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| **TELEVISORA DE HERMOSILLO, S.A. DE C.V.** |
| **REMUNERACION INTEGRAL POR PUESTOS** |
| **MARZO 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 |
| Camarografo | Noticias | 12,717.44 | NO APLICA | 1,477.99 | 16,787.02 | 21,877.53 |
| Director de Cámaras | Operaciones | 11,149.94 | NO APLICA | 3,023.84 | 0.00 | 9,572.57 |
| Camarografo | Noticias | 10,306.12 | NO APLICA | 1,747.72 | 0.00 | 5,850.96 |
| Cronista Deportivo | Noticias | 15,919.64 | NO APLICA | 5,842.20 | 0.00 | 16,446.87 |
| Productor | Operaciones | 24,555.42 | NO APLICA | 768.00 | 0.00 | 10,982.78 |
| Camarografo | Noticias | 14,256.28 | NO APLICA | 2,379.59 | 0.00 | 13,096.80 |
| Reportero | Noticias | 16,384.32 | NO APLICA | 4,054.67 | 0.00 | 10,392.04 |
| 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 | 3,935.56 |
| Conductor | Operaciones | 17,098.54 | NO APLICA | 768.00 | 0.00 | 11,044.10 |
| Productor | Operaciones | 17,827.96 | NO APLICA | 1,141.40 | 23,532.91 | 28,645.88 |
| Productor | Operaciones | 15,142.08 | NO APLICA | 933.00 | 0.00 | 10,018.06 |
| Reportero | Noticias | 24,755.32 | NO APLICA | 901.82 | 0.00 | 16,724.19 |
| Productor | Noticias | 15,786.14 | NO APLICA | 1,820.41 | 0.00 | 11,799.35 |
| Camarógrafo | Operaciones | 13,376.70 | NO APLICA | 2,892.27 | 0.00 | 6,051.47 |
| 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 |
| Camarografo | Operaciones | 12,230.12 | NO APLICA | 8,746.69 | 0.00 | 13,058.78 |
| Camarografo | Noticias | 22,218.48 | NO APLICA | 768.00 | 0.00 | 11,535.18 |
| Secretaria | Administración | 12,079.96 | NO APLICA | 768.00 | 0.00 | 9,641.60 |
| Reportero | Noticias | 15,762.80 | NO APLICA | 768.00 | 0.00 | 8,393.14 |
| Camarografo | Operaciones | 11,195.64 | NO APLICA | 7,954.16 | 0.00 | 13,275.08 |
| Reportero | Noticias | 18,358.36 | NO APLICA | 980.23 | 0.00 | 11,073.50 |
| Camarografo | Operaciones | 13,038.50 | NO APLICA | 7,664.75 | 0.00 | 16,051.00 |
| Productor | Operaciones | 24,555.42 | NO APLICA | 768.00 | 0.00 | 19,050.54 |
| Productor | Noticias | 17,814.24 | NO APLICA | 9,257.99 | 0.00 | 12,761.75 |
| Operador de Trans. | Operaciones | 9,104.78 | NO APLICA | 3,535.74 | 0.00 | 9,196.46 |
| Camarografo | Noticias | 12,231.02 | NO APLICA | 768.00 | 13,454.12 | 14,480.74 |
| Productor | Operaciones | 15,346.16 | NO APLICA | 768.00 | 0.00 | 9,803.02 |
| Videotecario | Administración | 9,794.96 | NO APLICA | 768.00 | 10,774.46 | 18,518.63 |
| Operador de Audio | Operaciones | 9,253.22 | NO APLICA | 4,497.09 | 0.00 | 8,133.77 |
| Vigilante | Administración | 8,537.90 | NO APLICA | 1,034.24 | 0.00 | 7,681.74 |
| Reportero | Noticias | 15,100.10 | NO APLICA | 14,343.26 | 0.00 | 17,285.83 |
| Productor | Noticias | 11,843.96 | NO APLICA | 2,904.42 | 13,028.36 | 18,779.73 |
