



**Cepsa - Refinería “La Rábida”**

**Sección Sindical del Sindicato  
Unitario de Andalucía**

<http://www.sindicatounitario.net/unitario.rlr.htm>

**Coordinadora Sindical de Andalucía**

## **Información nº 80 - 07**

# **SALARIOS DE TÉCNICOS - RLR**

## **(“Nuevos” y “viejos” de la nómina Convenio)**

A petición de varios compañeros Técnicos y Directivos, presentamos las tablas salariales de los “nuevos” técnicos medios de nivel 7 y de los técnico superiores de nivel 8, y la de los “viejos” técnicos medios de nivel 7 (antiguos T.M. “B”) y de nivel 8 (antiguos T.M. “A”), que continúan conservando el nivel a título personal (Ad Personam).

Presentamos las tablas de los nuevos, con los salarios a jornada ordinaria y a turnos, en función del número de años reconocidos en la refinería, y aparte la suma de objetivos de centro y empresa y el plus de desempeño profesional (PDP) con un valor a modo de ejemplo representativo del 85%. Se pueden comprobar las diferencias de salarios desde que se entra en refinería hasta que se cumplen mas de 8 años en la Empresa.

Por otro lado, presentamos las tablas de los “viejos” en función del número de trienios, y teniendo en cuenta que en los niveles 7 y 8 todavía persisten diferentes sueldos (procedentes de las antiguas RBAs), tanto para jornada ordinaria como a 3 turnos. Las diferencias entre las distintas anualidades a turnos son las mismas que a jornada ordinaria.

Se dá la contradicción que los trabajadores de la nueva estructura pueden cobrar mas durante los primeros años que con la vieja estructura, por el pago del PCT, pero al tener éste un tope después se ven superados por las expectativas de antigüedad que no lo tienen.

Los salarios de los niveles 7 y 8 son distintos a jornada ordinaria que a turnos, por los diferentes antiguos valores de las RBAs que teníamos, aunque los valores de referencia sí que son iguales.

De esta manera, los TDs tenéis los datos suficientes para poderos comparar con los niveles 7 y 8 (tantos de los “viejos” como de los nuevos”), amén de los salarios y complementos de los niveles que os hemos entregado de Petronor y de Cepsa.

Como siempre, encantados de poderos informar. Y sois libres de sacar vuestras propias conclusiones, de dónde estáis y que es lo que queréis, o estáis dispuestos a soportar.

**Sección Sindical del Sindicato Unitario**

**En Cepsa Refinería la Rábida**

**La Rábida, 23 de Noviembre de 2007**

**Contra la contra-reforma laboral, por un Estatuto Obrero**

**VALORES ANUALES - NIVELES 7 y 8**  
**RETRIBUCIONES PERSONAL CON ANTIGUEDAD >= 6/6/95**  
**PERSONAL A JORNADA ORDINARIA - 2007 provisional - ANUAL**

| NIVEL 7  |           |          |           |          | JOR. ORD.<br>PCT1 |          | JOR. ORD.<br>PCT2 | Est 85%<br>Año | SUMA<br>OBJETIVOS | JOR. ORD.<br>PCT1 | JOR. ORD.<br>PCT2 | DIFERENCIAS<br>ANUALES |
|----------|-----------|----------|-----------|----------|-------------------|----------|-------------------|----------------|-------------------|-------------------|-------------------|------------------------|
| Años     | SB        | AP       | RBC       | PCT1     | SUBTOTAL 1        | PCT2     | SUBTOTAL 2        | PDP            | 2006              | TOTAL 1           | TOTAL 2           | TOTAL +PDP             |
| 0 a 1    | 18.731,37 | 930,58   | 19.661,95 | 1.235,64 | 20.897,59         | 1.063,51 | 20.725,46         | 501,38         | 983,10            | 22.382,07         | 22.209,94         | 16.305,97              |
| 1 a 2    | 23.100,45 | 1.077,26 | 24.177,71 | 1.235,64 | 25.413,35         | 1.063,51 | 25.241,22         | 616,53         | 1.208,89          | 27.238,77         | 27.066,64         | 11.449,27              |
| 2 a 3    | 28.152,70 | 1.685,39 | 29.838,08 | 1.235,64 | 31.073,73         | 1.063,51 | 30.901,59         | 760,87         | 1.491,90          | 33.326,50         | 33.154,37         | 5.361,54               |
| 3 a 4    | 28.152,70 | 1.685,39 | 29.838,08 | 1.235,64 | 31.073,73         | 1.063,51 | 30.901,59         | 760,87         | 1.491,90          | 33.326,50         | 33.154,37         | 5.361,54               |
| 4 a 5    | 28.152,70 | 1.685,39 | 29.838,08 | 1.235,64 | 31.073,73         | 1.063,51 | 30.901,59         | 1.014,49       | 1.491,90          | 33.580,12         | 33.407,99         | 5.107,91               |
| 5 a 6    | 28.152,70 | 2.451,46 | 30.604,16 | 1.235,64 | 31.839,80         | 1.063,51 | 31.667,67         | 1.040,54       | 1.530,21          | 34.410,55         | 34.238,42         | 4.277,48               |
| 6 a 7    | 28.152,70 | 2.451,46 | 30.604,16 | 1.235,64 | 31.839,80         | 1.063,51 | 31.667,67         | 1.040,54       | 1.530,21          | 34.410,55         | 34.238,42         | 4.277,48               |
| 7 a 8    | 28.152,70 | 2.451,46 | 30.604,16 | 1.235,64 | 31.839,80         | 1.063,51 | 31.667,67         | 1.040,54       | 1.530,21          | 34.410,55         | 34.238,42         | 4.277,48               |
| Mas de 8 | 28.152,70 | 6.128,67 | 34.281,37 | 1.235,64 | 35.517,01         | 1.063,51 | 35.344,88         | 1.456,96       | 1.714,07          | 38.688,04         | 38.515,91         | 0,00                   |
| NIVEL 8  |           |          |           |          | JOR. ORD.<br>PCT1 |          | JOR. ORD.<br>PCT2 | Est 85%<br>Año | SUMA<br>OBJETIVOS | JOR. ORD.<br>PCT1 | JOR. ORD.<br>PCT2 | DIFERENCIAS<br>ANUALES |
| Años     | SB        | AP       | RBC       | PCT1     | SUBTOTAL 1        | PCT2     | SUBTOTAL 2        | PDP            | 2006              | TOTAL 1           | TOTAL 2           | TOTAL +PDP             |
| 0 a 1    | 20.533,72 | 957,59   | 21.491,31 | 1.235,64 | 22.726,95         | 1.063,51 | 22.554,82         | 548,03         | 1.074,57          | 24.349,55         | 24.177,41         | 19.193,01              |
| 1 a 2    | 25.337,44 | 1.103,15 | 26.440,59 | 1.235,64 | 27.676,23         | 1.063,51 | 27.504,10         | 674,24         | 1.322,03          | 29.672,50         | 29.500,36         | 13.870,06              |
| 2 a 3    | 32.183,95 | 1.798,75 | 33.982,70 | 1.235,64 | 35.218,34         | 1.063,51 | 35.046,21         | 866,56         | 1.699,14          | 37.784,04         | 37.611,90         | 5.758,52               |
| 3 a 4    | 32.183,95 | 1.798,75 | 33.982,70 | 1.235,64 | 35.218,34         | 1.063,51 | 35.046,21         | 866,56         | 1.699,14          | 37.784,04         | 37.611,90         | 5.758,52               |
| 4 a 5    | 32.183,95 | 1.798,75 | 33.982,70 | 1.235,64 | 35.218,34         | 1.063,51 | 35.046,21         | 1.155,41       | 1.699,14          | 38.072,89         | 37.900,76         | 5.469,67               |
| 5 a 6    | 32.183,95 | 2.616,38 | 34.800,33 | 1.235,64 | 36.035,97         | 1.063,51 | 35.863,84         | 1.183,21       | 1.740,02          | 38.959,20         | 38.787,06         | 4.583,36               |
| 6 a 7    | 32.183,95 | 2.616,38 | 34.800,33 | 1.235,64 | 36.035,97         | 1.063,51 | 35.863,84         | 1.183,21       | 1.740,02          | 38.959,20         | 38.787,06         | 4.583,36               |
| 7 a 8    | 32.183,95 | 2.616,38 | 34.800,33 | 1.235,64 | 36.035,97         | 1.063,51 | 35.863,84         | 1.183,21       | 1.740,02          | 38.959,20         | 38.787,06         | 4.583,36               |
| Mas de 8 | 32.183,95 | 6.540,92 | 38.724,87 | 1.235,64 | 39.960,51         | 1.063,51 | 39.788,38         | 1.645,81       | 1.936,24          | 43.542,56         | 43.370,43         | 0,00                   |

