

| CONSEJO NACIONAL DE ZONAS FRANCAS DE EXPORTACIÓN |        |                                                            |                       |               |                   |            |           |                  |                  |              |
|--------------------------------------------------|--------|------------------------------------------------------------|-----------------------|---------------|-------------------|------------|-----------|------------------|------------------|--------------|
| DEPARTAMENTO DE RECURSOS HUMANOS                 |        |                                                            |                       |               |                   |            |           |                  |                  |              |
| NÓMINA EMPLEADOS FIJOS ENERO 2026                |        |                                                            |                       |               |                   |            |           |                  |                  |              |
| NOMBRE Y APELLIDO                                | GÉNERO | CARGO                                                      | CATEGORIA DE SERVIDOR | SALARIO BRUTO | DESCUENTOS DE LEY |            |           | OTROS DESCUENTOS | TOTAL DESCONTADO | SALARIO NETO |
|                                                  |        |                                                            |                       |               | AFP               | ISR        | SFS       |                  |                  |              |
| DIRECCIÓN EJECUTIVA                              |        |                                                            |                       |               |                   |            |           |                  |                  |              |
| DANIEL ANTONIO LIRANZO                           | HOMBRE | DIRECTOR EJECUTIVO                                         | LIBRE NOMBRAMIENTO    | 327,800.00    | 9,407.86          | 66,533.62  | 6,589.14  | 89,846.76        | 172,377.38       | 155,422.62   |
| JOHANNA MONTES DE OCA MENDEZ                     | MUJER  | SECRETARIA EJECUTIVA                                       | FIJO                  | 80,000.00     | 2,296.00          | 7,400.87   | 2,432.00  | 22,173.60        | 34,302.47        | 45,697.53    |
| YARISOL LOPEZ MARTINEZ                           | MUJER  | SUBDIRECTORA EJECUTIVA                                     | RESOLUCIÓN CONSEJO    | 239,580.00    | 6,875.95          | 44,631.65  | 6,589.14  | 9,251.38         | 67,348.12        | 172,231.88   |
| ELVITA NATALIA ROMERO                            | MUJER  | SECRETARIA                                                 | FIJO                  | 65,000.00     | 1,865.50          | 4,427.58   | 1,976.00  | 2,425.00         | 10,694.08        | 54,305.92    |
| NOELIA BENCOSME POLANCO                          | MUJER  | RESPONSABLE DE ACCESO A LA INFORMACIÓN                     | CARRERA               | 80,000.00     | 2,296.00          | 6,920.92   | 2,432.00  | 20,347.23        | 31,996.15        | 48,003.85    |
|                                                  |        |                                                            |                       | 792,380.00    | 22,741.31         | 129,914.64 | 20,018.28 | 144,043.97       | 316,718.20       | 475,661.80   |
| DEPARTAMENTO JURÍDICO                            |        |                                                            |                       |               |                   |            |           |                  |                  |              |
| LEYBI LINAREZ ROSARIO                            | MUJER  | ANALISTA DE ELABORACIÓN DE INFORME TECNICO                 | FIJO                  | 40,000.00     | 1,148.00          | 154.68     | 1,216.00  | 19,313.76        | 21,832.44        | 18,167.56    |
| LISBET ALTAGRACIA PERALTA CALDERON               | MUJER  | ENCARGADA DE DIVISIÓN DE ELABORACIÓN DE DOCUMENTOS LEGALES | CARRERA               | 75,000.00     | 2,152.50          | 6,309.38   | 2,280.00  | 5,225.00         | 15,966.88        | 59,033.12    |
| HERIDANNY MARIA RODRIGUEZ SANCHEZ                | MUJER  | TÉCNICO(A) EMISIÓN DE CERTIFICACIÓN                        | FIJO                  | 45,000.00     | 1,291.50          | 1,148.33   | 1,368.00  | 1,325.00         | 5,132.83         | 39,867.17    |
| IRIS LOPEZ GARCIA                                | MUJER  | AUXILIAR ADMINISTRATIVO (A)                                | FIJO                  | 45,000.00     | 1,291.50          | 1,148.33   | 1,368.00  | 6,740.48         | 10,548.31        | 34,451.69    |
| CRISTIAN ALBERTO PIMENTEL DUME                   | HOMBRE | ENCARGADO DEPARTAMENTO JURIDICO                            | FIJO                  | 155,000.00    | 4,448.50          | 25,042.74  | 4,712.00  | 45,626.85        | 79,830.09        | 75,169.91    |
|                                                  |        |                                                            |                       | 360,000.00    | 10,332.00         | 33,803.46  | 10,944.00 | 78,231.09        | 133,310.55       | 226,689.45   |
| DEPARTAMENTO DE PLANIFICACIÓN Y DESARROLLO       |        |                                                            |                       |               |                   |            |           |                  |                  |              |
| CORINA MARTINEZ POLANCO                          | MUJER  | ENCARGADO (A) DIVISIÓN DE DESARROLLO INSTITUCIONAL         | CARRERA               | 75,000.00     | 2,152.50          | 5,541.46   | 2,280.00  | 20,448.09        | 30,422.05        | 44,577.95    |
| AMAUYS FRANCISCO RODRIGUEZ PIMENTEL              | HOMBRE | TÉCNICO DE PLANIFICACION Y DESARROLLO                      | FIJO                  | 55,000.00     | 1,578.50          | 1,983.74   | 1,672.00  | 5,514.56         | 10,748.80        | 44,251.20    |
|                                                  |        |                                                            |                       | 130,000.00    | 3,731.00          | 7,525.20   | 3,952.00  | 25,962.65        | 41,170.85        | 88,829.15    |

| <div><div><div><div><div></div><div>REPÚBLICA DOMINICANA</div></div><div><div>Consejo Nacional de Zonas</div><div>Francas de Exportación</div></div></div></div><div>CONSEJO NACIONAL DE ZONAS FRANCAS DE EXPORTACIÓN</div><div><div>DEPARTAMENTO DE RECURSOS HUMANOS</div><div>NÓMINA EMPLEADOS FIJOS ENERO 2026</div></div><div><div><div><div></div><div>REPÚBLICA DOMINICANA</div></div><div><div>Consejo Nacional de Zonas</div><div>Francas de Exportación</div></div></div></div></div> |        |                                                                |                       |               |                   |           |          |                  |                  |              |
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| NOMBRE Y APELLIDO                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | GÉNERO | CARGO                                                          | CATEGORIA DE SERVIDOR | SALARIO BRUTO | DESCUENTOS DE LEY |           |          | OTROS DESCUENTOS | TOTAL DESCONTADO | SALARIO NETO |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |        |                                                                |                       |               | AFP               | ISR       | SFS      |                  |                  |              |
| DEPARTAMENTO DE RECURSOS HUMANOS                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |        |                                                                |                       |               |                   |           |          |                  |                  |              |
| ROSA IDALIA ALMONTE MOYA                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | MUJER  | ANALISTA DE RECURSOS HUMANOS                                   | FIJO                  | 47,000.00     | 1,348.90          | 1,142.63  | 1,428.80 | 31,019.12        | 34,939.45        | 12,060.55    |
| LISSETTE ALTAGRACIA EVANGELISTA NIETO                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | MUJER  | ENCARGADA DEPTO DE RECURSOS HUMANOS                            | FIJO                  | 155,000.00    | 4,448.50          | 24,562.80 | 4,712.00 | 51,885.47        | 85,608.77        | 69,391.23    |
| MARIBEL BELTRE YAN                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | MUJER  | TÉCNICO DE RECURSOS HUMANOS                                    | FIJO                  | 50,000.00     | 1,148.00          | 442.65    | 1,520.00 | 4,782.14         | 9,591.14         | 40,408.86    |
