



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:     | 10 de agosto de 2025                                                                                   |
| CORRESPONDE AL MES DE:      | JULIO 2025                                                                                             |

NUMERAL 4 - REMUNERACIONES DE EMPLEADOS Y SERVIDORES PÚBLICOS

| No. | Renglón | Nombres y Apellidos (Empleado/Servidor Público) | CARGO                   | DEPENDENCIA                                         | DIETAS | SUELDO BASE | HONORARIO   | COMPLEMENTO 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 18,225.00               | Q 250.00               | N/A                      | N/A               | Q 37,325.00   | Q 1,942.29      | Q 35,382.71 | Q 4,080.00     |
| 2   | 011     | LESBY NOHEMY MORALES MOLINEROS                  | COORDINADORA TÉCNICA    |                                                     | N/A    | Q 12,850.00 | N/A         | N/A                        | N/A                      | Q 12,425.00               | Q 250.00               | N/A                      | N/A               | Q 25,525.00   | Q 1,264.32      | Q 24,260.68 | Q 4,080.00     |
| 3   | 011     | SILVIA EUGENIA SANTOS LEMUS                     | CONTADOR GENERAL        |                                                     | N/A    | Q 8,150.00  | N/A         | N/A                        | N/A                      | Q 7,825.00                | Q 250.00               | N/A                      | N/A               | Q 16,225.00   | Q 734.08        | Q 15,490.92 | Q 1,500.00     |
| 4   | 011     | CLAUDIA EDELMIRA DAVILA ALVAREZ                 | ASISTENTE TÉCNICO       |                                                     | N/A    | Q 6,500.00  | N/A         | N/A                        | N/A                      | Q 6,250.00                | Q 250.00               | N/A                      | N/A               | Q 13,000.00   | Q 547.83        | Q 12,452.17 | Q 1,325.00     |
| 5   | 011     | ALEX EUGENIO GODINEZ                            | AUXILIAR CONTABLE       |                                                     | N/A    | Q 6,050.00  | N/A         | N/A                        | N/A                      | Q 5,787.50                | Q 250.00               | N/A                      | N/A               | Q 12,087.50   | Q 497.15        | Q 11,590.35 | Q 1,325.00     |
| 6   | 011     | WILL RUDY PEREZ                                 | OPERARIO I              |                                                     | N/A    | Q 4,000.00  | N/A         | N/A                        | N/A                      | Q 3,812.50                | Q 250.00               | N/A                      | N/A               | Q 8,062.50    | Q 246.96        | Q 7,815.54  | Q -            |
| 7   | 022     | JUAN MANUEL DIEGO OLITE                         | ENTRENADOR FISICO       |                                                     | N/A    | Q 4,100.00  | N/A         | N/A                        | N/A                      | Q 3,962.50                | Q 250.00               | N/A                      | N/A               | Q 8,312.50    | Q 276.72        | Q 8,035.78  | Q 2,760.00     |
| 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 MARROQUÍN               | SERVICIOS PROFESIONALES |                                                     | 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 -             | Q 11,000.00 | Q -            |
| 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              |                                                     | 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      | CARLOS ENRIQUE MONTEROS ROSS                    | SECRETARIO              |                                                     | 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                |                                                     | 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.