

ESCALA DE REMUNERACIONES DE DICIEMBRE 2018 HASTA NOVIEMBRE 2019 VILLA ALEGRE

| CAT | NIVEL | PUNTAJE DESDE | PUNTAJE HASTA | SUELDO    | ASIG,     | TOTAL     |
|-----|-------|---------------|---------------|-----------|-----------|-----------|
|     |       |               |               | BASE      | A.P.M.    | HABERES   |
| A   | 1     | 11.663        | 12.500        | 1.169.319 | 1.169.319 | 2.338.638 |
|     | 2     | 10.830        | 11.662        | 1.121.338 | 1.121.338 | 2.242.675 |
|     | 3     | 9.997         | 10.829        | 1.073.356 | 1.073.356 | 2.146.713 |
|     | 4     | 9.164         | 9.996         | 1.025.375 | 1.025.375 | 2.050.751 |
|     | 5     | 8.331         | 9.163         | 977.394   | 977.394   | 1.954.788 |
|     | 6     | 7.498         | 8.330         | 929.413   | 929.413   | 1.858.826 |
|     | 7     | 6.665         | 7.497         | 881.432   | 881.432   | 1.762.864 |
|     | 8     | 5.832         | 6.664         | 833.451   | 833.451   | 1.666.901 |
|     | 9     | 4.999         | 5.831         | 785.469   | 785.469   | 1.570.939 |
|     | 10    | 4.166         | 4.998         | 737.488   | 737.488   | 1.474.977 |
|     | 11    | 3.333         | 4.165         | 689.507   | 689.507   | 1.379.014 |
|     | 12    | 2.500         | 3.332         | 641.526   | 641.526   | 1.283.052 |
|     | 13    | 1.667         | 2.499         | 593.545   | 593.545   | 1.187.090 |
|     | 14    | 834           | 1.666         | 545.564   | 545.564   | 1.091.127 |
|     | 15    | 0             | 833           | 497.582   | 497.582   | 995.165   |

| CAT | NIVEL | PUNTAJE DESDE | PUNTAJE HASTA | SUELDO  | ASIG,   | TOTAL     |
|-----|-------|---------------|---------------|---------|---------|-----------|
|     |       |               |               | BASE    | A.P.M.  | HABERES   |
| B   | 1     | 11.663        | 12.500        | 888.399 | 888.399 | 1.776.798 |
|     | 2     | 10.830        | 11.662        | 851.945 | 851.945 | 1.703.889 |
|     | 3     | 9.997         | 10.829        | 815.491 | 815.491 | 1.630.981 |
|     | 4     | 9.164         | 9.996         | 779.037 | 779.037 | 1.558.073 |
|     | 5     | 8.331         | 9.163         | 742.583 | 742.583 | 1.485.165 |
|     | 6     | 7.498         | 8.330         | 706.129 | 706.129 | 1.412.257 |
|     | 7     | 6.665         | 7.497         | 669.674 | 669.674 | 1.339.349 |
|     | 8     | 5.832         | 6.664         | 633.220 | 633.220 | 1.266.441 |
|     | 9     | 4.999         | 5.831         | 596.766 | 596.766 | 1.193.533 |
|     | 10    | 4.166         | 4.998         | 560.312 | 560.312 | 1.120.625 |
|     | 11    | 3.333         | 4.165         | 523.858 | 523.858 | 1.047.716 |
|     | 12    | 2.500         | 3.332         | 487.404 | 487.404 | 974.808   |
|     | 13    | 1.667         | 2.499         | 450.950 | 450.950 | 901.900   |
|     | 14    | 834           | 1.666         | 414.496 | 414.496 | 828.992   |
|     | 15    | 0             | 833           | 378.042 | 378.042 | 756.084   |

| CAT | NIVEL | PUNTAJE DESDE | PUNTAJE HASTA | SUELDO  | ASIG,   | TOTAL   |
|-----|-------|---------------|---------------|---------|---------|---------|
|     |       |               |               | BASE    | A.P.M.  | HABERES |
| C   | 1     | 10.733        | 11.500        | 448.827 | 448.827 | 897.654 |
|     | 2     | 9.967         | 10.732        | 431.016 | 431.016 | 862.033 |
|     | 3     | 9.201         | 9.966         | 413.206 | 413.206 | 826.412 |
|     | 4     | 8.435         | 9.200         | 395.395 | 395.395 | 790.790 |
|     | 5     | 7.669         | 8.434         | 377.585 | 377.585 | 755.169 |
|     | 6     | 6.903         | 7.668         | 359.774 | 359.774 | 719.548 |
|     | 7     | 6.138         | 6.902         | 341.963 | 341.963 | 683.927 |
|     | 8     | 5.370         | 6.137         | 324.153 | 324.153 | 648.306 |
|     | 9     | 4.603         | 5.369         | 306.342 | 306.342 | 612.684 |
|     | 10    | 3.836         | 4.602         | 288.532 | 288.532 | 577.063 |
|     | 11    | 3.069         | 3.835         | 270.721 | 270.721 | 541.442 |
|     | 12    | 2.302         | 3.068         | 252.910 | 252.910 | 505.821 |
|     | 13    | 1.535         | 2.301         | 235.100 | 235.100 | 470.200 |
|     | 14    | 768           | 1.534         | 217.289 | 217.289 | 434.578 |
|     | 15    | 0             | 767           | 199.479 | 199.479 | 398.957 |

