

## INSTITUTO DEL FONDO NACIONAL DE LA VIVIENDA PARA LOS TRABAJADORES

### **REGLAS para el Otorgamiento de Créditos a los Trabajadores Derechohabientes del Instituto del Fondo Nacional de la Vivienda para los Trabajadores.**

Al margen un logotipo, que dice: Instituto del Fondo Nacional de la Vivienda para los Trabajadores.

REGLAS PARA EL OTORGAMIENTO DE CRÉDITOS A LOS TRABAJADORES DERECHOHABIENTES DEL INSTITUTO DEL FONDO NACIONAL DE LA VIVIENDA PARA LOS TRABAJADORES.

Con fundamento en los artículos 16, fracción IX, 47 y 48, de la Ley del Instituto del Fondo Nacional de la Vivienda para los Trabajadores, en la sesiones ordinarias número 746, 749, 753, 755, 756, 759 y 771 celebradas los días 26 de junio y 25 de septiembre de 2013 y 29 de enero, 26 de marzo, 7 de abril y 30 de julio de 2014 y 29 de julio de 2015, respectivamente, el H. Consejo de Administración del Infonavit emitió las resoluciones RCA-4243-06/13, RCA-4384-09/13, RCA-4385-09/13, RCA-4483-01/14, RCA-4484-01/14, RCA-4561-03/14, RCA-4592-04/14, RCA-4716-07/14, RCA-5109-07/15 y RCA-5121-07/15, mediante las cuales aprobó las adecuaciones a las "Reglas para el Otorgamiento de Créditos a los Trabajadores Derechohabientes del Instituto del Fondo Nacional de la Vivienda para los Trabajadores", por lo que ha tenido a bien expedir las siguientes,

### **REGLAS PARA EL OTORGAMIENTO DE CRÉDITOS A LOS TRABAJADORES DERECHOHABIENTES DEL INSTITUTO DEL FONDO NACIONAL DE LA VIVIENDA PARA LOS TRABAJADORES**

#### **OBJETO**

**PRIMERA.** El H. Consejo de Administración del Instituto del Fondo Nacional de la Vivienda de los Trabajadores expide las presentes Reglas con fundamento en lo dispuesto por el artículo 47 de la Ley del Infonavit, con el objeto de establecer los términos y requisitos conforme a las cuales se otorgarán los créditos a que se refiere la fracción II del artículo 42 de la referida Ley y que se enumeran a continuación:

- a). En línea II, a la adquisición en propiedad de habitaciones, financiadas o no por el Infonavit;
- b). En línea III, a la construcción de vivienda;
- c). En línea IV, a la reparación, ampliación o mejoras de habitaciones, y
- d). En línea V, al pago de pasivos adquiridos por cualquiera de los conceptos anteriores.

#### **DEFINICIONES**

**SEGUNDA.** Para efectos de las presentes Reglas, se tendrán las siguientes definiciones:

**Crédito Conyugal**, significa el esquema establecido en la Regla Décima Sexta para la adquisición de una vivienda por cónyuges.

**Crédito Indexado al Salario Mínimo**, significa los créditos otorgados por Infonavit cuyo saldo se revisa cada vez que se modifica el salario mínimo.

**Crédito Integral**, significa los créditos a que se refiere el inciso b) de la Regla Primera.

**Crédito No Indexado al Salario Mínimo**, significa los créditos otorgados por Infonavit cuyo saldo no se revisa cada vez que se modifica el salario mínimo.

**Cuota Mensual de Amortización**, significa el importe que tendrá que cubrir el trabajador mensualmente cuando éste no encuadra dentro de los supuestos del Régimen Especial de Amortización.

**Ecotecnologías**, significan los aparatos y equipos que estén instalados o que se incorporen a las viviendas y que, utilizando tecnologías modernas y eficientes, hagan posible el ahorro en el consumo de energía y agua.

**Entidad Financiera**, significa la entidad o fideicomiso que conforme a las leyes aplicables, esté autorizados para otorgar o adquirir créditos a la vivienda y que además reúnan los requisitos que señala la administración.

**Gastos de Apertura**, significa el descuento del tres por ciento del monto de crédito a otorgar al trabajador, que realiza el Infonavit para cubrir los gastos relacionados con la originación del crédito.

**Gastos de Administración**, significa el pago periódico equivalente al dos por ciento del excedente, si lo hubiere, de 128 veces el Salario Mínimo en el Distrito Federal y el saldo insoluto del crédito, que debe hacer el acreditado por concepto de gastos financieros y de operación de crédito y el seguro de daños.

**Infonavit**, significa el Instituto del Fondo Nacional de la Vivienda para los Trabajadores.

**Ley**, significa la Ley del Instituto del Fondo Nacional de la Vivienda para los Trabajadores.

**Monto de Crédito**, significa la cantidad que conforma el crédito que el Infonavit otorga al trabajador derechohabiente para la adquisición de una solución de vivienda.

**Precio de Venta**, significa el precio que haya sido pactado entre las partes libre de cualquier descuento, bonificación, devolución o prima en monetario, que haya sido ofrecida o comprometida por el vendedor precisamente al otorgamiento del crédito por el Instituto y con independencia del momento en que se realice dicho descuento, bonificación, devolución o prima.

**Prórroga**, significa la prórroga en el pago de la amortización a que tiene derecho un trabajador acreditado cuando deja de percibir ingresos, a que se refiere el artículo 41 de la Ley y la Regla Décimo Novena.

**Régimen Especial de Amortización**, significa el esquema de pago que deberá cumplir el trabajador, en los siguientes supuestos:

- a). Cuando pierda su relación laboral y no hubiere tramitado oportunamente su Prórroga, o que no haga uso de ella;
- b). Al vencimiento de la Prórroga y que no esté sujeto a una relación laboral;
- c). Cuando se trate de un trabajador acreditado jubilado o pensionado, o
- d). Cuando el trabajador acreditado cambie de empleo a una relación laboral sujeta al Apartado "B" del artículo 123 de la Constitución Política de los Estados Unidos Mexicanos.

**Régimen Ordinario de Amortización**, significa el esquema de pago que deberá cumplir el trabajador cuando no esté en los supuestos del Régimen Especial de Amortización.

**Salario Mensual Integrado**, significa el que resulte menor entre: (i) el promedio del salario diario integrado de los últimos seis bimestres cotizados, o (ii) el salario diario integrado del trabajador correspondiente al mes en que solicita el crédito multiplicado por 30.4.

**Salario Mínimo**, significa el salario mínimo diario general para el Distrito Federal.

**Salario Mínimo Mensual**, significa el que resulte de multiplicar por 30.4 el salario mínimo diario general que rija en el Distrito Federal.

**Segundo Crédito**, significa el crédito otorgado en términos del artículo 47 de la Ley a aquellos trabajadores que terminaron de liquidar el primer crédito otorgado por Infonavit.

**Valor de Vivienda**, significa el valor menor entre el precio de venta y el valor del avalúo.

## CARACTERÍSTICAS DE LA VIVIENDA

**TERCERA.** La vivienda que se pretenda adquirir, construir, reparar, ampliar, mejorar, o por la que se pretenda cubrir pasivos adquiridos por cualquiera de estos conceptos, deberá ser cómoda e higiénica y estar ubicada en zonas que cuenten con toda la infraestructura urbana: servicios de agua potable, energía eléctrica, drenaje o, en su defecto, fosa séptica y contar con la presencia de ecotecnologías. La vivienda deberá tener una vida útil probable de treinta años, a partir del otorgamiento del crédito, y ser garantía suficiente del mismo.

Con independencia de lo anterior, el Consejo de Administración podrá establecer requerimientos especiales en el otorgamiento de crédito para viviendas cuya adquisición haya sido financiada por Infonavit en un periodo de hasta dieciocho meses, previos a la solicitud del crédito.

La vivienda de que se trate deberá tener uso habitacional. No serán susceptibles de ser objeto de crédito aquellos inmuebles que se destinen a accesorias o locales comerciales y, en general, inmuebles de productos.

## GARANTÍA

**CUARTA.** Al formalizarse los créditos, deberá constituirse hipoteca o garantía fiduciaria en primer lugar a favor del Instituto, salvo en el caso en que el saldo de la subcuenta de vivienda sea mayor al monto de crédito.

**SISTEMA DE ASIGNACIÓN DE PRIMER CRÉDITO**

**QUINTA.** El Infonavit asignará los primeros créditos a que tienen derecho los trabajadores derechohabientes conforme al sistema de puntuación, que tiene por objeto seleccionar a los trabajadores que serán susceptibles de ser acreditados.

Una vez que la Asamblea General haya aprobado los planes de labores y de financiamientos, el Consejo de Administración del Instituto determinará la puntuación mínima exigible por localidad y tipo de vivienda y, por excepción, podrá determinar los periodos de inscripción de solicitudes que aplicarán específicamente para la entidad federativa, municipio, localidad o región de que se trate.

La puntuación se determinará sumando los puntos correspondientes a cada uno de los factores siguientes:

- a). El salario diario integrado, determinado en los términos de la fracción II del artículo 29 de la Ley del Instituto del Fondo Nacional de la Vivienda para los Trabajadores y sus disposiciones reglamentarias y la edad del trabajador conforme a la tabla "Edad-salario" que se adjunta a las presentes Reglas como Anexo 5;
- b). Si el trabajador tiene entre seis y doce bimestres de cotización continua se otorgarán dieciséis puntos; entre trece y quince bimestres se otorgarán veintitrés puntos, y si tiene dieciséis bimestres o más se otorgarán treinta y ocho puntos;
- c). Por cada salario mensual integrado del propio trabajador, dentro del saldo de la subcuenta de vivienda de la cuenta individual del sistema de ahorro para el retiro, se otorgarán:

| Límite inferior | Límite superior | Puntos |
|-----------------|-----------------|--------|
| 0.00            | 1.70            | 24     |
| 1.71            | 2.20            | 27     |
| 2.21            | 2.60            | 31     |
| 2.61            | 3.10            | 33     |
| 3.11            | 3.70            | 35     |
| 3.71            | 4.50            | 37     |
| 4.51            | Sin límite      | 39     |

- d). Por la aportación del terreno, en los casos de crédito integral, se otorgarán veintiséis puntos.

**PRECALIFICACIÓN**

**SEXTA.** El trabajador que pretenda tramitar su crédito con el Infonavit podrá precalificarse a través de los medios que facilite el Instituto para tal efecto. A los derechohabientes se les informará su puntaje obtenido, el puntaje mínimo requerido en la plaza y el monto máximo de crédito a que tendría derecho.

**INSCRIPCIÓN**

**SÉPTIMA.** Los trabajadores derechohabientes que reúnan el puntaje mínimo requerido a que se refiere la Regla Sexta anterior, podrán presentar su solicitud de crédito en las oficinas del Instituto. Los requisitos que deberá cumplir para llevar a cabo la solicitud de su crédito, se establecen en el **ANEXO 1** de las presentes Reglas.

**MONTO DE CRÉDITO**

**OCTAVA.** El monto total del crédito que otorgue el Instituto, en ningún caso podrá exceder la suma del monto máximo señalado en las Tablas de Montos Máximos y del monto máximo de Ecotecnologías o, en su caso, del monto establecido en la Tabla de Montos para Vivienda Vertical que constituye el **ANEXO 6** a las presentes Reglas. Para estos efectos se considerará el salario disponible del trabajador, mismo que se determina al deducirle al salario mensual integrado la pensión alimenticia que determine la autoridad competente, en caso de existir.

El Instituto podrá otorgar los montos de crédito que se establezcan en la Tabla de Montos Máximos de Crédito por Excedente, siempre y cuando el Instituto transfiera un porcentaje del crédito otorgado a una Entidad Financiera y el derechohabiente cumpla con los criterios de elegibilidad que el Instituto convenga con ésta. Dichos criterios se deberán dar a conocer a los derechohabientes en el sitio de Internet del Instituto y en ningún caso serán más restrictivos que los que dichas entidades apliquen al otorgamiento de sus créditos en cofinanciamiento con el Instituto.

De conformidad con lo dispuesto por el artículo 44 de la Ley de Infonavit, el trabajador acreditado podrá optar por que el saldo de su crédito se revise cada vez que se modifique el salario mínimo, en cuyo caso le serán aplicables las Tablas de Montos Máximos y Tablas de Montos Máximos de Crédito por Excedente, así como los términos y requisitos establecidos en el **ANEXO 2** de las presentes Reglas. De lo contrario, le serán aplicables las Tablas de Montos Máximos y Tablas de Montos Máximos de Crédito por Excedente así como los términos y requisitos establecidos en el **ANEXO 3**.

En términos de lo dispuesto por el artículo 47 de la Ley de Infonavit, los trabajadores que liquiden el crédito otorgado por Infonavit, podrán ser sujetos de un segundo crédito en coparticipación con entidades financieras. Los términos y requisitos del segundo crédito se establecen en el **ANEXO 4** de las presentes Reglas.

El monto de crédito a que se refiere la presente regla podrá ser reducido hasta en un treinta por ciento de acuerdo con la información de entidades públicas, la construcción y determinación de índices e indicadores que permitan una evaluación integral por parte del Instituto.

#### **APLICACIÓN DE LA SUBCUENTA DE VIVIENDA**

**NOVENA.** Cuando un trabajador reciba un crédito del Instituto, el saldo de la subcuenta de vivienda de la cuenta individual del sistema de ahorro para el retiro se aplicará junto con el monto de dicho crédito, como pago de alguno de los conceptos a que se refieren los incisos de la Regla Primera.

Asimismo, en caso de que no se constituya garantía hipotecaria, el saldo de la subcuenta de vivienda podrá aplicarse para la amortización del crédito, previa validación de que los recursos hayan sido destinados conforme al objeto del crédito.

#### **VALOR DE LA VIVIENDA Y MONTO DE CRÉDITO**

**DÉCIMA.** Las viviendas que sean objeto de los créditos que otorgue el Instituto podrán ser de cualquier valor.

El monto del crédito neto que otorgue el Instituto, más el saldo de la subcuenta de vivienda, más, en su caso, el ahorro voluntario que haya declarado el trabajador en su solicitud de crédito, no podrá superar el Valor de la Vivienda. Esta cantidad se incrementará por el monto correspondiente al financiamiento de ecotecnologías.

#### **GASTOS**

**DÉCIMA PRIMERA.** Por concepto de gastos de titulación y financieros se descontará un porcentaje del monto de crédito a otorgar al trabajador y se podrá incluir un cobro periódico a cargo del trabajador por concepto de gastos de operación del crédito, en los términos que se establecen en los **ANEXOS 2 y 3** de las presentes Reglas, según corresponda.

Los gastos por impuestos, derechos de registro y avalúo, que se causen, serán a cargo del trabajador, mismos que serán objeto del crédito, sin que se incremente el monto de crédito a otorgar.

#### **PLAZO DE AMORTIZACIÓN**

**DÉCIMA SEGUNDA.** El plazo para la amortización del crédito no será mayor de treinta años de pagos efectivos. Si transcurrido un plazo de treinta años de pagos en los montos correspondientes que está obligado a efectuar el acreditado para la amortización del crédito otorgado existiere todavía algún saldo insoluto a cargo del trabajador, el Instituto lo liberará del pago de dicho saldo pendiente, cancelando los gravámenes que se tengan constituidos a esa fecha sobre la vivienda objeto del crédito, excepto en el caso de que existan pagos omisos del trabajador o prórrogas concedidas.

**TASA DE INTERÉS**

**DÉCIMA TERCERA.** Los créditos que se otorguen devengarán intereses conforme a la tasa de interés que resulte aplicable, en términos de lo establecido en los **ANEXOS 2 y 3** a las presentes Reglas, según corresponda.

El Infonavit anualmente deberá emitir un estado de cuenta de cada uno de los créditos otorgados que se encuentren vigentes y entregarlo a cada acreditado, en los tiempos y programación que la Administración determine.

**CUOTA DE AMORTIZACIÓN**

**DÉCIMA CUARTA.** Al momento en que se formalice el crédito se establecerá el importe de la Cuota Mensual de Amortización en los términos establecidos en los **ANEXOS 2 y 3** según corresponda. El Infonavit comunicará al patrón o persona a la cual le presta sus servicios el acreditado la Cuota Mensual de Amortización que le debe descontar de su salario, misma que se calculará de manera que se asegure la amortización completa del crédito en el plazo previsto, considerando la tasa de interés establecida y las aportaciones patronales del cinco por ciento que se aplicarán durante la vigencia del crédito para reducir el saldo insoluto a cargo del trabajador.

Es requisito indispensable que en el acto de formalización del crédito el trabajador presente el aviso de retención de descuentos, debidamente sellado y firmado por la empresa en que labora.

El Instituto incorporará en el importe de la Cuota Mensual de Amortización, el importe de la aportación mensual que los propios trabajadores deban efectuar al fondo mutualista a que se hace referencia en la Regla Vigésima para el efecto de mantener debidamente otorgada su correspondiente cobertura.

Los descuentos por concepto de amortización de crédito que efectúe el patrón al salario del trabajador, que aparezcan en su recibo de sueldo y no hayan sido enterados, se considerarán como recibidos por el Infonavit, mismo que procederá contra el patrón.

En caso de que en los recibos de sueldo no estén consignados los descuentos y el trabajador lo haga del conocimiento del Infonavit, éste último le exigirá al patrón lo retenido y ejercerá en su contra las acciones o denuncias que correspondan.

**RÉGIMEN ESPECIAL DE AMORTIZACIÓN**

**DÉCIMA QUINTA.** Cuando un trabajador realice el pago de su crédito conforme al Régimen Especial de Amortización, dicho pago se determinará multiplicando el monto original del crédito otorgado por el factor de descuento que le corresponda, considerando la edad y el ingreso del trabajador a la fecha de originación del crédito, de acuerdo a las Tablas de Factores de Descuento que se establecen en los **ANEXOS 2 y 3** según corresponda.

**CRÉDITO CONYUGAL**

**DÉCIMA SEXTA.** Si el trabajador obtiene la puntuación mínima requerida para recibir un crédito del Instituto, y desea aumentar el monto de crédito, su cónyuge podrá obtener un crédito hasta por el setenta y cinco por ciento del monto máximo que pudiera corresponderle a este último, siempre y cuando sea derechohabiente del Instituto, haya trabajado ininterrumpidamente cuando menos los dos últimos años anteriores a la fecha en que se solicite el crédito conyugal, y ambos créditos se apliquen a una misma vivienda.

Además del caso previsto en el párrafo anterior, el Instituto podrá otorgar crédito a un trabajador derechohabiente en los términos establecidos en las presentes Reglas, cuando su cónyuge, incluso no siendo éste derechohabiente, adquiera o tenga al mismo tiempo la copropiedad de la vivienda y el trabajador derechohabiente sólo adquiera la copropiedad restante de la misma vivienda a la que se destine dicho crédito, y ambos cónyuges estén en matrimonio bajo el régimen de separación de bienes.

En los supuesto a que se refieren los párrafos anteriores, el cónyuge solicitante del crédito deberá presentar copia certificada del acta de matrimonio, además de los documentos señalados en el **ANEXO 1** y, en su oportunidad, el inmueble que se destine como garantía hipotecaria del crédito deberá estar escriturado bajo el régimen de copropiedad.

**PAGOS ANTICIPADOS**

**DÉCIMA SÉPTIMA.** El trabajador acreditado podrá, en cualquier tiempo, efectuar pagos anticipados a cuenta del principal durante la vigencia del crédito.

Todo pago anticipado se aplicará a reducir el saldo insoluto del crédito y tendrá efecto a partir del mes siguiente al mes en que se realice.

**COPROPIEDAD**

**DÉCIMA OCTAVA.** Si el trabajador acreditado no cuenta con los recursos suficientes para cubrir el pago de su crédito, el Instituto podrá otorgar crédito a otro derechohabiente, que se destinará a la amortización parcial o total del crédito del trabajador acreditado. Este crédito estará garantizado por el mismo inmueble, el cual deberá estar escriturado bajo el régimen de copropiedad en la proporción del saldo de cada uno de los créditos.

El derechohabiente a quien se le otorgue el nuevo crédito deberá cumplir con la puntuación mínima establecida por el Consejo de Administración, de acuerdo a lo estipulado en la Regla Quinta.

**PRÓRROGAS**

**DÉCIMA NOVENA.** En caso de que un trabajador deje de percibir ingresos salariales, el Instituto le otorgará prórrogas en los importes correspondientes a los pagos de la amortización que tenga que hacer por concepto de capital e intereses ordinarios. Durante dichas prórrogas los intereses ordinarios que se generen se capitalizarán al saldo insoluto del crédito.

Para tal efecto, el trabajador acreditado deberá presentar su solicitud al Instituto dentro del mes siguiente a la fecha en que deje de percibir ingresos salariales. Las prórrogas que se otorguen al trabajador no podrán ser mayores a doce meses cada una, ni exceder, en su conjunto, más de veinticuatro meses y terminarán anticipadamente cuando el trabajador inicie una nueva relación laboral.

Cuando el trabajador no haya solicitado prórroga en el plazo de treinta días naturales posteriores a la fecha en que dejó de percibir ingresos salariales, o el término de ésta hubiere vencido, deberá realizar directamente los pagos de su crédito, hasta en tanto no se encuentre sujeto a una nueva relación laboral, dando aviso al Instituto de esta última situación.

**SEGUROS**

**VIGÉSIMA.** Los créditos que el Instituto otorgue a los trabajadores estarán cubiertos por un seguro para los casos de incapacidad total permanente o muerte, así como para los casos de incapacidad parcial permanente del cincuenta por ciento o más, o de invalidez definitiva en los términos previstos por la Ley del Seguro Social, de acuerdo a lo señalado en el artículo 51 de la Ley del Instituto, que libere al trabajador o a sus beneficiarios de las obligaciones, gravámenes o limitaciones de dominio derivados de esos créditos. El costo de este seguro quedará a cargo del Instituto.

A fin de proteger el patrimonio de los trabajadores, el Instituto contratará, por cuenta del acreditado, el seguro de daños de la vivienda en garantía. Las primas correspondientes se repercutirán al acreditado, incorporándolas en el pago de la amortización del crédito.

Por su parte, los trabajadores que obtengan un crédito deberán contratar una cobertura de protección de pagos del crédito, ya sea mediante un seguro o un fondo mutualista que los trabajadores constituyan con aportaciones de su propio peculio. Para tal fin, el H. Consejo de Administración emitirá los lineamientos que establezcan las características, condiciones y modalidades que deberá reunir la cobertura de los seguros de protección de pagos o la cobertura que le proporcione el fondo mutualista.

**REPRESENTACIÓN**

**VIGÉSIMA PRIMERA.** Los créditos podrán ser solicitados, tramitados y obtenidos en forma personal por los propios trabajadores o a través de representantes debidamente acreditados ante el Instituto.

Asimismo, podrán ser representantes de los trabajadores para el trámite de los créditos:

- a). Las organizaciones sindicales, debidamente acreditadas ante la Secretaría del Trabajo y Previsión Social o ante la autoridad laboral correspondiente. En el caso de organizaciones sindicales cuyo registro ante esa Secretaría se encuentre en trámite, deberán ser avalados por la Central, Confederación, Federación o Sindicato Nacional al que pertenezcan, y

**b). Las organizaciones empresariales reconocidas.**

Los trabajadores que realicen el trámite mediante un representante, deberán entregar a éste, con firma autógrafa, el formato que para el efecto establezca el Instituto, en el cual se otorga la representación, acompañado de copia simple de identificación oficial, en que aparezca la fotografía y firma del trabajador.

En el caso de que el trabajador hubiere firmado dos o más de los formatos a que se refiere el párrafo anterior, sólo se tramitará el último, previa cancelación de los anteriores inscritos en el Instituto.

**RECURSO DE INCONFORMIDAD**

**VIGÉSIMA SEGUNDA.** En los casos de inconformidad de los trabajadores sobre su derecho a recibir crédito, así como sobre cualquier acto del Instituto que lesione sus derechos, se podrá promover el recurso de inconformidad en los términos de lo dispuesto en el artículo 52 de la Ley de Instituto y del Reglamento de la Comisión de Inconformidades del Instituto.

**CONDICIONES GENERALES DE CONTRATACIÓN**

**VIGÉSIMA TERCERA.** El Director General publicará en el Diario Oficial de la Federación o en la página de Internet del Instituto, las condiciones generales de contratación que éste ofrezca a sus derechohabientes que, de acuerdo con la Ley del Instituto y estas Reglas, tengan derecho a recibir un crédito. Las condiciones generales de contratación, que serán las estipulaciones, cláusulas y pactos que deban integrar los contratos por los que el Instituto otorgue crédito a sus derechohabientes y que, consiguientemente, rijan los derechos y obligaciones del Instituto y de los derechohabientes que sean acreditados, deberán ser aceptadas expresamente por los derechohabientes al celebrar los respectivos contratos con el Instituto.

Las condiciones generales de contratación que se propongan deberán observar lo dispuesto en la Ley del Instituto, las presentes reglas y las políticas de crédito expedidas por la Asamblea General y el Consejo de Administración.

El Instituto podrá proponer a los derechohabientes condiciones particulares de contratación que correspondan específicamente al tipo o modalidad de crédito que les otorgue, en cuyo caso se establecerán las condiciones particulares de contratación de que se trate, incluyendo en lo aplicable las cláusulas establecidas en las condiciones generales de contratación.

**TRANSITORIOS**

**ARTÍCULO PRIMERO.-** Estas Reglas entrarán en vigor a partir de su aprobación por el H. Consejo de Administración.

**ARTÍCULO SEGUNDO.-** A la entrada en vigor de las presentes Reglas, se abrogan las Reglas para el Otorgamiento de Créditos a los Trabajadores Derechohabientes del Infonavit, que fueron aprobadas por el Consejo de Administración del Instituto y publicadas en el Diario Oficial de la Federación el 27 de febrero de 2013, así como las demás disposiciones que se opongan a estas Reglas.

**ARTÍCULO TERCERO.** Las solicitudes de crédito presentadas al Instituto con anterioridad a la entrada en vigor de las presentes Reglas, se tramitarán conforme a las disposiciones vigentes en la fecha de presentación de dichas solicitudes.

**ARTÍCULO CUARTO.** La constitución de la garantía fiduciaria incorporada en la regla cuarta de las Reglas para el Otorgamiento de Créditos a los Trabajadores Derechohabientes del Infonavit estará sujeta a la vigencia del "Programa para que los derechohabientes del Instituto, que adquieran una vivienda con una hipoteca del Infonavit y un subsidio del Gobierno Federal, al formalizar su crédito, se constituya una garantía fiduciaria en primer lugar en favor del Instituto", el cual concluye el 31 de diciembre de 2014. Para estos efectos, la continuación de la constitución de garantía fiduciaria para futuras hipotecas que cumplan con estas condiciones, estará condicionada a la autorización expresa que para tal efecto otorgue el H. Consejo de Administración, con base en los resultados de la aplicación del referido programa, sin que esta futura condición, modifique de forma alguna las condiciones de las hipotecas que se originen bajo estas nuevas reglas.

Atentamente,

Ciudad de México, a 4 de febrero de 2016.- El Secretario General, **Héctor Franco Rey**.- Rúbrica.

**ANEXO 1.****Requisitos de la Solicitud de Crédito.**

Los trabajadores derechohabientes deberán presentar su solicitud de crédito, con todos los datos requeridos. El Instituto verificará los datos de la solicitud, los cuales deberán ser veraces en su totalidad para poder ejercer el crédito.

Además, se deberán integrar los siguientes documentos:

- a). Identificación vigente con fotografía: credencial de elector, pasaporte o cartilla del servicio militar nacional;
- b). Acta de nacimiento;
- c). En su caso, acta de matrimonio;
- d). En su caso, comprobante del pago de ahorro voluntario, y
- e). Constancia de participación de un taller de orientación enfocado a que conozcan sus derechos y obligaciones ante el Infonavit.

Dependiendo del destino de su crédito, además de los requisitos establecidos en el inciso anterior, el derechohabiente deberá de presentar la siguiente documentación:

**Crédito en Línea II.**

El trabajador que decida adquirir una vivienda, o su representante, deberá presentar, previo a la formalización del crédito, la siguiente documentación:

- a). La que acredite la propiedad del inmueble, y la personalidad y capacidad legal del vendedor;
- b). El compromiso por escrito del vendedor de sostener su oferta de venta durante un plazo determinado;
- c). Avalúo vigente expedido por institución autorizada para constatar las características y el valor de la vivienda, y
- d). La manifestación por escrito que establezca que con plena libertad es su deseo adquirir la vivienda elegida.

La vivienda deberá estar libre de gravámenes, limitaciones o adeudos fiscales, al momento de la formalización del crédito respectivo. En caso de existir requerimientos adicionales por legislaciones locales se deberá complementar la documentación correspondiente.

**Crédito en Líneas III y IV.**

El trabajador que desee ejercer el crédito para la construcción en terreno propio o reparación, ampliación o mejora de vivienda deberá presentar la siguiente documentación:

- a). Copia certificada del título de propiedad, debidamente inscrito en el Registro Público de la Propiedad, en la que haga constar que él o su cónyuge es propietario del inmueble en que se llevará a cabo la construcción o reparación, ampliación o mejora. La formalización de la propiedad del inmueble a favor del trabajador podrá llevarse a cabo al momento de la formalización del crédito respectivo. En caso de construcción, si el trabajador sólo cuenta con los derechos fideicomisarios del terreno podrá presentar la documentación comprobatoria respectiva.
- b). La que certifique que el inmueble se encuentra libre de gravámenes y limitaciones de dominio, así como la que acredite que, respecto del mismo, no existe adeudo alguno por falta de pago de impuesto predial y de los derechos por consumo de agua para el caso de vivienda usada. En caso de que al momento de presentación de esa documentación el inmueble se encuentre con algún gravamen o limitación, éste debe quedar liberado totalmente a la formalización del crédito respectivo.
- c). Los formatos establecidos por el Instituto, en los que se señale el proyecto, presupuesto, especificaciones, programa de obra y calendario de pagos de la obra a ejecutar, elaborada de conformidad con la normatividad técnica institucional, y
- d). El contrato de obra a precio alzado, expresado en moneda nacional, que celebren el trabajador y el constructor, en el que queden establecidas las condiciones y términos en que se llevará a cabo la obra. En caso de autoconstrucción o por la naturaleza de los trabajos a efectuar, el Instituto podrá eximir al trabajador de la presentación de dicho contrato.

**Crédito en Línea V.**

En los créditos para el pago de pasivos por concepto de vivienda, el trabajador deberá presentar la siguiente documentación:

- a). La escritura pública, inscrita en el Registro Público de la Propiedad, en la que se haga constar que es propietario de la vivienda;
- b). La que certifique que, respecto de la vivienda, no existe adeudo alguno por falta de pago del impuesto predial y de los derechos por consumo de agua;
- c). La carta de instrucción, en donde autorice el acreedor hipotecario el pago del crédito y la cancelación de la hipoteca o, en su caso, la constitución de la garantía hipotecaria, en primer lugar, a favor del Instituto, de conformidad con el estado de cuenta que para el efecto presente, y
- d). Avalúo vigente, expedido por institución autorizada para constatar el valor de la vivienda.

## ANEXO 2.

**Términos y requisitos aplicables únicamente a los créditos indexados al salario mínimo.**

**A. Tabla Montos Máximos.**

|          | Salario (VSM) |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |
|----------|---------------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| Edad     | 1.0           | 1.1 | 1.2 | 1.3 | 1.4 | 1.5 | 1.6 | 1.7 | 1.8 | 1.9 | 2.0 | 2.1 | 2.2 | 2.3 | 2.4 | 2.5 | 2.6 | 2.7 | 2.8 | 2.9 |
| Hasta 35 | 89            | 89  | 89  | 89  | 90  | 92  | 94  | 97  | 101 | 104 | 106 | 110 | 114 | 118 | 122 | 125 | 129 | 133 | 135 | 139 |
| 36       | 86            | 87  | 87  | 87  | 88  | 90  | 92  | 95  | 99  | 102 | 104 | 108 | 112 | 116 | 120 | 123 | 127 | 131 | 133 | 137 |
| 37       | 84            | 84  | 85  | 85  | 86  | 88  | 90  | 94  | 97  | 100 | 102 | 106 | 110 | 114 | 118 | 121 | 125 | 129 | 132 | 135 |
| 38       | 81            | 82  | 83  | 83  | 85  | 87  | 88  | 92  | 95  | 98  | 100 | 104 | 108 | 113 | 116 | 119 | 123 | 127 | 130 | 133 |
| 39       | 79            | 80  | 81  | 81  | 83  | 85  | 86  | 90  | 94  | 96  | 98  | 102 | 106 | 111 | 114 | 117 | 120 | 124 | 127 | 131 |
| 40       | 76            | 77  | 79  | 79  | 81  | 83  | 84  | 88  | 92  | 95  | 96  | 100 | 104 | 109 | 112 | 114 | 118 | 122 | 125 | 129 |
| 41       | 74            | 75  | 77  | 77  | 79  | 81  | 82  | 86  | 90  | 93  | 95  | 98  | 102 | 106 | 110 | 113 | 116 | 120 | 122 | 126 |
| 42       | 71            | 72  | 74  | 75  | 77  | 79  | 80  | 84  | 88  | 91  | 93  | 95  | 99  | 104 | 108 | 110 | 114 | 117 | 120 | 124 |
| 43       | 68            | 70  | 72  | 73  | 75  | 77  | 78  | 81  | 85  | 88  | 90  | 94  | 97  | 101 | 105 | 108 | 111 | 114 | 117 | 121 |
| 44       | 66            | 67  | 69  | 70  | 72  | 75  | 76  | 79  | 83  | 86  | 88  | 91  | 95  | 99  | 102 | 105 | 109 | 112 | 114 | 118 |
| 45       | 63            | 65  | 67  | 68  | 70  | 71  | 74  | 76  | 80  | 83  | 85  | 89  | 92  | 96  | 99  | 102 | 106 | 109 | 112 | 115 |
| 46       | 60            | 62  | 64  | 65  | 68  | 69  | 71  | 75  | 78  | 80  | 83  | 86  | 89  | 94  | 96  | 99  | 102 | 106 | 109 | 112 |
| 47       | 57            | 59  | 62  | 63  | 65  | 67  | 69  | 72  | 76  | 78  | 80  | 83  | 86  | 91  | 94  | 96  | 99  | 103 | 105 | 109 |
| 48       | 54            | 57  | 59  | 60  | 63  | 64  | 66  | 69  | 73  | 76  | 77  | 80  | 83  | 87  | 91  | 93  | 96  | 99  | 102 | 105 |
| 49       | 51            | 54  | 56  | 58  | 60  | 61  | 63  | 66  | 70  | 72  | 74  | 77  | 80  | 84  | 87  | 90  | 93  | 95  | 98  | 101 |
| 50       | 49            | 51  | 53  | 55  | 57  | 59  | 60  | 63  | 66  | 69  | 71  | 74  | 76  | 80  | 83  | 86  | 89  | 92  | 95  | 97  |
| 51       | 46            | 48  | 50  | 52  | 54  | 56  | 57  | 60  | 63  | 66  | 68  | 71  | 74  | 76  | 79  | 82  | 85  | 88  | 90  | 93  |
| 52       | 43            | 45  | 47  | 49  | 51  | 53  | 54  | 57  | 59  | 62  | 64  | 67  | 70  | 73  | 76  | 77  | 80  | 83  | 86  | 89  |
| 53       | 39            | 42  | 44  | 46  | 48  | 50  | 51  | 54  | 57  | 58  | 60  | 63  | 65  | 70  | 72  | 74  | 76  | 78  | 81  | 84  |
| 54       | 36            | 39  | 41  | 43  | 45  | 47  | 47  | 50  | 53  | 55  | 57  | 59  | 61  | 64  | 67  | 69  | 72  | 74  | 76  | 78  |
| 55       | 33            | 35  | 38  | 39  | 41  | 42  | 44  | 46  | 49  | 51  | 53  | 55  | 57  | 60  | 62  | 64  | 66  | 69  | 71  | 74  |
| 56       | 30            | 32  | 34  | 36  | 38  | 39  | 40  | 42  | 45  | 47  | 48  | 51  | 53  | 55  | 57  | 59  | 61  | 63  | 65  | 68  |
| 57       | 27            | 29  | 31  | 32  | 34  | 35  | 37  | 38  | 40  | 42  | 44  | 46  | 48  | 50  | 52  | 54  | 56  | 57  | 59  | 61  |
| 58       | 24            | 25  | 27  | 29  | 30  | 31  | 32  | 34  | 37  | 38  | 39  | 41  | 42  | 45  | 47  | 48  | 50  | 52  | 54  | 56  |
| 59       | 20            | 22  | 23  | 25  | 27  | 27  | 28  | 30  | 32  | 33  | 34  | 36  | 38  | 39  | 40  | 42  | 44  | 45  | 47  | 49  |
| 60       | 17            | 18  | 20  | 21  | 22  | 22  | 23  | 25  | 27  | 28  | 29  | 30  | 32  | 34  | 35  | 36  | 38  | 38  | 40  | 41  |
| 61       | 14            | 15  | 16  | 17  | 18  | 18  | 19  | 20  | 21  | 22  | 23  | 25  | 26  | 27  | 28  | 29  | 31  | 32  | 33  | 34  |
| 62       | 10            | 11  | 12  | 13  | 14  | 14  | 15  | 16  | 17  | 18  | 18  | 19  | 19  | 20  | 21  | 22  | 23  | 24  | 25  | 26  |
| 63       | 7             | 7   | 8   | 9   | 9   | 9   | 10  | 10  | 11  | 12  | 12  | 13  | 13  | 14  | 15  | 15  | 16  | 17  | 17  | 18  |
| 64 o más | 3             | 3   | 4   | 4   | 4   | 5   | 4   | 4   | 5   | 5   | 5   | 6   | 6   | 6   | 7   | 7   | 7   | 8   | 8   | 8   |

|          | Salario (VSM) |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |
|----------|---------------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| Edad     | 3.0           | 3.1 | 3.2 | 3.3 | 3.4 | 3.5 | 3.6 | 3.7 | 3.8 | 3.9 | 4.0 | 4.1 | 4.2 | 4.3 | 4.4 | 4.5 | 4.6 | 4.7 | 4.8 | 4.9 |
| Hasta 35 | 142           | 142 | 143 | 143 | 144 | 145 | 146 | 147 | 148 | 149 | 150 | 152 | 155 | 158 | 162 | 166 | 166 | 166 | 167 | 167 |
| 36       | 140           | 140 | 141 | 141 | 142 | 143 | 144 | 145 | 146 | 147 | 148 | 151 | 153 | 156 | 160 | 164 | 164 | 164 | 165 | 165 |
| 37       | 138           | 138 | 139 | 139 | 140 | 141 | 142 | 143 | 145 | 146 | 147 | 150 | 152 | 155 | 159 | 163 | 163 | 163 | 164 | 164 |
| 38       | 135           | 136 | 137 | 137 | 138 | 140 | 141 | 142 | 143 | 144 | 145 | 148 | 151 | 153 | 157 | 161 | 161 | 161 | 162 | 162 |
| 39       | 133           | 134 | 135 | 135 | 136 | 138 | 139 | 140 | 141 | 142 | 143 | 146 | 149 | 152 | 155 | 159 | 159 | 159 | 160 | 160 |
| 40       | 132           | 132 | 133 | 133 | 134 | 136 | 137 | 138 | 139 | 140 | 141 | 144 | 147 | 150 | 153 | 157 | 157 | 157 | 158 | 159 |
| 41       | 129           | 130 | 131 | 132 | 133 | 133 | 135 | 136 | 137 | 138 | 139 | 142 | 145 | 148 | 152 | 155 | 155 | 155 | 156 | 156 |
| 42       | 127           | 127 | 129 | 129 | 131 | 132 | 133 | 134 | 135 | 136 | 137 | 140 | 143 | 146 | 150 | 153 | 153 | 153 | 154 | 154 |
| 43       | 124           | 124 | 126 | 127 | 128 | 130 | 131 | 132 | 133 | 134 | 135 | 138 | 141 | 143 | 147 | 151 | 151 | 151 | 152 | 152 |
| 44       | 121           | 122 | 123 | 124 | 125 | 127 | 128 | 130 | 131 | 132 | 133 | 135 | 138 | 141 | 145 | 149 | 149 | 149 | 150 | 150 |
| 45       | 117           | 118 | 120 | 121 | 122 | 124 | 125 | 127 | 128 | 129 | 130 | 133 | 135 | 138 | 142 | 146 | 146 | 146 | 147 | 147 |
| 46       | 114           | 115 | 117 | 118 | 119 | 121 | 122 | 124 | 125 | 126 | 127 | 130 | 133 | 135 | 139 | 142 | 142 | 143 | 144 | 144 |
| 47       | 111           | 113 | 114 | 115 | 116 | 118 | 119 | 121 | 122 | 123 | 124 | 127 | 130 | 133 | 135 | 139 | 139 | 139 | 140 | 141 |
| 48       | 108           | 109 | 111 | 112 | 113 | 114 | 116 | 117 | 119 | 120 | 121 | 123 | 126 | 129 | 133 | 135 | 135 | 136 | 137 | 137 |
| 49       | 104           | 105 | 107 | 108 | 109 | 111 | 113 | 114 | 115 | 116 | 117 | 119 | 122 | 125 | 129 | 132 | 132 | 133 | 133 | 133 |
| 50       | 99            | 101 | 103 | 104 | 105 | 107 | 109 | 110 | 112 | 113 | 114 | 115 | 118 | 121 | 124 | 128 | 128 | 128 | 129 | 130 |
| 51       | 95            | 96  | 98  | 99  | 101 | 103 | 104 | 106 | 107 | 108 | 109 | 112 | 114 | 116 | 120 | 123 | 123 | 123 | 125 | 125 |
| 52       | 91            | 92  | 94  | 95  | 96  | 98  | 99  | 101 | 103 | 104 | 104 | 107 | 110 | 112 | 114 | 118 | 118 | 118 | 120 | 120 |
| 53       | 86            | 87  | 89  | 91  | 92  | 94  | 95  | 96  | 97  | 99  | 99  | 102 | 104 | 107 | 110 | 113 | 113 | 114 | 114 | 114 |
| 54       | 80            | 82  | 84  | 85  | 86  | 88  | 90  | 91  | 93  | 94  | 95  | 96  | 98  | 101 | 104 | 107 | 107 | 107 | 109 | 109 |
| 55       | 76            | 76  | 78  | 80  | 81  | 82  | 84  | 86  | 87  | 88  | 89  | 91  | 93  | 95  | 97  | 100 | 101 | 101 | 103 | 103 |
| 56       | 70            | 71  | 73  | 74  | 75  | 76  | 78  | 79  | 81  | 82  | 82  | 84  | 86  | 89  | 91  | 94  | 94  | 95  | 96  | 96  |
| 57       | 63            | 65  | 66  | 68  | 69  | 70  | 72  | 73  | 75  | 76  | 76  | 77  | 79  | 81  | 84  | 86  | 87  | 87  | 88  | 89  |
| 58       | 57            | 58  | 59  | 61  | 62  | 63  | 65  | 66  | 67  | 68  | 69  | 70  | 72  | 74  | 76  | 78  | 79  | 79  | 80  | 81  |
| 59       | 50            | 51  | 53  | 54  | 55  | 56  | 57  | 58  | 59  | 60  | 60  | 62  | 64  | 65  | 68  | 70  | 70  | 70  | 72  | 72  |
| 60       | 42            | 44  | 45  | 46  | 47  | 48  | 49  | 50  | 51  | 52  | 53  | 54  | 55  | 57  | 58  | 60  | 61  | 61  | 62  | 62  |
| 61       | 35            | 36  | 37  | 38  | 38  | 39  | 40  | 41  | 42  | 43  | 43  | 44  | 45  | 47  | 48  | 50  | 51  | 51  | 52  | 52  |
| 62       | 27            | 27  | 28  | 29  | 30  | 31  | 31  | 32  | 33  | 33  | 34  | 35  | 36  | 37  | 38  | 39  | 39  | 40  | 40  | 40  |
| 63       | 18            | 19  | 19  | 19  | 20  | 20  | 21  | 21  | 22  | 22  | 23  | 23  | 24  | 25  | 25  | 27  | 27  | 27  | 28  | 28  |
| 64 o más | 9             | 9   | 9   | 10  | 10  | 10  | 11  | 11  | 11  | 11  | 11  | 12  | 12  | 13  | 13  | 14  | 14  | 14  | 14  | 14  |

[illegible]

|          | Salario (VSM) |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |
|----------|---------------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| Edad     | 7.0           | 7.1 | 7.2 | 7.3 | 7.4 | 7.5 | 7.6 | 7.7 | 7.8 | 7.9 | 8.0 | 8.1 | 8.2 | 8.3 | 8.4 | 8.5 | 8.6 | 8.7 | 8.8 | 8.9 |
| Hasta 35 | 206           | 209 | 212 | 215 | 218 | 221 | 224 | 227 | 230 | 233 | 236 | 239 | 242 | 245 | 248 | 250 | 253 | 256 | 259 | 262 |
| 36       | 205           | 208 | 211 | 214 | 217 | 220 | 223 | 225 | 228 | 231 | 234 | 237 | 240 | 243 | 246 | 249 | 252 | 255 | 258 | 261 |
| 37       | 204           | 206 | 209 | 212 | 215 | 218 | 221 | 224 | 227 | 230 | 233 | 236 | 238 | 241 | 244 | 247 | 250 | 253 | 256 | 259 |
| 38       | 202           | 205 | 208 | 211 | 214 | 216 | 219 | 222 | 225 | 228 | 231 | 234 | 237 | 240 | 242 | 245 | 248 | 251 | 254 | 257 |
| 39       | 200           | 203 | 206 | 209 | 212 | 215 | 217 | 220 | 223 | 226 | 229 | 232 | 235 | 238 | 240 | 243 | 246 | 249 | 252 | 255 |
| 40       | 198           | 201 | 204 | 207 | 210 | 213 | 215 | 218 | 221 | 224 | 227 | 230 | 233 | 235 | 238 | 241 | 244 | 247 | 250 | 252 |
| 41       | 196           | 199 | 202 | 205 | 208 | 210 | 213 | 216 | 219 | 222 | 224 | 227 | 230 | 233 | 236 | 239 | 241 | 244 | 247 | 250 |
| 42       | 194           | 197 | 200 | 202 | 205 | 208 | 211 | 214 | 216 | 219 | 222 | 225 | 227 | 230 | 233 | 236 | 239 | 241 | 244 | 247 |
| 43       | 192           | 194 | 197 | 200 | 203 | 205 | 208 | 211 | 214 | 216 | 219 | 222 | 225 | 227 | 230 | 233 | 236 | 238 | 241 | 244 |
| 44       | 189           | 192 | 194 | 197 | 200 | 202 | 205 | 208 | 211 | 213 | 216 | 219 | 221 | 224 | 227 | 230 | 232 | 235 | 238 | 240 |
| 45       | 186           | 189 | 191 | 194 | 197 | 199 | 202 | 205 | 207 | 210 | 213 | 215 | 218 | 221 | 223 | 226 | 229 | 231 | 234 | 237 |
| 46       | 183           | 185 | 188 | 191 | 193 | 196 | 198 | 201 | 204 | 206 | 209 | 211 | 214 | 217 | 219 | 222 | 225 | 227 | 230 | 232 |
| 47       | 179           | 182 | 184 | 187 | 189 | 192 | 194 | 197 | 200 | 202 | 205 | 207 | 210 | 212 | 215 | 218 | 220 | 223 | 225 | 228 |
| 48       | 175           | 178 | 180 | 183 | 185 | 188 | 190 | 193 | 195 | 198 | 200 | 203 | 205 | 208 | 210 | 213 | 215 | 218 | 220 | 223 |
| 49       | 171           | 173 | 176 | 178 | 181 | 183 | 185 | 188 | 190 | 193 | 195 | 198 | 200 | 203 | 205 | 207 | 210 | 212 | 215 | 217 |
| 50       | 166           | 168 | 171 | 173 | 175 | 180 | 180 | 183 | 185 | 187 | 190 | 192 | 194 | 197 | 199 | 202 | 204 | 206 | 209 | 211 |
| 51       | 161           | 163 | 165 | 168 | 170 | 173 | 174 | 177 | 179 | 181 | 184 | 186 | 188 | 191 | 193 | 195 | 197 | 200 | 202 | 204 |
| 52       | 155           | 157 | 159 | 162 | 164 | 167 | 168 | 170 | 173 | 175 | 177 | 179 | 182 | 184 | 186 | 188 | 190 | 193 | 195 | 197 |
| 53       | 149           | 151 | 153 | 155 | 157 | 159 | 161 | 163 | 166 | 168 | 170 | 172 | 174 | 176 | 178 | 180 | 183 | 185 | 187 | 189 |
| 54       | 142           | 144 | 146 | 148 | 150 | 152 | 154 | 156 | 158 | 160 | 162 | 164 | 166 | 168 | 170 | 172 | 174 | 176 | 178 | 180 |
| 55       | 134           | 136 | 138 | 140 | 141 | 143 | 145 | 147 | 149 | 151 | 153 | 155 | 157 | 159 | 161 | 163 | 165 | 166 | 168 | 170 |
| 56       | 125           | 127 | 129 | 131 | 133 | 134 | 136 | 138 | 140 | 142 | 143 | 145 | 147 | 149 | 151 | 152 | 154 | 156 | 158 | 160 |
| 57       | 116           | 118 | 119 | 121 | 123 | 124 | 126 | 128 | 129 | 131 | 133 | 134 | 136 | 138 | 139 | 141 | 143 | 144 | 146 | 148 |
| 58       | 106           | 107 | 109 | 110 | 112 | 113 | 115 | 116 | 118 | 120 | 121 | 123 | 124 | 126 | 127 | 129 | 130 | 132 | 133 | 135 |
| 59       | 95            | 96  | 97  | 99  | 100 | 101 | 103 | 104 | 105 | 107 | 108 | 110 | 111 | 112 | 114 | 115 | 116 | 118 | 119 | 120 |
| 60       | 82            | 83  | 85  | 86  | 87  | 88  | 89  | 91  | 92  | 93  | 94  | 95  | 96  | 98  | 99  | 100 | 101 | 102 | 104 | 105 |
| 61       | 69            | 70  | 71  | 72  | 73  | 74  | 75  | 76  | 77  | 78  | 79  | 80  | 81  | 82  | 83  | 83  | 84  | 85  | 86  | 87  |
| 62       | 54            | 55  | 55  | 56  | 57  | 58  | 58  | 59  | 60  | 61  | 62  | 62  | 63  | 64  | 65  | 65  | 66  | 67  | 68  | 68  |
| 63       | 37            | 38  | 38  | 39  | 40  | 40  | 41  | 41  | 42  | 42  | 43  | 43  | 44  | 44  | 45  | 45  | 46  | 47  | 47  | 48  |
| 64 o más | 19            | 20  | 20  | 20  | 20  | 21  | 21  | 21  | 22  | 22  | 22  | 22  | 23  | 23  | 23  | 24  | 24  | 24  | 24  | 25  |

| Edad     | Salario (VSM) |     |     |     |     |     |     |     |     |     |      |      |      |      |      |      |      |      |      |      |
|----------|---------------|-----|-----|-----|-----|-----|-----|-----|-----|-----|------|------|------|------|------|------|------|------|------|------|
|          | 9.0           | 9.1 | 9.2 | 9.3 | 9.4 | 9.5 | 9.6 | 9.7 | 9.8 | 9.9 | 10.0 | 10.1 | 10.2 | 10.3 | 10.4 | 10.5 | 10.6 | 10.7 | 10.8 | 10.9 |
| Hasta 35 | 265           | 268 | 271 | 274 | 277 | 280 | 283 | 286 | 289 | 292 | 295  | 282  | 285  | 288  | 291  | 294  | 296  | 299  | 302  | 305  |
| 36       | 264           | 267 | 269 | 272 | 275 | 278 | 281 | 284 | 287 | 290 | 293  | 281  | 284  | 286  | 289  | 292  | 295  | 298  | 300  | 303  |
| 37       | 262           | 265 | 268 | 271 | 273 | 276 | 279 | 282 | 285 | 288 | 291  | 279  | 282  | 285  | 287  | 290  | 293  | 296  | 298  | 301  |
| 38       | 260           | 263 | 266 | 268 | 271 | 274 | 277 | 280 | 283 | 286 | 289  | 277  | 280  | 283  | 285  | 288  | 291  | 294  | 296  | 299  |
| 39       | 258           | 261 | 263 | 266 | 269 | 272 | 275 | 278 | 281 | 283 | 286  | 275  | 278  | 281  | 283  | 286  | 289  | 291  | 294  | 297  |
| 40       | 255           | 258 | 261 | 264 | 267 | 269 | 272 | 275 | 278 | 281 | 284  | 273  | 275  | 278  | 281  | 284  | 286  | 289  | 292  | 294  |
| 41       | 253           | 255 | 258 | 261 | 264 | 267 | 269 | 272 | 275 | 278 | 281  | 270  | 273  | 275  | 278  | 281  | 284  | 286  | 289  | 292  |
| 42       | 250           | 253 | 255 | 258 | 261 | 264 | 266 | 269 | 272 | 275 | 278  | 267  | 270  | 273  | 275  | 278  | 281  | 283  | 286  | 288  |
| 43       | 247           | 249 | 252 | 255 | 258 | 260 | 263 | 266 | 269 | 271 | 274  | 264  | 267  | 269  | 272  | 275  | 277  | 280  | 282  | 285  |
| 44       | 243           | 246 | 248 | 251 | 254 | 257 | 259 | 262 | 265 | 267 | 270  | 261  | 263  | 266  | 268  | 271  | 274  | 276  | 279  | 281  |
| 45       | 239           | 242 | 245 | 247 | 250 | 253 | 255 | 258 | 261 | 263 | 266  | 257  | 259  | 262  | 264  | 267  | 270  | 272  | 275  | 277  |
| 46       | 235           | 238 | 240 | 243 | 245 | 248 | 251 | 253 | 256 | 259 | 261  | 253  | 255  | 258  | 260  | 263  | 265  | 268  | 270  | 273  |
| 47       | 230           | 233 | 235 | 238 | 241 | 243 | 246 | 248 | 251 | 253 | 256  | 248  | 250  | 253  | 255  | 258  | 260  | 263  | 265  | 267  |
| 48       | 225           | 228 | 230 | 233 | 235 | 238 | 240 | 243 | 245 | 248 | 250  | 243  | 245  | 247  | 250  | 252  | 255  | 257  | 259  | 262  |
| 49       | 220           | 222 | 225 | 227 | 229 | 232 | 234 | 237 | 239 | 242 | 244  | 237  | 239  | 242  | 244  | 246  | 249  | 251  | 253  | 256  |
| 50       | 213           | 216 | 218 | 221 | 223 | 225 | 228 | 230 | 233 | 235 | 237  | 231  | 233  | 235  | 237  | 240  | 242  | 244  | 247  | 249  |
| 51       | 207           | 209 | 211 | 214 | 216 | 218 | 221 | 223 | 225 | 227 | 230  | 224  | 226  | 228  | 230  | 232  | 235  | 237  | 239  | 241  |
| 52       | 199           | 201 | 204 | 206 | 208 | 210 | 213 | 215 | 217 | 219 | 221  | 216  | 218  | 220  | 222  | 224  | 227  | 229  | 231  | 233  |
| 53       | 191           | 193 | 195 | 197 | 200 | 202 | 204 | 206 | 208 | 210 | 212  | 207  | 209  | 211  | 213  | 215  | 218  | 220  | 222  | 224  |
| 54       | 182           | 184 | 186 | 188 | 190 | 192 | 194 | 196 | 198 | 200 | 202  | 198  | 200  | 202  | 204  | 206  | 208  | 210  | 212  | 214  |
| 55       | 172           | 174 | 176 | 178 | 180 | 182 | 184 | 186 | 188 | 189 | 191  | 187  | 189  | 191  | 193  | 195  | 197  | 199  | 200  | 202  |
| 56       | 161           | 163 | 165 | 167 | 168 | 170 | 172 | 174 | 176 | 177 | 179  | 176  | 178  | 179  | 181  | 183  | 185  | 186  | 188  | 190  |
| 57       | 149           | 151 | 153 | 154 | 156 | 158 | 159 | 161 | 163 | 164 | 166  | 163  | 165  | 166  | 168  | 170  | 171  | 173  | 174  | 176  |
| 58       | 136           | 138 | 139 | 141 | 142 | 144 | 145 | 147 | 148 | 150 | 151  | 149  | 151  | 152  | 153  | 155  | 156  | 158  | 159  | 161  |
| 59       | 122           | 123 | 124 | 126 | 127 | 129 | 130 | 131 | 133 | 134 | 135  | 134  | 135  | 136  | 137  | 139  | 140  | 141  | 143  | 144  |
| 60       | 106           | 107 | 108 | 109 | 111 | 112 | 113 | 114 | 115 | 117 | 118  | 116  | 118  | 119  | 120  | 121  | 122  | 123  | 124  | 126  |
| 61       | 88            | 89  | 90  | 91  | 92  | 93  | 94  | 95  | 96  | 97  | 98   | 97   | 98   | 99   | 100  | 101  | 102  | 103  | 104  | 105  |
| 62       | 69            | 70  | 71  | 72  | 72  | 73  | 74  | 75  | 75  | 76  | 77   | 76   | 77   | 78   | 79   | 79   | 80   | 81   | 82   | 83   |
| 63       | 48            | 49  | 49  | 50  | 50  | 51  | 51  | 52  | 52  | 53  | 54   | 53   | 54   | 54   | 55   | 55   | 56   | 57   | 57   | 58   |
| 64 o más | 25            | 25  | 26  | 26  | 26  | 26  | 27  | 27  | 27  | 28  | 28   | 28   | 28   | 28   | 29   | 29   | 29   | 29   | 30   | 30   |

