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| **TELEVISORA DE HERMOSILLO, S.A. DE C.V.** | |  |  |  |  |  |
| **REMUNERACION INTEGRAL POR PUESTOS** | |  |  |  |  |  |
| **FEBRERO 2016** |  |  |  |  |  |  |
| **PUESTO** | **CARGO** | SUELDO MENSUAL | QUINQUENIO | TOTAL DE TIEMPO EXTRA | PRIMA VACACIONAL | NETO RECIBIDO |
| Conductor | Operaciones | 22,142.86 | NO APLICA | 768.00 | 0.00 | 16,523.38 |
| Productor | Operaciones | 12,686.08 | NO APLICA | 768.00 | 0.00 | 10,181.76 |
| Camarógrafo | Noticias | 12,717.44 | NO APLICA | 2,749.73 | 0.00 | 10,024.92 |
| Director de Cámaras | Operaciones | 11,149.94 | NO APLICA | 4,109.21 | 0.00 | 10,124.59 |
| Camarógrafo | Noticias | 10,306.12 | NO APLICA | 2,479.00 | 0.00 | 7,812.71 |
| Cronista Deportivo | Noticias | 15,919.64 | NO APLICA | 5,676.61 | 0.00 | 16,103.96 |
| Productor | Operaciones | 24,555.42 | NO APLICA | 20,768.00 | 0.00 | 25,299.30 |
| Camarógrafo | Noticias | 14,256.28 | NO APLICA | 7,695.16 | 0.00 | 17,225.96 |
| Reportero | Noticias | 16,384.32 | NO APLICA | 2,553.22 | 0.00 | 9,211.29 |
| Editor | Noticias | 9,590.72 | NO APLICA | 768.00 | 0.00 | 5,391.38 |
| Reportero | Noticias | 23,849.08 | NO APLICA | 768.00 | 0.00 | 13,047.62 |
| Conductor | Operaciones | 17,098.54 | NO APLICA | 768.00 | 0.00 | 11,044.10 |
| Productor | Operaciones | 17,827.96 | NO APLICA | 1,715.86 | 0.00 | 11,723.48 |
| Productor | Operaciones | 15,142.08 | NO APLICA | 768.00 | 0.00 | 9,888.30 |
| Reportero | Noticias | 24,755.32 | NO APLICA | 768.00 | 0.00 | 16,621.84 |
| Productor | Noticias | 15,786.14 | NO APLICA | 1,254.50 | 0.00 | 11,354.32 |
| Camarógrafo | Operaciones | 13,376.70 | NO APLICA | 768.00 | 0.00 | 5,130.20 |
| Cronista Deportivo | Noticias | 18,309.40 | NO APLICA | 3,168.00 | 0.00 | 16,192.36 |
| Continuista | Operaciones | 11,425.34 | NO APLICA | 768.00 | 0.00 | 8,762.42 |
| Camarógrafo | Operaciones | 12,230.12 | NO APLICA | 14,612.32 | 0.00 | 17,835.54 |
| Camarógrafo | Noticias | 22,218.48 | NO APLICA | 1,054.08 | 0.00 | 11,739.19 |
| Secretaria | Administración | 12,079.96 | NO APLICA | 768.00 | 0.00 | 9,641.60 |
| Reportero | Noticias | 15,762.80 | NO APLICA | 1,179.74 | 18,495.02 | 22,614.29 |
| Camarógrafo | Operaciones | 11,195.64 | NO APLICA | 10,751.42 | 0.00 | 15,427.05 |
| Reportero | Noticias | 18,358.36 | NO APLICA | 1,971.02 | 21,540.48 | 27,809.21 |
| Camarógrafo | Operaciones | 13,038.50 | NO APLICA | 1,345.74 | 15,298.51 | 22,858.99 |
| Productor | Operaciones | 24,555.42 | NO APLICA | 768.00 | 27,010.96 | 35,412.79 |
| Productor | Noticias | 17,814.24 | NO APLICA | 5,336.36 | 0.00 | 11,334.76 |
| Operador de Transmisión | Operaciones | 9,104.78 | NO APLICA | 3,325.18 | 0.00 | 9,072.92 |
| Camarógrafo | Noticias | 12,231.02 | NO APLICA | 3,908.04 | 0.00 | 6,409.75 |
| Productor | Operaciones | 15,346.16 | NO APLICA | 768.00 | 0.00 | 9,803.02 |
| Videotecario | Administración | 9,794.96 | NO APLICA | 768.00 | 0.00 | 8,044.26 |
| Operador de Audio | Operaciones | 9,253.22 | NO APLICA | 1,689.01 | 0.00 | 5,859.93 |
| Vigilante | Administración | 8,537.90 | NO APLICA | 1,034.24 | 0.00 | 7,681.74 |
