.00      | PGR1 PERC. GRAVADA TIPO 1 7,746.05   |
|   |                                  |           | 93       | SEGURO ABA                      | 127.71      | PERC TOTAL PERCEPCIONES 7,746.05     |
|   |                                  |           |          |                                 |             | DEDU TOTAL DEDUCCIONES 2,342.47      |
|   |                                  |           |          |                                 |             | 3%FV 3% FONDO DE VIVIENDA 210.36     |
|   |                                  |           |          |                                 |             | FOND FONDO PENSIONES EMPRES 1,051.81 |
|   |                                  |           |          |                                 |             | SEDARSEDAR 140.24                    |
|   |                                  |           |          |                                 |             | AGUI PROVISION AGUINALDO 1,061.10    |
|   |                                  |           |          |                                 |             | TOTA NOMINA EN EFECTIVO 5,403.58     |
| 230-006                                 | PARRA CAMBERO FABIOLA            |           |          |                                 |             |                                      |
| T.EMP:                                  | PERMANENTE                       | 467.47    | 579.21   | ANALISTA DE SUPERVISION DE OBRA |             |                                      |
| 01                                      | SUELDO                           | 7,012.05  | 51       | ISPT                            | 1,107.37    | DVIG DIAS DE VIGENCIA 15.00          |
| 02                                      | DESPENSA                         | 434.50    | 54       | FONDO PENSIONES                 | 806.39      | IMP1 ISPT ART. 113 LISR 1,107.37     |
| 03                                      | TRANSPORTE                       | 299.50    |          |                                 |             | PGR1 PERC. GRAVADA TIPO 1 7,746.05   |
|   |                                  |           |          |                                 |             | PERC TOTAL PERCEPCIONES 7,746.05     |
|   |                                  |           |          |                                 |             | DEDU TOTAL DEDUCCIONES 1,913.76      |
|   |                                  |           |          |                                 |             | 3%FV 3% FONDO DE VIVIENDA 210.36     |
|   |                                  |           |          |                                 |             | FOND FONDO PENSIONES EMPRES 1,051.81 |
|   |                                  |           |          |                                 |             | SEDARSEDAR 140.24                    |
|   |                                  |           |          |                                 |             | AGUI PROVISION AGUINALDO 1,061.10    |
|   |                                  |           |          |                                 |             | TOTA NOMINA EN EFECTIVO 5,832.29     |
| 43-219-009                              | GONZALEZ SORIA JOSE DE JESUS     |           |          |                                 |             |                                      |
| T.EMP:                                  | PERMANENTE                       | 467.47    | 575.49   | AUDITOR JR.                     |             |                                      |
| 01                                      | SUELDO                           | 7,012.05  | 51       | ISPT                            | 1,107.37    | DVIG DIAS DE VIGENCIA 15.00          |
| 02                                      | DESPENSA                         | 434.50    | 54       | FONDO PENSIONES                 | 806.39      | IMP1 ISPT ART. 113 LISR 1,107.37     |
| 03                                      | TRANSPORTE                       | 299.50    | 65       | OTRAS DEDUCCIONES               | 709.00      | PGR1 PERC. GRAVADA TIPO 1 7,746.05   |
|   |                                  |           |          |                                 |             | PERC TOTAL PERCEPCIONES 7,746.05     |
|   |                                  |           |          |                                 |             | DEDU TOTAL DEDUCCIONES 2,622.76      |
|   |                                  |           |          |                                 |             | 3%FV 3% FONDO DE VIVIENDA 210.36     |
|   |                                  |           |          |                                 |             | FOND FONDO PENSIONES EMPRES 1,051.81 |
|   |                                  |           |          |                                 |             | SEDARSEDAR 140.24                    |
|   |                                  |           |          |                                 |             | AGUI PROVISION AGUINALDO 1,061.10    |
|   |                                  |           |          |                                 |             | TOTA NOMINA EN EFECTIVO 5,123.29     |
| 630-020                                 | ROJAS DAVILA EMMANUEL            |           |          |                                 |             |                                      |
| T.EMP:                                  | PERMANENTE                       | 1,269.57  | 1,548.42 | GERENTE DE AUDITORIA INTERNA    |             |                                      |
| 01                                      | SUELDO                           | 19,043.55 | 51       | ISPT                            | 4,371.60    | DVIG DIAS DE VIGENCIA 15.00          |
| 02                                      | DESPENSA                         | 918.50    | 54       | FONDO PENSIONES                 | 2,190.01    | IMP1 ISPT ART. 113 LISR 4,371.60     |
| 03                                      | TRANSPORTE                       | 661.00    |          |                                 |             | PGR1 PERC. GRAVADA TIPO 1 20,623.05  |
|   |                                  |           |          |                                 |             | PERC TOTAL PERCEPCIONES 20,623.05    |
|   |                                  |           |          |                                 |             | DEDU TOTAL DEDUCCIONES 6,561.61      |
|   |                                  |           |          |                                 |             | 3%FV 3% FONDO DE VIVIENDA 571.31     |
|   |                                  |           |          |                                 |             | FOND FONDO PENSIONES EMPRES 2,856.53 |
|   |                                  |           |          |                                 |             | SEDARSEDAR 380.87                    |
|   |                                  |           |          |                                 |             | AGUI PROVISION AGUINALDO 2,825.08    |
|   |                                  |           |          |                                 |             | TOTA NOMINA EN EFECTIVO 14,061.44    |
| 650-013                                 | ROBLES ENCARNACION LORENZO VIDAL |           |          |                                 |             |                                      |
| T.EMP:                                  | PERMANENTE                       | 283.57    | 390.09   | AYUDANTE DE PERFORADOR          |             |                                      |
| 01                                      | SUELDO                           | 4,253.55  | 51       | ISPT                            | 621.97      | DVIG DIAS DE VIGENCIA 15.00          |
| 02                                      | DESPENSA                         | 358.50    | 54       | FONDO PENSIONES                 | 562.53      | IMP1 ISPT ART. 113 LISR 621.97       |



| Clave   | Nombre           | S.Diario  |    | S.Integ           | DEDUCCIONES | CONCEPTOS                   |           |
|---|------------------|-----------|----|-------------------|-------------|-----------------------------|-----------|
| PERCEPCIONES                                  |                  |           |    |                   |             |                             |           |
| 03  | TRANSPORTE       | 223.50    | 58 | CUOTA SINDICAL    | 42.54       | PGR1 PERC. GRAVADA TIPO 1   | 5,473.58  |
| 06  | PRIMA DE ALTO RI | 638.03    | 65 | OTRAS DEDUCCIONES | 1,331.00    | PERC TOTAL PERCEPCIONES     | 5,473.58  |
|   |                  |           |    |                   |             | DEDU TOTAL DEDUCCIONES      | 2,558.04  |
|   |                  |           |    |                   |             | 3%FV 3% FONDO DE VIVIENDA   | 146.75    |
|   |                  |           |    |                   |             | FOND FONDO PENSIONES EMPRES | 733.74    |
|   |                  |           |    |                   |             | SEDARSEDAR                  | 97.83     |
|   |                  |           |    |                   |             | AGUI PROVISION AGUINALDO    | 749.81    |
|   |                  |           |    |                   |             | TOTA NOMINA EN EFECTIVO     | 2,915.54  |
| **** Totales GCIA. AUDITORIA INTERNA 230 **** |                  |           |    |                   |             |                             |           |
| 01  | SUELDO           | 44,333.25 | 51 | ISPT              | 8,315.68    | DVIG DIAS DE VIGENCIA       | 75.00     |
| 02  | DESPENSA         | 2,580.50  | 54 | FONDO PENSIONES   | 5,171.71    | IMP1 ISPT ART. 113 LISR     | 8,315.68  |
| 03  | TRANSPORTE       | 1,783.00  | 58 | CUOTA SINDICAL    | 42.54       | PGR1 PERC. GRAVADA TIPO 1   | 49,334.78 |
| 06  | PRIMA DE ALTO RI | 638.03    | 65 | OTRAS DEDUCCIONES | 2,341.00    | PERC TOTAL PERCEPCIONES     | 49,334.78 |
|   |                  |           | 93 | SEGURO ABA        | 127.71      | DEDU TOTAL DEDUCCIONES      | 15,998.64 |
|   |                  |           |    |                   |             | 3%FV 3% FONDO DE VIVIENDA   | 1,349.14  |
|   |                  |           |    |                   |             | FOND FONDO PENSIONES EMPRES | 6,745.70  |
|   |                  |           |    |                   |             | SEDARSEDAR                  | 899.42    |
|   |                  |           |    |                   |             | AGUI PROVISION AGUINALDO    | 6,758.19  |
|   |                  |           |    |                   |             | TOTA NOMINA EN EFECTIVO     | 33,336.14 |

Total de Empleados : 5.00

| Clave  | Nombre                                 | S.Diario | S.Integ           | DEDUCCIONES          | CONCEPTOS                            |
|--|--|----------|-------------------|----------------------|--------------------------------------|
| ***** DIR. COMUNICACIÓN INSTITUCIONA ***** 300 |  |          |                   |                      |                                      |
| 300-002  | ALCAZAR PEREZ AZAHAR MARGARITA         |          |                   |                      |                                      |
| T.EMP: PERMANENTE                              | 1,007.53                               |          | 1,228.09          | ENCARGADO DE LA DIR. | DE COMUNICACION INSTITUCIONAL        |
| 01 SUELDO                                      | 15,112.95                              | 51       | ISPT              | 3,118.92             | DVIG DIAS DE VIGENCIA 15.00          |
| 02 DESPENSA                                    | 797.50                                 | 54       | FONDO PENSIONES   | 1,737.99             | IMP1 ISPT ART. 113 LISR 3,118.92     |
| 03 TRANSPORTE                                  | 537.00                                 | 65       | OTRAS DEDUCCIONES | 4,232.00             | PGR1 PERC. GRAVADA TIPO 1 16,447.45  |
|  |  |          |                   |                      | PERC TOTAL PERCEPCIONES 16,447.45    |
|  |  |          |                   |                      | DEDU TOTAL DEDUCCIONES 9,088.91      |
|  |  |          |                   |                      | 3%FV 3% FONDO DE VIVIENDA 453.39     |
|  |  |          |                   |                      | FOND FONDO PENSIONES EMPRES 2,266.94 |
|  |  |          |                   |                      | SEDARSEDAR 302.26                    |
|  |  |          |                   |                      | AGUI PROVISION AGUINALDO 2,253.08    |
|  |  |          |                   |                      | TOTA NOMINA EN EFECTIVO 7,358.54     |
| 301-005  | ARIAS CARDONA MIRIAM                   |          |                   |                      |                                      |
| T.EMP: PERMANENTE                              | 538.53                                 |          | 643.67            | JEFE DE COMUNICACION |                                      |
| 01 SUELDO                                      | 8,077.95                               | 51       | ISPT              | 1,338.67             | DVIG DIAS DE VIGENCIA 15.00          |
| 02 DESPENSA                                    | 465.50                                 | 54       | FONDO PENSIONES   | 928.96               | IMP1 ISPT ART. 113 LISR 1,338.67     |
| 03 TRANSPORTE                                  | 285.50                                 | 65       | OTRAS DEDUCCIONES | 1,796.00             | PGR1 PERC. GRAVADA TIPO 1 8,828.95   |
|  |  |          |                   |                      | PERC TOTAL PERCEPCIONES 8,828.95     |
|  |  |          |                   |                      | DEDU TOTAL DEDUCCIONES 4,063.63      |
|  |  |          |                   |                      | 3%FV 3% FONDO DE VIVIENDA 242.34     |
|  |  |          |                   |                      | FOND FONDO PENSIONES EMPRES 1,211.69 |
|  |  |          |                   |                      | SEDARSEDAR 161.56                    |
|  |  |          |                   |                      | AGUI PROVISION AGUINALDO 1,209.45    |
|  |  |          |                   |                      | TOTA NOMINA EN EFECTIVO 4,765.32     |
| 303-008  | PEREZ TORRES PERCIVAL IVAN             |          |                   |                      |                                      |
| T.EMP: PERMANENTE                              | 467.47                                 |          | 560.87            | FOTOGRAFIA Y VIDEO   |                                      |
| 01 SUELDO                                      | 7,012.05                               | 51       | ISPT              | 1,107.37             | DVIG DIAS DE VIGENCIA 15.00          |
| 02 DESPENSA                                    | 434.50                                 | 54       | FONDO PENSIONES   | 806.39               | IMP1 ISPT ART. 113 LISR 1,107.37     |
| 03 TRANSPORTE                                  | 299.50                                 | 65       | OTRAS DEDUCCIONES | 1,500.00             | PGR1 PERC. GRAVADA TIPO 1 7,746.05   |
|  |  |          |                   |                      | PERC TOTAL PERCEPCIONES 7,746.05     |
|  |  |          |                   |                      | DEDU TOTAL DEDUCCIONES 3,413.76      |
|  |  |          |                   |                      | 3%FV 3% FONDO DE VIVIENDA 210.36     |
|  |  |          |                   |                      | FOND FONDO PENSIONES EMPRES 1,051.81 |
|  |  |          |                   |                      | SEDARSEDAR 140.24                    |
|  |  |          |                   |                      | AGUI PROVISION AGUINALDO 1,061.10    |
|  |  |          |                   |                      | TOTA NOMINA EN EFECTIVO 4,332.29     |
| ****   | Totales DIR. COMUNICACIÓN INSTITUCIONA |          | 300               | ****                 |                                      |
| 01 SUELDO                                      | 30,202.95                              | 51       | ISPT              | 5,564.96             | DVIG DIAS DE VIGENCIA 45.00          |
| 02 DESPENSA                                    | 1,697.50                               | 54       | FONDO PENSIONES   | 3,473.34             | IMP1 ISPT ART. 113 LISR 5,564.96     |
| 03 TRANSPORTE                                  | 1,122.00                               | 65       | OTRAS DEDUCCIONES | 7,528.00             | PGR1 PERC. GRAVADA TIPO 1 33,022.45  |
|  |  |          |                   |                      | PERC TOTAL PERCEPCIONES 33,022.45    |
|  |  |          |                   |                      | DEDU TOTAL DEDUCCIONES 16,566.30     |
|  |  |          |                   |                      | 3%FV 3% FONDO DE VIVIENDA 906.09     |
|  |  |          |                   |                      | FOND FONDO PENSIONES EMPRES 4,530.44 |
|  |  |          |                   |                      | SEDARSEDAR 604.06                    |
|  |  |          |                   |                      | AGUI PROVISION AGUINALDO 4,523.63    |
|  |  |          |                   |                      | TOTA NOMINA EN EFECTIVO 16,456.15    |

Total de Empleados : 3.00

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

| Clave      | Nombre                              | S.Diario  | S.Integ  | PERCEPCIONES      | DEDUCCIONES | CONCEPTOS                            |
|------------|-------------------------------------|-----------|----------|-------------------|-------------|--------------------------------------|
| *****      | DIR. PLANEACION ESTRATEGICA         | *****     | 400      |                   |             |                                      |
| 27-260-010 | SAMPAYO APARICIO ANGELICA MARIA     |           |          |                   |             |                                      |
| T.EMP:     | PERMANENTE                          | 467.07    | 598.23   |                   |             | SECRETARIA DE DIRECCION              |
| 01         | SUELDO                              | 7,006.05  | 51       | ISPT              | 1,140.80    | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | DESPENSA                            | 557.00    | 54       | FONDO PENSIONES   | 805.70      | IMP1 ISPT ART. 113 LISR 1,140.80     |
| 03         | TRANSPORTE                          | 339.50    | 58       | CUOTA SINDICAL    | 70.06       | PGR1 PERC. GRAVADA TIPO 1 7,902.55   |
|            |                                     |           | 65       | OTRAS DEDUCCIONES | 1,095.00    | PERC TOTAL PERCEPCIONES 7,902.55     |
|            |                                     |           |          |                   |             | DEDU TOTAL DEDUCCIONES 3,111.56      |
|            |                                     |           |          |                   |             | 3%FV 3% FONDO DE VIVIENDA 210.18     |
|            |                                     |           |          |                   |             | FOND FONDO PENSIONES EMPRES 1,050.91 |
|            |                                     |           |          |                   |             | SEDARSEDAR 140.12                    |
|            |                                     |           |          |                   |             | AGUI PROVISION AGUINALDO 1,082.54    |
|            |                                     |           |          |                   |             | TOTA NOMINA EN EFECTIVO 4,790.99     |
| 83-053-001 | MICHEL RAMIREZ LINDA                |           |          |                   |             |                                      |
| T.EMP:     | PERMANENTE                          | 2,564.87  | 1,826.00 |                   |             | DIRECTOR DE PLANEACION ESTRATEGICA   |
| 01         | SUELDO                              | 38,473.05 | 51       | ISPT              | 10,706.73   | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | DESPENSA                            | 1,518.50  | 54       | FONDO PENSIONES   | 4,424.40    | IMP1 ISPT ART. 113 LISR 10,706.73    |
| 03         | TRANSPORTE                          | 1,067.50  | 58       | OTRAS DEDUCCIONES | 14,692.54   | PGR1 PERC. GRAVADA TIPO 1 41,059.05  |
|            |                                     |           | 65       |                   |             | PERC TOTAL PERCEPCIONES 41,059.05    |
|            |                                     |           |          |                   |             | DEDU TOTAL DEDUCCIONES 29,823.67     |
|            |                                     |           |          |                   |             | 3%FV 3% FONDO DE VIVIENDA 1,154.19   |
|            |                                     |           |          |                   |             | FOND FONDO PENSIONES EMPRES 5,770.96 |
|            |                                     |           |          |                   |             | SEDARSEDAR 547.80                    |
|            |                                     |           |          |                   |             | AGUI PROVISION AGUINALDO 5,624.53    |
|            |                                     |           |          |                   |             | TOTA NOMINA EN EFECTIVO 11,235.38    |
| ****       | Totales DIR. PLANEACION ESTRATEGICA | ****      | 400      |                   |             |                                      |
| 01         | SUELDO                              | 45,479.10 | 51       | ISPT              | 11,847.53   | DVIG DIAS DE VIGENCIA 30.00          |
| 02         | DESPENSA                            | 2,075.50  | 54       | FONDO PENSIONES   | 5,230.10    | IMP1 ISPT ART. 113 LISR 11,847.53    |
| 03         | TRANSPORTE                          | 1,407.00  | 58       | CUOTA SINDICAL    | 70.06       | PGR1 PERC. GRAVADA TIPO 1 48,961.60  |
|            |                                     |           | 65       | OTRAS DEDUCCIONES | 15,787.54   | PERC TOTAL PERCEPCIONES 48,961.60    |
|            |                                     |           |          |                   |             | DEDU TOTAL DEDUCCIONES 32,935.23     |
|            |                                     |           |          |                   |             | 3%FV 3% FONDO DE VIVIENDA 1,364.37   |
|            |                                     |           |          |                   |             | FOND FONDO PENSIONES EMPRES 6,821.87 |
|            |                                     |           |          |                   |             | SEDARSEDAR 687.92                    |
|            |                                     |           |          |                   |             | AGUI PROVISION AGUINALDO 6,707.07    |
|            |                                     |           |          |                   |             | TOTA NOMINA EN EFECTIVO 16,026.37    |

Total de Empleados : 2.00

| Clave  | Nombre                                 | S.Diario  | S.Integ  | PERCEPCIONES      | DEDUCCIONES                               | CONCEPTOS                            |
|--|--|-----------|----------|-------------------|---|--------------------------------------|
| ***** GCIA. DE PROGRAMACION Y PRESUP ***** 410 |  |           |          |                   |   |                                      |
| 220-003  | ESTRADA GOMEZ RAUL EDUARDO             |           |          |                   |   |                                      |
| T.EMP:   | PERMANENTE                             | 811.50    | 990.81   |                   | JEFE DE CONTROL PROGRAMATICO              |                                      |
| 01   | SUELDO                                 | 12,172.50 | 51       | ISPT              | 2,372.17                                  | DVIG DIAS DE VIGENCIA 15.00          |
| 02   | DESPENSA                               | 727.50    | 54       | FONDO PENSIONES   | 1,399.84                                  | IMP1 ISPT ART. 113 LISR 2,372.17     |
| 03   | TRANSPORTE                             | 454.00    | 65       | OTRAS DEDUCCIONES | 2,727.00                                  | PGR1 PERC. GRAVADA TIPO 1 13,354.00  |
|  |  |           | 93       | SEGURO ABA        | 192.81                                    | PERC TOTAL PERCEPCIONES 13,354.00    |
|  |  |           |          |                   |   | DEDU TOTAL DEDUCCIONES 6,691.82      |
|  |  |           |          |                   |   | 3%FV 3% FONDO DE VIVIENDA 365.18     |
|  |  |           |          |                   |   | FOND FONDO PENSIONES EMPRES 1,825.88 |
|  |  |           |          |                   |   | SEDARSEDAR 243.45                    |
|  |  |           |          |                   |   | AGUI PROVISION AGUINALDO 1,829.32    |
|  |  |           |          |                   |   | CHEQ PAGO POR CHEQUE 6,662.18        |
| 410-001  | CASTAÑEDA MONTAÑO DANIELA              |           |          |                   |   |                                      |
| T.EMP:   | PERMANENTE                             | 467.07    | 572.59   |                   | ANALISTA DE ADMINISTRACION PROGRAMATICA   |                                      |
| 01   | SUELDO                                 | 7,006.05  | 51       | ISPT              | 1,140.80                                  | DVIG DIAS DE VIGENCIA 15.00          |
| 02   | DESPENSA                               | 557.00    | 54       | FONDO PENSIONES   | 805.70                                    | IMP1 ISPT ART. 113 LISR 1,140.80     |
| 03   | TRANSPORTE                             | 339.50    |          |                   |   | PGR1 PERC. GRAVADA TIPO 1 7,902.55   |
|  |  |           |          |                   |   | PERC TOTAL PERCEPCIONES 7,902.55     |
|  |  |           |          |                   |   | DEDU TOTAL DEDUCCIONES 1,946.50      |
|  |  |           |          |                   |   | 3%FV 3% FONDO DE VIVIENDA 210.18     |
|  |  |           |          |                   |   | FOND FONDO PENSIONES EMPRES 1,050.91 |
|  |  |           |          |                   |   | SEDARSEDAR 140.12                    |
|  |  |           |          |                   |   | AGUI PROVISION AGUINALDO 1,082.54    |
|  |  |           |          |                   |   | TOTA NOMINA EN EFECTIVO 5,956.05     |
| 84-137-007                                     | RODRIGUEZ PEREZ GUSTAVO CRUZ           |           |          |                   |   |                                      |
| T.EMP:   | PERMANENTE                             | 654.43    | 804.09   |                   | JEFE DE CONTROL PRESUPUESTAL (PLANEACIÓN) |                                      |
| 01   | SUELDO                                 | 9,816.45  | 51       | ISPT              | 1,777.34                                  | DVIG DIAS DE VIGENCIA 15.00          |
| 02   | DESPENSA                               | 630.50    | 54       | FONDO PENSIONES   | 1,128.89                                  | IMP1 ISPT ART. 113 LISR 1,777.34     |
| 03   | TRANSPORTE                             | 378.00    | 65       | OTRAS DEDUCCIONES | 3,245.00                                  | PGR1 PERC. GRAVADA TIPO 1 10,824.95  |
|  |  |           |          |                   |   | PERC TOTAL PERCEPCIONES 10,824.95    |
|  |  |           |          |                   |   | DEDU TOTAL DEDUCCIONES 6,151.23      |
|  |  |           |          |                   |   | 3%FV 3% FONDO DE VIVIENDA 294.49     |
|  |  |           |          |                   |   | FOND FONDO PENSIONES EMPRES 1,472.47 |
|  |  |           |          |                   |   | SEDARSEDAR 196.33                    |
|  |  |           |          |                   |   | AGUI PROVISION AGUINALDO 1,482.87    |
|  |  |           |          |                   |   | TOTA NOMINA EN EFECTIVO 4,673.72     |
| 89-208-008                                     | OLIVARES GUTIERREZ ROBERTO JAVIER      |           |          |                   |   |                                      |
| T.EMP:   | PERMANENTE                             | 1,269.57  | 1,555.72 |                   | GERENTE DE PROGRAMACION Y PRESUPUESTO     |                                      |
| 01   | SUELDO                                 | 19,043.55 | 51       | ISPT              | 4,371.60                                  | DVIG DIAS DE VIGENCIA 15.00          |
| 02   | DESPENSA                               | 918.50    | 54       | FONDO PENSIONES   | 2,190.01                                  | IMP1 ISPT ART. 113 LISR 4,371.60     |
| 03   | TRANSPORTE                             | 661.00    | 65       | OTRAS DEDUCCIONES | 500.00                                    | PGR1 PERC. GRAVADA TIPO 1 20,623.05  |
|  |  |           |          |                   |   | PERC TOTAL PERCEPCIONES 20,623.05    |
|  |  |           |          |                   |   | DEDU TOTAL DEDUCCIONES 7,061.61      |
|  |  |           |          |                   |   | 3%FV 3% FONDO DE VIVIENDA 571.31     |
|  |  |           |          |                   |   | FOND FONDO PENSIONES EMPRES 2,856.53 |
|  |  |           |          |                   |   | SEDARSEDAR 380.87                    |
|  |  |           |          |                   |   | AGUI PROVISION AGUINALDO 2,825.08    |
|  |  |           |          |                   |   | TOTA NOMINA EN EFECTIVO 13,561.44    |
| ****   | Totales GCIA. DE PROGRAMACION Y PRESUP | 410       | ****     |                   |   |                                      |
| 01   | SUELDO                                 | 48,038.55 | 51       | ISPT              | 9,661.91                                  | DVIG DIAS DE VIGENCIA 60.00          |
| 02   | DESPENSA                               | 2,833.50  | 54       | FONDO PENSIONES   | 5,524.44                                  | IMP1 ISPT ART. 113 LISR 9,661.91     |

| Clave | Nombre     | S.Diario | S.Integ | DEDUCCIONES       | CONCEPTOS                            |
|-------|------------|----------|---------|-------------------|--------------------------------------|
| 03    | TRANSPORTE | 1,832.50 | 65      | OTRAS DEDUCCIONES | 6,472.00                             |
|       |            |          | 93      | SEGURO ABA        | 192.81                               |
|       |            |          |         |                   | PGR1 PERC. GRAVADA TIPO 1 52,704.55  |
|       |            |          |         |                   | PERC TOTAL PERCEPCIONES 52,704.55    |
|       |            |          |         |                   | DEDU TOTAL DEDUCCIONES 21,851.16     |
|       |            |          |         |                   | 3%FV 3% FONDO DE VIVIENDA 1,441.16   |
|       |            |          |         |                   | FOND FONDO PENSIONES EMPRES 7,205.79 |
|       |            |          |         |                   | SEDARSEDAR 960.77                    |
|       |            |          |         |                   | AGUI PROVISION AGUINALDO 7,219.81    |
|       |            |          |         |                   | TOTA NOMINA EN EFECTIVO 24,191.21    |
|       |            |          |         |                   | CHEQ PAGO POR CHEQUE 6,662.18        |

Total de Empleados : 4.00

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| Clave  | Nombre                                    | S.Diario  | S.Integ  | PERCEPCIONES  | DEDUCCIONES | CONCEPTOS                            |
|--|---|-----------|----------|---|-------------|--------------------------------------|
| ***** GCIA. DE PLANEACION Y PROG. H. ***** 420 |   |           |          |   |             |                                      |
| 25-100-003                                     | SANCHEZ GONZALEZ JOSE ANDRES              |           |          |   |             |                                      |
| T.EMP:   | PERMANENTE                                | 538.53    | 650.98   | ANALISTA DE PLANEACION Y PROGRAMACION (FEDERAL/NAC) |             |                                      |
| 01   | SUELDO                                    | 8,077.95  | 51       | ISPT  | 1,338.67    | DVIG DIAS DE VIGENCIA 15.00          |
| 02   | DESPENSA                                  | 465.50    | 54       | FONDO PENSIONES                                     | 928.96      | IMP1 ISPT ART. 113 LISR 1,338.67     |
| 03   | TRANSPORTE                                | 285.50    | 65       | OTRAS DEDUCCIONES                                   | 3,274.68    | PGR1 PERC. GRAVADA TIPO 1 8,828.95   |
|  |   |           |          |   |             | PERC TOTAL PERCEPCIONES 8,828.95     |
|  |   |           |          |   |             | DEDU TOTAL DEDUCCIONES 5,542.31      |
|  |   |           |          |   |             | 3%FV 3% FONDO DE VIVIENDA 242.34     |
|  |   |           |          |   |             | FOND FONDO PENSIONES EMPRES 1,211.69 |
|  |   |           |          |   |             | SEDARSEDAR 161.56                    |
|  |   |           |          |   |             | AGUI PROVISION AGUINALDO 1,209.45    |
|  |   |           |          |   |             | TOTA NOMINA EN EFECTIVO 3,286.64     |
| 25-237-002                                     | MONTES SANDOVAL CLAUDIA                   |           |          |   |             |                                      |
| T.EMP:   | PERMANENTE                                | 538.53    | 669.31   | ANALISTA DE PLANEACION Y PROGRAMACION (ESTATAL)     |             |                                      |
| 01   | SUELDO                                    | 8,077.95  | 51       | ISPT  | 1,338.67    | DVIG DIAS DE VIGENCIA 15.00          |
| 02   | DESPENSA                                  | 465.50    | 54       | FONDO PENSIONES                                     | 928.96      | IMP1 ISPT ART. 113 LISR 1,338.67     |
| 03   | TRANSPORTE                                | 285.50    | 65       | OTRAS DEDUCCIONES                                   | 3,018.03    | PGR1 PERC. GRAVADA TIPO 1 8,828.95   |
|  |   |           |          |   |             | PERC TOTAL PERCEPCIONES 8,828.95     |
|  |   |           |          |   |             | DEDU TOTAL DEDUCCIONES 5,285.66      |
|  |   |           |          |   |             | 3%FV 3% FONDO DE VIVIENDA 242.34     |
|  |   |           |          |   |             | FOND FONDO PENSIONES EMPRES 1,211.69 |
|  |   |           |          |   |             | SEDARSEDAR 161.56                    |
|  |   |           |          |   |             | AGUI PROVISION AGUINALDO 1,209.45    |
|  |   |           |          |   |             | TOTA NOMINA EN EFECTIVO 3,543.29     |
| 420-004  | GAETA DE LEON MAYRA RAQUEL                |           |          |   |             |                                      |
| T.EMP:   | PERMANENTE                                | 1,269.57  | 1,548.40 | GERENTE DE PLANEACION Y PROGRAMACION HÍDRICA        |             |                                      |
| 01   | SUELDO                                    | 19,043.55 | 51       | ISPT  | 4,371.60    | DVIG DIAS DE VIGENCIA 15.00          |
| 02   | DESPENSA                                  | 918.50    | 54       | FONDO PENSIONES                                     | 2,190.01    | IMP1 ISPT ART. 113 LISR 4,371.60     |
| 03   | TRANSPORTE                                | 661.00    | 65       | OTRAS DEDUCCIONES                                   | 4,381.51    | PGR1 PERC. GRAVADA TIPO 1 20,623.05  |
|  |   |           |          |   |             | PERC TOTAL PERCEPCIONES 20,623.05    |
|  |   |           |          |   |             | DEDU TOTAL DEDUCCIONES 10,943.12     |
|  |   |           |          |   |             | 3%FV 3% FONDO DE VIVIENDA 571.31     |
|  |   |           |          |   |             | FOND FONDO PENSIONES EMPRES 2,856.53 |
|  |   |           |          |   |             | SEDARSEDAR 380.87                    |
|  |   |           |          |   |             | AGUI PROVISION AGUINALDO 2,825.08    |
|  |   |           |          |   |             | TOTA NOMINA EN EFECTIVO 9,679.93     |
| 62-187-005                                     | MALVIDO ACEVES MARIA GUADALUPE DE LOURDES |           |          |   |             |                                      |
| T.EMP:   | PERMANENTE                                | 402.90    | 504.21   | SECRETARIA  |             |                                      |
| 01   | SUELDO                                    | 6,043.50  | 51       | ISPT  | 916.50      | DVIG DIAS DE VIGENCIA 15.00          |
| 02   | DESPENSA                                  | 478.50    | 54       | FONDO PENSIONES                                     | 695.00      | IMP1 ISPT ART. 113 LISR 916.50       |
| 03   | TRANSPORTE                                | 330.50    | 58       | CUOTA SINDICAL                                      | 60.44       | PGR1 PERC. GRAVADA TIPO 1 6,852.50   |
|  |   |           | 65       | OTRAS DEDUCCIONES                                   | 2,087.23    | PERC TOTAL PERCEPCIONES 6,852.50     |
|  |   |           |          |   |             | DEDU TOTAL DEDUCCIONES 3,759.17      |
|  |   |           |          |   |             | 3%FV 3% FONDO DE VIVIENDA 181.31     |
|  |   |           |          |   |             | FOND FONDO PENSIONES EMPRES 906.52   |
|  |   |           |          |   |             | SEDARSEDAR 120.87                    |
|  |   |           |          |   |             | AGUI PROVISION AGUINALDO 938.70      |
|  |   |           |          |   |             | TOTA NOMINA EN EFECTIVO 3,093.33     |
| 83-163-004                                     | HERNANDEZ VALDOVINOS VERONICA             |           |          |   |             |                                      |
| T.EMP:   | PERMANENTE                                | 538.53    | 671.75   | ANALISTA DE GESTION (ESTATALES)                     |             |                                      |
| 01   | SUELDO                                    | 8,077.95  | 51       | ISPT  | 1,338.67    | DVIG DIAS DE VIGENCIA 15.00          |
| 02   | DESPENSA                                  | 465.50    | 54       | FONDO PENSIONES                                     | 928.96      | IMP1 ISPT ART. 113 LISR 1,338.67     |

| Clave      | Nombre                                 | S.Diario  | S.Integ | DEDUCCIONES       | CONCEPTOS                               |
|------------|--|-----------|---------|-------------------|---|
| 03         | TRANSPORTE                             | 285.50    | 65      | OTRAS DEDUCCIONES | 5,287.70                                |
|            |  |           |         |                   | PGR1 PERC. GRAVADA TIPO 1 8,828.95      |
|            |  |           |         |                   | PERC TOTAL PERCEPCIONES 8,828.95        |
|            |  |           |         |                   | DEDU TOTAL DEDUCCIONES 7,555.33         |
|            |  |           |         |                   | 3%FV 3% FONDO DE VIVIENDA 242.34        |
|            |  |           |         |                   | FOND FONDO PENSIONES EMPRES 1,211.69    |
|            |  |           |         |                   | SEDARSEDAR 161.56                       |
|            |  |           |         |                   | AGUI PROVISION AGUINALDO 1,209.45       |
|            |  |           |         |                   | TOTA NOMINA EN EFECTIVO 1,273.62        |
| 84-027-001 | LUNA ZEPEDA FERNANDO                   |           |         |                   |   |
| T.EMP:     | PERMANENTE                             | 654.43    |         | 796.79            | COORDINADOR DE POLITICAS Y LINEAMIENTOS |
| 01         | SUELDO                                 | 9,816.45  | 51      | ISPT              | 1,777.34                                |
|            |  |           |         |                   | DVIG DIAS DE VIGENCIA 15.00             |
| 02         | DESPENSA                               | 630.50    | 54      | FONDO PENSIONES   | 1,128.89                                |
|            |  |           |         |                   | IMP1 ISPT ART. 113 LISR 1,777.34        |
| 03         | TRANSPORTE                             | 378.00    | 65      | OTRAS DEDUCCIONES | 6,556.44                                |
|            |  |           |         |                   | PGR1 PERC. GRAVADA TIPO 1 10,824.95     |
|            |  |           |         |                   | PERC TOTAL PERCEPCIONES 10,824.95       |
|            |  |           |         |                   | DEDU TOTAL DEDUCCIONES 9,462.67         |
|            |  |           |         |                   | 3%FV 3% FONDO DE VIVIENDA 294.49        |
|            |  |           |         |                   | FOND FONDO PENSIONES EMPRES 1,472.47    |
|            |  |           |         |                   | SEDARSEDAR 196.33                       |
|            |  |           |         |                   | AGUI PROVISION AGUINALDO 1,482.87       |
|            |  |           |         |                   | TOTA NOMINA EN EFECTIVO 1,362.28        |
| ****       | Totales GCIA. DE PLANEACION Y PROG. H. |           | 420     | ****              |   |
| 01         | SUELDO                                 | 59,137.35 | 51      | ISPT              | 11,081.45                               |
|            |  |           |         |                   | DVIG DIAS DE VIGENCIA 90.00             |
| 02         | DESPENSA                               | 3,424.00  | 54      | FONDO PENSIONES   | 6,800.78                                |
|            |  |           |         |                   | IMP1 ISPT ART. 113 LISR 11,081.45       |
| 03         | TRANSPORTE                             | 2,226.00  | 58      | CUOTA SINDICAL    | 60.44                                   |
|            |  |           | 65      | OTRAS DEDUCCIONES | 24,605.59                               |
|            |  |           |         |                   | PGR1 PERC. GRAVADA TIPO 1 64,787.35     |
|            |  |           |         |                   | PERC TOTAL PERCEPCIONES 64,787.35       |
|            |  |           |         |                   | DEDU TOTAL DEDUCCIONES 42,548.26        |
|            |  |           |         |                   | 3%FV 3% FONDO DE VIVIENDA 1,774.13      |
|            |  |           |         |                   | FOND FONDO PENSIONES EMPRES 8,870.59    |
|            |  |           |         |                   | SEDARSEDAR 1,182.75                     |
|            |  |           |         |                   | AGUI PROVISION AGUINALDO 8,875.00       |
|            |  |           |         |                   | TOTA NOMINA EN EFECTIVO 22,239.09       |

Total de Empleados : 6.00 -----



| Clave                                   | Nombre                         | S.Diario  | S.Integ | PERCEPCIONES      | DEDUCCIONES | CONCEPTOS  |
|---|--------------------------------|-----------|---------|-------------------|-------------|--|
| ***** GCIA. DE FINANCIAMIENTO ***** 450 |                                |           |         |                   |             |  |
| 39-265-011                              | HERRERA JUAREZ RAFAEL          |           |         |                   |             |  |
| T.EMP:                                  | PERMANENTE                     | 538.53    |         |                   | 650.98      | ANALISTA FINANCIERO (ESTUDIOS FINANCIEROS)         |
| 01                                      | SUELDO                         | 8,077.95  | 51      | ISPT              | 1,338.67    | DVIG DIAS DE VIGENCIA 15.00                        |
| 02                                      | DESPENSA                       | 465.50    | 54      | FONDO PENSIONES   | 928.96      | IMP1 ISPT ART. 113 LISR 1,338.67                   |
| 03                                      | TRANSPORTE                     | 285.50    | 65      | OTRAS DEDUCCIONES | 3,558.33    | PGR1 PERC. GRAVADA TIPO 1 8,828.95                 |
|   |                                |           |         |                   |             | PERC TOTAL PERCEPCIONES 8,828.95                   |
|   |                                |           |         |                   |             | DEDU TOTAL DEDUCCIONES 5,825.96                    |
|   |                                |           |         |                   |             | 3%FV 3% FONDO DE VIVIENDA 242.34                   |
|   |                                |           |         |                   |             | FOND FONDO PENSIONES EMPRES 1,211.69               |
|   |                                |           |         |                   |             | SEDARSEDAR 161.56                                  |
|   |                                |           |         |                   |             | AGUI PROVISION AGUINALDO 1,209.45                  |
|   |                                |           |         |                   |             | TOTA NOMINA EN EFECTIVO 3,002.99                   |
| 400-001                                 | BORRAYO RAMIREZ JOSE           |           |         |                   |             |  |
| T.EMP:                                  | PERMANENTE                     | 467.47    |         |                   | 565.75      | AUXILIAR DE CONTROL Y SEGUIMIENTO (ABASTECIMIENTO) |
| 01                                      | SUELDO                         | 7,012.05  | 51      | ISPT              | 1,107.37    | DVIG DIAS DE VIGENCIA 15.00                        |
| 02                                      | DESPENSA                       | 434.50    | 54      | FONDO PENSIONES   | 806.39      | IMP1 ISPT ART. 113 LISR 1,107.37                   |
| 03                                      | TRANSPORTE                     | 299.50    | 65      | OTRAS DEDUCCIONES | 2,500.00    | PGR1 PERC. GRAVADA TIPO 1 7,746.05                 |
|   |                                |           |         |                   |             | PERC TOTAL PERCEPCIONES 7,746.05                   |
|   |                                |           |         |                   |             | DEDU TOTAL DEDUCCIONES 4,413.76                    |
|   |                                |           |         |                   |             | 3%FV 3% FONDO DE VIVIENDA 210.36                   |
|   |                                |           |         |                   |             | FOND FONDO PENSIONES EMPRES 1,051.81               |
|   |                                |           |         |                   |             | SEDARSEDAR 140.24                                  |
|   |                                |           |         |                   |             | AGUI PROVISION AGUINALDO 1,061.10                  |
|   |                                |           |         |                   |             | TOTA NOMINA EN EFECTIVO 3,332.29                   |
| 40-043-001                              | PEREZ LLAMAS RAFAEL            |           |         |                   |             |  |
| T.EMP:                                  | PERMANENTE                     | 811.50    |         |                   | 1,002.96    | JEFE DE ANALISIS FINANCIEROS                       |
| 01                                      | SUELDO                         | 12,172.50 | 51      | ISPT              | 2,372.17    | DVIG DIAS DE VIGENCIA 15.00                        |
| 02                                      | DESPENSA                       | 727.50    | 54      | FONDO PENSIONES   | 1,399.84    | IMP1 ISPT ART. 113 LISR 2,372.17                   |
| 03                                      | TRANSPORTE                     | 454.00    | 65      | OTRAS DEDUCCIONES | 2,150.24    | PGR1 PERC. GRAVADA TIPO 1 13,354.00                |
|   |                                |           |         |                   |             | PERC TOTAL PERCEPCIONES 13,354.00                  |
|   |                                |           |         |                   |             | DEDU TOTAL DEDUCCIONES 5,922.25                    |
|   |                                |           |         |                   |             | 3%FV 3% FONDO DE VIVIENDA 365.18                   |
|   |                                |           |         |                   |             | FOND FONDO PENSIONES EMPRES 1,825.88               |
|   |                                |           |         |                   |             | SEDARSEDAR 243.45                                  |
|   |                                |           |         |                   |             | AGUI PROVISION AGUINALDO 1,829.32                  |
|   |                                |           |         |                   |             | TOTA NOMINA EN EFECTIVO 7,431.75                   |
| 40-119-005                              | GALLARDO GAONA MARTHA ANGELICA |           |         |                   |             |  |
| T.EMP:                                  | PERMANENTE                     | 538.53    |         |                   | 669.31      | AUXILIAR GESTION FINANCIERA "A"                    |
| 01                                      | SUELDO                         | 8,077.95  | 51      | ISPT              | 1,338.67    | DVIG DIAS DE VIGENCIA 15.00                        |
| 02                                      | DESPENSA                       | 465.50    | 54      | FONDO PENSIONES   | 928.96      | IMP1 ISPT ART. 113 LISR 1,338.67                   |
| 03                                      | TRANSPORTE                     | 285.50    | 65      | OTRAS DEDUCCIONES | 529.22      | PGR1 PERC. GRAVADA TIPO 1 8,828.95                 |
|   |                                |           |         |                   |             | PERC TOTAL PERCEPCIONES 8,828.95                   |
|   |                                |           |         |                   |             | DEDU TOTAL DEDUCCIONES 2,796.85                    |
|   |                                |           |         |                   |             | 3%FV 3% FONDO DE VIVIENDA 242.34                   |
|   |                                |           |         |                   |             | FOND FONDO PENSIONES EMPRES 1,211.69               |
|   |                                |           |         |                   |             | SEDARSEDAR 161.56                                  |
|   |                                |           |         |                   |             | AGUI PROVISION AGUINALDO 1,209.45                  |
|   |                                |           |         |                   |             | TOTA NOMINA EN EFECTIVO 6,032.10                   |
| 450-006                                 | VAZQUEZ ROCHA JOSE RAFAEL      |           |         |                   |             |  |
| T.EMP:                                  | PERMANENTE                     | 811.50    |         |                   | 990.78      | JEFE DE GESTION Y SEGUIMIENTO                      |
| 01                                      | SUELDO                         | 12,172.50 | 51      | ISPT              | 2,372.17    | DVIG DIAS DE VIGENCIA 15.00                        |
| 02                                      | DESPENSA                       | 727.50    | 54      | FONDO PENSIONES   | 1,399.84    | IMP1 ISPT ART. 113 LISR 2,372.17                   |

| Clave   | Nombre                      | S.Diario  | S.Integ | PERCEPCIONES      | DEDUCCIONES                              | CONCEPTOS                   |           |
|---------|-----------------------------|-----------|---------|-------------------|--|-----------------------------|-----------|
| 03      | TRANSPORTE                  | 454.00    | 65      | OTRAS DEDUCCIONES | 3,905.72                                 | PGR1 PERC. GRAVADA TIPO 1   | 13,354.00 |
|         |                             |           |         |                   |  | PERC TOTAL PERCEPCIONES     | 13,354.00 |
|         |                             |           |         |                   |  | DEDU TOTAL DEDUCCIONES      | 7,677.73  |
|         |                             |           |         |                   |  | 3%FV 3% FONDO DE VIVIENDA   | 365.18    |
|         |                             |           |         |                   |  | FOND FONDO PENSIONES EMPRES | 1,825.88  |
|         |                             |           |         |                   |  | SEDARSEDAR                  | 243.45    |
|         |                             |           |         |                   |  | AGUI PROVISION AGUINALDO    | 1,829.32  |
|         |                             |           |         |                   |  | TOTA NOMINA EN EFECTIVO     | 5,676.27  |
| 450-007 | OCHOA ALONSO MARIA EUGENIA  |           |         |                   |  |                             |           |
| T.EMP:  | PERMANENTE                  | 467.07    |         | 590.91            | AUXILIAR DE GESTION FINANCIERA "B"       |                             |           |
| 01      | SUELDO                      | 7,006.05  | 51      | ISPT              | 1,140.80                                 | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02      | DESPENSA                    | 557.00    | 54      | FONDO PENSIONES   | 805.70                                   | IMP1 ISPT ART. 113 LISR     | 1,140.80  |
| 03      | TRANSPORTE                  | 339.50    | 65      | OTRAS DEDUCCIONES | 4,223.17                                 | PGR1 PERC. GRAVADA TIPO 1   | 7,902.55  |
|         |                             |           |         |                   |  | PERC TOTAL PERCEPCIONES     | 7,902.55  |
|         |                             |           |         |                   |  | DEDU TOTAL DEDUCCIONES      | 6,169.67  |
|         |                             |           |         |                   |  | 3%FV 3% FONDO DE VIVIENDA   | 210.18    |
|         |                             |           |         |                   |  | FOND FONDO PENSIONES EMPRES | 1,050.91  |
|         |                             |           |         |                   |  | SEDARSEDAR                  | 140.12    |
|         |                             |           |         |                   |  | AGUI PROVISION AGUINALDO    | 1,082.54  |
|         |                             |           |         |                   |  | TOTA NOMINA EN EFECTIVO     | 1,732.88  |
| 450-009 | ROJAS DAVILA WOLFKAN ULISES |           |         |                   |  |                             |           |
| T.EMP:  | PERMANENTE                  | 1,632.10  |         | 1,826.00          | GERENTE DE FINANCIAMIENTO                |                             |           |
| 01      | SUELDO                      | 24,481.50 | 51      | ISPT              | 6,040.03                                 | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02      | DESPENSA                    | 994.50    | 54      | FONDO PENSIONES   | 2,815.37                                 | IMP1 ISPT ART. 113 LISR     | 6,040.03  |
| 03      | TRANSPORTE                  | 708.50    |         |                   |  | PGR1 PERC. GRAVADA TIPO 1   | 26,184.50 |
|         |                             |           |         |                   |  | PERC TOTAL PERCEPCIONES     | 26,184.50 |
|         |                             |           |         |                   |  | DEDU TOTAL DEDUCCIONES      | 8,855.40  |
|         |                             |           |         |                   |  | 3%FV 3% FONDO DE VIVIENDA   | 734.44    |
|         |                             |           |         |                   |  | FOND FONDO PENSIONES EMPRES | 3,672.22  |
|         |                             |           |         |                   |  | SEDARSEDAR                  | 489.63    |
|         |                             |           |         |                   |  | AGUI PROVISION AGUINALDO    | 3,586.92  |
|         |                             |           |         |                   |  | TOTA NOMINA EN EFECTIVO     | 17,329.10 |
| 450-013 | FLORES SAINZ ALBERTO MISAEL |           |         |                   |  |                             |           |
| T.EMP:  | PERMANENTE                  | 552.10    |         | 660.98            | AUXILIAR DE INVERSIONES PUBLICO PRIVADAS |                             |           |
| 01      | SUELDO                      | 8,281.50  | 51      | ISPT              | 1,386.85                                 | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02      | DESPENSA                    | 487.00    | 54      | FONDO PENSIONES   | 952.37                                   | IMP1 ISPT ART. 113 LISR     | 1,386.85  |
| 03      | TRANSPORTE                  | 286.00    |         |                   |  | PGR1 PERC. GRAVADA TIPO 1   | 9,054.50  |
|         |                             |           |         |                   |  | PERC TOTAL PERCEPCIONES     | 9,054.50  |
|         |                             |           |         |                   |  | DEDU TOTAL DEDUCCIONES      | 2,339.22  |
|         |                             |           |         |                   |  | 3%FV 3% FONDO DE VIVIENDA   | 248.44    |
|         |                             |           |         |                   |  | FOND FONDO PENSIONES EMPRES | 1,242.22  |
|         |                             |           |         |                   |  | SEDARSEDAR                  | 165.63    |
|         |                             |           |         |                   |  | AGUI PROVISION AGUINALDO    | 1,240.34  |
|         |                             |           |         |                   |  | TOTA NOMINA EN EFECTIVO     | 6,715.28  |
| 450-014 | LUNA ARELLANO JOSE MA       |           |         |                   |  |                             |           |
| T.EMP:  | PERMANENTE                  | 1,007.53  |         | 1,228.09          | JEFE DE INGENIERIA FINANCIERA            |                             |           |
| 01      | SUELDO                      | 15,112.95 | 51      | ISPT              | 3,118.92                                 | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02      | DESPENSA                    | 797.50    | 54      | FONDO PENSIONES   | 1,737.99                                 | IMP1 ISPT ART. 113 LISR     | 3,118.92  |
| 03      | TRANSPORTE                  | 537.00    |         |                   |  | PGR1 PERC. GRAVADA TIPO 1   | 16,447.45 |
|         |                             |           |         |                   |  | PERC TOTAL PERCEPCIONES     | 16,447.45 |
|         |                             |           |         |                   |  | DEDU TOTAL DEDUCCIONES      | 4,856.91  |
|         |                             |           |         |                   |  | 3%FV 3% FONDO DE VIVIENDA   | 453.39    |
|         |                             |           |         |                   |  | FOND FONDO PENSIONES EMPRES | 2,266.94  |
|         |                             |           |         |                   |  | SEDARSEDAR                  | 302.26    |

| Clave   | Nombre                    | S.Diario | S.Integ           | DEDUCCIONES                       | CONCEPTOS                   |            |
|---|---------------------------|----------|-------------------|-----------------------------------|-----------------------------|------------|
| -----   |                           |          |                   |                                   |                             |            |
|   | PERCEPCIONES              |          |                   |                                   |                             |            |
| -----   |                           |          |                   |                                   |                             |            |
|   |                           |          |                   |                                   | AGUI PROVISION AGUINALDO    | 2,253.08   |
|   |                           |          |                   |                                   | TOTA NOMINA EN EFECTIVO     | 11,590.54  |
| 526-002                                       | PELAYO RUIZ KARLA CECILIA |          |                   |                                   |                             |            |
| T.EMP: PERMANENTE                             | 558.54                    |          | 689.88            | ANALISTA DE GESTIÓN (MUNICIPALES) |                             |            |
| 01 SUELDO                                     | 8,378.10                  | 51       | ISPT              | 1,402.79                          | DVIG DIAS DE VIGENCIA       | 15.00      |
| 02 DESPENSA                                   | 465.50                    | 54       | FONDO PENSIONES   | 963.48                            | IMP1 ISPT ART. 113 LISR     | 1,402.79   |
| 03 TRANSPORTE                                 | 285.50                    | 58       | CUOTA SINDICAL    | 83.78                             | PGR1 PERC. GRAVADA TIPO 1   | 9,129.10   |
|   |                           | 65       | OTRAS DEDUCCIONES | 2,290.65                          | PERC TOTAL PERCEPCIONES     | 9,129.10   |
|   |                           |          |                   |                                   | DEDU TOTAL DEDUCCIONES      | 4,740.70   |
|   |                           |          |                   |                                   | 3%FV 3% FONDO DE VIVIENDA   | 251.34     |
|   |                           |          |                   |                                   | FOND FONDO PENSIONES EMPRES | 1,256.71   |
|   |                           |          |                   |                                   | SEDARSEDAR                  | 167.56     |
|   |                           |          |                   |                                   | AGUI PROVISION AGUINALDO    | 1,250.56   |
|   |                           |          |                   |                                   | TOTA NOMINA EN EFECTIVO     | 4,388.40   |
| **** Totales GCIA. DE FINANCIAMIENTO 450 **** |                           |          |                   |                                   |                             |            |
| 01 SUELDO                                     | 110,773.05                | 51       | ISPT              | 21,618.44                         | DVIG DIAS DE VIGENCIA       | 150.00     |
| 02 DESPENSA                                   | 6,122.00                  | 54       | FONDO PENSIONES   | 12,738.90                         | IMP1 ISPT ART. 113 LISR     | 21,618.44  |
| 03 TRANSPORTE                                 | 3,935.00                  | 58       | CUOTA SINDICAL    | 83.78                             | PGR1 PERC. GRAVADA TIPO 1   | 120,830.05 |
|   |                           | 65       | OTRAS DEDUCCIONES | 19,157.33                         | PERC TOTAL PERCEPCIONES     | 120,830.05 |
|   |                           |          |                   |                                   | DEDU TOTAL DEDUCCIONES      | 53,598.45  |
|   |                           |          |                   |                                   | 3%FV 3% FONDO DE VIVIENDA   | 3,323.19   |
|   |                           |          |                   |                                   | FOND FONDO PENSIONES EMPRES | 16,615.95  |
|   |                           |          |                   |                                   | SEDARSEDAR                  | 2,215.46   |
|   |                           |          |                   |                                   | AGUI PROVISION AGUINALDO    | 16,552.08  |
|   |                           |          |                   |                                   | TOTA NOMINA EN EFECTIVO     | 67,231.60  |
| Total de Empleados : 10.00 -----              |                           |          |                   |                                   |                             |            |

| Clave  | Nombre                           | S.Diario  | S.Integ  | DEDUCCIONES  | CONCEPTOS                            |
|--|----------------------------------|-----------|----------|--|--------------------------------------|
| ***** DIR. CUENCAS Y SUSTENTABILIDAD ***** 500       |                                  |           |          |  |                                      |
| 12-122-002   | GUTIERREZ OSORIO MARTHA PATRICIA |           |          |  |                                      |
| T.EMP:   | PERMANENTE                       | 467.07    | 598.23   | SECRETARIA DE DIRECCION                            |                                      |
| 01   | SUELDO                           | 7,006.05  | 51       | ISPT   | DVIG DIAS DE VIGENCIA 15.00          |
| 02   | DESPENSA                         | 557.00    | 54       | FONDO PENSIONES                                    | IMP1 ISPT ART. 113 LISR 1,140.80     |
| 03   | TRANSPORTE                       | 339.50    | 58       | CUOTA SINDICAL                                     | PGR1 PERC. GRAVADA TIPO 1 7,902.55   |
|  |                                  |           | 65       | OTRAS DEDUCCIONES                                  | PERC TOTAL PERCEPCIONES 7,902.55     |
|  |                                  |           |          |  | DEDU TOTAL DEDUCCIONES 4,918.31      |
|  |                                  |           |          |  | 3%FV 3% FONDO DE VIVIENDA 210.18     |
|  |                                  |           |          |  | FOND FONDO PENSIONES EMPRES 1,050.91 |
|  |                                  |           |          |  | SEDARSEDAR 140.12                    |
|  |                                  |           |          |  | AGUI PROVISION AGUINALDO 1,082.54    |
|  |                                  |           |          |  | TOTA NOMINA EN EFECTIVO 2,984.24     |
| 13-012-001   | MUÑOZ JUAREZ ARMANDO BRIGIDO     |           |          |  |                                      |
| T.EMP:   | PERMANENTE                       | 2,766.50  | 1,826.00 | ENCARGADO DEL DESPACHO DE LA DIR. DE CUENCAS Y SUS |                                      |
| 01   | SUELDO                           | 41,497.50 | 51       | ISPT   | DVIG DIAS DE VIGENCIA 15.00          |
| 02   | DESPENSA                         | 1,518.50  | 54       | FONDO PENSIONES                                    | IMP1 ISPT ART. 113 LISR 11,733.86    |
| 03   | TRANSPORTE                       | 1,067.50  | 65       | OTRAS DEDUCCIONES                                  | PGR1 PERC. GRAVADA TIPO 1 44,083.50  |
|  |                                  |           |          |  | PERC TOTAL PERCEPCIONES 44,083.50    |
|  |                                  |           |          |  | DEDU TOTAL DEDUCCIONES 28,235.74     |
|  |                                  |           |          |  | 3%FV 3% FONDO DE VIVIENDA 1,244.92   |
|  |                                  |           |          |  | FOND FONDO PENSIONES EMPRES 6,224.63 |
|  |                                  |           |          |  | SEDARSEDAR 547.80                    |
|  |                                  |           |          |  | AGUI PROVISION AGUINALDO 6,038.84    |
|  |                                  |           |          |  | TOTA NOMINA EN EFECTIVO 15,847.76    |
| **** Totales DIR. CUENCAS Y SUSTENTABILIDAD 500 **** |                                  |           |          |  |                                      |
| 01   | SUELDO                           | 48,503.55 | 51       | ISPT   | DVIG DIAS DE VIGENCIA 30.00          |
| 02   | DESPENSA                         | 2,075.50  | 54       | FONDO PENSIONES                                    | IMP1 ISPT ART. 113 LISR 12,874.66    |
| 03   | TRANSPORTE                       | 1,407.00  | 58       | CUOTA SINDICAL                                     | PGR1 PERC. GRAVADA TIPO 1 51,986.05  |
|  |                                  |           | 65       | OTRAS DEDUCCIONES                                  | PERC TOTAL PERCEPCIONES 51,986.05    |
|  |                                  |           |          |  | DEDU TOTAL DEDUCCIONES 33,154.05     |
|  |                                  |           |          |  | 3%FV 3% FONDO DE VIVIENDA 1,455.10   |
|  |                                  |           |          |  | FOND FONDO PENSIONES EMPRES 7,275.54 |
|  |                                  |           |          |  | SEDARSEDAR 687.92                    |
|  |                                  |           |          |  | AGUI PROVISION AGUINALDO 7,121.38    |
|  |                                  |           |          |  | TOTA NOMINA EN EFECTIVO 18,832.00    |

Total de Empleados : 2.00

| Clave      | Nombre                            | S.Diario | S.Integ | PERCEPCIONES      | DEDUCCIONES                              | CONCEPTOS                            |
|------------|-----------------------------------|----------|---------|-------------------|--|--------------------------------------|
| *****      | GCIA. DE LABORATORIO              | *****    | 510     |                   |  |                                      |
| 06-199-003 | LEYVA CASTILLO ROSA MARIA         |          |         |                   |  |                                      |
| T.EMP:     | PERMANENTE                        | 402.90   | 517.67  |                   | SECRETARIA                               |                                      |
| 01         | SUELDO                            | 6,043.50 | 51      | ISPT              | 916.50                                   | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | DESPENSA                          | 478.50   | 54      | FONDO PENSIONES   | 695.00                                   | IMP1 ISPT ART. 113 LISR 916.50       |
| 03         | TRANSPORTE                        | 330.50   | 58      | CUOTA SINDICAL    | 60.44                                    | PGR1 PERC. GRAVADA TIPO 1 6,852.50   |
|            |                                   |          | 65      | OTRAS DEDUCCIONES | 3,342.10                                 | PERC TOTAL PERCEPCIONES 6,852.50     |
|            |                                   |          | 95      | PRESTAMO AYUDATE  | 956.52                                   | DEDU TOTAL DEDUCCIONES 5,970.56      |
|            |                                   |          |         |                   |  | 3%FV 3% FONDO DE VIVIENDA 181.31     |
|            |                                   |          |         |                   |  | FOND FONDO PENSIONES EMPRES 906.52   |
|            |                                   |          |         |                   |  | SEDARSEDAR 120.87                    |
|            |                                   |          |         |                   |  | AGUI PROVISION AGUINALDO 938.70      |
|            |                                   |          |         |                   |  | TOTA NOMINA EN EFECTIVO 881.94       |
| 41-289-014 | GUZMAN ROSALES NAYELI DEL ROSARIO |          |         |                   |  |                                      |
| T.EMP:     | PERMANENTE                        | 538.53   | 774.92  |                   | ANALISTA DE GRAVIMETRIA Y FISICOQUIMICOS |                                      |
| 01         | SUELDO                            | 8,077.95 | 51      | ISPT              | 1,687.87                                 | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | DESPENSA                          | 465.50   | 54      | FONDO PENSIONES   | 1,114.76                                 | IMP1 ISPT ART. 113 LISR 1,687.87     |
| 03         | TRANSPORTE                        | 285.50   | 65      | OTRAS DEDUCCIONES | 3,128.72                                 | PGR1 PERC. GRAVADA TIPO 1 10,444.54  |
| 07         | PRIMA INSALUBRE                   | 1,615.59 |         |                   |  | PERC TOTAL PERCEPCIONES 10,444.54    |
|            |                                   |          |         |                   |  | DEDU TOTAL DEDUCCIONES 5,931.35      |
|            |                                   |          |         |                   |  | 3%FV 3% FONDO DE VIVIENDA 290.81     |
|            |                                   |          |         |                   |  | FOND FONDO PENSIONES EMPRES 1,454.03 |
|            |                                   |          |         |                   |  | SEDARSEDAR 193.87                    |
|            |                                   |          |         |                   |  | AGUI PROVISION AGUINALDO 1,430.76    |
|            |                                   |          |         |                   |  | CHEQ PAGO POR CHEQUE 4,513.19        |
| 510-003    | VAZQUEZ ORTIZ RUTH MARIA          |          |         |                   |  |                                      |
| T.EMP:     | PERMANENTE                        | 402.90   | 586.94  |                   | AUXILIAR DE LABORATORIO                  |                                      |
| 01         | SUELDO                            | 6,043.50 | 51      | ISPT              | 1,174.68                                 | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | DESPENSA                          | 478.50   | 54      | FONDO PENSIONES   | 834.00                                   | IMP1 ISPT ART. 113 LISR 1,174.68     |
| 03         | TRANSPORTE                        | 330.50   | 58      | CUOTA SINDICAL    | 72.52                                    | PGR1 PERC. GRAVADA TIPO 1 8,061.20   |
| 07         | PRIMA INSALUBRE                   | 1,208.70 | 65      | OTRAS DEDUCCIONES | 3,348.00                                 | PERC TOTAL PERCEPCIONES 8,061.20     |
|            |                                   |          |         |                   |  | DEDU TOTAL DEDUCCIONES 5,429.20      |
|            |                                   |          |         |                   |  | 3%FV 3% FONDO DE VIVIENDA 217.57     |
|            |                                   |          |         |                   |  | FOND FONDO PENSIONES EMPRES 1,087.83 |
|            |                                   |          |         |                   |  | SEDARSEDAR 145.04                    |
|            |                                   |          |         |                   |  | AGUI PROVISION AGUINALDO 1,104.27    |
|            |                                   |          |         |                   |  | TOTA NOMINA EN EFECTIVO 2,632.00     |
| 510-007    | ORTIZ FLORES MOISES               |          |         |                   |  |                                      |
| T.EMP:     | PERMANENTE                        | 402.90   | 586.94  |                   | AUXILIAR DE LABORATORIO                  |                                      |
| 01         | SUELDO                            | 6,043.50 | 51      | ISPT              | 1,174.68                                 | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | DESPENSA                          | 478.50   | 54      | FONDO PENSIONES   | 834.00                                   | IMP1 ISPT ART. 113 LISR 1,174.68     |
| 03         | TRANSPORTE                        | 330.50   | 58      | CUOTA SINDICAL    | 72.52                                    | PGR1 PERC. GRAVADA TIPO 1 8,061.20   |
| 07         | PRIMA INSALUBRE                   | 1,208.70 | 65      | OTRAS DEDUCCIONES | 2,348.00                                 | PERC TOTAL PERCEPCIONES 8,061.20     |
|            |                                   |          |         |                   |  | DEDU TOTAL DEDUCCIONES 4,429.20      |
|            |                                   |          |         |                   |  | 3%FV 3% FONDO DE VIVIENDA 217.57     |
|            |                                   |          |         |                   |  | FOND FONDO PENSIONES EMPRES 1,087.83 |
|            |                                   |          |         |                   |  | SEDARSEDAR 145.04                    |
|            |                                   |          |         |                   |  | AGUI PROVISION AGUINALDO 1,104.27    |
|            |                                   |          |         |                   |  | TOTA NOMINA EN EFECTIVO 3,632.00     |
| 510-008    | GARCIA OCHOA LIDIA                |          |         |                   |  |                                      |
| T.EMP:     | PERMANENTE                        | 402.90   | 605.27  |                   | AUXILIAR DE LABORATORIO                  |                                      |
| 01         | SUELDO                            | 6,043.50 | 51      | ISPT              | 1,174.68                                 | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | DESPENSA                          | 478.50   | 54      | FONDO PENSIONES   | 834.00                                   | IMP1 ISPT ART. 113 LISR 1,174.68     |

| Clave                                   | Nombre          | S.Diario | S.Integ | DEDUCCIONES                   | CONCEPTOS |                             |          |
|---|-----------------|----------|---------|-------------------------------|-----------|-----------------------------|----------|
| PERCEPCIONES                            |                 |          |         |                               |           |                             |          |
| 03                                      | TRANSPORTE      | 330.50   | 58      | CUOTA SINDICAL                | 72.52     | PGR1 PERC. GRAVADA TIPO 1   | 8,061.20 |
| 07                                      | PRIMA INSALUBRE | 1,208.70 | 65      | OTRAS DEDUCCIONES             | 3,522.00  | PERC TOTAL PERCEPCIONES     | 8,061.20 |
|   |                 |          |         |                               |           | DEDU TOTAL DEDUCCIONES      | 5,603.20 |
|   |                 |          |         |                               |           | 3%FV 3% FONDO DE VIVIENDA   | 217.57   |
|   |                 |          |         |                               |           | FOND FONDO PENSIONES EMPRES | 1,087.83 |
|   |                 |          |         |                               |           | SEDARSEDAR                  | 145.04   |
|   |                 |          |         |                               |           | AGUI PROVISION AGUINALDO    | 1,104.27 |
|   |                 |          |         |                               |           | TOTA NOMINA EN EFECTIVO     | 2,458.00 |
| 510-010 OLIDE CHAVEZ NORMA ANGELICA     |                 |          |         |                               |           |                             |          |
| T.EMP:                                  | PERMANENTE      | 402.90   |         | 586.94AUXILIAR DE LABORATORIO |           |                             |          |
| 01                                      | SUELDO          | 6,043.50 | 51      | ISPT                          | 1,174.68  | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02                                      | DESPENSA        | 478.50   | 54      | FONDO PENSIONES               | 834.00    | IMP1 ISPT ART. 113 LISR     | 1,174.68 |
| 03                                      | TRANSPORTE      | 330.50   | 58      | CUOTA SINDICAL                | 72.52     | PGR1 PERC. GRAVADA TIPO 1   | 8,061.20 |
| 07                                      | PRIMA INSALUBRE | 1,208.70 | 65      | OTRAS DEDUCCIONES             | 2,848.00  | PERC TOTAL PERCEPCIONES     | 8,061.20 |
|   |                 |          |         |                               |           | DEDU TOTAL DEDUCCIONES      | 4,929.20 |
|   |                 |          |         |                               |           | 3%FV 3% FONDO DE VIVIENDA   | 217.57   |
|   |                 |          |         |                               |           | FOND FONDO PENSIONES EMPRES | 1,087.83 |
|   |                 |          |         |                               |           | SEDARSEDAR                  | 145.04   |
|   |                 |          |         |                               |           | AGUI PROVISION AGUINALDO    | 1,104.27 |
|   |                 |          |         |                               |           | TOTA NOMINA EN EFECTIVO     | 3,132.00 |
| 510-012 OLIVAREZ CORNEJO JOSE ADALBERTO |                 |          |         |                               |           |                             |          |
| T.EMP:                                  | PERMANENTE      | 402.90   |         | 586.94AUXILIAR DE LABORATORIO |           |                             |          |
| 01                                      | SUELDO          | 6,043.50 | 51      | ISPT                          | 1,174.68  | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02                                      | DESPENSA        | 478.50   | 54      | FONDO PENSIONES               | 834.00    | IMP1 ISPT ART. 113 LISR     | 1,174.68 |
| 03                                      | TRANSPORTE      | 330.50   | 58      | CUOTA SINDICAL                | 72.52     | PGR1 PERC. GRAVADA TIPO 1   | 8,061.20 |
| 07                                      | PRIMA INSALUBRE | 1,208.70 | 65      | OTRAS DEDUCCIONES             | 4,162.72  | PERC TOTAL PERCEPCIONES     | 8,061.20 |
|   |                 |          |         |                               |           | DEDU TOTAL DEDUCCIONES      | 6,243.92 |
|   |                 |          |         |                               |           | 3%FV 3% FONDO DE VIVIENDA   | 217.57   |
|   |                 |          |         |                               |           | FOND FONDO PENSIONES EMPRES | 1,087.83 |
|   |                 |          |         |                               |           | SEDARSEDAR                  | 145.04   |
|   |                 |          |         |                               |           | AGUI PROVISION AGUINALDO    | 1,104.27 |
|   |                 |          |         |                               |           | TOTA NOMINA EN EFECTIVO     | 1,817.28 |
| 510-014 CAMPOS TRUJILLO SAUL            |                 |          |         |                               |           |                             |          |
| T.EMP:                                  | PERMANENTE      | 402.90   |         | 584.50AUXILIAR DE LABORATORIO |           |                             |          |
| 01                                      | SUELDO          | 6,043.50 | 51      | ISPT                          | 1,174.68  | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02                                      | DESPENSA        | 478.50   | 54      | FONDO PENSIONES               | 834.00    | IMP1 ISPT ART. 113 LISR     | 1,174.68 |
| 03                                      | TRANSPORTE      | 330.50   | 58      | CUOTA SINDICAL                | 72.52     | PGR1 PERC. GRAVADA TIPO 1   | 8,061.20 |
| 07                                      | PRIMA INSALUBRE | 1,208.70 | 65      | OTRAS DEDUCCIONES             | 3,126.21  | PERC TOTAL PERCEPCIONES     | 8,061.20 |
|   |                 |          | 92      | PRESTAMO TU NOMINA P          | 324.36    | DEDU TOTAL DEDUCCIONES      | 5,531.77 |
|   |                 |          |         |                               |           | 3%FV 3% FONDO DE VIVIENDA   | 217.57   |
|   |                 |          |         |                               |           | FOND FONDO PENSIONES EMPRES | 1,087.83 |
|   |                 |          |         |                               |           | SEDARSEDAR                  | 145.04   |
|   |                 |          |         |                               |           | AGUI PROVISION AGUINALDO    | 1,104.27 |
|   |                 |          |         |                               |           | TOTA NOMINA EN EFECTIVO     | 2,529.43 |
| 510-016 REYES ARGONZA ROCIO ESTEFANIA   |                 |          |         |                               |           |                             |          |
| T.EMP:                                  | PERMANENTE      | 402.90   |         | 582.07AUXILIAR DE LABORATORIO |           |                             |          |
| 01                                      | SUELDO          | 6,043.50 | 51      | ISPT                          | 1,164.00  | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02                                      | DESPENSA        | 443.50   | 54      | FONDO PENSIONES               | 834.00    | IMP1 ISPT ART. 113 LISR     | 1,164.00 |
| 03                                      | TRANSPORTE      | 315.50   | 58      | CUOTA SINDICAL                | 72.52     | PGR1 PERC. GRAVADA TIPO 1   | 8,011.20 |
| 07                                      | PRIMA INSALUBRE | 1,208.70 |         |                               |           | PERC TOTAL PERCEPCIONES     | 8,011.20 |
|   |                 |          |         |                               |           | DEDU TOTAL DEDUCCIONES      | 2,070.52 |
|   |                 |          |         |                               |           | 3%FV 3% FONDO DE VIVIENDA   | 217.57   |
|   |                 |          |         |                               |           | FOND FONDO PENSIONES EMPRES | 1,087.83 |
|   |                 |          |         |                               |           | SEDARSEDAR                  | 145.04   |

| Clave      | Nombre                      | S.Diario  | S.Integ | PERCEPCIONES      | DEDUCCIONES  | CONCEPTOS                   |           |
|------------|-----------------------------|-----------|---------|-------------------|--|-----------------------------|-----------|
|            |                             |           |         |                   |  | AGUI PROVISION AGUINALDO    | 1,097.42  |
|            |                             |           |         |                   |  | TOTA NOMINA EN EFECTIVO     | 5,940.68  |
| 512-011    | BOJADO PEREZ MARIA GABRIELA |           |         |                   |  |                             |           |
| T.EMP:     | PERMANENTE                  | 402.90    |         | 605.27            | AUXILIAR DE LABORATORIO                            |                             |           |
| 01         | SUELDO                      | 6,043.50  | 51      | ISPT              | 1,174.68   | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02         | DESPENSA                    | 478.50    | 54      | FONDO PENSIONES   | 834.00   | IMP1 ISPT ART. 113 LISR     | 1,174.68  |
| 03         | TRANSPORTE                  | 330.50    | 58      | CUOTA SINDICAL    | 72.52  | PGR1 PERC. GRAVADA TIPO 1   | 8,061.20  |
| 07         | PRIMA INSALUBRE             | 1,208.70  |         |                   |  | PERC TOTAL PERCEPCIONES     | 8,061.20  |
|            |                             |           |         |                   |  | DEDU TOTAL DEDUCCIONES      | 2,081.20  |
|            |                             |           |         |                   |  | 3%FV 3% FONDO DE VIVIENDA   | 217.57    |
|            |                             |           |         |                   |  | FOND FONDO PENSIONES EMPRES | 1,087.83  |
|            |                             |           |         |                   |  | SEDARSEDAR                  | 145.04    |
|            |                             |           |         |                   |  | AGUI PROVISION AGUINALDO    | 1,104.27  |
|            |                             |           |         |                   |  | TOTA NOMINA EN EFECTIVO     | 5,980.00  |
| 60-095-005 | DE LA TORRE CASTAÑEDA MARIA |           |         |                   |  |                             |           |
| T.EMP:     | PERMANENTE                  | 654.43    |         | 829.73            | ESPECIALISTA EN ANALISIS BIOLÓGICOS Y CROMATOGRAFI |                             |           |
| 01         | SUELDO                      | 9,816.45  | 51      | ISPT              | 1,777.34   | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02         | DESPENSA                    | 630.50    | 54      | FONDO PENSIONES   | 1,128.89   | IMP1 ISPT ART. 113 LISR     | 1,777.34  |
| 03         | TRANSPORTE                  | 378.00    | 65      | OTRAS DEDUCCIONES | 3,273.00   | PGR1 PERC. GRAVADA TIPO 1   | 10,824.95 |
|            |                             |           |         |                   |  | PERC TOTAL PERCEPCIONES     | 10,824.95 |
|            |                             |           |         |                   |  | DEDU TOTAL DEDUCCIONES      | 6,179.23  |
|            |                             |           |         |                   |  | 3%FV 3% FONDO DE VIVIENDA   | 294.49    |
|            |                             |           |         |                   |  | FOND FONDO PENSIONES EMPRES | 1,472.47  |
|            |                             |           |         |                   |  | SEDARSEDAR                  | 196.33    |
|            |                             |           |         |                   |  | AGUI PROVISION AGUINALDO    | 1,482.87  |
|            |                             |           |         |                   |  | TOTA NOMINA EN EFECTIVO     | 4,645.72  |
| 60-096-006 | GARCIA MENESES REYNA        |           |         |                   |  |                             |           |
| T.EMP:     | PERMANENTE                  | 1,269.57  |         | 1,578.93          | GERENTE DE LABORATORIO                             |                             |           |
| 01         | SUELDO                      | 19,043.55 | 51      | ISPT              | 4,371.60   | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02         | DESPENSA                    | 918.50    | 54      | FONDO PENSIONES   | 2,190.01   | IMP1 ISPT ART. 113 LISR     | 4,371.60  |
| 03         | TRANSPORTE                  | 661.00    | 65      | OTRAS DEDUCCIONES | 10,166.39  | PGR1 PERC. GRAVADA TIPO 1   | 20,623.05 |
|            |                             |           |         |                   |  | PERC TOTAL PERCEPCIONES     | 20,623.05 |
|            |                             |           |         |                   |  | DEDU TOTAL DEDUCCIONES      | 16,728.00 |
|            |                             |           |         |                   |  | 3%FV 3% FONDO DE VIVIENDA   | 571.31    |
|            |                             |           |         |                   |  | FOND FONDO PENSIONES EMPRES | 2,856.53  |
|            |                             |           |         |                   |  | SEDARSEDAR                  | 380.87    |
|            |                             |           |         |                   |  | AGUI PROVISION AGUINALDO    | 2,825.08  |
|            |                             |           |         |                   |  | TOTA NOMINA EN EFECTIVO     | 3,895.05  |
| 62-201-006 | MENDEZ ALVAREZ VALENTINA    |           |         |                   |  |                             |           |
| T.EMP:     | PERMANENTE                  | 420.16    |         | 546.03            | AUXILIAR ADMINISTRATIVO                            |                             |           |
| 01         | SUELDO                      | 6,302.40  | 51      | ISPT              | 1,251.08   | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02         | DESPENSA                    | 523.00    | 54      | FONDO PENSIONES   | 869.73   | IMP1 ISPT ART. 113 LISR     | 1,251.08  |
| 03         | TRANSPORTE                  | 333.00    | 58      | CUOTA SINDICAL    | 75.63  | PGR1 PERC. GRAVADA TIPO 1   | 8,418.87  |
| 07         | PRIMA INSALUBRE             | 1,260.48  | 65      | OTRAS DEDUCCIONES | 1,864.58   | PERC TOTAL PERCEPCIONES     | 8,418.88  |
|            |                             |           |         |                   |  | DEDU TOTAL DEDUCCIONES      | 4,061.02  |
|            |                             |           |         |                   |  | 3%FV 3% FONDO DE VIVIENDA   | 226.89    |
|            |                             |           |         |                   |  | FOND FONDO PENSIONES EMPRES | 1,134.43  |
|            |                             |           |         |                   |  | SEDARSEDAR                  | 151.26    |
|            |                             |           |         |                   |  | AGUI PROVISION AGUINALDO    | 1,153.27  |
|            |                             |           |         |                   |  | TOTA NOMINA EN EFECTIVO     | 4,357.86  |
| 73-194-002 | BASULTO RIVERA JUAN PAULO   |           |         |                   |  |                             |           |
| T.EMP:     | PERMANENTE                  | 402.90    |         | 594.24            | AUXILIAR DE LABORATORIO                            |                             |           |
| 01         | SUELDO                      | 6,043.50  | 51      | ISPT              | 1,174.68   | DVIG DIAS DE VIGENCIA       | 15.00     |

| Clave   | Nombre                           | S.Diario | S.Integ | PERCEPCIONES      | DEDUCCIONES             | CONCEPTOS                   |          |
|---------|----------------------------------|----------|---------|-------------------|-------------------------|-----------------------------|----------|
| 02      | DESPENSA                         | 478.50   | 54      | FONDO PENSIONES   | 834.00                  | IMP1 ISPT ART. 113 LISR     | 1,174.68 |
| 03      | TRANSPORTE                       | 330.50   | 58      | CUOTA SINDICAL    | 72.52                   | PGR1 PERC. GRAVADA TIPO 1   | 8,061.20 |
| 07      | PRIMA INSALUBRE                  | 1,208.70 |         |                   |                         | PERC TOTAL PERCEPCIONES     | 8,061.20 |
|         |                                  |          |         |                   |                         | DEDU TOTAL DEDUCCIONES      | 2,081.20 |
|         |                                  |          |         |                   |                         | 3%FV 3% FONDO DE VIVIENDA   | 217.57   |
|         |                                  |          |         |                   |                         | FOND FONDO PENSIONES EMPRES | 1,087.83 |
|         |                                  |          |         |                   |                         | SEDARSEDAR                  | 145.04   |
|         |                                  |          |         |                   |                         | AGUI PROVISION AGUINALDO    | 1,104.27 |
|         |                                  |          |         |                   |                         | TOTA NOMINA EN EFECTIVO     | 5,980.00 |
| 810-005 | PEREZ PEREZ ALONDRA ELIZABETH    |          |         |                   |                         |                             |          |
| T.EMP:  | PERMANENTE                       | 402.90   |         | 586.94            | AUXILIAR DE LABORATORIO |                             |          |
| 01      | SUELDO                           | 6,043.50 | 51      | ISPT              | 1,174.68                | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02      | DESPENSA                         | 478.50   | 54      | FONDO PENSIONES   | 834.00                  | IMP1 ISPT ART. 113 LISR     | 1,174.68 |
| 03      | TRANSPORTE                       | 330.50   | 58      | CUOTA SINDICAL    | 72.52                   | PGR1 PERC. GRAVADA TIPO 1   | 8,061.20 |
| 07      | PRIMA INSALUBRE                  | 1,208.70 | 65      | OTRAS DEDUCCIONES | 2,348.00                | PERC TOTAL PERCEPCIONES     | 8,061.20 |
|         |                                  |          |         |                   |                         | DEDU TOTAL DEDUCCIONES      | 4,429.20 |
|         |                                  |          |         |                   |                         | 3%FV 3% FONDO DE VIVIENDA   | 217.57   |
|         |                                  |          |         |                   |                         | FOND FONDO PENSIONES EMPRES | 1,087.83 |
|         |                                  |          |         |                   |                         | SEDARSEDAR                  | 145.04   |
|         |                                  |          |         |                   |                         | AGUI PROVISION AGUINALDO    | 1,104.27 |
|         |                                  |          |         |                   |                         | TOTA NOMINA EN EFECTIVO     | 3,632.00 |
| 820-039 | RAMIREZ RAMIREZ ANDERSON ALBERTO |          |         |                   |                         |                             |          |
| T.EMP:  | PERMANENTE                       | 402.90   |         | 582.07            | AUXILIAR DE LABORATORIO |                             |          |
| 01      | SUELDO                           | 6,043.50 | 51      | ISPT              | 1,174.68                | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02      | DESPENSA                         | 478.50   | 54      | FONDO PENSIONES   | 834.00                  | IMP1 ISPT ART. 113 LISR     | 1,174.68 |
| 03      | TRANSPORTE                       | 330.50   | 58      | CUOTA SINDICAL    | 72.52                   | PGR1 PERC. GRAVADA TIPO 1   | 8,061.20 |
| 07      | PRIMA INSALUBRE                  | 1,208.70 | 65      | OTRAS DEDUCCIONES | 2,935.00                | PERC TOTAL PERCEPCIONES     | 8,061.20 |
|         |                                  |          |         |                   |                         | DEDU TOTAL DEDUCCIONES      | 5,016.20 |
|         |                                  |          |         |                   |                         | 3%FV 3% FONDO DE VIVIENDA   | 217.57   |
|         |                                  |          |         |                   |                         | FOND FONDO PENSIONES EMPRES | 1,087.83 |
|         |                                  |          |         |                   |                         | SEDARSEDAR                  | 145.04   |
|         |                                  |          |         |                   |                         | AGUI PROVISION AGUINALDO    | 1,104.27 |
|         |                                  |          |         |                   |                         | TOTA NOMINA EN EFECTIVO     | 3,045.00 |
| 840-002 | RAMIREZ ESTRADA MARGARITA        |          |         |                   |                         |                             |          |
| T.EMP:  | PERMANENTE                       | 402.90   |         | 510.37            | AUXILIAR DE LABORATORIO |                             |          |
| 01      | SUELDO                           | 6,043.50 | 51      | ISPT              | 916.50                  | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02      | DESPENSA                         | 478.50   | 54      | FONDO PENSIONES   | 695.00                  | IMP1 ISPT ART. 113 LISR     | 916.50   |
| 03      | TRANSPORTE                       | 330.50   | 58      | CUOTA SINDICAL    | 60.44                   | PGR1 PERC. GRAVADA TIPO 1   | 6,852.50 |
|         |                                  |          | 65      | OTRAS DEDUCCIONES | 2,040.25                | PERC TOTAL PERCEPCIONES     | 6,852.50 |
|         |                                  |          |         |                   |                         | DEDU TOTAL DEDUCCIONES      | 3,712.19 |
|         |                                  |          |         |                   |                         | 3%FV 3% FONDO DE VIVIENDA   | 181.31   |
|         |                                  |          |         |                   |                         | FOND FONDO PENSIONES EMPRES | 906.52   |
|         |                                  |          |         |                   |                         | SEDARSEDAR                  | 120.87   |
|         |                                  |          |         |                   |                         | AGUI PROVISION AGUINALDO    | 938.70   |
|         |                                  |          |         |                   |                         | TOTA NOMINA EN EFECTIVO     | 3,140.31 |
| 840-003 | TRUJILLO PICAZO JOSE ALEJANDRO   |          |         |                   |                         |                             |          |
| T.EMP:  | PERMANENTE                       | 402.90   |         | 582.07            | AUXILIAR DE LABORATORIO |                             |          |
| 01      | SUELDO                           | 6,043.50 | 51      | ISPT              | 1,174.68                | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02      | DESPENSA                         | 478.50   | 54      | FONDO PENSIONES   | 834.00                  | IMP1 ISPT ART. 113 LISR     | 1,174.68 |
| 03      | TRANSPORTE                       | 330.50   | 58      | CUOTA SINDICAL    | 72.52                   | PGR1 PERC. GRAVADA TIPO 1   | 8,061.20 |
| 07      | PRIMA INSALUBRE                  | 1,208.70 |         |                   |                         | PERC TOTAL PERCEPCIONES     | 8,061.20 |
|         |                                  |          |         |                   |                         | DEDU TOTAL DEDUCCIONES      | 2,081.20 |
|         |                                  |          |         |                   |                         | 3%FV 3% FONDO DE VIVIENDA   | 217.57   |
|         |                                  |          |         |                   |                         | FOND FONDO PENSIONES EMPRES | 1,087.83 |



| Clave   | Nombre                         | S.Diario   | S.Integ | DEDUCCIONES             | CONCEPTOS                   |            |
|---------|--------------------------------|------------|---------|-------------------------|-----------------------------|------------|
| -----   |                                |            |         |                         |                             |            |
|         | PERCEPCIONES                   |            |         |                         |                             |            |
| -----   |                                |            |         |                         |                             |            |
|         |                                |            |         |                         | SEDARSEDAR                  | 145.04     |
|         |                                |            |         |                         | AGUI PROVISION AGUINALDO    | 1,104.27   |
|         |                                |            |         |                         | TOTA NOMINA EN EFECTIVO     | 5,980.00   |
| 840-005 | VAZQUEZ CASTELLANOS MARICELA   |            |         |                         |                             |            |
| T.EMP:  | PERMANENTE                     | 402.90     | 492.04  | SECRETARIA              |                             |            |
| 01      | SUELDO                         | 6,043.50   | 51      | ISPT                    | DVIG DIAS DE VIGENCIA       | 15.00      |
| 02      | DESPENSA                       | 478.50     | 54      | FONDO PENSIONES         | IMP1 ISPT ART. 113 LISR     | 916.50     |
| 03      | TRANSPORTE                     | 330.50     | 58      | CUOTA SINDICAL          | PGR1 PERC. GRAVADA TIPO 1   | 6,852.50   |
|         |                                |            |         |                         | PERC TOTAL PERCEPCIONES     | 6,852.50   |
|         |                                |            |         |                         | DEDU TOTAL DEDUCCIONES      | 1,671.94   |
|         |                                |            |         |                         | 3%FV 3% FONDO DE VIVIENDA   | 181.31     |
|         |                                |            |         |                         | FOND FONDO PENSIONES EMPRES | 906.52     |
|         |                                |            |         |                         | SEDARSEDAR                  | 120.87     |
|         |                                |            |         |                         | AGUI PROVISION AGUINALDO    | 938.70     |
|         |                                |            |         |                         | TOTA NOMINA EN EFECTIVO     | 5,180.56   |
| 840-006 | ISLAS CORONADO CHRISTIAN ELIAS |            |         |                         |                             |            |
| T.EMP:  | PERMANENTE                     | 402.90     | 584.78  | AUXILIAR DE LABORATORIO |                             |            |
| 01      | SUELDO                         | 6,043.50   | 51      | ISPT                    | DVIG DIAS DE VIGENCIA       | 15.00      |
| 02      | DESPENSA                       | 478.50     | 54      | FONDO PENSIONES         | IMP1 ISPT ART. 113 LISR     | 1,174.68   |
| 03      | TRANSPORTE                     | 330.50     | 58      | CUOTA SINDICAL          | PGR1 PERC. GRAVADA TIPO 1   | 8,061.20   |
| 07      | PRIMA INSALUBRE                | 1,208.70   |         |                         | PERC TOTAL PERCEPCIONES     | 8,061.20   |
|         |                                |            |         |                         | DEDU TOTAL DEDUCCIONES      | 2,081.20   |
|         |                                |            |         |                         | 3%FV 3% FONDO DE VIVIENDA   | 217.57     |
|         |                                |            |         |                         | FOND FONDO PENSIONES EMPRES | 1,087.83   |
|         |                                |            |         |                         | SEDARSEDAR                  | 145.04     |
|         |                                |            |         |                         | AGUI PROVISION AGUINALDO    | 1,104.27   |
|         |                                |            |         |                         | TOTA NOMINA EN EFECTIVO     | 5,980.00   |
| ****    | Totales GCIA. DE LABORATORIO   |            | 510     | ****                    |                             |            |
| 01      | SUELDO                         | 139,936.35 | 51      | ISPT                    | DVIG DIAS DE VIGENCIA       | 300.00     |
| 02      | DESPENSA                       | 10,158.50  | 54      | FONDO PENSIONES         | IMP1 ISPT ART. 113 LISR     | 27,097.55  |
| 03      | TRANSPORTE                     | 6,930.50   | 58      | CUOTA SINDICAL          | PGR1 PERC. GRAVADA TIPO 1   | 175,614.51 |
| 07      | PRIMA INSALUBRE                | 18,589.17  | 65      | OTRAS DEDUCCIONES       | PERC TOTAL PERCEPCIONES     | 175,614.52 |
|         |                                |            | 92      | PRESTAMO TU NOMINA P    | DEDU TOTAL DEDUCCIONES      | 96,261.50  |
|         |                                |            | 95      | PRESTAMO AYUDATE        | 3%FV 3% FONDO DE VIVIENDA   | 4,755.84   |
|         |                                |            |         |                         | FOND FONDO PENSIONES EMPRES | 23,778.81  |
|         |                                |            |         |                         | SEDARSEDAR                  | 3,170.46   |
|         |                                |            |         |                         | AGUI PROVISION AGUINALDO    | 24,056.74  |
|         |                                |            |         |                         | TOTA NOMINA EN EFECTIVO     | 74,839.83  |
|         |                                |            |         |                         | CHEQ PAGO POR CHEQUE        | 4,513.19   |

Total de Empleados : 20.00

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| Clave  | Nombre                      | S.Diario  | S.Integ | PERCEPCIONES      | DEDUCCIONES | CONCEPTOS                            |
|--|-----------------------------|-----------|---------|-------------------|-------------|--------------------------------------|
| ***** GCIA. DE ESTUDIOS TECNICOS ***** 520       |                             |           |         |                   |             |                                      |
| 520-004  | ORNELAS ORNELAS EDGAR       |           |         |                   |             |                                      |
| T.EMP:   | PERMANENTE                  | 811.50    |         |                   | 990.78      | ESPECIALISTA EN ESTUDIOS Y PROYECTOS |
| 01   | SUELDO                      | 12,172.50 | 51      | ISPT              | 2,372.17    | DVIG DIAS DE VIGENCIA 15.00          |
| 02   | DESPENSA                    | 727.50    | 54      | FONDO PENSIONES   | 1,399.84    | IMP1 ISPT ART. 113 LISR 2,372.17     |
| 03   | TRANSPORTE                  | 454.00    | 65      | OTRAS DEDUCCIONES | 2,727.00    | PGR1 PERC. GRAVADA TIPO 1 13,354.00  |
|  |                             |           |         |                   |             | PERC TOTAL PERCEPCIONES 13,354.00    |
|  |                             |           |         |                   |             | DEDU TOTAL DEDUCCIONES 6,499.01      |
|  |                             |           |         |                   |             | 3%FV 3% FONDO DE VIVIENDA 365.18     |
|  |                             |           |         |                   |             | FOND FONDO PENSIONES EMPRES 1,825.88 |
|  |                             |           |         |                   |             | SEDARSEDAR 243.45                    |
|  |                             |           |         |                   |             | AGUI PROVISION AGUINALDO 1,829.32    |
|  |                             |           |         |                   |             | TOTA NOMINA EN EFECTIVO 6,854.99     |
| 530-003  | SANCHEZ ESTRADA JOSE CARMEN |           |         |                   |             |                                      |
| T.EMP:   | PERMANENTE                  | 538.53    |         |                   | 648.54      | TECNICO EN MODELOS DE INFORMACION    |
| 01   | SUELDO                      | 8,077.95  | 51      | ISPT              | 1,338.67    | DVIG DIAS DE VIGENCIA 15.00          |
| 02   | DESPENSA                    | 465.50    | 54      | FONDO PENSIONES   | 928.96      | IMP1 ISPT ART. 113 LISR 1,338.67     |
| 03   | TRANSPORTE                  | 285.50    | 65      | OTRAS DEDUCCIONES | 3,966.43    | PGR1 PERC. GRAVADA TIPO 1 8,828.95   |
|  |                             |           |         |                   |             | PERC TOTAL PERCEPCIONES 8,828.95     |
|  |                             |           |         |                   |             | DEDU TOTAL DEDUCCIONES 6,234.06      |
|  |                             |           |         |                   |             | 3%FV 3% FONDO DE VIVIENDA 242.34     |
|  |                             |           |         |                   |             | FOND FONDO PENSIONES EMPRES 1,211.69 |
|  |                             |           |         |                   |             | SEDARSEDAR 161.56                    |
|  |                             |           |         |                   |             | AGUI PROVISION AGUINALDO 1,209.45    |
|  |                             |           |         |                   |             | TOTA NOMINA EN EFECTIVO 2,594.89     |
| **** Totales GCIA. DE ESTUDIOS TECNICOS 520 **** |                             |           |         |                   |             |                                      |
| 01   | SUELDO                      | 20,250.45 | 51      | ISPT              | 3,710.84    | DVIG DIAS DE VIGENCIA 30.00          |
| 02   | DESPENSA                    | 1,193.00  | 54      | FONDO PENSIONES   | 2,328.80    | IMP1 ISPT ART. 113 LISR 3,710.84     |
| 03   | TRANSPORTE                  | 739.50    | 65      | OTRAS DEDUCCIONES | 6,693.43    | PGR1 PERC. GRAVADA TIPO 1 22,182.95  |
|  |                             |           |         |                   |             | PERC TOTAL PERCEPCIONES 22,182.95    |
|  |                             |           |         |                   |             | DEDU TOTAL DEDUCCIONES 12,733.07     |
|  |                             |           |         |                   |             | 3%FV 3% FONDO DE VIVIENDA 607.52     |
|  |                             |           |         |                   |             | FOND FONDO PENSIONES EMPRES 3,037.57 |
|  |                             |           |         |                   |             | SEDARSEDAR 405.01                    |
|  |                             |           |         |                   |             | AGUI PROVISION AGUINALDO 3,038.77    |
|  |                             |           |         |                   |             | TOTA NOMINA EN EFECTIVO 9,449.88     |

Total de Empleados : 2.00

| Clave                                       | Nombre                            | S.Diario  | S.Integ  | PERCEPCIONES                           | DEDUCCIONES | CONCEPTOS                            |
|---|-----------------------------------|-----------|----------|--|-------------|--------------------------------------|
| ***** GCIA. DE GESTION DE CUENCAS ***** 530 |                                   |           |          |  |             |                                      |
| 13-048-002                                  | NAVARRO MUÑOZ MIGUEL              |           |          |  |             |                                      |
| T.EMP:                                      | PERMANENTE                        | 1,269.57  | 1,555.72 | JEFE DE CUENCA (PACÍFICO/ BALSAS)      |             |                                      |
| 01  | SUELDO                            | 19,043.55 | 51       | ISPT                                   | 4,371.60    | DVIG DIAS DE VIGENCIA 15.00          |
| 02  | DESPENSA                          | 918.50    | 54       | FONDO PENSIONES                        | 2,190.01    | IMP1 ISPT ART. 113 LISR 4,371.60     |
| 03  | TRANSPORTE                        | 661.00    | 65       | OTRAS DEDUCCIONES                      | 2,980.62    | PGR1 PERC. GRAVADA TIPO 1 20,623.05  |
|   |                                   |           |          |  |             | PERC TOTAL PERCEPCIONES 20,623.05    |
|   |                                   |           |          |  |             | DEDU TOTAL DEDUCCIONES 9,542.23      |
|   |                                   |           |          |  |             | 3%FV 3% FONDO DE VIVIENDA 571.31     |
|   |                                   |           |          |  |             | FOND FONDO PENSIONES EMPRES 2,856.53 |
|   |                                   |           |          |  |             | SEDARSEDAR 380.87                    |
|   |                                   |           |          |  |             | AGUI PROVISION AGUINALDO 2,825.08    |
|   |                                   |           |          |  |             | TOTA NOMINA EN EFECTIVO 11,080.82    |
| 14-018-001                                  | ACOSTA PEREZ RAUL ALBERTO         |           |          |  |             |                                      |
| T.EMP:                                      | PERMANENTE                        | 1,269.57  | 1,555.72 | JEFE DE CUENCA (LERMA/ CHAPALA)        |             |                                      |
| 01  | SUELDO                            | 19,043.55 | 51       | ISPT                                   | 4,371.60    | DVIG DIAS DE VIGENCIA 15.00          |
| 02  | DESPENSA                          | 918.50    | 54       | FONDO PENSIONES                        | 2,190.01    | IMP1 ISPT ART. 113 LISR 4,371.60     |
| 03  | TRANSPORTE                        | 661.00    | 65       | OTRAS DEDUCCIONES                      | 9,682.42    | PGR1 PERC. GRAVADA TIPO 1 20,623.05  |
|   |                                   |           |          |  |             | PERC TOTAL PERCEPCIONES 20,623.05    |
|   |                                   |           |          |  |             | DEDU TOTAL DEDUCCIONES 16,244.03     |
|   |                                   |           |          |  |             | 3%FV 3% FONDO DE VIVIENDA 571.31     |
|   |                                   |           |          |  |             | FOND FONDO PENSIONES EMPRES 2,856.53 |
|   |                                   |           |          |  |             | SEDARSEDAR 380.87                    |
|   |                                   |           |          |  |             | AGUI PROVISION AGUINALDO 2,825.08    |
|   |                                   |           |          |  |             | TOTA NOMINA EN EFECTIVO 4,379.02     |
| 14-258-004                                  | ECHEVERRIA VAQUERO JESUS FERNANDO |           |          |  |             |                                      |
| T.EMP:                                      | PERMANENTE                        | 1,269.57  | 1,555.72 | JEFE DE CUENCA (SANTIAGO)              |             |                                      |
| 01  | SUELDO                            | 19,043.55 | 51       | ISPT                                   | 4,371.60    | DVIG DIAS DE VIGENCIA 15.00          |
| 02  | DESPENSA                          | 918.50    | 54       | FONDO PENSIONES                        | 2,190.01    | IMP1 ISPT ART. 113 LISR 4,371.60     |
| 03  | TRANSPORTE                        | 661.00    | 65       | OTRAS DEDUCCIONES                      | 2,009.00    | PGR1 PERC. GRAVADA TIPO 1 20,623.05  |
|   |                                   |           |          |  |             | PERC TOTAL PERCEPCIONES 20,623.05    |
|   |                                   |           |          |  |             | DEDU TOTAL DEDUCCIONES 8,570.61      |
|   |                                   |           |          |  |             | 3%FV 3% FONDO DE VIVIENDA 571.31     |
|   |                                   |           |          |  |             | FOND FONDO PENSIONES EMPRES 2,856.53 |
|   |                                   |           |          |  |             | SEDARSEDAR 380.87                    |
|   |                                   |           |          |  |             | AGUI PROVISION AGUINALDO 2,825.08    |
|   |                                   |           |          |  |             | TOTA NOMINA EN EFECTIVO 12,052.44    |
| 530-008                                     | LUGO SOLORIO ALDO                 |           |          |  |             |                                      |
| T.EMP:                                      | PERMANENTE                        | 811.50    | 990.79   | JEFE DE PROGRAMAS INTERINSTITUCIONALES |             |                                      |
| 01  | SUELDO                            | 12,172.50 | 51       | ISPT                                   | 2,372.17    | DVIG DIAS DE VIGENCIA 15.00          |
| 02  | DESPENSA                          | 727.50    | 54       | FONDO PENSIONES                        | 1,399.84    | IMP1 ISPT ART. 113 LISR 2,372.17     |
| 03  | TRANSPORTE                        | 454.00    |          |  |             | PGR1 PERC. GRAVADA TIPO 1 13,354.00  |
|   |                                   |           |          |  |             | PERC TOTAL PERCEPCIONES 13,354.00    |
|   |                                   |           |          |  |             | DEDU TOTAL DEDUCCIONES 3,772.01      |
|   |                                   |           |          |  |             | 3%FV 3% FONDO DE VIVIENDA 365.18     |
|   |                                   |           |          |  |             | FOND FONDO PENSIONES EMPRES 1,825.88 |
|   |                                   |           |          |  |             | SEDARSEDAR 243.45                    |
|   |                                   |           |          |  |             | AGUI PROVISION AGUINALDO 1,829.32    |
|   |                                   |           |          |  |             | TOTA NOMINA EN EFECTIVO 9,581.99     |
| 550-009                                     | MARTINEZ RUIZ JAVIER ALEJANDRO    |           |          |  |             |                                      |
| T.EMP:                                      | PERMANENTE                        | 1,632.10  | 1,826.00 | GERENTE DE GESTION DE CUENCAS          |             |                                      |
| 01  | SUELDO                            | 24,481.50 | 51       | ISPT                                   | 6,040.03    | DVIG DIAS DE VIGENCIA 15.00          |
| 02  | DESPENSA                          | 994.50    | 54       | FONDO PENSIONES                        | 2,815.37    | IMP1 ISPT ART. 113 LISR 6,040.03     |

| Clave   | Nombre     | S.Diario  | S.Integ | DEDUCCIONES       | CONCEPTOS                             |
|---|------------|-----------|---------|-------------------|---------------------------------------|
| 03  | TRANSPORTE | 708.50    |         |                   |                                       |
|   |            |           |         |                   | PGR1 PERC. GRAVADA TIPO 1 26,184.50   |
|   |            |           |         |                   | PERC TOTAL PERCEPCIONES 26,184.50     |
|   |            |           |         |                   | DEDU TOTAL DEDUCCIONES 8,855.40       |
|   |            |           |         |                   | 3%FV 3% FONDO DE VIVIENDA 734.44      |
|   |            |           |         |                   | FOND FONDO PENSIONES EMPRES 3,672.22  |
|   |            |           |         |                   | SEDARSEDAR 489.63                     |
|   |            |           |         |                   | AGUI PROVISION AGUINALDO 3,586.92     |
|   |            |           |         |                   | TOTA NOMINA EN EFECTIVO 17,329.10     |
| **** Totales GCIA. DE GESTION DE CUENCAS 530 **** |            |           |         |                   |                                       |
| 01  | SUELDO     | 93,784.65 | 51      | ISPT              | 21,527.00                             |
| 02  | DESPENSA   | 4,477.50  | 54      | FONDO PENSIONES   | 10,785.24                             |
| 03  | TRANSPORTE | 3,145.50  | 65      | OTRAS DEDUCCIONES | 14,672.04                             |
|   |            |           |         |                   | DVIG DIAS DE VIGENCIA 75.00           |
|   |            |           |         |                   | IMP1 ISPT ART. 113 LISR 21,527.00     |
|   |            |           |         |                   | PGR1 PERC. GRAVADA TIPO 1 101,407.65  |
|   |            |           |         |                   | PERC TOTAL PERCEPCIONES 101,407.65    |
|   |            |           |         |                   | DEDU TOTAL DEDUCCIONES 46,984.28      |
|   |            |           |         |                   | 3%FV 3% FONDO DE VIVIENDA 2,813.55    |
|   |            |           |         |                   | FOND FONDO PENSIONES EMPRES 14,067.69 |
|   |            |           |         |                   | SEDARSEDAR 1,875.69                   |
|   |            |           |         |                   | AGUI PROVISION AGUINALDO 13,891.48    |
|   |            |           |         |                   | TOTA NOMINA EN EFECTIVO 54,423.37     |

