

| Indiv                                                                      | Nombre                         | Paso Sal              | Bonif Antig          | Bonif Profe | Comple Pacto  | Ajuste Salario                             | Bono Disp Ope | Sueldo Devengado  | 1% Sind/Stepq | Acep/ Dec. 81-70 B. Ornato | Cuenta Bancaria | Codigo        | Fecha Ingreso | Fecha Relación |        |              |                 |                      |                |                  |                 |  |
|----------------------------------------------------------------------------|--------------------------------|-----------------------|----------------------|-------------|---------------|--------------------------------------------|---------------|-------------------|---------------|----------------------------|-----------------|---------------|---------------|----------------|--------|--------------|-----------------|----------------------|----------------|------------------|-----------------|--|
|                                                                            | IGSS                           | 1% Sind/Sutrap orquet | Prestamo Sutraporque |             | Otros Descots | Convenio                                   |               | Decreto 424-95 1% | Sind/Stopq    |                            | Desc Judicial   | Prest. Elect. | Cuota Coop    | Tienda Coop    | Jubila | Prest Jubila | Cooperativa Upa | Cooperativa Josefina | Sueldo Liquido | Otros Bonos Gts. | Liquido Recibir |  |
| Vienen ...                                                                 |                                |                       |                      |             |               |                                            |               |                   |               |                            |                 |               |               |                |        |              |                 |                      |                |                  |                 |  |
|                                                                            | 0.00                           | 0.00                  | 0.00                 | 0.00        | 0.00          | 0.00                                       | 0.00          | 0.00              | 0.00          | 0.00                       | 0.00            | 0.00          | 0.00          | 0.00           | 0.00   | 0.00         | 0.00            | 0.00                 | 0.00           | 0.00             | 0.00            |  |
|                                                                            | 0.00                           | 0.00                  | 0.00                 | 0.00        | 0.00          | 0.00                                       | 0.00          | 0.00              | 0.00          |                            | 0.00            |               | 0.00          |                | 0.00   |              | 0.00            | 0.00                 |                | 0.00             | 0.00            |  |
| 2021-075-11-00-000-001-022-0509-48 SECCION DE MANTENIMIENTO DE OBRA DE MAR |                                |                       |                      |             |               |                                            |               |                   |               |                            |                 |               |               |                |        |              |                 |                      |                |                  |                 |  |
| 001                                                                        | GONZÁLEZ FIGUERÓA JUAN PABLO   |                       |                      |             |               | TRABAJADOR DE MANTENIMIENTO DE OBRA DE MAR |               |                   |               |                            | 010780199445    | 805           | 04/01/2021    | 04/01/2021     |        |              |                 |                      |                |                  |                 |  |
| 31                                                                         | 2,080.00                       | 0.00                  | 0.00                 | 0.00        | 0.00          | 0.00                                       | 0.00          | 0.00              |               |                            |                 |               |               |                |        |              |                 |                      | 3,070.44       | 250.00           | 3,320.44        |  |
|                                                                            | 158.42                         | .00                   | .00                  | .00         | .00           | .00                                        | .00           | 1,200.00          | 3,280.00      |                            |                 | .00           | .00           | .00            | .00    | .00          | .00             | .00                  |                | .00              |                 |  |
|                                                                            |                                |                       |                      |             |               |                                            |               | 51.14             | .00           | .00                        | .00             | .00           |               |                |        |              |                 |                      |                |                  |                 |  |
|                                                                            | 2,080.00                       | 0.00                  | 0.00                 | 0.00        | 0.00          | 0.00                                       | 0.00          | 1,200.00          | 3,280.00      |                            |                 |               |               |                |        |              |                 |                      |                |                  |                 |  |
|                                                                            | .00                            | .00                   | .00                  | .00         | .00           | .00                                        | .00           | 51.14             | .00           |                            | .00             | .00           | .00           | .00            | .00    | .00          | .00             | .00                  | 3,070.44       | 0.00             |                 |  |
|                                                                            | 158.42                         | .00                   | .00                  | .00         | .00           | .00                                        | .00           | .00               | .00           | .00                        | .00             | .00           | .00           | .00            | .00    | .00          | .00             | 0.00                 |                | 250.00           | 3,320.44        |  |
| 2021-075-12-00-000-001-022-0509-59 SECCION DE EQUIPO                       |                                |                       |                      |             |               |                                            |               |                   |               |                            |                 |               |               |                |        |              |                 |                      |                |                  |                 |  |
