

Indiv	Nombre Sueldo Perma	Paso Sal 1% Sutrap orquet	Bonif Antig Prestamo Sutraporque	Bonif Profe Prest Sind	Comple Pacto Otros Descptos	Subsidio Fam Convenio pago	Bono Disp Ope Fianza	Sueldo Devengado Decreto 424-95 1%	1% Sind/Stepq Sind/Stopq	1% Sindicato Ostracomppq Stupeppqz	Cuenta Bancaria Acep/ Dec. 81- 70 B. Desc Judicial	Codigo Prest. Elect. Banrural	Fecha Ingreso Cuota Coop	Fecha Relación Tienda Coop	Jubila Prest Jubila	Cooperativa Upa	Cooperativa Josefina	Prestamo CHN	Sueldo Liquido	Otros Bonos	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	
2021-075-01-00-000-006-011-0509-40 GERENCIA DE SEGURIDAD INTEGRAL																					
001	QUINTO CASTILLO WENDY EUNICE					GERENTE DE SEGURIDAD INTEGRAL					02-078-026556-9		2596	21/11/2017	21/11/2017					17,766.63	18,016.63
31	11,580.00	0.00	0.00	375.00	35.00	5,500.00	4,066.00	21,556.00		.00	.00	.00	.00	.00	.00	.00	.00	.00	17,766.63	18,016.63	
	1,041.15	.00	.00	.00	.00	.00	289.71	1,066.13	.00	.00	577.08	.00	.00	.00	815.30	.00	.00	.00	.00	250.00	
002	AGUIRRE MORALES MARIA VICTORIA					SECRETARIA DE GERENCIA					020780196206		2163	02/05/2008	02/05/2008					9,442.89	9,692.89
31	2,580.00	1,300.00	550.00	0.00	249.00	5,500.00	749.00	10,928.00		.00	.00	.00	.00	.00	.00	.00	.00	.00	9,442.89	9,692.89	
	527.82	.00	.00	.00	.00	.00	.00	583.77	.00	139.28	.00	234.24	.00	.00	.00	.00	.00	.00	.00	250.00	
003	SARTI QUEVEDO DWIGHT EMILIO					SUBGERENTE DE SEGURIDAD INTEGRAL					3153061816		2646	17/05/2021	17/05/2021					15,184.21	15,434.21
31	7,780.00	0.00	0.00	375.00	0.00	5,500.00	3,638.00	17,293.00		.00	.00	.00	.00	.00	.00	.00	.00	.00	15,184.21	15,434.21	
	835.25	.00	.00	.00	170.96	.00	232.42	430.60	.00	.00	439.56	.00	.00	.00	.00	.00	.00	.00	.00	250.00	
004	SOSA MARIA DEL ROSARIO					ASISTENTE TECNICO I					010780195113		2304	09/03/2010	09/03/2010					8,663.61	8,913.61
31	2,380.00	963.00	550.00	0.00	149.00	5,500.00	695.50	10,237.50		.00	.00	.00	.00	.00	.00	.00	.00	.00	8,663.61	8,913.61	
	494.47	.00	.00	.00	170.96	.00	.00	269.74	.00	.00	177.38	211.96	.00	.00	249.38	.00	.00	.00	.00	250.00	
005	OCHOA GUTIERREZ JORGE DOUGLAS					OFICIAL DE PROTECCION DE INSTALACIONES PORTUARIAS					02-078-026421-0		2400	15/06/2012	15/06/2012					10,817.94	11,067.94
31	5,780.00	1,018.00	435.00	0.00	85.00	5,500.00	5,500.00	16,242.00		.00	.00	.00	.00	.00	.00	.00	.00	.00	10,817.94	11,067.94	
	784.49	.00	.00	2,898.45	.00	170.96	.00	218.29	3,424.00	.00	405.66	.00	.00	.00	.00	.00	.00	.00	.00	250.00	
								708.79	.00	.00	237.42										
006	PINEDA LOPEZ FABIOLA ROCIO					SECRETARIA DE DEPARTAMENTO					4114180925		2447	03/06/2013	03/06/2013					6,305.59	6,555.59
31	2,180.00	316.00	435.00	0.00	85.00	5,500.00	695.50	9,211.50		.00	.00	.00	.00	.00	.00	.00	.00	.00	6,305.59	6,555.59	
	444.92	92.12	500.00	1,122.49	.00	170.96	.00	.00	198.47	.00	.00	178.87	.00	.00	198.08	.00	.00	.00	.00	250.00	
007	FRANCO GALVEZ LESBIA LILIANA					ASISTENTE TECNICO I					01-078-019079-0		1936	01/02/2002	01/02/2002					5,801.35	6,051.35
31	2,380.00	2,552.00	650.00	0.00	349.00	5,500.00	695.50	12,126.50		.00	.00	.00	.00	.00	1,500.37	.00	.00	.00	5,801.35	6,051.35	
	585.71	.00	.00	1,880.13	500.00	.00	.00	1,090.94	.00	151.27	.00	272.90	.00	.00	343.83	.00	.00	.00	.00	250.00	
Van ...																					
	34,660.00	6,149.00	2,620.00	750.00	952.00	38,500.00	13,963.50	97,594.50	290.55	0.00	0.00	0.00	0.00	1,606.59		0.00		0.00	1,750.00	1,750.00	
	4,713.81	92.12	500.00	5,901.07	500.00	683.84	0.00	740.42	4,348.44	0.00	414.80	2,320.27	0.00	0.00	1,500.37		0.00		73,982.22	75,732.22	