**VALORES ANUALES - NIVELES 7 y 8**  
**RETRIBUCIONES PERSONAL CON ANTIGUEDAD >= 6/6/95**  
**PERSONAL A 3 TURNOS - 2007 provisional**

| NIVEL 7  |           |          |           |          | JOR. ORD.  |          |          |        | 3 TURNOS         | SUMA     | Est 85%         | 3 TURNOS         |
|----------|-----------|----------|-----------|----------|------------|----------|----------|--------|------------------|----------|-----------------|------------------|
|          |           |          |           |          |            |          |          |        | Objetivos        |          |                 |                  |
| Años     | SB        | AP       | RBC       | PCT1     | SUBTOTAL 1 | PT       | PN       | APT    | SUBTOTAL 1       | 2006     | Año             | Mes              |
|          |           |          |           |          |            |          |          |        |                  |          | PDP             | TOTAL 1          |
| 0 a 1    | 18.731,37 | 930,58   | 19.661,95 | 1.235,64 | 20.897,59  | 5.901,33 | 1.291,76 | 213,80 | <b>28.304,48</b> | 983,10   | <b>501,38</b>   | <b>29.789,96</b> |
| 1 a 2    | 23.100,45 | 1.077,26 | 24.177,71 | 1.235,64 | 25.413,35  | 5.901,33 | 1.291,76 | 213,80 | <b>32.820,25</b> | 1.208,89 | <b>616,53</b>   | <b>34.646,66</b> |
| 2 a 3    | 28.152,70 | 1.685,39 | 29.838,08 | 1.235,64 | 31.073,73  | 5.901,33 | 1.291,76 | 213,80 | <b>38.480,62</b> | 1.491,90 | <b>760,87</b>   | <b>40.734,39</b> |
| 3 a 4    | 28.152,70 | 1.685,39 | 29.838,08 | 1.235,64 | 31.073,73  | 5.901,33 | 1.291,76 | 213,80 | <b>38.480,62</b> | 1.491,90 | <b>760,87</b>   | <b>40.734,39</b> |
| 4 a 5    | 28.152,70 | 1.685,39 | 29.838,08 | 1.235,64 | 31.073,73  | 5.901,33 | 1.291,76 | 213,80 | <b>38.480,62</b> | 1.491,90 | <b>1.014,49</b> | <b>40.988,02</b> |
| 5 a 6    | 28.152,70 | 2.451,46 | 30.604,16 | 1.235,64 | 31.839,80  | 5.901,33 | 1.291,76 | 213,80 | <b>39.246,70</b> | 1.530,21 | <b>1.040,54</b> | <b>41.818,45</b> |
| 6 a 7    | 28.152,70 | 2.451,46 | 30.604,16 | 1.235,64 | 31.839,80  | 5.901,33 | 1.291,76 | 213,80 | <b>39.246,70</b> | 1.530,21 | <b>1.040,54</b> | <b>41.818,45</b> |
| 7 a 8    | 28.152,70 | 2.451,46 | 30.604,16 | 1.235,64 | 31.839,80  | 5.901,33 | 1.291,76 | 213,80 | <b>39.246,70</b> | 1.530,21 | <b>1.040,54</b> | <b>41.818,45</b> |
| Mas de 8 | 28.152,70 | 6.128,67 | 34.281,37 | 1.235,64 | 35.517,01  | 5.901,33 | 1.291,76 | 213,80 | <b>42.923,90</b> | 1.714,07 | <b>1.456,96</b> | <b>46.095,93</b> |
| NIVEL 8  |           |          |           |          | JOR. ORD.  |          |          |        | 3 TURNOS         | SUMA     | Est 85%         | 3 TURNOS         |
|          |           |          |           |          |            |          |          |        | Objetivos        |          |                 |                  |
| Años     | SB        | AP       | RBC       | PCT1     | SUBTOTAL 1 | PT       | PN       | APT    | SUBTOTAL 1       | 2006     | Año             | Mes              |
|          |           |          |           |          |            |          |          |        |                  |          | PDP             | TOTAL 1          |
| 0 a 1    | 20.533,72 | 957,59   | 21.491,31 | 1.235,64 | 22.726,95  | 5.901,33 | 1.291,76 | 213,80 | <b>30.133,84</b> | 1.074,57 | <b>1.227,17</b> | <b>32.436,58</b> |
| 1 a 2    | 25.337,44 | 1.103,15 | 26.440,59 | 1.235,64 | 27.676,23  | 5.901,33 | 1.291,76 | 213,80 | <b>35.083,13</b> | 1.322,03 | <b>674,24</b>   | <b>37.080,39</b> |
| 2 a 3    | 32.183,95 | 1.798,75 | 33.982,70 | 1.235,64 | 35.218,34  | 5.901,33 | 1.291,76 | 213,80 | <b>42.625,24</b> | 1.699,14 | <b>866,56</b>   | <b>45.191,93</b> |
| 3 a 4    | 32.183,95 | 1.798,75 | 33.982,70 | 1.235,64 | 35.218,34  | 5.901,33 | 1.291,76 | 213,80 | <b>42.625,24</b> | 1.699,14 | <b>866,56</b>   | <b>45.191,93</b> |
| 4 a 5    | 32.183,95 | 1.798,75 | 33.982,70 | 1.235,64 | 35.218,34  | 5.901,33 | 1.291,76 | 213,80 | <b>42.625,24</b> | 1.699,14 | <b>1.155,41</b> | <b>45.480,78</b> |
| 5 a 6    | 32.183,95 | 2.616,38 | 34.800,33 | 1.235,64 | 36.035,97  | 5.901,33 | 1.291,76 | 213,80 | <b>43.442,86</b> | 1.740,02 | <b>1.183,21</b> | <b>46.367,09</b> |
| 6 a 7    | 32.183,95 | 2.616,38 | 34.800,33 | 1.235,64 | 36.035,97  | 5.901,33 | 1.291,76 | 213,80 | <b>43.442,86</b> | 1.740,02 | <b>1.183,21</b> | <b>46.367,09</b> |
| 7 a 8    | 32.183,95 | 2.616,38 | 34.800,33 | 1.235,64 | 36.035,97  | 5.901,33 | 1.291,76 | 213,80 | <b>43.442,86</b> | 1.740,02 | <b>1.183,21</b> | <b>46.367,09</b> |
| Mas de 8 | 32.183,95 | 6.540,92 | 38.724,87 | 1.235,64 | 39.960,51  | 5.901,33 | 1.291,76 | 213,80 | <b>47.367,40</b> | 1.936,24 | <b>1.645,81</b> | <b>50.950,45</b> |



