

| 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 Ostracomppz Stupeppqpz | Cuenta Bancaria Acep/ Dec. 81- 70 B. Ornato | Codigo   | Fecha Ingreso | Fecha Relación |            |              |                 | Sueldo Liquido | Otros Bonos | Liquido Recibir |                             |  |  |  |
|------------------------------------|--------------------------|-------------------------|-------------|-------------|----------------|---------------|---------------|------------------------------------|--------------------------|-------------------------------------|---------------------------------------------|----------|---------------|----------------|------------|--------------|-----------------|----------------|-------------|-----------------|-----------------------------|--|--|--|
|                                    | Sueldo Perma             | 1% Prestamo Sutraporque |             |             | Otros Descptos | Convenio pago |               |                                    |                          |                                     | Desc Judicial                               |          |               | Prestamo BI    | Jubila     | Prest Jubila | Cooperativa Upa |                |             |                 |                             |  |  |  |
|                                    | IGSS                     | Sind/Sutrap orquet      | Bantrab     | Prest Sind  |                |               | Fianza        | Isr                                |                          |                                     |                                             | Banrural |               |                |            |              |                 |                |             |                 |                             |  |  |  |
| 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           | 0.00        | 0.00            |                             |  |  |  |
| 2025-075-01-00-000-001-011-0509-06 |                          |                         |             |             |                |               |               |                                    |                          |                                     |                                             |          |               |                |            |              |                 |                |             |                 | UNIDAD DE AUDITORIA INTERNA |  |  |  |
| 013                                | HERRARTE HERRERA HILARIO |                         |             |             | AUDITOR        |               |               |                                    | 10-078-021676-4          |                                     |                                             |          | 1344          | 23/04/1990     | 23/04/1990 |              |                 |                |             |                 |                             |  |  |  |
| 31                                 | 4,158.00                 | 4,657.00                | 675.00      | 0.00        | 549.00         | 5,500.00      | 4,000.00      | 19,539.00                          |                          | .00                                 | 4,040.05                                    |          | .00           | .00            | 1,430.62   |              | .00             | 10,270.04      |             | 10,520.04       |                             |  |  |  |
|                                    | 943.73                   | .00                     | .00         | .00         | .00            | 193.33        | .00           | 262.61                             | 926.77                   | .00                                 | .00                                         | 245.39   | 512.01        |                | 714.45     |              | .00             |                | 250.00      |                 |                             |  |  |  |
|                                    |                          |                         |             |             |                |               |               |                                    |                          |                                     |                                             |          |               |                |            |              |                 |                |             |                 |                             |  |  |  |
|                                    | 4,158.00                 | 4,657.00                | 675.00      | 0.00        | 549.00         | 5,500.00      | 4,000.00      | 19,539.00                          |                          | 0.00                                | 4,040.05                                    |          | .00           | .00            | 1,430.62   |              |                 | 10,270.04      |             | 10,520.04       |                             |  |  |  |
|                                    |                          | .00                     | .00         | .00         | .00            | .00           | 926.77        |                                    | .00                      | 245.39                              | 4,040.05                                    |          | .00           | .00            | 1,430.62   |              |                 | 10,270.04      |             | 10,520.04       |                             |  |  |  |
|                                    | 943.73                   |                         | .00         |             | 193.33         |               | 262.61        | .00                                |                          | 512.01                              |                                             |          |               | 714.45         |            | .00          |                 |                | 250.00      |                 |                             |  |  |  |
|                                    |                          |                         |             |             |                |               |               |                                    |                          |                                     |                                             |          |               |                |            |              |                 |                |             |                 |                             |  |  |  |

|         |          |          |        |      |        |          |          |           |      |        |          |  |      |          |      |           |           |
|---------|----------|----------|--------|------|--------|----------|----------|-----------|------|--------|----------|--|------|----------|------|-----------|-----------|
| Van ... |          |          |        |      |        |          |          |           |      |        |          |  |      |          |      |           |           |
|         | 4,158.00 | 4,657.00 | 675.00 | 0.00 | 549.00 | 5,500.00 | 4,000.00 | 19,539.00 | 0.00 | 0.00   | 4,040.05 |  | 0.00 | 714.45   | 0.00 |           | 250.00    |
| 943.73  | 0.00     | 0.00     | 0.00   | 0.00 | 193.33 | 0.00     | 262.61   | 926.77    | 0.00 | 245.39 | 512.01   |  | 0.00 | 1,430.62 | 0.00 | 10,270.04 | 10,520.04 |

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

CODIGOINDIV                      NOMBRE EMPLEADO

CARGO

OBSERVACIONES

CODIGOINDIV

NOMBRE EMPLEADO

CARGO

ANEXO 2: PRETAMOS PLAN DE JUBILACIONES  
OBSERVACIONES

|                                           |          |           |
|-------------------------------------------|----------|-----------|
| RESUMEN GENERAL                           |          |           |
| Sueldo Permanente                         | 4,158.00 |           |
| Paso Salarial                             | 4,657.00 |           |
| Bonif / Antigüedad                        | 675.00   |           |
| Bonif / Profesional                       | 0.00     |           |
| Complemento Sal...                        | 549.00   |           |
| Subsidio Familiar                         | 5,500.00 |           |
| Bono Disp / operativa                     | 4,000.00 |           |
| Bono 372001                               | 250.00   |           |
| Nominal.....                              |          | 19,789.00 |
|                                           |          |           |
| (-) Cuota I.G.S.S (201).                  | 943.73   |           |
| (-) Banco del Trabajador (102)            | 0.00     |           |
| (-) Cuota Sindicato (105)                 | 0.00     |           |
| (-) Otros Descuentos (215)                | 193.33   |           |
| (-) Convenio de Pago (216)                | 0.00     |           |
| (-) Fianza (202)                          | 262.61   |           |
| (-) I.S.R. (203)                          | 926.77   |           |
| (-) Decreto 424-95 1% (117)               | 0.00     |           |
| (-) Acep (112)                            | 512.01   |           |
| (-) Descuentos Judiciales (211)           | 4,040.05 |           |
| (-) Descuento Sindicato (119)             | 0.00     |           |
| (-) Desc. Sindicato Sutraporquet (189)    | 0.00     |           |
| (-) Prestamo Sindicato Sutraporquet (189) | 0.00     |           |
| (-) Desc. Sindicato Stupeppqz (282)       | 245.39   |           |
| (-) Descuento Jubilación (111)            | 714.45   |           |
| (-) Plan Jubilación (111)                 | 1,430.62 |           |
| (-) Prestamo Banco Industrial             | 0.00     |           |
| (-) Cooperativa Upa (204)                 | 0.00     |           |
| (-) Sindicato Ostracompq (300)            | 0.00     |           |
| (-) Prestamo Banco BANRURAL (215)         | 0.00     | 9,268.96  |
| Liquido                                   |          | 10,520.04 |

LA PRESENTE NOMINA DE SUELDOS ASCIENDE A LA CANTIDAD DE:  
DIEZ Y NUEVE MIL SETECIENTOS OCHENTA Y NUEVE QUETZALES EXACTOS.- ( 19,789.00) PUERTO QUETZAL DICIEMBRE DE 2025

ELABORO F: \_\_\_\_\_  
MARIA JOSE QUINTEROS ROSALES de GONZALEZ  
OFICIAL ADMINISTRATIVO I

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

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