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| **TELEVISORA DE HERMOSILLO, S.A. DE C.V.** |  |  |  |  |  |
| **REMUNERACION INTEGRAL POR PUESTOS** |  |  |  |  |  |
| **DICIEMBRE 2015** |  |  |  |  |  |  |
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| **PUESTO** | **CARGO** | SUELDO MENSUAL | QUINQUENIO | TOTAL DE TIEMPO EXTRA | PRIMA VACACIONAL | NETO RECIBIDO |
|  |  |  |  |  |  |  |
| Conductor | Operaciones | 21,122.00 | NO APLICA | 768.00 | 0.00 | 15,010.50 |
| Productor | Operaciones | 12,063.80 | NO APLICA | 768.00 | 0.00 | 8,928.18 |
| Camarografo | Noticias | 12,147.42 | NO APLICA | 2,530.78 | 0.00 | 8,638.15 |
| Director de Camaras | Operaciones | 10,646.06 | NO APLICA | 1,477.74 | 0.00 | 6,874.06 |
| Camarografo | Noticias | 9,837.66 | NO APLICA | 2,735.53 | 0.00 | 7,546.00 |
| Cronista Deportivo | Noticias | 15,161.10 | NO APLICA | 17,021.05 | 0.00 | 23,280.15 |
| Productor | Operaciones | 23,432.86 | NO APLICA | 20,768.00 | 0.00 | 23,740.70 |
| Camarografo | Noticias | 13,621.40 | NO APLICA | 1,854.21 | 17,980.25 | 24,742.32 |
| Reportero | Noticias | 15,659.68 | NO APLICA | 7,129.00 | 0.00 | 6,538.46 |
| Editor | Noticias | 9,152.44 | NO APLICA | 768.00 | 0.00 | 2,595.38 |
| Reportero | Noticias | 22,809.84 | NO APLICA | 768.00 | 0.00 | 11,499.30 |
| Conductor | Operaciones | 16,290.26 | NO APLICA | 7,135.00 | 0.00 | 9,698.35 |
| Productor | Operaciones | 16,988.78 | NO APLICA | 1,483.32 | 0.00 | 9,671.96 |
| Productor | Operaciones | 14,416.28 | NO APLICA | 7,753.54 | 0.00 | 9,068.50 |
| Reportero | Noticias | 23,677.88 | NO APLICA | 7,327.00 | 0.00 | 15,045.08 |
| Productor | Noticias | 15,033.20 | NO APLICA | 1,269.11 | 0.00 | 10,017.47 |
| Camarografo | Operaciones | 12,725.20 | NO APLICA | 3,403.34 | 0.00 | 5,285.21 |
| Cronista Deportivo | Noticias | 17,449.96 | NO APLICA | 11,778.00 | 0.00 | 21,417.87 |
| Continuista | Operaciones | 10,856.10 | NO APLICA | 768.00 | 0.00 | 7,556.78 |
| Camarografo | Operaciones | 11,680.62 | NO APLICA | 3,970.08 | 0.00 | 8,425.96 |
| Camarografo | Noticias | 21,248.02 | NO APLICA | 2,184.54 | 24,931.01 | 29,150.96 |
| Secretaria | Administración | 11,483.14 | NO APLICA | 768.00 | 0.00 | 8,400.78 |
| Reportero | Noticias | 15,064.36 | NO APLICA | 1,318.00 | 0.00 | 8,301.12 |
| Camarografo | Operaciones | 10,689.74 | NO APLICA | 6,625.22 | 0.00 | 10,625.69 |
| Reportero | Noticias | 17,496.98 | NO APLICA | 9,986.28 | 0.00 | 12,294.52 |
| Camarografo | Operaciones | 12,454.92 | NO APLICA | 10,305.26 | 0.00 | 12,584.77 |
| Productor | Operaciones | 23,432.86 | NO APLICA | 768.00 | 0.00 | 14,524.82 |
| Productor | Noticias | 16,975.82 | NO APLICA | 13,368.00 | 0.00 | 16,145.14 |
| Op de Transmision | Operaciones | 8,687.00 | NO APLICA | 1,093.46 | 0.00 | 6,139.10 |
| Camarografo | Noticias | 11,681.52 | NO APLICA | 3,664.99 | 0.00 | 7,532.42 |
| Productor | Operaciones | 14,611.70 | NO APLICA | 768.00 | 0.00 | 8,548.88 |
| Videotecario | Administración | 9,348.10 | NO APLICA | 768.00 | 0.00 | 6,903.40 |
| Operador de Audio | Operaciones | 8,829.36 | NO APLICA | 4,639.87 | 0.00 | 7,287.41 |