| Reportero | Noticias | 15,100.10 | NO APLICA | 13,844.50 | 0.00 | 19,704.34 |
| Productor | Noticias | 11,843.96 | NO APLICA | 1,868.00 | 0.00 | 9,419.85 |
| Director de Cámaras | Operaciones | 12,039.50 | NO APLICA | 10,963.50 | 0.00 | 15,051.91 |
| Camarógrafo | Operaciones | 12,063.88 | NO APLICA | 3,909.98 | 0.00 | 12,501.14 |
| Camarógrafo | Noticias | 10,955.32 | NO APLICA | 1,785.45 | 0.00 | 6,596.21 |
| Reportero | Noticias | 15,032.82 | NO APLICA | 4,692.74 | 0.00 | 12,441.58 |
| Productor | Operaciones | 12,721.06 | NO APLICA | 9,248.71 | 13,993.17 | 22,460.74 |
| Camarógrafo | Operaciones | 11,462.44 | NO APLICA | 8,591.18 | 0.00 | 11,205.85 |
| Operador de Audio | Operaciones | 8,807.10 | NO APLICA | 3,821.17 | 0.00 | 7,349.17 |
| Secretaria | Noticias | 15,820.80 | NO APLICA | 1,295.36 | 0.00 | 13,008.56 |
| Productor | Operaciones | 15,092.44 | NO APLICA | 933.00 | 0.00 | 11,181.64 |
| Reportero | Noticias | 12,613.80 | NO APLICA | 768.00 | 0.00 | 5,349.68 |
| Diseño de Arte | Operaciones | 12,089.94 | NO APLICA | 2,782.99 | 0.00 | 8,203.45 |
| Coordinador de Producción | Operaciones | 14,283.28 | NO APLICA | 7,182.14 | 0.00 | 15,147.76 |
| Recepcionista | Administración | 9,434.00 | NO APLICA | 768.00 | 0.00 | 2,865.34 |
| Productor | Noticias | 11,845.56 | NO APLICA | 1,557.70 | 0.00 | 5,251.78 |
| Jefe de Piso | Operaciones | 11,910.96 | NO APLICA | 1,194.41 | 0.00 | 10,222.15 |
| Conductor | Operaciones | 17,098.54 | NO APLICA | 11,612.43 | 0.00 | 19,968.38 |
| Productor | Operaciones | 11,844.92 | NO APLICA | 2,550.61 | 0.00 | 10,252.18 |
| Diseño de Arte | Noticias | 11,924.74 | NO APLICA | 1,215.86 | 0.00 | 9,818.62 |
| Productor | Noticias | 15,963.30 | NO APLICA | 1,564.64 | 0.00 | 13,385.45 |
| Chofer | Administración | 9,685.68 | NO APLICA | 1,079.72 | 0.00 | 4,973.92 |
| Redactor | Noticias | 27,798.90 | NO APLICA | 3,115.31 | 0.00 | 17,025.25 |
| Asistente de Producción | Operaciones | 7,980.34 | NO APLICA | 2,098.06 | 0.00 | 4,497.98 |
| Productor | Operaciones | 17,708.22 | NO APLICA | 768.00 | 0.00 | 11,741.18 |
| Reportero | Noticias | 19,103.32 | NO APLICA | 7,316.04 | 0.00 | 18,879.18 |
| Productor | Operaciones | 12,587.16 | NO APLICA | 2,026.72 | 12,922.82 | 21,267.39 |
| Productor | Operaciones | 12,587.16 | NO APLICA | 2,026.72 | 12,922.82 | 21,267.39 |
| Camarógrafo | Operaciones | 11,056.44 | NO APLICA | 768.00 | 0.00 | 9,280.14 |
| Operador de Transmisión | Operaciones | 7,140.64 | NO APLICA | 1,029.18 | 0.00 | 3,987.25 |
| Escenografo | Operaciones | 7,161.84 | NO APLICA | 1,030.30 | 7,352.82 | 12,517.16 |
| Escenografo | Operaciones | 7,187.44 | NO APLICA | 9,604.93 | 0.00 | 8,931.16 |
| Recepcionista | Administración | 9,436.44 | NO APLICA | 768.00 | 0.00 | 4,075.16 |
| Redactor | Noticias | 24,639.06 | NO APLICA | 1,144.42 | 0.00 | 20,061.61 |
| Escenografo | Operaciones | 18,052.98 | NO APLICA | 7,588.74 | 0.00 | 18,093.66 |
| Camarógrafo | Noticias | 15,593.70 | NO APLICA | 985.50 | 0.00 | 7,946.15 |
| Camarógrafo | Operaciones | 12,039.50 | NO APLICA | 1,089.85 | 0.00 | 10,163.61 |