Total de Empleados : 5.00

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| Clave      | Nombre                             | S.Diario | S.Integ | PERCEPCIONES      | DEDUCCIONES | CONCEPTOS                            |
|------------|------------------------------------|----------|---------|-------------------|-------------|--------------------------------------|
| *****      | GCIA. DE CULTURA DEL AGUA *****    |          | 540     |                   |             |                                      |
| 29-127-002 | COTA CONTRERAS ILEANA MARCELA      |          |         |                   |             |                                      |
| T.EMP:     | PERMANENTE                         | 467.07   | 582.05  |                   |             | PROMOTOR                             |
| 01         | SUELDO                             | 7,006.05 | 51      | ISPT              | 1,140.80    | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | DESPENSA                           | 557.00   | 54      | FONDO PENSIONES   | 805.70      | IMP1 ISPT ART. 113 LISR 1,140.80     |
| 03         | TRANSPORTE                         | 339.50   | 58      | CUOTA SINDICAL    | 70.06       | PGR1 PERC. GRAVADA TIPO 1 7,902.55   |
|            |                                    |          | 65      | OTRAS DEDUCCIONES | 3,584.00    | PERC TOTAL PERCEPCIONES 7,902.55     |
|            |                                    |          | 95      | PRESTAMO AYUDATE  | 419.06      | DEDU TOTAL DEDUCCIONES 6,019.62      |
|            |                                    |          |         |                   |             | 3%FV 3% FONDO DE VIVIENDA 210.18     |
|            |                                    |          |         |                   |             | FOND FONDO PENSIONES EMPRES 1,050.91 |
|            |                                    |          |         |                   |             | SEDARSEDAR 140.12                    |
|            |                                    |          |         |                   |             | AGUI PROVISION AGUINALDO 1,082.54    |
|            |                                    |          |         |                   |             | TOTA NOMINA EN EFECTIVO 1,882.93     |
| 302-002    | VILLEGAS FLORES OLGA BERTHA        |          |         |                   |             |                                      |
| T.EMP:     | PERMANENTE                         | 420.16   | 538.72  |                   |             | AUXILIAR DE MERCADOTECNIA            |
| 01         | SUELDO                             | 6,302.40 | 51      | ISPT              | 981.85      | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | DESPENSA                           | 523.00   | 54      | FONDO PENSIONES   | 724.78      | IMP1 ISPT ART. 113 LISR 981.85       |
| 03         | TRANSPORTE                         | 333.00   | 58      | CUOTA SINDICAL    | 63.02       | PGR1 PERC. GRAVADA TIPO 1 7,158.40   |
|            |                                    |          | 65      | OTRAS DEDUCCIONES | 3,153.25    | PERC TOTAL PERCEPCIONES 7,158.40     |
|            |                                    |          |         |                   |             | DEDU TOTAL DEDUCCIONES 4,922.90      |
|            |                                    |          |         |                   |             | 3%FV 3% FONDO DE VIVIENDA 189.07     |
|            |                                    |          |         |                   |             | FOND FONDO PENSIONES EMPRES 945.36   |
|            |                                    |          |         |                   |             | SEDARSEDAR 126.05                    |
|            |                                    |          |         |                   |             | AGUI PROVISION AGUINALDO 980.60      |
|            |                                    |          |         |                   |             | TOTA NOMINA EN EFECTIVO 2,235.50     |
| 348-003    | RODRIGUEZ COVARRUBIAS CARMEN JULIA |          |         |                   |             |                                      |
| T.EMP:     | PERMANENTE                         | 467.07   | 584.23  |                   |             | PROMOTOR                             |
| 01         | SUELDO                             | 7,006.05 | 51      | ISPT              | 1,140.80    | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | DESPENSA                           | 557.00   | 54      | FONDO PENSIONES   | 805.70      | IMP1 ISPT ART. 113 LISR 1,140.80     |
| 03         | TRANSPORTE                         | 339.50   | 58      | CUOTA SINDICAL    | 70.06       | PGR1 PERC. GRAVADA TIPO 1 7,902.55   |
|            |                                    |          | 65      | OTRAS DEDUCCIONES | 2,302.00    | PERC TOTAL PERCEPCIONES 7,902.55     |
|            |                                    |          | 95      | PRESTAMO AYUDATE  | 628.59      | DEDU TOTAL DEDUCCIONES 4,947.15      |
|            |                                    |          |         |                   |             | 3%FV 3% FONDO DE VIVIENDA 210.18     |
|            |                                    |          |         |                   |             | FOND FONDO PENSIONES EMPRES 1,050.91 |
|            |                                    |          |         |                   |             | SEDARSEDAR 140.12                    |
|            |                                    |          |         |                   |             | AGUI PROVISION AGUINALDO 1,082.54    |
|            |                                    |          |         |                   |             | TOTA NOMINA EN EFECTIVO 2,955.40     |
| 397-072    | RODRIGUEZ MACIAS LUIS ALBERTO      |          |         |                   |             |                                      |
| T.EMP:     | PERMANENTE                         | 467.07   | 577.46  |                   |             | PROMOTOR                             |
| 01         | SUELDO                             | 7,006.05 | 51      | ISPT              | 1,140.80    | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | DESPENSA                           | 557.00   | 54      | FONDO PENSIONES   | 805.70      | IMP1 ISPT ART. 113 LISR 1,140.80     |
| 03         | TRANSPORTE                         | 339.50   | 58      | CUOTA SINDICAL    | 70.06       | PGR1 PERC. GRAVADA TIPO 1 7,902.55   |
|            |                                    |          | 65      | OTRAS DEDUCCIONES | 3,615.46    | PERC TOTAL PERCEPCIONES 7,902.55     |
|            |                                    |          |         |                   |             | DEDU TOTAL DEDUCCIONES 5,632.02      |
|            |                                    |          |         |                   |             | 3%FV 3% FONDO DE VIVIENDA 210.18     |
|            |                                    |          |         |                   |             | FOND FONDO PENSIONES EMPRES 1,050.91 |
|            |                                    |          |         |                   |             | SEDARSEDAR 140.12                    |
|            |                                    |          |         |                   |             | AGUI PROVISION AGUINALDO 1,082.54    |
|            |                                    |          |         |                   |             | TOTA NOMINA EN EFECTIVO 2,270.53     |
| 515-004    | AGUIRRE GUTIERREZ GLORIA           |          |         |                   |             |                                      |
| T.EMP:     | PERMANENTE                         | 467.07   | 597.96  |                   |             | PROMOTOR                             |
| 01         | SUELDO                             | 7,006.05 | 51      | ISPT              | 1,140.80    | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | DESPENSA                           | 557.00   | 54      | FONDO PENSIONES   | 805.70      | IMP1 ISPT ART. 113 LISR 1,140.80     |

| Clave   | Nombre                       | S.Diario  | S.Integ | PERCEPCIONES         | DEDUCCIONES  | CONCEPTOS                   |           |
|---------|------------------------------|-----------|---------|----------------------|--|-----------------------------|-----------|
| 03      | TRANSPORTE                   | 339.50    | 58      | CUOTA SINDICAL       | 70.06  | PGR1 PERC. GRAVADA TIPO 1   | 7,902.55  |
|         |                              |           | 65      | OTRAS DEDUCCIONES    | 2,302.00   | PERC TOTAL PERCEPCIONES     | 7,902.55  |
|         |                              |           | 95      | PRESTAMO AYUDATE     | 502.87   | DEDU TOTAL DEDUCCIONES      | 4,821.43  |
|         |                              |           |         |                      |  | 3%FV 3% FONDO DE VIVIENDA   | 210.18    |
|         |                              |           |         |                      |  | FOND FONDO PENSIONES EMPRES | 1,050.91  |
|         |                              |           |         |                      |  | SEDARSEDAR                  | 140.12    |
|         |                              |           |         |                      |  | AGUI PROVISION AGUINALDO    | 1,082.54  |
|         |                              |           |         |                      |  | TOTA NOMINA EN EFECTIVO     | 3,081.12  |
| 515-005 | OCHOA CASAS MARIA TERESITA   |           |         |                      |  |                             |           |
| T.EMP:  | PERMANENTE                   | 467.07    |         | 595.79               | PROMOTOR   |                             |           |
| 01      | SUELDO                       | 7,006.05  | 51      | ISPT                 | 1,140.80   | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02      | DESPENSA                     | 557.00    | 54      | FONDO PENSIONES      | 805.70   | IMP1 ISPT ART. 113 LISR     | 1,140.80  |
| 03      | TRANSPORTE                   | 339.50    | 58      | CUOTA SINDICAL       | 70.06  | PGR1 PERC. GRAVADA TIPO 1   | 7,902.55  |
|         |                              |           |         |                      |  | PERC TOTAL PERCEPCIONES     | 7,902.55  |
|         |                              |           |         |                      |  | DEDU TOTAL DEDUCCIONES      | 2,016.56  |
|         |                              |           |         |                      |  | 3%FV 3% FONDO DE VIVIENDA   | 210.18    |
|         |                              |           |         |                      |  | FOND FONDO PENSIONES EMPRES | 1,050.91  |
|         |                              |           |         |                      |  | SEDARSEDAR                  | 140.12    |
|         |                              |           |         |                      |  | AGUI PROVISION AGUINALDO    | 1,082.54  |
|         |                              |           |         |                      |  | TOTA NOMINA EN EFECTIVO     | 5,885.99  |
| 540-007 | ALCANTAR SANDOVAL EVANGELINA |           |         |                      |  |                             |           |
| T.EMP:  | PERMANENTE                   | 811.50    |         | 990.78               | JEFE DE PROMOCION DE CULTURA DEL AGUA              |                             |           |
| 01      | SUELDO                       | 12,172.50 | 51      | ISPT                 | 2,372.17   | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02      | DESPENSA                     | 727.50    | 54      | FONDO PENSIONES      | 1,399.84   | IMP1 ISPT ART. 113 LISR     | 2,372.17  |
| 03      | TRANSPORTE                   | 454.00    | 65      | OTRAS DEDUCCIONES    | 3,790.00   | PGR1 PERC. GRAVADA TIPO 1   | 13,354.00 |
|         |                              |           | 92      | PRESTAMO TU NOMINA P | 1,174.92   | PERC TOTAL PERCEPCIONES     | 13,354.00 |
|         |                              |           |         |                      |  | DEDU TOTAL DEDUCCIONES      | 8,736.93  |
|         |                              |           |         |                      |  | 3%FV 3% FONDO DE VIVIENDA   | 365.18    |
|         |                              |           |         |                      |  | FOND FONDO PENSIONES EMPRES | 1,825.88  |
|         |                              |           |         |                      |  | SEDARSEDAR                  | 243.45    |
|         |                              |           |         |                      |  | AGUI PROVISION AGUINALDO    | 1,829.32  |
|         |                              |           |         |                      |  | TOTA NOMINA EN EFECTIVO     | 4,617.07  |
| 540-008 | MUÑOZ RODRIGUEZ DANIEL       |           |         |                      |  |                             |           |
| T.EMP:  | PERMANENTE                   | 1,269.57  |         | 1,548.40             | GERENTE DE CULTURA DEL AGUA                        |                             |           |
| 01      | SUELDO                       | 19,043.55 | 51      | ISPT                 | 4,371.60   | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02      | DESPENSA                     | 918.50    | 54      | FONDO PENSIONES      | 2,190.01   | IMP1 ISPT ART. 113 LISR     | 4,371.60  |
| 03      | TRANSPORTE                   | 661.00    | 65      | OTRAS DEDUCCIONES    | 1,000.00   | PGR1 PERC. GRAVADA TIPO 1   | 20,623.05 |
|         |                              |           |         |                      |  | PERC TOTAL PERCEPCIONES     | 20,623.05 |
|         |                              |           |         |                      |  | DEDU TOTAL DEDUCCIONES      | 7,561.61  |
|         |                              |           |         |                      |  | 3%FV 3% FONDO DE VIVIENDA   | 571.31    |
|         |                              |           |         |                      |  | FOND FONDO PENSIONES EMPRES | 2,856.53  |
|         |                              |           |         |                      |  | SEDARSEDAR                  | 380.87    |
|         |                              |           |         |                      |  | AGUI PROVISION AGUINALDO    | 2,825.08  |
|         |                              |           |         |                      |  | TOTA NOMINA EN EFECTIVO     | 13,061.44 |
| 540-009 | JAIME GARCIA RAFAEL          |           |         |                      |  |                             |           |
| T.EMP:  | PERMANENTE                   | 654.43    |         | 796.78               | JEFE DE SUPERVISION Y CONTROL DEL PROGRAMA DE CULT |                             |           |
| 01      | SUELDO                       | 9,816.45  | 51      | ISPT                 | 1,777.34   | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02      | DESPENSA                     | 630.50    | 54      | FONDO PENSIONES      | 1,128.89   | IMP1 ISPT ART. 113 LISR     | 1,777.34  |
| 03      | TRANSPORTE                   | 378.00    | 65      | OTRAS DEDUCCIONES    | 1,000.00   | PGR1 PERC. GRAVADA TIPO 1   | 10,824.95 |
|         |                              |           |         |                      |  | PERC TOTAL PERCEPCIONES     | 10,824.95 |
|         |                              |           |         |                      |  | DEDU TOTAL DEDUCCIONES      | 3,906.23  |
|         |                              |           |         |                      |  | 3%FV 3% FONDO DE VIVIENDA   | 294.49    |
|         |                              |           |         |                      |  | FOND FONDO PENSIONES EMPRES | 1,472.47  |
|         |                              |           |         |                      |  | SEDARSEDAR                  | 196.33    |

| Clave | Nombre                            | S.Diario  | S.Integ | DEDUCCIONES          | CONCEPTOS                |                                       |
|-------|-----------------------------------|-----------|---------|----------------------|--------------------------|---------------------------------------|
|       | PERCEPCIONES                      |           |         |                      |                          |                                       |
|       |                                   |           |         |                      | AGUI PROVISION AGUINALDO | 1,482.87                              |
|       |                                   |           |         |                      | TOTA NOMINA EN EFECTIVO  | 6,918.72                              |
| ****  | Totales GCIA. DE CULTURA DEL AGUA | 540       | ****    |                      |                          |                                       |
| 01    | SUELDO                            | 82,365.15 | 51      | ISPT                 | 15,206.96                | DVIG DIAS DE VIGENCIA 135.00          |
| 02    | DESPENSA                          | 5,584.50  | 54      | FONDO PENSIONES      | 9,472.02                 | IMP1 ISPT ART. 113 LISR 15,206.96     |
| 03    | TRANSPORTE                        | 3,523.50  | 58      | CUOTA SINDICAL       | 413.32                   | PGR1 PERC. GRAVADA TIPO 1 91,473.15   |
|       |                                   |           | 65      | OTRAS DEDUCCIONES    | 20,746.71                | PERC TOTAL PERCEPCIONES 91,473.15     |
|       |                                   |           | 92      | PRESTAMO TU NOMINA P | 1,174.92                 | DEDU TOTAL DEDUCCIONES 48,564.45      |
|       |                                   |           | 95      | PRESTAMO AYUDATE     | 1,550.52                 | 3%FV 3% FONDO DE VIVIENDA 2,470.95    |
|       |                                   |           |         |                      |                          | FOND FONDO PENSIONES EMPRES 12,354.79 |
|       |                                   |           |         |                      |                          | SEDARSEDAR 1,647.30                   |
|       |                                   |           |         |                      |                          | AGUI PROVISION AGUINALDO 12,530.57    |
|       |                                   |           |         |                      |                          | TOTA NOMINA EN EFECTIVO 42,908.70     |

Total de Empleados : 9.00 -----

| Clave  | Nombre                          | S.Diario  | S.Integ  | PERCEPCIONES         | DEDUCCIONES | CONCEPTOS                            |
|--|---------------------------------|-----------|----------|----------------------|-------------|--------------------------------------|
| ***** GCIA. DE ADMINISTRACION DEL A. ***** 550 |                                 |           |          |                      |             |                                      |
| 36-034-001                                     | RAMOS RODRIGUEZ MA DEL CARMEN   |           |          |                      |             |                                      |
| T.EMP:   | PERMANENTE                      | 1,269.57  | 1,578.93 |                      |             | GERENTE DE ADMINISTRACION DEL AGUA   |
| 01   | SUELDO                          | 19,043.55 | 51       | ISPT                 | 4,371.60    | DVIG DIAS DE VIGENCIA 15.00          |
| 02   | DESPENSA                        | 918.50    | 54       | FONDO PENSIONES      | 2,190.01    | IMP1 ISPT ART. 113 LISR 4,371.60     |
| 03   | TRANSPORTE                      | 661.00    | 65       | OTRAS DEDUCCIONES    | 6,985.50    | PGR1 PERC. GRAVADA TIPO 1 20,623.05  |
|  |                                 |           |          |                      |             | PERC TOTAL PERCEPCIONES 20,623.05    |
|  |                                 |           |          |                      |             | DEDU TOTAL DEDUCCIONES 13,547.11     |
|  |                                 |           |          |                      |             | 3%FV 3% FONDO DE VIVIENDA 571.31     |
|  |                                 |           |          |                      |             | FOND FONDO PENSIONES EMPRES 2,856.53 |
|  |                                 |           |          |                      |             | SEDARSEDAR 380.87                    |
|  |                                 |           |          |                      |             | AGUI PROVISION AGUINALDO 2,825.08    |
|  |                                 |           |          |                      |             | TOTA NOMINA EN EFECTIVO 7,075.94     |
| 550-002  | TREJO OROZCO CARLOS KALEB       |           |          |                      |             |                                      |
| T.EMP:   | PERMANENTE                      | 467.47    | 565.75   |                      |             | INSPECTOR                            |
| 01   | SUELDO                          | 7,012.05  | 51       | ISPT                 | 1,107.37    | DVIG DIAS DE VIGENCIA 15.00          |
| 02   | DESPENSA                        | 434.50    | 54       | FONDO PENSIONES      | 806.39      | IMP1 ISPT ART. 113 LISR 1,107.37     |
| 03   | TRANSPORTE                      | 299.50    | 65       | OTRAS DEDUCCIONES    | 1,000.00    | PGR1 PERC. GRAVADA TIPO 1 7,746.05   |
|  |                                 |           |          |                      |             | PERC TOTAL PERCEPCIONES 7,746.05     |
|  |                                 |           |          |                      |             | DEDU TOTAL DEDUCCIONES 2,913.76      |
|  |                                 |           |          |                      |             | 3%FV 3% FONDO DE VIVIENDA 210.36     |
|  |                                 |           |          |                      |             | FOND FONDO PENSIONES EMPRES 1,051.81 |
|  |                                 |           |          |                      |             | SEDARSEDAR 140.24                    |
|  |                                 |           |          |                      |             | AGUI PROVISION AGUINALDO 1,061.10    |
|  |                                 |           |          |                      |             | TOTA NOMINA EN EFECTIVO 4,832.29     |
| 550-003  | REYES GALLARDO MOISES SAUL      |           |          |                      |             |                                      |
| T.EMP:   | PERMANENTE                      | 467.47    | 565.75   |                      |             | INSPECTOR                            |
| 01   | SUELDO                          | 7,012.05  | 51       | ISPT                 | 1,107.37    | DVIG DIAS DE VIGENCIA 15.00          |
| 02   | DESPENSA                        | 434.50    | 54       | FONDO PENSIONES      | 806.39      | IMP1 ISPT ART. 113 LISR 1,107.37     |
| 03   | TRANSPORTE                      | 299.50    | 65       | OTRAS DEDUCCIONES    | 2,304.00    | PGR1 PERC. GRAVADA TIPO 1 7,746.05   |
|  |                                 |           |          |                      |             | PERC TOTAL PERCEPCIONES 7,746.05     |
|  |                                 |           |          |                      |             | DEDU TOTAL DEDUCCIONES 4,217.76      |
|  |                                 |           |          |                      |             | 3%FV 3% FONDO DE VIVIENDA 210.36     |
|  |                                 |           |          |                      |             | FOND FONDO PENSIONES EMPRES 1,051.81 |
|  |                                 |           |          |                      |             | SEDARSEDAR 140.24                    |
|  |                                 |           |          |                      |             | AGUI PROVISION AGUINALDO 1,061.10    |
|  |                                 |           |          |                      |             | TOTA NOMINA EN EFECTIVO 3,528.29     |
| 550-006  | ACEVEDO MONTEON JOSE MARTIN     |           |          |                      |             |                                      |
| T.EMP:   | PERMANENTE                      | 467.47    | 560.87   |                      |             | ANALISTA DE SANCIONES                |
| 01   | SUELDO                          | 7,012.05  | 51       | ISPT                 | 1,107.37    | DVIG DIAS DE VIGENCIA 15.00          |
| 02   | DESPENSA                        | 434.50    | 54       | FONDO PENSIONES      | 806.39      | IMP1 ISPT ART. 113 LISR 1,107.37     |
| 03   | TRANSPORTE                      | 299.50    | 65       | OTRAS DEDUCCIONES    | 2,093.94    | PGR1 PERC. GRAVADA TIPO 1 7,746.05   |
|  |                                 |           | 92       | PRESTAMO TU NOMINA P | 1,121.27    | PERC TOTAL PERCEPCIONES 7,746.05     |
|  |                                 |           |          |                      |             | DEDU TOTAL DEDUCCIONES 5,128.97      |
|  |                                 |           |          |                      |             | 3%FV 3% FONDO DE VIVIENDA 210.36     |
|  |                                 |           |          |                      |             | FOND FONDO PENSIONES EMPRES 1,051.81 |
|  |                                 |           |          |                      |             | SEDARSEDAR 140.24                    |
|  |                                 |           |          |                      |             | AGUI PROVISION AGUINALDO 1,061.10    |
|  |                                 |           |          |                      |             | TOTA NOMINA EN EFECTIVO 2,617.08     |
| 550-008  | INMAN GUTIERREZ CECILIA EUGENIA |           |          |                      |             |                                      |
| T.EMP:   | PERMANENTE                      | 467.47    | 579.20   |                      |             | ANALISTA DE CONCESIONES              |
| 01   | SUELDO                          | 7,012.05  | 51       | ISPT                 | 1,107.37    | DVIG DIAS DE VIGENCIA 15.00          |
| 02   | DESPENSA                        | 434.50    | 54       | FONDO PENSIONES      | 806.39      | IMP1 ISPT ART. 113 LISR 1,107.37     |



| Clave | Nombre     | S.Diario | S.Integ | PERCEPCIONES         | DEDUCCIONES | CONCEPTOS                   |          |
|-------|------------|----------|---------|----------------------|-------------|-----------------------------|----------|
| 03    | TRANSPORTE | 299.50   | 65      | OTRAS DEDUCCIONES    | 4,179.56    | PGR1 PERC. GRAVADA TIPO 1   | 7,746.05 |
|       |            |          | 92      | PRESTAMO TU NOMINA P | 1,109.98    | PERC TOTAL PERCEPCIONES     | 7,746.05 |
|       |            |          | 95      | PRESTAMO AYUDATE     | 492.88      | DEDU TOTAL DEDUCCIONES      | 7,696.18 |
|       |            |          |         |                      |             | 3%FV 3% FONDO DE VIVIENDA   | 210.36   |
|       |            |          |         |                      |             | FOND FONDO PENSIONES EMPRES | 1,051.81 |
|       |            |          |         |                      |             | SEDARSEDAR                  | 140.24   |
|       |            |          |         |                      |             | AGUI PROVISION AGUINALDO    | 1,061.10 |
|       |            |          |         |                      |             | TOTA NOMINA EN EFECTIVO     | 49.87    |

|                   |                               |    |                   |                                 |                             |  |           |
|-------------------|-------------------------------|----|-------------------|---------------------------------|-----------------------------|--|-----------|
| 550-010           | SALAS JIMENEZ KARLA ALEJANDRA |    |                   |                                 |                             |  |           |
| T.EMP: PERMANENTE | 811.50                        |    | 990.79            | COORDINADOR DE REGISTRO ESTATAL |                             |  |           |
| 01 SUELDO         | 12,172.50                     | 51 | ISPT              | 2,372.17                        | DVIG DIAS DE VIGENCIA       |  | 15.00     |
| 02 DESPENSA       | 727.50                        | 54 | FONDO PENSIONES   | 1,399.84                        | IMP1 ISPT ART. 113 LISR     |  | 2,372.17  |
| 03 TRANSPORTE     | 454.00                        | 65 | OTRAS DEDUCCIONES | 2,000.00                        | PGR1 PERC. GRAVADA TIPO 1   |  | 13,354.00 |
|                   |                               |    |                   |                                 | PERC TOTAL PERCEPCIONES     |  | 13,354.00 |
|                   |                               |    |                   |                                 | DEDU TOTAL DEDUCCIONES      |  | 5,772.01  |
|                   |                               |    |                   |                                 | 3%FV 3% FONDO DE VIVIENDA   |  | 365.18    |
|                   |                               |    |                   |                                 | FOND FONDO PENSIONES EMPRES |  | 1,825.88  |
|                   |                               |    |                   |                                 | SEDARSEDAR                  |  | 243.45    |
|                   |                               |    |                   |                                 | AGUI PROVISION AGUINALDO    |  | 1,829.32  |
|                   |                               |    |                   |                                 | TOTA NOMINA EN EFECTIVO     |  | 7,581.99  |

|                   |                              |    |                   |                                 |                             |  |           |
|-------------------|------------------------------|----|-------------------|---------------------------------|-----------------------------|--|-----------|
| 60-105-012        | SANCHEZ LOPEZ CARLOS ALBERTO |    |                   |                                 |                             |  |           |
| T.EMP: PERMANENTE | 811.50                       |    | 1,000.53          | JEFE DE INSPECCION Y VIGILANCIA |                             |  |           |
| 01 SUELDO         | 12,172.50                    | 51 | ISPT              | 2,372.17                        | DVIG DIAS DE VIGENCIA       |  | 15.00     |
| 02 DESPENSA       | 727.50                       | 54 | FONDO PENSIONES   | 1,399.84                        | IMP1 ISPT ART. 113 LISR     |  | 2,372.17  |
| 03 TRANSPORTE     | 454.00                       | 65 | OTRAS DEDUCCIONES | 4,000.00                        | PGR1 PERC. GRAVADA TIPO 1   |  | 13,354.00 |
|                   |                              |    |                   |                                 | PERC TOTAL PERCEPCIONES     |  | 13,354.00 |
|                   |                              |    |                   |                                 | DEDU TOTAL DEDUCCIONES      |  | 7,772.01  |
|                   |                              |    |                   |                                 | 3%FV 3% FONDO DE VIVIENDA   |  | 365.18    |
|                   |                              |    |                   |                                 | FOND FONDO PENSIONES EMPRES |  | 1,825.88  |
|                   |                              |    |                   |                                 | SEDARSEDAR                  |  | 243.45    |
|                   |                              |    |                   |                                 | AGUI PROVISION AGUINALDO    |  | 1,829.32  |
|                   |                              |    |                   |                                 | CHEQ PAGO POR CHEQUE        |  | 5,581.99  |

\*\*\*\* Totales GCIA. DE ADMINISTRACION DEL A. 550 \*\*\*\*

|               |           |    |                      |           |                             |  |           |
|---------------|-----------|----|----------------------|-----------|-----------------------------|--|-----------|
| 01 SUELDO     | 71,436.75 | 51 | ISPT                 | 13,545.42 | DVIG DIAS DE VIGENCIA       |  | 105.00    |
| 02 DESPENSA   | 4,111.50  | 54 | FONDO PENSIONES      | 8,215.25  | IMP1 ISPT ART. 113 LISR     |  | 13,545.42 |
| 03 TRANSPORTE | 2,767.00  | 65 | OTRAS DEDUCCIONES    | 22,563.00 | PGR1 PERC. GRAVADA TIPO 1   |  | 78,315.25 |
|               |           | 92 | PRESTAMO TU NOMINA P | 2,231.25  | PERC TOTAL PERCEPCIONES     |  | 78,315.25 |
|               |           | 95 | PRESTAMO AYUDATE     | 492.88    | DEDU TOTAL DEDUCCIONES      |  | 47,047.80 |
|               |           |    |                      |           | 3%FV 3% FONDO DE VIVIENDA   |  | 2,143.11  |
|               |           |    |                      |           | FOND FONDO PENSIONES EMPRES |  | 10,715.53 |
|               |           |    |                      |           | SEDARSEDAR                  |  | 1,428.73  |
|               |           |    |                      |           | AGUI PROVISION AGUINALDO    |  | 10,728.12 |
|               |           |    |                      |           | TOTA NOMINA EN EFECTIVO     |  | 25,685.46 |
|               |           |    |                      |           | CHEQ PAGO POR CHEQUE        |  | 5,581.99  |

Total de Empleados : 7.00

| Clave      | Nombre                         | S.Diario | S.Integ | PERCEPCIONES      | DEDUCCIONES       | CONCEPTOS                          |
|------------|--------------------------------|----------|---------|-------------------|-------------------|------------------------------------|
| *****      | GCIA. AMBIENTAL Y DESARROLLO S | *****    | 560     |                   |                   |                                    |
| 18-209-008 | ALCALA CAMACHO GERARDO         |          |         |                   |                   |                                    |
| T.EMP:     | PERMANENTE                     | 329.07   |         | 404.97            | AUXILIAR DE CABO  |                                    |
| 01         | SUELDO                         | 4,936.05 | 51      | ISPT              | 647.17            | DVIG DIAS DE VIGENCIA 15.00        |
| 02         | DESPENSA                       | 407.50   | 54      | FONDO PENSIONES   | 567.65            | IMP1 ISPT ART. 113 LISR 647.17     |
| 03         | TRANSPORTE                     | 248.00   | 58      | CUOTA SINDICAL    | 49.36             | PGR1 PERC. GRAVADA TIPO 1 5,591.55 |
|            |                                |          | 65      | OTRAS DEDUCCIONES | 1,000.00          | PERC TOTAL PERCEPCIONES 5,591.55   |
|            |                                |          |         |                   |                   | DEDU TOTAL DEDUCCIONES 2,264.18    |
|            |                                |          |         |                   |                   | 3%FV 3% FONDO DE VIVIENDA 148.08   |
|            |                                |          |         |                   |                   | FOND FONDO PENSIONES EMPRES 740.41 |
|            |                                |          |         |                   |                   | SEDARSEDAR 98.72                   |
|            |                                |          |         |                   |                   | AGUI PROVISION AGUINALDO 765.97    |
|            |                                |          |         |                   |                   | TOTA NOMINA EN EFECTIVO 3,327.37   |
| 18-289-005 | NUÑO RUBIO ALBERTO             |          |         |                   |                   |                                    |
| T.EMP:     | PERMANENTE                     | 364.37   |         | 445.34            | GUARDABOSQUES     |                                    |
| 01         | SUELDO                         | 5,465.55 | 51      | ISPT              | 786.43            | DVIG DIAS DE VIGENCIA 15.00        |
| 02         | DESPENSA                       | 463.00   | 54      | FONDO PENSIONES   | 628.54            | IMP1 ISPT ART. 113 LISR 786.43     |
| 03         | TRANSPORTE                     | 315.00   | 58      | CUOTA SINDICAL    | 54.66             | PGR1 PERC. GRAVADA TIPO 1 6,243.55 |
|            |                                |          | 65      | OTRAS DEDUCCIONES | 660.00            | PERC TOTAL PERCEPCIONES 6,243.55   |
|            |                                |          |         |                   |                   | DEDU TOTAL DEDUCCIONES 2,129.63    |
|            |                                |          |         |                   |                   | 3%FV 3% FONDO DE VIVIENDA 163.97   |
|            |                                |          |         |                   |                   | FOND FONDO PENSIONES EMPRES 819.83 |
|            |                                |          |         |                   |                   | SEDARSEDAR 109.31                  |
|            |                                |          |         |                   |                   | AGUI PROVISION AGUINALDO 855.28    |
|            |                                |          |         |                   |                   | TOTA NOMINA EN EFECTIVO 4,113.92   |
| 204-002    | NUÑO CONTRERAS CANDIDO         |          |         |                   |                   |                                    |
| T.EMP:     | PERMANENTE                     | 444.43   |         | 553.03            | VIVERISTA         |                                    |
| 01         | SUELDO                         | 6,666.45 | 51      | ISPT              | 1,066.01          | DVIG DIAS DE VIGENCIA 15.00        |
| 02         | DESPENSA                       | 546.50   | 54      | FONDO PENSIONES   | 766.64            | IMP1 ISPT ART. 113 LISR 1,066.01   |
| 03         | TRANSPORTE                     | 339.50   | 58      | CUOTA SINDICAL    | 66.66             | PGR1 PERC. GRAVADA TIPO 1 7,552.45 |
|            |                                |          | 65      | OTRAS DEDUCCIONES | 1,102.00          | PERC TOTAL PERCEPCIONES 7,552.45   |
|            |                                |          |         |                   |                   | DEDU TOTAL DEDUCCIONES 3,001.31    |
|            |                                |          |         |                   |                   | 3%FV 3% FONDO DE VIVIENDA 199.99   |
|            |                                |          |         |                   |                   | FOND FONDO PENSIONES EMPRES 999.97 |
|            |                                |          |         |                   |                   | SEDARSEDAR 133.33                  |
|            |                                |          |         |                   |                   | AGUI PROVISION AGUINALDO 1,034.58  |
|            |                                |          |         |                   |                   | TOTA NOMINA EN EFECTIVO 4,551.14   |
| 206-002    | MERCADO FUENTES BENJAMIN       |          |         |                   |                   |                                    |
| T.EMP:     | PERMANENTE                     | 364.37   |         | 452.64            | GUARDABOSQUES     |                                    |
| 01         | SUELDO                         | 5,465.55 | 51      | ISPT              | 786.43            | DVIG DIAS DE VIGENCIA 15.00        |
| 02         | DESPENSA                       | 463.00   | 54      | FONDO PENSIONES   | 628.54            | IMP1 ISPT ART. 113 LISR 786.43     |
| 03         | TRANSPORTE                     | 315.00   | 58      | CUOTA SINDICAL    | 54.66             | PGR1 PERC. GRAVADA TIPO 1 6,243.55 |
|            |                                |          |         |                   |                   | PERC TOTAL PERCEPCIONES 6,243.55   |
|            |                                |          |         |                   |                   | DEDU TOTAL DEDUCCIONES 1,469.63    |
|            |                                |          |         |                   |                   | 3%FV 3% FONDO DE VIVIENDA 163.97   |
|            |                                |          |         |                   |                   | FOND FONDO PENSIONES EMPRES 819.83 |
|            |                                |          |         |                   |                   | SEDARSEDAR 109.31                  |
|            |                                |          |         |                   |                   | AGUI PROVISION AGUINALDO 855.28    |
|            |                                |          |         |                   |                   | TOTA NOMINA EN EFECTIVO 4,773.92   |
| 37-070-005 | CASTILLO CRUZ EDUARDO          |          |         |                   |                   |                                    |
| T.EMP:     | PERMANENTE                     | 654.43   |         | 806.53            | AUDITOR AMBIENTAL |                                    |
| 01         | SUELDO                         | 9,816.45 | 51      | ISPT              | 1,777.34          | DVIG DIAS DE VIGENCIA 15.00        |
| 02         | DESPENSA                       | 630.50   | 54      | FONDO PENSIONES   | 1,128.89          | IMP1 ISPT ART. 113 LISR 1,777.34   |

| Clave             | Nombre                       | S.Diario  | S.Integ  | PERCEPCIONES                                      | DEDUCCIONES | CONCEPTOS                   |           |
|-------------------|------------------------------|-----------|----------|---|-------------|-----------------------------|-----------|
| 03                | TRANSPORTE                   | 378.00    | 65       | OTRAS DEDUCCIONES                                 | 6,264.68    | PGR1 PERC. GRAVADA TIPO 1   | 10,824.95 |
|                   |                              |           | 95       | PRESTAMO AYUDATE                                  | 381.86      | PERC TOTAL PERCEPCIONES     | 10,824.95 |
|                   |                              |           |          |   |             | DEDU TOTAL DEDUCCIONES      | 9,552.77  |
|                   |                              |           |          |   |             | 3%FV 3% FONDO DE VIVIENDA   | 294.49    |
|                   |                              |           |          |   |             | FOND FONDO PENSIONES EMPRES | 1,472.47  |
|                   |                              |           |          |   |             | SEDARSEDAR                  | 196.33    |
|                   |                              |           |          |   |             | AGUI PROVISION AGUINALDO    | 1,482.87  |
|                   |                              |           |          |   |             | TOTA NOMINA EN EFECTIVO     | 1,272.18  |
| 397-061           | CAÑEDO CASTAÑEDA ROY ALBERTO |           |          |   |             |                             |           |
| T.EMP: PERMANENTE | 654.43                       |           | 801.66   | RESIDENTE DE JARDIN BOTANICO                      |             |                             |           |
| 01                | SUELDO                       | 9,816.45  | 51       | ISPT  | 1,777.34    | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02                | DESPENSA                     | 630.50    | 54       | FONDO PENSIONES                                   | 1,128.89    | IMP1 ISPT ART. 113 LISR     | 1,777.34  |
| 03                | TRANSPORTE                   | 378.00    | 65       | OTRAS DEDUCCIONES                                 | 3,093.87    | PGR1 PERC. GRAVADA TIPO 1   | 10,824.95 |
|                   |                              |           | 93       | SEGURO ABA  | 184.05      | PERC TOTAL PERCEPCIONES     | 10,824.95 |
|                   |                              |           |          |   |             | DEDU TOTAL DEDUCCIONES      | 6,184.15  |
|                   |                              |           |          |   |             | 3%FV 3% FONDO DE VIVIENDA   | 294.49    |
|                   |                              |           |          |   |             | FOND FONDO PENSIONES EMPRES | 1,472.47  |
|                   |                              |           |          |   |             | SEDARSEDAR                  | 196.33    |
|                   |                              |           |          |   |             | AGUI PROVISION AGUINALDO    | 1,482.87  |
|                   |                              |           |          |   |             | TOTA NOMINA EN EFECTIVO     | 4,640.80  |
| 514-002           | HERNANDEZ MORALES SOFIA      |           |          |   |             |                             |           |
| T.EMP: PERMANENTE | 1,632.10                     |           | 1,826.00 | ENCARGADO DEL DESPACHO DE LA GCIA. AMBIENTAL Y DE |             |                             |           |
| 01                | SUELDO                       | 24,481.50 | 51       | ISPT  | 6,040.03    | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02                | DESPENSA                     | 994.50    | 54       | FONDO PENSIONES                                   | 2,815.37    | IMP1 ISPT ART. 113 LISR     | 6,040.03  |
| 03                | TRANSPORTE                   | 708.50    | 65       | OTRAS DEDUCCIONES                                 | 9,932.47    | PGR1 PERC. GRAVADA TIPO 1   | 26,184.50 |
|                   |                              |           |          |   |             | PERC TOTAL PERCEPCIONES     | 26,184.50 |
|                   |                              |           |          |   |             | DEDU TOTAL DEDUCCIONES      | 18,787.87 |
|                   |                              |           |          |   |             | 3%FV 3% FONDO DE VIVIENDA   | 734.44    |
|                   |                              |           |          |   |             | FOND FONDO PENSIONES EMPRES | 3,672.22  |
|                   |                              |           |          |   |             | SEDARSEDAR                  | 489.63    |
|                   |                              |           |          |   |             | AGUI PROVISION AGUINALDO    | 3,586.92  |
|                   |                              |           |          |   |             | TOTA NOMINA EN EFECTIVO     | 7,396.63  |
| 518-003           | ALCALA CAMACHO MIGUEL ANGEL  |           |          |   |             |                             |           |
| T.EMP: PERMANENTE | 329.07                       |           | 402.54   | JARDINERO BOTANICO                                |             |                             |           |
| 01                | SUELDO                       | 4,936.05  | 51       | ISPT  | 647.17      | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02                | DESPENSA                     | 407.50    | 54       | FONDO PENSIONES                                   | 567.65      | IMP1 ISPT ART. 113 LISR     | 647.17    |
| 03                | TRANSPORTE                   | 248.00    | 58       | CUOTA SINDICAL                                    | 49.36       | PGR1 PERC. GRAVADA TIPO 1   | 5,591.55  |
|                   |                              |           | 65       | OTRAS DEDUCCIONES                                 | 749.63      | PERC TOTAL PERCEPCIONES     | 5,591.55  |
|                   |                              |           |          |   |             | DEDU TOTAL DEDUCCIONES      | 2,013.81  |
|                   |                              |           |          |   |             | 3%FV 3% FONDO DE VIVIENDA   | 148.08    |
|                   |                              |           |          |   |             | FOND FONDO PENSIONES EMPRES | 740.41    |
|                   |                              |           |          |   |             | SEDARSEDAR                  | 98.72     |
|                   |                              |           |          |   |             | AGUI PROVISION AGUINALDO    | 765.97    |
|                   |                              |           |          |   |             | TOTA NOMINA EN EFECTIVO     | 3,577.74  |
| 518-015           | LOPEZ GUTIERREZ JOSE ANTONIO |           |          |   |             |                             |           |
| T.EMP: PERMANENTE | 329.07                       |           | 402.54   | JARDINERO BOTANICO                                |             |                             |           |
| 01                | SUELDO                       | 4,936.05  | 51       | ISPT  | 647.17      | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02                | DESPENSA                     | 407.50    | 54       | FONDO PENSIONES                                   | 567.65      | IMP1 ISPT ART. 113 LISR     | 647.17    |
| 03                | TRANSPORTE                   | 248.00    | 58       | CUOTA SINDICAL                                    | 49.36       | PGR1 PERC. GRAVADA TIPO 1   | 5,591.55  |
|                   |                              |           | 65       | OTRAS DEDUCCIONES                                 | 1,480.00    | PERC TOTAL PERCEPCIONES     | 5,591.55  |
|                   |                              |           |          |   |             | DEDU TOTAL DEDUCCIONES      | 2,744.18  |
|                   |                              |           |          |   |             | 3%FV 3% FONDO DE VIVIENDA   | 148.08    |
|                   |                              |           |          |   |             | FOND FONDO PENSIONES EMPRES | 740.41    |
|                   |                              |           |          |   |             | SEDARSEDAR                  | 98.72     |

| Clave   | Nombre                           | S.Diario | S.Integ | DEDUCCIONES                           | CONCEPTOS |                             |           |
|---------|----------------------------------|----------|---------|---------------------------------------|-----------|-----------------------------|-----------|
|         |                                  |          |         |                                       |           | AGUI PROVISION AGUINALDO    | 765.97    |
|         |                                  |          |         |                                       |           | TOTA NOMINA EN EFECTIVO     | 2,847.37  |
| 560-002 | RIVERA CHAVEZ VICENTE            |          |         |                                       |           |                             |           |
| T.EMP:  | PERMANENTE                       | 329.07   | 402.54  | JARDINERO BOTANICO                    |           |                             |           |
| 01      | SUELDO                           | 4,936.05 | 51      | ISPT                                  | 647.17    | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02      | DESPENSA                         | 407.50   | 54      | FONDO PENSIONES                       | 567.65    | IMP1 ISPT ART. 113 LISR     | 647.17    |
| 03      | TRANSPORTE                       | 248.00   | 58      | CUOTA SINDICAL                        | 49.36     | PGR1 PERC. GRAVADA TIPO 1   | 5,591.55  |
|         |                                  |          | 65      | OTRAS DEDUCCIONES                     | 300.00    | PERC TOTAL PERCEPCIONES     | 5,591.55  |
|         |                                  |          |         |                                       |           | DEDU TOTAL DEDUCCIONES      | 1,564.18  |
|         |                                  |          |         |                                       |           | 3%FV 3% FONDO DE VIVIENDA   | 148.08    |
|         |                                  |          |         |                                       |           | FOND FONDO PENSIONES EMPRES | 740.41    |
|         |                                  |          |         |                                       |           | SEDARSEDAR                  | 98.72     |
|         |                                  |          |         |                                       |           | AGUI PROVISION AGUINALDO    | 765.97    |
|         |                                  |          |         |                                       |           | TOTA NOMINA EN EFECTIVO     | 4,027.37  |
| 560-003 | COVARRUBIAS LEGASPI HUGO ORLANDO |          |         |                                       |           |                             |           |
| T.EMP:  | PERMANENTE                       | 654.43   | 801.66  | RESIDENTE AMBIENTAL                   |           |                             |           |
| 01      | SUELDO                           | 9,816.45 | 51      | ISPT                                  | 1,777.34  | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02      | DESPENSA                         | 630.50   | 54      | FONDO PENSIONES                       | 1,128.89  | IMP1 ISPT ART. 113 LISR     | 1,777.34  |
| 03      | TRANSPORTE                       | 378.00   | 65      | OTRAS DEDUCCIONES                     | 4,747.23  | PGR1 PERC. GRAVADA TIPO 1   | 10,824.95 |
|         |                                  |          |         |                                       |           | PERC TOTAL PERCEPCIONES     | 10,824.95 |
|         |                                  |          |         |                                       |           | DEDU TOTAL DEDUCCIONES      | 7,653.46  |
|         |                                  |          |         |                                       |           | 3%FV 3% FONDO DE VIVIENDA   | 294.49    |
|         |                                  |          |         |                                       |           | FOND FONDO PENSIONES EMPRES | 1,472.47  |
|         |                                  |          |         |                                       |           | SEDARSEDAR                  | 196.33    |
|         |                                  |          |         |                                       |           | AGUI PROVISION AGUINALDO    | 1,482.87  |
|         |                                  |          |         |                                       |           | TOTA NOMINA EN EFECTIVO     | 3,171.49  |
| 560-005 | AGUIRRE NIEVES LUIS FRANCISCO    |          |         |                                       |           |                             |           |
| T.EMP:  | PERMANENTE                       | 444.43   | 550.60  | AUXILIAR TECNICO DE CULTURA AMBIENTAL |           |                             |           |
| 01      | SUELDO                           | 6,666.45 | 51      | ISPT                                  | 1,066.01  | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02      | DESPENSA                         | 546.50   | 54      | FONDO PENSIONES                       | 766.64    | IMP1 ISPT ART. 113 LISR     | 1,066.01  |
| 03      | TRANSPORTE                       | 339.50   | 58      | CUOTA SINDICAL                        | 66.66     | PGR1 PERC. GRAVADA TIPO 1   | 7,552.45  |
|         |                                  |          | 65      | OTRAS DEDUCCIONES                     | 2,189.00  | PERC TOTAL PERCEPCIONES     | 7,552.45  |
|         |                                  |          | 92      | PRESTAMO TU NOMINA P                  | 315.15    | DEDU TOTAL DEDUCCIONES      | 5,289.13  |
|         |                                  |          | 95      | PRESTAMO AYUDATE                      | 885.67    | 3%FV 3% FONDO DE VIVIENDA   | 199.99    |
|         |                                  |          |         |                                       |           | FOND FONDO PENSIONES EMPRES | 999.97    |
|         |                                  |          |         |                                       |           | SEDARSEDAR                  | 133.33    |
|         |                                  |          |         |                                       |           | AGUI PROVISION AGUINALDO    | 1,034.58  |
|         |                                  |          |         |                                       |           | TOTA NOMINA EN EFECTIVO     | 2,263.32  |
| 560-007 | RIVERA GALLEGOS ANGEL            |          |         |                                       |           |                             |           |
| T.EMP:  | PERMANENTE                       | 467.07   | 572.59  | CABO DE JARDINERO                     |           |                             |           |
| 01      | SUELDO                           | 7,006.05 | 51      | ISPT                                  | 1,140.80  | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02      | DESPENSA                         | 557.00   | 54      | FONDO PENSIONES                       | 805.70    | IMP1 ISPT ART. 113 LISR     | 1,140.80  |
| 03      | TRANSPORTE                       | 339.50   | 58      | CUOTA SINDICAL                        | 70.06     | PGR1 PERC. GRAVADA TIPO 1   | 7,902.55  |
|         |                                  |          | 65      | OTRAS DEDUCCIONES                     | 1,041.00  | PERC TOTAL PERCEPCIONES     | 7,902.55  |
|         |                                  |          | 93      | SEGURO ABA                            | 154.84    | DEDU TOTAL DEDUCCIONES      | 3,212.40  |
|         |                                  |          |         |                                       |           | 3%FV 3% FONDO DE VIVIENDA   | 210.18    |
|         |                                  |          |         |                                       |           | FOND FONDO PENSIONES EMPRES | 1,050.91  |
|         |                                  |          |         |                                       |           | SEDARSEDAR                  | 140.12    |
|         |                                  |          |         |                                       |           | AGUI PROVISION AGUINALDO    | 1,082.54  |
|         |                                  |          |         |                                       |           | CHEQ PAGO POR CHEQUE        | 4,690.15  |
| 560-008 | GONZALEZ LOPEZ JUAN FRANCISCO    |          |         |                                       |           |                             |           |
| T.EMP:  | PERMANENTE                       | 538.53   | 643.67  | GEOGRAFO EN GEOMATICA                 |           |                             |           |
| 01      | SUELDO                           | 8,077.95 | 51      | ISPT                                  | 1,338.67  | DVIG DIAS DE VIGENCIA       | 15.00     |

| Clave   | Nombre     | S.Diario   | S.Integ | DEDUCCIONES          | CONCEPTOS |                             |            |
|---|------------|------------|---------|----------------------|-----------|-----------------------------|------------|
| 02  | DESPENSA   | 465.50     | 54      | FONDO PENSIONES      | 928.96    | IMP1 ISPT ART. 113 LISR     | 1,338.67   |
| 03  | TRANSPORTE | 285.50     | 65      | OTRAS DEDUCCIONES    | 200.00    | PGR1 PERC. GRAVADA TIPO 1   | 8,828.95   |
|   |            |            |         |                      |           | PERC TOTAL PERCEPCIONES     | 8,828.95   |
|   |            |            |         |                      |           | DEDU TOTAL DEDUCCIONES      | 2,467.63   |
|   |            |            |         |                      |           | 3%FV 3% FONDO DE VIVIENDA   | 242.34     |
|   |            |            |         |                      |           | FOND FONDO PENSIONES EMPRES | 1,211.69   |
|   |            |            |         |                      |           | SEDARSEDAR                  | 161.56     |
|   |            |            |         |                      |           | AGUI PROVISION AGUINALDO    | 1,209.45   |
|   |            |            |         |                      |           | TOTA NOMINA EN EFECTIVO     | 6,361.32   |
| <p>**** Totales GCIA. AMBIENTAL Y DESARROLLO S 560 ****</p> |            |            |         |                      |           |                             |            |
| 01  | SUELDO     | 113,023.05 | 51      | ISPT                 | 20,145.08 | DVIG DIAS DE VIGENCIA       | 210.00     |
| 02  | DESPENSA   | 7,557.50   | 54      | FONDO PENSIONES      | 12,997.66 | IMP1 ISPT ART. 113 LISR     | 20,145.08  |
| 03  | TRANSPORTE | 4,768.50   | 58      | CUOTA SINDICAL       | 510.14    | PGR1 PERC. GRAVADA TIPO 1   | 125,349.05 |
|   |            |            | 65      | OTRAS DEDUCCIONES    | 32,759.88 | PERC TOTAL PERCEPCIONES     | 125,349.05 |
|   |            |            | 92      | PRESTAMO TU NOMINA P | 315.15    | DEDU TOTAL DEDUCCIONES      | 68,334.33  |
|   |            |            | 93      | SEGURO ABA           | 338.89    | 3%FV 3% FONDO DE VIVIENDA   | 3,390.67   |
|   |            |            | 95      | PRESTAMO AYUDATE     | 1,267.53  | FOND FONDO PENSIONES EMPRES | 16,953.47  |
|   |            |            |         |                      |           | SEDARSEDAR                  | 2,260.46   |
|   |            |            |         |                      |           | AGUI PROVISION AGUINALDO    | 17,171.12  |
|   |            |            |         |                      |           | TOTA NOMINA EN EFECTIVO     | 52,324.57  |
|   |            |            |         |                      |           | CHEQ PAGO POR CHEQUE        | 4,690.15   |

Total de Empleados : 14.00 -----

| Clave      | Nombre                          | S.Diario  | S.Integ  | DEDUCCIONES                    | CONCEPTOS                            |
|------------|---------------------------------|-----------|----------|--------------------------------|--------------------------------------|
| -----      |                                 |           |          |                                |                                      |
| *****      | DIR. APOYO A MUNICIPIOS         | *****     | 600      |                                |                                      |
| -----      |                                 |           |          |                                |                                      |
| 37-143-003 | DOMINGUEZ FLORES BERTHA ELSA    |           |          |                                |                                      |
| T.EMP:     | PERMANENTE                      | 467.07    | 603.12   | SECRETARIA DE DIRECCION        |                                      |
| 01         | SUELDO                          | 7,006.05  | 51       | ISPT                           | 1,140.80                             |
| 02         | DESPENSA                        | 557.00    | 54       | FONDO PENSIONES                | 805.70                               |
| 03         | TRANSPORTE                      | 339.50    | 58       | CUOTA SINDICAL                 | 70.06                                |
|            |                                 |           | 65       | OTRAS DEDUCCIONES              | 2,856.75                             |
|            |                                 |           |          |                                | DVIG DIAS DE VIGENCIA 15.00          |
|            |                                 |           |          |                                | IMP1 ISPT ART. 113 LISR 1,140.80     |
|            |                                 |           |          |                                | PGR1 PERC. GRAVADA TIPO 1 7,902.55   |
|            |                                 |           |          |                                | PERC TOTAL PERCEPCIONES 7,902.55     |
|            |                                 |           |          |                                | DEDU TOTAL DEDUCCIONES 4,873.31      |
|            |                                 |           |          |                                | 3%FV 3% FONDO DE VIVIENDA 210.18     |
|            |                                 |           |          |                                | FOND FONDO PENSIONES EMPRES 1,050.91 |
|            |                                 |           |          |                                | SEDARSEDAR 140.12                    |
|            |                                 |           |          |                                | AGUI PROVISION AGUINALDO 1,082.54    |
|            |                                 |           |          |                                | TOTA NOMINA EN EFECTIVO 3,029.24     |
| -----      |                                 |           |          |                                |                                      |
| 600-003    | MARROQUIN ALVAREZ ERNESTO       |           |          |                                |                                      |
| T.EMP:     | PERMANENTE                      | 2,766.50  | 1,826.00 | DIRECTOR DE APOYO A MUNICIPIOS |                                      |
| 01         | SUELDO                          | 41,497.50 | 51       | ISPT                           | 11,733.86                            |
| 02         | DESPENSA                        | 1,518.50  | 54       | FONDO PENSIONES                | 4,772.21                             |
| 03         | TRANSPORTE                      | 1,067.50  | 65       | OTRAS DEDUCCIONES              | 2,865.17                             |
|            |                                 |           |          |                                | DVIG DIAS DE VIGENCIA 15.00          |
|            |                                 |           |          |                                | IMP1 ISPT ART. 113 LISR 11,733.86    |
|            |                                 |           |          |                                | PGR1 PERC. GRAVADA TIPO 1 44,083.50  |
|            |                                 |           |          |                                | PERC TOTAL PERCEPCIONES 44,083.50    |
|            |                                 |           |          |                                | DEDU TOTAL DEDUCCIONES 19,371.24     |
|            |                                 |           |          |                                | 3%FV 3% FONDO DE VIVIENDA 1,244.92   |
|            |                                 |           |          |                                | FOND FONDO PENSIONES EMPRES 6,224.63 |
|            |                                 |           |          |                                | SEDARSEDAR 547.80                    |
|            |                                 |           |          |                                | AGUI PROVISION AGUINALDO 6,038.84    |
|            |                                 |           |          |                                | TOTA NOMINA EN EFECTIVO 24,712.26    |
| -----      |                                 |           |          |                                |                                      |
| ****       | Totales DIR. APOYO A MUNICIPIOS |           | 600      | ****                           |                                      |
| -----      |                                 |           |          |                                |                                      |
| 01         | SUELDO                          | 48,503.55 | 51       | ISPT                           | 12,874.66                            |
| 02         | DESPENSA                        | 2,075.50  | 54       | FONDO PENSIONES                | 5,577.91                             |
| 03         | TRANSPORTE                      | 1,407.00  | 58       | CUOTA SINDICAL                 | 70.06                                |
|            |                                 |           | 65       | OTRAS DEDUCCIONES              | 5,721.92                             |
|            |                                 |           |          |                                | DVIG DIAS DE VIGENCIA 30.00          |
|            |                                 |           |          |                                | IMP1 ISPT ART. 113 LISR 12,874.66    |
|            |                                 |           |          |                                | PGR1 PERC. GRAVADA TIPO 1 51,986.05  |
|            |                                 |           |          |                                | PERC TOTAL PERCEPCIONES 51,986.05    |
|            |                                 |           |          |                                | DEDU TOTAL DEDUCCIONES 24,244.55     |
|            |                                 |           |          |                                | 3%FV 3% FONDO DE VIVIENDA 1,455.10   |
|            |                                 |           |          |                                | FOND FONDO PENSIONES EMPRES 7,275.54 |
|            |                                 |           |          |                                | SEDARSEDAR 687.92                    |
|            |                                 |           |          |                                | AGUI PROVISION AGUINALDO 7,121.38    |
|            |                                 |           |          |                                | TOTA NOMINA EN EFECTIVO 27,741.50    |

Total de Empleados : 2.00

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| Clave  | Nombre                        | S.Diario  | S.Integ | PERCEPCIONES         | DEDUCCIONES | CONCEPTOS   |
|--|-------------------------------|-----------|---------|----------------------|-------------|---|
| ***** GCIA. DE DESAR. DE ORGA. OPERA ***** 620 |                               |           |         |                      |             |   |
| 24-238-002                                     | GUTIERREZ ZAMORA MIGUEL ANGEL |           |         |                      |             |   |
| T.EMP:   | PERMANENTE                    | 654.43    |         |                      | 804.09      | COORDINADOR DE ORGANISMOS INTERMUNICIPALES        |
| 01   | SUELDO                        | 9,816.45  | 51      | ISPT                 | 1,777.34    | DVIG DIAS DE VIGENCIA 15.00                       |
| 02   | DESPENSA                      | 630.50    | 54      | FONDO PENSIONES      | 1,128.89    | IMP1 ISPT ART. 113 LISR 1,777.34                  |
| 03   | TRANSPORTE                    | 378.00    | 65      | OTRAS DEDUCCIONES    | 3,273.00    | PGR1 PERC. GRAVADA TIPO 1 10,824.95               |
|  |                               |           |         |                      |             | PERC TOTAL PERCEPCIONES 10,824.95                 |
|  |                               |           |         |                      |             | DEDU TOTAL DEDUCCIONES 6,179.23                   |
|  |                               |           |         |                      |             | 3%FV 3% FONDO DE VIVIENDA 294.49                  |
|  |                               |           |         |                      |             | FOND FONDO PENSIONES EMPRES 1,472.47              |
|  |                               |           |         |                      |             | SEDARSEDAR 196.33                                 |
|  |                               |           |         |                      |             | AGUI PROVISION AGUINALDO 1,482.87                 |
|  |                               |           |         |                      |             | TOTA NOMINA EN EFECTIVO 4,645.72                  |
| 29-127-003                                     | OLVERA ESCOBEDO CLAUDIA       |           |         |                      |             |   |
| T.EMP:   | PERMANENTE                    | 1,007.53  |         |                      | 1,253.74    | JEFE DE CONSTITUCION DE ORGANISMOS OPERADORES     |
| 01   | SUELDO                        | 15,112.95 | 51      | ISPT                 | 3,118.92    | DVIG DIAS DE VIGENCIA 15.00                       |
| 02   | DESPENSA                      | 797.50    | 54      | FONDO PENSIONES      | 1,737.99    | IMP1 ISPT ART. 113 LISR 3,118.92                  |
| 03   | TRANSPORTE                    | 537.00    | 65      | OTRAS DEDUCCIONES    | 7,857.61    | PGR1 PERC. GRAVADA TIPO 1 16,447.45               |
|  |                               |           |         |                      |             | PERC TOTAL PERCEPCIONES 16,447.45                 |
|  |                               |           |         |                      |             | DEDU TOTAL DEDUCCIONES 12,714.52                  |
|  |                               |           |         |                      |             | 3%FV 3% FONDO DE VIVIENDA 453.39                  |
|  |                               |           |         |                      |             | FOND FONDO PENSIONES EMPRES 2,266.94              |
|  |                               |           |         |                      |             | SEDARSEDAR 302.26                                 |
|  |                               |           |         |                      |             | AGUI PROVISION AGUINALDO 2,253.08                 |
|  |                               |           |         |                      |             | TOTA NOMINA EN EFECTIVO 3,732.93                  |
| 30-171-003                                     | CALDERON PEREZ JOSE           |           |         |                      |             |   |
| T.EMP:   | PERMANENTE                    | 420.16    |         |                      | 522.82      | AUXILIAR ADMINISTRATIVO                           |
| 01   | SUELDO                        | 6,302.40  | 51      | ISPT                 | 981.85      | DVIG DIAS DE VIGENCIA 15.00                       |
| 02   | DESPENSA                      | 523.00    | 54      | FONDO PENSIONES      | 724.78      | IMP1 ISPT ART. 113 LISR 981.85                    |
| 03   | TRANSPORTE                    | 333.00    | 58      | CUOTA SINDICAL       | 63.02       | PGR1 PERC. GRAVADA TIPO 1 7,158.40                |
|  |                               |           | 65      | OTRAS DEDUCCIONES    | 2,618.46    | PERC TOTAL PERCEPCIONES 7,158.40                  |
|  |                               |           | 92      | PRESTAMO TU NOMINA P | 486.73      | DEDU TOTAL DEDUCCIONES 5,406.24                   |
|  |                               |           | 95      | PRESTAMO AYUDATE     | 531.40      | 3%FV 3% FONDO DE VIVIENDA 189.07                  |
|  |                               |           |         |                      |             | FOND FONDO PENSIONES EMPRES 945.36                |
|  |                               |           |         |                      |             | SEDARSEDAR 126.05                                 |
|  |                               |           |         |                      |             | AGUI PROVISION AGUINALDO 980.60                   |
|  |                               |           |         |                      |             | TOTA NOMINA EN EFECTIVO 1,752.16                  |
| 33-173-004                                     | SIERRA AGUILAR GRISEL         |           |         |                      |             |   |
| T.EMP:   | PERMANENTE                    | 420.16    |         |                      | 541.16      | ANALISTA ADMINISTRATIVO                           |
| 01   | SUELDO                        | 6,302.40  | 51      | ISPT                 | 981.85      | DVIG DIAS DE VIGENCIA 15.00                       |
| 02   | DESPENSA                      | 523.00    | 54      | FONDO PENSIONES      | 724.78      | IMP1 ISPT ART. 113 LISR 981.85                    |
| 03   | TRANSPORTE                    | 333.00    | 58      | CUOTA SINDICAL       | 63.02       | PGR1 PERC. GRAVADA TIPO 1 7,158.40                |
|  |                               |           | 65      | OTRAS DEDUCCIONES    | 3,242.40    | PERC TOTAL PERCEPCIONES 7,158.40                  |
|  |                               |           | 95      | PRESTAMO AYUDATE     | 419.06      | DEDU TOTAL DEDUCCIONES 5,431.11                   |
|  |                               |           |         |                      |             | 3%FV 3% FONDO DE VIVIENDA 189.07                  |
|  |                               |           |         |                      |             | FOND FONDO PENSIONES EMPRES 945.36                |
|  |                               |           |         |                      |             | SEDARSEDAR 126.05                                 |
|  |                               |           |         |                      |             | AGUI PROVISION AGUINALDO 980.60                   |
|  |                               |           |         |                      |             | TOTA NOMINA EN EFECTIVO 1,727.29                  |
| 34-041-001                                     | AYALA CARVAJAL JOSE SAUL      |           |         |                      |             |   |
| T.EMP:   | PERMANENTE                    | 811.50    |         |                      | 998.09      | JEFE DE CONSOLIDACION FINANCIERA DE LOS SERVICIOS |
| 01   | SUELDO                        | 12,172.50 | 51      | ISPT                 | 2,372.17    | DVIG DIAS DE VIGENCIA 15.00                       |
| 02   | DESPENSA                      | 727.50    | 54      | FONDO PENSIONES      | 1,399.84    | IMP1 ISPT ART. 113 LISR 2,372.17                  |

| Clave                                     | Nombre     | S.Diario  | S.Integ | PERCEPCIONES      | DEDUCCIONES                                    | CONCEPTOS                   |           |
|---|------------|-----------|---------|-------------------|--|-----------------------------|-----------|
| 03  | TRANSPORTE | 454.00    | 65      | OTRAS DEDUCCIONES | 4,514.84                                       | PGR1 PERC. GRAVADA TIPO 1   | 13,354.00 |
|   |            |           |         |                   |  | PERC TOTAL PERCEPCIONES     | 13,354.00 |
|   |            |           |         |                   |  | DEDU TOTAL DEDUCCIONES      | 8,286.85  |
|   |            |           |         |                   |  | 3%FV 3% FONDO DE VIVIENDA   | 365.18    |
|   |            |           |         |                   |  | FOND FONDO PENSIONES EMPRES | 1,825.88  |
|   |            |           |         |                   |  | SEDARSEDAR                  | 243.45    |
|   |            |           |         |                   |  | AGUI PROVISION AGUINALDO    | 1,829.32  |
|   |            |           |         |                   |  | TOTA NOMINA EN EFECTIVO     | 5,067.15  |
| 35-192-004 ARVIZU PERALES MARIA MAGDALENA |            |           |         |                   |  |                             |           |
| T.EMP:                                    | PERMANENTE | 402.90    |         | 517.67            | SECRETARIA                                     |                             |           |
| 01  | SUELDO     | 6,043.50  | 51      | ISPT              | 916.50   | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02  | DESPENSA   | 478.50    | 54      | FONDO PENSIONES   | 695.00   | IMP1 ISPT ART. 113 LISR     | 916.50    |
| 03  | TRANSPORTE | 330.50    | 58      | CUOTA SINDICAL    | 60.44  | PGR1 PERC. GRAVADA TIPO 1   | 6,852.50  |
|   |            |           | 65      | OTRAS DEDUCCIONES | 3,598.26                                       | PERC TOTAL PERCEPCIONES     | 6,852.50  |
|   |            |           | 95      | PRESTAMO AYUDATE  | 354.27   | DEDU TOTAL DEDUCCIONES      | 5,624.47  |
|   |            |           |         |                   |  | 3%FV 3% FONDO DE VIVIENDA   | 181.31    |
|   |            |           |         |                   |  | FOND FONDO PENSIONES EMPRES | 906.52    |
|   |            |           |         |                   |  | SEDARSEDAR                  | 120.87    |
|   |            |           |         |                   |  | AGUI PROVISION AGUINALDO    | 938.70    |
|   |            |           |         |                   |  | TOTA NOMINA EN EFECTIVO     | 1,228.03  |
| 620-003 LOPEZ VAZQUEZ DANIEL              |            |           |         |                   |  |                             |           |
| T.EMP:                                    | PERMANENTE | 420.16    |         | 520.39            | ANALISTA ADMINISTRATIVO                        |                             |           |
| 01  | SUELDO     | 6,302.40  | 51      | ISPT              | 981.85   | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02  | DESPENSA   | 523.00    | 54      | FONDO PENSIONES   | 724.78   | IMP1 ISPT ART. 113 LISR     | 981.85    |
| 03  | TRANSPORTE | 333.00    | 58      | CUOTA SINDICAL    | 63.02  | PGR1 PERC. GRAVADA TIPO 1   | 7,158.40  |
|   |            |           |         |                   |  | PERC TOTAL PERCEPCIONES     | 7,158.40  |
|   |            |           |         |                   |  | DEDU TOTAL DEDUCCIONES      | 1,769.65  |
|   |            |           |         |                   |  | 3%FV 3% FONDO DE VIVIENDA   | 189.07    |
|   |            |           |         |                   |  | FOND FONDO PENSIONES EMPRES | 945.36    |
|   |            |           |         |                   |  | SEDARSEDAR                  | 126.05    |
|   |            |           |         |                   |  | AGUI PROVISION AGUINALDO    | 980.60    |
|   |            |           |         |                   |  | TOTA NOMINA EN EFECTIVO     | 5,388.75  |
| 620-010 ALCAZAR PELLICER ALEJANDRO        |            |           |         |                   |  |                             |           |
| T.EMP:                                    | PERMANENTE | 1,632.10  |         | 1,826.00          | GERENTE DE DESARROLLO DE ORGANISMOS OPERADORES |                             |           |
| 01  | SUELDO     | 24,481.50 | 51      | ISPT              | 6,040.03                                       | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02  | DESPENSA   | 994.50    | 54      | FONDO PENSIONES   | 2,815.37                                       | IMP1 ISPT ART. 113 LISR     | 6,040.03  |
| 03  | TRANSPORTE | 708.50    | 65      | OTRAS DEDUCCIONES | 896.00   | PGR1 PERC. GRAVADA TIPO 1   | 26,184.50 |
|   |            |           |         |                   |  | PERC TOTAL PERCEPCIONES     | 26,184.50 |
|   |            |           |         |                   |  | DEDU TOTAL DEDUCCIONES      | 9,751.40  |
|   |            |           |         |                   |  | 3%FV 3% FONDO DE VIVIENDA   | 734.44    |
|   |            |           |         |                   |  | FOND FONDO PENSIONES EMPRES | 3,672.22  |
|   |            |           |         |                   |  | SEDARSEDAR                  | 489.63    |
|   |            |           |         |                   |  | AGUI PROVISION AGUINALDO    | 3,586.92  |
|   |            |           |         |                   |  | TOTA NOMINA EN EFECTIVO     | 16,433.10 |
| 750-023 CUEVAS CARRANZA PAOLA GUADALUPE   |            |           |         |                   |  |                             |           |
| T.EMP:                                    | PERMANENTE | 538.53    |         | 643.67            | DESARROLLO TECNICO                             |                             |           |
| 01  | SUELDO     | 8,077.95  | 51      | ISPT              | 1,338.67                                       | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02  | DESPENSA   | 465.50    | 54      | FONDO PENSIONES   | 928.96   | IMP1 ISPT ART. 113 LISR     | 1,338.67  |
| 03  | TRANSPORTE | 285.50    |         |                   |  | PGR1 PERC. GRAVADA TIPO 1   | 8,828.95  |
|   |            |           |         |                   |  | PERC TOTAL PERCEPCIONES     | 8,828.95  |
|   |            |           |         |                   |  | DEDU TOTAL DEDUCCIONES      | 2,267.63  |
|   |            |           |         |                   |  | 3%FV 3% FONDO DE VIVIENDA   | 242.34    |
|   |            |           |         |                   |  | FOND FONDO PENSIONES EMPRES | 1,211.69  |
|   |            |           |         |                   |  | SEDARSEDAR                  | 161.56    |



| Clave      | Nombre                                 | S.Diario   | S.Integ | DEDUCCIONES                 | CONCEPTOS                |                                       |
|------------|--|------------|---------|-----------------------------|--------------------------|---------------------------------------|
|            | PERCEPCIONES                           |            |         |                             |                          |                                       |
|            |  |            |         |                             | AGUI PROVISION AGUINALDO | 1,209.45                              |
|            |  |            |         |                             | TOTA NOMINA EN EFECTIVO  | 6,561.32                              |
| 84-137-004 | PEREZ SAHAGUN SALVADOR                 |            |         |                             |                          |                                       |
| T.EMP:     | PERMANENTE                             | 467.07     | 582.33  | AUXILIAR DE FORTALECIMIENTO |                          |                                       |
| 01         | SUELDO                                 | 7,006.05   | 51      | ISPT                        | 1,140.80                 | DVIG DIAS DE VIGENCIA 15.00           |
| 02         | DESPENSA                               | 557.00     | 54      | FONDO PENSIONES             | 805.70                   | IMP1 ISPT ART. 113 LISR 1,140.80      |
| 03         | TRANSPORTE                             | 339.50     | 58      | CUOTA SINDICAL              | 70.06                    | PGR1 PERC. GRAVADA TIPO 1 7,902.55    |
|            |  |            | 65      | OTRAS DEDUCCIONES           | 3,887.95                 | PERC TOTAL PERCEPCIONES 7,902.55      |
|            |  |            |         |                             |                          | DEDU TOTAL DEDUCCIONES 5,904.51       |
|            |  |            |         |                             |                          | 3%FV 3% FONDO DE VIVIENDA 210.18      |
|            |  |            |         |                             |                          | FOND FONDO PENSIONES EMPRES 1,050.91  |
|            |  |            |         |                             |                          | SEDARSEDAR 140.12                     |
|            |  |            |         |                             |                          | AGUI PROVISION AGUINALDO 1,082.54     |
|            |  |            |         |                             |                          | CHEQ PAGO POR CHEQUE 1,998.04         |
| ****       | Totales GCIA. DE DESAR. DE ORGA. OPERA |            | 620     | ****                        |                          |                                       |
| 01         | SUELDO                                 | 101,618.10 | 51      | ISPT                        | 19,649.98                | DVIG DIAS DE VIGENCIA 150.00          |
| 02         | DESPENSA                               | 6,220.00   | 54      | FONDO PENSIONES             | 11,686.09                | IMP1 ISPT ART. 113 LISR 19,649.98     |
| 03         | TRANSPORTE                             | 4,032.00   | 58      | CUOTA SINDICAL              | 319.56                   | PGR1 PERC. GRAVADA TIPO 1 111,870.10  |
|            |  |            | 65      | OTRAS DEDUCCIONES           | 29,888.52                | PERC TOTAL PERCEPCIONES 111,870.10    |
|            |  |            | 92      | PRESTAMO TU NOMINA P        | 486.73                   | DEDU TOTAL DEDUCCIONES 63,335.61      |
|            |  |            | 95      | PRESTAMO AYUDATE            | 1,304.73                 | 3%FV 3% FONDO DE VIVIENDA 3,048.54    |
|            |  |            |         |                             |                          | FOND FONDO PENSIONES EMPRES 15,242.71 |
|            |  |            |         |                             |                          | SEDARSEDAR 2,032.37                   |
|            |  |            |         |                             |                          | AGUI PROVISION AGUINALDO 15,324.68    |
|            |  |            |         |                             |                          | TOTA NOMINA EN EFECTIVO 46,536.45     |
|            |  |            |         |                             |                          | CHEQ PAGO POR CHEQUE 1,998.04         |

Total de Empleados : 10.00

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| Clave                          | Nombre                         | S.Diario | S.Integ | PERCEPCIONES      | DEDUCCIONES                  | CONCEPTOS                            |
|--------------------------------|--------------------------------|----------|---------|-------------------|------------------------------|--------------------------------------|
| ***** GCIA. DE OBRAS ***** 630 |                                |          |         |                   |                              |                                      |
| 18-287-004                     | JIMENEZ ROSALES OSWALDO RAFAEL |          |         |                   |                              |                                      |
| T.EMP:                         | PERMANENTE                     | 420.16   |         | 522.82            | AUXILIAR ADMINISTRATIVO      |                                      |
| 01                             | SUELDO                         | 6,302.40 | 51      | ISPT              | 981.85                       | DVIG DIAS DE VIGENCIA 15.00          |
| 02                             | DESPENSA                       | 523.00   | 54      | FONDO PENSIONES   | 724.78                       | IMP1 ISPT ART. 113 LISR 981.85       |
| 03                             | TRANSPORTE                     | 333.00   | 58      | CUOTA SINDICAL    | 63.02                        | PGR1 PERC. GRAVADA TIPO 1 7,158.40   |
|                                |                                |          |         |                   |                              | PERC TOTAL PERCEPCIONES 7,158.40     |
|                                |                                |          |         |                   |                              | DEDU TOTAL DEDUCCIONES 1,769.65      |
|                                |                                |          |         |                   |                              | 3%FV 3% FONDO DE VIVIENDA 189.07     |
|                                |                                |          |         |                   |                              | FOND FONDO PENSIONES EMPRES 945.36   |
|                                |                                |          |         |                   |                              | SEDARSEDAR 126.05                    |
|                                |                                |          |         |                   |                              | AGUI PROVISION AGUINALDO 980.60      |
|                                |                                |          |         |                   |                              | TOTA NOMINA EN EFECTIVO 5,388.75     |
| 200-031                        | RAMOS HURTADO JESUS NEPHTALI   |          |         |                   |                              |                                      |
| T.EMP:                         | PERMANENTE                     | 347.77   |         | 430.14            | ARCHIVISTA                   |                                      |
| 01                             | SUELDO                         | 5,216.55 | 51      | ISPT              | 730.58                       | DVIG DIAS DE VIGENCIA 15.00          |
| 02                             | DESPENSA                       | 457.50   | 54      | FONDO PENSIONES   | 599.90                       | IMP1 ISPT ART. 113 LISR 730.58       |
| 03                             | TRANSPORTE                     | 308.00   | 58      | CUOTA SINDICAL    | 52.17                        | PGR1 PERC. GRAVADA TIPO 1 5,982.05   |
|                                |                                |          | 65      | OTRAS DEDUCCIONES | 2,177.62                     | PERC TOTAL PERCEPCIONES 5,982.05     |
|                                |                                |          |         |                   |                              | DEDU TOTAL DEDUCCIONES 3,560.27      |
|                                |                                |          |         |                   |                              | 3%FV 3% FONDO DE VIVIENDA 156.50     |
|                                |                                |          |         |                   |                              | FOND FONDO PENSIONES EMPRES 782.48   |
|                                |                                |          |         |                   |                              | SEDARSEDAR 104.33                    |
|                                |                                |          |         |                   |                              | AGUI PROVISION AGUINALDO 819.46      |
|                                |                                |          |         |                   |                              | TOTA NOMINA EN EFECTIVO 2,421.78     |
| 353-003                        | ELIAS ARMENDARIZ MIGUEL ANGEL  |          |         |                   |                              |                                      |
| T.EMP:                         | PERMANENTE                     | 538.53   |         | 648.54            | RESIDENTE SUPERVISOR DE OBRA |                                      |
| 01                             | SUELDO                         | 8,077.95 | 51      | ISPT              | 1,338.67                     | DVIG DIAS DE VIGENCIA 15.00          |
| 02                             | DESPENSA                       | 465.50   | 54      | FONDO PENSIONES   | 928.96                       | IMP1 ISPT ART. 113 LISR 1,338.67     |
| 03                             | TRANSPORTE                     | 285.50   | 65      | OTRAS DEDUCCIONES | 2,565.00                     | PGR1 PERC. GRAVADA TIPO 1 8,828.95   |
|                                |                                |          |         |                   |                              | PERC TOTAL PERCEPCIONES 8,828.95     |
|                                |                                |          |         |                   |                              | DEDU TOTAL DEDUCCIONES 4,832.63      |
|                                |                                |          |         |                   |                              | 3%FV 3% FONDO DE VIVIENDA 242.34     |
|                                |                                |          |         |                   |                              | FOND FONDO PENSIONES EMPRES 1,211.69 |
|                                |                                |          |         |                   |                              | SEDARSEDAR 161.56                    |
|                                |                                |          |         |                   |                              | AGUI PROVISION AGUINALDO 1,209.45    |
|                                |                                |          |         |                   |                              | TOTA NOMINA EN EFECTIVO 3,996.32     |
| 397-078                        | MORAN GARCIA ELLIOT JONATHAN   |          |         |                   |                              |                                      |
| T.EMP:                         | PERMANENTE                     | 467.07   |         | 577.46            | ENCARGADO ARCHIVISTA         |                                      |
| 01                             | SUELDO                         | 7,006.05 | 51      | ISPT              | 1,140.80                     | DVIG DIAS DE VIGENCIA 15.00          |
| 02                             | DESPENSA                       | 557.00   | 54      | FONDO PENSIONES   | 805.70                       | IMP1 ISPT ART. 113 LISR 1,140.80     |
| 03                             | TRANSPORTE                     | 339.50   | 58      | CUOTA SINDICAL    | 70.06                        | PGR1 PERC. GRAVADA TIPO 1 7,902.55   |
|                                |                                |          | 65      | OTRAS DEDUCCIONES | 1,650.00                     | PERC TOTAL PERCEPCIONES 7,902.55     |
|                                |                                |          | 95      | PRESTAMO AYUDATE  | 415.15                       | DEDU TOTAL DEDUCCIONES 4,081.71      |
|                                |                                |          |         |                   |                              | 3%FV 3% FONDO DE VIVIENDA 210.18     |
|                                |                                |          |         |                   |                              | FOND FONDO PENSIONES EMPRES 1,050.91 |
|                                |                                |          |         |                   |                              | SEDARSEDAR 140.12                    |
|                                |                                |          |         |                   |                              | AGUI PROVISION AGUINALDO 1,082.54    |
|                                |                                |          |         |                   |                              | TOTA NOMINA EN EFECTIVO 3,820.84     |
| 397-081                        | SOLORZANO GOMEZ LORENZO        |          |         |                   |                              |                                      |
| T.EMP:                         | PERMANENTE                     | 538.53   |         | 648.54            | COORDINADOR DE LICITACIONES  |                                      |
| 01                             | SUELDO                         | 8,077.95 | 51      | ISPT              | 1,338.67                     | DVIG DIAS DE VIGENCIA 15.00          |
| 02                             | DESPENSA                       | 465.50   | 54      | FONDO PENSIONES   | 928.96                       | IMP1 ISPT ART. 113 LISR 1,338.67     |

| Clave      | Nombre                    | S.Diario  | S.Integ  | DEDUCCIONES                  | CONCEPTOS   |
|------------|---------------------------|-----------|----------|------------------------------|---|
| 03         | TRANSPORTE                | 285.50    |          |                              | PGR1 PERC. GRAVADA TIPO 1 8,828.95<br>PERC TOTAL PERCEPCIONES 8,828.95<br>DEDU TOTAL DEDUCCIONES 2,267.63<br>3%FV 3% FONDO DE VIVIENDA 242.34<br>FOND FONDO PENSIONES EMPRES 1,211.69<br>SEDARSEDAR 161.56<br>AGUI PROVISION AGUINALDO 1,209.45<br>TOTA NOMINA EN EFECTIVO 6,561.32 |
| 40-144-003 | GONZALEZ MALDONADO ELVIRA |           |          |                              |   |
| T.EMP:     | PERMANENTE                | 467.47    | 593.82   | ANALISTA DE COSTOS           |   |
| 01         | SUELDO                    | 7,012.05  | 51       | ISPT 1,107.37                | DVIG DIAS DE VIGENCIA 15.00   |
| 02         | DESPENSA                  | 434.50    | 54       | FONDO PENSIONES 806.39       | IMP1 ISPT ART. 113 LISR 1,107.37  |
| 03         | TRANSPORTE                | 299.50    | 65       | OTRAS DEDUCCIONES 250.00     | PGR1 PERC. GRAVADA TIPO 1 7,746.05<br>PERC TOTAL PERCEPCIONES 7,746.05<br>DEDU TOTAL DEDUCCIONES 2,163.76<br>3%FV 3% FONDO DE VIVIENDA 210.36<br>FOND FONDO PENSIONES EMPRES 1,051.81<br>SEDARSEDAR 140.24<br>AGUI PROVISION AGUINALDO 1,061.10<br>TOTA NOMINA EN EFECTIVO 5,582.29 |
| 41-083-010 | GUERRERO LOPEZ GERMAN     |           |          |                              |   |
| T.EMP:     | PERMANENTE                | 538.53    | 650.98   | RESIDENTE SUPERVISOR DE OBRA |   |
| 01         | SUELDO                    | 8,077.95  | 51       | ISPT 1,338.67                | DVIG DIAS DE VIGENCIA 15.00   |
| 02         | DESPENSA                  | 465.50    | 54       | FONDO PENSIONES 928.96       | IMP1 ISPT ART. 113 LISR 1,338.67  |
| 03         | TRANSPORTE                | 285.50    | 65       | OTRAS DEDUCCIONES 4,080.63   | PGR1 PERC. GRAVADA TIPO 1 8,828.95<br>PERC TOTAL PERCEPCIONES 8,828.95<br>DEDU TOTAL DEDUCCIONES 6,348.26<br>3%FV 3% FONDO DE VIVIENDA 242.34<br>FOND FONDO PENSIONES EMPRES 1,211.69<br>SEDARSEDAR 161.56<br>AGUI PROVISION AGUINALDO 1,209.45<br>TOTA NOMINA EN EFECTIVO 2,480.69 |
| 41-155-009 | CABRERA REYES OCTAVIO     |           |          |                              |   |
| T.EMP:     | PERMANENTE                | 538.53    | 653.41   | RESIDENTE SUPERVISOR DE OBRA |   |
| 01         | SUELDO                    | 8,077.95  | 51       | ISPT 1,338.67                | DVIG DIAS DE VIGENCIA 15.00   |
| 02         | DESPENSA                  | 465.50    | 54       | FONDO PENSIONES 928.96       | IMP1 ISPT ART. 113 LISR 1,338.67  |
| 03         | TRANSPORTE                | 285.50    | 65       | OTRAS DEDUCCIONES 3,081.98   | PGR1 PERC. GRAVADA TIPO 1 8,828.95<br>PERC TOTAL PERCEPCIONES 8,828.95<br>DEDU TOTAL DEDUCCIONES 5,527.90<br>3%FV 3% FONDO DE VIVIENDA 242.34<br>FOND FONDO PENSIONES EMPRES 1,211.69<br>SEDARSEDAR 161.56<br>AGUI PROVISION AGUINALDO 1,209.45<br>TOTA NOMINA EN EFECTIVO 3,301.05 |
| 43-086-002 | MEJIA GARCIA JUAN JOSE    |           |          |                              |   |
| T.EMP:     | PERMANENTE                | 1,007.53  | 1,228.08 | JEFE DE CONTROL DE OBRAS     |   |
| 01         | SUELDO                    | 15,112.95 | 51       | ISPT 3,118.92                | DVIG DIAS DE VIGENCIA 15.00   |
| 02         | DESPENSA                  | 797.50    | 54       | FONDO PENSIONES 1,737.99     | IMP1 ISPT ART. 113 LISR 3,118.92  |
| 03         | TRANSPORTE                | 537.00    | 65       | OTRAS DEDUCCIONES 1,000.00   | PGR1 PERC. GRAVADA TIPO 1 16,447.45<br>PERC TOTAL PERCEPCIONES 16,447.45<br>DEDU TOTAL DEDUCCIONES 5,856.91<br>3%FV 3% FONDO DE VIVIENDA 453.39<br>FOND FONDO PENSIONES EMPRES 2,266.94<br>SEDARSEDAR 302.26  |

| Clave                                      | Nombre     | S.Diario  | S.Integ | PERCEPCIONES      | DEDUCCIONES                                      | CONCEPTOS                   |                          |           |
|--|------------|-----------|---------|-------------------|--|-----------------------------|--------------------------|-----------|
|  |            |           |         |                   |  |                             | AGUI PROVISION AGUINALDO | 2,253.08  |
|  |            |           |         |                   |  |                             | TOTA NOMINA EN EFECTIVO  | 10,590.54 |
| 43-132-006 GONZALEZ MALDONADO ANDREA LAURA |            |           |         |                   |  |                             |                          |           |
| T.EMP:                                     | PERMANENTE | 402.90    |         | 517.67            | SECRETARIA                                       |                             |                          |           |
| 01   | SUELDO     | 6,043.50  | 51      | ISPT              | 916.50   | DVIG DIAS DE VIGENCIA       | 15.00                    |           |
| 02   | DESPENSA   | 478.50    | 54      | FONDO PENSIONES   | 695.00   | IMP1 ISPT ART. 113 LISR     | 916.50                   |           |
| 03   | TRANSPORTE | 330.50    | 58      | CUOTA SINDICAL    | 60.44  | PGR1 PERC. GRAVADA TIPO 1   | 6,852.50                 |           |
|  |            |           | 65      | OTRAS DEDUCCIONES | 3,585.19   | PERC TOTAL PERCEPCIONES     | 6,852.50                 |           |
|  |            |           | 95      | PRESTAMO AYUDATE  | 470.89   | DEDU TOTAL DEDUCCIONES      | 5,728.02                 |           |
|  |            |           |         |                   |  | 3%FV 3% FONDO DE VIVIENDA   | 181.31                   |           |
|  |            |           |         |                   |  | FOND FONDO PENSIONES EMPRES | 906.52                   |           |
|  |            |           |         |                   |  | SEDARSEDAR                  | 120.87                   |           |
|  |            |           |         |                   |  | AGUI PROVISION AGUINALDO    | 938.70                   |           |
|  |            |           |         |                   |  | TOTA NOMINA EN EFECTIVO     | 1,124.48                 |           |
| 43-239-003 RAMOS CERVANTES VICTOR MANUEL   |            |           |         |                   |  |                             |                          |           |
| T.EMP:                                     | PERMANENTE | 467.47    |         | 568.17            | ENCARGADO CIT                                    |                             |                          |           |
| 01   | SUELDO     | 7,012.05  | 51      | ISPT              | 1,107.37   | DVIG DIAS DE VIGENCIA       | 15.00                    |           |
| 02   | DESPENSA   | 434.50    | 54      | FONDO PENSIONES   | 806.39   | IMP1 ISPT ART. 113 LISR     | 1,107.37                 |           |
| 03   | TRANSPORTE | 299.50    | 58      | CUOTA SINDICAL    | 70.12  | PGR1 PERC. GRAVADA TIPO 1   | 7,746.05                 |           |
|  |            |           | 65      | OTRAS DEDUCCIONES | 2,000.00   | PERC TOTAL PERCEPCIONES     | 7,746.05                 |           |
|  |            |           |         |                   |  | DEDU TOTAL DEDUCCIONES      | 3,983.88                 |           |
|  |            |           |         |                   |  | 3%FV 3% FONDO DE VIVIENDA   | 210.36                   |           |
|  |            |           |         |                   |  | FOND FONDO PENSIONES EMPRES | 1,051.81                 |           |
|  |            |           |         |                   |  | SEDARSEDAR                  | 140.24                   |           |
|  |            |           |         |                   |  | AGUI PROVISION AGUINALDO    | 1,061.10                 |           |
|  |            |           |         |                   |  | TOTA NOMINA EN EFECTIVO     | 3,762.17                 |           |
| 531-005 BARRAGAN HERNANDEZ ROGELIO         |            |           |         |                   |  |                             |                          |           |
| T.EMP:                                     | PERMANENTE | 538.53    |         | 643.67            | RESIDENTE SUPERVISOR DE OBRA                     |                             |                          |           |
| 01   | SUELDO     | 8,077.95  | 51      | ISPT              | 1,338.67   | DVIG DIAS DE VIGENCIA       | 15.00                    |           |
| 02   | DESPENSA   | 465.50    | 54      | FONDO PENSIONES   | 928.96   | IMP1 ISPT ART. 113 LISR     | 1,338.67                 |           |
| 03   | TRANSPORTE | 285.50    | 65      | OTRAS DEDUCCIONES | 625.00   | PGR1 PERC. GRAVADA TIPO 1   | 8,828.95                 |           |
|  |            |           |         |                   |  | PERC TOTAL PERCEPCIONES     | 8,828.95                 |           |
|  |            |           |         |                   |  | DEDU TOTAL DEDUCCIONES      | 2,892.63                 |           |
|  |            |           |         |                   |  | 3%FV 3% FONDO DE VIVIENDA   | 242.34                   |           |
|  |            |           |         |                   |  | FOND FONDO PENSIONES EMPRES | 1,211.69                 |           |
|  |            |           |         |                   |  | SEDARSEDAR                  | 161.56                   |           |
|  |            |           |         |                   |  | AGUI PROVISION AGUINALDO    | 1,209.45                 |           |
|  |            |           |         |                   |  | TOTA NOMINA EN EFECTIVO     | 5,936.32                 |           |
| 630-008 LOPEZ JIMENEZ J. JESUS             |            |           |         |                   |  |                             |                          |           |
| T.EMP:                                     | PERMANENTE | 538.53    |         | 648.54            | RESIDENTE SUPERVISOR DE OBRA                     |                             |                          |           |
| 01   | SUELDO     | 8,077.95  | 51      | ISPT              | 1,338.67   | DVIG DIAS DE VIGENCIA       | 15.00                    |           |
| 02   | DESPENSA   | 465.50    | 54      | FONDO PENSIONES   | 928.96   | IMP1 ISPT ART. 113 LISR     | 1,338.67                 |           |
| 03   | TRANSPORTE | 285.50    | 65      | OTRAS DEDUCCIONES | 1,490.08   | PGR1 PERC. GRAVADA TIPO 1   | 8,828.95                 |           |
|  |            |           | 93      | SEGURO ABA        | 886.67   | PERC TOTAL PERCEPCIONES     | 8,828.95                 |           |
|  |            |           |         |                   |  | DEDU TOTAL DEDUCCIONES      | 4,644.38                 |           |
|  |            |           |         |                   |  | 3%FV 3% FONDO DE VIVIENDA   | 242.34                   |           |
|  |            |           |         |                   |  | FOND FONDO PENSIONES EMPRES | 1,211.69                 |           |
|  |            |           |         |                   |  | SEDARSEDAR                  | 161.56                   |           |
|  |            |           |         |                   |  | AGUI PROVISION AGUINALDO    | 1,209.45                 |           |
|  |            |           |         |                   |  | TOTA NOMINA EN EFECTIVO     | 4,184.57                 |           |
| 630-009 HERNANDEZ HERNANDEZ YECENIA        |            |           |         |                   |  |                             |                          |           |
| T.EMP:                                     | PERMANENTE | 811.50    |         | 995.66            | ENCARGADO DE LA JEFATURA ADMINISTRATIVA DE OBRAS |                             |                          |           |
| 01   | SUELDO     | 12,172.50 | 51      | ISPT              | 2,372.17   | DVIG DIAS DE VIGENCIA       | 15.00                    |           |

| Clave   | Nombre                           | S.Diario  | S.Integ | PERCEPCIONES | DEDUCCIONES | CONCEPTOS                         |           |
|---------|----------------------------------|-----------|---------|--------------|-------------|-----------------------------------|-----------|
| 02      | DESPENSA                         | 727.50    | 54      |              | 1,399.84    | IMP1 ISPT ART. 113 LISR           | 2,372.17  |
| 03      | TRANSPORTE                       | 454.00    |         |              |             | PGR1 PERC. GRAVADA TIPO 1         | 13,354.00 |
|         |                                  |           |         |              |             | PERC TOTAL PERCEPCIONES           | 13,354.00 |
|         |                                  |           |         |              |             | DEDU TOTAL DEDUCCIONES            | 3,772.01  |
|         |                                  |           |         |              |             | 3%FV 3% FONDO DE VIVIENDA         | 365.18    |
|         |                                  |           |         |              |             | FOND FONDO PENSIONES EMPRES       | 1,825.88  |
|         |                                  |           |         |              |             | SEDARSEDAR                        | 243.45    |
|         |                                  |           |         |              |             | AGUI PROVISION AGUINALDO          | 1,829.32  |
|         |                                  |           |         |              |             | TOTA NOMINA EN EFECTIVO           | 9,581.99  |
| 630-011 | QUINTERO ARAIZA VICENTE          |           |         |              |             |                                   |           |
| T.EMP:  | PERMANENTE                       | 1,632.10  |         |              | 1,826.00    | GERENTE DE OBRAS                  |           |
| 01      | SUELDO                           | 24,481.50 | 51      |              | 6,040.03    | DVIG DIAS DE VIGENCIA             | 15.00     |
| 02      | DESPENSA                         | 994.50    | 54      |              | 2,815.37    | IMP1 ISPT ART. 113 LISR           | 6,040.03  |
| 03      | TRANSPORTE                       | 708.50    |         |              |             | PGR1 PERC. GRAVADA TIPO 1         | 26,184.50 |
|         |                                  |           |         |              |             | PERC TOTAL PERCEPCIONES           | 26,184.50 |
|         |                                  |           |         |              |             | DEDU TOTAL DEDUCCIONES            | 8,855.40  |
|         |                                  |           |         |              |             | 3%FV 3% FONDO DE VIVIENDA         | 734.44    |
|         |                                  |           |         |              |             | FOND FONDO PENSIONES EMPRES       | 3,672.22  |
|         |                                  |           |         |              |             | SEDARSEDAR                        | 489.63    |
|         |                                  |           |         |              |             | AGUI PROVISION AGUINALDO          | 3,586.92  |
|         |                                  |           |         |              |             | TOTA NOMINA EN EFECTIVO           | 17,329.10 |
| 630-015 | MARTINEZ RIVERA CARLOS FRANCISCO |           |         |              |             |                                   |           |
| T.EMP:  | PERMANENTE                       | 538.53    |         |              | 643.67      | RESIDENTE SUPERVISOR DE OBRA      |           |
| 01      | SUELDO                           | 8,077.95  | 51      |              | 1,338.67    | DVIG DIAS DE VIGENCIA             | 15.00     |
| 02      | DESPENSA                         | 465.50    | 54      |              | 928.96      | IMP1 ISPT ART. 113 LISR           | 1,338.67  |
| 03      | TRANSPORTE                       | 285.50    | 65      |              | 1,570.00    | PGR1 PERC. GRAVADA TIPO 1         | 8,828.95  |
|         |                                  |           |         |              |             | PERC TOTAL PERCEPCIONES           | 8,828.95  |
|         |                                  |           |         |              |             | DEDU TOTAL DEDUCCIONES            | 3,837.63  |
|         |                                  |           |         |              |             | 3%FV 3% FONDO DE VIVIENDA         | 242.34    |
|         |                                  |           |         |              |             | FOND FONDO PENSIONES EMPRES       | 1,211.69  |
|         |                                  |           |         |              |             | SEDARSEDAR                        | 161.56    |
|         |                                  |           |         |              |             | AGUI PROVISION AGUINALDO          | 1,209.45  |
|         |                                  |           |         |              |             | TOTA NOMINA EN EFECTIVO           | 4,991.32  |
| 630-016 | PEREZ MEZA JAIME GABRIEL         |           |         |              |             |                                   |           |
| T.EMP:  | PERMANENTE                       | 1,007.53  |         |              | 1,228.09    | JEFE DE CONTRATACION DE OBRAS "A" |           |
| 01      | SUELDO                           | 15,112.95 | 51      |              | 3,118.92    | DVIG DIAS DE VIGENCIA             | 15.00     |
| 02      | DESPENSA                         | 797.50    | 54      |              | 1,737.99    | IMP1 ISPT ART. 113 LISR           | 3,118.92  |
| 03      | TRANSPORTE                       | 537.00    | 65      |              | 5,194.06    | PGR1 PERC. GRAVADA TIPO 1         | 16,447.45 |
|         |                                  |           |         |              |             | PERC TOTAL PERCEPCIONES           | 16,447.45 |
|         |                                  |           |         |              |             | DEDU TOTAL DEDUCCIONES            | 10,050.97 |
|         |                                  |           |         |              |             | 3%FV 3% FONDO DE VIVIENDA         | 453.39    |
|         |                                  |           |         |              |             | FOND FONDO PENSIONES EMPRES       | 2,266.94  |
|         |                                  |           |         |              |             | SEDARSEDAR                        | 302.26    |
|         |                                  |           |         |              |             | AGUI PROVISION AGUINALDO          | 2,253.08  |
|         |                                  |           |         |              |             | TOTA NOMINA EN EFECTIVO           | 6,396.48  |
| 630-017 | HUERTA ALCANTAR MIGUEL ANGEL     |           |         |              |             |                                   |           |
| T.EMP:  | PERMANENTE                       | 467.46    |         |              | 560.87      | ANALISTA DE COSTOS                |           |
| 01      | SUELDO                           | 7,011.90  | 51      |              | 1,107.34    | DVIG DIAS DE VIGENCIA             | 15.00     |
| 02      | DESPENSA                         | 434.50    | 54      |              | 806.37      | IMP1 ISPT ART. 113 LISR           | 1,107.34  |
| 03      | TRANSPORTE                       | 299.50    | 65      |              | 1,389.00    | PGR1 PERC. GRAVADA TIPO 1         | 7,745.90  |
|         |                                  |           |         |              |             | PERC TOTAL PERCEPCIONES           | 7,745.90  |
|         |                                  |           |         |              |             | DEDU TOTAL DEDUCCIONES            | 3,302.71  |
|         |                                  |           |         |              |             | 3%FV 3% FONDO DE VIVIENDA         | 210.36    |
|         |                                  |           |         |              |             | FOND FONDO PENSIONES EMPRES       | 1,051.78  |

| Clave   | Nombre                            | S.Diario | S.Integ | PERCEPCIONES      | DEDUCCIONES                          | CONCEPTOS                   |           |
|---------|-----------------------------------|----------|---------|-------------------|--------------------------------------|-----------------------------|-----------|
|         |                                   |          |         |                   |                                      | SEDARSEDAR                  | 140.24    |
|         |                                   |          |         |                   |                                      | AGUI PROVISION AGUINALDO    | 1,061.08  |
|         |                                   |          |         |                   |                                      | TOTA NOMINA EN EFECTIVO     | 4,443.19  |
| 630-019 | VERA URIBE JOEL FRANCISCO         |          |         |                   |                                      |                             |           |
| T.EMP:  | PERMANENTE                        | 467.46   | 560.87  |                   | ANALISTA DE COSTOS                   |                             |           |
| 01      | SUELDO                            | 7,011.90 | 51      | ISPT              | 1,107.34                             | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02      | DESPENSA                          | 434.50   | 54      | FONDO PENSIONES   | 806.37                               | IMP1 ISPT ART. 113 LISR     | 1,107.34  |
| 03      | TRANSPORTE                        | 299.50   |         |                   |                                      | PGR1 PERC. GRAVADA TIPO 1   | 7,745.90  |
|         |                                   |          |         |                   |                                      | PERC TOTAL PERCEPCIONES     | 7,745.90  |
|         |                                   |          |         |                   |                                      | DEDU TOTAL DEDUCCIONES      | 1,913.71  |
|         |                                   |          |         |                   |                                      | 3%FV 3% FONDO DE VIVIENDA   | 210.36    |
|         |                                   |          |         |                   |                                      | FOND FONDO PENSIONES EMPRES | 1,051.78  |
|         |                                   |          |         |                   |                                      | SEDARSEDAR                  | 140.24    |
|         |                                   |          |         |                   |                                      | AGUI PROVISION AGUINALDO    | 1,061.08  |
|         |                                   |          |         |                   |                                      | TOTA NOMINA EN EFECTIVO     | 5,832.19  |
| 630-021 | GARCIA GUTIERREZ JONATAN          |          |         |                   |                                      |                             |           |
| T.EMP:  | PERMANENTE                        | 654.43   | 796.79  |                   | COORDINADOR DE PRECIOS UNITARIOS (A) |                             |           |
| 01      | SUELDO                            | 9,816.45 | 51      | ISPT              | 1,777.34                             | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02      | DESPENSA                          | 630.50   | 54      | FONDO PENSIONES   | 1,128.89                             | IMP1 ISPT ART. 113 LISR     | 1,777.34  |
| 03      | TRANSPORTE                        | 378.00   | 65      | OTRAS DEDUCCIONES | 3,150.00                             | PGR1 PERC. GRAVADA TIPO 1   | 10,824.95 |
|         |                                   |          |         |                   |                                      | PERC TOTAL PERCEPCIONES     | 10,824.95 |
|         |                                   |          |         |                   |                                      | DEDU TOTAL DEDUCCIONES      | 6,056.23  |
|         |                                   |          |         |                   |                                      | 3%FV 3% FONDO DE VIVIENDA   | 294.49    |
|         |                                   |          |         |                   |                                      | FOND FONDO PENSIONES EMPRES | 1,472.47  |
|         |                                   |          |         |                   |                                      | SEDARSEDAR                  | 196.33    |
|         |                                   |          |         |                   |                                      | AGUI PROVISION AGUINALDO    | 1,482.87  |
|         |                                   |          |         |                   |                                      | TOTA NOMINA EN EFECTIVO     | 4,768.72  |
| 630-022 | QUEZADA MATEO MONSERRAT GUADALUPE |          |         |                   |                                      |                             |           |
| T.EMP:  | EVENTUAL                          | 312.30   | 377.31  |                   | SECRETARIA B                         |                             |           |
| 01      | SUELDO                            | 4,684.50 | 51      | ISPT              | 587.56                               | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02      | DESPENSA                          | 394.00   |         |                   |                                      | IMP1 ISPT ART. 113 LISR     | 587.56    |
| 03      | TRANSPORTE                        | 234.00   |         |                   |                                      | PGR1 PERC. GRAVADA TIPO 1   | 5,312.50  |
|         |                                   |          |         |                   |                                      | PERC TOTAL PERCEPCIONES     | 5,312.50  |
|         |                                   |          |         |                   |                                      | DEDU TOTAL DEDUCCIONES      | 587.56    |
|         |                                   |          |         |                   |                                      | AGUI PROVISION AGUINALDO    | 727.74    |
|         |                                   |          |         |                   |                                      | TOTA NOMINA EN EFECTIVO     | 4,724.94  |
| 630-023 | GONZALEZ MAGALLANES HUGO ERNESTO  |          |         |                   |                                      |                             |           |
| T.EMP:  | PERMANENTE                        | 538.54   | 643.69  |                   | RESIDENTE SUPERVISOR DE OBRA         |                             |           |
| 01      | SUELDO                            | 8,078.10 | 51      | ISPT              | 1,338.71                             | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02      | DESPENSA                          | 465.50   | 54      | FONDO PENSIONES   | 928.98                               | IMP1 ISPT ART. 113 LISR     | 1,338.71  |
| 03      | TRANSPORTE                        | 285.50   |         |                   |                                      | PGR1 PERC. GRAVADA TIPO 1   | 8,829.10  |
|         |                                   |          |         |                   |                                      | PERC TOTAL PERCEPCIONES     | 8,829.10  |
|         |                                   |          |         |                   |                                      | DEDU TOTAL DEDUCCIONES      | 2,267.69  |
|         |                                   |          |         |                   |                                      | 3%FV 3% FONDO DE VIVIENDA   | 242.34    |
|         |                                   |          |         |                   |                                      | FOND FONDO PENSIONES EMPRES | 1,211.71  |
|         |                                   |          |         |                   |                                      | SEDARSEDAR                  | 161.56    |
|         |                                   |          |         |                   |                                      | AGUI PROVISION AGUINALDO    | 1,209.47  |
|         |                                   |          |         |                   |                                      | TOTA NOMINA EN EFECTIVO     | 6,561.41  |
| 630-024 | CHAVEZ LOPEZ INES DEL CARMEN      |          |         |                   |                                      |                             |           |
| T.EMP:  | PERMANENTE                        | 538.53   | 662.01  |                   | RESIDENTE SUPERVISOR DE OBRA         |                             |           |
| 01      | SUELDO                            | 8,077.95 | 51      | ISPT              | 1,338.67                             | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02      | DESPENSA                          | 465.50   | 54      | FONDO PENSIONES   | 928.96                               | IMP1 ISPT ART. 113 LISR     | 1,338.67  |
| 03      | TRANSPORTE                        | 285.50   |         |                   |                                      | PGR1 PERC. GRAVADA TIPO 1   | 8,828.95  |

| Clave   | Nombre                  | S.Diario   | S.Integ | DEDUCCIONES       | CONCEPTOS                                    |
|---------|-------------------------|------------|---------|-------------------|--|
| -----   |                         |            |         |                   |  |
|         | PERCEPCIONES            |            |         |                   |  |
| -----   |                         |            |         |                   |  |
|         |                         |            |         |                   | PERC TOTAL PERCEPCIONES 8,828.95             |
|         |                         |            |         |                   | DEDU TOTAL DEDUCCIONES 2,267.63              |
|         |                         |            |         |                   | 3%FV 3% FONDO DE VIVIENDA 242.34             |
|         |                         |            |         |                   | FOND FONDO PENSIONES EMPRES 1,211.69         |
|         |                         |            |         |                   | SEDARSEDAR 161.56                            |
|         |                         |            |         |                   | AGUI PROVISION AGUINALDO 1,209.45            |
|         |                         |            |         |                   | TOTA NOMINA EN EFECTIVO 6,561.32             |
| 630-025 | POBLETE AGUAYO MITCHELL |            |         |                   |  |
| T.EMP:  | PERMANENTE              | 347.77     | 425.27  | ARCHIVISTA        |  |
| 01      | SUELDO                  | 5,216.55   | 51      | ISPT              | 730.58 DVIG DIAS DE VIGENCIA 15.00           |
| 02      | DESPENSA                | 457.50     | 54      | FONDO PENSIONES   | 599.90 IMP1 ISPT ART. 113 LISR 730.58        |
| 03      | TRANSPORTE              | 308.00     | 58      | CUOTA SINDICAL    | 52.17 PGR1 PERC. GRAVADA TIPO 1 5,982.05     |
|         |                         |            | 65      | OTRAS DEDUCCIONES | 841.00 PERC TOTAL PERCEPCIONES 5,982.05      |
|         |                         |            | 95      | PRESTAMO AYUDATE  | 387.80 DEDU TOTAL DEDUCCIONES 2,611.45       |
|         |                         |            |         |                   | 3%FV 3% FONDO DE VIVIENDA 156.50             |
|         |                         |            |         |                   | FOND FONDO PENSIONES EMPRES 782.48           |
|         |                         |            |         |                   | SEDARSEDAR 104.33                            |
|         |                         |            |         |                   | AGUI PROVISION AGUINALDO 819.46              |
|         |                         |            |         |                   | TOTA NOMINA EN EFECTIVO 3,370.60             |
| ****    | Totales GCIA. DE OBRAS  | 630        | ****    |                   |  |
| 01      | SUELDO                  | 211,915.50 | 51      | ISPT              | 37,992.74 DVIG DIAS DE VIGENCIA 360.00       |
| 02      | DESPENSA                | 12,742.50  | 54      | FONDO PENSIONES   | 23,831.54 IMP1 ISPT ART. 113 LISR 37,992.74  |
| 03      | TRANSPORTE              | 8,235.00   | 58      | CUOTA SINDICAL    | 367.98 PGR1 PERC. GRAVADA TIPO 1 232,893.00  |
|         |                         |            | 65      | OTRAS DEDUCCIONES | 34,649.56 PERC TOTAL PERCEPCIONES 232,893.00 |
|         |                         |            | 93      | SEGURO ABA        | 1,064.96 DEDU TOTAL DEDUCCIONES 99,180.62    |
|         |                         |            | 95      | PRESTAMO AYUDATE  | 1,273.84 3%FV 3% FONDO DE VIVIENDA 6,216.95  |
|         |                         |            |         |                   | FOND FONDO PENSIONES EMPRES 31,084.61        |
|         |                         |            |         |                   | SEDARSEDAR 4,144.63                          |
|         |                         |            |         |                   | AGUI PROVISION AGUINALDO 31,903.20           |
|         |                         |            |         |                   | TOTA NOMINA EN EFECTIVO 133,712.38           |

