

| N°                                  | PUESTO ACTUAL                          | SUELDO DEVENGADO | CUADRO N° 1 (PLANILLA GENERAL PERSONAL POR ACUERDO)  |   |                          |                |                              |               |              |               |               |             |
|-------------------------------------|--|------------------|--|---|--------------------------|----------------|------------------------------|---------------|--------------|---------------|---------------|-------------|
|                                     |  |                  | SUELDO DE FUNCIONARIOS Y EMPLEADOS DE LA EMPRESA NACIONAL DE ARTES GRAFICAS (ACTUALIZADO AL MES DE MARZO 2021) |   |                          |                |                              |               |              |               |               |             |
|                                     |  |                  | SUELDO NETO  | COMPLEMENTARIAS DE SUELDO POR AUMENTO DE QUINQUENIO | GASTOS DE REPRESENTACION | BONIFICACIONES | COMPLEMENTARIA DE VACACIONES | DECIMO TERCER | HORAS EXTRAS | DECIMO CUARTO | TOTAL MENSUAL |             |
| AREA 01 GERENCIA GENERAL            |  |                  |  |   |                          |                |                              |               |              |               |               |             |
| 1                                   | Gerente General                        | L 63,068.50      | L 43,955.06  |   | L 15,000.00              |                |                              |               |              |               |               | L 58,955.06 |
| 2                                   | Secretaria II                          | L 17,400.00      | L 5,109.84   |   |                          |                |                              |               |              |               |               | L 5,109.84  |
| 3                                   | Oficinista I                           | L 15,120.00      | L 4,491.13   |   |                          |                |                              |               |              |               |               | L 4,491.13  |
| 4                                   | Conductor de Automoviles III           | L 14,250.00      | L 12,000.64  |   |                          |                |                              |               |              |               |               | L 12,000.64 |
| SUB TOTALES                         |  |                  | L 109,838.50   | L 65,556.67   | L -                      | L 15,000.00    | L -                          | L -           | L -          | L -           | L -           | L 80,556.67 |
| AREA 01-01 RELACIONES PUBLICAS      |  |                  |  |   |                          |                |                              |               |              |               |               |             |
| 5                                   | Oficial de Transparencia               | L 17,850.00      | L 11,130.19  |   |                          |                |                              |               |              |               |               | L 11,130.19 |
| 6                                   | Transcriptor de Procesamiento de Datos | L 18,250.00      | L 14,700.76  |   |                          |                |                              |               |              |               |               | L 14,700.76 |
| SUB TOTALES                         |  |                  | L 36,100.00  | L 25,830.95   | L -                      | L -            | L -                          | L -           | L -          | L -           | L -           | L 25,830.95 |
| AREA 02 AUDITORIA                   |  |                  |  |   |                          |                |                              |               |              |               |               |             |
| 7                                   | Auditor Interno III                    | L 26,277.95      | L 21,787.12  |   |                          |                |                              |               |              |               |               | L 21,787.12 |
| 8                                   | Oficinista Mecanografa III             | L 17,626.70      | L 8,496.37   |   |                          |                |                              |               |              |               |               | L 8,496.37  |
| 9                                   | Auditor Interno I                      | L 15,050.00      | L 5,431.22   |   |                          |                |                              |               |              |               |               | L 5,431.22  |
| SUB TOTALES                         |  |                  | L 58,954.65  | L 35,714.71   | L -                      | L -            | L -                          | L -           | L -          | L -           | L -           | L 35,714.71 |
| AREA 03 TESORERIA                   |  |                  |  |   |                          |                |                              |               |              |               |               |             |
| 10                                  | Tesorera                               | L 26,100.00      | L 19,944.48  |   |                          |                |                              |               |              |               |               | L 19,944.48 |
| 11                                  | Receptor de Fondos                     | L 20,550.20      | L 10,515.12  |   |                          |                |                              |               |              |               |               | L 10,515.12 |
| 12                                  | Contador II                            | L 17,764.00      | L 6,997.45   |   |                          |                |                              |               |              |               |               | L 6,997.45  |
| 13                                  | Oficinista III                         | L 17,712.00      | L 15,189.11  |   |                          |                |                              |               |              |               |               | L 15,189.11 |
| 14                                  | Oficinista III                         | L 18,475.10      | L 6,659.93   |   |                          |                |                              |               |              |               |               | L 6,659.93  |
| 15                                  | Contador I                             | L 13,250.00      | L 3,196.23   |   |                          |                |                              |               |              |               |               | L 3,196.23  |
| SUB TOTALES                         |  |                  | L 113,851.30   | L 62,502.32   | L -                      | L -            | L -                          | L -           | L -          | L -           | L -           | L 62,502.32 |
| AREA 04 SUB GERENCIA ADMINISTRACION |  |                  |  |   |                          |                |                              |               |              |               |               |             |
