

| Indiv                                                | Nombre                             | Paso Sal             | Bonif Antig | Bonif Profe | Comple Pacto   | Ajuste Salario                | Bono Disp Ope | Sueldo Devengado  | Cuenta Bancaria          | Codigo             | Fecha Ingreso          | Fecha Relación | Sueldo Liquido | Otros Bonos | Gts. Rep. | Liquido Recibir |           |
|------------------------------------------------------|------------------------------------|----------------------|-------------|-------------|----------------|-------------------------------|---------------|-------------------|--------------------------|--------------------|------------------------|----------------|----------------|-------------|-----------|-----------------|-----------|
| IGSS                                                 | 1% Sind/Sutrap orquet              | Prestamo Sutraporque | Bantrab     | Prest Sind  | Otros Desc tos | Convenio Fianza               | Isr           | Decreto 424-95 1% | 1% Sind/Stepq Sind/Stopq | Acep/ 70 B. Ornato | Dec. 81- Desc Judicial | Jubila         | Prest Jubila   |             |           |                 |           |
| 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      |                 |           |
| 2025-075-01-00-000-001-022-0509-01 ASESORIA JURIDICA |                                    |                      |             |             |                |                               |               |                   |                          |                    |                        |                |                |             |           |                 |           |
| 002                                                  | REYES MOREIRA KAREN ELIZABETH      |                      |             |             |                | PROFESIONAL ESPECIALIZADO III |               |                   |                          | 3114043109         | 22038                  | 02/01/2025     | 02/01/2025     | 9,377.55    | 250.00    | .00             | 9,627.55  |
| 31                                                   | 6,358.00                           | 0.00                 | 0.00        | 375.00      | 0.00           | 0.00                          | 4,000.00      | 10,733.00         |                          |                    |                        |                |                |             |           |                 |           |
|                                                      | 518.40                             | .00                  | .00         | .00         | .00            | .00                           | 144.26        | 346.56            | .00                      | .00                | 346.23                 | .00            | .00            |             |           |                 |           |
| 003                                                  | GUDIEL PALENCIA MILDRED SUSCELY    |                      |             |             |                | PROFESIONAL ESPECIALIZADO III |               |                   |                          | 030780002190       | 22027                  | 02/01/2025     | 02/01/2025     | 9,376.83    | 250.00    | .00             | 9,626.83  |
| 31                                                   | 6,358.00                           | 0.00                 | 0.00        | 375.00      | 0.00           | 0.00                          | 4,000.00      | 10,733.00         |                          |                    |                        |                |                |             |           |                 |           |
|                                                      | 518.40                             | .00                  | .00         | .00         | .00            | .00                           | 144.26        | 347.28            | .00                      | .00                | 346.23                 | .00            | .00            |             |           |                 |           |
| 004                                                  | DE LA CRUZ GUTIERREZ MELVIN ARTURO |                      |             |             |                | PROFESIONAL ESPECIALIZADO III |               |                   |                          | 091-44-03528       | 22017                  | 02/01/2025     | 02/01/2025     | 9,376.83    | 250.00    | .00             | 9,626.83  |
| 31                                                   | 6,358.00                           | 0.00                 | 0.00        | 375.00      | 0.00           | 0.00                          | 4,000.00      | 10,733.00         |                          |                    |                        |                |                |             |           |                 |           |
|                                                      | 518.40                             | .00                  | .00         | .00         | .00            | .00                           | 144.26        | 347.28            | .00                      | .00                | 346.23                 | .00            | .00            |             |           |                 |           |
|                                                      |                                    |                      |             |             |                |                               |               |                   |                          |                    |                        |                |                |             |           |                 |           |
|                                                      | 19,074.00                          | 0.00                 | 0.00        | 1,125.00    | 0.00           | 0.00                          | 12,000.00     | 32,199.00         |                          |                    |                        |                |                | 28,131.21   | 0.00      | 750.00          | 28,881.21 |
|                                                      | .00                                | .00                  | .00         | .00         | .00            |                               | 1,041.12      |                   | .00                      | 1,038.69           | .00                    | .00            | .00            |             |           |                 |           |
|                                                      | 1,555.20                           | .00                  |             | .00         |                | 432.78                        |               | .00               |                          |                    |                        |                |                |             |           |                 |           |

|         |           |      |      |          |      |      |           |           |      |          |      |      |      |           |        |      |           |
|---------|-----------|------|------|----------|------|------|-----------|-----------|------|----------|------|------|------|-----------|--------|------|-----------|
| Van ... |           |      |      |          |      |      |           |           |      |          |      |      |      |           |        |      |           |
|         | 19,074.00 | 0.00 | 0.00 | 1,125.00 | 0.00 | 0.00 | 12,000.00 | 32,199.00 |      |          |      |      |      |           |        |      |           |
|         | 1,555.20  | 0.00 | 0.00 | 0.00     | 0.00 | 0.00 | 432.78    | 1,041.12  | 0.00 | 1,038.69 | 0.00 | 0.00 | 0.00 | 28,131.21 | 750.00 | 0.00 | 28,881.21 |

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

RESUMEN DE SUELDOS DEL PERSONAL DE REGION 022  
DE: Empresa Portuaria Quetzal, SAN JOSE, ESCUINTLA, CORRESPONDIENTE AL MES DE DICIEMBRE/2025

RESUMEN GENERAL

|                                     |           |           |
|-------------------------------------|-----------|-----------|
| Sueldo Permanente                   | 19,074.00 |           |
| Paso Salarial                       | 0.00      |           |
| Bonif / Antigüedad                  | 0.00      |           |
| Bonif / Profesional                 | 1,125.00  |           |
| Complemento Sal...                  | 0.00      |           |
| Ajuste Salario Mininmo              | 0.00      |           |
| Bono Disp / operativa               | 12,000.00 |           |
| Bono 372001                         | 750.00    |           |
| Gastos Representacion               | 0.00      |           |
| Nominal.....                        |           | 32,949.00 |
| (-) Cuota I.G.S.S (201).            | 1,555.20  |           |
| (-) Banco del Trabajador (102)      | 0.00      |           |
| (-) Cuota Sindicato (105)           | 0.00      |           |
| (-) Otros Descuentos (215)          | 0.00      |           |
| (-) Convenio de pago (2016)         | 0.00      |           |
| (-) Fianza (202)                    | 432.78    |           |
| (-) I.S.R. (203)                    | 1,041.12  |           |
| (-) Decreto 424-95 1% (117)         | 0.00      |           |
| (-) Acep (112)                      | 1,038.69  |           |
| (-) Descuentos Judiciales (114)     | 0.00      |           |
| (-) Descuento Sindicato (119)       | 0.00      |           |
| (-) Desc. Sindicato Sutraporquet    | 0.00      |           |
| (-) Prestamo Sindicato Sutraporquet | 0.00      |           |
| (-) Plan Jubilación (111)           | 0.00      |           |
|                                     |           | 4,067.79  |
| Liquido                             |           | 28,881.21 |

LA PRESENTE NOMINA DE SUELDOS ASCIENDE A LA CANTIDAD DE:  
TREINTA Y DOS MIL NOVECIENTOS CUARENTA Y NUEVE QUETZALES EXACTOS.- ( 32,949.00) PUERTO QUETZAL DICIEMBRE DE 2025

ELABORO F: \_\_\_\_\_  
RONALD ESTUARDO CRUZ FUENTES  
JEFE DE SECCION

ES CONFORME F: \_\_\_\_\_  
LISBETH ZIOMARA ROLDAN RAMIREZ  
JEFE DE DEPARTAMENTO

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