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| **TELEVISORA DE HERMOSILLO, S.A. DE C.V.** |  |  |  |  |  |
| **REMUNERACION INTEGRAL POR PUESTOS** |  |  |  |  |  |
| **NOVIEMBRE 2015** |  |  |  |  |  |  |
| **PUESTO** | **CARGO** | SUELDO MENSUAL | QUINQUENIO | TOTAL DE TIEMPO EXTRA | PRIMA VACACIONAL | NETO RECIBIDO |
| Conductor | Operaciones | 21,122.00 | NO APLICA | 768.00 | 0.00 | 15,834.40 |
| Productor | Operaciones | 12,063.80 | NO APLICA | 768.00 | 0.00 | 9,752.08 |
| Camarografo | Noticias | 12,147.42 | NO APLICA | 4,281.33 | 0.00 | 10,453.68 |
| Director de Camaras | Operaciones | 10,646.06 | NO APLICA | 2,153.13 | 0.00 | 8,240.11 |
| Camarografo | Noticias | 5,598.87 | NO APLICA | 768.00 | 0.00 | 3,941.94 |
| Cronista Deportivo | Noticias | 15,161.10 | NO APLICA | 768.00 | 0.00 | 11,938.98 |
| Productor | Operaciones | 23,432.86 | NO APLICA | 768.00 | 0.00 | 10,207.98 |
| Camarografo | Noticias | 13,621.40 | NO APLICA | 4,672.49 | 0.00 | 14,458.22 |
| Reportero | Noticias | 15,659.68 | NO APLICA | 768.00 | 0.00 | 7,360.58 |
| Editor | Noticias | 9,152.44 | NO APLICA | 768.00 | 0.00 | 3,419.28 |
| Reportero | Noticias | 22,809.84 | NO APLICA | 768.00 | 0.00 | 12,323.20 |
| Conductor | Operaciones | 16,290.26 | NO APLICA | 768.00 | 0.00 | 9,037.90 |
| Productor | Operaciones | 16,988.78 | NO APLICA | 1,334.29 | 0.00 | 7,640.67 |
| Productor | Operaciones | 14,416.28 | NO APLICA | 1,864.88 | 0.00 | 10,294.46 |
| Reportero | Noticias | 23,677.88 | NO APLICA | 1,290.55 | 0.00 | 10,060.33 |
| Productor | Noticias | 15,033.20 | NO APLICA | 1,269.11 | 0.00 | 10,285.17 |
| Camarógrafo | Operaciones | 12,725.20 | NO APLICA | 4,292.97 | 0.00 | 6,474.48 |
| Cronista Deportivo | Noticias | 17,449.96 | NO APLICA | 10,548.00 | 0.00 | 21,301.07 |
| Continuista | Operaciones | 10,856.10 | NO APLICA | 768.00 | 0.00 | 8,380.68 |
| Camarógrafo | Operaciones | 11,680.62 | NO APLICA | 4,409.10 | 0.00 | 11,589.10 |
| Camarografo | Noticias | 21,248.02 | NO APLICA | 2,981.86 | 0.00 | 12,518.05 |
| Secretaria | Administración | 11,483.14 | NO APLICA | 768.00 | 0.00 | 9,224.68 |
| Reportero | Noticias | 15,064.36 | NO APLICA | 768.00 | 0.00 | 8,070.88 |
| Camarografo | Operaciones | 10,689.74 | NO APLICA | 6,672.18 | 0.00 | 10,805.72 |
| Reportero | Noticias | 17,496.98 | NO APLICA | 1,596.79 | 0.00 | 10,966.59 |
| Camarografo | Operaciones | 12,454.92 | NO APLICA | 7,710.20 | 0.00 | 15,848.75 |
| Productor | Operaciones | 23,432.86 | NO APLICA | 768.00 | 0.00 | 13,174.21 |
| Productor | Noticias | 16,975.82 | NO APLICA | 11,568.00 | 0.00 | 15,592.40 |
| Operador de Transmision | Operaciones | 8,687.00 | NO APLICA | 1,093.46 | 0.00 | 6,963.00 |
| Camarografo | Noticias | 11,681.52 | NO APLICA | 1,431.46 | 0.00 | 6,578.63 |
| Productor | Operaciones | 14,611.70 | NO APLICA | 768.00 | 0.00 | 9,372.78 |
| Videotecario | Administración | 9,348.10 | NO APLICA | 768.00 | 0.00 | 7,727.30 |
| Operador de Audio | Operaciones | 8,829.36 | NO APLICA | 3,453.42 | 0.00 | 7,129.63 |
| Vigilante | Administración | 8,144.08 | NO APLICA | 1,023.02 | 0.00 | 7,397.47 |
| Reportero | Noticias | 14,429.76 | NO APLICA | 23,461.16 | 0.00 | 26,473.28 |
| Productor | Noticias | 11,257.12 | NO APLICA | 5,931.67 | 0.00 | 12,418.91 |
| Director de Camaras | Operaciones | 11,444.44 | NO APLICA | 9,053.57 | 0.00 | 13,319.68 |
| Camarografo | Operaciones | 11,521.48 | NO APLICA | 4,736.49 | 0.00 | 12,814.07 |
| Camarografo | Noticias | 10,459.60 | NO APLICA | 2,983.00 | 0.00 | 7,238.27 |