Total de Empleados : 24.00 -----

| Clave   | Nombre                      | S.Diario  | S.Integ  | DEDUCCIONES                     | CONCEPTOS                            |
|---|-----------------------------|-----------|----------|---------------------------------|--------------------------------------|
| ***** GCIA. DE GESTION DE PROGRAMAS ***** 640 |                             |           |          |                                 |                                      |
| 200-023                                       | PELAYO RUIZ JOSE ENRIQUE    |           |          |                                 |                                      |
| T.EMP:  | PERMANENTE                  | 1,632.10  | 1,826.00 | GERENTE DE GESTION DE PROGRAMAS |                                      |
| 01  | SUELDO                      | 24,481.50 | 51       | ISPT                            | DVIG DIAS DE VIGENCIA 15.00          |
| 02  | DESPENSA                    | 994.50    | 54       | FONDO PENSIONES                 | IMP1 ISPT ART. 113 LISR 6,040.03     |
| 03  | TRANSPORTE                  | 708.50    |          |                                 | PGR1 PERC. GRAVADA TIPO 1 26,184.50  |
|   |                             |           |          |                                 | PERC TOTAL PERCEPCIONES 26,184.50    |
|   |                             |           |          |                                 | DEDU TOTAL DEDUCCIONES 8,855.40      |
|   |                             |           |          |                                 | 3%FV 3% FONDO DE VIVIENDA 734.44     |
|   |                             |           |          |                                 | FOND FONDO PENSIONES EMPRES 3,672.22 |
|   |                             |           |          |                                 | SEDARSEDAR 489.63                    |
|   |                             |           |          |                                 | AGUI PROVISION AGUINALDO 3,586.92    |
|   |                             |           |          |                                 | TOTA NOMINA EN EFECTIVO 17,329.10    |
| 34-222-003                                    | MALDONADO VEGA ROBERTO      |           |          |                                 |                                      |
| T.EMP:  | PERMANENTE                  | 478.73    | 674.79   | TRABAJADOR SOCIAL               |                                      |
| 01  | SUELDO                      | 7,180.95  | 51       | ISPT                            | DVIG DIAS DE VIGENCIA 15.00          |
| 02  | DESPENSA                    | 557.00    | 54       | FONDO PENSIONES                 | IMP1 ISPT ART. 113 LISR 1,408.23     |
| 03  | TRANSPORTE                  | 339.50    | 58       | CUOTA SINDICAL                  | PGR1 PERC. GRAVADA TIPO 1 9,154.59   |
| 06  | PRIMA DE ALTO RI            | 1,077.14  | 65       | OTRAS DEDUCCIONES               | PERC TOTAL PERCEPCIONES 9,154.59     |
|   |                             |           | 95       | PRESTAMO AYUDATE                | DEDU TOTAL DEDUCCIONES 6,825.78      |
|   |                             |           |          |                                 | 3%FV 3% FONDO DE VIVIENDA 247.74     |
|   |                             |           |          |                                 | FOND FONDO PENSIONES EMPRES 1,238.71 |
|   |                             |           |          |                                 | SEDARSEDAR 165.16                    |
|   |                             |           |          |                                 | AGUI PROVISION AGUINALDO 1,254.05    |
|   |                             |           |          |                                 | TOTA NOMINA EN EFECTIVO 2,328.81     |
| 36-129-005                                    | RAMIREZ SILVA CAROLINA      |           |          |                                 |                                      |
| T.EMP:  | PERMANENTE                  | 444.43    | 553.03   | ANALISTA PRODER                 |                                      |
| 01  | SUELDO                      | 6,666.45  | 51       | ISPT                            | DVIG DIAS DE VIGENCIA 15.00          |
| 02  | DESPENSA                    | 546.50    | 54       | FONDO PENSIONES                 | IMP1 ISPT ART. 113 LISR 1,066.01     |
| 03  | TRANSPORTE                  | 339.50    | 58       | CUOTA SINDICAL                  | PGR1 PERC. GRAVADA TIPO 1 7,552.45   |
|   |                             |           | 65       | OTRAS DEDUCCIONES               | PERC TOTAL PERCEPCIONES 7,552.45     |
|   |                             |           | 95       | PRESTAMO AYUDATE                | DEDU TOTAL DEDUCCIONES 5,941.65      |
|   |                             |           |          |                                 | 3%FV 3% FONDO DE VIVIENDA 199.99     |
|   |                             |           |          |                                 | FOND FONDO PENSIONES EMPRES 999.97   |
|   |                             |           |          |                                 | SEDARSEDAR 133.33                    |
|   |                             |           |          |                                 | AGUI PROVISION AGUINALDO 1,034.58    |
|   |                             |           |          |                                 | TOTA NOMINA EN EFECTIVO 1,610.80     |
| 36-175-003                                    | ORTEGA MEJIA MARIA DE JESUS |           |          |                                 |                                      |
| T.EMP:  | PERMANENTE                  | 478.73    | 693.13   | TRABAJADOR SOCIAL               |                                      |
| 01  | SUELDO                      | 7,180.95  | 51       | ISPT                            | DVIG DIAS DE VIGENCIA 15.00          |
| 02  | DESPENSA                    | 557.00    | 54       | FONDO PENSIONES                 | IMP1 ISPT ART. 113 LISR 1,408.23     |
| 03  | TRANSPORTE                  | 339.50    | 58       | CUOTA SINDICAL                  | PGR1 PERC. GRAVADA TIPO 1 9,154.59   |
| 06  | PRIMA DE ALTO RI            | 1,077.14  | 65       | OTRAS DEDUCCIONES               | PERC TOTAL PERCEPCIONES 9,154.59     |
|   |                             |           |          |                                 | DEDU TOTAL DEDUCCIONES 5,144.72      |
|   |                             |           |          |                                 | 3%FV 3% FONDO DE VIVIENDA 247.74     |
|   |                             |           |          |                                 | FOND FONDO PENSIONES EMPRES 1,238.71 |
|   |                             |           |          |                                 | SEDARSEDAR 165.16                    |
|   |                             |           |          |                                 | AGUI PROVISION AGUINALDO 1,254.05    |
|   |                             |           |          |                                 | TOTA NOMINA EN EFECTIVO 4,009.87     |
| 39-042-001                                    | HERNANDEZ LOPEZ PEDRO       |           |          |                                 |                                      |
| T.EMP:  | PERMANENTE                  | 1,007.53  | 1,228.08 | JEFE DE PROGRAMAS FEDERALIZADOS |                                      |
| 01  | SUELDO                      | 15,112.95 | 51       | ISPT                            | DVIG DIAS DE VIGENCIA 15.00          |
| 02  | DESPENSA                    | 797.50    | 54       | FONDO PENSIONES                 | IMP1 ISPT ART. 113 LISR 3,118.92     |



| Clave  | Nombre           | S.Diario | S.Integ | PERCEPCIONES      | DEDUCCIONES             | CONCEPTOS                   |           |
|--|------------------|----------|---------|-------------------|-------------------------|-----------------------------|-----------|
| 03   | TRANSPORTE       | 537.00   | 65      | OTRAS DEDUCCIONES | 2,192.54                | PGR1 PERC. GRAVADA TIPO 1   | 16,447.45 |
|  |                  |          |         |                   |                         | PERC TOTAL PERCEPCIONES     | 16,447.45 |
|  |                  |          |         |                   |                         | DEDU TOTAL DEDUCCIONES      | 7,049.45  |
|  |                  |          |         |                   |                         | 3%FV 3% FONDO DE VIVIENDA   | 453.39    |
|  |                  |          |         |                   |                         | FOND FONDO PENSIONES EMPRES | 2,266.94  |
|  |                  |          |         |                   |                         | SEDARSEDAR                  | 302.26    |
|  |                  |          |         |                   |                         | AGUI PROVISION AGUINALDO    | 2,253.08  |
|  |                  |          |         |                   |                         | TOTA NOMINA EN EFECTIVO     | 9,398.00  |
| 41-177-002 NUÑEZ MIRAMONTES YOLANDA LETICIA    |                  |          |         |                   |                         |                             |           |
| T.EMP:   | PERMANENTE       | 402.90   |         | 506.65            | SECRETARIA              |                             |           |
| 01   | SUELDO           | 6,043.50 | 51      | ISPT              | 916.50                  | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02   | DESPENSA         | 478.50   | 54      | FONDO PENSIONES   | 695.00                  | IMP1 ISPT ART. 113 LISR     | 916.50    |
| 03   | TRANSPORTE       | 330.50   | 58      | CUOTA SINDICAL    | 60.44                   | PGR1 PERC. GRAVADA TIPO 1   | 6,852.50  |
|  |                  |          | 65      | OTRAS DEDUCCIONES | 2,582.97                | PERC TOTAL PERCEPCIONES     | 6,852.50  |
|  |                  |          |         |                   |                         | DEDU TOTAL DEDUCCIONES      | 4,254.91  |
|  |                  |          |         |                   |                         | 3%FV 3% FONDO DE VIVIENDA   | 181.31    |
|  |                  |          |         |                   |                         | FOND FONDO PENSIONES EMPRES | 906.52    |
|  |                  |          |         |                   |                         | SEDARSEDAR                  | 120.87    |
|  |                  |          |         |                   |                         | AGUI PROVISION AGUINALDO    | 938.70    |
|  |                  |          |         |                   |                         | TOTA NOMINA EN EFECTIVO     | 2,597.59  |
| 45-153-002 MAYA LEGORRETA MA. DEL CARMEN       |                  |          |         |                   |                         |                             |           |
| T.EMP:   | PERMANENTE       | 420.16   |         | 522.82            | AUXILIAR ADMINISTRATIVO |                             |           |
| 01   | SUELDO           | 6,302.40 | 51      | ISPT              | 981.85                  | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02   | DESPENSA         | 523.00   | 54      | FONDO PENSIONES   | 724.78                  | IMP1 ISPT ART. 113 LISR     | 981.85    |
| 03   | TRANSPORTE       | 333.00   | 58      | CUOTA SINDICAL    | 63.02                   | PGR1 PERC. GRAVADA TIPO 1   | 7,158.40  |
|  |                  |          | 65      | OTRAS DEDUCCIONES | 2,852.32                | PERC TOTAL PERCEPCIONES     | 7,158.40  |
|  |                  |          |         |                   |                         | DEDU TOTAL DEDUCCIONES      | 4,621.97  |
|  |                  |          |         |                   |                         | 3%FV 3% FONDO DE VIVIENDA   | 189.07    |
|  |                  |          |         |                   |                         | FOND FONDO PENSIONES EMPRES | 945.36    |
|  |                  |          |         |                   |                         | SEDARSEDAR                  | 126.05    |
|  |                  |          |         |                   |                         | AGUI PROVISION AGUINALDO    | 980.60    |
|  |                  |          |         |                   |                         | TOTA NOMINA EN EFECTIVO     | 2,536.43  |
| 57-208-019 ARTEAGA GARCIA CRISTHIAN            |                  |          |         |                   |                         |                             |           |
| T.EMP:   | PERMANENTE       | 478.73   |         | 677.23            | TRABAJADOR SOCIAL       |                             |           |
| 01   | SUELDO           | 7,180.95 | 51      | ISPT              | 1,408.23                | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02   | DESPENSA         | 557.00   | 54      | FONDO PENSIONES   | 949.68                  | IMP1 ISPT ART. 113 LISR     | 1,408.23  |
| 03   | TRANSPORTE       | 339.50   | 58      | CUOTA SINDICAL    | 71.81                   | PGR1 PERC. GRAVADA TIPO 1   | 9,154.59  |
| 06   | PRIMA DE ALTO RI | 1,077.14 | 65      | OTRAS DEDUCCIONES | 1,686.78                | PERC TOTAL PERCEPCIONES     | 9,154.59  |
|  |                  |          | 93      | SEGURO ABA        | 388.51                  | DEDU TOTAL DEDUCCIONES      | 5,276.13  |
|  |                  |          | 94      | SEGURO BANORTE    | 771.12                  | 3%FV 3% FONDO DE VIVIENDA   | 247.74    |
|  |                  |          |         |                   |                         | FOND FONDO PENSIONES EMPRES | 1,238.71  |
|  |                  |          |         |                   |                         | SEDARSEDAR                  | 165.16    |
|  |                  |          |         |                   |                         | AGUI PROVISION AGUINALDO    | 1,254.05  |
|  |                  |          |         |                   |                         | CHEQ PAGO POR CHEQUE        | 3,878.46  |
| 640-002 GONZALEZ CASTILLO MARIA DE LOS ANGELES |                  |          |         |                   |                         |                             |           |
| T.EMP:   | PERMANENTE       | 478.73   |         | 674.87            | TRABAJADOR SOCIAL       |                             |           |
| 01   | SUELDO           | 7,180.95 | 51      | ISPT              | 1,408.23                | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02   | DESPENSA         | 557.00   | 54      | FONDO PENSIONES   | 949.68                  | IMP1 ISPT ART. 113 LISR     | 1,408.23  |
| 03   | TRANSPORTE       | 339.50   | 58      | CUOTA SINDICAL    | 71.81                   | PGR1 PERC. GRAVADA TIPO 1   | 9,154.59  |
| 06   | PRIMA DE ALTO RI | 1,077.14 | 65      | OTRAS DEDUCCIONES | 2,915.00                | PERC TOTAL PERCEPCIONES     | 9,154.59  |
|  |                  |          |         |                   |                         | DEDU TOTAL DEDUCCIONES      | 5,344.72  |
|  |                  |          |         |                   |                         | 3%FV 3% FONDO DE VIVIENDA   | 247.74    |
|  |                  |          |         |                   |                         | FOND FONDO PENSIONES EMPRES | 1,238.71  |
|  |                  |          |         |                   |                         | SEDARSEDAR                  | 165.16    |

| Clave   | Nombre                              | S.Diario | S.Integ | PERCEPCIONES      | DEDUCCIONES | CONCEPTOS                   |          |
|---------|-------------------------------------|----------|---------|-------------------|-------------|-----------------------------|----------|
|         |                                     |          |         |                   |             | AGUI PROVISION AGUINALDO    | 1,254.05 |
|         |                                     |          |         |                   |             | TOTA NOMINA EN EFECTIVO     | 3,809.87 |
| 640-003 | AVILA PEREZ ELISEO                  |          |         |                   |             |                             |          |
| T.EMP:  | PERMANENTE                          | 478.73   |         |                   | 674.87      | TRABAJADOR SOCIAL           |          |
| 01      | SUELDO                              | 7,180.95 | 51      | ISPT              | 1,408.23    | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02      | DESPENSA                            | 557.00   | 54      | FONDO PENSIONES   | 949.68      | IMP1 ISPT ART. 113 LISR     | 1,408.23 |
| 03      | TRANSPORTE                          | 339.50   | 58      | CUOTA SINDICAL    | 71.81       | PGR1 PERC. GRAVADA TIPO 1   | 9,154.59 |
| 06      | PRIMA DE ALTO RI                    | 1,077.14 | 65      | OTRAS DEDUCCIONES | 4,129.17    | PERC TOTAL PERCEPCIONES     | 9,154.59 |
|         |                                     |          |         |                   |             | DEDU TOTAL DEDUCCIONES      | 6,558.89 |
|         |                                     |          |         |                   |             | 3%FV 3% FONDO DE VIVIENDA   | 247.74   |
|         |                                     |          |         |                   |             | FOND FONDO PENSIONES EMPRES | 1,238.71 |
|         |                                     |          |         |                   |             | SEDARSEDAR                  | 165.16   |
|         |                                     |          |         |                   |             | AGUI PROVISION AGUINALDO    | 1,254.05 |
|         |                                     |          |         |                   |             | TOTA NOMINA EN EFECTIVO     | 2,595.70 |
| 640-005 | OROZ BITAR FERNANDO                 |          |         |                   |             |                             |          |
| T.EMP:  | PERMANENTE                          | 478.73   |         |                   | 672.36      | TRABAJADOR SOCIAL           |          |
| 01      | SUELDO                              | 7,180.95 | 51      | ISPT              | 1,408.23    | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02      | DESPENSA                            | 557.00   | 54      | FONDO PENSIONES   | 949.68      | IMP1 ISPT ART. 113 LISR     | 1,408.23 |
| 03      | TRANSPORTE                          | 339.50   | 58      | CUOTA SINDICAL    | 71.81       | PGR1 PERC. GRAVADA TIPO 1   | 9,154.59 |
| 06      | PRIMA DE ALTO RI                    | 1,077.14 | 65      | OTRAS DEDUCCIONES | 2,715.00    | PERC TOTAL PERCEPCIONES     | 9,154.59 |
|         |                                     |          |         |                   |             | DEDU TOTAL DEDUCCIONES      | 5,144.72 |
|         |                                     |          |         |                   |             | 3%FV 3% FONDO DE VIVIENDA   | 247.74   |
|         |                                     |          |         |                   |             | FOND FONDO PENSIONES EMPRES | 1,238.71 |
|         |                                     |          |         |                   |             | SEDARSEDAR                  | 165.16   |
|         |                                     |          |         |                   |             | AGUI PROVISION AGUINALDO    | 1,254.05 |
|         |                                     |          |         |                   |             | TOTA NOMINA EN EFECTIVO     | 4,009.87 |
| 640-006 | PELAYO VALADEZ MARTIN FERNANDO      |          |         |                   |             |                             |          |
| T.EMP:  | PERMANENTE                          | 478.73   |         |                   | 672.36      | TRABAJADOR SOCIAL           |          |
| 01      | SUELDO                              | 7,180.95 | 51      | ISPT              | 1,408.23    | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02      | DESPENSA                            | 557.00   | 54      | FONDO PENSIONES   | 949.68      | IMP1 ISPT ART. 113 LISR     | 1,408.23 |
| 03      | TRANSPORTE                          | 339.50   | 58      | CUOTA SINDICAL    | 71.81       | PGR1 PERC. GRAVADA TIPO 1   | 9,154.59 |
| 06      | PRIMA DE ALTO RI                    | 1,077.14 | 65      | OTRAS DEDUCCIONES | 5,211.12    | PERC TOTAL PERCEPCIONES     | 9,154.59 |
|         |                                     |          |         |                   |             | DEDU TOTAL DEDUCCIONES      | 7,640.84 |
|         |                                     |          |         |                   |             | 3%FV 3% FONDO DE VIVIENDA   | 247.74   |
|         |                                     |          |         |                   |             | FOND FONDO PENSIONES EMPRES | 1,238.71 |
|         |                                     |          |         |                   |             | SEDARSEDAR                  | 165.16   |
|         |                                     |          |         |                   |             | AGUI PROVISION AGUINALDO    | 1,254.05 |
|         |                                     |          |         |                   |             | TOTA NOMINA EN EFECTIVO     | 1,513.75 |
| 640-014 | MONTAÑO GOMEZ RODOLFO ENRIQUE       |          |         |                   |             |                             |          |
| T.EMP:  | PERMANENTE                          | 478.73   |         |                   | 672.36      | TRABAJADOR SOCIAL           |          |
| 01      | SUELDO                              | 7,180.95 | 51      | ISPT              | 1,408.23    | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02      | DESPENSA                            | 557.00   | 54      | FONDO PENSIONES   | 949.68      | IMP1 ISPT ART. 113 LISR     | 1,408.23 |
| 03      | TRANSPORTE                          | 339.50   | 58      | CUOTA SINDICAL    | 71.81       | PGR1 PERC. GRAVADA TIPO 1   | 9,154.59 |
| 06      | PRIMA DE ALTO RI                    | 1,077.14 |         |                   |             | PERC TOTAL PERCEPCIONES     | 9,154.59 |
|         |                                     |          |         |                   |             | DEDU TOTAL DEDUCCIONES      | 2,429.72 |
|         |                                     |          |         |                   |             | 3%FV 3% FONDO DE VIVIENDA   | 247.74   |
|         |                                     |          |         |                   |             | FOND FONDO PENSIONES EMPRES | 1,238.71 |
|         |                                     |          |         |                   |             | SEDARSEDAR                  | 165.16   |
|         |                                     |          |         |                   |             | AGUI PROVISION AGUINALDO    | 1,254.05 |
|         |                                     |          |         |                   |             | TOTA NOMINA EN EFECTIVO     | 6,724.87 |
| 640-016 | SANTILLAN VALENCIA HELIOS ALEXANDER |          |         |                   |             |                             |          |
| T.EMP:  | PERMANENTE                          | 478.73   |         |                   | 672.36      | TRABAJADOR SOCIAL           |          |
| 01      | SUELDO                              | 7,180.95 | 51      | ISPT              | 1,408.23    | DVIG DIAS DE VIGENCIA       | 15.00    |

| Clave   | Nombre                        | S.Diario  | S.Integ | PERCEPCIONES         | DEDUCCIONES                           | CONCEPTOS                   |           |
|---------|-------------------------------|-----------|---------|----------------------|---------------------------------------|-----------------------------|-----------|
| 02      | DESPENSA                      | 557.00    | 54      | FONDO PENSIONES      | 949.68                                | IMP1 ISPT ART. 113 LISR     | 1,408.23  |
| 03      | TRANSPORTE                    | 339.50    | 58      | CUOTA SINDICAL       | 71.81                                 | PGR1 PERC. GRAVADA TIPO 1   | 9,154.59  |
| 06      | PRIMA DE ALTO RI              | 1,077.14  | 65      | OTRAS DEDUCCIONES    | 3,586.44                              | PERC TOTAL PERCEPCIONES     | 9,154.59  |
|         |                               |           |         |                      |                                       | DEDU TOTAL DEDUCCIONES      | 6,016.16  |
|         |                               |           |         |                      |                                       | 3%FV 3% FONDO DE VIVIENDA   | 247.74    |
|         |                               |           |         |                      |                                       | FOND FONDO PENSIONES EMPRES | 1,238.71  |
|         |                               |           |         |                      |                                       | SEDARSEDAR                  | 165.16    |
|         |                               |           |         |                      |                                       | AGUI PROVISION AGUINALDO    | 1,254.05  |
|         |                               |           |         |                      |                                       | TOTA NOMINA EN EFECTIVO     | 3,138.43  |
| 640-020 | CARRILLO SANCHEZ JOSE ROBERTO |           |         |                      |                                       |                             |           |
| T.EMP:  | PERMANENTE                    | 478.73    |         | 672.36               | TRABAJADOR SOCIAL                     |                             |           |
| 01      | SUELDO                        | 7,180.95  | 51      | ISPT                 | 1,408.23                              | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02      | DESPENSA                      | 557.00    | 54      | FONDO PENSIONES      | 949.68                                | IMP1 ISPT ART. 113 LISR     | 1,408.23  |
| 03      | TRANSPORTE                    | 339.50    | 58      | CUOTA SINDICAL       | 71.81                                 | PGR1 PERC. GRAVADA TIPO 1   | 9,154.59  |
| 06      | PRIMA DE ALTO RI              | 1,077.14  | 65      | OTRAS DEDUCCIONES    | 2,262.00                              | PERC TOTAL PERCEPCIONES     | 9,154.59  |
|         |                               |           |         |                      |                                       | DEDU TOTAL DEDUCCIONES      | 4,691.72  |
|         |                               |           |         |                      |                                       | 3%FV 3% FONDO DE VIVIENDA   | 247.74    |
|         |                               |           |         |                      |                                       | FOND FONDO PENSIONES EMPRES | 1,238.71  |
|         |                               |           |         |                      |                                       | SEDARSEDAR                  | 165.16    |
|         |                               |           |         |                      |                                       | AGUI PROVISION AGUINALDO    | 1,254.05  |
|         |                               |           |         |                      |                                       | TOTA NOMINA EN EFECTIVO     | 4,462.87  |
| 640-021 | MARTINEZ DIAZ ALEJANDRO       |           |         |                      |                                       |                             |           |
| T.EMP:  | PERMANENTE                    | 478.73    |         | 674.87               | TRABAJADOR SOCIAL                     |                             |           |
| 01      | SUELDO                        | 7,180.95  | 51      | ISPT                 | 1,408.23                              | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02      | DESPENSA                      | 557.00    | 54      | FONDO PENSIONES      | 949.68                                | IMP1 ISPT ART. 113 LISR     | 1,408.23  |
| 03      | TRANSPORTE                    | 339.50    | 58      | CUOTA SINDICAL       | 71.81                                 | PGR1 PERC. GRAVADA TIPO 1   | 9,154.59  |
| 06      | PRIMA DE ALTO RI              | 1,077.14  | 79      | APORT.ADIC.VOL.SEDAR | 100.00                                | PERC TOTAL PERCEPCIONES     | 9,154.59  |
|         |                               |           | 65      | OTRAS DEDUCCIONES    | 3,695.80                              | DEDU TOTAL DEDUCCIONES      | 6,225.52  |
|         |                               |           |         |                      |                                       | 3%FV 3% FONDO DE VIVIENDA   | 247.74    |
|         |                               |           |         |                      |                                       | FOND FONDO PENSIONES EMPRES | 1,238.71  |
|         |                               |           |         |                      |                                       | SEDARSEDAR                  | 165.16    |
|         |                               |           |         |                      |                                       | AGUI PROVISION AGUINALDO    | 1,254.05  |
|         |                               |           |         |                      |                                       | TOTA NOMINA EN EFECTIVO     | 2,929.07  |
| 640-028 | MEJIA MOLINA MILTON CARLOS    |           |         |                      |                                       |                             |           |
| T.EMP:  | PERMANENTE                    | 811.50    |         | 990.78               | JEFE DE GESTION Y DESARROLLO REGIONAL |                             |           |
| 01      | SUELDO                        | 12,172.50 | 51      | ISPT                 | 2,372.17                              | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02      | DESPENSA                      | 727.50    | 54      | FONDO PENSIONES      | 1,399.84                              | IMP1 ISPT ART. 113 LISR     | 2,372.17  |
| 03      | TRANSPORTE                    | 454.00    | 65      | OTRAS DEDUCCIONES    | 5,196.95                              | PGR1 PERC. GRAVADA TIPO 1   | 13,354.00 |
|         |                               |           |         |                      |                                       | PERC TOTAL PERCEPCIONES     | 13,354.00 |
|         |                               |           |         |                      |                                       | DEDU TOTAL DEDUCCIONES      | 8,968.96  |
|         |                               |           |         |                      |                                       | 3%FV 3% FONDO DE VIVIENDA   | 365.18    |
|         |                               |           |         |                      |                                       | FOND FONDO PENSIONES EMPRES | 1,825.88  |
|         |                               |           |         |                      |                                       | SEDARSEDAR                  | 243.45    |
|         |                               |           |         |                      |                                       | AGUI PROVISION AGUINALDO    | 1,829.32  |
|         |                               |           |         |                      |                                       | TOTA NOMINA EN EFECTIVO     | 4,385.04  |
| 640-030 | MONTOYA GARCIA ARIEL JOSEPH   |           |         |                      |                                       |                             |           |
| T.EMP:  | PERMANENTE                    | 478.73    |         | 670.00               | TRABAJADOR SOCIAL                     |                             |           |
| 01      | SUELDO                        | 7,180.95  | 51      | ISPT                 | 1,408.23                              | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02      | DESPENSA                      | 557.00    | 54      | FONDO PENSIONES      | 949.68                                | IMP1 ISPT ART. 113 LISR     | 1,408.23  |
| 03      | TRANSPORTE                    | 339.50    | 58      | CUOTA SINDICAL       | 71.81                                 | PGR1 PERC. GRAVADA TIPO 1   | 9,154.59  |
| 06      | PRIMA DE ALTO RI              | 1,077.14  | 65      | OTRAS DEDUCCIONES    | 1,858.00                              | PERC TOTAL PERCEPCIONES     | 9,154.59  |
|         |                               |           |         |                      |                                       | DEDU TOTAL DEDUCCIONES      | 4,287.72  |
|         |                               |           |         |                      |                                       | 3%FV 3% FONDO DE VIVIENDA   | 247.74    |
|         |                               |           |         |                      |                                       | FOND FONDO PENSIONES EMPRES | 1,238.71  |

| Clave      | Nombre                           | S.Diario | S.Integ | PERCEPCIONES      | DEDUCCIONES             | CONCEPTOS                   |          |
|------------|----------------------------------|----------|---------|-------------------|-------------------------|-----------------------------|----------|
|            |                                  |          |         |                   |                         | SEDARSEDAR                  | 165.16   |
|            |                                  |          |         |                   |                         | AGUI PROVISION AGUINALDO    | 1,254.05 |
|            |                                  |          |         |                   |                         | TOTA NOMINA EN EFECTIVO     | 4,866.87 |
| 650-004    | CAMPOS ROMERO SERGIO             |          |         |                   |                         |                             |          |
| T.EMP:     | PERMANENTE                       | 478.73   |         | 672.36            | TRABAJADOR SOCIAL       |                             |          |
| 01         | SUELDO                           | 7,180.95 | 51      | ISPT              | 1,408.23                | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02         | DESPENSA                         | 557.00   | 54      | FONDO PENSIONES   | 949.68                  | IMP1 ISPT ART. 113 LISR     | 1,408.23 |
| 03         | TRANSPORTE                       | 339.50   | 58      | CUOTA SINDICAL    | 71.81                   | PGR1 PERC. GRAVADA TIPO 1   | 9,154.59 |
| 06         | PRIMA DE ALTO RI                 | 1,077.14 | 65      | OTRAS DEDUCCIONES | 2,715.00                | PERC TOTAL PERCEPCIONES     | 9,154.59 |
|            |                                  |          |         |                   |                         | DEDU TOTAL DEDUCCIONES      | 5,144.72 |
|            |                                  |          |         |                   |                         | 3%FV 3% FONDO DE VIVIENDA   | 247.74   |
|            |                                  |          |         |                   |                         | FOND FONDO PENSIONES EMPRES | 1,238.71 |
|            |                                  |          |         |                   |                         | SEDARSEDAR                  | 165.16   |
|            |                                  |          |         |                   |                         | AGUI PROVISION AGUINALDO    | 1,254.05 |
|            |                                  |          |         |                   |                         | TOTA NOMINA EN EFECTIVO     | 4,009.87 |
| 730-022    | MUNGUIA MORA GERARDO             |          |         |                   |                         |                             |          |
| T.EMP:     | PERMANENTE                       | 420.16   |         | 515.52            | AUXILIAR ADMINISTRATIVO |                             |          |
| 01         | SUELDO                           | 6,302.40 | 51      | ISPT              | 981.85                  | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02         | DESPENSA                         | 523.00   | 54      | FONDO PENSIONES   | 724.78                  | IMP1 ISPT ART. 113 LISR     | 981.85   |
| 03         | TRANSPORTE                       | 333.00   | 58      | CUOTA SINDICAL    | 63.02                   | PGR1 PERC. GRAVADA TIPO 1   | 7,158.40 |
|            |                                  |          | 93      | SEGURO ABA        | 207.30                  | PERC TOTAL PERCEPCIONES     | 7,158.40 |
|            |                                  |          |         |                   |                         | DEDU TOTAL DEDUCCIONES      | 1,976.95 |
|            |                                  |          |         |                   |                         | 3%FV 3% FONDO DE VIVIENDA   | 189.07   |
|            |                                  |          |         |                   |                         | FOND FONDO PENSIONES EMPRES | 945.36   |
|            |                                  |          |         |                   |                         | SEDARSEDAR                  | 126.05   |
|            |                                  |          |         |                   |                         | AGUI PROVISION AGUINALDO    | 980.60   |
|            |                                  |          |         |                   |                         | TOTA NOMINA EN EFECTIVO     | 5,181.45 |
| 79-194-005 | NAVARRO MARTIN DEL CAMPO ALFONSO |          |         |                   |                         |                             |          |
| T.EMP:     | PERMANENTE                       | 478.73   |         | 679.66            | TRABAJADOR SOCIAL       |                             |          |
| 01         | SUELDO                           | 7,180.95 | 51      | ISPT              | 1,408.23                | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02         | DESPENSA                         | 557.00   | 54      | FONDO PENSIONES   | 949.68                  | IMP1 ISPT ART. 113 LISR     | 1,408.23 |
| 03         | TRANSPORTE                       | 339.50   | 58      | CUOTA SINDICAL    | 71.81                   | PGR1 PERC. GRAVADA TIPO 1   | 9,154.59 |
| 06         | PRIMA DE ALTO RI                 | 1,077.14 | 65      | OTRAS DEDUCCIONES | 3,530.23                | PERC TOTAL PERCEPCIONES     | 9,154.59 |
|            |                                  |          |         |                   |                         | DEDU TOTAL DEDUCCIONES      | 5,959.95 |
|            |                                  |          |         |                   |                         | 3%FV 3% FONDO DE VIVIENDA   | 247.74   |
|            |                                  |          |         |                   |                         | FOND FONDO PENSIONES EMPRES | 1,238.71 |
|            |                                  |          |         |                   |                         | SEDARSEDAR                  | 165.16   |
|            |                                  |          |         |                   |                         | AGUI PROVISION AGUINALDO    | 1,254.05 |
|            |                                  |          |         |                   |                         | CHEQ PAGO POR CHEQUE        | 3,194.64 |
| 89-022     | GARCIA CARRASCO MARIA DEL ROCIO  |          |         |                   |                         |                             |          |
| T.EMP:     | PERMANENTE                       | 478.74   |         | 693.14            | TRABAJADOR SOCIAL       |                             |          |
| 01         | SUELDO                           | 7,181.10 | 51      | ISPT              | 1,408.27                | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02         | DESPENSA                         | 557.00   | 54      | FONDO PENSIONES   | 949.70                  | IMP1 ISPT ART. 113 LISR     | 1,408.27 |
| 03         | TRANSPORTE                       | 339.50   | 58      | CUOTA SINDICAL    | 71.81                   | PGR1 PERC. GRAVADA TIPO 1   | 9,154.76 |
| 06         | PRIMA DE ALTO RI                 | 1,077.16 | 65      | OTRAS DEDUCCIONES | 2,953.00                | PERC TOTAL PERCEPCIONES     | 9,154.76 |
|            |                                  |          | 95      | PRESTAMO AYUDATE  | 628.59                  | DEDU TOTAL DEDUCCIONES      | 6,011.37 |
|            |                                  |          |         |                   |                         | 3%FV 3% FONDO DE VIVIENDA   | 247.75   |
|            |                                  |          |         |                   |                         | FOND FONDO PENSIONES EMPRES | 1,238.74 |
|            |                                  |          |         |                   |                         | SEDARSEDAR                  | 165.17   |
|            |                                  |          |         |                   |                         | AGUI PROVISION AGUINALDO    | 1,254.08 |
|            |                                  |          |         |                   |                         | TOTA NOMINA EN EFECTIVO     | 3,143.39 |

\*\*\*\* Totales GCIA. DE GESTION DE PROGRAMAS 640 \*\*\*\*

| Clave        | Nombre           | S.Diario   | S.Integ | DEDUCCIONES          | CONCEPTOS |                                       |
|--------------|------------------|------------|---------|----------------------|-----------|---------------------------------------|
| PERCEPCIONES |                  |            |         |                      |           |                                       |
| 01           | SUELDO           | 184,796.10 | 51      | ISPT                 | 36,600.82 | DVIG DIAS DE VIGENCIA 330.00          |
| 02           | DESPENSA         | 12,945.50  | 54      | FONDO PENSIONES      | 23,109.62 | IMP1 ISPT ART. 113 LISR 36,600.82     |
| 03           | TRANSPORTE       | 8,128.00   | 58      | CUOTA SINDICAL       | 1,330.29  | PGR1 PERC. GRAVADA TIPO 1 222,026.72  |
| 06           | PRIMA DE ALTO RI | 16,157.12  | 79      | APORT.ADIC.VOL.SEDAR | 100.00    | PERC TOTAL PERCEPCIONES 222,026.72    |
|              |                  |            | 65      | OTRAS DEDUCCIONES    | 59,643.92 | DEDU TOTAL DEDUCCIONES 124,371.97     |
|              |                  |            | 93      | SEGURO ABA           | 595.81    | 3%FV 3% FONDO DE VIVIENDA 6,028.56    |
|              |                  |            | 94      | SEGURO BANORTE       | 771.12    | FOND FONDO PENSIONES EMPRES 30,142.93 |
|              |                  |            | 95      | PRESTAMO AYUDATE     | 2,220.39  | SEDARSEDAR 4,019.05                   |
|              |                  |            |         |                      |           | AGUI PROVISION AGUINALDO 30,414.58    |
|              |                  |            |         |                      |           | TOTA NOMINA EN EFECTIVO 90,581.65     |
|              |                  |            |         |                      |           | CHEQ PAGO POR CHEQUE 7,073.10         |

Total de Empleados : 22.00 -----

| Clave  | Nombre                             | S.Diario | S.Integ | PERCEPCIONES      | DEDUCCIONES | CONCEPTOS                            |
|--|------------------------------------|----------|---------|-------------------|-------------|--------------------------------------|
| ***** GCIA. DE SERVICIO A MUNICIPIOS ***** 650 |                                    |          |         |                   |             |                                      |
| 136-010  | FLORES ALONSO LUIS GUADALUPE       |          |         |                   |             |                                      |
| T.EMP:   | PERMANENTE                         | 321.27   |         |                   | 448.62      | AYUDANTE DE GRUA                     |
| 01   | SUELDO                             | 4,819.05 | 51      | ISPT              | 773.69      | DVIG DIAS DE VIGENCIA 15.00          |
| 02   | DESPENSA                           | 401.00   | 54      | FONDO PENSIONES   | 637.32      | IMP1 ISPT ART. 113 LISR 773.69       |
| 03   | TRANSPORTE                         | 241.00   | 58      | CUOTA SINDICAL    | 48.19       | PGR1 PERC. GRAVADA TIPO 1 6,183.91   |
| 06   | PRIMA DE ALTO RI                   | 722.86   | 65      | OTRAS DEDUCCIONES | 2,399.79    | PERC TOTAL PERCEPCIONES 6,183.91     |
|  |                                    |          |         |                   |             | DEDU TOTAL DEDUCCIONES 3,858.99      |
|  |                                    |          |         |                   |             | 3%FV 3% FONDO DE VIVIENDA 166.26     |
|  |                                    |          |         |                   |             | FOND FONDO PENSIONES EMPRES 831.29   |
|  |                                    |          |         |                   |             | SEDARSEDAR 110.84                    |
|  |                                    |          |         |                   |             | AGUI PROVISION AGUINALDO 847.11      |
|  |                                    |          |         |                   |             | TOTA NOMINA EN EFECTIVO 2,324.92     |
| 22-170-002                                     | DORADO RAMOS JUAN RAMON            |          |         |                   |             |                                      |
| T.EMP:   | PERMANENTE                         | 444.43   |         |                   | 545.73      | GEOLOGO                              |
| 01   | SUELDO                             | 6,666.45 | 51      | ISPT              | 1,066.01    | DVIG DIAS DE VIGENCIA 15.00          |
| 02   | DESPENSA                           | 546.50   | 54      | FONDO PENSIONES   | 766.64      | IMP1 ISPT ART. 113 LISR 1,066.01     |
| 03   | TRANSPORTE                         | 339.50   | 58      | CUOTA SINDICAL    | 66.66       | PGR1 PERC. GRAVADA TIPO 1 7,552.45   |
|  |                                    |          | 65      | OTRAS DEDUCCIONES | 1,500.00    | PERC TOTAL PERCEPCIONES 7,552.45     |
|  |                                    |          |         |                   |             | DEDU TOTAL DEDUCCIONES 3,399.31      |
|  |                                    |          |         |                   |             | 3%FV 3% FONDO DE VIVIENDA 199.99     |
|  |                                    |          |         |                   |             | FOND FONDO PENSIONES EMPRES 999.97   |
|  |                                    |          |         |                   |             | SEDARSEDAR 133.33                    |
|  |                                    |          |         |                   |             | AGUI PROVISION AGUINALDO 1,034.58    |
|  |                                    |          |         |                   |             | TOTA NOMINA EN EFECTIVO 4,153.14     |
| 27-160-007                                     | AGUILAR LOPEZ SAUL OMAR            |          |         |                   |             |                                      |
| T.EMP:   | PERMANENTE                         | 364.37   |         |                   | 517.33      | OPERADOR DE GRUA                     |
| 01   | SUELDO                             | 5,465.55 | 51      | ISPT              | 961.55      | DVIG DIAS DE VIGENCIA 15.00          |
| 02   | DESPENSA                           | 463.00   | 54      | FONDO PENSIONES   | 722.82      | IMP1 ISPT ART. 113 LISR 961.55       |
| 03   | TRANSPORTE                         | 315.00   | 58      | CUOTA SINDICAL    | 54.66       | PGR1 PERC. GRAVADA TIPO 1 7,063.38   |
| 06   | PRIMA DE ALTO RI                   | 819.83   | 65      | OTRAS DEDUCCIONES | 3,343.16    | PERC TOTAL PERCEPCIONES 7,063.38     |
|  |                                    |          |         |                   |             | DEDU TOTAL DEDUCCIONES 5,082.19      |
|  |                                    |          |         |                   |             | 3%FV 3% FONDO DE VIVIENDA 188.56     |
|  |                                    |          |         |                   |             | FOND FONDO PENSIONES EMPRES 942.81   |
|  |                                    |          |         |                   |             | SEDARSEDAR 125.71                    |
|  |                                    |          |         |                   |             | AGUI PROVISION AGUINALDO 967.59      |
|  |                                    |          |         |                   |             | CHEQ PAGO POR CHEQUE 1,981.19        |
| 28-142-002                                     | IÑIGUEZ ROSAS GEMA ELIZABETH       |          |         |                   |             |                                      |
| T.EMP:   | PERMANENTE                         | 558.54   |         |                   | 705.92      | AUXILIAR ADMINISTRATIVO              |
| 01   | SUELDO                             | 8,378.10 | 51      | ISPT              | 1,433.87    | DVIG DIAS DE VIGENCIA 15.00          |
| 02   | DESPENSA                           | 557.00   | 54      | FONDO PENSIONES   | 963.48      | IMP1 ISPT ART. 113 LISR 1,433.87     |
| 03   | TRANSPORTE                         | 339.50   | 58      | CUOTA SINDICAL    | 83.78       | PGR1 PERC. GRAVADA TIPO 1 9,274.60   |
|  |                                    |          | 65      | OTRAS DEDUCCIONES | 5,289.87    | PERC TOTAL PERCEPCIONES 9,274.60     |
|  |                                    |          | 95      | PRESTAMO AYUDATE  | 1,062.80    | DEDU TOTAL DEDUCCIONES 8,833.80      |
|  |                                    |          |         |                   |             | 3%FV 3% FONDO DE VIVIENDA 251.34     |
|  |                                    |          |         |                   |             | FOND FONDO PENSIONES EMPRES 1,256.71 |
|  |                                    |          |         |                   |             | SEDARSEDAR 167.56                    |
|  |                                    |          |         |                   |             | AGUI PROVISION AGUINALDO 1,270.49    |
|  |                                    |          |         |                   |             | TOTA NOMINA EN EFECTIVO 440.80       |
| 30-261-004                                     | SANCHEZ VIRGEN ARATH JUAN ABELARDO |          |         |                   |             |                                      |
| T.EMP:   | PERMANENTE                         | 467.07   |         |                   | 659.36      | AUXILIAR ELECTROMECANICO             |
| 01   | SUELDO                             | 7,006.05 | 51      | ISPT              | 1,365.27    | DVIG DIAS DE VIGENCIA 15.00          |
| 02   | DESPENSA                           | 557.00   | 54      | FONDO PENSIONES   | 926.55      | IMP1 ISPT ART. 113 LISR 1,365.27     |

| Clave                                    | Nombre           | S.Diario  | S.Integ | PERCEPCIONES      | DEDUCCIONES                  | CONCEPTOS                   |           |
|--|------------------|-----------|---------|-------------------|------------------------------|-----------------------------|-----------|
| 03                                       | TRANSPORTE       | 339.50    | 58      | CUOTA SINDICAL    | 70.06                        | PGR1 PERC. GRAVADA TIPO 1   | 8,953.45  |
| 06                                       | PRIMA DE ALTO RI | 1,050.91  | 65      | OTRAS DEDUCCIONES | 5,060.40                     | PERC TOTAL PERCEPCIONES     | 8,953.46  |
|  |                  |           |         |                   |                              | DEDU TOTAL DEDUCCIONES      | 7,422.28  |
|  |                  |           |         |                   |                              | 3%FV 3% FONDO DE VIVIENDA   | 241.71    |
|  |                  |           |         |                   |                              | FOND FONDO PENSIONES EMPRES | 1,208.54  |
|  |                  |           |         |                   |                              | SEDARSEDAR                  | 161.14    |
|  |                  |           |         |                   |                              | AGUI PROVISION AGUINALDO    | 1,226.50  |
|  |                  |           |         |                   |                              | TOTA NOMINA EN EFECTIVO     | 1,531.18  |
| 397-087 LAMADRID MONJARAS JULIAN GABRIEL |                  |           |         |                   |                              |                             |           |
| T.EMP:                                   | PERMANENTE       | 364.37    |         | 533.34            | OPERADOR DE EQUIPO DESAZOLVE |                             |           |
| 01                                       | SUELDO           | 5,465.55  | 51      | ISPT              | 1,019.92                     | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02                                       | DESPENSA         | 463.00    | 54      | FONDO PENSIONES   | 754.25                       | IMP1 ISPT ART. 113 LISR     | 1,019.92  |
| 03                                       | TRANSPORTE       | 315.00    | 58      | CUOTA SINDICAL    | 65.59                        | PGR1 PERC. GRAVADA TIPO 1   | 7,336.66  |
| 07                                       | PRIMA INSALUBRE  | 1,093.11  | 65      | OTRAS DEDUCCIONES | 3,341.17                     | PERC TOTAL PERCEPCIONES     | 7,336.66  |
|  |                  |           |         |                   |                              | DEDU TOTAL DEDUCCIONES      | 5,180.93  |
|  |                  |           |         |                   |                              | 3%FV 3% FONDO DE VIVIENDA   | 196.76    |
|  |                  |           |         |                   |                              | FOND FONDO PENSIONES EMPRES | 983.80    |
|  |                  |           |         |                   |                              | SEDARSEDAR                  | 131.17    |
|  |                  |           |         |                   |                              | AGUI PROVISION AGUINALDO    | 1,005.02  |
|  |                  |           |         |                   |                              | TOTA NOMINA EN EFECTIVO     | 2,155.73  |
| 397-088 CHAVEZ DIAZ JOSE JUAN            |                  |           |         |                   |                              |                             |           |
| T.EMP:                                   | PERMANENTE       | 329.07    |         | 475.59            | AYUDANTE DE DESAZOLVE        |                             |           |
| 01                                       | SUELDO           | 4,936.05  | 51      | ISPT              | 858.03                       | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02                                       | DESPENSA         | 407.50    | 54      | FONDO PENSIONES   | 681.17                       | IMP1 ISPT ART. 113 LISR     | 858.03    |
| 03                                       | TRANSPORTE       | 248.00    | 58      | CUOTA SINDICAL    | 59.23                        | PGR1 PERC. GRAVADA TIPO 1   | 6,578.76  |
| 07                                       | PRIMA INSALUBRE  | 987.21    | 65      | OTRAS DEDUCCIONES | 449.86                       | PERC TOTAL PERCEPCIONES     | 6,578.76  |
|  |                  |           |         |                   |                              | DEDU TOTAL DEDUCCIONES      | 2,048.29  |
|  |                  |           |         |                   |                              | 3%FV 3% FONDO DE VIVIENDA   | 177.70    |
|  |                  |           |         |                   |                              | FOND FONDO PENSIONES EMPRES | 888.49    |
|  |                  |           |         |                   |                              | SEDARSEDAR                  | 118.47    |
|  |                  |           |         |                   |                              | AGUI PROVISION AGUINALDO    | 901.20    |
|  |                  |           |         |                   |                              | TOTA NOMINA EN EFECTIVO     | 4,530.47  |
| 45-140-003 HUERTA OVIEDO EDUARDO         |                  |           |         |                   |                              |                             |           |
| T.EMP:                                   | PERMANENTE       | 811.50    |         | 1,000.53          | JEFE DE POZOS                |                             |           |
| 01                                       | SUELDO           | 12,172.50 | 51      | ISPT              | 2,372.17                     | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02                                       | DESPENSA         | 727.50    | 54      | FONDO PENSIONES   | 1,399.84                     | IMP1 ISPT ART. 113 LISR     | 2,372.17  |
| 03                                       | TRANSPORTE       | 454.00    | 65      | OTRAS DEDUCCIONES | 3,952.00                     | PGR1 PERC. GRAVADA TIPO 1   | 13,354.00 |
|  |                  |           |         |                   |                              | PERC TOTAL PERCEPCIONES     | 13,354.00 |
|  |                  |           |         |                   |                              | DEDU TOTAL DEDUCCIONES      | 7,724.01  |
|  |                  |           |         |                   |                              | 3%FV 3% FONDO DE VIVIENDA   | 365.18    |
|  |                  |           |         |                   |                              | FOND FONDO PENSIONES EMPRES | 1,825.88  |
|  |                  |           |         |                   |                              | SEDARSEDAR                  | 243.45    |
|  |                  |           |         |                   |                              | AGUI PROVISION AGUINALDO    | 1,829.32  |
|  |                  |           |         |                   |                              | TOTA NOMINA EN EFECTIVO     | 5,629.99  |
| 46-149-010 CARRANCO CERVANTES FERNANDO   |                  |           |         |                   |                              |                             |           |
| T.EMP:                                   | PERMANENTE       | 364.37    |         | 533.79            | OPERADOR DE EQUIPO DESAZOLVE |                             |           |
| 01                                       | SUELDO           | 5,465.55  | 51      | ISPT              | 1,019.92                     | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02                                       | DESPENSA         | 463.00    | 54      | FONDO PENSIONES   | 754.25                       | IMP1 ISPT ART. 113 LISR     | 1,019.92  |
| 03                                       | TRANSPORTE       | 315.00    | 58      | CUOTA SINDICAL    | 65.59                        | PGR1 PERC. GRAVADA TIPO 1   | 7,336.66  |
| 07                                       | PRIMA INSALUBRE  | 1,093.11  | 65      | OTRAS DEDUCCIONES | 3,163.27                     | PERC TOTAL PERCEPCIONES     | 7,336.66  |
|  |                  |           |         |                   |                              | DEDU TOTAL DEDUCCIONES      | 5,003.03  |
|  |                  |           |         |                   |                              | 3%FV 3% FONDO DE VIVIENDA   | 196.76    |
|  |                  |           |         |                   |                              | FOND FONDO PENSIONES EMPRES | 983.80    |
|  |                  |           |         |                   |                              | SEDARSEDAR                  | 131.17    |

| Clave      | Nombre                  | S.Diario | S.Integ | PERCEPCIONES      | DEDUCCIONES             | CONCEPTOS                   |          |
|------------|-------------------------|----------|---------|-------------------|-------------------------|-----------------------------|----------|
|            |                         |          |         |                   |                         | AGUI PROVISION AGUINALDO    | 1,005.02 |
|            |                         |          |         |                   |                         | TOTA NOMINA EN EFECTIVO     | 2,333.63 |
| 48-115-001 | MURGUIA JIMENEZ RAFAEL  |          |         |                   |                         |                             |          |
| T.EMP:     | PERMANENTE              | 467.07   | 661.80  |                   | OPERADOR DE PERFORACION |                             |          |
| 01         | SUELDO                  | 7,006.05 | 51      | ISPT              | 1,365.27                | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02         | DESPENSA                | 557.00   | 54      | FONDO PENSIONES   | 926.55                  | IMP1 ISPT ART. 113 LISR     | 1,365.27 |
| 03         | TRANSPORTE              | 339.50   | 58      | CUOTA SINDICAL    | 70.06                   | PGR1 PERC. GRAVADA TIPO 1   | 8,953.45 |
| 06         | PRIMA DE ALTO RI        | 1,050.91 | 65      | OTRAS DEDUCCIONES | 2,448.79                | PERC TOTAL PERCEPCIONES     | 8,953.46 |
|            |                         |          |         |                   |                         | DEDU TOTAL DEDUCCIONES      | 4,810.67 |
|            |                         |          |         |                   |                         | 3%FV 3% FONDO DE VIVIENDA   | 241.71   |
|            |                         |          |         |                   |                         | FOND FONDO PENSIONES EMPRES | 1,208.54 |
|            |                         |          |         |                   |                         | SEDARSEDAR                  | 161.14   |
|            |                         |          |         |                   |                         | AGUI PROVISION AGUINALDO    | 1,226.50 |
|            |                         |          |         |                   |                         | TOTA NOMINA EN EFECTIVO     | 4,142.79 |
| 48-206-002 | JAUREGUI VALDIVIA RUBEN |          |         |                   |                         |                             |          |
| T.EMP:     | PERMANENTE              | 308.97   | 439.01  |                   | PERFORADOR              |                             |          |
| 01         | SUELDO                  | 4,634.55 | 51      | ISPT              | 725.38                  | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02         | DESPENSA                | 394.00   | 54      | FONDO PENSIONES   | 612.92                  | IMP1 ISPT ART. 113 LISR     | 725.38   |
| 03         | TRANSPORTE              | 234.00   | 58      | CUOTA SINDICAL    | 46.35                   | PGR1 PERC. GRAVADA TIPO 1   | 5,957.73 |
| 06         | PRIMA DE ALTO RI        | 695.18   | 65      | OTRAS DEDUCCIONES | 1,317.00                | PERC TOTAL PERCEPCIONES     | 5,957.73 |
|            |                         |          |         |                   |                         | DEDU TOTAL DEDUCCIONES      | 2,701.65 |
|            |                         |          |         |                   |                         | 3%FV 3% FONDO DE VIVIENDA   | 159.89   |
|            |                         |          |         |                   |                         | FOND FONDO PENSIONES EMPRES | 799.46   |
|            |                         |          |         |                   |                         | SEDARSEDAR                  | 106.59   |
|            |                         |          |         |                   |                         | AGUI PROVISION AGUINALDO    | 816.13   |
|            |                         |          |         |                   |                         | TOTA NOMINA EN EFECTIVO     | 3,256.08 |
| 48-215-004 | DIAZ DIAZ OSCAR         |          |         |                   |                         |                             |          |
| T.EMP:     | PERMANENTE              | 283.57   | 399.83  |                   | AYUDANTE DE PERFORADOR  |                             |          |
| 01         | SUELDO                  | 4,253.55 | 51      | ISPT              | 621.97                  | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02         | DESPENSA                | 358.50   | 54      | FONDO PENSIONES   | 562.53                  | IMP1 ISPT ART. 113 LISR     | 621.97   |
| 03         | TRANSPORTE              | 223.50   | 58      | CUOTA SINDICAL    | 42.54                   | PGR1 PERC. GRAVADA TIPO 1   | 5,473.58 |
| 06         | PRIMA DE ALTO RI        | 638.03   | 65      | OTRAS DEDUCCIONES | 1,754.00                | PERC TOTAL PERCEPCIONES     | 5,473.58 |
|            |                         |          |         |                   |                         | DEDU TOTAL DEDUCCIONES      | 2,981.04 |
|            |                         |          |         |                   |                         | 3%FV 3% FONDO DE VIVIENDA   | 146.75   |
|            |                         |          |         |                   |                         | FOND FONDO PENSIONES EMPRES | 733.74   |
|            |                         |          |         |                   |                         | SEDARSEDAR                  | 97.83    |
|            |                         |          |         |                   |                         | AGUI PROVISION AGUINALDO    | 749.81   |
|            |                         |          |         |                   |                         | TOTA NOMINA EN EFECTIVO     | 2,492.54 |
| 48-215-006 | PONCE GUTIERREZ IGNACIO |          |         |                   |                         |                             |          |
| T.EMP:     | PERMANENTE              | 308.97   | 431.80  |                   | PERFORADOR              |                             |          |
| 01         | SUELDO                  | 4,634.55 | 51      | ISPT              | 725.38                  | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02         | DESPENSA                | 394.00   | 54      | FONDO PENSIONES   | 612.92                  | IMP1 ISPT ART. 113 LISR     | 725.38   |
| 03         | TRANSPORTE              | 234.00   | 58      | CUOTA SINDICAL    | 46.35                   | PGR1 PERC. GRAVADA TIPO 1   | 5,957.73 |
| 06         | PRIMA DE ALTO RI        | 695.18   | 65      | OTRAS DEDUCCIONES | 2,441.57                | PERC TOTAL PERCEPCIONES     | 5,957.73 |
|            |                         |          | 95      | PRESTAMO AYUDATE  | 553.99                  | DEDU TOTAL DEDUCCIONES      | 4,380.21 |
|            |                         |          |         |                   |                         | 3%FV 3% FONDO DE VIVIENDA   | 159.89   |
|            |                         |          |         |                   |                         | FOND FONDO PENSIONES EMPRES | 799.46   |
|            |                         |          |         |                   |                         | SEDARSEDAR                  | 106.59   |
|            |                         |          |         |                   |                         | AGUI PROVISION AGUINALDO    | 816.13   |
|            |                         |          |         |                   |                         | TOTA NOMINA EN EFECTIVO     | 1,577.52 |
| 49-206-002 | PLATA MEJIA JOSE LUIS   |          |         |                   |                         |                             |          |
| T.EMP:     | PERMANENTE              | 308.97   | 434.24  |                   | PERFORADOR              |                             |          |
| 01         | SUELDO                  | 4,634.55 | 51      | ISPT              | 725.38                  | DVIG DIAS DE VIGENCIA       | 15.00    |



| Clave                                      | Nombre           | S.Diario | S.Integ | PERCEPCIONES         | DEDUCCIONES             | CONCEPTOS                   |          |
|--|------------------|----------|---------|----------------------|-------------------------|-----------------------------|----------|
| 02   | DESPENSA         | 394.00   | 54      | FONDO PENSIONES      | 612.92                  | IMP1 ISPT ART. 113 LISR     | 725.38   |
| 03   | TRANSPORTE       | 234.00   | 58      | CUOTA SINDICAL       | 46.35                   | PGR1 PERC. GRAVADA TIPO 1   | 5,957.73 |
| 06   | PRIMA DE ALTO RI | 695.18   | 65      | OTRAS DEDUCCIONES    | 2,396.94                | PERC TOTAL PERCEPCIONES     | 5,957.73 |
|  |                  |          | 95      | PRESTAMO AYUDATE     | 628.59                  | DEDU TOTAL DEDUCCIONES      | 4,410.18 |
|  |                  |          |         |                      |                         | 3%FV 3% FONDO DE VIVIENDA   | 159.89   |
|  |                  |          |         |                      |                         | FOND FONDO PENSIONES EMPRES | 799.46   |
|  |                  |          |         |                      |                         | SEDARSEDAR                  | 106.59   |
|  |                  |          |         |                      |                         | AGUI PROVISION AGUINALDO    | 816.13   |
|  |                  |          |         |                      |                         | TOTA NOMINA EN EFECTIVO     | 1,547.55 |
| 49-206-003 MENCHACA FONSECA JORGE FERNANDO |                  |          |         |                      |                         |                             |          |
| T.EMP:                                     | PERMANENTE       | 467.07   |         | 666.71               | OPERADOR DE PERFORACION |                             |          |
| 01   | SUELDO           | 7,006.05 | 51      | ISPT                 | 1,365.27                | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02   | DESPENSA         | 557.00   | 54      | FONDO PENSIONES      | 926.55                  | IMP1 ISPT ART. 113 LISR     | 1,365.27 |
| 03   | TRANSPORTE       | 339.50   | 58      | CUOTA SINDICAL       | 70.06                   | PGR1 PERC. GRAVADA TIPO 1   | 8,953.45 |
| 06   | PRIMA DE ALTO RI | 1,050.91 | 65      | OTRAS DEDUCCIONES    | 4,067.41                | PERC TOTAL PERCEPCIONES     | 8,953.46 |
|  |                  |          | 92      | PRESTAMO TU NOMINA P | 973.47                  | DEDU TOTAL DEDUCCIONES      | 8,465.56 |
|  |                  |          | 95      | PRESTAMO AYUDATE     | 1,062.80                | 3%FV 3% FONDO DE VIVIENDA   | 241.71   |
|  |                  |          |         |                      |                         | FOND FONDO PENSIONES EMPRES | 1,208.54 |
|  |                  |          |         |                      |                         | SEDARSEDAR                  | 161.14   |
|  |                  |          |         |                      |                         | AGUI PROVISION AGUINALDO    | 1,226.50 |
|  |                  |          |         |                      |                         | TOTA NOMINA EN EFECTIVO     | 487.90   |
| 49-215-006 MOSQUEDA MOSQUEDA ROBERTO       |                  |          |         |                      |                         |                             |          |
| T.EMP:                                     | PERMANENTE       | 283.57   |         | 401.29               | AYUDANTE DE PERFORADOR  |                             |          |
| 01   | SUELDO           | 4,253.55 | 51      | ISPT                 | 621.97                  | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02   | DESPENSA         | 358.50   | 54      | FONDO PENSIONES      | 562.53                  | IMP1 ISPT ART. 113 LISR     | 621.97   |
| 03   | TRANSPORTE       | 223.50   | 58      | CUOTA SINDICAL       | 42.54                   | PGR1 PERC. GRAVADA TIPO 1   | 5,473.58 |
| 06   | PRIMA DE ALTO RI | 638.03   | 65      | OTRAS DEDUCCIONES    | 1,554.00                | PERC TOTAL PERCEPCIONES     | 5,473.58 |
|  |                  |          |         |                      |                         | DEDU TOTAL DEDUCCIONES      | 2,781.04 |
|  |                  |          |         |                      |                         | 3%FV 3% FONDO DE VIVIENDA   | 146.75   |
|  |                  |          |         |                      |                         | FOND FONDO PENSIONES EMPRES | 733.74   |
|  |                  |          |         |                      |                         | SEDARSEDAR                  | 97.83    |
|  |                  |          |         |                      |                         | AGUI PROVISION AGUINALDO    | 749.81   |
|  |                  |          |         |                      |                         | TOTA NOMINA EN EFECTIVO     | 2,692.54 |
| 49-215-007 RUVALCABA DIAZ RAUL             |                  |          |         |                      |                         |                             |          |
| T.EMP:                                     | PERMANENTE       | 308.97   |         | 433.40               | PERFORADOR              |                             |          |
| 01   | SUELDO           | 4,634.55 | 51      | ISPT                 | 725.38                  | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02   | DESPENSA         | 394.00   | 54      | FONDO PENSIONES      | 612.92                  | IMP1 ISPT ART. 113 LISR     | 725.38   |
| 03   | TRANSPORTE       | 234.00   | 58      | CUOTA SINDICAL       | 46.35                   | PGR1 PERC. GRAVADA TIPO 1   | 5,957.73 |
| 06   | PRIMA DE ALTO RI | 695.18   | 65      | OTRAS DEDUCCIONES    | 1,850.00                | PERC TOTAL PERCEPCIONES     | 5,957.73 |
|  |                  |          | 95      | PRESTAMO AYUDATE     | 628.59                  | DEDU TOTAL DEDUCCIONES      | 3,863.24 |
|  |                  |          |         |                      |                         | 3%FV 3% FONDO DE VIVIENDA   | 159.89   |
|  |                  |          |         |                      |                         | FOND FONDO PENSIONES EMPRES | 799.46   |
|  |                  |          |         |                      |                         | SEDARSEDAR                  | 106.59   |
|  |                  |          |         |                      |                         | AGUI PROVISION AGUINALDO    | 816.13   |
|  |                  |          |         |                      |                         | TOTA NOMINA EN EFECTIVO     | 2,094.49 |
| 50-043-009 VILLALOBOS NUÑO ELIAS           |                  |          |         |                      |                         |                             |          |
| T.EMP:                                     | PERMANENTE       | 283.57   |         | 398.85               | AYUDANTE DE PERFORADOR  |                             |          |
| 01   | SUELDO           | 4,253.55 | 51      | ISPT                 | 621.97                  | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02   | DESPENSA         | 358.50   | 54      | FONDO PENSIONES      | 562.53                  | IMP1 ISPT ART. 113 LISR     | 621.97   |
| 03   | TRANSPORTE       | 223.50   | 58      | CUOTA SINDICAL       | 42.54                   | PGR1 PERC. GRAVADA TIPO 1   | 5,473.58 |
| 06   | PRIMA DE ALTO RI | 638.03   | 65      | OTRAS DEDUCCIONES    | 752.80                  | PERC TOTAL PERCEPCIONES     | 5,473.58 |
|  |                  |          |         |                      |                         | DEDU TOTAL DEDUCCIONES      | 1,979.84 |
|  |                  |          |         |                      |                         | 3%FV 3% FONDO DE VIVIENDA   | 146.75   |
|  |                  |          |         |                      |                         | FOND FONDO PENSIONES EMPRES | 733.74   |

| Clave      | Nombre                        | S.Diario | S.Integ | PERCEPCIONES      | DEDUCCIONES | CONCEPTOS                   |          |
|------------|-------------------------------|----------|---------|-------------------|-------------|-----------------------------|----------|
|            |                               |          |         |                   |             | SEDARSEDAR                  | 97.83    |
|            |                               |          |         |                   |             | AGUI PROVISION AGUINALDO    | 749.81   |
|            |                               |          |         |                   |             | TOTA NOMINA EN EFECTIVO     | 3,493.74 |
| 50-116-001 | IÑIGUEZ MALDONADO AURELIANO   |          |         |                   |             |                             |          |
| T.EMP:     | PERMANENTE                    | 467.07   | 664.25  |                   |             | OPERADOR DE PERFORACION     |          |
| 01         | SUELDO                        | 7,006.05 | 51      | ISPT              | 1,365.27    | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02         | DESPENSA                      | 557.00   | 54      | FONDO PENSIONES   | 926.55      | IMP1 ISPT ART. 113 LISR     | 1,365.27 |
| 03         | TRANSPORTE                    | 339.50   | 58      | CUOTA SINDICAL    | 70.06       | PGR1 PERC. GRAVADA TIPO 1   | 8,953.45 |
| 06         | PRIMA DE ALTO RI              | 1,050.91 | 65      | OTRAS DEDUCCIONES | 2,748.00    | PERC TOTAL PERCEPCIONES     | 8,953.46 |
|            |                               |          |         |                   |             | DEDU TOTAL DEDUCCIONES      | 5,109.88 |
|            |                               |          |         |                   |             | 3%FV 3% FONDO DE VIVIENDA   | 241.71   |
|            |                               |          |         |                   |             | FOND FONDO PENSIONES EMPRES | 1,208.54 |
|            |                               |          |         |                   |             | SEDARSEDAR                  | 161.14   |
|            |                               |          |         |                   |             | AGUI PROVISION AGUINALDO    | 1,226.50 |
|            |                               |          |         |                   |             | TOTA NOMINA EN EFECTIVO     | 3,843.58 |
| 50-206-002 | VILLALOBOS NUÑO JOSE          |          |         |                   |             |                             |          |
| T.EMP:     | PERMANENTE                    | 467.07   | 664.25  |                   |             | OPERADOR DE PERFORACION     |          |
| 01         | SUELDO                        | 7,006.05 | 51      | ISPT              | 1,365.27    | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02         | DESPENSA                      | 557.00   | 54      | FONDO PENSIONES   | 926.55      | IMP1 ISPT ART. 113 LISR     | 1,365.27 |
| 03         | TRANSPORTE                    | 339.50   | 58      | CUOTA SINDICAL    | 70.06       | PGR1 PERC. GRAVADA TIPO 1   | 8,953.45 |
| 06         | PRIMA DE ALTO RI              | 1,050.91 | 65      | OTRAS DEDUCCIONES | 2,960.50    | PERC TOTAL PERCEPCIONES     | 8,953.46 |
|            |                               |          |         |                   |             | DEDU TOTAL DEDUCCIONES      | 5,322.38 |
|            |                               |          |         |                   |             | 3%FV 3% FONDO DE VIVIENDA   | 241.71   |
|            |                               |          |         |                   |             | FOND FONDO PENSIONES EMPRES | 1,208.54 |
|            |                               |          |         |                   |             | SEDARSEDAR                  | 161.14   |
|            |                               |          |         |                   |             | AGUI PROVISION AGUINALDO    | 1,226.50 |
|            |                               |          |         |                   |             | TOTA NOMINA EN EFECTIVO     | 3,631.08 |
| 50-206-003 | PIÑA RODRIGUEZ JUAN CARLOS    |          |         |                   |             |                             |          |
| T.EMP:     | PERMANENTE                    | 308.97   | 434.24  |                   |             | PERFORADOR                  |          |
| 01         | SUELDO                        | 4,634.55 | 51      | ISPT              | 725.38      | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02         | DESPENSA                      | 394.00   | 54      | FONDO PENSIONES   | 612.92      | IMP1 ISPT ART. 113 LISR     | 725.38   |
| 03         | TRANSPORTE                    | 234.00   | 58      | CUOTA SINDICAL    | 46.35       | PGR1 PERC. GRAVADA TIPO 1   | 5,957.73 |
| 06         | PRIMA DE ALTO RI              | 695.18   | 65      | OTRAS DEDUCCIONES | 2,550.00    | PERC TOTAL PERCEPCIONES     | 5,957.73 |
|            |                               |          |         |                   |             | DEDU TOTAL DEDUCCIONES      | 3,934.65 |
|            |                               |          |         |                   |             | 3%FV 3% FONDO DE VIVIENDA   | 159.89   |
|            |                               |          |         |                   |             | FOND FONDO PENSIONES EMPRES | 799.46   |
|            |                               |          |         |                   |             | SEDARSEDAR                  | 106.59   |
|            |                               |          |         |                   |             | AGUI PROVISION AGUINALDO    | 816.13   |
|            |                               |          |         |                   |             | TOTA NOMINA EN EFECTIVO     | 2,023.08 |
| 50-215-005 | IÑIGUEZ DE LA TORRE GUILLERMO |          |         |                   |             |                             |          |
| T.EMP:     | PERMANENTE                    | 308.97   | 434.24  |                   |             | PERFORADOR                  |          |
| 01         | SUELDO                        | 4,634.55 | 51      | ISPT              | 725.38      | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02         | DESPENSA                      | 394.00   | 54      | FONDO PENSIONES   | 612.92      | IMP1 ISPT ART. 113 LISR     | 725.38   |
| 03         | TRANSPORTE                    | 234.00   | 58      | CUOTA SINDICAL    | 46.35       | PGR1 PERC. GRAVADA TIPO 1   | 5,957.73 |
| 06         | PRIMA DE ALTO RI              | 695.18   | 65      | OTRAS DEDUCCIONES | 2,650.00    | PERC TOTAL PERCEPCIONES     | 5,957.73 |
|            |                               |          |         |                   |             | DEDU TOTAL DEDUCCIONES      | 4,034.65 |
|            |                               |          |         |                   |             | 3%FV 3% FONDO DE VIVIENDA   | 159.89   |
|            |                               |          |         |                   |             | FOND FONDO PENSIONES EMPRES | 799.46   |
|            |                               |          |         |                   |             | SEDARSEDAR                  | 106.59   |
|            |                               |          |         |                   |             | AGUI PROVISION AGUINALDO    | 816.13   |
|            |                               |          |         |                   |             | TOTA NOMINA EN EFECTIVO     | 1,923.08 |
| 50-215-006 | JAUREGUI NUÑO JOSE            |          |         |                   |             |                             |          |
| T.EMP:     | PERMANENTE                    | 283.57   | 402.74  |                   |             | AYUDANTE DE PERFORADOR      |          |

| Clave                                    | Nombre           | S.Diario | S.Integ | PERCEPCIONES      | DEDUCCIONES            | CONCEPTOS                   |          |
|--|------------------|----------|---------|-------------------|------------------------|-----------------------------|----------|
| 01                                       | SUELDO           | 4,253.55 | 51      | ISPT              | 621.97                 | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02                                       | DESPENSA         | 358.50   | 54      | FONDO PENSIONES   | 562.53                 | IMP1 ISPT ART. 113 LISR     | 621.97   |
| 03                                       | TRANSPORTE       | 223.50   | 58      | CUOTA SINDICAL    | 42.54                  | PGR1 PERC. GRAVADA TIPO 1   | 5,473.58 |
| 06                                       | PRIMA DE ALTO RI | 638.03   |         |                   |                        | PERC TOTAL PERCEPCIONES     | 5,473.58 |
|  |                  |          |         |                   |                        | DEDU TOTAL DEDUCCIONES      | 1,227.04 |
|  |                  |          |         |                   |                        | 3%FV 3% FONDO DE VIVIENDA   | 146.75   |
|  |                  |          |         |                   |                        | FOND FONDO PENSIONES EMPRES | 733.74   |
|  |                  |          |         |                   |                        | SEDARSEDAR                  | 97.83    |
|  |                  |          |         |                   |                        | AGUI PROVISION AGUINALDO    | 749.81   |
|  |                  |          |         |                   |                        | TOTA NOMINA EN EFECTIVO     | 4,246.54 |
| 50-215-007 TORNERO GARCIA DAVID          |                  |          |         |                   |                        |                             |          |
| T.EMP:                                   | PERMANENTE       | 329.07   |         | 459.76            | AYUDANTE DE VIDEO      |                             |          |
| 01                                       | SUELDO           | 4,936.05 | 51      | ISPT              | 805.32                 | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02                                       | DESPENSA         | 407.50   | 54      | FONDO PENSIONES   | 652.79                 | IMP1 ISPT ART. 113 LISR     | 805.32   |
| 03                                       | TRANSPORTE       | 248.00   | 58      | CUOTA SINDICAL    | 49.36                  | PGR1 PERC. GRAVADA TIPO 1   | 6,331.96 |
| 06                                       | PRIMA DE ALTO RI | 740.41   | 65      | OTRAS DEDUCCIONES | 3,644.17               | PERC TOTAL PERCEPCIONES     | 6,331.96 |
|  |                  |          |         |                   |                        | DEDU TOTAL DEDUCCIONES      | 5,151.64 |
|  |                  |          |         |                   |                        | 3%FV 3% FONDO DE VIVIENDA   | 170.29   |
|  |                  |          |         |                   |                        | FOND FONDO PENSIONES EMPRES | 851.47   |
|  |                  |          |         |                   |                        | SEDARSEDAR                  | 113.53   |
|  |                  |          |         |                   |                        | AGUI PROVISION AGUINALDO    | 867.39   |
|  |                  |          |         |                   |                        | TOTA NOMINA EN EFECTIVO     | 1,180.32 |
| 51-043-003 RUIZ FLORES HELIODORO         |                  |          |         |                   |                        |                             |          |
| T.EMP:                                   | PERMANENTE       | 283.57   |         | 398.85            | AYUDANTE DE PERFORADOR |                             |          |
| 01                                       | SUELDO           | 4,253.55 | 51      | ISPT              | 621.97                 | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02                                       | DESPENSA         | 358.50   | 54      | FONDO PENSIONES   | 562.53                 | IMP1 ISPT ART. 113 LISR     | 621.97   |
| 03                                       | TRANSPORTE       | 223.50   | 58      | CUOTA SINDICAL    | 42.54                  | PGR1 PERC. GRAVADA TIPO 1   | 5,473.58 |
| 06                                       | PRIMA DE ALTO RI | 638.03   | 65      | OTRAS DEDUCCIONES | 1,754.00               | PERC TOTAL PERCEPCIONES     | 5,473.58 |
|  |                  |          |         |                   |                        | DEDU TOTAL DEDUCCIONES      | 2,981.04 |
|  |                  |          |         |                   |                        | 3%FV 3% FONDO DE VIVIENDA   | 146.75   |
|  |                  |          |         |                   |                        | FOND FONDO PENSIONES EMPRES | 733.74   |
|  |                  |          |         |                   |                        | SEDARSEDAR                  | 97.83    |
|  |                  |          |         |                   |                        | AGUI PROVISION AGUINALDO    | 749.81   |
|  |                  |          |         |                   |                        | TOTA NOMINA EN EFECTIVO     | 2,492.54 |
| 539-004 RAMIREZ GUAREÑO FRANCISCO JAVIER |                  |          |         |                   |                        |                             |          |
| T.EMP:                                   | PERMANENTE       | 283.57   |         | 394.96            | AYUDANTE DE PERFORADOR |                             |          |
| 01                                       | SUELDO           | 4,253.55 | 51      | ISPT              | 621.97                 | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02                                       | DESPENSA         | 358.50   | 54      | FONDO PENSIONES   | 562.53                 | IMP1 ISPT ART. 113 LISR     | 621.97   |
| 03                                       | TRANSPORTE       | 223.50   | 58      | CUOTA SINDICAL    | 42.54                  | PGR1 PERC. GRAVADA TIPO 1   | 5,473.58 |
| 06                                       | PRIMA DE ALTO RI | 638.03   | 65      | OTRAS DEDUCCIONES | 2,319.66               | PERC TOTAL PERCEPCIONES     | 5,473.58 |
|  |                  |          |         |                   |                        | DEDU TOTAL DEDUCCIONES      | 4,704.00 |
|  |                  |          |         |                   |                        | 3%FV 3% FONDO DE VIVIENDA   | 146.75   |
|  |                  |          |         |                   |                        | FOND FONDO PENSIONES EMPRES | 733.74   |
|  |                  |          |         |                   |                        | SEDARSEDAR                  | 97.83    |
|  |                  |          |         |                   |                        | AGUI PROVISION AGUINALDO    | 749.81   |
|  |                  |          |         |                   |                        | TOTA NOMINA EN EFECTIVO     | 769.58   |
| 56-180-001 CANALES EULALIO               |                  |          |         |                   |                        |                             |          |
| T.EMP:                                   | PERMANENTE       | 364.37   |         | 515.95            | OPERADOR DE GRUA       |                             |          |
| 01                                       | SUELDO           | 5,465.55 | 51      | ISPT              | 961.55                 | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02                                       | DESPENSA         | 463.00   | 54      | FONDO PENSIONES   | 722.82                 | IMP1 ISPT ART. 113 LISR     | 961.55   |
| 03                                       | TRANSPORTE       | 315.00   | 58      | CUOTA SINDICAL    | 54.66                  | PGR1 PERC. GRAVADA TIPO 1   | 7,063.38 |
| 06                                       | PRIMA DE ALTO RI | 819.83   | 65      | OTRAS DEDUCCIONES | 1,744.00               | PERC TOTAL PERCEPCIONES     | 7,063.38 |
|  |                  |          |         |                   |                        | DEDU TOTAL DEDUCCIONES      | 3,483.03 |
|  |                  |          |         |                   |                        | 3%FV 3% FONDO DE VIVIENDA   | 188.56   |

| Clave      | Nombre                             | S.Diario  | S.Integ | PERCEPCIONES      | DEDUCCIONES | CONCEPTOS                          |           |
|------------|------------------------------------|-----------|---------|-------------------|-------------|------------------------------------|-----------|
|            |                                    |           |         |                   |             | FOND FONDO PENSIONES EMPRES        | 942.81    |
|            |                                    |           |         |                   |             | SEDARSEDAR                         | 125.71    |
|            |                                    |           |         |                   |             | AGUI PROVISION AGUINALDO           | 967.59    |
|            |                                    |           |         |                   |             | TOTA NOMINA EN EFECTIVO            | 3,580.35  |
| 56-207-002 | BARRAZA BARRAGAN BENJAMIN          |           |         |                   |             |                                    |           |
| T.EMP:     | PERMANENTE                         | 308.97    |         |                   | 437.42      | PERFORADOR                         |           |
| 01         | SUELDO                             | 4,634.55  | 51      | ISPT              | 725.38      | DVIG DIAS DE VIGENCIA              | 15.00     |
| 02         | DESPENSA                           | 394.00    | 54      | FONDO PENSIONES   | 612.92      | IMP1 ISPT ART. 113 LISR            | 725.38    |
| 03         | TRANSPORTE                         | 234.00    | 58      | CUOTA SINDICAL    | 46.35       | PGR1 PERC. GRAVADA TIPO 1          | 5,957.73  |
| 06         | PRIMA DE ALTO RI                   | 695.18    | 65      | OTRAS DEDUCCIONES | 2,550.00    | PERC TOTAL PERCEPCIONES            | 5,957.73  |
|            |                                    |           |         |                   |             | DEDU TOTAL DEDUCCIONES             | 3,934.65  |
|            |                                    |           |         |                   |             | 3%FV 3% FONDO DE VIVIENDA          | 159.89    |
|            |                                    |           |         |                   |             | FOND FONDO PENSIONES EMPRES        | 799.46    |
|            |                                    |           |         |                   |             | SEDARSEDAR                         | 106.59    |
|            |                                    |           |         |                   |             | AGUI PROVISION AGUINALDO           | 816.13    |
|            |                                    |           |         |                   |             | TOTA NOMINA EN EFECTIVO            | 2,023.08  |
| 57-052-002 | BARRAGAN CERVANTES ROGELIO         |           |         |                   |             |                                    |           |
| T.EMP:     | PERMANENTE                         | 811.50    |         |                   | 1,000.53    | JEFE DE SERVICIO Y APOYO OPERATIVO |           |
| 01         | SUELDO                             | 12,172.50 | 51      | ISPT              | 2,372.17    | DVIG DIAS DE VIGENCIA              | 15.00     |
| 02         | DESPENSA                           | 727.50    | 54      | FONDO PENSIONES   | 1,399.84    | IMP1 ISPT ART. 113 LISR            | 2,372.17  |
| 03         | TRANSPORTE                         | 454.00    | 65      | OTRAS DEDUCCIONES | 3,688.29    | PGR1 PERC. GRAVADA TIPO 1          | 13,354.00 |
|            |                                    |           | 93      | SEGURO ABA        | 242.48      | PERC TOTAL PERCEPCIONES            | 13,354.00 |
|            |                                    |           |         |                   |             | DEDU TOTAL DEDUCCIONES             | 7,702.78  |
|            |                                    |           |         |                   |             | 3%FV 3% FONDO DE VIVIENDA          | 365.18    |
|            |                                    |           |         |                   |             | FOND FONDO PENSIONES EMPRES        | 1,825.88  |
|            |                                    |           |         |                   |             | SEDARSEDAR                         | 243.45    |
|            |                                    |           |         |                   |             | AGUI PROVISION AGUINALDO           | 1,829.32  |
|            |                                    |           |         |                   |             | TOTA NOMINA EN EFECTIVO            | 5,651.22  |
| 57-181-013 | HERNANDEZ FUENTES FRANCISCO JAVIER |           |         |                   |             |                                    |           |
| T.EMP:     | PERMANENTE                         | 364.37    |         |                   | 538.21      | OPERADOR DE EQUIPO DESAZOLVE       |           |
| 01         | SUELDO                             | 5,465.55  | 51      | ISPT              | 1,019.92    | DVIG DIAS DE VIGENCIA              | 15.00     |
| 02         | DESPENSA                           | 463.00    | 54      | FONDO PENSIONES   | 754.25      | IMP1 ISPT ART. 113 LISR            | 1,019.92  |
| 03         | TRANSPORTE                         | 315.00    | 58      | CUOTA SINDICAL    | 65.59       | PGR1 PERC. GRAVADA TIPO 1          | 7,336.66  |
| 07         | PRIMA INSALUBRE                    | 1,093.11  | 65      | OTRAS DEDUCCIONES | 4,079.97    | PERC TOTAL PERCEPCIONES            | 7,336.66  |
|            |                                    |           |         |                   |             | DEDU TOTAL DEDUCCIONES             | 5,919.73  |
|            |                                    |           |         |                   |             | 3%FV 3% FONDO DE VIVIENDA          | 196.76    |
|            |                                    |           |         |                   |             | FOND FONDO PENSIONES EMPRES        | 983.80    |
|            |                                    |           |         |                   |             | SEDARSEDAR                         | 131.17    |
|            |                                    |           |         |                   |             | AGUI PROVISION AGUINALDO           | 1,005.02  |
|            |                                    |           |         |                   |             | TOTA NOMINA EN EFECTIVO            | 1,416.93  |
| 57-193-010 | PERALTA LAMAS JESUS                |           |         |                   |             |                                    |           |
| T.EMP:     | PERMANENTE                         | 347.77    |         |                   | 493.01      | OPERADOR DE VIDEO                  |           |
| 01         | SUELDO                             | 5,216.55  | 51      | ISPT              | 897.71      | DVIG DIAS DE VIGENCIA              | 15.00     |
| 02         | DESPENSA                           | 457.50    | 54      | FONDO PENSIONES   | 689.89      | IMP1 ISPT ART. 113 LISR            | 897.71    |
| 03         | TRANSPORTE                         | 308.00    | 58      | CUOTA SINDICAL    | 52.17       | PGR1 PERC. GRAVADA TIPO 1          | 6,764.53  |
| 06         | PRIMA DE ALTO RI                   | 782.48    | 65      | OTRAS DEDUCCIONES | 3,721.37    | PERC TOTAL PERCEPCIONES            | 6,764.53  |
|            |                                    |           |         |                   |             | DEDU TOTAL DEDUCCIONES             | 5,361.14  |
|            |                                    |           |         |                   |             | 3%FV 3% FONDO DE VIVIENDA          | 179.97    |
|            |                                    |           |         |                   |             | FOND FONDO PENSIONES EMPRES        | 899.85    |
|            |                                    |           |         |                   |             | SEDARSEDAR                         | 119.98    |
|            |                                    |           |         |                   |             | AGUI PROVISION AGUINALDO           | 926.65    |
|            |                                    |           |         |                   |             | TOTA NOMINA EN EFECTIVO            | 1,403.39  |
| 57-202-007 | GUAREÑO ROBLES FRANCISCO JAVIER    |           |         |                   |             |                                    |           |

| Clave      | Nombre                           | S.Diario | S.Integ | PERCEPCIONES                 | DEDUCCIONES | CONCEPTOS                          |
|------------|----------------------------------|----------|---------|------------------------------|-------------|------------------------------------|
| -----      |                                  |          |         |                              |             |                                    |
| T.EMP:     | PERMANENTE                       | 364.37   | 520.29  | OPERADOR DE GRUA             |             |                                    |
| 01         | SUELDO                           | 5,465.55 | 51      | ISPT                         | 961.55      | DVIG DIAS DE VIGENCIA 15.00        |
| 02         | DESPENSA                         | 463.00   | 54      | FONDO PENSIONES              | 722.82      | IMP1 ISPT ART. 113 LISR 961.55     |
| 03         | TRANSPORTE                       | 315.00   | 58      | CUOTA SINDICAL               | 54.66       | PGR1 PERC. GRAVADA TIPO 1 7,063.38 |
| 06         | PRIMA DE ALTO RI                 | 819.83   | 65      | OTRAS DEDUCCIONES            | 2,529.00    | PERC TOTAL PERCEPCIONES 7,063.38   |
|            |                                  |          |         |                              |             | DEDU TOTAL DEDUCCIONES 4,268.03    |
|            |                                  |          |         |                              |             | 3%FV 3% FONDO DE VIVIENDA 188.56   |
|            |                                  |          |         |                              |             | FOND FONDO PENSIONES EMPRES 942.81 |
|            |                                  |          |         |                              |             | SEDARSEDAR 125.71                  |
|            |                                  |          |         |                              |             | AGUI PROVISION AGUINALDO 967.59    |
|            |                                  |          |         |                              |             | TOTA NOMINA EN EFECTIVO 2,795.35   |
|            |                                  |          |         |                              |             |                                    |
| 57-202-014 | RODRIGUEZ RODRIGUEZ NOE          |          |         |                              |             |                                    |
| T.EMP:     | PERMANENTE                       | 364.37   | 520.29  | OPERADOR DE GRUA             |             |                                    |
| 01         | SUELDO                           | 5,465.55 | 51      | ISPT                         | 961.55      | DVIG DIAS DE VIGENCIA 15.00        |
| 02         | DESPENSA                         | 463.00   | 54      | FONDO PENSIONES              | 722.82      | IMP1 ISPT ART. 113 LISR 961.55     |
| 03         | TRANSPORTE                       | 315.00   | 58      | CUOTA SINDICAL               | 54.66       | PGR1 PERC. GRAVADA TIPO 1 7,063.38 |
| 06         | PRIMA DE ALTO RI                 | 819.83   | 65      | OTRAS DEDUCCIONES            | 2,196.00    | PERC TOTAL PERCEPCIONES 7,063.38   |
|            |                                  |          |         |                              |             | DEDU TOTAL DEDUCCIONES 4,406.07    |
|            |                                  |          |         |                              |             | 3%FV 3% FONDO DE VIVIENDA 188.56   |
|            |                                  |          |         |                              |             | FOND FONDO PENSIONES EMPRES 942.81 |
|            |                                  |          |         |                              |             | SEDARSEDAR 125.71                  |
|            |                                  |          |         |                              |             | AGUI PROVISION AGUINALDO 967.59    |
|            |                                  |          |         |                              |             | TOTA NOMINA EN EFECTIVO 2,657.31   |
|            |                                  |          |         |                              |             |                                    |
| 57-202-016 | SANCHEZ ESPINOZA GERARDO ANTONIO |          |         |                              |             |                                    |
| T.EMP:     | PERMANENTE                       | 364.37   | 540.19  | OPERADOR DE EQUIPO DESAZOLVE |             |                                    |
| 01         | SUELDO                           | 5,465.55 | 51      | ISPT                         | 1,019.92    | DVIG DIAS DE VIGENCIA 15.00        |
| 02         | DESPENSA                         | 463.00   | 54      | FONDO PENSIONES              | 754.25      | IMP1 ISPT ART. 113 LISR 1,019.92   |
| 03         | TRANSPORTE                       | 315.00   | 58      | CUOTA SINDICAL               | 65.59       | PGR1 PERC. GRAVADA TIPO 1 7,336.66 |
| 07         | PRIMA INSALUBRE                  | 1,093.11 | 65      | OTRAS DEDUCCIONES            | 4,592.72    | PERC TOTAL PERCEPCIONES 7,336.66   |
|            |                                  |          |         |                              |             | DEDU TOTAL DEDUCCIONES 6,432.48    |
|            |                                  |          |         |                              |             | 3%FV 3% FONDO DE VIVIENDA 196.76   |
|            |                                  |          |         |                              |             | FOND FONDO PENSIONES EMPRES 983.80 |
|            |                                  |          |         |                              |             | SEDARSEDAR 131.17                  |
|            |                                  |          |         |                              |             | AGUI PROVISION AGUINALDO 1,005.02  |
|            |                                  |          |         |                              |             | TOTA NOMINA EN EFECTIVO 904.18     |
|            |                                  |          |         |                              |             |                                    |
| 57-208-018 | VERA RAMIREZ VICTOR              |          |         |                              |             |                                    |
| T.EMP:     | PERMANENTE                       | 321.27   | 452.71  | AYUDANTE DE GRUA             |             |                                    |
| 01         | SUELDO                           | 4,819.05 | 51      | ISPT                         | 773.69      | DVIG DIAS DE VIGENCIA 15.00        |
| 02         | DESPENSA                         | 401.00   | 54      | FONDO PENSIONES              | 637.32      | IMP1 ISPT ART. 113 LISR 773.69     |
| 03         | TRANSPORTE                       | 241.00   | 58      | CUOTA SINDICAL               | 48.19       | PGR1 PERC. GRAVADA TIPO 1 6,183.91 |
| 06         | PRIMA DE ALTO RI                 | 722.86   | 65      | OTRAS DEDUCCIONES            | 2,922.59    | PERC TOTAL PERCEPCIONES 6,183.91   |
|            |                                  |          |         |                              |             | DEDU TOTAL DEDUCCIONES 4,381.79    |
|            |                                  |          |         |                              |             | 3%FV 3% FONDO DE VIVIENDA 166.26   |
|            |                                  |          |         |                              |             | FOND FONDO PENSIONES EMPRES 831.29 |
|            |                                  |          |         |                              |             | SEDARSEDAR 110.84                  |
|            |                                  |          |         |                              |             | AGUI PROVISION AGUINALDO 847.11    |
|            |                                  |          |         |                              |             | TOTA NOMINA EN EFECTIVO 1,802.12   |
|            |                                  |          |         |                              |             |                                    |
| 650-010    | VARGAS BARBOZA ELISEO            |          |         |                              |             |                                    |
| T.EMP:     | PERMANENTE                       | 283.57   | 391.55  | AYUDANTE DE PERFORADOR       |             |                                    |
| 01         | SUELDO                           | 4,253.55 | 51      | ISPT                         | 621.97      | DVIG DIAS DE VIGENCIA 15.00        |
| 02         | DESPENSA                         | 358.50   | 54      | FONDO PENSIONES              | 562.53      | IMP1 ISPT ART. 113 LISR 621.97     |
| 03         | TRANSPORTE                       | 223.50   | 58      | CUOTA SINDICAL               | 42.54       | PGR1 PERC. GRAVADA TIPO 1 5,473.58 |
| 06         | PRIMA DE ALTO RI                 | 638.03   | 65      | OTRAS DEDUCCIONES            | 1,034.50    | PERC TOTAL PERCEPCIONES 5,473.58   |
|            |                                  |          |         |                              |             | DEDU TOTAL DEDUCCIONES 2,261.54    |

| Clave   | Nombre                     | S.Diario  | S.Integ  | PERCEPCIONES      | DEDUCCIONES | CONCEPTOS                        |           |
|---------|----------------------------|-----------|----------|-------------------|-------------|----------------------------------|-----------|
|         |                            |           |          |                   |             | 3%FV 3% FONDO DE VIVIENDA        | 146.75    |
|         |                            |           |          |                   |             | FOND FONDO PENSIONES EMPRES      | 733.74    |
|         |                            |           |          |                   |             | SEDARSEDAR                       | 97.83     |
|         |                            |           |          |                   |             | AGUI PROVISION AGUINALDO         | 749.81    |
|         |                            |           |          |                   |             | TOTA NOMINA EN EFECTIVO          | 3,212.04  |
| 650-011 | GOMEZ PADILLA JOSE MANUEL  |           |          |                   |             |                                  |           |
| T.EMP:  | PERMANENTE                 | 1,632.10  | 1,826.00 |                   |             | GERENTE DE SERVICIO A MUNICIPIOS |           |
| 01      | SUELDO                     | 24,481.50 | 51       | ISPT              | 6,040.03    | DVIG DIAS DE VIGENCIA            | 15.00     |
| 02      | DESPENSA                   | 994.50    | 54       | FONDO PENSIONES   | 2,815.37    | IMP1 ISPT ART. 113 LISR          | 6,040.03  |
| 03      | TRANSPORTE                 | 708.50    | 65       | OTRAS DEDUCCIONES | 3,927.00    | PGR1 PERC. GRAVADA TIPO 1        | 26,184.50 |
|         |                            |           |          |                   |             | PERC TOTAL PERCEPCIONES          | 26,184.50 |
|         |                            |           |          |                   |             | DEDU TOTAL DEDUCCIONES           | 12,782.40 |
|         |                            |           |          |                   |             | 3%FV 3% FONDO DE VIVIENDA        | 734.44    |
|         |                            |           |          |                   |             | FOND FONDO PENSIONES EMPRES      | 3,672.22  |
|         |                            |           |          |                   |             | SEDARSEDAR                       | 489.63    |
|         |                            |           |          |                   |             | AGUI PROVISION AGUINALDO         | 3,586.92  |
|         |                            |           |          |                   |             | TOTA NOMINA EN EFECTIVO          | 13,402.10 |
| 650-012 | ESPINOZA MENDEZ ALFONSO    |           |          |                   |             |                                  |           |
| T.EMP:  | PERMANENTE                 | 321.27    | 444.63   |                   |             | AYUDANTE DE GRUA                 |           |
| 01      | SUELDO                     | 4,819.05  | 51       | ISPT              | 773.69      | DVIG DIAS DE VIGENCIA            | 15.00     |
| 02      | DESPENSA                   | 401.00    | 54       | FONDO PENSIONES   | 637.32      | IMP1 ISPT ART. 113 LISR          | 773.69    |
| 03      | TRANSPORTE                 | 241.00    | 58       | CUOTA SINDICAL    | 48.19       | PGR1 PERC. GRAVADA TIPO 1        | 6,183.91  |
| 06      | PRIMA DE ALTO RI           | 722.86    | 65       | OTRAS DEDUCCIONES | 921.71      | PERC TOTAL PERCEPCIONES          | 6,183.91  |
|         |                            |           |          |                   |             | DEDU TOTAL DEDUCCIONES           | 2,380.91  |
|         |                            |           |          |                   |             | 3%FV 3% FONDO DE VIVIENDA        | 166.26    |
|         |                            |           |          |                   |             | FOND FONDO PENSIONES EMPRES      | 831.29    |
|         |                            |           |          |                   |             | SEDARSEDAR                       | 110.84    |
|         |                            |           |          |                   |             | AGUI PROVISION AGUINALDO         | 847.11    |
|         |                            |           |          |                   |             | TOTA NOMINA EN EFECTIVO          | 3,803.00  |
| 650-014 | VALLE VALDOVINOS ELIZABETH |           |          |                   |             |                                  |           |
| T.EMP:  | PERMANENTE                 | 402.90    | 492.04   |                   |             | SECRETARIA                       |           |
| 01      | SUELDO                     | 6,043.50  | 51       | ISPT              | 916.50      | DVIG DIAS DE VIGENCIA            | 15.00     |
| 02      | DESPENSA                   | 478.50    | 54       | FONDO PENSIONES   | 695.00      | IMP1 ISPT ART. 113 LISR          | 916.50    |
| 03      | TRANSPORTE                 | 330.50    | 58       | CUOTA SINDICAL    | 60.44       | PGR1 PERC. GRAVADA TIPO 1        | 6,852.50  |
|         |                            |           | 65       | OTRAS DEDUCCIONES | 2,631.00    | PERC TOTAL PERCEPCIONES          | 6,852.50  |
|         |                            |           |          |                   |             | DEDU TOTAL DEDUCCIONES           | 4,302.94  |
|         |                            |           |          |                   |             | 3%FV 3% FONDO DE VIVIENDA        | 181.31    |
|         |                            |           |          |                   |             | FOND FONDO PENSIONES EMPRES      | 906.52    |
|         |                            |           |          |                   |             | SEDARSEDAR                       | 120.87    |
|         |                            |           |          |                   |             | AGUI PROVISION AGUINALDO         | 938.70    |
|         |                            |           |          |                   |             | TOTA NOMINA EN EFECTIVO          | 2,549.56  |
| 650-015 | CEJA CASTILLO RUBEN        |           |          |                   |             |                                  |           |
| T.EMP:  | PERMANENTE                 | 467.07    | 652.05   |                   |             | AUXILIAR ELECTROMECANICO         |           |
| 01      | SUELDO                     | 7,006.05  | 51       | ISPT              | 1,365.27    | DVIG DIAS DE VIGENCIA            | 15.00     |
| 02      | DESPENSA                   | 557.00    | 54       | FONDO PENSIONES   | 926.55      | IMP1 ISPT ART. 113 LISR          | 1,365.27  |
| 03      | TRANSPORTE                 | 339.50    | 58       | CUOTA SINDICAL    | 70.06       | PGR1 PERC. GRAVADA TIPO 1        | 8,953.45  |
| 06      | PRIMA DE ALTO RI           | 1,050.91  |          |                   |             | PERC TOTAL PERCEPCIONES          | 8,953.46  |
|         |                            |           |          |                   |             | DEDU TOTAL DEDUCCIONES           | 2,361.88  |
|         |                            |           |          |                   |             | 3%FV 3% FONDO DE VIVIENDA        | 241.71    |
|         |                            |           |          |                   |             | FOND FONDO PENSIONES EMPRES      | 1,208.54  |
|         |                            |           |          |                   |             | SEDARSEDAR                       | 161.14    |
|         |                            |           |          |                   |             | AGUI PROVISION AGUINALDO         | 1,226.50  |
|         |                            |           |          |                   |             | TOTA NOMINA EN EFECTIVO          | 6,591.58  |

| Clave      | Nombre                                 | S.Diario   | S.Integ | PERCEPCIONES         | DEDUCCIONES               | CONCEPTOS                             |
|------------|--|------------|---------|----------------------|---------------------------|---------------------------------------|
| 820-002    | VAZQUEZ RIVAS ALEJANDRO                |            |         |                      |                           |                                       |
| T.EMP:     | PERMANENTE                             | 321.26     | 447.82  |                      | AYUDANTE DE GRUA          |                                       |
| 01         | SUELDO                                 | 4,818.90   | 51      | ISPT                 | 773.66                    | DVIG DIAS DE VIGENCIA 15.00           |
| 02         | DESPENSA                               | 401.00     | 54      | FONDO PENSIONES      | 637.30                    | IMP1 ISPT ART. 113 LISR 773.66        |
| 03         | TRANSPORTE                             | 241.00     | 58      | CUOTA SINDICAL       | 48.19                     | PGR1 PERC. GRAVADA TIPO 1 6,183.73    |
| 06         | PRIMA DE ALTO RI                       | 722.83     | 65      | OTRAS DEDUCCIONES    | 3,141.90                  | PERC TOTAL PERCEPCIONES 6,183.73      |
|            |  |            |         |                      |                           | DEDU TOTAL DEDUCCIONES 4,601.05       |
|            |  |            |         |                      |                           | 3%FV 3% FONDO DE VIVIENDA 166.25      |
|            |  |            |         |                      |                           | FOND FONDO PENSIONES EMPRES 831.26    |
|            |  |            |         |                      |                           | SEDARSEDAR 110.83                     |
|            |  |            |         |                      |                           | AGUI PROVISION AGUINALDO 847.09       |
|            |  |            |         |                      |                           | TOTA NOMINA EN EFECTIVO 1,582.68      |
| 820-015    | MORENO RAMOS RAMIRO DE JESUS           |            |         |                      |                           |                                       |
| T.EMP:     | PERMANENTE                             | 420.16     | 517.47  |                      | AUXILIAR ADMINISTRATIVO   |                                       |
| 01         | SUELDO                                 | 6,302.40   | 51      | ISPT                 | 981.85                    | DVIG DIAS DE VIGENCIA 15.00           |
| 02         | DESPENSA                               | 523.00     | 54      | FONDO PENSIONES      | 724.78                    | IMP1 ISPT ART. 113 LISR 981.85        |
| 03         | TRANSPORTE                             | 333.00     | 58      | CUOTA SINDICAL       | 63.02                     | PGR1 PERC. GRAVADA TIPO 1 7,158.40    |
|            |  |            | 65      | OTRAS DEDUCCIONES    | 1,576.00                  | PERC TOTAL PERCEPCIONES 7,158.40      |
|            |  |            | 95      | PRESTAMO AYUDATE     | 628.59                    | DEDU TOTAL DEDUCCIONES 3,974.24       |
|            |  |            |         |                      |                           | 3%FV 3% FONDO DE VIVIENDA 189.07      |
|            |  |            |         |                      |                           | FOND FONDO PENSIONES EMPRES 945.36    |
|            |  |            |         |                      |                           | SEDARSEDAR 126.05                     |
|            |  |            |         |                      |                           | AGUI PROVISION AGUINALDO 980.60       |
|            |  |            |         |                      |                           | TOTA NOMINA EN EFECTIVO 3,184.16      |
| 86-108-016 | GONZALEZ VALDEZ HUMBERTO               |            |         |                      |                           |                                       |
| T.EMP:     | PERMANENTE                             | 538.53     | 655.87  |                      | SUPERVISOR DE PERFORACION |                                       |
| 01         | SUELDO                                 | 8,077.95   | 51      | ISPT                 | 1,338.67                  | DVIG DIAS DE VIGENCIA 15.00           |
| 02         | DESPENSA                               | 465.50     | 54      | FONDO PENSIONES      | 928.96                    | IMP1 ISPT ART. 113 LISR 1,338.67      |
| 03         | TRANSPORTE                             | 285.50     | 65      | OTRAS DEDUCCIONES    | 478.00                    | PGR1 PERC. GRAVADA TIPO 1 8,828.95    |
|            |  |            |         |                      |                           | PERC TOTAL PERCEPCIONES 8,828.95      |
|            |  |            |         |                      |                           | DEDU TOTAL DEDUCCIONES 2,745.63       |
|            |  |            |         |                      |                           | 3%FV 3% FONDO DE VIVIENDA 242.34      |
|            |  |            |         |                      |                           | FOND FONDO PENSIONES EMPRES 1,211.69  |
|            |  |            |         |                      |                           | SEDARSEDAR 161.56                     |
|            |  |            |         |                      |                           | AGUI PROVISION AGUINALDO 1,209.45     |
|            |  |            |         |                      |                           | TOTA NOMINA EN EFECTIVO 6,083.32      |
| ****       | Totales GCIA. DE SERVICIO A MUNICIPIOS | 650        | ****    |                      |                           |                                       |
| 01         | SUELDO                                 | 266,637.00 | 51      | ISPT                 | 47,726.01                 | DVIG DIAS DE VIGENCIA 645.00          |
| 02         | DESPENSA                               | 20,210.00  | 54      | FONDO PENSIONES      | 33,962.75                 | IMP1 ISPT ART. 113 LISR 47,726.01     |
| 03         | TRANSPORTE                             | 12,772.00  | 58      | CUOTA SINDICAL       | 2,151.01                  | PGR1 PERC. GRAVADA TIPO 1 328,310.14  |
| 06         | PRIMA DE ALTO RI                       | 23,331.55  | 65      | OTRAS DEDUCCIONES    | 107,442.41                | PERC TOTAL PERCEPCIONES 328,310.20    |
| 07         | PRIMA INSALUBRE                        | 5,359.65   | 92      | PRESTAMO TU NOMINA P | 1,973.22                  | DEDU TOTAL DEDUCCIONES 198,691.83     |
|            |  |            | 93      | SEGURO ABA           | 242.48                    | 3%FV 3% FONDO DE VIVIENDA 8,859.86    |
|            |  |            | 95      | PRESTAMO AYUDATE     | 5,193.95                  | FOND FONDO PENSIONES EMPRES 44,299.25 |
|            |  |            |         |                      |                           | SEDARSEDAR 5,906.53                   |
|            |  |            |         |                      |                           | AGUI PROVISION AGUINALDO 44,974.06    |
|            |  |            |         |                      |                           | TOTA NOMINA EN EFECTIVO 127,637.18    |
|            |  |            |         |                      |                           | CHEQ PAGO POR CHEQUE 1,981.19         |