| Edad     | Salario (VSM) |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |
|----------|---------------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|
|          | 11.0          | 11.1 | 11.2 | 11.3 | 11.4 | 11.5 | 11.6 | 11.7 | 11.8 | 11.9 | 12.0 | 12.1 | 12.2 | 12.3 | 12.4 | 12.5 | 12.6 | 12.7 | 12.8 | 12.9 |
| Hasta 35 | 308           | 310  | 313  | 316  | 319  | 322  | 324  | 327  | 330  | 333  | 336  | 338  | 341  | 344  | 347  | 350  | 352  | 355  | 358  | 361  |
| 36       | 306           | 309  | 311  | 314  | 317  | 320  | 323  | 325  | 328  | 331  | 334  | 337  | 339  | 342  | 345  | 348  | 350  | 353  | 356  | 359  |
| 37       | 304           | 307  | 310  | 312  | 315  | 318  | 321  | 323  | 326  | 329  | 332  | 334  | 337  | 340  | 343  | 346  | 348  | 351  | 354  | 357  |
| 38       | 302           | 305  | 307  | 310  | 313  | 316  | 318  | 321  | 324  | 327  | 329  | 332  | 335  | 338  | 340  | 343  | 346  | 349  | 351  | 354  |
| 39       | 300           | 302  | 305  | 308  | 311  | 313  | 316  | 319  | 321  | 324  | 327  | 330  | 332  | 335  | 338  | 341  | 343  | 346  | 349  | 351  |
| 40       | 297           | 300  | 302  | 305  | 308  | 311  | 313  | 316  | 319  | 321  | 324  | 327  | 330  | 332  | 335  | 338  | 340  | 343  | 346  | 348  |
| 41       | 294           | 297  | 300  | 302  | 305  | 308  | 310  | 313  | 316  | 318  | 321  | 324  | 326  | 329  | 332  | 334  | 337  | 340  | 342  | 345  |
| 42       | 291           | 294  | 296  | 299  | 302  | 304  | 307  | 310  | 312  | 315  | 318  | 320  | 323  | 326  | 328  | 331  | 334  | 336  | 339  | 342  |
| 43       | 288           | 290  | 293  | 296  | 298  | 301  | 303  | 306  | 309  | 311  | 314  | 317  | 319  | 322  | 324  | 327  | 330  | 332  | 335  | 337  |
| 44       | 284           | 286  | 289  | 292  | 294  | 297  | 299  | 302  | 305  | 307  | 310  | 312  | 315  | 318  | 320  | 323  | 325  | 328  | 330  | 333  |
| 45       | 280           | 282  | 285  | 287  | 290  | 292  | 295  | 298  | 300  | 303  | 305  | 308  | 310  | 313  | 315  | 318  | 320  | 323  | 326  | 328  |
| 46       | 275           | 278  | 280  | 283  | 285  | 288  | 290  | 293  | 295  | 298  | 300  | 303  | 305  | 308  | 310  | 313  | 315  | 318  | 320  | 323  |
| 47       | 270           | 272  | 275  | 277  | 280  | 282  | 285  | 287  | 290  | 292  | 295  | 297  | 299  | 302  | 304  | 307  | 309  | 312  | 314  | 317  |
| 48       | 264           | 267  | 269  | 272  | 274  | 276  | 279  | 281  | 284  | 286  | 288  | 291  | 293  | 296  | 298  | 300  | 303  | 305  | 308  | 310  |
| 49       | 258           | 260  | 263  | 265  | 267  | 270  | 272  | 274  | 277  | 279  | 282  | 284  | 286  | 289  | 291  | 293  | 296  | 298  | 300  | 303  |
| 50       | 251           | 253  | 256  | 258  | 260  | 263  | 265  | 267  | 269  | 272  | 274  | 276  | 279  | 281  | 283  | 285  | 288  | 290  | 292  | 295  |
| 51       | 244           | 246  | 248  | 250  | 252  | 255  | 257  | 259  | 261  | 263  | 266  | 268  | 270  | 272  | 275  | 277  | 279  | 281  | 283  | 286  |
| 52       | 235           | 237  | 239  | 242  | 244  | 246  | 248  | 250  | 252  | 254  | 256  | 259  | 261  | 263  | 265  | 267  | 269  | 271  | 274  | 276  |
| 53       | 226           | 228  | 230  | 232  | 234  | 236  | 238  | 240  | 242  | 244  | 246  | 248  | 250  | 253  | 255  | 257  | 259  | 261  | 263  | 265  |
| 54       | 215           | 217  | 219  | 221  | 223  | 225  | 227  | 229  | 231  | 233  | 235  | 237  | 239  | 241  | 243  | 245  | 247  | 249  | 251  | 253  |
| 55       | 204           | 206  | 208  | 210  | 212  | 213  | 215  | 217  | 219  | 221  | 223  | 225  | 226  | 228  | 230  | 232  | 234  | 236  | 238  | 239  |
| 56       | 192           | 193  | 195  | 197  | 199  | 200  | 202  | 204  | 206  | 207  | 209  | 211  | 213  | 214  | 216  | 218  | 220  | 221  | 223  | 225  |
| 57       | 178           | 179  | 181  | 183  | 184  | 186  | 187  | 189  | 191  | 192  | 194  | 196  | 197  | 199  | 200  | 202  | 204  | 205  | 207  | 208  |
| 58       | 162           | 164  | 165  | 167  | 168  | 170  | 171  | 173  | 174  | 176  | 177  | 179  | 180  | 182  | 183  | 185  | 186  | 188  | 189  | 191  |
| 59       | 145           | 147  | 148  | 149  | 151  | 152  | 153  | 155  | 156  | 157  | 159  | 160  | 161  | 163  | 164  | 165  | 167  | 168  | 169  | 171  |
| 60       | 127           | 128  | 129  | 130  | 131  | 133  | 134  | 135  | 136  | 137  | 138  | 139  | 141  | 142  | 143  | 144  | 145  | 146  | 148  | 149  |
| 61       | 106           | 107  | 108  | 109  | 110  | 111  | 112  | 113  | 114  | 115  | 116  | 117  | 118  | 119  | 120  | 121  | 122  | 123  | 124  | 125  |
| 62       | 83            | 84   | 85   | 86   | 86   | 87   | 88   | 89   | 89   | 90   | 91   | 92   | 92   | 93   | 94   | 95   | 95   | 96   | 97   | 98   |
| 63       | 58            | 59   | 59   | 60   | 60   | 61   | 61   | 62   | 62   | 63   | 63   | 64   | 64   | 65   | 66   | 66   | 67   | 67   | 68   | 68   |
| 64 o más | 30            | 31   | 31   | 31   | 31   | 32   | 32   | 32   | 32   | 33   | 33   | 33   | 34   | 34   | 34   | 34   | 35   | 35   | 35   | 36   |

| Edad     | Salario (VSM) |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |
|----------|---------------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|
|          | 13.0          | 13.1 | 13.2 | 13.3 | 13.4 | 13.5 | 13.6 | 13.7 | 13.8 | 13.9 | 14.0 | 14.1 | 14.2 | 14.3 | 14.4 | 14.5 | 14.6 | 14.7 | 14.8 | 14.9 |
| Hasta 35 | 364           | 366  | 369  | 372  | 375  | 378  | 380  | 383  | 386  | 389  | 392  | 394  | 397  | 400  | 403  | 406  | 408  | 411  | 414  | 415  |
| 36       | 362           | 364  | 367  | 370  | 373  | 376  | 378  | 381  | 384  | 387  | 389  | 392  | 395  | 398  | 401  | 403  | 406  | 409  | 412  | 415  |
| 37       | 359           | 362  | 365  | 368  | 370  | 373  | 376  | 379  | 382  | 384  | 387  | 390  | 393  | 395  | 398  | 401  | 404  | 406  | 409  | 412  |
| 38       | 357           | 360  | 362  | 365  | 368  | 371  | 373  | 376  | 379  | 382  | 384  | 387  | 390  | 393  | 395  | 398  | 401  | 404  | 406  | 409  |
| 39       | 354           | 357  | 360  | 362  | 365  | 368  | 371  | 373  | 376  | 379  | 381  | 384  | 387  | 390  | 392  | 395  | 398  | 401  | 403  | 406  |
| 40       | 351           | 354  | 357  | 359  | 362  | 365  | 367  | 370  | 373  | 376  | 378  | 381  | 384  | 386  | 389  | 392  | 394  | 397  | 400  | 403  |
| 41       | 348           | 351  | 353  | 356  | 359  | 361  | 364  | 367  | 369  | 372  | 375  | 377  | 380  | 383  | 385  | 388  | 391  | 393  | 396  | 399  |
| 42       | 344           | 347  | 349  | 352  | 355  | 357  | 360  | 363  | 365  | 368  | 371  | 373  | 376  | 379  | 381  | 384  | 387  | 389  | 392  | 395  |
| 43       | 340           | 343  | 345  | 348  | 351  | 353  | 356  | 358  | 361  | 364  | 366  | 369  | 372  | 374  | 377  | 379  | 382  | 385  | 387  | 390  |
| 44       | 336           | 338  | 341  | 343  | 346  | 349  | 351  | 354  | 356  | 359  | 361  | 364  | 367  | 369  | 372  | 374  | 377  | 380  | 382  | 385  |
| 45       | 331           | 333  | 336  | 338  | 341  | 343  | 346  | 348  | 351  | 354  | 356  | 359  | 361  | 364  | 366  | 369  | 371  | 374  | 377  | 379  |
| 46       | 325           | 328  | 330  | 333  | 335  | 338  | 340  | 343  | 345  | 348  | 350  | 353  | 355  | 358  | 360  | 363  | 365  | 368  | 370  | 373  |
| 47       | 319           | 322  | 324  | 326  | 329  | 331  | 334  | 336  | 339  | 341  | 344  | 346  | 349  | 351  | 354  | 356  | 358  | 361  | 363  | 366  |
| 48       | 312           | 315  | 317  | 320  | 322  | 324  | 327  | 329  | 332  | 334  | 337  | 339  | 341  | 344  | 346  | 349  | 351  | 353  | 356  | 358  |
| 49       | 305           | 307  | 310  | 312  | 314  | 317  | 319  | 321  | 324  | 326  | 329  | 331  | 333  | 336  | 338  | 340  | 343  | 345  | 347  | 350  |
| 50       | 297           | 299  | 301  | 304  | 306  | 308  | 311  | 313  | 315  | 317  | 320  | 322  | 324  | 327  | 329  | 331  | 333  | 336  | 338  | 340  |
| 51       | 288           | 290  | 292  | 295  | 297  | 299  | 301  | 303  | 306  | 308  | 310  | 312  | 314  | 317  | 319  | 321  | 323  | 326  | 328  | 330  |
| 52       | 278           | 280  | 282  | 284  | 286  | 289  | 291  | 293  | 295  | 297  | 299  | 301  | 304  | 306  | 308  | 310  | 312  | 314  | 316  | 319  |
| 53       | 267           | 269  | 271  | 273  | 275  | 277  | 279  | 281  | 283  | 285  | 287  | 290  | 292  | 294  | 296  | 298  | 300  | 302  | 304  | 306  |
| 54       | 255           | 257  | 259  | 261  | 263  | 265  | 267  | 268  | 270  | 272  | 274  | 276  | 278  | 280  | 282  | 284  | 286  | 288  | 290  | 292  |
| 55       | 241           | 243  | 245  | 247  | 249  | 251  | 252  | 254  | 256  | 258  | 260  | 262  | 264  | 266  | 267  | 269  | 271  | 273  | 275  | 277  |
| 56       | 226           | 228  | 230  | 232  | 233  | 235  | 237  | 239  | 240  | 242  | 244  | 246  | 247  | 249  | 251  | 253  | 254  | 256  | 258  | 260  |
| 57       | 210           | 212  | 213  | 215  | 217  | 218  | 220  | 221  | 223  | 225  | 226  | 228  | 230  | 231  | 233  | 234  | 236  | 238  | 239  | 241  |
| 58       | 192           | 193  | 195  | 196  | 198  | 199  | 201  | 202  | 204  | 205  | 207  | 208  | 210  | 211  | 213  | 214  | 216  | 217  | 219  | 220  |
| 59       | 172           | 173  | 175  | 176  | 177  | 179  | 180  | 181  | 183  | 184  | 185  | 187  | 188  | 189  | 191  | 192  | 193  | 195  | 196  | 197  |
| 60       | 150           | 151  | 152  | 153  | 155  | 156  | 157  | 158  | 159  | 160  | 161  | 163  | 164  | 165  | 166  | 167  | 168  | 170  | 171  | 172  |
| 61       | 126           | 126  | 127  | 128  | 129  | 130  | 131  | 132  | 133  | 134  | 135  | 136  | 137  | 138  | 139  | 140  | 141  | 142  | 143  | 144  |
| 62       | 99            | 99   | 100  | 101  | 102  | 102  | 103  | 104  | 105  | 105  | 106  | 107  | 108  | 108  | 109  | 110  | 111  | 111  | 112  | 113  |
| 63       | 69            | 69   | 70   | 70   | 71   | 71   | 72   | 72   | 73   | 74   | 74   | 75   | 75   | 76   | 76   | 77   | 77   | 78   | 78   | 79   |
| 64 o más | 36            | 36   | 36   | 37   | 37   | 37   | 38   | 38   | 38   | 38   | 39   | 39   | 39   | 39   | 40   | 40   | 40   | 41   | 41   | 41   |

| Edad     | Salario (VSM) |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |
|----------|---------------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|
|          | 15.0          | 15.1 | 15.2 | 15.3 | 15.4 | 15.5 | 15.6 | 15.7 | 15.8 | 15.9 | 16.0 | 16.1 | 16.2 | 16.3 | 16.4 | 16.5 | 16.6 | 16.7 | 16.8 | 16.9 |
| Hasta 35 | 415           | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  |
| 36       | 415           | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  |
| 37       | 415           | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  |
| 38       | 412           | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  |
| 39       | 409           | 411  | 414  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  |
| 40       | 405           | 408  | 411  | 413  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  |
| 41       | 401           | 404  | 407  | 409  | 412  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  |
| 42       | 397           | 400  | 402  | 405  | 408  | 410  | 413  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  |
| 43       | 393           | 395  | 398  | 400  | 403  | 406  | 408  | 411  | 413  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  |
| 44       | 387           | 390  | 392  | 395  | 398  | 400  | 403  | 405  | 408  | 411  | 413  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  |
| 45       | 382           | 384  | 387  | 389  | 392  | 394  | 397  | 399  | 402  | 405  | 407  | 410  | 412  | 415  | 415  | 415  | 415  | 415  | 415  | 415  |
| 46       | 375           | 378  | 380  | 383  | 385  | 388  | 390  | 393  | 395  | 398  | 400  | 403  | 405  | 408  | 410  | 413  | 415  | 415  | 415  | 415  |
| 47       | 368           | 371  | 373  | 376  | 378  | 381  | 383  | 386  | 388  | 390  | 393  | 395  | 398  | 400  | 403  | 405  | 408  | 410  | 413  | 415  |
| 48       | 361           | 363  | 365  | 368  | 370  | 373  | 375  | 377  | 380  | 382  | 385  | 387  | 389  | 392  | 394  | 397  | 399  | 401  | 404  | 406  |
| 49       | 352           | 354  | 357  | 359  | 361  | 364  | 366  | 369  | 371  | 373  | 376  | 378  | 380  | 383  | 385  | 387  | 390  | 392  | 394  | 397  |
| 50       | 343           | 345  | 347  | 349  | 352  | 354  | 356  | 359  | 361  | 363  | 366  | 368  | 370  | 372  | 375  | 377  | 379  | 382  | 384  | 386  |
| 51       | 332           | 334  | 337  | 339  | 341  | 343  | 346  | 348  | 350  | 352  | 354  | 357  | 359  | 361  | 363  | 366  | 368  | 370  | 372  | 374  |
| 52       | 321           | 323  | 325  | 327  | 329  | 331  | 334  | 336  | 338  | 340  | 342  | 344  | 346  | 349  | 351  | 353  | 355  | 357  | 359  | 361  |
| 53       | 308           | 310  | 312  | 314  | 316  | 318  | 320  | 322  | 324  | 327  | 329  | 331  | 333  | 335  | 337  | 339  | 341  | 343  | 345  | 347  |
| 54       | 294           | 296  | 298  | 300  | 302  | 304  | 306  | 308  | 310  | 312  | 314  | 316  | 318  | 320  | 322  | 323  | 325  | 327  | 329  | 331  |
| 55       | 279           | 280  | 282  | 284  | 286  | 288  | 290  | 292  | 293  | 295  | 297  | 299  | 301  | 303  | 305  | 306  | 308  | 310  | 312  | 314  |
| 56       | 261           | 263  | 265  | 267  | 268  | 270  | 272  | 274  | 275  | 277  | 279  | 281  | 282  | 284  | 286  | 288  | 289  | 291  | 293  | 295  |
| 57       | 243           | 244  | 246  | 247  | 249  | 251  | 252  | 254  | 255  | 257  | 259  | 260  | 262  | 264  | 265  | 267  | 268  | 270  | 272  | 273  |
| 58       | 222           | 223  | 225  | 226  | 228  | 229  | 230  | 232  | 233  | 235  | 236  | 238  | 239  | 241  | 242  | 244  | 245  | 247  | 248  | 250  |
| 59       | 199           | 200  | 201  | 203  | 204  | 205  | 206  | 208  | 209  | 210  | 212  | 213  | 214  | 216  | 217  | 218  | 220  | 221  | 222  | 224  |
| 60       | 173           | 174  | 175  | 177  | 178  | 179  | 180  | 181  | 182  | 183  | 185  | 186  | 187  | 188  | 189  | 190  | 192  | 193  | 194  | 195  |
| 61       | 145           | 146  | 147  | 148  | 149  | 150  | 151  | 152  | 153  | 154  | 155  | 156  | 157  | 157  | 158  | 159  | 160  | 161  | 162  | 163  |
| 62       | 114           | 115  | 115  | 116  | 117  | 118  | 118  | 119  | 120  | 121  | 121  | 122  | 123  | 124  | 124  | 125  | 126  | 127  | 127  | 128  |
| 63       | 79            | 80   | 80   | 81   | 82   | 82   | 83   | 83   | 84   | 84   | 85   | 85   | 86   | 86   | 87   | 87   | 88   | 88   | 89   | 90   |
| 64 o más | 41            | 42   | 42   | 42   | 43   | 43   | 43   | 43   | 44   | 44   | 44   | 45   | 45   | 45   | 45   | 46   | 46   | 46   | 46   | 47   |

| Edad     | Salario (VSM) |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |
|----------|---------------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|
|          | 17.0          | 17.1 | 17.2 | 17.3 | 17.4 | 17.5 | 17.6 | 17.7 | 17.8 | 17.9 | 18.0 | 18.1 | 18.2 | 18.3 | 18.4 | 18.5 | 18.6 | 18.7 | 18.8 | 18.9 |
| Hasta 35 | 415           | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  |
| 36       | 415           | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  |
| 37       | 415           | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  |
| 38       | 415           | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  |
| 39       | 415           | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  |
| 40       | 415           | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  |
| 41       | 415           | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  |
| 42       | 415           | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  |
| 43       | 415           | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  |
| 44       | 415           | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  |
| 45       | 415           | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  |
| 46       | 415           | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  |
| 47       | 415           | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  |
| 48       | 409           | 411  | 414  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  |
| 49       | 399           | 401  | 404  | 406  | 408  | 411  | 413  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  |
| 50       | 388           | 391  | 393  | 395  | 398  | 400  | 402  | 404  | 407  | 409  | 411  | 414  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  |
| 51       | 377           | 379  | 381  | 383  | 385  | 388  | 390  | 392  | 394  | 397  | 399  | 401  | 403  | 405  | 408  | 410  | 412  | 414  | 415  | 415  |
| 52       | 364           | 366  | 368  | 370  | 372  | 374  | 376  | 379  | 381  | 383  | 385  | 387  | 389  | 391  | 394  | 396  | 398  | 400  | 402  | 404  |
| 53       | 349           | 351  | 353  | 355  | 357  | 359  | 362  | 364  | 366  | 368  | 370  | 372  | 374  | 376  | 378  | 380  | 382  | 384  | 386  | 388  |
| 54       | 333           | 335  | 337  | 339  | 341  | 343  | 345  | 347  | 349  | 351  | 353  | 355  | 357  | 359  | 361  | 363  | 365  | 367  | 369  | 371  |
| 55       | 316           | 318  | 319  | 321  | 323  | 325  | 327  | 329  | 331  | 332  | 334  | 336  | 338  | 340  | 342  | 344  | 345  | 347  | 349  | 351  |
| 56       | 296           | 298  | 300  | 302  | 303  | 305  | 307  | 309  | 310  | 312  | 314  | 316  | 317  | 319  | 321  | 323  | 324  | 326  | 328  | 330  |
| 57       | 275           | 277  | 278  | 280  | 281  | 283  | 285  | 286  | 288  | 289  | 291  | 293  | 294  | 296  | 298  | 299  | 301  | 302  | 304  | 306  |
| 58       | 251           | 253  | 254  | 256  | 257  | 259  | 260  | 262  | 263  | 265  | 266  | 268  | 269  | 270  | 272  | 273  | 275  | 276  | 278  | 279  |
| 59       | 225           | 226  | 228  | 229  | 230  | 232  | 233  | 234  | 236  | 237  | 238  | 240  | 241  | 242  | 244  | 245  | 246  | 248  | 249  | 250  |
| 60       | 196           | 197  | 198  | 200  | 201  | 202  | 203  | 204  | 205  | 207  | 208  | 209  | 210  | 211  | 212  | 214  | 215  | 216  | 217  | 218  |
| 61       | 164           | 165  | 166  | 167  | 168  | 169  | 170  | 171  | 172  | 173  | 174  | 175  | 176  | 177  | 178  | 179  | 180  | 181  | 182  | 183  |
| 62       | 129           | 130  | 131  | 131  | 132  | 133  | 134  | 134  | 135  | 136  | 137  | 137  | 138  | 139  | 140  | 140  | 141  | 142  | 143  | 143  |
| 63       | 90            | 91   | 91   | 92   | 92   | 93   | 93   | 94   | 94   | 95   | 95   | 96   | 96   | 97   | 98   | 98   | 99   | 99   | 100  | 100  |
| 64 o más | 47            | 47   | 48   | 48   | 48   | 48   | 49   | 49   | 49   | 50   | 50   | 50   | 50   | 51   | 51   | 51   | 52   | 52   | 52   | 52   |

| Edad     | Salario (VSM) |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |
|----------|---------------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|
|          | 19.0          | 19.1 | 19.2 | 19.3 | 19.4 | 19.5 | 19.6 | 19.7 | 19.8 | 19.9 | 20.0 | 20.1 | 20.2 | 20.3 | 20.4 | 20.5 | 20.6 | 20.7 | 20.8 | 20.9 |
| Hasta 35 | 415           | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  |
| 36       | 415           | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  |
| 37       | 415           | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  |
| 38       | 415           | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  |
| 39       | 415           | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  |
| 40       | 415           | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  |
| 41       | 415           | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  |
| 42       | 415           | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  |
| 43       | 415           | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  |
| 44       | 415           | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  |
| 45       | 415           | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  |
| 46       | 415           | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  |
| 47       | 415           | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  |
| 48       | 415           | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  |
| 49       | 415           | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  |
| 50       | 415           | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  |
| 51       | 415           | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  |
| 52       | 406           | 409  | 411  | 413  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  |
| 53       | 390           | 392  | 394  | 396  | 399  | 401  | 403  | 405  | 407  | 409  | 411  | 413  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  |
| 54       | 373           | 375  | 376  | 378  | 380  | 382  | 384  | 386  | 388  | 390  | 392  | 394  | 396  | 398  | 400  | 402  | 404  | 406  | 408  | 410  |
| 55       | 353           | 355  | 357  | 359  | 360  | 362  | 364  | 366  | 368  | 370  | 372  | 373  | 375  | 377  | 379  | 381  | 383  | 385  | 386  | 388  |
| 56       | 331           | 333  | 335  | 336  | 338  | 340  | 342  | 343  | 345  | 347  | 349  | 350  | 352  | 354  | 356  | 357  | 359  | 361  | 363  | 364  |
| 57       | 307           | 309  | 311  | 312  | 314  | 315  | 317  | 319  | 320  | 322  | 324  | 325  | 327  | 328  | 330  | 332  | 333  | 335  | 336  | 338  |
| 58       | 281           | 282  | 284  | 285  | 287  | 288  | 290  | 291  | 293  | 294  | 296  | 297  | 299  | 300  | 302  | 303  | 305  | 306  | 307  | 309  |
| 59       | 252           | 253  | 254  | 256  | 257  | 258  | 260  | 261  | 262  | 264  | 265  | 266  | 268  | 269  | 270  | 272  | 273  | 274  | 275  | 277  |
| 60       | 219           | 220  | 222  | 223  | 224  | 225  | 226  | 227  | 229  | 230  | 231  | 232  | 233  | 234  | 236  | 237  | 238  | 239  | 240  | 241  |
| 61       | 184           | 185  | 186  | 187  | 188  | 189  | 189  | 190  | 191  | 192  | 193  | 194  | 195  | 196  | 197  | 198  | 199  | 200  | 201  | 202  |
| 62       | 144           | 145  | 146  | 147  | 147  | 148  | 149  | 150  | 150  | 151  | 152  | 153  | 153  | 154  | 155  | 156  | 156  | 157  | 158  | 159  |
| 63       | 101           | 101  | 102  | 102  | 103  | 103  | 104  | 104  | 105  | 106  | 106  | 107  | 107  | 108  | 108  | 109  | 109  | 110  | 110  | 111  |
| 64 o más | 53            | 53   | 53   | 53   | 54   | 54   | 54   | 55   | 55   | 55   | 55   | 56   | 56   | 56   | 57   | 57   | 57   | 57   | 58   | 58   |

| Edad     | Salario (VSM) |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |
|----------|---------------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|
|          | 21.0          | 21.1 | 21.2 | 21.3 | 21.4 | 21.5 | 21.6 | 21.7 | 21.8 | 21.9 | 22.0 | 22.1 | 22.2 | 22.3 | 22.4 | 22.5 | 22.6 | 22.7 | 22.8 | 22.9 |
| Hasta 35 | 415           | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  |
| 36       | 415           | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  |
| 37       | 415           | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  |
| 38       | 415           | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  |
| 39       | 415           | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  |
| 40       | 415           | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  |
| 41       | 415           | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  |
| 42       | 415           | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  |
| 43       | 415           | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  |
| 44       | 415           | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  |
| 45       | 415           | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  |
| 46       | 415           | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  |
| 47       | 415           | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  |
| 48       | 415           | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  |
| 49       | 415           | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  |
| 50       | 415           | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  |
| 51       | 415           | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  |
| 52       | 415           | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  |
| 53       | 415           | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  |
| 54       | 412           | 414  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  |
| 55       | 390           | 392  | 394  | 396  | 398  | 399  | 401  | 403  | 405  | 407  | 409  | 411  | 412  | 414  | 415  | 415  | 415  | 415  | 415  | 415  |
| 56       | 366           | 368  | 370  | 371  | 373  | 375  | 377  | 378  | 380  | 382  | 384  | 385  | 387  | 389  | 391  | 392  | 394  | 396  | 398  | 399  |
| 57       | 340           | 341  | 343  | 345  | 346  | 348  | 349  | 351  | 353  | 354  | 356  | 358  | 359  | 361  | 362  | 364  | 366  | 367  | 369  | 370  |
| 58       | 310           | 312  | 313  | 315  | 316  | 318  | 319  | 321  | 322  | 324  | 325  | 327  | 328  | 330  | 331  | 333  | 334  | 336  | 337  | 339  |
| 59       | 278           | 279  | 281  | 282  | 283  | 285  | 286  | 287  | 289  | 290  | 291  | 293  | 294  | 295  | 297  | 298  | 299  | 301  | 302  | 303  |
| 60       | 242           | 244  | 245  | 246  | 247  | 248  | 249  | 251  | 252  | 253  | 254  | 255  | 256  | 258  | 259  | 260  | 261  | 262  | 263  | 264  |
| 61       | 203           | 204  | 205  | 206  | 207  | 208  | 209  | 210  | 211  | 212  | 213  | 214  | 215  | 216  | 217  | 218  | 219  | 220  | 220  | 221  |
| 62       | 159           | 160  | 161  | 162  | 163  | 163  | 164  | 165  | 166  | 166  | 167  | 168  | 169  | 169  | 170  | 171  | 172  | 172  | 173  | 174  |
| 63       | 111           | 112  | 112  | 113  | 114  | 114  | 115  | 115  | 116  | 116  | 117  | 117  | 118  | 118  | 119  | 119  | 120  | 120  | 121  | 121  |
| 64 o más | 58            | 58   | 59   | 59   | 59   | 60   | 60   | 60   | 60   | 61   | 61   | 61   | 62   | 62   | 62   | 62   | 63   | 63   | 63   | 64   |

|          | Salario (VSM) |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |
|----------|---------------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|
| Edad     | 23.0          | 23.1 | 23.2 | 23.3 | 23.4 | 23.5 | 23.6 | 23.7 | 23.8 | 23.9 | 24.0 | 24.1 | 24.2 | 24.3 | 24.4 | 24.5 | 24.6 | 24.7 | 24.8 | 24.9 | 25.0 |
| Hasta 35 | 415           | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  |
| 36       | 415           | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  |
| 37       | 415           | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  |
| 38       | 415           | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  |
| 39       | 415           | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  |
| 40       | 415           | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  |
| 41       | 415           | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  |
| 42       | 415           | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  |
| 43       | 415           | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  |
| 44       | 415           | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  |
| 45       | 415           | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  |
| 46       | 415           | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  |
| 47       | 415           | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  |
| 48       | 415           | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  |
| 49       | 415           | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  |
| 50       | 415           | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  |
| 51       | 415           | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  |
| 52       | 415           | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  |
| 53       | 415           | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  |
| 54       | 415           | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  |
| 55       | 415           | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  |
| 56       | 401           | 403  | 405  | 406  | 408  | 410  | 412  | 413  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  | 415  |
| 57       | 372           | 374  | 375  | 377  | 379  | 380  | 382  | 383  | 385  | 387  | 388  | 390  | 392  | 393  | 395  | 396  | 398  | 400  | 401  | 403  | 405  |
| 58       | 340           | 342  | 343  | 345  | 346  | 347  | 349  | 350  | 352  | 353  | 355  | 356  | 358  | 359  | 361  | 362  | 364  | 365  | 367  | 368  | 370  |
| 59       | 305           | 306  | 307  | 309  | 310  | 311  | 313  | 314  | 315  | 317  | 318  | 319  | 321  | 322  | 323  | 325  | 326  | 327  | 329  | 330  | 331  |
| 60       | 266           | 267  | 268  | 269  | 270  | 271  | 273  | 274  | 275  | 276  | 277  | 278  | 279  | 281  | 282  | 283  | 284  | 285  | 286  | 288  | 289  |
| 61       | 222           | 223  | 224  | 225  | 226  | 227  | 228  | 229  | 230  | 231  | 232  | 233  | 234  | 235  | 236  | 237  | 238  | 239  | 240  | 241  | 242  |
| 62       | 175           | 175  | 176  | 177  | 178  | 179  | 179  | 180  | 181  | 182  | 182  | 183  | 184  | 185  | 185  | 186  | 187  | 188  | 188  | 189  | 190  |
| 63       | 122           | 123  | 123  | 124  | 124  | 125  | 125  | 126  | 126  | 127  | 127  | 128  | 128  | 129  | 129  | 130  | 131  | 131  | 132  | 132  | 133  |
| 64 o más | 64            | 64   | 64   | 65   | 65   | 65   | 65   | 66   | 66   | 66   | 67   | 67   | 67   | 67   | 68   | 68   | 68   | 69   | 69   | 69   | 69   |

**B. Tabla Montos Máximos por Excedente.**

|                | Salario (VSM) |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |
|----------------|---------------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| Edad<br>(años) | 1.0           | 1.1 | 1.2 | 1.3 | 1.4 | 1.5 | 1.6 | 1.7 | 1.8 | 1.9 | 2.0 | 2.1 | 2.2 | 2.3 | 2.4 | 2.5 | 2.6 | 2.7 | 2.8 | 2.9 |
| Hasta 35       | 58            | 63  | 69  | 75  | 81  | 87  | 90  | 93  | 96  | 98  | 101 | 104 | 108 | 111 | 115 | 118 | 121 | 124 | 127 | 130 |
| 36             | 56            | 62  | 68  | 74  | 79  | 85  | 88  | 91  | 94  | 97  | 99  | 103 | 106 | 110 | 113 | 116 | 119 | 122 | 125 | 128 |
| 37             | 55            | 61  | 67  | 72  | 78  | 83  | 87  | 90  | 92  | 95  | 98  | 101 | 105 | 108 | 111 | 115 | 118 | 121 | 124 | 127 |
| 38             | 54            | 60  | 65  | 71  | 76  | 82  | 85  | 88  | 91  | 93  | 96  | 100 | 103 | 106 | 110 | 113 | 116 | 119 | 122 | 125 |
| 39             | 53            | 59  | 64  | 69  | 75  | 80  | 83  | 86  | 89  | 92  | 94  | 98  | 101 | 105 | 108 | 111 | 114 | 117 | 120 | 123 |
| 40             | 52            | 57  | 62  | 68  | 73  | 78  | 81  | 84  | 87  | 90  | 92  | 96  | 99  | 103 | 106 | 109 | 112 | 115 | 118 | 121 |
| 41             | 51            | 56  | 61  | 66  | 71  | 76  | 80  | 82  | 85  | 88  | 90  | 94  | 97  | 101 | 104 | 107 | 110 | 113 | 116 | 118 |
| 42             | 49            | 54  | 59  | 64  | 69  | 74  | 78  | 81  | 83  | 86  | 88  | 92  | 95  | 98  | 102 | 105 | 108 | 111 | 113 | 116 |
| 43             | 48            | 53  | 58  | 63  | 68  | 72  | 75  | 78  | 81  | 84  | 86  | 90  | 93  | 96  | 99  | 102 | 105 | 108 | 111 | 114 |
| 44             | 47            | 51  | 56  | 61  | 66  | 70  | 73  | 76  | 79  | 82  | 84  | 87  | 91  | 94  | 97  | 100 | 103 | 106 | 108 | 111 |
| 45             | 45            | 50  | 54  | 59  | 63  | 68  | 71  | 74  | 77  | 79  | 82  | 85  | 88  | 91  | 94  | 97  | 100 | 103 | 106 | 108 |
| 46             | 44            | 48  | 53  | 57  | 61  | 66  | 69  | 72  | 74  | 77  | 79  | 82  | 86  | 89  | 92  | 94  | 97  | 100 | 103 | 105 |
| 47             | 42            | 46  | 51  | 55  | 59  | 63  | 66  | 69  | 72  | 74  | 77  | 80  | 83  | 86  | 89  | 92  | 94  | 97  | 100 | 102 |
| 48             | 40            | 45  | 49  | 53  | 57  | 61  | 64  | 67  | 69  | 72  | 74  | 77  | 80  | 83  | 86  | 88  | 91  | 94  | 96  | 99  |
| 49             | 39            | 43  | 47  | 51  | 54  | 58  | 61  | 64  | 66  | 69  | 71  | 74  | 77  | 80  | 82  | 85  | 88  | 90  | 93  | 95  |
| 50             | 37            | 41  | 44  | 48  | 52  | 56  | 58  | 61  | 63  | 66  | 68  | 71  | 74  | 76  | 79  | 82  | 84  | 87  | 89  | 92  |
| 51             | 35            | 39  | 42  | 46  | 49  | 53  | 55  | 58  | 60  | 63  | 65  | 68  | 70  | 73  | 76  | 78  | 81  | 83  | 85  | 88  |
| 52             | 33            | 37  | 40  | 43  | 47  | 50  | 52  | 55  | 57  | 60  | 62  | 64  | 67  | 69  | 72  | 74  | 77  | 79  | 81  | 84  |
| 53             | 31            | 34  | 37  | 41  | 44  | 47  | 49  | 52  | 54  | 56  | 58  | 61  | 63  | 66  | 68  | 70  | 73  | 75  | 77  | 79  |
| 54             | 29            | 32  | 35  | 38  | 41  | 44  | 46  | 48  | 50  | 53  | 55  | 57  | 59  | 61  | 64  | 66  | 68  | 70  | 72  | 74  |
| 55             | 27            | 30  | 32  | 35  | 38  | 41  | 43  | 45  | 47  | 49  | 51  | 53  | 55  | 57  | 59  | 61  | 63  | 66  | 68  | 69  |
| 56             | 25            | 27  | 30  | 32  | 35  | 37  | 39  | 41  | 43  | 45  | 47  | 49  | 51  | 53  | 55  | 57  | 59  | 60  | 62  | 64  |
| 57             | 22            | 24  | 27  | 29  | 31  | 34  | 35  | 37  | 39  | 41  | 42  | 44  | 46  | 48  | 50  | 52  | 53  | 55  | 57  | 59  |
| 58             | 20            | 22  | 24  | 26  | 28  | 30  | 32  | 33  | 35  | 36  | 38  | 40  | 41  | 43  | 45  | 46  | 48  | 49  | 51  | 53  |
| 59             | 17            | 19  | 21  | 23  | 24  | 26  | 28  | 29  | 30  | 32  | 33  | 35  | 36  | 38  | 39  | 41  | 42  | 43  | 45  | 46  |
| 60             | 15            | 16  | 18  | 19  | 21  | 22  | 23  | 25  | 26  | 27  | 28  | 30  | 31  | 32  | 33  | 35  | 36  | 37  | 38  | 40  |
| 61             | 12            | 13  | 14  | 15  | 17  | 18  | 19  | 20  | 21  | 22  | 23  | 24  | 25  | 26  | 27  | 28  | 29  | 30  | 31  | 32  |
| 62             | 9             | 10  | 11  | 12  | 13  | 14  | 14  | 15  | 16  | 17  | 18  | 18  | 19  | 20  | 21  | 22  | 23  | 23  | 24  | 25  |
| 63             | 6             | 7   | 7   | 8   | 8   | 9   | 10  | 10  | 11  | 11  | 12  | 12  | 13  | 14  | 14  | 15  | 15  | 16  | 16  | 17  |
| 64 o más       | 3             | 3   | 3   | 4   | 4   | 4   | 5   | 5   | 5   | 6   | 6   | 6   | 6   | 7   | 7   | 7   | 8   | 8   | 8   | 8   |

| Edad<br>(años) | Salario (VSM) |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |
|----------------|---------------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
|                | 3.0           | 3.1 | 3.2 | 3.3 | 3.4 | 3.5 | 3.6 | 3.7 | 3.8 | 3.9 | 4.0 | 4.1 | 4.2 | 4.3 | 4.4 | 4.5 | 4.6 | 4.7 | 4.8 | 4.9 |
| Hasta 35       | 131           | 131 | 131 | 131 | 133 | 133 | 133 | 133 | 133 | 135 | 139 | 141 | 143 | 144 | 153 | 162 | 163 | 163 | 163 | 163 |
| 36             | 130           | 130 | 130 | 130 | 131 | 131 | 131 | 132 | 132 | 134 | 138 | 140 | 141 | 143 | 152 | 161 | 161 | 161 | 162 | 162 |
| 37             | 128           | 128 | 128 | 128 | 130 | 130 | 130 | 131 | 131 | 133 | 137 | 138 | 140 | 142 | 151 | 160 | 160 | 160 | 161 | 161 |
| 38             | 127           | 127 | 127 | 127 | 128 | 128 | 129 | 129 | 130 | 132 | 135 | 137 | 139 | 141 | 150 | 158 | 159 | 159 | 160 | 160 |
| 39             | 125           | 125 | 125 | 125 | 127 | 127 | 127 | 128 | 128 | 130 | 134 | 136 | 137 | 139 | 148 | 157 | 157 | 157 | 158 | 158 |
| 40             | 123           | 123 | 123 | 123 | 125 | 125 | 125 | 126 | 127 | 129 | 132 | 134 | 136 | 138 | 146 | 155 | 155 | 155 | 156 | 156 |
| 41             | 121           | 121 | 121 | 121 | 123 | 123 | 124 | 124 | 125 | 127 | 130 | 132 | 134 | 136 | 145 | 153 | 153 | 153 | 155 | 155 |
| 42             | 119           | 119 | 119 | 119 | 121 | 121 | 122 | 122 | 123 | 125 | 128 | 130 | 132 | 134 | 143 | 151 | 151 | 151 | 153 | 153 |
| 43             | 116           | 117 | 117 | 117 | 119 | 119 | 120 | 120 | 121 | 123 | 126 | 128 | 130 | 132 | 140 | 149 | 149 | 149 | 150 | 150 |
| 44             | 114           | 114 | 114 | 114 | 116 | 116 | 117 | 118 | 119 | 121 | 124 | 126 | 128 | 130 | 138 | 146 | 147 | 147 | 148 | 148 |
| 45             | 111           | 111 | 111 | 112 | 114 | 114 | 115 | 116 | 117 | 119 | 122 | 124 | 126 | 127 | 136 | 144 | 144 | 144 | 146 | 146 |
| 46             | 108           | 108 | 109 | 109 | 111 | 111 | 112 | 113 | 114 | 116 | 119 | 121 | 123 | 125 | 133 | 141 | 141 | 141 | 143 | 143 |
| 47             | 105           | 105 | 106 | 106 | 108 | 108 | 110 | 111 | 112 | 114 | 116 | 118 | 120 | 122 | 130 | 138 | 138 | 138 | 140 | 140 |
| 48             | 101           | 102 | 103 | 103 | 105 | 105 | 107 | 108 | 109 | 111 | 113 | 115 | 117 | 119 | 127 | 134 | 135 | 135 | 136 | 136 |
| 49             | 98            | 99  | 99  | 100 | 102 | 102 | 103 | 104 | 105 | 107 | 110 | 112 | 114 | 115 | 123 | 131 | 131 | 131 | 133 | 133 |
| 50             | 94            | 95  | 96  | 96  | 98  | 99  | 100 | 101 | 102 | 104 | 107 | 108 | 110 | 112 | 119 | 126 | 127 | 127 | 129 | 129 |
| 51             | 90            | 91  | 92  | 92  | 94  | 95  | 96  | 97  | 98  | 100 | 103 | 104 | 106 | 108 | 115 | 122 | 123 | 123 | 124 | 124 |
| 52             | 86            | 87  | 87  | 88  | 90  | 91  | 92  | 93  | 94  | 96  | 99  | 100 | 102 | 104 | 111 | 117 | 118 | 118 | 120 | 120 |
| 53             | 81            | 82  | 83  | 84  | 86  | 86  | 88  | 89  | 90  | 92  | 94  | 96  | 97  | 99  | 106 | 112 | 113 | 113 | 114 | 114 |
| 54             | 77            | 77  | 78  | 79  | 81  | 82  | 83  | 84  | 85  | 87  | 89  | 91  | 92  | 94  | 100 | 106 | 107 | 107 | 109 | 109 |
| 55             | 71            | 72  | 73  | 74  | 76  | 77  | 78  | 79  | 80  | 82  | 84  | 85  | 87  | 88  | 94  | 100 | 101 | 101 | 103 | 103 |
| 56             | 66            | 67  | 68  | 69  | 70  | 71  | 72  | 74  | 75  | 76  | 78  | 80  | 81  | 82  | 88  | 94  | 94  | 94  | 96  | 96  |
| 57             | 60            | 61  | 62  | 63  | 65  | 65  | 66  | 68  | 69  | 70  | 72  | 73  | 75  | 76  | 81  | 86  | 87  | 87  | 88  | 89  |
| 58             | 54            | 55  | 56  | 57  | 58  | 59  | 60  | 61  | 62  | 64  | 65  | 66  | 68  | 69  | 74  | 78  | 79  | 79  | 80  | 81  |
| 59             | 48            | 49  | 49  | 50  | 52  | 52  | 53  | 54  | 55  | 56  | 58  | 59  | 60  | 61  | 66  | 70  | 70  | 70  | 72  | 72  |
| 60             | 41            | 42  | 42  | 43  | 44  | 45  | 46  | 47  | 48  | 49  | 50  | 51  | 52  | 53  | 57  | 60  | 61  | 61  | 62  | 62  |
| 61             | 33            | 34  | 35  | 36  | 37  | 37  | 38  | 39  | 39  | 40  | 41  | 42  | 43  | 44  | 47  | 50  | 51  | 51  | 52  | 52  |
| 62             | 26            | 26  | 27  | 27  | 28  | 29  | 29  | 30  | 31  | 31  | 32  | 33  | 34  | 34  | 37  | 39  | 39  | 40  | 40  | 40  |
| 63             | 18            | 18  | 18  | 19  | 19  | 20  | 20  | 21  | 21  | 22  | 22  | 23  | 23  | 24  | 25  | 27  | 27  | 27  | 28  | 28  |
| 64 o más       | 9             | 9   | 9   | 9   | 10  | 10  | 10  | 10  | 11  | 11  | 11  | 12  | 12  | 12  | 13  | 14  | 14  | 14  | 14  | 14  |

|                | Salario (VSM) |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |
|----------------|---------------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| Edad<br>(años) | 5.0           | 5.1 | 5.2 | 5.3 | 5.4 | 5.5 | 5.6 | 5.7 | 5.8 | 5.9 | 6.0 | 6.1 | 6.2 | 6.3 | 6.4 | 6.5 | 6.6 | 6.7 | 6.8 | 6.9 |
| Hasta 35       | 176           | 178 | 178 | 178 | 180 | 181 | 181 | 181 | 182 | 183 | 186 | 188 | 189 | 190 | 190 | 191 | 194 | 197 | 200 | 203 |
| 36             | 175           | 177 | 177 | 177 | 179 | 180 | 180 | 180 | 180 | 182 | 185 | 186 | 187 | 188 | 189 | 190 | 193 | 196 | 199 | 202 |
| 37             | 173           | 175 | 175 | 175 | 177 | 179 | 179 | 179 | 179 | 181 | 184 | 185 | 186 | 187 | 188 | 189 | 192 | 195 | 198 | 201 |
| 38             | 172           | 174 | 174 | 174 | 176 | 177 | 177 | 177 | 178 | 179 | 182 | 183 | 184 | 186 | 187 | 188 | 190 | 193 | 196 | 199 |
| 39             | 170           | 172 | 172 | 172 | 174 | 176 | 176 | 176 | 176 | 178 | 181 | 182 | 183 | 184 | 185 | 186 | 189 | 192 | 195 | 197 |
| 40             | 169           | 171 | 171 | 171 | 172 | 174 | 174 | 174 | 174 | 176 | 179 | 180 | 181 | 182 | 183 | 184 | 187 | 190 | 193 | 196 |
| 41             | 167           | 169 | 169 | 169 | 170 | 172 | 172 | 172 | 172 | 174 | 177 | 178 | 179 | 180 | 181 | 182 | 185 | 188 | 191 | 194 |
| 42             | 165           | 167 | 167 | 167 | 168 | 170 | 170 | 170 | 170 | 172 | 175 | 176 | 177 | 178 | 179 | 180 | 183 | 186 | 189 | 191 |
| 43             | 162           | 164 | 164 | 164 | 166 | 168 | 168 | 168 | 168 | 169 | 172 | 173 | 175 | 176 | 177 | 178 | 181 | 183 | 186 | 189 |
| 44             | 160           | 162 | 162 | 162 | 163 | 165 | 165 | 165 | 165 | 167 | 170 | 171 | 172 | 173 | 174 | 175 | 178 | 181 | 184 | 186 |
| 45             | 157           | 159 | 159 | 159 | 161 | 162 | 162 | 162 | 162 | 164 | 167 | 168 | 169 | 170 | 172 | 173 | 175 | 178 | 181 | 183 |
| 46             | 154           | 156 | 156 | 156 | 158 | 159 | 159 | 159 | 159 | 161 | 164 | 165 | 166 | 167 | 168 | 170 | 172 | 175 | 177 | 180 |
| 47             | 151           | 153 | 153 | 153 | 154 | 156 | 156 | 156 | 156 | 157 | 160 | 161 | 163 | 164 | 165 | 166 | 169 | 171 | 174 | 176 |
| 48             | 147           | 149 | 149 | 149 | 151 | 152 | 152 | 152 | 152 | 154 | 156 | 158 | 159 | 160 | 161 | 163 | 165 | 168 | 170 | 173 |
| 49             | 144           | 145 | 145 | 145 | 147 | 148 | 148 | 148 | 148 | 150 | 152 | 154 | 155 | 156 | 157 | 158 | 161 | 163 | 166 | 168 |
| 50             | 139           | 141 | 141 | 141 | 143 | 144 | 144 | 144 | 144 | 145 | 148 | 149 | 150 | 152 | 153 | 154 | 156 | 159 | 161 | 164 |
| 51             | 135           | 136 | 136 | 136 | 138 | 139 | 139 | 139 | 139 | 141 | 143 | 144 | 145 | 147 | 148 | 149 | 151 | 154 | 156 | 158 |
| 52             | 130           | 131 | 131 | 131 | 133 | 134 | 134 | 134 | 134 | 135 | 138 | 139 | 140 | 141 | 143 | 144 | 146 | 148 | 150 | 153 |
| 53             | 124           | 126 | 126 | 126 | 127 | 128 | 128 | 128 | 128 | 129 | 132 | 133 | 134 | 135 | 137 | 138 | 140 | 142 | 144 | 146 |
| 54             | 118           | 120 | 120 | 120 | 121 | 122 | 122 | 122 | 122 | 123 | 125 | 127 | 128 | 129 | 130 | 131 | 133 | 135 | 137 | 139 |
| 55             | 111           | 113 | 113 | 113 | 114 | 115 | 115 | 115 | 115 | 116 | 118 | 119 | 121 | 122 | 123 | 124 | 126 | 128 | 130 | 132 |
| 56             | 104           | 106 | 106 | 106 | 107 | 108 | 108 | 108 | 108 | 109 | 111 | 112 | 113 | 114 | 115 | 116 | 118 | 120 | 122 | 124 |
| 57             | 96            | 98  | 98  | 98  | 99  | 99  | 99  | 99  | 100 | 100 | 102 | 103 | 104 | 106 | 107 | 108 | 109 | 111 | 113 | 114 |
| 58             | 88            | 89  | 89  | 89  | 90  | 90  | 90  | 90  | 91  | 91  | 93  | 94  | 95  | 96  | 97  | 98  | 100 | 101 | 103 | 104 |
| 59             | 78            | 79  | 79  | 79  | 80  | 81  | 81  | 81  | 81  | 82  | 83  | 84  | 85  | 86  | 87  | 88  | 89  | 91  | 92  | 93  |
| 60             | 68            | 69  | 69  | 69  | 69  | 70  | 70  | 70  | 70  | 71  | 72  | 73  | 74  | 75  | 75  | 76  | 78  | 79  | 80  | 81  |
| 61             | 57            | 57  | 57  | 57  | 58  | 58  | 58  | 58  | 58  | 59  | 60  | 61  | 61  | 62  | 63  | 64  | 65  | 66  | 67  | 68  |
| 62             | 44            | 45  | 45  | 45  | 45  | 46  | 46  | 46  | 46  | 46  | 47  | 47  | 48  | 49  | 49  | 50  | 51  | 51  | 52  | 53  |
| 63             | 31            | 31  | 31  | 31  | 31  | 32  | 32  | 32  | 32  | 32  | 32  | 33  | 33  | 34  | 34  | 35  | 35  | 36  | 36  | 37  |
| 64 o más       | 16            | 16  | 16  | 16  | 16  | 16  | 16  | 16  | 16  | 16  | 17  | 17  | 17  | 17  | 18  | 18  | 18  | 18  | 19  | 19  |

|                | Salario (VSM) |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |
|----------------|---------------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| Edad<br>(años) | 7.0           | 7.1 | 7.2 | 7.3 | 7.4 | 7.5 | 7.6 | 7.7 | 7.8 | 7.9 | 8.0 | 8.1 | 8.2 | 8.3 | 8.4 | 8.5 | 8.6 | 8.7 | 8.8 | 8.9 |
| Hasta 35       | 206           | 209 | 212 | 215 | 218 | 221 | 224 | 227 | 230 | 233 | 236 | 239 | 242 | 245 | 248 | 250 | 253 | 256 | 259 | 262 |
| 36             | 205           | 208 | 211 | 214 | 217 | 220 | 223 | 225 | 228 | 231 | 234 | 237 | 240 | 243 | 246 | 249 | 252 | 255 | 258 | 261 |
| 37             | 204           | 206 | 209 | 212 | 215 | 218 | 221 | 224 | 227 | 230 | 233 | 236 | 238 | 241 | 244 | 247 | 250 | 253 | 256 | 259 |
| 38             | 202           | 205 | 208 | 211 | 214 | 216 | 219 | 222 | 225 | 228 | 231 | 234 | 237 | 240 | 242 | 245 | 248 | 251 | 254 | 257 |
| 39             | 200           | 203 | 206 | 209 | 212 | 215 | 217 | 220 | 223 | 226 | 229 | 232 | 235 | 238 | 240 | 243 | 246 | 249 | 252 | 255 |
| 40             | 198           | 201 | 204 | 207 | 210 | 213 | 215 | 218 | 221 | 224 | 227 | 230 | 233 | 235 | 238 | 241 | 244 | 247 | 250 | 252 |
| 41             | 196           | 199 | 202 | 205 | 208 | 210 | 213 | 216 | 219 | 222 | 224 | 227 | 230 | 233 | 236 | 239 | 241 | 244 | 247 | 250 |
| 42             | 194           | 197 | 200 | 202 | 205 | 208 | 211 | 214 | 216 | 219 | 222 | 225 | 227 | 230 | 233 | 236 | 239 | 241 | 244 | 247 |
| 43             | 192           | 194 | 197 | 200 | 203 | 205 | 208 | 211 | 214 | 216 | 219 | 222 | 225 | 227 | 230 | 233 | 236 | 238 | 241 | 244 |
| 44             | 189           | 192 | 194 | 197 | 200 | 202 | 205 | 208 | 211 | 213 | 216 | 219 | 221 | 224 | 227 | 230 | 232 | 235 | 238 | 240 |
| 45             | 186           | 189 | 191 | 194 | 197 | 199 | 202 | 205 | 207 | 210 | 213 | 215 | 218 | 221 | 223 | 226 | 229 | 231 | 234 | 237 |
| 46             | 183           | 185 | 188 | 191 | 193 | 196 | 198 | 201 | 204 | 206 | 209 | 211 | 214 | 217 | 219 | 222 | 225 | 227 | 230 | 232 |
| 47             | 179           | 182 | 184 | 187 | 189 | 192 | 194 | 197 | 200 | 202 | 205 | 207 | 210 | 212 | 215 | 218 | 220 | 223 | 225 | 228 |
| 48             | 175           | 178 | 180 | 183 | 185 | 188 | 190 | 193 | 195 | 198 | 200 | 203 | 205 | 208 | 210 | 213 | 215 | 218 | 220 | 223 |
| 49             | 171           | 173 | 176 | 178 | 181 | 183 | 185 | 188 | 190 | 193 | 195 | 198 | 200 | 203 | 205 | 207 | 210 | 212 | 215 | 217 |
| 50             | 166           | 168 | 171 | 173 | 175 | 178 | 180 | 183 | 185 | 187 | 190 | 192 | 194 | 197 | 199 | 202 | 204 | 206 | 209 | 211 |
| 51             | 161           | 163 | 165 | 168 | 170 | 172 | 174 | 177 | 179 | 181 | 184 | 186 | 188 | 191 | 193 | 195 | 197 | 200 | 202 | 204 |
| 52             | 155           | 157 | 159 | 162 | 164 | 166 | 168 | 170 | 173 | 175 | 177 | 179 | 182 | 184 | 186 | 188 | 190 | 193 | 195 | 197 |
| 53             | 149           | 151 | 153 | 155 | 157 | 159 | 161 | 163 | 166 | 168 | 170 | 172 | 174 | 176 | 178 | 180 | 183 | 185 | 187 | 189 |
| 54             | 142           | 144 | 146 | 148 | 150 | 152 | 154 | 156 | 158 | 160 | 162 | 164 | 166 | 168 | 170 | 172 | 174 | 176 | 178 | 180 |
| 55             | 134           | 136 | 138 | 140 | 141 | 143 | 145 | 147 | 149 | 151 | 153 | 155 | 157 | 159 | 161 | 163 | 165 | 166 | 168 | 170 |
| 56             | 125           | 127 | 129 | 131 | 133 | 134 | 136 | 138 | 140 | 142 | 143 | 145 | 147 | 149 | 151 | 152 | 154 | 156 | 158 | 160 |
| 57             | 116           | 118 | 119 | 121 | 123 | 124 | 126 | 128 | 129 | 131 | 133 | 134 | 136 | 138 | 139 | 141 | 143 | 144 | 146 | 148 |
| 58             | 106           | 107 | 109 | 110 | 112 | 113 | 115 | 116 | 118 | 120 | 121 | 123 | 124 | 126 | 127 | 129 | 130 | 132 | 133 | 135 |
| 59             | 95            | 96  | 97  | 99  | 100 | 101 | 103 | 104 | 105 | 107 | 108 | 110 | 111 | 112 | 114 | 115 | 116 | 118 | 119 | 120 |
| 60             | 82            | 83  | 85  | 86  | 87  | 88  | 89  | 91  | 92  | 93  | 94  | 95  | 96  | 98  | 99  | 100 | 101 | 102 | 104 | 105 |
| 61             | 69            | 70  | 71  | 72  | 73  | 74  | 75  | 76  | 77  | 78  | 79  | 80  | 81  | 82  | 83  | 83  | 84  | 85  | 86  | 87  |
| 62             | 54            | 55  | 55  | 56  | 57  | 58  | 58  | 59  | 60  | 61  | 62  | 62  | 63  | 64  | 65  | 65  | 66  | 67  | 68  | 68  |
| 63             | 37            | 38  | 38  | 39  | 40  | 40  | 41  | 41  | 42  | 42  | 43  | 43  | 44  | 44  | 45  | 45  | 46  | 47  | 47  | 48  |
| 64 o más       | 19            | 20  | 20  | 20  | 20  | 21  | 21  | 21  | 22  | 22  | 22  | 22  | 23  | 23  | 23  | 24  | 24  | 24  | 24  | 25  |

| Edad<br>(años) | Salario (VSM) |     |     |     |     |     |     |     |     |     |      |      |      |      |      |      |      |      |      |      |
|----------------|---------------|-----|-----|-----|-----|-----|-----|-----|-----|-----|------|------|------|------|------|------|------|------|------|------|
|                | 9.0           | 9.1 | 9.2 | 9.3 | 9.4 | 9.5 | 9.6 | 9.7 | 9.8 | 9.9 | 10.0 | 10.1 | 10.2 | 10.3 | 10.4 | 10.5 | 10.6 | 10.7 | 10.8 | 10.9 |
| Hasta 35       | 265           | 268 | 271 | 274 | 277 | 280 | 283 | 286 | 289 | 292 | 295  | 282  | 285  | 288  | 291  | 294  | 296  | 299  | 302  | 305  |
| 36             | 264           | 267 | 269 | 272 | 275 | 278 | 281 | 284 | 287 | 290 | 293  | 281  | 284  | 286  | 289  | 292  | 295  | 298  | 300  | 303  |
| 37             | 262           | 265 | 268 | 271 | 273 | 276 | 279 | 282 | 285 | 288 | 291  | 279  | 282  | 285  | 287  | 290  | 293  | 296  | 298  | 301  |
| 38             | 260           | 263 | 266 | 268 | 271 | 274 | 277 | 280 | 283 | 286 | 289  | 277  | 280  | 283  | 285  | 288  | 291  | 294  | 296  | 299  |
| 39             | 258           | 261 | 263 | 266 | 269 | 272 | 275 | 278 | 281 | 283 | 286  | 275  | 278  | 281  | 283  | 286  | 289  | 291  | 294  | 297  |
| 40             | 255           | 258 | 261 | 264 | 267 | 269 | 272 | 275 | 278 | 281 | 284  | 273  | 275  | 278  | 281  | 284  | 286  | 289  | 292  | 294  |
| 41             | 253           | 255 | 258 | 261 | 264 | 267 | 269 | 272 | 275 | 278 | 281  | 270  | 273  | 275  | 278  | 281  | 284  | 286  | 289  | 292  |
| 42             | 250           | 253 | 255 | 258 | 261 | 264 | 266 | 269 | 272 | 275 | 278  | 267  | 270  | 273  | 275  | 278  | 281  | 283  | 286  | 288  |
| 43             | 247           | 249 | 252 | 255 | 258 | 260 | 263 | 266 | 269 | 271 | 274  | 264  | 267  | 269  | 272  | 275  | 277  | 280  | 282  | 285  |
| 44             | 243           | 246 | 248 | 251 | 254 | 257 | 259 | 262 | 265 | 267 | 270  | 261  | 263  | 266  | 268  | 271  | 274  | 276  | 279  | 281  |
| 45             | 239           | 242 | 245 | 247 | 250 | 253 | 255 | 258 | 261 | 263 | 266  | 257  | 259  | 262  | 264  | 267  | 270  | 272  | 275  | 277  |
| 46             | 235           | 238 | 240 | 243 | 245 | 248 | 251 | 253 | 256 | 259 | 261  | 253  | 255  | 258  | 260  | 263  | 265  | 268  | 270  | 273  |
| 47             | 230           | 233 | 235 | 238 | 241 | 243 | 246 | 248 | 251 | 253 | 256  | 248  | 250  | 253  | 255  | 258  | 260  | 263  | 265  | 267  |
| 48             | 225           | 228 | 230 | 233 | 235 | 238 | 240 | 243 | 245 | 248 | 250  | 243  | 245  | 247  | 250  | 252  | 255  | 257  | 259  | 262  |
| 49             | 220           | 222 | 225 | 227 | 229 | 232 | 234 | 237 | 239 | 242 | 244  | 237  | 239  | 242  | 244  | 246  | 249  | 251  | 253  | 256  |
| 50             | 213           | 216 | 218 | 221 | 223 | 225 | 228 | 230 | 233 | 235 | 237  | 231  | 233  | 235  | 237  | 240  | 242  | 244  | 247  | 249  |
| 51             | 207           | 209 | 211 | 214 | 216 | 218 | 221 | 223 | 225 | 227 | 230  | 224  | 226  | 228  | 230  | 232  | 235  | 237  | 239  | 241  |
| 52             | 199           | 201 | 204 | 206 | 208 | 210 | 213 | 215 | 217 | 219 | 221  | 216  | 218  | 220  | 222  | 224  | 227  | 229  | 231  | 233  |
| 53             | 191           | 193 | 195 | 197 | 200 | 202 | 204 | 206 | 208 | 210 | 212  | 207  | 209  | 211  | 213  | 215  | 218  | 220  | 222  | 224  |
| 54             | 182           | 184 | 186 | 188 | 190 | 192 | 194 | 196 | 198 | 200 | 202  | 198  | 200  | 202  | 204  | 206  | 208  | 210  | 212  | 214  |
| 55             | 172           | 174 | 176 | 178 | 180 | 182 | 184 | 186 | 188 | 189 | 191  | 187  | 189  | 191  | 193  | 195  | 197  | 199  | 200  | 202  |
| 56             | 161           | 163 | 165 | 167 | 168 | 170 | 172 | 174 | 176 | 177 | 179  | 176  | 178  | 179  | 181  | 183  | 185  | 186  | 188  | 190  |
| 57             | 149           | 151 | 153 | 154 | 156 | 158 | 159 | 161 | 163 | 164 | 166  | 163  | 165  | 166  | 168  | 170  | 171  | 173  | 174  | 176  |
| 58             | 136           | 138 | 139 | 141 | 142 | 144 | 145 | 147 | 148 | 150 | 151  | 149  | 151  | 152  | 153  | 155  | 156  | 158  | 159  | 161  |
| 59             | 122           | 123 | 124 | 126 | 127 | 129 | 130 | 131 | 133 | 134 | 135  | 134  | 135  | 136  | 137  | 139  | 140  | 141  | 143  | 144  |
| 60             | 106           | 107 | 108 | 109 | 111 | 112 | 113 | 114 | 115 | 117 | 118  | 116  | 118  | 119  | 120  | 121  | 122  | 123  | 124  | 126  |
| 61             | 88            | 89  | 90  | 91  | 92  | 93  | 94  | 95  | 96  | 97  | 98   | 97   | 98   | 99   | 100  | 101  | 102  | 103  | 104  | 105  |
| 62             | 69            | 70  | 71  | 72  | 72  | 73  | 74  | 75  | 75  | 76  | 77   | 76   | 77   | 78   | 79   | 79   | 80   | 81   | 82   | 83   |
| 63             | 48            | 49  | 49  | 50  | 50  | 51  | 51  | 52  | 52  | 53  | 54   | 53   | 54   | 54   | 55   | 55   | 56   | 57   | 57   | 58   |
| 64 o más       | 25            | 25  | 26  | 26  | 26  | 26  | 27  | 27  | 27  | 28  | 28   | 28   | 28   | 28   | 29   | 29   | 29   | 29   | 30   | 30   |

