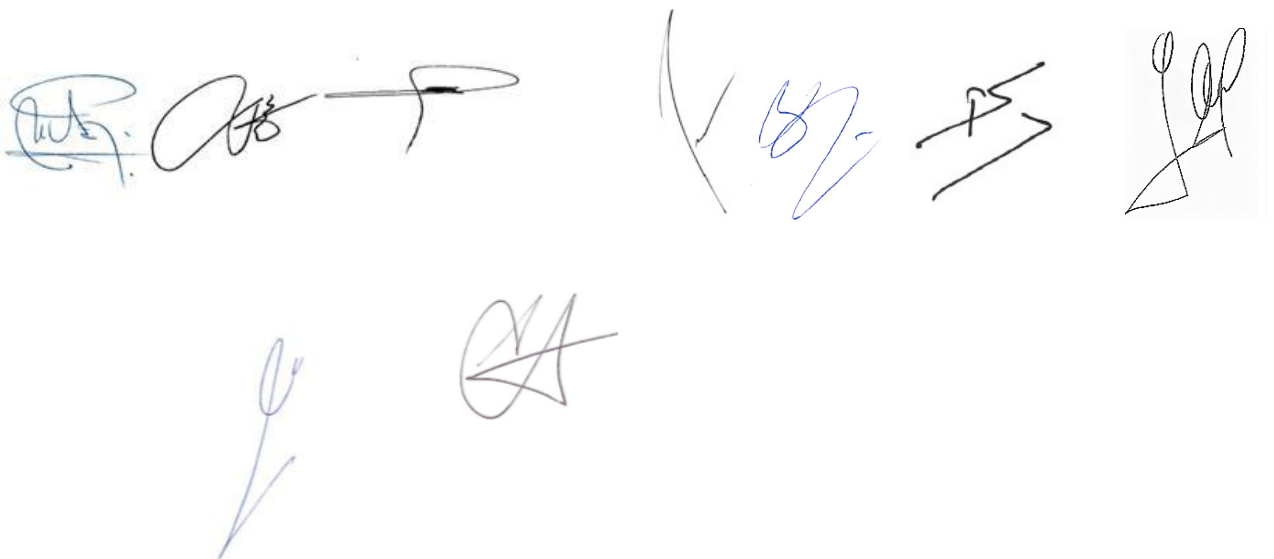


## **ANEXO A - ESCALAS SALARIALES**

### **ESCALAS JUNIO 2021**

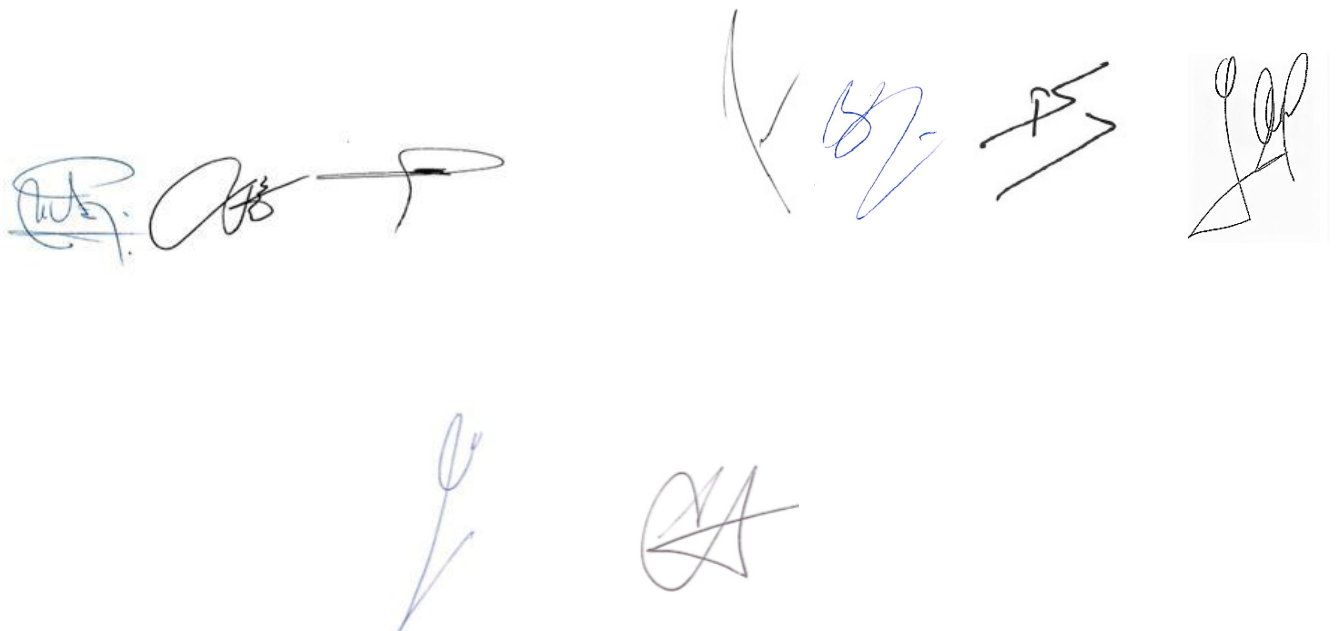
| Categoría | Básico  | Suma rem a<br>cuenta | Ajuste<br>convencional | Conformado | Adicional<br>Acta Junio<br>2020 | Total   |
|-----------|---------|----------------------|------------------------|------------|---------------------------------|---------|
| A         | 38.267  | \$ 547               | 19.160                 | 57.974     | 4.000                           | 61.974  |
| B         | 38.757  | \$ 547               | 19.401                 | 58.705     | 4.000                           | 62.705  |
| C         | 39.478  | \$ 547               | 19.755                 | 59.780     | 4.000                           | 63.780  |
| D         | 40.411  | \$ -                 | 19.942                 | 60.353     | 4.000                           | 64.353  |
| E         | 41.833  | \$ -                 | 20.637                 | 62.470     | 4.000                           | 66.470  |
| F         | 43.871  | \$ -                 | 21.634                 | 65.505     | 4.000                           | 69.505  |
| T0        | 47.704  | \$ -                 | 23.509                 | 71.213     | 4.000                           | 75.213  |
| T1        | 54.112  | \$ -                 | 26.655                 | 80.767     | 4.000                           | 84.767  |
| T2        | 59.623  | \$ -                 | 29.349                 | 88.972     | 4.000                           | 92.972  |
| T3        | 65.181  | \$ -                 | 32.073                 | 97.254     | 4.000                           | 101.254 |
| T4        | 68.858  | \$ -                 | 33.874                 | 102.732    | 4.000                           | 106.732 |
| T5        | 74.987  | \$ -                 | 36.874                 | 111.861    | 4.000                           | 115.861 |
| T6        | 80.066  | \$ -                 | 39.362                 | 119.428    | 4.000                           | 123.428 |
| T7        | 86.113  | \$ -                 | 42.323                 | 128.436    | 4.000                           | 132.436 |
| T8        | 92.448  | \$ -                 | 45.425                 | 137.873    | 4.000                           | 141.873 |
| T9        | 98.139  | \$ -                 | 48.214                 | 146.353    | 4.000                           | 150.353 |
| T10       | 103.085 | \$ -                 | 50.635                 | 153.720    | 4.000                           | 157.720 |

The image shows several handwritten signatures and initials in blue ink. There are three distinct signatures at the top, followed by two more at the bottom. The signatures are stylized and appear to be official approvals or endorsements.