Total de Empleados : 43.00

| Clave  | Nombre                          | S.Diario  | S.Integ  | PERCEPCIONES                                | DEDUCCIONES | CONCEPTOS                            |
|--|---------------------------------|-----------|----------|---|-------------|--------------------------------------|
| ***** GCIA. DE FORMULACION DE PROYEC ***** 660 |                                 |           |          |   |             |                                      |
| 04-164-003                                     | ANTON MARQUEZ SILVIA BEATRIZ    |           |          |   |             |                                      |
| T.EMP:   | PERMANENTE                      | 538.53    | 676.62   | ANALISTA DE ESTUDIOS Y PROYECTOS            |             |                                      |
| 01   | SUELDO                          | 8,077.95  | 51       | ISPT  | 1,338.67    | DVIG DIAS DE VIGENCIA 15.00          |
| 02   | DESPENSA                        | 465.50    | 54       | FONDO PENSIONES                             | 928.96      | IMP1 ISPT ART. 113 LISR 1,338.67     |
| 03   | TRANSPORTE                      | 285.50    | 65       | OTRAS DEDUCCIONES                           | 2,107.11    | PGR1 PERC. GRAVADA TIPO 1 8,828.95   |
|  |                                 |           |          |   |             | PERC TOTAL PERCEPCIONES 8,828.95     |
|  |                                 |           |          |   |             | DEDU TOTAL DEDUCCIONES 4,374.74      |
|  |                                 |           |          |   |             | 3%FV 3% FONDO DE VIVIENDA 242.34     |
|  |                                 |           |          |   |             | FOND FONDO PENSIONES EMPRES 1,211.69 |
|  |                                 |           |          |   |             | SEDARSEDAR 161.56                    |
|  |                                 |           |          |   |             | AGUI PROVISION AGUINALDO 1,209.45    |
|  |                                 |           |          |   |             | TOTA NOMINA EN EFECTIVO 4,454.21     |
| 18-286-003                                     | VELAZQUEZ SALCIDO IGNACIO       |           |          |   |             |                                      |
| T.EMP:   | PERMANENTE                      | 1,632.10  | 1,826.00 | GERENTE DE FORMULACION DE PROYECTOS         |             |                                      |
| 01   | SUELDO                          | 24,481.50 | 51       | ISPT  | 6,040.03    | DVIG DIAS DE VIGENCIA 15.00          |
| 02   | DESPENSA                        | 994.50    | 54       | FONDO PENSIONES                             | 2,815.37    | IMP1 ISPT ART. 113 LISR 6,040.03     |
| 03   | TRANSPORTE                      | 708.50    |          |   |             | PGR1 PERC. GRAVADA TIPO 1 26,184.50  |
|  |                                 |           |          |   |             | PERC TOTAL PERCEPCIONES 26,184.50    |
|  |                                 |           |          |   |             | DEDU TOTAL DEDUCCIONES 8,855.40      |
|  |                                 |           |          |   |             | 3%FV 3% FONDO DE VIVIENDA 734.44     |
|  |                                 |           |          |   |             | FOND FONDO PENSIONES EMPRES 3,672.22 |
|  |                                 |           |          |   |             | SEDARSEDAR 489.63                    |
|  |                                 |           |          |   |             | AGUI PROVISION AGUINALDO 3,586.92    |
|  |                                 |           |          |   |             | TOTA NOMINA EN EFECTIVO 17,329.10    |
| 31-113-002                                     | HORNER VALENCIA LUIS FERNANDO   |           |          |   |             |                                      |
| T.EMP:   | PERMANENTE                      | 811.50    | 998.09   | JEFE DE FORMULACION DE ESTUDIOS Y PROYECTOS |             |                                      |
| 01   | SUELDO                          | 12,172.50 | 51       | ISPT  | 2,372.17    | DVIG DIAS DE VIGENCIA 15.00          |
| 02   | DESPENSA                        | 727.50    | 54       | FONDO PENSIONES                             | 1,399.84    | IMP1 ISPT ART. 113 LISR 2,372.17     |
| 03   | TRANSPORTE                      | 454.00    | 65       | OTRAS DEDUCCIONES                           | 3,406.67    | PGR1 PERC. GRAVADA TIPO 1 13,354.00  |
|  |                                 |           |          |   |             | PERC TOTAL PERCEPCIONES 13,354.00    |
|  |                                 |           |          |   |             | DEDU TOTAL DEDUCCIONES 7,178.68      |
|  |                                 |           |          |   |             | 3%FV 3% FONDO DE VIVIENDA 365.18     |
|  |                                 |           |          |   |             | FOND FONDO PENSIONES EMPRES 1,825.88 |
|  |                                 |           |          |   |             | SEDARSEDAR 243.45                    |
|  |                                 |           |          |   |             | AGUI PROVISION AGUINALDO 1,829.32    |
|  |                                 |           |          |   |             | TOTA NOMINA EN EFECTIVO 6,175.32     |
| 39-067-007                                     | MARQUEZ CARLOS JOSE SEBASTIAN   |           |          |   |             |                                      |
| T.EMP:   | PERMANENTE                      | 467.47    | 655.01   | PROYECTISTA                                 |             |                                      |
| 01   | SUELDO                          | 7,012.05  | 51       | ISPT  | 1,332.03    | DVIG DIAS DE VIGENCIA 15.00          |
| 02   | DESPENSA                        | 434.50    | 54       | FONDO PENSIONES                             | 927.34      | IMP1 ISPT ART. 113 LISR 1,332.03     |
| 03   | TRANSPORTE                      | 299.50    | 65       | OTRAS DEDUCCIONES                           | 3,616.54    | PGR1 PERC. GRAVADA TIPO 1 8,797.86   |
| 06   | PRIMA DE ALTO RI                | 1,051.81  |          |   |             | PERC TOTAL PERCEPCIONES 8,797.86     |
|  |                                 |           |          |   |             | DEDU TOTAL DEDUCCIONES 5,875.91      |
|  |                                 |           |          |   |             | 3%FV 3% FONDO DE VIVIENDA 241.92     |
|  |                                 |           |          |   |             | FOND FONDO PENSIONES EMPRES 1,209.58 |
|  |                                 |           |          |   |             | SEDARSEDAR 161.28                    |
|  |                                 |           |          |   |             | AGUI PROVISION AGUINALDO 1,205.19    |
|  |                                 |           |          |   |             | TOTA NOMINA EN EFECTIVO 2,921.95     |
| 39-078-003                                     | GUERRERO URIBE FRANCISCO JAVIER |           |          |   |             |                                      |
| T.EMP:   | PERMANENTE                      | 467.07    | 666.67   | TOPOGRAFO                                   |             |                                      |
| 01   | SUELDO                          | 7,006.05  | 51       | ISPT  | 1,365.27    | DVIG DIAS DE VIGENCIA 15.00          |
| 02   | DESPENSA                        | 557.00    | 54       | FONDO PENSIONES                             | 926.55      | IMP1 ISPT ART. 113 LISR 1,365.27     |



| Clave                                   | Nombre           | S.Diario | S.Integ | DEDUCCIONES          | CONCEPTOS   |                             |          |
|---|------------------|----------|---------|----------------------|-------------|-----------------------------|----------|
| PERCEPCIONES                            |                  |          |         |                      |             |                             |          |
| 03                                      | TRANSPORTE       | 339.50   | 58      | CUOTA SINDICAL       | 70.06       | PGR1 PERC. GRAVADA TIPO 1   | 8,953.45 |
| 06                                      | PRIMA DE ALTO RI | 1,050.91 |         |                      |             | PERC TOTAL PERCEPCIONES     | 8,953.46 |
|   |                  |          |         |                      |             | DEDU TOTAL DEDUCCIONES      | 2,361.88 |
|   |                  |          |         |                      |             | 3%FV 3% FONDO DE VIVIENDA   | 241.71   |
|   |                  |          |         |                      |             | FOND FONDO PENSIONES EMPRES | 1,208.54 |
|   |                  |          |         |                      |             | SEDARSEDAR                  | 161.14   |
|   |                  |          |         |                      |             | AGUI PROVISION AGUINALDO    | 1,226.50 |
|   |                  |          |         |                      |             | TOTA NOMINA EN EFECTIVO     | 6,591.58 |
| 39-103-005 MURILLO GODOY RUBEN          |                  |          |         |                      |             |                             |          |
| T.EMP:                                  | PERMANENTE       | 467.07   |         | 666.67               | TOPOGRAFO   |                             |          |
| 01                                      | SUELDO           | 7,006.05 | 51      | ISPT                 | 1,365.27    | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02                                      | DESPENSA         | 557.00   | 54      | FONDO PENSIONES      | 926.55      | IMP1 ISPT ART. 113 LISR     | 1,365.27 |
| 03                                      | TRANSPORTE       | 339.50   | 58      | CUOTA SINDICAL       | 70.06       | PGR1 PERC. GRAVADA TIPO 1   | 8,953.45 |
| 06                                      | PRIMA DE ALTO RI | 1,050.91 | 65      | OTRAS DEDUCCIONES    | 1,740.08    | PERC TOTAL PERCEPCIONES     | 8,953.46 |
|   |                  |          |         |                      |             | DEDU TOTAL DEDUCCIONES      | 4,101.96 |
|   |                  |          |         |                      |             | 3%FV 3% FONDO DE VIVIENDA   | 241.71   |
|   |                  |          |         |                      |             | FOND FONDO PENSIONES EMPRES | 1,208.54 |
|   |                  |          |         |                      |             | SEDARSEDAR                  | 161.14   |
|   |                  |          |         |                      |             | AGUI PROVISION AGUINALDO    | 1,226.50 |
|   |                  |          |         |                      |             | TOTA NOMINA EN EFECTIVO     | 4,851.50 |
| 39-131-008 OCEGUEDA RAMIREZ J GUADALUPE |                  |          |         |                      |             |                             |          |
| T.EMP:                                  | PERMANENTE       | 467.47   |         | 652.57               | PROYECTISTA |                             |          |
| 01                                      | SUELDO           | 7,012.05 | 51      | ISPT                 | 1,332.03    | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02                                      | DESPENSA         | 434.50   | 54      | FONDO PENSIONES      | 927.34      | IMP1 ISPT ART. 113 LISR     | 1,332.03 |
| 03                                      | TRANSPORTE       | 299.50   | 79      | APORT.ADIC.VOL.SEDAR | 50.00       | PGR1 PERC. GRAVADA TIPO 1   | 8,797.86 |
| 06                                      | PRIMA DE ALTO RI | 1,051.81 | 65      | OTRAS DEDUCCIONES    | 800.00      | PERC TOTAL PERCEPCIONES     | 8,797.86 |
|   |                  |          | 93      | SEGURO ABA           | 174.88      | DEDU TOTAL DEDUCCIONES      | 3,284.25 |
|   |                  |          |         |                      |             | 3%FV 3% FONDO DE VIVIENDA   | 241.92   |
|   |                  |          |         |                      |             | FOND FONDO PENSIONES EMPRES | 1,209.58 |
|   |                  |          |         |                      |             | SEDARSEDAR                  | 161.28   |
|   |                  |          |         |                      |             | AGUI PROVISION AGUINALDO    | 1,205.19 |
|   |                  |          |         |                      |             | TOTA NOMINA EN EFECTIVO     | 5,513.61 |
| 39-131-009 ARRIERO OLVERA JUAN CARLOS   |                  |          |         |                      |             |                             |          |
| T.EMP:                                  | PERMANENTE       | 467.47   |         | 647.70               | PROYECTISTA |                             |          |
| 01                                      | SUELDO           | 7,012.05 | 51      | ISPT                 | 1,332.03    | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02                                      | DESPENSA         | 434.50   | 54      | FONDO PENSIONES      | 927.34      | IMP1 ISPT ART. 113 LISR     | 1,332.03 |
| 03                                      | TRANSPORTE       | 299.50   | 65      | OTRAS DEDUCCIONES    | 2,650.00    | PGR1 PERC. GRAVADA TIPO 1   | 8,797.86 |
| 06                                      | PRIMA DE ALTO RI | 1,051.81 |         |                      |             | PERC TOTAL PERCEPCIONES     | 8,797.86 |
|   |                  |          |         |                      |             | DEDU TOTAL DEDUCCIONES      | 4,909.37 |
|   |                  |          |         |                      |             | 3%FV 3% FONDO DE VIVIENDA   | 241.92   |
|   |                  |          |         |                      |             | FOND FONDO PENSIONES EMPRES | 1,209.58 |
|   |                  |          |         |                      |             | SEDARSEDAR                  | 161.28   |
|   |                  |          |         |                      |             | AGUI PROVISION AGUINALDO    | 1,205.19 |
|   |                  |          |         |                      |             | CHEQ PAGO POR CHEQUE        | 3,888.49 |
| 40-104-004 MIRAMONTES AGUAYO MARTIN     |                  |          |         |                      |             |                             |          |
| T.EMP:                                  | PERMANENTE       | 467.07   |         | 659.36               | TOPOGRAFO   |                             |          |
| 01                                      | SUELDO           | 7,006.05 | 51      | ISPT                 | 1,365.27    | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02                                      | DESPENSA         | 557.00   | 54      | FONDO PENSIONES      | 926.55      | IMP1 ISPT ART. 113 LISR     | 1,365.27 |
| 03                                      | TRANSPORTE       | 339.50   | 58      | CUOTA SINDICAL       | 70.06       | PGR1 PERC. GRAVADA TIPO 1   | 8,953.45 |
| 06                                      | PRIMA DE ALTO RI | 1,050.91 | 65      | OTRAS DEDUCCIONES    | 869.00      | PERC TOTAL PERCEPCIONES     | 8,953.46 |
|   |                  |          |         |                      |             | DEDU TOTAL DEDUCCIONES      | 3,230.88 |
|   |                  |          |         |                      |             | 3%FV 3% FONDO DE VIVIENDA   | 241.71   |
|   |                  |          |         |                      |             | FOND FONDO PENSIONES EMPRES | 1,208.54 |
|   |                  |          |         |                      |             | SEDARSEDAR                  | 161.14   |

| Clave      | Nombre                     | S.Diario  | S.Integ | PERCEPCIONES      | DEDUCCIONES | CONCEPTOS                        |           |
|------------|----------------------------|-----------|---------|-------------------|-------------|----------------------------------|-----------|
|            |                            |           |         |                   |             | AGUI PROVISION AGUINALDO         | 1,226.50  |
|            |                            |           |         |                   |             | TOTA NOMINA EN EFECTIVO          | 5,722.58  |
| 41-083-005 | LUNA ONTIVEROS ROGELIO     |           |         |                   |             |                                  |           |
| T.EMP:     | PERMANENTE                 | 467.47    |         |                   | 650.14      | PROYECTISTA                      |           |
| 01         | SUELDO                     | 7,012.05  | 51      | ISPT              | 1,332.03    | DVIG DIAS DE VIGENCIA            | 15.00     |
| 02         | DESPENSA                   | 434.50    | 54      | FONDO PENSIONES   | 927.34      | IMP1 ISPT ART. 113 LISR          | 1,332.03  |
| 03         | TRANSPORTE                 | 299.50    | 65      | OTRAS DEDUCCIONES | 2,267.00    | PGR1 PERC. GRAVADA TIPO 1        | 8,797.86  |
| 06         | PRIMA DE ALTO RI           | 1,051.81  |         |                   |             | PERC TOTAL PERCEPCIONES          | 8,797.86  |
|            |                            |           |         |                   |             | DEDU TOTAL DEDUCCIONES           | 4,526.37  |
|            |                            |           |         |                   |             | 3%FV 3% FONDO DE VIVIENDA        | 241.92    |
|            |                            |           |         |                   |             | FOND FONDO PENSIONES EMPRES      | 1,209.58  |
|            |                            |           |         |                   |             | SEDARSEDAR                       | 161.28    |
|            |                            |           |         |                   |             | AGUI PROVISION AGUINALDO         | 1,205.19  |
|            |                            |           |         |                   |             | TOTA NOMINA EN EFECTIVO          | 4,271.49  |
| 430-001    | DELFIN PRECIADO JORGE LUIS |           |         |                   |             |                                  |           |
| T.EMP:     | PERMANENTE                 | 538.53    |         |                   | 648.54      | ANALISTA DE ESTUDIOS Y PROYECTOS |           |
| 01         | SUELDO                     | 8,077.95  | 51      | ISPT              | 1,338.67    | DVIG DIAS DE VIGENCIA            | 15.00     |
| 02         | DESPENSA                   | 465.50    | 54      | FONDO PENSIONES   | 928.96      | IMP1 ISPT ART. 113 LISR          | 1,338.67  |
| 03         | TRANSPORTE                 | 285.50    | 65      | OTRAS DEDUCCIONES | 1,688.26    | PGR1 PERC. GRAVADA TIPO 1        | 8,828.95  |
|            |                            |           |         |                   |             | PERC TOTAL PERCEPCIONES          | 8,828.95  |
|            |                            |           |         |                   |             | DEDU TOTAL DEDUCCIONES           | 3,955.89  |
|            |                            |           |         |                   |             | 3%FV 3% FONDO DE VIVIENDA        | 242.34    |
|            |                            |           |         |                   |             | FOND FONDO PENSIONES EMPRES      | 1,211.69  |
|            |                            |           |         |                   |             | SEDARSEDAR                       | 161.56    |
|            |                            |           |         |                   |             | AGUI PROVISION AGUINALDO         | 1,209.45  |
|            |                            |           |         |                   |             | TOTA NOMINA EN EFECTIVO          | 4,873.06  |
| 660-003    | HERRERA PEREZ ANDRES       |           |         |                   |             |                                  |           |
| T.EMP:     | PERMANENTE                 | 538.53    |         |                   | 643.67      | ANALISTA DE ESTUDIOS Y PROYECTOS |           |
| 01         | SUELDO                     | 8,077.95  | 51      | ISPT              | 1,338.67    | DVIG DIAS DE VIGENCIA            | 15.00     |
| 02         | DESPENSA                   | 465.50    | 54      | FONDO PENSIONES   | 928.96      | IMP1 ISPT ART. 113 LISR          | 1,338.67  |
| 03         | TRANSPORTE                 | 285.50    |         |                   |             | PGR1 PERC. GRAVADA TIPO 1        | 8,828.95  |
|            |                            |           |         |                   |             | PERC TOTAL PERCEPCIONES          | 8,828.95  |
|            |                            |           |         |                   |             | DEDU TOTAL DEDUCCIONES           | 2,267.63  |
|            |                            |           |         |                   |             | 3%FV 3% FONDO DE VIVIENDA        | 242.34    |
|            |                            |           |         |                   |             | FOND FONDO PENSIONES EMPRES      | 1,211.69  |
|            |                            |           |         |                   |             | SEDARSEDAR                       | 161.56    |
|            |                            |           |         |                   |             | AGUI PROVISION AGUINALDO         | 1,209.45  |
|            |                            |           |         |                   |             | TOTA NOMINA EN EFECTIVO          | 6,561.32  |
| 660-004    | LOPEZ SALDIVAR EDGAR SAID  |           |         |                   |             |                                  |           |
| T.EMP:     | PERMANENTE                 | 811.50    |         |                   | 990.79      | JEFE DE VALIDACION TECNICA       |           |
| 01         | SUELDO                     | 12,172.50 | 51      | ISPT              | 2,372.17    | DVIG DIAS DE VIGENCIA            | 15.00     |
| 02         | DESPENSA                   | 727.50    | 54      | FONDO PENSIONES   | 1,399.84    | IMP1 ISPT ART. 113 LISR          | 2,372.17  |
| 03         | TRANSPORTE                 | 454.00    |         |                   |             | PGR1 PERC. GRAVADA TIPO 1        | 13,354.00 |
|            |                            |           |         |                   |             | PERC TOTAL PERCEPCIONES          | 13,354.00 |
|            |                            |           |         |                   |             | DEDU TOTAL DEDUCCIONES           | 3,772.01  |
|            |                            |           |         |                   |             | 3%FV 3% FONDO DE VIVIENDA        | 365.18    |
|            |                            |           |         |                   |             | FOND FONDO PENSIONES EMPRES      | 1,825.88  |
|            |                            |           |         |                   |             | SEDARSEDAR                       | 243.45    |
|            |                            |           |         |                   |             | AGUI PROVISION AGUINALDO         | 1,829.32  |
|            |                            |           |         |                   |             | TOTA NOMINA EN EFECTIVO          | 9,581.99  |
| 660-005    | LOTFE MORENO JORGE RAMON   |           |         |                   |             |                                  |           |
| T.EMP:     | PERMANENTE                 | 467.07    |         |                   | 572.59      | AUXILIAR DE ESTUDIOS Y PROYECTOS |           |
| 01         | SUELDO                     | 7,006.05  | 51      | ISPT              | 1,140.80    | DVIG DIAS DE VIGENCIA            | 15.00     |

| Clave        | Nombre     | S.Diario | S.Integ | DEDUCCIONES     | CONCEPTOS |                                      |
|--------------|------------|----------|---------|-----------------|-----------|--------------------------------------|
| PERCEPCIONES |            |          |         |                 |           |                                      |
| 02           | DESPENSA   | 557.00   | 54      | FONDO PENSIONES | 805.70    | IMP1 ISPT ART. 113 LISR 1,140.80     |
| 03           | TRANSPORTE | 339.50   | 58      | CUOTA SINDICAL  | 70.06     | PGR1 PERC. GRAVADA TIPO 1 7,902.55   |
|              |            |          |         |                 |           | PERC TOTAL PERCEPCIONES 7,902.55     |
|              |            |          |         |                 |           | DEDU TOTAL DEDUCCIONES 2,016.56      |
|              |            |          |         |                 |           | 3%FV 3% FONDO DE VIVIENDA 210.18     |
|              |            |          |         |                 |           | FOND FONDO PENSIONES EMPRES 1,050.91 |
|              |            |          |         |                 |           | SEDARSEDAR 140.12                    |
|              |            |          |         |                 |           | AGUI PROVISION AGUINALDO 1,082.54    |
|              |            |          |         |                 |           | TOTA NOMINA EN EFECTIVO 5,885.99     |

|                   |                             |          |        |                 |          |                                      |
|-------------------|-----------------------------|----------|--------|-----------------|----------|--------------------------------------|
| 660-008           | MARTINEZ GOMEZ FABIAN JALIL |          |        |                 |          |                                      |
| T.EMP: PERMANENTE | 467.06                      |          | 652.04 | TOPOGRAFO       |          |                                      |
| 01                | SUELDO                      | 7,005.90 | 51     | ISPT            | 1,365.23 | DVIG DIAS DE VIGENCIA 15.00          |
| 02                | DESPENSA                    | 557.00   | 54     | FONDO PENSIONES | 926.53   | IMP1 ISPT ART. 113 LISR 1,365.23     |
| 03                | TRANSPORTE                  | 339.50   | 58     | CUOTA SINDICAL  | 70.06    | PGR1 PERC. GRAVADA TIPO 1 8,953.28   |
| 06                | PRIMA DE ALTO RI            | 1,050.88 |        |                 |          | PERC TOTAL PERCEPCIONES 8,953.28     |
|                   |                             |          |        |                 |          | DEDU TOTAL DEDUCCIONES 2,361.82      |
|                   |                             |          |        |                 |          | 3%FV 3% FONDO DE VIVIENDA 241.70     |
|                   |                             |          |        |                 |          | FOND FONDO PENSIONES EMPRES 1,208.52 |
|                   |                             |          |        |                 |          | SEDARSEDAR 161.14                    |
|                   |                             |          |        |                 |          | AGUI PROVISION AGUINALDO 1,226.48    |
|                   |                             |          |        |                 |          | TOTA NOMINA EN EFECTIVO 6,591.46     |

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

|    |                  |            |    |                      |           |                                       |
|----|------------------|------------|----|----------------------|-----------|---------------------------------------|
| 01 | SUELDO           | 136,138.65 | 51 | ISPT                 | 26,730.34 | DVIG DIAS DE VIGENCIA 225.00          |
| 02 | DESPENSA         | 8,369.00   | 54 | FONDO PENSIONES      | 16,623.17 | IMP1 ISPT ART. 113 LISR 26,730.34     |
| 03 | TRANSPORTE       | 5,368.50   | 58 | CUOTA SINDICAL       | 350.30    | PGR1 PERC. GRAVADA TIPO 1 158,286.97  |
| 06 | PRIMA DE ALTO RI | 8,410.85   | 79 | APORT.ADIC.VOL.SEDAR | 50.00     | PERC TOTAL PERCEPCIONES 158,287.00    |
|    |                  |            | 65 | OTRAS DEDUCCIONES    | 19,144.66 | DEDU TOTAL DEDUCCIONES 63,073.35      |
|    |                  |            | 93 | SEGURO ABA           | 174.88    | 3%FV 3% FONDO DE VIVIENDA 4,336.51    |
|    |                  |            |    |                      |           | FOND FONDO PENSIONES EMPRES 21,682.42 |
|    |                  |            |    |                      |           | SEDARSEDAR 2,891.01                   |
|    |                  |            |    |                      |           | AGUI PROVISION AGUINALDO 21,683.19    |
|    |                  |            |    |                      |           | TOTA NOMINA EN EFECTIVO 91,325.16     |
|    |                  |            |    |                      |           | CHEQ PAGO POR CHEQUE 3,888.49         |

Total de Empleados : 15.00

| Clave                                  | Nombre                                  | S.Diario  | S.Integ | PERCEPCIONES      | DEDUCCIONES                           | CONCEPTOS                            |
|--|---|-----------|---------|-------------------|---------------------------------------|--------------------------------------|
| ***** DIR. DE ADMINISTRACION ***** 700 |   |           |         |                   |                                       |                                      |
| 303-010                                | LOPEZ ARRIAGA SANDRA LUCIA              |           |         |                   |                                       |                                      |
| T.EMP:                                 | EVENTUAL                                | 402.90    |         | 492.04            | AUXILIAR DE INFORMACION Y ESTADISTICA |                                      |
| 01                                     | SUELDO                                  | 6,043.50  | 51      | ISPT              | 916.50                                | DVIG DIAS DE VIGENCIA 15.00          |
| 02                                     | DESPENSA                                | 478.50    |         |                   |                                       | IMP1 ISPT ART. 113 LISR 916.50       |
| 03                                     | TRANSPORTE                              | 330.50    |         |                   |                                       | PGR1 PERC. GRAVADA TIPO 1 6,852.50   |
|  |   |           |         |                   |                                       | PERC TOTAL PERCEPCIONES 6,852.50     |
|  |   |           |         |                   |                                       | DEDU TOTAL DEDUCCIONES 916.50        |
|  |   |           |         |                   |                                       | AGUI PROVISION AGUINALDO 938.70      |
|  |   |           |         |                   |                                       | TOTA NOMINA EN EFECTIVO 5,936.00     |
| 700-003                                | SALAS BARBA HECTOR MANUEL               |           |         |                   |                                       |                                      |
| T.EMP:                                 | PERMANENTE                              | 2,564.87  |         | 1,826.00          | DIRECTOR DE ADMINISTRACION            |                                      |
| 01                                     | SUELDO                                  | 38,473.05 | 51      | ISPT              | 10,706.73                             | DVIG DIAS DE VIGENCIA 15.00          |
| 02                                     | DESPENSA                                | 1,518.50  | 54      | FONDO PENSIONES   | 4,424.40                              | IMP1 ISPT ART. 113 LISR 10,706.73    |
| 03                                     | TRANSPORTE                              | 1,067.50  | 65      | OTRAS DEDUCCIONES | 9,174.94                              | PGR1 PERC. GRAVADA TIPO 1 41,059.05  |
|  |   |           |         |                   |                                       | PERC TOTAL PERCEPCIONES 41,059.05    |
|  |   |           |         |                   |                                       | DEDU TOTAL DEDUCCIONES 24,306.07     |
|  |   |           |         |                   |                                       | 3%FV 3% FONDO DE VIVIENDA 1,154.19   |
|  |   |           |         |                   |                                       | FOND FONDO PENSIONES EMPRES 5,770.96 |
|  |   |           |         |                   |                                       | SEDARSEDAR 547.80                    |
|  |   |           |         |                   |                                       | AGUI PROVISION AGUINALDO 5,624.53    |
|  |   |           |         |                   |                                       | TOTA NOMINA EN EFECTIVO 16,752.98    |
| 700-005                                | VELAZQUEZ ESTRADA MARIA CAROLA FERNANDA |           |         |                   |                                       |                                      |
| T.EMP:                                 | EVENTUAL                                | 538.53    |         | 643.67            | PROGRAMADOR ANALISTA                  |                                      |
| 01                                     | SUELDO                                  | 8,077.95  | 51      | ISPT              | 1,338.67                              | DVIG DIAS DE VIGENCIA 15.00          |
| 02                                     | DESPENSA                                | 465.50    |         |                   |                                       | IMP1 ISPT ART. 113 LISR 1,338.67     |
| 03                                     | TRANSPORTE                              | 285.50    |         |                   |                                       | PGR1 PERC. GRAVADA TIPO 1 8,828.95   |
|  |   |           |         |                   |                                       | PERC TOTAL PERCEPCIONES 8,828.95     |
|  |   |           |         |                   |                                       | DEDU TOTAL DEDUCCIONES 1,338.67      |
|  |   |           |         |                   |                                       | AGUI PROVISION AGUINALDO 1,209.45    |
|  |   |           |         |                   |                                       | TOTA NOMINA EN EFECTIVO 7,490.28     |
| 700-007                                | GUTIERREZ HERNANDEZ EDUARDO EMMANUEL    |           |         |                   |                                       |                                      |
| T.EMP:                                 | EVENTUAL                                | 312.29    |         | 377.30            | AUXILIAR DE ARCHIVO                   |                                      |
| 01                                     | SUELDO                                  | 4,684.35  | 51      | ISPT              | 587.53                                | DVIG DIAS DE VIGENCIA 15.00          |
| 02                                     | DESPENSA                                | 394.00    | 58      | CUOTA SINDICAL    | 46.84                                 | IMP1 ISPT ART. 113 LISR 587.53       |
| 03                                     | TRANSPORTE                              | 234.00    |         |                   |                                       | PGR1 PERC. GRAVADA TIPO 1 5,312.35   |
|  |   |           |         |                   |                                       | PERC TOTAL PERCEPCIONES 5,312.35     |
|  |   |           |         |                   |                                       | DEDU TOTAL DEDUCCIONES 634.37        |
|  |   |           |         |                   |                                       | AGUI PROVISION AGUINALDO 727.72      |
|  |   |           |         |                   |                                       | TOTA NOMINA EN EFECTIVO 4,677.98     |
| 730-005                                | RANGEL JAUREGUI KARLA VIANNEY           |           |         |                   |                                       |                                      |
| T.EMP:                                 | PERMANENTE                              | 467.07    |         | 595.79            | SECRETARIA DE DIRECCION               |                                      |
| 01                                     | SUELDO                                  | 7,006.05  | 51      | ISPT              | 1,140.80                              | DVIG DIAS DE VIGENCIA 15.00          |
| 02                                     | DESPENSA                                | 557.00    | 54      | FONDO PENSIONES   | 805.70                                | IMP1 ISPT ART. 113 LISR 1,140.80     |
| 03                                     | TRANSPORTE                              | 339.50    | 58      | CUOTA SINDICAL    | 70.06                                 | PGR1 PERC. GRAVADA TIPO 1 7,902.55   |
|  |   |           | 65      | OTRAS DEDUCCIONES | 3,590.60                              | PERC TOTAL PERCEPCIONES 7,902.55     |
|  |   |           |         |                   |                                       | DEDU TOTAL DEDUCCIONES 5,607.16      |
|  |   |           |         |                   |                                       | 3%FV 3% FONDO DE VIVIENDA 210.18     |
|  |   |           |         |                   |                                       | FOND FONDO PENSIONES EMPRES 1,050.91 |
|  |   |           |         |                   |                                       | SEDARSEDAR 140.12                    |
|  |   |           |         |                   |                                       | AGUI PROVISION AGUINALDO 1,082.54    |
|  |   |           |         |                   |                                       | TOTA NOMINA EN EFECTIVO 2,295.39     |

| Clave           | Nombre                           | S.Diario | S.Integ           | DEDUCCIONES                              | CONCEPTOS                            |
|-----------------|----------------------------------|----------|-------------------|--|--------------------------------------|
| 730-020         | BRISEÑO ALMAGUER IRENE           |          |                   |  |                                      |
| T.EMP: EVENTUAL | 654.43                           |          | 796.79            | ENCARGADO GENERAL ARCHIVO ADMINISTRACIÓN |                                      |
| 01 SUELDO       | 9,816.45                         | 51       | ISPT              | 1,777.34                                 | DVIG DIAS DE VIGENCIA 15.00          |
| 02 DESPENSA     | 630.50                           |          |                   |  | IMP1 ISPT ART. 113 LISR 1,777.34     |
| 03 TRANSPORTE   | 378.00                           |          |                   |  | PGR1 PERC. GRAVADA TIPO 1 10,824.95  |
|                 |                                  |          |                   |  | PERC TOTAL PERCEPCIONES 10,824.95    |
|                 |                                  |          |                   |  | DEDU TOTAL DEDUCCIONES 1,777.34      |
|                 |                                  |          |                   |  | AGUI PROVISION AGUINALDO 1,482.87    |
|                 |                                  |          |                   |  | CHEQ PAGO POR CHEQUE 9,047.61        |
| 730-034         | ESTRADA MAGALLON RICARDO ANTONIO |          |                   |  |                                      |
| T.EMP: EVENTUAL | 312.29                           |          | 377.30            | AUXILIAR DE ARCHIVO                      |                                      |
| 01 SUELDO       | 4,684.35                         | 51       | ISPT              | 587.53                                   | DVIG DIAS DE VIGENCIA 15.00          |
| 02 DESPENSA     | 394.00                           |          |                   |  | IMP1 ISPT ART. 113 LISR 587.53       |
| 03 TRANSPORTE   | 234.00                           |          |                   |  | PGR1 PERC. GRAVADA TIPO 1 5,312.35   |
|                 |                                  |          |                   |  | PERC TOTAL PERCEPCIONES 5,312.35     |
|                 |                                  |          |                   |  | DEDU TOTAL DEDUCCIONES 587.53        |
|                 |                                  |          |                   |  | AGUI PROVISION AGUINALDO 727.72      |
|                 |                                  |          |                   |  | TOTA NOMINA EN EFECTIVO 4,724.82     |
| 840-004         | GARCIA GOMEZ CITLALI MADAY       |          |                   |  |                                      |
| T.EMP: EVENTUAL | 312.29                           |          | 377.30            | AUXILIAR DE ARCHIVO                      |                                      |
| 01 SUELDO       | 4,684.35                         | 51       | ISPT              | 587.53                                   | DVIG DIAS DE VIGENCIA 15.00          |
| 02 DESPENSA     | 394.00                           |          |                   |  | IMP1 ISPT ART. 113 LISR 587.53       |
| 03 TRANSPORTE   | 234.00                           |          |                   |  | PGR1 PERC. GRAVADA TIPO 1 5,312.35   |
|                 |                                  |          |                   |  | PERC TOTAL PERCEPCIONES 5,312.35     |
|                 |                                  |          |                   |  | DEDU TOTAL DEDUCCIONES 587.53        |
|                 |                                  |          |                   |  | AGUI PROVISION AGUINALDO 727.72      |
|                 |                                  |          |                   |  | TOTA NOMINA EN EFECTIVO 4,724.82     |
| ****            | Totales DIR. DE ADMINISTRACION   | 700      | ****              |  |                                      |
| 01 SUELDO       | 83,470.05                        | 51       | ISPT              | 17,642.63                                | DVIG DIAS DE VIGENCIA 120.00         |
| 02 DESPENSA     | 4,832.00                         | 54       | FONDO PENSIONES   | 5,230.10                                 | IMP1 ISPT ART. 113 LISR 17,642.63    |
| 03 TRANSPORTE   | 3,103.00                         | 58       | CUOTA SINDICAL    | 116.90                                   | PGR1 PERC. GRAVADA TIPO 1 91,405.05  |
|                 |                                  | 65       | OTRAS DEDUCCIONES | 12,765.54                                | PERC TOTAL PERCEPCIONES 91,405.05    |
|                 |                                  |          |                   |  | DEDU TOTAL DEDUCCIONES 35,755.17     |
|                 |                                  |          |                   |  | 3%FV 3% FONDO DE VIVIENDA 1,364.37   |
|                 |                                  |          |                   |  | FOND FONDO PENSIONES EMPRES 6,821.87 |
|                 |                                  |          |                   |  | SEDARSEDAR 687.92                    |
|                 |                                  |          |                   |  | AGUI PROVISION AGUINALDO 12,521.25   |
|                 |                                  |          |                   |  | TOTA NOMINA EN EFECTIVO 46,602.27    |
|                 |                                  |          |                   |  | CHEQ PAGO POR CHEQUE 9,047.61        |

Total de Empleados : 8.00

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| Clave                                 | Nombre                             | S.Diario | S.Integ | PERCEPCIONES         | DEDUCCIONES                                 | CONCEPTOS                            |
|---------------------------------------|------------------------------------|----------|---------|----------------------|---|--------------------------------------|
| ***** GCIA. DE CONTABILIDAD ***** 710 |                                    |          |         |                      |   |                                      |
| 27-281-009                            | GONZALEZ EUFRACIO GABRIELA         |          |         |                      |   |                                      |
| T.EMP:                                | PERMANENTE                         | 402.90   | 517.67  |                      | SECRETARIA                                  |                                      |
| 01                                    | SUELDO                             | 6,043.50 | 51      | ISPT                 | 916.50                                      | DVIG DIAS DE VIGENCIA 15.00          |
| 02                                    | DESPENSA                           | 478.50   | 54      | FONDO PENSIONES      | 695.00                                      | IMP1 ISPT ART. 113 LISR 916.50       |
| 03                                    | TRANSPORTE                         | 330.50   | 58      | CUOTA SINDICAL       | 60.44                                       | PGR1 PERC. GRAVADA TIPO 1 6,852.50   |
|                                       |                                    |          | 65      | OTRAS DEDUCCIONES    | 3,666.65                                    | PERC TOTAL PERCEPCIONES 6,852.50     |
|                                       |                                    |          | 92      | PRESTAMO TU NOMINA P | 259.07                                      | DEDU TOTAL DEDUCCIONES 5,597.66      |
|                                       |                                    |          |         |                      |   | 3%FV 3% FONDO DE VIVIENDA 181.31     |
|                                       |                                    |          |         |                      |   | FOND FONDO PENSIONES EMPRES 906.52   |
|                                       |                                    |          |         |                      |   | SEDARSEDAR 120.87                    |
|                                       |                                    |          |         |                      |   | AGUI PROVISION AGUINALDO 938.70      |
|                                       |                                    |          |         |                      |   | TOTA NOMINA EN EFECTIVO 1,254.84     |
| 420-005                               | SALAS RODRIGUEZ ALEJANDRO TONATIUH |          |         |                      |   |                                      |
| T.EMP:                                | PERMANENTE                         | 467.07   | 572.59  |                      | ANALISTA CONTABLE (EGRESOS)                 |                                      |
| 01                                    | SUELDO                             | 7,006.05 | 51      | ISPT                 | 1,140.80                                    | DVIG DIAS DE VIGENCIA 15.00          |
| 02                                    | DESPENSA                           | 557.00   | 54      | FONDO PENSIONES      | 805.70                                      | IMP1 ISPT ART. 113 LISR 1,140.80     |
| 03                                    | TRANSPORTE                         | 339.50   | 65      | OTRAS DEDUCCIONES    | 1,919.00                                    | PGR1 PERC. GRAVADA TIPO 1 7,902.55   |
|                                       |                                    |          |         |                      |   | PERC TOTAL PERCEPCIONES 7,902.55     |
|                                       |                                    |          |         |                      |   | DEDU TOTAL DEDUCCIONES 3,865.50      |
|                                       |                                    |          |         |                      |   | 3%FV 3% FONDO DE VIVIENDA 210.18     |
|                                       |                                    |          |         |                      |   | FOND FONDO PENSIONES EMPRES 1,050.91 |
|                                       |                                    |          |         |                      |   | SEDARSEDAR 140.12                    |
|                                       |                                    |          |         |                      |   | AGUI PROVISION AGUINALDO 1,082.54    |
|                                       |                                    |          |         |                      |   | TOTA NOMINA EN EFECTIVO 4,037.05     |
| 49-284-008                            | DE LA TORRE AGUILAR LAURA CRISTINA |          |         |                      |   |                                      |
| T.EMP:                                | PERMANENTE                         | 444.43   | 553.03  |                      | CAJERO                                      |                                      |
| 01                                    | SUELDO                             | 6,666.45 | 51      | ISPT                 | 1,066.01                                    | DVIG DIAS DE VIGENCIA 15.00          |
| 02                                    | DESPENSA                           | 546.50   | 54      | FONDO PENSIONES      | 766.64                                      | IMP1 ISPT ART. 113 LISR 1,066.01     |
| 03                                    | TRANSPORTE                         | 339.50   | 65      | OTRAS DEDUCCIONES    | 2,823.27                                    | PGR1 PERC. GRAVADA TIPO 1 7,552.45   |
|                                       |                                    |          |         |                      |   | PERC TOTAL PERCEPCIONES 7,552.45     |
|                                       |                                    |          |         |                      |   | DEDU TOTAL DEDUCCIONES 4,655.92      |
|                                       |                                    |          |         |                      |   | 3%FV 3% FONDO DE VIVIENDA 199.99     |
|                                       |                                    |          |         |                      |   | FOND FONDO PENSIONES EMPRES 999.97   |
|                                       |                                    |          |         |                      |   | SEDARSEDAR 133.33                    |
|                                       |                                    |          |         |                      |   | AGUI PROVISION AGUINALDO 1,034.58    |
|                                       |                                    |          |         |                      |   | TOTA NOMINA EN EFECTIVO 2,896.53     |
| 524-005                               | GOMEZ PEREZ ALFREDO                |          |         |                      |   |                                      |
| T.EMP:                                | PERMANENTE                         | 444.43   | 550.60  |                      | ANALISTA CONTABLE                           |                                      |
| 01                                    | SUELDO                             | 6,666.45 | 51      | ISPT                 | 1,066.01                                    | DVIG DIAS DE VIGENCIA 15.00          |
| 02                                    | DESPENSA                           | 546.50   | 54      | FONDO PENSIONES      | 766.64                                      | IMP1 ISPT ART. 113 LISR 1,066.01     |
| 03                                    | TRANSPORTE                         | 339.50   |         |                      |   | PGR1 PERC. GRAVADA TIPO 1 7,552.45   |
|                                       |                                    |          |         |                      |   | PERC TOTAL PERCEPCIONES 7,552.45     |
|                                       |                                    |          |         |                      |   | DEDU TOTAL DEDUCCIONES 1,832.65      |
|                                       |                                    |          |         |                      |   | 3%FV 3% FONDO DE VIVIENDA 199.99     |
|                                       |                                    |          |         |                      |   | FOND FONDO PENSIONES EMPRES 999.97   |
|                                       |                                    |          |         |                      |   | SEDARSEDAR 133.33                    |
|                                       |                                    |          |         |                      |   | AGUI PROVISION AGUINALDO 1,034.58    |
|                                       |                                    |          |         |                      |   | TOTA NOMINA EN EFECTIVO 5,719.80     |
| 60-198-002                            | RODRIGUEZ RODRIGUEZ RUTH MYRIAM    |          |         |                      |   |                                      |
| T.EMP:                                | PERMANENTE                         | 654.43   | 806.53  |                      | JEFE DE CONTROL PRESUPUESTAL (CONTABILIDAD) |                                      |
| 01                                    | SUELDO                             | 9,816.45 | 51      | ISPT                 | 1,777.34                                    | DVIG DIAS DE VIGENCIA 15.00          |
| 02                                    | DESPENSA                           | 630.50   | 54      | FONDO PENSIONES      | 1,128.89                                    | IMP1 ISPT ART. 113 LISR 1,777.34     |

| Clave   | Nombre                      | S.Diario  | S.Integ | PERCEPCIONES      | DEDUCCIONES | CONCEPTOS   |
|---------|-----------------------------|-----------|---------|-------------------|-------------|---|
| 03      | TRANSPORTE                  | 378.00    |         |                   |             | PGR1 PERC. GRAVADA TIPO 1 10,824.95<br>PERC TOTAL PERCEPCIONES 10,824.95<br>DEDU TOTAL DEDUCCIONES 2,906.23<br>3%FV 3% FONDO DE VIVIENDA 294.49<br>FOND FONDO PENSIONES EMPRES 1,472.47<br>SEDARSEDAR 196.33<br>AGUI PROVISION AGUINALDO 1,482.87<br>TOTA NOMINA EN EFECTIVO 7,918.72   |
| 710-002 | GOMEZ PEREZ GERARDO         |           |         |                   |             |   |
| T.EMP:  | PERMANENTE                  | 444.43    |         |                   | 551.41      | ANALISTA CONTABLE (EGRESOS)   |
| 01      | SUELDO                      | 6,666.45  | 51      | ISPT              | 1,068.26    | DVIG DIAS DE VIGENCIA 15.00   |
| 02      | DESPENSA                    | 557.00    | 54      | FONDO PENSIONES   | 766.64      | IMP1 ISPT ART. 113 LISR 1,068.26  |
| 03      | TRANSPORTE                  | 339.50    | 65      | OTRAS DEDUCCIONES | 3,925.51    | PGR1 PERC. GRAVADA TIPO 1 7,562.95  |
|         |                             |           | 93      | SEGURO ABA        | 171.74      | PERC TOTAL PERCEPCIONES 7,562.95  |
|         |                             |           | 95      | PRESTAMO AYUDATE  | 392.79      | DEDU TOTAL DEDUCCIONES 6,324.94<br>3%FV 3% FONDO DE VIVIENDA 199.99<br>FOND FONDO PENSIONES EMPRES 999.97<br>SEDARSEDAR 133.33<br>AGUI PROVISION AGUINALDO 1,036.02<br>CHEQ PAGO POR CHEQUE 1,238.01  |
| 710-006 | SALVIO FAJARDO SALVADOR     |           |         |                   |             |   |
| T.EMP:  | PERMANENTE                  | 444.43    |         |                   | 550.60      | ANALISTA CONTABLE   |
| 01      | SUELDO                      | 6,666.45  | 51      | ISPT              | 1,066.01    | DVIG DIAS DE VIGENCIA 15.00   |
| 02      | DESPENSA                    | 546.50    | 54      | FONDO PENSIONES   | 766.64      | IMP1 ISPT ART. 113 LISR 1,066.01  |
| 03      | TRANSPORTE                  | 339.50    |         |                   |             | PGR1 PERC. GRAVADA TIPO 1 7,552.45<br>PERC TOTAL PERCEPCIONES 7,552.45<br>DEDU TOTAL DEDUCCIONES 1,832.65<br>3%FV 3% FONDO DE VIVIENDA 199.99<br>FOND FONDO PENSIONES EMPRES 999.97<br>SEDARSEDAR 133.33<br>AGUI PROVISION AGUINALDO 1,034.58<br>TOTA NOMINA EN EFECTIVO 5,719.80       |
| 710-008 | MALDONADO HERNANDEZ ROBERTO |           |         |                   |             |   |
| T.EMP:  | PERMANENTE                  | 1,632.10  |         |                   | 1,826.00    | GERENTE DE CONTABILIDAD   |
| 01      | SUELDO                      | 24,481.50 | 51      | ISPT              | 6,040.03    | DVIG DIAS DE VIGENCIA 15.00   |
| 02      | DESPENSA                    | 994.50    | 54      | FONDO PENSIONES   | 2,815.37    | IMP1 ISPT ART. 113 LISR 6,040.03  |
| 03      | TRANSPORTE                  | 708.50    | 65      | OTRAS DEDUCCIONES | 3,056.00    | PGR1 PERC. GRAVADA TIPO 1 26,184.50<br>PERC TOTAL PERCEPCIONES 26,184.50<br>DEDU TOTAL DEDUCCIONES 11,911.40<br>3%FV 3% FONDO DE VIVIENDA 734.44<br>FOND FONDO PENSIONES EMPRES 3,672.22<br>SEDARSEDAR 489.63<br>AGUI PROVISION AGUINALDO 3,586.92<br>TOTA NOMINA EN EFECTIVO 14,273.10 |
| 710-013 | PIÑA RAMIREZ MONSERRAT      |           |         |                   |             |   |
| T.EMP:  | EVENTUAL                    | 811.50    |         |                   | 990.79      | RESIDENTE CONTABLE  |
| 01      | SUELDO                      | 12,172.50 | 51      | ISPT              | 2,372.17    | DVIG DIAS DE VIGENCIA 15.00   |
| 02      | DESPENSA                    | 727.50    |         |                   |             | IMP1 ISPT ART. 113 LISR 2,372.17  |
| 03      | TRANSPORTE                  | 454.00    |         |                   |             | PGR1 PERC. GRAVADA TIPO 1 13,354.00<br>PERC TOTAL PERCEPCIONES 13,354.00<br>DEDU TOTAL DEDUCCIONES 2,372.17<br>AGUI PROVISION AGUINALDO 1,829.32<br>TOTA NOMINA EN EFECTIVO 10,981.83   |

| Clave      | Nombre                               | S.Diario   | S.Integ | PERCEPCIONES         | DEDUCCIONES | CONCEPTOS                            |
|------------|--------------------------------------|------------|---------|----------------------|-------------|--------------------------------------|
| 740-009    | TREJO HUERTERO JAEL                  |            |         |                      |             |                                      |
| T.EMP:     | PERMANENTE                           | 444.43     |         |                      | 550.60      | ANALISTA CONTABLE                    |
| 01         | SUELDO                               | 6,666.45   | 51      | ISPT                 | 1,066.01    | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | DESPENSA                             | 546.50     | 54      | FONDO PENSIONES      | 766.64      | IMP1 ISPT ART. 113 LISR 1,066.01     |
| 03         | TRANSPORTE                           | 339.50     | 79      | APORT.ADIC.VOL.SEDAR | 250.00      | PGR1 PERC. GRAVADA TIPO 1 7,552.45   |
|            |                                      |            | 65      | OTRAS DEDUCCIONES    | 300.00      | PERC TOTAL PERCEPCIONES 7,552.45     |
|            |                                      |            |         |                      |             | DEDU TOTAL DEDUCCIONES 2,382.65      |
|            |                                      |            |         |                      |             | 3%FV 3% FONDO DE VIVIENDA 199.99     |
|            |                                      |            |         |                      |             | FOND FONDO PENSIONES EMPRES 999.97   |
|            |                                      |            |         |                      |             | SEDARSEDAR 133.33                    |
|            |                                      |            |         |                      |             | AGUI PROVISION AGUINALDO 1,034.58    |
|            |                                      |            |         |                      |             | TOTA NOMINA EN EFECTIVO 5,169.80     |
| 84-080-003 | PEREZ UREÑA JORGE ALBERTO            |            |         |                      |             |                                      |
| T.EMP:     | PERMANENTE                           | 811.50     |         |                      | 998.09      | JEFE DE TESORERIA                    |
| 01         | SUELDO                               | 12,172.50  | 51      | ISPT                 | 2,372.17    | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | DESPENSA                             | 727.50     | 54      | FONDO PENSIONES      | 1,399.84    | IMP1 ISPT ART. 113 LISR 2,372.17     |
| 03         | TRANSPORTE                           | 454.00     | 65      | OTRAS DEDUCCIONES    | 5,477.67    | PGR1 PERC. GRAVADA TIPO 1 13,354.00  |
|            |                                      |            |         |                      |             | PERC TOTAL PERCEPCIONES 13,354.00    |
|            |                                      |            |         |                      |             | DEDU TOTAL DEDUCCIONES 9,249.68      |
|            |                                      |            |         |                      |             | 3%FV 3% FONDO DE VIVIENDA 365.18     |
|            |                                      |            |         |                      |             | FOND FONDO PENSIONES EMPRES 1,825.88 |
|            |                                      |            |         |                      |             | SEDARSEDAR 243.45                    |
|            |                                      |            |         |                      |             | AGUI PROVISION AGUINALDO 1,829.32    |
|            |                                      |            |         |                      |             | TOTA NOMINA EN EFECTIVO 4,104.32     |
| 84-137-005 | GONZALEZ REYNOSO PATRICIA JACQUELINE |            |         |                      |             |                                      |
| T.EMP:     | PERMANENTE                           | 444.43     |         |                      | 573.79      | ANALISTA CONTABLE                    |
| 01         | SUELDO                               | 6,666.45   | 51      | ISPT                 | 1,066.01    | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | DESPENSA                             | 546.50     | 54      | FONDO PENSIONES      | 766.64      | IMP1 ISPT ART. 113 LISR 1,066.01     |
| 03         | TRANSPORTE                           | 339.50     | 65      | OTRAS DEDUCCIONES    | 1,241.00    | PGR1 PERC. GRAVADA TIPO 1 7,552.45   |
|            |                                      |            |         |                      |             | PERC TOTAL PERCEPCIONES 7,552.45     |
|            |                                      |            |         |                      |             | DEDU TOTAL DEDUCCIONES 3,073.65      |
|            |                                      |            |         |                      |             | 3%FV 3% FONDO DE VIVIENDA 199.99     |
|            |                                      |            |         |                      |             | FOND FONDO PENSIONES EMPRES 999.97   |
|            |                                      |            |         |                      |             | SEDARSEDAR 133.33                    |
|            |                                      |            |         |                      |             | AGUI PROVISION AGUINALDO 1,034.58    |
|            |                                      |            |         |                      |             | TOTA NOMINA EN EFECTIVO 4,478.80     |
| 84-137-008 | AVIÑA MATA NARDA VERONICA            |            |         |                      |             |                                      |
| T.EMP:     | PERMANENTE                           | 811.50     |         |                      | 1,016.43    | JEFE DE CONTABILIDAD                 |
| 01         | SUELDO                               | 12,172.50  | 51      | ISPT                 | 2,372.17    | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | DESPENSA                             | 727.50     | 54      | FONDO PENSIONES      | 1,399.84    | IMP1 ISPT ART. 113 LISR 2,372.17     |
| 03         | TRANSPORTE                           | 454.00     | 65      | OTRAS DEDUCCIONES    | 4,707.36    | PGR1 PERC. GRAVADA TIPO 1 13,354.00  |
|            |                                      |            |         |                      |             | PERC TOTAL PERCEPCIONES 13,354.00    |
|            |                                      |            |         |                      |             | DEDU TOTAL DEDUCCIONES 8,479.37      |
|            |                                      |            |         |                      |             | 3%FV 3% FONDO DE VIVIENDA 365.18     |
|            |                                      |            |         |                      |             | FOND FONDO PENSIONES EMPRES 1,825.88 |
|            |                                      |            |         |                      |             | SEDARSEDAR 243.45                    |
|            |                                      |            |         |                      |             | AGUI PROVISION AGUINALDO 1,829.32    |
|            |                                      |            |         |                      |             | TOTA NOMINA EN EFECTIVO 4,874.63     |
| ****       | Totales GCIA. DE CONTABILIDAD        |            | 710     | ****                 |             |                                      |
| 01         | SUELDO                               | 123,863.70 | 51      | ISPT                 | 23,389.49   | DVIG DIAS DE VIGENCIA 195.00         |
| 02         | DESPENSA                             | 8,132.50   | 54      | FONDO PENSIONES      | 12,844.48   | IMP1 ISPT ART. 113 LISR 23,389.49    |
| 03         | TRANSPORTE                           | 5,155.50   | 58      | CUOTA SINDICAL       | 60.44       | PGR1 PERC. GRAVADA TIPO 1 137,151.70 |
|            |                                      |            | 79      | APORT.ADIC.VOL.SEDAR | 250.00      | PERC TOTAL PERCEPCIONES 137,151.70   |



| Clave | Nombre               | S.Diario | S.Integ | DEDUCCIONES | CONCEPTOS                   |           |
|-------|----------------------|----------|---------|-------------|-----------------------------|-----------|
|       | PERCEPCIONES         |          |         |             |                             |           |
| 65    | OTRAS DEDUCCIONES    |          |         | 27,116.46   | DEDU TOTAL DEDUCCIONES      | 64,484.47 |
| 92    | PRESTAMO TU NOMINA P |          |         | 259.07      | 3%FV 3% FONDO DE VIVIENDA   | 3,350.72  |
| 93    | SEGURO ABA           |          |         | 171.74      | FOND FONDO PENSIONES EMPRES | 16,753.70 |
| 95    | PRESTAMO AYUDATE     |          |         | 392.79      | SEDARSEDAR                  | 2,233.83  |
|       |                      |          |         |             | AGUI PROVISION AGUINALDO    | 18,787.91 |
|       |                      |          |         |             | TOTA NOMINA EN EFECTIVO     | 71,429.22 |
|       |                      |          |         |             | CHEQ PAGO POR CHEQUE        | 1,238.01  |

Total de Empleados : 13.00 -----

| Clave      | Nombre                    | S.Diario  | S.Integ | PERCEPCIONES      | DEDUCCIONES | CONCEPTOS                            |
|------------|---------------------------|-----------|---------|-------------------|-------------|--------------------------------------|
| *****      | GCIA. DE INFORMATICA      | *****     | 720     |                   |             |                                      |
| 03-097-005 | AGUILAR BARRIGA JOSE LUIS |           |         |                   |             |                                      |
| T.EMP:     | PERMANENTE                | 467.47    | 568.17  |                   |             | ADMINISTRADOR DE BASE DE DATOS       |
| 01         | SUELDO                    | 7,012.05  | 51      | ISPT              | 1,107.37    | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | DESPENSA                  | 434.50    | 54      | FONDO PENSIONES   | 806.39      | IMP1 ISPT ART. 113 LISR 1,107.37     |
| 03         | TRANSPORTE                | 299.50    | 65      | OTRAS DEDUCCIONES | 2,150.69    | PGR1 PERC. GRAVADA TIPO 1 7,746.05   |
|            |                           |           |         |                   |             | PERC TOTAL PERCEPCIONES 7,746.05     |
|            |                           |           |         |                   |             | DEDU TOTAL DEDUCCIONES 4,064.45      |
|            |                           |           |         |                   |             | 3%FV 3% FONDO DE VIVIENDA 210.36     |
|            |                           |           |         |                   |             | FOND FONDO PENSIONES EMPRES 1,051.81 |
|            |                           |           |         |                   |             | SEDARSEDAR 140.24                    |
|            |                           |           |         |                   |             | AGUI PROVISION AGUINALDO 1,061.10    |
|            |                           |           |         |                   |             | TOTA NOMINA EN EFECTIVO 3,681.60     |
| 03-264-003 | CAMPOS ROMERO DAVID       |           |         |                   |             |                                      |
| T.EMP:     | PERMANENTE                | 811.50    | 998.09  |                   |             | JEFE DE INFRAESTRUCTURA TECNOLOGICA  |
| 01         | SUELDO                    | 12,172.50 | 51      | ISPT              | 2,372.17    | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | DESPENSA                  | 727.50    | 54      | FONDO PENSIONES   | 1,399.84    | IMP1 ISPT ART. 113 LISR 2,372.17     |
| 03         | TRANSPORTE                | 454.00    | 65      | OTRAS DEDUCCIONES | 3,000.00    | PGR1 PERC. GRAVADA TIPO 1 13,354.00  |
|            |                           |           |         |                   |             | PERC TOTAL PERCEPCIONES 13,354.00    |
|            |                           |           |         |                   |             | DEDU TOTAL DEDUCCIONES 6,772.01      |
|            |                           |           |         |                   |             | 3%FV 3% FONDO DE VIVIENDA 365.18     |
|            |                           |           |         |                   |             | FOND FONDO PENSIONES EMPRES 1,825.88 |
|            |                           |           |         |                   |             | SEDARSEDAR 243.45                    |
|            |                           |           |         |                   |             | AGUI PROVISION AGUINALDO 1,829.32    |
|            |                           |           |         |                   |             | TOTA NOMINA EN EFECTIVO 6,581.99     |
| 200-038    | PINTO ANG LAURA SUSANA    |           |         |                   |             |                                      |
| T.EMP:     | PERMANENTE                | 402.90    | 515.24  |                   |             | SECRETARIA                           |
| 01         | SUELDO                    | 6,043.50  | 51      | ISPT              | 916.50      | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | DESPENSA                  | 478.50    | 54      | FONDO PENSIONES   | 695.00      | IMP1 ISPT ART. 113 LISR 916.50       |
| 03         | TRANSPORTE                | 330.50    | 58      | CUOTA SINDICAL    | 60.44       | PGR1 PERC. GRAVADA TIPO 1 6,852.50   |
|            |                           |           |         |                   |             | PERC TOTAL PERCEPCIONES 6,852.50     |
|            |                           |           |         |                   |             | DEDU TOTAL DEDUCCIONES 1,671.94      |
|            |                           |           |         |                   |             | 3%FV 3% FONDO DE VIVIENDA 181.31     |
|            |                           |           |         |                   |             | FOND FONDO PENSIONES EMPRES 906.52   |
|            |                           |           |         |                   |             | SEDARSEDAR 120.87                    |
|            |                           |           |         |                   |             | AGUI PROVISION AGUINALDO 938.70      |
|            |                           |           |         |                   |             | TOTA NOMINA EN EFECTIVO 5,180.56     |
| 22-099-003 | VARELA PEREZ OSCAR RENATO |           |         |                   |             |                                      |
| T.EMP:     | PERMANENTE                | 811.50    | 998.09  |                   |             | JEFE DE SERVICIOS TECNOLOGICOS       |
| 01         | SUELDO                    | 12,172.50 | 51      | ISPT              | 2,372.17    | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | DESPENSA                  | 727.50    | 54      | FONDO PENSIONES   | 1,399.84    | IMP1 ISPT ART. 113 LISR 2,372.17     |
| 03         | TRANSPORTE                | 454.00    | 65      | OTRAS DEDUCCIONES | 4,373.57    | PGR1 PERC. GRAVADA TIPO 1 13,354.00  |
|            |                           |           |         |                   |             | PERC TOTAL PERCEPCIONES 13,354.00    |
|            |                           |           |         |                   |             | DEDU TOTAL DEDUCCIONES 8,145.58      |
|            |                           |           |         |                   |             | 3%FV 3% FONDO DE VIVIENDA 365.18     |
|            |                           |           |         |                   |             | FOND FONDO PENSIONES EMPRES 1,825.88 |
|            |                           |           |         |                   |             | SEDARSEDAR 243.45                    |
|            |                           |           |         |                   |             | AGUI PROVISION AGUINALDO 1,829.32    |
|            |                           |           |         |                   |             | TOTA NOMINA EN EFECTIVO 5,208.42     |
| 320-002    | GONZALEZ MUÑOZ OSCAR IVAN |           |         |                   |             |                                      |
| T.EMP:     | PERMANENTE                | 654.43    | 804.09  |                   |             | JEFE DE DESARROLLO DE SISTEMAS       |
| 01         | SUELDO                    | 9,816.45  | 51      | ISPT              | 1,777.34    | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | DESPENSA                  | 630.50    | 54      | FONDO PENSIONES   | 1,128.89    | IMP1 ISPT ART. 113 LISR 1,777.34     |

| Clave   | Nombre                    | S.Diario  | S.Integ  | PERCEPCIONES      | DEDUCCIONES                                   | CONCEPTOS  |
|---------|---------------------------|-----------|----------|-------------------|---|--|
| 03      | TRANSPORTE                | 378.00    |          |                   |   | PGR1 PERC. GRAVADA TIPO 1 10,824.95<br>PERC TOTAL PERCEPCIONES 10,824.95<br>DEDU TOTAL DEDUCCIONES 2,906.23<br>3%FV 3% FONDO DE VIVIENDA 294.49<br>FOND FONDO PENSIONES EMPRES 1,472.47<br>SEDARSEDAR 196.33<br>AGUI PROVISION AGUINALDO 1,482.87<br>TOTA NOMINA EN EFECTIVO 7,918.72  |
| 397-096 | BLANCAS NAVA JULIO CESAR  |           |          |                   |   |  |
| T.EMP:  | PERMANENTE                | 1,269.57  | 1,548.40 |                   | GERENTE DE INFORMATICA                        |  |
| 01      | SUELDO                    | 19,043.55 | 51       | ISPT              | 4,371.60                                      | DVIG DIAS DE VIGENCIA 15.00  |
| 02      | DESPENSA                  | 918.50    | 54       | FONDO PENSIONES   | 2,190.01                                      | IMP1 ISPT ART. 113 LISR 4,371.60   |
| 03      | TRANSPORTE                | 661.00    |          |                   |   | PGR1 PERC. GRAVADA TIPO 1 20,623.05<br>PERC TOTAL PERCEPCIONES 20,623.05<br>DEDU TOTAL DEDUCCIONES 6,561.61<br>3%FV 3% FONDO DE VIVIENDA 571.31<br>FOND FONDO PENSIONES EMPRES 2,856.53<br>SEDARSEDAR 380.87<br>AGUI PROVISION AGUINALDO 2,825.08<br>TOTA NOMINA EN EFECTIVO 14,061.44 |
| 720-002 | NAVARRO MEZA GERARDO      |           |          |                   |   |  |
| T.EMP:  | PERMANENTE                | 538.53    | 648.54   |                   | PROGRAMADOR ANALISTA                          |  |
| 01      | SUELDO                    | 8,077.95  | 51       | ISPT              | 1,338.67                                      | DVIG DIAS DE VIGENCIA 15.00  |
| 02      | DESPENSA                  | 465.50    | 54       | FONDO PENSIONES   | 928.96  | IMP1 ISPT ART. 113 LISR 1,338.67   |
| 03      | TRANSPORTE                | 285.50    |          |                   |   | PGR1 PERC. GRAVADA TIPO 1 8,828.95<br>PERC TOTAL PERCEPCIONES 8,828.95<br>DEDU TOTAL DEDUCCIONES 2,267.63<br>3%FV 3% FONDO DE VIVIENDA 242.34<br>FOND FONDO PENSIONES EMPRES 1,211.69<br>SEDARSEDAR 161.56<br>AGUI PROVISION AGUINALDO 1,209.45<br>TOTA NOMINA EN EFECTIVO 6,561.32    |
| 720-005 | VALLE JIMENEZ NEFI        |           |          |                   |   |  |
| T.EMP:  | PERMANENTE                | 467.47    | 560.88   |                   | ANALISTA DE SISTEMAS (ADMINISTRADOR DE REDES) |  |
| 01      | SUELDO                    | 7,012.05  | 51       | ISPT              | 1,107.37                                      | DVIG DIAS DE VIGENCIA 15.00  |
| 02      | DESPENSA                  | 434.50    | 54       | FONDO PENSIONES   | 806.39  | IMP1 ISPT ART. 113 LISR 1,107.37   |
| 03      | TRANSPORTE                | 299.50    | 65       | OTRAS DEDUCCIONES | 1,005.28                                      | PGR1 PERC. GRAVADA TIPO 1 7,746.05<br>PERC TOTAL PERCEPCIONES 7,746.05<br>DEDU TOTAL DEDUCCIONES 2,919.04<br>3%FV 3% FONDO DE VIVIENDA 210.36<br>FOND FONDO PENSIONES EMPRES 1,051.81<br>SEDARSEDAR 140.24<br>AGUI PROVISION AGUINALDO 1,061.10<br>TOTA NOMINA EN EFECTIVO 4,827.01    |
| 720-009 | JUAREZ JUAREZ RAUL ADOLFO |           |          |                   |   |  |
| T.EMP:  | PERMANENTE                | 467.47    | 560.88   |                   | ANALISTA DE SISTEMAS DE INFORMACION           |  |
| 01      | SUELDO                    | 7,012.05  | 51       | ISPT              | 1,107.37                                      | DVIG DIAS DE VIGENCIA 15.00  |
| 02      | DESPENSA                  | 434.50    | 54       | FONDO PENSIONES   | 806.39  | IMP1 ISPT ART. 113 LISR 1,107.37   |
| 03      | TRANSPORTE                | 299.50    |          |                   |   | PGR1 PERC. GRAVADA TIPO 1 7,746.05<br>PERC TOTAL PERCEPCIONES 7,746.05<br>DEDU TOTAL DEDUCCIONES 1,913.76<br>3%FV 3% FONDO DE VIVIENDA 210.36<br>FOND FONDO PENSIONES EMPRES 1,051.81<br>SEDARSEDAR 140.24   |

| Clave   | Nombre                           | S.Diario   | S.Integ | PERCEPCIONES      | DEDUCCIONES | CONCEPTOS                              |            |
|---------|----------------------------------|------------|---------|-------------------|-------------|--|------------|
|         |                                  |            |         |                   |             | AGUI PROVISION AGUINALDO               | 1,061.10   |
|         |                                  |            |         |                   |             | TOTA NOMINA EN EFECTIVO                | 5,832.29   |
| 720-010 | FLORES VAZQUEZ ARTURO            |            |         |                   |             |  |            |
| T.EMP:  | PERMANENTE                       | 467.06     | 572.58  |                   |             | ANALISTA DE SISTEMAS (SOPORTE TECNICO) |            |
| 01      | SUELDO                           | 7,005.90   | 51      | ISPT              | 1,140.76    | DVIG DIAS DE VIGENCIA                  | 15.00      |
| 02      | DESPENSA                         | 557.00     | 54      | FONDO PENSIONES   | 805.68      | IMP1 ISPT ART. 113 LISR                | 1,140.76   |
| 03      | TRANSPORTE                       | 339.50     | 65      | OTRAS DEDUCCIONES | 1,151.00    | PGR1 PERC. GRAVADA TIPO 1              | 7,902.40   |
|         |                                  |            |         |                   |             | PERC TOTAL PERCEPCIONES                | 7,902.40   |
|         |                                  |            |         |                   |             | DEDU TOTAL DEDUCCIONES                 | 3,097.44   |
|         |                                  |            |         |                   |             | 3%FV 3% FONDO DE VIVIENDA              | 210.18     |
|         |                                  |            |         |                   |             | FOND FONDO PENSIONES EMPRES            | 1,050.88   |
|         |                                  |            |         |                   |             | SEDARSEDAR                             | 140.12     |
|         |                                  |            |         |                   |             | AGUI PROVISION AGUINALDO               | 1,082.52   |
|         |                                  |            |         |                   |             | TOTA NOMINA EN EFECTIVO                | 4,804.96   |
| 720-011 | NICOLAS RENTERIA OSCAR ALEJANDRO |            |         |                   |             |  |            |
| T.EMP:  | PERMANENTE                       | 654.43     | 796.79  |                   |             | PROGRAMADOR ANALISTA                   |            |
| 01      | SUELDO                           | 9,816.45   | 51      | ISPT              | 1,777.34    | DVIG DIAS DE VIGENCIA                  | 15.00      |
| 02      | DESPENSA                         | 630.50     | 54      | FONDO PENSIONES   | 1,128.89    | IMP1 ISPT ART. 113 LISR                | 1,777.34   |
| 03      | TRANSPORTE                       | 378.00     | 65      | OTRAS DEDUCCIONES | 4,168.66    | PGR1 PERC. GRAVADA TIPO 1              | 10,824.95  |
|         |                                  |            |         |                   |             | PERC TOTAL PERCEPCIONES                | 10,824.95  |
|         |                                  |            |         |                   |             | DEDU TOTAL DEDUCCIONES                 | 7,074.89   |
|         |                                  |            |         |                   |             | 3%FV 3% FONDO DE VIVIENDA              | 294.49     |
|         |                                  |            |         |                   |             | FOND FONDO PENSIONES EMPRES            | 1,472.47   |
|         |                                  |            |         |                   |             | SEDARSEDAR                             | 196.33     |
|         |                                  |            |         |                   |             | AGUI PROVISION AGUINALDO               | 1,482.87   |
|         |                                  |            |         |                   |             | CHEQ PAGO POR CHEQUE                   | 3,750.06   |
| 720-013 | TELLO FLORES PEDRO IVAN          |            |         |                   |             |  |            |
| T.EMP:  | PERMANENTE                       | 654.43     | 796.79  |                   |             | JEFE DE SISTEMAS DE INFORMACION        |            |
| 01      | SUELDO                           | 9,816.45   | 51      | ISPT              | 1,777.34    | DVIG DIAS DE VIGENCIA                  | 15.00      |
| 02      | DESPENSA                         | 630.50     | 54      | FONDO PENSIONES   | 1,128.89    | IMP1 ISPT ART. 113 LISR                | 1,777.34   |
| 03      | TRANSPORTE                       | 378.00     | 65      | OTRAS DEDUCCIONES | 1,164.00    | PGR1 PERC. GRAVADA TIPO 1              | 10,824.95  |
|         |                                  |            |         |                   |             | PERC TOTAL PERCEPCIONES                | 10,824.95  |
|         |                                  |            |         |                   |             | DEDU TOTAL DEDUCCIONES                 | 4,070.23   |
|         |                                  |            |         |                   |             | 3%FV 3% FONDO DE VIVIENDA              | 294.49     |
|         |                                  |            |         |                   |             | FOND FONDO PENSIONES EMPRES            | 1,472.47   |
|         |                                  |            |         |                   |             | SEDARSEDAR                             | 196.33     |
|         |                                  |            |         |                   |             | AGUI PROVISION AGUINALDO               | 1,482.87   |
|         |                                  |            |         |                   |             | TOTA NOMINA EN EFECTIVO                | 6,754.72   |
| ****    | Totales GCIA. DE INFORMATICA     |            | 720     | ****              |             |  |            |
| 01      | SUELDO                           | 115,001.40 | 51      | ISPT              | 21,166.00   | DVIG DIAS DE VIGENCIA                  | 180.00     |
| 02      | DESPENSA                         | 7,069.50   | 54      | FONDO PENSIONES   | 13,225.17   | IMP1 ISPT ART. 113 LISR                | 21,166.00  |
| 03      | TRANSPORTE                       | 4,557.00   | 58      | CUOTA SINDICAL    | 60.44       | PGR1 PERC. GRAVADA TIPO 1              | 126,627.90 |
|         |                                  |            | 65      | OTRAS DEDUCCIONES | 17,013.20   | PERC TOTAL PERCEPCIONES                | 126,627.90 |
|         |                                  |            |         |                   |             | DEDU TOTAL DEDUCCIONES                 | 51,464.81  |
|         |                                  |            |         |                   |             | 3%FV 3% FONDO DE VIVIENDA              | 3,450.05   |
|         |                                  |            |         |                   |             | FOND FONDO PENSIONES EMPRES            | 17,250.22  |
|         |                                  |            |         |                   |             | SEDARSEDAR                             | 2,300.03   |
|         |                                  |            |         |                   |             | AGUI PROVISION AGUINALDO               | 17,346.30  |
|         |                                  |            |         |                   |             | TOTA NOMINA EN EFECTIVO                | 71,413.03  |
|         |                                  |            |         |                   |             | CHEQ PAGO POR CHEQUE                   | 3,750.06   |

Total de Empleados : 12.00

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

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PERCEPCIONES

| Clave  | Nombre                      | S.Diario  | S.Integ | PERCEPCIONES         | DEDUCCIONES | CONCEPTOS                            |
|--|-----------------------------|-----------|---------|----------------------|-------------|--------------------------------------|
| ***** GCIA. DE SERVICIOS GENERALES ***** 730 |                             |           |         |                      |             |                                      |
| 200-040                                      | ALDANA FLORES CARLOS        |           |         |                      |             |                                      |
| T.EMP:                                       | PERMANENTE                  | 364.37    | 452.64  |                      |             | CHOFER MENSAJERO                     |
| 01   | SUELDO                      | 5,465.55  | 51      | ISPT                 | 786.43      | DVIG DIAS DE VIGENCIA 15.00          |
| 02   | DESPENSA                    | 463.00    | 54      | FONDO PENSIONES      | 628.54      | IMP1 ISPT ART. 113 LISR 786.43       |
| 03   | TRANSPORTE                  | 315.00    | 58      | CUOTA SINDICAL       | 54.66       | PGR1 PERC. GRAVADA TIPO 1 6,243.55   |
|  |                             |           | 79      | APORT.ADIC.VOL.SEDAR | 100.00      | PERC TOTAL PERCEPCIONES 6,243.55     |
|  |                             |           | 65      | OTRAS DEDUCCIONES    | 2,640.27    | DEDU TOTAL DEDUCCIONES 4,209.90      |
|  |                             |           |         |                      |             | 3%FV 3% FONDO DE VIVIENDA 163.97     |
|  |                             |           |         |                      |             | FOND FONDO PENSIONES EMPRES 819.83   |
|  |                             |           |         |                      |             | SEDARSEDAR 109.31                    |
|  |                             |           |         |                      |             | AGUI PROVISION AGUINALDO 855.28      |
|  |                             |           |         |                      |             | TOTA NOMINA EN EFECTIVO 2,033.65     |
| 27-126-012                                   | VALDIVIA DIAZ ANA ESMERALDA |           |         |                      |             |                                      |
| T.EMP:                                       | PERMANENTE                  | 432.92    | 557.16  |                      |             | RECEPCIONISTA                        |
| 01   | SUELDO                      | 6,493.80  | 51      | ISPT                 | 1,006.07    | DVIG DIAS DE VIGENCIA 15.00          |
| 02   | DESPENSA                    | 463.00    | 54      | FONDO PENSIONES      | 746.79      | IMP1 ISPT ART. 113 LISR 1,006.07     |
| 03   | TRANSPORTE                  | 315.00    | 58      | CUOTA SINDICAL       | 64.94       | PGR1 PERC. GRAVADA TIPO 1 7,271.80   |
|  |                             |           | 79      | APORT.ADIC.VOL.SEDAR | 450.00      | PERC TOTAL PERCEPCIONES 7,271.80     |
|  |                             |           | 89      | APORT.ADIC.COMP.SEDA | 50.00       | DEDU TOTAL DEDUCCIONES 4,401.80      |
|  |                             |           | 65      | OTRAS DEDUCCIONES    | 2,084.00    | 3%FV 3% FONDO DE VIVIENDA 194.81     |
|  |                             |           |         |                      |             | FOND FONDO PENSIONES EMPRES 974.07   |
|  |                             |           |         |                      |             | SEDARSEDAR 129.88                    |
|  |                             |           |         |                      |             | AGUI PROVISION AGUINALDO 996.14      |
|  |                             |           |         |                      |             | TOTA NOMINA EN EFECTIVO 2,870.00     |
| 27-259-003                                   | NAVARRO REYES PATRICIA      |           |         |                      |             |                                      |
| T.EMP:                                       | PERMANENTE                  | 364.37    | 470.98  |                      |             | RECEPCIONISTA                        |
| 01   | SUELDO                      | 5,465.55  | 51      | ISPT                 | 786.43      | DVIG DIAS DE VIGENCIA 15.00          |
| 02   | DESPENSA                    | 463.00    | 54      | FONDO PENSIONES      | 628.54      | IMP1 ISPT ART. 113 LISR 786.43       |
| 03   | TRANSPORTE                  | 315.00    | 58      | CUOTA SINDICAL       | 54.66       | PGR1 PERC. GRAVADA TIPO 1 6,243.55   |
|  |                             |           | 65      | OTRAS DEDUCCIONES    | 2,527.93    | PERC TOTAL PERCEPCIONES 6,243.55     |
|  |                             |           |         |                      |             | DEDU TOTAL DEDUCCIONES 3,997.56      |
|  |                             |           |         |                      |             | 3%FV 3% FONDO DE VIVIENDA 163.97     |
|  |                             |           |         |                      |             | FOND FONDO PENSIONES EMPRES 819.83   |
|  |                             |           |         |                      |             | SEDARSEDAR 109.31                    |
|  |                             |           |         |                      |             | AGUI PROVISION AGUINALDO 855.28      |
|  |                             |           |         |                      |             | TOTA NOMINA EN EFECTIVO 2,245.99     |
| 303-009                                      | LEAL OCHOA STEPHANY JANETTE |           |         |                      |             |                                      |
| T.EMP:                                       | PERMANENTE                  | 811.50    | 990.78  |                      |             | JEFE DE PATRIMONIO Y ALMACENES       |
| 01   | SUELDO                      | 12,172.50 | 51      | ISPT                 | 2,372.17    | DVIG DIAS DE VIGENCIA 15.00          |
| 02   | DESPENSA                    | 727.50    | 54      | FONDO PENSIONES      | 1,399.84    | IMP1 ISPT ART. 113 LISR 2,372.17     |
| 03   | TRANSPORTE                  | 454.00    | 65      | OTRAS DEDUCCIONES    | 6,286.80    | PGR1 PERC. GRAVADA TIPO 1 13,354.00  |
|  |                             |           |         |                      |             | PERC TOTAL PERCEPCIONES 13,354.00    |
|  |                             |           |         |                      |             | DEDU TOTAL DEDUCCIONES 10,058.81     |
|  |                             |           |         |                      |             | 3%FV 3% FONDO DE VIVIENDA 365.18     |
|  |                             |           |         |                      |             | FOND FONDO PENSIONES EMPRES 1,825.88 |
|  |                             |           |         |                      |             | SEDARSEDAR 243.45                    |
|  |                             |           |         |                      |             | AGUI PROVISION AGUINALDO 1,829.32    |
|  |                             |           |         |                      |             | TOTA NOMINA EN EFECTIVO 3,295.19     |
| 31-184-004                                   | CALVARIO VALDEZ ANGEL       |           |         |                      |             |                                      |
| T.EMP:                                       | PERMANENTE                  | 402.90    | 501.85  |                      |             | CHOFER MENSAJERO                     |
| 01   | SUELDO                      | 6,043.50  | 51      | ISPT                 | 909.88      | DVIG DIAS DE VIGENCIA 15.00          |
| 02   | DESPENSA                    | 463.00    | 54      | FONDO PENSIONES      | 695.00      | IMP1 ISPT ART. 113 LISR 909.88       |

| Clave   | Nombre                        | S.Diario | S.Integ | PERCEPCIONES         | DEDUCCIONES  | CONCEPTOS                   |          |
|---------|-------------------------------|----------|---------|----------------------|--|-----------------------------|----------|
| 03      | TRANSPORTE                    | 315.00   | 58      | CUOTA SINDICAL       | 60.44  | PGR1 PERC. GRAVADA TIPO 1   | 6,821.50 |
|         |                               |          | 65      | OTRAS DEDUCCIONES    | 2,015.00   | PERC TOTAL PERCEPCIONES     | 6,821.50 |
|         |                               |          |         |                      |  | DEDU TOTAL DEDUCCIONES      | 3,680.32 |
|         |                               |          |         |                      |  | 3%FV 3% FONDO DE VIVIENDA   | 181.31   |
|         |                               |          |         |                      |  | FOND FONDO PENSIONES EMPRES | 906.52   |
|         |                               |          |         |                      |  | SEDARSEDAR                  | 120.87   |
|         |                               |          |         |                      |  | AGUI PROVISION AGUINALDO    | 934.45   |
|         |                               |          |         |                      |  | TOTA NOMINA EN EFECTIVO     | 3,141.18 |
| 375-008 | HERNANDEZ MONTIEL LUIS        |          |         |                      |  |                             |          |
| T.EMP:  | PERMANENTE                    | 312.30   |         | 384.61               | VELADOR INTENDENTE                                 |                             |          |
| 01      | SUELDO                        | 4,684.50 | 51      | ISPT                 | 587.56   | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02      | DESPENSA                      | 394.00   | 54      | FONDO PENSIONES      | 538.72   | IMP1 ISPT ART. 113 LISR     | 587.56   |
| 03      | TRANSPORTE                    | 234.00   | 58      | CUOTA SINDICAL       | 46.84  | PGR1 PERC. GRAVADA TIPO 1   | 5,312.50 |
|         |                               |          |         |                      |  | PERC TOTAL PERCEPCIONES     | 5,312.50 |
|         |                               |          |         |                      |  | DEDU TOTAL DEDUCCIONES      | 1,173.12 |
|         |                               |          |         |                      |  | 3%FV 3% FONDO DE VIVIENDA   | 140.53   |
|         |                               |          |         |                      |  | FOND FONDO PENSIONES EMPRES | 702.67   |
|         |                               |          |         |                      |  | SEDARSEDAR                  | 93.69    |
|         |                               |          |         |                      |  | AGUI PROVISION AGUINALDO    | 727.74   |
|         |                               |          |         |                      |  | TOTA NOMINA EN EFECTIVO     | 4,139.38 |
| 397-076 | HERNANDEZ BRAVO HORACIO       |          |         |                      |  |                             |          |
| T.EMP:  | PERMANENTE                    | 420.16   |         | 520.39               | AUXILIAR DE SERVICIOS GENERALES (PINTOR-ALBAÑIL-EL |                             |          |
| 01      | SUELDO                        | 6,302.40 | 51      | ISPT                 | 981.85   | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02      | DESPENSA                      | 523.00   | 54      | FONDO PENSIONES      | 724.78   | IMP1 ISPT ART. 113 LISR     | 981.85   |
| 03      | TRANSPORTE                    | 333.00   | 58      | CUOTA SINDICAL       | 63.02  | PGR1 PERC. GRAVADA TIPO 1   | 7,158.40 |
|         |                               |          | 65      | OTRAS DEDUCCIONES    | 4,141.00   | PERC TOTAL PERCEPCIONES     | 7,158.40 |
|         |                               |          | 92      | PRESTAMO TU NOMINA P | 402.93   | DEDU TOTAL DEDUCCIONES      | 6,313.58 |
|         |                               |          |         |                      |  | 3%FV 3% FONDO DE VIVIENDA   | 189.07   |
|         |                               |          |         |                      |  | FOND FONDO PENSIONES EMPRES | 945.36   |
|         |                               |          |         |                      |  | SEDARSEDAR                  | 126.05   |
|         |                               |          |         |                      |  | AGUI PROVISION AGUINALDO    | 980.60   |
|         |                               |          |         |                      |  | TOTA NOMINA EN EFECTIVO     | 844.82   |
| 397-093 | GARCIA NUÑEZ CARLOS ALONSO    |          |         |                      |  |                             |          |
| T.EMP:  | PERMANENTE                    | 444.44   |         | 548.33               | AUXILIAR ADMINISTRATIVO                            |                             |          |
| 01      | SUELDO                        | 6,666.60 | 51      | ISPT                 | 1,059.64   | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02      | DESPENSA                      | 523.00   | 54      | FONDO PENSIONES      | 766.66   | IMP1 ISPT ART. 113 LISR     | 1,059.64 |
| 03      | TRANSPORTE                    | 333.00   | 58      | CUOTA SINDICAL       | 66.67  | PGR1 PERC. GRAVADA TIPO 1   | 7,522.60 |
|         |                               |          | 65      | OTRAS DEDUCCIONES    | 3,995.60   | PERC TOTAL PERCEPCIONES     | 7,522.60 |
|         |                               |          | 95      | PRESTAMO AYUDATE     | 722.59   | DEDU TOTAL DEDUCCIONES      | 6,611.16 |
|         |                               |          |         |                      |  | 3%FV 3% FONDO DE VIVIENDA   | 200.00   |
|         |                               |          |         |                      |  | FOND FONDO PENSIONES EMPRES | 999.99   |
|         |                               |          |         |                      |  | SEDARSEDAR                  | 133.33   |
|         |                               |          |         |                      |  | AGUI PROVISION AGUINALDO    | 1,030.49 |
|         |                               |          |         |                      |  | TOTA NOMINA EN EFECTIVO     | 911.44   |
| 397-094 | DIEGO CHAVEZ FRANCISCO JAVIER |          |         |                      |  |                             |          |
| T.EMP:  | PERMANENTE                    | 312.30   |         | 382.18               | ASEADOR  |                             |          |
| 01      | SUELDO                        | 4,684.50 | 51      | ISPT                 | 587.56   | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02      | DESPENSA                      | 394.00   | 54      | FONDO PENSIONES      | 538.72   | IMP1 ISPT ART. 113 LISR     | 587.56   |
| 03      | TRANSPORTE                    | 234.00   | 58      | CUOTA SINDICAL       | 46.84  | PGR1 PERC. GRAVADA TIPO 1   | 5,312.50 |
|         |                               |          | 65      | OTRAS DEDUCCIONES    | 1,753.15   | PERC TOTAL PERCEPCIONES     | 5,312.50 |
|         |                               |          |         |                      |  | DEDU TOTAL DEDUCCIONES      | 2,926.27 |
|         |                               |          |         |                      |  | 3%FV 3% FONDO DE VIVIENDA   | 140.53   |
|         |                               |          |         |                      |  | FOND FONDO PENSIONES EMPRES | 702.67   |
|         |                               |          |         |                      |  | SEDARSEDAR                  | 93.69    |

| Clave             | Nombre                           | S.Diario | S.Integ           | DEDUCCIONES        | CONCEPTOS                 |                                    |
|-------------------|----------------------------------|----------|-------------------|--------------------|---------------------------|------------------------------------|
| PERCEPCIONES      |                                  |          |                   |                    |                           |                                    |
|                   |                                  |          |                   |                    |                           | AGUI PROVISION AGUINALDO 727.74    |
|                   |                                  |          |                   |                    |                           | TOTA NOMINA EN EFECTIVO 2,386.23   |
| 397-113           | LUJAN BARAJAS DONACIANO          |          |                   |                    |                           |                                    |
| T.EMP: PERMANENTE | 312.30                           |          | 382.18            | ASEADOR            |                           |                                    |
| 01 SUELDO         | 4,684.50                         | 51       | ISPT              | 587.56             | DVIG DIAS DE VIGENCIA     | 15.00                              |
| 02 DESPENSA       | 394.00                           | 54       | FONDO PENSIONES   | 538.72             | IMP1 ISPT ART. 113 LISR   | 587.56                             |
| 03 TRANSPORTE     | 234.00                           | 58       | CUOTA SINDICAL    | 46.84              | PGR1 PERC. GRAVADA TIPO 1 | 5,312.50                           |
|                   |                                  | 65       | OTRAS DEDUCCIONES | 2,033.00           | PERC TOTAL PERCEPCIONES   | 5,312.50                           |
|                   |                                  |          |                   |                    |                           | DEDU TOTAL DEDUCCIONES 3,206.12    |
|                   |                                  |          |                   |                    |                           | 3%FV 3% FONDO DE VIVIENDA 140.53   |
|                   |                                  |          |                   |                    |                           | FOND FONDO PENSIONES EMPRES 702.67 |
|                   |                                  |          |                   |                    |                           | SEDARSEDAR 93.69                   |
|                   |                                  |          |                   |                    |                           | AGUI PROVISION AGUINALDO 727.74    |
|                   |                                  |          |                   |                    |                           | TOTA NOMINA EN EFECTIVO 2,106.38   |
| 539-005           | NUÑEZ MIRAMONTES MARIA DE JESUS  |          |                   |                    |                           |                                    |
| T.EMP: PERMANENTE | 402.90                           |          | 515.24            | SECRETARIA         |                           |                                    |
| 01 SUELDO         | 6,043.50                         | 51       | ISPT              | 916.50             | DVIG DIAS DE VIGENCIA     | 15.00                              |
| 02 DESPENSA       | 478.50                           | 54       | FONDO PENSIONES   | 695.00             | IMP1 ISPT ART. 113 LISR   | 916.50                             |
| 03 TRANSPORTE     | 330.50                           | 58       | CUOTA SINDICAL    | 60.44              | PGR1 PERC. GRAVADA TIPO 1 | 6,852.50                           |
|                   |                                  | 65       | OTRAS DEDUCCIONES | 4,184.48           | PERC TOTAL PERCEPCIONES   | 6,852.50                           |
|                   |                                  |          |                   |                    |                           | DEDU TOTAL DEDUCCIONES 5,856.42    |
|                   |                                  |          |                   |                    |                           | 3%FV 3% FONDO DE VIVIENDA 181.31   |
|                   |                                  |          |                   |                    |                           | FOND FONDO PENSIONES EMPRES 906.52 |
|                   |                                  |          |                   |                    |                           | SEDARSEDAR 120.87                  |
|                   |                                  |          |                   |                    |                           | AGUI PROVISION AGUINALDO 938.70    |
|                   |                                  |          |                   |                    |                           | CHEQ PAGO POR CHEQUE 996.08        |
| 57-279-009        | GARCIA GARNICA GUILLERMO         |          |                   |                    |                           |                                    |
| T.EMP: PERMANENTE | 312.30                           |          | 384.61            | ASEADOR            |                           |                                    |
| 01 SUELDO         | 4,684.50                         | 51       | ISPT              | 587.56             | DVIG DIAS DE VIGENCIA     | 15.00                              |
| 02 DESPENSA       | 394.00                           | 54       | FONDO PENSIONES   | 538.72             | IMP1 ISPT ART. 113 LISR   | 587.56                             |
| 03 TRANSPORTE     | 234.00                           | 58       | CUOTA SINDICAL    | 46.84              | PGR1 PERC. GRAVADA TIPO 1 | 5,312.50                           |
|                   |                                  | 65       | OTRAS DEDUCCIONES | 881.86             | PERC TOTAL PERCEPCIONES   | 5,312.50                           |
|                   |                                  |          |                   |                    |                           | DEDU TOTAL DEDUCCIONES 2,054.98    |
|                   |                                  |          |                   |                    |                           | 3%FV 3% FONDO DE VIVIENDA 140.53   |
|                   |                                  |          |                   |                    |                           | FOND FONDO PENSIONES EMPRES 702.67 |
|                   |                                  |          |                   |                    |                           | SEDARSEDAR 93.69                   |
|                   |                                  |          |                   |                    |                           | AGUI PROVISION AGUINALDO 727.74    |
|                   |                                  |          |                   |                    |                           | TOTA NOMINA EN EFECTIVO 3,257.52   |
| 730-008           | OROZCO PONCE ERNESTO             |          |                   |                    |                           |                                    |
| T.EMP: PERMANENTE | 312.30                           |          | 382.18            | VELADOR INTENDENTE |                           |                                    |
| 01 SUELDO         | 4,684.50                         | 51       | ISPT              | 587.56             | DVIG DIAS DE VIGENCIA     | 15.00                              |
| 02 DESPENSA       | 394.00                           | 54       | FONDO PENSIONES   | 538.72             | IMP1 ISPT ART. 113 LISR   | 587.56                             |
| 03 TRANSPORTE     | 234.00                           | 58       | CUOTA SINDICAL    | 46.84              | PGR1 PERC. GRAVADA TIPO 1 | 5,312.50                           |
|                   |                                  | 65       | OTRAS DEDUCCIONES | 1,541.00           | PERC TOTAL PERCEPCIONES   | 5,312.50                           |
|                   |                                  | 93       | SEGURO ABA        | 125.49             | DEDU TOTAL DEDUCCIONES    | 2,839.61                           |
|                   |                                  |          |                   |                    |                           | 3%FV 3% FONDO DE VIVIENDA 140.53   |
|                   |                                  |          |                   |                    |                           | FOND FONDO PENSIONES EMPRES 702.67 |
|                   |                                  |          |                   |                    |                           | SEDARSEDAR 93.69                   |
|                   |                                  |          |                   |                    |                           | AGUI PROVISION AGUINALDO 727.74    |
|                   |                                  |          |                   |                    |                           | TOTA NOMINA EN EFECTIVO 2,472.89   |
| 730-010           | JIMENEZ MAGDALENO JOSE FRANCISCO |          |                   |                    |                           |                                    |
| T.EMP: PERMANENTE | 312.30                           |          | 382.18            | VELADOR INTENDENTE |                           |                                    |
| 01 SUELDO         | 4,684.50                         | 51       | ISPT              | 587.56             | DVIG DIAS DE VIGENCIA     | 15.00                              |