| WALESKA ELIANA BENZAN ROBLES                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | MUJER  | TÉCNICO DE RECURSOS HUMANOS                                    | FIJO                  | 42,000.00     | 1,205.40          | 724.92    | 1,276.80 | 16,601.47        | 19,808.59        | 22,191.41    |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |        |                                                                |                       | 294,000.00    | 8,150.80          | 26,873.00 | 8,937.60 | 104,288.20       | 149,947.95       | 144,052.05   |
| DIVISIÓN DE COMUNICACIONES                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |        |                                                                |                       |               |                   |           |          |                  |                  |              |
| EDWIN CORDERO                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | HOMBRE | DISEÑADOR GRÁFICO                                              | FIJO                  | 46,000.00     | 1,320.20          | 1,289.46  | 1,398.40 | 4,559.37         | 8,567.43         | 37,432.57    |
| LAURA MUÑOZ                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | MUJER  | GESTOR DE REDES SOCIALES                                       | FIJO                  | 55,000.00     | 1,578.50          | 2,559.68  | 1,672.00 | 10,840.39        | 16,650.57        | 38,349.43    |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |        |                                                                |                       | 101,000.00    | 2,898.70          | 3,849.14  | 3,070.40 | 15,399.76        | 25,218.00        | 75,782.00    |
| DEPARTAMENTO DE TRANSFORMACION DIGITAL                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |        |                                                                |                       |               |                   |           |          |                  |                  |              |
| ESTENIO CASTILLO                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | HOMBRE | ENCARGADO DPTO. TRANSFORMACIÓN DIGITAL                         | CARRERA               | 155,000.00    | 4,448.50          | 24,082.85 | 4,712.00 | 23,491.02        | 56,734.37        | 98,265.63    |
| ERICK DOMÍNGUEZ                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | HOMBRE | ENCARGADO (A) DIVISIÓN DESARROLLO E IMPLEMENTACIÓN DE SISTEMAS | FIJO                  | 73,000.00     | 2,095.10          | 5,933.02  | 2,219.20 | 13,144.17        | 23,391.49        | 49,608.51    |
| MIGUEL URBAEZ                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | HOMBRE | ADMINISTRADOR DE REDES Y COMUNICACIONES                        | FIJO                  | 40,000.00     | 1,148.00          | 442.65    | 1,216.00 | 6,292.14         | 9,098.79         | 30,901.21    |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |        |                                                                |                       | 268,000.00    | 7,691.60          | 30,458.52 | 8,147.20 | 42,927.33        | 89,224.65        | 178,775.35   |
| DIVISIÓN DE ADMINISTRACIÓN DE SERVICIOS TIC                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |        |                                                                |                       |               |                   |           |          |                  |                  |              |
| RUDITH SEVERINO                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | HOMBRE | ENCARGADO (A) DIVISIÓN ADMINISTRACIÓN DE SERVICIOS TIC         | CARRERA               | 110,000.00    | 3,157.00          | 13,977.67 | 3,344.00 | 10,936.21        | 31,414.88        | 78,585.12    |
| OMAR GERALDO                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | HOMBRE | ADMINISTRADOR DE REDES Y COMUNICACIONES                        | CARRERA               | 45,000.00     | 1,291.50          | 1,148.33  | 1,368.00 | 1,325.00         | 5,132.83         | 39,867.17    |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |        |                                                                |                       | 155,000.00    | 4,448.50          | 15,126.00 | 4,712.00 | 12,261.21        | 36,547.71        | 118,452.29   |

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|--------------------------------------------------|--------|------------------------------------------|-----------------------|---------------|-------------------|-----------|-----------|------------------|------------------|--------------|
| DEPARTAMENTO DE RECURSOS HUMANOS                 |        |                                          |                       |               |                   |           |           |                  |                  |              |
| NÓMINA EMPLEADOS FIJOS ENERO 2026                |        |                                          |                       |               |                   |           |           |                  |                  |              |
| NOMBRE Y APELLIDO                                | GÉNERO | CARGO                                    | CATEGORIA DE SERVIDOR | SALARIO BRUTO | DESCUENTOS DE LEY |           |           | OTROS DESCUENTOS | TOTAL DESCONTADO | SALARIO NETO |
|                                                  |        |                                          |                       |               | AFP               | ISR       | SFS       |                  |                  |              |
| DIVISIÓN DE OPERACIONES TIC                      |        |                                          |                       |               |                   |           |           |                  |                  |              |
| CHALIBEL MOYA                                    | MUJER  | ENCARGADA DE DIVISIÓN DE OPERACIONES TIC | CARRERA               | 110,000.00    | 3,157.00          | 14,457.62 | 3,344.00  | 2,525.00         | 23,483.62        | 86,516.38    |
|                                                  |        |                                          |                       | 110,000.00    | 3,157.00          | 14,457.62 | 3,344.00  | 2,525.00         | 23,483.62        | 86,516.38    |
| DEPARTAMENTO ADMINISTRATIVO Y FINANCIERO         |        |                                          |                       |               |                   |           |           |                  |                  |              |
| MELIDA ALTAGRACIA CASTILLO MERCEDES              | MUJER  | AUXILIAR ADMINISTRATIVO (A)              | FIJO                  | 40,000.00     | 1,148.00          | 442.65    | 1,216.00  | 25,685.01        | 28,491.66        | 11,508.34    |
| YUDELKA BELTRE SANTANA                           | MUJER  | ANALISTA FINANCIERO                      | CARRERA               | 60,000.00     | 1,722.00          | 3,486.68  | 1,824.00  | 1,605.00         | 8,637.68         | 51,362.32    |
| ROBERT NICOLAS NOVAS TRINIDAD                    | HOMBRE | TÉCNICO DE CONTABILIDAD                  | FIJO                  | 45,000.00     | 1,291.50          | 1,148.33  | 1,368.00  | 16,740.02        | 20,547.85        | 24,452.15    |
| MARYLIN ALTAGRACIA MERCEDES REYES                | MUJER  | TÉCNICO ADMINISTRATIVO                   | CARRERA               | 55,000.00     | 1,578.50          | 2,559.68  | 1,672.00  | 13,247.86        | 19,058.04        | 35,941.96    |
| CARLOS ELIAS RAFAEL GARCIA                       | HOMBRE | AUXILIAR ADMINISTRATIVO (A)              | FIJO                  | 37,000.00     | 1,061.90          | -         | 1,124.80  | 6,304.56         | 8,491.26         | 28,508.74    |
| NICOLE CASTILLO DURAN                            | MUJER  | TÉCNICO DE COBROS                        | FIJO                  | 42,000.00     | 1,205.40          | 436.95    | 1,276.80  | 12,420.36        | 15,339.51        | 26,660.49    |
| SILVIO LEON LOPEZ                                | HOMBRE | AUXILIAR ADMINISTRATIVO (A)              | FIJO                  | 45,000.00     | 1,291.50          | 572.39    | 1,368.00  | 5,497.93         | 8,729.82         | 36,270.18    |
| MIGUEL ADOLFO RODRIGUEZ LLUBERES                 | HOMBRE | ENCARGADO SECCIÓN SERVICIOS GENERALES    | FIJO                  | 45,000.00     | 1,291.50          | 1,148.33  | 1,368.00  | 4,392.97         | 8,200.80         | 36,799.20    |
| LAUDY TOLENTINO DE LA CRUZ                       | MUJER  | AUXILIAR ADMINISTRATIVO (A)              | FIJO                  | 30,000.00     | 861.00            | -         | 912.00    | 5,325.00         | 7,098.00         | 22,902.00    |