VIII CONVENIO COLECTIVO - CEPESA - REFINERÍA LA RÁBIDA  
NIVELES 7 y 8 - JORNADA ORDINARIA - INGRESOS <6/6/95 - AÑO - 2.007 PROVISIONAL



| TÉCNICOS<br>MEDIOS<br>NIVEL-7 | ANTIGUA<br>R.B.A. | SALARIO<br>BASE (SB)<br>MENSUAL | AD PERS.<br>MENSUAL<br>(AP) | HOMOG.<br>CEPSA<br>MENSUAL | NUEVO<br>AP<br>MENSUAL | SUBTOTAL<br>AÑO<br>(SB+AP)*15,5 | HE<br>GARANT.<br>J. ORD. | PLUS<br>DE<br>LLAMADA | COMPLEMENTO<br>AD PERSONAM<br>TURNO | PLUS<br>OBJETIVOS<br>CENTRO-06 | PLUS<br>OBJETIVOS<br>EMPRESA-06 | TOTAL<br>AÑO<br>J. ORD. |
|-------------------------------|-------------------|---------------------------------|-----------------------------|----------------------------|------------------------|---------------------------------|--------------------------|-----------------------|-------------------------------------|--------------------------------|---------------------------------|-------------------------|
| 4T                            | 29.089,37         | 1.816,30                        | 390,10                      | 123,19                     | 513,28                 | 36.108,61                       | 26,68                    | 125,96                | 16,57                               | 342,84                         | 1.371,35                        | 37.823                  |
| 5T                            | 29.089,37         | 1.816,30                        | 419,53                      | 123,19                     | 542,72                 | 36.564,82                       | 27,08                    | 127,86                | 17,03                               | 342,84                         | 1.371,35                        | 38.279                  |
| 6T                            | 29.089,37         | 1.816,30                        | 448,96                      | 123,19                     | 572,15                 | 37.021,02                       | 27,48                    | 129,75                | 17,50                               | 342,84                         | 1.371,35                        | 38.735                  |
| 7T                            | 29.089,37         | 1.816,30                        | 478,40                      | 123,19                     | 601,58                 | 37.477,23                       | 27,88                    | 131,64                | 17,97                               | 342,84                         | 1.371,35                        | 39.191                  |
| 8T                            | 29.089,37         | 1.816,30                        | 507,83                      | 123,19                     | 631,02                 | 37.933,43                       | 28,28                    | 133,54                | 18,44                               | 342,84                         | 1.371,35                        | 39.648                  |
| 9T                            | 29.089,37         | 1.816,30                        | 537,26                      | 123,19                     | 660,45                 | 38.389,64                       | 28,68                    | 135,43                | 18,90                               | 342,84                         | 1.371,35                        | 40.104                  |
| 10T                           | 29.089,37         | 1.816,30                        | 566,69                      | 123,19                     | 689,88                 | 38.845,84                       | 29,09                    | 137,32                | 19,37                               | 342,84                         | 1.371,35                        | 40.560                  |
| 11T                           | 29.089,37         | 1.816,30                        | 596,13                      | 123,19                     | 719,31                 | 39.302,05                       | 29,49                    | 139,22                | 19,84                               | 342,84                         | 1.371,35                        | 41.016                  |
| 12T                           | 29.089,37         | 1.816,30                        | 625,56                      | 123,19                     | 748,75                 | 39.758,26                       | 29,89                    | 141,11                | 20,30                               | 342,84                         | 1.371,35                        | 41.472                  |
| 13T                           | 29.089,37         | 1.816,30                        | 654,99                      | 123,19                     | 778,18                 | 40.214,46                       | 30,29                    | 143,01                | 20,77                               | 342,84                         | 1.371,35                        | 41.929                  |
| 14T                           | 29.089,37         | 1.816,30                        | 684,42                      | 123,19                     | 807,61                 | 40.670,67                       | 30,69                    | 144,90                | 21,24                               | 342,84                         | 1.371,35                        | 42.385                  |
| 4T                            | 30.124,84         | 1.816,30                        | 456,90                      | 56,38                      | 513,28                 | 36.108,61                       | 27,57                    | 130,18                | 17,61                               | 342,84                         | 1.371,35                        | 37.823                  |
| 5T                            | 30.124,84         | 1.816,30                        | 486,34                      | 56,38                      | 542,72                 | 36.564,82                       | 27,97                    | 132,07                | 18,07                               | 342,84                         | 1.371,35                        | 38.279                  |
| 6T                            | 30.124,84         | 1.816,30                        | 515,77                      | 56,38                      | 572,15                 | 37.021,02                       | 28,37                    | 133,96                | 18,54                               | 342,84                         | 1.371,35                        | 38.735                  |
| 7T                            | 30.124,84         | 1.816,30                        | 545,20                      | 56,38                      | 601,58                 | 37.477,23                       | 28,78                    | 135,86                | 19,01                               | 342,84                         | 1.371,35                        | 39.191                  |
| 8T                            | 30.124,84         | 1.816,30                        | 574,63                      | 56,38                      | 631,02                 | 37.933,43                       | 29,18                    | 137,75                | 19,48                               | 342,84                         | 1.371,35                        | 39.648                  |
| 9T                            | 30.124,84         | 1.816,30                        | 604,07                      | 56,38                      | 660,45                 | 38.389,64                       | 29,58                    | 139,65                | 19,94                               | 342,84                         | 1.371,35                        | 40.104                  |
| 10T                           | 30.124,84         | 1.816,30                        | 633,50                      | 56,38                      | 689,88                 | 38.845,84                       | 29,98                    | 141,54                | 20,41                               | 342,84                         | 1.371,35                        | 40.560                  |
| 11T                           | 30.124,84         | 1.816,30                        | 662,93                      | 56,38                      | 719,31                 | 39.302,05                       | 30,38                    | 143,43                | 20,88                               | 342,84                         | 1.371,35                        | 41.016                  |
| 12T                           | 30.124,84         | 1.816,30                        | 692,36                      | 56,38                      | 748,75                 | 39.758,26                       | 30,78                    | 145,33                | 21,34                               | 342,84                         | 1.371,35                        | 41.472                  |
| 13T                           | 30.124,84         | 1.816,30                        | 721,80                      | 56,38                      | 778,18                 | 40.214,46                       | 31,18                    | 147,22                | 21,81                               | 342,84                         | 1.371,35                        | 41.929                  |
| 14T                           | 30.124,84         | 1.816,30                        | 751,23                      | 56,38                      | 807,61                 | 40.670,67                       | 31,58                    | 149,11                | 22,28                               | 342,84                         | 1.371,35                        | 42.385                  |
| 4T                            | 30.581,80         | 1.816,30                        | 486,38                      | 26,90                      | 513,28                 | 36.108,61                       | 27,97                    | 132,04                | 18,07                               | 342,84                         | 1.371,35                        | 37.823                  |
| 5T                            | 30.581,80         | 1.816,30                        | 515,82                      | 26,90                      | 542,72                 | 36.564,82                       | 28,37                    | 133,93                | 18,53                               | 342,84                         | 1.371,35                        | 38.279                  |
| 6T                            | 30.581,80         | 1.816,30                        | 545,25                      | 26,90                      | 572,15                 | 37.021,02                       | 28,77                    | 135,82                | 19,00                               | 342,84                         | 1.371,35                        | 38.735                  |
| 7T                            | 30.581,80         | 1.816,30                        | 574,68                      | 26,90                      | 601,58                 | 37.477,23                       | 29,17                    | 137,72                | 19,47                               | 342,84                         | 1.371,35                        | 39.191                  |
| 8T                            | 30.581,80         | 1.816,30                        | 604,11                      | 26,90                      | 631,02                 | 37.933,43                       | 29,57                    | 139,61                | 19,93                               | 342,84                         | 1.371,35                        | 39.648                  |
| 9T                            | 30.581,80         | 1.816,30                        | 633,55                      | 26,90                      | 660,45                 | 38.389,64                       | 29,97                    | 141,50                | 20,40                               | 342,84                         | 1.371,35                        | 40.104                  |
| 10T                           | 30.581,80         | 1.816,30                        | 662,98                      | 26,90                      | 689,88                 | 38.845,84                       | 30,37                    | 143,40                | 20,87                               | 342,84                         | 1.371,35                        | 40.560                  |
| 11T                           | 30.581,80         | 1.816,30                        | 692,41                      | 26,90                      | 719,31                 | 39.302,05                       | 30,77                    | 145,29                | 21,34                               | 342,84                         | 1.371,35                        | 41.016                  |
| 12T                           | 30.581,80         | 1.816,30                        | 721,84                      | 26,90                      | 748,75                 | 39.758,26                       | 31,17                    | 147,19                | 21,80                               | 342,84                         | 1.371,35                        | 41.472                  |
| 13T                           | 30.581,80         | 1.816,30                        | 751,28                      | 26,90                      | 778,18                 | 40.214,46                       | 31,58                    | 149,08                | 22,27                               | 342,84                         | 1.371,35                        | 41.929                  |
| 14T                           | 30.581,80         | 1.816,30                        | 780,71                      | 26,90                      | 807,61                 | 40.670,67                       | 31,98                    | 150,97                | 22,74                               | 342,84                         | 1.371,35                        | 42.385                  |