| Vigilante | Administración | 8,144.08 | NO APLICA | 768.00 | 8,958.49 | 13,574.80 |
| Reportero | Noticias | 14,429.76 | NO APLICA | 16,227.11 | 0.00 | 20,368.94 |
| Productor | Noticias | 11,257.12 | NO APLICA | 8,496.32 | 0.00 | 10,648.85 |
| Director de Camaras | Operaciones | 11,444.44 | NO APLICA | 12,588.48 | 0.00 | 12,240.71 |
| Camarografo | Operaciones | 11,521.48 | NO APLICA | 4,537.56 | 0.00 | 11,806.99 |
| Camarografo | Noticias | 10,459.60 | NO APLICA | 2,143.00 | 0.00 | 5,744.34 |
| Reportero | Noticias | 14,311.62 | NO APLICA | 3,062.75 | 0.00 | 9,840.13 |
| Productor | Operaciones | 12,097.30 | NO APLICA | 3,517.46 | 0.00 | 6,147.54 |
| Camarografo | Operaciones | 10,891.62 | NO APLICA | 5,382.32 | 0.00 | 7,551.85 |
| Operador de Audio | Operaciones | 8,402.04 | NO APLICA | 3,576.00 | 0.00 | 6,122.26 |
| Secretaria | Noticias | 15,066.32 | NO APLICA | 2,902.09 | 0.00 | 11,169.85 |
| Productor | Operaciones | 14,368.74 | NO APLICA | 1,937.69 | 0.00 | 10,741.68 |
| Reportero | Noticias | 12,048.08 | NO APLICA | 768.00 | 13,252.89 | 14,363.56 |
| Diseño de Arte | Operaciones | 11,492.80 | NO APLICA | 4,518.00 | 0.00 | 5,371.44 |
| Coord de Producción | Operaciones | 13,593.74 | NO APLICA | 6,911.90 | 0.00 | 13,846.06 |
| Recepcionista | Administración | 9,002.46 | NO APLICA | 768.00 | 0.00 | 1,983.52 |
| Productor | Noticias | 11,258.70 | NO APLICA | 768.00 | 0.00 | 3,499.02 |
| Jefe de Piso | Operaciones | 11,375.00 | NO APLICA | 3,884.09 | 0.00 | 11,231.99 |
| Conductor | Operaciones | 16,290.26 | NO APLICA | 768.00 | 0.00 | 10,438.28 |
| Productor | Operaciones | 11,258.08 | NO APLICA | 2,064.06 | 0.00 | 8,672.86 |
| Diseño de Arte | Noticias | 11,334.42 | NO APLICA | 768.00 | 0.00 | 7,703.60 |
| Productor | Noticias | 15,202.90 | NO APLICA | 1,932.98 | 0.00 | 12,320.90 |
| Chofer | Administración | 9,243.44 | NO APLICA | 9,148.52 | 0.00 | 9,637.60 |
| Redactor | Noticias | 26,593.36 | NO APLICA | 2,204.45 | 0.00 | 14,827.31 |
| Asistente de Producción | Operaciones | 7,609.90 | NO APLICA | 3,304.64 | 0.00 | 4,407.32 |
| Productor | Operaciones | 16,874.28 | NO APLICA | 768.00 | 0.00 | 9,090.14 |
| Reportero | Noticias | 18,264.10 | NO APLICA | 896.17 | 0.00 | 12,584.01 |
| Productor | Operaciones | 11,969.04 | NO APLICA | 1,166.97 | 0.00 | 9,169.84 |
| Productor | Operaciones | 11,969.04 | NO APLICA | 1,166.97 | 0.00 | 9,169.84 |
| Camarografo | Operaciones | 10,556.46 | NO APLICA | 768.00 | 0.00 | 8,104.60 |
| Op de Transmision | Operaciones | 6,805.80 | NO APLICA | 768.00 | 0.00 | 2,720.44 |
| Escenografo | Operaciones | 6,825.92 | NO APLICA | 1,019.24 | 0.00 | 5,446.55 |
| Escenografo | Operaciones | 6,850.44 | NO APLICA | 7,879.94 | 0.00 | 7,023.34 |
| Recepcionista | Administración | 9,004.80 | NO APLICA | 768.00 | 0.00 | 3,278.66 |
| Redactor | Noticias | 23,566.70 | NO APLICA | 768.00 | 0.00 | 18,196.22 |
| Escenografo | Operaciones | 17,204.36 | NO APLICA | 15,718.55 | 0.00 | 20,278.55 |
| Camarografo | Noticias | 14,902.54 | NO APLICA | 872.17 | 0.00 | 6,875.38 |
| Camarografo | Operaciones | 11,444.44 | NO APLICA | 4,693.41 | 0.00 | 11,789.56 |