| 16                                  | Sub Gerente Administrativo             | L 33,400.00      | L 16,913.30  |   |                          |                |                              |               |              |               |               | L 16,913.30 |
| 17                                  | Oficial Administrativo I               | L 15,394.20      | L 5,778.92   |   |                          |                |                              |               |              |               |               | L 5,778.92  |
| 18                                  | Oficinista I                           | L 14,250.00      | L 3,902.67   |   |                          |                |                              |               |              |               |               | L 3,902.67  |
| SUB TOTALES                         |  |                  | L 63,044.20  | L 26,594.89   | L -                      | L -            | L -                          | L -           | L -          | L -           | L -           | L 26,594.89 |
| AREA 04-01 CONTABILIDAD             |  |                  |  |   |                          |                |                              |               |              |               |               |             |
| 19                                  | Contador IV                            | L 20,253.00      | L 10,879.70  |   |                          |                |                              |               |              |               |               | L 10,879.70 |
| 20                                  | Contador IV                            | L 19,100.00      | L 9,346.42   |   |                          |                |                              |               |              |               |               | L 9,346.42  |
| 21                                  | Contador III                           | L 16,216.00      | L 5,095.83   |   |                          |                |                              |               |              |               |               | L 5,095.83  |
| 22                                  | Secretaria                             | L 16,193.00      | L 3,586.04   |   |                          |                |                              |               |              |               |               | L 3,586.04  |
| 23                                  | Inspector de Bienes Nacional III       | L 18,403.00      | L 10,712.76  | L 1,500.00  |                          |                |                              |               |              |               |               | L 12,212.76 |
| 24                                  | Auxiliar de Contabilidad               | L 13,400.00      | L 5,736.06   |   |                          |                |                              |               |              |               |               | L 5,736.06  |
| 25                                  | Auxiliar de Contabilidad               | L 13,150.00      | L 5,502.52   |   |                          |                |                              |               |              |               |               | L 5,502.52  |
| 26                                  | Auxiliar de Contabilidad               | L 13,250.00      | L 6,044.39   |   |                          |                |                              |               |              |               |               | L 6,044.39  |
| 27                                  | Auxiliar de Contabilidad               | L 12,250.00      | L 6,621.96   |   |                          |                |                              |               |              |               |               | L 6,621.96  |
| 28                                  | Auxiliar de Contabilidad               | L 12,250.00      | L 1,600.81   |   |                          |                |                              |               |              |               |               | L 1,600.81  |
| 29                                  | Oficinista I                           | L 13,250.00      | L 3,797.27   |   |                          |                |                              |               |              |               |               | L 3,797.27  |
| SUB TOTALES                         |  |                  | L 167,715.00   | L 68,923.76   | L 1,500.00               | L -            | L -                          | L -           | L -          | L -           | L -           | L 70,423.76 |
| AREA 04-02 COMPRAS Y SUMINISTROS    |  |                  |  |   |                          |                |                              |               |              |               |               |             |
| 30                                  | Guardalmecen IV                        | L 14,057.00      | L 12,057.44  |   |                          |                |                              |               |              |               |               | L 12,057.44 |
| 31                                  | Oficial Comprador                      | L 15,236.00      | L 5,021.35   |   |                          |                |                              |               |              |               |               | L 5,021.35  |
| 32                                  | Oficial Comprador                      | L 18,050.00      | L 7,913.65   |   |                          |                |                              |               |              |               |               | L 7,913.65  |
| 33                                  | Oficial Comprador                      | L 15,100.00      | L 11,840.31  |   |                          |                |                              |               |              |               |               | L 11,840.31 |
| 34                                  | Oficinista Mecanografa III             | L 17,462.00      | L 1,869.67   |   |                          |                |                              |               |              |               |               | L 1,869.67  |
| SUB TOTALES                         |  |                  | L 79,905.00  | L 38,702.42   | L -                      | L -            | L -                          | L -           | L -          | L -           | L -           | L 38,702.42 |

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|---------------------|---------------------------------|------------------|--|---|--------------------------|----------------|------------------------------|---------------|--------------|---------------|---------------|--------------|
|                     |                                 |                  | SUELDO DE FUNCIONARIOS Y EMPLEADOS DE LA EMPRESA NACIONAL DE ARTES GRAFICAS (ACTUALIZADO AL MES DE MARZO 2021) |   |                          |                |                              |               |              |               |               |              |
|                     |                                 |                  | SUELDO NETO  | COMPLEMENTARIAS DE SUELDO POR AUMENTO DE QUINQUENIO | GASTOS DE REPRESENTACION | BONIFICACIONES | COMPLEMENTARIA DE VACACIONES | DECIMO TERCER | HORAS EXTRAS | DECIMO CUARTO | TOTAL MENSUAL |              |