VIII CONVENIO COLECTIVO - CEPESA - REFINERÍA LA RÁBIDA  
NIVELES 7 y 8 - JORNADA ORDINARIA - INGRESOS <6/6/95 - AÑO - 2.007 PROVISIONAL



| (Cont.)<br>T.MEDIOS<br>NIVEL-7 | ANTIGUA<br>R.B.A. | SALARIO<br>BASE (SB)<br>MENSUAL | AD PERS.<br>MENSUAL<br>(AP) | HOMOG.<br>CEPSA<br>MENSUAL | NUEVO<br>AP<br>MENSUAL | SUBTOTAL<br>AÑO<br>(SB+AP)*15,5 | HE<br>GARANT.<br>J. ORD. | PLUS<br>DE<br>LLAMADA | COMPLEMENTO<br>AD PERSONAM<br>TURNO | PLUS<br>OBJETIVOS<br>CENTRO-06 | PLUS<br>OBJETIVOS<br>EMPRESA-06 | TOTAL<br>AÑO<br>J. ORD. |
|--------------------------------|-------------------|---------------------------------|-----------------------------|----------------------------|------------------------|---------------------------------|--------------------------|-----------------------|-------------------------------------|--------------------------------|---------------------------------|-------------------------|
| 4T                             | 31.339,56         | 1.816,30                        | 535,27                      | 0,00                       | 535,27                 | 36.449,42                       | 28,62                    | 135,12                | 18,83                               | 346,25                         | 1.384,98                        | 38.181                  |
| 5T                             | 31.339,56         | 1.816,30                        | 564,70                      | 0,00                       | 564,70                 | 36.905,62                       | 29,02                    | 137,01                | 19,29                               | 346,25                         | 1.384,98                        | 38.637                  |
| 6T                             | 31.339,56         | 1.816,30                        | 594,14                      | 0,00                       | 594,14                 | 37.361,83                       | 29,42                    | 138,91                | 19,76                               | 346,25                         | 1.384,98                        | 39.093                  |
| 7T                             | 31.339,56         | 1.816,30                        | 623,57                      | 0,00                       | 623,57                 | 37.818,03                       | 29,82                    | 140,80                | 20,23                               | 346,25                         | 1.384,98                        | 39.549                  |
| 8T                             | 31.339,56         | 1.816,30                        | 653,00                      | 0,00                       | 653,00                 | 38.274,24                       | 30,22                    | 142,69                | 20,69                               | 346,25                         | 1.384,98                        | 40.005                  |
| 9T                             | 31.339,56         | 1.816,30                        | 682,44                      | 0,00                       | 682,44                 | 38.730,44                       | 30,62                    | 144,59                | 21,16                               | 346,25                         | 1.384,98                        | 40.462                  |
| 10T                            | 31.339,56         | 1.816,30                        | 711,87                      | 0,00                       | 711,87                 | 39.186,65                       | 31,03                    | 146,48                | 21,63                               | 346,25                         | 1.384,98                        | 40.918                  |
| 11T                            | 31.339,56         | 1.816,30                        | 741,30                      | 0,00                       | 741,30                 | 39.642,85                       | 31,43                    | 148,38                | 22,10                               | 346,25                         | 1.384,98                        | 41.374                  |
| 12T                            | 31.339,56         | 1.816,30                        | 770,73                      | 0,00                       | 770,73                 | 40.099,06                       | 31,83                    | 150,27                | 22,56                               | 346,25                         | 1.384,98                        | 41.830                  |
| 13T                            | 31.339,56         | 1.816,30                        | 800,17                      | 0,00                       | 800,17                 | 40.555,26                       | 32,23                    | 152,16                | 23,03                               | 346,25                         | 1.384,98                        | 42.286                  |
| 14T                            | 31.339,56         | 1.816,30                        | 829,60                      | 0,00                       | 829,60                 | 41.011,47                       | 32,63                    | 154,06                | 23,50                               | 346,25                         | 1.384,98                        | 42.743                  |
| 4T                             | 33.267,75         | 1.816,30                        | 659,67                      | 0,00                       | 659,67                 | 38.377,60                       | 30,28                    | 142,97                | 20,76                               | 365,53                         | 1.462,11                        | 40.205                  |
| 5T                             | 33.267,75         | 1.816,30                        | 689,10                      | 0,00                       | 689,10                 | 38.833,80                       | 30,68                    | 144,86                | 21,23                               | 365,53                         | 1.462,11                        | 40.661                  |
| 6T                             | 33.267,75         | 1.816,30                        | 718,54                      | 0,00                       | 718,54                 | 39.290,01                       | 31,08                    | 146,75                | 21,70                               | 365,53                         | 1.462,11                        | 41.118                  |
| 7T                             | 33.267,75         | 1.816,30                        | 747,97                      | 0,00                       | 747,97                 | 39.746,21                       | 31,48                    | 148,65                | 22,16                               | 365,53                         | 1.462,11                        | 41.574                  |
| 8T                             | 33.267,75         | 1.816,30                        | 777,40                      | 0,00                       | 777,40                 | 40.202,42                       | 31,89                    | 150,54                | 22,63                               | 365,53                         | 1.462,11                        | 42.030                  |
| 9T                             | 33.267,75         | 1.816,30                        | 806,83                      | 0,00                       | 806,83                 | 40.658,62                       | 32,29                    | 152,44                | 23,10                               | 365,53                         | 1.462,11                        | 42.486                  |
| 10T                            | 33.267,75         | 1.816,30                        | 836,27                      | 0,00                       | 836,27                 | 41.114,83                       | 32,69                    | 154,33                | 23,56                               | 365,53                         | 1.462,11                        | 42.942                  |
| 11T                            | 33.267,75         | 1.816,30                        | 865,70                      | 0,00                       | 865,70                 | 41.571,03                       | 33,09                    | 156,22                | 24,03                               | 365,53                         | 1.462,11                        | 43.399                  |
| 12T                            | 33.267,75         | 1.816,30                        | 895,13                      | 0,00                       | 895,13                 | 42.027,24                       | 33,49                    | 158,12                | 24,50                               | 365,53                         | 1.462,11                        | 43.855                  |
| 13T                            | 33.267,75         | 1.816,30                        | 924,56                      | 0,00                       | 924,56                 | 42.483,44                       | 33,89                    | 160,01                | 24,97                               | 365,53                         | 1.462,11                        | 44.311                  |
| 14T                            | 33.267,75         | 1.816,30                        | 954,00                      | 0,00                       | 954,00                 | 42.939,65                       | 34,29                    | 161,90                | 25,43                               | 365,53                         | 1.462,11                        | 44.767                  |
| 4T                             | 33.369,80         | 1.816,30                        | 666,25                      | 0,00                       | 666,25                 | 38.479,65                       | 30,37                    | 143,38                | 20,86                               | 366,55                         | 1.466,19                        | 40.312                  |
| 5T                             | 33.369,80         | 1.816,30                        | 695,69                      | 0,00                       | 695,69                 | 38.935,85                       | 30,77                    | 145,28                | 21,33                               | 366,55                         | 1.466,19                        | 40.769                  |
| 6T                             | 33.369,80         | 1.816,30                        | 725,12                      | 0,00                       | 725,12                 | 39.392,06                       | 31,17                    | 147,17                | 21,80                               | 366,55                         | 1.466,19                        | 41.225                  |
| 7T                             | 33.369,80         | 1.816,30                        | 754,55                      | 0,00                       | 754,55                 | 39.848,26                       | 31,57                    | 149,06                | 22,27                               | 366,55                         | 1.466,19                        | 41.681                  |
| 8T                             | 33.369,80         | 1.816,30                        | 783,99                      | 0,00                       | 783,99                 | 40.304,47                       | 31,97                    | 150,96                | 22,73                               | 366,55                         | 1.466,19                        | 42.137                  |
| 9T                             | 33.369,80         | 1.816,30                        | 813,42                      | 0,00                       | 813,42                 | 40.760,67                       | 32,37                    | 152,85                | 23,20                               | 366,55                         | 1.466,19                        | 42.593                  |
| 10T                            | 33.369,80         | 1.816,30                        | 842,85                      | 0,00                       | 842,85                 | 41.216,88                       | 32,78                    | 154,75                | 23,67                               | 366,55                         | 1.466,19                        | 43.050                  |
| 11T                            | 33.369,80         | 1.816,30                        | 872,28                      | 0,00                       | 872,28                 | 41.673,08                       | 33,18                    | 156,64                | 24,13                               | 366,55                         | 1.466,19                        | 43.506                  |
| 12T                            | 33.369,80         | 1.816,30                        | 901,72                      | 0,00                       | 901,72                 | 42.129,29                       | 33,58                    | 158,53                | 24,60                               | 366,55                         | 1.466,19                        | 43.962                  |
| 13T                            | 33.369,80         | 1.816,30                        | 931,15                      | 0,00                       | 931,15                 | 42.585,49                       | 33,98                    | 160,43                | 25,07                               | 366,55                         | 1.466,19                        | 44.418                  |
| 14T                            | 33.369,80         | 1.816,30                        | 960,58                      | 0,00                       | 960,58                 | 43.041,70                       | 34,38                    | 162,32                | 25,54                               | 366,55                         | 1.466,19                        | 44.874                  |