| GAERD JOSUE ALCANTARA DIAZ                       | HOMBRE | AUXILIAR DE PARQUES                      | FIJO                  | 30,000.00     | 861.00            | -         | 912.00    | 2,825.00         | 4,598.00         | 25,402.00    |
|                                                  |        |                                          |                       | 429,000.00    | 12,312.30         | 9,795.01  | 13,041.60 | 94,043.71        | 129,192.62       | 299,807.38   |
| DIVISIÓN DE CONTABILIDAD                         |        |                                          |                       |               |                   |           |           |                  |                  |              |
| HUGO DANIEL INOA HERNANDEZ                       | HOMBRE | TÉCNICO CONTROL DE BIENES                | FIJO                  | 50,000.00     | 1,435.00          | 1,854.00  | 1,520.00  | 11,020.89        | 15,829.89        | 34,170.11    |
| NARDA VALENZUELA                                 | MUJER  | CONTADOR (A)                             | CARRERA               | 80,000.00     | 2,296.00          | 7,400.87  | 2,432.00  | 3,745.00         | 15,873.87        | 64,126.13    |
| ANA DILSA CUEVAS SCARFULLERY                     | MUJER  | AUXILIAR ADMINISTRATIVO (A)              | CARRERA               | 42,000.00     | 1,205.40          | 724.92    | 1,276.80  | 805.00           | 4,012.12         | 37,987.88    |
| YENIFEL CAROLINA RODRIGUEZ DE OLEO               | MUJER  | TÉCNICO CONTABILIDAD                     | CARRERA               | 46,000.00     | 1,320.20          | 10,001.49 | 1,398.40  | 4,244.78         | 7,964.87         | 38,035.13    |
| DAREVILL LOWENKIS PEÑA VILLALONA                 | HOMBRE | AUXILIAR ADMINISTRATIVO (A)              | FIJO                  | 40,000.00     | 1,148.00          | 442.65    | 1,216.00  | 14,674.85        | 17,481.50        | 22,518.50    |
| BENITO ALEJANDRO HERNANDEZ MOTA                  | HOMBRE | AUXILIAR ADMINISTRATIVO (A)              | FIJO                  | 45,000.00     | 1,291.50          | -         | 1,368.00  | 4,164.56         | 6,824.06         | 38,175.94    |
| EDITA ALTAGRACIA PEÑA UREÑA                      | MUJER  | ENCARGADO DE LA DIVISIÓN DE CONTABILIDAD | CARRERA               | 130,000.00    | 3,731.00          | 19,162.12 | 3,952.00  | 30,463.59        | 57,308.71        | 72,691.29    |
|                                                  |        |                                          |                       | 433,000.00    | 12,427.10         | 39,586.05 | 13,163.20 | 69,118.67        | 125,295.02       | 307,704.98   |

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| NOMBRE Y APELLIDO                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | GÉNERO | CARGO                                   | CATEGORIA DE SERVIDOR | SALARIO BRUTO | DESCUENTOS DE LEY |           |          | OTROS DESCUENTOS | TOTAL DESCONTADO | SALARIO NETO |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |        |                                         |                       |               | AFP               | ISR       | SFS      |                  |                  |              |
| DIVISIÓN DE PRESUPUESTO                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |        |                                         |                       |               |                   |           |          |                  |                  |              |
| RAQUEL FIGUEROO                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | MUJER  | ENCARGADA DIVISIÓN DE PRESUPUESTO       | FIJO                  | 130,000.00    | 3,731.00          | 18,682.17 | 3,952.00 | 12,192.32        | 38,557.49        | 91,442.51    |
| ALBELIS MICHELLE BALBUENA MARTINEZ                                                                                                                                                                                                                                                                                                                                                                                                                                                       | MUJER  | ANALISTA PRESUPUESTO                    | CARRERA               | 75,000.00     | 2,152.50          | 6,309.38  | 2,280.00 | 8,303.58         | 19,045.46        | 55,954.54    |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |        |                                         |                       | 205,000.00    | 5,883.50          | 24,991.55 | 6,232.00 | 20,495.90        | 57,602.95        | 147,397.05   |
| DIVISIÓN DE COMPRAS Y CONTRATACIONES                                                                                                                                                                                                                                                                                                                                                                                                                                                     |        |                                         |                       |               |                   |           |          |                  |                  |              |
| ADELINDA PÉREZ                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | MUJER  | ENCARGADA DIV. COMPRAS Y CONTRATACIONES | FIJO                  | 130,000.00    | 3,731.00          | 19,162.12 | 3,952.00 | 33,373.81        | 60,218.93        | 69,781.07    |
| AMALIA HOLGUÍN                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | MUJER  | TÉCNICO DE COMPRAS Y CONTRATACIONES     | CARRERA               | 50,000.00     | 1,435.00          | 1,566.03  | 1,520.00 | 2,844.78         | 7,365.81         | 42,634.19    |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |        |                                         |                       | 180,000.00    | 5,166.00          | 20,728.15 | 5,472.00 | 36,218.59        | 67,584.74        | 112,415.26   |
| DIVISIÓN DE SERVICIOS GENERALES                                                                                                                                                                                                                                                                                                                                                                                                                                                          |        |                                         |                       |               |                   |           |          |                  |                  |              |
| EDUARDO ABREU BAUTISTA                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | HOMBRE | AUXILIAR DE TRANSPORTACIÓN              | FIJO                  | 38,000.00     | 1,090.60          | 160.38    | 1,155.20 | 14,670.03        | 17,076.21        | 20,923.79    |
| CECILIO MARIANO GARCIA                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | HOMBRE | CHOFER I                                | ESTATUTO SIMPLIFICADO | 33,000.00     | 947.10            | -         | 1,003.20 | 325.00           | 2,275.30         | 30,724.70    |
| MARIA ELENNI OTAÑO CUEVAS                                                                                                                                                                                                                                                                                                                                                                                                                                                                | MUJER  | CONSERJE                                | ESTATUTO SIMPLIFICADO | 29,000.00     | 832.30            | -         | 881.60   | 15,341.73        | 17,055.63        | 11,944.37    |
| TOMAS EDUARDO MORENO SANTOS                                                                                                                                                                                                                                                                                                                                                                                                                                                              | HOMBRE | CONSERJE                                | ESTATUTO SIMPLIFICADO | 28,000.00     | 803.60            | -         | 851.20   | 8,521.25         | 10,176.05        | 17,823.95    |
