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| **TELEVISORA DE HERMOSILLO, S.A. DE C.V.** | | | | | | | |
| **REMUNERACION INTEGRAL POR PUESTOS** | | | | | | | |
| **ABRIL 2016** | | | | | | | |
| **PUESTO** | **CARGO** | **SUELDO MENSUAL** | **PREVISION SOCIAL MENSUAL** | **QUINQUENIO** | **TOTAL TIEMPO EXTRA** | **PRIMA VACACIONAL** | **NETO** |
| Conductor | Operaciones | 19,921.86 | 2,221.00 | NO APLICA | 768.00 | 0.00 | 19,750.08 |
| Productor | Operaciones | 10,465.08 | 2,221.00 | NO APLICA | 768.00 | 0.00 | 12,313.26 |
| Camarografo | Noticias | 10,961.84 | 1,755.60 | NO APLICA | 2,887.57 | 0.00 | 13,905.35 |
| Director de Camaras | Operaciones | 9,252.18 | 1,897.76 | NO APLICA | 6,096.87 | 0.00 | 15,226.82 |
| Camarografo | Noticias | 8,472.96 | 1,833.16 | NO APLICA | 3,458.72 | 0.00 | 12,445.58 |
| Cronista Deportivo | Noticias | 13,698.64 | 2,221.00 | NO APLICA | 5,250.80 | 0.00 | 18,381.41 |
| Productor | Operaciones | 22,334.42 | 2,221.00 | NO APLICA | 768.00 | 0.00 | 21,607.62 |
| Camarografo | Noticias | 12,500.68 | 1,755.60 | NO APLICA | 1,429.17 | 0.00 | 13,968.60 |
| Reportero | Noticias | 14,253.96 | 2,130.36 | NO APLICA | 6,242.51 | 0.00 | 19,503.86 |
| Editor | Noticias | 7,866.84 | 1,723.88 | NO APLICA | 768.00 | 0.00 | 9,681.96 |
| Reportero | Noticias | 21,725.04 | 2,124.04 | NO APLICA | 16,699.70 | 0.00 | 34,143.33 |
| Conductor | Operaciones | 14,877.54 | 2,221.00 | NO APLICA | 768.00 | 22,570.07 | 32,514.90 |
| Productor | Operaciones | 15,606.96 | 2,221.00 | NO APLICA | 768.00 | 0.00 | 16,356.84 |
| Productor | Operaciones | 12,921.08 | 2,221.00 | NO APLICA | 2,447.21 | 19,987.55 | 30,428.55 |
| Reportero | Noticias | 22,624.96 | 2,130.36 | NO APLICA | 901.82 | 0.00 | 21,841.53 |
| Productor | Noticias | 13,565.14 | 2,221.00 | NO APLICA | 5,234.20 | 0.00 | 18,253.13 |
| Camarografo | Operaciones | 11,155.70 | 2,221.00 | NO APLICA | 5,897.52 | 0.00 | 16,890.22 |
| Cronista Deportivo | Noticias | 16,088.40 | 2,221.00 | NO APLICA | 3,168.00 | 0.00 | 18,622.80 |
| Continuista | Operaciones | 9,204.34 | 2,221.00 | NO APLICA | 768.00 | 0.00 | 11,288.84 |
| Camarografo | Operaciones | 10,478.92 | 1,751.20 | NO APLICA | 1,626.24 | 0.00 | 12,529.27 |
| Camarografo | Noticias | 20,467.28 | 1,751.20 | NO APLICA | 768.00 | 0.00 | 19,709.20 |
| Secretaria | Administración | 9,858.96 | 2,221.00 | NO APLICA | 768.00 | 0.00 | 11,826.16 |
| Reportero | Noticias | 13,632.44 | 2,130.36 | NO APLICA | 18,959.44 | 0.00 | 28,754.18 |
| Camarografo | Operaciones | 9,448.80 | 1,746.84 | NO APLICA | 8,175.36 | 0.00 | 16,865.05 |
| Reportero | Noticias | 16,137.36 | 2,221.00 | NO APLICA | 768.00 | 0.00 | 16,773.94 |
| Camarografo | Operaciones | 10,911.38 | 2,127.12 | NO APLICA | 768.00 | 0.00 | 12,570.36 |
| Productor | Operaciones | 22,334.42 | 2,221.00 | NO APLICA | 768.00 | 0.00 | 21,607.62 |