| Camarografo | Operaciones | 10,632.98 | NO APLICA | 7,152.66 | 0.00 | 7,425.36 |
| Operador de Audio | Operaciones | 8,208.00 | NO APLICA | 8,153.13 | 0.00 | 8,875.86 |
| Productor | Noticias | 12,468.72 | NO APLICA | 768.00 | 0.00 | 5,818.32 |
| Vigilante | Administración | 8,335.84 | NO APLICA | 768.00 | 0.00 | 3,478.78 |
| Vigilante | Administración | 8,335.84 | NO APLICA | 1,323.72 | 0.00 | 1,606.54 |
| Tituladora | Operaciones | 7,539.04 | NO APLICA | 1,339.70 | 0.00 | 4,681.98 |
| Editor | Operaciones | 7,976.30 | NO APLICA | 4,342.00 | 0.00 | 7,272.60 |
| Operador de Audio | Operaciones | 8,216.20 | NO APLICA | 2,523.00 | 7,230.26 | 10,857.52 |
| Tituladora | Operaciones | 7,542.20 | NO APLICA | 6,868.56 | 6,637.14 | 13,455.21 |
| Maquillista | Operaciones | 10,368.88 | NO APLICA | 1,387.92 | 0.00 | 4,558.04 |
| Reportero | Noticias | 14,920.44 | NO APLICA | 1,446.17 | 0.00 | 8,661.97 |
| Editor | Noticias | 7,901.80 | NO APLICA | 4,275.00 | 6,953.58 | 11,772.84 |
| Camarografo | Operaciones | 10,639.78 | NO APLICA | 8,471.31 | 9,363.01 | 18,542.46 |
| Op de Transmision | Operaciones | 6,804.56 | NO APLICA | 1,093.24 | 0.00 | 2,708.02 |
| Camarografo | Operaciones | 10,444.90 | NO APLICA | 4,837.08 | 0.00 | 10,655.56 |
| Cobrador | Administración | 18,035.20 | NO APLICA | 768.00 | 0.00 | 4,361.62 |
| Secretaria | Ventas | 11,338.60 | NO APLICA | 0.00 | 0.00 | 8,863.08 |
| Secretaria | Administración | 17,721.88 | NO APLICA | 0.00 | 0.00 | 9,596.86 |
| Rec. Materiales y Fiscal | Administración | 36,699.44 | NO APLICA | 0.00 | 0.00 | 15,491.98 |
| Auxiliar Contable | Administración | 19,398.98 | NO APLICA | 0.00 | 0.00 | 12,362.16 |
| Gerente Tecnico | Tecnico | 56,530.44 | NO APLICA | 0.00 | 0.00 | 39,912.04 |
| Conductor | Noticias | 20,126.14 | NO APLICA | 0.00 | 0.00 | 13,332.42 |
| Operador de Transmisión | Tecnico | 4,219.50 | NO APLICA | 0.00 | 0.00 | 3,309.72 |
| Auxiliar Unidad Movil | Tecnico | 24,253.66 | NO APLICA | 10,702.96 | 0.00 | 24,458.69 |
| Auxiliar Tecnico | Tecnico | 15,660.18 | NO APLICA | 0.00 | 0.00 | 11,666.36 |
| Auxiliar Tecnico | Tecnico | 15,660.18 | NO APLICA | 0.00 | 0.00 | 0.00 |
| Arte Digital | Operaciones | 14,367.46 | NO APLICA | 4,914.00 | 0.00 | 15,186.34 |
| Cronista Deportivo | Noticias | 17,057.58 | NO APLICA | 8,610.00 | 0.00 | 17,120.36 |
| Nomina y Pago | Administración | 22,630.18 | NO APLICA | 0.00 | 0.00 | 15,155.88 |
| Auxiliar Contable | Administración | 17,001.98 | NO APLICA | 0.00 | 0.00 | 12,469.66 |
| Operador de Sistemas | Administración | 16,988.32 | NO APLICA | 0.00 | 0.00 | 10,650.62 |
| Ingeniero Tecnico | Tecnico | 32,006.98 | NO APLICA | 13,675.78 | 0.00 | 31,352.77 |
| Ingeniero Tecnico | Tecnico | 30,990.46 | NO APLICA | 14,987.94 | 0.00 | 29,883.75 |
| Ingeniero Tecnico | Tecnico | 32,006.98 | NO APLICA | 1,750.50 | 0.00 | 23,554.64 |
| Contador General | Administración | 66,187.88 | NO APLICA | 0.00 | 87,368.00 | 104,417.09 |
| Op de Transmisión | Tecnico | 4,199.08 | NO APLICA | 0.00 | 0.00 | 3,290.92 |