| Reportero | Noticias | 14,311.62 | NO APLICA | 3,987.03 | 0.00 | 10,811.88 |
| Productor | Operaciones | 12,097.30 | NO APLICA | 768.00 | 0.00 | 4,802.42 |
| Camarografo | Operaciones | 10,891.62 | NO APLICA | 3,918.05 | 0.00 | 7,224.25 |
| Operador de Audio | Operaciones | 8,402.04 | NO APLICA | 3,505.07 | 0.00 | 6,903.02 |
| Secretaria | Noticias | 15,066.32 | NO APLICA | 1,253.88 | 15,468.09 | 22,541.89 |
| Productor | Operaciones | 14,368.74 | NO APLICA | 1,263.00 | 0.00 | 10,980.57 |
| Reportero | Noticias | 12,048.08 | NO APLICA | 768.00 | 0.00 | 5,077.58 |
| Diseño de Arte | Operaciones | 11,492.80 | NO APLICA | 1,244.48 | 0.00 | 6,584.04 |
| Coordinador de Producción | Operaciones | 13,593.74 | NO APLICA | 6,911.90 | 0.00 | 14,669.96 |
| Recepcionista | Administración | 9,002.46 | NO APLICA | 768.00 | 0.00 | 2,807.42 |
| Productor | Noticias | 11,258.70 | NO APLICA | 1,234.00 | 0.00 | 4,705.41 |
| Jefe de Piso | Operaciones | 11,375.00 | NO APLICA | 4,032.91 | 0.00 | 12,194.31 |
| Conductor | Operaciones | 16,290.26 | NO APLICA | 2,397.03 | 0.00 | 12,543.25 |
| Productor | Operaciones | 11,258.08 | NO APLICA | 2,064.06 | 0.00 | 9,448.76 |
| Diseño de Arte | Noticias | 11,334.42 | NO APLICA | 1,830.16 | 0.00 | 9,435.36 |
| Productor | Noticias | 15,202.90 | NO APLICA | 768.00 | 0.00 | 12,228.66 |
| Chofer | Administración | 9,243.44 | NO APLICA | 3,950.36 | 0.00 | 5,683.61 |
| Redactor | Noticias | 26,593.36 | NO APLICA | 2,901.45 | 0.00 | 16,184.28 |
| Asistente de Producción | Operaciones | 7,609.90 | NO APLICA | 2,289.98 | 0.00 | 4,485.67 |
| **Productor** | **Operaciones** | **16,874.28** | **NO APLICA** | **1,399.00** | **17,324.26** | **23,475.77** |
| eportero | Noticias | 18,264.10 | NO APLICA | 2,636.33 | 0.00 | 14,776.37 |
| Productor | Operaciones | 11,969.04 | NO APLICA | 1,797.95 | 0.00 | 10,489.94 |
| Productor | Operaciones | 11,969.04 | NO APLICA | 1,797.95 | 0.00 | 10,489.94 |
| Camarografo | Operaciones | 10,556.46 | NO APLICA | 768.00 | 0.00 | 8,928.50 |
| Operador de Transmision | Operaciones | 6,805.80 | NO APLICA | 768.00 | 0.00 | 3,544.34 |
| Escenografo | Operaciones | 6,825.92 | NO APLICA | 768.00 | 0.00 | 4,993.82 |
| Escenografo | Operaciones | 6,850.44 | NO APLICA | 7,512.36 | 0.00 | 7,039.01 |
| Recepcionista | Administración | 9,004.80 | NO APLICA | 768.00 | 0.00 | 5,632.10 |
| Redactor | Noticias | 23,566.70 | NO APLICA | 768.00 | 0.00 | 19,020.12 |
| Escenografo | Operaciones | 17,204.36 | NO APLICA | 8,445.92 | 0.00 | 15,223.70 |
| Camarografo | Noticias | 14,902.54 | NO APLICA | 5,067.88 | 0.00 | 10,658.25 |
| Camarografo | Operaciones | 11,444.44 | NO APLICA | 5,345.32 | 0.00 | 13,120.77 |
| Camarografo | Operaciones | 10,632.98 | NO APLICA | 7,965.28 | 0.00 | 8,800.57 |
| Operador de Audio | Operaciones | 8,208.00 | NO APLICA | 5,598.66 | 7,223.04 | 14,877.47 |
| Productor | Noticias | 12,468.72 | NO APLICA | 768.00 | 0.00 | 6,642.22 |
| Vigilante | Administración | 8,335.84 | NO APLICA | 1,023.08 | 0.00 | 6,041.82 |
| Vigilante | Administración | 8,335.84 | NO APLICA | 1,023.08 | 0.00 | 4,303.78 |
| Tituladora | Operaciones | 7,539.04 | NO APLICA | 1,683.84 | 0.00 | 5,766.07 |
| Editor | Operaciones | 7,976.30 | NO APLICA | 2,880.00 | 0.00 | 6,899.98 |
| Operador de Audio | Operaciones | 8,216.20 | NO APLICA | 3,220.36 | 0.00 | 6,570.86 |
| Tituladora | Operaciones | 7,542.20 | NO APLICA | 6,845.88 | 0.00 | 8,873.83 |
| Maquillista | Operaciones | 10,368.88 | NO APLICA | 1,387.92 | 0.00 | 5,381.94 |
