

Nombre de la Empresa: SISTEMA DE CONSERVACION AGUA POTABLE Y SANEAMIENTO DE ZAC.

Fecha de emisión del reporte: 15/May/16

RFC: SCA950823KN6

Numero de la Nómina: 09

Título de Reporte: 1A. QUINCENA MAYO 2016 - SINDICALIZADOS

Clasificación: SINDI

Periodo de Pago: Del 01/May/16 al 15/May/16

| Clave | Nombre del Empleado | PUESTO | Fecha de Alta | Salario Diario | SUELDO | COMPENSACION | DESPENSA | BONO | DOMINGO LABORADO | PRIMA VACACIONAL 1ER SEM 2016 | Impuesto Personal | Subsidio Empleo | ISR | Total Deducciones | Neto Pagar |
|-------|----------------------------------|--------------------|---------------|----------------|--------------------|-------------------|-------------------|-------------------|-------------------|-------------------------------|--------------------|-------------------|-------------------|-------------------|--------------------|
| 1 | ENRIQUE ZAVALA PAREDES | AUXILIAR OPERATIVO | 16/10/2009 | \$ 245.00 | \$ 3,675.00 | \$ 300.00 | \$ 185.00 | \$ - | \$ - | \$ - | \$ 4,160.00 | \$ - | \$ 345.03 | \$ 345.03 | \$ 3,814.97 |
| 2 | ORALIA MORENO MORENO | CAJERO (A) B | 23/03/1989 | \$ 175.00 | \$ 2,625.00 | \$ 500.00 | \$ 185.00 | \$ 300.00 | \$ - | \$ 437.50 | \$ 4,047.50 | \$ - | \$ 143.50 | \$ 143.50 | \$ 3,904.00 |
| 3 | OFELIA ALVAREZ DELGADO | CAJERO (A) B | 23/05/1994 | \$ 175.00 | \$ 2,625.00 | \$ 300.00 | \$ 185.00 | \$ 300.00 | \$ - | \$ - | \$ 3,410.00 | \$ - | \$ 121.74 | \$ 121.74 | \$ 3,288.26 |
| 4 | NOELIA MEDINA PEDROZA | CAJERO (A) B | 03/04/1998 | \$ 175.00 | \$ 2,625.00 | \$ 350.00 | \$ - | \$ 300.00 | \$ - | \$ - | \$ 3,275.00 | \$ - | \$ 127.18 | \$ 127.18 | \$ 3,147.82 |
| 5 | GLORIA VICENTE SEBASTIAN | CAJERO (A) B | 09/11/2015 | \$ 175.00 | \$ 2,625.00 | \$ 300.00 | \$ 185.00 | \$ 300.00 | \$ - | \$ 437.50 | \$ 3,847.50 | \$ - | \$ 121.74 | \$ 121.74 | \$ 3,725.76 |
| 6 | SERGIO EFRAIN LABRA RODRIGUEZ | LECTURISTA | 02/11/2000 | \$ 147.00 | \$ 2,205.00 | \$ 300.00 | \$ 185.00 | \$ 300.00 | \$ - | \$ - | \$ 2,990.00 | \$ - | \$ 55.77 | \$ 55.77 | \$ 2,934.23 |
| 7 | MIGUEL ANGEL LAGUNAS SANCHEZ | OPERADOR DE BOMBAC | 16/01/1995 | \$ 155.00 | \$ 2,325.00 | \$ 950.00 | \$ 185.00 | \$ 300.00 | \$ - | \$ - | \$ 3,760.00 | \$ - | \$ 177.55 | \$ 177.55 | \$ 3,582.45 |
| 8 | EZEQUIEL GUTIERREZ GARCIA | OPERADOR DE BOMBAA | 01/08/1983 | \$ 171.00 | \$ 2,565.00 | \$ 600.00 | \$ 185.00 | \$ 300.00 | \$ 684.00 | \$ 427.50 | \$ 4,761.50 | \$ - | \$ 372.87 | \$ 372.87 | \$ 4,388.63 |
| 9 | GERARDO GARDUÑO GUADARRAMA | OPERADOR DE BOMBAB | 05/12/1998 | \$ 147.00 | \$ 2,205.00 | \$ 1,500.00 | \$ 185.00 | \$ 300.00 | \$ 588.00 | \$ - | \$ 4,778.00 | \$ - | \$ 450.61 | \$ 450.61 | \$ 4,327.39 |