Indiv	Nombre Sueldo Perma	Paso Sal 1% Prestamo Sutraporquet	Bonif Antig Bantrab	Bonif Profe Prest Sind	Comple Pacto Otros Descptos	Subsidio Fam Convenio pago	Bono Disp Ope Fianza	Sueldo Devengado Decreto 424-95 1%	1% Sind/Stepq Sind/Stopq	1% Sindicato Ostracomppq Stupeppqz	Cuenta Bancaria Acep/ Dec. 81- 70 B. Desc Judicial Ornato	Codigo Prest. Elect. Banrural	Fecha Ingreso Cuota Coop	Fecha Relación Tienda Coop	Prest Jubila	Cooperativa Upa	Cooperativa Josefina	Prestamo CHN	Sueldo Liquido	Otros Bonos	Liquido Recibir
Vienen ...																					
	34,660.00	6,149.00	2,620.00	750.00	952.00	38,500.00	13,963.50	97,594.50		0.00	0.00	0.00	0.00	0.00	1,606.59	0.00	0.00		73,982.22		75,732.22
	4,713.81	92.12	500.00	5,901.07	500.00	683.84	0.00	740.42	4,348.44	0.00	290.55	414.80	2,320.27	0.00	0.00	1,500.37		0.00	0.00	0.00	1,750.00
021-075-01-00-000-006-011-0509-40 GERENCIA DE SEGURIDAD INTEGRAL																					
008	REYES CASTAÑEDA INGRID JACKELINE					ASISTENTE TECNICO III					010780190650		1901	01/02/2001	01/02/2001						
31	2,780.00	2,500.00	675.00	0.00	349.00	5,500.00	802.50	12,606.50		.00	.00	.00	.00	.00	.00	.00	.00	.00	10,253.95		10,503.95
	608.89	.00	.00	.00	.00	.00	.00	931.38	.00	156.07	.00	288.38	.00	.00	367.83		.00	.00	.00	250.00	
009	VALENZUELA GLENDI ESCARLET MARTINEZ GONZALEZ DE					ASISTENTE TECNICO I					3890002880		2353	02/11/2011	02/11/2011						
31	2,380.00	600.00	550.00	0.00	85.00	5,500.00	695.50	9,810.50		.00	.00	.00	.00	.00	.00	.00	.00	.00	7,164.57		7,414.57
	473.85	.00	.00	1,488.52	.00	.00	.00	357.26	.00	128.11	.00	198.19	.00	.00	.00	.00	.00	.00	.00	250.00	
010	FRANCO ORDOÑEZ VERONICA					ASISTENTE TECNICO I					010780190430		1872	01/09/2000	01/09/2000						
31	2,380.00	2,600.00	675.00	0.00	349.00	5,500.00	695.50	12,199.50		.00	.00	.00	.00	.00	.00	.00	.00	.00	8,974.49		9,224.49
	589.24	122.00	.00	1,316.59	.00	.00	.00	574.45	.00	.00	.00	275.25	.00	.00	347.48		.00	.00	.00	250.00	
	42,200.00	11,849.00	4,520.00	750.00	1,735.00	55,000.00	16,157.00	132,211.00		0.00											
	214.12	500.00	500.00		.00		6,211.53		574.73	414.80	.00	.00	.00	.00	1,500.37		0.00		100,375.23		102,875.23
	6,385.79	8,706.18		683.84		740.42		.00		3,082.09	.00	.00	.00	2,321.90	.00		0.00		0.00	2,500.00	

021-075-01-00-000-006-011-0509-41																				DEPARTAMENTO DE SEGURIDAD INDUSTRIAL																
001		YUMAN GALLARDO LUIS ANTONIO								JEFE DE DEPARTAMENTO				010780197310		2369		01/02/2012		01/02/2012																
25		4,338.71		470.16		350.81		0.00	68.55	1,494.57		2,588.71		9,311.51		.00		.00		.00		.00		5,494.13		5,695.74										
		449.75		.00		.00		1,396.95		.00	170.96		.00		859.98		.00		.00		.00		.00		.00	201.61										
002		PINEDA OVIEDO CARLOS EDGENIO								PROFESIONAL ESPECIALIZADO I				010780199933		2062		14/01/2016		14/01/2016																
25		3,209.68		0.00		350.81		0.00	28.23	1,494.57		2,243.55		7,326.84		.00		.00		.00		.00		.00	4,391.45		4,593.06									
		353.89		.00		.00		1,490.55		.00	.00		.00		693.15		.00		.00		.00		.00		.00	201.61										
003		BERNAL GUEVARA JORGE ALBERTO								JEFE DE SECCION				010780187749		1520		21/02/1994		21/02/1994																
31		2,980.00		4,370.00		675.00		0.00	649.00	5,500.00		2,782.00		16,956.00		.00		1,800.00		.00		.00		3,230.49		.00	8,205.15		8,455.15							
		818.97		.00		.00		716.76		.00	.00		.00		227.89		743.19		.00		199.56		.00		428.69		.00	585.30		.00	.00	8,205.15		8,455.15		
Van ...				52,728.39		16,689.16		5,896.62		750.00		2,480.78		63,489.14		23,771.26		165,805.35		877.56		0.00		1,800.00		0.00		0.00		3,308.13		0.00		0.00	3,153.22	
		8,008.40		214.12		500.00		12,310.44		500.00		854.80		0.00		968.31		8,507.85		0.00		582.92		4,176.00		0.00		0.00		4,730.86		0.00		118,465.96		121,619.18