| Clave   | Nombre                         | S.Diario  | S.Integ | PERCEPCIONES      | DEDUCCIONES                    | CONCEPTOS                   |           |
|---------|--------------------------------|-----------|---------|-------------------|--------------------------------|-----------------------------|-----------|
| 02      | DESPENSA                       | 394.00    | 54      | FONDO PENSIONES   | 538.72                         | IMP1 ISPT ART. 113 LISR     | 587.56    |
| 03      | TRANSPORTE                     | 234.00    | 58      | CUOTA SINDICAL    | 46.84                          | PGR1 PERC. GRAVADA TIPO 1   | 5,312.50  |
|         |                                |           | 65      | OTRAS DEDUCCIONES | 430.93                         | PERC TOTAL PERCEPCIONES     | 5,312.50  |
|         |                                |           |         |                   |                                | DEDU TOTAL DEDUCCIONES      | 1,604.05  |
|         |                                |           |         |                   |                                | 3%FV 3% FONDO DE VIVIENDA   | 140.53    |
|         |                                |           |         |                   |                                | FOND FONDO PENSIONES EMPRES | 702.67    |
|         |                                |           |         |                   |                                | SEDARSEDAR                  | 93.69     |
|         |                                |           |         |                   |                                | AGUI PROVISION AGUINALDO    | 727.74    |
|         |                                |           |         |                   |                                | TOTA NOMINA EN EFECTIVO     | 3,708.45  |
| 730-012 | PEREDO AVALOS ENRIQUE          |           |         |                   |                                |                             |           |
| T.EMP:  | PERMANENTE                     | 1,632.10  |         | 1,826.00          | GERENTE DE SERVICIOS GENERALES |                             |           |
| 01      | SUELDO                         | 24,481.50 | 51      | ISPT              | 6,040.03                       | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02      | DESPENSA                       | 994.50    | 54      | FONDO PENSIONES   | 2,815.37                       | IMP1 ISPT ART. 113 LISR     | 6,040.03  |
| 03      | TRANSPORTE                     | 708.50    | 65      | OTRAS DEDUCCIONES | 8,768.17                       | PGR1 PERC. GRAVADA TIPO 1   | 26,184.50 |
|         |                                |           |         |                   |                                | PERC TOTAL PERCEPCIONES     | 26,184.50 |
|         |                                |           |         |                   |                                | DEDU TOTAL DEDUCCIONES      | 17,623.57 |
|         |                                |           |         |                   |                                | 3%FV 3% FONDO DE VIVIENDA   | 734.44    |
|         |                                |           |         |                   |                                | FOND FONDO PENSIONES EMPRES | 3,672.22  |
|         |                                |           |         |                   |                                | SEDARSEDAR                  | 489.63    |
|         |                                |           |         |                   |                                | AGUI PROVISION AGUINALDO    | 3,586.92  |
|         |                                |           |         |                   |                                | TOTA NOMINA EN EFECTIVO     | 8,560.93  |
| 730-015 | RODRIGUEZ VERGARA JOSE EDUARDO |           |         |                   |                                |                             |           |
| T.EMP:  | PERMANENTE                     | 654.43    |         | 796.78            | JEFE DE ADQUISICIONES          |                             |           |
| 01      | SUELDO                         | 9,816.45  | 51      | ISPT              | 1,777.34                       | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02      | DESPENSA                       | 630.50    | 54      | FONDO PENSIONES   | 1,128.89                       | IMP1 ISPT ART. 113 LISR     | 1,777.34  |
| 03      | TRANSPORTE                     | 378.00    |         |                   |                                | PGR1 PERC. GRAVADA TIPO 1   | 10,824.95 |
|         |                                |           |         |                   |                                | PERC TOTAL PERCEPCIONES     | 10,824.95 |
|         |                                |           |         |                   |                                | DEDU TOTAL DEDUCCIONES      | 2,906.23  |
|         |                                |           |         |                   |                                | 3%FV 3% FONDO DE VIVIENDA   | 294.49    |
|         |                                |           |         |                   |                                | FOND FONDO PENSIONES EMPRES | 1,472.47  |
|         |                                |           |         |                   |                                | SEDARSEDAR                  | 196.33    |
|         |                                |           |         |                   |                                | AGUI PROVISION AGUINALDO    | 1,482.87  |
|         |                                |           |         |                   |                                | CHEQ PAGO POR CHEQUE        | 7,918.72  |
| 730-017 | SERPA ROJAS CARLOS VALENTIN    |           |         |                   |                                |                             |           |
| T.EMP:  | PERMANENTE                     | 420.16    |         | 515.52            | ESPECIALISTA EN SEGURIDAD      |                             |           |
| 01      | SUELDO                         | 6,302.40  | 51      | ISPT              | 981.85                         | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02      | DESPENSA                       | 523.00    | 54      | FONDO PENSIONES   | 724.78                         | IMP1 ISPT ART. 113 LISR     | 981.85    |
| 03      | TRANSPORTE                     | 333.00    | 65      | OTRAS DEDUCCIONES | 1,716.00                       | PGR1 PERC. GRAVADA TIPO 1   | 7,158.40  |
|         |                                |           |         |                   |                                | PERC TOTAL PERCEPCIONES     | 7,158.40  |
|         |                                |           |         |                   |                                | DEDU TOTAL DEDUCCIONES      | 3,422.63  |
|         |                                |           |         |                   |                                | 3%FV 3% FONDO DE VIVIENDA   | 189.07    |
|         |                                |           |         |                   |                                | FOND FONDO PENSIONES EMPRES | 945.36    |
|         |                                |           |         |                   |                                | SEDARSEDAR                  | 126.05    |
|         |                                |           |         |                   |                                | AGUI PROVISION AGUINALDO    | 980.60    |
|         |                                |           |         |                   |                                | TOTA NOMINA EN EFECTIVO     | 3,735.77  |
| 730-025 | MAGAÑA AVILA JOSE              |           |         |                   |                                |                             |           |
| T.EMP:  | PERMANENTE                     | 467.07    |         | 572.59            | COMPRADOR                      |                             |           |
| 01      | SUELDO                         | 7,006.05  | 51      | ISPT              | 1,140.80                       | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02      | DESPENSA                       | 557.00    | 54      | FONDO PENSIONES   | 805.70                         | IMP1 ISPT ART. 113 LISR     | 1,140.80  |
| 03      | TRANSPORTE                     | 339.50    | 65      | OTRAS DEDUCCIONES | 2,019.00                       | PGR1 PERC. GRAVADA TIPO 1   | 7,902.55  |
|         |                                |           |         |                   |                                | PERC TOTAL PERCEPCIONES     | 7,902.55  |
|         |                                |           |         |                   |                                | DEDU TOTAL DEDUCCIONES      | 3,965.50  |
|         |                                |           |         |                   |                                | 3%FV 3% FONDO DE VIVIENDA   | 210.18    |
|         |                                |           |         |                   |                                | FOND FONDO PENSIONES EMPRES | 1,050.91  |

| Clave   | Nombre                       | S.Diario | S.Integ | PERCEPCIONES      | DEDUCCIONES | CONCEPTOS                               |          |
|---------|------------------------------|----------|---------|-------------------|-------------|---|----------|
|         |                              |          |         |                   |             | SEDARSEDAR                              | 140.12   |
|         |                              |          |         |                   |             | AGUI PROVISION AGUINALDO                | 1,082.54 |
|         |                              |          |         |                   |             | TOTA NOMINA EN EFECTIVO                 | 3,937.05 |
| 730-027 | GONZALEZ ALBA ERIKA VERONICA |          |         |                   |             |   |          |
| T.EMP:  | PERMANENTE                   | 347.77   |         |                   | 443.60      | ASEADOR                                 |          |
| 01      | SUELDO                       | 5,216.55 | 51      | ISPT              | 730.58      | DVIG DIAS DE VIGENCIA                   | 15.00    |
| 02      | DESPENSA                     | 457.50   | 54      | FONDO PENSIONES   | 599.90      | IMP1 ISPT ART. 113 LISR                 | 730.58   |
| 03      | TRANSPORTE                   | 308.00   | 58      | CUOTA SINDICAL    | 52.17       | PGR1 PERC. GRAVADA TIPO 1               | 5,982.05 |
|         |                              |          | 65      | OTRAS DEDUCCIONES | 1,965.28    | PERC TOTAL PERCEPCIONES                 | 5,982.05 |
|         |                              |          |         |                   |             | DEDU TOTAL DEDUCCIONES                  | 3,347.93 |
|         |                              |          |         |                   |             | 3%FV 3% FONDO DE VIVIENDA               | 156.50   |
|         |                              |          |         |                   |             | FOND FONDO PENSIONES EMPRES             | 782.48   |
|         |                              |          |         |                   |             | SEDARSEDAR                              | 104.33   |
|         |                              |          |         |                   |             | AGUI PROVISION AGUINALDO                | 819.46   |
|         |                              |          |         |                   |             | TOTA NOMINA EN EFECTIVO                 | 2,634.12 |
| 730-029 | MARTIN GUZMAN JOAQUIN        |          |         |                   |             |   |          |
| T.EMP:  | PERMANENTE                   | 467.46   |         |                   | 560.87      | SUPERVISOR DE MANTENIMIENTO (EDIFICIOS) |          |
| 01      | SUELDO                       | 7,011.90 | 51      | ISPT              | 1,107.34    | DVIG DIAS DE VIGENCIA                   | 15.00    |
| 02      | DESPENSA                     | 434.50   | 54      | FONDO PENSIONES   | 806.37      | IMP1 ISPT ART. 113 LISR                 | 1,107.34 |
| 03      | TRANSPORTE                   | 299.50   |         |                   |             | PGR1 PERC. GRAVADA TIPO 1               | 7,745.90 |
|         |                              |          |         |                   |             | PERC TOTAL PERCEPCIONES                 | 7,745.90 |
|         |                              |          |         |                   |             | DEDU TOTAL DEDUCCIONES                  | 1,913.71 |
|         |                              |          |         |                   |             | 3%FV 3% FONDO DE VIVIENDA               | 210.36   |
|         |                              |          |         |                   |             | FOND FONDO PENSIONES EMPRES             | 1,051.78 |
|         |                              |          |         |                   |             | SEDARSEDAR                              | 140.24   |
|         |                              |          |         |                   |             | AGUI PROVISION AGUINALDO                | 1,061.08 |
|         |                              |          |         |                   |             | TOTA NOMINA EN EFECTIVO                 | 5,832.19 |
| 730-031 | VAZQUEZ RIVAS NORMA ARGELIA  |          |         |                   |             |   |          |
| T.EMP:  | PERMANENTE                   | 364.36   |         |                   | 463.65      | RECEPCIONISTA                           |          |
| 01      | SUELDO                       | 5,465.40 | 51      | ISPT              | 786.40      | DVIG DIAS DE VIGENCIA                   | 15.00    |
| 02      | DESPENSA                     | 463.00   | 54      | FONDO PENSIONES   | 628.52      | IMP1 ISPT ART. 113 LISR                 | 786.40   |
| 03      | TRANSPORTE                   | 315.00   | 58      | CUOTA SINDICAL    | 54.65       | PGR1 PERC. GRAVADA TIPO 1               | 6,243.40 |
|         |                              |          |         |                   |             | PERC TOTAL PERCEPCIONES                 | 6,243.40 |
|         |                              |          |         |                   |             | DEDU TOTAL DEDUCCIONES                  | 1,469.57 |
|         |                              |          |         |                   |             | 3%FV 3% FONDO DE VIVIENDA               | 163.96   |
|         |                              |          |         |                   |             | FOND FONDO PENSIONES EMPRES             | 819.81   |
|         |                              |          |         |                   |             | SEDARSEDAR                              | 109.31   |
|         |                              |          |         |                   |             | AGUI PROVISION AGUINALDO                | 855.26   |
|         |                              |          |         |                   |             | TOTA NOMINA EN EFECTIVO                 | 4,773.83 |
| 730-032 | AUSENCIO GARCIA PEDRO        |          |         |                   |             |   |          |
| T.EMP:  | PERMANENTE                   | 467.47   |         |                   | 560.89      | SUPERVISOR DE SERVICIOS GENERALES       |          |
| 01      | SUELDO                       | 7,012.05 | 51      | ISPT              | 1,107.37    | DVIG DIAS DE VIGENCIA                   | 15.00    |
| 02      | DESPENSA                     | 434.50   | 54      | FONDO PENSIONES   | 806.39      | IMP1 ISPT ART. 113 LISR                 | 1,107.37 |
| 03      | TRANSPORTE                   | 299.50   |         |                   |             | PGR1 PERC. GRAVADA TIPO 1               | 7,746.05 |
|         |                              |          |         |                   |             | PERC TOTAL PERCEPCIONES                 | 7,746.05 |
|         |                              |          |         |                   |             | DEDU TOTAL DEDUCCIONES                  | 1,913.76 |
|         |                              |          |         |                   |             | 3%FV 3% FONDO DE VIVIENDA               | 210.36   |
|         |                              |          |         |                   |             | FOND FONDO PENSIONES EMPRES             | 1,051.81 |
|         |                              |          |         |                   |             | SEDARSEDAR                              | 140.24   |
|         |                              |          |         |                   |             | AGUI PROVISION AGUINALDO                | 1,061.10 |
|         |                              |          |         |                   |             | TOTA NOMINA EN EFECTIVO                 | 5,832.29 |
| 730-033 | RAMIREZ ESTRADA JOSE MARTIN  |          |         |                   |             |   |          |
| T.EMP:  | PERMANENTE                   | 420.16   |         |                   | 515.52      | AUXILIAR ADMINISTRATIVO                 |          |

| Clave      | Nombre                             | S.Diario | S.Integ | PERCEPCIONES      | DEDUCCIONES | CONCEPTOS                       |          |
|------------|------------------------------------|----------|---------|-------------------|-------------|---------------------------------|----------|
| 01         | SUELDO                             | 6,302.40 | 51      | ISPT              | 981.85      | DVIG DIAS DE VIGENCIA           | 15.00    |
| 02         | DESPENSA                           | 523.00   | 54      | FONDO PENSIONES   | 724.78      | IMP1 ISPT ART. 113 LISR         | 981.85   |
| 03         | TRANSPORTE                         | 333.00   | 58      | CUOTA SINDICAL    | 63.02       | PGR1 PERC. GRAVADA TIPO 1       | 7,158.40 |
|            |                                    |          |         |                   |             | PERC TOTAL PERCEPCIONES         | 7,158.40 |
|            |                                    |          |         |                   |             | DEDU TOTAL DEDUCCIONES          | 1,769.65 |
|            |                                    |          |         |                   |             | 3%FV 3% FONDO DE VIVIENDA       | 189.07   |
|            |                                    |          |         |                   |             | FOND FONDO PENSIONES EMPRES     | 945.36   |
|            |                                    |          |         |                   |             | SEDARSEDAR                      | 126.05   |
|            |                                    |          |         |                   |             | AGUI PROVISION AGUINALDO        | 980.60   |
|            |                                    |          |         |                   |             | TOTA NOMINA EN EFECTIVO         | 5,388.75 |
| 750-002    | FREEMAN FIGUEROA ALICIA DEL CARMEN |          |         |                   |             |                                 |          |
| T.EMP:     | PERMANENTE                         | 467.07   |         |                   | 577.46      | COMPRADOR                       |          |
| 01         | SUELDO                             | 7,006.05 | 51      | ISPT              | 1,140.80    | DVIG DIAS DE VIGENCIA           | 15.00    |
| 02         | DESPENSA                           | 557.00   | 54      | FONDO PENSIONES   | 805.70      | IMP1 ISPT ART. 113 LISR         | 1,140.80 |
| 03         | TRANSPORTE                         | 339.50   | 65      | OTRAS DEDUCCIONES | 3,651.44    | PGR1 PERC. GRAVADA TIPO 1       | 7,902.55 |
|            |                                    |          |         |                   |             | PERC TOTAL PERCEPCIONES         | 7,902.55 |
|            |                                    |          |         |                   |             | DEDU TOTAL DEDUCCIONES          | 5,597.94 |
|            |                                    |          |         |                   |             | 3%FV 3% FONDO DE VIVIENDA       | 210.18   |
|            |                                    |          |         |                   |             | FOND FONDO PENSIONES EMPRES     | 1,050.91 |
|            |                                    |          |         |                   |             | SEDARSEDAR                      | 140.12   |
|            |                                    |          |         |                   |             | AGUI PROVISION AGUINALDO        | 1,082.54 |
|            |                                    |          |         |                   |             | TOTA NOMINA EN EFECTIVO         | 2,304.61 |
| 750-012    | GONZALEZ MURO ZEFERINO             |          |         |                   |             |                                 |          |
| T.EMP:     | PERMANENTE                         | 467.07   |         |                   | 572.58      | ANALISTA JURIDICO               |          |
| 01         | SUELDO                             | 7,006.05 | 51      | ISPT              | 1,140.80    | DVIG DIAS DE VIGENCIA           | 15.00    |
| 02         | DESPENSA                           | 557.00   | 54      | FONDO PENSIONES   | 805.70      | IMP1 ISPT ART. 113 LISR         | 1,140.80 |
| 03         | TRANSPORTE                         | 339.50   |         |                   |             | PGR1 PERC. GRAVADA TIPO 1       | 7,902.55 |
|            |                                    |          |         |                   |             | PERC TOTAL PERCEPCIONES         | 7,902.55 |
|            |                                    |          |         |                   |             | DEDU TOTAL DEDUCCIONES          | 1,946.50 |
|            |                                    |          |         |                   |             | 3%FV 3% FONDO DE VIVIENDA       | 210.18   |
|            |                                    |          |         |                   |             | FOND FONDO PENSIONES EMPRES     | 1,050.91 |
|            |                                    |          |         |                   |             | SEDARSEDAR                      | 140.12   |
|            |                                    |          |         |                   |             | AGUI PROVISION AGUINALDO        | 1,082.54 |
|            |                                    |          |         |                   |             | TOTA NOMINA EN EFECTIVO         | 5,956.05 |
| 81-186-009 | YAÑEZ HERNANDEZ J HORACIO          |          |         |                   |             |                                 |          |
| T.EMP:     | PERMANENTE                         | 467.07   |         |                   | 579.89      | ANALISTA DE CONTROL PATRIMONIAL |          |
| 01         | SUELDO                             | 7,006.05 | 51      | ISPT              | 1,140.80    | DVIG DIAS DE VIGENCIA           | 15.00    |
| 02         | DESPENSA                           | 557.00   | 54      | FONDO PENSIONES   | 805.70      | IMP1 ISPT ART. 113 LISR         | 1,140.80 |
| 03         | TRANSPORTE                         | 339.50   |         |                   |             | PGR1 PERC. GRAVADA TIPO 1       | 7,902.55 |
|            |                                    |          |         |                   |             | PERC TOTAL PERCEPCIONES         | 7,902.55 |
|            |                                    |          |         |                   |             | DEDU TOTAL DEDUCCIONES          | 1,946.50 |
|            |                                    |          |         |                   |             | 3%FV 3% FONDO DE VIVIENDA       | 210.18   |
|            |                                    |          |         |                   |             | FOND FONDO PENSIONES EMPRES     | 1,050.91 |
|            |                                    |          |         |                   |             | SEDARSEDAR                      | 140.12   |
|            |                                    |          |         |                   |             | AGUI PROVISION AGUINALDO        | 1,082.54 |
|            |                                    |          |         |                   |             | TOTA NOMINA EN EFECTIVO         | 5,956.05 |
| 86-028-035 | VASQUEZ MENDOZA RUBEN              |          |         |                   |             |                                 |          |
| T.EMP:     | PERMANENTE                         | 312.30   |         |                   | 384.61      | VELADOR INTENDENTE              |          |
| 01         | SUELDO                             | 4,684.50 | 51      | ISPT              | 587.56      | DVIG DIAS DE VIGENCIA           | 15.00    |
| 02         | DESPENSA                           | 394.00   | 54      | FONDO PENSIONES   | 538.72      | IMP1 ISPT ART. 113 LISR         | 587.56   |
| 03         | TRANSPORTE                         | 234.00   | 58      | CUOTA SINDICAL    | 46.84       | PGR1 PERC. GRAVADA TIPO 1       | 5,312.50 |
|            |                                    |          | 65      | OTRAS DEDUCCIONES | 1,192.26    | PERC TOTAL PERCEPCIONES         | 5,312.50 |
|            |                                    |          |         |                   |             | DEDU TOTAL DEDUCCIONES          | 2,365.38 |
|            |                                    |          |         |                   |             | 3%FV 3% FONDO DE VIVIENDA       | 140.53   |

| Clave      | Nombre                                  | S.Diario | S.Integ | PERCEPCIONES      | DEDUCCIONES | CONCEPTOS                                      |
|------------|---|----------|---------|-------------------|-------------|--|
|            |   |          |         |                   |             | FOND FONDO PENSIONES EMPRES 702.67             |
|            |   |          |         |                   |             | SEDARSEDAR 93.69                               |
|            |   |          |         |                   |             | AGUI PROVISION AGUINALDO 727.74                |
|            |   |          |         |                   |             | TOTA NOMINA EN EFECTIVO 2,947.12               |
| 86-061-015 | PEREZ MACIEL CARLOS                     |          |         |                   |             |  |
| T.EMP:     | PERMANENTE                              | 538.53   |         | 650.98            |             | SUPERVISOR DE MANTENIMIENTO (PARQUE VEHICULAR) |
| 01         | SUELDO                                  | 8,077.95 | 51      | ISPT              | 1,338.67    | DVIG DIAS DE VIGENCIA 15.00                    |
| 02         | DESPENSA                                | 465.50   | 54      | FONDO PENSIONES   | 928.96      | IMP1 ISPT ART. 113 LISR 1,338.67               |
| 03         | TRANSPORTE                              | 285.50   | 65      | OTRAS DEDUCCIONES | 3,440.55    | PGR1 PERC. GRAVADA TIPO 1 8,828.95             |
|            |   |          |         |                   |             | PERC TOTAL PERCEPCIONES 8,828.95               |
|            |   |          |         |                   |             | DEDU TOTAL DEDUCCIONES 5,708.18                |
|            |   |          |         |                   |             | 3%FV 3% FONDO DE VIVIENDA 242.34               |
|            |   |          |         |                   |             | FOND FONDO PENSIONES EMPRES 1,211.69           |
|            |   |          |         |                   |             | SEDARSEDAR 161.56                              |
|            |   |          |         |                   |             | AGUI PROVISION AGUINALDO 1,209.45              |
|            |   |          |         |                   |             | TOTA NOMINA EN EFECTIVO 3,120.77               |
| 86-148-004 | GUERRA LUNA MARTHA GABRIELA             |          |         |                   |             |  |
| T.EMP:     | PERMANENTE                              | 420.16   |         | 525.26            |             | AUXILIAR DE COMPRAS                            |
| 01         | SUELDO                                  | 6,302.40 | 51      | ISPT              | 981.85      | DVIG DIAS DE VIGENCIA 15.00                    |
| 02         | DESPENSA                                | 523.00   | 54      | FONDO PENSIONES   | 724.78      | IMP1 ISPT ART. 113 LISR 981.85                 |
| 03         | TRANSPORTE                              | 333.00   | 58      | CUOTA SINDICAL    | 63.02       | PGR1 PERC. GRAVADA TIPO 1 7,158.40             |
|            |   |          | 65      | OTRAS DEDUCCIONES | 3,040.85    | PERC TOTAL PERCEPCIONES 7,158.40               |
|            |   |          |         |                   |             | DEDU TOTAL DEDUCCIONES 4,810.50                |
|            |   |          |         |                   |             | 3%FV 3% FONDO DE VIVIENDA 189.07               |
|            |   |          |         |                   |             | FOND FONDO PENSIONES EMPRES 945.36             |
|            |   |          |         |                   |             | SEDARSEDAR 126.05                              |
|            |   |          |         |                   |             | AGUI PROVISION AGUINALDO 980.60                |
|            |   |          |         |                   |             | TOTA NOMINA EN EFECTIVO 2,347.90               |
| 86-167-002 | IRIARTE MORONES MARIA DEL CARMEN TERESA |          |         |                   |             |  |
| T.EMP:     | PERMANENTE                              | 420.16   |         | 548.46            |             | AUXILIAR ADMINISTRATIVO                        |
| 01         | SUELDO                                  | 6,302.40 | 51      | ISPT              | 981.85      | DVIG DIAS DE VIGENCIA 15.00                    |
| 02         | DESPENSA                                | 523.00   | 54      | FONDO PENSIONES   | 724.78      | IMP1 ISPT ART. 113 LISR 981.85                 |
| 03         | TRANSPORTE                              | 333.00   | 58      | CUOTA SINDICAL    | 63.02       | PGR1 PERC. GRAVADA TIPO 1 7,158.40             |
|            |   |          | 65      | OTRAS DEDUCCIONES | 3,089.00    | PERC TOTAL PERCEPCIONES 7,158.40               |
|            |   |          |         |                   |             | DEDU TOTAL DEDUCCIONES 4,858.65                |
|            |   |          |         |                   |             | 3%FV 3% FONDO DE VIVIENDA 189.07               |
|            |   |          |         |                   |             | FOND FONDO PENSIONES EMPRES 945.36             |
|            |   |          |         |                   |             | SEDARSEDAR 126.05                              |
|            |   |          |         |                   |             | AGUI PROVISION AGUINALDO 980.60                |
|            |   |          |         |                   |             | TOTA NOMINA EN EFECTIVO 2,299.75               |
| 86-168-027 | GONZALEZ CASTAÑEDA JOSE MANUEL          |          |         |                   |             |  |
| T.EMP:     | PERMANENTE                              | 312.30   |         | 389.48            |             | ASEADOR  |
| 01         | SUELDO                                  | 4,684.50 | 51      | ISPT              | 587.56      | DVIG DIAS DE VIGENCIA 15.00                    |
| 02         | DESPENSA                                | 394.00   | 54      | FONDO PENSIONES   | 538.72      | IMP1 ISPT ART. 113 LISR 587.56                 |
| 03         | TRANSPORTE                              | 234.00   | 58      | CUOTA SINDICAL    | 46.84       | PGR1 PERC. GRAVADA TIPO 1 5,312.50             |
|            |   |          |         |                   |             | PERC TOTAL PERCEPCIONES 5,312.50               |
|            |   |          |         |                   |             | DEDU TOTAL DEDUCCIONES 1,173.12                |
|            |   |          |         |                   |             | 3%FV 3% FONDO DE VIVIENDA 140.53               |
|            |   |          |         |                   |             | FOND FONDO PENSIONES EMPRES 702.67             |
|            |   |          |         |                   |             | SEDARSEDAR 93.69                               |
|            |   |          |         |                   |             | AGUI PROVISION AGUINALDO 727.74                |
|            |   |          |         |                   |             | CHEQ PAGO POR CHEQUE 4,139.38                  |
| 86-185-028 | MAGDALENO AGUILERA FRANCISCO JAVIER     |          |         |                   |             |  |

| Clave                                  | Nombre     | S.Diario | S.Integ | PERCEPCIONES                                       | DEDUCCIONES | CONCEPTOS                          |
|--|------------|----------|---------|--|-------------|------------------------------------|
| -----                                  |            |          |         |  |             |                                    |
| T.EMP:                                 | PERMANENTE | 420.16   | 528.91  | AUXILIAR DE SERVICIOS GENERALES (PINTOR-ALBAÑIL-EL |             |                                    |
| 01                                     | SUELDO     | 6,302.40 | 51      | ISPT   | 981.85      | DVIG DIAS DE VIGENCIA 15.00        |
| 02                                     | DESPENSA   | 523.00   | 54      | FONDO PENSIONES                                    | 724.78      | IMP1 ISPT ART. 113 LISR 981.85     |
| 03                                     | TRANSPORTE | 333.00   | 58      | CUOTA SINDICAL                                     | 63.02       | PGR1 PERC. GRAVADA TIPO 1 7,158.40 |
|  |            |          |         |  |             | PERC TOTAL PERCEPCIONES 7,158.40   |
|  |            |          |         |  |             | DEDU TOTAL DEDUCCIONES 1,769.65    |
|  |            |          |         |  |             | 3%FV 3% FONDO DE VIVIENDA 189.07   |
|  |            |          |         |  |             | FOND FONDO PENSIONES EMPRES 945.36 |
|  |            |          |         |  |             | SEDARSEDAR 126.05                  |
|  |            |          |         |  |             | AGUI PROVISION AGUINALDO 980.60    |
|  |            |          |         |  |             | TOTA NOMINA EN EFECTIVO 5,388.75   |
|  |            |          |         |  |             |                                    |
| 86-185-029 GONZALEZ SEPULVEDA AGRIPINA |            |          |         |  |             |                                    |
| T.EMP:                                 | PERMANENTE | 364.37   | 478.28  | AUXILIAR DE SERVICIOS GENERALES (FOTOCOPIADO)      |             |                                    |
| 01                                     | SUELDO     | 5,465.55 | 51      | ISPT   | 786.43      | DVIG DIAS DE VIGENCIA 15.00        |
| 02                                     | DESPENSA   | 463.00   | 54      | FONDO PENSIONES                                    | 628.54      | IMP1 ISPT ART. 113 LISR 786.43     |
| 03                                     | TRANSPORTE | 315.00   | 58      | CUOTA SINDICAL                                     | 54.66       | PGR1 PERC. GRAVADA TIPO 1 6,243.55 |
|  |            |          |         |  |             | PERC TOTAL PERCEPCIONES 6,243.55   |
|  |            |          |         |  |             | DEDU TOTAL DEDUCCIONES 1,469.63    |
|  |            |          |         |  |             | 3%FV 3% FONDO DE VIVIENDA 163.97   |
|  |            |          |         |  |             | FOND FONDO PENSIONES EMPRES 819.83 |
|  |            |          |         |  |             | SEDARSEDAR 109.31                  |
|  |            |          |         |  |             | AGUI PROVISION AGUINALDO 855.28    |
|  |            |          |         |  |             | TOTA NOMINA EN EFECTIVO 4,773.92   |
|  |            |          |         |  |             |                                    |
| 86-212-018 BRISEÑO DIAZ RAFAEL         |            |          |         |  |             |                                    |
| T.EMP:                                 | PERMANENTE | 312.30   | 387.05  | VELADOR INTENDENTE                                 |             |                                    |
| 01                                     | SUELDO     | 4,684.50 | 51      | ISPT   | 587.56      | DVIG DIAS DE VIGENCIA 15.00        |
| 02                                     | DESPENSA   | 394.00   | 54      | FONDO PENSIONES                                    | 538.72      | IMP1 ISPT ART. 113 LISR 587.56     |
| 03                                     | TRANSPORTE | 234.00   | 58      | CUOTA SINDICAL                                     | 46.84       | PGR1 PERC. GRAVADA TIPO 1 5,312.50 |
|  |            |          | 65      | OTRAS DEDUCCIONES                                  | 1,495.00    | PERC TOTAL PERCEPCIONES 5,312.50   |
|  |            |          |         |  |             | DEDU TOTAL DEDUCCIONES 2,668.12    |
|  |            |          |         |  |             | 3%FV 3% FONDO DE VIVIENDA 140.53   |
|  |            |          |         |  |             | FOND FONDO PENSIONES EMPRES 702.67 |
|  |            |          |         |  |             | SEDARSEDAR 93.69                   |
|  |            |          |         |  |             | AGUI PROVISION AGUINALDO 727.74    |
|  |            |          |         |  |             | TOTA NOMINA EN EFECTIVO 2,644.38   |
|  |            |          |         |  |             |                                    |
| 86-212-022 CHAVEZ MARTINEZ ALFONSO     |            |          |         |  |             |                                    |
| T.EMP:                                 | PERMANENTE | 312.30   | 387.05  | VELADOR INTENDENTE                                 |             |                                    |
| 01                                     | SUELDO     | 4,684.50 | 51      | ISPT   | 587.56      | DVIG DIAS DE VIGENCIA 15.00        |
| 02                                     | DESPENSA   | 394.00   | 54      | FONDO PENSIONES                                    | 538.72      | IMP1 ISPT ART. 113 LISR 587.56     |
| 03                                     | TRANSPORTE | 234.00   | 58      | CUOTA SINDICAL                                     | 46.84       | PGR1 PERC. GRAVADA TIPO 1 5,312.50 |
|  |            |          | 65      | OTRAS DEDUCCIONES                                  | 1,545.00    | PERC TOTAL PERCEPCIONES 5,312.50   |
|  |            |          |         |  |             | DEDU TOTAL DEDUCCIONES 2,718.12    |
|  |            |          |         |  |             | 3%FV 3% FONDO DE VIVIENDA 140.53   |
|  |            |          |         |  |             | FOND FONDO PENSIONES EMPRES 702.67 |
|  |            |          |         |  |             | SEDARSEDAR 93.69                   |
|  |            |          |         |  |             | AGUI PROVISION AGUINALDO 727.74    |
|  |            |          |         |  |             | TOTA NOMINA EN EFECTIVO 2,594.38   |
|  |            |          |         |  |             |                                    |
| 86-212-023 ROMERO MONTALVO MARTIN      |            |          |         |  |             |                                    |
| T.EMP:                                 | PERMANENTE | 312.30   | 384.61  | VELADOR INTENDENTE                                 |             |                                    |
| 01                                     | SUELDO     | 4,684.50 | 51      | ISPT   | 587.56      | DVIG DIAS DE VIGENCIA 15.00        |
| 02                                     | DESPENSA   | 394.00   | 54      | FONDO PENSIONES                                    | 538.72      | IMP1 ISPT ART. 113 LISR 587.56     |
| 03                                     | TRANSPORTE | 234.00   | 58      | CUOTA SINDICAL                                     | 46.84       | PGR1 PERC. GRAVADA TIPO 1 5,312.50 |
|  |            |          | 65      | OTRAS DEDUCCIONES                                  | 1,562.00    | PERC TOTAL PERCEPCIONES 5,312.50   |
|  |            |          | 92      | PRESTAMO TU NOMINA P                               | 393.93      | DEDU TOTAL DEDUCCIONES 3,483.32    |

| Clave        | Nombre                          | S.Diario  | S.Integ                     | DEDUCCIONES | CONCEPTOS                            |
|--------------|---------------------------------|-----------|-----------------------------|-------------|--------------------------------------|
| PERCEPCIONES |                                 |           |                             |             |                                      |
|              |                                 | 95        | PRESTAMO AYUDATE            | 354.27      | 3%FV 3% FONDO DE VIVIENDA 140.53     |
|              |                                 |           |                             |             | FOND FONDO PENSIONES EMPRES 702.67   |
|              |                                 |           |                             |             | SEDARSEDAR 93.69                     |
|              |                                 |           |                             |             | AGUI PROVISION AGUINALDO 727.74      |
|              |                                 |           |                             |             | TOTA NOMINA EN EFECTIVO 1,829.18     |
| 86-244-011   | PEÑA SANTIAGO JUAN              |           |                             |             |                                      |
| T.EMP:       | PERMANENTE                      | 347.77    | 433.79ALMACENISTA           |             |                                      |
| 01           | SUELDO                          | 5,216.55  | 51 ISPT                     | 730.58      | DVIG DIAS DE VIGENCIA 15.00          |
| 02           | DESPENSA                        | 457.50    | 54 FONDO PENSIONES          | 599.90      | IMP1 ISPT ART. 113 LISR 730.58       |
| 03           | TRANSPORTE                      | 308.00    | 65 OTRAS DEDUCCIONES        | 625.00      | PGR1 PERC. GRAVADA TIPO 1 5,982.05   |
|              |                                 |           |                             |             | PERC TOTAL PERCEPCIONES 5,982.05     |
|              |                                 |           |                             |             | DEDU TOTAL DEDUCCIONES 1,955.48      |
|              |                                 |           |                             |             | 3%FV 3% FONDO DE VIVIENDA 156.50     |
|              |                                 |           |                             |             | FOND FONDO PENSIONES EMPRES 782.48   |
|              |                                 |           |                             |             | SEDARSEDAR 104.33                    |
|              |                                 |           |                             |             | AGUI PROVISION AGUINALDO 819.46      |
|              |                                 |           |                             |             | TOTA NOMINA EN EFECTIVO 4,026.57     |
| 910-032      | PALMA HERNANDEZ EUTIMIO         |           |                             |             |                                      |
| T.EMP:       | PERMANENTE                      | 811.50    | 990.79JEFE DE MANTENIMIENTO |             |                                      |
| 01           | SUELDO                          | 12,172.50 | 51 ISPT                     | 1,953.39    | DVIG DIAS DE VIGENCIA 15.00          |
| 02           | DESPENSA                        | 727.50    | 54 FONDO PENSIONES          | 1,399.84    | IMP1 ISPT ART. 113 LISR 1,953.39     |
| 03           | TRANSPORTE                      | 454.00    | 65 OTRAS DEDUCCIONES        | 3,044.00    | PGR1 PERC. GRAVADA TIPO 1 11,573.46  |
|              | FALINCIDENCIAS                  | -1,780.54 |                             |             | PERC TOTAL PERCEPCIONES 11,573.46    |
|              |                                 |           |                             |             | DEDU TOTAL DEDUCCIONES 6,397.23      |
|              |                                 |           |                             |             | 3%FV 3% FONDO DE VIVIENDA 365.18     |
|              |                                 |           |                             |             | FOND FONDO PENSIONES EMPRES 1,825.88 |
|              |                                 |           |                             |             | SEDARSEDAR 243.45                    |
|              |                                 |           |                             |             | AGUI PROVISION AGUINALDO 1,829.32    |
|              |                                 |           |                             |             | CHEQ PAGO POR CHEQUE 5,176.23        |
| 910-036      | CUEVAS MORENO EDUARDO           |           |                             |             |                                      |
| T.EMP:       | PERMANENTE                      | 420.16    | 515.52AUXILIAR DE COMPRAS   |             |                                      |
| 01           | SUELDO                          | 6,302.40  | 51 ISPT                     | 981.85      | DVIG DIAS DE VIGENCIA 15.00          |
| 02           | DESPENSA                        | 523.00    | 54 FONDO PENSIONES          | 724.78      | IMP1 ISPT ART. 113 LISR 981.85       |
| 03           | TRANSPORTE                      | 333.00    | 65 OTRAS DEDUCCIONES        | 1,373.00    | PGR1 PERC. GRAVADA TIPO 1 7,158.40   |
|              |                                 |           |                             |             | PERC TOTAL PERCEPCIONES 7,158.40     |
|              |                                 |           |                             |             | DEDU TOTAL DEDUCCIONES 3,079.63      |
|              |                                 |           |                             |             | 3%FV 3% FONDO DE VIVIENDA 189.07     |
|              |                                 |           |                             |             | FOND FONDO PENSIONES EMPRES 945.36   |
|              |                                 |           |                             |             | SEDARSEDAR 126.05                    |
|              |                                 |           |                             |             | AGUI PROVISION AGUINALDO 980.60      |
|              |                                 |           |                             |             | TOTA NOMINA EN EFECTIVO 4,078.77     |
| 930-016      | RAMOS DE LA TORRE MARTHA ALICIA |           |                             |             |                                      |
| T.EMP:       | PERMANENTE                      | 312.30    | 395.64ASEADOR               |             |                                      |
| 01           | SUELDO                          | 4,684.50  | 51 ISPT                     | 587.56      | DVIG DIAS DE VIGENCIA 15.00          |
| 02           | DESPENSA                        | 394.00    | 54 FONDO PENSIONES          | 538.72      | IMP1 ISPT ART. 113 LISR 587.56       |
| 03           | TRANSPORTE                      | 234.00    | 58 CUOTA SINDICAL           | 46.84       | PGR1 PERC. GRAVADA TIPO 1 5,312.50   |
|              |                                 |           | 65 OTRAS DEDUCCIONES        | 2,709.00    | PERC TOTAL PERCEPCIONES 5,312.50     |
|              |                                 |           | 92 PRESTAMO TU NOMINA P     | 227.14      | DEDU TOTAL DEDUCCIONES 4,737.85      |
|              |                                 |           | 95 PRESTAMO AYUDATE         | 628.59      | 3%FV 3% FONDO DE VIVIENDA 140.53     |
|              |                                 |           |                             |             | FOND FONDO PENSIONES EMPRES 702.67   |
|              |                                 |           |                             |             | SEDARSEDAR 93.69                     |
|              |                                 |           |                             |             | AGUI PROVISION AGUINALDO 727.74      |
|              |                                 |           |                             |             | TOTA NOMINA EN EFECTIVO 574.65       |

| Clave          | Nombre                               | S.Diario   | S.Integ              | DEDUCCIONES     | CONCEPTOS                             |
|----------------|--------------------------------------|------------|----------------------|-----------------|---------------------------------------|
| PERCEPCIONES   |                                      |            |                      |                 |                                       |
| ****           | Totales GCIA. DE SERVICIOS GENERALES | 730        | ****                 |                 |                                       |
| 01             | SUELDO                               | 266,642.40 | 51                   | ISPT            | DVIG DIAS DE VIGENCIA 600.00          |
| 02             | DESPENSA                             | 19,726.00  | 54                   | FONDO PENSIONES | IMP1 ISPT ART. 113 LISR 42,682.12     |
| 03             | TRANSPORTE                           | 12,545.50  | 58                   | CUOTA SINDICAL  | PGR1 PERC. GRAVADA TIPO 1 297,133.36  |
| FALINCIDENCIAS | -1,780.54                            | 79         | APORT.ADIC.VOL.SEDAR | 550.00          | PERC TOTAL PERCEPCIONES 297,133.36    |
|                |                                      | 89         | APORT.ADIC.COMP.SEDA | 50.00           | DEDU TOTAL DEDUCCIONES 153,952.05     |
|                |                                      | 65         | OTRAS DEDUCCIONES    | 75,750.57       | 3%FV 3% FONDO DE VIVIENDA 7,999.22    |
|                |                                      | 92         | PRESTAMO TU NOMINA P | 1,024.00        | FOND FONDO PENSIONES EMPRES 39,996.29 |
|                |                                      | 93         | SEGURO ABA           | 125.49          | SEDARSEDAR 5,332.86                   |
|                |                                      | 95         | PRESTAMO AYUDATE     | 1,705.45        | AGUI PROVISION AGUINALDO 40,947.10    |
|                |                                      |            |                      |                 | TOTA NOMINA EN EFECTIVO 124,950.90    |
|                |                                      |            |                      |                 | CHEQ PAGO POR CHEQUE 18,230.41        |

Total de Empleados : 40.00 -----

| Clave                             | Nombre                          | S.Diario  | S.Integ  | PERCEPCIONES      | DEDUCCIONES | CONCEPTOS                              |
|-----------------------------------|---------------------------------|-----------|----------|-------------------|-------------|--|
| ***** GCIA. DE PERSONAL ***** 740 |                                 |           |          |                   |             |  |
| 300-004                           | SANCHEZ MACIAS MARIA DEL CARMEN |           |          |                   |             |  |
| T.EMP:                            | PERMANENTE                      | 402.91    | 510.38   |                   |             | SECRETARIA                             |
| 01                                | SUELDO                          | 6,043.65  | 51       | ISPT              | 916.54      | DVIG DIAS DE VIGENCIA 15.00            |
| 02                                | DESPENSA                        | 478.50    | 54       | FONDO PENSIONES   | 695.02      | IMP1 ISPT ART. 113 LISR 916.54         |
| 03                                | TRANSPORTE                      | 330.50    | 58       | CUOTA SINDICAL    | 60.44       | PGR1 PERC. GRAVADA TIPO 1 6,852.65     |
|                                   |                                 |           | 65       | OTRAS DEDUCCIONES | 200.00      | PERC TOTAL PERCEPCIONES 6,852.65       |
|                                   |                                 |           |          |                   |             | DEDU TOTAL DEDUCCIONES 1,872.00        |
|                                   |                                 |           |          |                   |             | 3%FV 3% FONDO DE VIVIENDA 181.31       |
|                                   |                                 |           |          |                   |             | FOND FONDO PENSIONES EMPRES 906.55     |
|                                   |                                 |           |          |                   |             | SEDARSEDAR 120.87                      |
|                                   |                                 |           |          |                   |             | AGUI PROVISION AGUINALDO 938.72        |
|                                   |                                 |           |          |                   |             | TOTA NOMINA EN EFECTIVO 4,980.65       |
| 397-064                           | CUAN RAMIREZ LETICIA FABIOLA    |           |          |                   |             |  |
| T.EMP:                            | PERMANENTE                      | 1,632.10  | 1,826.00 |                   |             | GERENTE DE PERSONAL                    |
| 01                                | SUELDO                          | 24,481.50 | 51       | ISPT              | 6,040.03    | DVIG DIAS DE VIGENCIA 15.00            |
| 02                                | DESPENSA                        | 994.50    | 54       | FONDO PENSIONES   | 2,815.37    | IMP1 ISPT ART. 113 LISR 6,040.03       |
| 03                                | TRANSPORTE                      | 708.50    | 65       | OTRAS DEDUCCIONES | 3,447.53    | PGR1 PERC. GRAVADA TIPO 1 26,184.50    |
|                                   |                                 |           |          |                   |             | PERC TOTAL PERCEPCIONES 26,184.50      |
|                                   |                                 |           |          |                   |             | DEDU TOTAL DEDUCCIONES 12,302.93       |
|                                   |                                 |           |          |                   |             | 3%FV 3% FONDO DE VIVIENDA 734.44       |
|                                   |                                 |           |          |                   |             | FOND FONDO PENSIONES EMPRES 3,672.22   |
|                                   |                                 |           |          |                   |             | SEDARSEDAR 489.63                      |
|                                   |                                 |           |          |                   |             | AGUI PROVISION AGUINALDO 3,586.92      |
|                                   |                                 |           |          |                   |             | TOTA NOMINA EN EFECTIVO 13,881.57      |
| 397-066                           | MORALES SOLANO LETICIA          |           |          |                   |             |  |
| T.EMP:                            | PERMANENTE                      | 538.53    | 666.88   |                   |             | AUXILIAR DE NOMINA "B"                 |
| 01                                | SUELDO                          | 8,077.95  | 51       | ISPT              | 1,338.67    | DVIG DIAS DE VIGENCIA 15.00            |
| 02                                | DESPENSA                        | 465.50    | 54       | FONDO PENSIONES   | 928.96      | IMP1 ISPT ART. 113 LISR 1,338.67       |
| 03                                | TRANSPORTE                      | 285.50    | 65       | OTRAS DEDUCCIONES | 4,056.18    | PGR1 PERC. GRAVADA TIPO 1 8,828.95     |
|                                   |                                 |           |          |                   |             | PERC TOTAL PERCEPCIONES 8,828.95       |
|                                   |                                 |           |          |                   |             | DEDU TOTAL DEDUCCIONES 6,323.81        |
|                                   |                                 |           |          |                   |             | 3%FV 3% FONDO DE VIVIENDA 242.34       |
|                                   |                                 |           |          |                   |             | FOND FONDO PENSIONES EMPRES 1,211.69   |
|                                   |                                 |           |          |                   |             | SEDARSEDAR 161.56                      |
|                                   |                                 |           |          |                   |             | AGUI PROVISION AGUINALDO 1,209.45      |
|                                   |                                 |           |          |                   |             | TOTA NOMINA EN EFECTIVO 2,505.14       |
| 518-004                           | CELIS RIVERA JUAN ANTONIO       |           |          |                   |             |  |
| T.EMP:                            | PERMANENTE                      | 420.16    | 516.78   |                   |             | AUXILIAR DE INFORMACION Y ESTADISTICAS |
| 01                                | SUELDO                          | 6,302.40  | 51       | ISPT              | 971.81      | DVIG DIAS DE VIGENCIA 15.00            |
| 02                                | DESPENSA                        | 478.50    | 54       | FONDO PENSIONES   | 724.78      | IMP1 ISPT ART. 113 LISR 971.81         |
| 03                                | TRANSPORTE                      | 330.50    | 58       | CUOTA SINDICAL    | 63.02       | PGR1 PERC. GRAVADA TIPO 1 7,111.40     |
|                                   |                                 |           | 65       | OTRAS DEDUCCIONES | 1,192.26    | PERC TOTAL PERCEPCIONES 7,111.40       |
|                                   |                                 |           |          |                   |             | DEDU TOTAL DEDUCCIONES 2,951.87        |
|                                   |                                 |           |          |                   |             | 3%FV 3% FONDO DE VIVIENDA 189.07       |
|                                   |                                 |           |          |                   |             | FOND FONDO PENSIONES EMPRES 945.36     |
|                                   |                                 |           |          |                   |             | SEDARSEDAR 126.05                      |
|                                   |                                 |           |          |                   |             | AGUI PROVISION AGUINALDO 974.16        |
|                                   |                                 |           |          |                   |             | TOTA NOMINA EN EFECTIVO 4,159.53       |
| 520-005                           | LEON DIAZ EDITH ALEJANDRA       |           |          |                   |             |  |
| T.EMP:                            | PERMANENTE                      | 1,007.53  | 1,228.08 |                   |             | JEFE DE CAPACITACION Y ORGANIZACION    |
| 01                                | SUELDO                          | 15,112.95 | 51       | ISPT              | 3,118.92    | DVIG DIAS DE VIGENCIA 15.00            |
| 02                                | DESPENSA                        | 797.50    | 54       | FONDO PENSIONES   | 1,737.99    | IMP1 ISPT ART. 113 LISR 3,118.92       |



| Clave      | Nombre                        | S.Diario  | S.Integ | PERCEPCIONES         | DEDUCCIONES | CONCEPTOS  |
|------------|-------------------------------|-----------|---------|----------------------|-------------|--|
| 03         | TRANSPORTE                    | 537.00    |         |                      |             | PGR1 PERC. GRAVADA TIPO 1 16,447.45<br>PERC TOTAL PERCEPCIONES 16,447.45<br>DEDU TOTAL DEDUCCIONES 4,856.91<br>3%FV 3% FONDO DE VIVIENDA 453.39<br>FOND FONDO PENSIONES EMPRES 2,266.94<br>SEDARSEDAR 302.26<br>AGUI PROVISION AGUINALDO 2,253.08<br>TOTA NOMINA EN EFECTIVO 11,590.54 |
| 60-262-011 | SANCHEZ ISAAC FILIBERTO       |           |         |                      |             |  |
| T.EMP:     | PERMANENTE                    | 811.50    |         |                      | 1,089.50    | TECNICO EN POTABILIZACION  |
| 01         | SUELDO                        | 12,172.50 | 51      | ISPT                 | 2,877.74    | DVIG DIAS DE VIGENCIA 15.00  |
| 02         | DESPENSA                      | 557.00    | 54      | FONDO PENSIONES      | 1,679.81    | IMP1 ISPT ART. 113 LISR 2,877.74   |
| 03         | TRANSPORTE                    | 339.50    | 58      | CUOTA SINDICAL       | 146.07      | PGR1 PERC. GRAVADA TIPO 1 15,503.50  |
| 07         | PRIMA INSALUBRE               | 2,434.50  | 79      | APORT.ADIC.VOL.SEDAR | 500.00      | PERC TOTAL PERCEPCIONES 15,503.50  |
|            |                               |           | 65      | OTRAS DEDUCCIONES    | 9,905.60    | DEDU TOTAL DEDUCCIONES 15,109.22<br>3%FV 3% FONDO DE VIVIENDA 438.21<br>FOND FONDO PENSIONES EMPRES 2,191.05<br>SEDARSEDAR 292.14<br>AGUI PROVISION AGUINALDO 2,123.77<br>TOTA NOMINA EN EFECTIVO 394.28   |
| 720-012    | LOPEZ SALDAÑA LUISA FERNANDA  |           |         |                      |             |  |
| T.EMP:     | PERMANENTE                    | 420.16    |         |                      | 515.52      | ANALISTA DE RECURSOS HUMANOS   |
| 01         | SUELDO                        | 6,302.40  | 51      | ISPT                 | 981.85      | DVIG DIAS DE VIGENCIA 15.00  |
| 02         | DESPENSA                      | 523.00    | 54      | FONDO PENSIONES      | 724.78      | IMP1 ISPT ART. 113 LISR 981.85   |
| 03         | TRANSPORTE                    | 333.00    | 65      | OTRAS DEDUCCIONES    | 1,030.00    | PGR1 PERC. GRAVADA TIPO 1 7,158.40<br>PERC TOTAL PERCEPCIONES 7,158.40<br>DEDU TOTAL DEDUCCIONES 2,736.63<br>3%FV 3% FONDO DE VIVIENDA 189.07<br>FOND FONDO PENSIONES EMPRES 945.36<br>SEDARSEDAR 126.05<br>AGUI PROVISION AGUINALDO 980.60<br>TOTA NOMINA EN EFECTIVO 4,421.77        |
| 730-028    | RAMIREZ RAMOS TERESA DE JESUS |           |         |                      |             |  |
| T.EMP:     | EVENTUAL                      | 467.07    |         |                      | 572.59      | SECRETARIA DE DIRECCION  |
| 01         | SUELDO                        | 7,006.05  | 51      | ISPT                 | 1,140.80    | DVIG DIAS DE VIGENCIA 15.00  |
| 02         | DESPENSA                      | 557.00    |         |                      |             | IMP1 ISPT ART. 113 LISR 1,140.80   |
| 03         | TRANSPORTE                    | 339.50    |         |                      |             | PGR1 PERC. GRAVADA TIPO 1 7,902.55<br>PERC TOTAL PERCEPCIONES 7,902.55<br>DEDU TOTAL DEDUCCIONES 1,140.80<br>AGUI PROVISION AGUINALDO 1,082.54<br>TOTA NOMINA EN EFECTIVO 6,761.75   |
| 740-006    | LAJUD RODRIGUEZ BLANCA LILIA  |           |         |                      |             |  |
| T.EMP:     | PERMANENTE                    | 654.43    |         |                      | 801.66      | MEDICO   |
| 01         | SUELDO                        | 9,816.45  | 51      | ISPT                 | 1,777.34    | DVIG DIAS DE VIGENCIA 15.00  |
| 02         | DESPENSA                      | 630.50    | 54      | FONDO PENSIONES      | 1,128.89    | IMP1 ISPT ART. 113 LISR 1,777.34   |
| 03         | TRANSPORTE                    | 378.00    | 65      | OTRAS DEDUCCIONES    | 5,714.84    | PGR1 PERC. GRAVADA TIPO 1 10,824.95<br>PERC TOTAL PERCEPCIONES 10,824.95<br>DEDU TOTAL DEDUCCIONES 8,621.07<br>3%FV 3% FONDO DE VIVIENDA 294.49<br>FOND FONDO PENSIONES EMPRES 1,472.47<br>SEDARSEDAR 196.33<br>AGUI PROVISION AGUINALDO 1,482.87<br>TOTA NOMINA EN EFECTIVO 2,203.88  |

| Clave   | Nombre                      | S.Diario  | S.Integ  | PERCEPCIONES      | DEDUCCIONES         | CONCEPTOS                            |
|---------|-----------------------------|-----------|----------|-------------------|---------------------|--------------------------------------|
| 740-013 | NUÑO ENCISO RAMIRO DE JESUS |           |          |                   |                     |                                      |
| T.EMP:  | PERMANENTE                  | 402.90    | 492.04   |                   | SECRETARIA          |                                      |
| 01      | SUELDO                      | 6,043.50  | 51       | ISPT              | 916.50              | DVIG DIAS DE VIGENCIA 15.00          |
| 02      | DESPENSA                    | 478.50    | 54       | FONDO PENSIONES   | 695.00              | IMP1 ISPT ART. 113 LISR 916.50       |
| 03      | TRANSPORTE                  | 330.50    | 58       | CUOTA SINDICAL    | 60.44               | PGR1 PERC. GRAVADA TIPO 1 6,852.50   |
|         |                             |           | 65       | OTRAS DEDUCCIONES | 1,788.00            | PERC TOTAL PERCEPCIONES 6,852.50     |
|         |                             |           |          |                   |                     | DEDU TOTAL DEDUCCIONES 3,459.94      |
|         |                             |           |          |                   |                     | 3%FV 3% FONDO DE VIVIENDA 181.31     |
|         |                             |           |          |                   |                     | FOND FONDO PENSIONES EMPRES 906.52   |
|         |                             |           |          |                   |                     | SEDARSEDAR 120.87                    |
|         |                             |           |          |                   |                     | AGUI PROVISION AGUINALDO 938.70      |
|         |                             |           |          |                   |                     | TOTA NOMINA EN EFECTIVO 3,392.56     |
| 740-016 | GUZMAN MANCILLA MONICA      |           |          |                   |                     |                                      |
| T.EMP:  | PERMANENTE                  | 1,007.53  | 1,228.08 |                   | JEFE DE NOMINA      |                                      |
| 01      | SUELDO                      | 15,112.95 | 51       | ISPT              | 3,118.92            | DVIG DIAS DE VIGENCIA 15.00          |
| 02      | DESPENSA                    | 797.50    | 54       | FONDO PENSIONES   | 1,737.99            | IMP1 ISPT ART. 113 LISR 3,118.92     |
| 03      | TRANSPORTE                  | 537.00    | 65       | OTRAS DEDUCCIONES | 4,468.49            | PGR1 PERC. GRAVADA TIPO 1 16,447.45  |
|         |                             |           |          |                   |                     | PERC TOTAL PERCEPCIONES 16,447.45    |
|         |                             |           |          |                   |                     | DEDU TOTAL DEDUCCIONES 9,325.40      |
|         |                             |           |          |                   |                     | 3%FV 3% FONDO DE VIVIENDA 453.39     |
|         |                             |           |          |                   |                     | FOND FONDO PENSIONES EMPRES 2,266.94 |
|         |                             |           |          |                   |                     | SEDARSEDAR 302.26                    |
|         |                             |           |          |                   |                     | AGUI PROVISION AGUINALDO 2,253.08    |
|         |                             |           |          |                   |                     | TOTA NOMINA EN EFECTIVO 7,122.05     |
| 740-017 | PEREZ CHAVEZ RENE           |           |          |                   |                     |                                      |
| T.EMP:  | PERMANENTE                  | 558.54    | 677.87   |                   | AUXILIAR DE NOMINA  |                                      |
| 01      | SUELDO                      | 8,378.10  | 51       | ISPT              | 1,433.87            | DVIG DIAS DE VIGENCIA 15.00          |
| 02      | DESPENSA                    | 557.00    | 54       | FONDO PENSIONES   | 963.48              | IMP1 ISPT ART. 113 LISR 1,433.87     |
| 03      | TRANSPORTE                  | 339.50    | 58       | CUOTA SINDICAL    | 83.78               | PGR1 PERC. GRAVADA TIPO 1 9,274.60   |
|         |                             |           | 65       | OTRAS DEDUCCIONES | 1,656.34            | PERC TOTAL PERCEPCIONES 9,274.60     |
|         |                             |           | 94       | SEGURO BANORTE    | 1,061.55            | DEDU TOTAL DEDUCCIONES 5,199.02      |
|         |                             |           |          |                   |                     | 3%FV 3% FONDO DE VIVIENDA 251.34     |
|         |                             |           |          |                   |                     | FOND FONDO PENSIONES EMPRES 1,256.71 |
|         |                             |           |          |                   |                     | SEDARSEDAR 167.56                    |
|         |                             |           |          |                   |                     | AGUI PROVISION AGUINALDO 1,270.49    |
|         |                             |           |          |                   |                     | TOTA NOMINA EN EFECTIVO 4,075.58     |
| 740-021 | GARCIA VEGA TERESA          |           |          |                   |                     |                                      |
| T.EMP:  | EVENTUAL                    | 811.50    | 1,009.12 |                   | SERVICIOS GENERALES |                                      |
| 01      | SUELDO                      | 12,172.50 | 51       | ISPT              | 2,372.17            | DVIG DIAS DE VIGENCIA 15.00          |
| 02      | DESPENSA                    | 727.50    |          |                   |                     | IMP1 ISPT ART. 113 LISR 2,372.17     |
| 03      | TRANSPORTE                  | 454.00    |          |                   |                     | PGR1 PERC. GRAVADA TIPO 1 13,354.00  |
|         |                             |           |          |                   |                     | PERC TOTAL PERCEPCIONES 13,354.00    |
|         |                             |           |          |                   |                     | DEDU TOTAL DEDUCCIONES 2,372.17      |
|         |                             |           |          |                   |                     | AGUI PROVISION AGUINALDO 1,829.32    |
|         |                             |           |          |                   |                     | TOTA NOMINA EN EFECTIVO 10,981.83    |
| 740-022 | RAMOS JIMENEZ JULIAN        |           |          |                   |                     |                                      |
| T.EMP:  | EVENTUAL                    | 364.37    | 445.34   |                   | CHOFER MENSAJERO    |                                      |
| 01      | SUELDO                      | 5,465.55  | 51       | ISPT              | 786.43              | DVIG DIAS DE VIGENCIA 15.00          |
| 02      | DESPENSA                    | 463.00    |          |                   |                     | IMP1 ISPT ART. 113 LISR 786.43       |
| 03      | TRANSPORTE                  | 315.00    |          |                   |                     | PGR1 PERC. GRAVADA TIPO 1 6,243.55   |
|         |                             |           |          |                   |                     | PERC TOTAL PERCEPCIONES 6,243.55     |
|         |                             |           |          |                   |                     | DEDU TOTAL DEDUCCIONES 786.43        |
|         |                             |           |          |                   |                     | AGUI PROVISION AGUINALDO 855.28      |
|         |                             |           |          |                   |                     | TOTA NOMINA EN EFECTIVO 5,457.12     |

| Clave             | Nombre                          | S.Diario | S.Integ           | DEDUCCIONES  | CONCEPTOS                            |
|-------------------|---------------------------------|----------|-------------------|--|--------------------------------------|
| PERCEPCIONES      |                                 |          |                   |  |                                      |
| 740-023           | VILLANUEVA NUÑEZ DIEGO          |          |                   |  |                                      |
| T.EMP: EVENTUAL   | 312.29                          |          | 377.30            | AUXILIAR DE ARCHIVO                                |                                      |
| 01 SUELDO         | 4,684.35                        | 51       | ISPT              | 587.53   | DVIG DIAS DE VIGENCIA 15.00          |
| 02 DESPENSA       | 394.00                          | 65       | OTRAS DEDUCCIONES | 1,000.00   | IMP1 ISPT ART. 113 LISR 587.53       |
| 03 TRANSPORTE     | 234.00                          |          |                   |  | PGR1 PERC. GRAVADA TIPO 1 5,312.35   |
|                   |                                 |          |                   |  | PERC TOTAL PERCEPCIONES 5,312.35     |
|                   |                                 |          |                   |  | DEDU TOTAL DEDUCCIONES 1,587.53      |
|                   |                                 |          |                   |  | AGUI PROVISION AGUINALDO 727.72      |
|                   |                                 |          |                   |  | TOTA NOMINA EN EFECTIVO 3,724.82     |
| 740-025           | GARCIA GARCIA ROJAS ARTURO LUIS |          |                   |  |                                      |
| T.EMP: EVENTUAL   | 467.07                          |          | 572.61            | AUXILIAR ADMINISTRATIVO                            |                                      |
| 01 SUELDO         | 7,006.05                        | 51       | ISPT              | 1,140.80   | DVIG DIAS DE VIGENCIA 15.00          |
| 02 DESPENSA       | 557.00                          |          |                   |  | IMP1 ISPT ART. 113 LISR 1,140.80     |
| 03 TRANSPORTE     | 339.50                          |          |                   |  | PGR1 PERC. GRAVADA TIPO 1 7,902.55   |
|                   |                                 |          |                   |  | PERC TOTAL PERCEPCIONES 7,902.55     |
|                   |                                 |          |                   |  | DEDU TOTAL DEDUCCIONES 1,140.80      |
|                   |                                 |          |                   |  | AGUI PROVISION AGUINALDO 1,082.54    |
|                   |                                 |          |                   |  | TOTA NOMINA EN EFECTIVO 6,761.75     |
| 750-022           | RAMIREZ PORTILLO JOAQUIN        |          |                   |  |                                      |
| T.EMP: PERMANENTE | 467.06                          |          | 572.58            | AUXILIAR DE NOMINA                                 |                                      |
| 01 SUELDO         | 7,005.90                        | 51       | ISPT              | 1,140.76   | DVIG DIAS DE VIGENCIA 15.00          |
| 02 DESPENSA       | 557.00                          | 54       | FONDO PENSIONES   | 805.68   | IMP1 ISPT ART. 113 LISR 1,140.76     |
| 03 TRANSPORTE     | 339.50                          | 58       | CUOTA SINDICAL    | 70.06  | PGR1 PERC. GRAVADA TIPO 1 7,902.40   |
|                   |                                 | 65       | OTRAS DEDUCCIONES | 3,474.56   | PERC TOTAL PERCEPCIONES 7,902.40     |
|                   |                                 |          |                   |  | DEDU TOTAL DEDUCCIONES 5,491.06      |
|                   |                                 |          |                   |  | 3%FV 3% FONDO DE VIVIENDA 210.18     |
|                   |                                 |          |                   |  | FOND FONDO PENSIONES EMPRES 1,050.88 |
|                   |                                 |          |                   |  | SEDARSEDAR 140.12                    |
|                   |                                 |          |                   |  | AGUI PROVISION AGUINALDO 1,082.52    |
|                   |                                 |          |                   |  | TOTA NOMINA EN EFECTIVO 2,411.34     |
| 750-026           | PRADO RODRIGUEZ JESUS ALEJANDRO |          |                   |  |                                      |
| T.EMP: PERMANENTE | 558.54                          |          | 677.87            | AUXILIAR ADMINISTRATIVO DE RECURSOS HUMANOS Y CONT |                                      |
| 01 SUELDO         | 8,378.10                        | 51       | ISPT              | 1,433.87   | DVIG DIAS DE VIGENCIA 15.00          |
| 02 DESPENSA       | 557.00                          | 54       | FONDO PENSIONES   | 963.48   | IMP1 ISPT ART. 113 LISR 1,433.87     |
| 03 TRANSPORTE     | 339.50                          | 65       | OTRAS DEDUCCIONES | 200.00   | PGR1 PERC. GRAVADA TIPO 1 9,274.60   |
|                   |                                 |          |                   |  | PERC TOTAL PERCEPCIONES 9,274.60     |
|                   |                                 |          |                   |  | DEDU TOTAL DEDUCCIONES 2,597.35      |
|                   |                                 |          |                   |  | 3%FV 3% FONDO DE VIVIENDA 251.34     |
|                   |                                 |          |                   |  | FOND FONDO PENSIONES EMPRES 1,256.71 |
|                   |                                 |          |                   |  | SEDARSEDAR 167.56                    |
|                   |                                 |          |                   |  | AGUI PROVISION AGUINALDO 1,270.49    |
|                   |                                 |          |                   |  | TOTA NOMINA EN EFECTIVO 6,677.25     |
| 800-001           | PEREZ CHAVEZ JOSE NAPOLEON      |          |                   |  |                                      |
| T.EMP: PERMANENTE | 467.06                          |          | 572.58            | AUXILIAR DE NOMINA                                 |                                      |
| 01 SUELDO         | 7,005.90                        | 51       | ISPT              | 1,140.76   | DVIG DIAS DE VIGENCIA 15.00          |
| 02 DESPENSA       | 557.00                          | 54       | FONDO PENSIONES   | 805.68   | IMP1 ISPT ART. 113 LISR 1,140.76     |
| 03 TRANSPORTE     | 339.50                          | 58       | CUOTA SINDICAL    | 70.06  | PGR1 PERC. GRAVADA TIPO 1 7,902.40   |
|                   |                                 |          |                   |  | PERC TOTAL PERCEPCIONES 7,902.40     |
|                   |                                 |          |                   |  | DEDU TOTAL DEDUCCIONES 2,016.50      |
|                   |                                 |          |                   |  | 3%FV 3% FONDO DE VIVIENDA 210.18     |
|                   |                                 |          |                   |  | FOND FONDO PENSIONES EMPRES 1,050.88 |
|                   |                                 |          |                   |  | SEDARSEDAR 140.12                    |
|                   |                                 |          |                   |  | AGUI PROVISION AGUINALDO 1,082.52    |

| Clave                                   | Nombre                          | S.Diario   | S.Integ  | DEDUCCIONES          | CONCEPTOS |                             |            |
|---|---------------------------------|------------|----------|----------------------|-----------|-----------------------------|------------|
|   |                                 |            |          |                      |           | TOTA NOMINA EN EFECTIVO     | 5,885.90   |
| 85-138-005                              | NAJERA CONTRERAS OLGA GABRIELA  |            |          |                      |           |                             |            |
| T.EMP:                                  | PERMANENTE                      | 811.50     | 1,016.43 | CONTADOR             |           |                             |            |
| 01                                      | SUELDO                          | 12,172.50  | 51       | ISPT                 | 2,372.17  | DVIG DIAS DE VIGENCIA       | 15.00      |
| 02                                      | DESPENSA                        | 727.50     | 54       | FONDO PENSIONES      | 1,399.84  | IMP1 ISPT ART. 113 LISR     | 2,372.17   |
| 03                                      | TRANSPORTE                      | 454.00     | 65       | OTRAS DEDUCCIONES    | 7,287.25  | PGR1 PERC. GRAVADA TIPO 1   | 13,354.00  |
|   |                                 |            |          |                      |           | PERC TOTAL PERCEPCIONES     | 13,354.00  |
|   |                                 |            |          |                      |           | DEDU TOTAL DEDUCCIONES      | 11,059.26  |
|   |                                 |            |          |                      |           | 3%FV 3% FONDO DE VIVIENDA   | 365.18     |
|   |                                 |            |          |                      |           | FOND FONDO PENSIONES EMPRES | 1,825.88   |
|   |                                 |            |          |                      |           | SEDARSEDAR                  | 243.45     |
|   |                                 |            |          |                      |           | AGUI PROVISION AGUINALDO    | 1,829.32   |
|   |                                 |            |          |                      |           | TOTA NOMINA EN EFECTIVO     | 2,294.74   |
| 86-185-032                              | MARTINEZ HERNANDEZ JOSE REFUGIO |            |          |                      |           |                             |            |
| T.EMP:                                  | PERMANENTE                      | 420.16     | 525.26   | ARCHIVISTA "A"       |           |                             |            |
| 01                                      | SUELDO                          | 6,302.40   | 51       | ISPT                 | 981.85    | DVIG DIAS DE VIGENCIA       | 15.00      |
| 02                                      | DESPENSA                        | 523.00     | 54       | FONDO PENSIONES      | 724.78    | IMP1 ISPT ART. 113 LISR     | 981.85     |
| 03                                      | TRANSPORTE                      | 333.00     | 58       | CUOTA SINDICAL       | 63.02     | PGR1 PERC. GRAVADA TIPO 1   | 7,158.40   |
|   |                                 |            |          |                      |           | PERC TOTAL PERCEPCIONES     | 7,158.40   |
|   |                                 |            |          |                      |           | DEDU TOTAL DEDUCCIONES      | 4,858.53   |
|   |                                 |            |          |                      |           | 3%FV 3% FONDO DE VIVIENDA   | 189.07     |
|   |                                 |            |          |                      |           | FOND FONDO PENSIONES EMPRES | 945.36     |
|   |                                 |            |          |                      |           | SEDARSEDAR                  | 126.05     |
|   |                                 |            |          |                      |           | AGUI PROVISION AGUINALDO    | 980.60     |
|   |                                 |            |          |                      |           | TOTA NOMINA EN EFECTIVO     | 2,299.87   |
| 86-223-013                              | FIGUEROA VARGAS VICTOR ANTONIO  |            |          |                      |           |                             |            |
| T.EMP:                                  | PERMANENTE                      | 558.54     | 766.63   | TRABAJADOR SOCIAL    |           |                             |            |
| 01                                      | SUELDO                          | 8,378.10   | 51       | ISPT                 | 1,708.28  | DVIG DIAS DE VIGENCIA       | 15.00      |
| 02                                      | DESPENSA                        | 557.00     | 54       | FONDO PENSIONES      | 1,108.00  | IMP1 ISPT ART. 113 LISR     | 1,708.28   |
| 03                                      | TRANSPORTE                      | 339.50     | 58       | CUOTA SINDICAL       | 83.78     | PGR1 PERC. GRAVADA TIPO 1   | 10,531.31  |
| 06                                      | PRIMA DE ALTO RI                | 1,256.71   | 79       | APORT.ADIC.VOL.SEDAR | 300.00    | PERC TOTAL PERCEPCIONES     | 10,531.31  |
|   |                                 |            |          |                      |           | DEDU TOTAL DEDUCCIONES      | 9,199.66   |
|   |                                 |            |          |                      |           | 3%FV 3% FONDO DE VIVIENDA   | 289.04     |
|   |                                 |            |          |                      |           | FOND FONDO PENSIONES EMPRES | 1,445.22   |
|   |                                 |            |          |                      |           | SEDARSEDAR                  | 192.70     |
|   |                                 |            |          |                      |           | AGUI PROVISION AGUINALDO    | 1,442.65   |
|   |                                 |            |          |                      |           | TOTA NOMINA EN EFECTIVO     | 1,331.65   |
| **** Totales GCIA. DE PERSONAL 740 **** |                                 |            |          |                      |           |                             |            |
| 01                                      | SUELDO                          | 203,421.75 | 51       | ISPT                 | 38,297.61 | DVIG DIAS DE VIGENCIA       | 330.00     |
| 02                                      | DESPENSA                        | 12,935.00  | 54       | FONDO PENSIONES      | 19,639.53 | IMP1 ISPT ART. 113 LISR     | 38,297.61  |
| 03                                      | TRANSPORTE                      | 8,276.50   | 58       | CUOTA SINDICAL       | 700.67    | PGR1 PERC. GRAVADA TIPO 1   | 228,324.46 |
| 06                                      | PRIMA DE ALTO RI                | 1,256.71   | 79       | APORT.ADIC.VOL.SEDAR | 800.00    | PERC TOTAL PERCEPCIONES     | 228,324.46 |
| 07                                      | PRIMA INSALUBRE                 | 2,434.50   | 65       | OTRAS DEDUCCIONES    | 54,509.53 | DEDU TOTAL DEDUCCIONES      | 115,008.89 |
|   |                                 |            |          |                      |           | 3%FV 3% FONDO DE VIVIENDA   | 5,123.35   |
|   |                                 |            |          |                      |           | FOND FONDO PENSIONES EMPRES | 25,616.74  |
|   |                                 |            |          |                      |           | SEDARSEDAR                  | 3,415.58   |
|   |                                 |            |          |                      |           | AGUI PROVISION AGUINALDO    | 31,277.34  |
|   |                                 |            |          |                      |           | TOTA NOMINA EN EFECTIVO     | 113,315.57 |

Total de Empleados : 22.00

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

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PERCEPCIONES

| Clave                          | Nombre                          | S.Diario  | S.Integ | PERCEPCIONES      | DEDUCCIONES                        | CONCEPTOS                            |
|--------------------------------|---------------------------------|-----------|---------|-------------------|------------------------------------|--------------------------------------|
| ***** GCIA. JURIDICA ***** 750 |                                 |           |         |                   |                                    |                                      |
| 07-088-002                     | GARCIA GUZMAN JOSE IGNACIO      |           |         |                   |                                    |                                      |
| T.EMP:                         | PERMANENTE                      | 552.10    |         | 670.72            | ANALISTA JURIDICO (CONSULTIVO)     |                                      |
| 01                             | SUELDO                          | 8,281.50  | 51      | ISPT              | 1,386.85                           | DVIG DIAS DE VIGENCIA 15.00          |
| 02                             | DESPENSA                        | 487.00    | 54      | FONDO PENSIONES   | 952.37                             | IMP1 ISPT ART. 113 LISR 1,386.85     |
| 03                             | TRANSPORTE                      | 286.00    |         |                   |                                    | PGR1 PERC. GRAVADA TIPO 1 9,054.50   |
|                                |                                 |           |         |                   |                                    | PERC TOTAL PERCEPCIONES 9,054.50     |
|                                |                                 |           |         |                   |                                    | DEDU TOTAL DEDUCCIONES 2,339.22      |
|                                |                                 |           |         |                   |                                    | 3%FV 3% FONDO DE VIVIENDA 248.44     |
|                                |                                 |           |         |                   |                                    | FOND FONDO PENSIONES EMPRES 1,242.22 |
|                                |                                 |           |         |                   |                                    | SEDARSEDAR 165.63                    |
|                                |                                 |           |         |                   |                                    | AGUI PROVISION AGUINALDO 1,240.34    |
|                                |                                 |           |         |                   |                                    | TOTA NOMINA EN EFECTIVO 6,715.28     |
| 311-002                        | ROJAS DAVILA CARLOS ROBERTO     |           |         |                   |                                    |                                      |
| T.EMP:                         | PERMANENTE                      | 1,632.10  |         | 1,826.00          | GERENTE JURIDICO                   |                                      |
| 01                             | SUELDO                          | 24,481.50 | 51      | ISPT              | 6,040.03                           | DVIG DIAS DE VIGENCIA 15.00          |
| 02                             | DESPENSA                        | 994.50    | 54      | FONDO PENSIONES   | 2,815.37                           | IMP1 ISPT ART. 113 LISR 6,040.03     |
| 03                             | TRANSPORTE                      | 708.50    | 65      | OTRAS DEDUCCIONES | 4,313.03                           | PGR1 PERC. GRAVADA TIPO 1 26,184.50  |
|                                |                                 |           |         |                   |                                    | PERC TOTAL PERCEPCIONES 26,184.50    |
|                                |                                 |           |         |                   |                                    | DEDU TOTAL DEDUCCIONES 13,168.43     |
|                                |                                 |           |         |                   |                                    | 3%FV 3% FONDO DE VIVIENDA 734.44     |
|                                |                                 |           |         |                   |                                    | FOND FONDO PENSIONES EMPRES 3,672.22 |
|                                |                                 |           |         |                   |                                    | SEDARSEDAR 489.63                    |
|                                |                                 |           |         |                   |                                    | AGUI PROVISION AGUINALDO 3,586.92    |
|                                |                                 |           |         |                   |                                    | TOTA NOMINA EN EFECTIVO 13,016.07    |
| 560-006                        | ESTRADA FLORES MARIA CONCEPCION |           |         |                   |                                    |                                      |
| T.EMP:                         | PERMANENTE                      | 811.50    |         | 1,009.11          | ESPECIALISTA EN NORMATIVIDAD       |                                      |
| 01                             | SUELDO                          | 12,172.50 | 51      | ISPT              | 2,372.17                           | DVIG DIAS DE VIGENCIA 15.00          |
| 02                             | DESPENSA                        | 727.50    | 54      | FONDO PENSIONES   | 1,399.84                           | IMP1 ISPT ART. 113 LISR 2,372.17     |
| 03                             | TRANSPORTE                      | 454.00    | 65      | OTRAS DEDUCCIONES | 2,978.00                           | PGR1 PERC. GRAVADA TIPO 1 13,354.00  |
|                                |                                 |           |         |                   |                                    | PERC TOTAL PERCEPCIONES 13,354.00    |
|                                |                                 |           |         |                   |                                    | DEDU TOTAL DEDUCCIONES 6,750.01      |
|                                |                                 |           |         |                   |                                    | 3%FV 3% FONDO DE VIVIENDA 365.18     |
|                                |                                 |           |         |                   |                                    | FOND FONDO PENSIONES EMPRES 1,825.88 |
|                                |                                 |           |         |                   |                                    | SEDARSEDAR 243.45                    |
|                                |                                 |           |         |                   |                                    | AGUI PROVISION AGUINALDO 1,829.32    |
|                                |                                 |           |         |                   |                                    | TOTA NOMINA EN EFECTIVO 6,603.99     |
| 620-012                        | PACHECO CASILLAS LAURA NAYELI   |           |         |                   |                                    |                                      |
| T.EMP:                         | PERMANENTE                      | 538.53    |         | 643.67            | JEFE DE LA UNIDAD DE TRANSPARENCIA |                                      |
| 01                             | SUELDO                          | 8,077.95  | 51      | ISPT              | 1,338.67                           | DVIG DIAS DE VIGENCIA 15.00          |
| 02                             | DESPENSA                        | 465.50    | 54      | FONDO PENSIONES   | 928.96                             | IMP1 ISPT ART. 113 LISR 1,338.67     |
| 03                             | TRANSPORTE                      | 285.50    | 65      | OTRAS DEDUCCIONES | 3,895.24                           | PGR1 PERC. GRAVADA TIPO 1 8,828.95   |
|                                |                                 |           |         |                   |                                    | PERC TOTAL PERCEPCIONES 8,828.95     |
|                                |                                 |           |         |                   |                                    | DEDU TOTAL DEDUCCIONES 6,162.87      |
|                                |                                 |           |         |                   |                                    | 3%FV 3% FONDO DE VIVIENDA 242.34     |
|                                |                                 |           |         |                   |                                    | FOND FONDO PENSIONES EMPRES 1,211.69 |
|                                |                                 |           |         |                   |                                    | SEDARSEDAR 161.56                    |
|                                |                                 |           |         |                   |                                    | AGUI PROVISION AGUINALDO 1,209.45    |
|                                |                                 |           |         |                   |                                    | TOTA NOMINA EN EFECTIVO 2,666.08     |
| 730-013                        | PEREZ MARTINEZ JOSE ANTONIO     |           |         |                   |                                    |                                      |
| T.EMP:                         | PERMANENTE                      | 1,086.00  |         | 1,293.38          | JEFE DE LO CONSULTIVO              |                                      |
| 01                             | SUELDO                          | 16,290.00 | 51      | ISPT              | 3,374.23                           | DVIG DIAS DE VIGENCIA 15.00          |
| 02                             | DESPENSA                        | 630.50    | 54      | FONDO PENSIONES   | 1,873.35                           | IMP1 ISPT ART. 113 LISR 3,374.23     |

| Clave   | Nombre                          | S.Diario  | S.Integ | PERCEPCIONES      | DEDUCCIONES | CONCEPTOS  |
|---------|---------------------------------|-----------|---------|-------------------|-------------|--|
| 03      | TRANSPORTE                      | 378.00    |         |                   |             | PGR1 PERC. GRAVADA TIPO 1 17,298.50<br>PERC TOTAL PERCEPCIONES 17,298.50<br>DEDU TOTAL DEDUCCIONES 5,247.58<br>3%FV 3% FONDO DE VIVIENDA 488.70<br>FOND FONDO PENSIONES EMPRES 2,443.50<br>SEDARSEDAR 325.80<br>AGUI PROVISION AGUINALDO 2,369.66<br>TOTA NOMINA EN EFECTIVO 12,050.92 |
| 750-013 | CASTELLANOS ORTIZ EVERARDO      |           |         |                   |             |  |
| T.EMP:  | PERMANENTE                      | 552.10    |         |                   | 660.98      | ANALISTA JURIDICO (LABORAL)  |
| 01      | SUELDO                          | 8,281.50  | 51      | ISPT              | 1,386.85    | DVIG DIAS DE VIGENCIA 15.00  |
| 02      | DESPENSA                        | 487.00    | 54      | FONDO PENSIONES   | 952.37      | IMP1 ISPT ART. 113 LISR 1,386.85   |
| 03      | TRANSPORTE                      | 286.00    | 65      | OTRAS DEDUCCIONES | 4,139.22    | PGR1 PERC. GRAVADA TIPO 1 9,054.50<br>PERC TOTAL PERCEPCIONES 9,054.50<br>DEDU TOTAL DEDUCCIONES 6,478.44<br>3%FV 3% FONDO DE VIVIENDA 248.44<br>FOND FONDO PENSIONES EMPRES 1,242.22<br>SEDARSEDAR 165.63<br>AGUI PROVISION AGUINALDO 1,240.34<br>TOTA NOMINA EN EFECTIVO 2,576.06    |
| 750-021 | VEGA ALCALA CHRISTIAN ALEJANDRO |           |         |                   |             |  |
| T.EMP:  | PERMANENTE                      | 467.07    |         |                   | 572.59      | ANALISTA JURIDICO  |
| 01      | SUELDO                          | 7,006.05  | 51      | ISPT              | 1,140.80    | DVIG DIAS DE VIGENCIA 15.00  |
| 02      | DESPENSA                        | 557.00    | 54      | FONDO PENSIONES   | 805.70      | IMP1 ISPT ART. 113 LISR 1,140.80   |
| 03      | TRANSPORTE                      | 339.50    |         |                   |             | PGR1 PERC. GRAVADA TIPO 1 7,902.55<br>PERC TOTAL PERCEPCIONES 7,902.55<br>DEDU TOTAL DEDUCCIONES 1,946.50<br>3%FV 3% FONDO DE VIVIENDA 210.18<br>FOND FONDO PENSIONES EMPRES 1,050.91<br>SEDARSEDAR 140.12<br>AGUI PROVISION AGUINALDO 1,082.54<br>TOTA NOMINA EN EFECTIVO 5,956.05    |
| 750-025 | GARCIA ELIZALDE ERNESTO         |           |         |                   |             |  |
| T.EMP:  | PERMANENTE                      | 467.06    |         |                   | 572.58      | AUXILIAR EN GESTION Y CONCERTACION   |
| 01      | SUELDO                          | 7,005.90  | 51      | ISPT              | 1,140.76    | DVIG DIAS DE VIGENCIA 15.00  |
| 02      | DESPENSA                        | 557.00    | 54      | FONDO PENSIONES   | 805.68      | IMP1 ISPT ART. 113 LISR 1,140.76   |
| 03      | TRANSPORTE                      | 339.50    | 65      | OTRAS DEDUCCIONES | 1,488.99    | PGR1 PERC. GRAVADA TIPO 1 7,902.40<br>PERC TOTAL PERCEPCIONES 7,902.40<br>DEDU TOTAL DEDUCCIONES 3,435.43<br>3%FV 3% FONDO DE VIVIENDA 210.18<br>FOND FONDO PENSIONES EMPRES 1,050.88<br>SEDARSEDAR 140.12<br>AGUI PROVISION AGUINALDO 1,082.52<br>TOTA NOMINA EN EFECTIVO 4,466.97    |
| 750-028 | PONCE ESPINOSA RAFAEL NEHEMIAS  |           |         |                   |             |  |
| T.EMP:  | PERMANENTE                      | 811.50    |         |                   | 990.79      | JEFE DE LO CONSULTIVO "B"  |
| 01      | SUELDO                          | 12,172.50 | 51      | ISPT              | 2,372.17    | DVIG DIAS DE VIGENCIA 15.00  |
| 02      | DESPENSA                        | 727.50    | 54      | FONDO PENSIONES   | 1,399.84    | IMP1 ISPT ART. 113 LISR 2,372.17   |
| 03      | TRANSPORTE                      | 454.00    |         |                   |             | PGR1 PERC. GRAVADA TIPO 1 13,354.00<br>PERC TOTAL PERCEPCIONES 13,354.00<br>DEDU TOTAL DEDUCCIONES 3,772.01<br>3%FV 3% FONDO DE VIVIENDA 365.18<br>FOND FONDO PENSIONES EMPRES 1,825.88<br>SEDARSEDAR 243.45   |

| Clave             | Nombre                            | S.Diario | S.Integ           | PERCEPCIONES                           | DEDUCCIONES                 | CONCEPTOS                |          |
|-------------------|-----------------------------------|----------|-------------------|--|-----------------------------|--------------------------|----------|
|                   |                                   |          |                   |  |                             | AGUI PROVISION AGUINALDO | 1,829.32 |
|                   |                                   |          |                   |  |                             | TOTA NOMINA EN EFECTIVO  | 9,581.99 |
| 750-031           | TORRES JIMENEZ LIVIA BELEN        |          |                   |  |                             |                          |          |
| T.EMP: PERMANENTE | 402.90                            |          | 510.37            | AUXILIAR JURIDICO ADMINISTRATIVO       |                             |                          |          |
| 01 SUELDO         | 6,043.50                          | 51       | ISPT              | 916.50                                 | DVIG DIAS DE VIGENCIA       | 15.00                    |          |
| 02 DESPENSA       | 478.50                            | 54       | FONDO PENSIONES   | 695.00                                 | IMP1 ISPT ART. 113 LISR     | 916.50                   |          |
| 03 TRANSPORTE     | 330.50                            | 65       | OTRAS DEDUCCIONES | 1,817.75                               | PGR1 PERC. GRAVADA TIPO 1   | 6,852.50                 |          |
|                   |                                   |          |                   |  | PERC TOTAL PERCEPCIONES     | 6,852.50                 |          |
|                   |                                   |          |                   |  | DEDU TOTAL DEDUCCIONES      | 3,429.25                 |          |
|                   |                                   |          |                   |  | 3%FV 3% FONDO DE VIVIENDA   | 181.31                   |          |
|                   |                                   |          |                   |  | FOND FONDO PENSIONES EMPRES | 906.52                   |          |
|                   |                                   |          |                   |  | SEDARSEDAR                  | 120.87                   |          |
|                   |                                   |          |                   |  | AGUI PROVISION AGUINALDO    | 938.70                   |          |
|                   |                                   |          |                   |  | TOTA NOMINA EN EFECTIVO     | 3,423.25                 |          |
| 830-005           | PRIETO BECERRA PRIMITIVO SALVADOR |          |                   |  |                             |                          |          |
| T.EMP: PERMANENTE | 1,007.53                          |          | 1,228.08          | JEFE DE LO CONTENCIOSO                 |                             |                          |          |
| 01 SUELDO         | 15,112.95                         | 51       | ISPT              | 3,118.92                               | DVIG DIAS DE VIGENCIA       | 15.00                    |          |
| 02 DESPENSA       | 797.50                            | 54       | FONDO PENSIONES   | 1,737.99                               | IMP1 ISPT ART. 113 LISR     | 3,118.92                 |          |
| 03 TRANSPORTE     | 537.00                            | 65       | OTRAS DEDUCCIONES | 3,776.34                               | PGR1 PERC. GRAVADA TIPO 1   | 16,447.45                |          |
|                   |                                   |          |                   |  | PERC TOTAL PERCEPCIONES     | 16,447.45                |          |
|                   |                                   |          |                   |  | DEDU TOTAL DEDUCCIONES      | 8,633.25                 |          |
|                   |                                   |          |                   |  | 3%FV 3% FONDO DE VIVIENDA   | 453.39                   |          |
|                   |                                   |          |                   |  | FOND FONDO PENSIONES EMPRES | 2,266.94                 |          |
|                   |                                   |          |                   |  | SEDARSEDAR                  | 302.26                   |          |
|                   |                                   |          |                   |  | AGUI PROVISION AGUINALDO    | 2,253.08                 |          |
|                   |                                   |          |                   |  | TOTA NOMINA EN EFECTIVO     | 7,814.20                 |          |
| 910-029           | MARTINEZ ANAYA JUAN CARLOS        |          |                   |  |                             |                          |          |
| T.EMP: PERMANENTE | 811.50                            |          | 990.78            | JEFE DE LO LABORAL Y RESPONSABILIDADES |                             |                          |          |
| 01 SUELDO         | 12,172.50                         | 51       | ISPT              | 2,372.17                               | DVIG DIAS DE VIGENCIA       | 15.00                    |          |
| 02 DESPENSA       | 727.50                            | 54       | FONDO PENSIONES   | 1,399.84                               | IMP1 ISPT ART. 113 LISR     | 2,372.17                 |          |
| 03 TRANSPORTE     | 454.00                            | 65       | OTRAS DEDUCCIONES | 3,588.85                               | PGR1 PERC. GRAVADA TIPO 1   | 13,354.00                |          |
|                   |                                   |          |                   |  | PERC TOTAL PERCEPCIONES     | 13,354.00                |          |
|                   |                                   |          |                   |  | DEDU TOTAL DEDUCCIONES      | 7,360.86                 |          |
|                   |                                   |          |                   |  | 3%FV 3% FONDO DE VIVIENDA   | 365.18                   |          |
|                   |                                   |          |                   |  | FOND FONDO PENSIONES EMPRES | 1,825.88                 |          |
|                   |                                   |          |                   |  | SEDARSEDAR                  | 243.45                   |          |
|                   |                                   |          |                   |  | AGUI PROVISION AGUINALDO    | 1,829.32                 |          |
|                   |                                   |          |                   |  | TOTA NOMINA EN EFECTIVO     | 5,993.14                 |          |
| ****              | Totales GCIA. JURIDICA            | 750      | ****              |  |                             |                          |          |
| 01 SUELDO         | 137,098.35                        | 51       | ISPT              | 26,960.12                              | DVIG DIAS DE VIGENCIA       | 180.00                   |          |
| 02 DESPENSA       | 7,637.00                          | 54       | FONDO PENSIONES   | 15,766.31                              | IMP1 ISPT ART. 113 LISR     | 26,960.12                |          |
| 03 TRANSPORTE     | 4,852.50                          | 65       | OTRAS DEDUCCIONES | 25,997.42                              | PGR1 PERC. GRAVADA TIPO 1   | 149,587.85               |          |
|                   |                                   |          |                   |  | PERC TOTAL PERCEPCIONES     | 149,587.85               |          |
|                   |                                   |          |                   |  | DEDU TOTAL DEDUCCIONES      | 68,723.85                |          |
|                   |                                   |          |                   |  | 3%FV 3% FONDO DE VIVIENDA   | 4,112.96                 |          |
|                   |                                   |          |                   |  | FOND FONDO PENSIONES EMPRES | 20,564.74                |          |
|                   |                                   |          |                   |  | SEDARSEDAR                  | 2,741.97                 |          |
|                   |                                   |          |                   |  | AGUI PROVISION AGUINALDO    | 20,491.51                |          |
|                   |                                   |          |                   |  | TOTA NOMINA EN EFECTIVO     | 80,864.00                |          |

Total de Empleados : 12.00



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

| Clave   | Nombre                          | S.Diario  | S.Integ  | PERCEPCIONES                                       | DEDUCCIONES | CONCEPTOS                            |
|---|---------------------------------|-----------|----------|--|-------------|--------------------------------------|
| ***** DIR. DE OPERACION DE PTAR'S ***** 800       |                                 |           |          |  |             |                                      |
| 200-042   | NAPOLES CAMACHO AIDA MIRIAM     |           |          |  |             |                                      |
| T.EMP:  | PERMANENTE                      | 467.07    | 598.23   | SECRETARIA DE DIRECCION                            |             |                                      |
| 01  | SUELDO                          | 7,006.05  | 51       | ISPT   | 1,140.80    | DVIG DIAS DE VIGENCIA 15.00          |
| 02  | DESPENSA                        | 557.00    | 54       | FONDO PENSIONES                                    | 805.70      | IMP1 ISPT ART. 113 LISR 1,140.80     |
| 03  | TRANSPORTE                      | 339.50    | 58       | CUOTA SINDICAL                                     | 70.06       | PGR1 PERC. GRAVADA TIPO 1 7,902.55   |
|   |                                 |           | 65       | OTRAS DEDUCCIONES                                  | 2,000.00    | PERC TOTAL PERCEPCIONES 7,902.55     |
|   |                                 |           |          |  |             | DEDU TOTAL DEDUCCIONES 4,016.56      |
|   |                                 |           |          |  |             | 3%FV 3% FONDO DE VIVIENDA 210.18     |
|   |                                 |           |          |  |             | FOND FONDO PENSIONES EMPRES 1,050.91 |
|   |                                 |           |          |  |             | SEDARSEDAR 140.12                    |
|   |                                 |           |          |  |             | AGUI PROVISION AGUINALDO 1,082.54    |
|   |                                 |           |          |  |             | TOTA NOMINA EN EFECTIVO 3,885.99     |
| 351-001   | ACEVES MARTINEZ LUIS            |           |          |  |             |                                      |
| T.EMP:  | PERMANENTE                      | 2,564.87  | 1,826.00 | DIRECTOR DE OPERACION DE PTAR'S                    |             |                                      |
| 01  | SUELDO                          | 38,473.05 | 51       | ISPT   | 10,706.73   | DVIG DIAS DE VIGENCIA 15.00          |
| 02  | DESPENSA                        | 1,518.50  | 54       | FONDO PENSIONES                                    | 4,424.40    | IMP1 ISPT ART. 113 LISR 10,706.73    |
| 03  | TRANSPORTE                      | 1,067.50  | 65       | OTRAS DEDUCCIONES                                  | 1,500.00    | PGR1 PERC. GRAVADA TIPO 1 41,059.05  |
|   |                                 |           |          |  |             | PERC TOTAL PERCEPCIONES 41,059.05    |
|   |                                 |           |          |  |             | DEDU TOTAL DEDUCCIONES 16,631.13     |
|   |                                 |           |          |  |             | 3%FV 3% FONDO DE VIVIENDA 1,154.19   |
|   |                                 |           |          |  |             | FOND FONDO PENSIONES EMPRES 5,770.96 |
|   |                                 |           |          |  |             | SEDARSEDAR 547.80                    |
|   |                                 |           |          |  |             | AGUI PROVISION AGUINALDO 5,624.53    |
|   |                                 |           |          |  |             | TOTA NOMINA EN EFECTIVO 24,427.92    |
| 830-006   | SANCHEZ RAMIREZ DIANA STEPHANIA |           |          |  |             |                                      |
| T.EMP:  | PERMANENTE                      | 558.53    | 685.00   | ENCARGADO DE CONTROL DE PRODUCCION DE AGUA RESIDUA |             |                                      |
| 01  | SUELDO                          | 8,377.95  | 51       | ISPT   | 1,402.75    | DVIG DIAS DE VIGENCIA 15.00          |
| 02  | DESPENSA                        | 465.50    | 54       | FONDO PENSIONES                                    | 963.46      | IMP1 ISPT ART. 113 LISR 1,402.75     |
| 03  | TRANSPORTE                      | 285.50    | 58       | CUOTA SINDICAL                                     | 83.78       | PGR1 PERC. GRAVADA TIPO 1 9,128.95   |
|   |                                 |           | 65       | OTRAS DEDUCCIONES                                  | 2,800.00    | PERC TOTAL PERCEPCIONES 9,128.95     |
|   |                                 |           |          |  |             | DEDU TOTAL DEDUCCIONES 5,249.99      |
|   |                                 |           |          |  |             | 3%FV 3% FONDO DE VIVIENDA 251.34     |
|   |                                 |           |          |  |             | FOND FONDO PENSIONES EMPRES 1,256.69 |
|   |                                 |           |          |  |             | SEDARSEDAR 167.56                    |
|   |                                 |           |          |  |             | AGUI PROVISION AGUINALDO 1,250.54    |
|   |                                 |           |          |  |             | CHEQ PAGO POR CHEQUE 3,878.96        |
| **** Totales DIR. DE OPERACION DE PTAR'S 800 **** |                                 |           |          |  |             |                                      |
| 01  | SUELDO                          | 53,857.05 | 51       | ISPT   | 13,250.28   | DVIG DIAS DE VIGENCIA 45.00          |
| 02  | DESPENSA                        | 2,541.00  | 54       | FONDO PENSIONES                                    | 6,193.56    | IMP1 ISPT ART. 113 LISR 13,250.28    |
| 03  | TRANSPORTE                      | 1,692.50  | 58       | CUOTA SINDICAL                                     | 153.84      | PGR1 PERC. GRAVADA TIPO 1 58,090.55  |
|   |                                 |           | 65       | OTRAS DEDUCCIONES                                  | 6,300.00    | PERC TOTAL PERCEPCIONES 58,090.55    |
|   |                                 |           |          |  |             | DEDU TOTAL DEDUCCIONES 25,897.68     |
|   |                                 |           |          |  |             | 3%FV 3% FONDO DE VIVIENDA 1,615.71   |
|   |                                 |           |          |  |             | FOND FONDO PENSIONES EMPRES 8,078.56 |
|   |                                 |           |          |  |             | SEDARSEDAR 855.48                    |
|   |                                 |           |          |  |             | AGUI PROVISION AGUINALDO 7,957.61    |
|   |                                 |           |          |  |             | TOTA NOMINA EN EFECTIVO 28,313.91    |
|   |                                 |           |          |  |             | CHEQ PAGO POR CHEQUE 3,878.96        |