| 10 | JULIAN ACOSTA CEBOLLAN | OPERADOR DE BOMBAC | 15/03/2002 | \$ 151.00 | \$ 2,265.00 | \$ 300.00 | \$ 185.00 | \$ 300.00 | \$ 604.00 | \$ - | \$ 3,654.00 | \$ - | \$ 148.29 | \$ 148.29 | \$ 3,505.71 |
| 11 | TOMAS LOPEZ MENDOZA | OPERADOR DE BOMBAC | 01/01/2016 | \$ 147.00 | \$ 2,205.00 | \$ 550.00 | \$ 185.00 | \$ 300.00 | \$ 588.00 | \$ - | \$ 3,828.00 | \$ - | \$ 292.32 | \$ 292.32 | \$ 3,535.68 |
| 12 | DANIEL ROSAS SANCHEZ | OPERADOR DE BOMBAC | 14/05/2007 | \$ 147.00 | \$ 2,205.00 | \$ 200.00 | \$ 185.00 | \$ 300.00 | \$ 588.00 | \$ - | \$ 3,478.00 | \$ - | \$ 129.14 | \$ 129.14 | \$ 3,348.86 |
| 13 | JOAQUIN JIMENEZ MARTINEZ | OPERADOR DE BOMBAC | 01/01/2016 | \$ 147.00 | \$ 2,205.00 | \$ 200.00 | \$ 185.00 | \$ 300.00 | \$ - | \$ - | \$ 2,890.00 | \$ - | \$ 44.89 | \$ 44.89 | \$ 2,845.11 |
| 14 | RICARDO AGUERO PANIAGUA | OPERADOR DE BOMBAC | 01/03/2009 | \$ 147.00 | \$ 2,205.00 | \$ - | \$ - | \$ 300.00 | \$ 588.00 | \$ 367.50 | \$ 3,460.50 | \$ - | \$ 107.38 | \$ 107.38 | \$ 3,353.12 |
| 15 | MOISES RODRIGUEZ DUARTE | FONTANERO B | 01/01/2016 | \$ 151.00 | \$ 2,265.00 | \$ 400.00 | \$ 185.00 | \$ 300.00 | \$ 906.00 | \$ - | \$ 4,056.00 | \$ - | \$ 328.39 | \$ 328.39 | \$ 3,727.61 |
| 16 | JOSE LUIS SANCHEZ VILLALOBOS | FONTANERO B | 30/11/1998 | \$ 147.00 | \$ 2,205.00 | \$ - | \$ - | \$ 300.00 | \$ 588.00 | \$ - | \$ 3,093.00 | \$ - | \$ 107.38 | \$ 107.38 | \$ 2,985.62 |
| 17 | JAIME CAMPOS SANDOVAL | OPERADOR DE BOMBAA | 01/01/2016 | \$ 164.00 | \$ 2,460.00 | \$ 715.00 | \$ 185.00 | \$ 300.00 | \$ 656.00 | \$ - | \$ 4,316.00 | \$ - | \$ 369.99 | \$ 369.99 | \$ 3,946.01 |
| 18 | JOSE ANTONIO CARNALLA SANTAMARIA | FONTANERO A | 16/10/1990 | \$ 164.00 | \$ 2,460.00 | \$ 735.00 | \$ 185.00 | \$ 300.00 | \$ 656.00 | \$ 410.00 | \$ 4,746.00 | \$ - | \$ 373.19 | \$ 373.19 | \$ 4,372.81 |
| 19 | REGULO GASPAR HERNANDEZ | OPERADOR DE BOMBAB | 16/02/2013 | \$ 151.00 | \$ 2,265.00 | \$ 200.00 | \$ - | \$ 200.00 | \$ 604.00 | \$ - | \$ 3,269.00 | \$ - | \$ 126.53 | \$ 126.53 | \$ 3,142.47 |
| 20 | JESUS BAUTISTA OCAMPO | FONTANERO A | 01/08/2013 | \$ 151.00 | \$ 2,265.00 | \$ - | \$ 185.00 | \$ - | \$ - | \$ - | \$ 2,450.00 | \$ 32.39 | \$ - | \$ 32.39 | \$ 2,482.39 |
| 21 | RAUL VAZQUEZ MONTES | FONTANERO A | 01/09/2014 | \$ 151.00 | \$ 2,114.00 | \$ - | \$ - | \$ - | \$ - | \$ - | \$ 2,114.00 | \$ 62.75 | \$ - | \$ 62.75 | \$ 2,176.75 |
| 22 | MARTIN CASTILLO AMEZCUA | FONTANERO B | 12/04/2014 | \$ 147.00 | \$ 2,205.00 | \$ - | \$ - | \$ - | \$ - | \$ - | \$ 2,205.00 | \$ 38.92 | \$ - | \$ 38.92 | \$ 2,243.92 |
| | | | | | \$52,799.00 | \$8,400.00 | \$2,960.00 | \$5,300.00 | \$7,050.00 | \$2,080.00 | \$78,589.00 | -\$ 134.06 | \$3,943.49 | \$3,809.43 | \$74,779.57 |

