



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:     | 6 de julio de 2025                                                                                     |
| CORRESPONDE AL MES DE:      | jun-25                                                                                                 |

NUMERAL 4 - REMUNERACIONES DE EMPLEADOS Y SERVIDORES PÚBLICOS

| No. | Reglón | Nombres y Apellidos (Empleado/Servidor Público) | CARGO                | DEPENDENCIA                                         | DIETAS | SUELDO BASE | HONORARIO  | COMPLMENTO POR ANTIGÜEDAD | BONIFICACIÓN PROFESIONAL | BONO ESPECÍFICO (BONO 14) | 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 -                       | Q 250.00               | N/A                      | N/A               | Q 19,100.00   | Q 1,942.29      | Q 17,157.71 | Q 2,380.00     |
| 2   | 011    | LESBY NOHEMY MORALES MOLINEROS                  | COORDINADORA TÉCNICA |                                                     | N/A    | Q 12,850.00 | N/A        | N/A                       | N/A                      | Q -                       | Q 250.00               | N/A                      | N/A               | Q 13,100.00   | Q 1,264.32      | Q 11,835.68 | Q 2,380.00     |
| 3   | 011    | SILVIA EUGENIA SANTOS LEMUS                     | CONTADOR GENERAL     |                                                     | N/A    | Q 8,150.00  | N/A        | N/A                       | N/A                      | Q -                       | Q 250.00               | N/A                      | N/A               | Q 8,400.00    | Q 734.08        | Q 7,665.92  | Q 2,100.00     |
| 4   | 011    | CLAUDIA EDELMIRA DAVILA ALVAREZ                 | ASISTENTE TÉCNICO    |                                                     | N/A    | Q 6,500.00  | N/A        | N/A                       | N/A                      | Q -                       | Q 250.00               | N/A                      | N/A               | Q 6,750.00    | Q 547.83        | Q 6,202.17  | Q 1,855.00     |
| 5   | 011    | ALEX EUGENIO GODÍNEZ                            | 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 1,855.00     |
| 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 1,610.00     |
| 7   | 022    | JUAN MANUEL DIEGO OLITE                         | ENTRENADOR FÍSICO    |                                                     | N/A    | Q 4,100.00  | N/A        | N/A                       | N/A                      | Q -                       | Q 250.00               | N/A                      | N/A               | Q 4,350.00    | Q 276.72        | Q 4,073.28  | Q 1,610.00     |
| 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 -        | N/A                       | N/A                      | N/A                       | N/A                    | N/A                      | N/A               | Q -           | Q -             | Q -         | N/A            |
| 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