

Empresa Guatemala de Telecomunicaciones -GUATEL-

Dirección Administrativa
División de Recursos Humanos

Pago de nómina de personal permanente renglón 011

| No. | Nombre Completo | Puesto Nominal | Puesto Funcional | Salario Ordinario | Puesto Interinato | Salario Ordinario Director Administrativo (a.) | Bono de Ajuste Art. 33 | Bonificación Incentivo | Gastos de Representación | Bono Profesional | Del | Al | Días | Total Devengado | Devengado mas Bonificación | IGSS Laboral | Cuota mensual ISR | Fianza fidelidad | Total Descuentos | Líquido a Pagar | |
|-----|----------------------------------|---------------------------|-------------------------|-------------------|------------------------------|--|------------------------|------------------------|--------------------------|------------------|-----------|------------|------|-----------------|----------------------------|--------------|-------------------|------------------|------------------|-----------------|--|
| 1 | Victor Manuel Esquivel Figueroa | Gerente | Gerente | 25,048.00 | | | | 250.00 | 12,000.00 | 0.00 | 1/11/2020 | 30/11/2020 | 30 | 25,048.00 | 37,298.00 | 1,209.82 | 907.77 | 336.65 | 2,454.24 | 34,843.76 | |
| | CATEGORIA XXVIII | | | | | | | | | | | | | | | | | | | | |
| 2 | Marco Antonio Balen Ruiz | Sub-Gerente | Sub-Gerente | 20,583.00 | | | | 250.00 | 9,000.00 | 375.00 | 1/11/2020 | 30/11/2020 | 30 | 20,583.00 | 30,208.00 | 994.16 | 869.02 | 276.64 | 2,139.82 | 28,068.18 | |
| | CATEGORIA XXVI | | | | | | | | | | | | | | | | | | | | |
| 3 | Juan Carlos Patzún Burch | Jefe de División | Director Financiero | 17,340.00 | | | | 250.00 | | 375.00 | 1/11/2020 | 30/11/2020 | 30 | 17,340.00 | 17,965.00 | 837.52 | 526.54 | 233.05 | 1,597.11 | 16,367.89 | |
| 4 | Susana María Veliente Castro | Jefe de División Jurídico | Asesor Jurídico General | 17,340.00 | | | | 250.00 | | 375.00 | 1/11/2020 | 30/11/2020 | 30 | 17,340.00 | 17,965.00 | 837.52 | 517.22 | 233.05 | 1,587.79 | 16,377.21 | |
| 5 | Feyser Gregorio Bolaños Mérida | Jefe de División | Director Técnico | 17,340.00 | | | | 250.00 | | 375.00 | 1/11/2020 | 30/11/2020 | 30 | 17,340.00 | 17,965.00 | 837.52 | 426.95 | 233.05 | 1,497.52 | 16,467.48 | |
| 6 | Luis Alberto Cilenchies de León | Auditor Interno | Auditor Interno | 17,340.00 | | | | 250.00 | | 375.00 | 1/11/2020 | 30/11/2020 | 30 | 17,340.00 | 17,965.00 | 837.52 | 473.49 | 233.05 | 1,544.05 | 16,420.94 | |
| | CATEGORIA XXIII | | | | | | | | | | | | | | | | | | | | |
| 7 | Gustavo Adolfo Hernández Barrera | Asesor de Gerencia | Asesor de Gerencia | 10,665.00 | Director Administrativo (a.) | 17,340.00 | 6,655.00 | 250.00 | 250.00 | 375.00 | 1/11/2020 | 30/11/2020 | 30 | 17,340.00 | 17,965.00 | 516.09 | 203.83 | 143.61 | 863.53 | 17,101.47 | |
| 8 | Ashley Renatta Rosill Chávez | Asesor de Gerencia | Asesor de Gerencia | 10,665.00 | | | | 250.00 | | 375.00 | 1/11/2020 | 30/11/2020 | 30 | 10,665.00 | 11,310.00 | 516.09 | 168.78 | 143.61 | 828.48 | 10,487.52 | |
| | TOTALS | | | 136,361.00 | | 17,340.00 | 6,655.00 | 2,800.00 | 21,000.00 | 2,625.00 | | | | 143,076.00 | 169,641.00 | 6,586.24 | 4,083.60 | 1,832.71 | 12,512.55 | 156,128.45 | |

El valor devengado mas bonificaciones es de: CIENTO SESENTA Y OCHO MIL SEISCIENTOS CUARENTA Y UN QUETZALES CON 00/100

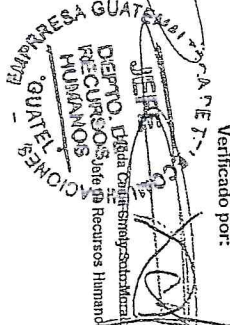
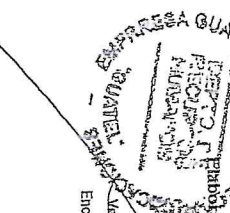
El total líquido a pagar de la presente nómina es de: CIENTO CINCUENTA Y SEIS MIL CIENTO VEINTIOCHO QUETZALES CON 45/100

Guatemala 16 de Noviembre del 2020

El total líquido a pagar de la presente nómina es de: CIENTO CINCUENTA Y SEIS MIL CIENTO VEINTIOCHO QUETZALES CON 45/100

Verificado por:

Aprobado por:



Asesorado por:

Lia, Gustavo Adolfo Hernández Barrera
Director Administrativo (a.)