| 001                                                                        | FIGUEROA SANDOVAL ERICK ELADIO |                       |                      |             |               | OPERADOR DE MAQUINARIA PORTUARIA           |               |                   |               |                            | 01-078-019980-1 | 817           | 04/01/2021    | 04/01/2021     |        |              |                 |                      |                |                  |                 |  |
| 31                                                                         | 2,580.00                       | 0.00                  | 0.00                 | 0.00        | 0.00          | 0.00                                       | 0.00          | 1,200.00          | 3,780.00      |                            |                 |               |               |                |        |              |                 |                      | 3,580.66       | 250.00           | 3,830.66        |  |
|                                                                            | 182.57                         | .00                   | .00                  | .00         | .00           | .00                                        | .00           | 16.77             | .00           | .00                        | .00             | .00           | .00           | .00            | .00    | .00          | .00             | .00                  |                | .00              |                 |  |
|                                                                            | 2,580.00                       | 0.00                  | 0.00                 | 0.00        | 0.00          | 0.00                                       | 0.00          | 1,200.00          | 3,780.00      |                            |                 |               |               |                |        |              |                 |                      |                |                  |                 |  |
|                                                                            | .00                            | .00                   | .00                  | .00         | .00           | .00                                        | .00           | 16.77             | .00           |                            | .00             | .00           | .00           | .00            | .00    | .00          | .00             | .00                  | 3,580.66       | 0.00             |                 |  |
|                                                                            | 182.57                         | .00                   | .00                  | .00         | .00           | .00                                        | .00           | .00               | .00           | .00                        | .00             | .00           | .00           | .00            | .00    | .00          | 0.00            |                      |                | 250.00           | 3,830.66        |  |
| 2021-075-12-00-000-001-022-0509-60 SECCION DE MUELLES                      |                                |                       |                      |             |               |                                            |               |                   |               |                            |                 |               |               |                |        |              |                 |                      |                |                  |                 |  |
| 001                                                                        | NEWBERY DE LEÓN JUAN PABLO     |                       |                      |             |               | AUXILIAR PORTUARIO                         |               |                   |               |                            | 010780203019    | 843           | 04/01/2021    | 04/01/2021     |        |              |                 |                      |                |                  |                 |  |
| 31                                                                         | 1,980.00                       | 0.00                  | 0.00                 | 0.00        | 0.00          | 0.00                                       | 0.00          | 1,200.00          | 3,180.00      |                            |                 |               |               |                |        |              |                 |                      | 3,026.41       | 250.00           | 3,276.41        |  |
|                                                                            | 153.59                         | .00                   | .00                  | .00         | .00           | .00                                        | .00           | .00               | .00           | .00                        | .00             | .00           | .00           | .00            | .00    | .00          | .00             | .00                  |                | .00              |                 |  |
| 002                                                                        | OSORIO ADER ADOLFO             |                       |                      |             |               | AUXILIAR PORTUARIO                         |               |                   |               |                            | 3114032649      | 483           | 04/01/2021    | 04/01/2021     |        |              |                 |                      |                |                  |                 |  |
| 31                                                                         | 1,980.00                       | 0.00                  | 0.00                 | 0.00        | 0.00          | 0.00                                       | 0.00          | 1,200.00          | 3,180.00      |                            |                 |               |               |                |        |              |                 |                      | 3,026.41       | 250.00           | 3,276.41        |  |
|                                                                            | 153.59                         | .00                   | .00                  | .00         | .00           | .00                                        | .00           | .00               | .00           | .00                        | .00             | .00           | .00           | .00            | .00    | .00          | .00             | .00                  |                | .00              |                 |  |
| Van ...                                                                    |                                |                       |                      |             |               |                                            |               |                   |               |                            |                 |               |               |                |        |              |                 |                      |                |                  |                 |  |
|                                                                            | 8,620.00                       | 0.00                  | 0.00                 | 0.00        | 0.00          | 0.00                                       | 0.00          | 4,800.00          | 13,420.00     | 0.00                       | 0.00            | 0.00          | 0.00          | 0.00           | 0.00   | 0.00         | 0.00            | 0.00                 | 1,000.00       | 0.00             |                 |  |
|                                                                            | 648.17                         | 0.00                  | 0.00                 | 0.00        | 0.00          | 0.00                                       | 0.00          | 67.91             | 0.00          | 0.00                       | 0.00            | 0.00          | 0.00          | 0.00           | 0.00   | 0.00         | 0.00            | 0.00                 | 12,703.92      |                  | 13,703.92       |  |