| Productor | Noticias | 15,593.24 | 2,221.00 | NO APLICA | 6,552.77 | 0.00 | 20,876.16 |
| Operador de Transmision | Operaciones | 7,432.14 | 1,672.64 | NO APLICA | 5,575.97 | 0.00 | 13,160.79 |
| Camarografo | Noticias | 10,483.98 | 1,747.04 | NO APLICA | 5,969.76 | 0.00 | 15,944.83 |
| Productor | Operaciones | 13,125.16 | 2,221.00 | NO APLICA | 6,955.08 | 0.00 | 19,216.65 |
| Videotecario | Administración | 8,075.16 | 1,719.80 | NO APLICA | 768.00 | 0.00 | 9,852.88 |
| Operador de Audio | Operaciones | 7,460.38 | 1,792.84 | NO APLICA | 5,577.50 | 0.00 | 13,304.40 |
| Vigilante | Administración | 6,741.66 | 1,796.24 | NO APLICA | 1,034.24 | 0.00 | 9,250.24 |
| Reportero | Noticias | 12,972.06 | 2,128.04 | NO APLICA | 13,776.40 | 0.00 | 24,303.15 |
| Productor | Noticias | 9,622.96 | 2,221.00 | NO APLICA | 1,868.00 | 0.00 | 12,506.77 |
| Director de Camaras | Operaciones | 9,818.50 | 2,221.00 | NO APLICA | 7,277.24 | 0.00 | 16,923.67 |
| Camarografo | Operaciones | 10,078.84 | 1,985.04 | NO APLICA | 4,926.90 | 0.00 | 15,044.13 |
| Camarografo | Noticias | 9,209.80 | 1,745.52 | NO APLICA | 1,930.10 | 0.00 | 11,757.99 |
| Reportero | Noticias | 12,811.82 | 2,221.00 | NO APLICA | 3,626.83 | 0.00 | 16,406.92 |
| Productor | Operaciones | 10,500.06 | 2,221.00 | NO APLICA | 8,683.11 | 0.00 | 18,520.53 |
| Camarografo | Operaciones | 9,241.44 | 2,221.00 | NO APLICA | 9,563.11 | 0.00 | 18,333.27 |
| Operador de Audio | Operaciones | 6,874.42 | 1,932.68 | NO APLICA | 1,970.39 | 0.00 | 10,173.70 |
| Secretaria | Noticias | 13,599.80 | 2,221.00 | NO APLICA | 768.00 | 0.00 | 14,778.40 |
| Productor | Operaciones | 12,871.44 | 2,221.00 | NO APLICA | 2,104.16 | 0.00 | 15,256.38 |
| Reportero | Noticias | 10,496.08 | 2,117.72 | NO APLICA | 768.00 | 0.00 | 12,234.36 |
| Diseño de Arte | Operaciones | 9,868.94 | 2,221.00 | NO APLICA | 5,602.89 | 0.00 | 15,646.62 |
| Coordinador de Producción | Operaciones | 12,062.28 | 2,221.00 | NO APLICA | 7,182.14 | 0.00 | 18,616.86 |
| Recepcionista | Administración | 7,387.64 | 2,046.36 | NO APLICA | 768.00 | 9,685.57 | 17,450.22 |
| Productor | Noticias | 9,624.56 | 2,221.00 | NO APLICA | 2,992.02 | 12,161.44 | 22,872.40 |
| Jefe de Piso | Operaciones | 10,023.52 | 1,887.44 | NO APLICA | 1,733.53 | 12,228.59 | 22,070.80 |
| Conductor | Operaciones | 14,877.54 | 2,221.00 | NO APLICA | 768.00 | 0.00 | 15,783.22 |
| Productor | Operaciones | 9,623.92 | 2,221.00 | NO APLICA | 3,542.22 | 0.00 | 13,833.42 |
| Diseño de Arte | Noticias | 9,703.74 | 2,221.00 | NO APLICA | 907.96 | 0.00 | 11,813.62 |
| Productor | Noticias | 13,742.30 | 2,221.00 | NO APLICA | 3,488.34 | 0.00 | 17,029.75 |
| Chofer | Administración | 7,735.64 | 1,950.04 | NO APLICA | 4,954.04 | 0.00 | 13,155.50 |
| Redactor | Noticias | 25,780.82 | 2,018.08 | NO APLICA | 4,271.26 | 0.00 | 26,704.21 |
