

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	Sueldo Liquido	Otros Bonos Gts.	Liquido Recibir			
	Sueldo Perma	1% Prestamo Sutraporque	Bantrab	Prest Sind	Otros Descots	Convenio	Fianza	Isr	Decreto 424-95 1%		Desc Judicial	Prest. Elect.	Tienda Coop	Jubila	Prest Jubila	Cooperativa Upa	Cooperativa Josefina			
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	
2024-075-11-00-000-001-022-0509-48 SECCION DE MANTENIMIENTO DE OBRA DE MAR																				
001	RIOS IGUARDIA LUIS ARMANDO TRABAJADOR DE MANTENIMIENTO DE OBRA DE MAR										3693028424	930	03/01/2024	03/01/2024						
31	2,288.00	0.00	0.00	0.00	0.00	0.00	0.00	1,200.00	3,488.00	0.00								3,207.01	250.00	3,457.01
	168.47	.00	.00	.00	.00	.00	.00	.00	.00	.00	112.52	.00	.00	.00	.00	.00	.00	.00	.00	.00
	2,288.00	0.00	0.00	0.00	0.00	0.00	0.00	1,200.00	3,488.00	0.00								3,207.01	250.00	3,457.01
	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	0.00	0.00	0.00
	168.47	.00	.00	.00	.00	.00	.00	.00	.00	112.52	.00	.00	.00	.00	.00	.00	0.00	250.00	.00	3,457.01
2024-075-12-00-000-001-022-0509-50 GERENCIA DE OPERACIONES																				
001	UBEDA GUIDO ELIAB SEBASTIAN PROFESIONAL ESPECIALIZADO III										010780195784	22035	03/01/2024	03/01/2024						
31	6,358.00	0.00	0.00	375.00	0.00	0.00	3,424.00	10,157.00	0.00									8,742.87	250.00	8,992.87
	490.58	.00	.00	.00	.00	.00	136.51	295.82	163.57	.00	327.65	.00	.00	.00	.00	.00	.00	.00	.00	.00
002	CHÁVEZ OSORIO FELIPE RIGOBERTO PROFESIONAL ESPECIALIZADO III										01-078-020009-5	22036	03/01/2024	03/01/2024						
31	6,358.00	0.00	0.00	375.00	0.00	0.00	3,424.00	10,157.00	0.00									8,906.44	250.00	9,156.44
	490.58	.00	.00	.00	.00	.00	136.51	295.82	.00	.00	327.65	.00	.00	.00	.00	.00	.00	.00	.00	.00
003	AGUIRRE BONILLA JOSÉ FERNANDO PROFESIONAL ESPECIALIZADO III										030780001224	22037	03/01/2024	03/01/2024						
31	6,358.00	0.00	0.00	375.00	0.00	0.00	3,424.00	10,157.00	0.00									8,906.44	250.00	9,156.44
	490.58	.00	.00	.00	.00	.00	136.51	295.82	.00	.00	327.65	.00	.00	.00	.00	.00	.00	.00	.00	.00
	19,074.00	0.00	0.00	1,125.00	0.00	0.00	10,272.00	30,471.00	0.00									26,555.75	750.00	27,305.75
	.00	.00	.00	.00	.00	.00	887.46	.00	.00	.00	.00	.00	.00	.00	.00	.00	0.00	0.00	0.00	0.00
	1,471.74	.00	.00	.00	.00	409.53	.00	163.57	982.95	.00	.00	.00	.00	.00	.00	0.00	0.00	750.00	.00	27,305.75
2024-075-12-00-000-001-022-0509-59 SECCION DE EQUIPO																				
Van ...																				
	21,362.00	0.00	0.00	1,125.00	0.00	0.00	11,472.00	33,959.00	0.00	1,095.47	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,000.00	0.00	0.00
	1,640.21	0.00	0.00	0.00	0.00	0.00	409.53	887.46	163.57	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	29,762.76	0.00	30,762.76

