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| **TELEVISORA DE HERMOSILLO, S.A. DE C.V.** |  |  |  |  |  |
| **REMUNERACION INTEGRAL POR PUESTOS** |  |  |  |  |  |
| **ENERO 2016** |  |  |  |  |  |  |
| **PUESTO** | **CARGO** | SUELDO MENSUAL | QUINQUENIO | TOTAL DE TIEMPO EXTRA | PRIMA VACACIONAL | NETO RECIBIDO |
| Conductor | Operaciones | 21,165.84 | NO APLICA | 0.00 | 0.00 | 15,861.24 |
| Productor | Operaciones | 12,107.64 | NO APLICA | 0.00 | 0.00 | 9,778.92 |
| Camarógrafo | Noticias | 12,164.42 | NO APLICA | 0.00 | 0.00 | 7,449.71 |
| Director de Cámaras | Operaciones | 10,663.06 | NO APLICA | 0.00 | 0.00 | 7,116.08 |
| Camarógrafo | Noticias | 9,854.66 | NO APLICA | 0.00 | 0.00 | 7,549.57 |
| Cronista Deportivo | Noticias | 15,204.94 | NO APLICA | 0.00 | 21,124.47 | 28,198.01 |
| Productor | Operaciones | 23,476.70 | NO APLICA | 0.00 | 32,771.95 | 33,582.29 |
| Camarógrafo | Noticias | 13,638.40 | NO APLICA | 0.00 | 0.00 | 11,387.72 |
| Reportero | Noticias | 15,676.68 | NO APLICA | 0.00 | 20,715.66 | 22,799.03 |
| Editor | Noticias | 9,169.44 | NO APLICA | 0.00 | 0.00 | 3,372.00 |
| Reportero | Noticias | 22,826.84 | NO APLICA | 0.00 | 0.00 | 11,782.47 |
| Conductor | Operaciones | 16,334.10 | NO APLICA | 0.00 | 0.00 | 11,105.92 |
| Productor | Operaciones | 17,032.62 | NO APLICA | 0.00 | 0.00 | 11,758.18 |
| Productor | Operaciones | 14,460.12 | NO APLICA | 0.00 | 0.00 | 9,412.04 |
| Reportero | Noticias | 23,694.88 | NO APLICA | 0.00 | 31,299.68 | 38,326.20 |
| Productor | Noticias | 15,077.04 | NO APLICA | 0.00 | 0.00 | 10,474.14 |
| Camarografo | Operaciones | 12,769.04 | NO APLICA | 702.00 | 15,033.78 | 13,005.96 |
| Cronista Deportivo | Noticias | 17,493.80 | NO APLICA | 1,845.00 | 0.00 | 17,064.72 |
| Continuista | Operaciones | 10,899.94 | NO APLICA | 0.00 | 0.00 | 8,375.18 |
| Camarografo | Operaciones | 11,697.62 | NO APLICA | 0.00 | 0.00 | 7,528.02 |
| Camarografo | Noticias | 21,265.02 | NO APLICA | 0.00 | 0.00 | 10,343.66 |
| Secretaria | Administración | 11,526.98 | NO APLICA | 0.00 | 0.00 | 9,251.52 |
| Reportero | Noticias | 15,081.36 | NO APLICA | 0.00 | 0.00 | 8,645.22 |
| Camarógrafo | Operaciones | 10,706.74 | NO APLICA | 1,053.00 | 12,542.63 | 18,614.86 |
| Reportero | Noticias | 17,540.82 | NO APLICA | 0.00 | 0.00 | 10,341.66 |
| Camarógrafo | Operaciones | 12,471.92 | NO APLICA | 0.00 | 0.00 | 11,458.20 |
| Productor | Operaciones | 23,476.70 | NO APLICA | 0.00 | 0.00 | 15,253.12 |
| Productor | Noticias | 17,019.66 | NO APLICA | 2,700.00 | 19,918.30 | 24,201.22 |
| Operador de Transmisión | Operaciones | 8,704.00 | NO APLICA | 0.00 | 0.00 | 8,555.20 |
| Camarógrafo | Noticias | 11,698.52 | NO APLICA | 0.00 | 0.00 | 4,174.93 |
| Productor | Operaciones | 14,655.54 | NO APLICA | 0.00 | 17,144.39 | 22,354.65 |
| Videotecario | Administración | 9,365.10 | NO APLICA | 0.00 | 0.00 | 7,727.30 |
| Operador de Audio | Operaciones | 8,846.36 | NO APLICA | 1,053.00 | 0.00 | 5,770.78 |
| Vigilante | Administración | 8,161.08 | NO APLICA | 0.00 | 0.00 | 7,170.20 |