| Edad<br>(años) | Salario (VSM) |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |
|----------------|---------------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|
|                | 11.0          | 11.1 | 11.2 | 11.3 | 11.4 | 11.5 | 11.6 | 11.7 | 11.8 | 11.9 | 12.0 | 12.1 | 12.2 | 12.3 | 12.4 | 12.5 | 12.6 | 12.7 | 12.8 | 12.9 |
| Hasta 35       | 308           | 310  | 313  | 316  | 319  | 322  | 324  | 327  | 330  | 333  | 336  | 338  | 341  | 344  | 347  | 350  | 352  | 355  | 358  | 361  |
| 36             | 306           | 309  | 311  | 314  | 317  | 320  | 323  | 325  | 328  | 331  | 334  | 337  | 339  | 342  | 345  | 348  | 350  | 353  | 356  | 359  |
| 37             | 304           | 307  | 310  | 312  | 315  | 318  | 321  | 323  | 326  | 329  | 332  | 334  | 337  | 340  | 343  | 346  | 348  | 351  | 354  | 357  |
| 38             | 302           | 305  | 307  | 310  | 313  | 316  | 318  | 321  | 324  | 327  | 329  | 332  | 335  | 338  | 340  | 343  | 346  | 349  | 351  | 354  |
| 39             | 300           | 302  | 305  | 308  | 311  | 313  | 316  | 319  | 321  | 324  | 327  | 330  | 332  | 335  | 338  | 341  | 343  | 346  | 349  | 351  |
| 40             | 297           | 300  | 302  | 305  | 308  | 311  | 313  | 316  | 319  | 321  | 324  | 327  | 330  | 332  | 335  | 338  | 340  | 343  | 346  | 348  |
| 41             | 294           | 297  | 300  | 302  | 305  | 308  | 310  | 313  | 316  | 318  | 321  | 324  | 326  | 329  | 332  | 334  | 337  | 340  | 342  | 345  |
| 42             | 291           | 294  | 296  | 299  | 302  | 304  | 307  | 310  | 312  | 315  | 318  | 320  | 323  | 326  | 328  | 331  | 334  | 336  | 339  | 342  |
| 43             | 288           | 290  | 293  | 296  | 298  | 301  | 303  | 306  | 309  | 311  | 314  | 317  | 319  | 322  | 324  | 327  | 330  | 332  | 335  | 337  |
| 44             | 284           | 286  | 289  | 292  | 294  | 297  | 299  | 302  | 305  | 307  | 310  | 312  | 315  | 318  | 320  | 323  | 325  | 328  | 330  | 333  |
| 45             | 280           | 282  | 285  | 287  | 290  | 292  | 295  | 298  | 300  | 303  | 305  | 308  | 310  | 313  | 315  | 318  | 320  | 323  | 326  | 328  |
| 46             | 275           | 278  | 280  | 283  | 285  | 288  | 290  | 293  | 295  | 298  | 300  | 303  | 305  | 308  | 310  | 313  | 315  | 318  | 320  | 323  |
| 47             | 270           | 272  | 275  | 277  | 280  | 282  | 285  | 287  | 290  | 292  | 295  | 297  | 299  | 302  | 304  | 307  | 309  | 312  | 314  | 317  |
| 48             | 264           | 267  | 269  | 272  | 274  | 276  | 279  | 281  | 284  | 286  | 288  | 291  | 293  | 296  | 298  | 300  | 303  | 305  | 308  | 310  |
| 49             | 258           | 260  | 263  | 265  | 267  | 270  | 272  | 274  | 277  | 279  | 282  | 284  | 286  | 289  | 291  | 293  | 296  | 298  | 300  | 303  |
| 50             | 251           | 253  | 256  | 258  | 260  | 263  | 265  | 267  | 269  | 272  | 274  | 276  | 279  | 281  | 283  | 285  | 288  | 290  | 292  | 295  |
| 51             | 244           | 246  | 248  | 250  | 252  | 255  | 257  | 259  | 261  | 263  | 266  | 268  | 270  | 272  | 275  | 277  | 279  | 281  | 283  | 286  |
| 52             | 235           | 237  | 239  | 242  | 244  | 246  | 248  | 250  | 252  | 254  | 256  | 259  | 261  | 263  | 265  | 267  | 269  | 271  | 274  | 276  |
| 53             | 226           | 228  | 230  | 232  | 234  | 236  | 238  | 240  | 242  | 244  | 246  | 248  | 250  | 253  | 255  | 257  | 259  | 261  | 263  | 265  |
| 54             | 215           | 217  | 219  | 221  | 223  | 225  | 227  | 229  | 231  | 233  | 235  | 237  | 239  | 241  | 243  | 245  | 247  | 249  | 251  | 253  |
| 55             | 204           | 206  | 208  | 210  | 212  | 213  | 215  | 217  | 219  | 221  | 223  | 225  | 226  | 228  | 230  | 232  | 234  | 236  | 238  | 239  |
| 56             | 192           | 193  | 195  | 197  | 199  | 200  | 202  | 204  | 206  | 207  | 209  | 211  | 213  | 214  | 216  | 218  | 220  | 221  | 223  | 225  |
| 57             | 178           | 179  | 181  | 183  | 184  | 186  | 187  | 189  | 191  | 192  | 194  | 196  | 197  | 199  | 200  | 202  | 204  | 205  | 207  | 208  |
| 58             | 162           | 164  | 165  | 167  | 168  | 170  | 171  | 173  | 174  | 176  | 177  | 179  | 180  | 182  | 183  | 185  | 186  | 188  | 189  | 191  |
| 59             | 145           | 147  | 148  | 149  | 151  | 152  | 153  | 155  | 156  | 157  | 159  | 160  | 161  | 163  | 164  | 165  | 167  | 168  | 169  | 171  |
| 60             | 127           | 128  | 129  | 130  | 131  | 133  | 134  | 135  | 136  | 137  | 138  | 139  | 141  | 142  | 143  | 144  | 145  | 146  | 148  | 149  |
| 61             | 106           | 107  | 108  | 109  | 110  | 111  | 112  | 113  | 114  | 115  | 116  | 117  | 118  | 119  | 120  | 121  | 122  | 123  | 124  | 125  |
| 62             | 83            | 84   | 85   | 86   | 86   | 87   | 88   | 89   | 89   | 90   | 91   | 92   | 92   | 93   | 94   | 95   | 95   | 96   | 97   | 98   |
| 63             | 58            | 59   | 59   | 60   | 60   | 61   | 61   | 62   | 62   | 63   | 63   | 64   | 64   | 65   | 66   | 66   | 67   | 67   | 68   | 68   |
| 64 o más       | 30            | 31   | 31   | 31   | 31   | 32   | 32   | 32   | 32   | 33   | 33   | 33   | 34   | 34   | 34   | 34   | 35   | 35   | 35   | 36   |

| Edad<br>(años) | Salario (VSM) |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |
|----------------|---------------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|
|                | 13.0          | 13.1 | 13.2 | 13.3 | 13.4 | 13.5 | 13.6 | 13.7 | 13.8 | 13.9 | 14.0 | 14.1 | 14.2 | 14.3 | 14.4 | 14.5 | 14.6 | 14.7 | 14.8 | 14.9 |
| Hasta 35       | 364           | 366  | 369  | 372  | 375  | 378  | 380  | 383  | 386  | 389  | 392  | 394  | 397  | 400  | 403  | 406  | 408  | 411  | 414  | 417  |
| 36             | 362           | 364  | 367  | 370  | 373  | 376  | 378  | 381  | 384  | 387  | 389  | 392  | 395  | 398  | 401  | 403  | 406  | 409  | 412  | 415  |
| 37             | 359           | 362  | 365  | 368  | 370  | 373  | 376  | 379  | 382  | 384  | 387  | 390  | 393  | 395  | 398  | 401  | 404  | 406  | 409  | 412  |
| 38             | 357           | 360  | 362  | 365  | 368  | 371  | 373  | 376  | 379  | 382  | 384  | 387  | 390  | 393  | 395  | 398  | 401  | 404  | 406  | 409  |
| 39             | 354           | 357  | 360  | 362  | 365  | 368  | 371  | 373  | 376  | 379  | 381  | 384  | 387  | 390  | 392  | 395  | 398  | 401  | 403  | 406  |
| 40             | 351           | 354  | 357  | 359  | 362  | 365  | 367  | 370  | 373  | 376  | 378  | 381  | 384  | 386  | 389  | 392  | 394  | 397  | 400  | 403  |
| 41             | 348           | 351  | 353  | 356  | 359  | 361  | 364  | 367  | 369  | 372  | 375  | 377  | 380  | 383  | 385  | 388  | 391  | 393  | 396  | 399  |
| 42             | 344           | 347  | 349  | 352  | 355  | 357  | 360  | 363  | 365  | 368  | 371  | 373  | 376  | 379  | 381  | 384  | 387  | 389  | 392  | 395  |
| 43             | 340           | 343  | 345  | 348  | 351  | 353  | 356  | 358  | 361  | 364  | 366  | 369  | 372  | 374  | 377  | 379  | 382  | 385  | 387  | 390  |
| 44             | 336           | 338  | 341  | 343  | 346  | 349  | 351  | 354  | 356  | 359  | 361  | 364  | 367  | 369  | 372  | 374  | 377  | 380  | 382  | 385  |
| 45             | 331           | 333  | 336  | 338  | 341  | 343  | 346  | 348  | 351  | 354  | 356  | 359  | 361  | 364  | 366  | 369  | 371  | 374  | 377  | 379  |
| 46             | 325           | 328  | 330  | 333  | 335  | 338  | 340  | 343  | 345  | 348  | 350  | 353  | 355  | 358  | 360  | 363  | 365  | 368  | 370  | 373  |
| 47             | 319           | 322  | 324  | 326  | 329  | 331  | 334  | 336  | 339  | 341  | 344  | 346  | 349  | 351  | 354  | 356  | 358  | 361  | 363  | 366  |
| 48             | 312           | 315  | 317  | 320  | 322  | 324  | 327  | 329  | 332  | 334  | 337  | 339  | 341  | 344  | 346  | 349  | 351  | 353  | 356  | 358  |
| 49             | 305           | 307  | 310  | 312  | 314  | 317  | 319  | 321  | 324  | 326  | 329  | 331  | 333  | 336  | 338  | 340  | 343  | 345  | 347  | 350  |
| 50             | 297           | 299  | 301  | 304  | 306  | 308  | 311  | 313  | 315  | 317  | 320  | 322  | 324  | 327  | 329  | 331  | 333  | 336  | 338  | 340  |
| 51             | 288           | 290  | 292  | 295  | 297  | 299  | 301  | 303  | 306  | 308  | 310  | 312  | 314  | 317  | 319  | 321  | 323  | 326  | 328  | 330  |
| 52             | 278           | 280  | 282  | 284  | 286  | 289  | 291  | 293  | 295  | 297  | 299  | 301  | 304  | 306  | 308  | 310  | 312  | 314  | 316  | 319  |
| 53             | 267           | 269  | 271  | 273  | 275  | 277  | 279  | 281  | 283  | 285  | 287  | 290  | 292  | 294  | 296  | 298  | 300  | 302  | 304  | 306  |
| 54             | 255           | 257  | 259  | 261  | 263  | 265  | 267  | 268  | 270  | 272  | 274  | 276  | 278  | 280  | 282  | 284  | 286  | 288  | 290  | 292  |
| 55             | 241           | 243  | 245  | 247  | 249  | 251  | 252  | 254  | 256  | 258  | 260  | 262  | 264  | 266  | 267  | 269  | 271  | 273  | 275  | 277  |
| 56             | 226           | 228  | 230  | 232  | 233  | 235  | 237  | 239  | 240  | 242  | 244  | 246  | 247  | 249  | 251  | 253  | 254  | 256  | 258  | 260  |
| 57             | 210           | 212  | 213  | 215  | 217  | 218  | 220  | 221  | 223  | 225  | 226  | 228  | 230  | 231  | 233  | 234  | 236  | 238  | 239  | 241  |
| 58             | 192           | 193  | 195  | 196  | 198  | 199  | 201  | 202  | 204  | 205  | 207  | 208  | 210  | 211  | 213  | 214  | 216  | 217  | 219  | 220  |
| 59             | 172           | 173  | 175  | 176  | 177  | 179  | 180  | 181  | 183  | 184  | 185  | 187  | 188  | 189  | 191  | 192  | 193  | 195  | 196  | 197  |
| 60             | 150           | 151  | 152  | 153  | 155  | 156  | 157  | 158  | 159  | 160  | 161  | 163  | 164  | 165  | 166  | 167  | 168  | 170  | 171  | 172  |
| 61             | 126           | 126  | 127  | 128  | 129  | 130  | 131  | 132  | 133  | 134  | 135  | 136  | 137  | 138  | 139  | 140  | 141  | 142  | 143  | 144  |
| 62             | 99            | 99   | 100  | 101  | 102  | 102  | 103  | 104  | 105  | 105  | 106  | 107  | 108  | 108  | 109  | 110  | 111  | 111  | 112  | 113  |
| 63             | 69            | 69   | 70   | 70   | 71   | 71   | 72   | 72   | 73   | 74   | 74   | 75   | 75   | 76   | 76   | 77   | 77   | 78   | 78   | 79   |
| 64 o más       | 36            | 36   | 36   | 37   | 37   | 37   | 38   | 38   | 38   | 38   | 39   | 39   | 39   | 39   | 40   | 40   | 40   | 41   | 41   | 41   |

|                | Salario (VSM) |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |
|----------------|---------------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|
| Edad<br>(años) | 15.0          | 15.1 | 15.2 | 15.3 | 15.4 | 15.5 | 15.6 | 15.7 | 15.8 | 15.9 | 16.0 | 16.1 | 16.2 | 16.3 | 16.4 | 16.5 | 16.6 | 16.7 | 16.8 | 16.9 |
| Hasta 35       | 420           | 422  | 425  | 428  | 431  | 434  | 436  | 439  | 442  | 445  | 448  | 450  | 453  | 456  | 459  | 462  | 464  | 467  | 470  | 473  |
| 36             | 417           | 420  | 423  | 426  | 428  | 431  | 434  | 437  | 440  | 442  | 445  | 448  | 451  | 454  | 456  | 459  | 462  | 465  | 467  | 470  |
| 37             | 415           | 418  | 420  | 423  | 426  | 429  | 431  | 434  | 437  | 440  | 442  | 445  | 448  | 451  | 454  | 456  | 459  | 462  | 465  | 467  |
| 38             | 412           | 415  | 417  | 420  | 423  | 426  | 428  | 431  | 434  | 437  | 439  | 442  | 445  | 448  | 450  | 453  | 456  | 459  | 461  | 464  |
| 39             | 409           | 411  | 414  | 417  | 420  | 422  | 425  | 428  | 431  | 433  | 436  | 439  | 442  | 444  | 447  | 450  | 452  | 455  | 458  | 461  |
| 40             | 405           | 408  | 411  | 413  | 416  | 419  | 422  | 424  | 427  | 430  | 432  | 435  | 438  | 440  | 443  | 446  | 449  | 451  | 454  | 457  |
| 41             | 401           | 404  | 407  | 409  | 412  | 415  | 418  | 420  | 423  | 426  | 428  | 431  | 434  | 436  | 439  | 442  | 444  | 447  | 450  | 452  |
| 42             | 397           | 400  | 402  | 405  | 408  | 410  | 413  | 416  | 418  | 421  | 424  | 426  | 429  | 432  | 434  | 437  | 440  | 442  | 445  | 448  |
| 43             | 393           | 395  | 398  | 400  | 403  | 406  | 408  | 411  | 413  | 416  | 419  | 421  | 424  | 427  | 429  | 432  | 434  | 437  | 440  | 442  |
| 44             | 387           | 390  | 392  | 395  | 398  | 400  | 403  | 405  | 408  | 411  | 413  | 416  | 418  | 421  | 424  | 426  | 429  | 431  | 434  | 436  |
| 45             | 382           | 384  | 387  | 389  | 392  | 394  | 397  | 399  | 402  | 405  | 407  | 410  | 412  | 415  | 417  | 420  | 422  | 425  | 427  | 430  |
| 46             | 375           | 378  | 380  | 383  | 385  | 388  | 390  | 393  | 395  | 398  | 400  | 403  | 405  | 408  | 410  | 413  | 415  | 418  | 420  | 423  |
| 47             | 368           | 371  | 373  | 376  | 378  | 381  | 383  | 386  | 388  | 390  | 393  | 395  | 398  | 400  | 403  | 405  | 408  | 410  | 413  | 415  |
| 48             | 361           | 363  | 365  | 368  | 370  | 373  | 375  | 377  | 380  | 382  | 385  | 387  | 389  | 392  | 394  | 397  | 399  | 401  | 404  | 406  |
| 49             | 352           | 354  | 357  | 359  | 361  | 364  | 366  | 369  | 371  | 373  | 376  | 378  | 380  | 383  | 385  | 387  | 390  | 392  | 394  | 397  |
| 50             | 343           | 345  | 347  | 349  | 352  | 354  | 356  | 359  | 361  | 363  | 366  | 368  | 370  | 372  | 375  | 377  | 379  | 382  | 384  | 386  |
| 51             | 332           | 334  | 337  | 339  | 341  | 343  | 346  | 348  | 350  | 352  | 354  | 357  | 359  | 361  | 363  | 366  | 368  | 370  | 372  | 374  |
| 52             | 321           | 323  | 325  | 327  | 329  | 331  | 334  | 336  | 338  | 340  | 342  | 344  | 346  | 349  | 351  | 353  | 355  | 357  | 359  | 361  |
| 53             | 308           | 310  | 312  | 314  | 316  | 318  | 320  | 322  | 324  | 327  | 329  | 331  | 333  | 335  | 337  | 339  | 341  | 343  | 345  | 347  |
| 54             | 294           | 296  | 298  | 300  | 302  | 304  | 306  | 308  | 310  | 312  | 314  | 316  | 318  | 320  | 322  | 323  | 325  | 327  | 329  | 331  |
| 55             | 279           | 280  | 282  | 284  | 286  | 288  | 290  | 292  | 293  | 295  | 297  | 299  | 301  | 303  | 305  | 306  | 308  | 310  | 312  | 314  |
| 56             | 261           | 263  | 265  | 267  | 268  | 270  | 272  | 274  | 275  | 277  | 279  | 281  | 282  | 284  | 286  | 288  | 289  | 291  | 293  | 295  |
| 57             | 243           | 244  | 246  | 247  | 249  | 251  | 252  | 254  | 255  | 257  | 259  | 260  | 262  | 264  | 265  | 267  | 268  | 270  | 272  | 273  |
| 58             | 222           | 223  | 225  | 226  | 228  | 229  | 230  | 232  | 233  | 235  | 236  | 238  | 239  | 241  | 242  | 244  | 245  | 247  | 248  | 250  |
| 59             | 199           | 200  | 201  | 203  | 204  | 205  | 206  | 208  | 209  | 210  | 212  | 213  | 214  | 216  | 217  | 218  | 220  | 221  | 222  | 224  |
| 60             | 173           | 174  | 175  | 177  | 178  | 179  | 180  | 181  | 182  | 183  | 185  | 186  | 187  | 188  | 189  | 190  | 192  | 193  | 194  | 195  |
| 61             | 145           | 146  | 147  | 148  | 149  | 150  | 151  | 152  | 153  | 154  | 155  | 156  | 157  | 157  | 158  | 159  | 160  | 161  | 162  | 163  |
| 62             | 114           | 115  | 115  | 116  | 117  | 118  | 118  | 119  | 120  | 121  | 121  | 122  | 123  | 124  | 124  | 125  | 126  | 127  | 127  | 128  |
| 63             | 79            | 80   | 80   | 81   | 82   | 82   | 83   | 83   | 84   | 84   | 85   | 85   | 86   | 86   | 87   | 87   | 88   | 88   | 89   | 90   |
| 64 o más       | 41            | 42   | 42   | 42   | 43   | 43   | 43   | 43   | 44   | 44   | 44   | 45   | 45   | 45   | 45   | 46   | 46   | 46   | 46   | 47   |

| Edad<br>(años) | Salario (VSM) |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |
|----------------|---------------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|
|                | 17.0          | 17.1 | 17.2 | 17.3 | 17.4 | 17.5 | 17.6 | 17.7 | 17.8 | 17.9 | 18.0 | 18.1 | 18.2 | 18.3 | 18.4 | 18.5 | 18.6 | 18.7 | 18.8 | 18.9 |
| Hasta 35       | 476           | 479  | 481  | 484  | 487  | 490  | 493  | 495  | 498  | 501  | 504  | 507  | 509  | 512  | 515  | 518  | 521  | 523  | 526  | 529  |
| 36             | 473           | 476  | 479  | 481  | 484  | 487  | 490  | 493  | 495  | 498  | 501  | 504  | 506  | 509  | 512  | 515  | 518  | 520  | 523  | 526  |
| 37             | 470           | 473  | 476  | 478  | 481  | 484  | 487  | 490  | 492  | 495  | 498  | 501  | 503  | 506  | 509  | 512  | 514  | 517  | 520  | 523  |
| 38             | 467           | 470  | 472  | 475  | 478  | 481  | 483  | 486  | 489  | 492  | 494  | 497  | 500  | 503  | 505  | 508  | 511  | 514  | 516  | 519  |
| 39             | 463           | 466  | 469  | 472  | 474  | 477  | 480  | 482  | 485  | 488  | 491  | 493  | 496  | 499  | 502  | 504  | 507  | 510  | 512  | 515  |
| 40             | 459           | 462  | 465  | 468  | 470  | 473  | 476  | 478  | 481  | 484  | 486  | 489  | 492  | 495  | 497  | 500  | 503  | 505  | 508  | 511  |
| 41             | 455           | 458  | 460  | 463  | 466  | 468  | 471  | 474  | 476  | 479  | 482  | 485  | 487  | 490  | 493  | 495  | 498  | 501  | 503  | 506  |
| 42             | 450           | 453  | 456  | 458  | 461  | 463  | 466  | 469  | 471  | 474  | 477  | 479  | 482  | 485  | 487  | 490  | 493  | 495  | 498  | 501  |
| 43             | 445           | 448  | 450  | 453  | 455  | 458  | 461  | 463  | 466  | 468  | 471  | 474  | 476  | 479  | 482  | 484  | 487  | 489  | 492  | 495  |
| 44             | 439           | 442  | 444  | 447  | 449  | 452  | 455  | 457  | 460  | 462  | 465  | 467  | 470  | 473  | 475  | 478  | 480  | 483  | 486  | 488  |
| 45             | 433           | 435  | 438  | 440  | 443  | 445  | 448  | 450  | 453  | 455  | 458  | 461  | 463  | 466  | 468  | 471  | 473  | 476  | 478  | 481  |
| 46             | 425           | 428  | 430  | 433  | 435  | 438  | 440  | 443  | 445  | 448  | 450  | 453  | 455  | 458  | 460  | 463  | 465  | 468  | 470  | 473  |
| 47             | 417           | 420  | 422  | 425  | 427  | 430  | 432  | 435  | 437  | 440  | 442  | 445  | 447  | 449  | 452  | 454  | 457  | 459  | 462  | 464  |
| 48             | 409           | 411  | 414  | 416  | 418  | 421  | 423  | 426  | 428  | 430  | 433  | 435  | 438  | 440  | 442  | 445  | 447  | 450  | 452  | 454  |
| 49             | 399           | 401  | 404  | 406  | 408  | 411  | 413  | 416  | 418  | 420  | 423  | 425  | 427  | 430  | 432  | 434  | 437  | 439  | 441  | 444  |
| 50             | 388           | 391  | 393  | 395  | 398  | 400  | 402  | 404  | 407  | 409  | 411  | 414  | 416  | 418  | 420  | 423  | 425  | 427  | 430  | 432  |
| 51             | 377           | 379  | 381  | 383  | 385  | 388  | 390  | 392  | 394  | 397  | 399  | 401  | 403  | 405  | 408  | 410  | 412  | 414  | 417  | 419  |
| 52             | 364           | 366  | 368  | 370  | 372  | 374  | 376  | 379  | 381  | 383  | 385  | 387  | 389  | 391  | 394  | 396  | 398  | 400  | 402  | 404  |
| 53             | 349           | 351  | 353  | 355  | 357  | 359  | 362  | 364  | 366  | 368  | 370  | 372  | 374  | 376  | 378  | 380  | 382  | 384  | 386  | 388  |
| 54             | 333           | 335  | 337  | 339  | 341  | 343  | 345  | 347  | 349  | 351  | 353  | 355  | 357  | 359  | 361  | 363  | 365  | 367  | 369  | 371  |
| 55             | 316           | 318  | 319  | 321  | 323  | 325  | 327  | 329  | 331  | 332  | 334  | 336  | 338  | 340  | 342  | 344  | 345  | 347  | 349  | 351  |
| 56             | 296           | 298  | 300  | 302  | 303  | 305  | 307  | 309  | 310  | 312  | 314  | 316  | 317  | 319  | 321  | 323  | 324  | 326  | 328  | 330  |
| 57             | 275           | 277  | 278  | 280  | 281  | 283  | 285  | 286  | 288  | 289  | 291  | 293  | 294  | 296  | 298  | 299  | 301  | 302  | 304  | 306  |
| 58             | 251           | 253  | 254  | 256  | 257  | 259  | 260  | 262  | 263  | 265  | 266  | 268  | 269  | 270  | 272  | 273  | 275  | 276  | 278  | 279  |
| 59             | 225           | 226  | 228  | 229  | 230  | 232  | 233  | 234  | 236  | 237  | 238  | 240  | 241  | 242  | 244  | 245  | 246  | 248  | 249  | 250  |
| 60             | 196           | 197  | 198  | 200  | 201  | 202  | 203  | 204  | 205  | 207  | 208  | 209  | 210  | 211  | 212  | 214  | 215  | 216  | 217  | 218  |
| 61             | 164           | 165  | 166  | 167  | 168  | 169  | 170  | 171  | 172  | 173  | 174  | 175  | 176  | 177  | 178  | 179  | 180  | 181  | 182  | 183  |
| 62             | 129           | 130  | 131  | 131  | 132  | 133  | 134  | 134  | 135  | 136  | 137  | 137  | 138  | 139  | 140  | 140  | 141  | 142  | 143  | 143  |
| 63             | 90            | 91   | 91   | 92   | 92   | 93   | 93   | 94   | 94   | 95   | 95   | 96   | 96   | 97   | 98   | 98   | 99   | 99   | 100  | 100  |
| 64 o más       | 47            | 47   | 48   | 48   | 48   | 48   | 49   | 49   | 49   | 50   | 50   | 50   | 50   | 51   | 51   | 51   | 52   | 52   | 52   | 52   |

| Edad<br>(años) | Salario (VSM) |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |
|----------------|---------------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|
|                | 19.0          | 19.1 | 19.2 | 19.3 | 19.4 | 19.5 | 19.6 | 19.7 | 19.8 | 19.9 | 20.0 | 20.1 | 20.2 | 20.3 | 20.4 | 20.5 | 20.6 | 20.7 | 20.8 | 20.9 |
| Hasta 35       | 532           | 535  | 537  | 540  | 543  | 546  | 549  | 551  | 554  | 557  | 560  | 563  | 565  | 568  | 571  | 574  | 577  | 579  | 582  | 585  |
| 36             | 529           | 532  | 534  | 537  | 540  | 543  | 545  | 548  | 551  | 554  | 557  | 559  | 562  | 565  | 568  | 571  | 573  | 576  | 579  | 582  |
| 37             | 525           | 528  | 531  | 534  | 537  | 539  | 542  | 545  | 548  | 550  | 553  | 556  | 559  | 561  | 564  | 567  | 570  | 573  | 575  | 578  |
| 38             | 522           | 525  | 527  | 530  | 533  | 536  | 538  | 541  | 544  | 547  | 549  | 552  | 555  | 558  | 560  | 563  | 566  | 569  | 571  | 574  |
| 39             | 518           | 521  | 523  | 526  | 529  | 532  | 534  | 537  | 540  | 542  | 545  | 548  | 551  | 553  | 556  | 559  | 562  | 564  | 567  | 570  |
| 40             | 513           | 516  | 519  | 522  | 524  | 527  | 530  | 532  | 535  | 538  | 541  | 543  | 546  | 549  | 551  | 554  | 557  | 559  | 562  | 565  |
| 41             | 509           | 511  | 514  | 517  | 519  | 522  | 525  | 527  | 530  | 533  | 535  | 538  | 541  | 543  | 546  | 549  | 551  | 554  | 557  | 560  |
| 42             | 503           | 506  | 509  | 511  | 514  | 517  | 519  | 522  | 524  | 527  | 530  | 532  | 535  | 538  | 540  | 543  | 546  | 548  | 551  | 554  |
| 43             | 497           | 500  | 503  | 505  | 508  | 510  | 513  | 516  | 518  | 521  | 524  | 526  | 529  | 531  | 534  | 537  | 539  | 542  | 544  | 547  |
| 44             | 491           | 493  | 496  | 498  | 501  | 504  | 506  | 509  | 511  | 514  | 517  | 519  | 522  | 524  | 527  | 530  | 532  | 535  | 537  | 540  |
| 45             | 483           | 486  | 489  | 491  | 494  | 496  | 499  | 501  | 504  | 506  | 509  | 512  | 514  | 517  | 519  | 522  | 524  | 527  | 529  | 532  |
| 46             | 475           | 478  | 480  | 483  | 486  | 488  | 491  | 493  | 496  | 498  | 501  | 503  | 506  | 508  | 511  | 513  | 516  | 518  | 521  | 523  |
| 47             | 467           | 469  | 472  | 474  | 476  | 479  | 481  | 484  | 486  | 489  | 491  | 494  | 496  | 499  | 501  | 504  | 506  | 508  | 511  | 513  |
| 48             | 457           | 459  | 462  | 464  | 466  | 469  | 471  | 474  | 476  | 479  | 481  | 483  | 486  | 488  | 491  | 493  | 495  | 498  | 500  | 503  |
| 49             | 446           | 448  | 451  | 453  | 455  | 458  | 460  | 463  | 465  | 467  | 470  | 472  | 474  | 477  | 479  | 481  | 484  | 486  | 488  | 491  |
| 50             | 434           | 436  | 439  | 441  | 443  | 446  | 448  | 450  | 452  | 455  | 457  | 459  | 462  | 464  | 466  | 468  | 471  | 473  | 475  | 478  |
| 51             | 421           | 423  | 425  | 428  | 430  | 432  | 434  | 436  | 439  | 441  | 443  | 445  | 448  | 450  | 452  | 454  | 456  | 459  | 461  | 463  |
| 52             | 406           | 409  | 411  | 413  | 415  | 417  | 419  | 421  | 424  | 426  | 428  | 430  | 432  | 434  | 436  | 439  | 441  | 443  | 445  | 447  |
| 53             | 390           | 392  | 394  | 396  | 399  | 401  | 403  | 405  | 407  | 409  | 411  | 413  | 415  | 417  | 419  | 421  | 423  | 425  | 427  | 429  |
| 54             | 373           | 375  | 376  | 378  | 380  | 382  | 384  | 386  | 388  | 390  | 392  | 394  | 396  | 398  | 400  | 402  | 404  | 406  | 408  | 410  |
| 55             | 353           | 355  | 357  | 359  | 360  | 362  | 364  | 366  | 368  | 370  | 372  | 373  | 375  | 377  | 379  | 381  | 383  | 385  | 386  | 388  |
| 56             | 331           | 333  | 335  | 336  | 338  | 340  | 342  | 343  | 345  | 347  | 349  | 350  | 352  | 354  | 356  | 357  | 359  | 361  | 363  | 364  |
| 57             | 307           | 309  | 311  | 312  | 314  | 315  | 317  | 319  | 320  | 322  | 324  | 325  | 327  | 328  | 330  | 332  | 333  | 335  | 336  | 338  |
| 58             | 281           | 282  | 284  | 285  | 287  | 288  | 290  | 291  | 293  | 294  | 296  | 297  | 299  | 300  | 302  | 303  | 305  | 306  | 307  | 309  |
| 59             | 252           | 253  | 254  | 256  | 257  | 258  | 260  | 261  | 262  | 264  | 265  | 266  | 268  | 269  | 270  | 272  | 273  | 274  | 275  | 277  |
| 60             | 219           | 220  | 222  | 223  | 224  | 225  | 226  | 227  | 229  | 230  | 231  | 232  | 233  | 234  | 236  | 237  | 238  | 239  | 240  | 241  |
| 61             | 184           | 185  | 186  | 187  | 188  | 189  | 189  | 190  | 191  | 192  | 193  | 194  | 195  | 196  | 197  | 198  | 199  | 200  | 201  | 202  |
| 62             | 144           | 145  | 146  | 147  | 147  | 148  | 149  | 150  | 150  | 151  | 152  | 153  | 153  | 154  | 155  | 156  | 156  | 157  | 158  | 159  |
| 63             | 101           | 101  | 102  | 102  | 103  | 103  | 104  | 104  | 105  | 106  | 106  | 107  | 107  | 108  | 108  | 109  | 109  | 110  | 110  | 111  |
| 64 o más       | 53            | 53   | 53   | 53   | 54   | 54   | 54   | 55   | 55   | 55   | 55   | 56   | 56   | 56   | 57   | 57   | 57   | 57   | 58   | 58   |

| Edad<br>(años) | Salario (VSM) |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |
|----------------|---------------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|
|                | 21.0          | 21.1 | 21.2 | 21.3 | 21.4 | 21.5 | 21.6 | 21.7 | 21.8 | 21.9 | 22.0 | 22.1 | 22.2 | 22.3 | 22.4 | 22.5 | 22.6 | 22.7 | 22.8 | 22.9 |
| Hasta 35       | 588           | 591  | 593  | 596  | 599  | 602  | 605  | 607  | 610  | 613  | 616  | 619  | 621  | 624  | 627  | 630  | 633  | 635  | 638  | 641  |
| 36             | 584           | 587  | 590  | 593  | 596  | 598  | 601  | 604  | 607  | 610  | 612  | 615  | 618  | 621  | 623  | 626  | 629  | 632  | 635  | 637  |
| 37             | 581           | 584  | 586  | 589  | 592  | 595  | 597  | 600  | 603  | 606  | 609  | 611  | 614  | 617  | 620  | 622  | 625  | 628  | 631  | 633  |
| 38             | 577           | 580  | 582  | 585  | 588  | 591  | 593  | 596  | 599  | 602  | 604  | 607  | 610  | 613  | 615  | 618  | 621  | 624  | 626  | 629  |
| 39             | 572           | 575  | 578  | 581  | 583  | 586  | 589  | 592  | 594  | 597  | 600  | 602  | 605  | 608  | 611  | 613  | 616  | 619  | 622  | 624  |
| 40             | 568           | 570  | 573  | 576  | 578  | 581  | 584  | 587  | 589  | 592  | 595  | 597  | 600  | 603  | 605  | 608  | 611  | 614  | 616  | 619  |
| 41             | 562           | 565  | 568  | 570  | 573  | 576  | 578  | 581  | 584  | 586  | 589  | 592  | 594  | 597  | 600  | 602  | 605  | 608  | 610  | 613  |
| 42             | 556           | 559  | 562  | 564  | 567  | 570  | 572  | 575  | 577  | 580  | 583  | 585  | 588  | 591  | 593  | 596  | 599  | 601  | 604  | 607  |
| 43             | 550           | 552  | 555  | 558  | 560  | 563  | 565  | 568  | 571  | 573  | 576  | 579  | 581  | 584  | 586  | 589  | 592  | 594  | 597  | 599  |
| 44             | 542           | 545  | 548  | 550  | 553  | 555  | 558  | 561  | 563  | 566  | 568  | 571  | 573  | 576  | 579  | 581  | 584  | 586  | 589  | 592  |
| 45             | 534           | 537  | 540  | 542  | 545  | 547  | 550  | 552  | 555  | 557  | 560  | 562  | 565  | 568  | 570  | 573  | 575  | 578  | 580  | 583  |
| 46             | 526           | 528  | 531  | 533  | 536  | 538  | 541  | 543  | 546  | 548  | 551  | 553  | 556  | 558  | 561  | 563  | 566  | 568  | 571  | 573  |
| 47             | 516           | 518  | 521  | 523  | 526  | 528  | 531  | 533  | 535  | 538  | 540  | 543  | 545  | 548  | 550  | 553  | 555  | 558  | 560  | 563  |
| 48             | 505           | 507  | 510  | 512  | 515  | 517  | 519  | 522  | 524  | 527  | 529  | 531  | 534  | 536  | 539  | 541  | 544  | 546  | 548  | 551  |
| 49             | 493           | 495  | 498  | 500  | 502  | 505  | 507  | 510  | 512  | 514  | 517  | 519  | 521  | 524  | 526  | 528  | 531  | 533  | 535  | 538  |
| 50             | 480           | 482  | 484  | 487  | 489  | 491  | 494  | 496  | 498  | 500  | 503  | 505  | 507  | 510  | 512  | 514  | 516  | 519  | 521  | 523  |
| 51             | 465           | 468  | 470  | 472  | 474  | 476  | 479  | 481  | 483  | 485  | 488  | 490  | 492  | 494  | 496  | 499  | 501  | 503  | 505  | 507  |
| 52             | 449           | 451  | 454  | 456  | 458  | 460  | 462  | 464  | 466  | 469  | 471  | 473  | 475  | 477  | 479  | 481  | 484  | 486  | 488  | 490  |
| 53             | 431           | 434  | 436  | 438  | 440  | 442  | 444  | 446  | 448  | 450  | 452  | 454  | 456  | 458  | 460  | 462  | 464  | 466  | 468  | 471  |
| 54             | 412           | 414  | 416  | 418  | 420  | 422  | 424  | 426  | 428  | 429  | 431  | 433  | 435  | 437  | 439  | 441  | 443  | 445  | 447  | 449  |
| 55             | 390           | 392  | 394  | 396  | 398  | 399  | 401  | 403  | 405  | 407  | 409  | 411  | 412  | 414  | 416  | 418  | 420  | 422  | 424  | 425  |
| 56             | 366           | 368  | 370  | 371  | 373  | 375  | 377  | 378  | 380  | 382  | 384  | 385  | 387  | 389  | 391  | 392  | 394  | 396  | 398  | 399  |
| 57             | 340           | 341  | 343  | 345  | 346  | 348  | 349  | 351  | 353  | 354  | 356  | 358  | 359  | 361  | 362  | 364  | 366  | 367  | 369  | 370  |
| 58             | 310           | 312  | 313  | 315  | 316  | 318  | 319  | 321  | 322  | 324  | 325  | 327  | 328  | 330  | 331  | 333  | 334  | 336  | 337  | 339  |
| 59             | 278           | 279  | 281  | 282  | 283  | 285  | 286  | 287  | 289  | 290  | 291  | 293  | 294  | 295  | 297  | 298  | 299  | 301  | 302  | 303  |
| 60             | 242           | 244  | 245  | 246  | 247  | 248  | 249  | 251  | 252  | 253  | 254  | 255  | 256  | 258  | 259  | 260  | 261  | 262  | 263  | 264  |
| 61             | 203           | 204  | 205  | 206  | 207  | 208  | 209  | 210  | 211  | 212  | 213  | 214  | 215  | 216  | 217  | 218  | 219  | 220  | 220  | 221  |
| 62             | 159           | 160  | 161  | 162  | 163  | 163  | 164  | 165  | 166  | 166  | 167  | 168  | 169  | 169  | 170  | 171  | 172  | 172  | 173  | 174  |
| 63             | 111           | 112  | 112  | 113  | 114  | 114  | 115  | 115  | 116  | 116  | 117  | 117  | 118  | 118  | 119  | 119  | 120  | 120  | 121  | 121  |
| 64 o más       | 58            | 58   | 59   | 59   | 59   | 60   | 60   | 60   | 60   | 61   | 61   | 61   | 62   | 62   | 62   | 62   | 63   | 63   | 63   | 64   |

|                | Salario (VSM) |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |
|----------------|---------------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|
| Edad<br>(años) | 23.0          | 23.1 | 23.2 | 23.3 | 23.4 | 23.5 | 23.6 | 23.7 | 23.8 | 23.9 | 24.0 | 24.1 | 24.2 | 24.3 | 24.4 | 24.5 | 24.6 | 24.7 | 24.8 | 24.9 | 25.0 |
| Hasta 35       | 644           | 647  | 649  | 652  | 655  | 658  | 661  | 663  | 666  | 669  | 672  | 675  | 677  | 680  | 683  | 686  | 689  | 691  | 694  | 697  | 700  |
| 36             | 640           | 643  | 646  | 649  | 651  | 654  | 657  | 660  | 662  | 665  | 668  | 671  | 674  | 676  | 679  | 682  | 685  | 688  | 690  | 693  | 696  |
| 37             | 636           | 639  | 642  | 645  | 647  | 650  | 653  | 656  | 658  | 661  | 664  | 667  | 669  | 672  | 675  | 678  | 681  | 683  | 686  | 689  | 692  |
| 38             | 632           | 635  | 637  | 640  | 643  | 646  | 648  | 651  | 654  | 657  | 659  | 662  | 665  | 668  | 670  | 673  | 676  | 679  | 681  | 684  | 687  |
| 39             | 627           | 630  | 632  | 635  | 638  | 641  | 643  | 646  | 649  | 652  | 654  | 657  | 660  | 663  | 665  | 668  | 671  | 673  | 676  | 679  | 682  |
| 40             | 622           | 624  | 627  | 630  | 633  | 635  | 638  | 641  | 643  | 646  | 649  | 651  | 654  | 657  | 660  | 662  | 665  | 668  | 670  | 673  | 676  |
| 41             | 616           | 618  | 621  | 624  | 627  | 629  | 632  | 635  | 637  | 640  | 643  | 645  | 648  | 651  | 653  | 656  | 659  | 661  | 664  | 667  | 669  |
| 42             | 609           | 612  | 615  | 617  | 620  | 623  | 625  | 628  | 631  | 633  | 636  | 638  | 641  | 644  | 646  | 649  | 652  | 654  | 657  | 660  | 662  |
| 43             | 602           | 605  | 607  | 610  | 613  | 615  | 618  | 620  | 623  | 626  | 628  | 631  | 634  | 636  | 639  | 641  | 644  | 647  | 649  | 652  | 655  |
| 44             | 594           | 597  | 599  | 602  | 605  | 607  | 610  | 612  | 615  | 617  | 620  | 623  | 625  | 628  | 630  | 633  | 636  | 638  | 641  | 643  | 646  |
| 45             | 585           | 588  | 590  | 593  | 596  | 598  | 601  | 603  | 606  | 608  | 611  | 613  | 616  | 619  | 621  | 624  | 626  | 629  | 631  | 634  | 636  |
| 46             | 576           | 578  | 581  | 583  | 586  | 588  | 591  | 593  | 596  | 598  | 601  | 603  | 606  | 608  | 611  | 613  | 616  | 618  | 621  | 623  | 626  |
| 47             | 565           | 567  | 570  | 572  | 575  | 577  | 580  | 582  | 585  | 587  | 590  | 592  | 594  | 597  | 599  | 602  | 604  | 607  | 609  | 612  | 614  |
| 48             | 553           | 556  | 558  | 560  | 563  | 565  | 568  | 570  | 572  | 575  | 577  | 580  | 582  | 584  | 587  | 589  | 592  | 594  | 596  | 599  | 601  |
| 49             | 540           | 542  | 545  | 547  | 549  | 552  | 554  | 557  | 559  | 561  | 564  | 566  | 568  | 571  | 573  | 575  | 578  | 580  | 582  | 585  | 587  |
| 50             | 526           | 528  | 530  | 533  | 535  | 537  | 539  | 542  | 544  | 546  | 549  | 551  | 553  | 555  | 558  | 560  | 562  | 565  | 567  | 569  | 571  |
| 51             | 510           | 512  | 514  | 516  | 519  | 521  | 523  | 525  | 527  | 530  | 532  | 534  | 536  | 539  | 541  | 543  | 545  | 547  | 550  | 552  | 554  |
| 52             | 492           | 494  | 496  | 498  | 501  | 503  | 505  | 507  | 509  | 511  | 513  | 516  | 518  | 520  | 522  | 524  | 526  | 528  | 531  | 533  | 535  |
| 53             | 473           | 475  | 477  | 479  | 481  | 483  | 485  | 487  | 489  | 491  | 493  | 495  | 497  | 499  | 501  | 503  | 506  | 508  | 510  | 512  | 514  |
| 54             | 451           | 453  | 455  | 457  | 459  | 461  | 463  | 465  | 467  | 469  | 471  | 473  | 475  | 477  | 479  | 481  | 483  | 484  | 486  | 488  | 490  |
| 55             | 427           | 429  | 431  | 433  | 435  | 437  | 439  | 440  | 442  | 444  | 446  | 448  | 450  | 452  | 453  | 455  | 457  | 459  | 461  | 463  | 465  |
| 56             | 401           | 403  | 405  | 406  | 408  | 410  | 412  | 413  | 415  | 417  | 419  | 420  | 422  | 424  | 426  | 427  | 429  | 431  | 433  | 434  | 436  |
| 57             | 372           | 374  | 375  | 377  | 379  | 380  | 382  | 383  | 385  | 387  | 388  | 390  | 392  | 393  | 395  | 396  | 398  | 400  | 401  | 403  | 405  |
| 58             | 340           | 342  | 343  | 345  | 346  | 347  | 349  | 350  | 352  | 353  | 355  | 356  | 358  | 359  | 361  | 362  | 364  | 365  | 367  | 368  | 370  |
| 59             | 305           | 306  | 307  | 309  | 310  | 311  | 313  | 314  | 315  | 317  | 318  | 319  | 321  | 322  | 323  | 325  | 326  | 327  | 329  | 330  | 331  |
| 60             | 266           | 267  | 268  | 269  | 270  | 271  | 273  | 274  | 275  | 276  | 277  | 278  | 279  | 281  | 282  | 283  | 284  | 285  | 286  | 288  | 289  |
| 61             | 222           | 223  | 224  | 225  | 226  | 227  | 228  | 229  | 230  | 231  | 232  | 233  | 234  | 235  | 236  | 237  | 238  | 239  | 240  | 241  | 242  |
| 62             | 175           | 175  | 176  | 177  | 178  | 179  | 179  | 180  | 181  | 182  | 182  | 183  | 184  | 185  | 185  | 186  | 187  | 188  | 188  | 189  | 190  |
| 63             | 122           | 123  | 123  | 124  | 124  | 125  | 125  | 126  | 126  | 127  | 127  | 128  | 128  | 129  | 129  | 130  | 131  | 131  | 132  | 132  | 133  |
| 64 o más       | 64            | 64   | 64   | 65   | 65   | 65   | 65   | 66   | 66   | 66   | 67   | 67   | 67   | 67   | 68   | 68   | 68   | 69   | 69   | 69   | 69   |

**C. Tabla de monto de crédito e importes para su amortización por la presencia de ecotecnologías.**

| Edad           | Monto adicional |           |           |           |            |          |
|----------------|-----------------|-----------|-----------|-----------|------------|----------|
|                | Salario         |           |           |           |            |          |
|                | 1.0 a 1.5       | 1.6 a 2.3 | 2.4 a 3.0 | 3.1 a 6.9 | 7.0 a 10.9 | 11 y más |
| 35 a 45        | 2               | 10        | 10        | 10        | 15         | 20       |
| 46 a 55        | 1               | 7         | 7         | 7         | 10         | 15       |
| 56 en adelante | 0               | 4         | 4         | 4         | 6          | 10       |

|                      |          |          |          |          |          |          |
|----------------------|----------|----------|----------|----------|----------|----------|
| Pago adicional (VSM) | 0.030771 | 0.061542 | 0.067696 | 0.098467 | 0.132816 | 0.183194 |
|----------------------|----------|----------|----------|----------|----------|----------|

