



OFICINA NACIONAL DE EVALUACIÓN SÍSMICA Y VULNERABILIDAD DE INFRAESTRUCTURA Y EDIFICACIONES

REPORTE DE NÓMINA

CONCEPTO PAGO SUELDO 000018 - FIJOS CORRESPONDIENTE AL MES DE SEPTIEMBRE 2021

CAPITULO: 0211 SUBCAPITULO: 01 DAF: 01 UE: 0006 PROGRAMA: 17 SUBPROGRAMA: 02 PROYECTO: 0 ACTIVIDAD: 0001 CUENTA: 2.1.1.1.01 FONDO: 0100

NOMBRE	GENERO	FUNCION	ESTATUS	SUELDO BRUTO (RD\$)	Otros Ing.	Total Ing.	AFP	ISR	SFS	Otros Desc.	Total Desc.	NETO
DIRECCION GENERAL												
LEONARDO DE JESUS REYES MADERA	M	DIRECTOR GENERAL	LIBRE NOMBRAMIENTO	240,000.00	0.00	240,000.00	6,888.00	45,836.24	4,098.53	4,275.00	61,097.77	178,902.23
JOSE SALVADOR VELAZQUEZ FERNANDEZ	M	SUB DIRECTOR	LIBRE NOMBRAMIENTO	190,000.00	0.00	190,000.00	5,453.00	33,694.99	4,098.53	4,275.00	47,521.52	142,478.48
PETRA ALCANTARA CUEVAS	F	ASISTENTE	FIJO	70,000.00	0.00	70,000.00	2,009.00	5,368.48	2,128.00	25.00	9,530.48	60,469.52
ANDRES SANTANA GIL	M	ASESOR (A) RECURSOS HUMANOS	DE CARRERA	100,000.00	0.00	100,000.00	2,870.00	12,105.37	3,040.00	1,601.85	19,617.22	80,382.78
BELKIS JULIANNA BAUTISTA SALVADOR	F	SECRETARIA I	FIJO	50,000.00	0.00	50,000.00	1,435.00	1,854.00	1,520.00	25.00	4,834.00	45,166.00
NORBERTO JOSE ROJAS MERCEDES	M	ASESOR	FIJO	75,000.00	0.00	75,000.00	2,152.50	6,309.38	2,280.00	25.00	10,766.88	64,233.12
JOSE RAMON SANTANA RAMIREZ	M	CHOFER	FIJO	35,000.00	0.00	35,000.00	1,004.50	0.00	1,064.00	25.00	2,093.50	32,906.50
Subtotal			7	760,000.00	0.00	760,000.00	21,812.00	104,846.80	19,516.85	10,251.85	156,427.17	603,572.83
SECCION DE LIBRE ACCESO A LA INFORMACION												
ALEXI OSIRIS NAUT SILFA	M	RESP. ACCESO INFORM. PUB.	DE CARRERA	45,000.00	0.00	45,000.00	1,291.50	1,148.33	1,368.00	125	3,932.83	41,067.17
CLARIBERT ROSSO GUZMAN	F	AUXILIAR ADMINISTRATIVO	FIJO	26,500.00	0.00	26,500.00	760.00	0.00	805.60	25.00	1,591.15	24,908.85
Subtotal			2	71,500.00	0.00	71,500.00	2,051.50	1,148.33	2,173.60	150.00	5,523.98	65,976.02
DEPARTAMENTO JURÍDICO												
RICARDO SOSA MONTAS	M	ASESOR	FIJO	60,000.00	0.00	60,000.00	1,722.00	3,486.68	1,824.00	25.00	7,057.68	52,942.32
PASCUAL DIAZ	M	AUXILIAR ADMINISTRATIVO	FIJO	22,000.00	0.00	22,000.00	631.40	0.00	668.80	25.00	1,325.20	20,674.80
Subtotal			2	82,000.00	0.00	82,000.00	2,353.40	3,486.68	2,492.80	50.00	8,382.88	73,617.12
DEPARTAMENTO ADMINISTRATIVO FINANCIERO												
JOHANNY MINORIS HERNANDEZ MORALES	F	ASESORA ADMINISTRATIVA	FIJO	120,000.00	0.00	120,000.00	3,444.00	15,917.28	3,648.00	3,595.36	26,604.64	93,395.36
Subtotal			1	120,000.00	0.00	120,000.00	3,444.00	15,917.28	3,648.00	3,595.36	26,604.64	93,395.36