| Director de Camaras | Operaciones | 12,039.50 | NO APLICA | 9,273.16 | 13,243.45 | 23,909.48 |
| Camarografo | Operaciones | 12,063.88 | NO APLICA | 6,662.89 | 0.00 | 14,666.03 |
| Camarografo | Noticias | 10,955.32 | NO APLICA | 768.00 | 0.00 | 5,769.82 |
| Reportero | Noticias | 15,032.82 | NO APLICA | 2,611.02 | 0.00 | 10,091.49 |
| Productor | Operaciones | 12,721.06 | NO APLICA | 2,370.11 | 0.00 | 6,347.05 |
| Camarografo | Operaciones | 11,462.44 | NO APLICA | 9,663.61 | 0.00 | 12,049.20 |
| Operador de Audio | Operaciones | 8,807.10 | NO APLICA | 4,465.21 | 0.00 | 9,103.63 |
| Secretaria | Noticias | 15,820.80 | NO APLICA | 768.00 | 0.00 | 12,593.84 |
| Productor | Operaciones | 15,092.44 | NO APLICA | 1,263.00 | 0.00 | 11,441.16 |
| Reportero | Noticias | 12,613.80 | NO APLICA | 768.00 | 0.00 | 4,692.60 |
| Diseño de Arte | Operaciones | 12,089.94 | NO APLICA | 5,200.98 | 0.00 | 9,090.30 |
| Coor. 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 | 4,808.17 | 0.00 | 7,817.21 |
| Jefe de Piso | Operaciones | 11,910.96 | NO APLICA | 1,793.97 | 0.00 | 10,693.64 |
| Conductor | Operaciones | 17,098.54 | NO APLICA | 768.00 | 0.00 | 11,754.12 |
| Productor | Operaciones | 11,844.92 | NO APLICA | 3,644.97 | 0.00 | 10,722.35 |
| Diseño de Arte | Noticias | 11,924.74 | NO APLICA | 1,626.00 | 0.00 | 10,141.15 |
| Productor | Noticias | 15,963.30 | NO APLICA | 11,796.77 | 0.00 | 21,335.68 |
| Chofer | Administración | 9,685.68 | NO APLICA | 2,175.26 | 9,943.96 | 13,900.56 |
| Redactor | Noticias | 27,798.90 | NO APLICA | 3,465.34 | 0.00 | 17,189.75 |
| Asistente de Prod. | Operaciones | 7,980.34 | NO APLICA | 3,960.14 | 0.00 | 5,947.52 |
| Productor | Operaciones | 17,708.22 | NO APLICA | 768.00 | 0.00 | 11,741.18 |
| Reportero | Noticias | 19,103.32 | NO APLICA | 3,322.42 | 0.00 | 15,839.64 |
| Productor | Operaciones | 12,587.16 | NO APLICA | 768.00 | 0.00 | 10,104.04 |
| Productor | Operaciones | 12,587.16 | NO APLICA | 768.00 | 0.00 | 10,104.04 |
| Camarografo | Operaciones | 11,056.44 | NO APLICA | 768.00 | 11,351.28 | 18,337.75 |
| Operador de Trans. | Operaciones | 7,140.64 | NO APLICA | 768.00 | 7,331.06 | 9,749.49 |
| Escenografo | Operaciones | 7,161.84 | NO APLICA | 768.00 | 0.00 | 5,204.80 |
| Escenografo | Operaciones | 7,187.44 | NO APLICA | 10,332.12 | 0.00 | 9,238.59 |
| Recepcionista | Administración | 9,436.44 | NO APLICA | 768.00 | 0.00 | 4,075.16 |
| Redactor | Noticias | 24,639.06 | NO APLICA | 768.00 | 0.00 | 19,773.72 |
| Escenografo | Operaciones | 18,052.98 | NO APLICA | 13,085.99 | 0.00 | 22,728.12 |
| Camarografo | Noticias | 15,593.70 | NO APLICA | 768.00 | 0.00 | 7,729.52 |
| Camarografo | Operaciones | 12,039.50 | NO APLICA | 768.00 | 0.00 | 9,635.95 |
| Camarografo | Operaciones | 11,136.38 | NO APLICA | 12,319.16 | 0.00 | 12,034.95 |
| Operador de Audio | Operaciones | 8,604.52 | NO APLICA | 10,783.54 | 0.00 | 13,436.69 |