**D. Tablas de Factores de Descuento.****Tabla de factores de descuento para el Régimen Ordinario de Amortización (ROA).**

| Edad     | Salario (VSM) |          |          |          |          |          |          |          |          |          |
|----------|---------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
|          | 1             | 1.1      | 1.2      | 1.3      | 1.4      | 1.5      | 1.6      | 1.7      | 1.8      | 1.9      |
| Hasta 35 | 0.003019      | 0.003358 | 0.003644 | 0.003983 | 0.004221 | 0.004267 | 0.004466 | 0.004587 | 0.004724 | 0.004856 |
| 36       | 0.003083      | 0.003400 | 0.003698 | 0.004050 | 0.004298 | 0.004337 | 0.004539 | 0.004659 | 0.004796 | 0.004928 |
| 37       | 0.003164      | 0.003535 | 0.003804 | 0.004123 | 0.004382 | 0.004412 | 0.004619 | 0.004752 | 0.004875 | 0.005006 |
| 38       | 0.003292      | 0.003639 | 0.003868 | 0.004252 | 0.004467 | 0.004509 | 0.004706 | 0.004839 | 0.004961 | 0.005091 |
| 39       | 0.003388      | 0.003698 | 0.003991 | 0.004339 | 0.004564 | 0.004599 | 0.004801 | 0.004934 | 0.005070 | 0.005185 |
| 40       | 0.003482      | 0.003868 | 0.004069 | 0.004433 | 0.004669 | 0.004699 | 0.004905 | 0.005038 | 0.005175 | 0.005304 |
| 41       | 0.003598      | 0.003942 | 0.004211 | 0.004593 | 0.004783 | 0.004806 | 0.005020 | 0.005153 | 0.005290 | 0.005419 |
| 42       | 0.003776      | 0.004141 | 0.004364 | 0.004707 | 0.004906 | 0.004926 | 0.005147 | 0.005281 | 0.005417 | 0.005546 |
| 43       | 0.003906      | 0.004236 | 0.004470 | 0.004833 | 0.005042 | 0.005058 | 0.005287 | 0.005408 | 0.005546 | 0.005674 |
| 44       | 0.004062      | 0.004403 | 0.004653 | 0.005040 | 0.005263 | 0.005204 | 0.005449 | 0.005564 | 0.005703 | 0.005831 |
| 45       | 0.004223      | 0.004596 | 0.004786 | 0.005196 | 0.005359 | 0.005426 | 0.005623 | 0.005723 | 0.005863 | 0.005992 |
| 46       | 0.004404      | 0.004806 | 0.005008 | 0.005451 | 0.005541 | 0.005612 | 0.005803 | 0.005940 | 0.006059 | 0.006172 |
| 47       | 0.004702      | 0.005042 | 0.005175 | 0.005561 | 0.005832 | 0.005829 | 0.006022 | 0.006144 | 0.006287 | 0.006393 |
| 48       | 0.004941      | 0.005219 | 0.005452 | 0.005871 | 0.005975 | 0.006037 | 0.006251 | 0.006375 | 0.006521 | 0.006651 |
| 49       | 0.005216      | 0.005516 | 0.005769 | 0.006018 | 0.006237 | 0.006281 | 0.006512 | 0.006638 | 0.006787 | 0.006901 |
| 50       | 0.005420      | 0.005859 | 0.006018 | 0.006404 | 0.006641 | 0.006598 | 0.006811 | 0.006940 | 0.007072 | 0.007207 |
| 51       | 0.005773      | 0.006123 | 0.006431 | 0.006730 | 0.006992 | 0.006923 | 0.007156 | 0.007289 | 0.007424 | 0.007562 |
| 52       | 0.006187      | 0.006577 | 0.006770 | 0.007104 | 0.007397 | 0.007303 | 0.007576 | 0.007713 | 0.007809 | 0.007953 |
| 53       | 0.006853      | 0.006943 | 0.007329 | 0.007699 | 0.007869 | 0.007746 | 0.008054 | 0.008197 | 0.008342 | 0.008413 |
| 54       | 0.007264      | 0.007570 | 0.007814 | 0.008235 | 0.008427 | 0.008301 | 0.008589 | 0.008742 | 0.008896 | 0.009019 |
| 55       | 0.008001      | 0.008338 | 0.008391 | 0.008887 | 0.009113 | 0.009074 | 0.009277 | 0.009399 | 0.009566 | 0.009695 |
| 56       | 0.008929      | 0.009311 | 0.009354 | 0.009671 | 0.009933 | 0.009926 | 0.010075 | 0.010208 | 0.010392 | 0.010530 |
| 57       | 0.009752      | 0.010216 | 0.010267 | 0.010978 | 0.010980 | 0.010889 | 0.011196 | 0.011223 | 0.011374 | 0.011527 |
| 58       | 0.010784      | 0.011819 | 0.011851 | 0.011905 | 0.012325 | 0.012120 | 0.012444 | 0.012614 | 0.012856 | 0.012956 |
| 59       | 0.013369      | 0.013453 | 0.014077 | 0.014095 | 0.013598 | 0.013742 | 0.014194 | 0.014403 | 0.014607 | 0.014718 |
| 60       | 0.015607      | 0.016584 | 0.015781 | 0.016610 | 0.016632 | 0.016690 | 0.016476 | 0.016767 | 0.017044 | 0.017179 |
| 61       | 0.018889      | 0.019052 | 0.019147 | 0.020382 | 0.020393 | 0.020696 | 0.020009 | 0.020205 | 0.020403 | 0.020603 |
| 62       | 0.026595      | 0.026645 | 0.026621 | 0.026661 | 0.026640 | 0.026876 | 0.026663 | 0.026975 | 0.027280 | 0.027578 |
| 63       | 0.033875      | 0.039404 | 0.039226 | 0.039173 | 0.039364 | 0.036859 | 0.037144 | 0.036913 | 0.037934 | 0.038838 |
| 64 o más | 0.077651      | 0.078459 | 0.077059 | 0.077673 | 0.078112 | 0.074103 | 0.090048 | 0.089343 | 0.088695 | 0.088222 |

| Edad     | Salario (VSM) |          |          |          |          |          |          |          |          |          |
|----------|---------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
|          | 2             | 2.1      | 2.2      | 2.3      | 2.4      | 2.5      | 2.6      | 2.7      | 2.8      | 2.9      |
| Hasta 35 | 0.004983      | 0.005052 | 0.005123 | 0.005191 | 0.005264 | 0.005330 | 0.005405 | 0.005482 | 0.005541 | 0.005620 |
| 36       | 0.005054      | 0.005123 | 0.005193 | 0.005261 | 0.005334 | 0.005400 | 0.005475 | 0.005552 | 0.005610 | 0.005689 |
| 37       | 0.005131      | 0.005200 | 0.005270 | 0.005338 | 0.005411 | 0.005477 | 0.005552 | 0.005628 | 0.005698 | 0.005765 |
| 38       | 0.005215      | 0.005285 | 0.005355 | 0.005436 | 0.005496 | 0.005561 | 0.005637 | 0.005713 | 0.005782 | 0.005852 |
| 39       | 0.005308      | 0.005378 | 0.005448 | 0.005530 | 0.005589 | 0.005654 | 0.005721 | 0.005797 | 0.005866 | 0.005945 |
| 40       | 0.005411      | 0.005480 | 0.005552 | 0.005634 | 0.005697 | 0.005748 | 0.005824 | 0.005900 | 0.005969 | 0.006048 |
| 41       | 0.005540      | 0.005594 | 0.005665 | 0.005738 | 0.005811 | 0.005876 | 0.005937 | 0.006014 | 0.006073 | 0.006152 |
| 42       | 0.005666      | 0.005708 | 0.005780 | 0.005865 | 0.005939 | 0.005992 | 0.006069 | 0.006131 | 0.006200 | 0.006279 |
| 43       | 0.005794      | 0.005865 | 0.005920 | 0.005994 | 0.006069 | 0.006133 | 0.006199 | 0.006261 | 0.006330 | 0.006410 |
| 44       | 0.005950      | 0.006009 | 0.006082 | 0.006151 | 0.006215 | 0.006279 | 0.006357 | 0.006424 | 0.006476 | 0.006557 |
| 45       | 0.006110      | 0.006184 | 0.006245 | 0.006314 | 0.006378 | 0.006443 | 0.006522 | 0.006589 | 0.006658 | 0.006722 |
| 46       | 0.006305      | 0.006366 | 0.006427 | 0.006518 | 0.006562 | 0.006628 | 0.006695 | 0.006776 | 0.006845 | 0.006915 |
| 47       | 0.006510      | 0.006571 | 0.006634 | 0.006728 | 0.006792 | 0.006837 | 0.006905 | 0.006987 | 0.007044 | 0.007128 |
| 48       | 0.006742      | 0.006805 | 0.006869 | 0.006950 | 0.007032 | 0.007084 | 0.007144 | 0.007214 | 0.007285 | 0.007357 |
| 49       | 0.007018      | 0.007072 | 0.007138 | 0.007222 | 0.007289 | 0.007358 | 0.007428 | 0.007474 | 0.007546 | 0.007619 |
| 50       | 0.007325      | 0.007391 | 0.007428 | 0.007516 | 0.007586 | 0.007657 | 0.007729 | 0.007801 | 0.007874 | 0.007923 |
| 51       | 0.007681      | 0.007750 | 0.007820 | 0.007858 | 0.007931 | 0.008004 | 0.008078 | 0.008153 | 0.008211 | 0.008288 |
| 52       | 0.008073      | 0.008147 | 0.008221 | 0.008295 | 0.008371 | 0.008389 | 0.008468 | 0.008546 | 0.008626 | 0.008705 |
| 53       | 0.008536      | 0.008615 | 0.008668 | 0.008799 | 0.008854 | 0.008910 | 0.008952 | 0.009012 | 0.009096 | 0.009179 |
| 54       | 0.009145      | 0.009176 | 0.009232 | 0.009319 | 0.009406 | 0.009466 | 0.009553 | 0.009615 | 0.009659 | 0.009724 |
| 55       | 0.009827      | 0.009885 | 0.009917 | 0.010013 | 0.010076 | 0.010140 | 0.010206 | 0.010303 | 0.010370 | 0.010466 |
| 56       | 0.010625      | 0.010735 | 0.010801 | 0.010869 | 0.010904 | 0.010974 | 0.011046 | 0.011119 | 0.011193 | 0.011301 |
| 57       | 0.011682      | 0.011759 | 0.011836 | 0.011915 | 0.011994 | 0.012073 | 0.012153 | 0.012148 | 0.012232 | 0.012316 |
| 58       | 0.012985      | 0.013081 | 0.013111 | 0.013272 | 0.013366 | 0.013403 | 0.013499 | 0.013595 | 0.013690 | 0.013785 |
| 59       | 0.014834      | 0.014958 | 0.015078 | 0.015014 | 0.015057 | 0.015182 | 0.015305 | 0.015353 | 0.015475 | 0.015594 |
| 60       | 0.017319      | 0.017371 | 0.017549 | 0.017717 | 0.017773 | 0.017831 | 0.017993 | 0.017801 | 0.017970 | 0.018038 |
| 61       | 0.020804      | 0.021112 | 0.021208 | 0.021305 | 0.021403 | 0.021502 | 0.021760 | 0.021856 | 0.021952 | 0.022048 |
| 62       | 0.027529      | 0.027723 | 0.026676 | 0.026918 | 0.027148 | 0.027368 | 0.027580 | 0.027785 | 0.027984 | 0.028177 |
| 63       | 0.038701      | 0.039408 | 0.039166 | 0.039824 | 0.040416 | 0.040227 | 0.040787 | 0.041300 | 0.041153 | 0.041645 |
| 64 o más | 0.087751      | 0.087515 | 0.086940 | 0.086365 | 0.086488 | 0.086028 | 0.085568 | 0.085887 | 0.085513 | 0.085140 |

| Edad     | Salario (VSM) |          |          |          |          |          |          |          |          |          |
|----------|---------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
|          | 3             | 3.1      | 3.2      | 3.3      | 3.4      | 3.5      | 3.6      | 3.7      | 3.8      | 3.9      |
| Hasta 35 | 0.005692      | 0.005894 | 0.006131 | 0.006366 | 0.006430 | 0.006682 | 0.006844 | 0.006997 | 0.007165 | 0.007225 |
| 36       | 0.005761      | 0.005960 | 0.006195 | 0.006427 | 0.006491 | 0.006740 | 0.006901 | 0.007053 | 0.007219 | 0.007278 |
| 37       | 0.005836      | 0.006033 | 0.006266 | 0.006496 | 0.006559 | 0.006806 | 0.006966 | 0.007115 | 0.007290 | 0.007348 |
| 38       | 0.005911      | 0.006113 | 0.006344 | 0.006572 | 0.006635 | 0.006889 | 0.007047 | 0.007195 | 0.007359 | 0.007416 |
| 39       | 0.006004      | 0.006203 | 0.006432 | 0.006657 | 0.006719 | 0.006972 | 0.007128 | 0.007274 | 0.007436 | 0.007492 |
| 40       | 0.006119      | 0.006306 | 0.006529 | 0.006752 | 0.006813 | 0.007064 | 0.007219 | 0.007363 | 0.007524 | 0.007578 |
| 41       | 0.006223      | 0.006417 | 0.006643 | 0.006874 | 0.006934 | 0.007157 | 0.007321 | 0.007463 | 0.007622 | 0.007676 |
| 42       | 0.006349      | 0.006531 | 0.006764 | 0.006983 | 0.007053 | 0.007290 | 0.007442 | 0.007577 | 0.007734 | 0.007786 |
| 43       | 0.006480      | 0.006658 | 0.006890 | 0.007117 | 0.007175 | 0.007422 | 0.007572 | 0.007711 | 0.007860 | 0.007911 |
| 44       | 0.006627      | 0.006812 | 0.007032 | 0.007257 | 0.007314 | 0.007559 | 0.007708 | 0.007856 | 0.008011 | 0.008060 |
| 45       | 0.006782      | 0.006962 | 0.007192 | 0.007415 | 0.007472 | 0.007715 | 0.007862 | 0.008008 | 0.008162 | 0.008209 |
| 46       | 0.006968      | 0.007145 | 0.007374 | 0.007595 | 0.007651 | 0.007892 | 0.008038 | 0.008183 | 0.008335 | 0.008381 |
| 47       | 0.007187      | 0.007374 | 0.007588 | 0.007801 | 0.007855 | 0.008096 | 0.008240 | 0.008383 | 0.008533 | 0.008578 |
| 48       | 0.007429      | 0.007599 | 0.007826 | 0.008045 | 0.008098 | 0.008315 | 0.008473 | 0.008600 | 0.008763 | 0.008805 |
| 49       | 0.007693      | 0.007859 | 0.008085 | 0.008302 | 0.008355 | 0.008594 | 0.008752 | 0.008876 | 0.009014 | 0.009054 |
| 50       | 0.007983      | 0.008160 | 0.008386 | 0.008601 | 0.008653 | 0.008892 | 0.009050 | 0.009172 | 0.009335 | 0.009373 |
| 51       | 0.008337      | 0.008492 | 0.008719 | 0.008934 | 0.009003 | 0.009242 | 0.009382 | 0.009519 | 0.009664 | 0.009700 |
| 52       | 0.008766      | 0.008917 | 0.009145 | 0.009345 | 0.009396 | 0.009636 | 0.009775 | 0.009911 | 0.010075 | 0.010108 |
| 53       | 0.009243      | 0.009386 | 0.009617 | 0.009852 | 0.009902 | 0.010144 | 0.010284 | 0.010379 | 0.010523 | 0.010575 |
| 54       | 0.009790      | 0.009950 | 0.010184 | 0.010398 | 0.010448 | 0.010694 | 0.010858 | 0.010967 | 0.011136 | 0.011162 |
| 55       | 0.010535      | 0.010610 | 0.010850 | 0.011094 | 0.011144 | 0.011366 | 0.011534 | 0.011667 | 0.011813 | 0.011835 |
| 56       | 0.011376      | 0.011491 | 0.011738 | 0.011957 | 0.012008 | 0.012203 | 0.012378 | 0.012478 | 0.012658 | 0.012675 |
| 57       | 0.012400      | 0.012540 | 0.012759 | 0.013023 | 0.013076 | 0.013306 | 0.013491 | 0.013586 | 0.013775 | 0.013786 |
| 58       | 0.013832      | 0.013853 | 0.014080 | 0.014363 | 0.014421 | 0.014660 | 0.014860 | 0.014948 | 0.015106 | 0.015108 |
| 59       | 0.015647      | 0.015691 | 0.016000 | 0.016247 | 0.016312 | 0.016565 | 0.016645 | 0.016723 | 0.016892 | 0.016883 |
| 60       | 0.018107      | 0.018191 | 0.018459 | 0.018732 | 0.018813 | 0.019092 | 0.019276 | 0.019340 | 0.019529 | 0.019503 |
| 61       | 0.022146      | 0.022027 | 0.022347 | 0.022670 | 0.022383 | 0.022716 | 0.022945 | 0.022984 | 0.023219 | 0.023164 |
| 62       | 0.028365      | 0.027705 | 0.028161 | 0.028614 | 0.028825 | 0.029272 | 0.029354 | 0.029331 | 0.029669 | 0.029297 |
| 63       | 0.041516      | 0.040014 | 0.037494 | 0.037653 | 0.038368 | 0.038548 | 0.039372 | 0.038388 | 0.039229 | 0.038158 |
| 64 o más | 0.085572      | 0.085764 | 0.085959 | 0.086946 | 0.086696 | 0.086947 | 0.087719 | 0.087764 | 0.087811 | 0.087607 |

| Edad     | Salario (VSM) |          |          |          |          |          |          |          |          |          |
|----------|---------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
|          | 4             | 4.1      | 4.2      | 4.3      | 4.4      | 4.5      | 4.6      | 4.7      | 4.8      | 4.9      |
| Hasta 35 | 0.007201      | 0.007280 | 0.007374 | 0.007457 | 0.007561 | 0.007655 | 0.007625 | 0.007695 | 0.007776 | 0.007848 |
| 36       | 0.007254      | 0.007347 | 0.007426 | 0.007508 | 0.007613 | 0.007706 | 0.007675 | 0.007745 | 0.007824 | 0.007895 |
| 37       | 0.007324      | 0.007416 | 0.007494 | 0.007576 | 0.007680 | 0.007773 | 0.007742 | 0.007811 | 0.007890 | 0.007960 |
| 38       | 0.007391      | 0.007483 | 0.007576 | 0.007642 | 0.007746 | 0.007838 | 0.007807 | 0.007875 | 0.007953 | 0.008022 |
| 39       | 0.007467      | 0.007559 | 0.007652 | 0.007732 | 0.007821 | 0.007913 | 0.007881 | 0.007948 | 0.008025 | 0.008093 |
| 40       | 0.007554      | 0.007645 | 0.007737 | 0.007817 | 0.007905 | 0.007997 | 0.007965 | 0.008030 | 0.008107 | 0.008184 |
| 41       | 0.007651      | 0.007742 | 0.007834 | 0.007913 | 0.008017 | 0.008092 | 0.008060 | 0.008124 | 0.008200 | 0.008266 |
| 42       | 0.007761      | 0.007852 | 0.007944 | 0.008022 | 0.008126 | 0.008200 | 0.008168 | 0.008231 | 0.008306 | 0.008370 |
| 43       | 0.007886      | 0.007977 | 0.008068 | 0.008135 | 0.008239 | 0.008330 | 0.008297 | 0.008359 | 0.008426 | 0.008490 |
| 44       | 0.008034      | 0.008106 | 0.008198 | 0.008275 | 0.008380 | 0.008470 | 0.008437 | 0.008498 | 0.008571 | 0.008633 |
| 45       | 0.008183      | 0.008275 | 0.008347 | 0.008423 | 0.008529 | 0.008619 | 0.008585 | 0.008644 | 0.008717 | 0.008778 |
| 46       | 0.008354      | 0.008446 | 0.008538 | 0.008593 | 0.008700 | 0.008778 | 0.008743 | 0.008813 | 0.008885 | 0.008944 |
| 47       | 0.008551      | 0.008643 | 0.008736 | 0.008811 | 0.008884 | 0.008974 | 0.008938 | 0.008995 | 0.009066 | 0.009137 |
| 48       | 0.008779      | 0.008857 | 0.008950 | 0.009026 | 0.009134 | 0.009189 | 0.009152 | 0.009220 | 0.009290 | 0.009347 |
| 49       | 0.009027      | 0.009105 | 0.009200 | 0.009275 | 0.009386 | 0.009463 | 0.009425 | 0.009493 | 0.009537 | 0.009592 |
| 50       | 0.009345      | 0.009396 | 0.009492 | 0.009568 | 0.009665 | 0.009757 | 0.009718 | 0.009770 | 0.009839 | 0.009908 |
| 51       | 0.009672      | 0.009769 | 0.009850 | 0.009895 | 0.010012 | 0.010089 | 0.010048 | 0.010098 | 0.010183 | 0.010235 |
| 52       | 0.010060      | 0.010160 | 0.010261 | 0.010318 | 0.010387 | 0.010484 | 0.010442 | 0.010489 | 0.010469 | 0.010625 |
| 53       | 0.010525      | 0.010629 | 0.010713 | 0.010790 | 0.010895 | 0.010974 | 0.010930 | 0.010996 | 0.011027 | 0.011074 |
| 54       | 0.011133      | 0.011174 | 0.011260 | 0.011340 | 0.011451 | 0.011531 | 0.011485 | 0.011528 | 0.011619 | 0.011664 |
| 55       | 0.011806      | 0.011895 | 0.011985 | 0.012040 | 0.012108 | 0.012192 | 0.012022 | 0.012209 | 0.012158 | 0.012199 |
| 56       | 0.012614      | 0.012709 | 0.012805 | 0.012892 | 0.012988 | 0.013076 | 0.013023 | 0.013091 | 0.012966 | 0.013004 |
| 57       | 0.013720      | 0.013746 | 0.013851 | 0.013907 | 0.014050 | 0.014108 | 0.013889 | 0.014121 | 0.014193 | 0.014069 |
| 58       | 0.015084      | 0.015153 | 0.015271 | 0.015329 | 0.015447 | 0.015457 | 0.015198 | 0.015228 | 0.015306 | 0.015386 |
| 59       | 0.016800      | 0.016944 | 0.017085 | 0.017086 | 0.017286 | 0.017350 | 0.017279 | 0.017305 | 0.017148 | 0.017176 |
| 60       | 0.019495      | 0.019589 | 0.019684 | 0.019753 | 0.019729 | 0.019805 | 0.019398 | 0.019416 | 0.019522 | 0.019758 |
| 61       | 0.023048      | 0.023182 | 0.023315 | 0.023409 | 0.023541 | 0.023636 | 0.023075 | 0.023085 | 0.023228 | 0.023558 |
| 62       | 0.029399      | 0.029619 | 0.029834 | 0.029738 | 0.029953 | 0.028846 | 0.029487 | 0.029375 | 0.030000 | 0.030625 |
| 63       | 0.038713      | 0.038644 | 0.039312 | 0.039067 | 0.039017 | 0.041667 | 0.042593 | 0.043519 | 0.042857 | 0.043750 |
| 64 o más | 0.087153      | 0.087770 | 0.087603 | 0.088192 | 0.088057 | 0.088621 | 0.088264 | 0.088156 | 0.088048 | 0.087940 |

| Edad     | Salario (VSM) |          |          |          |          |          |          |          |          |          |
|----------|---------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
|          | 5             | 5.1      | 5.2      | 5.3      | 5.4      | 5.5      | 5.6      | 5.7      | 5.8      | 5.9      |
| Hasta 35 | 0.008139      | 0.008102 | 0.008061 | 0.008024 | 0.007995 | 0.007976 | 0.007945 | 0.007917 | 0.008056 | 0.008060 |
| 36       | 0.008205      | 0.008168 | 0.008127 | 0.008089 | 0.008061 | 0.008042 | 0.008014 | 0.007972 | 0.008056 | 0.008104 |
| 37       | 0.008279      | 0.008241 | 0.008200 | 0.008162 | 0.008133 | 0.008115 | 0.008087 | 0.008053 | 0.008056 | 0.008149 |
| 38       | 0.008321      | 0.008293 | 0.008261 | 0.008233 | 0.008214 | 0.008195 | 0.008168 | 0.008140 | 0.008097 | 0.008194 |
| 39       | 0.008411      | 0.008383 | 0.008351 | 0.008323 | 0.008304 | 0.008285 | 0.008258 | 0.008230 | 0.008197 | 0.008194 |
| 40       | 0.008511      | 0.008483 | 0.008452 | 0.008424 | 0.008405 | 0.008386 | 0.008358 | 0.008330 | 0.008302 | 0.008263 |
| 41       | 0.008598      | 0.008569 | 0.008537 | 0.008508 | 0.008489 | 0.008498 | 0.008470 | 0.008442 | 0.008414 | 0.008387 |
| 42       | 0.008706      | 0.008677 | 0.008644 | 0.008615 | 0.008596 | 0.008623 | 0.008595 | 0.008568 | 0.008540 | 0.008512 |
| 43       | 0.008829      | 0.008799 | 0.008766 | 0.008737 | 0.008718 | 0.008764 | 0.008736 | 0.008709 | 0.008681 | 0.008653 |
| 44       | 0.008959      | 0.008929 | 0.008896 | 0.008866 | 0.008846 | 0.008923 | 0.008895 | 0.008867 | 0.008839 | 0.008812 |
| 45       | 0.009109      | 0.009079 | 0.009045 | 0.009014 | 0.008995 | 0.009102 | 0.009074 | 0.009046 | 0.009019 | 0.008991 |
| 46       | 0.009282      | 0.009251 | 0.009216 | 0.009186 | 0.009166 | 0.009268 | 0.009240 | 0.009211 | 0.009183 | 0.009154 |
| 47       | 0.009471      | 0.009440 | 0.009404 | 0.009372 | 0.009352 | 0.009460 | 0.009431 | 0.009402 | 0.009373 | 0.009344 |
| 48       | 0.009691      | 0.009659 | 0.009622 | 0.009589 | 0.009569 | 0.009684 | 0.009654 | 0.009624 | 0.009595 | 0.009565 |
| 49       | 0.009948      | 0.009915 | 0.009877 | 0.009843 | 0.009823 | 0.009934 | 0.009903 | 0.009872 | 0.009842 | 0.009811 |
| 50       | 0.010250      | 0.010216 | 0.010177 | 0.010142 | 0.010108 | 0.010228 | 0.010196 | 0.010164 | 0.010133 | 0.010101 |
| 51       | 0.010594      | 0.010558 | 0.010517 | 0.010482 | 0.010446 | 0.010576 | 0.010543 | 0.010510 | 0.010478 | 0.010445 |
| 52       | 0.010988      | 0.010951 | 0.010908 | 0.010871 | 0.010850 | 0.010977 | 0.010943 | 0.010909 | 0.010875 | 0.010841 |
| 53       | 0.011480      | 0.011442 | 0.011380 | 0.011341 | 0.011320 | 0.011461 | 0.011425 | 0.011390 | 0.011354 | 0.011319 |
| 54       | 0.012044      | 0.012003 | 0.011955 | 0.011914 | 0.011893 | 0.012033 | 0.011996 | 0.011959 | 0.011921 | 0.011884 |
| 55       | 0.012739      | 0.012696 | 0.012644 | 0.012601 | 0.012558 | 0.012722 | 0.012682 | 0.012642 | 0.012603 | 0.012563 |
| 56       | 0.013613      | 0.013567 | 0.013487 | 0.013441 | 0.013420 | 0.013587 | 0.013544 | 0.013502 | 0.013460 | 0.013417 |
| 57       | 0.014680      | 0.014629 | 0.014567 | 0.014517 | 0.014467 | 0.014671 | 0.014625 | 0.014579 | 0.014533 | 0.014488 |
| 58       | 0.016081      | 0.016025 | 0.015956 | 0.015901 | 0.015846 | 0.016067 | 0.016017 | 0.015966 | 0.015916 | 0.015865 |
| 59       | 0.017945      | 0.017883 | 0.017802 | 0.017740 | 0.017678 | 0.017928 | 0.017871 | 0.017814 | 0.017757 | 0.017700 |
| 60       | 0.020598      | 0.020527 | 0.020366 | 0.020295 | 0.020223 | 0.020518 | 0.020453 | 0.020387 | 0.020321 | 0.020255 |
| 61       | 0.024457      | 0.024371 | 0.024147 | 0.024061 | 0.024073 | 0.024352 | 0.024273 | 0.024194 | 0.024114 | 0.024035 |
| 62       | 0.030669      | 0.030558 | 0.030192 | 0.030081 | 0.030145 | 0.030524 | 0.030422 | 0.030320 | 0.030218 | 0.030116 |
| 63       | 0.041641      | 0.041480 | 0.041935 | 0.042742 | 0.042188 | 0.041409 | 0.041262 | 0.041912 | 0.042647 | 0.043382 |
| 64 o más | 0.078125      | 0.079688 | 0.081250 | 0.082813 | 0.084375 | 0.080210 | 0.079932 | 0.079654 | 0.080556 | 0.081944 |

| Edad     | Salario (VSM) |          |          |          |          |          |          |          |          |          |
|----------|---------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
|          | 6             | 6.1      | 6.2      | 6.3      | 6.4      | 6.5      | 6.6      | 6.7      | 6.8      | 6.9      |
| Hasta 35 | 0.008065      | 0.008112 | 0.008201 | 0.008289 | 0.008421 | 0.008508 | 0.008505 | 0.008503 | 0.008500 | 0.008498 |
| 36       | 0.008108      | 0.008199 | 0.008289 | 0.008378 | 0.008466 | 0.008553 | 0.008549 | 0.008546 | 0.008543 | 0.008540 |
| 37       | 0.008152      | 0.008243 | 0.008333 | 0.008422 | 0.008511 | 0.008598 | 0.008594 | 0.008590 | 0.008586 | 0.008582 |
| 38       | 0.008242      | 0.008333 | 0.008424 | 0.008468 | 0.008556 | 0.008644 | 0.008684 | 0.008679 | 0.008673 | 0.008668 |
| 39       | 0.008287      | 0.008379 | 0.008470 | 0.008560 | 0.008649 | 0.008737 | 0.008730 | 0.008724 | 0.008718 | 0.008756 |
| 40       | 0.008341      | 0.008472 | 0.008564 | 0.008654 | 0.008743 | 0.008832 | 0.008824 | 0.008816 | 0.008808 | 0.008801 |
| 41       | 0.008454      | 0.008472 | 0.008611 | 0.008750 | 0.008840 | 0.008929 | 0.008919 | 0.008910 | 0.008901 | 0.008892 |
| 42       | 0.008581      | 0.008553 | 0.008611 | 0.008750 | 0.008889 | 0.009028 | 0.009016 | 0.009005 | 0.008995 | 0.009031 |
| 43       | 0.008724      | 0.008696 | 0.008668 | 0.008750 | 0.008889 | 0.009028 | 0.009116 | 0.009153 | 0.009140 | 0.009127 |
| 44       | 0.008884      | 0.008856 | 0.008828 | 0.008801 | 0.008889 | 0.009028 | 0.009167 | 0.009254 | 0.009239 | 0.009274 |
| 45       | 0.009065      | 0.009037 | 0.009010 | 0.008982 | 0.008954 | 0.009028 | 0.009167 | 0.009306 | 0.009392 | 0.009426 |
| 46       | 0.009233      | 0.009204 | 0.009176 | 0.009147 | 0.009119 | 0.009233 | 0.009375 | 0.009517 | 0.009605 | 0.009583 |
| 47       | 0.009427      | 0.009398 | 0.009369 | 0.009339 | 0.009310 | 0.009448 | 0.009593 | 0.009738 | 0.009770 | 0.009801 |
| 48       | 0.009652      | 0.009623 | 0.009593 | 0.009563 | 0.009533 | 0.009673 | 0.009821 | 0.009970 | 0.010000 | 0.009971 |
| 49       | 0.009905      | 0.009874 | 0.009844 | 0.009813 | 0.009816 | 0.009969 | 0.010123 | 0.010276 | 0.010241 | 0.010268 |
| 50       | 0.010203      | 0.010171 | 0.010139 | 0.010108 | 0.010127 | 0.010285 | 0.010443 | 0.010535 | 0.010559 | 0.010518 |
| 51       | 0.010555      | 0.010522 | 0.010490 | 0.010457 | 0.010458 | 0.010621 | 0.010784 | 0.010877 | 0.010897 | 0.010918 |
| 52       | 0.010962      | 0.010928 | 0.010894 | 0.010860 | 0.010884 | 0.011054 | 0.011224 | 0.011318 | 0.011333 | 0.011275 |
| 53       | 0.011453      | 0.011418 | 0.011382 | 0.011347 | 0.011348 | 0.011525 | 0.011702 | 0.011796 | 0.011806 | 0.011815 |
| 54       | 0.012036      | 0.011999 | 0.011961 | 0.011924 | 0.011940 | 0.012127 | 0.012313 | 0.012407 | 0.012409 | 0.012410 |
| 55       | 0.012739      | 0.012699 | 0.012660 | 0.012620 | 0.012698 | 0.012897 | 0.013095 | 0.013086 | 0.013077 | 0.013068 |
| 56       | 0.013624      | 0.013582 | 0.013539 | 0.013497 | 0.013559 | 0.013771 | 0.013983 | 0.013958 | 0.013934 | 0.013911 |
| 57       | 0.014738      | 0.014692 | 0.014646 | 0.014600 | 0.014679 | 0.014908 | 0.015138 | 0.015090 | 0.015044 | 0.015132 |
| 58       | 0.016180      | 0.016129 | 0.016079 | 0.016028 | 0.016162 | 0.016414 | 0.016500 | 0.016584 | 0.016505 | 0.016587 |
| 59       | 0.018117      | 0.018060 | 0.018003 | 0.017946 | 0.018182 | 0.018466 | 0.018539 | 0.018407 | 0.018478 | 0.018548 |
| 60       | 0.020846      | 0.020781 | 0.020715 | 0.020724 | 0.021053 | 0.021382 | 0.021154 | 0.021203 | 0.021250 | 0.021296 |
| 61       | 0.024968      | 0.024889 | 0.024810 | 0.025000 | 0.025397 | 0.025391 | 0.025385 | 0.025379 | 0.025373 | 0.025368 |
| 62       | 0.031885      | 0.031783 | 0.031681 | 0.032143 | 0.032653 | 0.032500 | 0.032353 | 0.032843 | 0.032692 | 0.032547 |
| 63       | 0.045837      | 0.045690 | 0.045588 | 0.046324 | 0.047059 | 0.046429 | 0.047143 | 0.046528 | 0.047222 | 0.046622 |
| 64 o más | 0.083333      | 0.087137 | 0.086859 | 0.087500 | 0.088889 | 0.090278 | 0.091667 | 0.093056 | 0.089474 | 0.090789 |

| Edad     | Salario (VSM) |          |          |          |          |          |          |          |          |          |
|----------|---------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
|          | 7             | 7.1      | 7.2      | 7.3      | 7.4      | 7.5      | 7.6      | 7.7      | 7.8      | 7.9      |
| Hasta 35 | 0.008495      | 0.008493 | 0.008491 | 0.008488 | 0.008486 | 0.008484 | 0.008482 | 0.008480 | 0.008478 | 0.008476 |
| 36       | 0.008537      | 0.008534 | 0.008531 | 0.008528 | 0.008525 | 0.008523 | 0.008520 | 0.008556 | 0.008553 | 0.008550 |
| 37       | 0.008578      | 0.008617 | 0.008612 | 0.008608 | 0.008605 | 0.008601 | 0.008597 | 0.008594 | 0.008590 | 0.008587 |
| 38       | 0.008663      | 0.008659 | 0.008654 | 0.008649 | 0.008645 | 0.008681 | 0.008676 | 0.008671 | 0.008667 | 0.008662 |
| 39       | 0.008750      | 0.008744 | 0.008738 | 0.008732 | 0.008726 | 0.008721 | 0.008756 | 0.008750 | 0.008744 | 0.008739 |
| 40       | 0.008838      | 0.008831 | 0.008824 | 0.008816 | 0.008810 | 0.008803 | 0.008837 | 0.008830 | 0.008824 | 0.008817 |
| 41       | 0.008929      | 0.008920 | 0.008911 | 0.008902 | 0.008894 | 0.008929 | 0.008920 | 0.008912 | 0.008904 | 0.008896 |
| 42       | 0.009021      | 0.009010 | 0.009000 | 0.009035 | 0.009024 | 0.009014 | 0.009005 | 0.008995 | 0.009028 | 0.009018 |
| 43       | 0.009115      | 0.009149 | 0.009137 | 0.009125 | 0.009113 | 0.009146 | 0.009135 | 0.009123 | 0.009112 | 0.009144 |
| 44       | 0.009259      | 0.009245 | 0.009278 | 0.009264 | 0.009250 | 0.009282 | 0.009268 | 0.009255 | 0.009242 | 0.009272 |
| 45       | 0.009409      | 0.009392 | 0.009424 | 0.009407 | 0.009391 | 0.009422 | 0.009406 | 0.009390 | 0.009420 | 0.009405 |
| 46       | 0.009563      | 0.009595 | 0.009574 | 0.009555 | 0.009585 | 0.009566 | 0.009596 | 0.009577 | 0.009559 | 0.009587 |
| 47       | 0.009777      | 0.009753 | 0.009783 | 0.009759 | 0.009788 | 0.009766 | 0.009794 | 0.009772 | 0.009750 | 0.009777 |
| 48       | 0.010000      | 0.009972 | 0.010000 | 0.009973 | 0.010000 | 0.009973 | 0.010000 | 0.009974 | 0.010000 | 0.009975 |
| 49       | 0.010234      | 0.010260 | 0.010227 | 0.010253 | 0.010221 | 0.010246 | 0.010270 | 0.010239 | 0.010263 | 0.010233 |
| 50       | 0.010542      | 0.010565 | 0.010526 | 0.010549 | 0.010571 | 0.010417 | 0.010556 | 0.010519 | 0.010541 | 0.010561 |
| 51       | 0.010870      | 0.010890 | 0.010909 | 0.010863 | 0.010882 | 0.010838 | 0.010920 | 0.010876 | 0.010894 | 0.010912 |
| 52       | 0.011290      | 0.011306 | 0.011321 | 0.011265 | 0.011280 | 0.011228 | 0.011310 | 0.011324 | 0.011272 | 0.011286 |
| 53       | 0.011745      | 0.011755 | 0.011765 | 0.011774 | 0.011783 | 0.011792 | 0.011801 | 0.011810 | 0.011747 | 0.011756 |
| 54       | 0.012324      | 0.012326 | 0.012329 | 0.012331 | 0.012333 | 0.012336 | 0.012338 | 0.012340 | 0.012342 | 0.012344 |
| 55       | 0.013060      | 0.013051 | 0.013043 | 0.013036 | 0.013121 | 0.013112 | 0.013103 | 0.013095 | 0.013087 | 0.013079 |
| 56       | 0.014000      | 0.013976 | 0.013953 | 0.013931 | 0.013910 | 0.013993 | 0.013971 | 0.013949 | 0.013929 | 0.013908 |
| 57       | 0.015086      | 0.015042 | 0.015126 | 0.015083 | 0.015041 | 0.015121 | 0.015079 | 0.015039 | 0.015116 | 0.015076 |
| 58       | 0.016509      | 0.016589 | 0.016514 | 0.016591 | 0.016518 | 0.016593 | 0.016522 | 0.016595 | 0.016525 | 0.016458 |
| 59       | 0.018421      | 0.018490 | 0.018557 | 0.018434 | 0.018500 | 0.018564 | 0.018447 | 0.018510 | 0.018571 | 0.018458 |
| 60       | 0.021341      | 0.021386 | 0.021176 | 0.021221 | 0.021264 | 0.021307 | 0.021348 | 0.021154 | 0.021196 | 0.021237 |
| 61       | 0.025362      | 0.025357 | 0.025352 | 0.025347 | 0.025342 | 0.025338 | 0.025333 | 0.025329 | 0.025325 | 0.025321 |
| 62       | 0.032407      | 0.032273 | 0.032727 | 0.032589 | 0.032456 | 0.032328 | 0.032759 | 0.032627 | 0.032500 | 0.032377 |
| 63       | 0.047297      | 0.046711 | 0.047368 | 0.046795 | 0.046250 | 0.046875 | 0.046341 | 0.046951 | 0.046429 | 0.047024 |
| 64 o más | 0.092105      | 0.088750 | 0.090000 | 0.091250 | 0.092500 | 0.089286 | 0.090476 | 0.091667 | 0.088636 | 0.089773 |

| Edad     | Salario (VSM) |          |          |          |          |          |          |          |          |          |
|----------|---------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
|          | 8             | 8.1      | 8.2      | 8.3      | 8.4      | 8.5      | 8.6      | 8.7      | 8.8      | 8.9      |
| Hasta 35 | 0.008475      | 0.008473 | 0.008471 | 0.008469 | 0.008468 | 0.008500 | 0.008498 | 0.008496 | 0.008494 | 0.008492 |
| 36       | 0.008547      | 0.008544 | 0.008542 | 0.008539 | 0.008537 | 0.008534 | 0.008532 | 0.008529 | 0.008527 | 0.008525 |
| 37       | 0.008584      | 0.008581 | 0.008613 | 0.008610 | 0.008607 | 0.008603 | 0.008600 | 0.008597 | 0.008594 | 0.008591 |
| 38       | 0.008658      | 0.008654 | 0.008650 | 0.008646 | 0.008678 | 0.008673 | 0.008669 | 0.008665 | 0.008661 | 0.008658 |
| 39       | 0.008734      | 0.008728 | 0.008723 | 0.008718 | 0.008750 | 0.008745 | 0.008740 | 0.008735 | 0.008730 | 0.008725 |
| 40       | 0.008811      | 0.008804 | 0.008798 | 0.008830 | 0.008824 | 0.008817 | 0.008811 | 0.008806 | 0.008800 | 0.008829 |
| 41       | 0.008929      | 0.008921 | 0.008913 | 0.008906 | 0.008898 | 0.008891 | 0.008921 | 0.008914 | 0.008907 | 0.008900 |
| 42       | 0.009009      | 0.009000 | 0.009031 | 0.009022 | 0.009013 | 0.009004 | 0.008996 | 0.009025 | 0.009016 | 0.009008 |
| 43       | 0.009132      | 0.009122 | 0.009111 | 0.009141 | 0.009130 | 0.009120 | 0.009110 | 0.009139 | 0.009129 | 0.009119 |
| 44       | 0.009259      | 0.009247 | 0.009276 | 0.009263 | 0.009251 | 0.009239 | 0.009267 | 0.009255 | 0.009244 | 0.009271 |
| 45       | 0.009390      | 0.009419 | 0.009404 | 0.009389 | 0.009417 | 0.009403 | 0.009389 | 0.009416 | 0.009402 | 0.009388 |
| 46       | 0.009569      | 0.009597 | 0.009579 | 0.009562 | 0.009589 | 0.009572 | 0.009556 | 0.009581 | 0.009565 | 0.009591 |
| 47       | 0.009756      | 0.009783 | 0.009762 | 0.009788 | 0.009767 | 0.009748 | 0.009773 | 0.009753 | 0.009778 | 0.009759 |
| 48       | 0.010000      | 0.009975 | 0.010000 | 0.009976 | 0.010000 | 0.009977 | 0.010000 | 0.009977 | 0.010000 | 0.009978 |
| 49       | 0.010256      | 0.010227 | 0.010250 | 0.010222 | 0.010244 | 0.010266 | 0.010238 | 0.010259 | 0.010233 | 0.010253 |
| 50       | 0.010526      | 0.010547 | 0.010567 | 0.010533 | 0.010553 | 0.010520 | 0.010539 | 0.010558 | 0.010526 | 0.010545 |
| 51       | 0.010870      | 0.010887 | 0.010904 | 0.010864 | 0.010881 | 0.010897 | 0.010914 | 0.010875 | 0.010891 | 0.010907 |
| 52       | 0.011299      | 0.011313 | 0.011264 | 0.011277 | 0.011290 | 0.011303 | 0.011316 | 0.011269 | 0.011282 | 0.011294 |
| 53       | 0.011765      | 0.011773 | 0.011782 | 0.011790 | 0.011798 | 0.011806 | 0.011749 | 0.011757 | 0.011765 | 0.011772 |
| 54       | 0.012346      | 0.012348 | 0.012349 | 0.012351 | 0.012353 | 0.012355 | 0.012356 | 0.012358 | 0.012360 | 0.012361 |
| 55       | 0.013072      | 0.013065 | 0.013057 | 0.013050 | 0.013043 | 0.013037 | 0.013030 | 0.013102 | 0.013095 | 0.013088 |
| 56       | 0.013986      | 0.013966 | 0.013946 | 0.013926 | 0.013907 | 0.013980 | 0.013961 | 0.013942 | 0.013924 | 0.013906 |
| 57       | 0.015038      | 0.015112 | 0.015074 | 0.015036 | 0.015108 | 0.015071 | 0.015035 | 0.015104 | 0.015068 | 0.015034 |
| 58       | 0.016529      | 0.016463 | 0.016532 | 0.016468 | 0.016535 | 0.016473 | 0.016538 | 0.016477 | 0.016541 | 0.016481 |
| 59       | 0.018519      | 0.018409 | 0.018468 | 0.018527 | 0.018421 | 0.018478 | 0.018534 | 0.018432 | 0.018487 | 0.018542 |
| 60       | 0.021277      | 0.021316 | 0.021354 | 0.021173 | 0.021212 | 0.021250 | 0.021287 | 0.021324 | 0.021154 | 0.021190 |
| 61       | 0.025316      | 0.025313 | 0.025309 | 0.025305 | 0.025301 | 0.025602 | 0.025595 | 0.025588 | 0.025581 | 0.025575 |
| 62       | 0.032258      | 0.032661 | 0.032540 | 0.032422 | 0.032308 | 0.032692 | 0.032576 | 0.032463 | 0.032353 | 0.032721 |
| 63       | 0.046512      | 0.047093 | 0.046591 | 0.047159 | 0.046667 | 0.047222 | 0.046739 | 0.046277 | 0.046809 | 0.046354 |
| 64 o más | 0.090909      | 0.092045 | 0.089130 | 0.090217 | 0.091304 | 0.088542 | 0.089583 | 0.090625 | 0.091667 | 0.089000 |

| Edad     | Salario (VSM) |          |          |          |          |          |          |          |          |          |
|----------|---------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
|          | 9             | 9.1      | 9.2      | 9.3      | 9.4      | 9.5      | 9.6      | 9.7      | 9.8      | 9.9      |
| Hasta 35 | 0.008491      | 0.008489 | 0.008487 | 0.008485 | 0.008484 | 0.008482 | 0.008481 | 0.008479 | 0.008478 | 0.008476 |
| 36       | 0.008523      | 0.008521 | 0.008550 | 0.008548 | 0.008545 | 0.008543 | 0.008541 | 0.008539 | 0.008537 | 0.008534 |
| 37       | 0.008588      | 0.008585 | 0.008582 | 0.008579 | 0.008608 | 0.008605 | 0.008602 | 0.008599 | 0.008596 | 0.008594 |
| 38       | 0.008654      | 0.008650 | 0.008647 | 0.008675 | 0.008672 | 0.008668 | 0.008664 | 0.008661 | 0.008657 | 0.008654 |
| 39       | 0.008721      | 0.008716 | 0.008745 | 0.008741 | 0.008736 | 0.008732 | 0.008727 | 0.008723 | 0.008719 | 0.008746 |
| 40       | 0.008824      | 0.008818 | 0.008812 | 0.008807 | 0.008801 | 0.008829 | 0.008824 | 0.008818 | 0.008813 | 0.008808 |
| 41       | 0.008893      | 0.008922 | 0.008915 | 0.008908 | 0.008902 | 0.008895 | 0.008922 | 0.008915 | 0.008909 | 0.008903 |
| 42       | 0.009000      | 0.008992 | 0.009020 | 0.009012 | 0.009004 | 0.008996 | 0.009023 | 0.009015 | 0.009007 | 0.009000 |
| 43       | 0.009109      | 0.009137 | 0.009127 | 0.009118 | 0.009109 | 0.009135 | 0.009125 | 0.009117 | 0.009108 | 0.009133 |
| 44       | 0.009259      | 0.009248 | 0.009274 | 0.009263 | 0.009252 | 0.009241 | 0.009266 | 0.009256 | 0.009245 | 0.009270 |
| 45       | 0.009414      | 0.009401 | 0.009388 | 0.009413 | 0.009400 | 0.009387 | 0.009412 | 0.009399 | 0.009387 | 0.009411 |
| 46       | 0.009574      | 0.009559 | 0.009583 | 0.009568 | 0.009592 | 0.009577 | 0.009562 | 0.009585 | 0.009570 | 0.009556 |
| 47       | 0.009783      | 0.009764 | 0.009787 | 0.009769 | 0.009751 | 0.009774 | 0.009756 | 0.009778 | 0.009761 | 0.009783 |
| 48       | 0.010000      | 0.009978 | 0.010000 | 0.009979 | 0.010000 | 0.009979 | 0.010000 | 0.009979 | 0.010000 | 0.009980 |
| 49       | 0.010227      | 0.010248 | 0.010222 | 0.010242 | 0.010262 | 0.010237 | 0.010256 | 0.010232 | 0.010251 | 0.010227 |
| 50       | 0.010563      | 0.010532 | 0.010550 | 0.010520 | 0.010538 | 0.010556 | 0.010526 | 0.010543 | 0.010515 | 0.010532 |
| 51       | 0.010870      | 0.010885 | 0.010900 | 0.010864 | 0.010880 | 0.010894 | 0.010860 | 0.010874 | 0.010889 | 0.010903 |
| 52       | 0.011307      | 0.011318 | 0.011275 | 0.011286 | 0.011298 | 0.011310 | 0.011268 | 0.011279 | 0.011290 | 0.011301 |
| 53       | 0.011780      | 0.011788 | 0.011795 | 0.011802 | 0.011750 | 0.011757 | 0.011765 | 0.011772 | 0.011779 | 0.011786 |
| 54       | 0.012363      | 0.012364 | 0.012366 | 0.012367 | 0.012368 | 0.012370 | 0.012371 | 0.012372 | 0.012374 | 0.012375 |
| 55       | 0.013081      | 0.013075 | 0.013068 | 0.013062 | 0.013056 | 0.013049 | 0.013043 | 0.013038 | 0.013032 | 0.013095 |
| 56       | 0.013975      | 0.013957 | 0.013939 | 0.013922 | 0.013988 | 0.013971 | 0.013953 | 0.013937 | 0.013920 | 0.013983 |
| 57       | 0.015101      | 0.015066 | 0.015033 | 0.015097 | 0.015064 | 0.015032 | 0.015094 | 0.015062 | 0.015031 | 0.015091 |
| 58       | 0.016544      | 0.016486 | 0.016547 | 0.016489 | 0.016549 | 0.016493 | 0.016552 | 0.016497 | 0.016554 | 0.016500 |
| 59       | 0.018443      | 0.018496 | 0.018548 | 0.018452 | 0.018504 | 0.018411 | 0.018462 | 0.018511 | 0.018421 | 0.018470 |
| 60       | 0.021226      | 0.021262 | 0.021296 | 0.021330 | 0.021171 | 0.021205 | 0.021239 | 0.021272 | 0.021304 | 0.021154 |
| 61       | 0.025568      | 0.025562 | 0.025556 | 0.025549 | 0.025543 | 0.025538 | 0.025532 | 0.025526 | 0.025521 | 0.025515 |
| 62       | 0.032609      | 0.032500 | 0.032394 | 0.032292 | 0.032639 | 0.032534 | 0.032432 | 0.032333 | 0.032667 | 0.032566 |
| 63       | 0.046875      | 0.046429 | 0.046939 | 0.046500 | 0.047000 | 0.046569 | 0.047059 | 0.046635 | 0.047115 | 0.046698 |
| 64 o más | 0.090000      | 0.091000 | 0.088462 | 0.089423 | 0.090385 | 0.091346 | 0.088889 | 0.089815 | 0.090741 | 0.088393 |

| Edad     | Salario (VSM) |          |          |          |          |          |          |          |          |          |
|----------|---------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
|          | 10.0          | 10.1     | 10.2     | 10.3     | 10.4     | 10.5     | 10.6     | 10.7     | 10.8     | 10.9     |
| Hasta 35 | 0.008475      | 0.008954 | 0.008947 | 0.008941 | 0.008935 | 0.008929 | 0.008953 | 0.008946 | 0.008940 | 0.008934 |
| 36       | 0.008532      | 0.008986 | 0.008979 | 0.009003 | 0.008997 | 0.008990 | 0.008983 | 0.008977 | 0.009000 | 0.008993 |
| 37       | 0.008591      | 0.009050 | 0.009043 | 0.009035 | 0.009059 | 0.009052 | 0.009044 | 0.009037 | 0.009060 | 0.009053 |
| 38       | 0.008651      | 0.009116 | 0.009107 | 0.009099 | 0.009123 | 0.009115 | 0.009107 | 0.009099 | 0.009122 | 0.009114 |
| 39       | 0.008741      | 0.009182 | 0.009173 | 0.009164 | 0.009187 | 0.009178 | 0.009170 | 0.009192 | 0.009184 | 0.009175 |
| 40       | 0.008803      | 0.009249 | 0.009273 | 0.009263 | 0.009253 | 0.009243 | 0.009266 | 0.009256 | 0.009247 | 0.009269 |
| 41       | 0.008897      | 0.009352 | 0.009341 | 0.009364 | 0.009353 | 0.009342 | 0.009331 | 0.009353 | 0.009343 | 0.009332 |
| 42       | 0.008993      | 0.009457 | 0.009444 | 0.009432 | 0.009455 | 0.009442 | 0.009431 | 0.009452 | 0.009441 | 0.009462 |
| 43       | 0.009124      | 0.009564 | 0.009551 | 0.009572 | 0.009559 | 0.009545 | 0.009567 | 0.009554 | 0.009574 | 0.009561 |
| 44       | 0.009259      | 0.009674 | 0.009696 | 0.009680 | 0.009701 | 0.009686 | 0.009672 | 0.009692 | 0.009677 | 0.009698 |
| 45       | 0.009398      | 0.009825 | 0.009846 | 0.009828 | 0.009848 | 0.009831 | 0.009815 | 0.009835 | 0.009818 | 0.009838 |
| 46       | 0.009579      | 0.009980 | 0.010000 | 0.009981 | 0.010000 | 0.009981 | 0.010000 | 0.009981 | 0.010000 | 0.009982 |
| 47       | 0.009766      | 0.010181 | 0.010200 | 0.010178 | 0.010196 | 0.010174 | 0.010192 | 0.010171 | 0.010189 | 0.010206 |
| 48       | 0.010000      | 0.010391 | 0.010408 | 0.010425 | 0.010400 | 0.010417 | 0.010392 | 0.010409 | 0.010425 | 0.010401 |
| 49       | 0.010246      | 0.010654 | 0.010669 | 0.010640 | 0.010656 | 0.010671 | 0.010643 | 0.010657 | 0.010672 | 0.010645 |
| 50       | 0.010549      | 0.010931 | 0.010944 | 0.010957 | 0.010970 | 0.010938 | 0.010950 | 0.010963 | 0.010931 | 0.010944 |
| 51       | 0.010870      | 0.011272 | 0.011283 | 0.011294 | 0.011304 | 0.011315 | 0.011277 | 0.011287 | 0.011297 | 0.011307 |
| 52       | 0.011312      | 0.011690 | 0.011697 | 0.011705 | 0.011712 | 0.011719 | 0.011674 | 0.011681 | 0.011688 | 0.011695 |
| 53       | 0.011792      | 0.012198 | 0.012201 | 0.012204 | 0.012207 | 0.012209 | 0.012156 | 0.012159 | 0.012162 | 0.012165 |
| 54       | 0.012376      | 0.012753 | 0.012750 | 0.012748 | 0.012745 | 0.012743 | 0.012740 | 0.012738 | 0.012736 | 0.012734 |
| 55       | 0.013089      | 0.013503 | 0.013492 | 0.013482 | 0.013472 | 0.013462 | 0.013452 | 0.013442 | 0.013500 | 0.013490 |
| 56       | 0.013966      | 0.014347 | 0.014326 | 0.014385 | 0.014365 | 0.014344 | 0.014324 | 0.014382 | 0.014362 | 0.014342 |
| 57       | 0.015060      | 0.015491 | 0.015455 | 0.015512 | 0.015476 | 0.015441 | 0.015497 | 0.015462 | 0.015517 | 0.015483 |
| 58       | 0.016556      | 0.016946 | 0.016887 | 0.016941 | 0.016993 | 0.016935 | 0.016987 | 0.016930 | 0.016981 | 0.016925 |
| 59       | 0.018519      | 0.018843 | 0.018889 | 0.018934 | 0.018978 | 0.018885 | 0.018929 | 0.018972 | 0.018881 | 0.018924 |
| 60       | 0.021186      | 0.021767 | 0.021610 | 0.021639 | 0.021667 | 0.021694 | 0.021721 | 0.021748 | 0.021774 | 0.021627 |
| 61       | 0.025510      | 0.026031 | 0.026020 | 0.026010 | 0.026000 | 0.025990 | 0.025980 | 0.025971 | 0.025962 | 0.025952 |
| 62       | 0.032468      | 0.033224 | 0.033117 | 0.033013 | 0.032911 | 0.033228 | 0.033125 | 0.033025 | 0.032927 | 0.032831 |
| 63       | 0.046296      | 0.047642 | 0.047222 | 0.047685 | 0.047273 | 0.047727 | 0.047321 | 0.046930 | 0.047368 | 0.046983 |
| 64 o más | 0.089286      | 0.090179 | 0.091071 | 0.091964 | 0.089655 | 0.090517 | 0.091379 | 0.092241 | 0.090000 | 0.090833 |

| Edad     | Salario (VSM) |          |          |          |          |          |          |          |          |          |
|----------|---------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
|          | 11.0          | 11.1     | 11.2     | 11.3     | 11.4     | 11.5     | 11.6     | 11.7     | 11.8     | 11.9     |
| Hasta 35 | 0.008929      | 0.008952 | 0.008946 | 0.008940 | 0.008934 | 0.008929 | 0.008951 | 0.008945 | 0.008939 | 0.008934 |
| 36       | 0.008987      | 0.008981 | 0.009003 | 0.008997 | 0.008991 | 0.008984 | 0.008978 | 0.009000 | 0.008994 | 0.008988 |
| 37       | 0.009046      | 0.009039 | 0.009032 | 0.009054 | 0.009048 | 0.009041 | 0.009034 | 0.009056 | 0.009049 | 0.009043 |
| 38       | 0.009106      | 0.009098 | 0.009121 | 0.009113 | 0.009105 | 0.009098 | 0.009119 | 0.009112 | 0.009105 | 0.009098 |
| 39       | 0.009167      | 0.009189 | 0.009180 | 0.009172 | 0.009164 | 0.009185 | 0.009177 | 0.009169 | 0.009190 | 0.009182 |
| 40       | 0.009259      | 0.009250 | 0.009272 | 0.009262 | 0.009253 | 0.009244 | 0.009265 | 0.009256 | 0.009248 | 0.009268 |
| 41       | 0.009354      | 0.009343 | 0.009333 | 0.009354 | 0.009344 | 0.009334 | 0.009355 | 0.009345 | 0.009335 | 0.009355 |
| 42       | 0.009450      | 0.009439 | 0.009459 | 0.009448 | 0.009437 | 0.009457 | 0.009446 | 0.009435 | 0.009455 | 0.009444 |
| 43       | 0.009549      | 0.009569 | 0.009556 | 0.009544 | 0.009564 | 0.009551 | 0.009571 | 0.009559 | 0.009547 | 0.009566 |
| 44       | 0.009683      | 0.009703 | 0.009689 | 0.009675 | 0.009694 | 0.009680 | 0.009699 | 0.009685 | 0.009672 | 0.009691 |
| 45       | 0.009821      | 0.009840 | 0.009825 | 0.009843 | 0.009828 | 0.009846 | 0.009831 | 0.009815 | 0.009833 | 0.009818 |
| 46       | 0.010000      | 0.009982 | 0.010000 | 0.009982 | 0.010000 | 0.009983 | 0.010000 | 0.009983 | 0.010000 | 0.009983 |
| 47       | 0.010185      | 0.010202 | 0.010182 | 0.010199 | 0.010179 | 0.010195 | 0.010175 | 0.010192 | 0.010172 | 0.010188 |
| 48       | 0.010417      | 0.010393 | 0.010409 | 0.010386 | 0.010401 | 0.010417 | 0.010394 | 0.010409 | 0.010387 | 0.010402 |
| 49       | 0.010659      | 0.010673 | 0.010646 | 0.010660 | 0.010674 | 0.010648 | 0.010662 | 0.010675 | 0.010650 | 0.010663 |
| 50       | 0.010956      | 0.010968 | 0.010938 | 0.010950 | 0.010962 | 0.010932 | 0.010943 | 0.010955 | 0.010967 | 0.010938 |
| 51       | 0.011270      | 0.011280 | 0.011290 | 0.011300 | 0.011310 | 0.011275 | 0.011284 | 0.011293 | 0.011303 | 0.011312 |
| 52       | 0.011702      | 0.011709 | 0.011715 | 0.011674 | 0.011680 | 0.011687 | 0.011694 | 0.011700 | 0.011706 | 0.011713 |
| 53       | 0.012168      | 0.012171 | 0.012174 | 0.012177 | 0.012179 | 0.012182 | 0.012185 | 0.012188 | 0.012190 | 0.012193 |
| 54       | 0.012791      | 0.012788 | 0.012785 | 0.012783 | 0.012780 | 0.012778 | 0.012775 | 0.012773 | 0.012771 | 0.012768 |
| 55       | 0.013480      | 0.013471 | 0.013462 | 0.013452 | 0.013443 | 0.013498 | 0.013488 | 0.013479 | 0.013470 | 0.013462 |
| 56       | 0.014323      | 0.014378 | 0.014359 | 0.014340 | 0.014322 | 0.014375 | 0.014356 | 0.014338 | 0.014320 | 0.014372 |
| 57       | 0.015449      | 0.015503 | 0.015470 | 0.015437 | 0.015489 | 0.015457 | 0.015508 | 0.015476 | 0.015445 | 0.015495 |
| 58       | 0.016975      | 0.016921 | 0.016970 | 0.016916 | 0.016964 | 0.016912 | 0.016959 | 0.016908 | 0.016954 | 0.016903 |
| 59       | 0.018966      | 0.018878 | 0.018919 | 0.018960 | 0.018874 | 0.018914 | 0.018954 | 0.018871 | 0.018910 | 0.018949 |
| 60       | 0.021654      | 0.021680 | 0.021705 | 0.021731 | 0.021756 | 0.021617 | 0.021642 | 0.021667 | 0.021691 | 0.021715 |
| 61       | 0.025943      | 0.025935 | 0.025926 | 0.025917 | 0.025909 | 0.025901 | 0.025893 | 0.025885 | 0.025877 | 0.025870 |
| 62       | 0.033133      | 0.033036 | 0.032941 | 0.032849 | 0.033140 | 0.033046 | 0.032955 | 0.032865 | 0.033146 | 0.033056 |
| 63       | 0.047414      | 0.047034 | 0.047458 | 0.047083 | 0.047500 | 0.047131 | 0.047541 | 0.047177 | 0.047581 | 0.047222 |
| 64 o más | 0.091667      | 0.089516 | 0.090323 | 0.091129 | 0.091935 | 0.089844 | 0.090625 | 0.091406 | 0.092188 | 0.090152 |

| Edad     | Salario (VSM) |          |          |          |          |          |          |          |          |          |
|----------|---------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
|          | 12.0          | 12.1     | 12.2     | 12.3     | 12.4     | 12.5     | 12.6     | 12.7     | 12.8     | 12.9     |
| Hasta 35 | 0.008929      | 0.008950 | 0.008944 | 0.008939 | 0.008934 | 0.008929 | 0.008949 | 0.008944 | 0.008939 | 0.008934 |
| 36       | 0.008982      | 0.008976 | 0.008997 | 0.008991 | 0.008986 | 0.008980 | 0.009000 | 0.008994 | 0.008989 | 0.008983 |
| 37       | 0.009036      | 0.009057 | 0.009050 | 0.009044 | 0.009038 | 0.009032 | 0.009052 | 0.009046 | 0.009040 | 0.009034 |
| 38       | 0.009119      | 0.009111 | 0.009104 | 0.009098 | 0.009118 | 0.009111 | 0.009104 | 0.009097 | 0.009117 | 0.009110 |
| 39       | 0.009174      | 0.009167 | 0.009187 | 0.009179 | 0.009172 | 0.009164 | 0.009184 | 0.009176 | 0.009169 | 0.009188 |
| 40       | 0.009259      | 0.009251 | 0.009242 | 0.009262 | 0.009254 | 0.009246 | 0.009265 | 0.009257 | 0.009249 | 0.009267 |
| 41       | 0.009346      | 0.009336 | 0.009356 | 0.009347 | 0.009337 | 0.009356 | 0.009347 | 0.009338 | 0.009357 | 0.009348 |
| 42       | 0.009434      | 0.009453 | 0.009443 | 0.009433 | 0.009451 | 0.009441 | 0.009431 | 0.009449 | 0.009440 | 0.009430 |
| 43       | 0.009554      | 0.009543 | 0.009561 | 0.009550 | 0.009568 | 0.009557 | 0.009545 | 0.009563 | 0.009552 | 0.009570 |
| 44       | 0.009677      | 0.009696 | 0.009683 | 0.009670 | 0.009688 | 0.009675 | 0.009692 | 0.009680 | 0.009697 | 0.009685 |
| 45       | 0.009836      | 0.009821 | 0.009839 | 0.009824 | 0.009841 | 0.009827 | 0.009844 | 0.009830 | 0.009816 | 0.009832 |
| 46       | 0.010000      | 0.009983 | 0.010000 | 0.009984 | 0.010000 | 0.009984 | 0.010000 | 0.009984 | 0.010000 | 0.009985 |
| 47       | 0.010169      | 0.010185 | 0.010201 | 0.010182 | 0.010197 | 0.010179 | 0.010194 | 0.010176 | 0.010191 | 0.010174 |
| 48       | 0.010417      | 0.010395 | 0.010410 | 0.010389 | 0.010403 | 0.010417 | 0.010396 | 0.010410 | 0.010390 | 0.010403 |
| 49       | 0.010638      | 0.010651 | 0.010664 | 0.010640 | 0.010653 | 0.010666 | 0.010642 | 0.010654 | 0.010667 | 0.010644 |
| 50       | 0.010949      | 0.010960 | 0.010932 | 0.010943 | 0.010954 | 0.010965 | 0.010938 | 0.010948 | 0.010959 | 0.010932 |
| 51       | 0.011278      | 0.011287 | 0.011296 | 0.011305 | 0.011273 | 0.011282 | 0.011290 | 0.011299 | 0.011307 | 0.011276 |
| 52       | 0.011719      | 0.011680 | 0.011686 | 0.011692 | 0.011698 | 0.011704 | 0.011710 | 0.011716 | 0.011679 | 0.011685 |
| 53       | 0.012195      | 0.012198 | 0.012200 | 0.012154 | 0.012157 | 0.012160 | 0.012162 | 0.012165 | 0.012167 | 0.012170 |
| 54       | 0.012766      | 0.012764 | 0.012762 | 0.012759 | 0.012757 | 0.012755 | 0.012753 | 0.012751 | 0.012749 | 0.012747 |
| 55       | 0.013453      | 0.013444 | 0.013496 | 0.013487 | 0.013478 | 0.013470 | 0.013462 | 0.013453 | 0.013445 | 0.013494 |
| 56       | 0.014354      | 0.014336 | 0.014319 | 0.014369 | 0.014352 | 0.014335 | 0.014318 | 0.014367 | 0.014350 | 0.014333 |
| 57       | 0.015464      | 0.015434 | 0.015482 | 0.015452 | 0.015500 | 0.015470 | 0.015441 | 0.015488 | 0.015459 | 0.015505 |
| 58       | 0.016949      | 0.016899 | 0.016944 | 0.016896 | 0.016940 | 0.016892 | 0.016935 | 0.016888 | 0.016931 | 0.016885 |
| 59       | 0.018868      | 0.018906 | 0.018944 | 0.018865 | 0.018902 | 0.018939 | 0.018862 | 0.018899 | 0.018935 | 0.018860 |
| 60       | 0.021739      | 0.021763 | 0.021631 | 0.021655 | 0.021678 | 0.021701 | 0.021724 | 0.021747 | 0.021622 | 0.021644 |
| 61       | 0.025862      | 0.025855 | 0.025847 | 0.025840 | 0.025833 | 0.025826 | 0.025820 | 0.025813 | 0.025806 | 0.025800 |
| 62       | 0.032967      | 0.032880 | 0.033152 | 0.033065 | 0.032979 | 0.032895 | 0.033158 | 0.033073 | 0.032990 | 0.032908 |
| 63       | 0.047619      | 0.047266 | 0.047656 | 0.047308 | 0.046970 | 0.047348 | 0.047015 | 0.047388 | 0.047059 | 0.047426 |
| 64 o más | 0.090909      | 0.091667 | 0.089706 | 0.090441 | 0.091176 | 0.091912 | 0.090000 | 0.090714 | 0.091429 | 0.089583 |

