

ESCALA DE REMUNERACIONES DE DICIEMBRE 2020 HASTA NOVIEMBRE 2021 VILLA ALEGRE

| CAT | NIVEL | PUNTAJE DESDE | PUNTAJE HASTA | SUELDO    | ASIG,     | TOTAL     |
|-----|-------|---------------|---------------|-----------|-----------|-----------|
|     |       |               |               | BASE      | A.P.M.    | HABERES   |
| A   | 1     | 11.663        | 12.500        | 1.234.514 | 1.234.514 | 2.469.028 |
|     | 2     | 10.830        | 11.662        | 1.183.857 | 1.183.857 | 2.367.715 |
|     | 3     | 9.997         | 10.829        | 1.133.201 | 1.133.201 | 2.266.402 |
|     | 4     | 9.164         | 9.996         | 1.082.545 | 1.082.545 | 2.165.089 |
|     | 5     | 8.331         | 9.163         | 1.031.888 | 1.031.888 | 2.063.776 |
|     | 6     | 7.498         | 8.330         | 981.232   | 981.232   | 1.962.464 |
|     | 7     | 6.665         | 7.497         | 930.575   | 930.575   | 1.861.151 |
|     | 8     | 5.832         | 6.664         | 879.919   | 879.919   | 1.759.838 |
|     | 9     | 4.999         | 5.831         | 829.263   | 829.263   | 1.658.525 |
|     | 10    | 4.166         | 4.998         | 778.606   | 778.606   | 1.557.212 |
|     | 11    | 3.333         | 4.165         | 727.950   | 727.950   | 1.455.900 |
|     | 12    | 2.500         | 3.332         | 677.293   | 677.293   | 1.354.587 |
|     | 13    | 1.667         | 2.499         | 626.637   | 626.637   | 1.253.274 |
|     | 14    | 834           | 1.666         | 575.981   | 575.981   | 1.151.961 |
|     | 15    | 0             | 833           | 525.324   | 525.324   | 1.050.648 |

| CAT | NIVEL | PUNTAJE DESDE | PUNTAJE HASTA | SUELDO  | ASIG,   | TOTAL     |
|-----|-------|---------------|---------------|---------|---------|-----------|
|     |       |               |               | BASE    | A.P.M.  | HABERES   |
| B   | 1     | 11.663        | 12.500        | 937.932 | 937.932 | 1.875.863 |
|     | 2     | 10.830        | 11.662        | 899.445 | 899.445 | 1.798.890 |
|     | 3     | 9.997         | 10.829        | 860.959 | 860.959 | 1.721.917 |
|     | 4     | 9.164         | 9.996         | 822.472 | 822.472 | 1.644.944 |
|     | 5     | 8.331         | 9.163         | 783.985 | 783.985 | 1.567.971 |
|     | 6     | 7.498         | 8.330         | 745.499 | 745.499 | 1.490.998 |
|     | 7     | 6.665         | 7.497         | 707.012 | 707.012 | 1.414.024 |
|     | 8     | 5.832         | 6.664         | 668.526 | 668.526 | 1.337.051 |
|     | 9     | 4.999         | 5.831         | 630.039 | 630.039 | 1.260.078 |
|     | 10    | 4.166         | 4.998         | 591.552 | 591.552 | 1.183.105 |
|     | 11    | 3.333         | 4.165         | 553.066 | 553.066 | 1.106.132 |
|     | 12    | 2.500         | 3.332         | 514.579 | 514.579 | 1.029.158 |
|     | 13    | 1.667         | 2.499         | 476.093 | 476.093 | 952.185   |
|     | 14    | 834           | 1.666         | 437.606 | 437.606 | 875.212   |
|     | 15    | 0             | 833           | 399.119 | 399.119 | 798.239   |

| CAT | NIVEL | PUNTAJE DESDE | PUNTAJE HASTA | SUELDO  | ASIG,   | TOTAL   |
|-----|-------|---------------|---------------|---------|---------|---------|
|     |       |               |               | BASE    | A.P.M.  | HABERES |
| C   | 1     | 10.733        | 11.500        | 473.850 | 473.850 | 947.700 |
|     | 2     | 9.967         | 10.732        | 455.046 | 455.046 | 910.092 |
|     | 3     | 9.201         | 9.966         | 436.242 | 436.242 | 872.485 |
|     | 4     | 8.435         | 9.200         | 417.439 | 417.439 | 834.878 |
|     | 5     | 7.669         | 8.434         | 398.635 | 398.635 | 797.270 |
|     | 6     | 6.903         | 7.668         | 379.832 | 379.832 | 759.663 |
|     | 7     | 6.138         | 6.902         | 361.028 | 361.028 | 722.056 |
|     | 8     | 5.370         | 6.137         | 342.224 | 342.224 | 684.449 |
|     | 9     | 4.603         | 5.369         | 323.421 | 323.421 | 646.841 |
|     | 10    | 3.836         | 4.602         | 304.617 | 304.617 | 609.234 |
|     | 11    | 3.069         | 3.835         | 285.813 | 285.813 | 571.627 |
|     | 12    | 2.302         | 3.068         | 267.010 | 267.010 | 534.019 |
|     | 13    | 1.535         | 2.301         | 248.206 | 248.206 | 496.412 |
|     | 14    | 768           | 1.534         | 229.402 | 229.402 | 458.805 |
|     | 15    | 0             | 767           | 210.599 | 210.599 | 421.198 |