SECCION DE CORRESPONDENCIA												
RAFAEL EMILIO CASTELLANO MEDINA	M	MENSAJERO EXTERNO	FIJO	22,500.00	0.00	22,500.00	645.75	0.00	684.00	125.00	1,454.75	21,045.25
ANGEL LUÍS GERMAN ANICASIO	M	MENSAJERO EXTERNO	FIJO	25,000.00	0.00	25,000.00	717.50	0.00	760.00	25.00	1,502.50	23,497.50
CLAUDIA ESTEFANY MERAN DEL ROSARIO	F	RECEPCIONISTA	FIJO	30,000.00	0.00	30,000.00	861.00	0.00	912.00	125.00	1,898.00	28,102.00
Subtotal			3	77,500.00	0.00	77,500.00	2,224.25	0.00	2,356.00	275.00	4,855.25	72,644.75
SECCION DE ALMACEN Y SUMINISTRO												
ELIZABETH VARGAS MERCEDES	F	AUXILIAR ALMACEN Y SUMINISTRO	FIJO	30,000.00	0.00	30,000.00	861.00	0.00	912.00	361.00	2,134.00	27,866.00
YEISON ALGENYS VELOZ GUERRERO	M	AUXILIAR ALMACEN Y SUMINISTRO	FIJO	25,000.00	0.00	25,000.00	717.50	0.00	760.00	25.00	1,502.50	23,497.50
LEON ARAMIS JIMENEZ GONZALEZ	M	FOTOCOPISTA	FIJO	26,250.00	0.00	26,250.00	753.38	0.00	798.00	361.00	1,912.38	24,337.62
Subtotal			3	81,250.00	0.00	81,250.00	2,331.88	0.00	2,470.00	747.00	5,548.88	75,701.12
SECCION DE TRANSPORTACION												
WALASTON RAMIRO SARMIENTO SANTANA	M	CHOFER	FIJO	25,000.00	0.00	25,000.00	717.50	-	760.00	25.00	1,502.50	23,497.50
ELBYN AQUILINO SENA NOBOA	M	SUPERVISOR TRANSPORTACION	FIJO	39,500.00	0.00	39,500.00	1,133.65	372.08	1,200.80	25.00	2,731.53	36,768.47
PEDRO MERCEDES RICHARDS MARIANO	M	CHOFER	FIJO	25,000.00	0.00	25,000.00	717.50	0.00	760.00	125.00	1,602.50	23,397.50
JULIO DIAZ RODRIGUEZ	M	CHOFER DE TRANSPORTACION	FIJO	16,500.00	0.00	16,500.00	473.55	0.00	501.60	700.00	1,675.15	14,824.85
JULIO CESAR VASQUEZ	M	CHOFER	FIJO	25,000.00	0.00	25,000.00	717.50	0.00	760.00	25.00	1,502.50	23,497.50
SAUL OTTONIEL PEREZ RAMIREZ	M	CHOFER	FIJO	25,000.00	0.00	25,000.00	717.50	0.00	760.00	25.00	1,502.50	23,497.50
Subtotal			6	156,000.00	0.00	156,000.00	4,477.20	372.08	4,742.40	925.00	10,516.68	145,483.32
SECCION DE MAYORDOMIA												
ARICELYS PEREZ	F	CONSERJE	FIJO	15,000.00	0.00	15,000.00	430.50	0.00	456.00	25.00	911.50	14,088.50
NORMA DIAZ LEBRON	F	CONSERJE	FIJO	26,000.00	0.00	26,000.00	746.20	0.00	790.40	25.00	1,561.60	24,438.40
YANET FONT PRESTOL	F	CONSERJE	FIJO	22,000.00	0.00	22,000.00	631.40	0.00	668.80	125.00	1,425.20	20,574.80
ROSA ESTELA SALCEDO	F	CONSERJE	FIJO	11,000.00	0.00	11,000.00	315.70	0.00	334.40	25.00	675.10	10,324.90
DIGNA MORILO	F	CONSERJE	FIJO	15,000.00	0.00	15,000.00	430.50	0.00	456.00	25.00	911.50	14,088.50

ROSANNA HERNANDEZ	F	CONSERJE	FIJO	15,000.00	0.00	15,000.00	430.50	0.00	456.00	25.00	911.50	14,088.50