| Reportero | Noticias | 14,446.76 | NO APLICA | 0.00 | 0.00 | 19,390.31 |
| Productor | Noticias | 11,300.96 | NO APLICA | 0.00 | 0.00 | 15,090.04 |
| Director de Cámaras | Operaciones | 11,488.28 | NO APLICA | 1,581.00 | 0.00 | 8,137.06 |
| Camarógrafo | Operaciones | 11,538.48 | NO APLICA | 351.00 | 0.00 | 10,446.64 |
| Camarógrafo | Noticias | 10,476.60 | NO APLICA | 0.00 | 0.00 | 6,940.24 |
| Reportero | Noticias | 14,355.46 | NO APLICA | 0.00 | 0.00 | 11,729.90 |
| Productor | Operaciones | 12,141.14 | NO APLICA | 0.00 | 0.00 | 7,561.22 |
| Camarógrafo | Operaciones | 10,935.46 | NO APLICA | 1,053.00 | 0.00 | 7,393.76 |
| Operador de Audio | Operaciones | 8,419.04 | NO APLICA | 0.00 | 0.00 | 9,869.85 |
| Secretaria | Noticias | 15,110.16 | NO APLICA | 0.00 | 0.00 | 12,097.30 |
| Productor | Operaciones | 14,412.58 | NO APLICA | 0.00 | 0.00 | 10,836.79 |
| Reportero | Noticias | 12,065.08 | NO APLICA | 0.00 | 0.00 | 4,968.98 |
| Diseño de Arte | Operaciones | 11,536.64 | NO APLICA | 0.00 | 0.00 | 6,222.36 |
| Coordinador de Producción | Operaciones | 13,637.58 | NO APLICA | 0.00 | 0.00 | 14,496.91 |
| Recepcionista | Administración | 9,019.46 | NO APLICA | 0.00 | 0.00 | 2,807.42 |
| Productor | Noticias | 11,302.54 | NO APLICA | 0.00 | 0.00 | 4,237.34 |
| Jefe de Piso | Operaciones | 11,392.00 | NO APLICA | 0.00 | 0.00 | 9,726.10 |
| Conductor | Operaciones | 16,334.10 | NO APLICA | 0.00 | 0.00 | 11,256.94 |
| Productor | Operaciones | 11,301.92 | NO APLICA | 0.00 | 0.00 | 10,000.06 |
| Diseño de Arte | Noticias | 11,378.26 | NO APLICA | 0.00 | 0.00 | 9,067.36 |
| Productor | Noticias | 15,246.74 | NO APLICA | 0.00 | 0.00 | 12,670.29 |
| Chofer | Administración | 9,260.44 | NO APLICA | 0.00 | 0.00 | 7,923.48 |
| Redactor | Noticias | 26,610.36 | NO APLICA | 0.00 | 0.00 | 14,374.58 |
| Asistente de Producción | Operaciones | 7,626.90 | NO APLICA | 0.00 | 0.00 | 2,537.21 |
| Productor | Operaciones | 16,918.12 | NO APLICA | 0.00 | 0.00 | 11,179.88 |
| Reportero | Noticias | 18,281.10 | NO APLICA | 0.00 | 0.00 | 13,824.93 |
| Productor | Operaciones | 12,012.88 | NO APLICA | 0.00 | 0.00 | 9,701.20 |
| Productor | Operaciones | 12,012.88 | NO APLICA | 0.00 | 0.00 | 9,701.20 |
| Camarógrafo | Operaciones | 10,573.46 | NO APLICA | 0.00 | 0.00 | 8,928.50 |
| Operador de Transmisión | Operaciones | 6,822.80 | NO APLICA | 0.00 | 0.00 | 3,544.34 |
| Escenografo | Operaciones | 6,842.92 | NO APLICA | 0.00 | 0.00 | 6,061.46 |
| Escenografo | Operaciones | 6,867.44 | NO APLICA | 0.00 | 0.00 | 4,030.51 |
| Recepcionista | Administración | 9,021.80 | NO APLICA | 0.00 | 0.00 | 4,017.58 |
| Redactor | Noticias | 23,583.70 | NO APLICA | 0.00 | 27,651.59 | 38,899.34 |
| Escenografo | Operaciones | 17,248.20 | NO APLICA | 528.00 | 0.00 | 14,567.39 |
| Camarógrafo | Noticias | 14,919.54 | NO APLICA | 0.00 | 0.00 | 11,093.62 |
| Camarógrafo | Operaciones | 11,488.28 | NO APLICA | 0.00 | 0.00 | 9,497.30 |
| Camarógrafo | Operaciones | 10,649.98 | NO APLICA | 1,053.00 | 0.00 | 5,451.05 |