| Edad     | Salario (VSM) |          |          |          |          |          |          |          |          |          |
|----------|---------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
|          | 13.0          | 13.1     | 13.2     | 13.3     | 13.4     | 13.5     | 13.6     | 13.7     | 13.8     | 13.9     |
| Hasta 35 | 0.008929      | 0.008948 | 0.008943 | 0.008938 | 0.008933 | 0.008929 | 0.008947 | 0.008943 | 0.008938 | 0.008933 |
| 36       | 0.008978      | 0.008997 | 0.008992 | 0.008986 | 0.008981 | 0.008976 | 0.008995 | 0.008990 | 0.008984 | 0.008979 |
| 37       | 0.009053      | 0.009047 | 0.009041 | 0.009035 | 0.009054 | 0.009048 | 0.009043 | 0.009037 | 0.009031 | 0.009049 |
| 38       | 0.009104      | 0.009097 | 0.009116 | 0.009110 | 0.009103 | 0.009097 | 0.009115 | 0.009109 | 0.009103 | 0.009097 |
| 39       | 0.009181      | 0.009174 | 0.009167 | 0.009185 | 0.009178 | 0.009171 | 0.009164 | 0.009182 | 0.009176 | 0.009169 |
| 40       | 0.009259      | 0.009251 | 0.009244 | 0.009262 | 0.009254 | 0.009247 | 0.009264 | 0.009257 | 0.009249 | 0.009242 |
| 41       | 0.009339      | 0.009330 | 0.009348 | 0.009340 | 0.009331 | 0.009349 | 0.009341 | 0.009332 | 0.009350 | 0.009341 |
| 42       | 0.009448      | 0.009438 | 0.009456 | 0.009446 | 0.009437 | 0.009454 | 0.009444 | 0.009435 | 0.009452 | 0.009443 |
| 43       | 0.009559      | 0.009548 | 0.009565 | 0.009555 | 0.009544 | 0.009561 | 0.009551 | 0.009567 | 0.009557 | 0.009547 |
| 44       | 0.009673      | 0.009689 | 0.009677 | 0.009694 | 0.009682 | 0.009670 | 0.009687 | 0.009675 | 0.009691 | 0.009680 |
| 45       | 0.009819      | 0.009835 | 0.009821 | 0.009837 | 0.009824 | 0.009840 | 0.009827 | 0.009842 | 0.009829 | 0.009816 |
| 46       | 0.010000      | 0.009985 | 0.010000 | 0.009985 | 0.010000 | 0.009985 | 0.010000 | 0.009985 | 0.010000 | 0.009986 |
| 47       | 0.010188      | 0.010171 | 0.010185 | 0.010199 | 0.010182 | 0.010196 | 0.010180 | 0.010193 | 0.010177 | 0.010191 |
| 48       | 0.010417      | 0.010397 | 0.010410 | 0.010391 | 0.010404 | 0.010417 | 0.010398 | 0.010410 | 0.010392 | 0.010404 |
| 49       | 0.010656      | 0.010668 | 0.010645 | 0.010657 | 0.010669 | 0.010647 | 0.010658 | 0.010670 | 0.010648 | 0.010660 |
| 50       | 0.010943      | 0.010953 | 0.010963 | 0.010938 | 0.010948 | 0.010958 | 0.010932 | 0.010942 | 0.010952 | 0.010962 |
| 51       | 0.011285      | 0.011293 | 0.011301 | 0.011271 | 0.011279 | 0.011288 | 0.011296 | 0.011304 | 0.011275 | 0.011282 |
| 52       | 0.011691      | 0.011696 | 0.011702 | 0.011708 | 0.011713 | 0.011678 | 0.011684 | 0.011689 | 0.011695 | 0.011700 |
| 53       | 0.012172      | 0.012175 | 0.012177 | 0.012179 | 0.012182 | 0.012184 | 0.012186 | 0.012189 | 0.012191 | 0.012193 |
| 54       | 0.012745      | 0.012743 | 0.012741 | 0.012739 | 0.012738 | 0.012736 | 0.012734 | 0.012780 | 0.012778 | 0.012776 |
| 55       | 0.013485      | 0.013477 | 0.013469 | 0.013462 | 0.013454 | 0.013446 | 0.013492 | 0.013484 | 0.013477 | 0.013469 |
| 56       | 0.014381      | 0.014364 | 0.014348 | 0.014332 | 0.014378 | 0.014362 | 0.014346 | 0.014331 | 0.014375 | 0.014360 |
| 57       | 0.015476      | 0.015448 | 0.015493 | 0.015465 | 0.015438 | 0.015482 | 0.015455 | 0.015498 | 0.015471 | 0.015444 |
| 58       | 0.016927      | 0.016969 | 0.016923 | 0.016964 | 0.016919 | 0.016960 | 0.016915 | 0.016955 | 0.016912 | 0.016951 |
| 59       | 0.018895      | 0.018931 | 0.018857 | 0.018892 | 0.018927 | 0.018855 | 0.018889 | 0.018923 | 0.018852 | 0.018886 |
| 60       | 0.021667      | 0.021689 | 0.021711 | 0.021732 | 0.021613 | 0.021635 | 0.021656 | 0.021677 | 0.021698 | 0.021719 |
| 61       | 0.025794      | 0.025992 | 0.025984 | 0.025977 | 0.025969 | 0.025962 | 0.025954 | 0.025947 | 0.025940 | 0.025933 |
| 62       | 0.032828      | 0.033081 | 0.033000 | 0.032921 | 0.032843 | 0.033088 | 0.033010 | 0.032933 | 0.032857 | 0.033095 |
| 63       | 0.047101      | 0.047464 | 0.047143 | 0.047500 | 0.047183 | 0.047535 | 0.047222 | 0.047569 | 0.047260 | 0.046959 |
| 64 o más | 0.090278      | 0.090972 | 0.091667 | 0.089865 | 0.090541 | 0.091216 | 0.089474 | 0.090132 | 0.090789 | 0.091447 |

| Edad     | Salario (VSM) |          |          |          |          |          |          |          |          |          |
|----------|---------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
|          | 14.0          | 14.1     | 14.2     | 14.3     | 14.4     | 14.5     | 14.6     | 14.7     | 14.8     | 14.9     |
| Hasta 35 | 0.008929      | 0.008947 | 0.008942 | 0.008938 | 0.008933 | 0.008929 | 0.008946 | 0.008942 | 0.008937 | 0.008933 |
| 36       | 0.008997      | 0.008992 | 0.008987 | 0.008982 | 0.008978 | 0.008995 | 0.008990 | 0.008985 | 0.008981 | 0.008976 |
| 37       | 0.009044      | 0.009038 | 0.009033 | 0.009051 | 0.009045 | 0.009040 | 0.009035 | 0.009052 | 0.009046 | 0.009041 |
| 38       | 0.009115      | 0.009109 | 0.009103 | 0.009097 | 0.009114 | 0.009108 | 0.009102 | 0.009097 | 0.009113 | 0.009108 |
| 39       | 0.009186      | 0.009180 | 0.009173 | 0.009167 | 0.009184 | 0.009177 | 0.009171 | 0.009165 | 0.009181 | 0.009175 |
| 40       | 0.009259      | 0.009252 | 0.009245 | 0.009262 | 0.009254 | 0.009247 | 0.009264 | 0.009257 | 0.009250 | 0.009243 |
| 41       | 0.009333      | 0.009350 | 0.009342 | 0.009334 | 0.009351 | 0.009343 | 0.009335 | 0.009351 | 0.009343 | 0.009336 |
| 42       | 0.009434      | 0.009450 | 0.009441 | 0.009433 | 0.009449 | 0.009440 | 0.009432 | 0.009447 | 0.009439 | 0.009430 |
| 43       | 0.009563      | 0.009553 | 0.009543 | 0.009559 | 0.009549 | 0.009565 | 0.009555 | 0.009545 | 0.009561 | 0.009551 |
| 44       | 0.009695      | 0.009684 | 0.009673 | 0.009688 | 0.009677 | 0.009693 | 0.009682 | 0.009671 | 0.009686 | 0.009675 |
| 45       | 0.009831      | 0.009819 | 0.009834 | 0.009821 | 0.009836 | 0.009824 | 0.009838 | 0.009826 | 0.009814 | 0.009828 |
| 46       | 0.010000      | 0.009986 | 0.010000 | 0.009986 | 0.010000 | 0.009986 | 0.010000 | 0.009986 | 0.010000 | 0.009987 |
| 47       | 0.010174      | 0.010188 | 0.010172 | 0.010185 | 0.010169 | 0.010183 | 0.010196 | 0.010180 | 0.010193 | 0.010178 |
| 48       | 0.010386      | 0.010398 | 0.010411 | 0.010392 | 0.010405 | 0.010387 | 0.010399 | 0.010411 | 0.010393 | 0.010405 |
| 49       | 0.010638      | 0.010650 | 0.010661 | 0.010640 | 0.010651 | 0.010662 | 0.010641 | 0.010652 | 0.010663 | 0.010643 |
| 50       | 0.010938      | 0.010947 | 0.010957 | 0.010933 | 0.010942 | 0.010952 | 0.010961 | 0.010938 | 0.010947 | 0.010956 |
| 51       | 0.011290      | 0.011298 | 0.011306 | 0.011278 | 0.011285 | 0.011293 | 0.011300 | 0.011273 | 0.011280 | 0.011288 |
| 52       | 0.011706      | 0.011711 | 0.011678 | 0.011683 | 0.011688 | 0.011694 | 0.011699 | 0.011704 | 0.011709 | 0.011677 |
| 53       | 0.012195      | 0.012155 | 0.012158 | 0.012160 | 0.012162 | 0.012164 | 0.012167 | 0.012169 | 0.012171 | 0.012173 |
| 54       | 0.012774      | 0.012772 | 0.012770 | 0.012768 | 0.012766 | 0.012764 | 0.012762 | 0.012760 | 0.012759 | 0.012757 |
| 55       | 0.013462      | 0.013454 | 0.013447 | 0.013440 | 0.013483 | 0.013476 | 0.013469 | 0.013462 | 0.013455 | 0.013448 |
| 56       | 0.014344      | 0.014329 | 0.014372 | 0.014357 | 0.014343 | 0.014328 | 0.014370 | 0.014355 | 0.014341 | 0.014327 |
| 57       | 0.015487      | 0.015461 | 0.015435 | 0.015476 | 0.015451 | 0.015491 | 0.015466 | 0.015441 | 0.015481 | 0.015456 |
| 58       | 0.016908      | 0.016947 | 0.016905 | 0.016943 | 0.016901 | 0.016939 | 0.016898 | 0.016935 | 0.016895 | 0.016932 |
| 59       | 0.018919      | 0.018850 | 0.018883 | 0.018915 | 0.018848 | 0.018880 | 0.018912 | 0.018846 | 0.018878 | 0.018909 |
| 60       | 0.021739      | 0.021626 | 0.021646 | 0.021667 | 0.021687 | 0.021707 | 0.021726 | 0.021618 | 0.021637 | 0.021657 |
| 61       | 0.025926      | 0.025919 | 0.025912 | 0.025906 | 0.025899 | 0.025893 | 0.025887 | 0.025880 | 0.025874 | 0.025868 |
| 62       | 0.033019      | 0.032944 | 0.032870 | 0.033102 | 0.033028 | 0.032955 | 0.032883 | 0.033108 | 0.033036 | 0.032965 |
| 63       | 0.047297      | 0.047000 | 0.047333 | 0.047039 | 0.047368 | 0.047078 | 0.047403 | 0.047115 | 0.047436 | 0.047152 |
| 64 o más | 0.089744      | 0.090385 | 0.091026 | 0.091667 | 0.090000 | 0.090625 | 0.091250 | 0.089634 | 0.090244 | 0.090854 |

| Edad     | Salario (VSM) |          |          |          |          |          |          |          |          |          |
|----------|---------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
|          | 15.0          | 15.1     | 15.2     | 15.3     | 15.4     | 15.5     | 15.6     | 15.7     | 15.8     | 15.9     |
| Hasta 35 | 0.008929      | 0.008945 | 0.008941 | 0.008937 | 0.008933 | 0.008929 | 0.008945 | 0.008941 | 0.008937 | 0.008933 |
| 36       | 0.008993      | 0.008988 | 0.008983 | 0.008979 | 0.008995 | 0.008991 | 0.008986 | 0.008982 | 0.008977 | 0.008993 |
| 37       | 0.009036      | 0.009031 | 0.009048 | 0.009043 | 0.009038 | 0.009033 | 0.009049 | 0.009044 | 0.009039 | 0.009034 |
| 38       | 0.009102      | 0.009096 | 0.009113 | 0.009107 | 0.009102 | 0.009096 | 0.009112 | 0.009107 | 0.009101 | 0.009096 |
| 39       | 0.009169      | 0.009185 | 0.009179 | 0.009173 | 0.009167 | 0.009182 | 0.009176 | 0.009171 | 0.009165 | 0.009180 |
| 40       | 0.009259      | 0.009252 | 0.009246 | 0.009262 | 0.009255 | 0.009248 | 0.009242 | 0.009257 | 0.009251 | 0.009244 |
| 41       | 0.009352      | 0.009344 | 0.009337 | 0.009352 | 0.009345 | 0.009337 | 0.009330 | 0.009345 | 0.009338 | 0.009331 |
| 42       | 0.009446      | 0.009438 | 0.009453 | 0.009444 | 0.009436 | 0.009451 | 0.009443 | 0.009435 | 0.009450 | 0.009442 |
| 43       | 0.009542      | 0.009557 | 0.009548 | 0.009563 | 0.009553 | 0.009544 | 0.009559 | 0.009550 | 0.009564 | 0.009555 |
| 44       | 0.009690      | 0.009679 | 0.009694 | 0.009684 | 0.009673 | 0.009688 | 0.009677 | 0.009691 | 0.009681 | 0.009672 |
| 45       | 0.009817      | 0.009831 | 0.009819 | 0.009833 | 0.009821 | 0.009835 | 0.009824 | 0.009837 | 0.009826 | 0.009815 |
| 46       | 0.010000      | 0.009987 | 0.010000 | 0.009987 | 0.010000 | 0.009987 | 0.010000 | 0.009987 | 0.010000 | 0.009987 |
| 47       | 0.010190      | 0.010175 | 0.010188 | 0.010173 | 0.010185 | 0.010171 | 0.010183 | 0.010168 | 0.010180 | 0.010192 |
| 48       | 0.010388      | 0.010399 | 0.010411 | 0.010394 | 0.010405 | 0.010389 | 0.010400 | 0.010411 | 0.010395 | 0.010406 |
| 49       | 0.010653      | 0.010664 | 0.010644 | 0.010655 | 0.010665 | 0.010646 | 0.010656 | 0.010637 | 0.010647 | 0.010657 |
| 50       | 0.010933      | 0.010942 | 0.010951 | 0.010960 | 0.010938 | 0.010946 | 0.010955 | 0.010933 | 0.010942 | 0.010950 |
| 51       | 0.011295      | 0.011302 | 0.011276 | 0.011283 | 0.011290 | 0.011297 | 0.011272 | 0.011279 | 0.011286 | 0.011293 |
| 52       | 0.011682      | 0.011687 | 0.011692 | 0.011697 | 0.011702 | 0.011707 | 0.011677 | 0.011682 | 0.011686 | 0.011691 |
| 53       | 0.012175      | 0.012177 | 0.012179 | 0.012182 | 0.012184 | 0.012186 | 0.012188 | 0.012189 | 0.012191 | 0.012156 |
| 54       | 0.012755      | 0.012753 | 0.012752 | 0.012750 | 0.012748 | 0.012747 | 0.012745 | 0.012744 | 0.012742 | 0.012740 |
| 55       | 0.013441      | 0.013482 | 0.013475 | 0.013468 | 0.013462 | 0.013455 | 0.013448 | 0.013442 | 0.013481 | 0.013475 |
| 56       | 0.014368      | 0.014354 | 0.014340 | 0.014326 | 0.014366 | 0.014352 | 0.014338 | 0.014325 | 0.014364 | 0.014350 |
| 57       | 0.015432      | 0.015471 | 0.015447 | 0.015486 | 0.015462 | 0.015438 | 0.015476 | 0.015453 | 0.015490 | 0.015467 |
| 58       | 0.016892      | 0.016928 | 0.016889 | 0.016925 | 0.016886 | 0.016921 | 0.016957 | 0.016918 | 0.016953 | 0.016915 |
| 59       | 0.018844      | 0.018875 | 0.018905 | 0.018842 | 0.018873 | 0.018902 | 0.018932 | 0.018870 | 0.018900 | 0.018929 |
| 60       | 0.021676      | 0.021695 | 0.021714 | 0.021610 | 0.021629 | 0.021648 | 0.021667 | 0.021685 | 0.021703 | 0.021721 |
| 61       | 0.025862      | 0.025856 | 0.025850 | 0.025845 | 0.025839 | 0.025833 | 0.025828 | 0.025822 | 0.025817 | 0.025812 |
| 62       | 0.032895      | 0.032826 | 0.033043 | 0.032974 | 0.032906 | 0.032839 | 0.033051 | 0.032983 | 0.032917 | 0.032851 |
| 63       | 0.047468      | 0.047188 | 0.047500 | 0.047222 | 0.046951 | 0.047256 | 0.046988 | 0.047289 | 0.047024 | 0.047321 |
| 64 o más | 0.091463      | 0.089881 | 0.090476 | 0.091071 | 0.089535 | 0.090116 | 0.090698 | 0.091279 | 0.089773 | 0.090341 |

| Edad     | Salario (VSM) |          |          |          |          |          |          |          |          |          |
|----------|---------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
|          | 16.0          | 16.1     | 16.2     | 16.3     | 16.4     | 16.5     | 16.6     | 16.7     | 16.8     | 16.9     |
| Hasta 35 | 0.008929      | 0.008944 | 0.008940 | 0.008936 | 0.008932 | 0.008929 | 0.008944 | 0.008940 | 0.008936 | 0.008932 |
| 36       | 0.008989      | 0.008984 | 0.008980 | 0.008976 | 0.008991 | 0.008987 | 0.008983 | 0.008978 | 0.008994 | 0.008989 |
| 37       | 0.009050      | 0.009045 | 0.009040 | 0.009035 | 0.009031 | 0.009046 | 0.009041 | 0.009037 | 0.009032 | 0.009047 |
| 38       | 0.009112      | 0.009106 | 0.009101 | 0.009096 | 0.009111 | 0.009106 | 0.009101 | 0.009096 | 0.009111 | 0.009106 |
| 39       | 0.009174      | 0.009169 | 0.009163 | 0.009178 | 0.009172 | 0.009167 | 0.009181 | 0.009176 | 0.009170 | 0.009165 |
| 40       | 0.009259      | 0.009253 | 0.009247 | 0.009261 | 0.009255 | 0.009249 | 0.009243 | 0.009257 | 0.009251 | 0.009245 |
| 41       | 0.009346      | 0.009339 | 0.009332 | 0.009346 | 0.009339 | 0.009333 | 0.009347 | 0.009340 | 0.009333 | 0.009347 |
| 42       | 0.009434      | 0.009448 | 0.009441 | 0.009433 | 0.009447 | 0.009439 | 0.009432 | 0.009446 | 0.009438 | 0.009431 |
| 43       | 0.009547      | 0.009561 | 0.009552 | 0.009543 | 0.009557 | 0.009549 | 0.009562 | 0.009554 | 0.009545 | 0.009559 |
| 44       | 0.009685      | 0.009675 | 0.009689 | 0.009679 | 0.009670 | 0.009683 | 0.009674 | 0.009687 | 0.009677 | 0.009690 |
| 45       | 0.009828      | 0.009817 | 0.009830 | 0.009819 | 0.009832 | 0.009821 | 0.009834 | 0.009824 | 0.009836 | 0.009826 |
| 46       | 0.010000      | 0.009988 | 0.010000 | 0.009988 | 0.010000 | 0.009988 | 0.010000 | 0.009988 | 0.010000 | 0.009988 |
| 47       | 0.010178      | 0.010190 | 0.010176 | 0.010188 | 0.010174 | 0.010185 | 0.010172 | 0.010183 | 0.010169 | 0.010181 |
| 48       | 0.010390      | 0.010401 | 0.010411 | 0.010395 | 0.010406 | 0.010390 | 0.010401 | 0.010411 | 0.010396 | 0.010406 |
| 49       | 0.010638      | 0.010648 | 0.010658 | 0.010640 | 0.010649 | 0.010659 | 0.010641 | 0.010651 | 0.010660 | 0.010642 |
| 50       | 0.010929      | 0.010938 | 0.010946 | 0.010954 | 0.010933 | 0.010942 | 0.010950 | 0.010929 | 0.010938 | 0.010946 |
| 51       | 0.011299      | 0.011275 | 0.011281 | 0.011288 | 0.011295 | 0.011270 | 0.011277 | 0.011284 | 0.011290 | 0.011297 |
| 52       | 0.011696      | 0.011701 | 0.011705 | 0.011676 | 0.011681 | 0.011686 | 0.011690 | 0.011695 | 0.011699 | 0.011704 |
| 53       | 0.012158      | 0.012160 | 0.012162 | 0.012164 | 0.012166 | 0.012168 | 0.012170 | 0.012172 | 0.012174 | 0.012176 |
| 54       | 0.012739      | 0.012737 | 0.012736 | 0.012734 | 0.012733 | 0.012771 | 0.012769 | 0.012768 | 0.012766 | 0.012764 |
| 55       | 0.013468      | 0.013462 | 0.013455 | 0.013449 | 0.013443 | 0.013480 | 0.013474 | 0.013468 | 0.013462 | 0.013455 |
| 56       | 0.014337      | 0.014324 | 0.014362 | 0.014349 | 0.014336 | 0.014323 | 0.014360 | 0.014347 | 0.014334 | 0.014322 |
| 57       | 0.015444      | 0.015481 | 0.015458 | 0.015436 | 0.015472 | 0.015449 | 0.015485 | 0.015463 | 0.015441 | 0.015476 |
| 58       | 0.016949      | 0.016912 | 0.016946 | 0.016909 | 0.016942 | 0.016906 | 0.016939 | 0.016903 | 0.016935 | 0.016900 |
| 59       | 0.018868      | 0.018897 | 0.018925 | 0.018866 | 0.018894 | 0.018922 | 0.018864 | 0.018891 | 0.018919 | 0.018862 |
| 60       | 0.021622      | 0.021640 | 0.021658 | 0.021676 | 0.021693 | 0.021711 | 0.021615 | 0.021632 | 0.021649 | 0.021667 |
| 61       | 0.025806      | 0.025801 | 0.025796 | 0.025955 | 0.025949 | 0.025943 | 0.025938 | 0.025932 | 0.025926 | 0.025920 |
| 62       | 0.033058      | 0.032992 | 0.032927 | 0.032863 | 0.033065 | 0.033000 | 0.032937 | 0.032874 | 0.033071 | 0.033008 |
| 63       | 0.047059      | 0.047353 | 0.047093 | 0.047384 | 0.047126 | 0.047414 | 0.047159 | 0.047443 | 0.047191 | 0.046944 |
| 64 o más | 0.090909      | 0.089444 | 0.090000 | 0.090556 | 0.091111 | 0.089674 | 0.090217 | 0.090761 | 0.091304 | 0.089894 |

| Edad     | Salario (VSM) |          |          |          |          |          |          |          |          |          |
|----------|---------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
|          | 17.0          | 17.1     | 17.2     | 17.3     | 17.4     | 17.5     | 17.6     | 17.7     | 17.8     | 17.9     |
| Hasta 35 | 0.008929      | 0.008925 | 0.008940 | 0.008936 | 0.008932 | 0.008929 | 0.008925 | 0.008939 | 0.008936 | 0.008932 |
| 36       | 0.008985      | 0.008981 | 0.008977 | 0.008992 | 0.008988 | 0.008984 | 0.008980 | 0.008976 | 0.008990 | 0.008986 |
| 37       | 0.009043      | 0.009038 | 0.009034 | 0.009048 | 0.009044 | 0.009039 | 0.009035 | 0.009031 | 0.009045 | 0.009040 |
| 38       | 0.009101      | 0.009096 | 0.009110 | 0.009105 | 0.009100 | 0.009096 | 0.009110 | 0.009105 | 0.009100 | 0.009096 |
| 39       | 0.009179      | 0.009174 | 0.009168 | 0.009163 | 0.009177 | 0.009172 | 0.009167 | 0.009180 | 0.009175 | 0.009170 |
| 40       | 0.009259      | 0.009253 | 0.009247 | 0.009241 | 0.009255 | 0.009249 | 0.009244 | 0.009257 | 0.009252 | 0.009246 |
| 41       | 0.009341      | 0.009334 | 0.009348 | 0.009341 | 0.009335 | 0.009348 | 0.009342 | 0.009335 | 0.009349 | 0.009342 |
| 42       | 0.009444      | 0.009437 | 0.009430 | 0.009443 | 0.009436 | 0.009449 | 0.009442 | 0.009435 | 0.009448 | 0.009441 |
| 43       | 0.009551      | 0.009542 | 0.009556 | 0.009547 | 0.009560 | 0.009552 | 0.009544 | 0.009557 | 0.009549 | 0.009562 |
| 44       | 0.009681      | 0.009672 | 0.009685 | 0.009676 | 0.009688 | 0.009679 | 0.009670 | 0.009683 | 0.009674 | 0.009686 |
| 45       | 0.009815      | 0.009828 | 0.009817 | 0.009830 | 0.009819 | 0.009831 | 0.009821 | 0.009833 | 0.009823 | 0.009835 |
| 46       | 0.010000      | 0.009988 | 0.010000 | 0.009988 | 0.010000 | 0.009989 | 0.010000 | 0.009989 | 0.010000 | 0.009989 |
| 47       | 0.010192      | 0.010179 | 0.010190 | 0.010176 | 0.010187 | 0.010174 | 0.010185 | 0.010172 | 0.010183 | 0.010170 |
| 48       | 0.010391      | 0.010401 | 0.010386 | 0.010397 | 0.010407 | 0.010392 | 0.010402 | 0.010387 | 0.010397 | 0.010407 |
| 49       | 0.010652      | 0.010661 | 0.010644 | 0.010653 | 0.010662 | 0.010645 | 0.010654 | 0.010637 | 0.010646 | 0.010655 |
| 50       | 0.010954      | 0.010934 | 0.010941 | 0.010949 | 0.010930 | 0.010938 | 0.010945 | 0.010953 | 0.010934 | 0.010941 |
| 51       | 0.011273      | 0.011280 | 0.011286 | 0.011292 | 0.011299 | 0.011276 | 0.011282 | 0.011288 | 0.011294 | 0.011272 |
| 52       | 0.011676      | 0.011680 | 0.011685 | 0.011689 | 0.011694 | 0.011698 | 0.011702 | 0.011675 | 0.011680 | 0.011684 |
| 53       | 0.012178      | 0.012179 | 0.012181 | 0.012183 | 0.012185 | 0.012187 | 0.012155 | 0.012157 | 0.012158 | 0.012160 |
| 54       | 0.012763      | 0.012761 | 0.012760 | 0.012758 | 0.012757 | 0.012755 | 0.012754 | 0.012752 | 0.012751 | 0.012749 |
| 55       | 0.013449      | 0.013443 | 0.013480 | 0.013474 | 0.013467 | 0.013462 | 0.013456 | 0.013450 | 0.013444 | 0.013479 |
| 56       | 0.014358      | 0.014346 | 0.014333 | 0.014321 | 0.014356 | 0.014344 | 0.014332 | 0.014320 | 0.014355 | 0.014343 |
| 57       | 0.015455      | 0.015433 | 0.015468 | 0.015446 | 0.015480 | 0.015459 | 0.015439 | 0.015472 | 0.015451 | 0.015484 |
| 58       | 0.016932      | 0.016897 | 0.016929 | 0.016895 | 0.016926 | 0.016892 | 0.016923 | 0.016889 | 0.016920 | 0.016887 |
| 59       | 0.018889      | 0.018916 | 0.018860 | 0.018886 | 0.018913 | 0.018858 | 0.018884 | 0.018910 | 0.018856 | 0.018882 |
| 60       | 0.021684      | 0.021701 | 0.021717 | 0.021625 | 0.021642 | 0.021658 | 0.021675 | 0.021691 | 0.021707 | 0.021618 |
| 61       | 0.025915      | 0.025909 | 0.025904 | 0.025898 | 0.025893 | 0.025888 | 0.025882 | 0.025877 | 0.025872 | 0.025867 |
| 62       | 0.032946      | 0.032885 | 0.032824 | 0.033015 | 0.032955 | 0.032895 | 0.032836 | 0.033022 | 0.032963 | 0.032904 |
| 63       | 0.047222      | 0.046978 | 0.047253 | 0.047011 | 0.047283 | 0.047043 | 0.047312 | 0.047074 | 0.047340 | 0.047105 |
| 64 o más | 0.090426      | 0.090957 | 0.089583 | 0.090104 | 0.090625 | 0.091146 | 0.089796 | 0.090306 | 0.090816 | 0.089500 |

| Edad     | Salario (VSM) |          |          |          |          |          |          |          |          |          |
|----------|---------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
|          | 18.0          | 18.1     | 18.2     | 18.3     | 18.4     | 18.5     | 18.6     | 18.7     | 18.8     | 18.9     |
| Hasta 35 | 0.008929      | 0.008925 | 0.008939 | 0.008936 | 0.008932 | 0.008929 | 0.008925 | 0.008939 | 0.008935 | 0.008932 |
| 36       | 0.008982      | 0.008978 | 0.008992 | 0.008988 | 0.008984 | 0.008981 | 0.008977 | 0.008990 | 0.008987 | 0.008983 |
| 37       | 0.009036      | 0.009032 | 0.009046 | 0.009042 | 0.009037 | 0.009033 | 0.009047 | 0.009043 | 0.009038 | 0.009034 |
| 38       | 0.009109      | 0.009105 | 0.009100 | 0.009095 | 0.009109 | 0.009104 | 0.009100 | 0.009095 | 0.009109 | 0.009104 |
| 39       | 0.009165      | 0.009178 | 0.009173 | 0.009168 | 0.009163 | 0.009177 | 0.009172 | 0.009167 | 0.009180 | 0.009175 |
| 40       | 0.009259      | 0.009254 | 0.009248 | 0.009242 | 0.009256 | 0.009250 | 0.009245 | 0.009257 | 0.009252 | 0.009247 |
| 41       | 0.009336      | 0.009330 | 0.009343 | 0.009337 | 0.009331 | 0.009343 | 0.009337 | 0.009331 | 0.009344 | 0.009338 |
| 42       | 0.009434      | 0.009447 | 0.009440 | 0.009433 | 0.009446 | 0.009439 | 0.009432 | 0.009444 | 0.009438 | 0.009431 |
| 43       | 0.009554      | 0.009546 | 0.009559 | 0.009551 | 0.009544 | 0.009556 | 0.009548 | 0.009560 | 0.009553 | 0.009545 |
| 44       | 0.009677      | 0.009690 | 0.009681 | 0.009672 | 0.009684 | 0.009676 | 0.009688 | 0.009679 | 0.009671 | 0.009682 |
| 45       | 0.009825      | 0.009816 | 0.009827 | 0.009818 | 0.009829 | 0.009820 | 0.009831 | 0.009821 | 0.009833 | 0.009823 |
| 46       | 0.010000      | 0.009989 | 0.010000 | 0.009989 | 0.010000 | 0.009989 | 0.010000 | 0.009989 | 0.010000 | 0.009989 |
| 47       | 0.010181      | 0.010169 | 0.010179 | 0.010189 | 0.010177 | 0.010187 | 0.010175 | 0.010185 | 0.010173 | 0.010183 |
| 48       | 0.010393      | 0.010402 | 0.010388 | 0.010398 | 0.010407 | 0.010393 | 0.010403 | 0.010389 | 0.010398 | 0.010407 |
| 49       | 0.010638      | 0.010647 | 0.010656 | 0.010640 | 0.010648 | 0.010657 | 0.010641 | 0.010649 | 0.010658 | 0.010642 |
| 50       | 0.010949      | 0.010930 | 0.010938 | 0.010945 | 0.010952 | 0.010934 | 0.010941 | 0.010948 | 0.010930 | 0.010938 |
| 51       | 0.011278      | 0.011284 | 0.011290 | 0.011296 | 0.011275 | 0.011280 | 0.011286 | 0.011292 | 0.011271 | 0.011277 |
| 52       | 0.011688      | 0.011693 | 0.011697 | 0.011701 | 0.011675 | 0.011679 | 0.011683 | 0.011688 | 0.011692 | 0.011696 |
| 53       | 0.012162      | 0.012164 | 0.012166 | 0.012168 | 0.012169 | 0.012171 | 0.012173 | 0.012174 | 0.012176 | 0.012178 |
| 54       | 0.012748      | 0.012746 | 0.012745 | 0.012744 | 0.012742 | 0.012741 | 0.012740 | 0.012738 | 0.012737 | 0.012736 |
| 55       | 0.013473      | 0.013467 | 0.013462 | 0.013456 | 0.013450 | 0.013445 | 0.013478 | 0.013473 | 0.013467 | 0.013462 |
| 56       | 0.014331      | 0.014320 | 0.014353 | 0.014342 | 0.014330 | 0.014319 | 0.014352 | 0.014340 | 0.014329 | 0.014318 |
| 57       | 0.015464      | 0.015444 | 0.015476 | 0.015456 | 0.015436 | 0.015468 | 0.015449 | 0.015480 | 0.015461 | 0.015441 |
| 58       | 0.016917      | 0.016884 | 0.016914 | 0.016944 | 0.016912 | 0.016941 | 0.016909 | 0.016938 | 0.016906 | 0.016935 |
| 59       | 0.018908      | 0.018854 | 0.018880 | 0.018905 | 0.018852 | 0.018878 | 0.018902 | 0.018851 | 0.018876 | 0.018900 |
| 60       | 0.021635      | 0.021651 | 0.021667 | 0.021682 | 0.021698 | 0.021612 | 0.021628 | 0.021644 | 0.021659 | 0.021674 |
| 61       | 0.025862      | 0.025857 | 0.025852 | 0.025847 | 0.025843 | 0.025838 | 0.025833 | 0.025829 | 0.025824 | 0.025820 |
| 62       | 0.032847      | 0.033029 | 0.032971 | 0.032914 | 0.032857 | 0.033036 | 0.032979 | 0.032923 | 0.032867 | 0.033042 |
| 63       | 0.047368      | 0.047135 | 0.047396 | 0.047165 | 0.046939 | 0.047194 | 0.046970 | 0.047222 | 0.047000 | 0.047250 |
| 64 o más | 0.090000      | 0.090500 | 0.091000 | 0.089706 | 0.090196 | 0.090686 | 0.089423 | 0.089904 | 0.090385 | 0.090865 |

| Edad     | Salario (VSM) |          |          |          |          |          |          |          |          |          |
|----------|---------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
|          | 19.0          | 19.1     | 19.2     | 19.3     | 19.4     | 19.5     | 19.6     | 19.7     | 19.8     | 19.9     |
| Hasta 35 | 0.008929      | 0.008925 | 0.008939 | 0.008935 | 0.008932 | 0.008929 | 0.008925 | 0.008938 | 0.008935 | 0.008932 |
| 36       | 0.008979      | 0.008976 | 0.008989 | 0.008985 | 0.008981 | 0.008978 | 0.008991 | 0.008987 | 0.008984 | 0.008980 |
| 37       | 0.009048      | 0.009044 | 0.009040 | 0.009036 | 0.009032 | 0.009045 | 0.009041 | 0.009037 | 0.009033 | 0.009045 |
| 38       | 0.009100      | 0.009095 | 0.009108 | 0.009104 | 0.009099 | 0.009095 | 0.009108 | 0.009104 | 0.009099 | 0.009095 |
| 39       | 0.009170      | 0.009165 | 0.009178 | 0.009173 | 0.009168 | 0.009164 | 0.009176 | 0.009171 | 0.009167 | 0.009179 |
| 40       | 0.009259      | 0.009254 | 0.009249 | 0.009243 | 0.009256 | 0.009250 | 0.009245 | 0.009258 | 0.009252 | 0.009247 |
| 41       | 0.009332      | 0.009344 | 0.009339 | 0.009333 | 0.009345 | 0.009339 | 0.009333 | 0.009345 | 0.009340 | 0.009334 |
| 42       | 0.009443      | 0.009437 | 0.009430 | 0.009442 | 0.009436 | 0.009429 | 0.009441 | 0.009435 | 0.009447 | 0.009440 |
| 43       | 0.009557      | 0.009550 | 0.009543 | 0.009554 | 0.009547 | 0.009559 | 0.009552 | 0.009545 | 0.009556 | 0.009549 |
| 44       | 0.009674      | 0.009686 | 0.009677 | 0.009689 | 0.009681 | 0.009673 | 0.009684 | 0.009676 | 0.009687 | 0.009679 |
| 45       | 0.009834      | 0.009825 | 0.009816 | 0.009827 | 0.009818 | 0.009829 | 0.009820 | 0.009830 | 0.009821 | 0.009832 |
| 46       | 0.010000      | 0.009990 | 0.010000 | 0.009990 | 0.009979 | 0.009990 | 0.009980 | 0.009990 | 0.009980 | 0.009990 |
| 47       | 0.010171      | 0.010181 | 0.010169 | 0.010179 | 0.010189 | 0.010177 | 0.010187 | 0.010176 | 0.010185 | 0.010174 |
| 48       | 0.010394      | 0.010403 | 0.010390 | 0.010399 | 0.010408 | 0.010394 | 0.010403 | 0.010390 | 0.010399 | 0.010386 |
| 49       | 0.010650      | 0.010658 | 0.010643 | 0.010651 | 0.010659 | 0.010644 | 0.010652 | 0.010637 | 0.010645 | 0.010653 |
| 50       | 0.010945      | 0.010952 | 0.010934 | 0.010941 | 0.010948 | 0.010930 | 0.010938 | 0.010944 | 0.010951 | 0.010934 |
| 51       | 0.011283      | 0.011288 | 0.011294 | 0.011273 | 0.011279 | 0.011285 | 0.011290 | 0.011296 | 0.011276 | 0.011281 |
| 52       | 0.011700      | 0.011675 | 0.011679 | 0.011683 | 0.011687 | 0.011691 | 0.011695 | 0.011698 | 0.011675 | 0.011678 |
| 53       | 0.012179      | 0.012181 | 0.012183 | 0.012184 | 0.012155 | 0.012157 | 0.012159 | 0.012160 | 0.012162 | 0.012164 |
| 54       | 0.012735      | 0.012733 | 0.012766 | 0.012765 | 0.012763 | 0.012762 | 0.012760 | 0.012759 | 0.012758 | 0.012756 |
| 55       | 0.013456      | 0.013451 | 0.013445 | 0.013440 | 0.013472 | 0.013467 | 0.013462 | 0.013456 | 0.013451 | 0.013446 |
| 56       | 0.014350      | 0.014339 | 0.014328 | 0.014360 | 0.014349 | 0.014338 | 0.014327 | 0.014359 | 0.014348 | 0.014337 |
| 57       | 0.015472      | 0.015453 | 0.015434 | 0.015465 | 0.015446 | 0.015476 | 0.015457 | 0.015439 | 0.015469 | 0.015450 |
| 58       | 0.016904      | 0.016933 | 0.016901 | 0.016930 | 0.016899 | 0.016927 | 0.016897 | 0.016924 | 0.016894 | 0.016922 |
| 59       | 0.018849      | 0.018874 | 0.018898 | 0.018848 | 0.018872 | 0.018895 | 0.018846 | 0.018870 | 0.018893 | 0.018845 |
| 60       | 0.021689      | 0.021705 | 0.021622 | 0.021637 | 0.021652 | 0.021667 | 0.021681 | 0.021696 | 0.021616 | 0.021630 |
| 61       | 0.025815      | 0.025811 | 0.025806 | 0.025802 | 0.025798 | 0.025794 | 0.025926 | 0.025921 | 0.025916 | 0.025911 |
| 62       | 0.032986      | 0.032931 | 0.032877 | 0.032823 | 0.032993 | 0.032939 | 0.032886 | 0.032833 | 0.033000 | 0.032947 |
| 63       | 0.047030      | 0.047277 | 0.047059 | 0.047304 | 0.047087 | 0.047330 | 0.047115 | 0.047356 | 0.047143 | 0.046934 |
| 64 o más | 0.089623      | 0.090094 | 0.090566 | 0.091038 | 0.089815 | 0.090278 | 0.090741 | 0.089545 | 0.090000 | 0.090455 |

| Edad     | Salario (VSM) |          |          |          |          |          |          |          |          |          |
|----------|---------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
|          | 20.0          | 20.1     | 20.2     | 20.3     | 20.4     | 20.5     | 20.6     | 20.7     | 20.8     | 20.9     |
| Hasta 35 | 0.008929      | 0.008925 | 0.008938 | 0.008935 | 0.008932 | 0.008929 | 0.008925 | 0.008938 | 0.008935 | 0.008932 |
| 36       | 0.008977      | 0.008989 | 0.008986 | 0.008982 | 0.008979 | 0.008975 | 0.008988 | 0.008984 | 0.008981 | 0.008978 |
| 37       | 0.009042      | 0.009038 | 0.009034 | 0.009046 | 0.009043 | 0.009039 | 0.009035 | 0.009031 | 0.009043 | 0.009040 |
| 38       | 0.009107      | 0.009103 | 0.009099 | 0.009095 | 0.009107 | 0.009103 | 0.009099 | 0.009095 | 0.009107 | 0.009103 |
| 39       | 0.009174      | 0.009170 | 0.009165 | 0.009177 | 0.009173 | 0.009168 | 0.009164 | 0.009176 | 0.009171 | 0.009167 |
| 40       | 0.009242      | 0.009254 | 0.009249 | 0.009244 | 0.009256 | 0.009251 | 0.009246 | 0.009258 | 0.009253 | 0.009248 |
| 41       | 0.009346      | 0.009340 | 0.009335 | 0.009346 | 0.009341 | 0.009335 | 0.009347 | 0.009341 | 0.009336 | 0.009330 |
| 42       | 0.009434      | 0.009445 | 0.009439 | 0.009433 | 0.009444 | 0.009438 | 0.009432 | 0.009443 | 0.009437 | 0.009431 |
| 43       | 0.009542      | 0.009553 | 0.009546 | 0.009557 | 0.009551 | 0.009544 | 0.009555 | 0.009548 | 0.009559 | 0.009552 |
| 44       | 0.009671      | 0.009682 | 0.009674 | 0.009685 | 0.009677 | 0.009670 | 0.009680 | 0.009673 | 0.009683 | 0.009676 |
| 45       | 0.009823      | 0.009814 | 0.009825 | 0.009816 | 0.009827 | 0.009818 | 0.009828 | 0.009820 | 0.009830 | 0.009821 |
| 46       | 0.009980      | 0.009990 | 0.009980 | 0.009990 | 0.009980 | 0.009990 | 0.009981 | 0.009990 | 0.009981 | 0.009990 |
| 47       | 0.010183      | 0.010172 | 0.010181 | 0.010170 | 0.010180 | 0.010169 | 0.010178 | 0.010187 | 0.010176 | 0.010185 |
| 48       | 0.010395      | 0.010404 | 0.010391 | 0.010400 | 0.010387 | 0.010396 | 0.010404 | 0.010392 | 0.010400 | 0.010388 |
| 49       | 0.010638      | 0.010646 | 0.010654 | 0.010639 | 0.010647 | 0.010655 | 0.010640 | 0.010648 | 0.010656 | 0.010642 |
| 50       | 0.010941      | 0.010948 | 0.010931 | 0.010938 | 0.010944 | 0.010951 | 0.010934 | 0.010941 | 0.010947 | 0.010931 |
| 51       | 0.011287      | 0.011292 | 0.011272 | 0.011278 | 0.011283 | 0.011289 | 0.011294 | 0.011275 | 0.011280 | 0.011285 |
| 52       | 0.011682      | 0.011686 | 0.011690 | 0.011694 | 0.011697 | 0.011674 | 0.011678 | 0.011682 | 0.011685 | 0.011689 |
| 53       | 0.012165      | 0.012167 | 0.012169 | 0.012170 | 0.012172 | 0.012173 | 0.012175 | 0.012176 | 0.012178 | 0.012179 |
| 54       | 0.012755      | 0.012754 | 0.012753 | 0.012751 | 0.012750 | 0.012749 | 0.012748 | 0.012746 | 0.012745 | 0.012744 |
| 55       | 0.013441      | 0.013472 | 0.013467 | 0.013462 | 0.013456 | 0.013451 | 0.013446 | 0.013442 | 0.013472 | 0.013466 |
| 56       | 0.014327      | 0.014357 | 0.014347 | 0.014336 | 0.014326 | 0.014356 | 0.014345 | 0.014335 | 0.014325 | 0.014354 |
| 57       | 0.015432      | 0.015462 | 0.015443 | 0.015473 | 0.015455 | 0.015437 | 0.015465 | 0.015448 | 0.015476 | 0.015459 |
| 58       | 0.016892      | 0.016919 | 0.016890 | 0.016917 | 0.016887 | 0.016914 | 0.016885 | 0.016912 | 0.016938 | 0.016909 |
| 59       | 0.018868      | 0.018891 | 0.018843 | 0.018866 | 0.018889 | 0.018842 | 0.018864 | 0.018887 | 0.018909 | 0.018863 |
| 60       | 0.021645      | 0.021659 | 0.021674 | 0.021688 | 0.021610 | 0.021624 | 0.021639 | 0.021653 | 0.021667 | 0.021680 |
| 61       | 0.025907      | 0.025902 | 0.025897 | 0.025893 | 0.025888 | 0.025884 | 0.025879 | 0.025875 | 0.025871 | 0.025866 |
| 62       | 0.032895      | 0.032843 | 0.033007 | 0.032955 | 0.032903 | 0.032853 | 0.033013 | 0.032962 | 0.032911 | 0.032862 |
| 63       | 0.047170      | 0.046963 | 0.047196 | 0.046991 | 0.047222 | 0.047018 | 0.047248 | 0.047045 | 0.047273 | 0.047072 |
| 64 o más | 0.090909      | 0.089732 | 0.090179 | 0.090625 | 0.089474 | 0.089912 | 0.090351 | 0.090789 | 0.089655 | 0.090086 |

| Edad     | Salario (VSM) |          |          |          |          |          |          |          |          |          |
|----------|---------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
|          | 21.0          | 21.1     | 21.2     | 21.3     | 21.4     | 21.5     | 21.6     | 21.7     | 21.8     | 21.9     |
| Hasta 35 | 0.008929      | 0.008926 | 0.008938 | 0.008935 | 0.008932 | 0.008929 | 0.008926 | 0.008937 | 0.008934 | 0.008931 |
| 36       | 0.008990      | 0.008986 | 0.008983 | 0.008980 | 0.008977 | 0.008988 | 0.008985 | 0.008982 | 0.008979 | 0.008975 |
| 37       | 0.009036      | 0.009033 | 0.009044 | 0.009041 | 0.009037 | 0.009034 | 0.009045 | 0.009042 | 0.009038 | 0.009035 |
| 38       | 0.009099      | 0.009095 | 0.009107 | 0.009103 | 0.009099 | 0.009095 | 0.009106 | 0.009102 | 0.009098 | 0.009095 |
| 39       | 0.009178      | 0.009174 | 0.009170 | 0.009165 | 0.009177 | 0.009172 | 0.009168 | 0.009164 | 0.009175 | 0.009171 |
| 40       | 0.009243      | 0.009254 | 0.009250 | 0.009245 | 0.009256 | 0.009251 | 0.009247 | 0.009242 | 0.009253 | 0.009248 |
| 41       | 0.009342      | 0.009336 | 0.009331 | 0.009342 | 0.009337 | 0.009332 | 0.009343 | 0.009337 | 0.009332 | 0.009343 |
| 42       | 0.009442      | 0.009436 | 0.009431 | 0.009441 | 0.009436 | 0.009430 | 0.009441 | 0.009435 | 0.009445 | 0.009440 |
| 43       | 0.009545      | 0.009556 | 0.009550 | 0.009543 | 0.009554 | 0.009547 | 0.009558 | 0.009551 | 0.009545 | 0.009555 |
| 44       | 0.009686      | 0.009679 | 0.009672 | 0.009682 | 0.009675 | 0.009685 | 0.009677 | 0.009670 | 0.009680 | 0.009673 |
| 45       | 0.009831      | 0.009823 | 0.009815 | 0.009825 | 0.009817 | 0.009826 | 0.009818 | 0.009828 | 0.009820 | 0.009829 |
| 46       | 0.009981      | 0.009991 | 0.009981 | 0.009991 | 0.009981 | 0.009991 | 0.009982 | 0.009991 | 0.009982 | 0.009991 |
| 47       | 0.010174      | 0.010183 | 0.010173 | 0.010182 | 0.010171 | 0.010180 | 0.010169 | 0.010178 | 0.010187 | 0.010177 |
| 48       | 0.010396      | 0.010404 | 0.010392 | 0.010400 | 0.010388 | 0.010397 | 0.010405 | 0.010393 | 0.010401 | 0.010389 |
| 49       | 0.010649      | 0.010657 | 0.010643 | 0.010650 | 0.010657 | 0.010644 | 0.010651 | 0.010637 | 0.010645 | 0.010652 |
| 50       | 0.010938      | 0.010944 | 0.010950 | 0.010934 | 0.010941 | 0.010947 | 0.010931 | 0.010938 | 0.010944 | 0.010950 |
| 51       | 0.011290      | 0.011271 | 0.011277 | 0.011282 | 0.011287 | 0.011292 | 0.011273 | 0.011279 | 0.011284 | 0.011289 |
| 52       | 0.011693      | 0.011696 | 0.011674 | 0.011678 | 0.011681 | 0.011685 | 0.011688 | 0.011692 | 0.011695 | 0.011674 |
| 53       | 0.012181      | 0.012154 | 0.012156 | 0.012158 | 0.012159 | 0.012161 | 0.012162 | 0.012164 | 0.012165 | 0.012167 |
| 54       | 0.012743      | 0.012742 | 0.012740 | 0.012739 | 0.012738 | 0.012737 | 0.012736 | 0.012735 | 0.012734 | 0.012762 |
| 55       | 0.013462      | 0.013457 | 0.013452 | 0.013447 | 0.013442 | 0.013471 | 0.013466 | 0.013462 | 0.013457 | 0.013452 |
| 56       | 0.014344      | 0.014334 | 0.014324 | 0.014353 | 0.014343 | 0.014333 | 0.014324 | 0.014352 | 0.014342 | 0.014332 |
| 57       | 0.015441      | 0.015469 | 0.015452 | 0.015435 | 0.015462 | 0.015445 | 0.015473 | 0.015456 | 0.015439 | 0.015466 |
| 58       | 0.016935      | 0.016907 | 0.016933 | 0.016905 | 0.016930 | 0.016903 | 0.016928 | 0.016900 | 0.016925 | 0.016898 |
| 59       | 0.018885      | 0.018907 | 0.018861 | 0.018883 | 0.018905 | 0.018860 | 0.018881 | 0.018902 | 0.018858 | 0.018879 |
| 60       | 0.021694      | 0.021619 | 0.021633 | 0.021646 | 0.021660 | 0.021673 | 0.021687 | 0.021614 | 0.021627 | 0.021640 |
| 61       | 0.025862      | 0.025858 | 0.025854 | 0.025850 | 0.025845 | 0.025841 | 0.025837 | 0.025833 | 0.025829 | 0.025825 |
| 62       | 0.033019      | 0.032969 | 0.032919 | 0.032870 | 0.032822 | 0.032975 | 0.032927 | 0.032879 | 0.032831 | 0.032982 |
| 63       | 0.047297      | 0.047098 | 0.047321 | 0.047124 | 0.046930 | 0.047149 | 0.046957 | 0.047174 | 0.046983 | 0.047198 |
| 64 o más | 0.090517      | 0.090948 | 0.089831 | 0.090254 | 0.090678 | 0.089583 | 0.090000 | 0.090417 | 0.090833 | 0.089754 |

| Edad     | Salario (VSM) |          |          |          |          |          |          |          |          |          |
|----------|---------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
|          | 22.0          | 22.1     | 22.2     | 22.3     | 22.4     | 22.5     | 22.6     | 22.7     | 22.8     | 22.9     |
| Hasta 35 | 0.008929      | 0.008926 | 0.008937 | 0.008934 | 0.008931 | 0.008929 | 0.008926 | 0.008937 | 0.008934 | 0.008931 |
| 36       | 0.008987      | 0.008984 | 0.008981 | 0.008977 | 0.008989 | 0.008986 | 0.008983 | 0.008979 | 0.008976 | 0.008987 |
| 37       | 0.009031      | 0.009043 | 0.009039 | 0.009036 | 0.009032 | 0.009043 | 0.009040 | 0.009037 | 0.009033 | 0.009044 |
| 38       | 0.009106      | 0.009102 | 0.009098 | 0.009095 | 0.009106 | 0.009102 | 0.009098 | 0.009095 | 0.009105 | 0.009102 |
| 39       | 0.009167      | 0.009178 | 0.009174 | 0.009169 | 0.009165 | 0.009176 | 0.009172 | 0.009168 | 0.009164 | 0.009175 |
| 40       | 0.009244      | 0.009255 | 0.009250 | 0.009245 | 0.009256 | 0.009252 | 0.009247 | 0.009243 | 0.009253 | 0.009249 |
| 41       | 0.009338      | 0.009333 | 0.009343 | 0.009338 | 0.009333 | 0.009344 | 0.009339 | 0.009334 | 0.009344 | 0.009339 |
| 42       | 0.009434      | 0.009444 | 0.009439 | 0.009433 | 0.009444 | 0.009438 | 0.009432 | 0.009443 | 0.009437 | 0.009432 |
| 43       | 0.009549      | 0.009542 | 0.009552 | 0.009546 | 0.009556 | 0.009550 | 0.009544 | 0.009554 | 0.009548 | 0.009558 |
| 44       | 0.009683      | 0.009676 | 0.009686 | 0.009679 | 0.009672 | 0.009682 | 0.009675 | 0.009684 | 0.009677 | 0.009671 |
| 45       | 0.009821      | 0.009831 | 0.009823 | 0.009815 | 0.009825 | 0.009817 | 0.009826 | 0.009818 | 0.009828 | 0.009820 |
| 46       | 0.009982      | 0.009991 | 0.009982 | 0.009991 | 0.009982 | 0.009991 | 0.009982 | 0.009991 | 0.009982 | 0.009991 |
| 47       | 0.010185      | 0.010175 | 0.010183 | 0.010173 | 0.010182 | 0.010172 | 0.010180 | 0.010170 | 0.010179 | 0.010169 |
| 48       | 0.010397      | 0.010405 | 0.010393 | 0.010401 | 0.010390 | 0.010397 | 0.010386 | 0.010394 | 0.010401 | 0.010390 |
| 49       | 0.010638      | 0.010645 | 0.010653 | 0.010639 | 0.010646 | 0.010653 | 0.010640 | 0.010647 | 0.010654 | 0.010641 |
| 50       | 0.010934      | 0.010941 | 0.010947 | 0.010931 | 0.010938 | 0.010944 | 0.010950 | 0.010934 | 0.010940 | 0.010946 |
| 51       | 0.011270      | 0.011276 | 0.011280 | 0.011285 | 0.011290 | 0.011273 | 0.011277 | 0.011282 | 0.011287 | 0.011292 |
| 52       | 0.011677      | 0.011681 | 0.011684 | 0.011688 | 0.011691 | 0.011694 | 0.011674 | 0.011677 | 0.011680 | 0.011684 |
| 53       | 0.012168      | 0.012170 | 0.012171 | 0.012172 | 0.012174 | 0.012175 | 0.012177 | 0.012178 | 0.012179 | 0.012155 |
| 54       | 0.012761      | 0.012760 | 0.012759 | 0.012757 | 0.012756 | 0.012755 | 0.012754 | 0.012753 | 0.012752 | 0.012751 |
| 55       | 0.013447      | 0.013443 | 0.013471 | 0.013466 | 0.013462 | 0.013457 | 0.013452 | 0.013448 | 0.013443 | 0.013471 |
| 56       | 0.014323      | 0.014351 | 0.014341 | 0.014332 | 0.014322 | 0.014349 | 0.014340 | 0.014331 | 0.014322 | 0.014348 |
| 57       | 0.015449      | 0.015433 | 0.015460 | 0.015443 | 0.015470 | 0.015453 | 0.015437 | 0.015463 | 0.015447 | 0.015473 |
| 58       | 0.016923      | 0.016896 | 0.016921 | 0.016894 | 0.016918 | 0.016892 | 0.016916 | 0.016890 | 0.016914 | 0.016888 |
| 59       | 0.018900      | 0.018857 | 0.018878 | 0.018898 | 0.018855 | 0.018876 | 0.018896 | 0.018854 | 0.018874 | 0.018894 |
| 60       | 0.021654      | 0.021667 | 0.021680 | 0.021609 | 0.021622 | 0.021635 | 0.021648 | 0.021660 | 0.021673 | 0.021686 |
| 61       | 0.025822      | 0.025818 | 0.025814 | 0.025810 | 0.025806 | 0.025803 | 0.025799 | 0.025795 | 0.025909 | 0.025905 |
| 62       | 0.032934      | 0.032887 | 0.032840 | 0.032988 | 0.032941 | 0.032895 | 0.032849 | 0.032994 | 0.032948 | 0.032902 |
| 63       | 0.047009      | 0.047222 | 0.047034 | 0.047246 | 0.047059 | 0.047269 | 0.047083 | 0.047292 | 0.047107 | 0.047314 |
| 64 o más | 0.090164      | 0.090574 | 0.089516 | 0.089919 | 0.090323 | 0.090726 | 0.089683 | 0.090079 | 0.090476 | 0.089453 |