| AREA 04-03          |                                 |                  |  |   |                          |                |                              |               |              |               |               |              |
| RECURSOS HUMANOS    |                                 |                  |  |   |                          |                |                              |               |              |               |               |              |
| 35                  | Oficial de Personal III         | L 23,486.00      | L 7,311.88   |   |                          |                |                              |               |              |               |               | L 7,311.88   |
| 36                  | Asistente de Personal           | L 17,212.00      | L 1,022.22   |   |                          |                |                              |               |              |               |               | L 1,022.22   |
| 37                  | Secretaria I                    | L 17,896.00      | L 3,554.80   |   |                          |                |                              |               |              |               |               | L 3,554.80   |
| 38                  | Transcriptor de Proce. De Datos | L 16,949.00      | L 1,973.13   |   |                          |                |                              |               |              |               |               | L 1,973.13   |
| 39                  | Oficial de Personal I           | L 18,892.00      | L 9,630.28   |   |                          |                |                              |               |              |               |               | L 9,630.28   |
| 40                  | Asistente de personal           | L 12,800.00      | L 3,254.87   |   |                          |                |                              |               |              |               |               | L 3,254.87   |
| 41                  | Asistente de Personal           | L 11,100.00      | L 7,757.01   |   |                          |                |                              |               |              |               |               | L 7,757.01   |
| SUB TOTALES         |                                 | L 118,335.00     | L 34,504.19  | L -   | L -                      | L -            | L -                          | L -           | L -          | L -           | L -           | L 34,504.19  |
| AREA 04-04          |                                 |                  |  |   |                          |                |                              |               |              |               |               |              |
| SERVICIOS GENERALES |                                 |                  |  |   |                          |                |                              |               |              |               |               |              |
| 42                  | Secretaria III                  | L 13,650.00      | L 6,415.19   |   |                          |                |                              |               |              |               |               | L 6,415.19   |
| 43                  | Conductor de Automoviles III    | L 17,136.30      | L 10,338.44  |   |                          |                |                              |               |              |               |               | L 10,338.44  |
| 44                  | Conductor de Automoviles II     | L 16,962.00      | L 6,053.77   |   |                          |                |                              |               |              |               |               | L 6,053.77   |
| 45                  | Conserje II                     | L 17,847.60      | L 6,116.84   |   |                          |                |                              |               |              |               |               | L 6,116.84   |
| 46                  | Conserje II                     | L 15,204.00      | L 8,281.43   |   |                          |                |                              |               |              |               |               | L 8,281.43   |
| 47                  | Conserje II                     | L 14,939.30      | L 4,526.44   |   |                          |                |                              |               |              |               |               | L 4,526.44   |
| 48                  | Conserje II                     | L 15,564.00      | L 4,853.56   |   |                          |                |                              |               |              |               |               | L 4,853.56   |
| 49                  | Conserje II                     | L 15,394.00      | L 10,591.92  |   |                          |                |                              |               |              |               |               | L 10,591.92  |
| 50                  | Conserje II                     | L 14,914.00      | L 5,522.06   |   |                          |                |                              |               |              |               |               | L 5,522.06   |
| 51                  | Oficinista III                  | L 13,250.00      | L 3,102.67   |   |                          |                |                              |               |              |               |               | L 3,102.67   |
| 52                  | Guardian II                     | L 14,914.00      | L 1,772.99   |   |                          |                |                              |               |              |               |               | L 1,772.99   |
| 53                  | Guardian II                     | L 16,594.85      | L 5,578.90   |   |                          |                |                              |               |              |               |               | L 5,578.90   |
| 54                  | Trabajador Servicios Generales  | L 17,849.00      | L 8,307.64   |   |                          |                |                              |               |              |               |               | L 8,307.64   |
| 55                  | Conserje II                     | L 15,964.00      | L 5,642.42   |   |                          |                |                              |               |              |               |               | L 5,642.42   |
| 56                  | Conserje II                     | L 16,443.00      | L 14,611.23  |   |                          |                |                              |               |              |               |               | L 14,611.23  |
| 57                  | Jefe de Mantenimiento           | L 17,150.00      | L 3,747.88   |   |                          |                |                              |               |              |               |               | L 3,747.88   |
| 58                  | Conductor de Automoviles I      | L 13,400.00      | L 4,012.28   |   |                          |                |                              |               |              |               |               | L 4,012.28   |