| Ingeniero Técnico | Tecnico | 25,367.04 | NO APLICA | 10,022.04 | 33,484.49 | 43,296.53 |
| Maquillista | Operaciones | 10,886.20 | NO APLICA | 1,319.75 | 0.00 | 6,968.44 |
| Auxiliar Administrativo | Administración | 18,037.00 | NO APLICA | 1,758.56 | 0.00 | 12,127.30 |
| Crédito y Cobranza | Administración | 17,637.86 | NO APLICA | 0.00 | 0.00 | 8,792.32 |
| Asis. de Operaciones | Operaciones | 14,841.24 | NO APLICA | 0.00 | 0.00 | 7,941.80 |
| Conductor | Operaciones | 8,268.24 | NO APLICA | 0.00 | 0.00 | 6,623.38 |
| Conductor | Noticias | 49,216.54 | NO APLICA | 0.00 | 0.00 | 35,311.46 |
| Gerente de Operaciones | Operaciones | 56,530.60 | NO APLICA | 0.00 | 0.00 | 40,218.50 |
| Asistente de Ventas | Ventas | 9,667.54 | NO APLICA | 0.00 | 0.00 | 7,545.30 |
| Coordinador de Sistemas | Tecnico | 28,124.74 | NO APLICA | 0.00 | 0.00 | 19,573.86 |
| Coord. De Prog y Cont. | Operaciones | 22,690.48 | NO APLICA | 0.00 | 0.00 | 10,194.28 |
| Contralor | OCDA | 21,357.82 | NO APLICA | 0.00 | 0.00 | 14,393.10 |
| Coordinador de Noticias | Noticias | 23,328.96 | NO APLICA | 0.00 | 0.00 | 17,590.90 |
| Asist. Gerencia Noticias | Noticias | 16,367.10 | NO APLICA | 0.00 | 0.00 | 9,085.94 |
| Coord. De Audio | Operaciones | 22,123.10 | NO APLICA | 5,409.25 | 0.00 | 19,588.01 |
| Cronista Deportivo | Noticias | 7,914.76 | NO APLICA | 0.00 | 0.00 | 4,863.30 |
| Jefe de Información | Noticias | 30,732.20 | NO APLICA | 0.00 | 0.00 | 22,729.14 |
| Jefe de Cont y Monitoreo | Noticias | 28,124.34 | NO APLICA | 799.94 | 0.00 | 20,142.58 |
| Diseño Grafico | Operaciones | 17,260.64 | NO APLICA | 0.00 | 15,189.36 | 24,967.31 |
| Productor | Noticias | 13,384.34 | NO APLICA | 446.14 | 0.00 | 4,532.57 |
| Redes Sociales | Noticias | 14,734.50 | NO APLICA | 0.00 | 0.00 | 7,878.98 |
| Camarografo | Noticias | 9,403.86 | NO APLICA | 178.12 | 0.00 | 6,377.46 |
| Gte Admon y Finanzas | Administración | 56,530.36 | NO APLICA | 0.00 | 0.00 | 38,716.78 |
| Recursos Humanos | Administración | 15,097.26 | NO APLICA | 0.00 | 0.00 | 11,753.58 |
| Jefe de Informacion | Noticias | 15,000.00 | NO APLICA | 0.00 | 0.00 | 11,914.66 |
| Corresp Cd. Obregon | Noticias | 13,142.00 | NO APLICA | 0.00 | 0.00 | 10,262.04 |
| Director General | Dirección | 108,949.70 | NO APLICA | 0.00 | 0.00 | 73,445.42 |
| Subdirector | Dirección | 56,530.36 | NO APLICA | 0.00 | 0.00 | 39,898.48 |
| Secretario Particular | Dirección | 32,685.70 | NO APLICA | 0.00 | 0.00 | 23,038.90 |
| Coord. Redes Sociales | Dirección | 32,685.70 | NO APLICA | 0.00 | 0.00 | 23,038.90 |
| Gerente de Noticias | Noticias | 56,530.30 | NO APLICA | 0.00 | 0.00 | 33,926.78 |
| Titular OCDA | Org de Control | 56,530.66 | NO APLICA | 0.00 | 0.00 | 40,192.10 |
| Gerente de Comer y Vtas | Ventas | 56,530.36 | NO APLICA | 0.00 | 0.00 | 39,898.48 |
| Coord de Voluntariado | Dirección | 18,673.20 | NO APLICA | 0.00 | 0.00 | 14,240.86 |
| Conductor | Operaciones | 28,115.84 | NO APLICA | 0.00 | 0.00 | 13,956.54 |
| Secretaria | Dirección | 14,484.78 | NO APLICA | 0.00 | 0.00 | 10,043.72 |
| Ingeniero Tecnico | Tecnico | 24,253.62 | NO APLICA | 5,241.05 | 0.00 | 21,332.27 |