| Reportero | Noticias | 14,920.44 | NO APLICA | 1,762.70 | 0.00 | 9,734.79 |
| Editor | Noticias | 7,901.80 | NO APLICA | 1,033.34 | 0.00 | 4,693.57 |
| Camarografo | Operaciones | 10,639.78 | NO APLICA | 6,172.02 | 0.00 | 10,254.61 |
| Operador de Transmision | Operaciones | 6,804.56 | NO APLICA | 1,093.24 | 0.00 | 3,531.92 |
| Camarografo | Operaciones | 10,444.90 | NO APLICA | 4,409.10 | 0.00 | 11,142.90 |
| Cobrador | Administración | 18,035.20 | NO APLICA | 768.00 | 0.00 | 5,185.52 |
| 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 | 12,547.70 |
| Auxiliar Contable | Administración | 19,398.98 | NO APLICA | 0.00 | 0.00 | 8,617.06 |
| Gerente Tecnico | Tecnico | 56,530.44 | NO APLICA | 0.00 | 0.00 | 39,912.04 |
| Conductor | Noticias | 20,126.14 | NO APLICA | 322.84 | 22,138.75 | 29,613.62 |
| 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 | 9,108.90 | 0.00 | 23,272.95 |
| 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 | 7,082.76 | 0.00 | 16,862.68 |
| Cronista Deportivo | Noticias | 17,057.58 | NO APLICA | 7,380.00 | 0.00 | 16,179.66 |
| 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 | 13,128.75 | 0.00 | 31,653.32 |
| Ingeniero Tecnico | Tecnico | 30,990.46 | NO APLICA | 13,287.18 | 0.00 | 28,693.22 |
| Ingeniero Tecnico | Tecnico | 32,006.98 | NO APLICA | 3,008.67 | 0.00 | 24,540.51 |
| Contador General | Administración | 66,187.88 | NO APLICA | 0.00 | 0.00 | 42,344.16 |
| Operador de Transmisión | Tecnico | 4,199.08 | NO APLICA | 0.00 | 0.00 | 3,290.92 |
| Ingeniero Tecnico | Tecnico | 25,367.04 | NO APLICA | 8,418.51 | 0.00 | 22,454.68 |
| Maquillista | Operaciones | 10,886.20 | NO APLICA | 2,161.07 | 0.00 | 7,630.06 |
| Auxiliar Administrativo | Administración | 18,037.00 | NO APLICA | 879.28 | 0.00 | 11,435.82 |
| Credito y Cobranza | Administración | 17,637.86 | NO APLICA | 0.00 | 0.00 | 7,449.60 |
| Asistente 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 | 18,851.50 |
| Coord. De Prog y Continuidad | Operaciones | 22,690.48 | NO APLICA | 0.00 | 0.00 | 9,981.32 |
| Contralor | Organo de Control | 21,357.82 | NO APLICA | 0.00 | 0.00 | 14,393.10 |
| Coordinador de Noticias | Noticias | 23,328.96 | NO APLICA | 1,408.63 | 0.00 | 16,638.80 |
| 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 | 6,790.33 | 0.00 | 20,709.19 |
| Cronista Deportivo | Noticias | 7,914.76 | NO APLICA | 3,657.24 | 0.00 | 7,689.80 |
| Jefe de Información | Noticias | 30,732.20 | NO APLICA | 0.00 | 0.00 | 22,729.14 |
| Jefe de Contenidos y Monitoreo | Noticias | 28,124.34 | NO APLICA | 999.93 | 0.00 | 20,295.54 |
| Diseño Grafico | Operaciones | 17,260.64 | NO APLICA | 0.00 | 0.00 | 13,412.92 |
| Productor | Noticias | 13,384.34 | NO APLICA | 11,586.51 | 0.00 | 12,591.13 |
| Redes Sociales | Noticias | 14,734.50 | NO APLICA | 0.00 | 0.00 | 7,878.98 |
| Camarografo | Noticias | 9,403.86 | NO APLICA | 1,688.80 | 0.00 | 7,663.35 |
| 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 | 406.83 | 0.00 | 12,251.30 |
| Corresponsal Cd. Obregon | Noticias | 13,142.00 | NO APLICA | 1,096.87 | 0.00 | 11,157.52 |
| 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 | Organo de Control | 56,530.66 | NO APLICA | 0.00 | 0.00 | 40,192.10 |
| Gerente de Comercializacion y Vtas | Ventas | 52,513.05 | NO APLICA | 0.00 | 0.00 | 37,782.02 |
| Coordinadora de Voluntariado | Dirección | 9,336.60 | NO APLICA | 8,714.16 | 0.00 | 13,773.91 |
| 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 | 6,809.24 | 0.00 | 22,531.63 |