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							
	Sueldo Perma	1% Prestamo			Otros Descptos	Minimo	Isr	Decreto 424-95	Sind/Stopq		Desc Judicial	Prest. Elect.	Cuota Coop	Tienda Coop	Jubila	Prest Jubila	Cooperativa Upa	Cooperativa Josefina	Sueldo Liquido	Otros Bonos Gts.	Liquido Recibir
	IGSS	Sutrap orquet	Bantrab	Prest Sind		Fianza		1%													
Vienen ...																					
	21,362.00	0.00	0.00	1,125.00	0.00	0.00	11,472.00	33,959.00		1,095.47	0.00		0.00		0.00		0.00		1,000.00		30,762.76
	1,640.21	0.00	0.00	0.00	0.00	0.00	409.53	887.46	163.57	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	29,762.76		0.00
2024-075-12-00-000-001-022-0509-59 SECCION DE EQUIPO																					
002	CAMPOSECO BALLINES CONRADO DANIEL					OPERADOR DE MAQUINARIA PORTUARIA					010780204074	910	03/01/2024	03/01/2024							
31	2,838.00	0.00	0.00	0.00	0.00	0.00	1,200.00	4,038.00											3,193.63	250.00	3,443.63
	195.04	.00	.00	.00	.00	.00	519.07	.00	.00	130.26	.00	.00	.00	.00	.00	.00	.00	.00			.00
003	LORENZO MARTINEZ DANILO					OPERADOR DE MAQUINARIA PORTUARIA					010780204058	911	03/01/2024	03/01/2024							
31	2,838.00	0.00	0.00	0.00	0.00	0.00	1,200.00	4,038.00											3,275.96	250.00	3,525.96
	195.04	.00	.00	.00	.00	.00	436.74	.00	.00	130.26	.00	.00	.00	.00	.00	.00	.00	.00			.00
004	LINARES ORELLANA DONALDO EMANUEL					OPERADOR DE MAQUINARIA PORTUARIA					010780203426	912	03/01/2024	03/01/2024							
31	2,838.00	0.00	0.00	0.00	0.00	0.00	1,200.00	4,038.00											2,856.94	250.00	3,106.94
	195.04	.00	.00	.00	.00	.00	855.76	.00	.00	130.26	.00	.00	.00	.00	.00	.00	.00	.00			.00
005	LOPEZ BRENER HECTOR ALFONSO					OPERADOR DE MAQUINARIA PORTUARIA					010380004060	913	03/01/2024	03/01/2024							
31	2,838.00	0.00	0.00	0.00	0.00	0.00	1,200.00	4,038.00											3,071.95	250.00	3,321.95
	195.04	.00	.00	.00	.00	.00	640.75	.00	.00	130.26	.00	.00	.00	.00	.00	.00	.00	.00			.00
006	CARRANZA RICARDO RENÉ					OPERADOR DE MAQUINARIA PORTUARIA					020780266409	914	03/01/2024	03/01/2024							
31	2,838.00	0.00	0.00	0.00	0.00	0.00	1,200.00	4,038.00											1,644.96	250.00	1,894.96
	195.04	.00	.00	.00	.00	.00	654.44	.00	.00	130.26	1,413.30	.00	.00	.00	.00	.00	.00	.00			.00
007	BARILLAS BYRON ERNESTO					OPERADOR DE MAQUINARIA PORTUARIA					01-038-000669-0	915	03/01/2024	03/01/2024							
31	2,838.00	0.00	0.00	0.00	0.00	0.00	1,200.00	4,038.00											3,128.38	250.00	3,378.38
	195.04	.00	.00	.00	.00	.00	584.32	.00	.00	130.26	.00	.00	.00	.00	.00	.00	.00	.00			.00
	17,028.00	0.00	0.00	0.00	0.00	0.00	7,200.00	24,228.00													
		.00	.00	.00	.00		3,691.08		.00	1,413.30	.00	.00	.00	.00	.00	.00	.00		17,171.82		0.00
	1,170.24	.00	.00	.00	.00	.00		.00		781.56	.00	.00	.00	.00	.00	.00	.00	0.00		1,500.00	18,671.82
2024-075-12-00-000-001-022-0509-60 SECCION DE MUELLES																					
Van ...																					
	38,390.00	0.00	0.00	1,125.00	0.00	0.00	18,672.00	58,187.00		1,877.03	0.00		0.00		0.00		0.00	0.00	2,500.00		0.00
	2,810.45	0.00	0.00	0.00	0.00	0.00	409.53	4,578.54	163.57	0.00	1,413.30	0.00	0.00	0.00	0.00	0.00	0.00	0.00	46,934.58		49,434.58