| Camarógrafo | Operaciones | 11,136.38 | NO APLICA | 9,726.34 | 0.00 | 10,412.62 |
| Operador de Audio | Operaciones | 8,604.52 | NO APLICA | 10,322.17 | 0.00 | 13,033.87 |
| Productor | Noticias | 13,108.84 | NO APLICA | 768.00 | 0.00 | 6,934.14 |
| Vigilante | Administración | 8,738.06 | NO APLICA | 1,034.30 | 0.00 | 4,689.25 |
| Vigilante | Administración | 8,738.06 | NO APLICA | 1,034.30 | 0.00 | 2,363.05 |
| Tituladora | Operaciones | 7,906.36 | NO APLICA | 6,098.65 | 0.00 | 5,580.33 |
| Editor | Operaciones | 8,362.68 | NO APLICA | 768.00 | 0.00 | 5,541.28 |
| Operador de Audio | Operaciones | 8,613.10 | NO APLICA | 4,229.07 | 0.00 | 7,625.67 |
| Tituladora | Operaciones | 7,909.66 | NO APLICA | 3,557.46 | 0.00 | 6,454.22 |
| Maquillista | Operaciones | 10,860.64 | NO APLICA | 1,415.20 | 0.00 | 5,648.42 |
| Reportero | Noticias | 15,612.54 | NO APLICA | 1,447.37 | 0.00 | 9,849.59 |
| Editor | Noticias | 8,285.06 | NO APLICA | 1,412.07 | 0.00 | 5,087.96 |
| Camarógrafo | Operaciones | 11,143.48 | NO APLICA | 7,244.27 | 0.00 | 11,273.77 |
| Operador de Transmisión | Operaciones | 7,139.34 | NO APLICA | 768.00 | 0.00 | 222.42 |
| Camarógrafo | Operaciones | 10,940.02 | NO APLICA | 8,741.81 | 5,615.88 | 19,489.76 |
| Cobrador | Administración | 18,920.30 | NO APLICA | 768.00 | 0.00 | 5,816.86 |
| Secretaria | Ventas | 11,872.98 | NO APLICA | 0.00 | 0.00 | 9,243.74 |
| Secretaria | Administración | 18,593.26 | NO APLICA | 0.00 | 0.00 | 10,118.28 |
| Rec. Materiales y Fiscal | Administración | 38,405.64 | NO APLICA | 0.00 | 0.00 | 12,854.48 |
| Auxiliar Contable | Administración | 20,344.10 | NO APLICA | 0.00 | 0.00 | 12,663.40 |
| Gerente Técnico | Técnico | 59,109.22 | NO APLICA | 0.00 | 0.00 | 41,574.14 |
| Conductor | Noticias | 21,047.12 | NO APLICA | 0.00 | 0.00 | 13,177.04 |
| Operador de Transmisión | Técnico | 4,440.58 | NO APLICA | 0.00 | 0.00 | 3,471.94 |
| Auxiliar Unidad Móvil | Técnico | 25,412.38 | NO APLICA | 14,270.84 | 0.00 | 27,439.41 |
| Auxiliar Técnico | Técnico | 16,440.64 | NO APLICA | 225.03 | 0.00 | 11,264.43 |
| Auxiliar Técnico | Técnico | 16,440.64 | NO APLICA | 0.00 | 0.00 | 619.88 |
| Arte Digital | Operaciones | 15,035.24 | NO APLICA | 5,357.49 | 0.00 | 15,980.54 |
| Cronista Deportivo | Noticias | 17,899.78 | NO APLICA | 3,610.08 | 0.00 | 13,741.03 |
| Nomina y Pago | Administración | 23,717.58 | NO APLICA | 0.00 | 0.00 | 15,830.80 |
| Auxiliar Contable | Administración | 17,841.72 | NO APLICA | 0.00 | 23,551.07 | 30,430.76 |
| Operador de Sistemas | Administración | 17,827.46 | NO APLICA | 0.00 | 0.00 | 11,162.86 |
| Ingeniero Técnico | Técnico | 33,506.80 | NO APLICA | 10,965.12 | 0.00 | 30,975.68 |
| Ingeniero Técnico | Técnico | 32,445.68 | NO APLICA | 18,832.69 | 0.00 | 32,894.59 |
| Ingeniero Técnico | Técnico | 33,506.80 | NO APLICA | 0.00 | 0.00 | 23,233.98 |
| Contador General | Administración | 69,191.62 | NO APLICA | 0.00 | 0.00 | 48,107.80 |
| Operador de Transmisión | Técnico | 4,419.26 | NO APLICA | 0.00 | 0.00 | 3,452.28 |
| Ingeniero Técnico | Técnico | 26,574.66 | NO APLICA | 5,859.26 | 0.00 | 21,242.38 |