| 59                  | Guardian I                      | L 12,400.00      | L 10,952.32  |   |                          |                |                              |               |              |               |               | L 10,952.32  |
| 60                  | Conserje I                      | L 12,400.00      | L 7,833.26   |   |                          |                |                              |               |              |               |               | L 7,833.26   |
| 61                  | Conserje I                      | L 11,800.00      | L 2,934.06   |   |                          |                |                              |               |              |               |               | L 2,934.06   |
| 62                  | Conductor de Automoviles I      | L 12,250.00      | L 4,661.58   |   |                          |                |                              |               |              |               |               | L 4,661.58   |
| 63                  | Conductor de Automoviles I      | L 12,250.00      | L 7,010.60   |   |                          |                |                              |               |              |               |               | L 7,010.60   |
| 64                  | Conserje I                      | L 10,543.24      | L 6,525.62   |   |                          |                |                              |               |              |               |               | L 6,525.62   |
| 65                  | Conserje I                      | L 12,250.00      | L 4,681.92   |   |                          |                |                              |               |              |               |               | L 4,681.92   |
| 66                  | Conserje I                      | L 12,250.00      | L 2,688.94   |   |                          |                |                              |               |              |               |               | L 2,688.94   |
| 67                  | Guardian I                      | L 11,250.00      | L 4,431.63   |   |                          |                |                              |               |              |               |               | L 4,431.63   |
| 68                  | Guardian I                      | L 11,250.00      | L 5,823.72   |   |                          |                |                              |               |              |               |               | L 5,823.72   |
| 69                  | Guardian I                      | L 13,250.00      | L 4,439.61   |   |                          |                |                              |               |              |               |               | L 4,439.61   |
| 70                  | Albañil                         | L 11,250.00      | L 2,747.97   |   |                          |                |                              |               |              |               |               | L 2,747.97   |
| 71                  | Operador de Planta Telefonica I | L 12,250.00      | L 9,581.86   |   |                          |                |                              |               |              |               |               | L 9,581.86   |
| SUB TOTALES         |                                 | L 422,569.29     | L 183,788.75   | L -   | L -                      | L -            | L -                          | L -           | L -          | L -           | L -           | L 183,788.75 |
| AREA 04-05 VENTAS   |                                 |                  |  |   |                          |                |                              |               |              |               |               |              |
| 72                  | Jefe Departamento de Ventas     | L 20,400.00      | L 6,642.06   |   |                          |                |                              |               |              |               |               | L 6,642.06   |
| 73                  | Oficial de ventas               | L 16,250.00      | L 11,092.36  |   |                          |                |                              |               |              |               |               | L 11,092.36  |
| 74                  | Oficial de ventas               | L 14,250.00      | L 4,817.94   |   |                          |                |                              |               |              |               |               | L 4,817.94   |
| SUB TOTALES         |                                 | L 50,900.00      | L 22,552.36  | L -   | L -                      | L -            | L -                          | L -           | L -          | L -           | L -           | L 22,552.36  |



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|------------------------------------|---|------------------|--|---|--------------------------|----------------|------------------------------|---------------|--------------|---------------|---------------|--|
|                                    |   |                  | SUELDO DE FUNCIONARIOS Y EMPLEADOS DE LA EMPRESA NACIONAL DE ARTES GRAFICAS (ACTUALIZADO AL MES DE MARZO 2021) |   |                          |                |                              |               |              |               |               |  |
|                                    |   |                  | SUELDO NETO  | COMPLEMENTARIAS DE SUELDO POR AUMENTO DE QUINQUENIO | GASTOS DE REPRESENTACION | BONIFICACIONES | COMPLEMENTARIA DE VACACIONES | DECIMO TERCER | HORAS EXTRAS | DECIMO CUARTO | TOTAL MENSUAL |  |
| AREA 04-06 COMPUTO                 |   |                  |  |   |                          |                |                              |               |              |               |               |  |
| 75                                 | Tecnico en Computacion Electronica          | L 15,050.00      | L 6,661.68   |   |                          |                |                              |               |              |               | L 6,661.68    |  |
| 76                                 | Tecnico en Computacion Electronica          | L 13,250.00      | L 3,800.93   |   |                          |                |                              |               |              |               | L 3,800.93    |  |
| 77                                 | Tecnico en Computacion Electronica          | L 12,250.00      | L 3,329.34   |   |                          |                |                              |               |              |               | L 3,329.34    |  |
| 78                                 | Tecnico en Computacion Electronica          | L 12,250.00      | L 7,036.85   | *   |                          |                |                              |               |              | *             | L 7,036.85    |  |
| 79                                 | Tecnico en Computacion Electronica          | L 13,250.00      | L 3,522.47   |   |                          |                |                              |               |              |               | L 3,522.47    |  |