| Asistente de Producción | Operaciones | 6,311.90 | 1,668.44 | NO APLICA | 4,226.15 | 0.00 | 11,200.62 |
| Productor | Operaciones | 15,487.22 | 2,221.00 | NO APLICA | 768.00 | 0.00 | 16,262.68 |
| Reportero | Noticias | 16,985.60 | 2,117.72 | NO APLICA | 1,451.82 | 0.00 | 17,875.48 |
| Productor | Operaciones | 10,366.16 | 2,221.00 | NO APLICA | 768.00 | 0.00 | 12,235.48 |
| Productor | Operaciones | 10,366.16 | 2,221.00 | NO APLICA | 768.00 | 0.00 | 12,235.48 |
| Camarografo | Operaciones | 9,318.24 | 1,738.20 | NO APLICA | 768.00 | 0.00 | 10,899.52 |
| Operador de Transmision | Operaciones | 5,472.48 | 1,668.16 | NO APLICA | 1,505.22 | 0.00 | 8,448.81 |
| Escenografo | Operaciones | 5,494.48 | 1,667.36 | NO APLICA | 768.00 | 0.00 | 7,830.88 |
| Escenografo | Operaciones | 5,520.08 | 1,667.36 | NO APLICA | 11,183.61 | 0.00 | 16,061.71 |
| Recepcionista | Administración | 7,396.12 | 2,040.32 | NO APLICA | 768.00 | 0.00 | 9,757.34 |
| Redactor | Noticias | 22,620.98 | 2,018.08 | NO APLICA | 768.00 | 0.00 | 21,623.86 |
| Escenografo | Operaciones | 15,831.98 | 2,221.00 | NO APLICA | 10,697.86 | 19,858.28 | 38,566.05 |
| Camarografo | Noticias | 13,711.42 | 1,882.28 | NO APLICA | 2,044.25 | 0.00 | 15,531.11 |
| Camarografo | Operaciones | 9,818.50 | 2,221.00 | NO APLICA | 768.00 | 0.00 | 11,792.94 |
| Camarografo | Operaciones | 9,211.70 | 1,924.68 | NO APLICA | 8,597.38 | 0.00 | 17,188.31 |
| Operador de Audio | Operaciones | 6,816.40 | 1,788.12 | NO APLICA | 7,149.59 | 0.00 | 13,996.39 |
| Productor | Noticias | 10,887.84 | 2,221.00 | NO APLICA | 9,998.26 | 0.00 | 19,872.98 |
| Vigilante | Administración | 7,058.82 | 1,679.24 | NO APLICA | 3,891.30 | 0.00 | 11,583.01 |
| Vigilante | Administración | 7,058.82 | 1,679.24 | NO APLICA | 1,616.84 | 0.00 | 9,671.62 |
| Tituladora | Operaciones | 6,242.00 | 1,664.36 | NO APLICA | 768.00 | 0.00 | 8,563.94 |
| Editor | Operaciones | 6,635.32 | 1,727.36 | NO APLICA | 768.00 | 9,198.95 | 16,263.42 |
| Operador de Audio | Operaciones | 6,824.98 | 1,788.12 | NO APLICA | 768.00 | 0.00 | 9,096.82 |
| Tituladora | Operaciones | 6,245.30 | 1,664.36 | NO APLICA | 5,586.86 | 0.00 | 12,217.98 |
| Maquillista | Operaciones | 9,006.08 | 1,854.56 | NO APLICA | 2,501.26 | 0.00 | 12,153.74 |
| Reportero | Noticias | 13,501.22 | 2,111.32 | NO APLICA | 2,106.06 | 0.00 | 15,643.46 |
| Editor | Noticias | 6,578.22 | 1,706.84 | NO APLICA | 768.00 | 0.00 | 8,795.64 |
| Camarografo | Operaciones | 9,409.88 | 1,733.60 | NO APLICA | 7,279.25 | 0.00 | 16,115.21 |
| Operador de Transmision | Operaciones | 5,491.34 | 1,648.00 | NO APLICA | 1,198.95 | 0.00 | 8,172.51 |
| Camarografo | Operaciones | 9,194.50 | 1,745.52 | NO APLICA | 2,155.91 | 0.00 | 11,923.24 |
| Cobrador | Administración | 16,699.30 | 2,221.00 | NO APLICA | 1,226.86 | 0.00 | 17,576.71 |
| Secretaria | Ventas | 9,892.10 | 1,980.88 | NO APLICA | 0.00 | 0.00 | 10,845.24 |