Indiv	Nombre	Paso Sal	Bonif Antig	Bonif Profe	Comple Pacto	Ajuste Salario	Bono Disp Ope	Sueldo Devengado	1% Sind/Stepq	Acep/ Dec. 81-	Cuenta Bancaria	Codigo	Fecha Ingreso	Fecha Relación	Sueldo Liquido	Otros Bonos Gts.	Liquido Recibir				
	Sueldo Perma	1% Prestamo	Bantrab	Prest Sind	Otros Desctos	Minimo	Isr	Decreto 424-95 1%	Sind/Stopq	70 B. Ornato	Desc Judicial	Prest. Elect.	Tienda Coop	Jubila	Prest Jubila	Cooperativa Upa	Cooperativa Josefina				
Vienen ...																					
	38,390.00	0.00	0.00	1,125.00	0.00	0.00	18,672.00	58,187.00	1,877.03		0.00		0.00	0.00				2,500.00		49,434.58	
	2,810.45	0.00	0.00	0.00	0.00	0.00	409.53	4,578.54	163.57	0.00	1,413.30	0.00	0.00	0.00				46,934.58		0.00	
2024-075-12-00-000-001-022-0509-60 SECCION DE MUELLES																					
001	VIRULA VARGAS EDGAR APARICIO					AUXILIAR PORTUARIO					030780002123	549	03/01/2024	03/01/2024							
31	2,178.00	0.00	0.00	0.00	0.00	0.00	1,200.00	3,378.00										2,635.23	250.00	2,885.23	
	163.16	.00	.00	.00	.00	.00	.00	470.64	.00	.00	108.97	.00	.00	.00	.00	.00	.00	.00	.00	.00	
002	ESTRADA DEL CID NICOLAS					AUXILIAR PORTUARIO					01-038-000409-4	883	16/08/2024	16/08/2024							
31	2,178.00	0.00	0.00	0.00	0.00	0.00	1,200.00	3,378.00										2,957.31	250.00	3,207.31	
	163.16	.00	.00	.00	.00	.00	.00	148.56	.00	.00	108.97	.00	.00	.00	.00	.00	.00	.00	.00	.00	
003	REYES SOLARES DIEGO ALEJANDRO					AUXILIAR PORTUARIO					01-078-020433-3	921	03/01/2024	03/01/2024							
31	2,178.00	0.00	0.00	0.00	0.00	0.00	1,200.00	3,378.00										2,732.84	250.00	2,982.84	
	163.16	.00	.00	.00	.00	.00	.00	373.03	.00	.00	108.97	.00	.00	.00	.00	.00	.00	.00	.00	.00	
004	RIOS LÓPEZ DAVID ISAAC					AUXILIAR PORTUARIO					01-078-020383-3	899	03/01/2024	03/01/2024							
31	2,178.00	0.00	0.00	0.00	0.00	0.00	1,200.00	3,378.00										2,470.51	250.00	2,720.51	
	163.16	.00	.00	.00	.00	.00	.00	635.36	.00	.00	108.97	.00	.00	.00	.00	.00	.00	.00	.00	.00	
005	MELGAR ALVARADO MARCELO					AUXILIAR PORTUARIO					02-078-026643-3	571	03/01/2024	03/01/2024							
31	2,178.00	0.00	0.00	0.00	0.00	0.00	1,200.00	3,378.00										3,105.87	250.00	3,355.87	
	163.16	.00	.00	.00	.00	.00	.00	.00	.00	.00	108.97	.00	.00	.00	.00	.00	.00	.00	.00	.00	
006	CRUZ DONIS JOZABADD SAUL					AUXILIAR PORTUARIO					01-038-000522-8	944	16/08/2024	16/08/2024							
31	2,178.00	0.00	0.00	0.00	0.00	0.00	1,200.00	3,378.00										3,105.87	250.00	3,355.87	
	163.16	.00	.00	.00	.00	.00	.00	.00	.00	.00	108.97	.00	.00	.00	.00	.00	.00	.00	.00	.00	
007	SEGURA SALGUERO FREDY ESTUARDO					AUXILIAR PORTUARIO					3114044841	890	03/01/2024	03/01/2024							
31	2,178.00	0.00	0.00	0.00	0.00	0.00	1,200.00	3,378.00										3,105.87	250.00	3,355.87	
	163.16	.00	.00	.00	.00	.00	.00	.00	.00	.00	108.97	.00	.00	.00	.00	.00	.00	.00	.00	.00	
008	RECINOS VALLADARES MARIO JOSÉ					AUXILIAR PORTUARIO					01-078-020436-8	924	03/01/2024	03/01/2024							
31	2,178.00	0.00	0.00	0.00	0.00	0.00	1,200.00	3,378.00										2,932.25	250.00	3,182.25	
	163.16	.00	.00	.00	.00	.00	.00	173.62	.00	.00	108.97	.00	.00	.00	.00	.00	.00	.00	.00	.00	
Van ...																					
	55,814.00	0.00	0.00	1,125.00	0.00	0.00	28,272.00	85,211.00	2,748.79		0.00		0.00	0.00				4,500.00		0.00	
	4,115.73	0.00	0.00	0.00	0.00	0.00	409.53	6,379.75	163.57	0.00	1,413.30	0.00	0.00	0.00				69,980.33		74,480.33	