| Productor | Noticias | 13,108.84 | NO APLICA | 768.00 | 0.00 | 6,934.14 |
| Vigilante | Administración | 8,738.06 | NO APLICA | 4,255.30 | 0.00 | 4,688.22 |
| Vigilante | Administración | 8,738.06 | NO APLICA | 1,034.30 | 0.00 | 2,363.05 |
| Tituladora | Operaciones | 7,906.36 | NO APLICA | 768.00 | 0.00 | 876.48 |
| Editor | Operaciones | 8,362.68 | NO APLICA | 768.00 | 0.00 | 5,541.28 |
| Operador de Audio | Operaciones | 8,613.10 | NO APLICA | 768.00 | 0.00 | 5,000.80 |
| Tituladora | Operaciones | 7,909.66 | NO APLICA | 8,000.70 | 0.00 | 10,003.50 |
| Maquillista | Operaciones | 10,860.64 | NO APLICA | 1,091.60 | 0.00 | 5,382.80 |
| Reportero | Noticias | 15,612.54 | NO APLICA | 901.82 | 0.00 | 9,420.56 |
| Editor | Noticias | 8,285.06 | NO APLICA | 2,226.17 | 0.00 | 5,763.86 |
| Camarógrafo | Operaciones | 11,143.48 | NO APLICA | 9,628.23 | 0.00 | 13,148.53 |
| Operador de Trans. | Operaciones | 7,139.34 | NO APLICA | 768.00 | 0.00 | 2,988.60 |
| Camarografo | Operaciones | 10,940.02 | NO APLICA | 4,516.72 | 0.00 | 11,318.32 |
| Cobrador | Administración | 18,920.30 | NO APLICA | 768.00 | 24,974.80 | 25,149.00 |
| Secretaria | Ventas | 11,872.98 | NO APLICA | 0.00 | 13,060.28 | 22,480.36 |
| Secretaria | Administración | 18,593.26 | NO APLICA | 0.00 | 0.00 | 11,062.82 |
| Rec. Mat. y Fiscal | Administración | 38,405.64 | NO APLICA | 0.00 | 0.00 | 12,854.48 |
| Auxiliar Contable | Administración | 20,344.10 | NO APLICA | 3,462.11 | 0.00 | 18,164.75 |
| Gerente Técnico | Técnico | 59,109.22 | NO APLICA | 0.00 | 0.00 | 41,199.14 |
| Conductor | Noticias | 21,047.12 | NO APLICA | 0.00 | 0.00 | 12,858.28 |
| Operador de Trans. | Técnico | 4,440.58 | NO APLICA | 0.00 | 0.00 | 3,471.94 |
| Auxiliar Unidad Movil | Tecnico | 25,412.38 | NO APLICA | 9,905.94 | 0.00 | 24,386.16 |
| Auxiliar Tecnico | Tecnico | 16,440.64 | NO APLICA | 3,150.35 | 0.00 | 14,683.13 |
| Auxiliar Tecnico | Tecnico | 16,440.64 | NO APLICA | 0.00 | 0.00 | 0.00 |
| Arte Digital | Operaciones | 15,035.24 | NO APLICA | 12,552.37 | 0.00 | 21,551.82 |
| Cronista Deportivo | Noticias | 17,899.78 | NO APLICA | 4,797.10 | 0.00 | 14,677.98 |
| Nomina y Pago | Administración | 23,717.58 | NO APLICA | 0.00 | 0.00 | 15,833.02 |
| Auxiliar Contable | Administración | 17,841.72 | NO APLICA | 0.00 | 0.00 | 9,815.48 |
| Operador de Sistemas | Administración | 17,827.46 | NO APLICA | 0.00 | 0.00 | 8,256.58 |
| Ingeniero Tecnico | Tecnico | 33,506.80 | NO APLICA | 1,998.85 | 0.00 | 24,731.23 |
| Ingeniero Tecnico | Tecnico | 32,445.68 | NO APLICA | 13,871.88 | 0.00 | 29,650.24 |
| Ingeniero Tecnico | Tecnico | 33,506.80 | NO APLICA | 4,854.35 | 0.00 | 26,665.08 |
| Contador General | Administración | 69,191.62 | NO APLICA | 0.00 | 0.00 | 48,107.80 |
| Operador de Trans. | Tecnico | 4,419.26 | NO APLICA | 0.00 | 0.00 | 3,452.28 |