VIII CONVENIO COLECTIVO - CEPESA - REFINERÍA LA RÁBIDA  
NIVELES 7 y 8 - JORNADA ORDINARIA - INGRESOS <6/6/95 - AÑO - 2.007 PROVISIONAL



| TÉCNICOS<br>MEDIOS<br>NIVEL-8 | ANTIGUA<br>R.B.A. | SALARIO<br>BASE (SB)<br>MENSUAL | AD PERS.<br>MENSUAL<br>(AP) | HOMOG.<br>CEPSA<br>MENSUAL | NUEVO<br>AP<br>MENSUAL | SUBTOTAL<br>AÑO<br>(SB+AP)*15,5 | HE<br>GARANT.<br>J. ORD. | PLUS<br>DE<br>LLAMADA | COMPLEMENTO<br>AD PERSONAM<br>TURNO | PLUS<br>OBJETIVOS<br>CENTRO-06 | PLUS<br>OBJETIVOS<br>EMPRESA-06 | TOTAL<br>AÑO<br>J. ORD. |
|-------------------------------|-------------------|---------------------------------|-----------------------------|----------------------------|------------------------|---------------------------------|--------------------------|-----------------------|-------------------------------------|--------------------------------|---------------------------------|-------------------------|
| 4T                            | 32.183,95         | 2.076,38                        | 436,97                      | 80,00                      | 516,97                 | 40.196,96                       | 29,04                    | 137,12                | 19,32                               | 383,72                         | 1.534,89                        | 42.116                  |
| 5T                            | 32.183,95         | 2.076,38                        | 466,40                      | 80,00                      | 546,40                 | 40.653,16                       | 29,44                    | 139,01                | 19,79                               | 383,72                         | 1.534,89                        | 42.572                  |
| 6T                            | 32.183,95         | 2.076,38                        | 495,83                      | 80,00                      | 575,83                 | 41.109,37                       | 29,84                    | 140,91                | 20,25                               | 383,72                         | 1.534,89                        | 43.028                  |
| 7T                            | 32.183,95         | 2.076,38                        | 525,26                      | 80,00                      | 605,27                 | 41.565,57                       | 30,25                    | 142,80                | 20,72                               | 383,72                         | 1.534,89                        | 43.484                  |
| 8T                            | 32.183,95         | 2.076,38                        | 554,70                      | 80,00                      | 634,70                 | 42.021,78                       | 30,65                    | 144,70                | 21,19                               | 383,72                         | 1.534,89                        | 43.940                  |
| 9T                            | 32.183,95         | 2.076,38                        | 584,13                      | 80,00                      | 664,13                 | 42.477,98                       | 31,05                    | 146,59                | 21,66                               | 383,72                         | 1.534,89                        | 44.397                  |
| 10T                           | 32.183,95         | 2.076,38                        | 613,56                      | 80,00                      | 693,56                 | 42.934,19                       | 31,45                    | 148,48                | 22,12                               | 383,72                         | 1.534,89                        | 44.853                  |
| 11T                           | 32.183,95         | 2.076,38                        | 642,99                      | 80,00                      | 723,00                 | 43.390,39                       | 31,85                    | 150,38                | 22,59                               | 383,72                         | 1.534,89                        | 45.309                  |
| 12T                           | 32.183,95         | 2.076,38                        | 672,43                      | 80,00                      | 752,43                 | 43.846,60                       | 32,25                    | 152,27                | 23,06                               | 383,72                         | 1.534,89                        | 45.765                  |
| 13T                           | 32.183,95         | 2.076,38                        | 701,86                      | 80,00                      | 781,86                 | 44.302,80                       | 32,65                    | 154,16                | 23,52                               | 383,72                         | 1.534,89                        | 46.221                  |
| 14T                           | 32.183,95         | 2.076,38                        | 731,29                      | 80,00                      | 811,29                 | 44.759,01                       | 33,05                    | 156,06                | 23,99                               | 383,72                         | 1.534,89                        | 46.678                  |
| 4T                            | 33.803,69         | 2.076,38                        | 564,22                      | 0,00                       | 564,22                 | 40.929,40                       | 30,74                    | 145,15                | 21,30                               | 391,05                         | 1.564,18                        | 42.885                  |
| 5T                            | 33.803,69         | 2.076,38                        | 593,66                      | 0,00                       | 593,66                 | 41.385,60                       | 31,14                    | 147,04                | 21,77                               | 391,05                         | 1.564,18                        | 43.341                  |
| 6T                            | 33.803,69         | 2.076,38                        | 623,09                      | 0,00                       | 623,09                 | 41.841,81                       | 31,55                    | 148,94                | 22,23                               | 391,05                         | 1.564,18                        | 43.797                  |
| 7T                            | 33.803,69         | 2.076,38                        | 652,52                      | 0,00                       | 652,52                 | 42.298,01                       | 31,95                    | 150,83                | 22,70                               | 391,05                         | 1.564,18                        | 44.253                  |
| 8T                            | 33.803,69         | 2.076,38                        | 681,95                      | 0,00                       | 681,95                 | 42.754,22                       | 32,35                    | 152,72                | 23,17                               | 391,05                         | 1.564,18                        | 44.709                  |
| 9T                            | 33.803,69         | 2.076,38                        | 711,39                      | 0,00                       | 711,39                 | 43.210,42                       | 32,75                    | 154,62                | 23,64                               | 391,05                         | 1.564,18                        | 45.166                  |
| 10T                           | 33.803,69         | 2.076,38                        | 740,82                      | 0,00                       | 740,82                 | 43.666,63                       | 33,15                    | 156,51                | 24,10                               | 391,05                         | 1.564,18                        | 45.622                  |
| 11T                           | 33.803,69         | 2.076,38                        | 770,25                      | 0,00                       | 770,25                 | 44.122,84                       | 33,55                    | 158,40                | 24,57                               | 391,05                         | 1.564,18                        | 46.078                  |
| 12T                           | 33.803,69         | 2.076,38                        | 799,68                      | 0,00                       | 799,68                 | 44.579,04                       | 33,95                    | 160,30                | 25,04                               | 391,05                         | 1.564,18                        | 46.534                  |
| 13T                           | 33.803,69         | 2.076,38                        | 829,12                      | 0,00                       | 829,12                 | 45.035,25                       | 34,35                    | 162,19                | 25,50                               | 391,05                         | 1.564,18                        | 46.990                  |
| 14T                           | 33.803,69         | 2.076,38                        | 858,55                      | 0,00                       | 858,55                 | 45.491,45                       | 34,75                    | 164,09                | 25,97                               | 391,05                         | 1.564,18                        | 47.447                  |