| CAT | NIVEL | PUNTAJE DESDE | PUNTAJE HASTA | SUELDO  | ASIG,   | TOTAL   |
|-----|-------|---------------|---------------|---------|---------|---------|
|     |       |               |               | BASE    | A.P.M.  | HABERES |
| D   | 1     | 10.733        | 11.500        | 431.177 | 431.177 | 862.355 |
|     | 2     | 9.967         | 10.732        | 414.067 | 414.067 | 828.134 |
|     | 3     | 9.201         | 9.966         | 396.957 | 396.957 | 793.914 |
|     | 4     | 8.435         | 9.200         | 379.847 | 379.847 | 759.693 |
|     | 5     | 7.669         | 8.434         | 362.737 | 362.737 | 725.473 |
|     | 6     | 6.903         | 7.668         | 345.626 | 345.626 | 691.253 |
|     | 7     | 6.138         | 6.902         | 328.516 | 328.516 | 657.032 |
|     | 8     | 5.370         | 6.137         | 311.406 | 311.406 | 622.812 |
|     | 9     | 4.603         | 5.369         | 294.296 | 294.296 | 588.591 |
|     | 10    | 3.836         | 4.602         | 277.185 | 277.185 | 554.371 |
|     | 11    | 3.069         | 3.835         | 260.075 | 260.075 | 520.150 |
|     | 12    | 2.302         | 3.068         | 242.965 | 242.965 | 485.930 |
|     | 13    | 1.535         | 2.301         | 225.855 | 225.855 | 451.710 |
|     | 14    | 768           | 1.534         | 208.745 | 208.745 | 417.489 |
|     | 15    | 0             | 767           | 191.634 | 191.634 | 383.269 |

| CAT | NIVEL | PUNTAJE DESDE | PUNTAJE HASTA | SUELDO  | ASIG,   | TOTAL   |
|-----|-------|---------------|---------------|---------|---------|---------|
|     |       |               |               | BASE    | A.P.M.  | HABERES |
|     | 1     | 10.733        | 11.500        | 400.852 | 400.852 | 801.705 |

| CAT | NIVEL | PUNTAJE DESDE | PUNTAJE HASTA | SUELDO  | ASIG,   | TOTAL   |
|-----|-------|---------------|---------------|---------|---------|---------|
|     |       |               |               | BASE    | A.P.M.  | HABERES |
|     | 1     | 10.733        | 11.500        | 353.460 | 353.460 | 706.920 |

|   |    |       |        |         |         |         |
|---|----|-------|--------|---------|---------|---------|
| E | 2  | 9.967 | 10.732 | 384.946 | 384.946 | 769.891 |
|   | 3  | 9.201 | 9.966  | 369.039 | 369.039 | 738.077 |
|   | 4  | 8.435 | 9.200  | 353.132 | 353.132 | 706.264 |
|   | 5  | 7.669 | 8.434  | 337.225 | 337.225 | 674.450 |
|   | 6  | 6.903 | 7.668  | 321.318 | 321.318 | 642.636 |
|   | 7  | 6.138 | 6.902  | 305.411 | 305.411 | 610.823 |
|   | 8  | 5.370 | 6.137  | 289.505 | 289.505 | 579.009 |
|   | 9  | 4.603 | 5.369  | 273.598 | 273.598 | 547.195 |
|   | 10 | 3.836 | 4.602  | 257.691 | 257.691 | 515.382 |
|   | 11 | 3.069 | 3.835  | 241.784 | 241.784 | 483.568 |
|   | 12 | 2.302 | 3.068  | 225.877 | 225.877 | 451.754 |
|   | 13 | 1.535 | 2.301  | 209.970 | 209.970 | 419.941 |
|   | 14 | 768   | 1.534  | 194.063 | 194.063 | 388.127 |
|   | 15 | 0     | 767    | 178.157 | 178.157 | 356.313 |

|   |    |       |        |         |         |         |
|---|----|-------|--------|---------|---------|---------|
| F | 2  | 9.967 | 10.732 | 339.434 | 339.434 | 678.868 |
|   | 3  | 9.201 | 9.966  | 325.408 | 325.408 | 650.815 |
|   | 4  | 8.435 | 9.200  | 311.381 | 311.381 | 622.763 |
|   | 5  | 7.669 | 8.434  | 297.355 | 297.355 | 594.710 |
|   | 6  | 6.903 | 7.668  | 283.329 | 283.329 | 566.658 |
|   | 7  | 6.138 | 6.902  | 269.303 | 269.303 | 538.606 |
|   | 8  | 5.370 | 6.137  | 255.277 | 255.277 | 510.553 |
|   | 9  | 4.603 | 5.369  | 241.250 | 241.250 | 482.501 |
|   | 10 | 3.836 | 4.602  | 227.224 | 227.224 | 454.449 |
|   | 11 | 3.069 | 3.835  | 213.198 | 213.198 | 426.396 |
|   | 12 | 2.302 | 3.068  | 199.172 | 199.172 | 398.344 |
|   | 13 | 1.535 | 2.301  | 185.146 | 185.146 | 370.291 |
|   | 14 | 768   | 1.534  | 171.120 | 171.120 | 342.239 |
|   | 15 | 0     | 767    | 157.093 | 157.093 | 314.187 |

|              |         | A         | B       | C       | D       | E       | F       |
|--------------|---------|-----------|---------|---------|---------|---------|---------|
| SBMN         | 100%    | 497.582   | 378.042 | 199.479 | 191.634 | 178.157 | 157.093 |
| EXPEREINCIA  | 90% 90% | 447.824   | 340.238 | 179.531 | 172.471 | 160.341 | 141.384 |
| CAPACITACION | 45% 35% | 223.912   | 170.119 | 69.818  | 67.072  | 62.355  | 54.983  |
| TOTAL        |         | 1.169.319 | 888.399 | 448.827 | 431.177 | 400.852 | 353.460 |
| INCREMENTO   |         | 47.981    | 36.454  | 17.811  | 17.110  | 15.907  | 14.026  |