DILENIA SANTANA AMANCIO	F	CONSERJE	FIJO	15,000.00	0.00	15,000.00	430.50	0.00	456.00	25.00	911.50	14,088.50
Subtotal			7	119,000.00		119,000.00	3,415.30	0.00	3,617.60	275.00	7,307.90	111,692.10
DIVISION DE CONTABILIDAD												
JUDITH VALERA BELTRAN	F	ENCARGADO (A) DE LA DIVISION	DE CARRERA	70,500.00	0.00	70,500.00	2,023.35	5,462.57	2,143.20	25.00	9,654.12	60,845.88
ROSA MARGARITA GONZALEZ ENCARNACION	M	TECNICO CONTABILIDAD	FIJO	39,500.00	0.00	39,500.00	1,133.65	372.08	1,200.80	125.00	2,831.53	36,668.47
Subtotal			2	110,000.00	0.00	110,000.00	3,157.00	5,834.65	3,344.00	150.00	12,485.65	97,514.35
DIVISION DE COMPRAS Y CONTRATACIONES												
HILDA BIENVENIDA PAULA ROSARIO	F	AUXILIAR ADMINISTRATIVO I	FIJO	39,500.00	0.00	39,500.00	1,133.65	372.08	1,200.80	25.00	2,731.53	36,768.47
Subtotal			1	39,500.00	0.00	39,500.00	1,133.65	372.08	1,200.80	25.00	2,731.53	36,768.47
DEPARTAMENTO DE RECURSOS HUMANOS												
BLASIRI PATRICIA REYNOSO LIRANZO	F	AUXILIAR ADMINISTRATIVO	FIJO	38,500.00	0.00	38,500.00	1,104.95	230.95	1,170.40	25.00	2,531.30	35,968.70
DERVY YINETT CUELLO MATEO	F	ANALISTA PROYECTOS	DE CARRERA	65,000.00	0.00	65,000.00	1,865.50	4,427.58	1,976.00	25.00	8,294.08	56,705.92
Subtotal			2	103,500.00	0.00	103,500.00	2,970.45	4,658.53	3,146.40	50.00	10,825.38	92,674.62
DIVISION DE REGISTRO Y CONTROL DE NOMINA												
YUDY BERKYS DE LOS SANTOS SANTOS	F	AUXILIAR ADMINISTRATIVO	FIJO	38,000.00	0.00	38,000.00	1,090.60	160.38	1,155.20	25.00	2,431.18	35,568.82
JAYSER ALEJANDRO BAUTISTA CASTRO	M	CONTADOR (A)	DE CARRERA	60,000.00	0.00	60,000.00	1,722.00	3,486.68	1,824.00	1,033.00	8,065.68	51,934.32
Subtotal			2	98,000.00	0.00	98,000.00	2,812.60	3,647.06	2,979.20	1,058.00	10,496.86	87,503.14
DEPARTAMENTO DE PLANIFICACION Y DESARROLLO												
CARMEN ANTONIA GUTIERREZ UREÑA	F	ENC. PLANIFICACION Y DESARROLLO	FIJO	100,000.00	0.00	100,000.00	2,870.00	12,105.37	3,040.00	2,982.72	20,998.09	79,001.91
CARLA MARIA RODRIGUEZ	F	SECRETARIA	FIJO	30,000.00	0.00	30,000.00	861.00	0.00	912.00	25.00	1,798.00	28,202.00
FAUSTO ALBERTO ESTEVEZ ROJAS	M	ASESOR	FIJO	60,000.00	0.00	60,000.00	1,722.00	3,486.68	1,824.00	25.00	7,057.68	52,942.32
ANYELIN MONTERO DE LOS SANTOS	M	ASESOR	FIJO	75,000.00	0.00	75,000.00	2,152.50	6,309.38	2,280.00	2,857.00	13,598.88	61,401.12
Subtotal			4	265,000.00	0.00	265,000.00	7,605.50	21,901.43	8,056.00	5,889.72	43,452.65	221,547.35
DIVISION DE FORMULACION MONITOREO Y EVALUACION DE PLANES PROGRAMAS Y PROYECTOS												
CESAR NUÑEZ LUNA	M	ENCARGADO (A)	DE CARRERA	85,000.00	0.00	85,000.00	2,439.50	8,279.46	2,584.00	1,215.12	14,518.08	70,481.92