| Secretaria | Administración | 16,372.26 | 2,221.00 | NO APLICA | 0.00 | 20,452.59 | 31,375.55 |
| Rec. Materiales y Fiscal | Administración | 36,184.64 | 2,221.00 | NO APLICA | 0.00 | 0.00 | 31,180.94 |
| Auxiliar Contable | Administración | 18,123.10 | 2,221.00 | NO APLICA | 2,832.64 | 0.00 | 19,785.21 |
| Gerente Tecnico | Tecnico | 56,888.22 | 2,221.00 | NO APLICA | 0.00 | 0.00 | 45,673.44 |
| Conductor | Noticias | 19,152.44 | 1,894.68 | NO APLICA | 0.00 | 0.00 | 18,050.68 |
| Operador de Transmisión | Tecnico | 3,083.02 | 1,357.56 | NO APLICA | 0.00 | 0.00 | 4,440.58 |
| Auxiliar Unidad Movil | Tecnico | 23,191.38 | 2,221.00 | NO APLICA | 9,311.58 | 0.00 | 28,590.89 |
| Auxiliar Tecnico | Tecnico | 14,219.64 | 2,221.00 | NO APLICA | 2,812.81 | 0.00 | 16,709.85 |
| Auxiliar Tecnico | Tecnico | 14,219.64 | 2,221.00 | NO APLICA | 0.00 | 0.00 | 16,440.64 |
| Arte Digital | Operaciones | 13,176.92 | 1,858.32 | NO APLICA | 8,722.69 | 15,436.18 | 31,763.54 |
| Cronista Deportivo | Noticias | 15,678.78 | 2,221.00 | NO APLICA | 5,393.76 | 18,377.11 | 33,390.18 |
| Nomina y Pago | Administración | 21,496.58 | 2,221.00 | NO APLICA | 0.00 | 0.00 | 20,198.84 |
| Auxiliar Contable | Administración | 15,620.72 | 2,221.00 | NO APLICA | 667.94 | 0.00 | 16,124.93 |
| Operador de Sistemas | Administración | 15,606.46 | 2,221.00 | NO APLICA | 667.94 | 0.00 | 16,113.71 |
| Ingeniero Tecnico | Tecnico | 31,285.80 | 2,221.00 | NO APLICA | 9,137.60 | 44,228.98 | 64,420.90 |
| Ingeniero Tecnico | Tecnico | 30,224.68 | 2,221.00 | NO APLICA | 5,826.19 | 0.00 | 31,019.87 |
| Ingeniero Tecnico | Tecnico | 31,285.80 | 2,221.00 | NO APLICA | 0.00 | 0.00 | 27,685.64 |
| Contador General | Administración | 66,970.62 | 2,221.00 | NO APLICA | 0.00 | 0.00 | 52,625.26 |
| Operador de Transmisión | Técnico | 3,056.86 | 1,362.40 | NO APLICA | 0.00 | 0.00 | 4,419.26 |
| Ingeniero Tecnico | Técnico | 24,353.66 | 2,221.00 | NO APLICA | 1,883.33 | 0.00 | 23,824.31 |
| Maquillista | Operaciones | 9,235.86 | 2,221.00 | NO APLICA | 3,574.00 | 0.00 | 13,389.20 |
| Auxiliar Administrativo | Administración | 16,701.10 | 2,221.00 | NO APLICA | 1,835.92 | 22,201.93 | 34,208.93 |
| Credito y Cobranza | Administración | 16,284.38 | 2,221.00 | NO APLICA | 641.86 | 0.00 | 16,626.32 |
| Asistente de Operaciones | Operaciones | 13,364.86 | 2,221.00 | NO APLICA | 0.00 | 0.00 | 13,825.66 |
| Conductor | Operaciones | 6,928.44 | 1,739.20 | NO APLICA | 0.00 | 0.00 | 8,372.10 |
| Conductor | Noticias | 49,252.72 | 2,221.00 | NO APLICA | 0.00 | 0.00 | 40,328.60 |
| Gerente de Operaciones | Operaciones | 56,888.34 | 2,221.00 | NO APLICA | 0.00 | 0.00 | 45,673.54 |
| Asistente de Ventas | Ventas | 8,301.60 | 1,826.84 | NO APLICA | 0.00 | 0.00 | 9,382.12 |
| Coordinador de Sistemas | Tecnico | 27,232.64 | 2,221.00 | NO APLICA | 0.00 | 0.00 | 24,585.78 |