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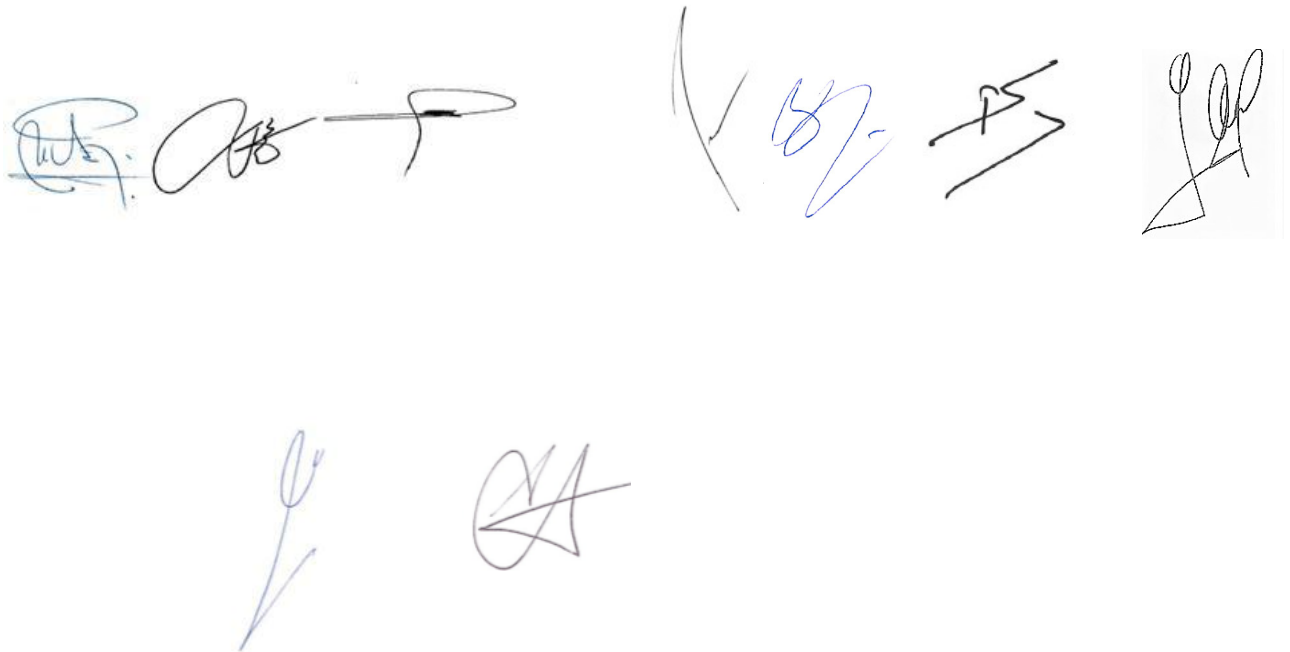
## ESCALAS JULIO 2021

| Categoría | Básico  | Suma rem a<br>cuenta | Ajuste<br>convencional | Conformado | Adicional<br>Acta Junio<br>2020 | Total   |
|-----------|---------|----------------------|------------------------|------------|---------------------------------|---------|
| A         | 44.464  | \$ 547               | 19.160                 | 64.171     | 4.000                           | 68.171  |
| B         | 45.028  | \$ 547               | 19.401                 | 64.976     | 4.000                           | 68.976  |
| C         | 45.856  | \$ 547               | 19.755                 | 66.158     | 4.000                           | 70.158  |
| D         | 46.846  | \$ -                 | 19.942                 | 66.788     | 4.000                           | 70.788  |
| E         | 48.480  | \$ -                 | 20.637                 | 69.117     | 4.000                           | 73.117  |
| F         | 50.822  | \$ -                 | 21.634                 | 72.456     | 4.000                           | 76.456  |
| T0        | 55.225  | \$ -                 | 23.509                 | 78.734     | 4.000                           | 82.734  |
| T1        | 62.589  | \$ -                 | 26.655                 | 89.244     | 4.000                           | 93.244  |
| T2        | 68.920  | \$ -                 | 29.349                 | 98.269     | 4.000                           | 102.269 |
| T3        | 75.306  | \$ -                 | 32.073                 | 107.379    | 4.000                           | 111.379 |
| T4        | 79.531  | \$ -                 | 33.874                 | 113.405    | 4.000                           | 117.405 |
| T5        | 86.573  | \$ -                 | 36.874                 | 123.447    | 4.000                           | 127.447 |
| T6        | 92.409  | \$ -                 | 39.362                 | 131.771    | 4.000                           | 135.771 |
| T7        | 99.357  | \$ -                 | 42.323                 | 141.680    | 4.000                           | 145.680 |
| T8        | 106.635 | \$ -                 | 45.425                 | 152.060    | 4.000                           | 156.060 |
| T9        | 113.174 | \$ -                 | 48.214                 | 161.388    | 4.000                           | 165.388 |
| T10       | 118.857 | \$ -                 | 50.635                 | 169.492    | 4.000                           | 173.492 |