ELABORO
L.C.P. ANGELICA BEATRIZ ARAUJO TORRES
SUBDIRECTORA ADMINISTRATIVA
SCAPSZ

AUTORIZO
ING. MARTIN MARTINEZ JAIMES
DIRECTOR GENERAL
SCAPSZ

| Nombre de la Empresa: SISTEMA DE CONSERVACION AGUA POTABLE Y SANEAMIENTO DE ZAC. | | | | | | | | | | | | |
|--|---------------------------------|-------------------------|---------------|---------------------|--------------------|---------------------|--------------------|--------------------|------------------|--------------------|---------------------|--------------|
| Fecha de emisión del reporte: 15/May/16 | | | | | | | | | | | | |
| RFC: SCA950823KN6 | | | | | | | | | | | | |
| Número de la Nómina: 09 | | | | | | | | | | | | |
| Título de Reporte: 1a. QUINCENA MAYO 2016.- CONFIANZA | | | | | | | | | | | | |
| Clasificación: CONFIANZA | | | | | | | | | | | | |
| Periodo de Pago: Del 01/May/16 al 15/May/16 | | | | | | | | | | | | |
| Clave | Nombre del trabajador | PUESTO | Fecha de Alto | Salario Diario | SUELDO | COMPENSACION | Total Percepciones | Subsidio Empleo | ISR | PRESTAMO PERSONAL | Total Deducciones | Neto Pagar |
| 23 | JOSE DE JESUS LAGUNAS CONTRERAS | NOTIFICADOR | 16/01/2016 | \$ 150.00 | \$ 2,250.00 | \$ - | \$ 2,250.00 | -\$ 34.02 | \$ - | \$ - | -\$ 34.02 | \$ 2,284.02 |
| 24 | ISRAEL CHAVEZ PEDROZA | AUXILIAR DE FONTANERO | 16/01/2016 | \$ 126.67 | \$ 1,900.05 | \$ - | \$ 1,900.05 | -\$ 78.08 | \$ - | \$ - | -\$ 78.08 | \$ 1,978.13 |
| 25 | ZULEMA SOLIS PINEDA | CAJERO (A) B | 01/02/2016 | \$ 183.60 | \$ 2,754.00 | \$ - | \$ 2,754.00 | \$ - | \$ 50.22 | \$ 200.00 | \$ 250.22 | \$ 2,503.78 |
| 26 | GISELA MARTINEZ GARCIA | CAJERO (A) B | 01/02/2016 | \$ 183.60 | \$ 2,754.00 | \$ 1,066.27 | \$ 3,820.27 | \$ - | \$ 320.27 | \$ 200.00 | \$ 520.27 | \$ 3,300.00 |
| 27 | IGNACIO PARRA SANCHEZ | COORDINADOR | 31/01/2016 | \$ 254.68 | \$ 3,820.27 | \$ - | \$ 3,820.27 | \$ - | \$ 320.27 | \$ - | \$ 320.27 | \$ 3,500.00 |
| 28 | ANGELICA BEATRIZ ARAUJO TORRES | SUBDIRECTORA | 31/01/2016 | \$ 377.48 | \$ 5,662.18 | \$ - | \$ 5,662.18 | \$ - | \$ 662.18 | \$ - | \$ 662.18 | \$ 5,000.00 |
| 31 | IRAIS HERNANDEZ ESCAMILLA | ASESOR JURIDICO | 01/02/2016 | \$ 377.48 | \$ 5,662.18 | \$ - | \$ 5,662.18 | \$ - | \$ 662.18 | \$ - | \$ 662.18 | \$ 5,000.00 |
| 36 | MARTIN MARTINEZ JAIMES | DIRECTOR GENERAL | 08/01/2016 | \$ 893.78 | \$ 13,406.66 | \$ - | \$ - | \$ - | \$ 2,384.62 | \$ - | \$ 2,384.62 | \$ 11,022.04 |
| 39 | ANTONIO VASQUEZ MIRANDA | COORDINADOR | 01/03/2016 | \$ 254.68 | \$ 3,820.27 | \$ - | \$ 3,820.27 | \$ - | \$ 320.27 | \$ - | \$ 320.27 | \$ 3,500.00 |
| 41 | BERNARDO LIRA CARBALLIDO | CONTADOR | 01/03/2016 | \$ 377.49 | \$ 5,662.35 | \$ - | \$ 5,662.35 | \$ - | \$ 662.22 | \$ - | \$ 662.22 | \$ 5,000.13 |
| 42 | CESAR RODRIGUEZ MEDINA | AYUDANTE GENERAL | 29/02/2016 | \$ 128.23 | \$ 1,923.42 | \$ - | \$ 1,923.42 | -\$ 76.58 | \$ - | \$ - | -\$ 76.58 | \$ 2,000.00 |
| 43 | LAURO PERALTA CASTAÑEDA | NOTIFICADOR | 01/03/2016 | \$ 128.23 | \$ 1,923.42 | \$ - | \$ 1,923.42 | -\$ 76.58 | \$ - | \$ - | -\$ 76.58 | \$ 2,000.00 |
| 52 | MEDARDO OCAMPO PARRA | COORDINADOR | 01/05/2016 | \$ 254.69 | \$ 3,820.35 | \$ 599.17 | \$ 4,419.52 | \$ - | \$ 419.52 | \$ - | \$ 419.52 | \$ 4,000.00 |
| 53 | OZCAR GIOVANNI GARCIA FIGUEROA | AUXILIAR ADMINISTRATIVO | 01/05/2016 | \$ 167.24 | \$ 2,508.60 | \$ - | \$ 2,508.60 | \$ - | \$ 8.60 | \$ - | \$ 8.60 | \$ 2,500.00 |
| | | | | \$ 57,867.75 | \$ 1,665.44 | \$ 46,126.53 | -\$ 265.26 | \$ 5,810.35 | \$ 400.00 | \$ 5,945.09 | \$ 53,588.10 | |