| Ingeniero Tecnico | Tecnico | 26,574.66 | NO APLICA | 3,138.89 | 0.00 | 19,161.84 |
| Maquillista | Operaciones | 11,456.86 | NO APLICA | 4,935.56 | 0.00 | 10,212.15 |
| Auxiliar Admvo | Administración | 18,922.10 | NO APLICA | 1,835.92 | 0.00 | 16,038.34 |
| Credito y Cobranza | Administración | 18,505.38 | NO APLICA | 0.00 | 0.00 | 9,637.02 |
| Asist. de Operaciones | Operaciones | 15,585.86 | NO APLICA | 0.00 | 0.00 | 8,471.62 |
| Conductor | Operaciones | 8,667.64 | NO APLICA | 0.00 | 0.00 | 5,353.98 |
| Conductor | Noticias | 51,473.72 | NO APLICA | 0.00 | 0.00 | 36,521.28 |
| Gte de Operaciones | Operaciones | 59,109.34 | NO APLICA | 0.00 | 0.00 | 41,521.06 |
| Asistente de Ventas | Ventas | 10,128.44 | NO APLICA | 0.00 | 0.00 | 7,877.92 |
| Coord. de Sistemas | Tecnico | 29,453.64 | NO APLICA | 0.00 | 30,239.07 | 42,410.41 |
| Coord. de Prog y Cont | Operaciones | 23,780.30 | NO APLICA | 0.00 | 0.00 | 11,147.66 |
| Contralor | Org de Control | 22,389.10 | NO APLICA | 0.00 | 0.00 | 15,061.70 |
| Coord de Noticias | Noticias | 24,446.92 | NO APLICA | 1,042.95 | 26,891.61 | 35,566.79 |
| Asist. Ger. Noticias | Noticias | 17,122.82 | NO APLICA | 0.00 | 0.00 | 9,561.92 |
| Coord. De Audio | Operaciones | 23,187.98 | NO APLICA | 7,582.35 | 0.00 | 21,919.13 |
| Cronista Deportivo | Noticias | 8,298.46 | NO APLICA | 550.00 | 0.00 | 5,508.42 |
| Jefe de Información | Noticias | 32,175.92 | NO APLICA | 0.00 | 0.00 | 23,733.68 |
| Jefe de Cont y Monit | Noticias | 29,453.42 | NO APLICA | 835.14 | 0.00 | 21,039.98 |
| Diseño Grafico | Operaciones | 18,111.66 | NO APLICA | 0.00 | 0.00 | 14,029.16 |
| Productor | Noticias | 14,064.80 | NO APLICA | 3,915.61 | 0.00 | 7,527.67 |
| Camarografo | Noticias | 9,853.18 | NO APLICA | 0.00 | 0.00 | 6,505.92 |
| 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 | 5,179.53 | 16,692.77 |
| Corresponsal Cd. Ob. | Noticias | 13,811.90 | NO APLICA | 0.00 | 4,557.93 | 14,548.66 |
| Director General | Dirección | 113,834.90 | NO APLICA | 0.00 | 0.00 | 76,077.44 |
| Gte Admon y Fin. | Administración | 59,109.36 | NO APLICA | 0.00 | 0.00 | 41,185.12 |
| Secretario Particular | Dirección | 34,215.34 | NO APLICA | 0.00 | 0.00 | 23,734.24 |
| Coord. Redes Sociales | Dirección | 34,215.34 | NO APLICA | 0.00 | 0.00 | 23,682.04 |
| Gerente de Noticias | Noticias | 59,109.04 | NO APLICA | 0.00 | 0.00 | 35,138.28 |
| Titular OCDA | Org de Control | 59,109.68 | NO APLICA | 0.00 | 0.00 | 41,491.64 |
| Gte de Com y Vtas | Ventas | 59,109.36 | NO APLICA | 0.00 | 0.00 | 41,185.12 |
| Coo 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 | 41,185.12 |
| Soporte Admvo Vtas | Ventas | 5,811.77 | NO APLICA | 6,370.00 | 0.00 | 4,555.49 |
| 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 Técnico | Técnico | 25,412.24 | NO APLICA | 3,015.86 | 0.00 | 20,225.03 |