| 80                                 | Tecnico en Computacion Electronica          | L 14,250.00      | L 4,067.00   |   |                          |                |                              |               |              |               | L 4,067.00    |  |
| SUB-TOTALES                        |   | L 80,300.00      | L 28,418.27  | L -   | L -                      | L -            | L -                          | L -           | L -          | L -           | L 28,418.27   |  |
| AREA 05 SUB-GERENCIA DEP RODUCCION |   |                  |  |   |                          |                |                              |               |              |               |               |  |
| 81                                 | Sub-Gerente de Produccion                   | L 27,260.00      | L 17,625.75  |   |                          |                |                              |               |              |               | L 17,625.75   |  |
| 82                                 | Ingeniero Industrial                        | L 23,450.00      | L 4,587.56   |   |                          |                |                              |               |              |               | L 4,587.56    |  |
| 83                                 | Supervisor de Impresión                     | L 25,500.00      | L 2,919.93   |   |                          |                |                              |               |              |               | L 2,919.93    |  |
| 84                                 | Mecanico de Artes Gráficas                  | L 17,614.00      | L 5,428.93   |   |                          |                |                              |               |              |               | L 5,428.93    |  |
| SUB-TOTALES                        |   | L 93,824.00      | L 30,562.17  | L -   | L -                      | L -            | L -                          | L -           | L -          | L -           | L 30,562.17   |  |
| AREA 05-01 PRODUCCION DE PRENSAS   |   |                  |  |   |                          |                |                              |               |              |               |               |  |
| 85                                 | Supervisor de Impresión                     | L 20,164.00      | L 13,892.67  |   |                          |                |                              |               |              |               | L 13,892.67   |  |
| 86                                 | Jefe del Departamento de Control de Calidad | L 17,450.00      | L 6,226.24   |   |                          |                |                              |               |              |               | L 6,226.24    |  |
| 87                                 | Prensista II                                | L 16,019.05      | L 6,447.61   |   |                          |                |                              |               |              |               | L 6,447.61    |  |
| 88                                 | Prensista II                                | L 17,712.00      | L 8,792.01   |   |                          |                |                              |               |              |               | L 8,792.01    |  |
| 89                                 | Prensista II                                | L 17,150.15      | L 5,102.44   |   |                          |                |                              |               |              |               | L 5,102.44    |  |
| 90                                 | Prensista II                                | L 17,013.90      | L 8,699.62   |   |                          |                |                              |               |              |               | L 8,699.62    |  |
| 91                                 | Prensista II                                | L 19,875.15      | L 9,724.41   |   |                          |                |                              |               |              |               | L 9,724.41    |  |
| 92                                 | Prensista I                                 | L 19,715.15      | L 4,345.45   |   |                          |                |                              |               |              |               | L 4,345.45    |  |
| 93                                 | Prensista I                                 | L 16,250.00      | L 11,242.83  |   |                          |                |                              |               |              |               | L 11,242.83   |  |
| 94                                 | Prensista I                                 | L 17,055.40      | L 7,019.25   |   |                          |                |                              |               |              |               | L 7,019.25    |  |
| SUB TOTALES                        |   | L 178,404.80     | L 81,492.52  | L -   | L -                      | L -            | L -                          | L -           | L -          | L -           | L 81,492.52   |  |
| AREA 05-02 LEVANTAMIENTO DE TEXTO  |   |                  |  |   |                          |                |                              |               |              |               |               |  |
| 95                                 | Supervisor de Linotipistas                  | L 16,803.15      | L 3,441.85   |   |                          |                |                              |               |              |               | L 3,441.85    |  |
| 96                                 | Linotipista II                              | L 19,875.15      | L 9,062.64   |   |                          |                |                              |               |              |               | L 9,062.64    |  |
| 97                                 | Linotipista II                              | L 12,810.00      | L 4,192.01   |   |                          |                |                              |               |              |               | L 4,192.01    |  |
| 98                                 | Linotipista II                              | L 16,993.00      | L 384.06   |   |                          |                |                              |               |              |               | L 384.06      |  |
| 99                                 | Linotipista II                              | L 15,586.00      | L 5,821.70   |   |                          |                |                              |               |              |               | L 5,821.70    |  |
| 100                                | Transcriptor de Proce. de Datos             | L 18,893.50      | L 16,052.01  |   |                          |                |                              |               |              |               | L 16,052.01   |  |
| 101                                | Transcriptor de Procesamiento de Datos      | L 17,956.75      | L 1,003.78   |   |                          |                |                              |               |              |               | L 1,003.78    |  |
| 102                                | Transcriptor de Procesamiento de Datos      | L 15,962.00      | L 4,542.52   |   |                          |                |                              |               |              |               | L 4,542.52    |  |
