



REMUNERACIONES DE EMPLEADOS Y SERVIDORES PÚBLICOS

|                             |                                                                                                        |
|-----------------------------|--------------------------------------------------------------------------------------------------------|
| ENTIDAD:                    | Asociación Nacional de Pesca Deportiva de Guatemala                                                    |
| DIRECCIÓN:                  | Diagonal 35 Boulevard Austriaco 16-25 zona 16, Cardales de Cayala, Oficina S-205, 2do Nivel, Torre Sur |
| HORARIO DE ATENCIÓN:        | De 9:00 a.m. a 6:00 p.m.                                                                               |
| TELÉFONO:                   | 2491-4152 / 2491-4153                                                                                  |
| DIRECTOR:                   | Gabriel Alfredo Fernández Paniagua                                                                     |
| ENCARGADO DE ACTUALIZACIÓN: | Lesby Nohemy Morales Molineros                                                                         |
| FECHA DE ACTUALIZACIÓN:     | 21/06/2025                                                                                             |
| CORRESPONDE AL MES DE:      | Mayo 2025                                                                                              |

NUMERAL 4 - REMUNERACIONES DE EMPLEADOS Y SERVIDORES PÚBLICOS

| No. | Renglón | Nombres y Apellidos (Empleado/Servidor Público) | CARGO                | DEPENDENCIA                                         | DIETAS | SUELDO BASE | HONORARIO   | COMPLMENTO POR ANTIGÜEDAD | BONIFICACIÓN PROFESIONAL | DEVOLUCIÓN ISR 2024 | BONIFICACIÓN INCENTIVO | GASTOS DE REPRESENTACIÓN | GASTOS FUNERARIOS | TOTAL INGRESO | TOTAL DESCUENTO | LÍQUIDO     | MONTO VIÁTICOS |
|-----|---------|-------------------------------------------------|----------------------|-----------------------------------------------------|--------|-------------|-------------|---------------------------|--------------------------|---------------------|------------------------|--------------------------|-------------------|---------------|-----------------|-------------|----------------|
| 1   | 011     | ALEXANDRO ENRIQUE ANDREU MATHEU                 | GERENTE GENERAL      | ASOCIACIÓN NACIONAL DE PESCA DEPORTIVA DE GUATEMALA | N/A    | Q 18,850.00 | N/A         | N/A                       | N/A                      | Q 685.84            | Q 250.00               | N/A                      | N/A               | Q 19,785.84   | Q 1,942.29      | Q 17,843.55 | Q 6,460.00     |
| 2   | 011     | LESBY NOHEMY MORALES MOLINEROS                  | COORDINADORA TÉCNICA |                                                     | N/A    | Q 12,850.00 | N/A         | N/A                       | N/A                      | Q 746.22            | Q 250.00               | N/A                      | N/A               | Q 13,846.22   | Q 1,264.32      | Q 12,581.90 | Q 6,460.00     |
| 3   | 011     | SILVIA EUGENIA SANTOS LEMUS                     | CONTADOR GENERAL     |                                                     | N/A    | Q 8,150.00  | N/A         | N/A                       | N/A                      | Q 475.23            | Q 250.00               | N/A                      | N/A               | Q 8,875.23    | Q 734.08        | Q 8,141.15  | Q 5,700.00     |
| 4   | 011     | CLAUDIA EDELMIRA DAVILA ALVAREZ                 | ASISTENTE TÉCNICO    |                                                     | N/A    | Q 6,500.00  | N/A         | N/A                       | N/A                      | Q 395.77            | Q 250.00               | N/A                      | N/A               | Q 7,145.77    | Q 547.83        | Q 6,597.94  | Q 5,035.00     |
| 5   | 011     | ALEX EUGENIO GODINEZ                            | AUXILIAR CONTABLE    |                                                     | N/A    | Q 6,050.00  | N/A         | N/A                       | N/A                      | Q -                 | Q 250.00               | N/A                      | N/A               | Q 6,300.00    | Q 497.15        | Q 5,802.85  | Q 5,035.00     |
| 6   | 011     | WILL RUDY PEREZ                                 | OPERARIO I           |                                                     | N/A    | Q 4,000.00  | N/A         | N/A                       | N/A                      | Q -                 | Q 250.00               | N/A                      | N/A               | Q 4,250.00    | Q 246.96        | Q 4,003.04  | Q 4,370.00     |
| 7   | 022     | JUAN MANUEL DIEGO OLITE                         | ENTRENADOR FISICO    |                                                     | N/A    | Q 4,100.00  | N/A         | N/A                       | N/A                      | Q 130.00            | Q 250.00               | N/A                      | N/A               | Q 4,480.00    | Q 276.72        | Q 4,203.28  | Q 4,370.00     |