VIII CONVENIO COLECTIVO - CEPESA - REFINERÍA LA RÁBIDA  
NIVELES 7 Y 8 -3 TURNOS - 2007 - PROVISIONAL <6/6/95



| TÉCNICOS<br>MEDIOS<br>NIVEL-7 | ANTIGUA<br>R.B.A. | SALARIO<br>BASE<br>MENSUAL | AD PERS.<br>MENSUAL | HOMOGE-<br>NEIZACIÓN<br>CON CEPESA | NUEVO<br>AD<br>PERSONAM | PLUS<br>TURNO<br>MENSUAL | PLUS<br>NOCTURNO<br>MENSUAL | AD PERS.<br>TURNO FIJO<br>MENSUAL | AD PERS.<br>TURNO VAR.<br>DÍA | SUBTOTAL<br>ANUAL | PLUS<br>OBJETIVOS<br>CENTRO-06 | PLUS<br>OBJETIVO<br>EMPRESA-06 | TOTAL<br>AÑO<br>2007 |
|-------------------------------|-------------------|----------------------------|---------------------|------------------------------------|-------------------------|--------------------------|-----------------------------|-----------------------------------|-------------------------------|-------------------|--------------------------------|--------------------------------|----------------------|
| 1T                            | 29.089,37         | 1.816,30                   | 284,18              | 140,81                             | 424,987                 | 380,74                   | 83,34                       | 250,65                            | 5,68                          | 45.389,53         | 342,84                         | 1.371,35                       | 47.103,72            |
| 2T                            | 29.089,37         | 1.816,30                   | 313,61              | 140,81                             | 454,420                 | 380,74                   | 83,34                       | 253,76                            | 6,01                          | 46.002,21         | 342,84                         | 1.371,35                       | 47.716,40            |
| 3T                            | 29.089,37         | 1.816,30                   | 343,04              | 140,81                             | 483,852                 | 380,74                   | 83,34                       | 256,87                            | 6,33                          | 46.614,89         | 342,84                         | 1.371,35                       | 48.329,08            |
| 4T                            | 29.089,37         | 1.816,30                   | 372,47              | 140,81                             | 513,285                 | 380,74                   | 83,34                       | 259,99                            | 6,66                          | 47.227,58         | 342,84                         | 1.371,35                       | 48.941,77            |
| 5T                            | 29.089,37         | 1.816,30                   | 401,91              | 140,81                             | 542,717                 | 380,74                   | 83,34                       | 263,10                            | 6,98                          | 47.840,26         | 342,84                         | 1.371,35                       | 49.554,45            |
| 6T                            | 29.089,37         | 1.816,30                   | 431,34              | 140,81                             | 572,150                 | 380,74                   | 83,34                       | 266,21                            | 7,31                          | 48.452,95         | 342,84                         | 1.371,35                       | 50.167,14            |
| 7T                            | 29.089,37         | 1.816,30                   | 460,77              | 140,81                             | 601,583                 | 380,74                   | 83,34                       | 269,32                            | 7,64                          | 49.065,63         | 342,84                         | 1.371,35                       | 50.779,82            |
| 8T                            | 29.089,37         | 1.816,30                   | 490,20              | 140,81                             | 631,015                 | 380,74                   | 83,34                       | 272,43                            | 7,96                          | 49.678,32         | 342,84                         | 1.371,35                       | 51.392,51            |
| 9T                            | 29.089,37         | 1.816,30                   | 519,64              | 140,81                             | 660,448                 | 380,74                   | 83,34                       | 275,54                            | 8,29                          | 50.291,00         | 342,84                         | 1.371,35                       | 52.005,19            |
| 10T                           | 29.089,37         | 1.816,30                   | 549,07              | 140,81                             | 689,880                 | 380,74                   | 83,34                       | 278,65                            | 8,62                          | 50.903,68         | 342,84                         | 1.371,35                       | 52.617,87            |
| 11T                           | 29.089,37         | 1.816,30                   | 578,50              | 140,81                             | 719,313                 | 380,74                   | 83,34                       | 281,77                            | 8,94                          | 51.516,37         | 342,84                         | 1.371,35                       | 53.230,56            |
| 12T                           | 29.089,37         | 1.816,30                   | 607,94              | 140,81                             | 748,746                 | 380,74                   | 83,34                       | 284,88                            | 9,27                          | 52.129,05         | 342,84                         | 1.371,35                       | 53.843,24            |
| 13T                           | 29.089,37         | 1.816,30                   | 637,37              | 140,81                             | 778,178                 | 380,74                   | 83,34                       | 287,99                            | 9,60                          | 52.741,74         | 342,84                         | 1.371,35                       | 54.455,93            |
| 14T                           | 29.089,37         | 1.816,30                   | 666,80              | 140,81                             | 807,611                 | 380,74                   | 83,34                       | 291,10                            | 9,92                          | 53.354,42         | 342,84                         | 1.371,35                       | 55.068,61            |
| 1T                            | 30.124,84         | 1.816,30                   | 350,98              | 74,01                              | 424,987                 | 380,74                   | 83,34                       | 257,57                            | 6,41                          | 45.737,73         | 342,84                         | 1.371,35                       | 47.451,92            |
| 2T                            | 30.124,84         | 1.816,30                   | 380,41              | 74,01                              | 454,420                 | 380,74                   | 83,34                       | 260,69                            | 6,73                          | 46.350,42         | 342,84                         | 1.371,35                       | 48.064,61            |
| 3T                            | 30.124,84         | 1.816,30                   | 409,85              | 74,01                              | 483,852                 | 380,74                   | 83,34                       | 263,80                            | 7,06                          | 46.963,10         | 342,84                         | 1.371,35                       | 48.677,29            |
| 4T                            | 30.124,84         | 1.816,30                   | 439,28              | 74,01                              | 513,285                 | 380,74                   | 83,34                       | 266,91                            | 7,38                          | 47.575,79         | 342,84                         | 1.371,35                       | 49.289,97            |
| 5T                            | 30.124,84         | 1.816,30                   | 468,71              | 74,01                              | 542,717                 | 380,74                   | 83,34                       | 270,02                            | 7,71                          | 48.188,47         | 342,84                         | 1.371,35                       | 49.902,66            |
| 6T                            | 30.124,84         | 1.816,30                   | 498,14              | 74,01                              | 572,150                 | 380,74                   | 83,34                       | 273,13                            | 8,04                          | 48.801,15         | 342,84                         | 1.371,35                       | 50.515,34            |
| 7T                            | 30.124,84         | 1.816,30                   | 527,58              | 74,01                              | 601,583                 | 380,74                   | 83,34                       | 276,24                            | 8,36                          | 49.413,84         | 342,84                         | 1.371,35                       | 51.128,03            |
| 8T                            | 30.124,84         | 1.816,30                   | 557,01              | 74,01                              | 631,015                 | 380,74                   | 83,34                       | 279,36                            | 8,69                          | 50.026,52         | 342,84                         | 1.371,35                       | 51.740,71            |
| 9T                            | 30.124,84         | 1.816,30                   | 586,44              | 74,01                              | 660,448                 | 380,74                   | 83,34                       | 282,47                            | 9,02                          | 50.639,21         | 342,84                         | 1.371,35                       | 52.353,40            |
| 10T                           | 30.124,84         | 1.816,30                   | 615,87              | 74,01                              | 689,880                 | 380,74                   | 83,34                       | 285,58                            | 9,34                          | 51.251,89         | 342,84                         | 1.371,35                       | 52.966,08            |
| 11T                           | 30.124,84         | 1.816,30                   | 645,31              | 74,01                              | 719,313                 | 380,74                   | 83,34                       | 288,69                            | 9,67                          | 51.864,57         | 342,84                         | 1.371,35                       | 53.578,76            |
| 12T                           | 30.124,84         | 1.816,30                   | 674,74              | 74,01                              | 748,746                 | 380,74                   | 83,34                       | 291,80                            | 10,00                         | 52.477,26         | 342,84                         | 1.371,35                       | 54.191,45            |
| 13T                           | 30.124,84         | 1.816,30                   | 704,17              | 74,01                              | 778,178                 | 380,74                   | 83,34                       | 294,91                            | 10,32                         | 53.089,94         | 342,84                         | 1.371,35                       | 54.804,13            |
| 14T                           | 30.124,84         | 1.816,30                   | 733,61              | 74,01                              | 807,611                 | 380,74                   | 83,34                       | 298,02                            | 10,65                         | 53.702,63         | 342,84                         | 1.371,35                       | 55.416,82            |