| Edad     | Salario (VSM) |          |          |          |          |          |          |          |          |          |
|----------|---------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
|          | 23.0          | 23.1     | 23.2     | 23.3     | 23.4     | 23.5     | 23.6     | 23.7     | 23.8     | 23.9     |
| Hasta 35 | 0.008929      | 0.008926 | 0.008937 | 0.008934 | 0.008931 | 0.008929 | 0.008926 | 0.008937 | 0.008934 | 0.008931 |
| 36       | 0.008984      | 0.008981 | 0.008978 | 0.008975 | 0.008986 | 0.008983 | 0.008980 | 0.008977 | 0.008988 | 0.008985 |
| 37       | 0.009041      | 0.009038 | 0.009034 | 0.009031 | 0.009042 | 0.009038 | 0.009035 | 0.009032 | 0.009043 | 0.009039 |
| 38       | 0.009098      | 0.009094 | 0.009105 | 0.009102 | 0.009098 | 0.009094 | 0.009105 | 0.009101 | 0.009098 | 0.009094 |
| 39       | 0.009171      | 0.009167 | 0.009177 | 0.009173 | 0.009169 | 0.009165 | 0.009176 | 0.009172 | 0.009168 | 0.009164 |
| 40       | 0.009244      | 0.009255 | 0.009250 | 0.009246 | 0.009242 | 0.009252 | 0.009248 | 0.009243 | 0.009253 | 0.009249 |
| 41       | 0.009334      | 0.009345 | 0.009340 | 0.009335 | 0.009330 | 0.009340 | 0.009335 | 0.009331 | 0.009341 | 0.009336 |
| 42       | 0.009442      | 0.009436 | 0.009431 | 0.009441 | 0.009435 | 0.009430 | 0.009440 | 0.009435 | 0.009429 | 0.009439 |
| 43       | 0.009551      | 0.009545 | 0.009555 | 0.009549 | 0.009543 | 0.009553 | 0.009547 | 0.009556 | 0.009551 | 0.009545 |
| 44       | 0.009680      | 0.009673 | 0.009683 | 0.009676 | 0.009669 | 0.009679 | 0.009672 | 0.009681 | 0.009675 | 0.009684 |
| 45       | 0.009829      | 0.009821 | 0.009831 | 0.009823 | 0.009815 | 0.009824 | 0.009817 | 0.009826 | 0.009818 | 0.009827 |
| 46       | 0.009983      | 0.009991 | 0.009983 | 0.009991 | 0.009983 | 0.009991 | 0.009983 | 0.009992 | 0.009983 | 0.009992 |
| 47       | 0.010177      | 0.010185 | 0.010175 | 0.010184 | 0.010174 | 0.010182 | 0.010172 | 0.010180 | 0.010171 | 0.010179 |
| 48       | 0.010398      | 0.010387 | 0.010394 | 0.010402 | 0.010391 | 0.010398 | 0.010387 | 0.010395 | 0.010402 | 0.010391 |
| 49       | 0.010648      | 0.010655 | 0.010642 | 0.010649 | 0.010656 | 0.010643 | 0.010650 | 0.010637 | 0.010644 | 0.010651 |
| 50       | 0.010932      | 0.010938 | 0.010943 | 0.010929 | 0.010935 | 0.010940 | 0.010946 | 0.010932 | 0.010938 | 0.010943 |
| 51       | 0.011275      | 0.011279 | 0.011284 | 0.011289 | 0.011272 | 0.011276 | 0.011281 | 0.011286 | 0.011290 | 0.011274 |
| 52       | 0.011687      | 0.011690 | 0.011694 | 0.011697 | 0.011677 | 0.011680 | 0.011683 | 0.011686 | 0.011690 | 0.011693 |
| 53       | 0.012156      | 0.012158 | 0.012159 | 0.012161 | 0.012162 | 0.012164 | 0.012165 | 0.012166 | 0.012168 | 0.012169 |
| 54       | 0.012749      | 0.012748 | 0.012747 | 0.012746 | 0.012745 | 0.012744 | 0.012743 | 0.012742 | 0.012741 | 0.012740 |
| 55       | 0.013466      | 0.013462 | 0.013457 | 0.013453 | 0.013448 | 0.013444 | 0.013440 | 0.013466 | 0.013462 | 0.013457 |
| 56       | 0.014339      | 0.014330 | 0.014321 | 0.014347 | 0.014338 | 0.014329 | 0.014320 | 0.014346 | 0.014337 | 0.014329 |
| 57       | 0.015457      | 0.015441 | 0.015467 | 0.015451 | 0.015435 | 0.015461 | 0.015445 | 0.015470 | 0.015455 | 0.015439 |
| 58       | 0.016912      | 0.016886 | 0.016910 | 0.016884 | 0.016908 | 0.016931 | 0.016905 | 0.016929 | 0.016903 | 0.016926 |
| 59       | 0.018852      | 0.018873 | 0.018893 | 0.018851 | 0.018871 | 0.018891 | 0.018850 | 0.018869 | 0.018889 | 0.018849 |
| 60       | 0.021617      | 0.021629 | 0.021642 | 0.021654 | 0.021667 | 0.021679 | 0.021612 | 0.021624 | 0.021636 | 0.021649 |
| 61       | 0.025901      | 0.025897 | 0.025893 | 0.025889 | 0.025885 | 0.025881 | 0.025877 | 0.025873 | 0.025870 | 0.025866 |
| 62       | 0.032857      | 0.033000 | 0.032955 | 0.032910 | 0.032865 | 0.032821 | 0.032961 | 0.032917 | 0.032873 | 0.032830 |
| 63       | 0.047131      | 0.046951 | 0.047154 | 0.046976 | 0.047177 | 0.047000 | 0.047200 | 0.047024 | 0.047222 | 0.047047 |
| 64 o más | 0.089844      | 0.090234 | 0.090625 | 0.089615 | 0.090000 | 0.090385 | 0.090769 | 0.089773 | 0.090152 | 0.090530 |

| Edad     | Salario (VSM) |          |          |          |          |          |          |          |          |          |          |
|----------|---------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
|          | 24.0          | 24.1     | 24.2     | 24.3     | 24.4     | 24.5     | 24.6     | 24.7     | 24.8     | 24.9     | 25.0     |
| Hasta 35 | 0.008929      | 0.008926 | 0.008936 | 0.008934 | 0.008931 | 0.008929 | 0.008926 | 0.008936 | 0.008934 | 0.008931 | 0.008929 |
| 36       | 0.008982      | 0.008979 | 0.008976 | 0.008987 | 0.008984 | 0.008981 | 0.008978 | 0.008975 | 0.008986 | 0.008983 | 0.008980 |
| 37       | 0.009036      | 0.009033 | 0.009043 | 0.009040 | 0.009037 | 0.009034 | 0.009031 | 0.009041 | 0.009038 | 0.009035 | 0.009032 |
| 38       | 0.009105      | 0.009101 | 0.009098 | 0.009094 | 0.009104 | 0.009101 | 0.009098 | 0.009094 | 0.009104 | 0.009101 | 0.009098 |
| 39       | 0.009174      | 0.009170 | 0.009167 | 0.009163 | 0.009173 | 0.009169 | 0.009165 | 0.009175 | 0.009172 | 0.009168 | 0.009164 |
| 40       | 0.009245      | 0.009255 | 0.009251 | 0.009247 | 0.009242 | 0.009252 | 0.009248 | 0.009244 | 0.009254 | 0.009250 | 0.009246 |
| 41       | 0.009331      | 0.009341 | 0.009336 | 0.009332 | 0.009342 | 0.009337 | 0.009332 | 0.009342 | 0.009337 | 0.009333 | 0.009342 |
| 42       | 0.009434      | 0.009444 | 0.009438 | 0.009433 | 0.009443 | 0.009438 | 0.009433 | 0.009442 | 0.009437 | 0.009432 | 0.009441 |
| 43       | 0.009554      | 0.009548 | 0.009543 | 0.009552 | 0.009546 | 0.009555 | 0.009550 | 0.009544 | 0.009553 | 0.009548 | 0.009542 |
| 44       | 0.009677      | 0.009671 | 0.009680 | 0.009674 | 0.009683 | 0.009676 | 0.009670 | 0.009679 | 0.009672 | 0.009681 | 0.009675 |
| 45       | 0.009820      | 0.009829 | 0.009821 | 0.009814 | 0.009823 | 0.009816 | 0.009824 | 0.009817 | 0.009826 | 0.009819 | 0.009827 |
| 46       | 0.009983      | 0.009992 | 0.009983 | 0.009992 | 0.009984 | 0.009992 | 0.009984 | 0.009992 | 0.009984 | 0.009992 | 0.009984 |
| 47       | 0.010169      | 0.010177 | 0.010185 | 0.010176 | 0.010184 | 0.010174 | 0.010182 | 0.010173 | 0.010181 | 0.010172 | 0.010179 |
| 48       | 0.010399      | 0.010388 | 0.010395 | 0.010402 | 0.010392 | 0.010399 | 0.010389 | 0.010396 | 0.010403 | 0.010392 | 0.010399 |
| 49       | 0.010638      | 0.010645 | 0.010651 | 0.010639 | 0.010646 | 0.010652 | 0.010640 | 0.010647 | 0.010653 | 0.010641 | 0.010647 |
| 50       | 0.010929      | 0.010935 | 0.010940 | 0.010946 | 0.010932 | 0.010938 | 0.010943 | 0.010929 | 0.010935 | 0.010940 | 0.010946 |
| 51       | 0.011278      | 0.011283 | 0.011287 | 0.011271 | 0.011275 | 0.011280 | 0.011284 | 0.011289 | 0.011273 | 0.011277 | 0.011282 |
| 52       | 0.011696      | 0.011676 | 0.011680 | 0.011683 | 0.011686 | 0.011689 | 0.011692 | 0.011695 | 0.011676 | 0.011679 | 0.011682 |
| 53       | 0.012170      | 0.012172 | 0.012173 | 0.012174 | 0.012176 | 0.012177 | 0.012154 | 0.012156 | 0.012157 | 0.012158 | 0.012160 |
| 54       | 0.012739      | 0.012738 | 0.012737 | 0.012736 | 0.012735 | 0.012734 | 0.012733 | 0.012758 | 0.012757 | 0.012756 | 0.012755 |
| 55       | 0.013453      | 0.013449 | 0.013444 | 0.013440 | 0.013466 | 0.013462 | 0.013457 | 0.013453 | 0.013449 | 0.013445 | 0.013441 |
| 56       | 0.014320      | 0.014345 | 0.014336 | 0.014328 | 0.014319 | 0.014344 | 0.014336 | 0.014327 | 0.014319 | 0.014343 | 0.014335 |
| 57       | 0.015464      | 0.015449 | 0.015434 | 0.015458 | 0.015443 | 0.015467 | 0.015452 | 0.015438 | 0.015461 | 0.015447 | 0.015432 |
| 58       | 0.016901      | 0.016924 | 0.016899 | 0.016922 | 0.016898 | 0.016920 | 0.016896 | 0.016918 | 0.016894 | 0.016916 | 0.016892 |
| 59       | 0.018868      | 0.018887 | 0.018847 | 0.018866 | 0.018885 | 0.018846 | 0.018865 | 0.018884 | 0.018845 | 0.018864 | 0.018882 |
| 60       | 0.021661      | 0.021673 | 0.021685 | 0.021619 | 0.021631 | 0.021643 | 0.021655 | 0.021667 | 0.021678 | 0.021615 | 0.021626 |
| 61       | 0.025862      | 0.025858 | 0.025855 | 0.025851 | 0.025847 | 0.025844 | 0.025840 | 0.025837 | 0.025833 | 0.025830 | 0.025826 |
| 62       | 0.032967      | 0.032923 | 0.032880 | 0.032838 | 0.032973 | 0.032930 | 0.032888 | 0.032846 | 0.032979 | 0.032937 | 0.032895 |
| 63       | 0.047244      | 0.047070 | 0.047266 | 0.047093 | 0.047287 | 0.047115 | 0.046947 | 0.047137 | 0.046970 | 0.047159 | 0.046992 |
| 64 o más | 0.089552      | 0.089925 | 0.090299 | 0.090672 | 0.089706 | 0.090074 | 0.090441 | 0.089493 | 0.089855 | 0.090217 | 0.090580 |

**Tabla de factores de descuento para el Régimen Especial de Amortización (REA).**

| Edad     | Salario (VSM) |          |          |          |          |          |          |          |          |          |
|----------|---------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
|          | 1             | 1.1      | 1.2      | 1.3      | 1.4      | 1.5      | 1.6      | 1.7      | 1.8      | 1.9      |
| Hasta 35 | 0.003581      | 0.003976 | 0.004318 | 0.004713 | 0.004999 | 0.005082 | 0.005317 | 0.005463 | 0.005615 | 0.005769 |
| 36       | 0.003664      | 0.004032 | 0.004388 | 0.004797 | 0.005093 | 0.005170 | 0.005409 | 0.005554 | 0.005705 | 0.005859 |
| 37       | 0.003759      | 0.004190 | 0.004510 | 0.004888 | 0.005196 | 0.005264 | 0.005508 | 0.005656 | 0.005803 | 0.005956 |
| 38       | 0.003909      | 0.004310 | 0.004591 | 0.005035 | 0.005291 | 0.005371 | 0.005615 | 0.005763 | 0.005908 | 0.006060 |
| 39       | 0.004021      | 0.004386 | 0.004732 | 0.005141 | 0.005407 | 0.005481 | 0.005731 | 0.005878 | 0.006027 | 0.006175 |
| 40       | 0.004140      | 0.004582 | 0.004828 | 0.005256 | 0.005533 | 0.005603 | 0.005857 | 0.006004 | 0.006153 | 0.006304 |
| 41       | 0.004274      | 0.004675 | 0.004990 | 0.005437 | 0.005669 | 0.005732 | 0.005996 | 0.006141 | 0.006290 | 0.006441 |
| 42       | 0.004480      | 0.004905 | 0.005175 | 0.005574 | 0.005815 | 0.005875 | 0.006147 | 0.006293 | 0.006440 | 0.006590 |
| 43       | 0.004641      | 0.005022 | 0.005303 | 0.005723 | 0.005975 | 0.006032 | 0.006313 | 0.006457 | 0.006605 | 0.006754 |
| 44       | 0.004820      | 0.005224 | 0.005523 | 0.005969 | 0.006235 | 0.006204 | 0.006502 | 0.006640 | 0.006787 | 0.006936 |
| 45       | 0.005017      | 0.005442 | 0.005682 | 0.006152 | 0.006359 | 0.006482 | 0.006704 | 0.006841 | 0.006988 | 0.007137 |
| 46       | 0.005237      | 0.005693 | 0.005946 | 0.006451 | 0.006570 | 0.006699 | 0.006930 | 0.007073 | 0.007213 | 0.007360 |
| 47       | 0.005579      | 0.005974 | 0.006143 | 0.006593 | 0.006909 | 0.006948 | 0.007181 | 0.007325 | 0.007471 | 0.007611 |
| 48       | 0.005867      | 0.006184 | 0.006469 | 0.006954 | 0.007086 | 0.007209 | 0.007463 | 0.007607 | 0.007754 | 0.007901 |
| 49       | 0.006196      | 0.006535 | 0.006840 | 0.007139 | 0.007404 | 0.007511 | 0.007782 | 0.007926 | 0.008073 | 0.008220 |
| 50       | 0.006440      | 0.006937 | 0.007150 | 0.007586 | 0.007869 | 0.007869 | 0.008144 | 0.008289 | 0.008436 | 0.008584 |
| 51       | 0.006860      | 0.007269 | 0.007631 | 0.007980 | 0.008288 | 0.008262 | 0.008560 | 0.008706 | 0.008853 | 0.009001 |
| 52       | 0.007350      | 0.007799 | 0.008047 | 0.008431 | 0.008770 | 0.008718 | 0.009057 | 0.009204 | 0.009334 | 0.009485 |
| 53       | 0.008135      | 0.008253 | 0.008693 | 0.009112 | 0.009327 | 0.009246 | 0.009623 | 0.009771 | 0.009921 | 0.010051 |
| 54       | 0.008653      | 0.008980 | 0.009277 | 0.009747 | 0.009983 | 0.009897 | 0.010291 | 0.010442 | 0.010594 | 0.010746 |
| 55       | 0.009516      | 0.009909 | 0.009970 | 0.010554 | 0.010820 | 0.010860 | 0.011095 | 0.011247 | 0.011403 | 0.011558 |
| 56       | 0.010596      | 0.011030 | 0.011119 | 0.011477 | 0.011775 | 0.011849 | 0.012075 | 0.012232 | 0.012392 | 0.012551 |
| 57       | 0.011604      | 0.012113 | 0.012202 | 0.013009 | 0.013039 | 0.013032 | 0.013358 | 0.013460 | 0.013624 | 0.013789 |
| 58       | 0.012867      | 0.014019 | 0.014073 | 0.014146 | 0.014658 | 0.014539 | 0.014944 | 0.015114 | 0.015288 | 0.015456 |
| 59       | 0.015869      | 0.015953 | 0.016686 | 0.016695 | 0.016191 | 0.016520 | 0.017051 | 0.017236 | 0.017420 | 0.017597 |
| 60       | 0.018548      | 0.019640 | 0.018781 | 0.019705 | 0.019814 | 0.020099 | 0.019954 | 0.020167 | 0.020377 | 0.020572 |
| 61       | 0.022460      | 0.022719 | 0.022897 | 0.024206 | 0.024282 | 0.024863 | 0.024220 | 0.024455 | 0.024689 | 0.024921 |
| 62       | 0.031595      | 0.031645 | 0.031621 | 0.031661 | 0.031640 | 0.032233 | 0.031996 | 0.032288 | 0.032574 | 0.032856 |
| 63       | 0.041018      | 0.047261 | 0.046726 | 0.046395 | 0.047142 | 0.045192 | 0.045144 | 0.045413 | 0.046116 | 0.046755 |
| 64 o más | 0.094318      | 0.096792 | 0.092059 | 0.093923 | 0.095612 | 0.089103 | 0.110048 | 0.110593 | 0.106695 | 0.107222 |

| Edad     | Salario (VSM) |          |          |          |          |          |          |          |          |          |
|----------|---------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
|          | 2             | 2.1      | 2.2      | 2.3      | 2.4      | 2.5      | 2.6      | 2.7      | 2.8      | 2.9      |
| Hasta 35 | 0.005926      | 0.006007 | 0.006088 | 0.006166 | 0.006248 | 0.006330 | 0.006413 | 0.006497 | 0.006578 | 0.006663 |
| 36       | 0.006016      | 0.006095 | 0.006175 | 0.006252 | 0.006334 | 0.006416 | 0.006499 | 0.006583 | 0.006663 | 0.006747 |
| 37       | 0.006111      | 0.006191 | 0.006270 | 0.006347 | 0.006428 | 0.006510 | 0.006592 | 0.006675 | 0.006759 | 0.006839 |
| 38       | 0.006215      | 0.006295 | 0.006374 | 0.006454 | 0.006530 | 0.006611 | 0.006694 | 0.006776 | 0.006859 | 0.006942 |
| 39       | 0.006328      | 0.006407 | 0.006486 | 0.006566 | 0.006642 | 0.006722 | 0.006804 | 0.006886 | 0.006968 | 0.007052 |
| 40       | 0.006453      | 0.006530 | 0.006610 | 0.006689 | 0.006768 | 0.006844 | 0.006926 | 0.007007 | 0.007089 | 0.007172 |
| 41       | 0.006593      | 0.006665 | 0.006743 | 0.006823 | 0.006902 | 0.006982 | 0.007058 | 0.007139 | 0.007221 | 0.007303 |
| 42       | 0.006741      | 0.006813 | 0.006891 | 0.006971 | 0.007050 | 0.007128 | 0.007209 | 0.007285 | 0.007367 | 0.007448 |
| 43       | 0.006905      | 0.006982 | 0.007054 | 0.007133 | 0.007212 | 0.007290 | 0.007370 | 0.007445 | 0.007527 | 0.007608 |
| 44       | 0.007086      | 0.007163 | 0.007240 | 0.007313 | 0.007391 | 0.007469 | 0.007550 | 0.007629 | 0.007704 | 0.007786 |
| 45       | 0.007286      | 0.007364 | 0.007441 | 0.007512 | 0.007590 | 0.007668 | 0.007748 | 0.007828 | 0.007908 | 0.007983 |
| 46       | 0.007510      | 0.007587 | 0.007663 | 0.007741 | 0.007812 | 0.007891 | 0.007970 | 0.008050 | 0.008129 | 0.008210 |
| 47       | 0.007760      | 0.007836 | 0.007913 | 0.007992 | 0.008069 | 0.008139 | 0.008218 | 0.008298 | 0.008377 | 0.008458 |
| 48       | 0.008041      | 0.008118 | 0.008194 | 0.008272 | 0.008351 | 0.008428 | 0.008498 | 0.008578 | 0.008658 | 0.008738 |
| 49       | 0.008369      | 0.008436 | 0.008513 | 0.008591 | 0.008668 | 0.008747 | 0.008826 | 0.008895 | 0.008975 | 0.009055 |
| 50       | 0.008733      | 0.008810 | 0.008875 | 0.008954 | 0.009032 | 0.009110 | 0.009190 | 0.009268 | 0.009348 | 0.009418 |
| 51       | 0.009152      | 0.009229 | 0.009306 | 0.009371 | 0.009450 | 0.009528 | 0.009607 | 0.009687 | 0.009767 | 0.009847 |
| 52       | 0.009636      | 0.009714 | 0.009792 | 0.009870 | 0.009950 | 0.010012 | 0.010093 | 0.010173 | 0.010254 | 0.010334 |
| 53       | 0.010203      | 0.010282 | 0.010360 | 0.010442 | 0.010521 | 0.010599 | 0.010663 | 0.010743 | 0.010824 | 0.010905 |
| 54       | 0.010899      | 0.010956 | 0.011035 | 0.011116 | 0.011197 | 0.011278 | 0.011359 | 0.011439 | 0.011501 | 0.011583 |
| 55       | 0.011714      | 0.011794 | 0.011847 | 0.011930 | 0.012011 | 0.012093 | 0.012176 | 0.012260 | 0.012342 | 0.012425 |
| 56       | 0.012708      | 0.012794 | 0.012876 | 0.012960 | 0.013009 | 0.013093 | 0.013177 | 0.013262 | 0.013347 | 0.013433 |
| 57       | 0.013955      | 0.014042 | 0.014128 | 0.014215 | 0.014302 | 0.014388 | 0.014474 | 0.014516 | 0.014605 | 0.014693 |
| 58       | 0.015549      | 0.015642 | 0.015730 | 0.015828 | 0.015919 | 0.016007 | 0.016099 | 0.016191 | 0.016283 | 0.016374 |
| 59       | 0.017775      | 0.017875 | 0.017973 | 0.017963 | 0.018057 | 0.018158 | 0.018260 | 0.018353 | 0.018454 | 0.018553 |
| 60       | 0.020767      | 0.020871 | 0.020987 | 0.021099 | 0.021202 | 0.021303 | 0.021414 | 0.021354 | 0.021470 | 0.021575 |
| 61       | 0.025152      | 0.025312 | 0.025439 | 0.025564 | 0.025689 | 0.025812 | 0.025954 | 0.026075 | 0.026194 | 0.026313 |
| 62       | 0.033085      | 0.033249 | 0.032465 | 0.032668 | 0.032862 | 0.033050 | 0.033232 | 0.033410 | 0.033584 | 0.033754 |
| 63       | 0.047034      | 0.047485 | 0.047628 | 0.048038 | 0.048416 | 0.048560 | 0.048912 | 0.049241 | 0.049388 | 0.049701 |
| 64 o más | 0.107751      | 0.105015 | 0.105273 | 0.105532 | 0.103631 | 0.103885 | 0.104139 | 0.102762 | 0.103013 | 0.103265 |

| Edad     | Salario (VSM) |          |          |          |          |          |          |          |          |          |
|----------|---------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
|          | 3             | 3.1      | 3.2      | 3.3      | 3.4      | 3.5      | 3.6      | 3.7      | 3.8      | 3.9      |
| Hasta 35 | 0.006748      | 0.006986 | 0.007250 | 0.007520 | 0.007611 | 0.007889 | 0.008077 | 0.008256 | 0.008449 | 0.008534 |
| 36       | 0.006832      | 0.007067 | 0.007330 | 0.007597 | 0.007688 | 0.007964 | 0.008151 | 0.008329 | 0.008520 | 0.008605 |
| 37       | 0.006923      | 0.007156 | 0.007417 | 0.007683 | 0.007773 | 0.008047 | 0.008234 | 0.008409 | 0.008600 | 0.008684 |
| 38       | 0.007022      | 0.007253 | 0.007512 | 0.007776 | 0.007867 | 0.008139 | 0.008324 | 0.008498 | 0.008688 | 0.008770 |
| 39       | 0.007132      | 0.007360 | 0.007617 | 0.007879 | 0.007969 | 0.008240 | 0.008423 | 0.008595 | 0.008784 | 0.008865 |
| 40       | 0.007255      | 0.007480 | 0.007732 | 0.007993 | 0.008082 | 0.008351 | 0.008533 | 0.008704 | 0.008891 | 0.008971 |
| 41       | 0.007386      | 0.007609 | 0.007864 | 0.008124 | 0.008212 | 0.008473 | 0.008654 | 0.008823 | 0.009009 | 0.009089 |
| 42       | 0.007530      | 0.007751 | 0.008004 | 0.008262 | 0.008351 | 0.008616 | 0.008795 | 0.008958 | 0.009141 | 0.009220 |
| 43       | 0.007690      | 0.007908 | 0.008160 | 0.008416 | 0.008503 | 0.008768 | 0.008946 | 0.009113 | 0.009289 | 0.009366 |
| 44       | 0.007867      | 0.008082 | 0.008333 | 0.008588 | 0.008674 | 0.008937 | 0.009114 | 0.009279 | 0.009461 | 0.009537 |
| 45       | 0.008064      | 0.008276 | 0.008525 | 0.008779 | 0.008865 | 0.009126 | 0.009302 | 0.009465 | 0.009646 | 0.009721 |
| 46       | 0.008284      | 0.008493 | 0.008742 | 0.008993 | 0.009080 | 0.009338 | 0.009513 | 0.009675 | 0.009855 | 0.009929 |
| 47       | 0.008538      | 0.008746 | 0.008992 | 0.009236 | 0.009321 | 0.009579 | 0.009753 | 0.009912 | 0.010090 | 0.010163 |
| 48       | 0.008818      | 0.009021 | 0.009267 | 0.009518 | 0.009602 | 0.009850 | 0.010025 | 0.010181 | 0.010360 | 0.010430 |
| 49       | 0.009135      | 0.009335 | 0.009580 | 0.009830 | 0.009915 | 0.010171 | 0.010345 | 0.010499 | 0.010666 | 0.010735 |
| 50       | 0.009498      | 0.009695 | 0.009939 | 0.010188 | 0.010272 | 0.010528 | 0.010701 | 0.010854 | 0.011031 | 0.011099 |
| 51       | 0.009916      | 0.010107 | 0.010352 | 0.010601 | 0.010686 | 0.010941 | 0.011113 | 0.011264 | 0.011440 | 0.011506 |
| 52       | 0.010414      | 0.010602 | 0.010847 | 0.011082 | 0.011167 | 0.011422 | 0.011593 | 0.011743 | 0.011920 | 0.011983 |
| 53       | 0.010987      | 0.011168 | 0.011415 | 0.011665 | 0.011750 | 0.012006 | 0.012179 | 0.012306 | 0.012482 | 0.012545 |
| 54       | 0.011665      | 0.011840 | 0.012089 | 0.012339 | 0.012425 | 0.012683 | 0.012858 | 0.013000 | 0.013179 | 0.013236 |
| 55       | 0.012509      | 0.012649 | 0.012901 | 0.013157 | 0.013243 | 0.013500 | 0.013677 | 0.013818 | 0.013997 | 0.014051 |
| 56       | 0.013519      | 0.013674 | 0.013930 | 0.014187 | 0.014275 | 0.014506 | 0.014686 | 0.014820 | 0.015004 | 0.015053 |
| 57       | 0.014781      | 0.014925 | 0.015183 | 0.015449 | 0.015540 | 0.015806 | 0.015991 | 0.016120 | 0.016308 | 0.016352 |
| 58       | 0.016464      | 0.016525 | 0.016792 | 0.017068 | 0.017163 | 0.017438 | 0.017629 | 0.017751 | 0.017942 | 0.017976 |
| 59       | 0.018647      | 0.018730 | 0.019019 | 0.019303 | 0.019403 | 0.019690 | 0.019803 | 0.019913 | 0.020112 | 0.020133 |
| 60       | 0.021678      | 0.021714 | 0.022015 | 0.022319 | 0.022430 | 0.022738 | 0.022949 | 0.023040 | 0.023254 | 0.023253 |
| 61       | 0.026432      | 0.026333 | 0.026671 | 0.027012 | 0.026857 | 0.027203 | 0.027445 | 0.027496 | 0.027743 | 0.027699 |
| 62       | 0.033921      | 0.033446 | 0.033875 | 0.034304 | 0.034492 | 0.034917 | 0.035160 | 0.035112 | 0.035427 | 0.035206 |
| 63       | 0.049849      | 0.048172 | 0.045915 | 0.046337 | 0.046868 | 0.047298 | 0.047943 | 0.047198 | 0.047865 | 0.047022 |
| 64 o más | 0.102239      | 0.102986 | 0.103737 | 0.103446 | 0.103696 | 0.104447 | 0.104083 | 0.104582 | 0.105084 | 0.105334 |

| Edad     | Salario (VSM) |          |          |          |          |          |          |          |          |          |
|----------|---------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
|          | 4             | 4.1      | 4.2      | 4.3      | 4.4      | 4.5      | 4.6      | 4.7      | 4.8      | 4.9      |
| Hasta 35 | 0.008534      | 0.008629 | 0.008729 | 0.008818 | 0.008919 | 0.009010 | 0.009011 | 0.009111 | 0.009213 | 0.009315 |
| 36       | 0.008605      | 0.008705 | 0.008799 | 0.008886 | 0.008988 | 0.009078 | 0.009077 | 0.009178 | 0.009279 | 0.009380 |
| 37       | 0.008685      | 0.008783 | 0.008876 | 0.008963 | 0.009064 | 0.009153 | 0.009153 | 0.009253 | 0.009353 | 0.009454 |
| 38       | 0.008770      | 0.008868 | 0.008967 | 0.009047 | 0.009147 | 0.009236 | 0.009236 | 0.009335 | 0.009434 | 0.009534 |
| 39       | 0.008866      | 0.008963 | 0.009061 | 0.009146 | 0.009240 | 0.009328 | 0.009328 | 0.009426 | 0.009525 | 0.009624 |
| 40       | 0.008972      | 0.009069 | 0.009166 | 0.009250 | 0.009343 | 0.009430 | 0.009430 | 0.009527 | 0.009626 | 0.009725 |
| 41       | 0.009090      | 0.009186 | 0.009282 | 0.009366 | 0.009464 | 0.009544 | 0.009544 | 0.009640 | 0.009738 | 0.009837 |
| 42       | 0.009221      | 0.009316 | 0.009413 | 0.009495 | 0.009593 | 0.009671 | 0.009671 | 0.009767 | 0.009864 | 0.009961 |
| 43       | 0.009367      | 0.009463 | 0.009557 | 0.009638 | 0.009736 | 0.009820 | 0.009820 | 0.009915 | 0.010005 | 0.010102 |
| 44       | 0.009538      | 0.009625 | 0.009720 | 0.009800 | 0.009897 | 0.009980 | 0.009981 | 0.010075 | 0.010171 | 0.010266 |
| 45       | 0.009721      | 0.009816 | 0.009903 | 0.009981 | 0.010078 | 0.010160 | 0.010160 | 0.010254 | 0.010350 | 0.010445 |
| 46       | 0.009929      | 0.010023 | 0.010117 | 0.010186 | 0.010283 | 0.010363 | 0.010363 | 0.010456 | 0.010552 | 0.010645 |
| 47       | 0.010164      | 0.010257 | 0.010351 | 0.010428 | 0.010514 | 0.010593 | 0.010593 | 0.010686 | 0.010780 | 0.010875 |
| 48       | 0.010432      | 0.010524 | 0.010617 | 0.010693 | 0.010788 | 0.010856 | 0.010856 | 0.010948 | 0.011042 | 0.011135 |
| 49       | 0.010736      | 0.010828 | 0.010921 | 0.010995 | 0.011091 | 0.011168 | 0.011167 | 0.011260 | 0.011342 | 0.011434 |
| 50       | 0.011099      | 0.011179 | 0.011272 | 0.011345 | 0.011439 | 0.011515 | 0.011515 | 0.011606 | 0.011699 | 0.011793 |
| 51       | 0.011507      | 0.011599 | 0.011692 | 0.011748 | 0.011845 | 0.011918 | 0.011918 | 0.012009 | 0.012103 | 0.012195 |
| 52       | 0.011983      | 0.012076 | 0.012170 | 0.012238 | 0.012317 | 0.012391 | 0.012391 | 0.012481 | 0.012469 | 0.012667 |
| 53       | 0.012545      | 0.012639 | 0.012732 | 0.012799 | 0.012895 | 0.012965 | 0.012965 | 0.013057 | 0.013132 | 0.013223 |
| 54       | 0.013238      | 0.013309 | 0.013403 | 0.013469 | 0.013566 | 0.013634 | 0.013635 | 0.013724 | 0.013821 | 0.013912 |
| 55       | 0.014053      | 0.014148 | 0.014243 | 0.014303 | 0.014376 | 0.014442 | 0.014299 | 0.014536 | 0.014488 | 0.014578 |
| 56       | 0.015053      | 0.015149 | 0.015247 | 0.015308 | 0.015406 | 0.015470 | 0.015470 | 0.015565 | 0.015466 | 0.015556 |
| 57       | 0.016352      | 0.016408 | 0.016509 | 0.016561 | 0.016669 | 0.016724 | 0.016532 | 0.016822 | 0.016920 | 0.016822 |
| 58       | 0.017983      | 0.018082 | 0.018188 | 0.018234 | 0.018342 | 0.018342 | 0.018110 | 0.018202 | 0.018306 | 0.018410 |
| 59       | 0.020133      | 0.020250 | 0.020366 | 0.020394 | 0.020521 | 0.020564 | 0.020565 | 0.020662 | 0.020482 | 0.020579 |
| 60       | 0.023269      | 0.023385 | 0.023502 | 0.023525 | 0.023522 | 0.023555 | 0.023168 | 0.023269 | 0.023393 | 0.023710 |
| 61       | 0.027699      | 0.027841 | 0.027982 | 0.027983 | 0.028124 | 0.028136 | 0.027584 | 0.027693 | 0.027843 | 0.028269 |
| 62       | 0.035281      | 0.035476 | 0.035667 | 0.035549 | 0.035742 | 0.034615 | 0.035385 | 0.035250 | 0.036000 | 0.036750 |
| 63       | 0.047409      | 0.047557 | 0.048062 | 0.047667 | 0.047817 | 0.050000 | 0.051111 | 0.052222 | 0.051429 | 0.052500 |
| 64 o más | 0.105335      | 0.104853 | 0.105103 | 0.104730 | 0.104980 | 0.104692 | 0.104693 | 0.104942 | 0.105191 | 0.105440 |

| Edad     | Salario (VSM) |          |          |          |          |          |          |          |          |          |
|----------|---------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
|          | 5             | 5.1      | 5.2      | 5.3      | 5.4      | 5.5      | 5.6      | 5.7      | 5.8      | 5.9      |
| Hasta 35 | 0.009551      | 0.009543 | 0.009522 | 0.009513 | 0.009503 | 0.009504 | 0.009501 | 0.009500 | 0.009667 | 0.009672 |
| 36       | 0.009617      | 0.009609 | 0.009588 | 0.009578 | 0.009569 | 0.009570 | 0.009570 | 0.009555 | 0.009667 | 0.009725 |
| 37       | 0.009691      | 0.009682 | 0.009661 | 0.009651 | 0.009641 | 0.009643 | 0.009643 | 0.009636 | 0.009667 | 0.009779 |
| 38       | 0.009733      | 0.009734 | 0.009722 | 0.009722 | 0.009722 | 0.009723 | 0.009724 | 0.009723 | 0.009708 | 0.009833 |
| 39       | 0.009823      | 0.009824 | 0.009812 | 0.009812 | 0.009812 | 0.009813 | 0.009814 | 0.009813 | 0.009808 | 0.009833 |
| 40       | 0.009923      | 0.009924 | 0.009913 | 0.009913 | 0.009913 | 0.009914 | 0.009914 | 0.009913 | 0.009913 | 0.009902 |
| 41       | 0.010035      | 0.010035 | 0.010023 | 0.010022 | 0.010023 | 0.010026 | 0.010026 | 0.010025 | 0.010025 | 0.010026 |
| 42       | 0.010159      | 0.010160 | 0.010147 | 0.010147 | 0.010148 | 0.010151 | 0.010151 | 0.010151 | 0.010151 | 0.010151 |
| 43       | 0.010300      | 0.010299 | 0.010286 | 0.010287 | 0.010288 | 0.010292 | 0.010292 | 0.010292 | 0.010292 | 0.010292 |
| 44       | 0.010456      | 0.010456 | 0.010444 | 0.010443 | 0.010444 | 0.010451 | 0.010451 | 0.010450 | 0.010450 | 0.010451 |
| 45       | 0.010633      | 0.010634 | 0.010621 | 0.010620 | 0.010622 | 0.010630 | 0.010630 | 0.010629 | 0.010630 | 0.010630 |
| 46       | 0.010835      | 0.010835 | 0.010821 | 0.010822 | 0.010822 | 0.010831 | 0.010831 | 0.010830 | 0.010831 | 0.010830 |
| 47       | 0.011063      | 0.011064 | 0.011050 | 0.011049 | 0.011050 | 0.011059 | 0.011059 | 0.011059 | 0.011059 | 0.011059 |
| 48       | 0.011325      | 0.011326 | 0.011310 | 0.011310 | 0.011311 | 0.011321 | 0.011321 | 0.011320 | 0.011321 | 0.011321 |
| 49       | 0.011626      | 0.011626 | 0.011610 | 0.011610 | 0.011611 | 0.011621 | 0.011621 | 0.011620 | 0.011621 | 0.011621 |
| 50       | 0.011974      | 0.011975 | 0.011958 | 0.011957 | 0.011957 | 0.011969 | 0.011968 | 0.011968 | 0.011968 | 0.011968 |
| 51       | 0.012380      | 0.012379 | 0.012361 | 0.012361 | 0.012361 | 0.012373 | 0.012373 | 0.012373 | 0.012373 | 0.012373 |
| 52       | 0.012854      | 0.012854 | 0.012834 | 0.012834 | 0.012835 | 0.012848 | 0.012848 | 0.012848 | 0.012848 | 0.012848 |
| 53       | 0.013418      | 0.013419 | 0.013396 | 0.013395 | 0.013397 | 0.013411 | 0.013411 | 0.013411 | 0.013411 | 0.013411 |
| 54       | 0.014093      | 0.014093 | 0.014069 | 0.014068 | 0.014070 | 0.014085 | 0.014086 | 0.014086 | 0.014085 | 0.014085 |
| 55       | 0.014913      | 0.014913 | 0.014885 | 0.014885 | 0.014886 | 0.014905 | 0.014904 | 0.014904 | 0.014905 | 0.014904 |
| 56       | 0.015928      | 0.015928 | 0.015894 | 0.015895 | 0.015897 | 0.015918 | 0.015917 | 0.015917 | 0.015918 | 0.015917 |
| 57       | 0.017205      | 0.017205 | 0.017167 | 0.017167 | 0.017167 | 0.017194 | 0.017194 | 0.017194 | 0.017194 | 0.017194 |
| 58       | 0.018859      | 0.018858 | 0.018813 | 0.018813 | 0.018813 | 0.018845 | 0.018845 | 0.018845 | 0.018845 | 0.018845 |
| 59       | 0.021070      | 0.021071 | 0.021012 | 0.021012 | 0.021011 | 0.021053 | 0.021053 | 0.021053 | 0.021052 | 0.021052 |
| 60       | 0.024169      | 0.024170 | 0.024080 | 0.024081 | 0.024080 | 0.024136 | 0.024137 | 0.024137 | 0.024137 | 0.024137 |
| 61       | 0.028767      | 0.028768 | 0.028630 | 0.028630 | 0.028649 | 0.028717 | 0.028717 | 0.028718 | 0.028717 | 0.028718 |
| 62       | 0.036225      | 0.036225 | 0.035970 | 0.035970 | 0.036015 | 0.036136 | 0.036136 | 0.036136 | 0.036136 | 0.036136 |
| 63       | 0.049706      | 0.049706 | 0.050323 | 0.051290 | 0.050626 | 0.049497 | 0.049497 | 0.050294 | 0.051176 | 0.052059 |
| 64 o más | 0.093750      | 0.095626 | 0.097500 | 0.099376 | 0.101250 | 0.095488 | 0.095488 | 0.095487 | 0.096667 | 0.098333 |

| Edad     | Salario (VSM) |          |          |          |          |          |          |          |          |          |
|----------|---------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
|          | 6             | 6.1      | 6.2      | 6.3      | 6.4      | 6.5      | 6.6      | 6.7      | 6.8      | 6.9      |
| Hasta 35 | 0.009677      | 0.009734 | 0.009841 | 0.009947 | 0.010105 | 0.010209 | 0.010206 | 0.010203 | 0.010200 | 0.010197 |
| 36       | 0.009730      | 0.009839 | 0.009947 | 0.010053 | 0.010159 | 0.010263 | 0.010259 | 0.010255 | 0.010251 | 0.010248 |
| 37       | 0.009783      | 0.009892 | 0.010000 | 0.010107 | 0.010213 | 0.010317 | 0.010313 | 0.010308 | 0.010303 | 0.010299 |
| 38       | 0.009890      | 0.010000 | 0.010109 | 0.010161 | 0.010267 | 0.010372 | 0.010421 | 0.010415 | 0.010408 | 0.010402 |
| 39       | 0.009945      | 0.010055 | 0.010164 | 0.010272 | 0.010378 | 0.010484 | 0.010476 | 0.010469 | 0.010462 | 0.010508 |
| 40       | 0.010008      | 0.010167 | 0.010276 | 0.010385 | 0.010492 | 0.010598 | 0.010588 | 0.010579 | 0.010570 | 0.010561 |
| 41       | 0.010121      | 0.010167 | 0.010333 | 0.010500 | 0.010608 | 0.010714 | 0.010703 | 0.010691 | 0.010681 | 0.010670 |
| 42       | 0.010248      | 0.010247 | 0.010333 | 0.010500 | 0.010667 | 0.010833 | 0.010820 | 0.010806 | 0.010794 | 0.010838 |
| 43       | 0.010391      | 0.010390 | 0.010390 | 0.010500 | 0.010667 | 0.010833 | 0.010939 | 0.010984 | 0.010968 | 0.010952 |
| 44       | 0.010551      | 0.010550 | 0.010550 | 0.010551 | 0.010667 | 0.010833 | 0.011000 | 0.011105 | 0.011087 | 0.011129 |
| 45       | 0.010732      | 0.010731 | 0.010732 | 0.010732 | 0.010732 | 0.010833 | 0.011000 | 0.011167 | 0.011271 | 0.011311 |
| 46       | 0.010938      | 0.010937 | 0.010937 | 0.010937 | 0.010937 | 0.011080 | 0.011250 | 0.011420 | 0.011525 | 0.011500 |
| 47       | 0.011171      | 0.011171 | 0.011171 | 0.011170 | 0.011170 | 0.011337 | 0.011512 | 0.011686 | 0.011724 | 0.011761 |
| 48       | 0.011438      | 0.011438 | 0.011438 | 0.011438 | 0.011438 | 0.011607 | 0.011786 | 0.011964 | 0.012000 | 0.011965 |
| 49       | 0.011745      | 0.011745 | 0.011746 | 0.011746 | 0.011779 | 0.011963 | 0.012147 | 0.012331 | 0.012289 | 0.012321 |
| 50       | 0.012102      | 0.012101 | 0.012101 | 0.012102 | 0.012152 | 0.012342 | 0.012532 | 0.012642 | 0.012671 | 0.012622 |
| 51       | 0.012516      | 0.012515 | 0.012516 | 0.012516 | 0.012549 | 0.012745 | 0.012941 | 0.013052 | 0.013077 | 0.013101 |
| 52       | 0.013003      | 0.013003 | 0.013003 | 0.013003 | 0.013061 | 0.013265 | 0.013469 | 0.013581 | 0.013600 | 0.013529 |
| 53       | 0.013581      | 0.013581 | 0.013581 | 0.013581 | 0.013617 | 0.013830 | 0.014043 | 0.014155 | 0.014167 | 0.014178 |
| 54       | 0.014275      | 0.014275 | 0.014274 | 0.014275 | 0.014328 | 0.014552 | 0.014776 | 0.014889 | 0.014891 | 0.014892 |
| 55       | 0.015120      | 0.015120 | 0.015120 | 0.015120 | 0.015238 | 0.015476 | 0.015714 | 0.015703 | 0.015692 | 0.015682 |
| 56       | 0.016166      | 0.016167 | 0.016166 | 0.016166 | 0.016271 | 0.016525 | 0.016780 | 0.016750 | 0.016721 | 0.016694 |
| 57       | 0.017490      | 0.017490 | 0.017490 | 0.017490 | 0.017615 | 0.017890 | 0.018165 | 0.018108 | 0.018053 | 0.018158 |
| 58       | 0.019210      | 0.019210 | 0.019210 | 0.019210 | 0.019394 | 0.019697 | 0.019800 | 0.019901 | 0.019806 | 0.019904 |
| 59       | 0.021526      | 0.021526 | 0.021526 | 0.021526 | 0.021818 | 0.022159 | 0.022247 | 0.022088 | 0.022174 | 0.022258 |
| 60       | 0.024793      | 0.024794 | 0.024794 | 0.024868 | 0.025263 | 0.025658 | 0.025385 | 0.025443 | 0.025500 | 0.025556 |
| 61       | 0.029730      | 0.029730 | 0.029731 | 0.030000 | 0.030476 | 0.030469 | 0.030462 | 0.030455 | 0.030448 | 0.030441 |
| 62       | 0.038007      | 0.038007 | 0.038008 | 0.038571 | 0.039184 | 0.039000 | 0.038824 | 0.039412 | 0.039231 | 0.039057 |
| 63       | 0.054661      | 0.054661 | 0.054706 | 0.055588 | 0.056471 | 0.055714 | 0.056571 | 0.055833 | 0.056667 | 0.055946 |
| 64 o más | 0.100000      | 0.104081 | 0.104081 | 0.105000 | 0.106667 | 0.108333 | 0.110000 | 0.111667 | 0.107368 | 0.108947 |

| Edad     | Salario (VSM) |          |          |          |          |          |          |          |          |          |
|----------|---------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
|          | 7             | 7.1      | 7.2      | 7.3      | 7.4      | 7.5      | 7.6      | 7.7      | 7.8      | 7.9      |
| Hasta 35 | 0.010194      | 0.010191 | 0.010189 | 0.010186 | 0.010183 | 0.010181 | 0.010179 | 0.010176 | 0.010174 | 0.010172 |
| 36       | 0.010244      | 0.010240 | 0.010237 | 0.010234 | 0.010230 | 0.010227 | 0.010224 | 0.010267 | 0.010263 | 0.010260 |
| 37       | 0.010294      | 0.010340 | 0.010335 | 0.010330 | 0.010326 | 0.010321 | 0.010317 | 0.010313 | 0.010308 | 0.010304 |
| 38       | 0.010396      | 0.010390 | 0.010385 | 0.010379 | 0.010374 | 0.010417 | 0.010411 | 0.010405 | 0.010400 | 0.010395 |
| 39       | 0.010500      | 0.010493 | 0.010485 | 0.010478 | 0.010472 | 0.010465 | 0.010507 | 0.010500 | 0.010493 | 0.010487 |
| 40       | 0.010606      | 0.010597 | 0.010588 | 0.010580 | 0.010571 | 0.010563 | 0.010605 | 0.010596 | 0.010588 | 0.010580 |
| 41       | 0.010714      | 0.010704 | 0.010693 | 0.010683 | 0.010673 | 0.010714 | 0.010704 | 0.010694 | 0.010685 | 0.010676 |
| 42       | 0.010825      | 0.010812 | 0.010800 | 0.010842 | 0.010829 | 0.010817 | 0.010806 | 0.010794 | 0.010833 | 0.010822 |
| 43       | 0.010938      | 0.010979 | 0.010964 | 0.010950 | 0.010936 | 0.010976 | 0.010962 | 0.010948 | 0.010935 | 0.010972 |
| 44       | 0.011111      | 0.011094 | 0.011134 | 0.011117 | 0.011100 | 0.011139 | 0.011122 | 0.011106 | 0.011090 | 0.011127 |
| 45       | 0.011290      | 0.011270 | 0.011309 | 0.011289 | 0.011269 | 0.011307 | 0.011287 | 0.011268 | 0.011304 | 0.011286 |
| 46       | 0.011475      | 0.011514 | 0.011489 | 0.011466 | 0.011503 | 0.011480 | 0.011515 | 0.011493 | 0.011471 | 0.011505 |
| 47       | 0.011732      | 0.011703 | 0.011739 | 0.011711 | 0.011746 | 0.011719 | 0.011753 | 0.011726 | 0.011700 | 0.011733 |
| 48       | 0.012000      | 0.011966 | 0.012000 | 0.011967 | 0.012000 | 0.011968 | 0.012000 | 0.011969 | 0.012000 | 0.011970 |
| 49       | 0.012281      | 0.012312 | 0.012273 | 0.012303 | 0.012265 | 0.012295 | 0.012324 | 0.012287 | 0.012316 | 0.012280 |
| 50       | 0.012651      | 0.012679 | 0.012632 | 0.012659 | 0.012686 | 0.012500 | 0.012667 | 0.012623 | 0.012649 | 0.012674 |
| 51       | 0.013043      | 0.013067 | 0.013091 | 0.013036 | 0.013059 | 0.013006 | 0.013103 | 0.013051 | 0.013073 | 0.013094 |
| 52       | 0.013548      | 0.013567 | 0.013585 | 0.013519 | 0.013537 | 0.013473 | 0.013571 | 0.013588 | 0.013526 | 0.013543 |
| 53       | 0.014094      | 0.014106 | 0.014118 | 0.014129 | 0.014140 | 0.014151 | 0.014161 | 0.014172 | 0.014096 | 0.014107 |
| 54       | 0.014789      | 0.014792 | 0.014795 | 0.014797 | 0.014800 | 0.014803 | 0.014805 | 0.014808 | 0.014810 | 0.014813 |
| 55       | 0.015672      | 0.015662 | 0.015652 | 0.015643 | 0.015745 | 0.015734 | 0.015724 | 0.015714 | 0.015705 | 0.015695 |
| 56       | 0.016800      | 0.016772 | 0.016744 | 0.016718 | 0.016692 | 0.016791 | 0.016765 | 0.016739 | 0.016714 | 0.016690 |
| 57       | 0.018103      | 0.018051 | 0.018151 | 0.018099 | 0.018049 | 0.018145 | 0.018095 | 0.018047 | 0.018140 | 0.018092 |
| 58       | 0.019811      | 0.019907 | 0.019817 | 0.019909 | 0.019821 | 0.019912 | 0.019826 | 0.019914 | 0.019831 | 0.019750 |
| 59       | 0.022105      | 0.022188 | 0.022268 | 0.022121 | 0.022200 | 0.022277 | 0.022136 | 0.022212 | 0.022286 | 0.022150 |
| 60       | 0.025610      | 0.025663 | 0.025412 | 0.025465 | 0.025517 | 0.025568 | 0.025618 | 0.025385 | 0.025435 | 0.025484 |
| 61       | 0.030435      | 0.030429 | 0.030423 | 0.030417 | 0.030411 | 0.030405 | 0.030400 | 0.030395 | 0.030390 | 0.030385 |
| 62       | 0.038889      | 0.038727 | 0.039273 | 0.039107 | 0.038947 | 0.038793 | 0.039310 | 0.039153 | 0.039000 | 0.038852 |
| 63       | 0.056757      | 0.056053 | 0.056842 | 0.056154 | 0.055500 | 0.056250 | 0.055610 | 0.056341 | 0.055714 | 0.056429 |
| 64 o más | 0.110526      | 0.106500 | 0.108000 | 0.109500 | 0.111000 | 0.107143 | 0.108571 | 0.110000 | 0.106364 | 0.107727 |

| Edad     | Salario (VSM) |          |          |          |          |          |          |          |          |          |
|----------|---------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
|          | 8             | 8.1      | 8.2      | 8.3      | 8.4      | 8.5      | 8.6      | 8.7      | 8.8      | 8.9      |
| Hasta 35 | 0.010169      | 0.010167 | 0.010165 | 0.010163 | 0.010161 | 0.010200 | 0.010198 | 0.010195 | 0.010193 | 0.010191 |
| 36       | 0.010256      | 0.010253 | 0.010250 | 0.010247 | 0.010244 | 0.010241 | 0.010238 | 0.010235 | 0.010233 | 0.010230 |
| 37       | 0.010300      | 0.010297 | 0.010336 | 0.010332 | 0.010328 | 0.010324 | 0.010320 | 0.010316 | 0.010313 | 0.010309 |
| 38       | 0.010390      | 0.010385 | 0.010380 | 0.010375 | 0.010413 | 0.010408 | 0.010403 | 0.010398 | 0.010394 | 0.010389 |
| 39       | 0.010480      | 0.010474 | 0.010468 | 0.010462 | 0.010500 | 0.010494 | 0.010488 | 0.010482 | 0.010476 | 0.010471 |
| 40       | 0.010573      | 0.010565 | 0.010558 | 0.010596 | 0.010588 | 0.010581 | 0.010574 | 0.010567 | 0.010560 | 0.010595 |
| 41       | 0.010714      | 0.010705 | 0.010696 | 0.010687 | 0.010678 | 0.010669 | 0.010705 | 0.010697 | 0.010688 | 0.010680 |
| 42       | 0.010811      | 0.010800 | 0.010837 | 0.010826 | 0.010815 | 0.010805 | 0.010795 | 0.010830 | 0.010820 | 0.010810 |
| 43       | 0.010959      | 0.010946 | 0.010933 | 0.010969 | 0.010957 | 0.010944 | 0.010932 | 0.010966 | 0.010954 | 0.010943 |
| 44       | 0.011111      | 0.011096 | 0.011131 | 0.011116 | 0.011101 | 0.011087 | 0.011121 | 0.011106 | 0.011092 | 0.011125 |
| 45       | 0.011268      | 0.011302 | 0.011284 | 0.011267 | 0.011300 | 0.011283 | 0.011266 | 0.011299 | 0.011282 | 0.011266 |
| 46       | 0.011483      | 0.011517 | 0.011495 | 0.011475 | 0.011507 | 0.011486 | 0.011467 | 0.011498 | 0.011478 | 0.011509 |
| 47       | 0.011707      | 0.011739 | 0.011714 | 0.011745 | 0.011721 | 0.011697 | 0.011727 | 0.011704 | 0.011733 | 0.011711 |
| 48       | 0.012000      | 0.011970 | 0.012000 | 0.011971 | 0.012000 | 0.011972 | 0.012000 | 0.011972 | 0.012000 | 0.011973 |
| 49       | 0.012308      | 0.012273 | 0.012300 | 0.012266 | 0.012293 | 0.012319 | 0.012286 | 0.012311 | 0.012279 | 0.012304 |
| 50       | 0.012632      | 0.012656 | 0.012680 | 0.012640 | 0.012663 | 0.012624 | 0.012647 | 0.012670 | 0.012632 | 0.012654 |
| 51       | 0.013043      | 0.013065 | 0.013085 | 0.013037 | 0.013057 | 0.013077 | 0.013096 | 0.013050 | 0.013069 | 0.013088 |
| 52       | 0.013559      | 0.013575 | 0.013516 | 0.013533 | 0.013548 | 0.013564 | 0.013579 | 0.013523 | 0.013538 | 0.013553 |
| 53       | 0.014118      | 0.014128 | 0.014138 | 0.014148 | 0.014157 | 0.014167 | 0.014098 | 0.014108 | 0.014118 | 0.014127 |
| 54       | 0.014815      | 0.014817 | 0.014819 | 0.014821 | 0.014824 | 0.014826 | 0.014828 | 0.014830 | 0.014831 | 0.014833 |
| 55       | 0.015686      | 0.015677 | 0.015669 | 0.015660 | 0.015652 | 0.015644 | 0.015636 | 0.015723 | 0.015714 | 0.015706 |
| 56       | 0.016783      | 0.016759 | 0.016735 | 0.016711 | 0.016689 | 0.016776 | 0.016753 | 0.016731 | 0.016709 | 0.016688 |
| 57       | 0.018045      | 0.018134 | 0.018088 | 0.018043 | 0.018129 | 0.018085 | 0.018042 | 0.018125 | 0.018082 | 0.018041 |
| 58       | 0.019835      | 0.019756 | 0.019839 | 0.019762 | 0.019843 | 0.019767 | 0.019846 | 0.019773 | 0.019850 | 0.019778 |
| 59       | 0.022222      | 0.022091 | 0.022162 | 0.022232 | 0.022105 | 0.022174 | 0.022241 | 0.022119 | 0.022185 | 0.022250 |
| 60       | 0.025532      | 0.025579 | 0.025625 | 0.025408 | 0.025455 | 0.025500 | 0.025545 | 0.025588 | 0.025385 | 0.025429 |
| 61       | 0.030380      | 0.030375 | 0.030370 | 0.030366 | 0.030361 | 0.030723 | 0.030714 | 0.030706 | 0.030698 | 0.030690 |
| 62       | 0.038710      | 0.039194 | 0.039048 | 0.038906 | 0.038769 | 0.039231 | 0.039091 | 0.038955 | 0.038824 | 0.039265 |
| 63       | 0.055814      | 0.056512 | 0.055909 | 0.056591 | 0.056000 | 0.056667 | 0.056087 | 0.055532 | 0.056170 | 0.055625 |
| 64 o más | 0.109091      | 0.110455 | 0.106957 | 0.108261 | 0.109565 | 0.106250 | 0.107500 | 0.108750 | 0.110000 | 0.106800 |

