

| Instituto de Alternativas para los Jóvenes del Municipio de Toluca de Xulucá, Jalisco. |                                      |               |                             |                             |      |             |                           |               |           |                     |                  |                     |                          |                           |               |             |                |                              |                      |          |           |                 |            |                            |             |             |
|----------------------------------------------------------------------------------------|--------------------------------------|---------------|-----------------------------|-----------------------------|------|-------------|---------------------------|---------------|-----------|---------------------|------------------|---------------------|--------------------------|---------------------------|---------------|-------------|----------------|------------------------------|----------------------|----------|-----------|-----------------|------------|----------------------------|-------------|-------------|
| Remuneración mensual de noviembre 2020                                                 |                                      |               |                             |                             |      |             |                           |               |           |                     |                  |                     |                          |                           |               |             |                |                              |                      |          |           |                 |            |                            |             |             |
| No empleado                                                                            | Nombre                               | Tipo de plaza | Area                        | Nombramiento                | Dias | Sueldo      | Bono del servidor publico | Dev. Prestamo | Aguinaldo | Ajuste de aguinaldo | Prima vacacional | Ayuda de transporte | Gratificac. Pub. Oficial | Vales de despensa mensual | Perccepciones | ISR         | Ajuste al neto | Rentegro ISR retenido de mas | ISR prima vacacional | IMSS     | Sindicato | Fondo pensiones | Abono PMP  | Abono prestamo corto plazo | Deducciones | Total       |
| 048                                                                                    | FLORES BORGIA BRANDON NEO            | CONFIANZA     | Director                    | Director general            | 30   | \$26,200.00 | \$ -                      | -             | \$0.00    | \$ -                | \$0.00           | \$ -                | \$ -                     | \$ -                      | \$26,200.00   | \$4,377.48  | \$0.00         | \$-21,822.52                 | \$ -                 | \$77.84  | \$ -      | \$3,241.00      | \$ -       | \$5,720.00                 | \$ -        | \$15,192.00 |
| 049                                                                                    | GONZALEZ RIVERA ANDREA MONTERRAY     | CONFIANZA     | Coordinación Administrativa | Tribunales de transparencia | 30   | \$15,999.99 | \$ -                      | -             | \$0.00    | \$ -                | \$0.00           | \$ -                | \$ -                     | \$ -                      | \$15,999.99   | \$3,771.52  | \$0.00         | \$-12,228.47                 | \$ -                 | \$37.84  | \$ -      | \$1,840.00      | \$ -       | \$2,528.16                 | \$ -        | \$9,880.70  |
| 050                                                                                    | DEL GADO JEREBA CARLOS EMERSON       | CONFIANZA     | Coordinación Administrativa | Repositorio de Formatos     | 30   | \$23,000.00 | \$ -                      | -             | \$0.00    | \$ -                | \$0.00           | \$ -                | \$ -                     | \$ -                      | \$23,000.00   | \$5,181.28  | \$0.00         | \$-17,818.72                 | \$ -                 | \$63.28  | \$ -      | \$3,200.00      | \$ -       | \$3,200.00                 | \$ -        | \$13,440.00 |
| 051                                                                                    | GARCIA ESQUIVEL ARTURO JAVIER        | CONFIANZA     | Coordinación Administrativa | Albergue                    | 30   | \$17,400.00 | \$ -                      | -             | \$0.00    | \$ -                | \$0.00           | \$ -                | \$ -                     | \$ -                      | \$17,400.00   | \$3,991.60  | \$0.00         | \$-13,408.40                 | \$ -                 | \$39.83  | \$ -      | \$3,970.00      | \$3,139.80 | \$0.00                     | \$7,355.50  | \$10,244.64 |
| 052                                                                                    | VALENZUELA CEBALLOS MANUEL           | CONFIANZA     | Coordinación Administrativa | Coordinación formativa      | 30   | \$22,599.99 | \$ -                      | -             | \$0.00    | \$ -                | \$0.00           | \$ -                | \$ -                     | \$ -                      | \$22,599.99   | \$5,181.28  | \$0.00         | \$-17,418.71                 | \$ -                 | \$63.28  | \$ -      | \$2,580.00      | \$ -       | \$0.00                     | \$0.00      | \$16,778.78 |
| 053                                                                                    | LOPEZ MENDOZA MARITZA GUANAJEL       | CONFIANZA     | Coordinación Administrativa | Auxiliar especializado      | 30   | \$14,100.00 | \$ -                      | -             | \$0.00    | \$ -                | \$0.00           | \$ -                | \$ -                     | \$ -                      | \$14,100.00   | \$3,490.48  | \$0.00         | \$-10,609.52                 | \$ -                 | \$24.16  | \$ -      | \$1,821.00      | \$ -       | \$0.00                     | \$0.00      | \$3,037.20  |
| 054                                                                                    | DE LA ESTRELLA GOMEZ ADRIANA LABELLE | CONFIANZA     | Coordinación Administrativa | Auxiliar especializado      | 30   | \$14,100.00 | \$ -                      | -             | \$0.00    | \$ -                | \$0.00           | \$ -                | \$ -                     | \$ -                      | \$14,100.00   | \$3,490.48  | \$0.00         | \$-10,609.52                 | \$ -                 | \$24.16  | \$ -      | \$1,821.00      | \$ -       | \$0.00                     | \$0.00      | \$3,037.20  |
| 055                                                                                    | BLAZ RODRIGUEZ ADRIAN                | CONFIANZA     | Director                    | Director general            | 30   | \$43,500.00 | \$ -                      | -             | \$0.00    | \$ -                | \$0.00           | \$ -                | \$ -                     | \$ -                      | \$43,500.00   | \$10,958.22 | \$0.00         | \$-32,541.78                 | \$ -                 | \$159.48 | \$ -      | \$5,000.00      | \$ -       | \$18,648.00                | \$ -        | \$11,401.40 |
| 056                                                                                    | DEL GADO ENRIQUE MUÑOZ               | CONFIANZA     | Coordinación Administrativa | Coordinación administrativa | 30   | \$23,499.99 | \$ -                      | -             | \$0.00    | \$ -                | \$0.00           | \$ -                | \$ -                     | \$ -                      | \$23,499.99   | \$5,373.52  | \$0.00         | \$-18,126.47                 | \$ -                 | \$64.12  | \$ -      | \$2,702.48      | \$ -       | \$0.00                     | \$0.00      | \$16,588.30 |
| 057                                                                                    | ARREITA GAMARRY JOHAN ALEJANDRO      | CONFIANZA     | Coordinación Administrativa | Auxiliar especializado      | 30   | \$15,999.99 | \$ -                      | -             | \$0.00    | \$ -                | \$0.00           | \$ -                | \$ -                     | \$ -                      | \$15,999.99   | \$3,771.52  | \$0.00         | \$-12,228.47                 | \$ -                 | \$37.84  | \$ -      | \$1,840.00      | \$ -       | \$0.00                     | \$0.00      | \$12,368.56 |
| 058                                                                                    | MENDOZA OSORIO KENIA ALJANDRA        | CONFIANZA     | Coordinación Administrativa | Auxiliar administrativo     | 30   | \$12,900.00 | \$ -                      | -             | \$0.00    | \$ -                | \$0.00           | \$ -                | \$ -                     | \$ -                      | \$12,900.00   | \$3,096.22  | \$0.00         | \$-9,803.78                  | \$ -                 | \$10.00  | \$ -      | \$1,300.00      | \$ -       | \$0.00                     | \$0.00      | \$9,510.00  |