| Maquillista | Operaciones | 11,456.86 | NO APLICA | 1,498.50 | 0.00 | 7,548.25 |
| Auxiliar Administrativo | Administración | 18,922.10 | NO APLICA | 917.96 | 0.00 | 15,316.46 |
| Crédito y Cobranza | Administración | 18,505.38 | NO APLICA | 0.00 | 0.00 | 9,524.36 |
| Asistente de Operaciones | Operaciones | 15,585.86 | NO APLICA | 0.00 | 18,287.41 | 22,270.78 |
| Conductor | Operaciones | 8,667.64 | NO APLICA | 0.00 | 0.00 | 5,353.98 |
| Conductor | Noticias | 51,473.72 | NO APLICA | 0.00 | 60,395.83 | 77,434.84 |
| Gerente de Operaciones | Operaciones | 59,109.34 | NO APLICA | 0.00 | 60,685.59 | 82,298.85 |
| Asistente de Ventas | Ventas | 10,128.44 | NO APLICA | 0.00 | 10,398.53 | 16,237.13 |
| Coordinador de Sistemas | Tecnico | 29,453.64 | NO APLICA | 0.00 | 0.00 | 22,129.12 |
| Coord. De Prog y Continuidad | Operaciones | 23,780.30 | NO APLICA | 0.00 | 0.00 | 11,147.66 |
| Contralor | Organo de Control | 22,389.10 | NO APLICA | 0.00 | 0.00 | 15,061.70 |
| Coordinador de Noticias | Noticias | 24,446.92 | NO APLICA | 0.00 | 0.00 | 18,392.56 |
| Asist. Gerencia Noticias | Noticias | 17,122.82 | NO APLICA | 0.00 | 18,835.10 | 23,654.39 |
| Coord. De Audio | Operaciones | 23,187.98 | NO APLICA | 12,967.02 | 0.00 | 25,667.99 |
| Cronista Deportivo | Noticias | 8,298.46 | NO APLICA | 1,100.00 | 0.00 | 5,856.32 |
| Jefe de Información | Noticias | 32,175.92 | NO APLICA | 1,049.28 | 0.00 | 24,536.17 |
| Jefe de Contenidos y Monitoreo | Noticias | 29,453.42 | NO APLICA | 851.21 | 25,919.01 | 39,511.57 |
| Diseño Grafico | Operaciones | 18,111.66 | NO APLICA | 0.00 | 0.00 | 14,029.16 |
| Productor | Noticias | 14,064.80 | NO APLICA | 2,648.30 | 0.00 | 6,599.90 |
| Redes Sociales | Operaciones | 15,418.36 | NO APLICA | 0.00 | 0.00 | 8,205.82 |
| Camarografo | Noticias | 9,853.18 | NO APLICA | 92.98 | 0.00 | 6,584.02 |
| Recursos Humanos | Administración | 15,853.20 | NO APLICA | 0.00 | 0.00 | 12,296.90 |
| Jefe de Informacion | Noticias | 15,695.56 | NO APLICA | 0.00 | 0.00 | 12,413.40 |
| Corresponsal Cd. Obregon | Noticias | 13,811.90 | NO APLICA | 411.74 | 0.00 | 11,063.50 |
| Director General | Dirección | 113,834.90 | NO APLICA | 0.00 | 0.00 | 76,452.44 |
| Gte Administracion y Finanzas | Administración | 59,109.36 | NO APLICA | 0.00 | 0.00 | 41,560.12 |
| Secretario Particular | Dirección | 34,215.34 | NO APLICA | 0.00 | 0.00 | 23,894.45 |
| Coord. Redes Sociales | Dirección | 34,215.34 | NO APLICA | 0.00 | 0.00 | 24,057.04 |
| Gerente de Noticias | Noticias | 59,109.04 | NO APLICA | 0.00 | 0.00 | 34,689.38 |
| Titular OCDA | Organo de Control | 59,109.68 | NO APLICA | 0.00 | 0.00 | 41,866.64 |
| Gerente de Comercializacion y Vtas | Ventas | 59,109.36 | NO APLICA | 0.00 | 0.00 | 41,560.12 |
| Coordinadora de Voluntariado | Dirección | 19,586.34 | NO APLICA | 0.00 | 0.00 | 14,893.54 |
| Subdirector | Dirección | 59,109.36 | NO APLICA | 0.00 | 0.00 | 41,560.12 |
| Conductora | Operaciones | 29,444.34 | NO APLICA | 0.00 | 0.00 | 14,750.76 |
| Secretaria | Dirección | 15,213.68 | NO APLICA | 0.00 | 0.00 | 10,561.32 |
| Ingeniero Tecnico | Tecnico | 25,412.24 | NO APLICA | 2,455.77 | 0.00 | 19,777.47 |