| Edad     | Salario (VSM) |          |          |          |          |          |          |          |          |          |
|----------|---------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
|          | 9             | 9.1      | 9.2      | 9.3      | 9.4      | 9.5      | 9.6      | 9.7      | 9.8      | 9.9      |
| Hasta 35 | 0.010189      | 0.010187 | 0.010185 | 0.010182 | 0.010181 | 0.010179 | 0.010177 | 0.010175 | 0.010173 | 0.010171 |
| 36       | 0.010227      | 0.010225 | 0.010260 | 0.010257 | 0.010255 | 0.010252 | 0.010249 | 0.010246 | 0.010244 | 0.010241 |
| 37       | 0.010305      | 0.010302 | 0.010299 | 0.010295 | 0.010330 | 0.010326 | 0.010323 | 0.010319 | 0.010316 | 0.010313 |
| 38       | 0.010385      | 0.010380 | 0.010376 | 0.010410 | 0.010406 | 0.010401 | 0.010397 | 0.010393 | 0.010389 | 0.010385 |
| 39       | 0.010465      | 0.010460 | 0.010494 | 0.010489 | 0.010483 | 0.010478 | 0.010473 | 0.010468 | 0.010463 | 0.010495 |
| 40       | 0.010588      | 0.010581 | 0.010575 | 0.010568 | 0.010562 | 0.010595 | 0.010588 | 0.010582 | 0.010576 | 0.010569 |
| 41       | 0.010672      | 0.010706 | 0.010698 | 0.010690 | 0.010682 | 0.010674 | 0.010706 | 0.010699 | 0.010691 | 0.010683 |
| 42       | 0.010800      | 0.010791 | 0.010824 | 0.010814 | 0.010805 | 0.010795 | 0.010827 | 0.010818 | 0.010809 | 0.010800 |
| 43       | 0.010931      | 0.010964 | 0.010952 | 0.010941 | 0.010930 | 0.010962 | 0.010951 | 0.010940 | 0.010929 | 0.010959 |
| 44       | 0.011111      | 0.011098 | 0.011129 | 0.011116 | 0.011102 | 0.011089 | 0.011120 | 0.011107 | 0.011094 | 0.011124 |
| 45       | 0.011297      | 0.011281 | 0.011265 | 0.011296 | 0.011280 | 0.011265 | 0.011294 | 0.011279 | 0.011264 | 0.011293 |
| 46       | 0.011489      | 0.011471 | 0.011500 | 0.011481 | 0.011510 | 0.011492 | 0.011474 | 0.011502 | 0.011484 | 0.011467 |
| 47       | 0.011739      | 0.011717 | 0.011745 | 0.011723 | 0.011701 | 0.011728 | 0.011707 | 0.011734 | 0.011713 | 0.011739 |
| 48       | 0.012000      | 0.011974 | 0.012000 | 0.011974 | 0.012000 | 0.011975 | 0.012000 | 0.011975 | 0.012000 | 0.011976 |
| 49       | 0.012273      | 0.012297 | 0.012267 | 0.012291 | 0.012314 | 0.012284 | 0.012308 | 0.012278 | 0.012301 | 0.012273 |
| 50       | 0.012676      | 0.012639 | 0.012661 | 0.012624 | 0.012646 | 0.012667 | 0.012632 | 0.012652 | 0.012618 | 0.012638 |
| 51       | 0.013043      | 0.013062 | 0.013081 | 0.013037 | 0.013056 | 0.013073 | 0.013032 | 0.013049 | 0.013067 | 0.013084 |
| 52       | 0.013568      | 0.013582 | 0.013529 | 0.013544 | 0.013558 | 0.013571 | 0.013521 | 0.013535 | 0.013548 | 0.013562 |
| 53       | 0.014136      | 0.014145 | 0.014154 | 0.014162 | 0.014100 | 0.014109 | 0.014118 | 0.014126 | 0.014135 | 0.014143 |
| 54       | 0.014835      | 0.014837 | 0.014839 | 0.014840 | 0.014842 | 0.014844 | 0.014845 | 0.014847 | 0.014848 | 0.014850 |
| 55       | 0.015698      | 0.015690 | 0.015682 | 0.015674 | 0.015667 | 0.015659 | 0.015652 | 0.015645 | 0.015638 | 0.015714 |
| 56       | 0.016770      | 0.016748 | 0.016727 | 0.016707 | 0.016786 | 0.016765 | 0.016744 | 0.016724 | 0.016705 | 0.016780 |
| 57       | 0.018121      | 0.018079 | 0.018039 | 0.018117 | 0.018077 | 0.018038 | 0.018113 | 0.018075 | 0.018037 | 0.018110 |
| 58       | 0.019853      | 0.019783 | 0.019856 | 0.019787 | 0.019859 | 0.019792 | 0.019862 | 0.019796 | 0.019865 | 0.019800 |
| 59       | 0.022131      | 0.022195 | 0.022258 | 0.022143 | 0.022205 | 0.022093 | 0.022154 | 0.022214 | 0.022105 | 0.022164 |
| 60       | 0.025472      | 0.025514 | 0.025556 | 0.025596 | 0.025405 | 0.025446 | 0.025487 | 0.025526 | 0.025565 | 0.025385 |
| 61       | 0.030682      | 0.030674 | 0.030667 | 0.030659 | 0.030652 | 0.030645 | 0.030638 | 0.030632 | 0.030625 | 0.030619 |
| 62       | 0.039130      | 0.039000 | 0.038873 | 0.038750 | 0.039167 | 0.039041 | 0.038919 | 0.038800 | 0.039200 | 0.039079 |
| 63       | 0.056250      | 0.055714 | 0.056327 | 0.055800 | 0.056400 | 0.055882 | 0.056471 | 0.055962 | 0.056538 | 0.056038 |
| 64 o más | 0.108000      | 0.109200 | 0.106154 | 0.107308 | 0.108462 | 0.109615 | 0.106667 | 0.107778 | 0.108889 | 0.106071 |

| Edad     | Salario (VSM) |          |          |          |          |          |          |          |          |          |
|----------|---------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
|          | 10.0          | 10.1     | 10.2     | 10.3     | 10.4     | 10.5     | 10.6     | 10.7     | 10.8     | 10.9     |
| Hasta 35 | 0.010169      | 0.010745 | 0.010737 | 0.010729 | 0.010722 | 0.010714 | 0.010743 | 0.010736 | 0.010728 | 0.010721 |
| 36       | 0.010239      | 0.010783 | 0.010775 | 0.010804 | 0.010796 | 0.010788 | 0.010780 | 0.010772 | 0.010800 | 0.010792 |
| 37       | 0.010309      | 0.010860 | 0.010851 | 0.010842 | 0.010871 | 0.010862 | 0.010853 | 0.010845 | 0.010872 | 0.010864 |
| 38       | 0.010381      | 0.010939 | 0.010929 | 0.010919 | 0.010947 | 0.010938 | 0.010928 | 0.010918 | 0.010946 | 0.010936 |
| 39       | 0.010490      | 0.011018 | 0.011007 | 0.010996 | 0.011025 | 0.011014 | 0.011003 | 0.011031 | 0.011020 | 0.011010 |
| 40       | 0.010563      | 0.011099 | 0.011127 | 0.011115 | 0.011103 | 0.011092 | 0.011119 | 0.011107 | 0.011096 | 0.011122 |
| 41       | 0.010676      | 0.011222 | 0.011209 | 0.011236 | 0.011223 | 0.011210 | 0.011197 | 0.011224 | 0.011211 | 0.011199 |
| 42       | 0.010791      | 0.011348 | 0.011333 | 0.011319 | 0.011345 | 0.011331 | 0.011317 | 0.011343 | 0.011329 | 0.011354 |
| 43       | 0.010949      | 0.011477 | 0.011461 | 0.011487 | 0.011471 | 0.011455 | 0.011480 | 0.011464 | 0.011489 | 0.011474 |
| 44       | 0.011111      | 0.011609 | 0.011635 | 0.011617 | 0.011642 | 0.011624 | 0.011606 | 0.011630 | 0.011613 | 0.011637 |
| 45       | 0.011278      | 0.011790 | 0.011815 | 0.011794 | 0.011818 | 0.011798 | 0.011778 | 0.011801 | 0.011782 | 0.011805 |
| 46       | 0.011494      | 0.011976 | 0.012000 | 0.011977 | 0.012000 | 0.011977 | 0.012000 | 0.011978 | 0.012000 | 0.011978 |
| 47       | 0.011719      | 0.012218 | 0.012240 | 0.012213 | 0.012235 | 0.012209 | 0.012231 | 0.012205 | 0.012226 | 0.012247 |
| 48       | 0.012000      | 0.012469 | 0.012490 | 0.012510 | 0.012480 | 0.012500 | 0.012471 | 0.012490 | 0.012510 | 0.012481 |
| 49       | 0.012295      | 0.012785 | 0.012803 | 0.012769 | 0.012787 | 0.012805 | 0.012771 | 0.012789 | 0.012806 | 0.012773 |
| 50       | 0.012658      | 0.013117 | 0.013133 | 0.013149 | 0.013165 | 0.013125 | 0.013140 | 0.013156 | 0.013117 | 0.013133 |
| 51       | 0.013043      | 0.013527 | 0.013540 | 0.013553 | 0.013565 | 0.013578 | 0.013532 | 0.013544 | 0.013556 | 0.013568 |
| 52       | 0.013575      | 0.014028 | 0.014037 | 0.014045 | 0.014054 | 0.014063 | 0.014009 | 0.014017 | 0.014026 | 0.014034 |
| 53       | 0.014151      | 0.014638 | 0.014641 | 0.014645 | 0.014648 | 0.014651 | 0.014587 | 0.014591 | 0.014595 | 0.014598 |
| 54       | 0.014851      | 0.015303 | 0.015300 | 0.015297 | 0.015294 | 0.015291 | 0.015288 | 0.015286 | 0.015283 | 0.015280 |
| 55       | 0.015707      | 0.016203 | 0.016190 | 0.016178 | 0.016166 | 0.016154 | 0.016142 | 0.016131 | 0.016200 | 0.016188 |
| 56       | 0.016760      | 0.017216 | 0.017191 | 0.017263 | 0.017238 | 0.017213 | 0.017189 | 0.017258 | 0.017234 | 0.017211 |
| 57       | 0.018072      | 0.018589 | 0.018545 | 0.018614 | 0.018571 | 0.018529 | 0.018596 | 0.018555 | 0.018621 | 0.018580 |
| 58       | 0.019868      | 0.020336 | 0.020265 | 0.020329 | 0.020392 | 0.020323 | 0.020385 | 0.020316 | 0.020377 | 0.020311 |
| 59       | 0.022222      | 0.022612 | 0.022667 | 0.022721 | 0.022774 | 0.022662 | 0.022714 | 0.022766 | 0.022657 | 0.022708 |
| 60       | 0.025424      | 0.026121 | 0.025932 | 0.025966 | 0.026000 | 0.026033 | 0.026066 | 0.026098 | 0.026129 | 0.025952 |
| 61       | 0.030612      | 0.031237 | 0.031224 | 0.031212 | 0.031200 | 0.031188 | 0.031176 | 0.031165 | 0.031154 | 0.031143 |
| 62       | 0.038961      | 0.039868 | 0.039740 | 0.039615 | 0.039494 | 0.039873 | 0.039750 | 0.039630 | 0.039512 | 0.039398 |
| 63       | 0.055556      | 0.057170 | 0.056667 | 0.057222 | 0.056727 | 0.057273 | 0.056786 | 0.056316 | 0.056842 | 0.056379 |
| 64 o más | 0.107143      | 0.108214 | 0.109286 | 0.110357 | 0.107586 | 0.108621 | 0.109655 | 0.110690 | 0.108000 | 0.109000 |

| Edad     | Salario (VSM) |          |          |          |          |          |          |          |          |          |
|----------|---------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
|          | 11.0          | 11.1     | 11.2     | 11.3     | 11.4     | 11.5     | 11.6     | 11.7     | 11.8     | 11.9     |
| Hasta 35 | 0.010714      | 0.010742 | 0.010735 | 0.010728 | 0.010721 | 0.010714 | 0.010741 | 0.010734 | 0.010727 | 0.010721 |
| 36       | 0.010784      | 0.010777 | 0.010804 | 0.010796 | 0.010789 | 0.010781 | 0.010774 | 0.010800 | 0.010793 | 0.010785 |
| 37       | 0.010855      | 0.010847 | 0.010839 | 0.010865 | 0.010857 | 0.010849 | 0.010841 | 0.010867 | 0.010859 | 0.010851 |
| 38       | 0.010927      | 0.010918 | 0.010945 | 0.010935 | 0.010927 | 0.010918 | 0.010943 | 0.010935 | 0.010926 | 0.010917 |
| 39       | 0.011000      | 0.011026 | 0.011016 | 0.011006 | 0.010997 | 0.011022 | 0.011013 | 0.011003 | 0.011028 | 0.011019 |
| 40       | 0.011111      | 0.011100 | 0.011126 | 0.011115 | 0.011104 | 0.011093 | 0.011118 | 0.011108 | 0.011097 | 0.011121 |
| 41       | 0.011224      | 0.011212 | 0.011200 | 0.011225 | 0.011213 | 0.011201 | 0.011226 | 0.011214 | 0.011203 | 0.011226 |
| 42       | 0.011340      | 0.011327 | 0.011351 | 0.011338 | 0.011325 | 0.011349 | 0.011336 | 0.011323 | 0.011346 | 0.011333 |
| 43       | 0.011458      | 0.011483 | 0.011468 | 0.011453 | 0.011477 | 0.011462 | 0.011485 | 0.011471 | 0.011456 | 0.011479 |
| 44       | 0.011620      | 0.011643 | 0.011626 | 0.011610 | 0.011633 | 0.011616 | 0.011639 | 0.011623 | 0.011607 | 0.011629 |
| 45       | 0.011786      | 0.011809 | 0.011789 | 0.011812 | 0.011793 | 0.011815 | 0.011797 | 0.011779 | 0.011800 | 0.011782 |
| 46       | 0.012000      | 0.011978 | 0.012000 | 0.011979 | 0.012000 | 0.011979 | 0.012000 | 0.011980 | 0.012000 | 0.011980 |
| 47       | 0.012222      | 0.012243 | 0.012218 | 0.012238 | 0.012214 | 0.012234 | 0.012211 | 0.012230 | 0.012207 | 0.012226 |
| 48       | 0.012500      | 0.012472 | 0.012491 | 0.012463 | 0.012482 | 0.012500 | 0.012473 | 0.012491 | 0.012465 | 0.012483 |
| 49       | 0.012791      | 0.012808 | 0.012776 | 0.012792 | 0.012809 | 0.012778 | 0.012794 | 0.012810 | 0.012780 | 0.012796 |
| 50       | 0.013147      | 0.013162 | 0.013125 | 0.013140 | 0.013154 | 0.013118 | 0.013132 | 0.013146 | 0.013160 | 0.013125 |
| 51       | 0.013525      | 0.013537 | 0.013548 | 0.013560 | 0.013571 | 0.013529 | 0.013541 | 0.013552 | 0.013563 | 0.013574 |
| 52       | 0.014043      | 0.014051 | 0.014059 | 0.014008 | 0.014016 | 0.014024 | 0.014032 | 0.014040 | 0.014048 | 0.014055 |
| 53       | 0.014602      | 0.014605 | 0.014609 | 0.014612 | 0.014615 | 0.014619 | 0.014622 | 0.014625 | 0.014628 | 0.014631 |
| 54       | 0.015349      | 0.015346 | 0.015342 | 0.015339 | 0.015336 | 0.015333 | 0.015330 | 0.015328 | 0.015325 | 0.015322 |
| 55       | 0.016176      | 0.016165 | 0.016154 | 0.016143 | 0.016132 | 0.016197 | 0.016186 | 0.016175 | 0.016164 | 0.016154 |
| 56       | 0.017188      | 0.017254 | 0.017231 | 0.017208 | 0.017186 | 0.017250 | 0.017228 | 0.017206 | 0.017184 | 0.017246 |
| 57       | 0.018539      | 0.018603 | 0.018564 | 0.018525 | 0.018587 | 0.018548 | 0.018610 | 0.018571 | 0.018534 | 0.018594 |
| 58       | 0.020370      | 0.020305 | 0.020364 | 0.020299 | 0.020357 | 0.020294 | 0.020351 | 0.020289 | 0.020345 | 0.020284 |
| 59       | 0.022759      | 0.022653 | 0.022703 | 0.022752 | 0.022649 | 0.022697 | 0.022745 | 0.022645 | 0.022692 | 0.022739 |
| 60       | 0.025984      | 0.026016 | 0.026047 | 0.026077 | 0.026107 | 0.025940 | 0.025970 | 0.026000 | 0.026029 | 0.026058 |
| 61       | 0.031132      | 0.031121 | 0.031111 | 0.031101 | 0.031091 | 0.031081 | 0.031071 | 0.031062 | 0.031053 | 0.031043 |
| 62       | 0.039759      | 0.039643 | 0.039529 | 0.039419 | 0.039767 | 0.039655 | 0.039545 | 0.039438 | 0.039775 | 0.039667 |
| 63       | 0.056897      | 0.056441 | 0.056949 | 0.056500 | 0.057000 | 0.056557 | 0.057049 | 0.056613 | 0.057097 | 0.056667 |
| 64 o más | 0.110000      | 0.107419 | 0.108387 | 0.109355 | 0.110323 | 0.107813 | 0.108750 | 0.109688 | 0.110625 | 0.108182 |

| Edad     | Salario (VSM) |          |          |          |          |          |          |          |          |          |
|----------|---------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
|          | 12.0          | 12.1     | 12.2     | 12.3     | 12.4     | 12.5     | 12.6     | 12.7     | 12.8     | 12.9     |
| Hasta 35 | 0.010714      | 0.010740 | 0.010733 | 0.010727 | 0.010720 | 0.010714 | 0.010739 | 0.010732 | 0.010726 | 0.010720 |
| 36       | 0.010778      | 0.010772 | 0.010796 | 0.010789 | 0.010783 | 0.010776 | 0.010800 | 0.010793 | 0.010787 | 0.010780 |
| 37       | 0.010843      | 0.010868 | 0.010861 | 0.010853 | 0.010845 | 0.010838 | 0.010862 | 0.010855 | 0.010847 | 0.010840 |
| 38       | 0.010942      | 0.010934 | 0.010925 | 0.010917 | 0.010941 | 0.010933 | 0.010925 | 0.010917 | 0.010940 | 0.010932 |
| 39       | 0.011009      | 0.011000 | 0.011024 | 0.011015 | 0.011006 | 0.010997 | 0.011020 | 0.011012 | 0.011003 | 0.011026 |
| 40       | 0.011111      | 0.011101 | 0.011091 | 0.011114 | 0.011104 | 0.011095 | 0.011118 | 0.011108 | 0.011098 | 0.011121 |
| 41       | 0.011215      | 0.011204 | 0.011227 | 0.011216 | 0.011205 | 0.011228 | 0.011217 | 0.011206 | 0.011228 | 0.011217 |
| 42       | 0.011321      | 0.011344 | 0.011331 | 0.011319 | 0.011341 | 0.011329 | 0.011317 | 0.011339 | 0.011327 | 0.011316 |
| 43       | 0.011465      | 0.011451 | 0.011473 | 0.011460 | 0.011481 | 0.011468 | 0.011455 | 0.011476 | 0.011463 | 0.011484 |
| 44       | 0.011613      | 0.011635 | 0.011619 | 0.011604 | 0.011625 | 0.011610 | 0.011631 | 0.011616 | 0.011636 | 0.011622 |
| 45       | 0.011803      | 0.011786 | 0.011806 | 0.011789 | 0.011810 | 0.011792 | 0.011813 | 0.011796 | 0.011779 | 0.011799 |
| 46       | 0.012000      | 0.011980 | 0.012000 | 0.011981 | 0.012000 | 0.011981 | 0.012000 | 0.011981 | 0.012000 | 0.011981 |
| 47       | 0.012203      | 0.012222 | 0.012241 | 0.012219 | 0.012237 | 0.012215 | 0.012233 | 0.012212 | 0.012229 | 0.012208 |
| 48       | 0.012500      | 0.012474 | 0.012491 | 0.012466 | 0.012483 | 0.012500 | 0.012475 | 0.012492 | 0.012468 | 0.012484 |
| 49       | 0.012766      | 0.012782 | 0.012797 | 0.012768 | 0.012784 | 0.012799 | 0.012770 | 0.012785 | 0.012800 | 0.012772 |
| 50       | 0.013139      | 0.013152 | 0.013118 | 0.013132 | 0.013145 | 0.013158 | 0.013125 | 0.013138 | 0.013151 | 0.013119 |
| 51       | 0.013534      | 0.013545 | 0.013556 | 0.013566 | 0.013527 | 0.013538 | 0.013548 | 0.013559 | 0.013569 | 0.013531 |
| 52       | 0.014063      | 0.014015 | 0.014023 | 0.014030 | 0.014038 | 0.014045 | 0.014052 | 0.014059 | 0.014015 | 0.014022 |
| 53       | 0.014634      | 0.014637 | 0.014640 | 0.014585 | 0.014588 | 0.014591 | 0.014595 | 0.014598 | 0.014601 | 0.014604 |
| 54       | 0.015319      | 0.015316 | 0.015314 | 0.015311 | 0.015309 | 0.015306 | 0.015304 | 0.015301 | 0.015299 | 0.015296 |
| 55       | 0.016143      | 0.016133 | 0.016195 | 0.016184 | 0.016174 | 0.016164 | 0.016154 | 0.016144 | 0.016134 | 0.016192 |
| 56       | 0.017225      | 0.017204 | 0.017183 | 0.017243 | 0.017222 | 0.017202 | 0.017182 | 0.017240 | 0.017220 | 0.017200 |
| 57       | 0.018557      | 0.018520 | 0.018579 | 0.018543 | 0.018600 | 0.018564 | 0.018529 | 0.018585 | 0.018551 | 0.018606 |
| 58       | 0.020339      | 0.020279 | 0.020333 | 0.020275 | 0.020328 | 0.020270 | 0.020323 | 0.020266 | 0.020317 | 0.020262 |
| 59       | 0.022642      | 0.022688 | 0.022733 | 0.022638 | 0.022683 | 0.022727 | 0.022635 | 0.022679 | 0.022722 | 0.022632 |
| 60       | 0.026087      | 0.026115 | 0.025957 | 0.025986 | 0.026014 | 0.026042 | 0.026069 | 0.026096 | 0.025946 | 0.025973 |
| 61       | 0.031034      | 0.031026 | 0.031017 | 0.031008 | 0.031000 | 0.030992 | 0.030984 | 0.030976 | 0.030968 | 0.030960 |
| 62       | 0.039560      | 0.039457 | 0.039783 | 0.039677 | 0.039574 | 0.039474 | 0.039789 | 0.039688 | 0.039588 | 0.039490 |
| 63       | 0.057143      | 0.056719 | 0.057188 | 0.056769 | 0.056364 | 0.056818 | 0.056418 | 0.056866 | 0.056471 | 0.056912 |
| 64 o más | 0.109091      | 0.110000 | 0.107647 | 0.108529 | 0.109412 | 0.110294 | 0.108000 | 0.108857 | 0.109714 | 0.107500 |

| Edad     | Salario (VSM) |          |          |          |          |          |          |          |          |          |
|----------|---------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
|          | 13.0          | 13.1     | 13.2     | 13.3     | 13.4     | 13.5     | 13.6     | 13.7     | 13.8     | 13.9     |
| Hasta 35 | 0.010714      | 0.010738 | 0.010732 | 0.010726 | 0.010720 | 0.010714 | 0.010737 | 0.010731 | 0.010725 | 0.010720 |
| 36       | 0.010773      | 0.010797 | 0.010790 | 0.010784 | 0.010777 | 0.010771 | 0.010794 | 0.010787 | 0.010781 | 0.010775 |
| 37       | 0.010864      | 0.010856 | 0.010849 | 0.010842 | 0.010865 | 0.010858 | 0.010851 | 0.010844 | 0.010838 | 0.010859 |
| 38       | 0.010924      | 0.010917 | 0.010939 | 0.010932 | 0.010924 | 0.010916 | 0.010938 | 0.010931 | 0.010923 | 0.010916 |
| 39       | 0.011017      | 0.011008 | 0.011000 | 0.011022 | 0.011014 | 0.011005 | 0.010997 | 0.011019 | 0.011011 | 0.011003 |
| 40       | 0.011111      | 0.011102 | 0.011092 | 0.011114 | 0.011105 | 0.011096 | 0.011117 | 0.011108 | 0.011099 | 0.011090 |
| 41       | 0.011207      | 0.011197 | 0.011218 | 0.011208 | 0.011198 | 0.011219 | 0.011209 | 0.011199 | 0.011220 | 0.011210 |
| 42       | 0.011337      | 0.011326 | 0.011347 | 0.011335 | 0.011324 | 0.011345 | 0.011333 | 0.011322 | 0.011342 | 0.011332 |
| 43       | 0.011471      | 0.011458 | 0.011478 | 0.011466 | 0.011453 | 0.011473 | 0.011461 | 0.011480 | 0.011468 | 0.011456 |
| 44       | 0.011607      | 0.011627 | 0.011613 | 0.011633 | 0.011618 | 0.011605 | 0.011624 | 0.011610 | 0.011629 | 0.011616 |
| 45       | 0.011782      | 0.011802 | 0.011786 | 0.011805 | 0.011789 | 0.011808 | 0.011792 | 0.011810 | 0.011795 | 0.011780 |
| 46       | 0.012000      | 0.011982 | 0.012000 | 0.011982 | 0.012000 | 0.011982 | 0.012000 | 0.011983 | 0.012000 | 0.011983 |
| 47       | 0.012226      | 0.012205 | 0.012222 | 0.012239 | 0.012219 | 0.012236 | 0.012216 | 0.012232 | 0.012212 | 0.012229 |
| 48       | 0.012500      | 0.012476 | 0.012492 | 0.012469 | 0.012484 | 0.012500 | 0.012477 | 0.012492 | 0.012470 | 0.012485 |
| 49       | 0.012787      | 0.012801 | 0.012774 | 0.012788 | 0.012803 | 0.012776 | 0.012790 | 0.012804 | 0.012778 | 0.012791 |
| 50       | 0.013131      | 0.013144 | 0.013156 | 0.013125 | 0.013137 | 0.013149 | 0.013119 | 0.013131 | 0.013143 | 0.013155 |
| 51       | 0.013542      | 0.013552 | 0.013562 | 0.013525 | 0.013535 | 0.013545 | 0.013555 | 0.013564 | 0.013529 | 0.013539 |
| 52       | 0.014029      | 0.014036 | 0.014043 | 0.014049 | 0.014056 | 0.014014 | 0.014021 | 0.014027 | 0.014034 | 0.014040 |
| 53       | 0.014607      | 0.014610 | 0.014613 | 0.014615 | 0.014618 | 0.014621 | 0.014624 | 0.014626 | 0.014629 | 0.014632 |
| 54       | 0.015294      | 0.015292 | 0.015290 | 0.015287 | 0.015285 | 0.015283 | 0.015281 | 0.015336 | 0.015333 | 0.015331 |
| 55       | 0.016183      | 0.016173 | 0.016163 | 0.016154 | 0.016145 | 0.016135 | 0.016190 | 0.016181 | 0.016172 | 0.016163 |
| 56       | 0.017257      | 0.017237 | 0.017217 | 0.017198 | 0.017253 | 0.017234 | 0.017215 | 0.017197 | 0.017250 | 0.017231 |
| 57       | 0.018571      | 0.018538 | 0.018592 | 0.018558 | 0.018525 | 0.018578 | 0.018545 | 0.018597 | 0.018565 | 0.018533 |
| 58       | 0.020313      | 0.020363 | 0.020308 | 0.020357 | 0.020303 | 0.020352 | 0.020299 | 0.020347 | 0.020294 | 0.020341 |
| 59       | 0.022674      | 0.022717 | 0.022629 | 0.022670 | 0.022712 | 0.022626 | 0.022667 | 0.022707 | 0.022623 | 0.022663 |
| 60       | 0.026000      | 0.026026 | 0.026053 | 0.026078 | 0.025935 | 0.025962 | 0.025987 | 0.026013 | 0.026038 | 0.026063 |
| 61       | 0.030952      | 0.031190 | 0.031181 | 0.031172 | 0.031163 | 0.031154 | 0.031145 | 0.031136 | 0.031128 | 0.031119 |
| 62       | 0.039394      | 0.039697 | 0.039600 | 0.039505 | 0.039412 | 0.039706 | 0.039612 | 0.039519 | 0.039429 | 0.039714 |
| 63       | 0.056522      | 0.056957 | 0.056571 | 0.057000 | 0.056620 | 0.057042 | 0.056667 | 0.057083 | 0.056712 | 0.056351 |
| 64 o más | 0.108333      | 0.109167 | 0.110000 | 0.107838 | 0.108649 | 0.109459 | 0.107368 | 0.108158 | 0.108947 | 0.109737 |

(Continúa en la Tercera Sección)

## TERCERA SECCION

### INSTITUTO DEL FONDO NACIONAL DE LA VIVIENDA PARA LOS TRABAJADORES

(Viene de la Segunda Sección)

| Edad     | Salario (VSM) |          |          |          |          |          |          |          |          |          |
|----------|---------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
|          | 14.0          | 14.1     | 14.2     | 14.3     | 14.4     | 14.5     | 14.6     | 14.7     | 14.8     | 14.9     |
| Hasta 35 | 0.010714      | 0.010736 | 0.010730 | 0.010725 | 0.010720 | 0.010714 | 0.010735 | 0.010730 | 0.010725 | 0.010719 |
| 36       | 0.010797      | 0.010791 | 0.010785 | 0.010779 | 0.010773 | 0.010794 | 0.010788 | 0.010782 | 0.010777 | 0.010771 |
| 37       | 0.010853      | 0.010846 | 0.010840 | 0.010861 | 0.010854 | 0.010848 | 0.010842 | 0.010862 | 0.010856 | 0.010850 |
| 38       | 0.010938      | 0.010930 | 0.010923 | 0.010916 | 0.010937 | 0.010930 | 0.010923 | 0.010916 | 0.010936 | 0.010929 |
| 39       | 0.011024      | 0.011016 | 0.011008 | 0.011000 | 0.011020 | 0.011013 | 0.011005 | 0.010998 | 0.011017 | 0.011010 |
| 40       | 0.011111      | 0.011102 | 0.011094 | 0.011114 | 0.011105 | 0.011097 | 0.011117 | 0.011108 | 0.011100 | 0.011092 |
| 41       | 0.011200      | 0.011220 | 0.011211 | 0.011201 | 0.011221 | 0.011211 | 0.011202 | 0.011221 | 0.011212 | 0.011203 |
| 42       | 0.011321      | 0.011340 | 0.011330 | 0.011319 | 0.011339 | 0.011328 | 0.011318 | 0.011337 | 0.011327 | 0.011316 |
| 43       | 0.011475      | 0.011463 | 0.011452 | 0.011471 | 0.011459 | 0.011478 | 0.011466 | 0.011455 | 0.011473 | 0.011462 |
| 44       | 0.011634      | 0.011621 | 0.011608 | 0.011626 | 0.011613 | 0.011631 | 0.011618 | 0.011605 | 0.011623 | 0.011610 |
| 45       | 0.011798      | 0.011783 | 0.011801 | 0.011786 | 0.011803 | 0.011789 | 0.011806 | 0.011791 | 0.011777 | 0.011794 |
| 46       | 0.012000      | 0.011983 | 0.012000 | 0.011983 | 0.012000 | 0.011983 | 0.012000 | 0.011984 | 0.012000 | 0.011984 |
| 47       | 0.012209      | 0.012225 | 0.012206 | 0.012222 | 0.012203 | 0.012219 | 0.012235 | 0.012216 | 0.012231 | 0.012213 |
| 48       | 0.012463      | 0.012478 | 0.012493 | 0.012471 | 0.012486 | 0.012464 | 0.012479 | 0.012493 | 0.012472 | 0.012486 |
| 49       | 0.012766      | 0.012779 | 0.012793 | 0.012768 | 0.012781 | 0.012794 | 0.012770 | 0.012783 | 0.012795 | 0.012771 |
| 50       | 0.013125      | 0.013137 | 0.013148 | 0.013119 | 0.013131 | 0.013142 | 0.013153 | 0.013125 | 0.013136 | 0.013147 |
| 51       | 0.013548      | 0.013558 | 0.013567 | 0.013533 | 0.013542 | 0.013551 | 0.013560 | 0.013528 | 0.013537 | 0.013545 |
| 52       | 0.014047      | 0.014053 | 0.014013 | 0.014020 | 0.014026 | 0.014032 | 0.014038 | 0.014045 | 0.014051 | 0.014013 |
| 53       | 0.014634      | 0.014586 | 0.014589 | 0.014592 | 0.014595 | 0.014597 | 0.014600 | 0.014603 | 0.014605 | 0.014608 |
| 54       | 0.015328      | 0.015326 | 0.015324 | 0.015321 | 0.015319 | 0.015317 | 0.015315 | 0.015313 | 0.015310 | 0.015308 |
| 55       | 0.016154      | 0.016145 | 0.016136 | 0.016128 | 0.016180 | 0.016171 | 0.016162 | 0.016154 | 0.016145 | 0.016137 |
| 56       | 0.017213      | 0.017195 | 0.017247 | 0.017229 | 0.017211 | 0.017194 | 0.017244 | 0.017227 | 0.017209 | 0.017192 |
| 57       | 0.018584      | 0.018553 | 0.018522 | 0.018571 | 0.018541 | 0.018590 | 0.018559 | 0.018529 | 0.018577 | 0.018548 |
| 58       | 0.020290      | 0.020337 | 0.020286 | 0.020332 | 0.020282 | 0.020327 | 0.020278 | 0.020323 | 0.020274 | 0.020318 |
| 59       | 0.022703      | 0.022620 | 0.022660 | 0.022698 | 0.022618 | 0.022656 | 0.022694 | 0.022615 | 0.022653 | 0.022690 |
| 60       | 0.026087      | 0.025951 | 0.025976 | 0.026000 | 0.026024 | 0.026048 | 0.026071 | 0.025941 | 0.025965 | 0.025988 |
| 61       | 0.031111      | 0.031103 | 0.031095 | 0.031087 | 0.031079 | 0.031071 | 0.031064 | 0.031056 | 0.031049 | 0.031042 |
| 62       | 0.039623      | 0.039533 | 0.039444 | 0.039722 | 0.039633 | 0.039545 | 0.039459 | 0.039730 | 0.039643 | 0.039558 |
| 63       | 0.056757      | 0.056400 | 0.056800 | 0.056447 | 0.056842 | 0.056494 | 0.056883 | 0.056538 | 0.056923 | 0.056582 |
| 64 o más | 0.107692      | 0.108462 | 0.109231 | 0.110000 | 0.108000 | 0.108750 | 0.109500 | 0.107561 | 0.108293 | 0.109024 |

| Edad     | Salario (VSM) |          |          |          |          |          |          |          |          |          |
|----------|---------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
|          | 15.0          | 15.1     | 15.2     | 15.3     | 15.4     | 15.5     | 15.6     | 15.7     | 15.8     | 15.9     |
| Hasta 35 | 0.010714      | 0.010735 | 0.010729 | 0.010724 | 0.010719 | 0.010714 | 0.010734 | 0.010729 | 0.010724 | 0.010719 |
| 36       | 0.010791      | 0.010786 | 0.010780 | 0.010775 | 0.010794 | 0.010789 | 0.010783 | 0.010778 | 0.010773 | 0.010792 |
| 37       | 0.010843      | 0.010837 | 0.010857 | 0.010851 | 0.010845 | 0.010839 | 0.010858 | 0.010853 | 0.010847 | 0.010841 |
| 38       | 0.010922      | 0.010916 | 0.010935 | 0.010929 | 0.010922 | 0.010915 | 0.010935 | 0.010928 | 0.010922 | 0.010915 |
| 39       | 0.011002      | 0.011022 | 0.011014 | 0.011007 | 0.011000 | 0.011019 | 0.011012 | 0.011005 | 0.010998 | 0.011016 |
| 40       | 0.011111      | 0.011103 | 0.011095 | 0.011114 | 0.011106 | 0.011098 | 0.011090 | 0.011108 | 0.011101 | 0.011093 |
| 41       | 0.011222      | 0.011213 | 0.011204 | 0.011222 | 0.011214 | 0.011205 | 0.011196 | 0.011214 | 0.011206 | 0.011197 |
| 42       | 0.011335      | 0.011325 | 0.011343 | 0.011333 | 0.011324 | 0.011341 | 0.011332 | 0.011322 | 0.011340 | 0.011330 |
| 43       | 0.011450      | 0.011468 | 0.011457 | 0.011475 | 0.011464 | 0.011453 | 0.011471 | 0.011460 | 0.011477 | 0.011466 |
| 44       | 0.011628      | 0.011615 | 0.011633 | 0.011620 | 0.011608 | 0.011625 | 0.011613 | 0.011630 | 0.011618 | 0.011606 |
| 45       | 0.011780      | 0.011797 | 0.011783 | 0.011799 | 0.011786 | 0.011802 | 0.011788 | 0.011805 | 0.011791 | 0.011778 |
| 46       | 0.012000      | 0.011984 | 0.012000 | 0.011984 | 0.012000 | 0.011985 | 0.012000 | 0.011985 | 0.012000 | 0.011985 |
| 47       | 0.012228      | 0.012210 | 0.012225 | 0.012207 | 0.012222 | 0.012205 | 0.012219 | 0.012202 | 0.012216 | 0.012231 |
| 48       | 0.012465      | 0.012479 | 0.012493 | 0.012473 | 0.012486 | 0.012466 | 0.012480 | 0.012493 | 0.012474 | 0.012487 |
| 49       | 0.012784      | 0.012797 | 0.012773 | 0.012786 | 0.012798 | 0.012775 | 0.012787 | 0.012764 | 0.012776 | 0.012788 |
| 50       | 0.013120      | 0.013130 | 0.013141 | 0.013152 | 0.013125 | 0.013136 | 0.013146 | 0.013120 | 0.013130 | 0.013140 |
| 51       | 0.013554      | 0.013563 | 0.013531 | 0.013540 | 0.013548 | 0.013557 | 0.013526 | 0.013534 | 0.013543 | 0.013551 |
| 52       | 0.014019      | 0.014025 | 0.014031 | 0.014037 | 0.014043 | 0.014048 | 0.014012 | 0.014018 | 0.014024 | 0.014029 |
| 53       | 0.014610      | 0.014613 | 0.014615 | 0.014618 | 0.014620 | 0.014623 | 0.014625 | 0.014627 | 0.014630 | 0.014587 |
| 54       | 0.015306      | 0.015304 | 0.015302 | 0.015300 | 0.015298 | 0.015296 | 0.015294 | 0.015292 | 0.015290 | 0.015288 |
| 55       | 0.016129      | 0.016179 | 0.016170 | 0.016162 | 0.016154 | 0.016146 | 0.016138 | 0.016130 | 0.016177 | 0.016169 |
| 56       | 0.017241      | 0.017224 | 0.017208 | 0.017191 | 0.017239 | 0.017222 | 0.017206 | 0.017190 | 0.017236 | 0.017220 |
| 57       | 0.018519      | 0.018566 | 0.018537 | 0.018583 | 0.018554 | 0.018526 | 0.018571 | 0.018543 | 0.018588 | 0.018560 |
| 58       | 0.020270      | 0.020314 | 0.020267 | 0.020310 | 0.020263 | 0.020306 | 0.020348 | 0.020302 | 0.020343 | 0.020298 |
| 59       | 0.022613      | 0.022650 | 0.022687 | 0.022611 | 0.022647 | 0.022683 | 0.022718 | 0.022644 | 0.022679 | 0.022714 |
| 60       | 0.026012      | 0.026034 | 0.026057 | 0.025932 | 0.025955 | 0.025978 | 0.026000 | 0.026022 | 0.026044 | 0.026066 |
| 61       | 0.031034      | 0.031027 | 0.031020 | 0.031014 | 0.031007 | 0.031000 | 0.030993 | 0.030987 | 0.030980 | 0.030974 |
| 62       | 0.039474      | 0.039391 | 0.039652 | 0.039569 | 0.039487 | 0.039407 | 0.039661 | 0.039580 | 0.039500 | 0.039421 |
| 63       | 0.056962      | 0.056625 | 0.057000 | 0.056667 | 0.056341 | 0.056707 | 0.056386 | 0.056747 | 0.056429 | 0.056786 |
| 64 o más | 0.109756      | 0.107857 | 0.108571 | 0.109286 | 0.107442 | 0.108140 | 0.108837 | 0.109535 | 0.107727 | 0.108409 |

| Edad     | Salario (VSM) |          |          |          |          |          |          |          |          |          |
|----------|---------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
|          | 16.0          | 16.1     | 16.2     | 16.3     | 16.4     | 16.5     | 16.6     | 16.7     | 16.8     | 16.9     |
| Hasta 35 | 0.010714      | 0.010733 | 0.010728 | 0.010724 | 0.010719 | 0.010714 | 0.010733 | 0.010728 | 0.010723 | 0.010719 |
| 36       | 0.010787      | 0.010781 | 0.010776 | 0.010771 | 0.010789 | 0.010784 | 0.010779 | 0.010774 | 0.010792 | 0.010787 |
| 37       | 0.010860      | 0.010854 | 0.010848 | 0.010843 | 0.010837 | 0.010855 | 0.010850 | 0.010844 | 0.010839 | 0.010857 |
| 38       | 0.010934      | 0.010928 | 0.010921 | 0.010915 | 0.010933 | 0.010927 | 0.010921 | 0.010915 | 0.010933 | 0.010927 |
| 39       | 0.011009      | 0.011002 | 0.010995 | 0.011014 | 0.011007 | 0.011000 | 0.011018 | 0.011011 | 0.011004 | 0.010998 |
| 40       | 0.011111      | 0.011103 | 0.011096 | 0.011114 | 0.011106 | 0.011099 | 0.011091 | 0.011109 | 0.011101 | 0.011094 |
| 41       | 0.011215      | 0.011206 | 0.011198 | 0.011216 | 0.011207 | 0.011199 | 0.011216 | 0.011208 | 0.011200 | 0.011217 |
| 42       | 0.011321      | 0.011338 | 0.011329 | 0.011319 | 0.011336 | 0.011327 | 0.011318 | 0.011335 | 0.011326 | 0.011317 |
| 43       | 0.011456      | 0.011473 | 0.011462 | 0.011452 | 0.011469 | 0.011458 | 0.011475 | 0.011465 | 0.011455 | 0.011471 |
| 44       | 0.011622      | 0.011611 | 0.011627 | 0.011615 | 0.011604 | 0.011620 | 0.011608 | 0.011624 | 0.011613 | 0.011628 |
| 45       | 0.011794      | 0.011780 | 0.011796 | 0.011783 | 0.011799 | 0.011786 | 0.011801 | 0.011788 | 0.011803 | 0.011791 |
| 46       | 0.012000      | 0.011985 | 0.012000 | 0.011985 | 0.012000 | 0.011985 | 0.012000 | 0.011986 | 0.012000 | 0.011986 |
| 47       | 0.012214      | 0.012228 | 0.012211 | 0.012225 | 0.012208 | 0.012222 | 0.012206 | 0.012220 | 0.012203 | 0.012217 |
| 48       | 0.012468      | 0.012481 | 0.012494 | 0.012474 | 0.012487 | 0.012469 | 0.012481 | 0.012494 | 0.012475 | 0.012488 |
| 49       | 0.012766      | 0.012778 | 0.012789 | 0.012768 | 0.012779 | 0.012791 | 0.012769 | 0.012781 | 0.012792 | 0.012771 |
| 50       | 0.013115      | 0.013125 | 0.013135 | 0.013145 | 0.013120 | 0.013130 | 0.013140 | 0.013115 | 0.013125 | 0.013135 |
| 51       | 0.013559      | 0.013529 | 0.013538 | 0.013546 | 0.013554 | 0.013525 | 0.013533 | 0.013541 | 0.013548 | 0.013556 |
| 52       | 0.014035      | 0.014041 | 0.014046 | 0.014011 | 0.014017 | 0.014023 | 0.014028 | 0.014034 | 0.014039 | 0.014044 |
| 53       | 0.014590      | 0.014592 | 0.014595 | 0.014597 | 0.014599 | 0.014602 | 0.014604 | 0.014606 | 0.014609 | 0.014611 |
| 54       | 0.015287      | 0.015285 | 0.015283 | 0.015281 | 0.015280 | 0.015325 | 0.015323 | 0.015321 | 0.015319 | 0.015317 |
| 55       | 0.016162      | 0.016154 | 0.016146 | 0.016139 | 0.016131 | 0.016176 | 0.016169 | 0.016161 | 0.016154 | 0.016146 |
| 56       | 0.017204      | 0.017189 | 0.017234 | 0.017218 | 0.017203 | 0.017188 | 0.017232 | 0.017216 | 0.017201 | 0.017186 |
| 57       | 0.018533      | 0.018577 | 0.018550 | 0.018523 | 0.018566 | 0.018539 | 0.018582 | 0.018556 | 0.018529 | 0.018571 |
| 58       | 0.020339      | 0.020294 | 0.020335 | 0.020290 | 0.020331 | 0.020287 | 0.020327 | 0.020283 | 0.020323 | 0.020280 |
| 59       | 0.022642      | 0.022676 | 0.022710 | 0.022639 | 0.022673 | 0.022706 | 0.022636 | 0.022670 | 0.022703 | 0.022634 |
| 60       | 0.025946      | 0.025968 | 0.025989 | 0.026011 | 0.026032 | 0.026053 | 0.025938 | 0.025959 | 0.025979 | 0.026000 |
| 61       | 0.030968      | 0.030962 | 0.030955 | 0.031146 | 0.031139 | 0.031132 | 0.031125 | 0.031118 | 0.031111 | 0.031104 |
| 62       | 0.039669      | 0.039590 | 0.039512 | 0.039435 | 0.039677 | 0.039600 | 0.039524 | 0.039449 | 0.039685 | 0.039609 |
| 63       | 0.056471      | 0.056824 | 0.056512 | 0.056860 | 0.056552 | 0.056897 | 0.056591 | 0.056932 | 0.056629 | 0.056333 |
| 64 o más | 0.109091      | 0.107333 | 0.108000 | 0.108667 | 0.109333 | 0.107609 | 0.108261 | 0.108913 | 0.109565 | 0.107872 |

| Edad     | Salario (VSM) |          |          |          |          |          |          |          |          |          |
|----------|---------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
|          | 17.0          | 17.1     | 17.2     | 17.3     | 17.4     | 17.5     | 17.6     | 17.7     | 17.8     | 17.9     |
| Hasta 35 | 0.010714      | 0.010710 | 0.010728 | 0.010723 | 0.010719 | 0.010714 | 0.010710 | 0.010727 | 0.010723 | 0.010719 |
| 36       | 0.010782      | 0.010777 | 0.010772 | 0.010790 | 0.010785 | 0.010780 | 0.010776 | 0.010771 | 0.010788 | 0.010783 |
| 37       | 0.010851      | 0.010846 | 0.010840 | 0.010858 | 0.010852 | 0.010847 | 0.010842 | 0.010837 | 0.010854 | 0.010848 |
| 38       | 0.010921      | 0.010915 | 0.010932 | 0.010926 | 0.010921 | 0.010915 | 0.010932 | 0.010926 | 0.010920 | 0.010915 |
| 39       | 0.011015      | 0.011009 | 0.011002 | 0.010996 | 0.011013 | 0.011006 | 0.011000 | 0.011017 | 0.011010 | 0.011004 |
| 40       | 0.011111      | 0.011104 | 0.011097 | 0.011090 | 0.011106 | 0.011099 | 0.011092 | 0.011109 | 0.011102 | 0.011095 |
| 41       | 0.011209      | 0.011201 | 0.011217 | 0.011210 | 0.011202 | 0.011218 | 0.011210 | 0.011203 | 0.011218 | 0.011211 |
| 42       | 0.011333      | 0.011325 | 0.011316 | 0.011332 | 0.011323 | 0.011339 | 0.011330 | 0.011322 | 0.011338 | 0.011329 |
| 43       | 0.011461      | 0.011451 | 0.011467 | 0.011457 | 0.011473 | 0.011463 | 0.011453 | 0.011469 | 0.011459 | 0.011474 |
| 44       | 0.011617      | 0.011606 | 0.011622 | 0.011611 | 0.011626 | 0.011615 | 0.011604 | 0.011619 | 0.011609 | 0.011623 |
| 45       | 0.011778      | 0.011793 | 0.011781 | 0.011795 | 0.011783 | 0.011798 | 0.011786 | 0.011800 | 0.011788 | 0.011802 |
| 46       | 0.012000      | 0.011986 | 0.012000 | 0.011986 | 0.012000 | 0.011986 | 0.012000 | 0.011986 | 0.012000 | 0.011987 |
| 47       | 0.012230      | 0.012214 | 0.012227 | 0.012212 | 0.012225 | 0.012209 | 0.012222 | 0.012207 | 0.012220 | 0.012205 |
| 48       | 0.012469      | 0.012482 | 0.012464 | 0.012476 | 0.012488 | 0.012470 | 0.012482 | 0.012465 | 0.012477 | 0.012488 |
| 49       | 0.012782      | 0.012793 | 0.012772 | 0.012783 | 0.012794 | 0.012774 | 0.012785 | 0.012764 | 0.012775 | 0.012786 |
| 50       | 0.013144      | 0.013120 | 0.013130 | 0.013139 | 0.013116 | 0.013125 | 0.013134 | 0.013144 | 0.013120 | 0.013130 |
| 51       | 0.013528      | 0.013536 | 0.013543 | 0.013551 | 0.013558 | 0.013531 | 0.013538 | 0.013546 | 0.013553 | 0.013526 |
| 52       | 0.014011      | 0.014016 | 0.014022 | 0.014027 | 0.014032 | 0.014037 | 0.014043 | 0.014011 | 0.014016 | 0.014021 |
| 53       | 0.014613      | 0.014615 | 0.014618 | 0.014620 | 0.014622 | 0.014624 | 0.014586 | 0.014588 | 0.014590 | 0.014592 |
| 54       | 0.015315      | 0.015313 | 0.015312 | 0.015310 | 0.015308 | 0.015306 | 0.015304 | 0.015303 | 0.015301 | 0.015299 |
| 55       | 0.016139      | 0.016132 | 0.016176 | 0.016168 | 0.016161 | 0.016154 | 0.016147 | 0.016140 | 0.016133 | 0.016175 |
| 56       | 0.017230      | 0.017215 | 0.017200 | 0.017185 | 0.017228 | 0.017213 | 0.017199 | 0.017184 | 0.017226 | 0.017212 |
| 57       | 0.018545      | 0.018520 | 0.018561 | 0.018536 | 0.018577 | 0.018551 | 0.018526 | 0.018566 | 0.018542 | 0.018581 |
| 58       | 0.020319      | 0.020277 | 0.020315 | 0.020273 | 0.020311 | 0.020270 | 0.020308 | 0.020267 | 0.020304 | 0.020264 |
| 59       | 0.022667      | 0.022699 | 0.022632 | 0.022664 | 0.022696 | 0.022629 | 0.022661 | 0.022692 | 0.022627 | 0.022658 |
| 60       | 0.026020      | 0.026041 | 0.026061 | 0.025950 | 0.025970 | 0.025990 | 0.026010 | 0.026029 | 0.026049 | 0.025942 |
| 61       | 0.031098      | 0.031091 | 0.031084 | 0.031078 | 0.031071 | 0.031065 | 0.031059 | 0.031053 | 0.031047 | 0.031040 |
| 62       | 0.039535      | 0.039462 | 0.039389 | 0.039618 | 0.039545 | 0.039474 | 0.039403 | 0.039627 | 0.039556 | 0.039485 |
| 63       | 0.056667      | 0.056374 | 0.056703 | 0.056413 | 0.056739 | 0.056452 | 0.056774 | 0.056489 | 0.056809 | 0.056526 |
| 64 o más | 0.108511      | 0.109149 | 0.107500 | 0.108125 | 0.108750 | 0.109375 | 0.107755 | 0.108367 | 0.108980 | 0.107400 |

| Edad     | Salario (VSM) |          |          |          |          |          |          |          |          |          |
|----------|---------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
|          | 18.0          | 18.1     | 18.2     | 18.3     | 18.4     | 18.5     | 18.6     | 18.7     | 18.8     | 18.9     |
| Hasta 35 | 0.010714      | 0.010710 | 0.010727 | 0.010723 | 0.010718 | 0.010714 | 0.010710 | 0.010727 | 0.010722 | 0.010718 |
| 36       | 0.010778      | 0.010774 | 0.010791 | 0.010786 | 0.010781 | 0.010777 | 0.010772 | 0.010788 | 0.010784 | 0.010779 |
| 37       | 0.010843      | 0.010838 | 0.010855 | 0.010850 | 0.010845 | 0.010840 | 0.010856 | 0.010851 | 0.010846 | 0.010841 |
| 38       | 0.010931      | 0.010926 | 0.010920 | 0.010915 | 0.010931 | 0.010925 | 0.010920 | 0.010914 | 0.010930 | 0.010925 |
| 39       | 0.010998      | 0.011014 | 0.011008 | 0.011002 | 0.010996 | 0.011012 | 0.011006 | 0.011000 | 0.011016 | 0.011010 |
| 40       | 0.011111      | 0.011104 | 0.011098 | 0.011091 | 0.011107 | 0.011100 | 0.011093 | 0.011109 | 0.011102 | 0.011096 |
| 41       | 0.011203      | 0.011196 | 0.011211 | 0.011204 | 0.011197 | 0.011212 | 0.011205 | 0.011198 | 0.011213 | 0.011206 |
| 42       | 0.011321      | 0.011336 | 0.011328 | 0.011320 | 0.011335 | 0.011327 | 0.011318 | 0.011333 | 0.011325 | 0.011317 |
| 43       | 0.011465      | 0.011456 | 0.011471 | 0.011461 | 0.011452 | 0.011467 | 0.011458 | 0.011472 | 0.011463 | 0.011455 |
| 44       | 0.011613      | 0.011627 | 0.011617 | 0.011607 | 0.011621 | 0.011611 | 0.011625 | 0.011615 | 0.011605 | 0.011619 |
| 45       | 0.011790      | 0.011779 | 0.011793 | 0.011781 | 0.011795 | 0.011783 | 0.011797 | 0.011786 | 0.011799 | 0.011788 |
| 46       | 0.012000      | 0.011987 | 0.012000 | 0.011987 | 0.012000 | 0.011987 | 0.012000 | 0.011987 | 0.012000 | 0.011987 |
| 47       | 0.012217      | 0.012202 | 0.012215 | 0.012227 | 0.012212 | 0.012225 | 0.012210 | 0.012222 | 0.012208 | 0.012220 |
| 48       | 0.012471      | 0.012483 | 0.012466 | 0.012477 | 0.012489 | 0.012472 | 0.012483 | 0.012467 | 0.012478 | 0.012489 |
| 49       | 0.012766      | 0.012776 | 0.012787 | 0.012767 | 0.012778 | 0.012788 | 0.012769 | 0.012779 | 0.012789 | 0.012770 |
| 50       | 0.013139      | 0.013116 | 0.013125 | 0.013134 | 0.013143 | 0.013121 | 0.013129 | 0.013138 | 0.013116 | 0.013125 |
| 51       | 0.013534      | 0.013541 | 0.013548 | 0.013556 | 0.013529 | 0.013537 | 0.013544 | 0.013551 | 0.013525 | 0.013532 |
| 52       | 0.014026      | 0.014031 | 0.014036 | 0.014041 | 0.014010 | 0.014015 | 0.014020 | 0.014025 | 0.014030 | 0.014035 |
| 53       | 0.014595      | 0.014597 | 0.014599 | 0.014601 | 0.014603 | 0.014605 | 0.014607 | 0.014609 | 0.014611 | 0.014613 |
| 54       | 0.015297      | 0.015296 | 0.015294 | 0.015292 | 0.015291 | 0.015289 | 0.015288 | 0.015286 | 0.015285 | 0.015283 |
| 55       | 0.016168      | 0.016161 | 0.016154 | 0.016147 | 0.016140 | 0.016134 | 0.016174 | 0.016167 | 0.016160 | 0.016154 |
| 56       | 0.017197      | 0.017184 | 0.017224 | 0.017210 | 0.017196 | 0.017183 | 0.017222 | 0.017209 | 0.017195 | 0.017182 |
| 57       | 0.018557      | 0.018532 | 0.018571 | 0.018547 | 0.018523 | 0.018562 | 0.018538 | 0.018576 | 0.018553 | 0.018529 |
| 58       | 0.020301      | 0.020261 | 0.020297 | 0.020333 | 0.020294 | 0.020330 | 0.020291 | 0.020326 | 0.020288 | 0.020323 |
| 59       | 0.022689      | 0.022625 | 0.022656 | 0.022686 | 0.022623 | 0.022653 | 0.022683 | 0.022621 | 0.022651 | 0.022680 |
| 60       | 0.025962      | 0.025981 | 0.026000 | 0.026019 | 0.026038 | 0.025935 | 0.025953 | 0.025972 | 0.025991 | 0.026009 |
| 61       | 0.031034      | 0.031029 | 0.031023 | 0.031017 | 0.031011 | 0.031006 | 0.031000 | 0.030994 | 0.030989 | 0.030984 |
| 62       | 0.039416      | 0.039635 | 0.039565 | 0.039496 | 0.039429 | 0.039643 | 0.039574 | 0.039507 | 0.039441 | 0.039650 |
| 63       | 0.056842      | 0.056563 | 0.056875 | 0.056598 | 0.056327 | 0.056633 | 0.056364 | 0.056667 | 0.056400 | 0.056700 |
| 64 o más | 0.108000      | 0.108600 | 0.109200 | 0.107647 | 0.108235 | 0.108824 | 0.107308 | 0.107885 | 0.108462 | 0.109038 |

| Edad     | Salario (VSM) |          |          |          |          |          |          |          |          |          |
|----------|---------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
|          | 19.0          | 19.1     | 19.2     | 19.3     | 19.4     | 19.5     | 19.6     | 19.7     | 19.8     | 19.9     |
| Hasta 35 | 0.010714      | 0.010710 | 0.010726 | 0.010722 | 0.010718 | 0.010714 | 0.010710 | 0.010726 | 0.010722 | 0.010718 |
| 36       | 0.010775      | 0.010771 | 0.010787 | 0.010782 | 0.010778 | 0.010773 | 0.010789 | 0.010785 | 0.010780 | 0.010776 |
| 37       | 0.010857      | 0.010852 | 0.010847 | 0.010843 | 0.010838 | 0.010853 | 0.010849 | 0.010844 | 0.010839 | 0.010855 |
| 38       | 0.010920      | 0.010914 | 0.010930 | 0.010925 | 0.010919 | 0.010914 | 0.010929 | 0.010924 | 0.010919 | 0.010914 |
| 39       | 0.011004      | 0.010998 | 0.011013 | 0.011008 | 0.011002 | 0.010996 | 0.011011 | 0.011006 | 0.011000 | 0.011015 |
| 40       | 0.011111      | 0.011105 | 0.011098 | 0.011092 | 0.011107 | 0.011101 | 0.011094 | 0.011109 | 0.011103 | 0.011097 |
| 41       | 0.011198      | 0.011213 | 0.011206 | 0.011199 | 0.011214 | 0.011207 | 0.011200 | 0.011214 | 0.011208 | 0.011201 |
| 42       | 0.011332      | 0.011324 | 0.011316 | 0.011331 | 0.011323 | 0.011315 | 0.011329 | 0.011322 | 0.011336 | 0.011328 |
| 43       | 0.011469      | 0.011460 | 0.011451 | 0.011465 | 0.011457 | 0.011471 | 0.011462 | 0.011453 | 0.011467 | 0.011459 |
| 44       | 0.011609      | 0.011623 | 0.011613 | 0.011627 | 0.011617 | 0.011607 | 0.011621 | 0.011611 | 0.011624 | 0.011615 |
| 45       | 0.011801      | 0.011790 | 0.011779 | 0.011792 | 0.011781 | 0.011794 | 0.011784 | 0.011796 | 0.011786 | 0.011798 |
| 46       | 0.012000      | 0.011987 | 0.012000 | 0.011988 | 0.011975 | 0.011988 | 0.011976 | 0.011988 | 0.011976 | 0.011988 |
| 47       | 0.012206      | 0.012217 | 0.012203 | 0.012215 | 0.012227 | 0.012213 | 0.012225 | 0.012211 | 0.012222 | 0.012209 |
| 48       | 0.012473      | 0.012484 | 0.012468 | 0.012478 | 0.012489 | 0.012473 | 0.012484 | 0.012468 | 0.012479 | 0.012463 |
| 49       | 0.012780      | 0.012790 | 0.012772 | 0.012781 | 0.012791 | 0.012773 | 0.012783 | 0.012765 | 0.012774 | 0.012784 |
| 50       | 0.013134      | 0.013142 | 0.013121 | 0.013129 | 0.013138 | 0.013117 | 0.013125 | 0.013133 | 0.013142 | 0.013121 |
| 51       | 0.013539      | 0.013546 | 0.013553 | 0.013528 | 0.013535 | 0.013542 | 0.013548 | 0.013555 | 0.013531 | 0.013537 |
| 52       | 0.014039      | 0.014010 | 0.014015 | 0.014019 | 0.014024 | 0.014029 | 0.014033 | 0.014038 | 0.014009 | 0.014014 |
| 53       | 0.014615      | 0.014617 | 0.014619 | 0.014621 | 0.014586 | 0.014589 | 0.014591 | 0.014593 | 0.014595 | 0.014597 |
| 54       | 0.015282      | 0.015280 | 0.015319 | 0.015317 | 0.015316 | 0.015314 | 0.015313 | 0.015311 | 0.015309 | 0.015308 |
| 55       | 0.016147      | 0.016141 | 0.016134 | 0.016128 | 0.016167 | 0.016160 | 0.016154 | 0.016148 | 0.016141 | 0.016135 |
| 56       | 0.017221      | 0.017207 | 0.017194 | 0.017232 | 0.017219 | 0.017206 | 0.017193 | 0.017230 | 0.017217 | 0.017205 |
| 57       | 0.018567      | 0.018544 | 0.018521 | 0.018558 | 0.018535 | 0.018571 | 0.018549 | 0.018527 | 0.018563 | 0.018540 |
| 58       | 0.020285      | 0.020319 | 0.020282 | 0.020316 | 0.020279 | 0.020313 | 0.020276 | 0.020309 | 0.020273 | 0.020306 |
| 59       | 0.022619      | 0.022648 | 0.022677 | 0.022617 | 0.022646 | 0.022674 | 0.022615 | 0.022644 | 0.022672 | 0.022614 |
| 60       | 0.026027      | 0.026045 | 0.025946 | 0.025964 | 0.025982 | 0.026000 | 0.026018 | 0.026035 | 0.025939 | 0.025957 |
| 61       | 0.030978      | 0.030973 | 0.030968 | 0.030963 | 0.030957 | 0.030952 | 0.031111 | 0.031105 | 0.031099 | 0.031094 |
| 62       | 0.039583      | 0.039517 | 0.039452 | 0.039388 | 0.039592 | 0.039527 | 0.039463 | 0.039400 | 0.039600 | 0.039536 |
| 63       | 0.056436      | 0.056733 | 0.056471 | 0.056765 | 0.056505 | 0.056796 | 0.056538 | 0.056827 | 0.056571 | 0.056321 |
| 64 o más | 0.107547      | 0.108113 | 0.108679 | 0.109245 | 0.107778 | 0.108333 | 0.108889 | 0.107455 | 0.108000 | 0.108545 |