| 8   | 029     | ERICK FERNANDO VELASQUEZ ALVARADO               | FOTÓGRAFO            |                                                     | N/A    | N/A         | Q 8,800.00  | N/A                       | N/A                      | N/A                 | N/A                    | N/A                      | N/A               | Q 8,800.00    | Q 392.86        | Q 8,407.14  | N/A            |
| 9   | 183     | -                                               | -                    |                                                     | N/A    | N/A         | Q -         | N/A                       | N/A                      | N/A                 | N/A                    | N/A                      | N/A               | Q -           | Q -             | Q -         | N/A            |
| 10  | 184     | MARIA GABRIELA VALVERTH MARROQUIN               | AUDITOR INTERNO      |                                                     | N/A    | N/A         | Q 11,000.00 | N/A                       | N/A                      | N/A                 | N/A                    | N/A                      | N/A               | Q 11,000.00   | Q 709.57        | Q 10,290.43 | Q 4,370.00     |
| 11  | 185     | -                                               | -                    |                                                     | N/A    | N/A         | Q -         | N/A                       | N/A                      | N/A                 | N/A                    | N/A                      | N/A               | Q -           | Q -             | Q -         | N/A            |
| 12  | 186     | -                                               | -                    |                                                     | N/A    | N/A         | Q -         | N/A                       | N/A                      | N/A                 | N/A                    | N/A                      | N/A               | Q -           | Q -             | Q -         | N/A            |
| 13  | 187     | -                                               | -                    |                                                     | N/A    | N/A         | Q -         | N/A                       | N/A                      | N/A                 | N/A                    | N/A                      | N/A               | Q -           | Q -             | Q -         | N/A            |
| 14  | 189     | -                                               | -                    |                                                     | N/A    | N/A         | Q -         | N/A                       | N/A                      | N/A                 | N/A                    | N/A                      | N/A               | Q -           | Q -             | Q -         | N/A            |
| 15  | Ad      | GABRIEL ALFREDO FERNANDEZ PANIAGUA              | PRESIDENTE INTERINO  |                                                     | N/A    | N/A         | N/A         | N/A                       | N/A                      | N/A                 | N/A                    | N/A                      | N/A               | N/A           | N/A             | N/A         | -              |
| 16  | Ad      | ALVARO FORTUNY LOPEZ                            | SECRETARIO INTERINO  |                                                     | N/A    | N/A         | N/A         | N/A                       | N/A                      | N/A                 | N/A                    | N/A                      | N/A               | N/A           | N/A             | N/A         | -              |
| 17  | Ad      | JAVIER EDUARDO PIRA MURGA                       | TESORERO INTERINO    |                                                     | N/A    | N/A         | N/A         | N/A                       | N/A                      | N/A                 | N/A                    | N/A                      | N/A               | N/A           | N/A             | N/A         | -              |
| 18  | Ad      | RODRIGO GUZMAN DAGUER                           | VOCAL I INTERINO     |                                                     | N/A    | N/A         | N/A         | N/A                       | N/A                      | N/A                 | N/A                    | N/A                      | N/A               | N/A           | N/A             | N/A         | -              |
| 19  | Ad      | JOSE LUIS GUZMAN SEGURA                         | VOCAL II INTERINO    |                                                     | N/A    | N/A         | N/A         | N/A                       | N/A                      | N/A                 | N/A                    | N/A                      | N/A               | N/A           | N/A             | N/A         | -              |

OBSERVACIONES:

Los Directivos se encuentran Ad Honorem en nuestra Asociación, según Artículo 127 y 128 de La Ley de la Cultura Física y del Deporte, de igual manera no cobran dieta según puesto en punto de acta de Comité Ejecutivo