| Operador de Audio | Operaciones | 8,225.00 | NO APLICA | 702.00 | 0.00 | 6,991.87 |
| Productor | Noticias | 12,512.56 | NO APLICA | 0.00 | 12,891.24 | 16,677.98 |
| Vigilante | Administración | 8,352.84 | NO APLICA | 0.00 | 0.00 | 4,103.93 |
| Vigilante | Administración | 8,352.84 | NO APLICA | 0.00 | 0.00 | 2,509.83 |
| Tituladora | Operaciones | 7,556.04 | NO APLICA | 0.00 | 0.00 | 8,291.77 |
| Editor | Operaciones | 7,993.30 | NO APLICA | 747.00 | 0.00 | 6,023.92 |
| Operador de Audio | Operaciones | 8,233.20 | NO APLICA | 351.00 | 0.00 | 5,005.09 |
| Tituladora | Operaciones | 7,559.20 | NO APLICA | 1,200.00 | 0.00 | 5,630.39 |
| Maquillista | Operaciones | 10,385.88 | NO APLICA | 0.00 | 0.00 | 5,285.14 |
| Reportero | Noticias | 14,937.44 | NO APLICA | 0.00 | 15,318.32 | 20,686.31 |
| Editor | Noticias | 7,918.80 | NO APLICA | 0.00 | 0.00 | 5,529.82 |
| Camarógrafo | Operaciones | 10,656.78 | NO APLICA | 1,053.00 | 0.00 | 7,657.82 |
| Operador de Transmisión | Operaciones | 6,821.56 | NO APLICA | 0.00 | 0.00 | 468.36 |
| Camarógrafo | Operaciones | 10,461.90 | NO APLICA | 1,053.00 | 0.00 | 9,532.86 |
| Cobrador | Administración | 18,079.04 | NO APLICA | 0.00 | 0.00 | 5,212.36 |
| Secretaria | Ventas | 11,355.60 | NO APLICA | 0.00 | 0.00 | 8,863.08 |
| Secretaria | Administración | 17,765.72 | NO APLICA | 0.00 | 0.00 | 9,524.04 |
| Rec. Materiales y Fiscal | Administración | 36,743.28 | NO APLICA | 0.00 | 0.00 | 15,518.82 |
| Auxiliar Contable | Administración | 19,442.82 | NO APLICA | 0.00 | 0.00 | 12,017.44 |
| Gerente Técnico | Técnico | 56,574.28 | NO APLICA | 0.00 | 0.00 | 39,938.88 |
| Conductor | Noticias | 20,143.14 | NO APLICA | 0.00 | 0.00 | 12,838.90 |
| Operador de Transmisión | Técnico | 4,236.50 | NO APLICA | 0.00 | 0.00 | 3,309.72 |
| Auxiliar Unidad Móvil | Técnico | 24,297.50 | NO APLICA | 0.00 | 0.00 | 21,828.81 |
| Auxiliar Técnico | Técnico | 15,704.02 | NO APLICA | 0.00 | 0.00 | 11,171.87 |
| Auxiliar Técnico | Técnico | 15,704.02 | NO APLICA | 0.00 | 0.00 | 26.84 |
| Arte Digital | Operaciones | 14,384.46 | NO APLICA | 1,053.00 | 0.00 | 12,470.98 |
| Cronista Deportivo | Noticias | 17,101.42 | NO APLICA | 1,845.00 | 0.00 | 12,090.97 |
| Nomina y Pago | Administración | 22,674.02 | NO APLICA | 0.00 | 0.00 | 15,118.28 |
| Auxiliar Contable | Administración | 17,045.82 | NO APLICA | 0.00 | 0.00 | 12,496.50 |
| Operador de Sistemas | Administración | 17,032.16 | NO APLICA | 0.00 | 0.00 | 10,615.36 |
| Ingeniero Técnico | Técnico | 32,050.82 | NO APLICA | 0.00 | 0.00 | 28,879.03 |
| Ingeniero Técnico | Técnico | 31,034.30 | NO APLICA | 0.00 | 0.00 | 28,847.01 |
| Ingeniero Técnico | Técnico | 32,050.82 | NO APLICA | 0.00 | 0.00 | 23,581.48 |
| Contador General | Administración | 66,231.72 | NO APLICA | 0.00 | 0.00 | 46,251.00 |
| Operador de Transmisión | Técnico | 4,216.08 | NO APLICA | 0.00 | 0.00 | 3,290.92 |
| Ingeniero Técnico | Técnico | 25,410.88 | NO APLICA | 0.00 | 0.00 | 25,555.28 |
| Maquillista | Operaciones | 10,930.04 | NO APLICA | 0.00 | 12,773.14 | 16,846.00 |