VIII CONVENIO COLECTIVO - CEPESA - REFINERÍA LA RÁBIDA  
NIVELES 7 Y 8 -3 TURNOS - 2007 - PROVISIONAL <6/6/95



| TÉCNICOS MEDIOS NIVEL-8 | ANTIGUA R. B. A. | SALARIO BASE MENSUAL | AD PERS. MENSUAL | HOMOGENEIZACIÓN CON CEPESA | NUEVO AD PERSONAM | PLUS TURNO MENSUAL | PLUS NOCTURNO MENSUAL | AD PERS. TURNO FIJO MENSUAL | AD PERS. TURNO VAR. DÍA | SUBTOTAL ANUAL | PLUS OBJETIVOS CENTRO-06 | PLUS OBJETIVO EMPRESA-06 | TOTAL AÑO 2007 |
|-------------------------|------------------|----------------------|------------------|----------------------------|-------------------|--------------------|-----------------------|-----------------------------|-------------------------|----------------|--------------------------|--------------------------|----------------|
| 1T                      | 32.183,95        | 2.076,38             | 331,04           | 97,63                      | 428,670           | 380,74             | 83,34                 | 268,98                      | 7,60                    | 50.399,89      | 383,72                   | 1.534,89                 | 52.318,49      |
| 2T                      | 32.183,95        | 2.076,38             | 360,48           | 97,63                      | 458,103           | 380,74             | 83,34                 | 272,10                      | 7,93                    | 51.012,57      | 383,72                   | 1.534,89                 | 52.931,18      |
| 3T                      | 32.183,95        | 2.076,38             | 389,91           | 97,63                      | 487,536           | 380,74             | 83,34                 | 275,21                      | 8,26                    | 51.625,26      | 383,72                   | 1.534,89                 | 53.543,86      |
| 4T                      | 32.183,95        | 2.076,38             | 419,34           | 97,63                      | 516,968           | 380,74             | 83,34                 | 278,32                      | 8,58                    | 52.237,94      | 383,72                   | 1.534,89                 | 54.156,55      |
| 5T                      | 32.183,95        | 2.076,38             | 448,77           | 97,63                      | 546,401           | 380,74             | 83,34                 | 281,43                      | 8,91                    | 52.850,62      | 383,72                   | 1.534,89                 | 54.769,23      |
| 6T                      | 32.183,95        | 2.076,38             | 478,21           | 97,63                      | 575,833           | 380,74             | 83,34                 | 284,54                      | 9,23                    | 53.463,31      | 383,72                   | 1.534,89                 | 55.381,91      |
| 7T                      | 32.183,95        | 2.076,38             | 507,64           | 97,63                      | 605,266           | 380,74             | 83,34                 | 287,65                      | 9,56                    | 54.075,99      | 383,72                   | 1.534,89                 | 55.994,60      |
| 8T                      | 32.183,95        | 2.076,38             | 537,07           | 97,63                      | 634,699           | 380,74             | 83,34                 | 290,77                      | 9,89                    | 54.688,68      | 383,72                   | 1.534,89                 | 56.607,28      |
| 9T                      | 32.183,95        | 2.076,38             | 566,51           | 97,63                      | 664,131           | 380,74             | 83,34                 | 293,88                      | 10,21                   | 55.301,36      | 383,72                   | 1.534,89                 | 57.219,97      |
| 10T                     | 32.183,95        | 2.076,38             | 595,94           | 97,63                      | 693,564           | 380,74             | 83,34                 | 296,99                      | 10,54                   | 55.914,04      | 383,72                   | 1.534,89                 | 57.832,65      |
| 11T                     | 32.183,95        | 2.076,38             | 625,37           | 97,63                      | 722,996           | 380,74             | 83,34                 | 300,10                      | 10,87                   | 56.526,73      | 383,72                   | 1.534,89                 | 58.445,34      |
| 12T                     | 32.183,95        | 2.076,38             | 654,80           | 97,63                      | 752,429           | 380,74             | 83,34                 | 303,21                      | 11,19                   | 57.139,41      | 383,72                   | 1.534,89                 | 59.058,02      |
| 13T                     | 32.183,95        | 2.076,38             | 684,24           | 97,63                      | 781,862           | 380,74             | 83,34                 | 306,32                      | 11,52                   | 57.752,10      | 383,72                   | 1.534,89                 | 59.670,70      |
| 14T                     | 32.183,95        | 2.076,38             | 713,67           | 97,63                      | 811,294           | 380,74             | 83,34                 | 309,43                      | 11,85                   | 58.364,78      | 383,72                   | 1.534,89                 | 60.283,39      |
| 1T                      | 33.048,34        | 2.076,38             | 409,57           | 41,86                      | 451,428           | 380,74             | 83,34                 | 277,12                      | 8,46                    | 51.161,91      | 387,25                   | 1.548,99                 | 53.098,15      |
| 2T                      | 33.048,34        | 2.076,38             | 439,00           | 41,86                      | 480,860           | 380,74             | 83,34                 | 280,23                      | 8,78                    | 51.774,60      | 387,25                   | 1.548,99                 | 53.710,84      |
| 3T                      | 33.048,34        | 2.076,38             | 468,43           | 41,86                      | 510,293           | 380,74             | 83,34                 | 283,35                      | 9,11                    | 52.387,28      | 387,25                   | 1.548,99                 | 54.323,52      |
| 4T                      | 33.048,34        | 2.076,38             | 497,87           | 41,86                      | 539,725           | 380,74             | 83,34                 | 286,46                      | 9,44                    | 52.999,96      | 387,25                   | 1.548,99                 | 54.936,21      |
| 5T                      | 33.048,34        | 2.076,38             | 527,30           | 41,86                      | 569,158           | 380,74             | 83,34                 | 289,57                      | 9,76                    | 53.612,65      | 387,25                   | 1.548,99                 | 55.548,89      |
| 6T                      | 33.048,34        | 2.076,38             | 556,73           | 41,86                      | 598,591           | 380,74             | 83,34                 | 292,68                      | 10,09                   | 54.225,33      | 387,25                   | 1.548,99                 | 56.161,58      |