Subtotal			1	85,000.00	0.00	85,000.00	2,439.50	8,279.46	2,584.00	1,215.12	14,518.08	70,481.92
DEPARTAMENTO DE TECNOLOGIA DE INFORMACION DE COMUNICACION												
WARLYN ANTONIO ESTRELLA POLANCO	M	SOPORTE TECNICO INFORMATICO	DE CARRERA	40,000.00	0.00	40,000.00	1,148.00	442.65	1,216.00	700.00	3,506.65	36,493.35
CLARA CLEIDER MONTERO GOMEZ	F	SECRETARIA	FIJO	35,000.00	0.00	35,000.00	1,004.50	0.00	1,064.00	25.00	2,093.50	32,906.50
Subtotal			2	75,000.00	0.00	75,000.00	2,152.50	442.65	2,280.00	725.00	5,600.15	69,399.85
DEPARTAMENTO DE COMUNICACIONES												
MAXIRIS PIMENTEL MATOS	F	GESTOR DE REDES SOCIALES	FIJO	37,000.00	0.00	37,000.00	1,061.90	19.25	1,124.80	25.00	2,230.95	34,769.05
RICARDO ALFREDO ECHAVARRIA REYES	M	SUPERVISOR DE EVENTOS	FIJO	26,500.00	0.00	26,500.00	760.55	0.00	805.60	25.00	1,591.15	24,908.85
JUAN FRANCISCO PEREZ RUIZ	M	ENCARGADO PRENSA	FIJO	50,000.00	0.00	50,000.00	1,435.00	1,854.00	1,520.00	800.00	5,609.00	44,391.00
ANA MARGARITA PEREZ MELENDEZ	F	GESTOR DE PROTOCOLO	FIJO	31,500.00	0.00	31,500.00	904.05	0.00	957.60	697.00	2,558.65	28,941.35
JELIDA MASSIEL MIESES CASTILLO	F	AUXILIAR ADMINISTRATIVO	FIJO	21,000.00	0.00	21,000.00	602.70	0.00	638.40	25.00	1,266.10	19,733.90
Subtotal			5	166,000.00	0.00	166,000.00	4,764.20	1,873.25	5,046.40	1,572.00	13,255.85	152,744.15
DIRECCION CIENTIFICO SISMO-RESISTENTE												
PEDRO IVAN MARQUEZ MERCERON	M	DIR. CIENTIFICO SISMORRESISTE	FIJO	130,000.00	0.00	130,000.00	3,731.00	19,162.12	3,952.00	1,375.00	28,220.12	101,779.88
Subtotal			1	130,000.00	0.00	130,000.00	3,731.00	19,162.12	3,952.00	1,375.00	28,220.12	101,779.88
DEPARTAMENTO DE INGENIERIA SISMO-RESISTENCIA												
FLOR MARIA LIMA RODRIGUEZ	F	INGENIERO ESTRUCTURAL	FIJO	65,000.00	0.00	65,000.00	1,865.50	4,189.55	1,976.00	1,315.12	9,346.17	55,653.83
ALEXANDER MENDEZ PINEDA	M	AUXILIAR DE CAMPO	FIJO	30,000.00	0.00	30,000.00	861.00	0.00	912.00	25.00	1,798.00	28,202.00
Subtotal			2	95,000.00	0.00	95,000.00	2,726.50	4,189.55	2,888.00	1,340.12	11,144.17	83,855.83
DEPARTAMENTO DE EVALUACION Y DISEÑO ARQUITECTONICO												
ZORAIDA DISLA MORALES	F	ARQUITECTO (A) II	FIJO	65,000.00	0.00	65,000.00	1,865.50	4,427.58	1,976.00	700.00	8,969.08	56,030.92
CEXNIA MARIA BUENO ORTEGA	F	ARQUITECTO (A) II	FIJO	45,000.00	0.00	45,000.00	1,291.50	1,148.33	1,368.00	700.00	4,507.83	40,492.17
HENRY BELTRAN DE PAULA	M	AUXILIAR DE CAMPO	FIJO	30,000.00	0.00	30,000.00	861.00	0.00	912.00	25.00	1,798.00	28,202.00