| Indiv                                                 | Nombre                           | Paso Sal      | Bonif Antig | Bonif Profe | Comple Pacto  | Ajuste Salario     | Bono Disp Ope | Sueldo Devengado | 1%         | Acep/ Dec. 81- | Cuenta Bancaria | Codigo        | Fecha Ingreso | Fecha Relación |             |            |              |                 |                      |                |             |           |                 |  |
|-------------------------------------------------------|----------------------------------|---------------|-------------|-------------|---------------|--------------------|---------------|------------------|------------|----------------|-----------------|---------------|---------------|----------------|-------------|------------|--------------|-----------------|----------------------|----------------|-------------|-----------|-----------------|--|
|                                                       | Sueldo Perma                     | 1% Prestamo   |             |             | Otros Desctos | Minimo             |               | Decreto 424-95   | Sind/Stepq | 70 B. Ornato   | Desc Judicial   | Prest. Elect. |               |                | Tienda Coop | Jubila     | Prest Jubila | Cooperativa Upa | Cooperativa Josefina | Sueldo Liquido | Otros Bonos | Gts. Rep. | Liquido Recibir |  |
|                                                       | IGSS                             | Sutrap orquet | Sutraporque | Bantrab     | Prest Sind    | Fianza             | Isr           | 1%               | Sind/Stopq |                |                 |               |               |                |             |            |              |                 |                      |                |             |           |                 |  |
| Vienen ...                                            |                                  |               |             |             |               |                    |               |                  |            |                |                 |               |               |                |             |            |              |                 |                      |                |             |           |                 |  |
|                                                       | 8,620.00                         |               | 0.00        | 0.00        | 0.00          | 0.00               | 4,800.00      | 13,420.00        |            | 0.00           |                 | 0.00          |               |                | 0.00        |            | 0.00         |                 | 0.00                 |                | 1,000.00    |           | 13,703.92       |  |
|                                                       | 648.17                           | 0.00          | 0.00        | 0.00        | 0.00          | 0.00               | 0.00          | 67.91            | 0.00       |                | 0.00            |               |               |                | 0.00        |            | 0.00         |                 | 0.00                 |                | 12,703.92   |           | 0.00            |  |
| 2021-075-12-00-000-001-022-0509-60 SECCION DE MUELLES |                                  |               |             |             |               |                    |               |                  |            |                |                 |               |               |                |             |            |              |                 |                      |                |             |           |                 |  |
| 003                                                   | BARILLAS LÓPEZ DIEGO ARMANDO     |               |             |             |               | AUXILIAR PORTUARIO |               |                  |            |                | 030780001534    |               |               | 757            | 04/01/2021  | 04/01/2021 |              |                 |                      |                |             |           |                 |  |
| 31                                                    | 1,980.00                         |               | 0.00        | 0.00        | 0.00          | 0.00               | 1,200.00      | 3,180.00         |            |                |                 |               |               |                |             |            |              |                 |                      | 3,026.41       | 250.00      |           | 3,276.41        |  |
|                                                       | 153.59                           | .00           | .00         | .00         | .00           | .00                | .00           | .00              | .00        | .00            | .00             | .00           | .00           | .00            | .00         | .00        | .00          | .00             | .00                  |                | .00         |           |                 |  |
| 004                                                   | ESTRADA SANCHEZ RAÚL             |               |             |             |               | AUXILIAR PORTUARIO |               |                  |            |                | 030780002328    |               |               | 709            | 04/01/2021  | 04/01/2021 |              |                 |                      |                |             |           |                 |  |
| 31                                                    | 1,980.00                         |               | 0.00        | 0.00        | 0.00          | 0.00               | 1,200.00      | 3,180.00         |            |                |                 |               |               |                |             |            |              |                 |                      | 3,021.03       | 250.00      |           | 3,271.03        |  |
|                                                       | 153.59                           | .00           | .00         | .00         | .00           | .00                | .00           | 5.38             | .00        | .00            | .00             | .00           | .00           | .00            | .00         | .00        | .00          | .00             | .00                  |                | .00         |           |                 |  |
| 005                                                   | MORALES AGUILAR ELVIN ESTID      |               |             |             |               | AUXILIAR PORTUARIO |               |                  |            |                | 030780001194    |               |               | 698            | 04/01/2021  | 04/01/2021 |              |                 |                      |                |             |           |                 |  |
| 31                                                    | 1,980.00                         |               | 0.00        | 0.00        | 0.00          | 0.00               | 1,200.00      | 3,180.00         |            |                |                 |               |               |                |             |            |              |                 |                      | 3,026.41       | 250.00      |           | 3,276.41        |  |
|                                                       | 153.59                           | .00           | .00         | .00         | .00           | .00                | .00           | .00              | .00        | .00            | .00             | .00           | .00           | .00            | .00         | .00        | .00          | .00             | .00                  |                | .00         |           |                 |  |
| 006                                                   | PEREIRA GARCÍA HECTOR FRANCISCO  |               |             |             |               | AUXILIAR PORTUARIO |               |                  |            |                | 030780002476    |               |               | 743            | 04/01/2021  | 04/01/2021 |              |                 |                      |                |             |           |                 |  |