div	Nombre Suel	Paso Sal	Bonif Antig	Bonif Profe	Comple Pacto	Subsidio Fam	Bono Disp Ope	Suel	1%	1%	Cuenta Bancaria	Codigo	Fecha Ingreso	Fecha Relación											
	IGSS	1% Sind/Supratr	Prestamo Supratr		Otros Desc	Convenio pago	Fianza	Isr	Deven	Sind/Step	Sindicato	Acep/ Dec. 81- 70 B. Desc Judicial	Prest. Elect.	Banrural	Cuota Coop	Tienda Coop	Jubila	Prest Jubila	Cooperativa Upa	Cooperativa Josefina	Prestamo CHN	Suel Liquid	Otros Bonos	Liquid Recibir	
Vienen ...																									
	52,728.39		16,689.16		5,896.62		750.00		2,480.78		63,489.14		23,771.26		165,805.35										
	8,008.40	214.12	500.00		12,310.44		500.00		854.80		0.00	968.31	8,507.85	0.00	877.56	582.92	4,176.00		0.00						
2021-075-01-00-000-006-011-0509-41 DEPARTAMENTO DE SEGURIDAD INDUSTRIAL																									
004	BALAN JACKELINE AMANDA PANAMA HERNANDEZ DE					SECRETARIA DE DEPARTAMENTO					01-078-019970-4		2525	02/02/2015		02/02/2015									
31	2,180.00		0.00		435.00		0.00		85.00		5,500.00		695.50		8,895.50		.00		.00		.00				
	429.65	.00	.00		.00		.00		170.96		.00		163.39		.00		118.96	.00	168.67		.00				
005	FIGUEROA BARILLAS ANGEL MARIO					INSPECTOR DE SEGURIDAD INDUSTRIAL					010780190383		1870	01/09/2000		01/09/2000									
6	538.06		619.35		130.65		0.00		67.55		4,005.43		538.45		5,899.49		.00		.00		.00				
	284.95	.00	.00		.00		.00		.00		.00		.00		59.00		.00		.00		.00				
006	FRANCO AROLD0					INSPECTOR DE SEGURIDAD INDUSTRIAL					010780188850		1509	21/02/1994		21/02/1994									
31	2,780.00		3,885.00		675.00		0.00		649.00		5,500.00		2,782.00		16,271.00		.00		.00		.00				
	785.89	.00	.00		1,419.85		.00		.00		.00		692.42		.00		192.71	.00	406.59		.00				
007	RODRIGUEZ GONZALEZ AXEL DONALDO					BOMBERO PORTUARIO					020780196176		2153	02/05/2008		02/05/2008									
31	1,980.00		1,333.00		550.00		0.00		249.00		5,500.00		695.50		10,307.50		.00		.00		.00				
	497.85	.00	.00		1,769.13		.00		170.96		.00		.00		539.29		.00		133.08		.00				
008	GARCIA MOSCOSO REYNOL ORLANDO					BOMBERO PORTUARIO					030780002352		2472	15/11/2013		15/11/2013									
31	1,980.00		200.00		435.00		0.00		85.00		5,500.00		695.50		8,895.50		.00		.00		.00				
	429.65	.00	.00		1,219.37		.00		170.96		.00		.00		353.65		.00		118.96		.00				
009	ROSSATTY TUN JORGE ESTUARDO					BOMBERO PORTUARIO					030780001232		2466	15/11/2013		15/11/2013									
31	1,980.00		200.00		435.00		0.00		85.00		5,500.00		695.50		8,895.50		.00		.00		.00				
	429.65	.00	.00		1,081.49		.00		170.96		.00		.00		337.65		.00		33.96		.00				
011	MEMBREÑO PINEDA ROMULO ENRIQUE					BOMBERO PORTUARIO					030780002387		692	04/01/2021		04/01/2021									
31	1,980.00		0.00		0.00		0.00		0.00		5,500.00		695.50		8,175.50		.00		.00		.00				
	394.88	.00	.00		.00		.00		170.96		.00		109.88		987.31		.00		.00		.00				
012	BENAVENTE BATZAN ELMER MANUEL					BOMBERO PORTUARIO					4114189994		2036	03/02/2003		03/02/2003									
31	1,980.00		1,936.00		650.00		0.00		349.00		5,500.00		695.50		11,110.50		711.11		.00		.00				
	536.64	.00	.00		552.65		.00		170.96		.00		.00		1,239.62		.00		.00		.00				
Van ...																									
	68,126.45		24,862.51		9,207.27		750.00		4,050.33		105,994.57		31,264.71		244,255.84		1,534.23		711.11		1,800.00		0.00		
	11,797.56	214.12	500.00		18,352.93		500.00		1,880.56		0.00	1,078.19	12,821.18	0.00	582.92	5,688.39	0.00		0.00		8,724.98		0.00		

Indiv	Nombre	Paso Sal	Bonif Antig	Bonif Profe	Comple Pacto	Subsidio Fam	Bono Disp Ope	Sueldo Devengado Decreto 424-95 1%	1% Sind/Stepq Sind/Stopq	1% Sindicato Ostracomppq Stupepqpz	Cuenta Bancaria Acep/ Dec. 81- 70 B. Desc Judicial	Codigo Prest. Elect. Banrural	Fecha Ingreso Cuota Coop Tienda Coop	Fecha Relación Jubila Prest Cooperativa Upa Cooperativa Josefina Prestamo CHN	Sueldo Liquido	Otros Bonos	Liquido Recibir
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Vienen ...																	
	68,126.45	24,862.51	9,207.27	750.00	4,050.33	105,994.57	31,264.71	244,255.84		711.11	1,800.00	0.00	0.00	5,195.33	0.00	172,874.34	177,825.95
	11,797.56	214.12	500.00	18,352.93	500.00	1,880.56	0.00	1,078.19	12,821.18	0.00	1,534.23	582.92	5,688.39	0.00	0.00	8,724.98	4,951.61

2021-075-01-00-000-006-011-0509-41 DEPARTAMENTO DE SEGURIDAD INDUSTRIAL

25,926.45	13,013.51	4,687.27	0.00	2,315.33	50,994.57	15,107.71	112,044.84	711.11											
	.00	.00	.00	.00		6,609.65		959.50	168.12	1,800.00		.00	.00	7,224.61		0.00	72,499.11	74,950.72	
5,411.77		9,646.75		1,196.72		337.77	.00			2,606.30	.00	.00	2,873.43	.00		0.00		2,451.61	