| 7T                      | 33.048,34        | 2.076,38             | 586,16           | 41,86                      | 628,023           | 380,74             | 83,34                 | 295,79                      | 10,41                   | 54.838,02      | 387,25                   | 1.548,99                 | 56.774,26      |
| 8T                      | 33.048,34        | 2.076,38             | 615,60           | 41,86                      | 657,456           | 380,74             | 83,34                 | 298,90                      | 10,74                   | 55.450,70      | 387,25                   | 1.548,99                 | 57.386,94      |
| 9T                      | 33.048,34        | 2.076,38             | 645,03           | 41,86                      | 686,888           | 380,74             | 83,34                 | 302,02                      | 11,07                   | 56.063,38      | 387,25                   | 1.548,99                 | 57.999,63      |
| 10T                     | 33.048,34        | 2.076,38             | 674,46           | 41,86                      | 716,321           | 380,74             | 83,34                 | 305,13                      | 11,39                   | 56.676,07      | 387,25                   | 1.548,99                 | 58.612,31      |
| 11T                     | 33.048,34        | 2.076,38             | 703,89           | 41,86                      | 745,754           | 380,74             | 83,34                 | 308,24                      | 11,72                   | 57.288,75      | 387,25                   | 1.548,99                 | 59.225,00      |
| 12T                     | 33.048,34        | 2.076,38             | 733,33           | 41,86                      | 775,186           | 380,74             | 83,34                 | 311,35                      | 12,05                   | 57.901,44      | 387,25                   | 1.548,99                 | 59.837,68      |
| 13T                     | 33.048,34        | 2.076,38             | 762,76           | 41,86                      | 804,619           | 380,74             | 83,34                 | 314,46                      | 12,37                   | 58.514,12      | 387,25                   | 1.548,99                 | 60.450,36      |
| 14T                     | 33.048,34        | 2.076,38             | 792,19           | 41,86                      | 834,051           | 380,74             | 83,34                 | 317,57                      | 12,70                   | 59.126,80      | 387,25                   | 1.548,99                 | 61.063,05      |
| 1T                      | 33.803,69        | 2.076,38             | 458,30           | 0,00                       | 458,301           | 380,74             | 83,34                 | 282,17                      | 8,99                    | 51.522,46      | 388,31                   | 1.553,26                 | 53.464,03      |
| 2T                      | 33.803,69        | 2.076,38             | 487,73           | 0,00                       | 487,734           | 380,74             | 83,34                 | 285,29                      | 9,31                    | 52.135,14      | 388,31                   | 1.553,26                 | 54.076,71      |
| 3T                      | 33.803,69        | 2.076,38             | 517,17           | 0,00                       | 517,166           | 380,74             | 83,34                 | 288,40                      | 9,64                    | 52.747,83      | 388,31                   | 1.553,26                 | 54.689,40      |
| 4T                      | 33.803,69        | 2.076,38             | 546,60           | 0,00                       | 546,599           | 380,74             | 83,34                 | 291,51                      | 9,97                    | 53.360,51      | 388,31                   | 1.553,26                 | 55.302,08      |
| 5T                      | 33.803,69        | 2.076,38             | 576,03           | 0,00                       | 576,031           | 380,74             | 83,34                 | 294,62                      | 10,29                   | 53.973,19      | 388,31                   | 1.553,26                 | 55.914,77      |
| 6T                      | 33.803,69        | 2.076,38             | 605,46           | 0,00                       | 605,464           | 380,74             | 83,34                 | 297,73                      | 10,62                   | 54.585,88      | 388,31                   | 1.553,26                 | 56.527,45      |
| 7T                      | 33.803,69        | 2.076,38             | 634,90           | 0,00                       | 634,897           | 380,74             | 83,34                 | 300,84                      | 10,94                   | 55.198,56      | 388,31                   | 1.553,26                 | 57.140,13      |
| 8T                      | 33.803,69        | 2.076,38             | 664,33           | 0,00                       | 664,329           | 380,74             | 83,34                 | 303,95                      | 11,27                   | 55.811,25      | 388,31                   | 1.553,26                 | 57.752,82      |
| 9T                      | 33.803,69        | 2.076,38             | 693,76           | 0,00                       | 693,762           | 380,74             | 83,34                 | 307,07                      | 11,60                   | 56.423,93      | 388,31                   | 1.553,26                 | 58.365,50      |
| 10T                     | 33.803,69        | 2.076,38             | 723,19           | 0,00                       | 723,194           | 380,74             | 83,34                 | 310,18                      | 11,92                   | 57.036,62      | 388,31                   | 1.553,26                 | 58.978,19      |
| 11T                     | 33.803,69        | 2.076,38             | 752,62           | 0,00                       | 752,627           | 380,74             | 83,34                 | 313,29                      | 12,25                   | 57.649,30      | 388,31                   | 1.553,26                 | 59.590,87      |
| 12T                     | 33.803,69        | 2.076,38             | 782,06           | 0,00                       | 782,060           | 380,74             | 83,34                 | 316,40                      | 12,58                   | 58.261,98      | 388,31                   | 1.553,26                 | 60.203,55      |
| 13T                     | 33.803,69        | 2.076,38             | 811,49           | 0,00                       | 811,492           | 380,74             | 83,34                 | 319,51                      | 12,90                   | 58.874,67      | 388,31                   | 1.553,26                 | 60.816,24      |
| 14T                     | 33.803,69        | 2.076,38             | 840,92           | 0,00                       | 840,925           | 380,74             | 83,34                 | 322,62                      | 13,23                   | 59.487,35      | 388,31                   | 1.553,26                 | 61.428,92      |