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Clasificación: JUBILADOS Y PENSIONADOS

Periodo de Pago: Del 1/May/16 al 15/May/16

| Clave | Nombre del trabajador | PUESTO | Fecha de Alta | SD | PENSION POR JUBILACION | PENSION POR CESANTIA | Total Percepciones | SUBSIDIO AL EMPLEO | ISR | Total Deducciones | Neto Pagado |
|-------|------------------------------|----------------|---------------|-----------|------------------------|----------------------|--------------------|--------------------|------|-------------------|--------------|
| JP01 | SANDRA CAMPOS SANDOVAL | JUBILADO (A) | 12/08/2015 | \$ 184.00 | \$ 4,745.00 | \$ - | \$ 4,745.00 | 0 | 0 | 0 | \$ 4,745.00 |
| JP02 | CARLOS MADRID HERNANDEZ | JUBILADO (A) | 13/08/2015 | \$ 168.00 | \$ 4,205.00 | \$ - | \$ 4,205.00 | 0 | 0 | 0 | \$ 4,205.00 |
| JP03 | FELIPE LOPEZ MEDINA | JUBILADO (A) | 17/06/2015 | \$ 241.50 | \$ 5,800.00 | \$ - | \$ 5,800.00 | 0 | 0 | 0 | \$ 5,800.00 |
| JP04 | MIGUEL ANGEL MONTES AVELAR | JUBILADO (A) | 11/02/2015 | \$ 147.00 | \$ 2,500.00 | \$ - | \$ 2,500.00 | 0 | 0 | 0 | \$ 2,500.00 |
| JP05 | HOMAR NUÑEZ ENRIQUEZ | JUBILADO (A) | 11/02/2015 | \$ 164.00 | \$ 3,800.00 | \$ - | \$ 3,800.00 | 0 | 0 | 0 | \$ 3,800.00 |
| JP06 | EMMA PAREDES OCAMPO | JUBILADO (A) | 16/07/2008 | \$ 405.00 | \$ 7,410.00 | \$ - | \$ 7,410.00 | 0 | 0 | 0 | \$ 7,410.00 |
| JP07 | LETICIA ARTEAGA MORENO | JUBILADO (A) | 16/07/2008 | \$ 148.50 | \$ 3,020.00 | \$ - | \$ 3,020.00 | 0 | 0 | 0 | \$ 3,020.00 |
| JP08 | FULGENCIO CASTRO TRUJILLO | JUBILADO (A) | 29/03/2006 | \$ 148.50 | \$ 2,820.00 | \$ - | \$ 2,820.00 | 0 | 0 | 0 | \$ 2,820.00 |
| JP09 | FRANCISCO MONTALVAN VALENCIA | JUBILADO (A) | 28/04/2004 | \$ 141.50 | \$ 2,420.00 | \$ - | \$ 2,420.00 | 0 | 0 | 0 | \$ 2,420.00 |
| JP10 | ODILON BASILIO ORTIZ | PENSIONADO (A) | 13/11/2013 | \$ 141.50 | \$ - | \$ 2,820.00 | \$ 2,820.00 | 0 | 0 | 0 | \$ 2,820.00 |
| JP11 | IGNACIO RONCES MAYA | JUBILADO (A) | 26/02/2014 | \$ 155.50 | \$ 3,810.00 | \$ - | \$ 3,810.00 | 0 | 0 | 0 | \$ 3,810.00 |
| JP12 | JOSE JUAN LAGUNAS SANCHEZ | JUBILADO (A) | 01/01/2016 | \$ 241.50 | \$ 5,800.00 | \$ - | \$ 5,800.00 | 0 | 0 | 0 | \$ 5,800.00 |
| | | | | | \$ 46,330.00 | \$ 2,820.00 | \$ 49,150.00 | \$ - | \$ - | \$ - | \$ 49,150.00 |

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