2021-075-01-00-000-006-011-0509-42 DEPARTAMENTO DE PROTECCIÓN FÍSICA

001 ENRIQUEZ ESPINA HUMBERTO						JEFE DE SEGURIDAD PORTUARIA						010780187641		1615	01/07/1996		01/07/1996						
31	5,380.00	3,925.00	675.00	0.00	549.00	5,500.00	3,210.00	19,239.00		.00	.00		.00	.00	.00	.00	.00	.00	14,281.30	14,531.30			
	929.24	192.39	.00	1,298.33	.00	170.96	.00	258.57	906.43	.00	.00	502.33	.00	.00	.00	699.45	.00	.00	.00	.00	250.00		
002 REGALADO CORADO GLORIA ESPERANZA						SECRETARIA DE DEPARTAMENTO						3114030504		2277	01/09/2009		01/09/2009						
31	2,180.00	1,066.00	550.00	0.00	149.00	5,500.00	695.50	10,140.50		.00	.00		.00	.00	.00	.00	.00	.00	7,235.56	7,485.56			
	489.79	.00	.00	1,385.93	.00	170.96	.00	.00	273.49	.00	131.41	.00	208.83	.00	.00	.00	244.53	.00	.00	.00	250.00		
003 TELLO SOLARES JAIME ALFREDO						SUPERVISOR DE SEGURIDAD						010780187889		1495	21/02/1994		21/02/1994						
31	2,980.00	3,385.00	675.00	0.00	649.00	5,500.00	2,782.00	15,971.00		.00	.00		.00	.00	.00	.00	.00	.00	13,406.71	13,656.71			
	771.40	.00	.00	.00	.00	.00	.00	670.22	.00	189.71	.00	396.91	.00	.00	.00	536.05	.00	.00	.00	250.00			
004 FIGUEROA BARILLAS ANGEL MARIO						SUPERVISOR DE SEGURIDAD						010780190383		1870	01/09/2000		01/09/2000						
25	2,403.23	2,580.65	544.35	0.00	281.45	1,494.57	2,243.55	9,547.80		.00	.00		.00	.00	.00	3,017.30		.00	1,343.08	1,544.69			
	461.16	.00	.00	.00	.00	170.96	.00	.00	715.81	.00	125.48	.00	381.27	.00	.00	412.74	2,920.00	.00	.00	201.61			
004 PINEDA OVIEDO CARLOS EDGENIO						SUPERVISOR DE SEGURIDAD						010780199933		2062	14/01/2016		14/01/2016						
6	576.77	0.00	84.19	0.00	6.77	4,005.43	538.45	5,211.61		.00	.00		.00	.00	.00	.00	.00	.00	4,905.84	4,954.23			
	251.72	.00	.00	.00	.00	.00	.00	.00	.00	54.05	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	48.39		
005 MENDEZ LOPEZ JESUS						SUPERVISOR DE SEGURIDAD						010780188524		1687	11/08/1997		11/08/1997						
31	2,980.00	2,900.00	675.00	0.00	449.00	5,500.00	2,782.00	15,286.00		.00	.00		.00	.00	.00	.00	.00	.00	12,727.78	12,977.78			
	738.31	152.86	.00	.00	.00	170.96	.00	.00	619.47	.00	.00	374.82	.00	.00	.00	501.80	.00	.00	.00	.00	250.00		

Van ...																	
	84,626.45	38,719.16	12,410.81	750.00	6,134.55	133,494.57	43,516.21	319,651.75	2,034.88	711.11	1,800.00	0.00	0.00	7,589.90	2,920.00	0.00	6,201.61
15,439.18	559.37	500.00	21,037.19	500.00	2,564.40	0.00	1,336.76	16,006.60	0.00	582.92	7,552.55	0.00	0.00	11,742.28	0.00	226,774.61	232,976.22

Indiv	Nombre Sueldo Perma	Paso Sal 1% Sutrap	Bonif Antig Prestamo Sutraporque	Bonif Profe	Comple Pacto Otros Descptos	Subsidio Fam Convenio pago	Bono Disp Ope Fianza	Sueldo Devengado Decreto 424-95 1%	1% Sind/Stepq Sind/Stopq	1% Sindicato Ostracomppq Stupeppqpz	Cuenta Bancaria Acep/ Dec. 81- 70 B. Desc Judicial Ornato	Codigo Prest. Elect. Banrural	Fecha Ingreso Cuota Coop Tienda Coop	Fecha Relación Jubila PrestCooperativa Cooperativa Josepina Prestamo CHN	Sueldo Liquidado	Otros Bonos	Liquido Recibir	
Vienen ...																		
	84,626.45	38,719.16	12,410.81	750.00	6,134.55	133,494.57	43,516.21	319,651.75		711.11	1,800.00	0.00	0.00	7,589.90	2,920.00		226,774.61	232,976.22
	15,439.18	559.37	500.00	21,037.19	500.00	2,564.40	0.00	1,336.76	16,006.60	0.00	2,034.88	582.92	7,552.55	0.00	0.00	11,742.28	0.00	6,201.61
2021-075-01-00-000-006-011-0509-42 DEPARTAMENTO DE PROTECCIÓN FÍSICA																		
006	MARTINEZ SANDOVAL EVER RENE					SUPERVISOR DE SEGURIDAD					010780187684		1686	11/08/1997	11/08/1997			
31	2,980.00	2,800.00	675.00	0.00	449.00	5,500.00	2,782.00	15,186.00		.00	.00	2,914.37	.00	.00	.00	.00	9,704.88	9,954.88
	733.48	.00	.00	.00	170.96	.00	.00	612.06	.00	181.86	.00	371.59	.00	.00	496.80	.00	.00	250.00
007	MORALES VELASQUEZ NANCY AMABILIA					OFICIAL DE SEGURIDAD I					030780001364		2390	02/04/2012	02/04/2012			
31	1,980.00	550.00	435.00	0.00	85.00	5,500.00	695.50	9,245.50		.00	.00	.00	.00	.00	.00	.00	6,460.76	6,710.76
	446.56	.00	.00	1,339.79	.00	170.96	.00	124.26	200.97	.00	122.46	.00	179.96	.00	.00	199.78	.00	250.00
008	RODRIGUEZ FRANCO OSMIN ROLANDO					OFICIAL DE SEGURIDAD II					3114030889		2049	02/05/2003	02/05/2003			
31	2,180.00	1,900.00	650.00	0.00	349.00	5,500.00	695.50	11,274.50		.00	.00	.00	.00	.00	.00	.00	9,189.08	9,439.08
	544.56	112.75	.00	.00	.00	170.96	.00	.00	1,011.74	.00	.00	245.41	.00	.00	.00	.00	.00	250.00
009	CARDENAS BARILLAS LUIS ALBERTO					OFICIAL DE SEGURIDAD II					100780190110		1860	05/07/2000	05/07/2000			
31	2,180.00	2,249.00	675.00	0.00	349.00	5,500.00	695.50	11,648.50		.00	.00	.00	.00	.00	.00	.00	7,647.03	7,897.03
	562.62	.00	.00	1,916.29	.00	170.96	.00	.00	582.70	.00	.00	191.49	257.48	.00	.00	319.93	.00	250.00
010	LOPEZ GONZALEZ RENE					OFICIAL DE SEGURIDAD II					020780196109		2161	02/05/2008	02/05/2008			
31	2,180.00	1,300.00	550.00	0.00	249.00	5,500.00	695.50	10,474.50		.00	.00	.00	.00	.00	.00	.00	8,948.24	9,198.24
	505.92	.00	.00	.00	.00	170.96	.00	.00	495.02	.00	134.75	.00	219.61	.00	.00	.00	.00	250.00
011	OLIVARES GONZALEZ SERGIO MISAEAL					OFICIAL DE SEGURIDAD II					010780191452		2035	03/02/2003	03/02/2003			
31	2,180.00	1,936.00	650.00	0.00	349.00	5,500.00	695.50	11,310.50		.00	.00	.00	.00	.00	.00	.00	7,541.76	7,791.76
	546.30	113.11	.00	2,034.82	.00	170.96	.00	.00	353.94	.00	.00	.00	246.58	.00	.00	303.03	.00	250.00
012	MORALES AVILES MARIO ROBERTO					ASISTENTE TECNICO IV					020780193746		2046	01/04/2003	01/04/2003			
31	3,180.00	2,513.00	650.00	0.00	349.00	5,500.00	802.50	12,994.50		.00	.00	.00	.00	.00	.00	.00	10,820.09	11,070.09
	627.63	.00	.00	345.68	.00	.00	.00	512.97	.00	.00	.00	300.90	.00	.00	387.23	.00	.00	250.00
013	RODRIGUEZ FIGUEROA ADELSON LEONEL					OFICIAL DE SEGURIDAD I					01-078-020007-9		2552	16/05/2016	16/05/2016			
31	1,980.00	0.00	435.00	0.00	35.00	5,500.00	695.50	8,645.50		.00	.00	.00	.00	.00	.00	.00	6,786.14	7,036.14
	417.58	86.46	.00	504.05	.00	170.96	.00	.00	349.92	.00	.00	160.61	.00	.00	169.78	.00	.00	250.00
Van ...																		
	103,466.45	51,967.16	17,130.81	750.00	8,348.55	177,494.57	51,273.71	410,431.25	2,473.95	711.11	1,800.00	0.00	2,914.37	9,466.45	2,920.00		0.00	8,201.61
	19,823.83	871.69	500.00	27,177.82	500.00	3,761.12	0.00	1,461.02	20,125.92	0.00	774.41	9,534.69	0.00	0.00	11,742.28	0.00	293,872.59	302,074.20