| 31                                                    | 1,980.00                         |               | 0.00        | 0.00        | 0.00          | 0.00               | 1,200.00      | 3,180.00         |            |                |                 |               |               |                |             |            |              |                 |                      | 3,026.41       | 250.00      |           | 3,276.41        |  |
|                                                       | 153.59                           | .00           | .00         | .00         | .00           | .00                | .00           | .00              | .00        | .00            | .00             | .00           | .00           | .00            | .00         | .00        | .00          | .00             | .00                  |                | .00         |           |                 |  |
| 007                                                   | CALITO HERNÁNDEZ JUAN CARLOS     |               |             |             |               | AUXILIAR PORTUARIO |               |                  |            |                | 030780001267    |               |               | 667            | 04/01/2021  | 04/01/2021 |              |                 |                      |                |             |           |                 |  |
| 31                                                    | 1,980.00                         |               | 0.00        | 0.00        | 0.00          | 0.00               | 1,200.00      | 3,180.00         |            |                |                 |               |               |                |             |            |              |                 |                      | 3,015.31       | 250.00      |           | 3,265.31        |  |
|                                                       | 153.59                           | .00           | .00         | .00         | .00           | .00                | .00           | 11.10            | .00        | .00            | .00             | .00           | .00           | .00            | .00         | .00        | .00          | .00             | .00                  |                | .00         |           |                 |  |
| 008                                                   | ALVARADO REYES REGINALDO         |               |             |             |               | AUXILIAR PORTUARIO |               |                  |            |                | 445-005213-1    |               |               | 509            | 04/01/2021  | 04/01/2021 |              |                 |                      |                |             |           |                 |  |
| 31                                                    | 1,980.00                         |               | 0.00        | 0.00        | 0.00          | 0.00               | 1,200.00      | 3,180.00         |            |                |                 |               |               |                |             |            |              |                 |                      | 3,022.91       | 250.00      |           | 3,272.91        |  |
|                                                       | 153.59                           | .00           | .00         | .00         | .00           | .00                | .00           | 3.50             | .00        | .00            | .00             | .00           | .00           | .00            | .00         | .00        | .00          | .00             | .00                  |                | .00         |           |                 |  |
| 009                                                   | RAMOS MÉNDEZ RUDY JONATÁN        |               |             |             |               | AUXILIAR PORTUARIO |               |                  |            |                | 030780001003    |               |               | 557            | 04/01/2021  | 04/01/2021 |              |                 |                      |                |             |           |                 |  |
| 31                                                    | 1,980.00                         |               | 0.00        | 0.00        | 0.00          | 0.00               | 1,200.00      | 3,180.00         |            |                |                 |               |               |                |             |            |              |                 |                      | 3,026.41       | 250.00      |           | 3,276.41        |  |
|                                                       | 153.59                           | .00           | .00         | .00         | .00           | .00                | .00           | .00              | .00        | .00            | .00             | .00           | .00           | .00            | .00         | .00        | .00          | .00             | .00                  |                | .00         |           |                 |  |
| 010                                                   | VALIENTE HERNÁNDEZ FREDY ALBERTO |               |             |             |               | AUXILIAR PORTUARIO |               |                  |            |                | 01-078-019945-3 |               |               | 806            | 04/01/2021  | 04/01/2021 |              |                 |                      |                |             |           |                 |  |
| 31                                                    | 1,980.00                         |               | 0.00        | 0.00        | 0.00          | 0.00               | 1,200.00      | 3,180.00         |            |                |                 |               |               |                |             |            |              |                 |                      | 3,026.41       | 250.00      |           | 3,276.41        |  |
|                                                       | 153.59                           | .00           | .00         | .00         | .00           | .00                | .00           | .00              | .00        | .00            | .00             | .00           | .00           | .00            | .00         | .00        | .00          | .00             | .00                  |                | .00         |           |                 |  |
| Van ...                                               |                                  |               |             |             |               |                    |               |                  |            |                |                 |               |               |                |             |            |              |                 |                      |                |             |           |                 |  |
|                                                       | 24,460.00                        |               | 0.00        | 0.00        | 0.00          | 0.00               | 14,400.00     | 38,860.00        |            | 0.00           |                 | 0.00          |               |                | 0.00        |            | 0.00         |                 | 0.00                 |                | 3,000.00    |           | 0.00            |  |
|                                                       | 1,876.89                         | 0.00          | 0.00        | 0.00        | 0.00          | 0.00               | 0.00          | 87.89            | 0.00       |                | 0.00            |               |               |                | 0.00        |            |              | 0.00            |                      | 36,895.22      |             | 0.00      | 39,895.22       |  |