Indiv	Nombre	Paso Sal	Bonif Antig	Bonif Profe	Comple Pacto	Ajuste Salario	Bono Disp Ope	Sueldo Devengado	1% Sind/Stepq	Acep/ Dec. 81-	Cuenta Bancaria	Codigo	Fecha Ingreso	Fecha Relación							
	Sueldo Perma	1% Prestamo			Otros Descptos	Minimo	Isr	Decreto 424-95	Sind/Stopq	70 B. Ornato	Desc Judicial	Prest. Elect.	Cuota Coop	Tienda Coop	Jubila	Prest Jubila	Cooperativa Upa	Cooperativa Josefina	Sueldo Liquido	Otros Bonos Gts.	Liquido Recibir
	IGSS	Sind/Sutrap orquet	Bantrab	Prest Sind		Fianza		1%													
Vienen ...																					
	55,814.00	0.00	0.00	1,125.00	0.00	0.00	28,272.00	85,211.00		2,748.79	0.00		0.00			0.00			4,500.00		74,480.33
	4,115.73	0.00	0.00	0.00	0.00	0.00	409.53	6,379.75	163.57	0.00	1,413.30	0.00		0.00		0.00			69,980.33		0.00
2024-075-12-00-000-001-022-0509-60 SECCION DE MUELLES																					
009	CUTZÁN GÓMEZ HUGO EDUARDO					AUXILIAR PORTUARIO					3693024785	917	03/01/2024	03/01/2024							
31	2,178.00	0.00	0.00	0.00	0.00	0.00	1,200.00	3,378.00											2,756.90	250.00	3,006.90
	163.16	.00	.00	.00	.00	.00	.00	348.97	.00	.00	108.97	.00	.00	.00	.00	.00	.00	.00			.00
010	ALAYA FIGUEROA EDWIN EDILBERTO					AUXILIAR PORTUARIO					01-078-020442-2	925	03/01/2024	03/01/2024							
31	2,178.00	0.00	0.00	0.00	0.00	0.00	1,200.00	3,378.00											2,694.85	250.00	2,944.85
	163.16	.00	.00	.00	.00	.00	.00	411.02	.00	.00	108.97	.00	.00	.00	.00	.00	.00	.00			.00
011	OBANDO SÁNCHEZ JOSÉ WALDEMAR					AUXILIAR PORTUARIO					02-078-026657-3	919	03/01/2024	03/01/2024							
31	2,178.00	0.00	0.00	0.00	0.00	0.00	1,200.00	3,378.00											2,788.28	250.00	3,038.28
	163.16	.00	.00	.00	.00	.00	.00	317.59	.00	.00	108.97	.00	.00	.00	.00	.00	.00	.00			.00
012	SIMITE VILLALTA CRISTIAN RAMIRO					AUXILIAR PORTUARIO					01-038-000199-0	922	03/01/2024	03/01/2024							
31	2,178.00	0.00	0.00	0.00	0.00	0.00	1,200.00	3,378.00											2,380.28	250.00	2,630.28
	163.16	.00	.00	.00	.00	.00	.00	725.59	.00	.00	108.97	.00	.00	.00	.00	.00	.00	.00			.00
013	GONZALEZ DONIS ENCKELMÁN ALEJANDRO					AUXILIAR PORTUARIO					01-038-000678-0	945	16/08/2024	16/08/2024							
31	2,178.00	0.00	0.00	0.00	0.00	0.00	1,200.00	3,378.00											3,105.87	250.00	3,355.87
	163.16	.00	.00	.00	.00	.00	.00	.00	.00	.00	108.97	.00	.00	.00	.00	.00	.00	.00			.00
014	BONILLA URRUTIA OSCAR ADELMO					AUXILIAR PORTUARIO					030780002042	550	03/01/2024	03/01/2024							
31	2,178.00	0.00	0.00	0.00	0.00	0.00	1,200.00	3,378.00											2,691.70	250.00	2,941.70
	163.16	.00	.00	.00	.00	.00	.00	414.17	.00	.00	108.97	.00	.00	.00	.00	.00	.00	.00			.00
015	HERRARTE CHIGÜICHÓN JASON JOSUÉ					AUXILIAR PORTUARIO					01-038-000407-8	884	03/01/2024	03/01/2024							
31	2,178.00	0.00	0.00	0.00	0.00	0.00	1,200.00	3,378.00											2,651.99	250.00	2,901.99
	163.16	.00	.00	.00	.00	.00	.00	453.88	.00	.00	108.97	.00	.00	.00	.00	.00	.00	.00			.00
016	MONROY LÓPEZ LUIS FELIPE					AUXILIAR PORTUARIO					555-002926-7	920	03/01/2024	03/01/2024							
31	2,178.00	0.00	0.00	0.00	0.00	0.00	1,200.00	3,378.00											2,381.94	250.00	2,631.94
	163.16	.00	.00	.00	.00	.00	.00	723.93	.00	.00	108.97	.00	.00	.00	.00	.00	.00	.00			.00
Van ...																					
	73,238.00	0.00	0.00	1,125.00	0.00	0.00	37,872.00	112,235.00		3,620.55	0.00		0.00			0.00			6,500.00		0.00
	5,421.01	0.00	0.00	0.00	0.00	0.00	409.53	9,774.90	163.57	0.00	1,413.30	0.00		0.00		0.00			91,432.14		97,932.14