| 103                                | Transcriptor de Procesamiento de Datos      | L 18,414.00      | L 2,909.55   |   |                          |                |                              |               |              |               | L 2,909.55    |  |
| 104                                | Corrector de Pruebas II                     | L 15,956.00      | L 11,023.79  |   |                          |                |                              |               |              |               | L 11,023.79   |  |
| 105                                | Corrector de Pruebas II                     | L 19,331.15      | L 6,292.94   |   |                          |                |                              |               |              |               | L 6,292.94    |  |
| 106                                | Corrector de pruebas I                      | L 12,664.00      | L 4,729.52   |   |                          |                |                              |               |              |               | L 4,729.52    |  |
| 107                                | Corrector de Pruebas I                      | L 18,900.00      | L 4,630.02   |   |                          |                |                              |               |              |               | L 4,630.02    |  |
| 108                                | Corrector de Pruebas I                      | L 14,098.00      | L 8,430.93   |   |                          |                |                              |               |              |               | L 8,430.93    |  |
| 109                                | Supervisor de Cajistas                      | L 20,981.75      | L 16,952.63  |   |                          |                |                              |               |              |               | L 16,952.63   |  |
| 110                                | Cajista II                                  | L 15,338.00      | L 5,335.83   |   |                          |                |                              |               |              |               | L 5,335.83    |  |
| 111                                | Cajista II                                  | L 16,771.41      | L 8,404.56   |   |                          |                |                              |               |              |               | L 8,404.56    |  |
| 112                                | Cajista I                                   | L 18,393.00      | L 3,720.40   |   |                          |                |                              |               |              |               | L 3,720.40    |  |
| 113                                | Cajista I                                   | L 19,665.15      | L 2,367.91   |   |                          |                |                              |               |              |               | L 2,367.91    |  |
| 114                                | Diagramador                                 | L 13,650.00      | L 5,978.61   |   |                          |                |                              |               |              |               | L 5,978.61    |  |
| SUB TOTALES                        |   | L 339,042.01     | L 125,277.26   | L -   | L -                      | L -            | L -                          | L -           | L -          | L -           | L 125,277.26  |  |

| N°                          | PUESTO ACTUAL                    | SUELDO DEVENGADO | CUADRO N° 1 (PLANILLA GENERAL PERSONAL POR ACUERDO)  |   |                          |                |                              |               |              |               |               |              |
|-----------------------------|----------------------------------|------------------|--|---|--------------------------|----------------|------------------------------|---------------|--------------|---------------|---------------|--------------|
|                             |                                  |                  | SUELDO DE FUNCIONARIOS Y EMPLEADOS DE LA EMPRESA NACIONAL DE ARTES GRAFICAS (ACTUALIZADO AL MES DE MARZO 2021) |   |                          |                |                              |               |              |               |               |              |
|                             |                                  |                  | SUELDO NETO  | COMPLEMENTARIAS DE SUELDO POR AUMENTO DE QUINQUENIO | GASTOS DE REPRESENTACION | BONIFICACIONES | COMPLEMENTARIA DE VACACIONES | DECIMO TERCER | HORAS EXTRAS | DECIMO CUARTO | TOTAL MENSUAL |              |
| AREA 05-03                  |                                  |                  |  |   |                          |                |                              |               |              |               |               |              |
| ENCUADERNACION              |                                  |                  |  |   |                          |                |                              |               |              |               |               |              |
| 115                         | Supervisor de Encuadernación     | L 19,005.00      | L 15,629.85  |   |                          |                |                              |               |              |               |               | L 15,629.85  |
| 116                         | Encuadernador II                 | L 17,750.00      | L 15,794.07  |   |                          |                |                              |               |              |               |               | L 15,794.07  |
| 117                         | Encuadernador II                 | L 15,662.00      | L 10,601.74  |   |                          |                |                              |               |              |               |               | L 10,601.74  |
| 118                         | Encuadernador II                 | L 17,215.00      | L 3,744.24   |   |                          |                |                              |               |              |               |               | L 3,744.24   |
| 119                         | Encuadernador II                 | L 20,315.00      | L 5,299.11   |   |                          |                |                              |               |              |               |               | L 5,299.11   |
| 120                         | Encuadernador I                  | L 14,809.40      | L 7,981.10   |   |                          |                |                              |               |              |               |               | L 7,981.10   |
| 121                         | Encuadernador I                  | L 20,391.25      | L 5,343.69   |   |                          |                |                              |               |              |               |               | L 5,343.69   |
| 122                         | Encuadernador I                  | L 12,810.00      | L 4,053.94   |   |                          |                |                              |               |              |               |               | L 4,053.94   |