Subtotal			3	140,000.00	0.00	140,000.00	4,018.00	5,575.91	4,256.00	1,425.00	15,274.91	124,725.09

DEPARTAMENTO DE MITIGACION DE RIESGOS ANTE DESASTRE												
JOSE FRANCISCO CORDERO ARIAS	M	INGENIERO (A) CIVIL	DE CARRERA	55,000.00	0.00	55,000.00	1,578.50	2,559.68	1,672.00	25.00	5,835.18	49,164.82
Subtotal		1		55,000.00	0.00	55,000.00	1,578.50	2,559.68	1,672.00	25.00	5,835.18	49,164.82
DEPARTAMENTO DE ANALISIS DE COSTOS DE INFRAESTRUCTURAS EDIFICACIONES Y LINEAS VITALES												
ISMENIA MIOSOTIS VARGAS PEYA	F	ARQUITECTO(A)	FIJO	55,000.00	0.00	55,000.00	1,578.50	2,559.68	1,672.00	800.00	6,610.18	48,389.82
Subtotal		1		55,000.00	0.00	55,000.00	1,578.50	2,559.68	1,672.00	800.00	6,610.18	48,389.82
DEPARTAMENTO DE RECOPIACION E INFORMACION GEOESPACIAL												
LILIBETH LIBERATO BAUTISTA	F	ARQUITECTO (A)	DE CARRERA	55,000.00	0.00	55,000.00	1,578.50	2,381.16	1,672.00	1,215.12	6,846.78	48,153.22
RAUL SOSA CRUZ	M	SOPORTE TECNICO INFORMATICO	DE CARRERA	46,000.00	0.00	46,000.00	1,320.20	1,289.46	1,398.40	125.00	4,133.06	41,866.94
HECTOR ANTONIO CEDEÑO ALOMNTTE	M	AUXILIAR DE CAMPO	FIJO	32,500.00	0.00	32,500.00	932.75	0.00	988.00	25.00	1,945.75	30,554.25
Subtotal		3		133,500.00	0.00	133,500.00	3,831.45	3,670.62	4,058.40	1,365.12	12,925.59	120,574.41
DIRECCION DE INVESTIGACION Y DESARROLLO												
CESAR DAVID MENDEZ DUVAL	M	ENC. DE INVESTIGACION	FIJO	100,000.00	0.00	100,000.00	2,870.00	12,105.37	3,040.00	4,905.00	22,920.37	77,079.63
ESMARLYN CALDERON GERMAN	F	SECRETARIA I	FIJO	35,000.00	0.00	35,000.00	1,004.50	0.00	1,064.00	25.00	2,093.50	32,906.50
OVIDIO JACOBO SANCHEZ POPOTEUR	M	AUXILIAR ADMINISTRATIVO	DE CARRERA	39,500.00	0.00	39,500.00	1,133.65	372.08	1,200.80	25.00	2,731.53	36,768.47
SOBEIDA FELICIA DE JESUS ADAMES	F	CONSERJE	FIJO	15,000.00	0.00	15,000.00	430.50	0.00	456.00	25.00	911.50	14,088.50
BARBARA PAYANO SORIANO	F	CONSERJE	FIJO	15,000.00	0.00	15,000.00	430.50	0.00	456.00	25.00	911.50	14,088.50
Subtotal		5		204,500.00	0.00	204,500.00	5,869.15	12,477.45	6,216.80	5,005.00	29,568.40	174,931.60
DEPARTAMENTO LABORATORIO DE ESTRUCTURA												
WILSON JOSE BELIARD PEREZ	M	AUXILIAR LABORATORIO	FIJO	26,500.00	0.00	26,500.00	760.55	0.00	805.60	25.00	1,591.15	24,908.85
MALVEL RAMON PEREZ RODRIGUEZ	M	AUXILIAR LABORATORIO	FIJO	26,500.00	0.00	26,500.00	760.55	0.00	805.60	25.00	1,591.15	24,908.85
WILLIE MANUEL FELIX	M	AUXILIAR LABORATORIO	FIJO	32,500.00	0.00	32,500.00	932.75	0.00	988.00	25.00	1,945.75	30,554.25
MARIEL TERESA RINCON BOCK	F	INGENIERO ESTRUCTURAL	FIJO	55,000.00	0.00	55,000.00	1,578.50	2,559.68	1,672.00	700.00	6,510.18	48,489.82