Total de Empleados : 3.00

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

| Clave      | Nombre                             | S.Diario | S.Integ | DEDUCCIONES               | CONCEPTOS                                 |
|------------|------------------------------------|----------|---------|---------------------------|---|
| -----      |                                    |          |         |                           |   |
| *****      | GCIA. TECNICO CONSULTIVO           | *****    | 810     |                           |   |
| -----      |                                    |          |         |                           |   |
| 31-158-003 | TERAN ESCOTO ALMA YADIRA           |          |         |                           |   |
| T.EMP:     | PERMANENTE                         | 402.90   | 520.11  | SECRETARIA                |   |
| 01         | SUELDO                             | 6,043.50 | 51      | ISPT                      | 916.50 DVIG DIAS DE VIGENCIA 15.00        |
| 02         | DESPENSA                           | 478.50   | 54      | FONDO PENSIONES           | 695.00 IMP1 ISPT ART. 113 LISR 916.50     |
| 03         | TRANSPORTE                         | 330.50   | 58      | CUOTA SINDICAL            | 60.44 PGR1 PERC. GRAVADA TIPO 1 6,852.50  |
|            |                                    |          | 65      | OTRAS DEDUCCIONES         | 2,057.00 PERC TOTAL PERCEPCIONES 6,852.50 |
|            |                                    |          | 95      | PRESTAMO AYUDATE          | 885.67 DEDU TOTAL DEDUCCIONES 4,614.61    |
|            |                                    |          |         |                           | 3%FV 3% FONDO DE VIVIENDA 181.31          |
|            |                                    |          |         |                           | FOND FONDO PENSIONES EMPRES 906.52        |
|            |                                    |          |         |                           | SEDARSEDAR 120.87                         |
|            |                                    |          |         |                           | AGUI PROVISION AGUINALDO 938.70           |
|            |                                    |          |         |                           | TOTA NOMINA EN EFECTIVO 2,237.89          |
| -----      |                                    |          |         |                           |   |
| 376-005    | FRANCO CASILLAS DANIEL             |          |         |                           |   |
| T.EMP:     | PERMANENTE                         | 467.07   | 683.42  | AUXILIAR DE NORMATIVIDAD  |   |
| 01         | SUELDO                             | 7,006.05 | 51      | ISPT                      | 1,440.09 DVIG DIAS DE VIGENCIA 15.00      |
| 02         | DESPENSA                           | 557.00   | 54      | FONDO PENSIONES           | 966.83 IMP1 ISPT ART. 113 LISR 1,440.09   |
| 03         | TRANSPORTE                         | 339.50   | 58      | CUOTA SINDICAL            | 84.07 PGR1 PERC. GRAVADA TIPO 1 9,303.76  |
| 07         | PRIMA INSALUBRE                    | 1,401.21 | 65      | OTRAS DEDUCCIONES         | 1,382.25 PERC TOTAL PERCEPCIONES 9,303.76 |
|            |                                    |          |         |                           | DEDU TOTAL DEDUCCIONES 3,873.24           |
|            |                                    |          |         |                           | 3%FV 3% FONDO DE VIVIENDA 252.22          |
|            |                                    |          |         |                           | FOND FONDO PENSIONES EMPRES 1,261.09      |
|            |                                    |          |         |                           | SEDARSEDAR 168.15                         |
|            |                                    |          |         |                           | AGUI PROVISION AGUINALDO 1,274.49         |
|            |                                    |          |         |                           | TOTA NOMINA EN EFECTIVO 5,430.52          |
| -----      |                                    |          |         |                           |   |
| 39-165-002 | TOPETE AVELAR GLORIA ANTONIA       |          |         |                           |   |
| T.EMP:     | PERMANENTE                         | 467.07   | 704.19  | AUXILIAR DE NORMATIVIDAD  |   |
| 01         | SUELDO                             | 7,006.05 | 51      | ISPT                      | 1,440.09 DVIG DIAS DE VIGENCIA 15.00      |
| 02         | DESPENSA                           | 557.00   | 54      | FONDO PENSIONES           | 966.83 IMP1 ISPT ART. 113 LISR 1,440.09   |
| 03         | TRANSPORTE                         | 339.50   | 58      | CUOTA SINDICAL            | 84.07 PGR1 PERC. GRAVADA TIPO 1 9,303.76  |
| 07         | PRIMA INSALUBRE                    | 1,401.21 | 65      | OTRAS DEDUCCIONES         | 4,304.00 PERC TOTAL PERCEPCIONES 9,303.76 |
|            |                                    |          |         |                           | DEDU TOTAL DEDUCCIONES 6,794.99           |
|            |                                    |          |         |                           | 3%FV 3% FONDO DE VIVIENDA 252.22          |
|            |                                    |          |         |                           | FOND FONDO PENSIONES EMPRES 1,261.09      |
|            |                                    |          |         |                           | SEDARSEDAR 168.15                         |
|            |                                    |          |         |                           | AGUI PROVISION AGUINALDO 1,274.49         |
|            |                                    |          |         |                           | TOTA NOMINA EN EFECTIVO 2,508.77          |
| -----      |                                    |          |         |                           |   |
| 510-001    | CERVANTES RAMIREZ ALEJANDRO DIEPER |          |         |                           |   |
| T.EMP:     | PERMANENTE                         | 467.07   | 683.42  | TECNICO EN POTABILIZACION |   |
| 01         | SUELDO                             | 7,006.05 | 51      | ISPT                      | 1,440.09 DVIG DIAS DE VIGENCIA 15.00      |
| 02         | DESPENSA                           | 557.00   | 54      | FONDO PENSIONES           | 966.83 IMP1 ISPT ART. 113 LISR 1,440.09   |
| 03         | TRANSPORTE                         | 339.50   | 58      | CUOTA SINDICAL            | 84.07 PGR1 PERC. GRAVADA TIPO 1 9,303.76  |
| 07         | PRIMA INSALUBRE                    | 1,401.21 | 79      | APORT.ADIC.VOL.SEDAR      | 50.00 PERC TOTAL PERCEPCIONES 9,303.76    |
|            |                                    |          | 65      | OTRAS DEDUCCIONES         | 4,849.64 DEDU TOTAL DEDUCCIONES 7,390.63  |
|            |                                    |          |         |                           | 3%FV 3% FONDO DE VIVIENDA 252.22          |
|            |                                    |          |         |                           | FOND FONDO PENSIONES EMPRES 1,261.09      |
|            |                                    |          |         |                           | SEDARSEDAR 168.15                         |
|            |                                    |          |         |                           | AGUI PROVISION AGUINALDO 1,274.49         |
|            |                                    |          |         |                           | TOTA NOMINA EN EFECTIVO 1,913.13          |
| -----      |                                    |          |         |                           |   |
| 60-068-009 | GONZALEZ PADILLA ERNESTO MARTIN    |          |         |                           |   |
| T.EMP:     | PERMANENTE                         | 654.43   | 808.96  | JEFE DE POTABILIZACION    |   |
| 01         | SUELDO                             | 9,816.45 | 51      | ISPT                      | 2,239.11 DVIG DIAS DE VIGENCIA 15.00      |
| 02         | DESPENSA                           | 630.50   | 54      | FONDO PENSIONES           | 1,354.67 IMP1 ISPT ART. 113 LISR 2,239.11 |

| Clave                                       | Nombre          | S.Diario | S.Integ | PERCEPCIONES      | DEDUCCIONES | CONCEPTOS                                      |           |
|---|-----------------|----------|---------|-------------------|-------------|--|-----------|
| 03  | TRANSPORTE      | 378.00   | 65      |                   |             | PGR1 PERC. GRAVADA TIPO 1                      | 12,788.24 |
| 07  | PRIMA INSALUBRE | 1,963.29 |         |                   |             | PERC TOTAL PERCEPCIONES                        | 12,788.24 |
|   |                 |          |         |                   |             | DEDU TOTAL DEDUCCIONES                         | 7,871.93  |
|   |                 |          |         |                   |             | 3%FV 3% FONDO DE VIVIENDA                      | 353.39    |
|   |                 |          |         |                   |             | FOND FONDO PENSIONES EMPRES                    | 1,766.96  |
|   |                 |          |         |                   |             | SEDARSEDAR                                     | 235.59    |
|   |                 |          |         |                   |             | AGUI PROVISION AGUINALDO                       | 1,751.81  |
|   |                 |          |         |                   |             | TOTA NOMINA EN EFECTIVO                        | 4,916.31  |
| 60-157-010 MARTINEZ CASTAÑEDA MARCO ANTONIO |                 |          |         |                   |             |  |           |
| T.EMP:                                      | PERMANENTE      | 467.07   |         |                   | 688.29      | TECNICO EN POTABILIZACION                      |           |
| 01  | SUELDO          | 7,006.05 | 51      | ISPT              | 1,440.09    | DVIG DIAS DE VIGENCIA                          | 15.00     |
| 02  | DESPENSA        | 557.00   | 54      | FONDO PENSIONES   | 966.83      | IMP1 ISPT ART. 113 LISR                        | 1,440.09  |
| 03  | TRANSPORTE      | 339.50   | 58      | CUOTA SINDICAL    | 84.07       | PGR1 PERC. GRAVADA TIPO 1                      | 9,303.76  |
| 07  | PRIMA INSALUBRE | 1,401.21 | 65      | OTRAS DEDUCCIONES | 6,199.53    | PERC TOTAL PERCEPCIONES                        | 9,303.76  |
|   |                 |          | 95      | PRESTAMO AYUDATE  | 354.27      | DEDU TOTAL DEDUCCIONES                         | 9,044.79  |
|   |                 |          |         |                   |             | 3%FV 3% FONDO DE VIVIENDA                      | 252.22    |
|   |                 |          |         |                   |             | FOND FONDO PENSIONES EMPRES                    | 1,261.09  |
|   |                 |          |         |                   |             | SEDARSEDAR                                     | 168.15    |
|   |                 |          |         |                   |             | AGUI PROVISION AGUINALDO                       | 1,274.49  |
|   |                 |          |         |                   |             | TOTA NOMINA EN EFECTIVO                        | 258.97    |
| 62-134-004 GONZALEZ REYNOSO JOSE IVAN       |                 |          |         |                   |             |  |           |
| T.EMP:                                      | PERMANENTE      | 654.43   |         |                   | 808.96      | SUPERVISOR DE MONITOREO Y EFICIENCIA OPERATIVA |           |
| 01  | SUELDO          | 9,816.45 | 51      | ISPT              | 1,777.34    | DVIG DIAS DE VIGENCIA                          | 15.00     |
| 02  | DESPENSA        | 630.50   | 54      | FONDO PENSIONES   | 1,128.89    | IMP1 ISPT ART. 113 LISR                        | 1,777.34  |
| 03  | TRANSPORTE      | 378.00   | 65      | OTRAS DEDUCCIONES | 3,828.17    | PGR1 PERC. GRAVADA TIPO 1                      | 10,824.95 |
|   |                 |          |         |                   |             | PERC TOTAL PERCEPCIONES                        | 10,824.95 |
|   |                 |          |         |                   |             | DEDU TOTAL DEDUCCIONES                         | 6,734.40  |
|   |                 |          |         |                   |             | 3%FV 3% FONDO DE VIVIENDA                      | 294.49    |
|   |                 |          |         |                   |             | FOND FONDO PENSIONES EMPRES                    | 1,472.47  |
|   |                 |          |         |                   |             | SEDARSEDAR                                     | 196.33    |
|   |                 |          |         |                   |             | AGUI PROVISION AGUINALDO                       | 1,482.87  |
|   |                 |          |         |                   |             | TOTA NOMINA EN EFECTIVO                        | 4,090.55  |
| 810-002 JACINTO ALVAREZ NICOLAS             |                 |          |         |                   |             |  |           |
| T.EMP:                                      | PERMANENTE      | 467.07   |         |                   | 683.42      | AUXILIAR DE NORMATIVIDAD                       |           |
| 01  | SUELDO          | 7,006.05 | 51      | ISPT              | 1,440.09    | DVIG DIAS DE VIGENCIA                          | 15.00     |
| 02  | DESPENSA        | 557.00   | 54      | FONDO PENSIONES   | 966.83      | IMP1 ISPT ART. 113 LISR                        | 1,440.09  |
| 03  | TRANSPORTE      | 339.50   | 58      | CUOTA SINDICAL    | 84.07       | PGR1 PERC. GRAVADA TIPO 1                      | 9,303.76  |
| 07  | PRIMA INSALUBRE | 1,401.21 | 65      | OTRAS DEDUCCIONES | 2,763.00    | PERC TOTAL PERCEPCIONES                        | 9,303.76  |
|   |                 |          |         |                   |             | DEDU TOTAL DEDUCCIONES                         | 5,253.99  |
|   |                 |          |         |                   |             | 3%FV 3% FONDO DE VIVIENDA                      | 252.22    |
|   |                 |          |         |                   |             | FOND FONDO PENSIONES EMPRES                    | 1,261.09  |
|   |                 |          |         |                   |             | SEDARSEDAR                                     | 168.15    |
|   |                 |          |         |                   |             | AGUI PROVISION AGUINALDO                       | 1,274.49  |
|   |                 |          |         |                   |             | TOTA NOMINA EN EFECTIVO                        | 4,049.77  |
| 810-003 VAZQUEZ NERI OSCAR                  |                 |          |         |                   |             |  |           |
| T.EMP:                                      | PERMANENTE      | 467.07   |         |                   | 683.42      | AUXILIAR DE NORMATIVIDAD                       |           |
| 01  | SUELDO          | 7,006.05 | 51      | ISPT              | 1,440.09    | DVIG DIAS DE VIGENCIA                          | 15.00     |
| 02  | DESPENSA        | 557.00   | 54      | FONDO PENSIONES   | 966.83      | IMP1 ISPT ART. 113 LISR                        | 1,440.09  |
| 03  | TRANSPORTE      | 339.50   | 58      | CUOTA SINDICAL    | 84.07       | PGR1 PERC. GRAVADA TIPO 1                      | 9,303.76  |
| 07  | PRIMA INSALUBRE | 1,401.21 | 65      | OTRAS DEDUCCIONES | 4,181.36    | PERC TOTAL PERCEPCIONES                        | 9,303.76  |
|   |                 |          | 95      | PRESTAMO AYUDATE  | 785.58      | DEDU TOTAL DEDUCCIONES                         | 7,457.93  |
|   |                 |          |         |                   |             | 3%FV 3% FONDO DE VIVIENDA                      | 252.22    |
|   |                 |          |         |                   |             | FOND FONDO PENSIONES EMPRES                    | 1,261.09  |
|   |                 |          |         |                   |             | SEDARSEDAR                                     | 168.15    |

| Clave      | Nombre                               | S.Diario  | S.Integ | PERCEPCIONES         | DEDUCCIONES | CONCEPTOS                              |            |
|------------|--------------------------------------|-----------|---------|----------------------|-------------|--|------------|
|            |                                      |           |         |                      |             | AGUI PROVISION AGUINALDO               | 1,274.49   |
|            |                                      |           |         |                      |             | TOTA NOMINA EN EFECTIVO                | 1,845.83   |
| 810-008    | JIMENEZ BAUTISTA PABLO ALEJANDRO     |           |         |                      |             |  |            |
| T.EMP:     | PERMANENTE                           | 654.43    | 796.79  |                      |             | JEFE DE PLANTA POTABILIZADORA EL SALTO |            |
| 01         | SUELDO                               | 9,816.45  | 51      | ISPT                 | 1,777.34    | DVIG DIAS DE VIGENCIA                  | 15.00      |
| 02         | DESPENSA                             | 630.50    | 54      | FONDO PENSIONES      | 1,128.89    | IMP1 ISPT ART. 113 LISR                | 1,777.34   |
| 03         | TRANSPORTE                           | 378.00    |         |                      |             | PGR1 PERC. GRAVADA TIPO 1              | 10,824.95  |
|            |                                      |           |         |                      |             | PERC TOTAL PERCEPCIONES                | 10,824.95  |
|            |                                      |           |         |                      |             | DEDU TOTAL DEDUCCIONES                 | 2,906.23   |
|            |                                      |           |         |                      |             | 3%FV 3% FONDO DE VIVIENDA              | 294.49     |
|            |                                      |           |         |                      |             | FOND FONDO PENSIONES EMPRES            | 1,472.47   |
|            |                                      |           |         |                      |             | SEDARSEDAR                             | 196.33     |
|            |                                      |           |         |                      |             | AGUI PROVISION AGUINALDO               | 1,482.87   |
|            |                                      |           |         |                      |             | TOTA NOMINA EN EFECTIVO                | 7,918.72   |
| 810-009    | ASCENCIO AGUILAR CRISTIANI           |           |         |                      |             |  |            |
| T.EMP:     | PERMANENTE                           | 402.90    | 492.04  |                      |             | AUXILIAR DE INFORMACION Y ESTADISTICAS |            |
| 01         | SUELDO                               | 6,043.50  | 51      | ISPT                 | 916.50      | DVIG DIAS DE VIGENCIA                  | 15.00      |
| 02         | DESPENSA                             | 478.50    | 54      | FONDO PENSIONES      | 695.00      | IMP1 ISPT ART. 113 LISR                | 916.50     |
| 03         | TRANSPORTE                           | 330.50    | 58      | CUOTA SINDICAL       | 60.44       | PGR1 PERC. GRAVADA TIPO 1              | 6,852.50   |
|            |                                      |           |         |                      |             | PERC TOTAL PERCEPCIONES                | 6,852.50   |
|            |                                      |           |         |                      |             | DEDU TOTAL DEDUCCIONES                 | 1,671.94   |
|            |                                      |           |         |                      |             | 3%FV 3% FONDO DE VIVIENDA              | 181.31     |
|            |                                      |           |         |                      |             | FOND FONDO PENSIONES EMPRES            | 906.52     |
|            |                                      |           |         |                      |             | SEDARSEDAR                             | 120.87     |
|            |                                      |           |         |                      |             | AGUI PROVISION AGUINALDO               | 938.70     |
|            |                                      |           |         |                      |             | TOTA NOMINA EN EFECTIVO                | 5,180.56   |
| 89-206-010 | DEMI CASTELLANOS EDUARDO             |           |         |                      |             |  |            |
| T.EMP:     | PERMANENTE                           | 654.43    | 804.09  |                      |             | SUPERVISOR DE NORMATIVIDAD             |            |
| 01         | SUELDO                               | 9,816.45  | 51      | ISPT                 | 1,777.34    | DVIG DIAS DE VIGENCIA                  | 15.00      |
| 02         | DESPENSA                             | 630.50    | 54      | FONDO PENSIONES      | 1,128.89    | IMP1 ISPT ART. 113 LISR                | 1,777.34   |
| 03         | TRANSPORTE                           | 378.00    | 65      | OTRAS DEDUCCIONES    | 4,418.08    | PGR1 PERC. GRAVADA TIPO 1              | 10,824.95  |
|            |                                      |           |         |                      |             | PERC TOTAL PERCEPCIONES                | 10,824.95  |
|            |                                      |           |         |                      |             | DEDU TOTAL DEDUCCIONES                 | 7,324.31   |
|            |                                      |           |         |                      |             | 3%FV 3% FONDO DE VIVIENDA              | 294.49     |
|            |                                      |           |         |                      |             | FOND FONDO PENSIONES EMPRES            | 1,472.47   |
|            |                                      |           |         |                      |             | SEDARSEDAR                             | 196.33     |
|            |                                      |           |         |                      |             | AGUI PROVISION AGUINALDO               | 1,482.87   |
|            |                                      |           |         |                      |             | TOTA NOMINA EN EFECTIVO                | 3,500.64   |
| ****       | Totales GCIA. TECNICO CONSULTIVO 810 |           |         |                      |             |  | ****       |
| 01         | SUELDO                               | 93,389.10 | 51      | ISPT                 | 18,044.67   | DVIG DIAS DE VIGENCIA                  | 180.00     |
| 02         | DESPENSA                             | 6,821.00  | 54      | FONDO PENSIONES      | 11,932.32   | IMP1 ISPT ART. 113 LISR                | 18,044.67  |
| 03         | TRANSPORTE                           | 4,210.00  | 58      | CUOTA SINDICAL       | 625.30      | PGR1 PERC. GRAVADA TIPO 1              | 114,790.65 |
| 07         | PRIMA INSALUBRE                      | 10,370.55 | 79      | APORT.ADIC.VOL.SEDAR | 50.00       | PERC TOTAL PERCEPCIONES                | 114,790.65 |
|            |                                      |           | 65      | OTRAS DEDUCCIONES    | 38,261.18   | DEDU TOTAL DEDUCCIONES                 | 70,938.99  |
|            |                                      |           | 95      | PRESTAMO AYUDATE     | 2,025.52    | 3%FV 3% FONDO DE VIVIENDA              | 3,112.80   |
|            |                                      |           |         |                      |             | FOND FONDO PENSIONES EMPRES            | 15,563.95  |
|            |                                      |           |         |                      |             | SEDARSEDAR                             | 2,075.22   |
|            |                                      |           |         |                      |             | AGUI PROVISION AGUINALDO               | 15,724.76  |
|            |                                      |           |         |                      |             | TOTA NOMINA EN EFECTIVO                | 43,851.66  |

Total de Empleados : 12.00

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

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PERCEPCIONES

| Clave      | Nombre                            | S.Diario | S.Integ | PERCEPCIONES      | DEDUCCIONES | CONCEPTOS                            |
|------------|-----------------------------------|----------|---------|-------------------|-------------|--------------------------------------|
| *****      | GCIA. DE PLANTAS DE TRATAMIENT    | *****    | 820     |                   |             |                                      |
| 11-069-002 | SOLIS LUNA EUGENIO                |          |         |                   |             |                                      |
| T.EMP:     | PERMANENTE                        | 444.44   |         |                   | 656.23      | JEFE DE PLANTA B                     |
| 01         | SUELDO                            | 6,666.60 | 51      | ISPT              | 1,350.84    | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | DESPENSA                          | 546.50   | 54      | FONDO PENSIONES   | 919.99      | IMP1 ISPT ART. 113 LISR 1,350.84     |
| 03         | TRANSPORTE                        | 339.50   | 58      | CUOTA SINDICAL    | 80.00       | PGR1 PERC. GRAVADA TIPO 1 8,885.92   |
| 07         | PRIMA INSALUBRE                   | 1,333.32 | 65      | OTRAS DEDUCCIONES | 600.00      | PERC TOTAL PERCEPCIONES 8,885.92     |
|            |                                   |          |         |                   |             | DEDU TOTAL DEDUCCIONES 2,950.83      |
|            |                                   |          |         |                   |             | 3%FV 3% FONDO DE VIVIENDA 240.00     |
|            |                                   |          |         |                   |             | FOND FONDO PENSIONES EMPRES 1,199.99 |
|            |                                   |          |         |                   |             | SEDARSEDAR 160.00                    |
|            |                                   |          |         |                   |             | AGUI PROVISION AGUINALDO 1,217.25    |
|            |                                   |          |         |                   |             | TOTA NOMINA EN EFECTIVO 5,935.09     |
| 151-008    | MARQUEZ BARAJAS ADRIAN            |          |         |                   |             |                                      |
| T.EMP:     | PERMANENTE                        | 364.37   |         |                   | 533.79      | OPERADOR A                           |
| 01         | SUELDO                            | 5,465.55 | 51      | ISPT              | 1,019.92    | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | DESPENSA                          | 463.00   | 54      | FONDO PENSIONES   | 754.25      | IMP1 ISPT ART. 113 LISR 1,019.92     |
| 03         | TRANSPORTE                        | 315.00   | 58      | CUOTA SINDICAL    | 65.59       | PGR1 PERC. GRAVADA TIPO 1 7,336.66   |
| 07         | PRIMA INSALUBRE                   | 1,093.11 |         |                   |             | PERC TOTAL PERCEPCIONES 7,336.66     |
|            |                                   |          |         |                   |             | DEDU TOTAL DEDUCCIONES 1,839.76      |
|            |                                   |          |         |                   |             | 3%FV 3% FONDO DE VIVIENDA 196.76     |
|            |                                   |          |         |                   |             | FOND FONDO PENSIONES EMPRES 983.80   |
|            |                                   |          |         |                   |             | SEDARSEDAR 131.17                    |
|            |                                   |          |         |                   |             | AGUI PROVISION AGUINALDO 1,005.02    |
|            |                                   |          |         |                   |             | TOTA NOMINA EN EFECTIVO 5,496.90     |
| 206-001    | HERNANDEZ CORTES SERGIO ALEJANDRO |          |         |                   |             |                                      |
| T.EMP:     | PERMANENTE                        | 467.47   |         |                   | 674.23      | JEFE DE PLANTA A                     |
| 01         | SUELDO                            | 7,012.05 | 51      | ISPT              | 1,406.92    | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | DESPENSA                          | 434.50   | 54      | FONDO PENSIONES   | 967.66      | IMP1 ISPT ART. 113 LISR 1,406.92     |
| 03         | TRANSPORTE                        | 299.50   | 58      | CUOTA SINDICAL    | 84.14       | PGR1 PERC. GRAVADA TIPO 1 9,148.45   |
| 07         | PRIMA INSALUBRE                   | 1,402.41 | 65      | OTRAS DEDUCCIONES | 4,297.58    | PERC TOTAL PERCEPCIONES 9,148.46     |
|            |                                   |          |         |                   |             | DEDU TOTAL DEDUCCIONES 6,756.30      |
|            |                                   |          |         |                   |             | 3%FV 3% FONDO DE VIVIENDA 252.43     |
|            |                                   |          |         |                   |             | FOND FONDO PENSIONES EMPRES 1,262.17 |
|            |                                   |          |         |                   |             | SEDARSEDAR 168.29                    |
|            |                                   |          |         |                   |             | AGUI PROVISION AGUINALDO 1,253.21    |
|            |                                   |          |         |                   |             | TOTA NOMINA EN EFECTIVO 2,392.16     |
| 206-004    | VILLANUEVA PERALES JUAN GABRIEL   |          |         |                   |             |                                      |
| T.EMP:     | PERMANENTE                        | 364.37   |         |                   | 533.79      | OPERADOR A                           |
| 01         | SUELDO                            | 5,465.55 | 51      | ISPT              | 1,019.92    | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | DESPENSA                          | 463.00   | 54      | FONDO PENSIONES   | 754.25      | IMP1 ISPT ART. 113 LISR 1,019.92     |
| 03         | TRANSPORTE                        | 315.00   | 58      | CUOTA SINDICAL    | 65.59       | PGR1 PERC. GRAVADA TIPO 1 7,336.66   |
| 07         | PRIMA INSALUBRE                   | 1,093.11 | 65      | OTRAS DEDUCCIONES | 2,416.15    | PERC TOTAL PERCEPCIONES 7,336.66     |
|            |                                   |          | 95      | PRESTAMO AYUDATE  | 675.47      | DEDU TOTAL DEDUCCIONES 4,931.38      |
|            |                                   |          |         |                   |             | 3%FV 3% FONDO DE VIVIENDA 196.76     |
|            |                                   |          |         |                   |             | FOND FONDO PENSIONES EMPRES 983.80   |
|            |                                   |          |         |                   |             | SEDARSEDAR 131.17                    |
|            |                                   |          |         |                   |             | AGUI PROVISION AGUINALDO 1,005.02    |
|            |                                   |          |         |                   |             | TOTA NOMINA EN EFECTIVO 2,405.28     |
| 206-005    | HERNANDEZ FLORES PAUL             |          |         |                   |             |                                      |
| T.EMP:     | PERMANENTE                        | 364.37   |         |                   | 533.79      | OPERADOR A                           |
| 01         | SUELDO                            | 5,465.55 | 51      | ISPT              | 1,019.92    | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | DESPENSA                          | 463.00   | 54      | FONDO PENSIONES   | 754.25      | IMP1 ISPT ART. 113 LISR 1,019.92     |



| Clave   | Nombre                          | S.Diario | S.Integ | PERCEPCIONES      | DEDUCCIONES      | CONCEPTOS                   |          |
|---------|---------------------------------|----------|---------|-------------------|------------------|-----------------------------|----------|
| 03      | TRANSPORTE                      | 315.00   | 58      | CUOTA SINDICAL    | 65.59            | PGR1 PERC. GRAVADA TIPO 1   | 7,336.66 |
| 07      | PRIMA INSALUBRE                 | 1,093.11 | 65      | OTRAS DEDUCCIONES | 1,800.00         | PERC TOTAL PERCEPCIONES     | 7,336.66 |
|         |                                 |          |         |                   |                  | DEDU TOTAL DEDUCCIONES      | 3,639.76 |
|         |                                 |          |         |                   |                  | 3%FV 3% FONDO DE VIVIENDA   | 196.76   |
|         |                                 |          |         |                   |                  | FOND FONDO PENSIONES EMPRES | 983.80   |
|         |                                 |          |         |                   |                  | SEDARSEDAR                  | 131.17   |
|         |                                 |          |         |                   |                  | AGUI PROVISION AGUINALDO    | 1,005.02 |
|         |                                 |          |         |                   |                  | TOTA NOMINA EN EFECTIVO     | 3,696.90 |
| 206-006 | MORENO MARTINEZ SERGIO          |          |         |                   |                  |                             |          |
| T.EMP:  | PERMANENTE                      | 347.77   |         | 509.92            | OPERADOR B       |                             |          |
| 01      | SUELDO                          | 5,216.55 | 51      | ISPT              | 953.43           | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02      | DESPENSA                        | 457.50   | 54      | FONDO PENSIONES   | 719.88           | IMP1 ISPT ART. 113 LISR     | 953.43   |
| 03      | TRANSPORTE                      | 308.00   | 58      | CUOTA SINDICAL    | 62.60            | PGR1 PERC. GRAVADA TIPO 1   | 7,025.36 |
| 07      | PRIMA INSALUBRE                 | 1,043.31 | 65      | OTRAS DEDUCCIONES | 2,217.00         | PERC TOTAL PERCEPCIONES     | 7,025.36 |
|         |                                 |          |         |                   |                  | DEDU TOTAL DEDUCCIONES      | 3,952.91 |
|         |                                 |          |         |                   |                  | 3%FV 3% FONDO DE VIVIENDA   | 187.80   |
|         |                                 |          |         |                   |                  | FOND FONDO PENSIONES EMPRES | 938.98   |
|         |                                 |          |         |                   |                  | SEDARSEDAR                  | 125.20   |
|         |                                 |          |         |                   |                  | AGUI PROVISION AGUINALDO    | 962.38   |
|         |                                 |          |         |                   |                  | TOTA NOMINA EN EFECTIVO     | 3,072.45 |
| 372-002 | MARTINEZ PADILLA CARLOS         |          |         |                   |                  |                             |          |
| T.EMP:  | PERMANENTE                      | 364.37   |         | 539.28            | OPERADOR A       |                             |          |
| 01      | SUELDO                          | 5,465.55 | 51      | ISPT              | 1,019.92         | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02      | DESPENSA                        | 463.00   | 54      | FONDO PENSIONES   | 754.25           | IMP1 ISPT ART. 113 LISR     | 1,019.92 |
| 03      | TRANSPORTE                      | 315.00   | 58      | CUOTA SINDICAL    | 65.59            | PGR1 PERC. GRAVADA TIPO 1   | 7,336.66 |
| 07      | PRIMA INSALUBRE                 | 1,093.11 | 65      | OTRAS DEDUCCIONES | 2,117.00         | PERC TOTAL PERCEPCIONES     | 7,336.66 |
|         |                                 |          |         |                   |                  | DEDU TOTAL DEDUCCIONES      | 3,956.76 |
|         |                                 |          |         |                   |                  | 3%FV 3% FONDO DE VIVIENDA   | 196.76   |
|         |                                 |          |         |                   |                  | FOND FONDO PENSIONES EMPRES | 983.80   |
|         |                                 |          |         |                   |                  | SEDARSEDAR                  | 131.17   |
|         |                                 |          |         |                   |                  | AGUI PROVISION AGUINALDO    | 1,005.02 |
|         |                                 |          |         |                   |                  | TOTA NOMINA EN EFECTIVO     | 3,379.90 |
| 373-002 | CARRILLO MENDOZA CARLOS EDUARDO |          |         |                   |                  |                             |          |
| T.EMP:  | PERMANENTE                      | 467.47   |         | 671.80            | JEFE DE PLANTA A |                             |          |
| 01      | SUELDO                          | 7,012.05 | 51      | ISPT              | 1,406.92         | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02      | DESPENSA                        | 434.50   | 54      | FONDO PENSIONES   | 967.66           | IMP1 ISPT ART. 113 LISR     | 1,406.92 |
| 03      | TRANSPORTE                      | 299.50   | 58      | CUOTA SINDICAL    | 84.14            | PGR1 PERC. GRAVADA TIPO 1   | 9,148.45 |
| 07      | PRIMA INSALUBRE                 | 1,402.41 | 65      | OTRAS DEDUCCIONES | 2,765.00         | PERC TOTAL PERCEPCIONES     | 9,148.46 |
|         |                                 |          |         |                   |                  | DEDU TOTAL DEDUCCIONES      | 5,223.72 |
|         |                                 |          |         |                   |                  | 3%FV 3% FONDO DE VIVIENDA   | 252.43   |
|         |                                 |          |         |                   |                  | FOND FONDO PENSIONES EMPRES | 1,262.17 |
|         |                                 |          |         |                   |                  | SEDARSEDAR                  | 168.29   |
|         |                                 |          |         |                   |                  | AGUI PROVISION AGUINALDO    | 1,253.21 |
|         |                                 |          |         |                   |                  | TOTA NOMINA EN EFECTIVO     | 3,924.74 |
| 373-003 | MOZQUEDA NOLAZCO CARLO MAGNO    |          |         |                   |                  |                             |          |
| T.EMP:  | PERMANENTE                      | 347.77   |         | 507.49            | OPERADOR B       |                             |          |
| 01      | SUELDO                          | 5,216.55 | 51      | ISPT              | 953.43           | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02      | DESPENSA                        | 457.50   | 54      | FONDO PENSIONES   | 719.88           | IMP1 ISPT ART. 113 LISR     | 953.43   |
| 03      | TRANSPORTE                      | 308.00   | 58      | CUOTA SINDICAL    | 62.60            | PGR1 PERC. GRAVADA TIPO 1   | 7,025.36 |
| 07      | PRIMA INSALUBRE                 | 1,043.31 | 65      | OTRAS DEDUCCIONES | 3,130.37         | PERC TOTAL PERCEPCIONES     | 7,025.36 |
|         |                                 |          |         |                   |                  | DEDU TOTAL DEDUCCIONES      | 4,866.28 |
|         |                                 |          |         |                   |                  | 3%FV 3% FONDO DE VIVIENDA   | 187.80   |
|         |                                 |          |         |                   |                  | FOND FONDO PENSIONES EMPRES | 938.98   |
|         |                                 |          |         |                   |                  | SEDARSEDAR                  | 125.20   |

| Clave   | Nombre                        | S.Diario | S.Integ | PERCEPCIONES | DEDUCCIONES       | CONCEPTOS                |                                    |
|---------|-------------------------------|----------|---------|--------------|-------------------|--------------------------|------------------------------------|
|         |                               |          |         |              |                   | AGUI PROVISION AGUINALDO | 962.38                             |
|         |                               |          |         |              |                   | TOTA NOMINA EN EFECTIVO  | 2,159.08                           |
| 373-004 | ZUÑIGA ZARAGOZA HECTOR MANUEL |          |         |              |                   |                          |                                    |
| T.EMP:  | PERMANENTE                    | 347.77   |         |              | 520.74            | OPERADOR B               |                                    |
| 01      | SUELDO                        | 5,216.55 | 51      |              | ISPT              | 953.43                   | DVIG DIAS DE VIGENCIA 15.00        |
| 02      | DESPENSA                      | 457.50   | 54      |              | FONDO PENSIONES   | 719.88                   | IMP1 ISPT ART. 113 LISR 953.43     |
| 03      | TRANSPORTE                    | 308.00   | 58      |              | CUOTA SINDICAL    | 62.60                    | PGR1 PERC. GRAVADA TIPO 1 7,025.36 |
| 07      | PRIMA INSALUBRE               | 1,043.31 | 65      |              | OTRAS DEDUCCIONES | 2,009.00                 | PERC TOTAL PERCEPCIONES 7,025.36   |
|         |                               |          |         |              |                   |                          | DEDU TOTAL DEDUCCIONES 3,744.91    |
|         |                               |          |         |              |                   |                          | 3%FV 3% FONDO DE VIVIENDA 187.80   |
|         |                               |          |         |              |                   |                          | FOND FONDO PENSIONES EMPRES 938.98 |
|         |                               |          |         |              |                   |                          | SEDARSEDAR 125.20                  |
|         |                               |          |         |              |                   |                          | AGUI PROVISION AGUINALDO 962.38    |
|         |                               |          |         |              |                   |                          | TOTA NOMINA EN EFECTIVO 3,280.45   |
| 373-006 | BIZARRO GARCIA JONATHAN       |          |         |              |                   |                          |                                    |
| T.EMP:  | PERMANENTE                    | 364.37   |         |              | 531.36            | OPERADOR A               |                                    |
| 01      | SUELDO                        | 5,465.55 | 51      |              | ISPT              | 1,019.92                 | DVIG DIAS DE VIGENCIA 15.00        |
| 02      | DESPENSA                      | 463.00   | 54      |              | FONDO PENSIONES   | 754.25                   | IMP1 ISPT ART. 113 LISR 1,019.92   |
| 03      | TRANSPORTE                    | 315.00   | 58      |              | CUOTA SINDICAL    | 65.59                    | PGR1 PERC. GRAVADA TIPO 1 7,336.66 |
| 07      | PRIMA INSALUBRE               | 1,093.11 | 65      |              | OTRAS DEDUCCIONES | 2,431.01                 | PERC TOTAL PERCEPCIONES 7,336.66   |
|         |                               |          |         |              |                   |                          | DEDU TOTAL DEDUCCIONES 4,270.77    |
|         |                               |          |         |              |                   |                          | 3%FV 3% FONDO DE VIVIENDA 196.76   |
|         |                               |          |         |              |                   |                          | FOND FONDO PENSIONES EMPRES 983.80 |
|         |                               |          |         |              |                   |                          | SEDARSEDAR 131.17                  |
|         |                               |          |         |              |                   |                          | AGUI PROVISION AGUINALDO 1,005.02  |
|         |                               |          |         |              |                   |                          | TOTA NOMINA EN EFECTIVO 3,065.89   |
| 374-003 | CONTRERAS FLORES ABELARDO     |          |         |              |                   |                          |                                    |
| T.EMP:  | PERMANENTE                    | 364.37   |         |              | 533.79            | OPERADOR A               |                                    |
| 01      | SUELDO                        | 5,465.55 | 51      |              | ISPT              | 1,019.92                 | DVIG DIAS DE VIGENCIA 15.00        |
| 02      | DESPENSA                      | 463.00   | 54      |              | FONDO PENSIONES   | 754.25                   | IMP1 ISPT ART. 113 LISR 1,019.92   |
| 03      | TRANSPORTE                    | 315.00   | 58      |              | CUOTA SINDICAL    | 65.59                    | PGR1 PERC. GRAVADA TIPO 1 7,336.66 |
| 07      | PRIMA INSALUBRE               | 1,093.11 | 65      |              | OTRAS DEDUCCIONES | 2,187.00                 | PERC TOTAL PERCEPCIONES 7,336.66   |
|         |                               |          |         |              |                   |                          | DEDU TOTAL DEDUCCIONES 4,026.76    |
|         |                               |          |         |              |                   |                          | 3%FV 3% FONDO DE VIVIENDA 196.76   |
|         |                               |          |         |              |                   |                          | FOND FONDO PENSIONES EMPRES 983.80 |
|         |                               |          |         |              |                   |                          | SEDARSEDAR 131.17                  |
|         |                               |          |         |              |                   |                          | AGUI PROVISION AGUINALDO 1,005.02  |
|         |                               |          |         |              |                   |                          | TOTA NOMINA EN EFECTIVO 3,309.90   |
| 374-004 | ORTIZ RAYGOZA OSWALDO         |          |         |              |                   |                          |                                    |
| T.EMP:  | PERMANENTE                    | 364.37   |         |              | 543.69            | OPERADOR A               |                                    |
| 01      | SUELDO                        | 5,465.55 | 51      |              | ISPT              | 1,019.92                 | DVIG DIAS DE VIGENCIA 15.00        |
| 02      | DESPENSA                      | 463.00   | 54      |              | FONDO PENSIONES   | 754.25                   | IMP1 ISPT ART. 113 LISR 1,019.92   |
| 03      | TRANSPORTE                    | 315.00   | 58      |              | CUOTA SINDICAL    | 65.59                    | PGR1 PERC. GRAVADA TIPO 1 7,336.66 |
| 07      | PRIMA INSALUBRE               | 1,093.11 | 65      |              | OTRAS DEDUCCIONES | 2,796.35                 | PERC TOTAL PERCEPCIONES 7,336.66   |
|         |                               |          |         |              |                   |                          | DEDU TOTAL DEDUCCIONES 4,636.11    |
|         |                               |          |         |              |                   |                          | 3%FV 3% FONDO DE VIVIENDA 196.76   |
|         |                               |          |         |              |                   |                          | FOND FONDO PENSIONES EMPRES 983.80 |
|         |                               |          |         |              |                   |                          | SEDARSEDAR 131.17                  |
|         |                               |          |         |              |                   |                          | AGUI PROVISION AGUINALDO 1,005.02  |
|         |                               |          |         |              |                   |                          | TOTA NOMINA EN EFECTIVO 2,700.55   |
| 376-002 | ALVAREZ MARIN SERGIO          |          |         |              |                   |                          |                                    |
| T.EMP:  | PERMANENTE                    | 402.90   |         |              | 586.94            | JEFE DE PLANTA C         |                                    |
| 01      | SUELDO                        | 6,043.50 | 51      |              | ISPT              | 1,174.68                 | DVIG DIAS DE VIGENCIA 15.00        |

| Clave      | Nombre                         | S.Diario | S.Integ | PERCEPCIONES      | DEDUCCIONES              | CONCEPTOS                   |          |
|------------|--------------------------------|----------|---------|-------------------|--------------------------|-----------------------------|----------|
| 02         | DESPENSA                       | 478.50   | 54      | FONDO PENSIONES   | 834.00                   | IMP1 ISPT ART. 113 LISR     | 1,174.68 |
| 03         | TRANSPORTE                     | 330.50   | 58      | CUOTA SINDICAL    | 72.52                    | PGR1 PERC. GRAVADA TIPO 1   | 8,061.20 |
| 07         | PRIMA INSALUBRE                | 1,208.70 | 65      | OTRAS DEDUCCIONES | 3,009.84                 | PERC TOTAL PERCEPCIONES     | 8,061.20 |
|            |                                |          | 95      | PRESTAMO AYUDATE  | 531.40                   | DEDU TOTAL DEDUCCIONES      | 5,622.44 |
|            |                                |          |         |                   |                          | 3%FV 3% FONDO DE VIVIENDA   | 217.57   |
|            |                                |          |         |                   |                          | FOND FONDO PENSIONES EMPRES | 1,087.83 |
|            |                                |          |         |                   |                          | SEDARSEDAR                  | 145.04   |
|            |                                |          |         |                   |                          | AGUI PROVISION AGUINALDO    | 1,104.27 |
|            |                                |          |         |                   |                          | TOTA NOMINA EN EFECTIVO     | 2,438.76 |
| 398-002    | CERVANTES RAMIREZ LUIS ROBERTO |          |         |                   |                          |                             |          |
| T.EMP:     | PERMANENTE                     | 402.90   |         | 586.94            | TECNICO EN MANTENIMIENTO |                             |          |
| 01         | SUELDO                         | 6,043.50 | 51      | ISPT              | 1,174.68                 | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02         | DESPENSA                       | 478.50   | 54      | FONDO PENSIONES   | 834.00                   | IMP1 ISPT ART. 113 LISR     | 1,174.68 |
| 03         | TRANSPORTE                     | 330.50   | 58      | CUOTA SINDICAL    | 72.52                    | PGR1 PERC. GRAVADA TIPO 1   | 8,061.20 |
| 07         | PRIMA INSALUBRE                | 1,208.70 | 65      | OTRAS DEDUCCIONES | 4,143.29                 | PERC TOTAL PERCEPCIONES     | 8,061.20 |
|            |                                |          |         |                   |                          | DEDU TOTAL DEDUCCIONES      | 6,224.49 |
|            |                                |          |         |                   |                          | 3%FV 3% FONDO DE VIVIENDA   | 217.57   |
|            |                                |          |         |                   |                          | FOND FONDO PENSIONES EMPRES | 1,087.83 |
|            |                                |          |         |                   |                          | SEDARSEDAR                  | 145.04   |
|            |                                |          |         |                   |                          | AGUI PROVISION AGUINALDO    | 1,104.27 |
|            |                                |          |         |                   |                          | TOTA NOMINA EN EFECTIVO     | 1,836.71 |
| 46-200-002 | ASCENCIO MARTINEZ ROSENDO      |          |         |                   |                          |                             |          |
| T.EMP:     | PERMANENTE                     | 347.77   |         | 514.79            | OPERADOR B               |                             |          |
| 01         | SUELDO                         | 5,216.55 | 51      | ISPT              | 953.43                   | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02         | DESPENSA                       | 457.50   | 54      | FONDO PENSIONES   | 719.88                   | IMP1 ISPT ART. 113 LISR     | 953.43   |
| 03         | TRANSPORTE                     | 308.00   | 58      | CUOTA SINDICAL    | 62.60                    | PGR1 PERC. GRAVADA TIPO 1   | 7,025.36 |
| 07         | PRIMA INSALUBRE                | 1,043.31 | 65      | OTRAS DEDUCCIONES | 2,017.00                 | PERC TOTAL PERCEPCIONES     | 7,025.36 |
|            |                                |          |         |                   |                          | DEDU TOTAL DEDUCCIONES      | 3,752.91 |
|            |                                |          |         |                   |                          | 3%FV 3% FONDO DE VIVIENDA   | 187.80   |
|            |                                |          |         |                   |                          | FOND FONDO PENSIONES EMPRES | 938.98   |
|            |                                |          |         |                   |                          | SEDARSEDAR                  | 125.20   |
|            |                                |          |         |                   |                          | AGUI PROVISION AGUINALDO    | 962.38   |
|            |                                |          |         |                   |                          | TOTA NOMINA EN EFECTIVO     | 3,272.45 |
| 46-204-008 | ASCENCIO ZARAGOZA JOSE ANTONIO |          |         |                   |                          |                             |          |
| T.EMP:     | PERMANENTE                     | 364.37   |         | 536.23            | OPERADOR A               |                             |          |
| 01         | SUELDO                         | 5,465.55 | 51      | ISPT              | 1,019.92                 | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02         | DESPENSA                       | 463.00   | 54      | FONDO PENSIONES   | 754.25                   | IMP1 ISPT ART. 113 LISR     | 1,019.92 |
| 03         | TRANSPORTE                     | 315.00   | 58      | CUOTA SINDICAL    | 65.59                    | PGR1 PERC. GRAVADA TIPO 1   | 7,336.66 |
| 07         | PRIMA INSALUBRE                | 1,093.11 | 65      | OTRAS DEDUCCIONES | 2,117.00                 | PERC TOTAL PERCEPCIONES     | 7,336.66 |
|            |                                |          |         |                   |                          | DEDU TOTAL DEDUCCIONES      | 3,956.76 |
|            |                                |          |         |                   |                          | 3%FV 3% FONDO DE VIVIENDA   | 196.76   |
|            |                                |          |         |                   |                          | FOND FONDO PENSIONES EMPRES | 983.80   |
|            |                                |          |         |                   |                          | SEDARSEDAR                  | 131.17   |
|            |                                |          |         |                   |                          | AGUI PROVISION AGUINALDO    | 1,005.02 |
|            |                                |          |         |                   |                          | TOTA NOMINA EN EFECTIVO     | 3,379.90 |
| 50-043-008 | ENCISO GUERRERO PEDRO          |          |         |                   |                          |                             |          |
| T.EMP:     | PERMANENTE                     | 364.37   |         | 533.79            | OPERADOR A               |                             |          |
| 01         | SUELDO                         | 5,465.55 | 51      | ISPT              | 1,019.92                 | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02         | DESPENSA                       | 463.00   | 54      | FONDO PENSIONES   | 754.25                   | IMP1 ISPT ART. 113 LISR     | 1,019.92 |
| 03         | TRANSPORTE                     | 315.00   | 58      | CUOTA SINDICAL    | 65.59                    | PGR1 PERC. GRAVADA TIPO 1   | 7,336.66 |
| 07         | PRIMA INSALUBRE                | 1,093.11 | 65      | OTRAS DEDUCCIONES | 2,117.00                 | PERC TOTAL PERCEPCIONES     | 7,336.66 |
|            |                                |          |         |                   |                          | DEDU TOTAL DEDUCCIONES      | 3,956.76 |
|            |                                |          |         |                   |                          | 3%FV 3% FONDO DE VIVIENDA   | 196.76   |
|            |                                |          |         |                   |                          | FOND FONDO PENSIONES EMPRES | 983.80   |

| Clave        | Nombre                          | S.Diario | S.Integ | DEDUCCIONES              | CONCEPTOS |                             |          |
|--------------|---------------------------------|----------|---------|--------------------------|-----------|-----------------------------|----------|
| PERCEPCIONES |                                 |          |         |                          |           |                             |          |
|              |                                 |          |         |                          |           | SEDARSEDAR                  | 131.17   |
|              |                                 |          |         |                          |           | AGUI PROVISION AGUINALDO    | 1,005.02 |
|              |                                 |          |         |                          |           | TOTA NOMINA EN EFECTIVO     | 3,379.90 |
| 531-002      | HERNANDEZ VELASCO DAMIAN        |          |         |                          |           |                             |          |
| T.EMP:       | PERMANENTE                      | 364.37   | 531.36  | OPERADOR A               |           |                             |          |
| 01           | SUELDO                          | 5,465.55 | 51      | ISPT                     | 1,019.92  | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02           | DESPENSA                        | 463.00   | 54      | FONDO PENSIONES          | 754.25    | IMP1 ISPT ART. 113 LISR     | 1,019.92 |
| 03           | TRANSPORTE                      | 315.00   | 58      | CUOTA SINDICAL           | 65.59     | PGR1 PERC. GRAVADA TIPO 1   | 7,336.66 |
| 07           | PRIMA INSALUBRE                 | 1,093.11 | 65      | OTRAS DEDUCCIONES        | 1,299.21  | PERC TOTAL PERCEPCIONES     | 7,336.66 |
|              |                                 |          |         |                          |           | DEDU TOTAL DEDUCCIONES      | 3,138.97 |
|              |                                 |          |         |                          |           | 3%FV 3% FONDO DE VIVIENDA   | 196.76   |
|              |                                 |          |         |                          |           | FOND FONDO PENSIONES EMPRES | 983.80   |
|              |                                 |          |         |                          |           | SEDARSEDAR                  | 131.17   |
|              |                                 |          |         |                          |           | AGUI PROVISION AGUINALDO    | 1,005.02 |
|              |                                 |          |         |                          |           | TOTA NOMINA EN EFECTIVO     | 4,197.69 |
| 531-003      | SANCHEZ FUENTES FELIPE DE JESUS |          |         |                          |           |                             |          |
| T.EMP:       | PERMANENTE                      | 347.77   | 507.49  | OPERADOR B               |           |                             |          |
| 01           | SUELDO                          | 5,216.55 | 51      | ISPT                     | 953.43    | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02           | DESPENSA                        | 457.50   | 54      | FONDO PENSIONES          | 719.88    | IMP1 ISPT ART. 113 LISR     | 953.43   |
| 03           | TRANSPORTE                      | 308.00   | 58      | CUOTA SINDICAL           | 62.60     | PGR1 PERC. GRAVADA TIPO 1   | 7,025.36 |
| 07           | PRIMA INSALUBRE                 | 1,043.31 | 65      | OTRAS DEDUCCIONES        | 2,017.00  | PERC TOTAL PERCEPCIONES     | 7,025.36 |
|              |                                 |          |         |                          |           | DEDU TOTAL DEDUCCIONES      | 5,886.97 |
|              |                                 |          |         |                          |           | 3%FV 3% FONDO DE VIVIENDA   | 187.80   |
|              |                                 |          |         |                          |           | FOND FONDO PENSIONES EMPRES | 938.98   |
|              |                                 |          |         |                          |           | SEDARSEDAR                  | 125.20   |
|              |                                 |          |         |                          |           | AGUI PROVISION AGUINALDO    | 962.38   |
|              |                                 |          |         |                          |           | TOTA NOMINA EN EFECTIVO     | 1,138.39 |
| 531-004      | PEREZ GARCIA FRANCISCO JAVIER   |          |         |                          |           |                             |          |
| T.EMP:       | PERMANENTE                      | 347.77   | 509.38  | OPERADOR B               |           |                             |          |
| 01           | SUELDO                          | 5,216.55 | 51      | ISPT                     | 953.43    | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02           | DESPENSA                        | 457.50   | 54      | FONDO PENSIONES          | 719.88    | IMP1 ISPT ART. 113 LISR     | 953.43   |
| 03           | TRANSPORTE                      | 308.00   | 58      | CUOTA SINDICAL           | 62.60     | PGR1 PERC. GRAVADA TIPO 1   | 7,025.36 |
| 07           | PRIMA INSALUBRE                 | 1,043.31 | 65      | OTRAS DEDUCCIONES        | 1,733.00  | PERC TOTAL PERCEPCIONES     | 7,025.36 |
|              |                                 |          |         |                          |           | DEDU TOTAL DEDUCCIONES      | 3,468.91 |
|              |                                 |          |         |                          |           | 3%FV 3% FONDO DE VIVIENDA   | 187.80   |
|              |                                 |          |         |                          |           | FOND FONDO PENSIONES EMPRES | 938.98   |
|              |                                 |          |         |                          |           | SEDARSEDAR                  | 125.20   |
|              |                                 |          |         |                          |           | AGUI PROVISION AGUINALDO    | 962.38   |
|              |                                 |          |         |                          |           | TOTA NOMINA EN EFECTIVO     | 3,556.45 |
| 531-025      | GARCIA PEREZ MIGUEL             |          |         |                          |           |                             |          |
| T.EMP:       | EVENTUAL                        | 347.76   | 505.31  | OPERADOR B               |           |                             |          |
| 01           | SUELDO                          | 5,216.40 | 51      | ISPT                     | 953.39    | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02           | DESPENSA                        | 457.50   | 58      | CUOTA SINDICAL           | 62.60     | IMP1 ISPT ART. 113 LISR     | 953.39   |
| 03           | TRANSPORTE                      | 308.00   |         |                          |           | PGR1 PERC. GRAVADA TIPO 1   | 7,025.18 |
| 07           | PRIMA INSALUBRE                 | 1,043.28 |         |                          |           | PERC TOTAL PERCEPCIONES     | 7,025.18 |
|              |                                 |          |         |                          |           | DEDU TOTAL DEDUCCIONES      | 1,015.99 |
|              |                                 |          |         |                          |           | AGUI PROVISION AGUINALDO    | 962.35   |
|              |                                 |          |         |                          |           | TOTA NOMINA EN EFECTIVO     | 6,009.19 |
| 57-181-004   | ARTEAGA GARCIA CESAR JOAQUIN    |          |         |                          |           |                             |          |
| T.EMP:       | PERMANENTE                      | 402.90   | 594.24  | TECNICO EN MANTENIMIENTO |           |                             |          |
| 01           | SUELDO                          | 6,043.50 | 51      | ISPT                     | 1,174.68  | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02           | DESPENSA                        | 478.50   | 54      | FONDO PENSIONES          | 834.00    | IMP1 ISPT ART. 113 LISR     | 1,174.68 |
| 03           | TRANSPORTE                      | 330.50   | 58      | CUOTA SINDICAL           | 72.52     | PGR1 PERC. GRAVADA TIPO 1   | 8,061.20 |

| Clave                                       | Nombre          | S.Diario  | S.Integ | PERCEPCIONES      | DEDUCCIONES                       | CONCEPTOS                   |           |
|---|-----------------|-----------|---------|-------------------|-----------------------------------|-----------------------------|-----------|
| 07  | PRIMA INSALUBRE | 1,208.70  | 65      | OTRAS DEDUCCIONES | 2,348.00                          | PERC TOTAL PERCEPCIONES     | 8,061.20  |
|   |                 |           |         |                   |                                   | DEDU TOTAL DEDUCCIONES      | 4,429.20  |
|   |                 |           |         |                   |                                   | 3%FV 3% FONDO DE VIVIENDA   | 217.57    |
|   |                 |           |         |                   |                                   | FOND FONDO PENSIONES EMPRES | 1,087.83  |
|   |                 |           |         |                   |                                   | SEDARSEDAR                  | 145.04    |
|   |                 |           |         |                   |                                   | AGUI PROVISION AGUINALDO    | 1,104.27  |
|   |                 |           |         |                   |                                   | TOTA NOMINA EN EFECTIVO     | 3,632.00  |
| 60-039-001 MENDEZ GOMEZ VICTOR IGNACIO      |                 |           |         |                   |                                   |                             |           |
| T.EMP:                                      | PERMANENTE      | 1,269.57  |         | 1,548.40          | GERENTE DE PLANTAS DE TRATAMIENTO |                             |           |
| 01  | SUELDO          | 19,043.55 | 51      | ISPT              | 4,371.60                          | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02  | DESPENSA        | 918.50    | 54      | FONDO PENSIONES   | 2,190.01                          | IMP1 ISPT ART. 113 LISR     | 4,371.60  |
| 03  | TRANSPORTE      | 661.00    | 65      | OTRAS DEDUCCIONES | 3,000.00                          | PGR1 PERC. GRAVADA TIPO 1   | 20,623.05 |
|   |                 |           |         |                   |                                   | PERC TOTAL PERCEPCIONES     | 20,623.05 |
|   |                 |           |         |                   |                                   | DEDU TOTAL DEDUCCIONES      | 9,561.61  |
|   |                 |           |         |                   |                                   | 3%FV 3% FONDO DE VIVIENDA   | 571.31    |
|   |                 |           |         |                   |                                   | FOND FONDO PENSIONES EMPRES | 2,856.53  |
|   |                 |           |         |                   |                                   | SEDARSEDAR                  | 380.87    |
|   |                 |           |         |                   |                                   | AGUI PROVISION AGUINALDO    | 2,825.08  |
|   |                 |           |         |                   |                                   | TOTA NOMINA EN EFECTIVO     | 11,061.44 |
| 62-161-009 BASULTO RIVERA GILBERTO          |                 |           |         |                   |                                   |                             |           |
| T.EMP:                                      | PERMANENTE      | 467.07    |         | 693.16            | TECNICO EN POTABILIZACION         |                             |           |
| 01  | SUELDO          | 7,006.05  | 51      | ISPT              | 1,440.09                          | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02  | DESPENSA        | 557.00    | 54      | FONDO PENSIONES   | 966.83                            | IMP1 ISPT ART. 113 LISR     | 1,440.09  |
| 03  | TRANSPORTE      | 339.50    | 58      | CUOTA SINDICAL    | 84.07                             | PGR1 PERC. GRAVADA TIPO 1   | 9,303.76  |
| 07  | PRIMA INSALUBRE | 1,401.21  | 65      | OTRAS DEDUCCIONES | 662.50                            | PERC TOTAL PERCEPCIONES     | 9,303.76  |
|   |                 |           |         |                   |                                   | DEDU TOTAL DEDUCCIONES      | 3,153.49  |
|   |                 |           |         |                   |                                   | 3%FV 3% FONDO DE VIVIENDA   | 252.22    |
|   |                 |           |         |                   |                                   | FOND FONDO PENSIONES EMPRES | 1,261.09  |
|   |                 |           |         |                   |                                   | SEDARSEDAR                  | 168.15    |
|   |                 |           |         |                   |                                   | AGUI PROVISION AGUINALDO    | 1,274.49  |
|   |                 |           |         |                   |                                   | TOTA NOMINA EN EFECTIVO     | 6,150.27  |
| 62-194-007 RODRIGUEZ RODRIGUEZ JOSUE FELIPE |                 |           |         |                   |                                   |                             |           |
| T.EMP:                                      | PERMANENTE      | 402.90    |         | 596.67            | TECNICO EN MANTENIMIENTO          |                             |           |
| 01  | SUELDO          | 6,043.50  | 51      | ISPT              | 1,174.68                          | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02  | DESPENSA        | 478.50    | 54      | FONDO PENSIONES   | 834.00                            | IMP1 ISPT ART. 113 LISR     | 1,174.68  |
| 03  | TRANSPORTE      | 330.50    | 58      | CUOTA SINDICAL    | 72.52                             | PGR1 PERC. GRAVADA TIPO 1   | 8,061.20  |
| 07  | PRIMA INSALUBRE | 1,208.70  | 65      | OTRAS DEDUCCIONES | 2,348.00                          | PERC TOTAL PERCEPCIONES     | 8,061.20  |
|   |                 |           |         |                   |                                   | DEDU TOTAL DEDUCCIONES      | 4,429.20  |
|   |                 |           |         |                   |                                   | 3%FV 3% FONDO DE VIVIENDA   | 217.57    |
|   |                 |           |         |                   |                                   | FOND FONDO PENSIONES EMPRES | 1,087.83  |
|   |                 |           |         |                   |                                   | SEDARSEDAR                  | 145.04    |
|   |                 |           |         |                   |                                   | AGUI PROVISION AGUINALDO    | 1,104.27  |
|   |                 |           |         |                   |                                   | TOTA NOMINA EN EFECTIVO     | 3,632.00  |
| 63-090-001 MADRIGAL GONZALEZ JOSE           |                 |           |         |                   |                                   |                             |           |
| T.EMP:                                      | PERMANENTE      | 654.43    |         | 796.78            | OPERADOR GENERAL DE PLANTA        |                             |           |
| 01  | SUELDO          | 9,816.45  | 51      | ISPT              | 1,777.34                          | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02  | DESPENSA        | 630.50    | 54      | FONDO PENSIONES   | 1,128.89                          | IMP1 ISPT ART. 113 LISR     | 1,777.34  |
| 03  | TRANSPORTE      | 378.00    |         |                   |                                   | PGR1 PERC. GRAVADA TIPO 1   | 10,824.95 |
|   |                 |           |         |                   |                                   | PERC TOTAL PERCEPCIONES     | 10,824.95 |
|   |                 |           |         |                   |                                   | DEDU TOTAL DEDUCCIONES      | 2,906.23  |
|   |                 |           |         |                   |                                   | 3%FV 3% FONDO DE VIVIENDA   | 294.49    |
|   |                 |           |         |                   |                                   | FOND FONDO PENSIONES EMPRES | 1,472.47  |
|   |                 |           |         |                   |                                   | SEDARSEDAR                  | 196.33    |
|   |                 |           |         |                   |                                   | AGUI PROVISION AGUINALDO    | 1,482.87  |

| Clave      | Nombre                                | S.Diario | S.Integ | PERCEPCIONES      | DEDUCCIONES | CONCEPTOS                   |          |
|------------|---------------------------------------|----------|---------|-------------------|-------------|-----------------------------|----------|
|            |                                       |          |         |                   |             | TOTA NOMINA EN EFECTIVO     | 7,918.72 |
| 63-114-002 | HERNANDEZ FLORES MARIO                |          |         |                   |             |                             |          |
| T.EMP:     | PERMANENTE                            | 467.47   |         |                   | 681.54      | INGENIERO ELECTROMECHANICO  |          |
| 01         | SUELDO                                | 7,012.05 | 51      | ISPT              | 1,406.92    | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02         | DESPENSA                              | 434.50   | 54      | FONDO PENSIONES   | 967.66      | IMP1 ISPT ART. 113 LISR     | 1,406.92 |
| 03         | TRANSPORTE                            | 299.50   | 58      | CUOTA SINDICAL    | 84.14       | PGR1 PERC. GRAVADA TIPO 1   | 9,148.45 |
| 07         | PRIMA INSALUBRE                       | 1,402.41 |         |                   |             | PERC TOTAL PERCEPCIONES     | 9,148.46 |
|            |                                       |          |         |                   |             | DEDU TOTAL DEDUCCIONES      | 2,458.72 |
|            |                                       |          |         |                   |             | 3%FV 3% FONDO DE VIVIENDA   | 252.43   |
|            |                                       |          |         |                   |             | FOND FONDO PENSIONES EMPRES | 1,262.17 |
|            |                                       |          |         |                   |             | SEDARSEDAR                  | 168.29   |
|            |                                       |          |         |                   |             | AGUI PROVISION AGUINALDO    | 1,253.21 |
|            |                                       |          |         |                   |             | TOTA NOMINA EN EFECTIVO     | 6,689.74 |
| 63-194-004 | COVARRUBIAS COVARRUBIAS J MARGARITO   |          |         |                   |             |                             |          |
| T.EMP:     | PERMANENTE                            | 402.90   |         |                   | 594.24      | TECNICO EN MANTENIMIENTO    |          |
| 01         | SUELDO                                | 6,043.50 | 51      | ISPT              | 1,174.68    | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02         | DESPENSA                              | 478.50   | 54      | FONDO PENSIONES   | 834.00      | IMP1 ISPT ART. 113 LISR     | 1,174.68 |
| 03         | TRANSPORTE                            | 330.50   | 58      | CUOTA SINDICAL    | 72.52       | PGR1 PERC. GRAVADA TIPO 1   | 8,061.20 |
| 07         | PRIMA INSALUBRE                       | 1,208.70 | 65      | OTRAS DEDUCCIONES | 2,348.00    | PERC TOTAL PERCEPCIONES     | 8,061.20 |
|            |                                       |          |         |                   |             | DEDU TOTAL DEDUCCIONES      | 4,429.20 |
|            |                                       |          |         |                   |             | 3%FV 3% FONDO DE VIVIENDA   | 217.57   |
|            |                                       |          |         |                   |             | FOND FONDO PENSIONES EMPRES | 1,087.83 |
|            |                                       |          |         |                   |             | SEDARSEDAR                  | 145.04   |
|            |                                       |          |         |                   |             | AGUI PROVISION AGUINALDO    | 1,104.27 |
|            |                                       |          |         |                   |             | TOTA NOMINA EN EFECTIVO     | 3,632.00 |
| 63-203-003 | ATILANO ORTIZ MARIO JAVIER            |          |         |                   |             |                             |          |
| T.EMP:     | PERMANENTE                            | 402.90   |         |                   | 591.80      | TECNICO EN MANTENIMIENTO    |          |
| 01         | SUELDO                                | 6,043.50 | 51      | ISPT              | 1,174.68    | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02         | DESPENSA                              | 478.50   | 54      | FONDO PENSIONES   | 834.00      | IMP1 ISPT ART. 113 LISR     | 1,174.68 |
| 03         | TRANSPORTE                            | 330.50   | 58      | CUOTA SINDICAL    | 72.52       | PGR1 PERC. GRAVADA TIPO 1   | 8,061.20 |
| 07         | PRIMA INSALUBRE                       | 1,208.70 | 65      | OTRAS DEDUCCIONES | 980.00      | PERC TOTAL PERCEPCIONES     | 8,061.20 |
|            |                                       |          |         |                   |             | DEDU TOTAL DEDUCCIONES      | 3,061.20 |
|            |                                       |          |         |                   |             | 3%FV 3% FONDO DE VIVIENDA   | 217.57   |
|            |                                       |          |         |                   |             | FOND FONDO PENSIONES EMPRES | 1,087.83 |
|            |                                       |          |         |                   |             | SEDARSEDAR                  | 145.04   |
|            |                                       |          |         |                   |             | AGUI PROVISION AGUINALDO    | 1,104.27 |
|            |                                       |          |         |                   |             | TOTA NOMINA EN EFECTIVO     | 5,000.00 |
| 640-029    | CORNEJO MARTINEZ BRANCO EDDER GERARDO |          |         |                   |             |                             |          |
| T.EMP:     | PERMANENTE                            | 347.77   |         |                   | 502.62      | OPERADOR B                  |          |
| 01         | SUELDO                                | 5,216.55 | 51      | ISPT              | 953.43      | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02         | DESPENSA                              | 457.50   | 54      | FONDO PENSIONES   | 719.88      | IMP1 ISPT ART. 113 LISR     | 953.43   |
| 03         | TRANSPORTE                            | 308.00   | 58      | CUOTA SINDICAL    | 62.60       | PGR1 PERC. GRAVADA TIPO 1   | 7,025.36 |
| 07         | PRIMA INSALUBRE                       | 1,043.31 |         |                   |             | PERC TOTAL PERCEPCIONES     | 7,025.36 |
|            |                                       |          |         |                   |             | DEDU TOTAL DEDUCCIONES      | 1,735.91 |
|            |                                       |          |         |                   |             | 3%FV 3% FONDO DE VIVIENDA   | 187.80   |
|            |                                       |          |         |                   |             | FOND FONDO PENSIONES EMPRES | 938.98   |
|            |                                       |          |         |                   |             | SEDARSEDAR                  | 125.20   |
|            |                                       |          |         |                   |             | AGUI PROVISION AGUINALDO    | 962.38   |
|            |                                       |          |         |                   |             | TOTA NOMINA EN EFECTIVO     | 5,289.45 |
| 64-089-001 | BASULTO RIVERA RAFAEL                 |          |         |                   |             |                             |          |
| T.EMP:     | PERMANENTE                            | 654.43   |         |                   | 811.40      | OPERADOR GENERAL DE PLANTA  |          |
| 01         | SUELDO                                | 9,816.45 | 51      | ISPT              | 1,777.34    | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02         | DESPENSA                              | 630.50   | 54      | FONDO PENSIONES   | 1,128.89    | IMP1 ISPT ART. 113 LISR     | 1,777.34 |

| Clave      | Nombre                       | S.Diario | S.Integ | PERCEPCIONES         | DEDUCCIONES                | CONCEPTOS                   |           |
|------------|------------------------------|----------|---------|----------------------|----------------------------|-----------------------------|-----------|
| 03         | TRANSPORTE                   | 378.00   | 65      | OTRAS DEDUCCIONES    | 2,216.41                   | PGR1 PERC. GRAVADA TIPO 1   | 10,824.95 |
|            |                              |          |         |                      |                            | PERC TOTAL PERCEPCIONES     | 10,824.95 |
|            |                              |          |         |                      |                            | DEDU TOTAL DEDUCCIONES      | 5,122.64  |
|            |                              |          |         |                      |                            | 3%FV 3% FONDO DE VIVIENDA   | 294.49    |
|            |                              |          |         |                      |                            | FOND FONDO PENSIONES EMPRES | 1,472.47  |
|            |                              |          |         |                      |                            | SEDARSEDAR                  | 196.33    |
|            |                              |          |         |                      |                            | AGUI PROVISION AGUINALDO    | 1,482.87  |
|            |                              |          |         |                      |                            | TOTA NOMINA EN EFECTIVO     | 5,702.31  |
| 64-195-003 | MAYA CORIA ALEJANDRO         |          |         |                      |                            |                             |           |
| T.EMP:     | PERMANENTE                   | 467.47   |         | 679.10               | INGENIERO ELECTROMECHANICO |                             |           |
| 01         | SUELDO                       | 7,012.05 | 51      | ISPT                 | 1,406.92                   | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02         | DESPENSA                     | 434.50   | 54      | FONDO PENSIONES      | 967.66                     | IMP1 ISPT ART. 113 LISR     | 1,406.92  |
| 03         | TRANSPORTE                   | 299.50   | 58      | CUOTA SINDICAL       | 84.14                      | PGR1 PERC. GRAVADA TIPO 1   | 9,148.45  |
| 07         | PRIMA INSALUBRE              | 1,402.41 | 65      | OTRAS DEDUCCIONES    | 4,369.84                   | PERC TOTAL PERCEPCIONES     | 9,148.46  |
|            |                              |          |         |                      |                            | DEDU TOTAL DEDUCCIONES      | 6,828.56  |
|            |                              |          |         |                      |                            | 3%FV 3% FONDO DE VIVIENDA   | 252.43    |
|            |                              |          |         |                      |                            | FOND FONDO PENSIONES EMPRES | 1,262.17  |
|            |                              |          |         |                      |                            | SEDARSEDAR                  | 168.29    |
|            |                              |          |         |                      |                            | AGUI PROVISION AGUINALDO    | 1,253.21  |
|            |                              |          |         |                      |                            | TOTA NOMINA EN EFECTIVO     | 2,319.90  |
| 650-003    | GOMEZ CORREA JOSE EFRAIN     |          |         |                      |                            |                             |           |
| T.EMP:     | PERMANENTE                   | 402.90   |         | 586.94               | TECNICO EN MANTENIMIENTO   |                             |           |
| 01         | SUELDO                       | 6,043.50 | 51      | ISPT                 | 1,174.68                   | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02         | DESPENSA                     | 478.50   | 54      | FONDO PENSIONES      | 834.00                     | IMP1 ISPT ART. 113 LISR     | 1,174.68  |
| 03         | TRANSPORTE                   | 330.50   | 58      | CUOTA SINDICAL       | 72.52                      | PGR1 PERC. GRAVADA TIPO 1   | 8,061.20  |
| 07         | PRIMA INSALUBRE              | 1,208.70 | 65      | OTRAS DEDUCCIONES    | 4,637.81                   | PERC TOTAL PERCEPCIONES     | 8,061.20  |
|            |                              |          | 92      | PRESTAMO TU NOMINA P | 162.24                     | DEDU TOTAL DEDUCCIONES      | 6,881.25  |
|            |                              |          |         |                      |                            | 3%FV 3% FONDO DE VIVIENDA   | 217.57    |
|            |                              |          |         |                      |                            | FOND FONDO PENSIONES EMPRES | 1,087.83  |
|            |                              |          |         |                      |                            | SEDARSEDAR                  | 145.04    |
|            |                              |          |         |                      |                            | AGUI PROVISION AGUINALDO    | 1,104.27  |
|            |                              |          |         |                      |                            | TOTA NOMINA EN EFECTIVO     | 1,179.95  |
| 650-005    | GONZALEZ ESPARZA EDGAR ABEL  |          |         |                      |                            |                             |           |
| T.EMP:     | PERMANENTE                   | 347.77   |         | 507.49               | OPERADOR B                 |                             |           |
| 01         | SUELDO                       | 5,216.55 | 51      | ISPT                 | 953.43                     | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02         | DESPENSA                     | 457.50   | 54      | FONDO PENSIONES      | 719.88                     | IMP1 ISPT ART. 113 LISR     | 953.43    |
| 03         | TRANSPORTE                   | 308.00   | 58      | CUOTA SINDICAL       | 62.60                      | PGR1 PERC. GRAVADA TIPO 1   | 7,025.36  |
| 07         | PRIMA INSALUBRE              | 1,043.31 | 65      | OTRAS DEDUCCIONES    | 2,884.86                   | PERC TOTAL PERCEPCIONES     | 7,025.36  |
|            |                              |          |         |                      |                            | DEDU TOTAL DEDUCCIONES      | 4,620.77  |
|            |                              |          |         |                      |                            | 3%FV 3% FONDO DE VIVIENDA   | 187.80    |
|            |                              |          |         |                      |                            | FOND FONDO PENSIONES EMPRES | 938.98    |
|            |                              |          |         |                      |                            | SEDARSEDAR                  | 125.20    |
|            |                              |          |         |                      |                            | AGUI PROVISION AGUINALDO    | 962.38    |
|            |                              |          |         |                      |                            | TOTA NOMINA EN EFECTIVO     | 2,404.59  |
| 65-182-001 | CORTES RODRIGUEZ MARIA REYNA |          |         |                      |                            |                             |           |
| T.EMP:     | PERMANENTE                   | 444.43   |         | 679.42               | JEFE DE PLANTA B           |                             |           |
| 01         | SUELDO                       | 6,666.45 | 51      | ISPT                 | 1,350.80                   | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02         | DESPENSA                     | 546.50   | 54      | FONDO PENSIONES      | 919.97                     | IMP1 ISPT ART. 113 LISR     | 1,350.80  |
| 03         | TRANSPORTE                   | 339.50   | 58      | CUOTA SINDICAL       | 80.00                      | PGR1 PERC. GRAVADA TIPO 1   | 8,885.74  |
| 07         | PRIMA INSALUBRE              | 1,333.29 | 65      | OTRAS DEDUCCIONES    | 1,600.00                   | PERC TOTAL PERCEPCIONES     | 8,885.74  |
|            |                              |          |         |                      |                            | DEDU TOTAL DEDUCCIONES      | 3,950.77  |
|            |                              |          |         |                      |                            | 3%FV 3% FONDO DE VIVIENDA   | 239.99    |
|            |                              |          |         |                      |                            | FOND FONDO PENSIONES EMPRES | 1,199.96  |
|            |                              |          |         |                      |                            | SEDARSEDAR                  | 159.99    |

| Clave                                 | Nombre          | S.Diario | S.Integ | PERCEPCIONES      | DEDUCCIONES | CONCEPTOS                   |          |
|---------------------------------------|-----------------|----------|---------|-------------------|-------------|-----------------------------|----------|
|                                       |                 |          |         |                   |             | AGUI PROVISION AGUINALDO    | 1,217.22 |
|                                       |                 |          |         |                   |             | TOTA NOMINA EN EFECTIVO     | 4,934.97 |
| 65-194-003 CORTES RODRIGUEZ FRANCISCO |                 |          |         |                   |             |                             |          |
| T.EMP:                                | PERMANENTE      | 364.37   | 538.66  | OPERADOR A        |             |                             |          |
| 01                                    | SUELDO          | 5,465.55 | 51      | ISPT              | 1,019.92    | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02                                    | DESPENSA        | 463.00   | 54      | FONDO PENSIONES   | 754.25      | IMP1 ISPT ART. 113 LISR     | 1,019.92 |
| 03                                    | TRANSPORTE      | 315.00   | 58      | CUOTA SINDICAL    | 65.59       | PGR1 PERC. GRAVADA TIPO 1   | 7,336.66 |
| 07                                    | PRIMA INSALUBRE | 1,093.11 | 65      | OTRAS DEDUCCIONES | 2,117.00    | PERC TOTAL PERCEPCIONES     | 7,336.66 |
|                                       |                 |          |         |                   |             | DEDU TOTAL DEDUCCIONES      | 3,956.76 |
|                                       |                 |          |         |                   |             | 3%FV 3% FONDO DE VIVIENDA   | 196.76   |
|                                       |                 |          |         |                   |             | FOND FONDO PENSIONES EMPRES | 983.80   |
|                                       |                 |          |         |                   |             | SEDARSEDAR                  | 131.17   |
|                                       |                 |          |         |                   |             | AGUI PROVISION AGUINALDO    | 1,005.02 |
|                                       |                 |          |         |                   |             | TOTA NOMINA EN EFECTIVO     | 3,379.90 |
| 65-194-006 ZUÑIGA HERNANDEZ JOSE LUIS |                 |          |         |                   |             |                             |          |
| T.EMP:                                | PERMANENTE      | 364.37   | 536.23  | OPERADOR A        |             |                             |          |
| 01                                    | SUELDO          | 5,465.55 | 51      | ISPT              | 1,019.92    | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02                                    | DESPENSA        | 463.00   | 54      | FONDO PENSIONES   | 754.25      | IMP1 ISPT ART. 113 LISR     | 1,019.92 |
| 03                                    | TRANSPORTE      | 315.00   | 58      | CUOTA SINDICAL    | 65.59       | PGR1 PERC. GRAVADA TIPO 1   | 7,336.66 |
| 07                                    | PRIMA INSALUBRE | 1,093.11 | 65      | OTRAS DEDUCCIONES | 1,100.00    | PERC TOTAL PERCEPCIONES     | 7,336.66 |
|                                       |                 |          |         |                   |             | DEDU TOTAL DEDUCCIONES      | 2,939.76 |
|                                       |                 |          |         |                   |             | 3%FV 3% FONDO DE VIVIENDA   | 196.76   |
|                                       |                 |          |         |                   |             | FOND FONDO PENSIONES EMPRES | 983.80   |
|                                       |                 |          |         |                   |             | SEDARSEDAR                  | 131.17   |
|                                       |                 |          |         |                   |             | AGUI PROVISION AGUINALDO    | 1,005.02 |
|                                       |                 |          |         |                   |             | TOTA NOMINA EN EFECTIVO     | 4,396.90 |
| 66-182-001 NAVARRO LOZA JOSE REFUGIO  |                 |          |         |                   |             |                             |          |
| T.EMP:                                | PERMANENTE      | 402.90   | 596.67  | JEFE DE PLANTA C  |             |                             |          |
| 01                                    | SUELDO          | 6,043.50 | 51      | ISPT              | 1,174.68    | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02                                    | DESPENSA        | 478.50   | 54      | FONDO PENSIONES   | 834.00      | IMP1 ISPT ART. 113 LISR     | 1,174.68 |
| 03                                    | TRANSPORTE      | 330.50   | 58      | CUOTA SINDICAL    | 72.52       | PGR1 PERC. GRAVADA TIPO 1   | 8,061.20 |
| 07                                    | PRIMA INSALUBRE | 1,208.70 | 65      | OTRAS DEDUCCIONES | 2,946.84    | PERC TOTAL PERCEPCIONES     | 8,061.20 |
|                                       |                 |          |         |                   |             | DEDU TOTAL DEDUCCIONES      | 5,028.04 |
|                                       |                 |          |         |                   |             | 3%FV 3% FONDO DE VIVIENDA   | 217.57   |
|                                       |                 |          |         |                   |             | FOND FONDO PENSIONES EMPRES | 1,087.83 |
|                                       |                 |          |         |                   |             | SEDARSEDAR                  | 145.04   |
|                                       |                 |          |         |                   |             | AGUI PROVISION AGUINALDO    | 1,104.27 |
|                                       |                 |          |         |                   |             | TOTA NOMINA EN EFECTIVO     | 3,033.16 |
| 66-194-002 ACEVES CERVANTES JORGE     |                 |          |         |                   |             |                             |          |
| T.EMP:                                | PERMANENTE      | 347.77   | 517.23  | OPERADOR B        |             |                             |          |
| 01                                    | SUELDO          | 5,216.55 | 51      | ISPT              | 953.43      | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02                                    | DESPENSA        | 457.50   | 54      | FONDO PENSIONES   | 719.88      | IMP1 ISPT ART. 113 LISR     | 953.43   |
| 03                                    | TRANSPORTE      | 308.00   | 58      | CUOTA SINDICAL    | 62.60       | PGR1 PERC. GRAVADA TIPO 1   | 7,025.36 |
| 07                                    | PRIMA INSALUBRE | 1,043.31 | 65      | OTRAS DEDUCCIONES | 523.34      | PERC TOTAL PERCEPCIONES     | 7,025.36 |
|                                       |                 |          |         |                   |             | DEDU TOTAL DEDUCCIONES      | 2,259.25 |
|                                       |                 |          |         |                   |             | 3%FV 3% FONDO DE VIVIENDA   | 187.80   |
|                                       |                 |          |         |                   |             | FOND FONDO PENSIONES EMPRES | 938.98   |
|                                       |                 |          |         |                   |             | SEDARSEDAR                  | 125.20   |
|                                       |                 |          |         |                   |             | AGUI PROVISION AGUINALDO    | 962.38   |
|                                       |                 |          |         |                   |             | TOTA NOMINA EN EFECTIVO     | 4,766.11 |
| 66-194-003 BRISEÑO SANCHEZ ANTONIO    |                 |          |         |                   |             |                             |          |
| T.EMP:                                | PERMANENTE      | 347.77   | 514.79  | OPERADOR B        |             |                             |          |
| 01                                    | SUELDO          | 5,216.55 | 51      | ISPT              | 953.43      | DVIG DIAS DE VIGENCIA       | 15.00    |



| Clave   | Nombre          | S.Diario | S.Integ | PERCEPCIONES      | DEDUCCIONES      | CONCEPTOS                   |          |
|---|-----------------|----------|---------|-------------------|------------------|-----------------------------|----------|
| 02  | DESPENSA        | 457.50   | 54      | FONDO PENSIONES   | 719.88           | IMP1 ISPT ART. 113 LISR     | 953.43   |
| 03  | TRANSPORTE      | 308.00   | 58      | CUOTA SINDICAL    | 62.60            | PGR1 PERC. GRAVADA TIPO 1   | 7,025.36 |
| 07  | PRIMA INSALUBRE | 1,043.31 | 65      | OTRAS DEDUCCIONES | 627.00           | PERC TOTAL PERCEPCIONES     | 7,025.36 |
|   |                 |          |         |                   |                  | DEDU TOTAL DEDUCCIONES      | 2,362.91 |
|   |                 |          |         |                   |                  | 3%FV 3% FONDO DE VIVIENDA   | 187.80   |
|   |                 |          |         |                   |                  | FOND FONDO PENSIONES EMPRES | 938.98   |
|   |                 |          |         |                   |                  | SEDARSEDAR                  | 125.20   |
|   |                 |          |         |                   |                  | AGUI PROVISION AGUINALDO    | 962.38   |
|   |                 |          |         |                   |                  | TOTA NOMINA EN EFECTIVO     | 4,662.45 |
| 66-194-004 CERVANTES HERNANDEZ JACINTO JAVIER |                 |          |         |                   |                  |                             |          |
| T.EMP:  | PERMANENTE      | 402.90   |         | 591.80            | JEFE DE PLANTA C |                             |          |
| 01  | SUELDO          | 6,043.50 | 51      | ISPT              | 1,174.68         | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02  | DESPENSA        | 478.50   | 54      | FONDO PENSIONES   | 834.00           | IMP1 ISPT ART. 113 LISR     | 1,174.68 |
| 03  | TRANSPORTE      | 330.50   | 58      | CUOTA SINDICAL    | 72.52            | PGR1 PERC. GRAVADA TIPO 1   | 8,061.20 |
| 07  | PRIMA INSALUBRE | 1,208.70 | 65      | OTRAS DEDUCCIONES | 3,074.93         | PERC TOTAL PERCEPCIONES     | 8,061.20 |
|   |                 |          |         |                   |                  | DEDU TOTAL DEDUCCIONES      | 5,156.13 |
|   |                 |          |         |                   |                  | 3%FV 3% FONDO DE VIVIENDA   | 217.57   |
|   |                 |          |         |                   |                  | FOND FONDO PENSIONES EMPRES | 1,087.83 |
|   |                 |          |         |                   |                  | SEDARSEDAR                  | 145.04   |
|   |                 |          |         |                   |                  | AGUI PROVISION AGUINALDO    | 1,104.27 |
|   |                 |          |         |                   |                  | TOTA NOMINA EN EFECTIVO     | 2,905.07 |
| 66-194-005 GONZALEZ MORENO ANARBOL            |                 |          |         |                   |                  |                             |          |
| T.EMP:  | PERMANENTE      | 364.37   |         | 543.08            | OPERADOR A       |                             |          |
| 01  | SUELDO          | 5,465.55 | 51      | ISPT              | 1,019.92         | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02  | DESPENSA        | 463.00   | 54      | FONDO PENSIONES   | 754.25           | IMP1 ISPT ART. 113 LISR     | 1,019.92 |
| 03  | TRANSPORTE      | 315.00   | 58      | CUOTA SINDICAL    | 65.59            | PGR1 PERC. GRAVADA TIPO 1   | 7,336.66 |
| 07  | PRIMA INSALUBRE | 1,093.11 |         |                   |                  | PERC TOTAL PERCEPCIONES     | 7,336.66 |
|   |                 |          |         |                   |                  | DEDU TOTAL DEDUCCIONES      | 1,839.76 |
|   |                 |          |         |                   |                  | 3%FV 3% FONDO DE VIVIENDA   | 196.76   |
|   |                 |          |         |                   |                  | FOND FONDO PENSIONES EMPRES | 983.80   |
|   |                 |          |         |                   |                  | SEDARSEDAR                  | 131.17   |
|   |                 |          |         |                   |                  | AGUI PROVISION AGUINALDO    | 1,005.02 |
|   |                 |          |         |                   |                  | TOTA NOMINA EN EFECTIVO     | 5,496.90 |
| 67-182-001 MARTINEZ VAZQUEZ CARLOS            |                 |          |         |                   |                  |                             |          |
| T.EMP:  | PERMANENTE      | 467.47   |         | 681.54            | JEFE DE PLANTA A |                             |          |
| 01  | SUELDO          | 7,012.05 | 51      | ISPT              | 1,406.92         | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02  | DESPENSA        | 434.50   | 54      | FONDO PENSIONES   | 967.66           | IMP1 ISPT ART. 113 LISR     | 1,406.92 |
| 03  | TRANSPORTE      | 299.50   | 58      | CUOTA SINDICAL    | 84.14            | PGR1 PERC. GRAVADA TIPO 1   | 9,148.45 |
| 07  | PRIMA INSALUBRE | 1,402.41 | 65      | OTRAS DEDUCCIONES | 1,850.00         | PERC TOTAL PERCEPCIONES     | 9,148.46 |
|   |                 |          |         |                   |                  | DEDU TOTAL DEDUCCIONES      | 4,308.72 |
|   |                 |          |         |                   |                  | 3%FV 3% FONDO DE VIVIENDA   | 252.43   |
|   |                 |          |         |                   |                  | FOND FONDO PENSIONES EMPRES | 1,262.17 |
|   |                 |          |         |                   |                  | SEDARSEDAR                  | 168.29   |
|   |                 |          |         |                   |                  | AGUI PROVISION AGUINALDO    | 1,253.21 |
|   |                 |          |         |                   |                  | TOTA NOMINA EN EFECTIVO     | 4,839.74 |
| 67-194-003 MORANDO RUIZ EDMUNDO               |                 |          |         |                   |                  |                             |          |
| T.EMP:  | PERMANENTE      | 364.37   |         | 540.64            | OPERADOR A       |                             |          |
| 01  | SUELDO          | 5,465.55 | 51      | ISPT              | 1,019.92         | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02  | DESPENSA        | 463.00   | 54      | FONDO PENSIONES   | 754.25           | IMP1 ISPT ART. 113 LISR     | 1,019.92 |
| 03  | TRANSPORTE      | 315.00   | 58      | CUOTA SINDICAL    | 65.59            | PGR1 PERC. GRAVADA TIPO 1   | 7,336.66 |
| 07  | PRIMA INSALUBRE | 1,093.11 | 65      | OTRAS DEDUCCIONES | 1,709.40         | PERC TOTAL PERCEPCIONES     | 7,336.66 |
|   |                 |          |         |                   |                  | DEDU TOTAL DEDUCCIONES      | 3,549.16 |
|   |                 |          |         |                   |                  | 3%FV 3% FONDO DE VIVIENDA   | 196.76   |
|   |                 |          |         |                   |                  | FOND FONDO PENSIONES EMPRES | 983.80   |

| Clave                                    | Nombre          | S.Diario | S.Integ | PERCEPCIONES         | DEDUCCIONES | CONCEPTOS                   |          |
|--|-----------------|----------|---------|----------------------|-------------|-----------------------------|----------|
|  |                 |          |         |                      |             | SEDARSEDAR                  | 131.17   |
|  |                 |          |         |                      |             | AGUI PROVISION AGUINALDO    | 1,005.02 |
|  |                 |          |         |                      |             | TOTA NOMINA EN EFECTIVO     | 3,787.50 |
| 67-194-005 NAVARRO LOZA FRANCISCO JAVIER |                 |          |         |                      |             |                             |          |
| T.EMP:                                   | PERMANENTE      | 347.77   |         | 511.14               | OPERADOR B  |                             |          |
| 01                                       | SUELDO          | 5,216.55 | 51      | ISPT                 | 953.43      | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02                                       | DESPENSA        | 457.50   | 54      | FONDO PENSIONES      | 719.88      | IMP1 ISPT ART. 113 LISR     | 953.43   |
| 03                                       | TRANSPORTE      | 308.00   | 58      | CUOTA SINDICAL       | 62.60       | PGR1 PERC. GRAVADA TIPO 1   | 7,025.36 |
| 07                                       | PRIMA INSALUBRE | 1,043.31 | 65      | OTRAS DEDUCCIONES    | 2,527.80    | PERC TOTAL PERCEPCIONES     | 7,025.36 |
|  |                 |          |         |                      |             | DEDU TOTAL DEDUCCIONES      | 4,263.71 |
|  |                 |          |         |                      |             | 3%FV 3% FONDO DE VIVIENDA   | 187.80   |
|  |                 |          |         |                      |             | FOND FONDO PENSIONES EMPRES | 938.98   |
|  |                 |          |         |                      |             | SEDARSEDAR                  | 125.20   |
|  |                 |          |         |                      |             | AGUI PROVISION AGUINALDO    | 962.38   |
|  |                 |          |         |                      |             | TOTA NOMINA EN EFECTIVO     | 2,761.65 |
| 67-194-006 NAVARRO LOZA JORGE ARMANDO    |                 |          |         |                      |             |                             |          |
| T.EMP:                                   | PERMANENTE      | 364.37   |         | 536.23               | OPERADOR A  |                             |          |
| 01                                       | SUELDO          | 5,465.55 | 51      | ISPT                 | 1,019.92    | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02                                       | DESPENSA        | 463.00   | 54      | FONDO PENSIONES      | 754.25      | IMP1 ISPT ART. 113 LISR     | 1,019.92 |
| 03                                       | TRANSPORTE      | 315.00   | 58      | CUOTA SINDICAL       | 65.59       | PGR1 PERC. GRAVADA TIPO 1   | 7,336.66 |
| 07                                       | PRIMA INSALUBRE | 1,093.11 | 65      | OTRAS DEDUCCIONES    | 2,731.34    | PERC TOTAL PERCEPCIONES     | 7,336.66 |
|  |                 |          |         |                      |             | DEDU TOTAL DEDUCCIONES      | 4,571.10 |
|  |                 |          |         |                      |             | 3%FV 3% FONDO DE VIVIENDA   | 196.76   |
|  |                 |          |         |                      |             | FOND FONDO PENSIONES EMPRES | 983.80   |
|  |                 |          |         |                      |             | SEDARSEDAR                  | 131.17   |
|  |                 |          |         |                      |             | AGUI PROVISION AGUINALDO    | 1,005.02 |
|  |                 |          |         |                      |             | TOTA NOMINA EN EFECTIVO     | 2,765.56 |
| 67-201-004 MORANDO RUIZ FRANCISCO        |                 |          |         |                      |             |                             |          |
| T.EMP:                                   | PERMANENTE      | 347.77   |         | 528.59               | OPERADOR B  |                             |          |
| 01                                       | SUELDO          | 5,216.55 | 51      | ISPT                 | 953.43      | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02                                       | DESPENSA        | 457.50   | 54      | FONDO PENSIONES      | 719.88      | IMP1 ISPT ART. 113 LISR     | 953.43   |
| 03                                       | TRANSPORTE      | 308.00   | 58      | CUOTA SINDICAL       | 62.60       | PGR1 PERC. GRAVADA TIPO 1   | 7,025.36 |
| 07                                       | PRIMA INSALUBRE | 1,043.31 | 65      | OTRAS DEDUCCIONES    | 2,656.13    | PERC TOTAL PERCEPCIONES     | 7,025.36 |
|  |                 |          |         |                      |             | DEDU TOTAL DEDUCCIONES      | 4,392.04 |
|  |                 |          |         |                      |             | 3%FV 3% FONDO DE VIVIENDA   | 187.80   |
|  |                 |          |         |                      |             | FOND FONDO PENSIONES EMPRES | 938.98   |
|  |                 |          |         |                      |             | SEDARSEDAR                  | 125.20   |
|  |                 |          |         |                      |             | AGUI PROVISION AGUINALDO    | 962.38   |
|  |                 |          |         |                      |             | TOTA NOMINA EN EFECTIVO     | 2,633.32 |
| 68-194-003 AMEZCUA RAMIREZ RUBEN         |                 |          |         |                      |             |                             |          |
| T.EMP:                                   | PERMANENTE      | 347.77   |         | 517.23               | OPERADOR B  |                             |          |
| 01                                       | SUELDO          | 5,216.55 | 51      | ISPT                 | 953.43      | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02                                       | DESPENSA        | 457.50   | 54      | FONDO PENSIONES      | 719.88      | IMP1 ISPT ART. 113 LISR     | 953.43   |
| 03                                       | TRANSPORTE      | 308.00   | 58      | CUOTA SINDICAL       | 62.60       | PGR1 PERC. GRAVADA TIPO 1   | 7,025.36 |
| 07                                       | PRIMA INSALUBRE | 1,043.31 | 65      | OTRAS DEDUCCIONES    | 2,547.77    | PERC TOTAL PERCEPCIONES     | 7,025.36 |
|  |                 |          | 92      | PRESTAMO TU NOMINA P | 393.93      | DEDU TOTAL DEDUCCIONES      | 4,677.61 |
|  |                 |          |         |                      |             | 3%FV 3% FONDO DE VIVIENDA   | 187.80   |
|  |                 |          |         |                      |             | FOND FONDO PENSIONES EMPRES | 938.98   |
|  |                 |          |         |                      |             | SEDARSEDAR                  | 125.20   |
|  |                 |          |         |                      |             | AGUI PROVISION AGUINALDO    | 962.38   |
|  |                 |          |         |                      |             | TOTA NOMINA EN EFECTIVO     | 2,347.75 |
| 68-194-006 RAMIREZ FERNANDEZ VICTOR      |                 |          |         |                      |             |                             |          |
| T.EMP:                                   | PERMANENTE      | 347.77   |         | 516.01               | OPERADOR B  |                             |          |

| Clave                             | Nombre          | S.Diario | S.Integ | PERCEPCIONES      | DEDUCCIONES      | CONCEPTOS                   |          |
|-----------------------------------|-----------------|----------|---------|-------------------|------------------|-----------------------------|----------|
| 01                                | SUELDO          | 5,216.55 | 51      | ISPT              | 953.43           | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02                                | DESPENSA        | 457.50   | 54      | FONDO PENSIONES   | 719.88           | IMP1 ISPT ART. 113 LISR     | 953.43   |
| 03                                | TRANSPORTE      | 308.00   | 58      | CUOTA SINDICAL    | 62.60            | PGR1 PERC. GRAVADA TIPO 1   | 7,025.36 |
| 07                                | PRIMA INSALUBRE | 1,043.31 | 65      | OTRAS DEDUCCIONES | 2,087.00         | PERC TOTAL PERCEPCIONES     | 7,025.36 |
|                                   |                 |          |         |                   |                  | DEDU TOTAL DEDUCCIONES      | 3,822.91 |
|                                   |                 |          |         |                   |                  | 3%FV 3% FONDO DE VIVIENDA   | 187.80   |
|                                   |                 |          |         |                   |                  | FOND FONDO PENSIONES EMPRES | 938.98   |
|                                   |                 |          |         |                   |                  | SEDARSEDAR                  | 125.20   |
|                                   |                 |          |         |                   |                  | AGUI PROVISION AGUINALDO    | 962.38   |
|                                   |                 |          |         |                   |                  | TOTA NOMINA EN EFECTIVO     | 3,202.45 |
| 68-194-007 VALENTIN CUEVAS JESUS  |                 |          |         |                   |                  |                             |          |
| T.EMP:                            | PERMANENTE      | 364.37   |         | 536.23            | OPERADOR A       |                             |          |
| 01                                | SUELDO          | 5,465.55 | 51      | ISPT              | 1,019.92         | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02                                | DESPENSA        | 463.00   | 54      | FONDO PENSIONES   | 754.25           | IMP1 ISPT ART. 113 LISR     | 1,019.92 |
| 03                                | TRANSPORTE      | 315.00   | 58      | CUOTA SINDICAL    | 65.59            | PGR1 PERC. GRAVADA TIPO 1   | 7,336.66 |
| 07                                | PRIMA INSALUBRE | 1,093.11 | 65      | OTRAS DEDUCCIONES | 2,117.00         | PERC TOTAL PERCEPCIONES     | 7,336.66 |
|                                   |                 |          | 95      | PRESTAMO AYUDATE  | 708.53           | DEDU TOTAL DEDUCCIONES      | 4,665.29 |
|                                   |                 |          |         |                   |                  | 3%FV 3% FONDO DE VIVIENDA   | 196.76   |
|                                   |                 |          |         |                   |                  | FOND FONDO PENSIONES EMPRES | 983.80   |
|                                   |                 |          |         |                   |                  | SEDARSEDAR                  | 131.17   |
|                                   |                 |          |         |                   |                  | AGUI PROVISION AGUINALDO    | 1,005.02 |
|                                   |                 |          |         |                   |                  | TOTA NOMINA EN EFECTIVO     | 2,671.37 |
| 69-182-001 MORANDO RUIZ LUZ MARIA |                 |          |         |                   |                  |                             |          |
| T.EMP:                            | PERMANENTE      | 402.90   |         | 615.01            | JEFE DE PLANTA C |                             |          |
| 01                                | SUELDO          | 6,043.50 | 51      | ISPT              | 1,174.68         | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02                                | DESPENSA        | 478.50   | 54      | FONDO PENSIONES   | 834.00           | IMP1 ISPT ART. 113 LISR     | 1,174.68 |
| 03                                | TRANSPORTE      | 330.50   | 58      | CUOTA SINDICAL    | 72.52            | PGR1 PERC. GRAVADA TIPO 1   | 8,061.20 |
| 07                                | PRIMA INSALUBRE | 1,208.70 | 65      | OTRAS DEDUCCIONES | 3,380.34         | PERC TOTAL PERCEPCIONES     | 8,061.20 |
|                                   |                 |          |         |                   |                  | DEDU TOTAL DEDUCCIONES      | 5,461.54 |
|                                   |                 |          |         |                   |                  | 3%FV 3% FONDO DE VIVIENDA   | 217.57   |
|                                   |                 |          |         |                   |                  | FOND FONDO PENSIONES EMPRES | 1,087.83 |
|                                   |                 |          |         |                   |                  | SEDARSEDAR                  | 145.04   |
|                                   |                 |          |         |                   |                  | AGUI PROVISION AGUINALDO    | 1,104.27 |
|                                   |                 |          |         |                   |                  | TOTA NOMINA EN EFECTIVO     | 2,599.66 |
| 69-194-002 GALVAN MEDINA SERVANDO |                 |          |         |                   |                  |                             |          |
| T.EMP:                            | PERMANENTE      | 364.37   |         | 536.23            | OPERADOR A       |                             |          |
| 01                                | SUELDO          | 5,465.55 | 51      | ISPT              | 1,019.92         | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02                                | DESPENSA        | 463.00   | 54      | FONDO PENSIONES   | 754.25           | IMP1 ISPT ART. 113 LISR     | 1,019.92 |
| 03                                | TRANSPORTE      | 315.00   | 58      | CUOTA SINDICAL    | 65.59            | PGR1 PERC. GRAVADA TIPO 1   | 7,336.66 |
| 07                                | PRIMA INSALUBRE | 1,093.11 | 65      | OTRAS DEDUCCIONES | 2,537.00         | PERC TOTAL PERCEPCIONES     | 7,336.66 |
|                                   |                 |          |         |                   |                  | DEDU TOTAL DEDUCCIONES      | 4,376.76 |
|                                   |                 |          |         |                   |                  | 3%FV 3% FONDO DE VIVIENDA   | 196.76   |
|                                   |                 |          |         |                   |                  | FOND FONDO PENSIONES EMPRES | 983.80   |
|                                   |                 |          |         |                   |                  | SEDARSEDAR                  | 131.17   |
|                                   |                 |          |         |                   |                  | AGUI PROVISION AGUINALDO    | 1,005.02 |
|                                   |                 |          |         |                   |                  | TOTA NOMINA EN EFECTIVO     | 2,959.90 |
| 69-194-004 GALVAN MEJIA FLUMENCIO |                 |          |         |                   |                  |                             |          |
| T.EMP:                            | PERMANENTE      | 347.77   |         | 517.23            | OPERADOR B       |                             |          |
| 01                                | SUELDO          | 5,216.55 | 51      | ISPT              | 953.43           | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02                                | DESPENSA        | 457.50   | 54      | FONDO PENSIONES   | 719.88           | IMP1 ISPT ART. 113 LISR     | 953.43   |
| 03                                | TRANSPORTE      | 308.00   | 58      | CUOTA SINDICAL    | 62.60            | PGR1 PERC. GRAVADA TIPO 1   | 7,025.36 |
| 07                                | PRIMA INSALUBRE | 1,043.31 | 65      | OTRAS DEDUCCIONES | 500.00           | PERC TOTAL PERCEPCIONES     | 7,025.36 |
|                                   |                 |          |         |                   |                  | DEDU TOTAL DEDUCCIONES      | 2,235.91 |
|                                   |                 |          |         |                   |                  | 3%FV 3% FONDO DE VIVIENDA   | 187.80   |

| Clave      | Nombre                      | S.Diario | S.Integ | PERCEPCIONES         | DEDUCCIONES      | CONCEPTOS                   |          |
|------------|-----------------------------|----------|---------|----------------------|------------------|-----------------------------|----------|
|            |                             |          |         |                      |                  | FOND FONDO PENSIONES EMPRES | 938.98   |
|            |                             |          |         |                      |                  | SEDARSEDAR                  | 125.20   |
|            |                             |          |         |                      |                  | AGUI PROVISION AGUINALDO    | 962.38   |
|            |                             |          |         |                      |                  | TOTA NOMINA EN EFECTIVO     | 4,789.45 |
| 69-194-005 | GARCIA VILLALOBOS ARMANDO   |          |         |                      |                  |                             |          |
| T.EMP:     | PERMANENTE                  | 364.37   | 537.75  |                      | OPERADOR A       |                             |          |
| 01         | SUELDO                      | 5,465.55 | 51      | ISPT                 | 1,019.92         | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02         | DESPENSA                    | 463.00   | 54      | FONDO PENSIONES      | 754.25           | IMP1 ISPT ART. 113 LISR     | 1,019.92 |
| 03         | TRANSPORTE                  | 315.00   | 58      | CUOTA SINDICAL       | 65.59            | PGR1 PERC. GRAVADA TIPO 1   | 7,336.66 |
| 07         | PRIMA INSALUBRE             | 1,093.11 | 65      | OTRAS DEDUCCIONES    | 750.00           | PERC TOTAL PERCEPCIONES     | 7,336.66 |
|            |                             |          |         |                      |                  | DEDU TOTAL DEDUCCIONES      | 2,589.76 |
|            |                             |          |         |                      |                  | 3%FV 3% FONDO DE VIVIENDA   | 196.76   |
|            |                             |          |         |                      |                  | FOND FONDO PENSIONES EMPRES | 983.80   |
|            |                             |          |         |                      |                  | SEDARSEDAR                  | 131.17   |
|            |                             |          |         |                      |                  | AGUI PROVISION AGUINALDO    | 1,005.02 |
|            |                             |          |         |                      |                  | TOTA NOMINA EN EFECTIVO     | 4,746.90 |
| 700-006    | CONTRERAS ESCOBEDO EDUARDO  |          |         |                      |                  |                             |          |
| T.EMP:     | PERMANENTE                  | 364.37   | 526.49  |                      | OPERADOR A       |                             |          |
| 01         | SUELDO                      | 5,465.55 | 51      | ISPT                 | 1,019.92         | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02         | DESPENSA                    | 463.00   | 54      | FONDO PENSIONES      | 754.25           | IMP1 ISPT ART. 113 LISR     | 1,019.92 |
| 03         | TRANSPORTE                  | 315.00   | 58      | CUOTA SINDICAL       | 65.59            | PGR1 PERC. GRAVADA TIPO 1   | 7,336.66 |
| 07         | PRIMA INSALUBRE             | 1,093.11 | 65      | OTRAS DEDUCCIONES    | 2,163.17         | PERC TOTAL PERCEPCIONES     | 7,336.66 |
|            |                             |          | 95      | PRESTAMO AYUDATE     | 1,107.99         | DEDU TOTAL DEDUCCIONES      | 5,110.92 |
|            |                             |          |         |                      |                  | 3%FV 3% FONDO DE VIVIENDA   | 196.76   |
|            |                             |          |         |                      |                  | FOND FONDO PENSIONES EMPRES | 983.80   |
|            |                             |          |         |                      |                  | SEDARSEDAR                  | 131.17   |
|            |                             |          |         |                      |                  | AGUI PROVISION AGUINALDO    | 1,005.02 |
|            |                             |          |         |                      |                  | TOTA NOMINA EN EFECTIVO     | 2,225.74 |
| 70-194-003 | GUZMAN ZAMORA JUAN FERNANDO |          |         |                      |                  |                             |          |
| T.EMP:     | PERMANENTE                  | 347.77   | 514.79  |                      | OPERADOR B       |                             |          |
| 01         | SUELDO                      | 5,216.55 | 51      | ISPT                 | 953.43           | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02         | DESPENSA                    | 457.50   | 54      | FONDO PENSIONES      | 719.88           | IMP1 ISPT ART. 113 LISR     | 953.43   |
| 03         | TRANSPORTE                  | 308.00   | 58      | CUOTA SINDICAL       | 62.60            | PGR1 PERC. GRAVADA TIPO 1   | 7,025.36 |
| 07         | PRIMA INSALUBRE             | 1,043.31 | 65      | OTRAS DEDUCCIONES    | 3,459.50         | PERC TOTAL PERCEPCIONES     | 7,025.36 |
|            |                             |          | 92      | PRESTAMO TU NOMINA P | 630.29           | DEDU TOTAL DEDUCCIONES      | 5,825.70 |
|            |                             |          |         |                      |                  | 3%FV 3% FONDO DE VIVIENDA   | 187.80   |
|            |                             |          |         |                      |                  | FOND FONDO PENSIONES EMPRES | 938.98   |
|            |                             |          |         |                      |                  | SEDARSEDAR                  | 125.20   |
|            |                             |          |         |                      |                  | AGUI PROVISION AGUINALDO    | 962.38   |
|            |                             |          |         |                      |                  | TOTA NOMINA EN EFECTIVO     | 1,199.66 |
| 70-194-004 | MONDRAGON ASCENCIO ROMAN    |          |         |                      |                  |                             |          |
| T.EMP:     | PERMANENTE                  | 402.90   | 594.24  |                      | JEFE DE PLANTA C |                             |          |
| 01         | SUELDO                      | 6,043.50 | 51      | ISPT                 | 1,174.68         | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02         | DESPENSA                    | 478.50   | 54      | FONDO PENSIONES      | 834.00           | IMP1 ISPT ART. 113 LISR     | 1,174.68 |
| 03         | TRANSPORTE                  | 330.50   | 58      | CUOTA SINDICAL       | 72.52            | PGR1 PERC. GRAVADA TIPO 1   | 8,061.20 |
| 07         | PRIMA INSALUBRE             | 1,208.70 | 65      | OTRAS DEDUCCIONES    | 1,648.85         | PERC TOTAL PERCEPCIONES     | 8,061.20 |
|            |                             |          |         |                      |                  | DEDU TOTAL DEDUCCIONES      | 3,730.05 |
|            |                             |          |         |                      |                  | 3%FV 3% FONDO DE VIVIENDA   | 217.57   |
|            |                             |          |         |                      |                  | FOND FONDO PENSIONES EMPRES | 1,087.83 |
|            |                             |          |         |                      |                  | SEDARSEDAR                  | 145.04   |
|            |                             |          |         |                      |                  | AGUI PROVISION AGUINALDO    | 1,104.27 |
|            |                             |          |         |                      |                  | TOTA NOMINA EN EFECTIVO     | 4,331.15 |
| 70-194-006 | VAZQUEZ AGUILAR GERMAN      |          |         |                      |                  |                             |          |