## ESCALAS NOVIEMBRE 2021

| Categoría | Básico  | Suma rem a cuenta | Ajuste convencional | Conformado | Adicional Acta Junio 2020 | Total   |
|-----------|---------|-------------------|---------------------|------------|---------------------------|---------|
| A         | 46.943  | \$ 547            | 19.160              | 66.650     | 4.000                     | 70.650  |
| B         | 47.536  | \$ 547            | 19.401              | 67.484     | 4.000                     | 71.484  |
| C         | 48.407  | \$ 547            | 19.755              | 68.709     | 4.000                     | 72.709  |
| D         | 49.420  | \$ -              | 19.942              | 69.362     | 4.000                     | 73.362  |
| E         | 51.139  | \$ -              | 20.637              | 71.776     | 4.000                     | 75.776  |
| F         | 53.602  | \$ -              | 21.634              | 75.236     | 4.000                     | 79.236  |
| T0        | 58.234  | \$ -              | 23.509              | 81.743     | 4.000                     | 85.743  |
| T1        | 65.980  | \$ -              | 26.655              | 92.635     | 4.000                     | 96.635  |
| T2        | 72.639  | \$ -              | 29.349              | 101.988    | 4.000                     | 105.988 |
| T3        | 79.356  | \$ -              | 32.073              | 111.429    | 4.000                     | 115.429 |
| T4        | 83.800  | \$ -              | 33.874              | 117.674    | 4.000                     | 121.674 |
| T5        | 91.207  | \$ -              | 36.874              | 128.081    | 4.000                     | 132.081 |
| T6        | 97.346  | \$ -              | 39.362              | 136.708    | 4.000                     | 140.708 |
| T7        | 104.654 | \$ -              | 42.323              | 146.977    | 4.000                     | 150.977 |
| T8        | 112.310 | \$ -              | 45.425              | 157.735    | 4.000                     | 161.735 |
| T9        | 119.188 | \$ -              | 48.214              | 167.402    | 4.000                     | 171.402 |
| T10       | 125.166 | \$ -              | 50.635              | 175.801    | 4.000                     | 179.801 |