| 123                         | Encuadernador I                  | L 18,155.25      | L 5,108.39   |   |                          |                |                              |               |              |               |               | L 5,108.39   |
| 124                         | Encuadernador II                 | L 12,800.00      | L 9,678.94   |   |                          |                |                              |               |              |               |               | L 9,678.94   |
| 125                         | Encuadernador II                 | L 12,150.00      | L 3,823.15   |   |                          |                |                              |               |              |               |               | L 3,823.15   |
| 126                         | Encuadernador II                 | L 9,443.24       | L 7,925.63   |   |                          |                |                              |               |              |               |               | L 7,925.63   |
| 127                         | Encuadernador I                  | L 11,800.00      | L 3,573.18   |   |                          |                |                              |               |              |               |               | L 3,573.18   |
| 128                         | Encuadernador I                  | L 11,800.00      | L 4,960.08   |   |                          |                |                              |               |              |               |               | L 4,960.08   |
| 129                         | Encuadernador I                  | L 13,150.00      | L 3,989.33   |   |                          |                |                              |               |              |               |               | L 3,989.33   |
| 130                         | Encuadernador II                 | L 12,250.00      | L 2,809.67   |   |                          |                |                              |               |              |               |               | L 2,809.67   |
| 131                         | Encuadernador I                  | L 12,250.00      | L 3,456.75   |   |                          |                |                              |               |              |               |               | L 3,456.75   |
| SUB TOTALES                 |                                  |                  | L 251,756.14   | L 113,772.86  | L -                      | L -            | L -                          | L -           | L -          | L -           | L -           | L 113,772.86 |
| AREA 05-04 IMPRESIÓN OFFSET |                                  |                  |  |   |                          |                |                              |               |              |               |               |              |
| 132                         | Prensista I                      | L 19,465.15      | L 8,686.21   |   |                          |                |                              |               |              |               |               | L 8,686.21   |
| 133                         | Prensista II                     | L 17,213.00      | L 11,331.45  |   |                          |                |                              |               |              |               |               | L 11,331.45  |
| 134                         | Operador de Procesadora de Papel | L 11,850.00      | L 8,290.40   |   |                          |                |                              |               |              |               |               | L 8,290.40   |
| 135                         | Operador Procesamiento de papel  | L 19,350.15      | L 16,937.88  |   |                          |                |                              |               |              |               |               | L 16,937.88  |
| 136                         | Ayudante de Artes Gráficas       | L 12,693.00      | L 5,547.96   |   |                          |                |                              |               |              |               |               | L 5,547.96   |
| 137                         | Ayudante de Artes Gráficas       | L 17,712.00      | L 4,682.51   |   |                          |                |                              |               |              |               |               | L 4,682.51   |
| 138                         | Ayudante de Artes Gráficas       | L 14,250.00      | L 12,032.47  |   |                          |                |                              |               |              |               |               | L 12,032.47  |
| 139                         | Ayudante de Artes Gráficas       | L 15,414.00      | L 5,497.24   |   |                          |                |                              |               |              |               |               | L 5,497.24   |
| 140                         | Prensista I                      | L 12,300.00      | L 3,425.91   |   |                          |                |                              |               |              |               |               | L 3,425.91   |
| 141                         | Prensista I                      | L 12,800.00      | L 4,491.26   |   |                          |                |                              |               |              |               |               | L 4,491.26   |
| 142                         | Prensista I                      | L 12,800.00      | L 6,539.25   |   |                          |                |                              |               |              |               |               | L 6,539.25   |
| 143                         | Prensista I                      | L 12,800.00      | L 4,266.95   |   |                          |                |                              |               |              |               |               | L 4,266.95   |
| 144                         | Prensista I                      | L 12,150.00      | L 5,241.51   |   |                          |                |                              |               |              |               |               | L 5,241.51   |
| 145                         | Prensista I                      | L 12,250.00      | L 9,038.95   |   |                          |                |                              |               |              |               |               | L 9,038.95   |
| 146                         | Prensista I                      | L 12,250.00      | L 9,077.45   |   |                          |                |                              |               |              |               |               | L 9,077.45   |
| SUB TOTALES                 |                                  |                  | L 215,297.30   | L 115,087.39  | L -                      | L -            | L -                          | L -           | L -          | L -           | L -           | L 115,087.39 |
| AREA 05-05                  |                                  |                  |  |   |                          |                |                              |               |              |               |               |              |