Indiv	Nombre Sueldo Perma	Paso Sal 1% Prestamo Sutraporquet	Bonif Antig Bantrab	Bonif Profe Prest Sind	Comple Pacto Otros Descptos	Subsidio Fam Convenio pago	Bono Disp Ope Isr	Sueldo Devengado Decreto 424-95 1%	1% Sind/Stepq Sind/Stopq	1% Sindicato Ostracomppq Stupeppqpz	Cuenta Bancaria Acep/ Dec. 81- 70 B. Desc Judicial Ornato	Codigo Prest. Elect. Banrural	Fecha Ingreso Cuota Coop	Fecha Relación Tienda Coop	Cooperativa Presto Jubila	Cooperativa Josefin Upa	Prestamo CHN	Sueldo Liquidado	Otros Bonos	Liquido Recibir
Vienen ...																				
	103,466.45	51,967.16	17,130.81	750.00	8,348.55	177,494.57	51,273.71	410,431.25		711.11	1,800.00	2,914.37	0.00		9,466.45	2,920.00		293,872.59	302,074.20	
	19,823.83	871.69	500.00	27,177.82	500.00	3,761.12	0.00	1,461.02	20,125.92	0.00	2,473.95	774.41	9,534.69	0.00	0.00	11,742.28	0.00	0.00	8,201.61	
021-075-01-00-000-006-011-0509-42 DEPARTAMENTO DE PROTECCIÓN FÍSICA																				
014	CRUZ GARCIA MARIA FIDELIA					OFICIAL DE SEGURIDAD I					010780191312		1999	03/02/2003	03/02/2003					
31	1,980.00	1,936.00	650.00	0.00	349.00	5,500.00	695.50	11,110.50		.00	.00	.00	.00	.00	.00	.00	.00	7,658.14	7,908.14	
	536.64	111.11	.00	1,711.19	.00	170.96	.00	.00	389.31	.00	.00	240.12	.00	.00	293.03	.00	.00	.00	250.00	
015	MORALES AGUIRRE ORVELINA					OFICIAL DE SEGURIDAD I					10-078-019123-0		2005	03/02/2003	03/02/2003					
31	1,980.00	1,864.00	650.00	0.00	349.00	5,500.00	695.50	11,038.50		.00	.00	.00	.00	.00	.00	.00	.00	9,778.93	10,028.93	
	533.16	.00	.00	.00	.00	.00	.00	348.22	.00	140.39	.00	237.80	.00	.00	.00	.00	.00	.00	250.00	
016	RODRIGUEZ VASQUEZ JULIO CESAR					OFICIAL DE SEGURIDAD I					030780001020		2461	02/09/2013	02/09/2013					
31	1,980.00	266.00	435.00	0.00	85.00	5,500.00	695.50	8,961.50		.00	.00	.00	.00	.00	.00	.00	.00	7,353.20	7,603.20	
	432.84	.00	.00	.00	.00	170.96	.00	.00	714.08	.00	119.62	.00	170.80	.00	.00	.00	.00	.00	250.00	
017	MORALES JOLON VELVETH JESSENIA					SECRETARIA DE SECCION					010780198015		2414	02/11/2012	02/11/2012					
31	2,080.00	400.00	435.00	0.00	85.00	5,500.00	695.50	9,195.50		.00	.00	.00	.00	.00	.00	.00	.00	8,056.50	8,306.50	
	444.14	.00	.00	.00	.00	.00	.00	197.27	.00	121.96	.00	178.35	.00	.00	197.28	.00	.00	.00	250.00	
018	RAMIREZ MENDEZ RUBEN					OFICIAL DE SEGURIDAD I					3114030962		2055	01/09/2003	01/09/2003					
31	1,980.00	1,849.00	650.00	0.00	349.00	5,500.00	695.50	11,023.50		.00	.00	.00	.00	.00	.00	.00	.00	7,417.45	7,667.45	
	532.44	.00	.00	2,069.72	.00	170.96	.00	.00	410.37	.00	.00	185.24	237.32	.00	.00	.00	.00	.00	250.00	
019	PEDROZA ARRECIS JASMIN MARIA					AUXILIAR ADMINISTRATIVO					010780201440		2607	02/07/2018	02/07/2018					
31	1,980.00	0.00	0.00	0.00	35.00	5,500.00	695.50	8,210.50		682.11	.00	.00	.00	.00	.00	.00	.00	5,990.74	6,240.74	
	396.57	.00	.00	475.51	.00	170.96	.00	.00	200.00	.00	.00	146.58	.00	.00	148.03	.00	.00	.00	250.00	
020	GRAJEDA DE LEON DIANA LAURA					AUXILIAR ADMINISTRATIVO					01-078-020244-6		2626	02/09/2019	02/09/2019					
31	1,980.00	0.00	0.00	0.00	35.00	5,500.00	695.50	8,210.50		82.11	.00	.00	.00	.00	.00	.00	.00	7,202.46	7,452.46	
	396.57	.00	.00	.00	.00	.00	.00	234.75	.00	.00	.00	146.58	.00	.00	148.03	.00	.00	.00	250.00	
021	ALFARO MARIN MILDRED MANJORY					OFICIAL DE SEGURIDAD I					01-078-020239-0		2624	15/07/2019	15/07/2019					
31	1,980.00	0.00	0.00	0.00	35.00	5,500.00	695.50	8,210.50		.00	.00	.00	.00	.00	.00	.00	.00	6,978.28	7,228.28	
	396.57	.00	.00	.00	.00	170.96	.00	.00	212.97	.00	.00	157.11	146.58	.00	.00	148.03	.00	.00	250.00	
Van ...																				
	119,406.45	58,282.16	19,950.81	750.00	9,670.55	221,494.57	56,837.71	486,392.25	2,855.92	1,475.33	1,800.00	0.00	2,914.37	10,400.85	2,920.00		0.00	10,201.61		
	23,492.76	982.80	500.00	31,434.24	500.00	4,615.92	0.00	1,461.02	22,832.89	0.00	1,116.76	11,038.82	0.00	0.00	11,742.28	0.00	354,308.29	364,509.90		