| Clave  | Nombre          | S.Diario | S.Integ | PERCEPCIONES      | DEDUCCIONES | CONCEPTOS                            |
|--|-----------------|----------|---------|-------------------|-------------|--------------------------------------|
| <b>71-182-001 ENCISO SANTOS RAFAEL</b>       |                 |          |         |                   |             |                                      |
| T.EMP:                                       | PERMANENTE      | 364.37   | 542.62  | OPERADOR A        |             |                                      |
| 01   | SUELDO          | 5,465.55 | 51      | ISPT              | 1,019.92    | DVIG DIAS DE VIGENCIA 15.00          |
| 02   | DESPENSA        | 463.00   | 54      | FONDO PENSIONES   | 754.25      | IMP1 ISPT ART. 113 LISR 1,019.92     |
| 03   | TRANSPORTE      | 315.00   | 58      | CUOTA SINDICAL    | 65.59       | PGR1 PERC. GRAVADA TIPO 1 7,336.66   |
| 07   | PRIMA INSALUBRE | 1,093.11 | 65      | OTRAS DEDUCCIONES | 2,909.00    | PERC TOTAL PERCEPCIONES 7,336.66     |
|  |                 |          |         |                   |             | DEDU TOTAL DEDUCCIONES 4,748.76      |
|  |                 |          |         |                   |             | 3%FV 3% FONDO DE VIVIENDA 196.76     |
|  |                 |          |         |                   |             | FOND FONDO PENSIONES EMPRES 983.80   |
|  |                 |          |         |                   |             | SEDARSEDAR 131.17                    |
|  |                 |          |         |                   |             | AGUI PROVISION AGUINALDO 1,005.02    |
|  |                 |          |         |                   |             | TOTA NOMINA EN EFECTIVO 2,587.90     |
| <b>71-182-001 ENCISO SANTOS RAFAEL</b>       |                 |          |         |                   |             |                                      |
| T.EMP:                                       | PERMANENTE      | 444.43   | 658.65  | JEFE DE PLANTA B  |             |                                      |
| 01   | SUELDO          | 6,666.45 | 51      | ISPT              | 1,350.80    | DVIG DIAS DE VIGENCIA 15.00          |
| 02   | DESPENSA        | 546.50   | 54      | FONDO PENSIONES   | 919.97      | IMP1 ISPT ART. 113 LISR 1,350.80     |
| 03   | TRANSPORTE      | 339.50   | 58      | CUOTA SINDICAL    | 80.00       | PGR1 PERC. GRAVADA TIPO 1 8,885.74   |
| 07   | PRIMA INSALUBRE | 1,333.29 | 65      | OTRAS DEDUCCIONES | 250.00      | PERC TOTAL PERCEPCIONES 8,885.74     |
|  |                 |          |         |                   |             | DEDU TOTAL DEDUCCIONES 2,600.77      |
|  |                 |          |         |                   |             | 3%FV 3% FONDO DE VIVIENDA 239.99     |
|  |                 |          |         |                   |             | FOND FONDO PENSIONES EMPRES 1,199.96 |
|  |                 |          |         |                   |             | SEDARSEDAR 159.99                    |
|  |                 |          |         |                   |             | AGUI PROVISION AGUINALDO 1,217.22    |
|  |                 |          |         |                   |             | TOTA NOMINA EN EFECTIVO 6,284.97     |
| <b>71-194-004 MAGALLON HECTOR MANUEL</b>     |                 |          |         |                   |             |                                      |
| T.EMP:                                       | PERMANENTE      | 364.37   | 540.64  | OPERADOR A        |             |                                      |
| 01   | SUELDO          | 5,465.55 | 51      | ISPT              | 1,019.92    | DVIG DIAS DE VIGENCIA 15.00          |
| 02   | DESPENSA        | 463.00   | 54      | FONDO PENSIONES   | 754.25      | IMP1 ISPT ART. 113 LISR 1,019.92     |
| 03   | TRANSPORTE      | 315.00   | 58      | CUOTA SINDICAL    | 65.59       | PGR1 PERC. GRAVADA TIPO 1 7,336.66   |
| 07   | PRIMA INSALUBRE | 1,093.11 | 65      | OTRAS DEDUCCIONES | 1,539.00    | PERC TOTAL PERCEPCIONES 7,336.66     |
|  |                 |          |         |                   |             | DEDU TOTAL DEDUCCIONES 3,378.76      |
|  |                 |          |         |                   |             | 3%FV 3% FONDO DE VIVIENDA 196.76     |
|  |                 |          |         |                   |             | FOND FONDO PENSIONES EMPRES 983.80   |
|  |                 |          |         |                   |             | SEDARSEDAR 131.17                    |
|  |                 |          |         |                   |             | AGUI PROVISION AGUINALDO 1,005.02    |
|  |                 |          |         |                   |             | TOTA NOMINA EN EFECTIVO 3,957.90     |
| <b>71-194-007 ROMERO RENTERIA VICTOR</b>     |                 |          |         |                   |             |                                      |
| T.EMP:                                       | PERMANENTE      | 347.77   | 517.23  | OPERADOR B        |             |                                      |
| 01   | SUELDO          | 5,216.55 | 51      | ISPT              | 953.43      | DVIG DIAS DE VIGENCIA 15.00          |
| 02   | DESPENSA        | 457.50   | 54      | FONDO PENSIONES   | 719.88      | IMP1 ISPT ART. 113 LISR 953.43       |
| 03   | TRANSPORTE      | 308.00   | 58      | CUOTA SINDICAL    | 62.60       | PGR1 PERC. GRAVADA TIPO 1 7,025.36   |
| 07   | PRIMA INSALUBRE | 1,043.31 | 65      | OTRAS DEDUCCIONES | 3,152.50    | PERC TOTAL PERCEPCIONES 7,025.36     |
|  |                 |          |         |                   |             | DEDU TOTAL DEDUCCIONES 4,888.41      |
|  |                 |          |         |                   |             | 3%FV 3% FONDO DE VIVIENDA 187.80     |
|  |                 |          |         |                   |             | FOND FONDO PENSIONES EMPRES 938.98   |
|  |                 |          |         |                   |             | SEDARSEDAR 125.20                    |
|  |                 |          |         |                   |             | AGUI PROVISION AGUINALDO 962.38      |
|  |                 |          |         |                   |             | TOTA NOMINA EN EFECTIVO 2,136.95     |
| <b>71-269-008 RAMIREZ LOPEZ FABIAN JESUS</b> |                 |          |         |                   |             |                                      |
| T.EMP:                                       | PERMANENTE      | 364.37   | 533.79  | OPERADOR A        |             |                                      |
| 01   | SUELDO          | 5,465.55 | 51      | ISPT              | 1,019.92    | DVIG DIAS DE VIGENCIA 15.00          |
| 02   | DESPENSA        | 463.00   | 54      | FONDO PENSIONES   | 754.25      | IMP1 ISPT ART. 113 LISR 1,019.92     |
| 03   | TRANSPORTE      | 315.00   | 58      | CUOTA SINDICAL    | 65.59       | PGR1 PERC. GRAVADA TIPO 1 7,336.66   |
| 07   | PRIMA INSALUBRE | 1,093.11 | 65      | OTRAS DEDUCCIONES | 2,117.00    | PERC TOTAL PERCEPCIONES 7,336.66     |
|  |                 |          |         |                   |             | DEDU TOTAL DEDUCCIONES 3,956.76      |

| Clave      | Nombre                         | S.Diario | S.Integ | PERCEPCIONES      | DEDUCCIONES      | CONCEPTOS                            |
|------------|--------------------------------|----------|---------|-------------------|------------------|--------------------------------------|
|            |                                |          |         |                   |                  | 3%FV 3% FONDO DE VIVIENDA 196.76     |
|            |                                |          |         |                   |                  | FOND FONDO PENSIONES EMPRES 983.80   |
|            |                                |          |         |                   |                  | SEDARSEDAR 131.17                    |
|            |                                |          |         |                   |                  | AGUI PROVISION AGUINALDO 1,005.02    |
|            |                                |          |         |                   |                  | TOTA NOMINA EN EFECTIVO 3,379.90     |
| 72-182-001 | RUBIO RODRIGUEZ SERGIO         |          |         |                   |                  |                                      |
| T.EMP:     | PERMANENTE                     | 402.90   | 594.24  |                   | JEFE DE PLANTA C |                                      |
| 01         | SUELDO                         | 6,043.50 | 51      | ISPT              | 1,174.68         | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | DESPENSA                       | 478.50   | 54      | FONDO PENSIONES   | 834.00           | IMP1 ISPT ART. 113 LISR 1,174.68     |
| 03         | TRANSPORTE                     | 330.50   | 58      | CUOTA SINDICAL    | 72.52            | PGR1 PERC. GRAVADA TIPO 1 8,061.20   |
| 07         | PRIMA INSALUBRE                | 1,208.70 | 65      | OTRAS DEDUCCIONES | 200.00           | PERC TOTAL PERCEPCIONES 8,061.20     |
|            |                                |          |         |                   |                  | DEDU TOTAL DEDUCCIONES 2,281.20      |
|            |                                |          |         |                   |                  | 3%FV 3% FONDO DE VIVIENDA 217.57     |
|            |                                |          |         |                   |                  | FOND FONDO PENSIONES EMPRES 1,087.83 |
|            |                                |          |         |                   |                  | SEDARSEDAR 145.04                    |
|            |                                |          |         |                   |                  | AGUI PROVISION AGUINALDO 1,104.27    |
|            |                                |          |         |                   |                  | TOTA NOMINA EN EFECTIVO 5,780.00     |
| 72-269-008 | MADRIGAL GONZALEZ MIGUEL ANGEL |          |         |                   |                  |                                      |
| T.EMP:     | PERMANENTE                     | 364.37   | 533.79  |                   | OPERADOR A       |                                      |
| 01         | SUELDO                         | 5,465.55 | 51      | ISPT              | 1,019.92         | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | DESPENSA                       | 463.00   | 54      | FONDO PENSIONES   | 754.25           | IMP1 ISPT ART. 113 LISR 1,019.92     |
| 03         | TRANSPORTE                     | 315.00   | 58      | CUOTA SINDICAL    | 65.59            | PGR1 PERC. GRAVADA TIPO 1 7,336.66   |
| 07         | PRIMA INSALUBRE                | 1,093.11 | 65      | OTRAS DEDUCCIONES | 2,117.00         | PERC TOTAL PERCEPCIONES 7,336.66     |
|            |                                |          |         |                   |                  | DEDU TOTAL DEDUCCIONES 3,956.76      |
|            |                                |          |         |                   |                  | 3%FV 3% FONDO DE VIVIENDA 196.76     |
|            |                                |          |         |                   |                  | FOND FONDO PENSIONES EMPRES 983.80   |
|            |                                |          |         |                   |                  | SEDARSEDAR 131.17                    |
|            |                                |          |         |                   |                  | AGUI PROVISION AGUINALDO 1,005.02    |
|            |                                |          |         |                   |                  | TOTA NOMINA EN EFECTIVO 3,379.90     |
| 73-194-004 | FLORES RAMIREZ EVERARDO        |          |         |                   |                  |                                      |
| T.EMP:     | PERMANENTE                     | 467.47   | 676.67  |                   | JEFE DE PLANTA A |                                      |
| 01         | SUELDO                         | 7,012.05 | 51      | ISPT              | 1,406.92         | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | DESPENSA                       | 434.50   | 54      | FONDO PENSIONES   | 967.66           | IMP1 ISPT ART. 113 LISR 1,406.92     |
| 03         | TRANSPORTE                     | 299.50   | 58      | CUOTA SINDICAL    | 84.14            | PGR1 PERC. GRAVADA TIPO 1 9,148.45   |
| 07         | PRIMA INSALUBRE                | 1,402.41 | 65      | OTRAS DEDUCCIONES | 2,965.00         | PERC TOTAL PERCEPCIONES 9,148.46     |
|            |                                |          |         |                   |                  | DEDU TOTAL DEDUCCIONES 5,423.72      |
|            |                                |          |         |                   |                  | 3%FV 3% FONDO DE VIVIENDA 252.43     |
|            |                                |          |         |                   |                  | FOND FONDO PENSIONES EMPRES 1,262.17 |
|            |                                |          |         |                   |                  | SEDARSEDAR 168.29                    |
|            |                                |          |         |                   |                  | AGUI PROVISION AGUINALDO 1,253.21    |
|            |                                |          |         |                   |                  | TOTA NOMINA EN EFECTIVO 3,724.74     |
| 73-194-005 | GONZALEZ IBARRA ALBINO         |          |         |                   |                  |                                      |
| T.EMP:     | PERMANENTE                     | 364.37   | 538.66  |                   | OPERADOR A       |                                      |
| 01         | SUELDO                         | 5,465.55 | 51      | ISPT              | 1,019.92         | DVIG DIAS DE VIGENCIA 15.00          |
| 02         | DESPENSA                       | 463.00   | 54      | FONDO PENSIONES   | 754.25           | IMP1 ISPT ART. 113 LISR 1,019.92     |
| 03         | TRANSPORTE                     | 315.00   | 58      | CUOTA SINDICAL    | 65.59            | PGR1 PERC. GRAVADA TIPO 1 7,336.66   |
| 07         | PRIMA INSALUBRE                | 1,093.11 |         |                   |                  | PERC TOTAL PERCEPCIONES 7,336.66     |
|            |                                |          |         |                   |                  | DEDU TOTAL DEDUCCIONES 1,839.76      |
|            |                                |          |         |                   |                  | 3%FV 3% FONDO DE VIVIENDA 196.76     |
|            |                                |          |         |                   |                  | FOND FONDO PENSIONES EMPRES 983.80   |
|            |                                |          |         |                   |                  | SEDARSEDAR 131.17                    |
|            |                                |          |         |                   |                  | AGUI PROVISION AGUINALDO 1,005.02    |
|            |                                |          |         |                   |                  | TOTA NOMINA EN EFECTIVO 5,496.90     |

| Clave      | Nombre                       | S.Diario | S.Integ | PERCEPCIONES         | DEDUCCIONES | CONCEPTOS                          |
|------------|------------------------------|----------|---------|----------------------|-------------|------------------------------------|
| 73-269-007 | RANGEL LARA LUIS RAUL        |          |         |                      |             |                                    |
| T.EMP:     | PERMANENTE                   | 347.77   | 509.92  |                      | OPERADOR B  |                                    |
| 01         | SUELDO                       | 5,216.55 | 51      | ISPT                 | 953.43      | DVIG DIAS DE VIGENCIA 15.00        |
| 02         | DESPENSA                     | 457.50   | 54      | FONDO PENSIONES      | 719.88      | IMP1 ISPT ART. 113 LISR 953.43     |
| 03         | TRANSPORTE                   | 308.00   | 58      | CUOTA SINDICAL       | 62.60       | PGR1 PERC. GRAVADA TIPO 1 7,025.36 |
| 07         | PRIMA INSALUBRE              | 1,043.31 | 65      | OTRAS DEDUCCIONES    | 2,017.00    | PERC TOTAL PERCEPCIONES 7,025.36   |
|            |                              |          |         |                      |             | DEDU TOTAL DEDUCCIONES 3,752.91    |
|            |                              |          |         |                      |             | 3%FV 3% FONDO DE VIVIENDA 187.80   |
|            |                              |          |         |                      |             | FOND FONDO PENSIONES EMPRES 938.98 |
|            |                              |          |         |                      |             | SEDARSEDAR 125.20                  |
|            |                              |          |         |                      |             | AGUI PROVISION AGUINALDO 962.38    |
|            |                              |          |         |                      |             | TOTA NOMINA EN EFECTIVO 3,272.45   |
| 74-194-002 | DE ALBA ROBLEDO GABRIEL      |          |         |                      |             |                                    |
| T.EMP:     | PERMANENTE                   | 364.37   | 543.08  |                      | OPERADOR A  |                                    |
| 01         | SUELDO                       | 5,465.55 | 51      | ISPT                 | 1,019.92    | DVIG DIAS DE VIGENCIA 15.00        |
| 02         | DESPENSA                     | 463.00   | 54      | FONDO PENSIONES      | 754.25      | IMP1 ISPT ART. 113 LISR 1,019.92   |
| 03         | TRANSPORTE                   | 315.00   | 58      | CUOTA SINDICAL       | 65.59       | PGR1 PERC. GRAVADA TIPO 1 7,336.66 |
| 07         | PRIMA INSALUBRE              | 1,093.11 | 65      | OTRAS DEDUCCIONES    | 1,459.00    | PERC TOTAL PERCEPCIONES 7,336.66   |
|            |                              |          |         |                      |             | DEDU TOTAL DEDUCCIONES 3,298.76    |
|            |                              |          |         |                      |             | 3%FV 3% FONDO DE VIVIENDA 196.76   |
|            |                              |          |         |                      |             | FOND FONDO PENSIONES EMPRES 983.80 |
|            |                              |          |         |                      |             | SEDARSEDAR 131.17                  |
|            |                              |          |         |                      |             | AGUI PROVISION AGUINALDO 1,005.02  |
|            |                              |          |         |                      |             | TOTA NOMINA EN EFECTIVO 4,037.90   |
| 74-194-005 | VELAZCO NARES GILBERTO       |          |         |                      |             |                                    |
| T.EMP:     | PERMANENTE                   | 364.37   | 536.23  |                      | OPERADOR A  |                                    |
| 01         | SUELDO                       | 5,465.55 | 51      | ISPT                 | 1,019.92    | DVIG DIAS DE VIGENCIA 15.00        |
| 02         | DESPENSA                     | 463.00   | 54      | FONDO PENSIONES      | 754.25      | IMP1 ISPT ART. 113 LISR 1,019.92   |
| 03         | TRANSPORTE                   | 315.00   | 58      | CUOTA SINDICAL       | 65.59       | PGR1 PERC. GRAVADA TIPO 1 7,336.66 |
| 07         | PRIMA INSALUBRE              | 1,093.11 | 65      | OTRAS DEDUCCIONES    | 2,988.71    | PERC TOTAL PERCEPCIONES 7,336.66   |
|            |                              |          | 92      | PRESTAMO TU NOMINA P | 590.90      | DEDU TOTAL DEDUCCIONES 5,419.37    |
|            |                              |          |         |                      |             | 3%FV 3% FONDO DE VIVIENDA 196.76   |
|            |                              |          |         |                      |             | FOND FONDO PENSIONES EMPRES 983.80 |
|            |                              |          |         |                      |             | SEDARSEDAR 131.17                  |
|            |                              |          |         |                      |             | AGUI PROVISION AGUINALDO 1,005.02  |
|            |                              |          |         |                      |             | TOTA NOMINA EN EFECTIVO 1,917.29   |
| 74-194-006 | VILLANUEVA SANCHEZ JUAN LUIS |          |         |                      |             |                                    |
| T.EMP:     | PERMANENTE                   | 347.77   | 516.69  |                      | OPERADOR B  |                                    |
| 01         | SUELDO                       | 5,216.55 | 51      | ISPT                 | 953.43      | DVIG DIAS DE VIGENCIA 15.00        |
| 02         | DESPENSA                     | 457.50   | 54      | FONDO PENSIONES      | 719.88      | IMP1 ISPT ART. 113 LISR 953.43     |
| 03         | TRANSPORTE                   | 308.00   | 58      | CUOTA SINDICAL       | 62.60       | PGR1 PERC. GRAVADA TIPO 1 7,025.36 |
| 07         | PRIMA INSALUBRE              | 1,043.31 |         |                      |             | PERC TOTAL PERCEPCIONES 7,025.36   |
|            |                              |          |         |                      |             | DEDU TOTAL DEDUCCIONES 1,735.91    |
|            |                              |          |         |                      |             | 3%FV 3% FONDO DE VIVIENDA 187.80   |
|            |                              |          |         |                      |             | FOND FONDO PENSIONES EMPRES 938.98 |
|            |                              |          |         |                      |             | SEDARSEDAR 125.20                  |
|            |                              |          |         |                      |             | AGUI PROVISION AGUINALDO 962.38    |
|            |                              |          |         |                      |             | TOTA NOMINA EN EFECTIVO 5,289.45   |
| 75-182-001 | TOVAR DURAN ANTONIO          |          |         |                      |             |                                    |
| T.EMP:     | PERMANENTE                   | 347.77   | 514.79  |                      | OPERADOR B  |                                    |
| 01         | SUELDO                       | 5,216.55 | 51      | ISPT                 | 953.43      | DVIG DIAS DE VIGENCIA 15.00        |
| 02         | DESPENSA                     | 457.50   | 54      | FONDO PENSIONES      | 719.88      | IMP1 ISPT ART. 113 LISR 953.43     |
| 03         | TRANSPORTE                   | 308.00   | 58      | CUOTA SINDICAL       | 62.60       | PGR1 PERC. GRAVADA TIPO 1 7,025.36 |
| 07         | PRIMA INSALUBRE              | 1,043.31 | 65      | OTRAS DEDUCCIONES    | 2,017.00    | PERC TOTAL PERCEPCIONES 7,025.36   |

| Clave                                     | Nombre          | S.Diario | S.Integ | DEDUCCIONES       | CONCEPTOS                            |
|---|-----------------|----------|---------|-------------------|--------------------------------------|
| -----                                     |                 |          |         |                   |                                      |
|   | PERCEPCIONES    |          |         |                   |                                      |
| -----                                     |                 |          |         |                   |                                      |
|   |                 |          |         |                   | DEDU TOTAL DEDUCCIONES 3,752.91      |
|   |                 |          |         |                   | 3%FV 3% FONDO DE VIVIENDA 187.80     |
|   |                 |          |         |                   | FOND FONDO PENSIONES EMPRES 938.98   |
|   |                 |          |         |                   | SEDARSEDAR 125.20                    |
|   |                 |          |         |                   | AGUI PROVISION AGUINALDO 962.38      |
|   |                 |          |         |                   | TOTA NOMINA EN EFECTIVO 3,272.45     |
| 75-194-003 GODINEZ JIMENEZ MAXIMO         |                 |          |         |                   |                                      |
| T.EMP:                                    | PERMANENTE      | 364.37   | 538.66  | OPERADOR A        |                                      |
| 01  | SUELDO          | 5,465.55 | 51      | ISPT              | 1,019.92                             |
| 02  | DESPENSA        | 463.00   | 54      | FONDO PENSIONES   | 754.25                               |
| 03  | TRANSPORTE      | 315.00   | 58      | CUOTA SINDICAL    | 65.59                                |
| 07  | PRIMA INSALUBRE | 1,093.11 | 65      | OTRAS DEDUCCIONES | 1,759.00                             |
|   |                 |          |         |                   | DVIG DIAS DE VIGENCIA 15.00          |
|   |                 |          |         |                   | IMP1 ISPT ART. 113 LISR 1,019.92     |
|   |                 |          |         |                   | PGR1 PERC. GRAVADA TIPO 1 7,336.66   |
|   |                 |          |         |                   | PERC TOTAL PERCEPCIONES 7,336.66     |
|   |                 |          |         |                   | DEDU TOTAL DEDUCCIONES 3,598.76      |
|   |                 |          |         |                   | 3%FV 3% FONDO DE VIVIENDA 196.76     |
|   |                 |          |         |                   | FOND FONDO PENSIONES EMPRES 983.80   |
|   |                 |          |         |                   | SEDARSEDAR 131.17                    |
|   |                 |          |         |                   | AGUI PROVISION AGUINALDO 1,005.02    |
|   |                 |          |         |                   | TOTA NOMINA EN EFECTIVO 3,737.90     |
| 75-194-004 HERNANDEZ SANTIAGO JUAN        |                 |          |         |                   |                                      |
| T.EMP:                                    | PERMANENTE      | 364.37   | 552.52  | OPERADOR A        |                                      |
| 01  | SUELDO          | 5,465.55 | 51      | ISPT              | 1,019.92                             |
| 02  | DESPENSA        | 463.00   | 54      | FONDO PENSIONES   | 754.25                               |
| 03  | TRANSPORTE      | 315.00   | 58      | CUOTA SINDICAL    | 65.59                                |
| 07  | PRIMA INSALUBRE | 1,093.11 | 65      | OTRAS DEDUCCIONES | 3,175.00                             |
|   |                 |          |         |                   | DVIG DIAS DE VIGENCIA 15.00          |
|   |                 |          |         |                   | IMP1 ISPT ART. 113 LISR 1,019.92     |
|   |                 |          |         |                   | PGR1 PERC. GRAVADA TIPO 1 7,336.66   |
|   |                 |          |         |                   | PERC TOTAL PERCEPCIONES 7,336.66     |
|   |                 |          |         |                   | DEDU TOTAL DEDUCCIONES 5,014.76      |
|   |                 |          |         |                   | 3%FV 3% FONDO DE VIVIENDA 196.76     |
|   |                 |          |         |                   | FOND FONDO PENSIONES EMPRES 983.80   |
|   |                 |          |         |                   | SEDARSEDAR 131.17                    |
|   |                 |          |         |                   | AGUI PROVISION AGUINALDO 1,005.02    |
|   |                 |          |         |                   | TOTA NOMINA EN EFECTIVO 2,321.90     |
| 76-182-001 HERNANDEZ SANTIAGO J GUADALUPE |                 |          |         |                   |                                      |
| T.EMP:                                    | PERMANENTE      | 467.47   | 681.54  | JEFE DE PLANTA A  |                                      |
| 01  | SUELDO          | 7,012.05 | 51      | ISPT              | 1,406.92                             |
| 02  | DESPENSA        | 434.50   | 54      | FONDO PENSIONES   | 967.66                               |
| 03  | TRANSPORTE      | 299.50   | 58      | CUOTA SINDICAL    | 84.14                                |
| 07  | PRIMA INSALUBRE | 1,402.41 | 65      | OTRAS DEDUCCIONES | 1,788.09                             |
|   |                 |          |         |                   | DVIG DIAS DE VIGENCIA 15.00          |
|   |                 |          |         |                   | IMP1 ISPT ART. 113 LISR 1,406.92     |
|   |                 |          |         |                   | PGR1 PERC. GRAVADA TIPO 1 9,148.45   |
|   |                 |          |         |                   | PERC TOTAL PERCEPCIONES 9,148.46     |
|   |                 |          |         |                   | DEDU TOTAL DEDUCCIONES 4,246.81      |
|   |                 |          |         |                   | 3%FV 3% FONDO DE VIVIENDA 252.43     |
|   |                 |          |         |                   | FOND FONDO PENSIONES EMPRES 1,262.17 |
|   |                 |          |         |                   | SEDARSEDAR 168.29                    |
|   |                 |          |         |                   | AGUI PROVISION AGUINALDO 1,253.21    |
|   |                 |          |         |                   | TOTA NOMINA EN EFECTIVO 4,901.65     |
| 76-194-002 ARANDA ZARAGOZA JUAN MANUEL    |                 |          |         |                   |                                      |
| T.EMP:                                    | PERMANENTE      | 364.37   | 551.00  | OPERADOR A        |                                      |
| 01  | SUELDO          | 5,465.55 | 51      | ISPT              | 1,019.92                             |
| 02  | DESPENSA        | 463.00   | 54      | FONDO PENSIONES   | 754.25                               |
| 03  | TRANSPORTE      | 315.00   | 58      | CUOTA SINDICAL    | 65.59                                |
| 07  | PRIMA INSALUBRE | 1,093.11 | 65      | OTRAS DEDUCCIONES | 2,818.35                             |
|   |                 |          |         |                   | DVIG DIAS DE VIGENCIA 15.00          |
|   |                 |          |         |                   | IMP1 ISPT ART. 113 LISR 1,019.92     |
|   |                 |          |         |                   | PGR1 PERC. GRAVADA TIPO 1 7,336.66   |
|   |                 |          |         |                   | PERC TOTAL PERCEPCIONES 7,336.66     |
|   |                 |          |         |                   | DEDU TOTAL DEDUCCIONES 4,658.11      |
|   |                 |          |         |                   | 3%FV 3% FONDO DE VIVIENDA 196.76     |
|   |                 |          |         |                   | FOND FONDO PENSIONES EMPRES 983.80   |
|   |                 |          |         |                   | SEDARSEDAR 131.17                    |
|   |                 |          |         |                   | AGUI PROVISION AGUINALDO 1,005.02    |
|   |                 |          |         |                   | TOTA NOMINA EN EFECTIVO 2,678.55     |



| Clave                                | Nombre          | S.Diario | S.Integ | PERCEPCIONES         | DEDUCCIONES | CONCEPTOS                          |
|--------------------------------------|-----------------|----------|---------|----------------------|-------------|------------------------------------|
| 76-194-003 BUSTOS PEREZ ARNULFO      |                 |          |         |                      |             |                                    |
| T.EMP:                               | PERMANENTE      | 364.37   | 541.10  | OPERADOR A           |             |                                    |
| 01                                   | SUELDO          | 5,465.55 | 51      | ISPT                 | 1,019.92    | DVIG DIAS DE VIGENCIA 15.00        |
| 02                                   | DESPENSA        | 463.00   | 54      | FONDO PENSIONES      | 754.25      | IMP1 ISPT ART. 113 LISR 1,019.92   |
| 03                                   | TRANSPORTE      | 315.00   | 58      | CUOTA SINDICAL       | 65.59       | PGR1 PERC. GRAVADA TIPO 1 7,336.66 |
| 07                                   | PRIMA INSALUBRE | 1,093.11 | 65      | OTRAS DEDUCCIONES    | 2,117.00    | PERC TOTAL PERCEPCIONES 7,336.66   |
|                                      |                 |          | 95      | PRESTAMO AYUDATE     | 708.53      | DEDU TOTAL DEDUCCIONES 4,665.29    |
|                                      |                 |          |         |                      |             | 3%FV 3% FONDO DE VIVIENDA 196.76   |
|                                      |                 |          |         |                      |             | FOND FONDO PENSIONES EMPRES 983.80 |
|                                      |                 |          |         |                      |             | SEDARSEDAR 131.17                  |
|                                      |                 |          |         |                      |             | AGUI PROVISION AGUINALDO 1,005.02  |
|                                      |                 |          |         |                      |             | TOTA NOMINA EN EFECTIVO 2,671.37   |
| 76-194-004 GARCIA RANGEL J SIXTOS    |                 |          |         |                      |             |                                    |
| T.EMP:                               | PERMANENTE      | 347.77   | 512.36  | OPERADOR B           |             |                                    |
| 01                                   | SUELDO          | 5,216.55 | 51      | ISPT                 | 953.43      | DVIG DIAS DE VIGENCIA 15.00        |
| 02                                   | DESPENSA        | 457.50   | 54      | FONDO PENSIONES      | 719.88      | IMP1 ISPT ART. 113 LISR 953.43     |
| 03                                   | TRANSPORTE      | 308.00   | 58      | CUOTA SINDICAL       | 62.60       | PGR1 PERC. GRAVADA TIPO 1 7,025.36 |
| 07                                   | PRIMA INSALUBRE | 1,043.31 | 65      | OTRAS DEDUCCIONES    | 2,017.00    | PERC TOTAL PERCEPCIONES 7,025.36   |
|                                      |                 |          | 92      | PRESTAMO TU NOMINA P | 612.35      | DEDU TOTAL DEDUCCIONES 4,365.26    |
|                                      |                 |          |         |                      |             | 3%FV 3% FONDO DE VIVIENDA 187.80   |
|                                      |                 |          |         |                      |             | FOND FONDO PENSIONES EMPRES 938.98 |
|                                      |                 |          |         |                      |             | SEDARSEDAR 125.20                  |
|                                      |                 |          |         |                      |             | AGUI PROVISION AGUINALDO 962.38    |
|                                      |                 |          |         |                      |             | TOTA NOMINA EN EFECTIVO 2,660.10   |
| 76-194-006 MORA ZUÑIGA ANGEL         |                 |          |         |                      |             |                                    |
| T.EMP:                               | PERMANENTE      | 364.37   | 538.66  | OPERADOR A           |             |                                    |
| 01                                   | SUELDO          | 5,465.55 | 51      | ISPT                 | 1,019.92    | DVIG DIAS DE VIGENCIA 15.00        |
| 02                                   | DESPENSA        | 463.00   | 54      | FONDO PENSIONES      | 754.25      | IMP1 ISPT ART. 113 LISR 1,019.92   |
| 03                                   | TRANSPORTE      | 315.00   | 58      | CUOTA SINDICAL       | 65.59       | PGR1 PERC. GRAVADA TIPO 1 7,336.66 |
| 07                                   | PRIMA INSALUBRE | 1,093.11 | 65      | OTRAS DEDUCCIONES    | 2,117.00    | PERC TOTAL PERCEPCIONES 7,336.66   |
|                                      |                 |          | 92      | PRESTAMO TU NOMINA P | 1,390.25    | DEDU TOTAL DEDUCCIONES 5,347.01    |
|                                      |                 |          |         |                      |             | 3%FV 3% FONDO DE VIVIENDA 196.76   |
|                                      |                 |          |         |                      |             | FOND FONDO PENSIONES EMPRES 983.80 |
|                                      |                 |          |         |                      |             | SEDARSEDAR 131.17                  |
|                                      |                 |          |         |                      |             | AGUI PROVISION AGUINALDO 1,005.02  |
|                                      |                 |          |         |                      |             | TOTA NOMINA EN EFECTIVO 1,989.65   |
| 76-194-007 PEREZ MENDEZ FRANCISCO    |                 |          |         |                      |             |                                    |
| T.EMP:                               | PERMANENTE      | 347.77   | 514.79  | OPERADOR B           |             |                                    |
| 01                                   | SUELDO          | 5,216.55 | 51      | ISPT                 | 953.43      | DVIG DIAS DE VIGENCIA 15.00        |
| 02                                   | DESPENSA        | 457.50   | 54      | FONDO PENSIONES      | 719.88      | IMP1 ISPT ART. 113 LISR 953.43     |
| 03                                   | TRANSPORTE      | 308.00   | 58      | CUOTA SINDICAL       | 62.60       | PGR1 PERC. GRAVADA TIPO 1 7,025.36 |
| 07                                   | PRIMA INSALUBRE | 1,043.31 | 65      | OTRAS DEDUCCIONES    | 2,017.00    | PERC TOTAL PERCEPCIONES 7,025.36   |
|                                      |                 |          | 95      | PRESTAMO AYUDATE     | 1,110.97    | DEDU TOTAL DEDUCCIONES 4,863.88    |
|                                      |                 |          |         |                      |             | 3%FV 3% FONDO DE VIVIENDA 187.80   |
|                                      |                 |          |         |                      |             | FOND FONDO PENSIONES EMPRES 938.98 |
|                                      |                 |          |         |                      |             | SEDARSEDAR 125.20                  |
|                                      |                 |          |         |                      |             | AGUI PROVISION AGUINALDO 962.38    |
|                                      |                 |          |         |                      |             | TOTA NOMINA EN EFECTIVO 2,161.48   |
| 76-194-008 RODRIGUEZ GONZALEZ MARTIN |                 |          |         |                      |             |                                    |
| T.EMP:                               | PERMANENTE      | 347.77   | 514.79  | OPERADOR B           |             |                                    |
| 01                                   | SUELDO          | 5,216.55 | 51      | ISPT                 | 953.43      | DVIG DIAS DE VIGENCIA 15.00        |
| 02                                   | DESPENSA        | 457.50   | 54      | FONDO PENSIONES      | 719.88      | IMP1 ISPT ART. 113 LISR 953.43     |
| 03                                   | TRANSPORTE      | 308.00   | 58      | CUOTA SINDICAL       | 62.60       | PGR1 PERC. GRAVADA TIPO 1 7,025.36 |

| Clave                                | Nombre          | S.Diario | S.Integ | PERCEPCIONES         | DEDUCCIONES      | CONCEPTOS                   |          |
|--------------------------------------|-----------------|----------|---------|----------------------|------------------|-----------------------------|----------|
| 07                                   | PRIMA INSALUBRE | 1,043.31 | 65      | OTRAS DEDUCCIONES    | 2,017.00         | PERC TOTAL PERCEPCIONES     | 7,025.36 |
|                                      |                 |          | 92      | PRESTAMO TU NOMINA P | 463.30           | DEDU TOTAL DEDUCCIONES      | 4,216.21 |
|                                      |                 |          |         |                      |                  | 3%FV 3% FONDO DE VIVIENDA   | 187.80   |
|                                      |                 |          |         |                      |                  | FOND FONDO PENSIONES EMPRES | 938.98   |
|                                      |                 |          |         |                      |                  | SEDARSEDAR                  | 125.20   |
|                                      |                 |          |         |                      |                  | AGUI PROVISION AGUINALDO    | 962.38   |
|                                      |                 |          |         |                      |                  | TOTA NOMINA EN EFECTIVO     | 2,809.15 |
| 76-194-009 VAZQUEZ TINOCO ALEJANDRO  |                 |          |         |                      |                  |                             |          |
| T.EMP:                               | PERMANENTE      | 347.77   |         | 517.23               | OPERADOR B       |                             |          |
| 01                                   | SUELDO          | 5,216.55 | 51      | ISPT                 | 953.43           | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02                                   | DESPENSA        | 457.50   | 54      | FONDO PENSIONES      | 719.88           | IMP1 ISPT ART. 113 LISR     | 953.43   |
| 03                                   | TRANSPORTE      | 308.00   | 58      | CUOTA SINDICAL       | 62.60            | PGR1 PERC. GRAVADA TIPO 1   | 7,025.36 |
| 07                                   | PRIMA INSALUBRE | 1,043.31 | 65      | OTRAS DEDUCCIONES    | 3,130.67         | PERC TOTAL PERCEPCIONES     | 7,025.36 |
|                                      |                 |          | 95      | PRESTAMO AYUDATE     | 1,298.98         | DEDU TOTAL DEDUCCIONES      | 6,165.56 |
|                                      |                 |          |         |                      |                  | 3%FV 3% FONDO DE VIVIENDA   | 187.80   |
|                                      |                 |          |         |                      |                  | FOND FONDO PENSIONES EMPRES | 938.98   |
|                                      |                 |          |         |                      |                  | SEDARSEDAR                  | 125.20   |
|                                      |                 |          |         |                      |                  | AGUI PROVISION AGUINALDO    | 962.38   |
|                                      |                 |          |         |                      |                  | TOTA NOMINA EN EFECTIVO     | 859.80   |
| 76-269-012 GODINEZ DIAZ DANIEL       |                 |          |         |                      |                  |                             |          |
| T.EMP:                               | PERMANENTE      | 347.77   |         | 509.92               | OPERADOR B       |                             |          |
| 01                                   | SUELDO          | 5,216.55 | 51      | ISPT                 | 953.43           | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02                                   | DESPENSA        | 457.50   | 54      | FONDO PENSIONES      | 719.88           | IMP1 ISPT ART. 113 LISR     | 953.43   |
| 03                                   | TRANSPORTE      | 308.00   | 58      | CUOTA SINDICAL       | 62.60            | PGR1 PERC. GRAVADA TIPO 1   | 7,025.36 |
| 07                                   | PRIMA INSALUBRE | 1,043.31 | 65      | OTRAS DEDUCCIONES    | 3,130.45         | PERC TOTAL PERCEPCIONES     | 7,025.36 |
|                                      |                 |          |         |                      |                  | DEDU TOTAL DEDUCCIONES      | 4,866.36 |
|                                      |                 |          |         |                      |                  | 3%FV 3% FONDO DE VIVIENDA   | 187.80   |
|                                      |                 |          |         |                      |                  | FOND FONDO PENSIONES EMPRES | 938.98   |
|                                      |                 |          |         |                      |                  | SEDARSEDAR                  | 125.20   |
|                                      |                 |          |         |                      |                  | AGUI PROVISION AGUINALDO    | 962.38   |
|                                      |                 |          |         |                      |                  | TOTA NOMINA EN EFECTIVO     | 2,159.00 |
| 77-182-001 TREJO TALAVERA HIRAM AXEL |                 |          |         |                      |                  |                             |          |
| T.EMP:                               | PERMANENTE      | 444.43   |         | 656.22               | JEFE DE PLANTA B |                             |          |
| 01                                   | SUELDO          | 6,666.45 | 51      | ISPT                 | 1,350.80         | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02                                   | DESPENSA        | 546.50   | 54      | FONDO PENSIONES      | 919.97           | IMP1 ISPT ART. 113 LISR     | 1,350.80 |
| 03                                   | TRANSPORTE      | 339.50   | 58      | CUOTA SINDICAL       | 80.00            | PGR1 PERC. GRAVADA TIPO 1   | 8,885.74 |
| 07                                   | PRIMA INSALUBRE | 1,333.29 | 65      | OTRAS DEDUCCIONES    | 2,627.00         | PERC TOTAL PERCEPCIONES     | 8,885.74 |
|                                      |                 |          |         |                      |                  | DEDU TOTAL DEDUCCIONES      | 4,977.77 |
|                                      |                 |          |         |                      |                  | 3%FV 3% FONDO DE VIVIENDA   | 239.99   |
|                                      |                 |          |         |                      |                  | FOND FONDO PENSIONES EMPRES | 1,199.96 |
|                                      |                 |          |         |                      |                  | SEDARSEDAR                  | 159.99   |
|                                      |                 |          |         |                      |                  | AGUI PROVISION AGUINALDO    | 1,217.22 |
|                                      |                 |          |         |                      |                  | TOTA NOMINA EN EFECTIVO     | 3,907.97 |
| 77-194-003 CERDA RUIZ RAMON          |                 |          |         |                      |                  |                             |          |
| T.EMP:                               | PERMANENTE      | 347.77   |         | 522.37               | OPERADOR B       |                             |          |
| 01                                   | SUELDO          | 5,216.55 | 51      | ISPT                 | 953.43           | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02                                   | DESPENSA        | 457.50   | 54      | FONDO PENSIONES      | 719.88           | IMP1 ISPT ART. 113 LISR     | 953.43   |
| 03                                   | TRANSPORTE      | 308.00   | 58      | CUOTA SINDICAL       | 62.60            | PGR1 PERC. GRAVADA TIPO 1   | 7,025.36 |
| 07                                   | PRIMA INSALUBRE | 1,043.31 | 65      | OTRAS DEDUCCIONES    | 2,017.00         | PERC TOTAL PERCEPCIONES     | 7,025.36 |
|                                      |                 |          |         |                      |                  | DEDU TOTAL DEDUCCIONES      | 3,752.91 |
|                                      |                 |          |         |                      |                  | 3%FV 3% FONDO DE VIVIENDA   | 187.80   |
|                                      |                 |          |         |                      |                  | FOND FONDO PENSIONES EMPRES | 938.98   |
|                                      |                 |          |         |                      |                  | SEDARSEDAR                  | 125.20   |
|                                      |                 |          |         |                      |                  | AGUI PROVISION AGUINALDO    | 962.38   |

| Clave      | Nombre                      | S.Diario | S.Integ | PERCEPCIONES      | DEDUCCIONES | CONCEPTOS                   |          |
|------------|-----------------------------|----------|---------|-------------------|-------------|-----------------------------|----------|
|            |                             |          |         |                   |             | TOTA NOMINA EN EFECTIVO     | 3,272.45 |
| 77-194-005 | GUDIÑO LOPEZ MARIO          |          |         |                   |             |                             |          |
| T.EMP:     | PERMANENTE                  | 347.77   | 517.23  | OPERADOR B        |             |                             |          |
| 01         | SUELDO                      | 5,216.55 | 51      | ISPT              | 953.43      | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02         | DESPENSA                    | 457.50   | 54      | FONDO PENSIONES   | 719.88      | IMP1 ISPT ART. 113 LISR     | 953.43   |
| 03         | TRANSPORTE                  | 308.00   | 58      | CUOTA SINDICAL    | 62.60       | PGR1 PERC. GRAVADA TIPO 1   | 7,025.36 |
| 07         | PRIMA INSALUBRE             | 1,043.31 | 65      | OTRAS DEDUCCIONES | 667.00      | PERC TOTAL PERCEPCIONES     | 7,025.36 |
|            |                             |          |         |                   |             | DEDU TOTAL DEDUCCIONES      | 2,402.91 |
|            |                             |          |         |                   |             | 3%FV 3% FONDO DE VIVIENDA   | 187.80   |
|            |                             |          |         |                   |             | FOND FONDO PENSIONES EMPRES | 938.98   |
|            |                             |          |         |                   |             | SEDARSEDAR                  | 125.20   |
|            |                             |          |         |                   |             | AGUI PROVISION AGUINALDO    | 962.38   |
|            |                             |          |         |                   |             | TOTA NOMINA EN EFECTIVO     | 4,622.45 |
| 77-194-006 | GUDIÑO ORTEGA MARIO MELCHOR |          |         |                   |             |                             |          |
| T.EMP:     | PERMANENTE                  | 364.37   | 538.66  | OPERADOR A        |             |                             |          |
| 01         | SUELDO                      | 5,465.55 | 51      | ISPT              | 1,019.92    | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02         | DESPENSA                    | 463.00   | 54      | FONDO PENSIONES   | 754.25      | IMP1 ISPT ART. 113 LISR     | 1,019.92 |
| 03         | TRANSPORTE                  | 315.00   | 58      | CUOTA SINDICAL    | 65.59       | PGR1 PERC. GRAVADA TIPO 1   | 7,336.66 |
| 07         | PRIMA INSALUBRE             | 1,093.11 | 65      | OTRAS DEDUCCIONES | 3,174.72    | PERC TOTAL PERCEPCIONES     | 7,336.66 |
|            |                             |          |         |                   |             | DEDU TOTAL DEDUCCIONES      | 5,014.48 |
|            |                             |          |         |                   |             | 3%FV 3% FONDO DE VIVIENDA   | 196.76   |
|            |                             |          |         |                   |             | FOND FONDO PENSIONES EMPRES | 983.80   |
|            |                             |          |         |                   |             | SEDARSEDAR                  | 131.17   |
|            |                             |          |         |                   |             | AGUI PROVISION AGUINALDO    | 1,005.02 |
|            |                             |          |         |                   |             | TOTA NOMINA EN EFECTIVO     | 2,322.18 |
| 77-194-008 | VENEGAS LUMBRERAS JOSE      |          |         |                   |             |                             |          |
| T.EMP:     | PERMANENTE                  | 364.37   | 538.66  | OPERADOR A        |             |                             |          |
| 01         | SUELDO                      | 5,465.55 | 51      | ISPT              | 1,019.92    | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02         | DESPENSA                    | 463.00   | 54      | FONDO PENSIONES   | 754.25      | IMP1 ISPT ART. 113 LISR     | 1,019.92 |
| 03         | TRANSPORTE                  | 315.00   | 58      | CUOTA SINDICAL    | 65.59       | PGR1 PERC. GRAVADA TIPO 1   | 7,336.66 |
| 07         | PRIMA INSALUBRE             | 1,093.11 |         |                   |             | PERC TOTAL PERCEPCIONES     | 7,336.66 |
|            |                             |          |         |                   |             | DEDU TOTAL DEDUCCIONES      | 1,839.76 |
|            |                             |          |         |                   |             | 3%FV 3% FONDO DE VIVIENDA   | 196.76   |
|            |                             |          |         |                   |             | FOND FONDO PENSIONES EMPRES | 983.80   |
|            |                             |          |         |                   |             | SEDARSEDAR                  | 131.17   |
|            |                             |          |         |                   |             | AGUI PROVISION AGUINALDO    | 1,005.02 |
|            |                             |          |         |                   |             | TOTA NOMINA EN EFECTIVO     | 5,496.90 |
| 77-194-009 | VILLANUEVA SANCHEZ MARIO    |          |         |                   |             |                             |          |
| T.EMP:     | PERMANENTE                  | 347.77   | 518.04  | OPERADOR B        |             |                             |          |
| 01         | SUELDO                      | 5,216.55 | 51      | ISPT              | 953.43      | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02         | DESPENSA                    | 457.50   | 54      | FONDO PENSIONES   | 719.88      | IMP1 ISPT ART. 113 LISR     | 953.43   |
| 03         | TRANSPORTE                  | 308.00   | 58      | CUOTA SINDICAL    | 62.60       | PGR1 PERC. GRAVADA TIPO 1   | 7,025.36 |
| 07         | PRIMA INSALUBRE             | 1,043.31 | 65      | OTRAS DEDUCCIONES | 700.00      | PERC TOTAL PERCEPCIONES     | 7,025.36 |
|            |                             |          |         |                   |             | DEDU TOTAL DEDUCCIONES      | 2,435.91 |
|            |                             |          |         |                   |             | 3%FV 3% FONDO DE VIVIENDA   | 187.80   |
|            |                             |          |         |                   |             | FOND FONDO PENSIONES EMPRES | 938.98   |
|            |                             |          |         |                   |             | SEDARSEDAR                  | 125.20   |
|            |                             |          |         |                   |             | AGUI PROVISION AGUINALDO    | 962.38   |
|            |                             |          |         |                   |             | TOTA NOMINA EN EFECTIVO     | 4,589.45 |
| 78-194-003 | DUARTE DIAZ BENJAMIN        |          |         |                   |             |                             |          |
| T.EMP:     | PERMANENTE                  | 364.37   | 538.66  | OPERADOR A        |             |                             |          |
| 01         | SUELDO                      | 5,465.55 | 51      | ISPT              | 1,019.92    | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02         | DESPENSA                    | 463.00   | 54      | FONDO PENSIONES   | 754.25      | IMP1 ISPT ART. 113 LISR     | 1,019.92 |

| Clave                                   | Nombre          | S.Diario | S.Integ | PERCEPCIONES      | DEDUCCIONES      | CONCEPTOS                   |          |
|---|-----------------|----------|---------|-------------------|------------------|-----------------------------|----------|
| 03                                      | TRANSPORTE      | 315.00   | 58      | CUOTA SINDICAL    | 65.59            | PGR1 PERC. GRAVADA TIPO 1   | 7,336.66 |
| 07                                      | PRIMA INSALUBRE | 1,093.11 | 65      | OTRAS DEDUCCIONES | 700.00           | PERC TOTAL PERCEPCIONES     | 7,336.66 |
|   |                 |          |         |                   |                  | DEDU TOTAL DEDUCCIONES      | 2,539.76 |
|   |                 |          |         |                   |                  | 3%FV 3% FONDO DE VIVIENDA   | 196.76   |
|   |                 |          |         |                   |                  | FOND FONDO PENSIONES EMPRES | 983.80   |
|   |                 |          |         |                   |                  | SEDARSEDAR                  | 131.17   |
|   |                 |          |         |                   |                  | AGUI PROVISION AGUINALDO    | 1,005.02 |
|   |                 |          |         |                   |                  | TOTA NOMINA EN EFECTIVO     | 4,796.90 |
| 78-194-004 SEGURA BUSTOS ANDRES         |                 |          |         |                   |                  |                             |          |
| T.EMP:                                  | PERMANENTE      | 444.43   |         | 661.09            | JEFE DE PLANTA B |                             |          |
| 01                                      | SUELDO          | 6,666.45 | 51      | ISPT              | 1,350.80         | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02                                      | DESPENSA        | 546.50   | 54      | FONDO PENSIONES   | 919.97           | IMP1 ISPT ART. 113 LISR     | 1,350.80 |
| 03                                      | TRANSPORTE      | 339.50   | 58      | CUOTA SINDICAL    | 80.00            | PGR1 PERC. GRAVADA TIPO 1   | 8,885.74 |
| 07                                      | PRIMA INSALUBRE | 1,333.29 | 65      | OTRAS DEDUCCIONES | 1,945.00         | PERC TOTAL PERCEPCIONES     | 8,885.74 |
|   |                 |          |         |                   |                  | DEDU TOTAL DEDUCCIONES      | 4,295.77 |
|   |                 |          |         |                   |                  | 3%FV 3% FONDO DE VIVIENDA   | 239.99   |
|   |                 |          |         |                   |                  | FOND FONDO PENSIONES EMPRES | 1,199.96 |
|   |                 |          |         |                   |                  | SEDARSEDAR                  | 159.99   |
|   |                 |          |         |                   |                  | AGUI PROVISION AGUINALDO    | 1,217.22 |
|   |                 |          |         |                   |                  | TOTA NOMINA EN EFECTIVO     | 4,589.97 |
| 78-194-005 MARTINEZ AGUILAR JOSE LUIS   |                 |          |         |                   |                  |                             |          |
| T.EMP:                                  | PERMANENTE      | 364.37   |         | 541.10            | OPERADOR A       |                             |          |
| 01                                      | SUELDO          | 5,465.55 | 51      | ISPT              | 1,019.92         | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02                                      | DESPENSA        | 463.00   | 54      | FONDO PENSIONES   | 754.25           | IMP1 ISPT ART. 113 LISR     | 1,019.92 |
| 03                                      | TRANSPORTE      | 315.00   | 58      | CUOTA SINDICAL    | 65.59            | PGR1 PERC. GRAVADA TIPO 1   | 7,336.66 |
| 07                                      | PRIMA INSALUBRE | 1,093.11 | 65      | OTRAS DEDUCCIONES | 2,117.00         | PERC TOTAL PERCEPCIONES     | 7,336.66 |
|   |                 |          |         |                   |                  | DEDU TOTAL DEDUCCIONES      | 3,956.76 |
|   |                 |          |         |                   |                  | 3%FV 3% FONDO DE VIVIENDA   | 196.76   |
|   |                 |          |         |                   |                  | FOND FONDO PENSIONES EMPRES | 983.80   |
|   |                 |          |         |                   |                  | SEDARSEDAR                  | 131.17   |
|   |                 |          |         |                   |                  | AGUI PROVISION AGUINALDO    | 1,005.02 |
|   |                 |          |         |                   |                  | TOTA NOMINA EN EFECTIVO     | 3,379.90 |
| 79-182-001 BASULTO RIVERA JOSE DE JESUS |                 |          |         |                   |                  |                             |          |
| T.EMP:                                  | PERMANENTE      | 444.43   |         | 659.87            | JEFE DE PLANTA B |                             |          |
| 01                                      | SUELDO          | 6,666.45 | 51      | ISPT              | 1,350.80         | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02                                      | DESPENSA        | 546.50   | 54      | FONDO PENSIONES   | 919.97           | IMP1 ISPT ART. 113 LISR     | 1,350.80 |
| 03                                      | TRANSPORTE      | 339.50   | 58      | CUOTA SINDICAL    | 80.00            | PGR1 PERC. GRAVADA TIPO 1   | 8,885.74 |
| 07                                      | PRIMA INSALUBRE | 1,333.29 | 65      | OTRAS DEDUCCIONES | 2,627.00         | PERC TOTAL PERCEPCIONES     | 8,885.74 |
|   |                 |          |         |                   |                  | DEDU TOTAL DEDUCCIONES      | 4,977.77 |
|   |                 |          |         |                   |                  | 3%FV 3% FONDO DE VIVIENDA   | 239.99   |
|   |                 |          |         |                   |                  | FOND FONDO PENSIONES EMPRES | 1,199.96 |
|   |                 |          |         |                   |                  | SEDARSEDAR                  | 159.99   |
|   |                 |          |         |                   |                  | AGUI PROVISION AGUINALDO    | 1,217.22 |
|   |                 |          |         |                   |                  | TOTA NOMINA EN EFECTIVO     | 3,907.97 |
| 79-194-004 MENDOZA MORALES MARTIN       |                 |          |         |                   |                  |                             |          |
| T.EMP:                                  | PERMANENTE      | 364.37   |         | 538.66            | OPERADOR A       |                             |          |
| 01                                      | SUELDO          | 5,465.55 | 51      | ISPT              | 1,019.92         | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02                                      | DESPENSA        | 463.00   | 54      | FONDO PENSIONES   | 754.25           | IMP1 ISPT ART. 113 LISR     | 1,019.92 |
| 03                                      | TRANSPORTE      | 315.00   | 58      | CUOTA SINDICAL    | 65.59            | PGR1 PERC. GRAVADA TIPO 1   | 7,336.66 |
| 07                                      | PRIMA INSALUBRE | 1,093.11 | 65      | OTRAS DEDUCCIONES | 1,792.00         | PERC TOTAL PERCEPCIONES     | 7,336.66 |
|   |                 |          |         |                   |                  | DEDU TOTAL DEDUCCIONES      | 3,631.76 |
|   |                 |          |         |                   |                  | 3%FV 3% FONDO DE VIVIENDA   | 196.76   |
|   |                 |          |         |                   |                  | FOND FONDO PENSIONES EMPRES | 983.80   |
|   |                 |          |         |                   |                  | SEDARSEDAR                  | 131.17   |

| Clave      | Nombre                     | S.Diario | S.Integ | PERCEPCIONES      | DEDUCCIONES      | CONCEPTOS                   |          |
|------------|----------------------------|----------|---------|-------------------|------------------|-----------------------------|----------|
|            |                            |          |         |                   |                  | AGUI PROVISION AGUINALDO    | 1,005.02 |
|            |                            |          |         |                   |                  | TOTA NOMINA EN EFECTIVO     | 3,704.90 |
| 80-182-001 | VARGAS MORA JOSE LUIS      |          |         |                   |                  |                             |          |
| T.EMP:     | PERMANENTE                 | 467.47   | 679.10  |                   | JEFE DE PLANTA A |                             |          |
| 01         | SUELDO                     | 7,012.05 | 51      | ISPT              | 1,406.92         | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02         | DESPENSA                   | 434.50   | 54      | FONDO PENSIONES   | 967.66           | IMP1 ISPT ART. 113 LISR     | 1,406.92 |
| 03         | TRANSPORTE                 | 299.50   | 58      | CUOTA SINDICAL    | 84.14            | PGR1 PERC. GRAVADA TIPO 1   | 9,148.45 |
| 07         | PRIMA INSALUBRE            | 1,402.41 | 65      | OTRAS DEDUCCIONES | 2,765.00         | PERC TOTAL PERCEPCIONES     | 9,148.46 |
|            |                            |          |         |                   |                  | DEDU TOTAL DEDUCCIONES      | 5,223.72 |
|            |                            |          |         |                   |                  | 3%FV 3% FONDO DE VIVIENDA   | 252.43   |
|            |                            |          |         |                   |                  | FOND FONDO PENSIONES EMPRES | 1,262.17 |
|            |                            |          |         |                   |                  | SEDARSEDAR                  | 168.29   |
|            |                            |          |         |                   |                  | AGUI PROVISION AGUINALDO    | 1,253.21 |
|            |                            |          |         |                   |                  | TOTA NOMINA EN EFECTIVO     | 3,924.74 |
| 80-194-002 | ESTRADA MORENO ROGELIO     |          |         |                   |                  |                             |          |
| T.EMP:     | PERMANENTE                 | 364.37   | 538.66  |                   | OPERADOR A       |                             |          |
| 01         | SUELDO                     | 5,465.55 | 51      | ISPT              | 1,019.92         | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02         | DESPENSA                   | 463.00   | 54      | FONDO PENSIONES   | 754.25           | IMP1 ISPT ART. 113 LISR     | 1,019.92 |
| 03         | TRANSPORTE                 | 315.00   | 58      | CUOTA SINDICAL    | 65.59            | PGR1 PERC. GRAVADA TIPO 1   | 7,336.66 |
| 07         | PRIMA INSALUBRE            | 1,093.11 |         |                   |                  | PERC TOTAL PERCEPCIONES     | 7,336.66 |
|            |                            |          |         |                   |                  | DEDU TOTAL DEDUCCIONES      | 1,839.76 |
|            |                            |          |         |                   |                  | 3%FV 3% FONDO DE VIVIENDA   | 196.76   |
|            |                            |          |         |                   |                  | FOND FONDO PENSIONES EMPRES | 983.80   |
|            |                            |          |         |                   |                  | SEDARSEDAR                  | 131.17   |
|            |                            |          |         |                   |                  | AGUI PROVISION AGUINALDO    | 1,005.02 |
|            |                            |          |         |                   |                  | TOTA NOMINA EN EFECTIVO     | 5,496.90 |
| 80-194-004 | HERNANDEZ GUTIERREZ ALVARO |          |         |                   |                  |                             |          |
| T.EMP:     | PERMANENTE                 | 347.77   | 512.36  |                   | OPERADOR B       |                             |          |
| 01         | SUELDO                     | 5,216.55 | 51      | ISPT              | 953.43           | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02         | DESPENSA                   | 457.50   | 54      | FONDO PENSIONES   | 719.88           | IMP1 ISPT ART. 113 LISR     | 953.43   |
| 03         | TRANSPORTE                 | 308.00   | 58      | CUOTA SINDICAL    | 62.60            | PGR1 PERC. GRAVADA TIPO 1   | 7,025.36 |
| 07         | PRIMA INSALUBRE            | 1,043.31 | 65      | OTRAS DEDUCCIONES | 500.00           | PERC TOTAL PERCEPCIONES     | 7,025.36 |
|            |                            |          |         |                   |                  | DEDU TOTAL DEDUCCIONES      | 2,235.91 |
|            |                            |          |         |                   |                  | 3%FV 3% FONDO DE VIVIENDA   | 187.80   |
|            |                            |          |         |                   |                  | FOND FONDO PENSIONES EMPRES | 938.98   |
|            |                            |          |         |                   |                  | SEDARSEDAR                  | 125.20   |
|            |                            |          |         |                   |                  | AGUI PROVISION AGUINALDO    | 962.38   |
|            |                            |          |         |                   |                  | TOTA NOMINA EN EFECTIVO     | 4,789.45 |
| 80-194-006 | LEON CUBILLO EFREN         |          |         |                   |                  |                             |          |
| T.EMP:     | PERMANENTE                 | 364.37   | 538.66  |                   | OPERADOR A       |                             |          |
| 01         | SUELDO                     | 5,465.55 | 51      | ISPT              | 1,019.92         | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02         | DESPENSA                   | 463.00   | 54      | FONDO PENSIONES   | 754.25           | IMP1 ISPT ART. 113 LISR     | 1,019.92 |
| 03         | TRANSPORTE                 | 315.00   | 58      | CUOTA SINDICAL    | 65.59            | PGR1 PERC. GRAVADA TIPO 1   | 7,336.66 |
| 07         | PRIMA INSALUBRE            | 1,093.11 | 65      | OTRAS DEDUCCIONES | 1,283.95         | PERC TOTAL PERCEPCIONES     | 7,336.66 |
|            |                            |          |         |                   |                  | DEDU TOTAL DEDUCCIONES      | 3,123.71 |
|            |                            |          |         |                   |                  | 3%FV 3% FONDO DE VIVIENDA   | 196.76   |
|            |                            |          |         |                   |                  | FOND FONDO PENSIONES EMPRES | 983.80   |
|            |                            |          |         |                   |                  | SEDARSEDAR                  | 131.17   |
|            |                            |          |         |                   |                  | AGUI PROVISION AGUINALDO    | 1,005.02 |
|            |                            |          |         |                   |                  | TOTA NOMINA EN EFECTIVO     | 4,212.95 |
| 81-182-001 | ESPIRITU ESPINOZA RAUL     |          |         |                   |                  |                             |          |
| T.EMP:     | PERMANENTE                 | 402.90   | 596.67  |                   | JEFE DE PLANTA C |                             |          |
| 01         | SUELDO                     | 6,043.50 | 51      | ISPT              | 1,174.68         | DVIG DIAS DE VIGENCIA       | 15.00    |

| Clave                                    | Nombre          | S.Diario | S.Integ | PERCEPCIONES      | DEDUCCIONES | CONCEPTOS                   |          |
|--|-----------------|----------|---------|-------------------|-------------|-----------------------------|----------|
| 02                                       | DESPENSA        | 478.50   | 54      | FONDO PENSIONES   | 834.00      | IMP1 ISPT ART. 113 LISR     | 1,174.68 |
| 03                                       | TRANSPORTE      | 330.50   | 58      | CUOTA SINDICAL    | 72.52       | PGR1 PERC. GRAVADA TIPO 1   | 8,061.20 |
| 07                                       | PRIMA INSALUBRE | 1,208.70 | 65      | OTRAS DEDUCCIONES | 2,184.00    | PERC TOTAL PERCEPCIONES     | 8,061.20 |
|  |                 |          |         |                   |             | DEDU TOTAL DEDUCCIONES      | 4,265.20 |
|  |                 |          |         |                   |             | 3%FV 3% FONDO DE VIVIENDA   | 217.57   |
|  |                 |          |         |                   |             | FOND FONDO PENSIONES EMPRES | 1,087.83 |
|  |                 |          |         |                   |             | SEDARSEDAR                  | 145.04   |
|  |                 |          |         |                   |             | AGUI PROVISION AGUINALDO    | 1,104.27 |
|  |                 |          |         |                   |             | TOTA NOMINA EN EFECTIVO     | 3,796.00 |
| 81-194-003 HERNANDEZ SUAREZ JOSE ANTONIO |                 |          |         |                   |             |                             |          |
| T.EMP:                                   | PERMANENTE      | 364.37   |         | 538.66            | OPERADOR A  |                             |          |
| 01                                       | SUELDO          | 5,465.55 | 51      | ISPT              | 1,019.92    | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02                                       | DESPENSA        | 463.00   | 54      | FONDO PENSIONES   | 754.25      | IMP1 ISPT ART. 113 LISR     | 1,019.92 |
| 03                                       | TRANSPORTE      | 315.00   | 58      | CUOTA SINDICAL    | 65.59       | PGR1 PERC. GRAVADA TIPO 1   | 7,336.66 |
| 07                                       | PRIMA INSALUBRE | 1,093.11 | 65      | OTRAS DEDUCCIONES | 3,274.35    | PERC TOTAL PERCEPCIONES     | 7,336.66 |
|  |                 |          |         |                   |             | DEDU TOTAL DEDUCCIONES      | 5,114.11 |
|  |                 |          |         |                   |             | 3%FV 3% FONDO DE VIVIENDA   | 196.76   |
|  |                 |          |         |                   |             | FOND FONDO PENSIONES EMPRES | 983.80   |
|  |                 |          |         |                   |             | SEDARSEDAR                  | 131.17   |
|  |                 |          |         |                   |             | AGUI PROVISION AGUINALDO    | 1,005.02 |
|  |                 |          |         |                   |             | TOTA NOMINA EN EFECTIVO     | 2,222.55 |
| 81-194-004 HERNANDEZ SUAREZ GERARDO      |                 |          |         |                   |             |                             |          |
| T.EMP:                                   | PERMANENTE      | 347.77   |         | 514.79            | OPERADOR B  |                             |          |
| 01                                       | SUELDO          | 5,216.55 | 51      | ISPT              | 953.43      | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02                                       | DESPENSA        | 457.50   | 54      | FONDO PENSIONES   | 719.88      | IMP1 ISPT ART. 113 LISR     | 953.43   |
| 03                                       | TRANSPORTE      | 308.00   | 58      | CUOTA SINDICAL    | 62.60       | PGR1 PERC. GRAVADA TIPO 1   | 7,025.36 |
| 07                                       | PRIMA INSALUBRE | 1,043.31 | 65      | OTRAS DEDUCCIONES | 2,372.00    | PERC TOTAL PERCEPCIONES     | 7,025.36 |
|  |                 |          |         |                   |             | DEDU TOTAL DEDUCCIONES      | 4,107.91 |
|  |                 |          |         |                   |             | 3%FV 3% FONDO DE VIVIENDA   | 187.80   |
|  |                 |          |         |                   |             | FOND FONDO PENSIONES EMPRES | 938.98   |
|  |                 |          |         |                   |             | SEDARSEDAR                  | 125.20   |
|  |                 |          |         |                   |             | AGUI PROVISION AGUINALDO    | 962.38   |
|  |                 |          |         |                   |             | TOTA NOMINA EN EFECTIVO     | 2,917.45 |
| 820-004 HERNANDEZ GALVEZ JOSE MIGUEL     |                 |          |         |                   |             |                             |          |
| T.EMP:                                   | PERMANENTE      | 347.77   |         | 507.49            | OPERADOR B  |                             |          |
| 01                                       | SUELDO          | 5,216.55 | 51      | ISPT              | 953.43      | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02                                       | DESPENSA        | 457.50   | 54      | FONDO PENSIONES   | 719.88      | IMP1 ISPT ART. 113 LISR     | 953.43   |
| 03                                       | TRANSPORTE      | 308.00   | 58      | CUOTA SINDICAL    | 62.60       | PGR1 PERC. GRAVADA TIPO 1   | 7,025.36 |
| 07                                       | PRIMA INSALUBRE | 1,043.31 |         |                   |             | PERC TOTAL PERCEPCIONES     | 7,025.36 |
|  |                 |          |         |                   |             | DEDU TOTAL DEDUCCIONES      | 1,735.91 |
|  |                 |          |         |                   |             | 3%FV 3% FONDO DE VIVIENDA   | 187.80   |
|  |                 |          |         |                   |             | FOND FONDO PENSIONES EMPRES | 938.98   |
|  |                 |          |         |                   |             | SEDARSEDAR                  | 125.20   |
|  |                 |          |         |                   |             | AGUI PROVISION AGUINALDO    | 962.38   |
|  |                 |          |         |                   |             | TOTA NOMINA EN EFECTIVO     | 5,289.45 |
| 820-005 FIGUEROA VARGAS BENITO ANTONIO   |                 |          |         |                   |             |                             |          |
| T.EMP:                                   | PERMANENTE      | 364.37   |         | 543.24            | OPERADOR A  |                             |          |
| 01                                       | SUELDO          | 5,465.55 | 51      | ISPT              | 1,019.92    | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02                                       | DESPENSA        | 463.00   | 54      | FONDO PENSIONES   | 754.25      | IMP1 ISPT ART. 113 LISR     | 1,019.92 |
| 03                                       | TRANSPORTE      | 315.00   | 58      | CUOTA SINDICAL    | 65.59       | PGR1 PERC. GRAVADA TIPO 1   | 7,336.66 |
| 07                                       | PRIMA INSALUBRE | 1,093.11 | 65      | OTRAS DEDUCCIONES | 1,000.00    | PERC TOTAL PERCEPCIONES     | 7,336.66 |
|  |                 |          |         |                   |             | DEDU TOTAL DEDUCCIONES      | 2,839.76 |
|  |                 |          |         |                   |             | 3%FV 3% FONDO DE VIVIENDA   | 196.76   |
|  |                 |          |         |                   |             | FOND FONDO PENSIONES EMPRES | 983.80   |

| Clave   | Nombre                         | S.Diario | S.Integ | PERCEPCIONES      | DEDUCCIONES          | CONCEPTOS                   |          |
|---------|--------------------------------|----------|---------|-------------------|----------------------|-----------------------------|----------|
|         |                                |          |         |                   |                      | SEDARSEDAR                  | 131.17   |
|         |                                |          |         |                   |                      | AGUI PROVISION AGUINALDO    | 1,005.02 |
|         |                                |          |         |                   |                      | TOTA NOMINA EN EFECTIVO     | 4,496.90 |
| 820-017 | OSORIO SOTO MARTIN ERNESTO     |          |         |                   |                      |                             |          |
| T.EMP:  | PERMANENTE                     | 347.77   | 502.62  |                   | OPERADOR B           |                             |          |
| 01      | SUELDO                         | 5,216.55 | 51      | ISPT              | 953.43               | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02      | DESPENSA                       | 457.50   | 54      | FONDO PENSIONES   | 719.88               | IMP1 ISPT ART. 113 LISR     | 953.43   |
| 03      | TRANSPORTE                     | 308.00   | 58      | CUOTA SINDICAL    | 62.60                | PGR1 PERC. GRAVADA TIPO 1   | 7,025.36 |
| 07      | PRIMA INSALUBRE                | 1,043.31 | 65      | OTRAS DEDUCCIONES | 1,600.00             | PERC TOTAL PERCEPCIONES     | 7,025.36 |
|         |                                |          |         |                   |                      | DEDU TOTAL DEDUCCIONES      | 3,335.91 |
|         |                                |          |         |                   |                      | 3%FV 3% FONDO DE VIVIENDA   | 187.80   |
|         |                                |          |         |                   |                      | FOND FONDO PENSIONES EMPRES | 938.98   |
|         |                                |          |         |                   |                      | SEDARSEDAR                  | 125.20   |
|         |                                |          |         |                   |                      | AGUI PROVISION AGUINALDO    | 962.38   |
|         |                                |          |         |                   |                      | TOTA NOMINA EN EFECTIVO     | 3,689.45 |
| 820-018 | DIAZ RIVAS LUIS FRANCISCO      |          |         |                   |                      |                             |          |
| T.EMP:  | PERMANENTE                     | 308.96   | 444.81  |                   | AUXILIAR DE OPERADOR |                             |          |
| 01      | SUELDO                         | 4,634.40 | 51      | ISPT              | 774.84               | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02      | DESPENSA                       | 394.00   | 54      | FONDO PENSIONES   | 639.55               | IMP1 ISPT ART. 113 LISR     | 774.84   |
| 03      | TRANSPORTE                     | 234.00   | 58      | CUOTA SINDICAL    | 55.61                | PGR1 PERC. GRAVADA TIPO 1   | 6,189.28 |
| 07      | PRIMA INSALUBRE                | 926.88   |         |                   |                      | PERC TOTAL PERCEPCIONES     | 6,189.28 |
|         |                                |          |         |                   |                      | DEDU TOTAL DEDUCCIONES      | 1,470.00 |
|         |                                |          |         |                   |                      | 3%FV 3% FONDO DE VIVIENDA   | 166.84   |
|         |                                |          |         |                   |                      | FOND FONDO PENSIONES EMPRES | 834.19   |
|         |                                |          |         |                   |                      | SEDARSEDAR                  | 111.23   |
|         |                                |          |         |                   |                      | AGUI PROVISION AGUINALDO    | 847.85   |
|         |                                |          |         |                   |                      | TOTA NOMINA EN EFECTIVO     | 4,719.28 |
| 820-019 | SAAVEDRA ARREGUIN LUIS ENRIQUE |          |         |                   |                      |                             |          |
| T.EMP:  | PERMANENTE                     | 308.96   | 441.50  |                   | AUXILIAR DE OPERADOR |                             |          |
| 01      | SUELDO                         | 4,634.40 | 51      | ISPT              | 774.84               | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02      | DESPENSA                       | 394.00   | 54      | FONDO PENSIONES   | 639.55               | IMP1 ISPT ART. 113 LISR     | 774.84   |
| 03      | TRANSPORTE                     | 234.00   | 58      | CUOTA SINDICAL    | 55.61                | PGR1 PERC. GRAVADA TIPO 1   | 6,189.28 |
| 07      | PRIMA INSALUBRE                | 926.88   | 65      | OTRAS DEDUCCIONES | 1,609.00             | PERC TOTAL PERCEPCIONES     | 6,189.28 |
|         |                                |          |         |                   |                      | DEDU TOTAL DEDUCCIONES      | 3,079.00 |
|         |                                |          |         |                   |                      | 3%FV 3% FONDO DE VIVIENDA   | 166.84   |
|         |                                |          |         |                   |                      | FOND FONDO PENSIONES EMPRES | 834.19   |
|         |                                |          |         |                   |                      | SEDARSEDAR                  | 111.23   |
|         |                                |          |         |                   |                      | AGUI PROVISION AGUINALDO    | 847.85   |
|         |                                |          |         |                   |                      | TOTA NOMINA EN EFECTIVO     | 3,110.28 |
| 820-020 | GUILLEN ZAMORA LUIS PEDRO      |          |         |                   |                      |                             |          |
| T.EMP:  | PERMANENTE                     | 308.96   | 441.50  |                   | AUXILIAR DE OPERADOR |                             |          |
| 01      | SUELDO                         | 4,634.40 | 51      | ISPT              | 774.84               | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02      | DESPENSA                       | 394.00   | 54      | FONDO PENSIONES   | 639.55               | IMP1 ISPT ART. 113 LISR     | 774.84   |
| 03      | TRANSPORTE                     | 234.00   | 58      | CUOTA SINDICAL    | 55.61                | PGR1 PERC. GRAVADA TIPO 1   | 6,189.28 |
| 07      | PRIMA INSALUBRE                | 926.88   |         |                   |                      | PERC TOTAL PERCEPCIONES     | 6,189.28 |
|         |                                |          |         |                   |                      | DEDU TOTAL DEDUCCIONES      | 1,470.00 |
|         |                                |          |         |                   |                      | 3%FV 3% FONDO DE VIVIENDA   | 166.84   |
|         |                                |          |         |                   |                      | FOND FONDO PENSIONES EMPRES | 834.19   |
|         |                                |          |         |                   |                      | SEDARSEDAR                  | 111.23   |
|         |                                |          |         |                   |                      | AGUI PROVISION AGUINALDO    | 847.85   |
|         |                                |          |         |                   |                      | TOTA NOMINA EN EFECTIVO     | 4,719.28 |
| 820-021 | NUÑEZ RAMIREZ EDUARDO          |          |         |                   |                      |                             |          |
| T.EMP:  | PERMANENTE                     | 308.96   | 441.50  |                   | AUXILIAR DE OPERADOR |                             |          |

| Clave             | Nombre                          | S.Diario | S.Integ | PERCEPCIONES      | DEDUCCIONES          | CONCEPTOS                   |          |
|-------------------|---------------------------------|----------|---------|-------------------|----------------------|-----------------------------|----------|
| 01                | SUELDO                          | 4,634.40 | 51      | ISPT              | 774.84               | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02                | DESPENSA                        | 394.00   | 54      | FONDO PENSIONES   | 639.55               | IMP1 ISPT ART. 113 LISR     | 774.84   |
| 03                | TRANSPORTE                      | 234.00   | 58      | CUOTA SINDICAL    | 55.61                | PGR1 PERC. GRAVADA TIPO 1   | 6,189.28 |
| 07                | PRIMA INSALUBRE                 | 926.88   | 65      | OTRAS DEDUCCIONES | 1,924.00             | PERC TOTAL PERCEPCIONES     | 6,189.28 |
|                   |                                 |          |         |                   |                      | DEDU TOTAL DEDUCCIONES      | 3,394.00 |
|                   |                                 |          |         |                   |                      | 3%FV 3% FONDO DE VIVIENDA   | 166.84   |
|                   |                                 |          |         |                   |                      | FOND FONDO PENSIONES EMPRES | 834.19   |
|                   |                                 |          |         |                   |                      | SEDARSEDAR                  | 111.23   |
|                   |                                 |          |         |                   |                      | AGUI PROVISION AGUINALDO    | 847.85   |
|                   |                                 |          |         |                   |                      | TOTA NOMINA EN EFECTIVO     | 2,795.28 |
| 820-023           | GONZALEZ ZARAGOZA ALDO ROMAN    |          |         |                   |                      |                             |          |
| T.EMP: PERMANENTE | 347.77                          |          |         | 505.32            | OPERADOR B           |                             |          |
| 01                | SUELDO                          | 5,216.55 | 51      | ISPT              | 953.43               | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02                | DESPENSA                        | 457.50   | 54      | FONDO PENSIONES   | 719.88               | IMP1 ISPT ART. 113 LISR     | 953.43   |
| 03                | TRANSPORTE                      | 308.00   | 58      | CUOTA SINDICAL    | 62.60                | PGR1 PERC. GRAVADA TIPO 1   | 7,025.36 |
| 07                | PRIMA INSALUBRE                 | 1,043.31 |         |                   |                      | PERC TOTAL PERCEPCIONES     | 7,025.36 |
|                   |                                 |          |         |                   |                      | DEDU TOTAL DEDUCCIONES      | 1,735.91 |
|                   |                                 |          |         |                   |                      | 3%FV 3% FONDO DE VIVIENDA   | 187.80   |
|                   |                                 |          |         |                   |                      | FOND FONDO PENSIONES EMPRES | 938.98   |
|                   |                                 |          |         |                   |                      | SEDARSEDAR                  | 125.20   |
|                   |                                 |          |         |                   |                      | AGUI PROVISION AGUINALDO    | 962.38   |
|                   |                                 |          |         |                   |                      | TOTA NOMINA EN EFECTIVO     | 5,289.45 |
| 820-026           | ASCENCIO COMPARAN JORGE ALBERTO |          |         |                   |                      |                             |          |
| T.EMP: PERMANENTE | 308.96                          |          |         | 441.50            | AUXILIAR DE OPERADOR |                             |          |
| 01                | SUELDO                          | 4,634.40 | 51      | ISPT              | 774.84               | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02                | DESPENSA                        | 394.00   | 54      | FONDO PENSIONES   | 639.55               | IMP1 ISPT ART. 113 LISR     | 774.84   |
| 03                | TRANSPORTE                      | 234.00   | 58      | CUOTA SINDICAL    | 55.61                | PGR1 PERC. GRAVADA TIPO 1   | 6,189.28 |
| 07                | PRIMA INSALUBRE                 | 926.88   | 65      | OTRAS DEDUCCIONES | 1,500.00             | PERC TOTAL PERCEPCIONES     | 6,189.28 |
|                   |                                 |          |         |                   |                      | DEDU TOTAL DEDUCCIONES      | 2,970.00 |
|                   |                                 |          |         |                   |                      | 3%FV 3% FONDO DE VIVIENDA   | 166.84   |
|                   |                                 |          |         |                   |                      | FOND FONDO PENSIONES EMPRES | 834.19   |
|                   |                                 |          |         |                   |                      | SEDARSEDAR                  | 111.23   |
|                   |                                 |          |         |                   |                      | AGUI PROVISION AGUINALDO    | 847.85   |
|                   |                                 |          |         |                   |                      | TOTA NOMINA EN EFECTIVO     | 3,219.28 |
| 820-028           | SUAREZ CURIEL DIEGO             |          |         |                   |                      |                             |          |
| T.EMP: PERMANENTE | 308.96                          |          |         | 451.42            | AUXILIAR DE OPERADOR |                             |          |
| 01                | SUELDO                          | 4,634.40 | 51      | ISPT              | 774.84               | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02                | DESPENSA                        | 394.00   | 54      | FONDO PENSIONES   | 639.55               | IMP1 ISPT ART. 113 LISR     | 774.84   |
| 03                | TRANSPORTE                      | 234.00   | 58      | CUOTA SINDICAL    | 55.61                | PGR1 PERC. GRAVADA TIPO 1   | 6,189.28 |
| 07                | PRIMA INSALUBRE                 | 926.88   | 65      | OTRAS DEDUCCIONES | 1,774.00             | PERC TOTAL PERCEPCIONES     | 6,189.28 |
|                   |                                 |          |         |                   |                      | DEDU TOTAL DEDUCCIONES      | 3,244.00 |
|                   |                                 |          |         |                   |                      | 3%FV 3% FONDO DE VIVIENDA   | 166.84   |
|                   |                                 |          |         |                   |                      | FOND FONDO PENSIONES EMPRES | 834.19   |
|                   |                                 |          |         |                   |                      | SEDARSEDAR                  | 111.23   |
|                   |                                 |          |         |                   |                      | AGUI PROVISION AGUINALDO    | 847.85   |
|                   |                                 |          |         |                   |                      | TOTA NOMINA EN EFECTIVO     | 2,945.28 |
| 820-029           | ZEPEDA RUIZ JORGE ALBERTO       |          |         |                   |                      |                             |          |
| T.EMP: PERMANENTE | 308.96                          |          |         | 441.50            | AUXILIAR DE OPERADOR |                             |          |
| 01                | SUELDO                          | 4,634.40 | 51      | ISPT              | 774.84               | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02                | DESPENSA                        | 394.00   | 54      | FONDO PENSIONES   | 639.55               | IMP1 ISPT ART. 113 LISR     | 774.84   |
| 03                | TRANSPORTE                      | 234.00   | 58      | CUOTA SINDICAL    | 55.61                | PGR1 PERC. GRAVADA TIPO 1   | 6,189.28 |
| 07                | PRIMA INSALUBRE                 | 926.88   | 65      | OTRAS DEDUCCIONES | 1,400.00             | PERC TOTAL PERCEPCIONES     | 6,189.28 |
|                   |                                 |          |         |                   |                      | DEDU TOTAL DEDUCCIONES      | 2,870.00 |
|                   |                                 |          |         |                   |                      | 3%FV 3% FONDO DE VIVIENDA   | 166.84   |



| Clave   | Nombre                          | S.Diario | S.Integ | PERCEPCIONES      | DEDUCCIONES | CONCEPTOS                   |          |
|---------|---------------------------------|----------|---------|-------------------|-------------|-----------------------------|----------|
|         |                                 |          |         |                   |             | FOND FONDO PENSIONES EMPRES | 834.19   |
|         |                                 |          |         |                   |             | SEDARSEDAR                  | 111.23   |
|         |                                 |          |         |                   |             | AGUI PROVISION AGUINALDO    | 847.85   |
|         |                                 |          |         |                   |             | TOTA NOMINA EN EFECTIVO     | 3,319.28 |
| 820-030 | ORTEGA SANTIAGO ALONSO EMMANUEL |          |         |                   |             |                             |          |
| T.EMP:  | PERMANENTE                      | 347.77   |         |                   | 502.62      | OPERADOR B                  |          |
| 01      | SUELDO                          | 5,216.55 | 51      | ISPT              | 953.43      | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02      | DESPENSA                        | 457.50   | 54      | FONDO PENSIONES   | 719.88      | IMP1 ISPT ART. 113 LISR     | 953.43   |
| 03      | TRANSPORTE                      | 308.00   | 58      | CUOTA SINDICAL    | 62.60       | PGR1 PERC. GRAVADA TIPO 1   | 7,025.36 |
| 07      | PRIMA INSALUBRE                 | 1,043.31 | 65      | OTRAS DEDUCCIONES | 902.92      | PERC TOTAL PERCEPCIONES     | 7,025.36 |
|         |                                 |          |         |                   |             | DEDU TOTAL DEDUCCIONES      | 2,638.83 |
|         |                                 |          |         |                   |             | 3%FV 3% FONDO DE VIVIENDA   | 187.80   |
|         |                                 |          |         |                   |             | FOND FONDO PENSIONES EMPRES | 938.98   |
|         |                                 |          |         |                   |             | SEDARSEDAR                  | 125.20   |
|         |                                 |          |         |                   |             | AGUI PROVISION AGUINALDO    | 962.38   |
|         |                                 |          |         |                   |             | TOTA NOMINA EN EFECTIVO     | 4,386.53 |
| 820-031 | BUSTOS MONCAYO JOSE ARTURO      |          |         |                   |             |                             |          |
| T.EMP:  | PERMANENTE                      | 347.77   |         |                   | 512.09      | OPERADOR B                  |          |
| 01      | SUELDO                          | 5,216.55 | 51      | ISPT              | 953.43      | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02      | DESPENSA                        | 457.50   | 54      | FONDO PENSIONES   | 719.88      | IMP1 ISPT ART. 113 LISR     | 953.43   |
| 03      | TRANSPORTE                      | 308.00   | 58      | CUOTA SINDICAL    | 62.60       | PGR1 PERC. GRAVADA TIPO 1   | 7,025.36 |
| 07      | PRIMA INSALUBRE                 | 1,043.31 | 65      | OTRAS DEDUCCIONES | 1,107.65    | PERC TOTAL PERCEPCIONES     | 7,025.36 |
|         |                                 |          |         |                   |             | DEDU TOTAL DEDUCCIONES      | 2,843.56 |
|         |                                 |          |         |                   |             | 3%FV 3% FONDO DE VIVIENDA   | 187.80   |
|         |                                 |          |         |                   |             | FOND FONDO PENSIONES EMPRES | 938.98   |
|         |                                 |          |         |                   |             | SEDARSEDAR                  | 125.20   |
|         |                                 |          |         |                   |             | AGUI PROVISION AGUINALDO    | 962.38   |
|         |                                 |          |         |                   |             | TOTA NOMINA EN EFECTIVO     | 4,181.80 |
| 820-032 | MARTINEZ ALVAREZ ALEJANDRO      |          |         |                   |             |                             |          |
| T.EMP:  | PERMANENTE                      | 308.96   |         |                   | 443.15      | AUXILIAR DE OPERADOR        |          |
| 01      | SUELDO                          | 4,634.40 | 51      | ISPT              | 774.84      | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02      | DESPENSA                        | 394.00   | 54      | FONDO PENSIONES   | 639.55      | IMP1 ISPT ART. 113 LISR     | 774.84   |
| 03      | TRANSPORTE                      | 234.00   | 58      | CUOTA SINDICAL    | 55.61       | PGR1 PERC. GRAVADA TIPO 1   | 6,189.28 |
| 07      | PRIMA INSALUBRE                 | 926.88   | 65      | OTRAS DEDUCCIONES | 1,774.00    | PERC TOTAL PERCEPCIONES     | 6,189.28 |
|         |                                 |          |         |                   |             | DEDU TOTAL DEDUCCIONES      | 3,244.00 |
|         |                                 |          |         |                   |             | 3%FV 3% FONDO DE VIVIENDA   | 166.84   |
|         |                                 |          |         |                   |             | FOND FONDO PENSIONES EMPRES | 834.19   |
|         |                                 |          |         |                   |             | SEDARSEDAR                  | 111.23   |
|         |                                 |          |         |                   |             | AGUI PROVISION AGUINALDO    | 847.85   |
|         |                                 |          |         |                   |             | TOTA NOMINA EN EFECTIVO     | 2,945.28 |
| 820-034 | LARA ESTRADA GUSTAVO ABRAHAM    |          |         |                   |             |                             |          |
| T.EMP:  | PERMANENTE                      | 402.90   |         |                   | 582.07      | TECNICO EN MANTENIMIENTO    |          |
| 01      | SUELDO                          | 6,043.50 | 51      | ISPT              | 1,174.68    | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02      | DESPENSA                        | 478.50   | 54      | FONDO PENSIONES   | 834.00      | IMP1 ISPT ART. 113 LISR     | 1,174.68 |
| 03      | TRANSPORTE                      | 330.50   | 58      | CUOTA SINDICAL    | 72.52       | PGR1 PERC. GRAVADA TIPO 1   | 8,061.20 |
| 07      | PRIMA INSALUBRE                 | 1,208.70 | 65      | OTRAS DEDUCCIONES | 1,753.00    | PERC TOTAL PERCEPCIONES     | 8,061.20 |
|         |                                 |          |         |                   |             | DEDU TOTAL DEDUCCIONES      | 3,834.20 |
|         |                                 |          |         |                   |             | 3%FV 3% FONDO DE VIVIENDA   | 217.57   |
|         |                                 |          |         |                   |             | FOND FONDO PENSIONES EMPRES | 1,087.83 |
|         |                                 |          |         |                   |             | SEDARSEDAR                  | 145.04   |
|         |                                 |          |         |                   |             | AGUI PROVISION AGUINALDO    | 1,104.27 |
|         |                                 |          |         |                   |             | TOTA NOMINA EN EFECTIVO     | 4,227.00 |
| 820-037 | ORNELAS HERRERA RICARDO         |          |         |                   |             |                             |          |

| Clave   | Nombre                     | S.Diario | S.Integ | PERCEPCIONES         | DEDUCCIONES | CONCEPTOS                          |
|---------|----------------------------|----------|---------|----------------------|-------------|------------------------------------|
| <hr/>   |                            |          |         |                      |             |                                    |
| T.EMP:  | PERMANENTE                 | 308.96   | 441.50  | AUXILIAR DE OPERADOR |             |                                    |
| 01      | SUELDO                     | 4,634.40 | 51      | ISPT                 | 774.84      | DVIG DIAS DE VIGENCIA 15.00        |
| 02      | DESPENSA                   | 394.00   | 54      | FONDO PENSIONES      | 639.55      | IMP1 ISPT ART. 113 LISR 774.84     |
| 03      | TRANSPORTE                 | 234.00   | 58      | CUOTA SINDICAL       | 55.61       | PGR1 PERC. GRAVADA TIPO 1 6,189.28 |
| 07      | PRIMA INSALUBRE            | 926.88   | 65      | OTRAS DEDUCCIONES    | 2,893.50    | PERC TOTAL PERCEPCIONES 6,189.28   |
|         |                            |          |         |                      |             | DEDU TOTAL DEDUCCIONES 4,363.50    |
|         |                            |          |         |                      |             | 3%FV 3% FONDO DE VIVIENDA 166.84   |
|         |                            |          |         |                      |             | FOND FONDO PENSIONES EMPRES 834.19 |
|         |                            |          |         |                      |             | SEDARSEDAR 111.23                  |
|         |                            |          |         |                      |             | AGUI PROVISION AGUINALDO 847.85    |
|         |                            |          |         |                      |             | TOTA NOMINA EN EFECTIVO 1,825.78   |
| <br>    |                            |          |         |                      |             |                                    |
| 820-040 | MEDINA OLGUIN ALFONSO      |          |         |                      |             |                                    |
| T.EMP:  | PERMANENTE                 | 312.30   | 446.11  | ASEADOR              |             |                                    |
| 01      | SUELDO                     | 4,684.50 | 51      | ISPT                 | 787.68      | DVIG DIAS DE VIGENCIA 15.00        |
| 02      | DESPENSA                   | 394.00   | 54      | FONDO PENSIONES      | 646.46      | IMP1 ISPT ART. 113 LISR 787.68     |
| 03      | TRANSPORTE                 | 234.00   | 58      | CUOTA SINDICAL       | 56.21       | PGR1 PERC. GRAVADA TIPO 1 6,249.40 |
| 07      | PRIMA INSALUBRE            | 936.90   | 65      | OTRAS DEDUCCIONES    | 2,844.07    | PERC TOTAL PERCEPCIONES 6,249.40   |
|         |                            |          | 95      | PRESTAMO AYUDATE     | 885.67      | DEDU TOTAL DEDUCCIONES 5,220.09    |
|         |                            |          |         |                      |             | 3%FV 3% FONDO DE VIVIENDA 168.64   |
|         |                            |          |         |                      |             | FOND FONDO PENSIONES EMPRES 843.21 |
|         |                            |          |         |                      |             | SEDARSEDAR 112.43                  |
|         |                            |          |         |                      |             | AGUI PROVISION AGUINALDO 856.08    |
|         |                            |          |         |                      |             | TOTA NOMINA EN EFECTIVO 1,029.31   |
| <br>    |                            |          |         |                      |             |                                    |
| 820-043 | AYALA RUIZ MARIA GUADALUPE |          |         |                      |             |                                    |
| T.EMP:  | PERMANENTE                 | 308.96   | 441.50  | AUXILIAR DE OPERADOR |             |                                    |
| 01      | SUELDO                     | 4,634.40 | 51      | ISPT                 | 774.84      | DVIG DIAS DE VIGENCIA 15.00        |
| 02      | DESPENSA                   | 394.00   | 54      | FONDO PENSIONES      | 639.55      | IMP1 ISPT ART. 113 LISR 774.84     |
| 03      | TRANSPORTE                 | 234.00   | 58      | CUOTA SINDICAL       | 55.61       | PGR1 PERC. GRAVADA TIPO 1 6,189.28 |
| 07      | PRIMA INSALUBRE            | 926.88   | 65      | OTRAS DEDUCCIONES    | 1,479.00    | PERC TOTAL PERCEPCIONES 6,189.28   |
|         |                            |          | 95      | PRESTAMO AYUDATE     | 509.15      | DEDU TOTAL DEDUCCIONES 3,458.15    |
|         |                            |          |         |                      |             | 3%FV 3% FONDO DE VIVIENDA 166.84   |
|         |                            |          |         |                      |             | FOND FONDO PENSIONES EMPRES 834.19 |
|         |                            |          |         |                      |             | SEDARSEDAR 111.23                  |
|         |                            |          |         |                      |             | AGUI PROVISION AGUINALDO 847.85    |
|         |                            |          |         |                      |             | TOTA NOMINA EN EFECTIVO 2,731.13   |
| <br>    |                            |          |         |                      |             |                                    |
| 820-044 | MARTINEZ PADILLA JOSE LUIS |          |         |                      |             |                                    |
| T.EMP:  | PERMANENTE                 | 347.77   | 517.77  | OPERADOR B           |             |                                    |
| 01      | SUELDO                     | 5,216.55 | 51      | ISPT                 | 953.43      | DVIG DIAS DE VIGENCIA 15.00        |
| 02      | DESPENSA                   | 457.50   | 54      | FONDO PENSIONES      | 719.88      | IMP1 ISPT ART. 113 LISR 953.43     |
| 03      | TRANSPORTE                 | 308.00   | 58      | CUOTA SINDICAL       | 62.60       | PGR1 PERC. GRAVADA TIPO 1 7,025.36 |
| 07      | PRIMA INSALUBRE            | 1,043.31 | 65      | OTRAS DEDUCCIONES    | 2,455.70    | PERC TOTAL PERCEPCIONES 7,025.36   |
|         |                            |          |         |                      |             | DEDU TOTAL DEDUCCIONES 4,191.61    |
|         |                            |          |         |                      |             | 3%FV 3% FONDO DE VIVIENDA 187.80   |
|         |                            |          |         |                      |             | FOND FONDO PENSIONES EMPRES 938.98 |
|         |                            |          |         |                      |             | SEDARSEDAR 125.20                  |
|         |                            |          |         |                      |             | AGUI PROVISION AGUINALDO 962.38    |
|         |                            |          |         |                      |             | TOTA NOMINA EN EFECTIVO 2,833.75   |
| <br>    |                            |          |         |                      |             |                                    |
| 820-045 | BASULTO FLORES DIEGO       |          |         |                      |             |                                    |
| T.EMP:  | PERMANENTE                 | 347.77   | 502.62  | OPERADOR B           |             |                                    |
| 01      | SUELDO                     | 5,216.55 | 51      | ISPT                 | 953.43      | DVIG DIAS DE VIGENCIA 15.00        |
| 02      | DESPENSA                   | 457.50   | 54      | FONDO PENSIONES      | 719.88      | IMP1 ISPT ART. 113 LISR 953.43     |
| 03      | TRANSPORTE                 | 308.00   | 58      | CUOTA SINDICAL       | 62.60       | PGR1 PERC. GRAVADA TIPO 1 7,025.36 |
| 07      | PRIMA INSALUBRE            | 1,043.31 | 65      | OTRAS DEDUCCIONES    | 1,345.00    | PERC TOTAL PERCEPCIONES 7,025.36   |
|         |                            |          |         |                      |             | DEDU TOTAL DEDUCCIONES 3,080.91    |

| Clave   | Nombre                          | S.Diario | S.Integ | PERCEPCIONES      | DEDUCCIONES | CONCEPTOS                   |          |
|---------|---------------------------------|----------|---------|-------------------|-------------|-----------------------------|----------|
|         |                                 |          |         |                   |             | 3%FV 3% FONDO DE VIVIENDA   | 187.80   |
|         |                                 |          |         |                   |             | FOND FONDO PENSIONES EMPRES | 938.98   |
|         |                                 |          |         |                   |             | SEDARSEDAR                  | 125.20   |
|         |                                 |          |         |                   |             | AGUI PROVISION AGUINALDO    | 962.38   |
|         |                                 |          |         |                   |             | TOTA NOMINA EN EFECTIVO     | 3,944.45 |
| 820-046 | RODRIGUEZ AZPEITIA JOSE MARIO   |          |         |                   |             |                             |          |
| T.EMP:  | PERMANENTE                      | 321.27   |         |                   | 459.02      | OPERADOR DE PIPA            |          |
| 01      | SUELDO                          | 4,819.05 | 51      | ISPT              | 825.16      | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02      | DESPENSA                        | 401.00   | 54      | FONDO PENSIONES   | 665.03      | IMP1 ISPT ART. 113 LISR     | 825.16   |
| 03      | TRANSPORTE                      | 241.00   | 58      | CUOTA SINDICAL    | 57.83       | PGR1 PERC. GRAVADA TIPO 1   | 6,424.86 |
| 07      | PRIMA INSALUBRE                 | 963.81   | 65      | OTRAS DEDUCCIONES | 944.00      | PERC TOTAL PERCEPCIONES     | 6,424.86 |
|         |                                 |          |         |                   |             | DEDU TOTAL DEDUCCIONES      | 2,492.02 |
|         |                                 |          |         |                   |             | 3%FV 3% FONDO DE VIVIENDA   | 173.49   |
|         |                                 |          |         |                   |             | FOND FONDO PENSIONES EMPRES | 867.43   |
|         |                                 |          |         |                   |             | SEDARSEDAR                  | 115.66   |
|         |                                 |          |         |                   |             | AGUI PROVISION AGUINALDO    | 880.12   |
|         |                                 |          |         |                   |             | TOTA NOMINA EN EFECTIVO     | 3,932.84 |
| 820-047 | NAVARRO MARTIN DEL CAMPO HECTOR |          |         |                   |             |                             |          |
| T.EMP:  | PERMANENTE                      | 308.96   |         |                   | 453.07      | AUXILIAR DE OPERADOR        |          |
| 01      | SUELDO                          | 4,634.40 | 51      | ISPT              | 774.84      | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02      | DESPENSA                        | 394.00   | 54      | FONDO PENSIONES   | 639.55      | IMP1 ISPT ART. 113 LISR     | 774.84   |
| 03      | TRANSPORTE                      | 234.00   | 58      | CUOTA SINDICAL    | 55.61       | PGR1 PERC. GRAVADA TIPO 1   | 6,189.28 |
| 07      | PRIMA INSALUBRE                 | 926.88   |         |                   |             | PERC TOTAL PERCEPCIONES     | 6,189.28 |
|         |                                 |          |         |                   |             | DEDU TOTAL DEDUCCIONES      | 1,470.00 |
|         |                                 |          |         |                   |             | 3%FV 3% FONDO DE VIVIENDA   | 166.84   |
|         |                                 |          |         |                   |             | FOND FONDO PENSIONES EMPRES | 834.19   |
|         |                                 |          |         |                   |             | SEDARSEDAR                  | 111.23   |
|         |                                 |          |         |                   |             | AGUI PROVISION AGUINALDO    | 847.85   |
|         |                                 |          |         |                   |             | TOTA NOMINA EN EFECTIVO     | 4,719.28 |
| 820-048 | ANGUIANO FIGUEROA DAMIAN ALONSO |          |         |                   |             |                             |          |
| T.EMP:  | PERMANENTE                      | 308.96   |         |                   | 451.42      | AUXILIAR DE OPERADOR        |          |
| 01      | SUELDO                          | 4,634.40 | 51      | ISPT              | 774.84      | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02      | DESPENSA                        | 394.00   | 54      | FONDO PENSIONES   | 639.55      | IMP1 ISPT ART. 113 LISR     | 774.84   |
| 03      | TRANSPORTE                      | 234.00   | 58      | CUOTA SINDICAL    | 55.61       | PGR1 PERC. GRAVADA TIPO 1   | 6,189.28 |
| 07      | PRIMA INSALUBRE                 | 926.88   | 65      | OTRAS DEDUCCIONES | 1,176.32    | PERC TOTAL PERCEPCIONES     | 6,189.28 |
|         |                                 |          | 95      | PRESTAMO AYUDATE  | 1,130.84    | DEDU TOTAL DEDUCCIONES      | 3,777.16 |
|         |                                 |          |         |                   |             | 3%FV 3% FONDO DE VIVIENDA   | 166.84   |
|         |                                 |          |         |                   |             | FOND FONDO PENSIONES EMPRES | 834.19   |
|         |                                 |          |         |                   |             | SEDARSEDAR                  | 111.23   |
|         |                                 |          |         |                   |             | AGUI PROVISION AGUINALDO    | 847.85   |
|         |                                 |          |         |                   |             | TOTA NOMINA EN EFECTIVO     | 2,412.12 |
| 820-049 | SANCHEZ MUÑOZ DANIEL JOSUE      |          |         |                   |             |                             |          |
| T.EMP:  | PERMANENTE                      | 308.96   |         |                   | 441.50      | AUXILIAR DE OPERADOR        |          |
| 01      | SUELDO                          | 4,634.40 | 51      | ISPT              | 774.84      | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02      | DESPENSA                        | 394.00   | 54      | FONDO PENSIONES   | 639.55      | IMP1 ISPT ART. 113 LISR     | 774.84   |
| 03      | TRANSPORTE                      | 234.00   | 58      | CUOTA SINDICAL    | 55.61       | PGR1 PERC. GRAVADA TIPO 1   | 6,189.28 |
| 07      | PRIMA INSALUBRE                 | 926.88   | 65      | OTRAS DEDUCCIONES | 2,224.00    | PERC TOTAL PERCEPCIONES     | 6,189.28 |
|         |                                 |          |         |                   |             | DEDU TOTAL DEDUCCIONES      | 3,694.00 |
|         |                                 |          |         |                   |             | 3%FV 3% FONDO DE VIVIENDA   | 166.84   |
|         |                                 |          |         |                   |             | FOND FONDO PENSIONES EMPRES | 834.19   |
|         |                                 |          |         |                   |             | SEDARSEDAR                  | 111.23   |
|         |                                 |          |         |                   |             | AGUI PROVISION AGUINALDO    | 847.85   |
|         |                                 |          |         |                   |             | TOTA NOMINA EN EFECTIVO     | 2,495.28 |

| Clave   | Nombre                            | S.Diario | S.Integ | PERCEPCIONES      | DEDUCCIONES | CONCEPTOS                          |
|---------|-----------------------------------|----------|---------|-------------------|-------------|------------------------------------|
| 820-050 | DEL RIO ANGEL                     |          |         |                   |             |                                    |
| T.EMP:  | PERMANENTE                        | 347.77   | 513.98  |                   |             | OPERADOR B                         |
| 01      | SUELDO                            | 5,216.55 | 51      | ISPT              | 953.43      | DVIG DIAS DE VIGENCIA 15.00        |
| 02      | DESPENSA                          | 457.50   | 54      | FONDO PENSIONES   | 719.88      | IMP1 ISPT ART. 113 LISR 953.43     |
| 03      | TRANSPORTE                        | 308.00   | 58      | CUOTA SINDICAL    | 62.60       | PGR1 PERC. GRAVADA TIPO 1 7,025.36 |
| 07      | PRIMA INSALUBRE                   | 1,043.31 | 65      | OTRAS DEDUCCIONES | 1,509.00    | PERC TOTAL PERCEPCIONES 7,025.36   |
|         |                                   |          |         |                   |             | DEDU TOTAL DEDUCCIONES 3,244.91    |
|         |                                   |          |         |                   |             | 3%FV 3% FONDO DE VIVIENDA 187.80   |
|         |                                   |          |         |                   |             | FOND FONDO PENSIONES EMPRES 938.98 |
|         |                                   |          |         |                   |             | SEDARSEDAR 125.20                  |
|         |                                   |          |         |                   |             | AGUI PROVISION AGUINALDO 962.38    |
|         |                                   |          |         |                   |             | TOTA NOMINA EN EFECTIVO 3,780.45   |
| 820-051 | MONDRAGON HERNANDEZ ANSONY ROMAN  |          |         |                   |             |                                    |
| T.EMP:  | PERMANENTE                        | 347.77   | 502.62  |                   |             | OPERADOR B                         |
| 01      | SUELDO                            | 5,216.55 | 51      | ISPT              | 953.43      | DVIG DIAS DE VIGENCIA 15.00        |
| 02      | DESPENSA                          | 457.50   | 54      | FONDO PENSIONES   | 719.88      | IMP1 ISPT ART. 113 LISR 953.43     |
| 03      | TRANSPORTE                        | 308.00   | 58      | CUOTA SINDICAL    | 62.60       | PGR1 PERC. GRAVADA TIPO 1 7,025.36 |
| 07      | PRIMA INSALUBRE                   | 1,043.31 |         |                   |             | PERC TOTAL PERCEPCIONES 7,025.36   |
|         |                                   |          |         |                   |             | DEDU TOTAL DEDUCCIONES 1,735.91    |
|         |                                   |          |         |                   |             | 3%FV 3% FONDO DE VIVIENDA 187.80   |
|         |                                   |          |         |                   |             | FOND FONDO PENSIONES EMPRES 938.98 |
|         |                                   |          |         |                   |             | SEDARSEDAR 125.20                  |
|         |                                   |          |         |                   |             | AGUI PROVISION AGUINALDO 962.38    |
|         |                                   |          |         |                   |             | TOTA NOMINA EN EFECTIVO 5,289.45   |
| 820-052 | FRANCO SALCEDO MIGUEL ANGEL       |          |         |                   |             |                                    |
| T.EMP:  | PERMANENTE                        | 308.96   | 441.50  |                   |             | AUXILIAR DE OPERADOR               |
| 01      | SUELDO                            | 4,634.40 | 51      | ISPT              | 774.84      | DVIG DIAS DE VIGENCIA 15.00        |
| 02      | DESPENSA                          | 394.00   | 54      | FONDO PENSIONES   | 639.55      | IMP1 ISPT ART. 113 LISR 774.84     |
| 03      | TRANSPORTE                        | 234.00   | 58      | CUOTA SINDICAL    | 55.61       | PGR1 PERC. GRAVADA TIPO 1 6,189.28 |
| 07      | PRIMA INSALUBRE                   | 926.88   |         |                   |             | PERC TOTAL PERCEPCIONES 6,189.28   |
|         |                                   |          |         |                   |             | DEDU TOTAL DEDUCCIONES 1,470.00    |
|         |                                   |          |         |                   |             | 3%FV 3% FONDO DE VIVIENDA 166.84   |
|         |                                   |          |         |                   |             | FOND FONDO PENSIONES EMPRES 834.19 |
|         |                                   |          |         |                   |             | SEDARSEDAR 111.23                  |
|         |                                   |          |         |                   |             | AGUI PROVISION AGUINALDO 847.85    |
|         |                                   |          |         |                   |             | TOTA NOMINA EN EFECTIVO 4,719.28   |
| 820-053 | PLASCENCIA GONZALEZ DANIEL        |          |         |                   |             |                                    |
| T.EMP:  | PERMANENTE                        | 347.77   | 505.32  |                   |             | OPERADOR B                         |
| 01      | SUELDO                            | 5,216.55 | 51      | ISPT              | 953.43      | DVIG DIAS DE VIGENCIA 15.00        |
| 02      | DESPENSA                          | 457.50   | 54      | FONDO PENSIONES   | 719.88      | IMP1 ISPT ART. 113 LISR 953.43     |
| 03      | TRANSPORTE                        | 308.00   | 58      | CUOTA SINDICAL    | 62.60       | PGR1 PERC. GRAVADA TIPO 1 7,025.36 |
| 07      | PRIMA INSALUBRE                   | 1,043.31 |         |                   |             | PERC TOTAL PERCEPCIONES 7,025.36   |
|         |                                   |          |         |                   |             | DEDU TOTAL DEDUCCIONES 1,735.91    |
|         |                                   |          |         |                   |             | 3%FV 3% FONDO DE VIVIENDA 187.80   |
|         |                                   |          |         |                   |             | FOND FONDO PENSIONES EMPRES 938.98 |
|         |                                   |          |         |                   |             | SEDARSEDAR 125.20                  |
|         |                                   |          |         |                   |             | AGUI PROVISION AGUINALDO 962.38    |
|         |                                   |          |         |                   |             | TOTA NOMINA EN EFECTIVO 5,289.45   |
| 820-054 | GUTIERREZ RODRIGUEZ NORMA SOCORRO |          |         |                   |             |                                    |
| T.EMP:  | PERMANENTE                        | 402.90   | 492.06  |                   |             | SECRETARIA                         |
| 01      | SUELDO                            | 6,043.50 | 51      | ISPT              | 916.50      | DVIG DIAS DE VIGENCIA 15.00        |
| 02      | DESPENSA                          | 478.50   | 54      | FONDO PENSIONES   | 695.00      | IMP1 ISPT ART. 113 LISR 916.50     |
| 03      | TRANSPORTE                        | 330.50   | 58      | CUOTA SINDICAL    | 60.44       | PGR1 PERC. GRAVADA TIPO 1 6,852.50 |
|         |                                   |          |         |                   |             | PERC TOTAL PERCEPCIONES 6,852.50   |

| Clave   | Nombre                                 | S.Diario   | S.Integ | DEDUCCIONES          | CONCEPTOS                              |
|---------|--|------------|---------|----------------------|--|
| -----   |  |            |         |                      |  |
|         | PERCEPCIONES                           |            |         |                      |  |
| -----   |  |            |         |                      |  |
|         |  |            |         |                      | DEDU TOTAL DEDUCCIONES 1,671.94        |
|         |  |            |         |                      | 3%FV 3% FONDO DE VIVIENDA 181.31       |
|         |  |            |         |                      | FOND FONDO PENSIONES EMPRES 906.52     |
|         |  |            |         |                      | SEDARSEDAR 120.87                      |
|         |  |            |         |                      | AGUI PROVISION AGUINALDO 938.70        |
|         |  |            |         |                      | TOTA NOMINA EN EFECTIVO 5,180.56       |
|         |  |            |         |                      |  |
| 820-055 | ESCAMILLA VALADEZ JONATHAN ADRIAN      |            |         |                      |  |
| T.EMP:  | PERMANENTE                             | 308.97     | 444.59  | AUXILIAR DE OPERADOR |  |
| 01      | SUELDO                                 | 4,634.55   | 51      | ISPT                 | 774.88                                 |
| 02      | DESPENSA                               | 394.00     | 54      | FONDO PENSIONES      | 639.57                                 |
| 03      | TRANSPORTE                             | 234.00     | 58      | CUOTA SINDICAL       | 55.61                                  |
| 07      | PRIMA INSALUBRE                        | 926.91     |         |                      |  |
|         |  |            |         |                      | DVIG DIAS DE VIGENCIA 15.00            |
|         |  |            |         |                      | IMP1 ISPT ART. 113 LISR 774.88         |
|         |  |            |         |                      | PGR1 PERC. GRAVADA TIPO 1 6,189.46     |
|         |  |            |         |                      | PERC TOTAL PERCEPCIONES 6,189.46       |
|         |  |            |         |                      | DEDU TOTAL DEDUCCIONES 1,470.06        |
|         |  |            |         |                      | 3%FV 3% FONDO DE VIVIENDA 166.84       |
|         |  |            |         |                      | FOND FONDO PENSIONES EMPRES 834.22     |
|         |  |            |         |                      | SEDARSEDAR 111.23                      |
|         |  |            |         |                      | AGUI PROVISION AGUINALDO 847.87        |
|         |  |            |         |                      | TOTA NOMINA EN EFECTIVO 4,719.40       |
|         |  |            |         |                      |  |
| 930-006 | CEDEÑO MARTINEZ FRANCISCO OFELIO       |            |         |                      |  |
| T.EMP:  | PERMANENTE                             | 308.96     | 441.50  | AUXILIAR DE OPERADOR |  |
| 01      | SUELDO                                 | 4,634.40   | 51      | ISPT                 | 774.84                                 |
| 02      | DESPENSA                               | 394.00     | 54      | FONDO PENSIONES      | 639.55                                 |
| 03      | TRANSPORTE                             | 234.00     | 58      | CUOTA SINDICAL       | 55.61                                  |
| 07      | PRIMA INSALUBRE                        | 926.88     | 65      | OTRAS DEDUCCIONES    | 1,053.40                               |
|         |  |            |         |                      | DVIG DIAS DE VIGENCIA 15.00            |
|         |  |            |         |                      | IMP1 ISPT ART. 113 LISR 774.84         |
|         |  |            |         |                      | PGR1 PERC. GRAVADA TIPO 1 6,189.28     |
|         |  |            |         |                      | PERC TOTAL PERCEPCIONES 6,189.28       |
|         |  |            |         |                      | DEDU TOTAL DEDUCCIONES 2,523.40        |
|         |  |            |         |                      | 3%FV 3% FONDO DE VIVIENDA 166.84       |
|         |  |            |         |                      | FOND FONDO PENSIONES EMPRES 834.19     |
|         |  |            |         |                      | SEDARSEDAR 111.23                      |
|         |  |            |         |                      | AGUI PROVISION AGUINALDO 847.85        |
|         |  |            |         |                      | TOTA NOMINA EN EFECTIVO 3,665.88       |
|         |  |            |         |                      |  |
| 930-015 | CORONA GONZALEZ GERMAN                 |            |         |                      |  |
| T.EMP:  | PERMANENTE                             | 308.96     | 474.55  | AUXILIAR DE OPERADOR |  |
| 01      | SUELDO                                 | 4,634.40   | 51      | ISPT                 | 774.84                                 |
| 02      | DESPENSA                               | 394.00     | 54      | FONDO PENSIONES      | 639.55                                 |
| 03      | TRANSPORTE                             | 234.00     | 58      | CUOTA SINDICAL       | 55.61                                  |
| 07      | PRIMA INSALUBRE                        | 926.88     | 65      | OTRAS DEDUCCIONES    | 542.00                                 |
|         |  |            |         |                      | DVIG DIAS DE VIGENCIA 15.00            |
|         |  |            |         |                      | IMP1 ISPT ART. 113 LISR 774.84         |
|         |  |            |         |                      | PGR1 PERC. GRAVADA TIPO 1 6,189.28     |
|         |  |            |         |                      | PERC TOTAL PERCEPCIONES 6,189.28       |
|         |  |            |         |                      | DEDU TOTAL DEDUCCIONES 2,012.00        |
|         |  |            |         |                      | 3%FV 3% FONDO DE VIVIENDA 166.84       |
|         |  |            |         |                      | FOND FONDO PENSIONES EMPRES 834.19     |
|         |  |            |         |                      | SEDARSEDAR 111.23                      |
|         |  |            |         |                      | AGUI PROVISION AGUINALDO 847.85        |
|         |  |            |         |                      | TOTA NOMINA EN EFECTIVO 4,177.28       |
|         |  |            |         |                      |  |
| ****    | Totales GCIA. DE PLANTAS DE TRATAMIENT | 820        | ****    |                      |  |
| 01      | SUELDO                                 | 753,219.15 | 51      | ISPT                 | 140,761.14                             |
| 02      | DESPENSA                               | 61,439.50  | 54      | FONDO PENSIONES      | 102,195.80                             |
| 03      | TRANSPORTE                             | 40,828.00  | 58      | CUOTA SINDICAL       | 8,562.52                               |
| 07      | PRIMA INSALUBRE                        | 141,699.84 | 65      | OTRAS DEDUCCIONES    | 233,043.98                             |
|         |  |            | 92      | PRESTAMO TU NOMINA P | 5,425.06                               |
|         |  |            | 95      | PRESTAMO AYUDATE     | 9,619.79                               |
|         |  |            |         |                      | DVIG DIAS DE VIGENCIA 1,995.00         |
|         |  |            |         |                      | IMP1 ISPT ART. 113 LISR 140,761.14     |
|         |  |            |         |                      | PGR1 PERC. GRAVADA TIPO 1 997,186.41   |
|         |  |            |         |                      | PERC TOTAL PERCEPCIONES 997,186.49     |
|         |  |            |         |                      | DEDU TOTAL DEDUCCIONES 499,608.29      |
|         |  |            |         |                      | 3%FV 3% FONDO DE VIVIENDA 26,660.00    |
|         |  |            |         |                      | FOND FONDO PENSIONES EMPRES 133,298.95 |
|         |  |            |         |                      | SEDARSEDAR 17,773.18                   |
|         |  |            |         |                      | AGUI PROVISION AGUINALDO 136,600.84    |
|         |  |            |         |                      | TOTA NOMINA EN EFECTIVO 497,578.20     |