| CODIGOINDIV | NOMBRE EMPLEADO | CARGO | OBSERVACIONES |
|-------------|-----------------|-------|---------------|
|-------------|-----------------|-------|---------------|

RESUMEN DE SUELDOS DEL PERSONAL DE REGION 022  
DE: Empresa Portuaria Quetzal, SAN JOSE, ESCUINTLA, CORRESPONDIENTE AL MES DE JULIO/2021

RESUMEN GENERAL

|                                     |           |           |
|-------------------------------------|-----------|-----------|
| Sueldo Permanente                   | 24,460.00 |           |
| Paso Salarial                       | 0.00      |           |
| Bonif / Antigüedad                  | 0.00      |           |
| Bonif / Profesional                 | 0.00      |           |
| Complemento Sal...                  | 0.00      |           |
| Ajuste Salario Mininmo              | 0.00      |           |
| Bono Disp / operativa               | 14,400.00 |           |
| Bono 372001                         | 3,000.00  |           |
| Gastos Representacion               | 0.00      |           |
| Nominal.....                        |           | 41,860.00 |
| (-) Cuota I.G.S.S (201).            | 1,876.89  |           |
| (-) Banco del Trabajador (102)      | 0.00      |           |
| (-) Cuota Sindicato (105)           | 0.00      |           |
| (-) Otros Descuentos (215)          | 0.00      |           |
| (-) Convenio de pago (2016)         | 0.00      |           |
| (-) Fianza (202)                    | 0.00      |           |
| (-) I.S.R. (203)                    | 87.89     |           |
| (-) Decreto 424-95 1% (117)         | 0.00      |           |
| (-) Acep (112)                      | 0.00      |           |
| (-) Descuentos Judiciales (114)     | 0.00      |           |
| (-) Desc Coop. Electro. (108)       | 0.00      |           |
| (-) Descuento Sindicato (119)       | 0.00      |           |
| (-) Desc. Sindicato Sutraporquet    | 0.00      |           |
| (-) Prestamo Sindicato Sutraporquet | 0.00      |           |
| (-) Plan Jubilación (111)           | 0.00      |           |
| (-) Cuota Cooperativa (108)         | 0.00      |           |
| (-) Tienda Coop. (108)              | 0.00      |           |
| (-) Coeoperativa Josefina.          | 0.00      |           |
| (-) Cooperativa Upa (204)           | 0.00      | 1,964.78  |
| Liquido                             |           | 39,895.22 |

LA PRESENTE NOMINA DE SUELDOS ASCIENDE A LA CANTIDAD DE:  
CUARENTA Y UNO MIL OCHOCIENTOS SESENTA QUETZALES EXACTOS.- ( 41,860.00) PUERTO QUETZAL JULIO DE 2021

ELABORO F: \_\_\_\_\_  
MAURICIO ABDIAS PEREZ CASTILLO  
OFICIAL DE FINANZAS II

ES CONFORME F: \_\_\_\_\_  
AURA LETICIA DE LA CRUZ GARCIA de CRUZ  
SUBJEFE DEPARTAMENTO DE PERSONAL

Vo. Bo. F: \_\_\_\_\_  
MARIO ALEJANDRO SOLARES MENÉNDEZ  
GERENTE DE RECURSOS HUMANOS