Indiv	Nombre Sueldo Perma	Paso Sal	Bonif Antig	Bonif Profe	Comple Pacto	Subsidio Fam	Bono Disp Ope	Sueldo Devengado Decreto 424-95 1%	1% Sind/Stepq	1% Sindicato Ostracomppq Stupepqpz	Cuenta Bancaria Acep/ Dec. 81- 70 B. Desc Judicial	Codigo Prest. Elect.	Fecha Ingreso	Fecha Relación											
	IGSS	1% Sind/Supratrap orquet	Prestamo Sutraporque	Bantrab	Prest Sind	Otros Descptos	Convenio pago	Fianza	Isr																
Vienen ...																									
	119,406.45		58,282.16		19,950.81		750.00	9,670.55	221,494.57	56,837.71	486,392.25			1,475.33		1,800.00	2,914.37	0.00		10,400.85	2,920.00			354,308.29	364,509.90
	23,492.76	982.80	500.00	31,434.24	500.00	4,615.92	0.00	1,461.02	22,832.89	0.00	2,855.92	1,116.76	11,038.82	0.00			0.00			11,742.28		0.00		0.00	10,201.61
2021-075-01-00-000-006-011-0509-42 DEPARTAMENTO DE PROTECCIÓN FÍSICA																									
022	GALLARDO SANTOS MARLYN YOHANA										OFICIAL DE SEGURIDAD I					020780265844	1994	03/02/2003	03/02/2003						
31	1,980.00	1,936.00	650.00	0.00	349.00	5,500.00	695.50	11,110.50		.00		.00	.00	.00	.00	947.74	.00			.00		6,201.91		6,451.91	
	536.64	.00	.00	2,000.01	.00	.00	.00	704.94	.00	.00	186.11	240.12	.00	.00	.00	293.03	.00			.00		.00		250.00	
023	CRUZ SANTOS EDY										OFICIAL DE SEGURIDAD I					020780196346	2195	01/06/2008	01/06/2008						
31	1,980.00	1,288.00	550.00	0.00	249.00	5,500.00	695.50	10,262.50		.00		.00	.00	.00	.00	.00	.00			.00		6,904.61		7,154.61	
	495.68	.00	.00	1,084.64	.00	170.96	.00	.00	410.84	.00	132.63	.00	212.77	.00	.00	250.63	599.74			.00		.00		250.00	
024	TURCIOS OSORIO LIDUBINA										OFICIAL DE SEGURIDAD I					01-078-020273-0	2322	16/08/2010	16/08/2010						
31	1,980.00	875.00	550.00	0.00	85.00	5,500.00	695.50	9,685.50		96.86		.00	.00	.00	.00	.00	.00			.00		8,635.50		8,885.50	
	467.81	.00	.00	.00	.00	.00	.00	291.17	.00	.00	.00	194.16	.00	.00	.00	.00	.00			.00		.00		250.00	
025	PINEDA REYNOSO FRANCISCO ANDRES										OFICIAL DE SEGURIDAD I					10-038-000217-1	2536	15/06/2015	15/06/2015						
31	1,980.00	0.00	435.00	0.00	35.00	5,500.00	695.50	8,645.50		786.46		.00	.00	.00	.00	.00	.00			.00		6,477.07		6,727.07	
	417.58	.00	.00	.00	.00	170.96	.00	.00	463.04	.00	.00	.00	160.61	.00	.00	169.78	.00			.00		.00		250.00	
026	RODRIGUEZ RAMIREZ CRISTOBAL ROBERTI										OFICIAL DE SEGURIDAD I					3693019944	2628	02/09/2019	02/09/2019						
31	1,980.00	0.00	0.00	0.00	35.00	5,500.00	695.50	8,210.50		.00		.00	.00	.00	.00	.00	.00			.00		7,001.50		7,251.50	
	396.57	.00	.00	.00	.00	170.96	.00	.00	234.75	.00	112.11	.00	146.58	.00	.00	148.03	.00			.00		.00		250.00	
027	RODRIGUEZ VILLEGAS MARIO RENE										OFICIAL DE SEGURIDAD I					10-078-021606-3	2266	01/06/2009	01/06/2009						
31	1,980.00	1,117.00	550.00	0.00	149.00	5,500.00	695.50	9,991.50		.00		.00	.00	.00	.00	.00	.00			.00		6,148.32		6,398.32	
	482.59	99.92	500.00	1,600.00	.00	170.96	.00	.00	785.68	.00	.00	204.03	.00	.00	.00	.00	.00			.00		.00		250.00	
028	MAZARIEGOS LINARES EDVIN										SUBJEFE DE DEPARTAMENTO					010780188630	1723	01/12/1998	01/12/1998						
31	3,980.00	3,650.00	675.00	0.00	449.00	5,500.00	2,782.00	17,036.00		.00		.00	.00	.00	.00	.00	.00			.00		13,843.23		14,093.23	
	822.84	.00	.00	.00	.00	170.96	.00	228.96	749.08	.00	200.36	.00	431.27	.00	.00	589.30	.00			.00		.00		250.00	
029	LOPEZ JULIO RENE										OFICIAL DE SEGURIDAD I					020780264325	2221	16/07/2008	16/07/2008						
31	1,980.00	1,269.00	550.00	0.00	249.00	5,500.00	695.50	10,243.50		.00		.00	.00	.00	.00	.00	.00			.00		8,608.49		8,858.49	
	494.76	.00	.00	.00	.00	170.96	.00	.00	330.01	.00	.00	177.44	212.16	.00	.00	249.68	.00			.00		.00		250.00	
Van ...																									
	137,246.45		68,417.16		23,910.81		750.00	11,270.55	265,494.57	64,488.21	571,577.75	3,301.02	2,358.65	1,800.00	0.00	2,914.37	12,101.30			3,519.74		0.00		12,201.61	
	27,607.23	1,082.72	1,000.00	36,118.89	500.00	5,641.68	0.00	1,689.98	26,802.40	0.00		1,480.31	12,840.52	0.00		0.00				12,690.02	0.00		418,128.92	430,330.53	