| MANUEL ARTURO ALVAREZ RAMIREZ                                                                                                                                                                                                                                                                                                                                                                                                                                                            | HOMBRE | CONSERJE                                | ESTATUTO SIMPLIFICADO | 28,000.00     | 803.60            | -         | 851.20   | 13,897.82        | 15,552.62        | 12,447.38    |
| EDUVIGIS PASCUAL                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | MUJER  | CONSERJE                                | ESTATUTO SIMPLIFICADO | 28,000.00     | 803.60            | -         | 851.20   | 5,752.35         | 7,407.15         | 20,592.85    |
| LEYDA CUBILETE COLON                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | MUJER  | CONSERJE                                | ESTATUTO SIMPLIFICADO | 28,000.00     | 803.60            | -         | 851.20   | 4,705.00         | 6,359.80         | 21,640.20    |
| MARIA CRISTINA ALTAGRACIA JIMENEZ                                                                                                                                                                                                                                                                                                                                                                                                                                                        | MUJER  | CONSERJE                                | ESTATUTO SIMPLIFICADO | 33,000.00     | 947.10            | -         | 1,003.20 | 1,104.00         | 3,054.30         | 29,945.70    |
| ANGEL ALBERTO ALCANTARA MEDRANO                                                                                                                                                                                                                                                                                                                                                                                                                                                          | HOMBRE | AUXILIAR ALMACEN Y SUMINISTRO           | CARRERA               | 45,000.00     | 1,291.50          | 1,148.33  | 1,368.00 | 525.00           | 4,332.83         | 40,667.17    |
| RUBEN MANUEL CABELO                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | HOMBRE | FOTOCOPIADOR                            | ESTATUTO SIMPLIFICADO | 33,000.00     | 947.10            | -         | 1,003.20 | 1,965.00         | 3,915.30         | 29,084.70    |
| ELIAS PEGUERO ACOSTA                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | HOMBRE | MENSAJERO INTERNO                       | ESTATUTO SIMPLIFICADO | 33,000.00     | 947.10            | -         | 1,003.20 | 14,083.97        | 16,034.27        | 16,965.73    |
| MAXIMINA SANTANA                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | MUJER  | RECEPCIONISTA                           | FIJO                  | 45,000.00     | 1,291.50          | 1,148.33  | 1,368.00 | 325.00           | 4,132.83         | 40,867.17    |
| CARLOS ALBERTO LAPAIX DE LOS SANTOS                                                                                                                                                                                                                                                                                                                                                                                                                                                      | HOMBRE | SUPERVISOR DE MANTENIMIENTO             | FIJO                  | 45,000.00     | 1,291.50          | 860.36    | 1,368.00 | 4,244.78         | 7,764.64         | 37,235.36    |
| RODOLFO AUGUSTO MENDIETA AMANCIO                                                                                                                                                                                                                                                                                                                                                                                                                                                         | HOMBRE | AUXILIAR ALMACEN Y SUMINISTRO           | ESTATUTO SIMPLIFICADO | 45,000.00     | 1,291.50          | 572.39    | 1,368.00 | 14,562.34        | 17,794.23        | 27,205.77    |

| <div> <div>  <div> REPUBLICA DE HONDURAS<br/> Consejo Nacional de Zonas<br/> Franco de Exportación </div> </div> <div> <div>CONSEJO NACIONAL DE ZONAS FRANCO DE EXPORTACIÓN</div> <div>DEPARTAMENTO DE RECURSOS HUMANOS</div> <div>NÓMINA EMPLEADOS FIJOS ENERO 2026</div> </div> <div>  <div> REPUBLICA DE HONDURAS<br/> Consejo Nacional de Zonas<br/> Franco de Exportación </div> </div> </div> |        |                                                  |                       |               |                   |           |           |                  |                  |              |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------|--------------------------------------------------|-----------------------|---------------|-------------------|-----------|-----------|------------------|------------------|--------------|
| NOMBRE Y APELLIDO                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | GÉNERO | CARGO                                            | CATEGORIA DE SERVIDOR | SALARIO BRUTO | DESCUENTOS DE LEY |           |           | OTROS DESCUENTOS | TOTAL DESCONTADO | SALARIO NETO |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |        |                                                  |                       |               | AFP               | ISR       | SFS       |                  |                  |              |
| PABLO REYES CASTILLO                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | HOMBRE | MENSAJERO EXTERNO                                | ESTATUTO SIMPLIFICADO | 28,000.00     | 803.60            | -         | 851.20    | 8,510.82         | 10,165.62        | 17,834.38    |
| EVIZ FRANCISCO CARRASCO                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | HOMBRE | CAMARERO                                         | ESTATUTO SIMPLIFICADO | 33,000.00     | 947.10            | -         | 1,003.20  | 4,755.78         | 6,706.08         | 26,293.92    |
| ARMANDO DE LOS SANTOS CABRAL                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | HOMBRE | CAMARERO                                         | ESTATUTO SIMPLIFICADO | 30,000.00     | 861.00            | -         | 912.00    | 6,563.41         | 8,336.41         | 21,663.59    |
| JOSE RAMON SANTANA DE LOS SANTOS                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | HOMBRE | CHOFER                                           | ESTATUTO SIMPLIFICADO | 33,000.00     | 947.10            | -         | 1,003.20  | 7,998.36         | 9,948.66         | 23,051.34    |
| JORGE LUIS VERAS RODRIGUEZ                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | HOMBRE | AYUDANTE DE MANTENIMIENTO                        | ESTATUTO SIMPLIFICADO | 28,000.00     | 803.60            | -         | 851.20    | 5,325.00         | 6,979.80         | 21,020.20    |
| DANIEL GOMERA HERNANDEZ                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | HOMBRE | MENSAJERO EXTERNO                                | ESTATUTO SIMPLIFICADO | 28,000.00     | 803.60            | -         | 851.20    | 9,208.22         | 10,863.02        | 17,136.98    |
| KENDRICK ALEXANDER SANCHEZ CALDERON                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | HOMBRE | AYUDANTE ALMACEN                                 | ESTATUTO SIMPLIFICADO | 28,000.00     | 803.60            | -         | 851.20    | 2,862.07         | 4,516.87         | 23,483.13    |
| MARIELY BORROME NOLASCO                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | MUJER  | CONSERJE                                         | ESTATUTO SIMPLIFICADO | 26,000.00     | 746.20            | -         | 790.40    | 3,207.94         | 4,744.54         | 21,255.46    |
| ANA ISABEL GOMEZ BRITO                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | MUJER  | CONSERJE                                         | ESTATUTO SIMPLIFICADO | 26,000.00     | 746.20            | -         | 790.40    | 3,405.72         | 4,942.32         | 21,057.68    |
| LUIS RAMON ALMONTE PARRA                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | HOMBRE | CHOFER I                                         | ESTATUTO SIMPLIFICADO | 30,000.00     | 861.00            | -         | 912.00    | 3,095.62         | 4,868.62         | 25,131.38    |