FRANCISCO MANUEL RAMIREZ	M	AUXILIAR LABORATORIO	FIJO	26,500.00	0.00	26,500.00	760.55	0.00	805.60	25.00	1,591.15	24,908.85
JAIRO SANCHEZ BELEN	M	AUXILIAR LABORATORIO	FIJO	26,500.00	0.00	26,500.00	760.55	0.00	805.60	25.00	1,591.15	24,908.85
Subtotal		6		193,500.00	0.00	193,500.00	5,553.45	2,559.68	5,882.40	825.00	14,820.53	178,679.47
DIRECCION REGIONAL												
AMARILIS NUÑEZ DISLA	F	CONSERJE	FIJO	15,000.00	0.00	15,000.00	430.50	0.00	456.00	25.00	911.50	14,088.50
Subtotal		1		15,000.00	0.00	15,000.00	430.50	0.00	456.00	25.00	911.50	14,088.50
DEPARTAMENTO DELEGACIONES		REGIONALES										
VERONICA ALTAGRACIA CABRERA MENDOZA	F	CONSERJE	FIJO	15,000.00	0.00	15,000.00	430.50	0.00	456.00	25.00	911.50	14,088.50
GALVY RAMON NUYEZ CASTRO	M	ENC. DELEGACION REGIONAL NORTE	DE CARRERA	80,000.00	0.00	80,000.00	2,296.00	7,400.87	2,432.00	25.00	12,153.87	67,846.13
EUFRACIO FERRERAS MEDINA	M	INGENIERO ESTRUCTURAL	DE CARRERA	60,000.00	0.00	60,000.00	1,722.00	3,486.68	1,824.00	25.00	7,057.68	52,942.32
ENMANUEL ANTONIO ISAAC DE LA ROSA	M	INGENIERO AYUDANTE	FIJO	50,000.00	0.00	50,000.00	1,435.00	1,854.00	1,520.00	25.00	4,834.00	45,166.00
MARIANELA MERCEDES RICOURT UREÑA	F	INGENIERO CIVIL II	DE CARRERA	50,000.00	0.00	50,000.00	1,435.00	1,675.48	1,520.00	1,215.12	5,845.60	44,154.40
FRANKLIN RAFAEL PEÑA POLANCO	M	ARQUITECTO (A)	FIJO	45,000.00	0.00	45,000.00	1,291.50	1,148.33	1,368.00	25.00	3,832.83	41,167.17
SULEM CRISTAL HILARIO DE LA ROSA	F	SECRETARIA I	FIJO	35,000.00	0.00	35,000.00	1,004.50	0.00	1,064.00	25.00	2,093.50	32,906.50
KENIA MARIA MARTINEZ	F	SECRETARIA	FIJO	24,987.50	0.00	24,987.50	717.14	0.00	759.62	25.00	1,501.76	23,485.74
ROMULO DE OLEO	M	CHOFER PROVINCIAL	FIJO	25,000.00	0.00	25,000.00	717.50	0.00	760.00	25.00	1,502.50	23,497.50
FLAVIO ENRIQUE GARCIA PEREZ	M	ENC. DELEGACION REGIONAL ESTE	DE CARRERA	80,000.00	0.00	80,000.00	2,296.00	7,400.87	2,432.00	25.00	12,153.87	67,846.13
MARISOL MIRANDA LOPEZ	F	INGENIERO AYUDANTE	FIJO	55,000.00	0.00	55,000.00	1,578.50	2,559.68	1,672.00	700.00	6,510.18	48,489.82
PEDRO PABLO PEREZ	M	CHOFER	FIJO	25,000.00	0.00	25,000.00	717.50	0.00	760.00	2,050.00	3,527.50	21,472.50
Subtotal		12		544,987.50	0.00	544,987.50	15,641.14	25,525.91	16,567.62	4,190.12	61,924.79	483,062.71
Total por Programación:		85		4,005,737.50	0.00	4,005,737.50	114,964.67	257,403.27	118,187.22	55,761.89	546,317.05	3,459,420.45

Preparado Por: Licda. Yudy B. De Los Santos
Reponsable de Nómina



Revisado Por: Licda. Carmen P. Rodríguez Suero
Responsable de Recursos Humanos