| Coord. De Prog y Continuidad | Operaciones | 21,559.30 | 2,221.00 | NO APLICA | 0.00 | 0.00 | 20,246.82 |
| Contralor | Org de Control | 20,168.10 | 2,221.00 | NO APLICA | 0.00 | 0.00 | 19,175.72 |
| Coordinador de Noticias | Noticias | 22,225.92 | 2,221.00 | NO APLICA | 4,404.49 | 0.00 | 24,125.20 |
| Asist. Gerencia Noticias | Noticias | 15,450.18 | 1,672.64 | NO APLICA | 0.00 | 0.00 | 14,917.18 |
| Coord. De Audio | Operaciones | 20,966.98 | 2,221.00 | NO APLICA | 4,010.96 | 0.00 | 22,861.38 |
| Cronista Deportivo | Noticias | 6,872.14 | 1,426.32 | NO APLICA | 7,198.27 | 0.00 | 13,585.82 |
| Jefe de Información | Noticias | 29,954.92 | 2,221.00 | NO APLICA | 0.00 | 0.00 | 26,667.78 |
| Jefe de Contenidos y Monitoreo | Noticias | 27,232.42 | 2,221.00 | NO APLICA | 835.14 | 0.00 | 25,224.32 |
| Diseño Grafico | Operaciones | 15,890.66 | 2,221.00 | NO APLICA | 0.00 | 0.00 | 15,811.94 |
| Productor | Noticias | 11,843.80 | 2,221.00 | NO APLICA | 5,775.05 | 0.00 | 17,170.99 |
| Camarógrafo | Noticias | 8,132.78 | 1,720.40 | NO APLICA | 514.40 | 0.00 | 9,561.29 |
| Coordinadora Recursos Humanos | Administración | 13,632.20 | 2,221.00 | NO APLICA | 0.00 | 0.00 | 14,035.88 |
| Jefe de Información | Noticias | 13,946.52 | 1,749.04 | NO APLICA | 0.00 | 0.00 | 13,811.10 |
| Corresponsal Cd. Obregón | Noticias | 11,590.90 | 2,221.00 | NO APLICA | 0.00 | 0.00 | 12,430.60 |
| Director General | Dirección | 111,613.90 | 2,221.00 | NO APLICA | 0.00 | 0.00 | 82,395.16 |
| Gte Administración y Finanzas | Administración | 56,888.36 | 2,221.00 | NO APLICA | 0.00 | 0.00 | 45,673.54 |
| Secretario Particular | Dirección | 35,551.07 | 2,221.00 | NO APLICA | 0.00 | 0.00 | 30,727.34 |
| Coord. Redes Sociales | Dirección | 31,994.34 | 2,221.00 | NO APLICA | 0.00 | 0.00 | 28,227.52 |
| Gerente de Noticias | Noticias | 56,888.04 | 2,221.00 | NO APLICA | 0.00 | 0.00 | 45,673.32 |
| Titular OCDA | Org. de Control | 56,888.68 | 2,221.00 | NO APLICA | 0.00 | 0.00 | 45,673.76 |
| Gerente de Comercialización y Vtas | Ventas | 56,888.36 | 2,221.00 | NO APLICA | 0.00 | 0.00 | 45,673.54 |
| Coordinadora de Voluntariado | Dirección | 17,365.34 | 2,221.00 | NO APLICA | 0.00 | 0.00 | 16,971.62 |
| Subdirector | Dirección | 56,888.36 | 2,221.00 | NO APLICA | 0.00 | 0.00 | 45,673.54 |
| Soporte Admvo en Ventas | Ventas | 9,589.10 | 2,034.44 | NO APLICA | 0.00 | 0.00 | 10,650.10 |
| Secretaria | Dirección | 13,028.00 | 2,221.00 | NO APLICA | 0.00 | 0.00 | 13,560.74 |
| Recursos Humanos | Administración | 15,997.17 | 1,110.50 | NO APLICA | 0.00 | 0.00 | 14,113.76 |
| Conductora | Operaciones | 27,223.34 | 2,221.00 | NO APLICA | 0.00 | 0.00 | 24,578.66 |
| Secretaria | Dirección | 12,992.68 | 2,221.00 | NO APLICA | 0.00 | 16,735.05 | 27,101.92 |
| Ingeniero Tecnico | Tecnico | 23,191.24 | 2,221.00 | NO APLICA | 1,723.34 | 0.00 | 22,812.92 |