| DULCE ANADINA FRANCISCO GARCES                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | MUJER  | RECEPCIONISTA                                    | ESTATUTO SIMPLIFICADO | 30,000.00     | 861.00            | -         | 912.00    | 2,825.00         | 4,598.00         | 25,402.00    |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |        |                                                  |                       | 811,000.00    | 23,275.70         | 3,889.79  | 24,654.40 | 157,781.21       | 209,601.10       | 601,398.90   |
| DIVISIÓN DE GESTION DE COBROS Y FACTURACIÓN                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |        |                                                  |                       |               |                   |           |           |                  |                  |              |
| ANNERIS ROSANNA UREÑA ACOSTA                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | MUJER  | ENE. DIVISIÓN DE GESTIÓN DE COBROS Y FACTURACIÓN | FIJO                  | 130,000.00    | 3,731.00          | 18,682.17 | 3,952.00  | 38,462.70        | 64,827.87        | 65,172.13    |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |        |                                                  |                       | 130,000.00    | 3,731.00          | 18,682.17 | 3,952.00  | 38,462.70        | 64,827.87        | 65,172.13    |

| <div><div><div><div><div></div><div>REPUBLICA DE HONDURAS</div><div>Consejo Nacional de Zonas Francas de Exportación</div></div></div><div>CONSEJO NACIONAL DE ZONAS FRANCAS DE EXPORTACIÓN</div><div>DEPARTAMENTO DE RECURSOS HUMANOS</div><div>NÓMINA EMPLEADOS FIJOS ENERO 2026</div><div><div>REPUBLICA DE HONDURAS</div><div>Consejo Nacional de Zonas Francas de Exportación</div></div></div></div> |        |                                                               |                       |               |                   |           |          |                  |                  |              |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------|---------------------------------------------------------------|-----------------------|---------------|-------------------|-----------|----------|------------------|------------------|--------------|
| NOMBRE Y APELLIDO                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | GÉNERO | CARGO                                                         | CATEGORIA DE SERVIDOR | SALARIO BRUTO | DESCUENTOS DE LEY |           |          | OTROS DESCUENTOS | TOTAL DESCONTADO | SALARIO NETO |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |        |                                                               |                       |               | AFP               | ISR       | SFS      |                  |                  |              |
| SECCIÓN DE TESORERIA                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |        |                                                               |                       |               |                   |           |          |                  |                  |              |
| CESAR JOEL JANSEN BENITEZ                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | HOMBRE | TÉCNICO DE TESORERIA                                          | FIJO                  | 42,000.00     | 1,205.40          | 724.92    | 1,276.80 | 14,788.06        | 17,995.18        | 24,004.82    |
| JOSE LUIS PINEDA GUERRERO                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | HOMBRE | ENCARGADO SECCIÓN DE TESORERÍA                                | FIJO                  | 53,000.00     | 1,521.10          | 2,277.41  | 1,611.20 | 19,532.16        | 24,941.87        | 28,058.13    |
| LOURDES ENCARNACION                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | MUJER  | TÉCNICO DE COBROS                                             | FIJO                  | 48,000.00     | 1,377.60          | 1,571.73  | 1,459.20 | 7,721.17         | 12,129.70        | 35,870.30    |
| LUIS EDUARDO CESPEDES CONCEPCION                                                                                                                                                                                                                                                                                                                                                                                                                                                           | HOMBRE | AUXILIAR ADMINISTRATIVO (A)                                   | FIJO                  | 38,000.00     | 1,090.60          | 160.38    | 1,155.20 | 1,325.00         | 3,731.18         | 34,268.82    |
| RAMON ANTONIO ENCARNACION                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | HOMBRE | AUXILIAR ADMINISTRATIVO (A)                                   | FIJO                  | 38,000.00     | 1,090.60          | 160.38    | 1,155.20 | 11,912.05        | 14,318.23        | 23,681.77    |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |        |                                                               |                       | 219,000.00    | 6,285.30          | 4,894.82  | 6,657.60 | 55,278.44        | 73,116.16        | 145,883.84   |
| SECCIÓN DE CORRESPONDENCIA                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |        |                                                               |                       |               |                   |           |          |                  |                  |              |
| EVANGELINA MOTA                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | MUJER  | TÉCNICO DE ARCHIVISTICA                                       | CARRERA               | 43,000.00     | 1,234.10          | 578.09    | 1,307.20 | 20,453.66        | 23,573.05        | 19,426.95    |
| ALEXANDER BURGOS                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | HOMBRE | TÉCNICO DE ARCHIVISTICA                                       | FIJO                  | 46,000.00     | 1,320.20          | 1,001.49  | 1,398.40 | 7,698.94         | 11,419.03        | 34,580.97    |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |        |                                                               |                       | 89,000.00     | 2,554.30          | 1,579.58  | 2,705.60 | 28,152.60        | 34,992.08        | 54,007.92    |
| DEPARTAMENTO DE ZONAS FRANCAS Y PARQUES                                                                                                                                                                                                                                                                                                                                                                                                                                                    |        |                                                               |                       |               |                   |           |          |                  |                  |              |
| MARIO RODRÍGUEZ                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | HOMBRE | ENCARGADO DEPTO. ZONAS FRANCAS Y PARQUES                      | CARRERA               | 170,000.00    | 4,879.00          | 27,611.23 | 5,168.00 | 43,142.97        | 80,801.20        | 89,198.80    |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |        |                                                               |                       | 170,000.00    | 4,879.00          | 27,611.23 | 5,168.00 | 43,142.97        | 80,801.20        | 89,198.80    |
| DIVISIÓN DE SERVICIOS A ZONAS FRANCAS ESPECIALES                                                                                                                                                                                                                                                                                                                                                                                                                                           |        |                                                               |                       |               |                   |           |          |                  |                  |              |
| JOSE LUÍS GONZÁLEZ                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | HOMBRE | ENCARGADO DE DIVISIÓN DE SERVICIOS A ZONAS FRANCAS ESPECIALES | CARRERA               | 110,000.00    | 3,157.00          | 14,457.62 | 3,344.00 | 3,481.36         | 24,439.98        | 85,560.02    |