| Auxiliar Administrativo | Administración | 18,080.84 | NO APLICA | 0.00 | 0.00 | 12,154.14 |
| Crédito y Cobranza | Administración | 17,681.70 | NO APLICA | 0.00 | 0.00 | 8,712.08 |
| Asistente de Operaciones | Operaciones | 14,885.08 | NO APLICA | 0.00 | 0.00 | 7,968.64 |
| Conductor | Operaciones | 8,285.24 | NO APLICA | 0.00 | 0.00 | 6,623.38 |
| Conductor | Noticias | 49,260.38 | NO APLICA | 0.00 | 0.00 | 35,338.30 |
| Gerente de Operaciones | Operaciones | 56,574.44 | NO APLICA | 0.00 | 0.00 | 40,212.00 |
| Asistente de Ventas | Ventas | 9,684.54 | NO APLICA | 0.00 | 0.00 | 7,545.30 |
| Coordinador de Sistemas | Técnico | 28,168.58 | NO APLICA | 0.00 | 0.00 | 19,097.66 |
| Coord. De Prog y Continuidad | Operaciones | 22,734.32 | NO APLICA | 0.00 | 0.00 | 10,135.22 |
| Contralor | Órgano de Control | 21,401.66 | NO APLICA | 0.00 | 0.00 | 14,358.54 |
| Coordinador de Noticias | Noticias | 23,372.80 | NO APLICA | 0.00 | 0.00 | 17,418.22 |
| Asist. Gerencia Noticias | Noticias | 16,384.10 | NO APLICA | 0.00 | 0.00 | 9,015.86 |
| Coord. De Audio | Operaciones | 22,166.94 | NO APLICA | 702.00 | 0.00 | 16,271.27 |
| Cronista Deportivo | Noticias | 7,931.76 | NO APLICA | 1,053.00 | 6,994.91 | 11,683.55 |
| Jefe de Inf. | Noticias | 30,776.04 | NO APLICA | 0.00 | 0.00 | 22,755.98 |
| Jefe de Contenidos y Monitoreo | Noticias | 28,168.18 | NO APLICA | 0.00 | 0.00 | 20,701.54 |
| Diseño Grafico | Operaciones | 17,304.48 | NO APLICA | 0.00 | 0.00 | 13,439.76 |
| Productor | Noticias | 13,428.18 | NO APLICA | 0.00 | 11,778.22 | 13,396.04 |
| Redes Sociales | Operaciones | 14,751.50 | NO APLICA | 0.00 | 0.00 | 7,725.70 |
| Camarógrafo | Noticias | 9,420.86 | NO APLICA | 0.00 | 8,275.40 | 13,417.43 |
| Recursos Humanos | Administración | 15,141.10 | NO APLICA | 0.00 | 0.00 | 11,780.42 |
| Jefe de Información | Noticias | 15,017.00 | NO APLICA | 0.00 | 0.00 | 11,914.66 |
| Corresponsal Cd. Obregón | Noticias | 13,185.84 | NO APLICA | 0.00 | 0.00 | 10,288.88 |
| Director General | Dirección | 108,993.54 | NO APLICA | 0.00 | 0.00 | 73,472.26 |
| Gte Administración y Finanzas | Administración | 56,574.20 | NO APLICA | 0.00 | 0.00 | 39,925.32 |
| Secretario Particular | Dirección | 32,729.54 | NO APLICA | 0.00 | 0.00 | 23,065.74 |
| Coord. Redes Sociales | Dirección | 32,729.54 | NO APLICA | 0.00 | 0.00 | 23,065.74 |
| Gerente de Noticias | Noticias | 56,574.14 | NO APLICA | 0.00 | 0.00 | 33,900.62 |
| Titular OCDA | Organo de Control | 56,574.50 | NO APLICA | 0.00 | 0.00 | 40,218.94 |
| Gerente de Comercializacion y Vtas | Ventas | 56,574.20 | NO APLICA | 0.00 | 0.00 | 39,925.32 |
| Coordinadora de Voluntariado | Dirección | 18,717.04 | NO APLICA | 0.00 | 0.00 | 14,267.70 |
| Subdirector | Dirección | 56,574.20 | NO APLICA | 0.00 | 0.00 | 39,925.32 |
| Conductora | Operaciones | 28,159.68 | NO APLICA | 0.00 | 0.00 | 13,856.12 |
| Secretaria | Dirección | 14,528.62 | NO APLICA | 0.00 | 0.00 | 10,070.56 |
| Ingeniero Tecnico | Tecnico | 24,297.46 | NO APLICA | 0.00 | 0.00 | 20,184.26 |