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	Sueldo Liquido	Otros Bonos Gts.	Liquido Recibir			
	Sueldo Perma	1% Prestamo Sutraporque	Bantrab	Prest Sind	Otros Desctos	Minimo	Isr	Decreto 424-95 1%	Sind/Stopq	70 B. Ornato	Desc Judicial	Prest. Elect.	Tienda Coop	Jubila	Prest Jubila	Cooperativa Upa	Cooperativa Josefina			
Vienen ...																				
	73,238.00	0.00	0.00	1,125.00	0.00	0.00	37,872.00	112,235.00	3,620.55		0.00		0.00		0.00	0.00	0.00	6,500.00	97,932.14	
	5,421.01	0.00	0.00	0.00	0.00	0.00	409.53	9,774.90	163.57	0.00	1,413.30	0.00	0.00	0.00		0.00	0.00	91,432.14	0.00	
2024-075-12-00-000-001-022-0509-60 SECCION DE MUELLES																				
017	DE PAZ JIMENEZ FULVIO FERNANDO					AUXILIAR PORTUARIO					01-017-031066-0	937	12/01/2024	12/01/2024						
31	2,178.00	0.00	0.00	0.00	0.00	0.00	1,200.00	3,378.00										2,930.92	250.00	3,180.92
	163.16	.00	.00	.00	.00	.00	.00	174.95	.00	.00	108.97	.00	.00	.00	.00	.00	.00	.00	.00	.00
	37,026.00	0.00	0.00	0.00	0.00	0.00	20,400.00	57,426.00												
		.00	.00	.00	.00		5,371.31		.00		.00	.00	.00	.00	.00	.00	.00	47,428.48	0.00	
	2,773.72	.00	.00	.00	.00	.00	.00	.00	1,852.49		.00	.00	.00	.00	.00	.00	0.00	4,250.00		51,678.48

Van ...																				
	75,416.00	0.00	0.00	1,125.00	0.00	0.00	39,072.00	115,613.00	3,729.52		0.00		0.00		0.00	0.00	0.00	6,750.00	0.00	
	5,584.17	0.00	0.00	0.00	0.00	0.00	409.53	9,949.85	163.57	0.00	1,413.30	0.00	0.00	0.00		0.00	0.00	94,363.06	0.00	101,113.06

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/2024

RESUMEN GENERAL

Sueldo Permanente	75,416.00	
Paso Salarial	0.00	
Bonif/Antiguedad	0.00	
Bonif/Profesional	1,125.00	
Complemento Sal...	0.00	
Ajuste Salario Minimo	0.00	
Bono Disp/operativa	39,072.00	
Bono 372001	6,750.00	
Gastos Representacion	0.00	
Nominal.....		122,363.00
(-) Cuota I.G.S.S (201).	5,584.17	
(-) Banco del Trabajador (102)	0.00	
(-) Cuota Sindicato (105)	0.00	
(-) Otros Descuentos (215)	0.00	
(-) Convenio de pago (2016)	0.00	
(-) Fianza (202)	409.53	
(-) I.S.R. (203)	9,949.85	
(-) Decreto 424-95 1% (117)	163.57	
(-) Acep (112)	3,729.52	
(-) Descuentos Judiciales (114)	1,413.30	
(-) 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	
(-) Cooperativa Josefina.	0.00	
(-) Cooperativa Upa (204)	0.00	21,249.94
Liquido		101,113.06

LA PRESENTE NOMINA DE SUELDOS ASCIENDE A LA CANTIDAD DE:
 CIENTO VEINTE Y DOS MIL TRESCIENTOS SESENTA Y TRES QUETZALES EXACTOS.- (122,363.00) PUERTO QUETZAL DICIEMBRE DE 2024

ELABORO F: _____
 ADRIAN ESTUARDO VELIZ HERNANDEZ
 AUXILIAR ADMINISTRATIVO

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

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