| MARIBEL RAMIA                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | MUJER  | ANALISTA DE SERVICIOS A ZONAS FRANCAS ESPECIALES              | CARRERA               | 60,000.00     | 1,722.00          | 3,486.68  | 1,824.00 | 14,300.01        | 21,332.69        | 38,667.31    |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |        |                                                               |                       | 170,000.00    | 4,879.00          | 17,944.30 | 5,168.00 | 17,781.37        | 45,772.67        | 124,227.33   |
| DIVISIÓN REGULACION TEXTILES, CALZADOS Y PIELES                                                                                                                                                                                                                                                                                                                                                                                                                                            |        |                                                               |                       |               |                   |           |          |                  |                  |              |
| MARIA E DEL CARMEN QUEZADA RAMIREZ                                                                                                                                                                                                                                                                                                                                                                                                                                                         | MUJER  | ANALISTA DE REGULACION TEXTIL                                 | FIJO                  | 60,000.00     | 1,722.00          | 3,102.72  | 1,824.00 | 24,382.25        | 31,030.97        | 28,969.03    |
| JOEL LUGO SANCHEZ                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | HOMBRE | ENC. DIVISIÓN REGULACIÓN TEXTIL                               | CARRERA               | 110,000.00    | 3,157.00          | 14,457.62 | 3,344.00 | 22,516.54        | 43,475.16        | 66,524.84    |
| ROSA MILTHA REYES RODRIGUEZ                                                                                                                                                                                                                                                                                                                                                                                                                                                                | MUJER  | ANALISTA DE REGULACIÓN TEXTIL                                 | FIJO                  | 60,000.00     | 1,722.00          | 3,102.72  | 1,824.00 | 21,749.75        | 28,398.47        | 31,601.53    |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |        |                                                               |                       | 230,000.00    | 6,601.00          | 20,663.06 | 6,992.00 | 68,648.54        | 102,904.60       | 127,095.40   |

| CONSEJO NACIONAL DE ZONAS FRANCAS DE EXPORTACIÓN |        |                                                   |                       |               |                   |           |          |                  |                  |              |
|--------------------------------------------------|--------|---------------------------------------------------|-----------------------|---------------|-------------------|-----------|----------|------------------|------------------|--------------|
| DEPARTAMENTO DE RECURSOS HUMANOS                 |        |                                                   |                       |               |                   |           |          |                  |                  |              |
| NÓMINA EMPLEADOS FIJOS ENERO 2026                |        |                                                   |                       |               |                   |           |          |                  |                  |              |
| NOMBRE Y APELLIDO                                | GÉNERO | CARGO                                             | CATEGORIA DE SERVIDOR | SALARIO BRUTO | DESCUENTOS DE LEY |           |          | OTROS DESCUENTOS | TOTAL DESCONTADO | SALARIO NETO |
|                                                  |        |                                                   |                       |               | AFP               | ISR       | SFS      |                  |                  |              |
| DIVISIÓN AUTORIZACIONES A PARQUES                |        |                                                   |                       |               |                   |           |          |                  |                  |              |
| JHONNY GUERRERO                                  | HOMBRE | ENCARGADO DE DIVISIÓN DE AUTORIZACIONES A PARQUES | CARRERA               | 110,000.00    | 3,157.00          | 14,457.62 | 3,344.00 | 5,325.00         | 26,283.62        | 83,716.38    |
| CARLOS DE LA CRUZ                                | HOMBRE | ANALISTA AUTORIZACIONES A PARQUES                 | CARRERA               | 50,000.00     | 1,435.00          | 1,854.00  | 1,520.00 | 7,071.43         | 11,880.43        | 38,119.57    |
| HILDA MARIÑEZ                                    | MUJER  | ANALISTA AUTORIZACIONES A PARQUES                 | CARRERA               | 50,000.00     | 1,435.00          | 1,566.03  | 1,520.00 | 4,010.79         | 8,531.82         | 41,468.18    |
|                                                  |        |                                                   |                       | 210,000.00    | 6,027.00          | 17,877.65 | 6,384.00 | 16,407.22        | 46,695.87        | 163,304.13   |
| DEPARTAMENTO SERVICIOS AL USUARIO                |        |                                                   |                       |               |                   |           |          |                  |                  |              |
| CESAR AUGENIO CONTRERAS SANG                     | HOMBRE | AUXILIAR DE ATENCIÓN AL CIUDANO                   | FIJO                  | 38,000.00     | 1,090.60          | 160.38    | 1,155.20 | 15,336.00        | 17,742.18        | 20,257.82    |
| LEPIDO DE LA CRUZ PERALTA                        | HOMBRE | OFICIAL DE ATENCIÓN AL CIUDADANO                  | FIJO                  | 45,000.00     | 1,291.50          | 1,148.33  | 1,368.00 | 18,901.85        | 22,709.68        | 22,290.32    |
| NELSON ANTONIO ESTEVEZ HERNANDEZ                 | HOMBRE | ENCARGADO (A) DE SERVICIO AL USUARIO              | CARRERA               | 155,000.00    | 4,448.50          | 24,562.80 | 4,712.00 | 24,327.90        | 58,051.20        | 96,948.80    |
| RALYN JAVIER GARCIA CAMILO                       | HOMBRE | AUXILIAR DE ATENCION AL CIUDANO                   | FIJO                  | 37,000.00     | 1,061.90          | -         | 1,124.80 | 6,566.21         | 8,752.91         | 28,247.09    |
| JOSE LUIS MATEO DIPRE                            | HOMBRE | AUXILIAR DE ATENCION AL CIUDANO                   | FIJO                  | 40,000.00     | 1,148.00          | 442.65    | 1,216.00 | 18,263.52        | 21,070.17        | 18,929.83    |
| RAMON JACINTO SANTIAGO OVALLES                   | HOMBRE | AUXILIAR DE PARQUES                               | FIJO                  | 38,000.00     | 1,090.60          | 160.38    | 1,155.20 | 2,325.00         | 4,731.18         | 33,268.82    |
| JUNIOR RAMON NUÑEZ CRUZ                          | HOMBRE | AUXILIAR DE PARQUES                               | CARRERA               | 38,000.00     | 1,090.60          | 160.38    | 1,155.20 | 25.00            | 2,431.18         | 35,568.82    |
| WINELIA MARIA ORTIZ ALMONTE                      | MUJER  | AUXILIAR DE PARQUES                               | CARRERA               | 38,000.00     | 1,090.60          | -         | 1,155.20 | 7,450.16         | 9,695.96         | 28,304.04    |
| MAYRA ALTAGRACIA SANCHEZ HERNANDEZ               | MUJER  | AUXILIAR DE PARQUES                               | FIJO                  | 38,000.00     | 1,090.60          | 160.38    | 1,155.20 | 16,261.65        | 18,667.83        | 19,332.17    |
| KENNY JIMENEZ JIMENEZ                            | MUJER  | AUXILIAR DE PARQUES                               | CARRERA               | 38,000.00     | 1,090.60          | 160.38    | 1,155.20 | 16,100.10        | 18,506.28        | 19,493.72    |