Indiv	Nombre Sueldo Perma	Paso Sal 1% Sutrap	Bonif Antig Prestamo Sutraporque	Bonif Profe Prest Sind	Comple Pacto Otros Descptos	Subsidio Fam Convenio pago	Bono Disp Ope Fianza	Sueldo Devengado Decreto 424-95 1%	1% Sind/Stepq Sind/Stopq	1% Sindicato Ostracomppq Stupeppqpz	Cuenta Bancaria Acep/ Dec. 81- 70 B. Desc Judicial Ornato	Codigo Prest. Elect. Banrural	Fecha Ingreso Cuota Coop Tienda Coop	Fecha Relación Jubila Prest Jubila Cooperativa Upa Cooperativa Josefin Prestamo CHN	Sueldo Liquido	Otros Bonos	Liquido Recibir	
Vienen ...																		
	137,246.45	68,417.16	23,910.81	750.00	11,270.55	265,494.57	64,488.21	571,577.75		2,358.65	1,800.00	2,914.37	0.00	12,101.30	3,519.74	418,128.92	430,330.53	
	27,607.23	1,082.72	1,000.00	36,118.89	5,641.68	0.00	1,689.98	26,802.40	0.00	3,301.02	1,480.31	12,840.52	0.00	0.00	12,690.02	0.00	12,201.61	
2021-075-01-00-000-006-011-0509-42 DEPARTAMENTO DE PROTECCIÓN FÍSICA																		
030	COTUC ESCOBAR FREDY ENRIQUE					OFICIAL DE SEGURIDAD I					3114031250		2091	02/06/2005	02/06/2005			
31	1,980.00	1,573.00	650.00	0.00	249.00	5,500.00	695.50	10,647.50		.00	.00	.00	.00	.00	.00	7,096.45	7,346.45	
	514.27	.00	.00	1,737.65	.00	.00	.00	622.58	.00	.00	181.48	225.19	.00	.00	269.88	.00	250.00	
031	RAMIREZ RAMIREZ MADELLYN SUCELY					OFICIAL DE SEGURIDAD I					01-078-019991-7		2541	16/09/2015	16/09/2015			
31	1,980.00	0.00	435.00	0.00	35.00	5,500.00	695.50	8,645.50		.00	.00	.00	.00	.00	.00	6,671.10	6,921.10	
	417.58	86.46	.00	807.89	.00	170.96	.00	.00	161.12	.00	.00	160.61	.00	.00	169.78	.00	250.00	
032	PANIAGUA MARIA DEL CARMEN SABALA SANCHEZ DE					OFICIAL DE SEGURIDAD I					3114038079		2518	17/11/2014	17/11/2014			
31	1,980.00	0.00	435.00	0.00	85.00	5,500.00	695.50	8,695.50		.00	.00	.00	.00	.00	.00	6,517.09	6,767.09	
	419.99	.00	.00	1,018.29	.00	170.96	.00	.00	244.99	.00	.00	161.96	162.22	.00	.00	.00	250.00	
033	MORALES SONIA ODILIA REYES GARCIA DE					OFICIAL DE SEGURIDAD I					4114071251		2538	01/07/2015	01/07/2015			
31	1,980.00	0.00	435.00	0.00	35.00	5,500.00	695.50	8,645.50		.00	.00	.00	.00	.00	.00	6,336.78	6,586.78	
	417.58	86.46	500.00	818.67	.00	.00	.00	325.40	.00	.00	.00	160.61	.00	.00	.00	.00	250.00	
034	ESTRADA GONZALEZ BASILIO					OFICIAL DE SEGURIDAD I					03-078-000124-0		2563	01/09/2016	01/09/2016			
31	1,980.00	0.00	435.00	0.00	35.00	5,500.00	695.50	8,645.50		.00	.00	.00	.00	.00	.00	7,393.95	7,643.95	
	417.58	.00	.00	.00	.00	170.96	.00	.00	385.94	.00	116.46	.00	.00	.00	.00	.00	250.00	
035	SOLARES DELGADO JENRRY OSVEL					OFICIAL DE SEGURIDAD I					030780001410		2388	02/04/2012	02/04/2012			
31	1,980.00	550.00	435.00	0.00	85.00	5,500.00	695.50	9,245.50		.00	.00	.00	.00	.00	.00	6,348.04	6,598.04	
	446.56	.00	.00	1,393.85	.00	170.96	.00	.00	583.67	.00	122.46	.00	.00	.00	.00	.00	250.00	
036	MADRID ARBIZU ANIBAL TEODORO					OFICIAL DE SEGURIDAD I					010780190960		1952	01/04/2002	01/04/2002			
31	1,980.00	962.00	650.00	0.00	349.00	5,500.00	695.50	10,136.50		1,101.37	.00	.00	.00	.00	.00	7,002.64	7,252.64	
	489.59	.00	.00	385.62	.00	170.96	.00	.00	533.29	.00	.00	208.70	.00	.00	244.33	.00	250.00	
037	MORALES CLAUDIA AZUCENA MORALES PEREA DE					OFICIAL DE SEGURIDAD I					01078019909-7		2489	05/03/2014	05/03/2014			
31	1,980.00	165.00	435.00	0.00	85.00	5,500.00	695.50	8,860.50		.00	.00	.00	.00	.00	.00	6,368.64	6,618.64	
	427.96	.00	.00	1,247.91	.00	170.96	.00	.00	178.35	.00	118.61	.00	.00	.00	180.53	.00	250.00	
Van ...																		
	153,086.45	71,667.16	27,820.81	750.00	12,228.55	309,494.57	70,052.21	645,099.75	3,658.55	3,460.02	1,800.00	0.00	2,914.37	12,965.82	3,519.74	0.00	14,201.61	
	31,158.34	1,255.64	1,500.00	43,528.77	500.00	6,667.44	0.00	1,689.98	29,837.74	0.00	1,823.75	14,265.96	0.00	0.00	12,690.02	0.00	471,863.61	486,065.22