**ESCALAS DICIEMBRE 2021**

| Categoría | Básico  | Suma rem a<br>cuenta | Ajuste<br>convencional | Conformado | Adicional<br>Acta Junio<br>2020 | Total   |
|-----------|---------|----------------------|------------------------|------------|---------------------------------|---------|
| A         | 49.422  | \$ 547               | 19.160                 | 69.129     | 4.000                           | 73.129  |
| B         | 50.044  | \$ 547               | 19.401                 | 69.992     | 4.000                           | 73.992  |
| C         | 50.958  | \$ 547               | 19.755                 | 71.260     | 4.000                           | 75.260  |
| D         | 51.994  | \$ -                 | 19.942                 | 71.936     | 4.000                           | 75.936  |
| E         | 53.798  | \$ -                 | 20.637                 | 74.435     | 4.000                           | 78.435  |
| F         | 56.382  | \$ -                 | 21.634                 | 78.016     | 4.000                           | 82.016  |
| T0        | 61.243  | \$ -                 | 23.509                 | 84.752     | 4.000                           | 88.752  |
| T1        | 69.371  | \$ -                 | 26.655                 | 96.026     | 4.000                           | 100.026 |
| T2        | 76.358  | \$ -                 | 29.349                 | 105.707    | 4.000                           | 109.707 |
| T3        | 83.406  | \$ -                 | 32.073                 | 115.479    | 4.000                           | 119.479 |
| T4        | 88.069  | \$ -                 | 33.874                 | 121.943    | 4.000                           | 125.943 |
| T5        | 95.841  | \$ -                 | 36.874                 | 132.715    | 4.000                           | 136.715 |
| T6        | 102.283 | \$ -                 | 39.362                 | 141.645    | 4.000                           | 145.645 |
| T7        | 109.951 | \$ -                 | 42.323                 | 152.274    | 4.000                           | 156.274 |
| T8        | 117.985 | \$ -                 | 45.425                 | 163.410    | 4.000                           | 167.410 |
| T9        | 125.202 | \$ -                 | 48.214                 | 173.416    | 4.000                           | 177.416 |
| T10       | 131.475 | \$ -                 | 50.635                 | 182.110    | 4.000                           | 186.110 |

The image shows several handwritten signatures and initials in blue ink. On the left, there is a large, stylized signature. To its right, there are three smaller, more distinct signatures. Further right, there is a signature that appears to be 'JEP'. Below these, there are two more signatures, one of which is a large, bold 'A'.

## ESCALAS ENERO 2022

| Categoría | Básico  | Suma rem a<br>cuenta | Ajuste<br>convencional | Conformado | Adicional<br>Acta Junio<br>2020 | Total   |
|-----------|---------|----------------------|------------------------|------------|---------------------------------|---------|
| A         | 51.281  | \$ 547               | 19.160                 | 70.988     | 4.000                           | 74.988  |
| B         | 51.925  | \$ 547               | 19.401                 | 71.873     | 4.000                           | 75.873  |
| C         | 52.871  | \$ 547               | 19.755                 | 73.173     | 4.000                           | 77.173  |
| D         | 53.925  | \$ -                 | 19.942                 | 73.867     | 4.000                           | 77.867  |
| E         | 55.792  | \$ -                 | 20.637                 | 76.429     | 4.000                           | 80.429  |
| F         | 58.467  | \$ -                 | 21.634                 | 80.101     | 4.000                           | 84.101  |
| T0        | 63.499  | \$ -                 | 23.509                 | 87.008     | 4.000                           | 91.008  |
| T1        | 71.914  | \$ -                 | 26.655                 | 98.569     | 4.000                           | 102.569 |
| T2        | 79.147  | \$ -                 | 29.349                 | 108.496    | 4.000                           | 112.496 |
| T3        | 86.444  | \$ -                 | 32.073                 | 118.517    | 4.000                           | 122.517 |
| T4        | 91.271  | \$ -                 | 33.874                 | 125.145    | 4.000                           | 129.145 |
| T5        | 99.317  | \$ -                 | 36.874                 | 136.191    | 4.000                           | 140.191 |
| T6        | 105.986 | \$ -                 | 39.362                 | 145.348    | 4.000                           | 149.348 |
| T7        | 113.924 | \$ -                 | 42.323                 | 156.247    | 4.000                           | 160.247 |
| T8        | 122.241 | \$ -                 | 45.425                 | 167.666    | 4.000                           | 171.666 |
| T9        | 129.713 | \$ -                 | 48.214                 | 177.927    | 4.000                           | 181.927 |
| T10       | 136.207 | \$ -                 | 50.635                 | 186.842    | 4.000                           | 190.842 |