| CAT | NIVEL | PUNTAJE DESDE | PUNTAJE HASTA | SUELDO  | ASIG,   | TOTAL   |
|-----|-------|---------------|---------------|---------|---------|---------|
|     |       |               |               | BASE    | A.P.M.  | HABERES |
| D   | 1     | 10.733        | 11.500        | 455.216 | 455.216 | 910.432 |
|     | 2     | 9.967         | 10.732        | 437.152 | 437.152 | 874.304 |
|     | 3     | 9.201         | 9.966         | 419.088 | 419.088 | 838.176 |
|     | 4     | 8.435         | 9.200         | 401.024 | 401.024 | 802.047 |
|     | 5     | 7.669         | 8.434         | 382.959 | 382.959 | 765.919 |
|     | 6     | 6.903         | 7.668         | 364.895 | 364.895 | 729.790 |
|     | 7     | 6.138         | 6.902         | 346.831 | 346.831 | 693.662 |
|     | 8     | 5.370         | 6.137         | 328.767 | 328.767 | 657.533 |
|     | 9     | 4.603         | 5.369         | 310.703 | 310.703 | 621.405 |
|     | 10    | 3.836         | 4.602         | 292.638 | 292.638 | 585.277 |
|     | 11    | 3.069         | 3.835         | 274.574 | 274.574 | 549.148 |
|     | 12    | 2.302         | 3.068         | 256.510 | 256.510 | 513.020 |
|     | 13    | 1.535         | 2.301         | 238.446 | 238.446 | 476.891 |
|     | 14    | 768           | 1.534         | 220.381 | 220.381 | 440.763 |
|     | 15    | 0             | 767           | 202.317 | 202.317 | 404.635 |

| CAT | NIVEL | PUNTAJE DESDE | PUNTAJE HASTA | SUELDO  | ASIG,   | TOTAL   |
|-----|-------|---------------|---------------|---------|---------|---------|
|     |       |               |               | BASE    | A.P.M.  | HABERES |
| E   | 1     | 10.733        | 11.500        | 423.201 | 423.201 | 846.401 |
|     | 2     | 9.967         | 10.732        | 406.407 | 406.407 | 812.814 |
|     | 3     | 9.201         | 9.966         | 389.613 | 389.613 | 779.226 |
|     | 4     | 8.435         | 9.200         | 372.820 | 372.820 | 745.639 |
|     | 5     | 7.669         | 8.434         | 356.026 | 356.026 | 712.052 |
|     | 6     | 6.903         | 7.668         | 339.232 | 339.232 | 678.464 |
|     | 7     | 6.138         | 6.902         | 322.438 | 322.438 | 644.877 |
|     | 8     | 5.370         | 6.137         | 305.645 | 305.645 | 611.289 |
|     | 9     | 4.603         | 5.369         | 288.851 | 288.851 | 577.702 |

| CAT | NIVEL | PUNTAJE DESDE | PUNTAJE HASTA | SUELDO  | ASIG,   | TOTAL   |
|-----|-------|---------------|---------------|---------|---------|---------|
|     |       |               |               | BASE    | A.P.M.  | HABERES |
| F   | 1     | 10.733        | 11.500        | 373.167 | 373.167 | 746.335 |
|     | 2     | 9.967         | 10.732        | 358.359 | 358.359 | 716.718 |
|     | 3     | 9.201         | 9.966         | 343.551 | 343.551 | 687.102 |
|     | 4     | 8.435         | 9.200         | 328.743 | 328.743 | 657.485 |
|     | 5     | 7.669         | 8.434         | 313.934 | 313.934 | 627.869 |
|     | 6     | 6.903         | 7.668         | 299.126 | 299.126 | 598.252 |
|     | 7     | 6.138         | 6.902         | 284.318 | 284.318 | 568.636 |
|     | 8     | 5.370         | 6.137         | 269.510 | 269.510 | 539.019 |
|     | 9     | 4.603         | 5.369         | 254.702 | 254.702 | 509.403 |

|    |       |       |         |         |         |
|----|-------|-------|---------|---------|---------|
| 10 | 3.836 | 4.602 | 272.057 | 272.057 | 544.114 |
| 11 | 3.069 | 3.835 | 255.263 | 255.263 | 510.527 |
| 12 | 2.302 | 3.068 | 238.470 | 238.470 | 476.939 |
| 13 | 1.535 | 2.301 | 221.676 | 221.676 | 443.352 |
| 14 | 768   | 1.534 | 204.882 | 204.882 | 409.764 |
| 15 | 0     | 767   | 188.088 | 188.088 | 376.177 |

|    |       |       |         |         |         |
|----|-------|-------|---------|---------|---------|
| 10 | 3.836 | 4.602 | 239.893 | 239.893 | 479.787 |
| 11 | 3.069 | 3.835 | 225.085 | 225.085 | 450.170 |
| 12 | 2.302 | 3.068 | 210.277 | 210.277 | 420.554 |
| 13 | 1.535 | 2.301 | 195.469 | 195.469 | 390.937 |
| 14 | 768   | 1.534 | 180.660 | 180.660 | 361.321 |
| 15 | 0     | 767   | 165.852 | 165.852 | 331.704 |

|              |      |     | A         | B       | C       | D       | E       | F       |
|--------------|------|-----|-----------|---------|---------|---------|---------|---------|
| SBMN         | 100% |     | 525.324   | 399.119 | 210.599 | 202.317 | 188.088 | 165.852 |
| EXPEREINCIA  | 90%  | 90% | 472.793   | 359.208 | 189.541 | 182.087 | 169.281 | 149.267 |
| CAPACITACION | 45%  | 35% | 236.397   | 179.604 | 73.710  | 70.812  | 65.831  | 58.048  |
| TOTAL        |      |     | 1.234.514 | 937.932 | 473.850 | 455.216 | 423.201 | 373.167 |
| INCREMENTO   |      |     | 50.656    | 38.487  | 18.804  | 18.064  | 16.794  | 14.808  |