| YANET MERCEDES RAMOS GONZALEZ                    | MUJER  | AUXILIAR DE PARQUES                               | FIJO                  | 38,000.00     | 1,090.60          | 160.38    | 1,155.20 | 16,602.12        | 19,008.30        | 18,991.70    |

| <div> <div>  <div> REPUBLICA DE HONDURAS<br/> Consejo Nacional de Zonas<br/> Franco de Exportación </div> </div> <div> <div>CONSEJO NACIONAL DE ZONAS FRANCO DE EXPORTACIÓN</div> <div>DEPARTAMENTO DE RECURSOS HUMANOS</div> <div>NÓMINA EMPLEADOS FIJOS ENERO 2026</div> </div> <div>  <div> REPUBLICA DE HONDURAS<br/> Consejo Nacional de Zonas<br/> Franco de Exportación </div> </div> </div> |        |                                     |                       |               |                   |           |           |                  |                  |              |
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| NOMBRE Y APELLIDO                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | GÉNERO | CARGO                               | CATEGORIA DE SERVIDOR | SALARIO BRUTO | DESCUENTOS DE LEY |           |           | OTROS DESCUENTOS | TOTAL DESCONTADO | SALARIO NETO |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |        |                                     |                       |               | AFP               | ISR       | SFS       |                  |                  |              |
| ROMER MARIEL GUILLÉN UREÑA                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | HOMBRE | AUXILIAR DE PARQUES                 | CARRERA               | 38,000.00     | 1,090.60          | 160.38    | 1,155.20  | 2,985.75         | 5,391.93         | 32,608.07    |
| LUIS EDUARDO ABREU ARIAS                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | HOMBRE | AUXILIAR DE PARQUES                 | FIJO                  | 35,000.00     | 1,004.50          | -         | 1,064.00  | 14,277.02        | 16,345.52        | 18,654.48    |
| ANDREA GUZMAN REYES                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | MUJER  | AUXILIAR DE PARQUES                 | CARRERA               | 38,000.00     | 1,090.60          | 160.38    | 1,155.20  | 25.00            | 2,431.18         | 35,568.82    |
| MINERVA JOBEN DE SIERRA                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | MUJER  | AUXILIAR DE PARQUES                 | FIJO                  | 38,000.00     | 1,090.60          | 160.38    | 1,155.20  | 21,025.00        | 23,431.18        | 14,568.82    |
| YANIRE DE LA CRUZ                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | MUJER  | AUXILIAR DE PARQUES                 | FIJO                  | 38,000.00     | 1,090.60          | 160.38    | 1,155.20  | 9,422.78         | 11,828.96        | 26,171.04    |
| FRAYNI ALTAGRACIA PAONESSA ABREU                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | MUJER  | TÉCNICO DE ATENCIÓN AL CIUDADANO    | FIJO                  | 45,000.00     | 1,291.50          | 1,148.33  | 1,368.00  | 14,216.08        | 18,023.91        | 26,976.09    |
| JOHANNY COLOME TRINIDAD                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | MUJER  | AUXILIAR DE PARQUES                 | FIJO                  | 38,000.00     | 1,090.60          | 160.38    | 1,155.20  | 4,350.00         | 6,756.18         | 31,243.82    |
| MANUEL ALEJANDRO RUBIERA GUERRERO                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | HOMBRE | AUXILIAR DE PARQUES                 | FIJO                  | 38,000.00     | 1,090.60          | 160.38    | 1,155.20  | 3,208.13         | 5,614.31         | 32,385.69    |
| CRISTIANA DE LA ALT AYBAR KIDD                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | MUJER  | AUXILIAR DE ATENCION AL CIUDANO     | FIJO                  | 45,000.00     | 1,291.50          | 1,148.33  | 1,368.00  | 4,756.48         | 8,564.31         | 36,435.69    |
| FELIX ANTONIO ARVELO ORTEGA                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | HOMBRE | AUXILIAR DE ATENCION AL CIUDANO     | FIJO                  | 39,000.00     | 1,119.30          | 301.52    | 1,185.60  | 10,540.88        | 13,147.30        | 25,852.70    |
| YAMELY YADIRA JORGE GOMEZ                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | MUJER  | AUXILIAR DE PARQUES                 | FIJO                  | 33,000.00     | 947.10            | -         | 1,003.20  | 525.00           | 2,475.30         | 30,524.70    |
| CAMILA QUEZADA SORIANO                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | MUJER  | AUXILIAR ADMINISTRATIVO (A)         | FIJO                  | 35,000.00     | 1,004.50          | -         | 1,064.00  | 325.00           | 2,393.50         | 32,606.50    |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |        |                                     |                       | 1,003,000.00  | 28,786.10         | 30,676.52 | 30,491.20 | 227,816.63       | 317,770.45       | 685,229.55   |
| DEPARTAMENTO DE PROMOCIÓN                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |        |                                     |                       |               |                   |           |           |                  |                  |              |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |        |                                     |                       |               |                   |           |           |                  |                  |              |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |        |                                     |                       | -             | -                 | -         | -         | -                | -                | -            |
| DEPARTAMENTO DE INTELIGENCIA DE MERCADO                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |        |                                     |                       |               |                   |           |           |                  |                  |              |
| IVAN RICARDO DÍAZ RAMIREZ                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | HOMBRE | AUXILIAR ADMINISTRATIVO (A)         | FIJO                  | 35,000.00     | 1,004.50          | -         | 1,064.00  | 1,825.00         | 3,893.50         | 31,106.50    |
| SAMIL HAZIN                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | HOMBRE | ANALISTA DE INTELIGENCIA DE MERCADO | CARRERA               | 65,000.00     | 1,865.50          | 4,427.58  | 1,976.00  | 8,309.25         | 16,578.33        | 48,421.67    |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |        |                                     |                       | 100,000.00    | 2,870.00          | 4,427.58  | 3,040.00  | 10,134.25        | 20,471.83        | 79,528.17    |



| CONSEJO NACIONAL DE ZONAS FRANCAS DE EXPORTACIÓN |        |                                                        |                       |               |                   |           |           |                  |                  |              |
|--------------------------------------------------|--------|--------------------------------------------------------|-----------------------|---------------|-------------------|-----------|-----------|------------------|------------------|--------------|
| DEPARTAMENTO DE RECURSOS HUMANOS                 |        |                                                        |                       |               |                   |           |           |                  |                  |              |
| NÓMINA EMPLEADOS FIJOS ENERO 2026                |        |                                                        |                       |               |                   |           |           |                  |                  |              |
| NOMBRE Y APELLIDO                                | GÉNERO | CARGO                                                  | CATEGORIA DE SERVIDOR | SALARIO BRUTO | DESCUENTOS DE LEY |           |           | OTROS DESCUENTOS | TOTAL DESCONTADO | SALARIO NETO |
|                                                  |        |                                                        |                       |               | AFP               | ISR       | SFS       |                  |                  |              |
| DEPARTAMENTO DE ESTADÍSTICAS DE ZONAS FRANCAS    |        |                                                        |                       |               |                   |           |           |                  |                  |              |
| PABLO GUERRERO                                   | HOMBRE | ENCARGADO DPTO. ESTADÍSTICAS DE ZONAS FRANCAS          | CARRERA               | 170,000.00    | 4,879.00          | 28,571.12 | 5,168.00  | 27,307.80        | 65,925.92        | 104,074.08   |