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

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Total de Empleados : 133.00 -----

| Clave  | Nombre                 | S.Diario  | S.Integ  | DEDUCCIONES                                       | CONCEPTOS                            |
|--|------------------------|-----------|----------|---|--------------------------------------|
| ***** DIR. UNIDAD EJEC. DE ABAS. Y S ***** 900       |                        |           |          |   |                                      |
| 04-190-004   | SANCHEZ GARCIA ENRIQUE |           |          |   |                                      |
| T.EMP:   | PERMANENTE             | 364.37    | 455.08   | CHOFER MENSAJERO                                  |                                      |
| 01   | SUELDO                 | 5,465.55  | 51       | ISPT  | 786.43                               |
| 02   | DESPENSA               | 463.00    | 54       | FONDO PENSIONES                                   | 628.54                               |
| 03   | TRANSPORTE             | 315.00    | 58       | CUOTA SINDICAL                                    | 54.66                                |
|  |                        |           | 65       | OTRAS DEDUCCIONES                                 | 2,462.08                             |
|  |                        |           | 92       | PRESTAMO TU NOMINA P                              | 382.79                               |
|  |                        |           | 95       | PRESTAMO AYUDATE                                  | 680.20                               |
|  |                        |           |          |   | DVIG DIAS DE VIGENCIA 15.00          |
|  |                        |           |          |   | IMP1 ISPT ART. 113 LISR 786.43       |
|  |                        |           |          |   | PGR1 PERC. GRAVADA TIPO 1 6,243.55   |
|  |                        |           |          |   | PERC TOTAL PERCEPCIONES 6,243.55     |
|  |                        |           |          |   | DEDU TOTAL DEDUCCIONES 4,994.70      |
|  |                        |           |          |   | 3%FV 3% FONDO DE VIVIENDA 163.97     |
|  |                        |           |          |   | FOND FONDO PENSIONES EMPRES 819.83   |
|  |                        |           |          |   | SEDARSEDAR 109.31                    |
|  |                        |           |          |   | AGUI PROVISION AGUINALDO 855.28      |
|  |                        |           |          |   | TOTA NOMINA EN EFECTIVO 1,248.85     |
| 900-002 DELGADO SANCHEZ SALVADOR                     |                        |           |          |   |                                      |
| T.EMP:   | PERMANENTE             | 2,766.50  | 1,826.00 | DIRECTOR DE LA UNIDAD EJECUTORA DE ABASTECIMIENTO |                                      |
| 01   | SUELDO                 | 41,497.50 | 51       | ISPT  | 11,733.86                            |
| 02   | DESPENSA               | 1,518.50  | 54       | FONDO PENSIONES                                   | 4,772.21                             |
| 03   | TRANSPORTE             | 1,067.50  |          |   |                                      |
|  |                        |           |          |   | DVIG DIAS DE VIGENCIA 15.00          |
|  |                        |           |          |   | IMP1 ISPT ART. 113 LISR 11,733.86    |
|  |                        |           |          |   | PGR1 PERC. GRAVADA TIPO 1 44,083.50  |
|  |                        |           |          |   | PERC TOTAL PERCEPCIONES 44,083.50    |
|  |                        |           |          |   | DEDU TOTAL DEDUCCIONES 16,506.07     |
|  |                        |           |          |   | 3%FV 3% FONDO DE VIVIENDA 1,244.92   |
|  |                        |           |          |   | FOND FONDO PENSIONES EMPRES 6,224.63 |
|  |                        |           |          |   | SEDARSEDAR 547.80                    |
|  |                        |           |          |   | AGUI PROVISION AGUINALDO 6,038.84    |
|  |                        |           |          |   | CHEQ PAGO POR CHEQUE 27,577.43       |
| 900-003 ROBLEDO TRUJILLO MARIA ZENYACE               |                        |           |          |   |                                      |
| T.EMP:   | PERMANENTE             | 467.07    | 572.59   | SECRETARIA DE DIRECCION                           |                                      |
| 01   | SUELDO                 | 7,006.05  | 51       | ISPT  | 1,140.80                             |
| 02   | DESPENSA               | 557.00    | 54       | FONDO PENSIONES                                   | 805.70                               |
| 03   | TRANSPORTE             | 339.50    | 58       | CUOTA SINDICAL                                    | 70.06                                |
|  |                        |           | 65       | OTRAS DEDUCCIONES                                 | 705.00                               |
|  |                        |           |          |   | DVIG DIAS DE VIGENCIA 15.00          |
|  |                        |           |          |   | IMP1 ISPT ART. 113 LISR 1,140.80     |
|  |                        |           |          |   | PGR1 PERC. GRAVADA TIPO 1 7,902.55   |
|  |                        |           |          |   | PERC TOTAL PERCEPCIONES 7,902.55     |
|  |                        |           |          |   | DEDU TOTAL DEDUCCIONES 2,721.56      |
|  |                        |           |          |   | 3%FV 3% FONDO DE VIVIENDA 210.18     |
|  |                        |           |          |   | FOND FONDO PENSIONES EMPRES 1,050.91 |
|  |                        |           |          |   | SEDARSEDAR 140.12                    |
|  |                        |           |          |   | AGUI PROVISION AGUINALDO 1,082.54    |
|  |                        |           |          |   | TOTA NOMINA EN EFECTIVO 5,180.99     |
| **** Totales DIR. UNIDAD EJEC. DE ABAS. Y S 900 **** |                        |           |          |   |                                      |
| 01   | SUELDO                 | 53,969.10 | 51       | ISPT  | 13,661.09                            |
| 02   | DESPENSA               | 2,538.50  | 54       | FONDO PENSIONES                                   | 6,206.45                             |
| 03   | TRANSPORTE             | 1,722.00  | 58       | CUOTA SINDICAL                                    | 124.72                               |
|  |                        |           | 65       | OTRAS DEDUCCIONES                                 | 3,167.08                             |
|  |                        |           | 92       | PRESTAMO TU NOMINA P                              | 382.79                               |
|  |                        |           | 95       | PRESTAMO AYUDATE                                  | 680.20                               |
|  |                        |           |          |   | DVIG DIAS DE VIGENCIA 45.00          |
|  |                        |           |          |   | IMP1 ISPT ART. 113 LISR 13,661.09    |
|  |                        |           |          |   | PGR1 PERC. GRAVADA TIPO 1 58,229.60  |
|  |                        |           |          |   | PERC TOTAL PERCEPCIONES 58,229.60    |
|  |                        |           |          |   | DEDU TOTAL DEDUCCIONES 24,222.33     |
|  |                        |           |          |   | 3%FV 3% FONDO DE VIVIENDA 1,619.07   |
|  |                        |           |          |   | FOND FONDO PENSIONES EMPRES 8,095.37 |
|  |                        |           |          |   | SEDARSEDAR 797.23                    |
|  |                        |           |          |   | AGUI PROVISION AGUINALDO 7,976.66    |
|  |                        |           |          |   | TOTA NOMINA EN EFECTIVO 6,429.84     |
|  |                        |           |          |   | CHEQ PAGO POR CHEQUE 27,577.43       |

Total de Empleados : 3.00

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

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PERCEPCIONES



| Clave                               | Nombre                          | S.Diario  | S.Integ  | DEDUCCIONES                               | CONCEPTOS                            |
|-------------------------------------|---------------------------------|-----------|----------|---|--------------------------------------|
| ***** GCIA. DE INGENIERIA ***** 910 |                                 |           |          |   |                                      |
| 03-077-004                          | HERNANDEZ MENDOZA HERMILO       |           |          |   |                                      |
| T.EMP:                              | PERMANENTE                      | 811.50    | 990.79   | TOPOGRAFO "A"                             |                                      |
| 01                                  | SUELDO                          | 12,172.50 | 51       | ISPT                                      | 2,372.17                             |
| 02                                  | DESPENSA                        | 727.50    | 54       | FONDO PENSIONES                           | 1,399.84                             |
| 03                                  | TRANSPORTE                      | 454.00    | 65       | OTRAS DEDUCCIONES                         | 4,173.76                             |
|                                     |                                 |           |          |   | DVIG DIAS DE VIGENCIA 15.00          |
|                                     |                                 |           |          |   | IMP1 ISPT ART. 113 LISR 2,372.17     |
|                                     |                                 |           |          |   | PGR1 PERC. GRAVADA TIPO 1 13,354.00  |
|                                     |                                 |           |          |   | PERC TOTAL PERCEPCIONES 13,354.00    |
|                                     |                                 |           |          |   | DEDU TOTAL DEDUCCIONES 7,945.77      |
|                                     |                                 |           |          |   | 3%FV 3% FONDO DE VIVIENDA 365.18     |
|                                     |                                 |           |          |   | FOND FONDO PENSIONES EMPRES 1,825.88 |
|                                     |                                 |           |          |   | SEDARSEDAR 243.45                    |
|                                     |                                 |           |          |   | AGUI PROVISION AGUINALDO 1,829.32    |
|                                     |                                 |           |          |   | TOTA NOMINA EN EFECTIVO 5,408.23     |
| 101-010                             | VAZQUEZ GRIJALVA ENEYDA CARLINA |           |          |   |                                      |
| T.EMP:                              | PERMANENTE                      | 402.90    | 499.34   | SECRETARIA                                |                                      |
| 01                                  | SUELDO                          | 6,043.50  | 51       | ISPT                                      | 916.50                               |
| 02                                  | DESPENSA                        | 478.50    | 54       | FONDO PENSIONES                           | 695.00                               |
| 03                                  | TRANSPORTE                      | 330.50    | 58       | CUOTA SINDICAL                            | 60.44                                |
|                                     |                                 |           |          |   | DVIG DIAS DE VIGENCIA 15.00          |
|                                     |                                 |           |          |   | IMP1 ISPT ART. 113 LISR 916.50       |
|                                     |                                 |           |          |   | PGR1 PERC. GRAVADA TIPO 1 6,852.50   |
|                                     |                                 |           |          |   | PERC TOTAL PERCEPCIONES 6,852.50     |
|                                     |                                 |           |          |   | DEDU TOTAL DEDUCCIONES 1,671.94      |
|                                     |                                 |           |          |   | 3%FV 3% FONDO DE VIVIENDA 181.31     |
|                                     |                                 |           |          |   | FOND FONDO PENSIONES EMPRES 906.52   |
|                                     |                                 |           |          |   | SEDARSEDAR 120.87                    |
|                                     |                                 |           |          |   | AGUI PROVISION AGUINALDO 938.70      |
|                                     |                                 |           |          |   | TOTA NOMINA EN EFECTIVO 5,180.56     |
| 11-084-004                          | VALDIVIA HERNANDEZ ADAN         |           |          |   |                                      |
| T.EMP:                              | PERMANENTE                      | 811.50    | 995.66   | SUPERVISOR DE COLECTORES Y TUNELES (UEAS) |                                      |
| 01                                  | SUELDO                          | 12,172.50 | 51       | ISPT                                      | 2,372.17                             |
| 02                                  | DESPENSA                        | 727.50    | 54       | FONDO PENSIONES                           | 1,399.84                             |
| 03                                  | TRANSPORTE                      | 454.00    | 65       | OTRAS DEDUCCIONES                         | 1,684.00                             |
|                                     |                                 |           | 93       | SEGURO ABA                                | 223.57                               |
|                                     |                                 |           |          |   | DVIG DIAS DE VIGENCIA 15.00          |
|                                     |                                 |           |          |   | IMP1 ISPT ART. 113 LISR 2,372.17     |
|                                     |                                 |           |          |   | PGR1 PERC. GRAVADA TIPO 1 13,354.00  |
|                                     |                                 |           |          |   | PERC TOTAL PERCEPCIONES 13,354.00    |
|                                     |                                 |           |          |   | DEDU TOTAL DEDUCCIONES 5,679.58      |
|                                     |                                 |           |          |   | 3%FV 3% FONDO DE VIVIENDA 365.18     |
|                                     |                                 |           |          |   | FOND FONDO PENSIONES EMPRES 1,825.88 |
|                                     |                                 |           |          |   | SEDARSEDAR 243.45                    |
|                                     |                                 |           |          |   | AGUI PROVISION AGUINALDO 1,829.32    |
|                                     |                                 |           |          |   | TOTA NOMINA EN EFECTIVO 7,674.42     |
| 137-019                             | CARREON MENDEZ MARCO ANTONIO    |           |          |   |                                      |
| T.EMP:                              | PERMANENTE                      | 889.67    | 1,099.78 | GEOLOGO                                   |                                      |
| 01                                  | SUELDO                          | 13,345.05 | 51       | ISPT                                      | 2,683.94                             |
| 02                                  | DESPENSA                        | 797.50    | 54       | FONDO PENSIONES                           | 1,534.68                             |
| 03                                  | TRANSPORTE                      | 537.00    | 79       | APORT.ADIC.VOL.SEDAR                      | 100.00                               |
|                                     |                                 |           | 65       | OTRAS DEDUCCIONES                         | 6,830.32                             |
|                                     |                                 |           |          |   | DVIG DIAS DE VIGENCIA 15.00          |
|                                     |                                 |           |          |   | IMP1 ISPT ART. 113 LISR 2,683.94     |
|                                     |                                 |           |          |   | PGR1 PERC. GRAVADA TIPO 1 14,679.55  |
|                                     |                                 |           |          |   | PERC TOTAL PERCEPCIONES 14,679.55    |
|                                     |                                 |           |          |   | DEDU TOTAL DEDUCCIONES 11,148.94     |
|                                     |                                 |           |          |   | 3%FV 3% FONDO DE VIVIENDA 400.35     |
|                                     |                                 |           |          |   | FOND FONDO PENSIONES EMPRES 2,001.76 |
|                                     |                                 |           |          |   | SEDARSEDAR 266.90                    |
|                                     |                                 |           |          |   | AGUI PROVISION AGUINALDO 2,010.90    |
|                                     |                                 |           |          |   | TOTA NOMINA EN EFECTIVO 3,530.61     |
| 166-002                             | HERNANDEZ AGUILAR CARLOS        |           |          |   |                                      |
| T.EMP:                              | PERMANENTE                      | 467.07    | 659.36   | AUXILIAR DE TOPOGRAFO                     |                                      |
| 01                                  | SUELDO                          | 7,006.05  | 51       | ISPT                                      | 1,365.27                             |
| 02                                  | DESPENSA                        | 557.00    | 54       | FONDO PENSIONES                           | 926.55                               |
|                                     |                                 |           |          |   | DVIG DIAS DE VIGENCIA 15.00          |
|                                     |                                 |           |          |   | IMP1 ISPT ART. 113 LISR 1,365.27     |

| Clave                                    | Nombre           | S.Diario  | S.Integ | PERCEPCIONES                  | DEDUCCIONES | CONCEPTOS                   |           |
|--|------------------|-----------|---------|-------------------------------|-------------|-----------------------------|-----------|
| 03                                       | TRANSPORTE       | 339.50    | 58      | CUOTA SINDICAL                | 70.06       | PGR1 PERC. GRAVADA TIPO 1   | 8,953.45  |
| 06                                       | PRIMA DE ALTO RI | 1,050.91  | 65      | OTRAS DEDUCCIONES             | 500.00      | PERC TOTAL PERCEPCIONES     | 8,953.46  |
|  |                  |           |         |                               |             | DEDU TOTAL DEDUCCIONES      | 2,861.88  |
|  |                  |           |         |                               |             | 3%FV 3% FONDO DE VIVIENDA   | 241.71    |
|  |                  |           |         |                               |             | FOND FONDO PENSIONES EMPRES | 1,208.54  |
|  |                  |           |         |                               |             | SEDARSEDAR                  | 161.14    |
|  |                  |           |         |                               |             | AGUI PROVISION AGUINALDO    | 1,226.50  |
|  |                  |           |         |                               |             | TOTA NOMINA EN EFECTIVO     | 6,091.58  |
| 205-002 TOSTADO PLASCENCIA JACOBO        |                  |           |         |                               |             |                             |           |
| T.EMP:                                   | PERMANENTE       | 467.07    |         | 659.36AUXILIAR DE TOPOGRAFO   |             |                             |           |
| 01                                       | SUELDO           | 7,006.05  | 51      | ISPT                          | 1,365.27    | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02                                       | DESPENSA         | 557.00    | 54      | FONDO PENSIONES               | 926.55      | IMP1 ISPT ART. 113 LISR     | 1,365.27  |
| 03                                       | TRANSPORTE       | 339.50    | 58      | CUOTA SINDICAL                | 70.06       | PGR1 PERC. GRAVADA TIPO 1   | 8,953.45  |
| 06                                       | PRIMA DE ALTO RI | 1,050.91  | 65      | OTRAS DEDUCCIONES             | 3,999.00    | PERC TOTAL PERCEPCIONES     | 8,953.46  |
|  |                  |           | 93      | SEGURO ABA                    | 185.27      | DEDU TOTAL DEDUCCIONES      | 6,839.49  |
|  |                  |           | 95      | PRESTAMO AYUDATE              | 293.34      | 3%FV 3% FONDO DE VIVIENDA   | 241.71    |
|  |                  |           |         |                               |             | FOND FONDO PENSIONES EMPRES | 1,208.54  |
|  |                  |           |         |                               |             | SEDARSEDAR                  | 161.14    |
|  |                  |           |         |                               |             | AGUI PROVISION AGUINALDO    | 1,226.50  |
|  |                  |           |         |                               |             | TOTA NOMINA EN EFECTIVO     | 2,113.97  |
| 206-003 SANDOVAL AZPEITIA JOSE GUADALUPE |                  |           |         |                               |             |                             |           |
| T.EMP:                                   | PERMANENTE       | 467.07    |         | 659.36AUXILIAR DE TOPOGRAFO   |             |                             |           |
| 01                                       | SUELDO           | 7,006.05  | 51      | ISPT                          | 1,365.27    | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02                                       | DESPENSA         | 557.00    | 54      | FONDO PENSIONES               | 926.55      | IMP1 ISPT ART. 113 LISR     | 1,365.27  |
| 03                                       | TRANSPORTE       | 339.50    | 58      | CUOTA SINDICAL                | 70.06       | PGR1 PERC. GRAVADA TIPO 1   | 8,953.45  |
| 06                                       | PRIMA DE ALTO RI | 1,050.91  | 65      | OTRAS DEDUCCIONES             | 3,311.41    | PERC TOTAL PERCEPCIONES     | 8,953.46  |
|  |                  |           | 93      | SEGURO ABA                    | 113.09      | DEDU TOTAL DEDUCCIONES      | 5,786.38  |
|  |                  |           |         |                               |             | 3%FV 3% FONDO DE VIVIENDA   | 241.71    |
|  |                  |           |         |                               |             | FOND FONDO PENSIONES EMPRES | 1,208.54  |
|  |                  |           |         |                               |             | SEDARSEDAR                  | 161.14    |
|  |                  |           |         |                               |             | AGUI PROVISION AGUINALDO    | 1,226.50  |
|  |                  |           |         |                               |             | TOTA NOMINA EN EFECTIVO     | 3,167.08  |
| 207-002 RODRIGUEZ VAZQUEZ SALVADOR       |                  |           |         |                               |             |                             |           |
| T.EMP:                                   | PERMANENTE       | 467.07    |         | 659.36AUXILIAR DE TOPOGRAFO   |             |                             |           |
| 01                                       | SUELDO           | 7,006.05  | 51      | ISPT                          | 1,365.27    | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02                                       | DESPENSA         | 557.00    | 54      | FONDO PENSIONES               | 926.55      | IMP1 ISPT ART. 113 LISR     | 1,365.27  |
| 03                                       | TRANSPORTE       | 339.50    | 58      | CUOTA SINDICAL                | 70.06       | PGR1 PERC. GRAVADA TIPO 1   | 8,953.45  |
| 06                                       | PRIMA DE ALTO RI | 1,050.91  | 65      | OTRAS DEDUCCIONES             | 3,845.30    | PERC TOTAL PERCEPCIONES     | 8,953.46  |
|  |                  |           |         |                               |             | DEDU TOTAL DEDUCCIONES      | 6,207.18  |
|  |                  |           |         |                               |             | 3%FV 3% FONDO DE VIVIENDA   | 241.71    |
|  |                  |           |         |                               |             | FOND FONDO PENSIONES EMPRES | 1,208.54  |
|  |                  |           |         |                               |             | SEDARSEDAR                  | 161.14    |
|  |                  |           |         |                               |             | AGUI PROVISION AGUINALDO    | 1,226.50  |
|  |                  |           |         |                               |             | TOTA NOMINA EN EFECTIVO     | 2,746.28  |
| 26-236-002 GIL RAMIREZ VENUS ARIADNA     |                  |           |         |                               |             |                             |           |
| T.EMP:                                   | PERMANENTE       | 811.50    |         | 990.79SUPERVISOR DE PROYECTOS |             |                             |           |
| 01                                       | SUELDO           | 12,172.50 | 51      | ISPT                          | 2,372.17    | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02                                       | DESPENSA         | 727.50    | 54      | FONDO PENSIONES               | 1,399.84    | IMP1 ISPT ART. 113 LISR     | 2,372.17  |
| 03                                       | TRANSPORTE       | 454.00    |         |                               |             | PGR1 PERC. GRAVADA TIPO 1   | 13,354.00 |
|  |                  |           |         |                               |             | PERC TOTAL PERCEPCIONES     | 13,354.00 |
|  |                  |           |         |                               |             | DEDU TOTAL DEDUCCIONES      | 3,772.01  |
|  |                  |           |         |                               |             | 3%FV 3% FONDO DE VIVIENDA   | 365.18    |
|  |                  |           |         |                               |             | FOND FONDO PENSIONES EMPRES | 1,825.88  |
|  |                  |           |         |                               |             | SEDARSEDAR                  | 243.45    |

| Clave      | Nombre                               | S.Diario  | S.Integ | PERCEPCIONES         | DEDUCCIONES | CONCEPTOS                                 |           |
|------------|--------------------------------------|-----------|---------|----------------------|-------------|---|-----------|
|            |                                      |           |         |                      |             | AGUI PROVISION AGUINALDO                  | 1,829.32  |
|            |                                      |           |         |                      |             | TOTA NOMINA EN EFECTIVO                   | 9,581.99  |
| 30-094-001 | RODRIGUEZ DE LA TORRE JOSE GUADALUPE |           |         |                      |             |   |           |
| T.EMP:     | PERMANENTE                           | 467.47    | 575.49  |                      |             | COORDINADOR ADMINISTRATIVO                |           |
| 01         | SUELDO                               | 7,012.05  | 51      | ISPT                 | 1,107.37    | DVIG DIAS DE VIGENCIA                     | 15.00     |
| 02         | DESPENSA                             | 434.50    | 54      | FONDO PENSIONES      | 806.39      | IMP1 ISPT ART. 113 LISR                   | 1,107.37  |
| 03         | TRANSPORTE                           | 299.50    | 79      | APORT.ADIC.VOL.SEDAR | 200.00      | PGR1 PERC. GRAVADA TIPO 1                 | 7,746.05  |
|            |                                      |           | 65      | OTRAS DEDUCCIONES    | 1,316.64    | PERC TOTAL PERCEPCIONES                   | 7,746.05  |
|            |                                      |           |         |                      |             | DEDU TOTAL DEDUCCIONES                    | 3,430.40  |
|            |                                      |           |         |                      |             | 3%FV 3% FONDO DE VIVIENDA                 | 210.36    |
|            |                                      |           |         |                      |             | FOND FONDO PENSIONES EMPRES               | 1,051.81  |
|            |                                      |           |         |                      |             | SEDARSEDAR                                | 140.24    |
|            |                                      |           |         |                      |             | AGUI PROVISION AGUINALDO                  | 1,061.10  |
|            |                                      |           |         |                      |             | TOTA NOMINA EN EFECTIVO                   | 4,315.65  |
| 340-002    | ROBLES DE LEON JULIO                 |           |         |                      |             |   |           |
| T.EMP:     | PERMANENTE                           | 811.50    | 998.09  |                      |             | SUPERVISOR DE COLECTORES Y TUNELES (UEAS) |           |
| 01         | SUELDO                               | 12,172.50 | 51      | ISPT                 | 2,372.17    | DVIG DIAS DE VIGENCIA                     | 15.00     |
| 02         | DESPENSA                             | 727.50    | 54      | FONDO PENSIONES      | 1,399.84    | IMP1 ISPT ART. 113 LISR                   | 2,372.17  |
| 03         | TRANSPORTE                           | 454.00    | 65      | OTRAS DEDUCCIONES    | 4,206.80    | PGR1 PERC. GRAVADA TIPO 1                 | 13,354.00 |
|            |                                      |           |         |                      |             | PERC TOTAL PERCEPCIONES                   | 13,354.00 |
|            |                                      |           |         |                      |             | DEDU TOTAL DEDUCCIONES                    | 7,978.81  |
|            |                                      |           |         |                      |             | 3%FV 3% FONDO DE VIVIENDA                 | 365.18    |
|            |                                      |           |         |                      |             | FOND FONDO PENSIONES EMPRES               | 1,825.88  |
|            |                                      |           |         |                      |             | SEDARSEDAR                                | 243.45    |
|            |                                      |           |         |                      |             | AGUI PROVISION AGUINALDO                  | 1,829.32  |
|            |                                      |           |         |                      |             | TOTA NOMINA EN EFECTIVO                   | 5,375.19  |
| 376-003    | TRIGO MARTINEZ EDUARDO MIGUEL ADRIAN |           |         |                      |             |   |           |
| T.EMP:     | PERMANENTE                           | 347.77    | 507.49  |                      |             | OPERADOR EN CARCAMO                       |           |
| 01         | SUELDO                               | 5,216.55  | 51      | ISPT                 | 953.43      | DVIG DIAS DE VIGENCIA                     | 15.00     |
| 02         | DESPENSA                             | 457.50    | 54      | FONDO PENSIONES      | 719.88      | IMP1 ISPT ART. 113 LISR                   | 953.43    |
| 03         | TRANSPORTE                           | 308.00    | 58      | CUOTA SINDICAL       | 62.60       | PGR1 PERC. GRAVADA TIPO 1                 | 7,025.36  |
| 07         | PRIMA INSALUBRE                      | 1,043.31  | 65      | OTRAS DEDUCCIONES    | 2,017.00    | PERC TOTAL PERCEPCIONES                   | 7,025.36  |
|            |                                      |           |         |                      |             | DEDU TOTAL DEDUCCIONES                    | 3,752.91  |
|            |                                      |           |         |                      |             | 3%FV 3% FONDO DE VIVIENDA                 | 187.80    |
|            |                                      |           |         |                      |             | FOND FONDO PENSIONES EMPRES               | 938.98    |
|            |                                      |           |         |                      |             | SEDARSEDAR                                | 125.20    |
|            |                                      |           |         |                      |             | AGUI PROVISION AGUINALDO                  | 962.38    |
|            |                                      |           |         |                      |             | TOTA NOMINA EN EFECTIVO                   | 3,272.45  |
| 376-006    | DOMINGUEZ JIMENEZ ALFREDO            |           |         |                      |             |   |           |
| T.EMP:     | PERMANENTE                           | 347.77    | 507.49  |                      |             | OPERADOR EN CARCAMO                       |           |
| 01         | SUELDO                               | 5,216.55  | 51      | ISPT                 | 953.43      | DVIG DIAS DE VIGENCIA                     | 15.00     |
| 02         | DESPENSA                             | 457.50    | 54      | FONDO PENSIONES      | 719.88      | IMP1 ISPT ART. 113 LISR                   | 953.43    |
| 03         | TRANSPORTE                           | 308.00    | 58      | CUOTA SINDICAL       | 62.60       | PGR1 PERC. GRAVADA TIPO 1                 | 7,025.36  |
| 07         | PRIMA INSALUBRE                      | 1,043.31  |         |                      |             | PERC TOTAL PERCEPCIONES                   | 7,025.36  |
|            |                                      |           |         |                      |             | DEDU TOTAL DEDUCCIONES                    | 1,735.91  |
|            |                                      |           |         |                      |             | 3%FV 3% FONDO DE VIVIENDA                 | 187.80    |
|            |                                      |           |         |                      |             | FOND FONDO PENSIONES EMPRES               | 938.98    |
|            |                                      |           |         |                      |             | SEDARSEDAR                                | 125.20    |
|            |                                      |           |         |                      |             | AGUI PROVISION AGUINALDO                  | 962.38    |
|            |                                      |           |         |                      |             | TOTA NOMINA EN EFECTIVO                   | 5,289.45  |
| 377-002    | JACINTO OCHOA ADRIAN                 |           |         |                      |             |   |           |
| T.EMP:     | PERMANENTE                           | 347.77    | 507.49  |                      |             | OPERADOR EN CARCAMO                       |           |
| 01         | SUELDO                               | 5,216.55  | 51      | ISPT                 | 953.43      | DVIG DIAS DE VIGENCIA                     | 15.00     |

| Clave      | Nombre                        | S.Diario  | S.Integ | PERCEPCIONES      | DEDUCCIONES                        | CONCEPTOS                   |           |
|------------|-------------------------------|-----------|---------|-------------------|------------------------------------|-----------------------------|-----------|
| 02         | DESPENSA                      | 457.50    | 54      | FONDO PENSIONES   | 719.88                             | IMP1 ISPT ART. 113 LISR     | 953.43    |
| 03         | TRANSPORTE                    | 308.00    | 58      | CUOTA SINDICAL    | 62.60                              | PGR1 PERC. GRAVADA TIPO 1   | 7,025.36  |
| 07         | PRIMA INSALUBRE               | 1,043.31  | 65      | OTRAS DEDUCCIONES | 2,017.00                           | PERC TOTAL PERCEPCIONES     | 7,025.36  |
|            |                               |           |         |                   |                                    | DEDU TOTAL DEDUCCIONES      | 3,752.91  |
|            |                               |           |         |                   |                                    | 3%FV 3% FONDO DE VIVIENDA   | 187.80    |
|            |                               |           |         |                   |                                    | FOND FONDO PENSIONES EMPRES | 938.98    |
|            |                               |           |         |                   |                                    | SEDARSEDAR                  | 125.20    |
|            |                               |           |         |                   |                                    | AGUI PROVISION AGUINALDO    | 962.38    |
|            |                               |           |         |                   |                                    | TOTA NOMINA EN EFECTIVO     | 3,272.45  |
| 377-003    | URIBE BASILIO EDUARDO         |           |         |                   |                                    |                             |           |
| T.EMP:     | PERMANENTE                    | 347.77    |         | 507.49            | OPERADOR EN CARCAMO                |                             |           |
| 01         | SUELDO                        | 5,216.55  | 51      | ISPT              | 953.43                             | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02         | DESPENSA                      | 457.50    | 54      | FONDO PENSIONES   | 719.88                             | IMP1 ISPT ART. 113 LISR     | 953.43    |
| 03         | TRANSPORTE                    | 308.00    | 58      | CUOTA SINDICAL    | 62.60                              | PGR1 PERC. GRAVADA TIPO 1   | 7,025.36  |
| 07         | PRIMA INSALUBRE               | 1,043.31  | 65      | OTRAS DEDUCCIONES | 2,972.83                           | PERC TOTAL PERCEPCIONES     | 7,025.36  |
|            |                               |           |         |                   |                                    | DEDU TOTAL DEDUCCIONES      | 4,708.74  |
|            |                               |           |         |                   |                                    | 3%FV 3% FONDO DE VIVIENDA   | 187.80    |
|            |                               |           |         |                   |                                    | FOND FONDO PENSIONES EMPRES | 938.98    |
|            |                               |           |         |                   |                                    | SEDARSEDAR                  | 125.20    |
|            |                               |           |         |                   |                                    | AGUI PROVISION AGUINALDO    | 962.38    |
|            |                               |           |         |                   |                                    | TOTA NOMINA EN EFECTIVO     | 2,316.62  |
| 377-004    | SALAS POLANCO JOSE AGUSTIN    |           |         |                   |                                    |                             |           |
| T.EMP:     | PERMANENTE                    | 347.77    |         | 507.49            | OPERADOR EN CARCAMO                |                             |           |
| 01         | SUELDO                        | 5,216.55  | 51      | ISPT              | 953.43                             | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02         | DESPENSA                      | 457.50    | 54      | FONDO PENSIONES   | 719.88                             | IMP1 ISPT ART. 113 LISR     | 953.43    |
| 03         | TRANSPORTE                    | 308.00    | 58      | CUOTA SINDICAL    | 62.60                              | PGR1 PERC. GRAVADA TIPO 1   | 7,025.36  |
| 07         | PRIMA INSALUBRE               | 1,043.31  | 65      | OTRAS DEDUCCIONES | 2,017.00                           | PERC TOTAL PERCEPCIONES     | 7,025.36  |
|            |                               |           |         |                   |                                    | DEDU TOTAL DEDUCCIONES      | 3,752.91  |
|            |                               |           |         |                   |                                    | 3%FV 3% FONDO DE VIVIENDA   | 187.80    |
|            |                               |           |         |                   |                                    | FOND FONDO PENSIONES EMPRES | 938.98    |
|            |                               |           |         |                   |                                    | SEDARSEDAR                  | 125.20    |
|            |                               |           |         |                   |                                    | AGUI PROVISION AGUINALDO    | 962.38    |
|            |                               |           |         |                   |                                    | TOTA NOMINA EN EFECTIVO     | 3,272.45  |
| 397-060    | MALDONADO OROZCO LUIS ENRIQUE |           |         |                   |                                    |                             |           |
| T.EMP:     | PERMANENTE                    | 1,086.00  |         | 1,323.27          | COORDINADOR EN TRATAMIENTO DE AGUA |                             |           |
| 01         | SUELDO                        | 16,290.00 | 51      | ISPT              | 3,472.03                           | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02         | DESPENSA                      | 797.50    | 54      | FONDO PENSIONES   | 1,873.35                           | IMP1 ISPT ART. 113 LISR     | 3,472.03  |
| 03         | TRANSPORTE                    | 537.00    | 65      | OTRAS DEDUCCIONES | 5,429.07                           | PGR1 PERC. GRAVADA TIPO 1   | 17,624.50 |
|            |                               |           |         |                   |                                    | PERC TOTAL PERCEPCIONES     | 17,624.50 |
|            |                               |           |         |                   |                                    | DEDU TOTAL DEDUCCIONES      | 10,774.45 |
|            |                               |           |         |                   |                                    | 3%FV 3% FONDO DE VIVIENDA   | 488.70    |
|            |                               |           |         |                   |                                    | FOND FONDO PENSIONES EMPRES | 2,443.50  |
|            |                               |           |         |                   |                                    | SEDARSEDAR                  | 325.80    |
|            |                               |           |         |                   |                                    | AGUI PROVISION AGUINALDO    | 2,414.32  |
|            |                               |           |         |                   |                                    | TOTA NOMINA EN EFECTIVO     | 6,850.05  |
| 41-083-007 | RAMIREZ TORIJA OMAR SALOMON   |           |         |                   |                                    |                             |           |
| T.EMP:     | PERMANENTE                    | 1,086.00  |         | 1,325.70          | GEOTECNISTA                        |                             |           |
| 01         | SUELDO                        | 16,290.00 | 51      | ISPT              | 3,472.03                           | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02         | DESPENSA                      | 797.50    | 54      | FONDO PENSIONES   | 1,873.35                           | IMP1 ISPT ART. 113 LISR     | 3,472.03  |
| 03         | TRANSPORTE                    | 537.00    | 65      | OTRAS DEDUCCIONES | 1,000.00                           | PGR1 PERC. GRAVADA TIPO 1   | 17,624.50 |
|            |                               |           |         |                   |                                    | PERC TOTAL PERCEPCIONES     | 17,624.50 |
|            |                               |           |         |                   |                                    | DEDU TOTAL DEDUCCIONES      | 6,345.38  |
|            |                               |           |         |                   |                                    | 3%FV 3% FONDO DE VIVIENDA   | 488.70    |
|            |                               |           |         |                   |                                    | FOND FONDO PENSIONES EMPRES | 2,443.50  |

| Clave      | Nombre                              | S.Diario  | S.Integ | PERCEPCIONES      | DEDUCCIONES | CONCEPTOS                                |
|------------|-------------------------------------|-----------|---------|-------------------|-------------|--|
| -----      |                                     |           |         |                   |             |  |
|            |                                     |           |         |                   |             | SEDARSEDAR 325.80                        |
|            |                                     |           |         |                   |             | AGUI PROVISION AGUINALDO 2,414.32        |
|            |                                     |           |         |                   |             | TOTA NOMINA EN EFECTIVO 11,279.12        |
| -----      |                                     |           |         |                   |             |  |
| 45-037-001 | HERNANDEZ DE LA TORRE HECTOR MANUEL |           |         |                   |             |  |
| T.EMP:     | PERMANENTE                          | 1,086.00  |         |                   | 1,325.70    | GEOLOGO                                  |
| 01         | SUELDO                              | 16,290.00 | 51      | ISPT              | 3,472.03    | DVIG DIAS DE VIGENCIA 15.00              |
| 02         | DESPENSA                            | 797.50    | 54      | FONDO PENSIONES   | 1,873.35    | IMP1 ISPT ART. 113 LISR 3,472.03         |
| 03         | TRANSPORTE                          | 537.00    |         |                   |             | PGR1 PERC. GRAVADA TIPO 1 17,624.50      |
|            |                                     |           |         |                   |             | PERC TOTAL PERCEPCIONES 17,624.50        |
|            |                                     |           |         |                   |             | DEDU TOTAL DEDUCCIONES 5,345.38          |
|            |                                     |           |         |                   |             | 3%FV 3% FONDO DE VIVIENDA 488.70         |
|            |                                     |           |         |                   |             | FOND FONDO PENSIONES EMPRES 2,443.50     |
|            |                                     |           |         |                   |             | SEDARSEDAR 325.80                        |
|            |                                     |           |         |                   |             | AGUI PROVISION AGUINALDO 2,414.32        |
|            |                                     |           |         |                   |             | TOTA NOMINA EN EFECTIVO 12,279.12        |
| -----      |                                     |           |         |                   |             |  |
| 60-186-019 | MARTINEZ CRUZ RICARDO               |           |         |                   |             |  |
| T.EMP:     | PERMANENTE                          | 811.50    |         |                   | 998.09      | SUPERVISOR DE OBRA                       |
| 01         | SUELDO                              | 12,172.50 | 51      | ISPT              | 2,372.17    | DVIG DIAS DE VIGENCIA 15.00              |
| 02         | DESPENSA                            | 727.50    | 54      | FONDO PENSIONES   | 1,399.84    | IMP1 ISPT ART. 113 LISR 2,372.17         |
| 03         | TRANSPORTE                          | 454.00    | 65      | OTRAS DEDUCCIONES | 3,832.80    | PGR1 PERC. GRAVADA TIPO 1 13,354.00      |
|            |                                     |           |         |                   |             | PERC TOTAL PERCEPCIONES 13,354.00        |
|            |                                     |           |         |                   |             | DEDU TOTAL DEDUCCIONES 7,604.81          |
|            |                                     |           |         |                   |             | 3%FV 3% FONDO DE VIVIENDA 365.18         |
|            |                                     |           |         |                   |             | FOND FONDO PENSIONES EMPRES 1,825.88     |
|            |                                     |           |         |                   |             | SEDARSEDAR 243.45                        |
|            |                                     |           |         |                   |             | AGUI PROVISION AGUINALDO 1,829.32        |
|            |                                     |           |         |                   |             | TOTA NOMINA EN EFECTIVO 5,749.19         |
| -----      |                                     |           |         |                   |             |  |
| 61-026-001 | MARTINEZ SAHAGUN J TRINIDAD         |           |         |                   |             |  |
| T.EMP:     | PERMANENTE                          | 1,632.10  |         |                   | 1,826.00    | SUPERINTENDENTE DE SANEAMIENTO (UEAS)    |
| 01         | SUELDO                              | 24,481.50 | 51      | ISPT              | 6,040.03    | DVIG DIAS DE VIGENCIA 15.00              |
| 02         | DESPENSA                            | 994.50    | 54      | FONDO PENSIONES   | 2,815.37    | IMP1 ISPT ART. 113 LISR 6,040.03         |
| 03         | TRANSPORTE                          | 708.50    | 65      | OTRAS DEDUCCIONES | 588.75      | PGR1 PERC. GRAVADA TIPO 1 26,184.50      |
|            |                                     |           |         |                   |             | PERC TOTAL PERCEPCIONES 26,184.50        |
|            |                                     |           |         |                   |             | DEDU TOTAL DEDUCCIONES 9,444.15          |
|            |                                     |           |         |                   |             | 3%FV 3% FONDO DE VIVIENDA 734.44         |
|            |                                     |           |         |                   |             | FOND FONDO PENSIONES EMPRES 3,672.22     |
|            |                                     |           |         |                   |             | SEDARSEDAR 489.63                        |
|            |                                     |           |         |                   |             | AGUI PROVISION AGUINALDO 3,586.92        |
|            |                                     |           |         |                   |             | TOTA NOMINA EN EFECTIVO 16,740.35        |
| -----      |                                     |           |         |                   |             |  |
| 61-166-002 | ESPARZA SERRANO MARIA ESPERANZA     |           |         |                   |             |  |
| T.EMP:     | PERMANENTE                          | 402.90    |         |                   | 524.98      | SECRETARIA                               |
| 01         | SUELDO                              | 6,043.50  | 51      | ISPT              | 916.50      | DVIG DIAS DE VIGENCIA 15.00              |
| 02         | DESPENSA                            | 478.50    | 54      | FONDO PENSIONES   | 695.00      | IMP1 ISPT ART. 113 LISR 916.50           |
| 03         | TRANSPORTE                          | 330.50    | 58      | CUOTA SINDICAL    | 60.44       | PGR1 PERC. GRAVADA TIPO 1 6,852.50       |
|            |                                     |           | 65      | OTRAS DEDUCCIONES | 250.00      | PERC TOTAL PERCEPCIONES 6,852.50         |
|            |                                     |           |         |                   |             | DEDU TOTAL DEDUCCIONES 1,921.94          |
|            |                                     |           |         |                   |             | 3%FV 3% FONDO DE VIVIENDA 181.31         |
|            |                                     |           |         |                   |             | FOND FONDO PENSIONES EMPRES 906.52       |
|            |                                     |           |         |                   |             | SEDARSEDAR 120.87                        |
|            |                                     |           |         |                   |             | AGUI PROVISION AGUINALDO 938.70          |
|            |                                     |           |         |                   |             | TOTA NOMINA EN EFECTIVO 4,930.56         |
| -----      |                                     |           |         |                   |             |  |
| 630-012    | RIOS PLASCENCIA MARIO               |           |         |                   |             |  |
| T.EMP:     | PERMANENTE                          | 1,632.10  |         |                   | 1,826.00    | SUPERINTENDENTE DE ABASTECIMIENTO (UEAS) |

| Clave                                  | Nombre          | S.Diario  | S.Integ | DEDUCCIONES                   | CONCEPTOS |                                      |
|--|-----------------|-----------|---------|-------------------------------|-----------|--------------------------------------|
| PERCEPCIONES                           |                 |           |         |                               |           |                                      |
| 01                                     | SUELDO          | 24,481.50 | 51      | ISPT                          | 6,037.03  | DVIG DIAS DE VIGENCIA 15.00          |
| 02                                     | DESPENSA        | 984.50    | 54      | FONDO PENSIONES               | 2,815.37  | IMP1 ISPT ART. 113 LISR 6,037.03     |
| 03                                     | TRANSPORTE      | 708.50    | 65      | OTRAS DEDUCCIONES             | 1,112.00  | PGR1 PERC. GRAVADA TIPO 1 26,174.50  |
|  |                 |           |         |                               |           | PERC TOTAL PERCEPCIONES 26,174.50    |
|  |                 |           |         |                               |           | DEDU TOTAL DEDUCCIONES 9,964.40      |
|  |                 |           |         |                               |           | 3%FV 3% FONDO DE VIVIENDA 734.44     |
|  |                 |           |         |                               |           | FOND FONDO PENSIONES EMPRES 3,672.22 |
|  |                 |           |         |                               |           | SEDARSEDAR 489.63                    |
|  |                 |           |         |                               |           | AGUI PROVISION AGUINALDO 3,585.55    |
|  |                 |           |         |                               |           | TOTA NOMINA EN EFECTIVO 16,210.10    |
| 90-208-007 RODRIGUEZ SANCHEZ HONORIO   |                 |           |         |                               |           |                                      |
| T.EMP:                                 | PERMANENTE      | 811.50    |         | 998.09SUPERVISOR DE OBRA      |           |                                      |
| 01                                     | SUELDO          | 12,172.50 | 51      | ISPT                          | 2,372.17  | DVIG DIAS DE VIGENCIA 15.00          |
| 02                                     | DESPENSA        | 727.50    | 54      | FONDO PENSIONES               | 1,399.84  | IMP1 ISPT ART. 113 LISR 2,372.17     |
| 03                                     | TRANSPORTE      | 454.00    |         |                               |           | PGR1 PERC. GRAVADA TIPO 1 13,354.00  |
|  |                 |           |         |                               |           | PERC TOTAL PERCEPCIONES 13,354.00    |
|  |                 |           |         |                               |           | DEDU TOTAL DEDUCCIONES 3,772.01      |
|  |                 |           |         |                               |           | 3%FV 3% FONDO DE VIVIENDA 365.18     |
|  |                 |           |         |                               |           | FOND FONDO PENSIONES EMPRES 1,825.88 |
|  |                 |           |         |                               |           | SEDARSEDAR 243.45                    |
|  |                 |           |         |                               |           | AGUI PROVISION AGUINALDO 1,829.32    |
|  |                 |           |         |                               |           | TOTA NOMINA EN EFECTIVO 9,581.99     |
| 910-002 CHAVEZ GORDIANO ALFONSO        |                 |           |         |                               |           |                                      |
| T.EMP:                                 | PERMANENTE      | 347.77    |         | 507.49OPERADOR EN CARCAMO     |           |                                      |
| 01                                     | SUELDO          | 5,216.55  | 51      | ISPT                          | 953.43    | DVIG DIAS DE VIGENCIA 15.00          |
| 02                                     | DESPENSA        | 457.50    | 54      | FONDO PENSIONES               | 719.88    | IMP1 ISPT ART. 113 LISR 953.43       |
| 03                                     | TRANSPORTE      | 308.00    | 58      | CUOTA SINDICAL                | 62.60     | PGR1 PERC. GRAVADA TIPO 1 7,025.36   |
| 07                                     | PRIMA INSALUBRE | 1,043.31  | 79      | APORT.ADIC.VOL.SEDAR          | 150.00    | PERC TOTAL PERCEPCIONES 7,025.36     |
|  |                 |           |         |                               |           | DEDU TOTAL DEDUCCIONES 1,885.91      |
|  |                 |           |         |                               |           | 3%FV 3% FONDO DE VIVIENDA 187.80     |
|  |                 |           |         |                               |           | FOND FONDO PENSIONES EMPRES 938.98   |
|  |                 |           |         |                               |           | SEDARSEDAR 125.20                    |
|  |                 |           |         |                               |           | AGUI PROVISION AGUINALDO 962.38      |
|  |                 |           |         |                               |           | TOTA NOMINA EN EFECTIVO 5,139.45     |
| 910-026 HERRERA ZARAGOZA KARLA IVETTE  |                 |           |         |                               |           |                                      |
| T.EMP:                                 | PERMANENTE      | 402.90    |         | 492.04SECRETARIA              |           |                                      |
| 01                                     | SUELDO          | 6,043.50  | 51      | ISPT                          | 916.50    | DVIG DIAS DE VIGENCIA 15.00          |
| 02                                     | DESPENSA        | 478.50    | 54      | FONDO PENSIONES               | 695.00    | IMP1 ISPT ART. 113 LISR 916.50       |
| 03                                     | TRANSPORTE      | 330.50    | 58      | CUOTA SINDICAL                | 60.44     | PGR1 PERC. GRAVADA TIPO 1 6,852.50   |
|  |                 |           | 65      | OTRAS DEDUCCIONES             | 2,560.34  | PERC TOTAL PERCEPCIONES 6,852.50     |
|  |                 |           | 95      | PRESTAMO AYUDATE              | 708.53    | DEDU TOTAL DEDUCCIONES 4,940.81      |
|  |                 |           |         |                               |           | 3%FV 3% FONDO DE VIVIENDA 181.31     |
|  |                 |           |         |                               |           | FOND FONDO PENSIONES EMPRES 906.52   |
|  |                 |           |         |                               |           | SEDARSEDAR 120.87                    |
|  |                 |           |         |                               |           | AGUI PROVISION AGUINALDO 938.70      |
|  |                 |           |         |                               |           | TOTA NOMINA EN EFECTIVO 1,911.69     |
| 910-027 HERNANDEZ SOLIS CARLOS ALBERTO |                 |           |         |                               |           |                                      |
| T.EMP:                                 | PERMANENTE      | 2,766.50  |         | 1,826.00GERENTE DE INGENIERIA |           |                                      |
| 01                                     | SUELDO          | 41,497.50 | 51      | ISPT                          | 11,733.86 | DVIG DIAS DE VIGENCIA 15.00          |
| 02                                     | DESPENSA        | 1,518.50  | 54      | FONDO PENSIONES               | 4,772.21  | IMP1 ISPT ART. 113 LISR 11,733.86    |
| 03                                     | TRANSPORTE      | 1,067.50  |         |                               |           | PGR1 PERC. GRAVADA TIPO 1 44,083.50  |
|  |                 |           |         |                               |           | PERC TOTAL PERCEPCIONES 44,083.50    |
|  |                 |           |         |                               |           | DEDU TOTAL DEDUCCIONES 16,506.07     |
|  |                 |           |         |                               |           | 3%FV 3% FONDO DE VIVIENDA 1,244.92   |

| Clave   | Nombre                               | S.Diario  | S.Integ  | PERCEPCIONES         | DEDUCCIONES | CONCEPTOS                            |
|---|--------------------------------------|-----------|----------|----------------------|-------------|--------------------------------------|
| FOND FONDO PENSIONES EMPRES 6,224.63<br>SEDARSEDAR 547.80<br>AGUI PROVISION AGUINALDO 6,038.84<br>TOTA NOMINA EN EFECTIVO 27,577.43 |                                      |           |          |                      |             |                                      |
| 910-028   | PEREZ ROSALES ESPERANZA              |           |          |                      |             |                                      |
| T.EMP:  | PERMANENTE                           | 402.90    | 492.04   |                      |             | SECRETARIA                           |
| 01  | SUELDO                               | 6,043.50  | 51       | ISPT                 | 916.50      | DVIG DIAS DE VIGENCIA 15.00          |
| 02  | DESPENSA                             | 478.50    | 54       | FONDO PENSIONES      | 695.00      | IMP1 ISPT ART. 113 LISR 916.50       |
| 03  | TRANSPORTE                           | 330.50    | 58       | CUOTA SINDICAL       | 60.44       | PGR1 PERC. GRAVADA TIPO 1 6,852.50   |
|   |                                      |           | 65       | OTRAS DEDUCCIONES    | 2,015.00    | PERC TOTAL PERCEPCIONES 6,852.50     |
|   |                                      |           |          |                      |             | DEDU TOTAL DEDUCCIONES 3,686.94      |
|   |                                      |           |          |                      |             | 3%FV 3% FONDO DE VIVIENDA 181.31     |
|   |                                      |           |          |                      |             | FOND FONDO PENSIONES EMPRES 906.52   |
|   |                                      |           |          |                      |             | SEDARSEDAR 120.87                    |
|   |                                      |           |          |                      |             | AGUI PROVISION AGUINALDO 938.70      |
|   |                                      |           |          |                      |             | TOTA NOMINA EN EFECTIVO 3,165.56     |
| 910-030   | MARTINEZ SANCHEZ ANTONIO             |           |          |                      |             |                                      |
| T.EMP:  | PERMANENTE                           | 1,007.53  | 1,228.09 |                      |             | JEFE DE SUPERVISION DE OBRA          |
| 01  | SUELDO                               | 15,112.95 | 51       | ISPT                 | 3,118.92    | DVIG DIAS DE VIGENCIA 15.00          |
| 02  | DESPENSA                             | 797.50    | 54       | FONDO PENSIONES      | 1,737.99    | IMP1 ISPT ART. 113 LISR 3,118.92     |
| 03  | TRANSPORTE                           | 537.00    | 65       | OTRAS DEDUCCIONES    | 2,199.00    | PGR1 PERC. GRAVADA TIPO 1 16,447.45  |
|   |                                      |           |          |                      |             | PERC TOTAL PERCEPCIONES 16,447.45    |
|   |                                      |           |          |                      |             | DEDU TOTAL DEDUCCIONES 7,055.91      |
|   |                                      |           |          |                      |             | 3%FV 3% FONDO DE VIVIENDA 453.39     |
|   |                                      |           |          |                      |             | FOND FONDO PENSIONES EMPRES 2,266.94 |
|   |                                      |           |          |                      |             | SEDARSEDAR 302.26                    |
|   |                                      |           |          |                      |             | AGUI PROVISION AGUINALDO 2,253.08    |
|   |                                      |           |          |                      |             | TOTA NOMINA EN EFECTIVO 9,391.54     |
| 910-031   | AYARD FLORES CLAUDIA MONICA          |           |          |                      |             |                                      |
| T.EMP:  | PERMANENTE                           | 347.77    | 502.62   |                      |             | OPERADOR EN CARCAMO                  |
| 01  | SUELDO                               | 5,216.55  | 51       | ISPT                 | 953.43      | DVIG DIAS DE VIGENCIA 15.00          |
| 02  | DESPENSA                             | 457.50    | 54       | FONDO PENSIONES      | 719.88      | IMP1 ISPT ART. 113 LISR 953.43       |
| 03  | TRANSPORTE                           | 308.00    | 58       | CUOTA SINDICAL       | 62.60       | PGR1 PERC. GRAVADA TIPO 1 7,025.36   |
| 07  | PRIMA INSALUBRE                      | 1,043.31  | 65       | OTRAS DEDUCCIONES    | 1,094.79    | PERC TOTAL PERCEPCIONES 7,025.36     |
|   |                                      |           | 92       | PRESTAMO TU NOMINA P | 3,812.74    | DEDU TOTAL DEDUCCIONES 6,643.44      |
|   |                                      |           |          |                      |             | 3%FV 3% FONDO DE VIVIENDA 187.80     |
|   |                                      |           |          |                      |             | FOND FONDO PENSIONES EMPRES 938.98   |
|   |                                      |           |          |                      |             | SEDARSEDAR 125.20                    |
|   |                                      |           |          |                      |             | AGUI PROVISION AGUINALDO 962.38      |
|   |                                      |           |          |                      |             | TOTA NOMINA EN EFECTIVO 381.92       |
| 910-035   | DELGADILLO IZQUIERDO ARMANDO ALFONSO |           |          |                      |             |                                      |
| T.EMP:  | PERMANENTE                           | 811.50    | 990.79   |                      |             | SUPERVISOR DE OBRA                   |
| 01  | SUELDO                               | 12,172.50 | 51       | ISPT                 | 2,372.17    | DVIG DIAS DE VIGENCIA 15.00          |
| 02  | DESPENSA                             | 727.50    | 54       | FONDO PENSIONES      | 1,399.84    | IMP1 ISPT ART. 113 LISR 2,372.17     |
| 03  | TRANSPORTE                           | 454.00    | 65       | OTRAS DEDUCCIONES    | 599.90      | PGR1 PERC. GRAVADA TIPO 1 13,354.00  |
|   |                                      |           |          |                      |             | PERC TOTAL PERCEPCIONES 13,354.00    |
|   |                                      |           |          |                      |             | DEDU TOTAL DEDUCCIONES 4,371.91      |
|   |                                      |           |          |                      |             | 3%FV 3% FONDO DE VIVIENDA 365.18     |
|   |                                      |           |          |                      |             | FOND FONDO PENSIONES EMPRES 1,825.88 |
|   |                                      |           |          |                      |             | SEDARSEDAR 243.45                    |
|   |                                      |           |          |                      |             | AGUI PROVISION AGUINALDO 1,829.32    |
|   |                                      |           |          |                      |             | TOTA NOMINA EN EFECTIVO 8,982.09     |

\*\*\*\* Totales GCIA. DE INGENIERIA 910 \*\*\*\*

| Clave | Nombre           | S.Diario   | S.Integ | DEDUCCIONES          | CONCEPTOS                             |
|-------|------------------|------------|---------|----------------------|---------------------------------------|
| 01    | SUELDO           | 348,722.10 | 51      | ISPT                 | DVIG DIAS DE VIGENCIA 465.00          |
| 02    | DESPENSA         | 20,356.50  | 54      | FONDO PENSIONES      | IMPL ISPT ART. 113 LISR 73,543.52     |
| 03    | TRANSPORTE       | 13,483.00  | 58      | CUOTA SINDICAL       | PGR1 PERC. GRAVADA TIPO 1 394,068.37  |
| 06    | PRIMA DE ALTO RI | 4,203.64   | 79      | APORT.ADIC.VOL.SEDAR | PERC TOTAL PERCEPCIONES 394,068.41    |
| 07    | PRIMA INSALUBRE  | 7,303.17   | 65      | OTRAS DEDUCCIONES    | DEDU TOTAL DEDUCCIONES 181,289.27     |
|       |                  |            | 92      | PRESTAMO TU NOMINA P | 3%FV 3% FONDO DE VIVIENDA 10,806.94   |
|       |                  |            | 93      | SEGURO ABA           | FOND FONDO PENSIONES EMPRES 54,034.34 |
|       |                  |            | 95      | PRESTAMO AYUDATE     | SEDARSEDAR 6,922.45                   |
|       |                  |            |         |                      | AGUI PROVISION AGUINALDO 53,982.05    |
|       |                  |            |         |                      | TOTA NOMINA EN EFECTIVO 212,779.14    |

Total de Empleados : 31.00 -----



| Clave        | Nombre                          | S.Diario | S.Integ | DEDUCCIONES       | CONCEPTOS          |                             |          |
|--------------|---------------------------------|----------|---------|-------------------|--------------------|-----------------------------|----------|
| PERCEPCIONES |                                 |          |         |                   |                    |                             |          |
| *****        | GCIA. ADMINISTRATIVA *****      |          | 930     |                   |                    |                             |          |
| 203-002      | NUÑO VAZQUEZ MANUEL             |          |         |                   |                    |                             |          |
| T.EMP:       | PERMANENTE                      | 312.30   |         | 384.61            | VELADOR INTENDENTE |                             |          |
| 01           | SUELDO                          | 4,684.50 | 51      | ISPT              | 587.56             | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02           | DESPENSA                        | 394.00   | 54      | FONDO PENSIONES   | 538.72             | IMP1 ISPT ART. 113 LISR     | 587.56   |
| 03           | TRANSPORTE                      | 234.00   | 58      | CUOTA SINDICAL    | 46.84              | PGR1 PERC. GRAVADA TIPO 1   | 5,312.50 |
|              |                                 |          | 65      | OTRAS DEDUCCIONES | 100.00             | PERC TOTAL PERCEPCIONES     | 5,312.50 |
|              |                                 |          |         |                   |                    | DEDU TOTAL DEDUCCIONES      | 1,273.12 |
|              |                                 |          |         |                   |                    | 3%FV 3% FONDO DE VIVIENDA   | 140.53   |
|              |                                 |          |         |                   |                    | FOND FONDO PENSIONES EMPRES | 702.67   |
|              |                                 |          |         |                   |                    | SEDARSEDAR                  | 93.69    |
|              |                                 |          |         |                   |                    | AGUI PROVISION AGUINALDO    | 727.74   |
|              |                                 |          |         |                   |                    | TOTA NOMINA EN EFECTIVO     | 4,039.38 |
| 397-047      | GONZALEZ MEDINA JUAN            |          |         |                   |                    |                             |          |
| T.EMP:       | PERMANENTE                      | 312.30   |         | 384.61            | VELADOR INTENDENTE |                             |          |
| 01           | SUELDO                          | 4,684.50 | 51      | ISPT              | 587.56             | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02           | DESPENSA                        | 394.00   | 54      | FONDO PENSIONES   | 538.72             | IMP1 ISPT ART. 113 LISR     | 587.56   |
| 03           | TRANSPORTE                      | 234.00   | 58      | CUOTA SINDICAL    | 46.84              | PGR1 PERC. GRAVADA TIPO 1   | 5,312.50 |
|              |                                 |          | 65      | OTRAS DEDUCCIONES | 2,305.19           | PERC TOTAL PERCEPCIONES     | 5,312.50 |
|              |                                 |          |         |                   |                    | DEDU TOTAL DEDUCCIONES      | 3,478.31 |
|              |                                 |          |         |                   |                    | 3%FV 3% FONDO DE VIVIENDA   | 140.53   |
|              |                                 |          |         |                   |                    | FOND FONDO PENSIONES EMPRES | 702.67   |
|              |                                 |          |         |                   |                    | SEDARSEDAR                  | 93.69    |
|              |                                 |          |         |                   |                    | AGUI PROVISION AGUINALDO    | 727.74   |
|              |                                 |          |         |                   |                    | TOTA NOMINA EN EFECTIVO     | 1,834.19 |
| 397-095      | ALEMAN MORENO VICTOR MANUEL     |          |         |                   |                    |                             |          |
| T.EMP:       | PERMANENTE                      | 312.30   |         | 382.18            | ASEADOR            |                             |          |
| 01           | SUELDO                          | 4,684.50 | 51      | ISPT              | 587.56             | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02           | DESPENSA                        | 394.00   | 54      | FONDO PENSIONES   | 538.72             | IMP1 ISPT ART. 113 LISR     | 587.56   |
| 03           | TRANSPORTE                      | 234.00   | 58      | CUOTA SINDICAL    | 46.84              | PGR1 PERC. GRAVADA TIPO 1   | 5,312.50 |
|              |                                 |          |         |                   |                    | PERC TOTAL PERCEPCIONES     | 5,312.50 |
|              |                                 |          |         |                   |                    | DEDU TOTAL DEDUCCIONES      | 1,173.12 |
|              |                                 |          |         |                   |                    | 3%FV 3% FONDO DE VIVIENDA   | 140.53   |
|              |                                 |          |         |                   |                    | FOND FONDO PENSIONES EMPRES | 702.67   |
|              |                                 |          |         |                   |                    | SEDARSEDAR                  | 93.69    |
|              |                                 |          |         |                   |                    | AGUI PROVISION AGUINALDO    | 727.74   |
|              |                                 |          |         |                   |                    | TOTA NOMINA EN EFECTIVO     | 4,139.38 |
| 397-112      | SANCHEZ JOAQUIN                 |          |         |                   |                    |                             |          |
| T.EMP:       | PERMANENTE                      | 312.30   |         | 382.18            | VELADOR INTENDENTE |                             |          |
| 01           | SUELDO                          | 4,684.50 | 51      | ISPT              | 587.56             | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02           | DESPENSA                        | 394.00   | 54      | FONDO PENSIONES   | 538.72             | IMP1 ISPT ART. 113 LISR     | 587.56   |
| 03           | TRANSPORTE                      | 234.00   | 58      | CUOTA SINDICAL    | 46.84              | PGR1 PERC. GRAVADA TIPO 1   | 5,312.50 |
|              |                                 |          |         |                   |                    | PERC TOTAL PERCEPCIONES     | 5,312.50 |
|              |                                 |          |         |                   |                    | DEDU TOTAL DEDUCCIONES      | 1,173.12 |
|              |                                 |          |         |                   |                    | 3%FV 3% FONDO DE VIVIENDA   | 140.53   |
|              |                                 |          |         |                   |                    | FOND FONDO PENSIONES EMPRES | 702.67   |
|              |                                 |          |         |                   |                    | SEDARSEDAR                  | 93.69    |
|              |                                 |          |         |                   |                    | AGUI PROVISION AGUINALDO    | 727.74   |
|              |                                 |          |         |                   |                    | TOTA NOMINA EN EFECTIVO     | 4,139.38 |
| 526-004      | SANCHEZ RANGEL CLAUDIA PATRICIA |          |         |                   |                    |                             |          |
| T.EMP:       | PERMANENTE                      | 312.30   |         | 400.51            | ASEADOR            |                             |          |
| 01           | SUELDO                          | 4,684.50 | 51      | ISPT              | 587.56             | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02           | DESPENSA                        | 394.00   | 54      | FONDO PENSIONES   | 538.72             | IMP1 ISPT ART. 113 LISR     | 587.56   |

| Clave                                  | Nombre     | S.Diario | S.Integ | PERCEPCIONES      | DEDUCCIONES         | CONCEPTOS                   |          |
|--|------------|----------|---------|-------------------|---------------------|-----------------------------|----------|
| 03                                     | TRANSPORTE | 234.00   | 58      | CUOTA SINDICAL    | 46.84               | PGR1 PERC. GRAVADA TIPO 1   | 5,312.50 |
|  |            |          | 65      | OTRAS DEDUCCIONES | 1,495.00            | PERC TOTAL PERCEPCIONES     | 5,312.50 |
|  |            |          |         |                   |                     | DEDU TOTAL DEDUCCIONES      | 2,668.12 |
|  |            |          |         |                   |                     | 3%FV 3% FONDO DE VIVIENDA   | 140.53   |
|  |            |          |         |                   |                     | FOND FONDO PENSIONES EMPRES | 702.67   |
|  |            |          |         |                   |                     | SEDARSEDAR                  | 93.69    |
|  |            |          |         |                   |                     | AGUI PROVISION AGUINALDO    | 727.74   |
|  |            |          |         |                   |                     | TOTA NOMINA EN EFECTIVO     | 2,644.38 |
| 730-004 ESPARZA PLASCENCIA BENJAMIN    |            |          |         |                   |                     |                             |          |
| T.EMP:                                 | PERMANENTE | 312.30   |         | 382.18            | ASEADOR (ARCEDIANO) |                             |          |
| 01                                     | SUELDO     | 4,684.50 | 51      | ISPT              | 587.56              | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02                                     | DESPENSA   | 394.00   | 54      | FONDO PENSIONES   | 538.72              | IMP1 ISPT ART. 113 LISR     | 587.56   |
| 03                                     | TRANSPORTE | 234.00   | 58      | CUOTA SINDICAL    | 46.84               | PGR1 PERC. GRAVADA TIPO 1   | 5,312.50 |
|  |            |          | 65      | OTRAS DEDUCCIONES | 1,595.00            | PERC TOTAL PERCEPCIONES     | 5,312.50 |
|  |            |          |         |                   |                     | DEDU TOTAL DEDUCCIONES      | 2,768.12 |
|  |            |          |         |                   |                     | 3%FV 3% FONDO DE VIVIENDA   | 140.53   |
|  |            |          |         |                   |                     | FOND FONDO PENSIONES EMPRES | 702.67   |
|  |            |          |         |                   |                     | SEDARSEDAR                  | 93.69    |
|  |            |          |         |                   |                     | AGUI PROVISION AGUINALDO    | 727.74   |
|  |            |          |         |                   |                     | TOTA NOMINA EN EFECTIVO     | 2,544.38 |
| 86-109-017 LOPEZ CASAS ARNULFO         |            |          |         |                   |                     |                             |          |
| T.EMP:                                 | PERMANENTE | 467.07   |         | 587.20            | AUXILIAR OPERATIVO  |                             |          |
| 01                                     | SUELDO     | 7,006.05 | 51      | ISPT              | 1,140.80            | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02                                     | DESPENSA   | 557.00   | 54      | FONDO PENSIONES   | 805.70              | IMP1 ISPT ART. 113 LISR     | 1,140.80 |
| 03                                     | TRANSPORTE | 339.50   | 58      | CUOTA SINDICAL    | 70.06               | PGR1 PERC. GRAVADA TIPO 1   | 7,902.55 |
|  |            |          | 65      | OTRAS DEDUCCIONES | 4,367.07            | PERC TOTAL PERCEPCIONES     | 7,902.55 |
|  |            |          | 95      | PRESTAMO AYUDATE  | 425.12              | DEDU TOTAL DEDUCCIONES      | 6,808.75 |
|  |            |          |         |                   |                     | 3%FV 3% FONDO DE VIVIENDA   | 210.18   |
|  |            |          |         |                   |                     | FOND FONDO PENSIONES EMPRES | 1,050.91 |
|  |            |          |         |                   |                     | SEDARSEDAR                  | 140.12   |
|  |            |          |         |                   |                     | AGUI PROVISION AGUINALDO    | 1,082.54 |
|  |            |          |         |                   |                     | TOTA NOMINA EN EFECTIVO     | 1,093.80 |
| 86-193-037 RENTERIA MACIAS J GUADALUPE |            |          |         |                   |                     |                             |          |
| T.EMP:                                 | PERMANENTE | 312.30   |         | 384.61            | VELADOR INTENDENTE  |                             |          |
| 01                                     | SUELDO     | 4,684.50 | 51      | ISPT              | 587.56              | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02                                     | DESPENSA   | 394.00   | 54      | FONDO PENSIONES   | 538.72              | IMP1 ISPT ART. 113 LISR     | 587.56   |
| 03                                     | TRANSPORTE | 234.00   | 58      | CUOTA SINDICAL    | 46.84               | PGR1 PERC. GRAVADA TIPO 1   | 5,312.50 |
|  |            |          | 65      | OTRAS DEDUCCIONES | 2,070.60            | PERC TOTAL PERCEPCIONES     | 5,312.50 |
|  |            |          |         |                   |                     | DEDU TOTAL DEDUCCIONES      | 3,243.72 |
|  |            |          |         |                   |                     | 3%FV 3% FONDO DE VIVIENDA   | 140.53   |
|  |            |          |         |                   |                     | FOND FONDO PENSIONES EMPRES | 702.67   |
|  |            |          |         |                   |                     | SEDARSEDAR                  | 93.69    |
|  |            |          |         |                   |                     | AGUI PROVISION AGUINALDO    | 727.74   |
|  |            |          |         |                   |                     | TOTA NOMINA EN EFECTIVO     | 2,068.78 |
| 86-201-036 GALAN DUEÑAS MARCOS         |            |          |         |                   |                     |                             |          |
| T.EMP:                                 | PERMANENTE | 312.30   |         | 384.61            | VELADOR INTENDENTE  |                             |          |
| 01                                     | SUELDO     | 4,684.50 | 51      | ISPT              | 587.56              | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02                                     | DESPENSA   | 394.00   | 54      | FONDO PENSIONES   | 538.72              | IMP1 ISPT ART. 113 LISR     | 587.56   |
| 03                                     | TRANSPORTE | 234.00   | 58      | CUOTA SINDICAL    | 46.84               | PGR1 PERC. GRAVADA TIPO 1   | 5,312.50 |
|  |            |          | 65      | OTRAS DEDUCCIONES | 1,495.00            | PERC TOTAL PERCEPCIONES     | 5,312.50 |
|  |            |          | 95      | PRESTAMO AYUDATE  | 531.40              | DEDU TOTAL DEDUCCIONES      | 3,199.52 |
|  |            |          |         |                   |                     | 3%FV 3% FONDO DE VIVIENDA   | 140.53   |
|  |            |          |         |                   |                     | FOND FONDO PENSIONES EMPRES | 702.67   |
|  |            |          |         |                   |                     | SEDARSEDAR                  | 93.69    |

| Clave      | Nombre                          | S.Diario | S.Integ | PERCEPCIONES      | DEDUCCIONES                                  | CONCEPTOS                   |           |
|------------|---------------------------------|----------|---------|-------------------|--|-----------------------------|-----------|
|            |                                 |          |         |                   |  | AGUI PROVISION AGUINALDO    | 727.74    |
|            |                                 |          |         |                   |  | TOTA NOMINA EN EFECTIVO     | 2,112.98  |
| 86-212-019 | BEIVIDES PEREZ FRANCISCO        |          |         |                   |  |                             |           |
| T.EMP:     | PERMANENTE                      | 312.30   | 387.05  |                   | VELADOR INTENDENTE                           |                             |           |
| 01         | SUELDO                          | 4,684.50 | 51      | ISPT              | 587.56                                       | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02         | DESPENSA                        | 394.00   | 54      | FONDO PENSIONES   | 538.72                                       | IMP1 ISPT ART. 113 LISR     | 587.56    |
| 03         | TRANSPORTE                      | 234.00   | 58      | CUOTA SINDICAL    | 46.84  | PGR1 PERC. GRAVADA TIPO 1   | 5,312.50  |
|            |                                 |          | 65      | OTRAS DEDUCCIONES | 1,596.94                                     | PERC TOTAL PERCEPCIONES     | 5,312.50  |
|            |                                 |          |         |                   |  | DEDU TOTAL DEDUCCIONES      | 2,770.06  |
|            |                                 |          |         |                   |  | 3%FV 3% FONDO DE VIVIENDA   | 140.53    |
|            |                                 |          |         |                   |  | FOND FONDO PENSIONES EMPRES | 702.67    |
|            |                                 |          |         |                   |  | SEDARSEDAR                  | 93.69     |
|            |                                 |          |         |                   |  | AGUI PROVISION AGUINALDO    | 727.74    |
|            |                                 |          |         |                   |  | TOTA NOMINA EN EFECTIVO     | 2,542.44  |
| 86-212-024 | OROZCO VAZQUEZ MIGUEL           |          |         |                   |  |                             |           |
| T.EMP:     | PERMANENTE                      | 312.30   | 384.61  |                   | VELADOR INTENDENTE                           |                             |           |
| 01         | SUELDO                          | 4,684.50 | 51      | ISPT              | 587.56                                       | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02         | DESPENSA                        | 394.00   | 54      | FONDO PENSIONES   | 538.72                                       | IMP1 ISPT ART. 113 LISR     | 587.56    |
| 03         | TRANSPORTE                      | 234.00   | 58      | CUOTA SINDICAL    | 46.84  | PGR1 PERC. GRAVADA TIPO 1   | 5,312.50  |
|            |                                 |          | 65      | OTRAS DEDUCCIONES | 1,495.00                                     | PERC TOTAL PERCEPCIONES     | 5,312.50  |
|            |                                 |          |         |                   |  | DEDU TOTAL DEDUCCIONES      | 2,668.12  |
|            |                                 |          |         |                   |  | 3%FV 3% FONDO DE VIVIENDA   | 140.53    |
|            |                                 |          |         |                   |  | FOND FONDO PENSIONES EMPRES | 702.67    |
|            |                                 |          |         |                   |  | SEDARSEDAR                  | 93.69     |
|            |                                 |          |         |                   |  | AGUI PROVISION AGUINALDO    | 727.74    |
|            |                                 |          |         |                   |  | TOTA NOMINA EN EFECTIVO     | 2,644.38  |
| 86-212-026 | HERNANDEZ RIVERA JORGE          |          |         |                   |  |                             |           |
| T.EMP:     | PERMANENTE                      | 312.30   | 388.27  |                   | JARDINERO                                    |                             |           |
| 01         | SUELDO                          | 4,684.50 | 51      | ISPT              | 587.56                                       | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02         | DESPENSA                        | 394.00   | 54      | FONDO PENSIONES   | 538.72                                       | IMP1 ISPT ART. 113 LISR     | 587.56    |
| 03         | TRANSPORTE                      | 234.00   | 58      | CUOTA SINDICAL    | 46.84  | PGR1 PERC. GRAVADA TIPO 1   | 5,312.50  |
|            |                                 |          | 65      | OTRAS DEDUCCIONES | 1,995.00                                     | PERC TOTAL PERCEPCIONES     | 5,312.50  |
|            |                                 |          |         |                   |  | DEDU TOTAL DEDUCCIONES      | 3,168.12  |
|            |                                 |          |         |                   |  | 3%FV 3% FONDO DE VIVIENDA   | 140.53    |
|            |                                 |          |         |                   |  | FOND FONDO PENSIONES EMPRES | 702.67    |
|            |                                 |          |         |                   |  | SEDARSEDAR                  | 93.69     |
|            |                                 |          |         |                   |  | AGUI PROVISION AGUINALDO    | 727.74    |
|            |                                 |          |         |                   |  | TOTA NOMINA EN EFECTIVO     | 2,144.38  |
| 930-007    | MARTINEZ GONZALEZ OSCAR ROBERTO |          |         |                   |  |                             |           |
| T.EMP:     | PERMANENTE                      | 654.43   | 801.66  |                   | JEFE PAGADURIA Y CONTROL PRESUPUESTAL (UEAS) |                             |           |
| 01         | SUELDO                          | 9,816.45 | 51      | ISPT              | 1,777.34                                     | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02         | DESPENSA                        | 630.50   | 54      | FONDO PENSIONES   | 1,128.89                                     | IMP1 ISPT ART. 113 LISR     | 1,777.34  |
| 03         | TRANSPORTE                      | 378.00   | 65      | OTRAS DEDUCCIONES | 4,173.00                                     | PGR1 PERC. GRAVADA TIPO 1   | 10,824.95 |
|            |                                 |          | 95      | PRESTAMO AYUDATE  | 1,038.24                                     | PERC TOTAL PERCEPCIONES     | 10,824.95 |
|            |                                 |          |         |                   |  | DEDU TOTAL DEDUCCIONES      | 8,117.47  |
|            |                                 |          |         |                   |  | 3%FV 3% FONDO DE VIVIENDA   | 294.49    |
|            |                                 |          |         |                   |  | FOND FONDO PENSIONES EMPRES | 1,472.47  |
|            |                                 |          |         |                   |  | SEDARSEDAR                  | 196.33    |
|            |                                 |          |         |                   |  | AGUI PROVISION AGUINALDO    | 1,482.87  |
|            |                                 |          |         |                   |  | CHEQ PAGO POR CHEQUE        | 2,707.48  |
| 930-017    | VARGAS GRAJEDA ANA ROSA         |          |         |                   |  |                             |           |
| T.EMP:     | PERMANENTE                      | 312.30   | 395.64  |                   | VELADOR INTENDENTE                           |                             |           |
| 01         | SUELDO                          | 4,684.50 | 51      | ISPT              | 587.56                                       | DVIG DIAS DE VIGENCIA       | 15.00     |

| Clave        | Nombre     | S.Diario | S.Integ | DEDUCCIONES       | CONCEPTOS |                             |          |
|--------------|------------|----------|---------|-------------------|-----------|-----------------------------|----------|
| PERCEPCIONES |            |          |         |                   |           |                             |          |
| 02           | DESPENSA   | 394.00   | 54      | FONDO PENSIONES   | 538.72    | IMP1 ISPT ART. 113 LISR     | 587.56   |
| 03           | TRANSPORTE | 234.00   | 58      | CUOTA SINDICAL    | 46.84     | PGR1 PERC. GRAVADA TIPO 1   | 5,312.50 |
|              |            |          | 65      | OTRAS DEDUCCIONES | 3,143.57  | PERC TOTAL PERCEPCIONES     | 5,312.50 |
|              |            |          |         |                   |           | DEDU TOTAL DEDUCCIONES      | 4,316.69 |
|              |            |          |         |                   |           | 3%FV 3% FONDO DE VIVIENDA   | 140.53   |
|              |            |          |         |                   |           | FOND FONDO PENSIONES EMPRES | 702.67   |
|              |            |          |         |                   |           | SEDARSEDAR                  | 93.69    |
|              |            |          |         |                   |           | AGUI PROVISION AGUINALDO    | 727.74   |
|              |            |          |         |                   |           | TOTA NOMINA EN EFECTIVO     | 995.81   |

930-018 MARQUEZ CABEZA ANA CATALINA  
 T.EMP: PERMANENTE 312.30 395.64VELADOR INTENDENTE

|    |            |          |    |                   |          |                             |          |
|----|------------|----------|----|-------------------|----------|-----------------------------|----------|
| 01 | SUELDO     | 4,684.50 | 51 | ISPT              | 587.56   | DVIG DIAS DE VIGENCIA       | 15.00    |
| 02 | DESPENSA   | 394.00   | 54 | FONDO PENSIONES   | 538.72   | IMP1 ISPT ART. 113 LISR     | 587.56   |
| 03 | TRANSPORTE | 234.00   | 58 | CUOTA SINDICAL    | 46.84    | PGR1 PERC. GRAVADA TIPO 1   | 5,312.50 |
|    |            |          | 65 | OTRAS DEDUCCIONES | 1,446.00 | PERC TOTAL PERCEPCIONES     | 5,312.50 |
|    |            |          |    |                   |          | DEDU TOTAL DEDUCCIONES      | 2,619.12 |
|    |            |          |    |                   |          | 3%FV 3% FONDO DE VIVIENDA   | 140.53   |
|    |            |          |    |                   |          | FOND FONDO PENSIONES EMPRES | 702.67   |
|    |            |          |    |                   |          | SEDARSEDAR                  | 93.69    |
|    |            |          |    |                   |          | AGUI PROVISION AGUINALDO    | 727.74   |
|    |            |          |    |                   |          | TOTA NOMINA EN EFECTIVO     | 2,693.38 |

930-019 DELGADILLO GONZALEZ JUAN  
 T.EMP: PERMANENTE 1,269.57 1,548.40GERENTE ADMINISTRATIVO

|    |            |           |    |                   |          |                             |           |
|----|------------|-----------|----|-------------------|----------|-----------------------------|-----------|
| 01 | SUELDO     | 19,043.55 | 51 | ISPT              | 4,371.60 | DVIG DIAS DE VIGENCIA       | 15.00     |
| 02 | DESPENSA   | 918.50    | 54 | FONDO PENSIONES   | 2,190.01 | IMP1 ISPT ART. 113 LISR     | 4,371.60  |
| 03 | TRANSPORTE | 661.00    | 58 | CUOTA SINDICAL    | 7,821.17 | PGR1 PERC. GRAVADA TIPO 1   | 20,623.05 |
|    |            |           | 65 | OTRAS DEDUCCIONES |          | PERC TOTAL PERCEPCIONES     | 20,623.05 |
|    |            |           |    |                   |          | DEDU TOTAL DEDUCCIONES      | 14,382.78 |
|    |            |           |    |                   |          | 3%FV 3% FONDO DE VIVIENDA   | 571.31    |
|    |            |           |    |                   |          | FOND FONDO PENSIONES EMPRES | 2,856.53  |
|    |            |           |    |                   |          | SEDARSEDAR                  | 380.87    |
|    |            |           |    |                   |          | AGUI PROVISION AGUINALDO    | 2,825.08  |
|    |            |           |    |                   |          | CHEQ PAGO POR CHEQUE        | 6,240.27  |

\*\*\*\* Totales GCIA. ADMINISTRATIVA 930 \*\*\*\*

|    |            |           |    |                   |           |                             |            |
|----|------------|-----------|----|-------------------|-----------|-----------------------------|------------|
| 01 | SUELDO     | 96,764.55 | 51 | ISPT              | 14,928.02 | DVIG DIAS DE VIGENCIA       | 240.00     |
| 02 | DESPENSA   | 7,228.00  | 54 | FONDO PENSIONES   | 11,127.96 | IMP1 ISPT ART. 113 LISR     | 14,928.02  |
| 03 | TRANSPORTE | 4,420.50  | 58 | CUOTA SINDICAL    | 678.98    | PGR1 PERC. GRAVADA TIPO 1   | 108,413.05 |
|    |            |           | 65 | OTRAS DEDUCCIONES | 35,098.54 | PERC TOTAL PERCEPCIONES     | 108,413.05 |
|    |            |           | 95 | PRESTAMO AYUDATE  | 1,994.76  | DEDU TOTAL DEDUCCIONES      | 63,828.26  |
|    |            |           |    |                   |           | 3%FV 3% FONDO DE VIVIENDA   | 2,902.87   |
|    |            |           |    |                   |           | FOND FONDO PENSIONES EMPRES | 14,514.62  |
|    |            |           |    |                   |           | SEDARSEDAR                  | 1,935.29   |
|    |            |           |    |                   |           | AGUI PROVISION AGUINALDO    | 14,851.11  |
|    |            |           |    |                   |           | TOTA NOMINA EN EFECTIVO     | 35,637.04  |
|    |            |           |    |                   |           | CHEQ PAGO POR CHEQUE        | 8,947.75   |

Total de Empleados : 16.00

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

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\*\*\*\*\* GCIA. DE FORMULACION DE PROYEC \*\*\*\*\* 960

|                   |                       |    |                 |  |                                      |
|-------------------|-----------------------|----|-----------------|--|--------------------------------------|
| 630-013           | LUNA GONZALEZ GUSTAVO |    |                 |  |                                      |
| T.EMP: PERMANENTE | 1,632.10              |    | 1,826.00        | GERENTE DE FORMULACION DE PROYECTOS UEAS |                                      |
| 01 SUELDO         | 24,481.50             | 51 | ISPT            | 6,040.03                                 | DVIG DIAS DE VIGENCIA 15.00          |
| 02 DESPENSA       | 994.50                | 54 | FONDO PENSIONES | 2,815.37                                 | IMP1 ISPT ART. 113 LISR 6,040.03     |
| 03 TRANSPORTE     | 708.50                |    |                 |  | PGR1 PERC. GRAVADA TIPO 1 26,184.50  |
|                   |                       |    |                 |  | PERC TOTAL PERCEPCIONES 26,184.50    |
|                   |                       |    |                 |  | DEDU TOTAL DEDUCCIONES 8,855.40      |
|                   |                       |    |                 |  | 3%FV 3% FONDO DE VIVIENDA 734.44     |
|                   |                       |    |                 |  | FOND FONDO PENSIONES EMPRES 3,672.22 |
|                   |                       |    |                 |  | SEDARSEDAR 489.63                    |
|                   |                       |    |                 |  | AGUI PROVISION AGUINALDO 3,586.92    |
|                   |                       |    |                 |  | TOTA NOMINA EN EFECTIVO 17,329.10    |

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

|               |           |    |                 |          |                                      |
|---------------|-----------|----|-----------------|----------|--------------------------------------|
| 01 SUELDO     | 24,481.50 | 51 | ISPT            | 6,040.03 | DVIG DIAS DE VIGENCIA 15.00          |
| 02 DESPENSA   | 994.50    | 54 | FONDO PENSIONES | 2,815.37 | IMP1 ISPT ART. 113 LISR 6,040.03     |
| 03 TRANSPORTE | 708.50    |    |                 |          | PGR1 PERC. GRAVADA TIPO 1 26,184.50  |
|               |           |    |                 |          | PERC TOTAL PERCEPCIONES 26,184.50    |
|               |           |    |                 |          | DEDU TOTAL DEDUCCIONES 8,855.40      |
|               |           |    |                 |          | 3%FV 3% FONDO DE VIVIENDA 734.44     |
|               |           |    |                 |          | FOND FONDO PENSIONES EMPRES 3,672.22 |
|               |           |    |                 |          | SEDARSEDAR 489.63                    |
|               |           |    |                 |          | AGUI PROVISION AGUINALDO 3,586.92    |
|               |           |    |                 |          | TOTA NOMINA EN EFECTIVO 17,329.10    |

Total de Empleados : 1 -----

| Clave                         | Nombre           | S.Diario     | S.Integ | DEDUCCIONES          | CONCEPTOS  |                             |              |
|-------------------------------|------------------|--------------|---------|----------------------|------------|-----------------------------|--------------|
| ***** TOTALES GENERALES ***** |                  |              |         |                      |            |                             |              |
| 01                            | SUELDO           | 4,476,672.75 | 51      | ISPT                 | 875,783.69 | DVIG DIAS DE VIGENCIA       | 7,935.00     |
| 02                            | DESPENSA         | 291,869.50   | 54      | FONDO PENSIONES      | 524,519.05 | IMP1 ISPT ART. 113 LISR     | 875,783.69   |
| 03                            | TRANSPORTE       | 189,919.50   | 58      | CUOTA SINDICAL       | 20,614.23  | PGR1 PERC. GRAVADA TIPO 1   | 5,196,435.76 |
| 06                            | PRIMA DE ALTO RI | 53,997.90    | 79      | APORT.ADIC.VOL.SEDAR | 2,450.00   | PERC TOTAL PERCEPCIONES     | 5,196,435.99 |
| 07                            | PRIMA INSALUBRE  | 185,756.88   | 89      | APORT.ADIC.COMP.SEDA | 50.00      | DEDU TOTAL DEDUCCIONES      | 2,619,244.02 |
|                               | FALINCIDENCIAS   | -1,780.54    | 65      | OTRAS DEDUCCIONES    | 1,140,890. | 3%FV 3% FONDO DE VIVIENDA   | 136,831.30   |
|                               |                  |              | 92      | PRESTAMO TU NOMINA P | 17,409.29  | FOND FONDO PENSIONES EMPRES | 684,155.10   |
|                               |                  |              | 93      | SEGURO ABA           | 3,556.70   | SEDARSEDAR                  | 88,798.14    |
|                               |                  |              | 94      | SEGURO BANORTE       | 1,832.67   | AGUI PROVISION AGUINALDO    | 712,084.77   |
|                               |                  |              | 95      | PRESTAMO AYUDATE     | 32,137.87  | TOTA NOMINA EN EFECTIVO     | 2,468,133.41 |
|                               |                  |              |         |                      |            | CHEQ PAGO POR CHEQUE        | 109,058.56   |

Total de Empleados : 529

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

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RECIBI: DE LA SECRETARIA DE FINANZAS DEL ESTADO LA CANTIDAD DE N\$: 5,196,435.99  
 CINCO MILLONES CIENTO NOVENTA Y SEIS MIL CUATROCIENTOS TREINTA Y CINCO PESOS 0/100 M.N.  
 IMPORTE DE PERCEPCIONES QUE AMPARA LA PRESENTE NOMINA.

|                 | NETO         | NO. TRAB. |
|-----------------|--------------|-----------|
| TOTAL EFECTIVO: | 2,468,133.41 | 509       |
| TOTAL CHEQUES:  | 109,058.56   | 20        |
| TOTAL GENERAL:  | 2,577,191.97 | 529       |

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

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

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