| FOTOMECANICA                |                                  |                  |  |   |                          |                |                              |               |              |               |               |              |
| 147                         | Ilustrador de Artes Graficas I   | L 14,110.65      | L 5,660.80   |   |                          |                |                              |               |              |               |               | L 5,660.80   |
| 148                         | Montajista                       | L 18,584.00      | L 5,067.74   |   |                          |                |                              |               |              |               |               | L 5,067.74   |
| 149                         | Operador de Maq. Dobladora       | L 20,767.65      | L 13,973.37  |   |                          |                |                              |               |              |               |               | L 13,973.37  |
| 150                         | Operador de Maquina Reproductora | L 20,535.08      | L 8,968.08   |   |                          |                |                              |               |              |               |               | L 8,968.08   |
| 151                         | Fotomecanico                     | L 13,650.00      | L 5,670.39   |   |                          |                |                              |               |              |               |               | L 5,670.39   |
| 152                         | Fotomecanico                     | L 13,650.00      | L 1,842.01   |   |                          |                |                              |               |              |               |               | L 1,842.01   |
| 153                         | Montajista                       | L 13,448.00      | L 3,653.16   |   |                          |                |                              |               |              |               |               | L 3,653.16   |
| SUB TOTALES                 |                                  |                  | L 114,745.38   | L 44,835.55   | L -                      | L -            | L -                          | L -           | L -          | L -           | L -           | L 44,835.55  |



| N°                            | PUESTO ACTUAL                        | SUELDO DEVENGADO | CUADRO N° 1 (PLANILLA GENERAL PERSONAL POR ACUERDO)  |   |                          |                |                              |               |              |               |               |               |  |
|-------------------------------|--------------------------------------|------------------|--|---|--------------------------|----------------|------------------------------|---------------|--------------|---------------|---------------|---------------|--|
|                               |                                      |                  | SUELDO DE FUNCIONARIOS Y EMPLEADOS DE LA EMPRESA NACIONAL DE ARTES GRAFICAS (ACTUALIZADO AL MES DE MARZO 2021) |   |                          |                |                              |               |              |               |               |               |  |
|                               |                                      |                  | SUELDO NETO  | COMPLEMENTARIAS DE SUELDO POR AUMENTO DE QUINQUENIO | GASTOS DE REPRESENTACION | BONIFICACIONES | COMPLEMENTARIA DE VACACIONES | DECIMO TERCER | HORAS EXTRAS | DECIMO CUARTO | TOTAL MENSUAL |               |  |
| AREA 05-06 EMPAQUE Y DESPACHO |                                      |                  |  |   |                          |                |                              |               |              |               |               |               |  |
| 154                           | Supervisor de Distribucion de Gaceta | L 18,612.00      | L 10,755.47  |   |                          |                |                              |               |              |               |               | L 10,755.47   |  |
| 155                           | Supervisor de Distribución de Gaceta | L 19,850.00      | L 9,076.18   |   |                          |                |                              |               |              |               |               | L 9,076.18    |  |
| 156                           | Oficinista II                        | L 14,132.00      | L 4,486.68   |   |                          |                |                              |               |              |               |               | L 4,486.68    |  |
| 157                           | Oficinista II                        | L 17,712.00      | L 4,882.22   |   |                          |                |                              |               |              |               |               | L 4,882.22    |  |
| 158                           | Oficinista II                        | L 13,219.50      | L 2,791.85   |   |                          |                |                              |               |              |               |               | L 2,791.85    |  |
| 159                           | Oficinista II                        | L 16,057.00      | L 1,774.34   |   |                          |                |                              |               |              |               |               | L 1,774.34    |  |
| SUB TOTALES                   |                                      |                  | L 99,582.50  | L 33,766.73   | L -                      | L -            | L -                          | L -           | L -          | L -           | L -           | L 33,766.73   |  |
| AREA 05-07                    |                                      |                  |  |   |                          |                |                              |               |              |               |               |               |  |
| Diseño Grafico                |                                      |                  |  |   |                          |                |                              |               |              |               |               |               |  |
| 160                           | Diseñador Grafico                    | L 13,650.00      | L 9,178.21   |   |                          |                |                              |               |              |               |               | L 9,178.21    |  |
| SUB TOTALES                   |                                      |                  | L 13,650.00  | L 9,178.21  | L -                      | L -            | L -                          | L -           | L -          | L -           | L -           | L 9,178.21    |  |
| TOTAL                         |                                      |                  | L 2607,815.07  | L 1147,061.97                                       | L 1,500.00               | L 15,000.00    | L -                          | L -           | L -          | L -           | L -           | L 1163,561.97 |  |

Vo.Bo.

TIRSA MERARY MARTINEZ MATUTE  
Jefe de Recursos Humanos