| MARIA FERNÁNDEZ                                  | MUJER  | ENCARGADA DE SECCIÓN DE CAPTURA Y ANALISIS DE DATOS    | FIJO                  | 85,000.00     | 2,439.50          | 8,097.05  | 2,584.00  | 32,563.88        | 45,684.43        | 39,315.57    |
| RAFAEL CORDERO                                   | HOMBRE | ANALISTA DATOS ESTADÍSTICOS                            | FIJO                  | 75,000.00     | 2,152.50          | 5,925.42  | 2,280.00  | 25,755.95        | 36,113.89        | 38,886.11    |
| RUBEN GARCÍA                                     | HOMBRE | TÉCNICO DATOS ESTADÍSTICOS                             | FIJO                  | 48,000.00     | 1,377.60          | 1,571.73  | 1,459.20  | 7,643.62         | 12,052.15        | 35,947.85    |
| JULIO ANDRES ROSARIO ORTIZ                       | HOMBRE | AUXILIAR ADMINISTRATIVO (A)                            | FIJO                  | 40,000.00     | 1,148.00          | 442.65    | 1,216.00  | 325.00           | 3,131.65         | 36,868.35    |
| MANUEL DE JESUS BURGOS CORPORAN                  | HOMBRE | AUXILIAR ADMINISTRATIVO (A)                            | FIJO                  | 45,000.00     | 1,291.50          | 860.36    | 1,368.00  | 2,244.78         | 5,764.64         | 39,235.36    |
|                                                  |        |                                                        |                       | 463,000.00    | 13,288.10         | 45,468.33 | 14,075.20 | 95,841.03        | 168,672.68       | 294,327.32   |
| DIVISIÓN DE ELABORACIÓN DE INFORMES TÉCNICOS     |        |                                                        |                       |               |                   |           |           |                  |                  |              |
| JORGE LUIS MONTERO VICENTE                       | HOMBRE | ENCARGADO DIVISIÓN DE ELABORACIÓN DE INFORMES TÉCNICOS | FIJO                  | 130,000.00    | 3,731.00          | 18,202.23 | 3,952.00  | 27,590.54        | 53,475.77        | 76,524.23    |
|                                                  |        |                                                        |                       | 130,000.00    | 3,731.00          | 18,202.23 | 3,952.00  | 27,590.54        | 53,475.77        | 76,524.23    |
| OFICINA REGIONAL SANTIAGO                        |        |                                                        |                       |               |                   |           |           |                  |                  |              |
| PETRA MARIA ROSARIO ALEJO ROSARIO                | MUJER  | CONSERJE                                               | ESTATUTO SIMPLIFICADO | 28,000.00     | 803.60            | -         | 851.20    | 4,146.43         | 5,801.23         | 22,198.77    |
| CLARIBEL MARIA DE LA CRUZ RODRIGUEZ              | MUJER  | AUXILIAR ADMINISTRATIVO (A)                            | FIJO                  | 38,000.00     | 1,090.60          | -         | 1,155.20  | 3,244.78         | 5,490.58         | 32,509.42    |
| MIREYA ALTAGRACIA MATOS CASTILLO                 | MUJER  | AUXILIAR ADMINISTRATIVO (A)                            | FIJO                  | 27,000.00     | 774.90            | -         | 820.80    | 5,604.00         | 7,199.70         | 19,800.30    |
| PAMELA CABRERA                                   | MUJER  | CONSERJE                                               | ESTATUTO SIMPLIFICADO | 25,000.00     | 717.50            | -         | 760.00    | 6,708.62         | 8,186.12         | 16,813.88    |
| NORBERTO FERMIN MEDINA DIAZ                      | HOMBRE | MENSAJERO EXTERNO                                      | ESTATUTO SIMPLIFICADO | 25,000.00     | 717.50            | -         | 760.00    | 6,407.29         | 7,884.79         | 17,115.21    |
| ROSSE MARY CORNIEL                               | MUJER  | TÉCNICO DE RECURSOS HUMANOS                            | CARRERA               | 40,000.00     | 1,148.00          | 154.68    | 1,216.00  | 4,850.78         | 7,369.46         | 32,630.54    |
| YRIS DEL CARMEN MORETA VARGAS                    | MUJER  | AUXILIAR ADMINISTRATIVO (A)                            | CARRERA               | 45,000.00     | 1,291.50          | 1,148.33  | 1,368.00  | 12,323.53        | 16,131.36        | 28,868.64    |
|                                                  |        |                                                        |                       | 228,000.00    | 6,543.60          | 1,303.01  | 6,931.20  | 43,285.43        | 58,063.24        | 169,936.76   |

| <div><div><div>REPUBLICA DOMINICANA<br/>Consejo Nacional de Zonas<br/>Franco de Exportación</div></div><div>CONSEJO NACIONAL DE ZONAS FRANCO DE EXPORTACIÓN</div><div>DEPARTAMENTO DE RECURSOS HUMANOS<br/>NÓMINA EMPLEADOS FIJOS ENERO 2026</div><div><div><div>REPUBLICA DOMINICANA<br/>Consejo Nacional de Zonas<br/>Franco de Exportación</div></div></div></div> |        |                |                       |               |                   |                       |     |                  |                    |              |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------|----------------|-----------------------|---------------|-------------------|-----------------------|-----|------------------|--------------------|--------------|
| NOMBRE Y APELLIDO                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | GÉNERO | CARGO          | CATEGORIA DE SERVIDOR | SALARIO BRUTO | DESCUENTOS DE LEY |                       |     | OTROS DESCUENTOS | TOTAL DESCONTADO   | SALARIO NETO |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |        |                |                       |               | AFP               | ISR                   | SFS |                  |                    |              |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |        |                |                       |               |                   |                       |     |                  |                    |              |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |        |                |                       |               |                   |                       |     |                  |                    |              |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |        |                | TOTAL SALARIO BRUTO   | 7,410,380.00  |                   |                       |     |                  | TOTAL SALARIO NETO | 4,937,917.62 |
| APORTE INSTITUCIONAL                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |        |                |                       |               |                   |                       |     |                  |                    |              |
| FONDO DE PENSIONES                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |        | 526,136.98     |                       |               |                   |                       |     |                  |                    |              |
| SEGURO RIESGOS LABORALES                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |        | 68,679.42      |                       |               |                   |                       |     |                  |                    |              |
| SEGURO FAMILIAR DE SALUD                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |        | 515,903.56     |                       |               |                   |                       |     |                  |                    |              |
| TOTAL                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |        | 1,110,719.96   |                       |               |                   |                       |     |                  |                    |              |
| CERTIFICO QUE ESTA NÓMINA DE PAGO ESTA CORRECTA Y COMPLETA Y QUE LAS PERSONAS ENUMERADAS AL 31 ENERO 2026 FIGURAN EN LOS RECORDS DE EMPLEADOS FIJO QUE MANTIENE LA INSTITUCIÓN.                                                                                                                                                                                                                                                                                                                                                         |        |                |                       |               |                   |                       |     |                  |                    |              |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                        |        | Elaborado por: | LISSETTE EVANGELISTA  |               | Autorizado por:   | JOAQUÍN ELÍAS JIMÉNEZ |     |                  |                    |              |