Van ...																	
	155,066.45	72,955.16	28,370.81	750.00	12,477.55	314,994.57	70,747.71	655,362.25	3,658.55	3,460.02	1,800.00	0.00	2,914.37	12,965.82	3,519.74	0.00	14,451.61
31,654.02	1,255.64	1,500.00	44,976.50	500.00	6,838.40	0.00	1,689.98	30,528.05	0.00	1,823.75	14,478.73	0.00	0.00	12,690.02	0.00	479,108.66	493,560.27

CODIGO	INDIV	NOMBRE EMPLEADO	CARGO	OBSERVACIONES
2369	1	YUMAN GALLARDO, LUIS ANTONIO	JEFE DE DEPARTAMENTO	DESC. PRESTAMO BANTRAB NO. 012111352896, A PARTIR DEL MES DE DICIEMBRE 2021
2447	6	PINEDA LOPEZ, FABIOLA ROCIO	SECRETARIA DE DEPARTAMENTO	DESCUENTO PRESTAMO SINDICAL SUTRAPORQUET Q.500
1936	7	FRANCO GALVEZ LESBIA LILIANA	ASISTENTE TECNICO I	DESCUENTO PRESTAMO STEPQ Q.500
2049	8	RODRIGUEZ FRANCO OSMIN ROLANDO	OFICIAL DE SEGURIDAD II	ORDEN DE SUSPENSION DE DESCUENTO BANTRAB NO. 011912737475
2036	12	BENAVENTE BATZAN ELMER MANUEL	BOMBERO PORTUARIO	DESCUENTO PRESTAMOS OSTRACOMPQ Q.600
2607	19	PEDROZA ARRECIS, JASMIN MARIA FERNANDA	AUXILIAR ADMINISTRATIVO	DESCUENTO PRESTAMO OSCTRACOMPQ Q.600
2322	24	TURCIOS OSORIO, LIDUBINA	OFICIAL DE SEGURIDAD I	ORDE DE SUSPENSION DE DESCUENTO BANTRAB NO. 011912737457
2536	25	PINEDA REYNOSO, FRANCISCO ANDRES	OFICIAL DE SEGURIDAD I	ORDEN DE SUSPENSION DE DESCUENTO BANTRAB NO. 011610804839
2266	27	RODRIGUEZ VILLEGAS, MARIO RENE	OFICIAL DE SEGURIDAD I	DESCUENTO DE Q. 500 PRESTAMO SINDICAL SUTRAPORQUET
2538	33	MORALES SONIA ODILIA REYES GARCIA DE MORALES DE	OFICIAL DE SEGURIDAD I	DESCUENTO DE Q. 500 PRESTAMO SINDICAL SUTRAPORQUET
1952	36	MADRID ARBIZU, ANIBAL TEODORO	OFICIAL DE SEGURIDAD I	DESCUENTO PRESTAMOS SINDICAL OSTRACOMPQ Q.1000

RESUMEN GENERAL		
Sueldo Permanente	155,066.45	
Paso Salarial	72,955.16	
Bonif /Antiguedad	28,370.81	
Bonif /Profesional	750.00	
Complemento Sal...	12,477.55	
Subsidio Familiar	314,994.57	
Bono Disp/operativa	70,747.71	
Bono 372001	14,451.61	
Nominal.....		669,813.86
(-) Cuota I.G.S.S (201).	31,654.02	
(-) Banco del Trabajador (102)	44,976.50	
(-) Cuota Sindicato (105)	3,658.55	
(-) Otros Descuentos (215)	6,838.40	
(-) Convenio de Pago (216)	0.00	
(-) Fianza (202)	1,689.98	
(-) I.S.R. (203)	30,528.05	
(-) Decreto 424-95 1% (117)	0.00	
(-) Acep (112)	14,478.73	
(-) Descuentos Judiciales (211)	1,800.00	
(-) Desc Coop. Electro. (108)	0.00	
(-) Descuento Sindicato (119)	500.00	
(-) Desc. Sindicato Sutraporquet (189)	1,255.64	
(-) Prestamo Sindicato Sutraporquet (189)	1,500.00	
(-) Desc. Sindicato Stupepqpz (282)	1,823.75	
(-) Descuento Jubilación (111)	12,965.82	
(-) Plan Jubilación (111)	12,690.02	
(-) Cuota Cooperativa (108)	0.00	
(-) Tienda Coop. (108)	0.00	
(-) Coooperativa Josefina (124)	0.00	
(-) Cooperativa Upa (204)	3,519.74	
(-) Prestamo Banco CHN	0.00	
(-) Sindicato Ostracompq (300)	3,460.02	
(-) Prestamo Banco BANRURAL (215)	2,914.37	176,253.59
Liquido		493,560.27

LA PRESENTE NOMINA DE SUELDOS ASCIENDE A LA CANTIDAD DE:
SEISCIENTOS SESENTA Y NUEVE MIL OCHOCIENTOS TRECE QUETZALES CON 86/100.- (669,813.86) PUERTO QUETZAL DICIEMBRE DE 2021

ELABORO F: _____
ALDO EMILIO TELON ARIAS
ENCARGADO DE NOMINAS

ES CONFORME F: _____
LISBETH ZIOMARA ROLDAN RAMIREZ
JEFE DE DEPARTAMENTO

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