| Edad     | Salario (VSM) |          |          |          |          |          |          |          |          |          |
|----------|---------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
|          | 20.0          | 20.1     | 20.2     | 20.3     | 20.4     | 20.5     | 20.6     | 20.7     | 20.8     | 20.9     |
| Hasta 35 | 0.010714      | 0.010710 | 0.010726 | 0.010722 | 0.010718 | 0.010714 | 0.010711 | 0.010725 | 0.010722 | 0.010718 |
| 36       | 0.010772      | 0.010787 | 0.010783 | 0.010779 | 0.010775 | 0.010771 | 0.010785 | 0.010781 | 0.010777 | 0.010773 |
| 37       | 0.010850      | 0.010845 | 0.010841 | 0.010856 | 0.010851 | 0.010847 | 0.010842 | 0.010838 | 0.010852 | 0.010848 |
| 38       | 0.010929      | 0.010924 | 0.010919 | 0.010914 | 0.010929 | 0.010924 | 0.010919 | 0.010914 | 0.010928 | 0.010923 |
| 39       | 0.011009      | 0.011004 | 0.010998 | 0.011013 | 0.011007 | 0.011002 | 0.010996 | 0.011011 | 0.011005 | 0.011000 |
| 40       | 0.011091      | 0.011105 | 0.011099 | 0.011093 | 0.011107 | 0.011101 | 0.011095 | 0.011109 | 0.011103 | 0.011097 |
| 41       | 0.011215      | 0.011208 | 0.011201 | 0.011215 | 0.011209 | 0.011202 | 0.011216 | 0.011209 | 0.011203 | 0.011196 |
| 42       | 0.011321      | 0.011335 | 0.011327 | 0.011320 | 0.011333 | 0.011326 | 0.011319 | 0.011332 | 0.011325 | 0.011318 |
| 43       | 0.011450      | 0.011464 | 0.011456 | 0.011469 | 0.011461 | 0.011453 | 0.011466 | 0.011458 | 0.011471 | 0.011463 |
| 44       | 0.011605      | 0.011618 | 0.011609 | 0.011622 | 0.011613 | 0.011604 | 0.011617 | 0.011607 | 0.011620 | 0.011611 |
| 45       | 0.011788      | 0.011777 | 0.011790 | 0.011779 | 0.011792 | 0.011782 | 0.011794 | 0.011784 | 0.011796 | 0.011786 |
| 46       | 0.011976      | 0.011988 | 0.011976 | 0.011988 | 0.011977 | 0.011988 | 0.011977 | 0.011988 | 0.011977 | 0.011989 |
| 47       | 0.012220      | 0.012206 | 0.012218 | 0.012204 | 0.012216 | 0.012202 | 0.012213 | 0.012224 | 0.012211 | 0.012222 |
| 48       | 0.012474      | 0.012484 | 0.012469 | 0.012480 | 0.012464 | 0.012475 | 0.012485 | 0.012470 | 0.012480 | 0.012465 |
| 49       | 0.012766      | 0.012775 | 0.012785 | 0.012767 | 0.012777 | 0.012786 | 0.012769 | 0.012778 | 0.012787 | 0.012770 |
| 50       | 0.013129      | 0.013137 | 0.013117 | 0.013125 | 0.013133 | 0.013141 | 0.013121 | 0.013129 | 0.013137 | 0.013117 |
| 51       | 0.013544      | 0.013551 | 0.013527 | 0.013533 | 0.013540 | 0.013546 | 0.013553 | 0.013529 | 0.013536 | 0.013542 |
| 52       | 0.014019      | 0.014023 | 0.014028 | 0.014032 | 0.014037 | 0.014009 | 0.014014 | 0.014018 | 0.014022 | 0.014027 |
| 53       | 0.014599      | 0.014600 | 0.014602 | 0.014604 | 0.014606 | 0.014608 | 0.014610 | 0.014612 | 0.014614 | 0.014615 |
| 54       | 0.015306      | 0.015305 | 0.015303 | 0.015302 | 0.015300 | 0.015299 | 0.015297 | 0.015296 | 0.015294 | 0.015293 |
| 55       | 0.016129      | 0.016166 | 0.016160 | 0.016154 | 0.016148 | 0.016142 | 0.016136 | 0.016130 | 0.016166 | 0.016160 |
| 56       | 0.017192      | 0.017229 | 0.017216 | 0.017203 | 0.017191 | 0.017227 | 0.017214 | 0.017202 | 0.017190 | 0.017225 |
| 57       | 0.018519      | 0.018554 | 0.018532 | 0.018567 | 0.018545 | 0.018524 | 0.018559 | 0.018537 | 0.018571 | 0.018550 |
| 58       | 0.020270      | 0.020303 | 0.020268 | 0.020300 | 0.020265 | 0.020297 | 0.020262 | 0.020294 | 0.020326 | 0.020291 |
| 59       | 0.022642      | 0.022669 | 0.022612 | 0.022639 | 0.022667 | 0.022610 | 0.022637 | 0.022664 | 0.022691 | 0.022635 |
| 60       | 0.025974      | 0.025991 | 0.026009 | 0.026026 | 0.025932 | 0.025949 | 0.025966 | 0.025983 | 0.026000 | 0.026017 |
| 61       | 0.031088      | 0.031082 | 0.031077 | 0.031071 | 0.031066 | 0.031061 | 0.031055 | 0.031050 | 0.031045 | 0.031040 |
| 62       | 0.039474      | 0.039412 | 0.039608 | 0.039545 | 0.039484 | 0.039423 | 0.039615 | 0.039554 | 0.039494 | 0.039434 |
| 63       | 0.056604      | 0.056355 | 0.056636 | 0.056389 | 0.056667 | 0.056422 | 0.056697 | 0.056455 | 0.056727 | 0.056486 |
| 64 o más | 0.109091      | 0.107679 | 0.108214 | 0.108750 | 0.107368 | 0.107895 | 0.108421 | 0.108947 | 0.107586 | 0.108103 |

| Edad     | Salario (VSM) |          |          |          |          |          |          |          |          |          |
|----------|---------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
|          | 21.0          | 21.1     | 21.2     | 21.3     | 21.4     | 21.5     | 21.6     | 21.7     | 21.8     | 21.9     |
| Hasta 35 | 0.010714      | 0.010711 | 0.010725 | 0.010721 | 0.010718 | 0.010714 | 0.010711 | 0.010725 | 0.010721 | 0.010718 |
| 36       | 0.010788      | 0.010784 | 0.010780 | 0.010776 | 0.010772 | 0.010786 | 0.010782 | 0.010778 | 0.010774 | 0.010770 |
| 37       | 0.010843      | 0.010839 | 0.010853 | 0.010849 | 0.010845 | 0.010840 | 0.010854 | 0.010850 | 0.010846 | 0.010842 |
| 38       | 0.010919      | 0.010914 | 0.010928 | 0.010923 | 0.010918 | 0.010914 | 0.010927 | 0.010923 | 0.010918 | 0.010914 |
| 39       | 0.011014      | 0.011009 | 0.011003 | 0.010998 | 0.011012 | 0.011007 | 0.011002 | 0.010997 | 0.011010 | 0.011005 |
| 40       | 0.011092      | 0.011105 | 0.011099 | 0.011094 | 0.011107 | 0.011102 | 0.011096 | 0.011090 | 0.011104 | 0.011098 |
| 41       | 0.011210      | 0.011204 | 0.011197 | 0.011211 | 0.011204 | 0.011198 | 0.011211 | 0.011205 | 0.011199 | 0.011212 |
| 42       | 0.011331      | 0.011324 | 0.011317 | 0.011330 | 0.011323 | 0.011316 | 0.011329 | 0.011322 | 0.011334 | 0.011328 |
| 43       | 0.011455      | 0.011467 | 0.011459 | 0.011452 | 0.011464 | 0.011456 | 0.011469 | 0.011461 | 0.011454 | 0.011466 |
| 44       | 0.011624      | 0.011615 | 0.011606 | 0.011618 | 0.011609 | 0.011622 | 0.011613 | 0.011604 | 0.011616 | 0.011608 |
| 45       | 0.011798      | 0.011788 | 0.011778 | 0.011790 | 0.011780 | 0.011792 | 0.011782 | 0.011793 | 0.011784 | 0.011795 |
| 46       | 0.011977      | 0.011989 | 0.011977 | 0.011989 | 0.011978 | 0.011989 | 0.011978 | 0.011989 | 0.011978 | 0.011989 |
| 47       | 0.012209      | 0.012220 | 0.012207 | 0.012218 | 0.012205 | 0.012216 | 0.012203 | 0.012214 | 0.012224 | 0.012212 |
| 48       | 0.012475      | 0.012485 | 0.012471 | 0.012480 | 0.012466 | 0.012476 | 0.012486 | 0.012471 | 0.012481 | 0.012467 |
| 49       | 0.012779      | 0.012788 | 0.012771 | 0.012780 | 0.012789 | 0.012772 | 0.012781 | 0.012765 | 0.012773 | 0.012782 |
| 50       | 0.013125      | 0.013133 | 0.013140 | 0.013121 | 0.013129 | 0.013136 | 0.013117 | 0.013125 | 0.013133 | 0.013140 |
| 51       | 0.013548      | 0.013526 | 0.013532 | 0.013538 | 0.013544 | 0.013550 | 0.013528 | 0.013534 | 0.013540 | 0.013546 |
| 52       | 0.014031      | 0.014035 | 0.014009 | 0.014013 | 0.014017 | 0.014022 | 0.014026 | 0.014030 | 0.014034 | 0.014009 |
| 53       | 0.014617      | 0.014585 | 0.014587 | 0.014589 | 0.014591 | 0.014593 | 0.014595 | 0.014596 | 0.014598 | 0.014600 |
| 54       | 0.015291      | 0.015290 | 0.015288 | 0.015287 | 0.015286 | 0.015284 | 0.015283 | 0.015282 | 0.015280 | 0.015315 |
| 55       | 0.016154      | 0.016148 | 0.016142 | 0.016136 | 0.016131 | 0.016165 | 0.016160 | 0.016154 | 0.016148 | 0.016143 |
| 56       | 0.017213      | 0.017201 | 0.017189 | 0.017224 | 0.017212 | 0.017200 | 0.017188 | 0.017222 | 0.017211 | 0.017199 |
| 57       | 0.018529      | 0.018563 | 0.018542 | 0.018522 | 0.018555 | 0.018534 | 0.018567 | 0.018547 | 0.018527 | 0.018559 |
| 58       | 0.020323      | 0.020288 | 0.020319 | 0.020286 | 0.020316 | 0.020283 | 0.020313 | 0.020280 | 0.020311 | 0.020278 |
| 59       | 0.022662      | 0.022688 | 0.022633 | 0.022660 | 0.022686 | 0.022632 | 0.022657 | 0.022683 | 0.022630 | 0.022655 |
| 60       | 0.026033      | 0.025943 | 0.025959 | 0.025976 | 0.025992 | 0.026008 | 0.026024 | 0.025936 | 0.025952 | 0.025968 |
| 61       | 0.031034      | 0.031029 | 0.031024 | 0.031019 | 0.031014 | 0.031010 | 0.031005 | 0.031000 | 0.030995 | 0.030991 |
| 62       | 0.039623      | 0.039563 | 0.039503 | 0.039444 | 0.039387 | 0.039571 | 0.039512 | 0.039455 | 0.039398 | 0.039578 |
| 63       | 0.056757      | 0.056518 | 0.056786 | 0.056549 | 0.056316 | 0.056579 | 0.056348 | 0.056609 | 0.056379 | 0.056638 |
| 64 o más | 0.108621      | 0.109138 | 0.107797 | 0.108305 | 0.108814 | 0.107500 | 0.108000 | 0.108500 | 0.109000 | 0.107705 |

| Edad     | Salario (VSM) |          |          |          |          |          |          |          |          |          |
|----------|---------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
|          | 22.0          | 22.1     | 22.2     | 22.3     | 22.4     | 22.5     | 22.6     | 22.7     | 22.8     | 22.9     |
| Hasta 35 | 0.010714      | 0.010711 | 0.010725 | 0.010721 | 0.010718 | 0.010714 | 0.010711 | 0.010724 | 0.010721 | 0.010718 |
| 36       | 0.010784      | 0.010780 | 0.010777 | 0.010773 | 0.010787 | 0.010783 | 0.010779 | 0.010775 | 0.010772 | 0.010785 |
| 37       | 0.010837      | 0.010851 | 0.010847 | 0.010843 | 0.010839 | 0.010852 | 0.010848 | 0.010844 | 0.010840 | 0.010853 |
| 38       | 0.010927      | 0.010923 | 0.010918 | 0.010914 | 0.010927 | 0.010922 | 0.010918 | 0.010913 | 0.010927 | 0.010922 |
| 39       | 0.011000      | 0.011013 | 0.011008 | 0.011003 | 0.010998 | 0.011011 | 0.011006 | 0.011002 | 0.010997 | 0.011010 |
| 40       | 0.011092      | 0.011106 | 0.011100 | 0.011095 | 0.011107 | 0.011102 | 0.011097 | 0.011091 | 0.011104 | 0.011099 |
| 41       | 0.011205      | 0.011199 | 0.011212 | 0.011206 | 0.011200 | 0.011213 | 0.011207 | 0.011201 | 0.011213 | 0.011207 |
| 42       | 0.011321      | 0.011333 | 0.011327 | 0.011320 | 0.011332 | 0.011326 | 0.011319 | 0.011331 | 0.011325 | 0.011318 |
| 43       | 0.011458      | 0.011451 | 0.011463 | 0.011455 | 0.011468 | 0.011460 | 0.011453 | 0.011465 | 0.011457 | 0.011469 |
| 44       | 0.011620      | 0.011611 | 0.011623 | 0.011615 | 0.011606 | 0.011618 | 0.011610 | 0.011621 | 0.011613 | 0.011605 |
| 45       | 0.011786      | 0.011797 | 0.011788 | 0.011778 | 0.011789 | 0.011780 | 0.011791 | 0.011782 | 0.011793 | 0.011784 |
| 46       | 0.011978      | 0.011989 | 0.011978 | 0.011989 | 0.011979 | 0.011989 | 0.011979 | 0.011989 | 0.011979 | 0.011990 |
| 47       | 0.012222      | 0.012210 | 0.012220 | 0.012208 | 0.012218 | 0.012206 | 0.012216 | 0.012204 | 0.012214 | 0.012202 |
| 48       | 0.012476      | 0.012486 | 0.012472 | 0.012481 | 0.012468 | 0.012477 | 0.012463 | 0.012473 | 0.012482 | 0.012468 |
| 49       | 0.012766      | 0.012775 | 0.012783 | 0.012767 | 0.012776 | 0.012784 | 0.012768 | 0.012777 | 0.012785 | 0.012770 |
| 50       | 0.013121      | 0.013129 | 0.013136 | 0.013118 | 0.013125 | 0.013132 | 0.013140 | 0.013121 | 0.013129 | 0.013136 |
| 51       | 0.013525      | 0.013531 | 0.013537 | 0.013543 | 0.013548 | 0.013527 | 0.013533 | 0.013539 | 0.013545 | 0.013550 |
| 52       | 0.014013      | 0.014017 | 0.014021 | 0.014025 | 0.014029 | 0.014033 | 0.014008 | 0.014012 | 0.014016 | 0.014020 |
| 53       | 0.014602      | 0.014604 | 0.014605 | 0.014607 | 0.014609 | 0.014610 | 0.014612 | 0.014614 | 0.014615 | 0.014586 |
| 54       | 0.015313      | 0.015312 | 0.015310 | 0.015309 | 0.015308 | 0.015306 | 0.015305 | 0.015303 | 0.015302 | 0.015301 |
| 55       | 0.016137      | 0.016131 | 0.016165 | 0.016159 | 0.016154 | 0.016148 | 0.016143 | 0.016137 | 0.016132 | 0.016165 |
| 56       | 0.017188      | 0.017221 | 0.017209 | 0.017198 | 0.017187 | 0.017219 | 0.017208 | 0.017197 | 0.017186 | 0.017218 |
| 57       | 0.018539      | 0.018520 | 0.018552 | 0.018532 | 0.018564 | 0.018544 | 0.018525 | 0.018556 | 0.018537 | 0.018568 |
| 58       | 0.020308      | 0.020275 | 0.020305 | 0.020273 | 0.020302 | 0.020270 | 0.020299 | 0.020268 | 0.020297 | 0.020265 |
| 59       | 0.022680      | 0.022628 | 0.022653 | 0.022678 | 0.022626 | 0.022651 | 0.022676 | 0.022625 | 0.022649 | 0.022673 |
| 60       | 0.025984      | 0.026000 | 0.026016 | 0.025930 | 0.025946 | 0.025962 | 0.025977 | 0.025992 | 0.026008 | 0.026023 |
| 61       | 0.030986      | 0.030981 | 0.030977 | 0.030972 | 0.030968 | 0.030963 | 0.030959 | 0.030955 | 0.031091 | 0.031086 |
| 62       | 0.039521      | 0.039464 | 0.039408 | 0.039586 | 0.039529 | 0.039474 | 0.039419 | 0.039593 | 0.039538 | 0.039483 |
| 63       | 0.056410      | 0.056667 | 0.056441 | 0.056695 | 0.056471 | 0.056723 | 0.056500 | 0.056750 | 0.056529 | 0.056777 |
| 64 o más | 0.108197      | 0.108689 | 0.107419 | 0.107903 | 0.108387 | 0.108871 | 0.107619 | 0.108095 | 0.108571 | 0.107344 |

| Edad     | Salario (VSM) |          |          |          |          |          |          |          |          |          |
|----------|---------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
|          | 23.0          | 23.1     | 23.2     | 23.3     | 23.4     | 23.5     | 23.6     | 23.7     | 23.8     | 23.9     |
| Hasta 35 | 0.010714      | 0.010711 | 0.010724 | 0.010721 | 0.010718 | 0.010714 | 0.010711 | 0.010724 | 0.010721 | 0.010717 |
| 36       | 0.010781      | 0.010778 | 0.010774 | 0.010770 | 0.010783 | 0.010780 | 0.010776 | 0.010773 | 0.010785 | 0.010782 |
| 37       | 0.010849      | 0.010845 | 0.010841 | 0.010837 | 0.010850 | 0.010846 | 0.010842 | 0.010838 | 0.010851 | 0.010847 |
| 38       | 0.010918      | 0.010913 | 0.010926 | 0.010922 | 0.010918 | 0.010913 | 0.010926 | 0.010922 | 0.010917 | 0.010913 |
| 39       | 0.011005      | 0.011000 | 0.011013 | 0.011008 | 0.011003 | 0.010998 | 0.011011 | 0.011006 | 0.011002 | 0.010997 |
| 40       | 0.011093      | 0.011106 | 0.011100 | 0.011095 | 0.011090 | 0.011102 | 0.011097 | 0.011092 | 0.011104 | 0.011099 |
| 41       | 0.011201      | 0.011214 | 0.011208 | 0.011202 | 0.011196 | 0.011208 | 0.011203 | 0.011197 | 0.011209 | 0.011203 |
| 42       | 0.011330      | 0.011324 | 0.011317 | 0.011329 | 0.011323 | 0.011316 | 0.011328 | 0.011322 | 0.011315 | 0.011327 |
| 43       | 0.011462      | 0.011455 | 0.011466 | 0.011459 | 0.011452 | 0.011463 | 0.011456 | 0.011468 | 0.011461 | 0.011454 |
| 44       | 0.011616      | 0.011608 | 0.011619 | 0.011611 | 0.011603 | 0.011614 | 0.011607 | 0.011618 | 0.011610 | 0.011621 |
| 45       | 0.011795      | 0.011786 | 0.011797 | 0.011788 | 0.011779 | 0.011789 | 0.011780 | 0.011791 | 0.011782 | 0.011793 |
| 46       | 0.011979      | 0.011990 | 0.011979 | 0.011990 | 0.011980 | 0.011990 | 0.011980 | 0.011990 | 0.011980 | 0.011990 |
| 47       | 0.012212      | 0.012222 | 0.012211 | 0.012220 | 0.012209 | 0.012218 | 0.012207 | 0.012216 | 0.012205 | 0.012215 |
| 48       | 0.012477      | 0.012464 | 0.012473 | 0.012482 | 0.012469 | 0.012478 | 0.012465 | 0.012474 | 0.012483 | 0.012470 |
| 49       | 0.012778      | 0.012786 | 0.012771 | 0.012779 | 0.012787 | 0.012772 | 0.012780 | 0.012765 | 0.012773 | 0.012781 |
| 50       | 0.013118      | 0.013125 | 0.013132 | 0.013114 | 0.013121 | 0.013128 | 0.013135 | 0.013118 | 0.013125 | 0.013132 |
| 51       | 0.013529      | 0.013535 | 0.013541 | 0.013547 | 0.013526 | 0.013532 | 0.013537 | 0.013543 | 0.013548 | 0.013528 |
| 52       | 0.014024      | 0.014028 | 0.014032 | 0.014036 | 0.014012 | 0.014016 | 0.014020 | 0.014024 | 0.014028 | 0.014031 |
| 53       | 0.014588      | 0.014589 | 0.014591 | 0.014593 | 0.014595 | 0.014596 | 0.014598 | 0.014600 | 0.014601 | 0.014603 |
| 54       | 0.015299      | 0.015298 | 0.015297 | 0.015295 | 0.015294 | 0.015293 | 0.015292 | 0.015290 | 0.015289 | 0.015288 |
| 55       | 0.016159      | 0.016154 | 0.016148 | 0.016143 | 0.016138 | 0.016133 | 0.016128 | 0.016159 | 0.016154 | 0.016149 |
| 56       | 0.017207      | 0.017196 | 0.017185 | 0.017217 | 0.017206 | 0.017195 | 0.017184 | 0.017215 | 0.017205 | 0.017194 |
| 57       | 0.018548      | 0.018529 | 0.018560 | 0.018541 | 0.018522 | 0.018553 | 0.018534 | 0.018564 | 0.018545 | 0.018527 |
| 58       | 0.020294      | 0.020263 | 0.020292 | 0.020261 | 0.020289 | 0.020317 | 0.020287 | 0.020314 | 0.020284 | 0.020312 |
| 59       | 0.022623      | 0.022647 | 0.022671 | 0.022621 | 0.022645 | 0.022669 | 0.022620 | 0.022643 | 0.022667 | 0.022618 |
| 60       | 0.025940      | 0.025955 | 0.025970 | 0.025985 | 0.026000 | 0.026015 | 0.025934 | 0.025949 | 0.025964 | 0.025978 |
| 61       | 0.031081      | 0.031076 | 0.031071 | 0.031067 | 0.031062 | 0.031057 | 0.031053 | 0.031048 | 0.031043 | 0.031039 |
| 62       | 0.039429      | 0.039600 | 0.039545 | 0.039492 | 0.039438 | 0.039385 | 0.039553 | 0.039500 | 0.039448 | 0.039396 |
| 63       | 0.056557      | 0.056341 | 0.056585 | 0.056371 | 0.056613 | 0.056400 | 0.056640 | 0.056429 | 0.056667 | 0.056457 |
| 64 o más | 0.107813      | 0.108281 | 0.108750 | 0.107538 | 0.108000 | 0.108462 | 0.108923 | 0.107727 | 0.108182 | 0.108636 |

| Edad     | Salario (VSM) |          |          |          |          |          |          |          |          |          |          |
|----------|---------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
|          | 24.0          | 24.1     | 24.2     | 24.3     | 24.4     | 24.5     | 24.6     | 24.7     | 24.8     | 24.9     | 25.0     |
| Hasta 35 | 0.010714      | 0.010711 | 0.010724 | 0.010721 | 0.010717 | 0.010714 | 0.010711 | 0.010724 | 0.010720 | 0.010717 | 0.010714 |
| 36       | 0.010778      | 0.010775 | 0.010772 | 0.010784 | 0.010781 | 0.010777 | 0.010774 | 0.010770 | 0.010783 | 0.010779 | 0.010776 |
| 37       | 0.010843      | 0.010840 | 0.010852 | 0.010848 | 0.010844 | 0.010841 | 0.010837 | 0.010849 | 0.010845 | 0.010842 | 0.010838 |
| 38       | 0.010926      | 0.010921 | 0.010917 | 0.010913 | 0.010925 | 0.010921 | 0.010917 | 0.010913 | 0.010925 | 0.010921 | 0.010917 |
| 39       | 0.011009      | 0.011005 | 0.011000 | 0.010995 | 0.011008 | 0.011003 | 0.010999 | 0.011010 | 0.011006 | 0.011001 | 0.010997 |
| 40       | 0.011094      | 0.011106 | 0.011101 | 0.011096 | 0.011091 | 0.011103 | 0.011098 | 0.011093 | 0.011104 | 0.011100 | 0.011095 |
| 41       | 0.011198      | 0.011209 | 0.011204 | 0.011198 | 0.011210 | 0.011204 | 0.011199 | 0.011210 | 0.011205 | 0.011199 | 0.011211 |
| 42       | 0.011321      | 0.011332 | 0.011326 | 0.011320 | 0.011331 | 0.011325 | 0.011319 | 0.011330 | 0.011324 | 0.011318 | 0.011329 |
| 43       | 0.011465      | 0.011458 | 0.011451 | 0.011462 | 0.011455 | 0.011466 | 0.011460 | 0.011453 | 0.011464 | 0.011457 | 0.011450 |
| 44       | 0.011613      | 0.011605 | 0.011616 | 0.011608 | 0.011619 | 0.011611 | 0.011604 | 0.011614 | 0.011607 | 0.011617 | 0.011610 |
| 45       | 0.011784      | 0.011794 | 0.011786 | 0.011777 | 0.011787 | 0.011779 | 0.011789 | 0.011781 | 0.011791 | 0.011782 | 0.011792 |
| 46       | 0.011980      | 0.011990 | 0.011980 | 0.011990 | 0.011980 | 0.011990 | 0.011981 | 0.011990 | 0.011981 | 0.011990 | 0.011981 |
| 47       | 0.012203      | 0.012213 | 0.012222 | 0.012211 | 0.012220 | 0.012209 | 0.012219 | 0.012208 | 0.012217 | 0.012206 | 0.012215 |
| 48       | 0.012478      | 0.012466 | 0.012474 | 0.012483 | 0.012470 | 0.012479 | 0.012466 | 0.012475 | 0.012483 | 0.012471 | 0.012479 |
| 49       | 0.012766      | 0.012774 | 0.012782 | 0.012767 | 0.012775 | 0.012783 | 0.012768 | 0.012776 | 0.012784 | 0.012769 | 0.012777 |
| 50       | 0.013115      | 0.013122 | 0.013128 | 0.013135 | 0.013118 | 0.013125 | 0.013132 | 0.013115 | 0.013122 | 0.013128 | 0.013135 |
| 51       | 0.013534      | 0.013539 | 0.013545 | 0.013525 | 0.013530 | 0.013536 | 0.013541 | 0.013547 | 0.013527 | 0.013533 | 0.013538 |
| 52       | 0.014035      | 0.014012 | 0.014015 | 0.014019 | 0.014023 | 0.014027 | 0.014030 | 0.014034 | 0.014011 | 0.014015 | 0.014019 |
| 53       | 0.014604      | 0.014606 | 0.014608 | 0.014609 | 0.014611 | 0.014612 | 0.014585 | 0.014587 | 0.014588 | 0.014590 | 0.014591 |
| 54       | 0.015287      | 0.015285 | 0.015284 | 0.015283 | 0.015282 | 0.015281 | 0.015280 | 0.015310 | 0.015309 | 0.015307 | 0.015306 |
| 55       | 0.016143      | 0.016138 | 0.016133 | 0.016128 | 0.016159 | 0.016154 | 0.016149 | 0.016144 | 0.016139 | 0.016134 | 0.016129 |
| 56       | 0.017184      | 0.017214 | 0.017204 | 0.017193 | 0.017183 | 0.017213 | 0.017203 | 0.017193 | 0.017182 | 0.017212 | 0.017202 |
| 57       | 0.018557      | 0.018538 | 0.018520 | 0.018550 | 0.018532 | 0.018561 | 0.018543 | 0.018525 | 0.018554 | 0.018536 | 0.018519 |
| 58       | 0.020282      | 0.020309 | 0.020279 | 0.020306 | 0.020277 | 0.020304 | 0.020275 | 0.020301 | 0.020272 | 0.020299 | 0.020270 |
| 59       | 0.022642      | 0.022665 | 0.022617 | 0.022640 | 0.022663 | 0.022615 | 0.022638 | 0.022661 | 0.022614 | 0.022636 | 0.022659 |
| 60       | 0.025993      | 0.026007 | 0.026022 | 0.025943 | 0.025957 | 0.025972 | 0.025986 | 0.026000 | 0.026014 | 0.025938 | 0.025952 |
| 61       | 0.031034      | 0.031030 | 0.031026 | 0.031021 | 0.031017 | 0.031013 | 0.031008 | 0.031004 | 0.031000 | 0.030996 | 0.030992 |
| 62       | 0.039560      | 0.039508 | 0.039457 | 0.039405 | 0.039568 | 0.039516 | 0.039465 | 0.039415 | 0.039574 | 0.039524 | 0.039474 |
| 63       | 0.056693      | 0.056484 | 0.056719 | 0.056512 | 0.056744 | 0.056538 | 0.056336 | 0.056565 | 0.056364 | 0.056591 | 0.056391 |
| 64 o más | 0.107463      | 0.107910 | 0.108358 | 0.108806 | 0.107647 | 0.108088 | 0.108529 | 0.107391 | 0.107826 | 0.108261 | 0.108696 |

**Tabla de factores de descuento para el Régimen Ordinario de Amortización (ROA) para créditos por excedente.**

| Edad     | Salario (VSM) |          |          |          |          |          |          |          |          |          |
|----------|---------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
|          | 1.0           | 1.1      | 1.2      | 1.3      | 1.4      | 1.5      | 1.6      | 1.7      | 1.8      | 1.9      |
| Hasta 35 | 0.004310      | 0.004365 | 0.004348 | 0.004333 | 0.004321 | 0.004310 | 0.004444 | 0.004570 | 0.004688 | 0.004847 |
| 36       | 0.004464      | 0.004435 | 0.004412 | 0.004392 | 0.004430 | 0.004412 | 0.004545 | 0.004670 | 0.004787 | 0.004897 |
| 37       | 0.004545      | 0.004508 | 0.004478 | 0.004514 | 0.004487 | 0.004518 | 0.004598 | 0.004722 | 0.004891 | 0.005000 |
| 38       | 0.004630      | 0.004583 | 0.004615 | 0.004577 | 0.004605 | 0.004573 | 0.004706 | 0.004830 | 0.004945 | 0.005108 |
| 39       | 0.004717      | 0.004661 | 0.004688 | 0.004710 | 0.004667 | 0.004688 | 0.004819 | 0.004942 | 0.005056 | 0.005163 |
| 40       | 0.004808      | 0.004825 | 0.004839 | 0.004779 | 0.004795 | 0.004808 | 0.004938 | 0.005060 | 0.005172 | 0.005278 |
| 41       | 0.004902      | 0.004911 | 0.004918 | 0.004924 | 0.004930 | 0.004934 | 0.005000 | 0.005183 | 0.005294 | 0.005398 |
| 42       | 0.005102      | 0.005093 | 0.005085 | 0.005078 | 0.005072 | 0.005068 | 0.005128 | 0.005247 | 0.005422 | 0.005523 |
| 43       | 0.005208      | 0.005189 | 0.005172 | 0.005159 | 0.005147 | 0.005208 | 0.005333 | 0.005449 | 0.005556 | 0.005655 |
| 44       | 0.005319      | 0.005392 | 0.005357 | 0.005328 | 0.005303 | 0.005357 | 0.005479 | 0.005592 | 0.005696 | 0.005793 |
| 45       | 0.005556      | 0.005500 | 0.005556 | 0.005508 | 0.005556 | 0.005515 | 0.005634 | 0.005743 | 0.005844 | 0.006013 |
| 46       | 0.005682      | 0.005729 | 0.005660 | 0.005702 | 0.005738 | 0.005682 | 0.005797 | 0.005903 | 0.006081 | 0.006169 |
| 47       | 0.005952      | 0.005978 | 0.005882 | 0.005909 | 0.005932 | 0.005952 | 0.006061 | 0.006159 | 0.006250 | 0.006419 |
| 48       | 0.006250      | 0.006111 | 0.006122 | 0.006132 | 0.006140 | 0.006148 | 0.006250 | 0.006343 | 0.006522 | 0.006597 |
| 49       | 0.006410      | 0.006395 | 0.006383 | 0.006373 | 0.006481 | 0.006466 | 0.006557 | 0.006641 | 0.006818 | 0.006884 |
| 50       | 0.006757      | 0.006707 | 0.006818 | 0.006771 | 0.006731 | 0.006696 | 0.006897 | 0.006967 | 0.007143 | 0.007197 |
| 51       | 0.007143      | 0.007051 | 0.007143 | 0.007065 | 0.007143 | 0.007075 | 0.007273 | 0.007328 | 0.007500 | 0.007540 |
| 52       | 0.007576      | 0.007432 | 0.007500 | 0.007558 | 0.007447 | 0.007500 | 0.007692 | 0.007727 | 0.007895 | 0.007917 |
| 53       | 0.008065      | 0.008088 | 0.008108 | 0.007927 | 0.007955 | 0.007979 | 0.008163 | 0.008173 | 0.008333 | 0.008482 |
| 54       | 0.008621      | 0.008594 | 0.008571 | 0.008553 | 0.008537 | 0.008523 | 0.008696 | 0.008854 | 0.009000 | 0.008962 |
| 55       | 0.009259      | 0.009167 | 0.009375 | 0.009286 | 0.009211 | 0.009146 | 0.009302 | 0.009444 | 0.009574 | 0.009694 |
| 56       | 0.010000      | 0.010185 | 0.010000 | 0.010156 | 0.010000 | 0.010135 | 0.010256 | 0.010366 | 0.010465 | 0.010556 |
| 57       | 0.011364      | 0.011458 | 0.011111 | 0.011207 | 0.011290 | 0.011029 | 0.011429 | 0.011486 | 0.011538 | 0.011585 |
| 58       | 0.012500      | 0.012500 | 0.012500 | 0.012500 | 0.012500 | 0.012500 | 0.012500 | 0.012879 | 0.012857 | 0.013194 |
| 59       | 0.014706      | 0.014474 | 0.014286 | 0.014130 | 0.014583 | 0.014423 | 0.014286 | 0.014655 | 0.015000 | 0.014844 |
| 60       | 0.016667      | 0.017188 | 0.016667 | 0.017105 | 0.016667 | 0.017045 | 0.017391 | 0.017000 | 0.017308 | 0.017593 |
| 61       | 0.020833      | 0.021154 | 0.021429 | 0.021667 | 0.020588 | 0.020833 | 0.021053 | 0.021250 | 0.021429 | 0.021591 |
| 62       | 0.027778      | 0.027500 | 0.027273 | 0.027083 | 0.026923 | 0.026786 | 0.028571 | 0.028333 | 0.028125 | 0.027941 |
| 63       | 0.041667      | 0.039286 | 0.042857 | 0.040625 | 0.043750 | 0.041667 | 0.040000 | 0.042500 | 0.040909 | 0.043182 |
| 64 o más | 0.083333      | 0.091667 | 0.100000 | 0.081250 | 0.087500 | 0.093750 | 0.080000 | 0.085000 | 0.090000 | 0.079167 |

| Edad     | Salario (VSM) |          |          |          |          |          |          |          |          |          |
|----------|---------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
|          | 2.0           | 2.1      | 2.2      | 2.3      | 2.4      | 2.5      | 2.6      | 2.7      | 2.8      | 2.9      |
| Hasta 35 | 0.004950      | 0.005048 | 0.005093 | 0.005180 | 0.005217 | 0.005297 | 0.005372 | 0.005444 | 0.005512 | 0.005577 |
| 36       | 0.005051      | 0.005097 | 0.005189 | 0.005227 | 0.005310 | 0.005388 | 0.005462 | 0.005533 | 0.005600 | 0.005664 |
| 37       | 0.005102      | 0.005198 | 0.005238 | 0.005324 | 0.005405 | 0.005435 | 0.005508 | 0.005579 | 0.005645 | 0.005709 |
| 38       | 0.005208      | 0.005250 | 0.005340 | 0.005425 | 0.005455 | 0.005531 | 0.005603 | 0.005672 | 0.005738 | 0.005800 |
| 39       | 0.005319      | 0.005357 | 0.005446 | 0.005476 | 0.005556 | 0.005631 | 0.005702 | 0.005769 | 0.005833 | 0.005894 |
| 40       | 0.005435      | 0.005469 | 0.005556 | 0.005583 | 0.005660 | 0.005734 | 0.005804 | 0.005870 | 0.005932 | 0.005992 |
| 41       | 0.005556      | 0.005585 | 0.005670 | 0.005693 | 0.005769 | 0.005841 | 0.005909 | 0.005973 | 0.006034 | 0.006144 |
| 42       | 0.005682      | 0.005707 | 0.005789 | 0.005867 | 0.005882 | 0.005952 | 0.006019 | 0.006081 | 0.006195 | 0.006250 |
| 43       | 0.005814      | 0.005833 | 0.005914 | 0.005990 | 0.006061 | 0.006127 | 0.006190 | 0.006250 | 0.006306 | 0.006360 |
| 44       | 0.005952      | 0.006034 | 0.006044 | 0.006117 | 0.006186 | 0.006250 | 0.006311 | 0.006368 | 0.006481 | 0.006532 |
| 45       | 0.006098      | 0.006176 | 0.006250 | 0.006319 | 0.006383 | 0.006443 | 0.006500 | 0.006553 | 0.006604 | 0.006713 |
| 46       | 0.006329      | 0.006402 | 0.006395 | 0.006461 | 0.006522 | 0.006649 | 0.006701 | 0.006750 | 0.006796 | 0.006905 |
| 47       | 0.006494      | 0.006563 | 0.006627 | 0.006686 | 0.006742 | 0.006793 | 0.006915 | 0.006959 | 0.007000 | 0.007108 |
| 48       | 0.006757      | 0.006818 | 0.006875 | 0.006928 | 0.006977 | 0.007102 | 0.007143 | 0.007181 | 0.007292 | 0.007323 |
| 49       | 0.007042      | 0.007095 | 0.007143 | 0.007188 | 0.007317 | 0.007353 | 0.007386 | 0.007500 | 0.007527 | 0.007632 |
| 50       | 0.007353      | 0.007394 | 0.007432 | 0.007566 | 0.007595 | 0.007622 | 0.007738 | 0.007759 | 0.007865 | 0.007880 |
| 51       | 0.007692      | 0.007721 | 0.007857 | 0.007877 | 0.007895 | 0.008013 | 0.008025 | 0.008133 | 0.008235 | 0.008239 |
| 52       | 0.008065      | 0.008203 | 0.008209 | 0.008333 | 0.008333 | 0.008446 | 0.008442 | 0.008544 | 0.008642 | 0.008631 |
| 53       | 0.008621      | 0.008607 | 0.008730 | 0.008712 | 0.008824 | 0.008929 | 0.008904 | 0.009000 | 0.009091 | 0.009177 |
| 54       | 0.009091      | 0.009211 | 0.009322 | 0.009426 | 0.009375 | 0.009470 | 0.009559 | 0.009643 | 0.009722 | 0.009797 |
| 55       | 0.009804      | 0.009906 | 0.010000 | 0.010088 | 0.010169 | 0.010246 | 0.010317 | 0.010227 | 0.010294 | 0.010507 |
| 56       | 0.010638      | 0.010714 | 0.010784 | 0.010849 | 0.010909 | 0.010965 | 0.011017 | 0.011250 | 0.011290 | 0.011328 |
| 57       | 0.011905      | 0.011932 | 0.011957 | 0.011979 | 0.012000 | 0.012019 | 0.012264 | 0.012273 | 0.012281 | 0.012288 |
| 58       | 0.013158      | 0.013125 | 0.013415 | 0.013372 | 0.013333 | 0.013587 | 0.013542 | 0.013776 | 0.013725 | 0.013679 |
| 59       | 0.015152      | 0.015000 | 0.015278 | 0.015132 | 0.015385 | 0.015244 | 0.015476 | 0.015698 | 0.015556 | 0.015761 |
| 60       | 0.017857      | 0.017500 | 0.017742 | 0.017969 | 0.018182 | 0.017857 | 0.018056 | 0.018243 | 0.018421 | 0.018125 |
| 61       | 0.021739      | 0.021875 | 0.022000 | 0.022115 | 0.022222 | 0.022321 | 0.022414 | 0.022500 | 0.022581 | 0.022656 |
| 62       | 0.027778      | 0.029167 | 0.028947 | 0.028750 | 0.028571 | 0.028409 | 0.028261 | 0.029348 | 0.029167 | 0.029000 |
| 63       | 0.041667      | 0.043750 | 0.042308 | 0.041071 | 0.042857 | 0.041667 | 0.043333 | 0.042188 | 0.043750 | 0.042647 |
| 64 o más | 0.083333      | 0.087500 | 0.091667 | 0.082143 | 0.085714 | 0.089286 | 0.081250 | 0.084375 | 0.087500 | 0.090625 |

| Edad     | Salario (VSM) |          |          |          |          |          |          |          |          |          |
|----------|---------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
|          | 3.0           | 3.1      | 3.2      | 3.3      | 3.4      | 3.5      | 3.6      | 3.7      | 3.8      | 3.9      |
| Hasta 35 | 0.005725      | 0.005916 | 0.006107 | 0.006298 | 0.006391 | 0.006579 | 0.006767 | 0.006955 | 0.007143 | 0.007222 |
| 36       | 0.005769      | 0.005962 | 0.006154 | 0.006346 | 0.006489 | 0.006679 | 0.006870 | 0.007008 | 0.007197 | 0.007276 |
| 37       | 0.005859      | 0.006055 | 0.006250 | 0.006445 | 0.006538 | 0.006731 | 0.006923 | 0.007061 | 0.007252 | 0.007331 |
| 38       | 0.005906      | 0.006102 | 0.006299 | 0.006496 | 0.006641 | 0.006836 | 0.006977 | 0.007171 | 0.007308 | 0.007386 |
| 39       | 0.006000      | 0.006200 | 0.006400 | 0.006600 | 0.006693 | 0.006890 | 0.007087 | 0.007227 | 0.007422 | 0.007500 |
| 40       | 0.006098      | 0.006301 | 0.006504 | 0.006707 | 0.006800 | 0.007000 | 0.007200 | 0.007341 | 0.007480 | 0.007558 |
| 41       | 0.006198      | 0.006405 | 0.006612 | 0.006818 | 0.006911 | 0.007114 | 0.007258 | 0.007460 | 0.007600 | 0.007677 |
| 42       | 0.006303      | 0.006513 | 0.006723 | 0.006933 | 0.007025 | 0.007231 | 0.007377 | 0.007582 | 0.007724 | 0.007800 |
| 43       | 0.006466      | 0.006624 | 0.006838 | 0.007051 | 0.007143 | 0.007353 | 0.007500 | 0.007708 | 0.007851 | 0.007927 |
| 44       | 0.006579      | 0.006798 | 0.007018 | 0.007237 | 0.007328 | 0.007543 | 0.007692 | 0.007839 | 0.007983 | 0.008058 |
| 45       | 0.006757      | 0.006982 | 0.007207 | 0.007366 | 0.007456 | 0.007675 | 0.007826 | 0.007974 | 0.008120 | 0.008193 |
| 46       | 0.006944      | 0.007176 | 0.007339 | 0.007569 | 0.007658 | 0.007883 | 0.008036 | 0.008186 | 0.008333 | 0.008405 |
| 47       | 0.007143      | 0.007381 | 0.007547 | 0.007783 | 0.007870 | 0.008102 | 0.008182 | 0.008333 | 0.008482 | 0.008553 |
| 48       | 0.007426      | 0.007598 | 0.007767 | 0.008010 | 0.008095 | 0.008333 | 0.008411 | 0.008565 | 0.008716 | 0.008784 |
| 49       | 0.007653      | 0.007828 | 0.008081 | 0.008250 | 0.008333 | 0.008578 | 0.008738 | 0.008894 | 0.009048 | 0.009112 |
| 50       | 0.007979      | 0.008158 | 0.008333 | 0.008594 | 0.008673 | 0.008838 | 0.009000 | 0.009158 | 0.009314 | 0.009375 |
| 51       | 0.008333      | 0.008516 | 0.008696 | 0.008967 | 0.009043 | 0.009211 | 0.009375 | 0.009536 | 0.009694 | 0.009750 |
| 52       | 0.008721      | 0.008908 | 0.009195 | 0.009375 | 0.009444 | 0.009615 | 0.009783 | 0.009946 | 0.010106 | 0.010156 |
| 53       | 0.009259      | 0.009451 | 0.009639 | 0.009821 | 0.009884 | 0.010174 | 0.010227 | 0.010393 | 0.010556 | 0.010598 |
| 54       | 0.009740      | 0.010065 | 0.010256 | 0.010443 | 0.010494 | 0.010671 | 0.010843 | 0.011012 | 0.011176 | 0.011207 |
| 55       | 0.010563      | 0.010764 | 0.010959 | 0.011149 | 0.011184 | 0.011364 | 0.011538 | 0.011709 | 0.011875 | 0.011890 |
| 56       | 0.011364      | 0.011567 | 0.011765 | 0.011957 | 0.012143 | 0.012324 | 0.012500 | 0.012500 | 0.012667 | 0.012829 |
| 57       | 0.012500      | 0.012705 | 0.012903 | 0.013095 | 0.013077 | 0.013462 | 0.013636 | 0.013603 | 0.013768 | 0.013929 |
| 58       | 0.013889      | 0.014091 | 0.014286 | 0.014474 | 0.014655 | 0.014831 | 0.015000 | 0.015164 | 0.015323 | 0.015234 |
| 59       | 0.015625      | 0.015816 | 0.016327 | 0.016500 | 0.016346 | 0.016827 | 0.016981 | 0.017130 | 0.017273 | 0.017411 |
| 60       | 0.018293      | 0.018452 | 0.019048 | 0.019186 | 0.019318 | 0.019444 | 0.019565 | 0.019681 | 0.019792 | 0.019898 |
| 61       | 0.022727      | 0.022794 | 0.022857 | 0.022917 | 0.022973 | 0.023649 | 0.023684 | 0.023718 | 0.024359 | 0.024375 |
| 62       | 0.028846      | 0.029808 | 0.029630 | 0.030556 | 0.030357 | 0.030172 | 0.031034 | 0.030833 | 0.030645 | 0.031452 |
| 63       | 0.041667      | 0.043056 | 0.044444 | 0.043421 | 0.044737 | 0.043750 | 0.045000 | 0.044048 | 0.045238 | 0.044318 |
| 64 o más | 0.083333      | 0.086111 | 0.088889 | 0.091667 | 0.085000 | 0.087500 | 0.090000 | 0.092500 | 0.086364 | 0.088636 |

| Edad     | Salario (VSM) |          |          |          |          |          |          |          |          |          |
|----------|---------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
|          | 4.0           | 4.1      | 4.2      | 4.3      | 4.4      | 4.5      | 4.6      | 4.7      | 4.8      | 4.9      |
| Hasta 35 | 0.007194      | 0.007270 | 0.007343 | 0.007465 | 0.008006 | 0.007844 | 0.007765 | 0.007837 | 0.007967 | 0.008041 |
| 36       | 0.007246      | 0.007321 | 0.007447 | 0.007517 | 0.008014 | 0.007850 | 0.007818 | 0.007889 | 0.007969 | 0.008041 |
| 37       | 0.007299      | 0.007428 | 0.007500 | 0.007570 | 0.008087 | 0.007919 | 0.007887 | 0.007957 | 0.008037 | 0.008108 |
| 38       | 0.007407      | 0.007482 | 0.007554 | 0.007624 | 0.008107 | 0.007987 | 0.007905 | 0.007974 | 0.008052 | 0.008122 |
| 39       | 0.007463      | 0.007537 | 0.007664 | 0.007734 | 0.008191 | 0.008014 | 0.007981 | 0.008049 | 0.008127 | 0.008195 |
| 40       | 0.007576      | 0.007649 | 0.007721 | 0.007790 | 0.008284 | 0.008100 | 0.008068 | 0.008134 | 0.008211 | 0.008341 |
| 41       | 0.007692      | 0.007765 | 0.007836 | 0.007904 | 0.008404 | 0.008198 | 0.008165 | 0.008230 | 0.008253 | 0.008319 |
| 42       | 0.007813      | 0.007885 | 0.007955 | 0.008022 | 0.008524 | 0.008309 | 0.008276 | 0.008340 | 0.008360 | 0.008425 |
| 43       | 0.007937      | 0.008008 | 0.008077 | 0.008144 | 0.008651 | 0.008442 | 0.008408 | 0.008471 | 0.008538 | 0.008603 |
| 44       | 0.008065      | 0.008135 | 0.008203 | 0.008269 | 0.008805 | 0.008644 | 0.008552 | 0.008614 | 0.008687 | 0.008750 |
| 45       | 0.008197      | 0.008266 | 0.008333 | 0.008465 | 0.008905 | 0.008739 | 0.008704 | 0.008764 | 0.008777 | 0.008838 |
| 46       | 0.008403      | 0.008471 | 0.008537 | 0.008600 | 0.009092 | 0.008840 | 0.008805 | 0.008938 | 0.008947 | 0.009007 |
| 47       | 0.008621      | 0.008686 | 0.008750 | 0.008811 | 0.009226 | 0.009039 | 0.009003 | 0.009060 | 0.009066 | 0.009202 |
| 48       | 0.008850      | 0.008913 | 0.008974 | 0.009034 | 0.009566 | 0.009258 | 0.009152 | 0.009288 | 0.009358 | 0.009416 |
| 49       | 0.009091      | 0.009152 | 0.009211 | 0.009348 | 0.009844 | 0.009535 | 0.009497 | 0.009638 | 0.009537 | 0.009592 |
| 50       | 0.009346      | 0.009491 | 0.009545 | 0.009598 | 0.010071 | 0.009912 | 0.009795 | 0.009847 | 0.009839 | 0.009985 |
| 51       | 0.009709      | 0.009856 | 0.009906 | 0.009954 | 0.010447 | 0.010172 | 0.010048 | 0.010098 | 0.010265 | 0.010318 |
| 52       | 0.010101      | 0.010250 | 0.010294 | 0.010337 | 0.010668 | 0.010574 | 0.010442 | 0.010489 | 0.010469 | 0.010625 |
| 53       | 0.010638      | 0.010677 | 0.010825 | 0.010859 | 0.011306 | 0.011072 | 0.010930 | 0.011093 | 0.011027 | 0.011074 |
| 54       | 0.011236      | 0.011264 | 0.011413 | 0.011436 | 0.011909 | 0.011640 | 0.011485 | 0.011528 | 0.011619 | 0.011664 |
| 55       | 0.011905      | 0.012059 | 0.012069 | 0.012216 | 0.012494 | 0.012192 | 0.012022 | 0.012209 | 0.012158 | 0.012199 |
| 56       | 0.012821      | 0.012813 | 0.012963 | 0.013110 | 0.013431 | 0.013076 | 0.013023 | 0.013230 | 0.012966 | 0.013004 |
| 57       | 0.013889      | 0.014041 | 0.014000 | 0.014145 | 0.014570 | 0.014108 | 0.013889 | 0.014121 | 0.014193 | 0.014069 |
| 58       | 0.015385      | 0.015530 | 0.015441 | 0.015580 | 0.015864 | 0.015457 | 0.015198 | 0.015228 | 0.015306 | 0.015386 |
| 59       | 0.017241      | 0.017373 | 0.017500 | 0.017623 | 0.017810 | 0.017350 | 0.017279 | 0.017305 | 0.017148 | 0.017176 |
| 60       | 0.020000      | 0.020098 | 0.020192 | 0.020283 | 0.020075 | 0.019805 | 0.019398 | 0.019416 | 0.019522 | 0.019543 |
| 61       | 0.024390      | 0.024405 | 0.024419 | 0.024432 | 0.024042 | 0.023636 | 0.023075 | 0.023085 | 0.023228 | 0.023240 |
| 62       | 0.031250      | 0.031061 | 0.030882 | 0.031618 | 0.030763 | 0.028373 | 0.028246 | 0.027531 | 0.028490 | 0.028486 |
| 63       | 0.045455      | 0.044565 | 0.045652 | 0.044792 | 0.039017 | 0.037374 | 0.037189 | 0.039259 | 0.037825 | 0.037794 |
| 64 o más | 0.090909      | 0.085417 | 0.087500 | 0.089583 | 0.088057 | 0.088621 | 0.088264 | 0.088156 | 0.088048 | 0.087940 |

| Edad     | Salario (VSM) |          |          |          |          |          |          |          |          |          |
|----------|---------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
|          | 5.0           | 5.1      | 5.2      | 5.3      | 5.4      | 5.5      | 5.6      | 5.7      | 5.8      | 5.9      |
| Hasta 35 | 0.008185      | 0.008080 | 0.008061 | 0.008024 | 0.008010 | 0.007992 | 0.007982 | 0.007936 | 0.007967 | 0.008060 |
| 36       | 0.008299      | 0.008168 | 0.008173 | 0.008135 | 0.008061 | 0.008042 | 0.008014 | 0.007972 | 0.008056 | 0.008104 |
| 37       | 0.008470      | 0.008335 | 0.008341 | 0.008302 | 0.008225 | 0.008160 | 0.008132 | 0.008098 | 0.008101 | 0.008149 |
| 38       | 0.008563      | 0.008436 | 0.008451 | 0.008422 | 0.008354 | 0.008334 | 0.008306 | 0.008278 | 0.008146 | 0.008240 |
| 39       | 0.008757      | 0.008627 | 0.008642 | 0.008613 | 0.008543 | 0.008473 | 0.008446 | 0.008417 | 0.008239 | 0.008287 |
| 40       | 0.008914      | 0.008781 | 0.008798 | 0.008769 | 0.008747 | 0.008675 | 0.008646 | 0.008617 | 0.008333 | 0.008381 |
| 41       | 0.008958      | 0.008823 | 0.008840 | 0.008810 | 0.008789 | 0.008893 | 0.008864 | 0.008835 | 0.008430 | 0.008477 |
| 42       | 0.009075      | 0.008937 | 0.008955 | 0.008925 | 0.008903 | 0.009130 | 0.009101 | 0.009072 | 0.008529 | 0.008576 |
| 43       | 0.009265      | 0.009121 | 0.009140 | 0.009110 | 0.009033 | 0.009390 | 0.009360 | 0.009331 | 0.008631 | 0.008728 |
| 44       | 0.009351      | 0.009205 | 0.009225 | 0.009194 | 0.009172 | 0.009734 | 0.009704 | 0.009673 | 0.008788 | 0.008832 |
| 45       | 0.009515      | 0.009365 | 0.009386 | 0.009354 | 0.009274 | 0.010113 | 0.010082 | 0.010051 | 0.008951 | 0.008994 |
| 46       | 0.009704      | 0.009548 | 0.009570 | 0.009539 | 0.009456 | 0.010259 | 0.010228 | 0.010196 | 0.009119 | 0.009161 |
| 47       | 0.009847      | 0.009687 | 0.009711 | 0.009678 | 0.009656 | 0.010430 | 0.010398 | 0.010366 | 0.009295 | 0.009395 |
| 48       | 0.010087      | 0.009918 | 0.009945 | 0.009911 | 0.009822 | 0.010703 | 0.010670 | 0.010637 | 0.009539 | 0.009578 |
| 49       | 0.010293      | 0.010189 | 0.010218 | 0.010182 | 0.010090 | 0.010941 | 0.010907 | 0.010873 | 0.009797 | 0.009833 |
| 50       | 0.010692      | 0.010506 | 0.010538 | 0.010502 | 0.010320 | 0.011222 | 0.011187 | 0.011152 | 0.010069 | 0.010172 |
| 51       | 0.010986      | 0.010869 | 0.010904 | 0.010867 | 0.010673 | 0.011641 | 0.011605 | 0.011569 | 0.010432 | 0.010461 |
| 52       | 0.011326      | 0.011202 | 0.011241 | 0.011203 | 0.011095 | 0.012042 | 0.012005 | 0.011967 | 0.010821 | 0.010926 |
| 53       | 0.011943      | 0.011714 | 0.011651 | 0.011611 | 0.011587 | 0.012625 | 0.012585 | 0.012547 | 0.011328 | 0.011434 |
| 54       | 0.012452      | 0.012203 | 0.012254 | 0.012212 | 0.012188 | 0.013217 | 0.013176 | 0.013135 | 0.011885 | 0.011992 |
| 55       | 0.013198      | 0.012921 | 0.012980 | 0.012936 | 0.012778 | 0.013939 | 0.013895 | 0.013851 | 0.012609 | 0.012716 |
| 56       | 0.014137      | 0.013823 | 0.013741 | 0.013695 | 0.013671 | 0.014845 | 0.014798 | 0.014752 | 0.013426 | 0.013532 |
| 57       | 0.015139      | 0.014778 | 0.014864 | 0.014813 | 0.014613 | 0.016153 | 0.016102 | 0.016052 | 0.014500 | 0.014750 |
| 58       | 0.016446      | 0.016205 | 0.016315 | 0.016258 | 0.016022 | 0.017674 | 0.017619 | 0.017563 | 0.015934 | 0.016209 |
| 59       | 0.018405      | 0.018109 | 0.018253 | 0.018189 | 0.017899 | 0.019477 | 0.019415 | 0.019353 | 0.017901 | 0.017988 |
| 60       | 0.021204      | 0.020824 | 0.020661 | 0.020589 | 0.020516 | 0.022277 | 0.022206 | 0.022134 | 0.020714 | 0.020775 |
| 61       | 0.024886      | 0.024799 | 0.024571 | 0.024483 | 0.024488 | 0.026451 | 0.026366 | 0.026280 | 0.025000 | 0.025000 |
| 62       | 0.031366      | 0.030558 | 0.030192 | 0.030081 | 0.030815 | 0.032515 | 0.032406 | 0.032297 | 0.031522 | 0.032065 |
| 63       | 0.041641      | 0.041480 | 0.041935 | 0.042742 | 0.043549 | 0.043997 | 0.043841 | 0.044532 | 0.045313 | 0.046094 |
| 64 o más | 0.078125      | 0.079688 | 0.081250 | 0.082813 | 0.084375 | 0.090236 | 0.089924 | 0.089611 | 0.090625 | 0.092188 |

| Edad     | Salario (VSM) |          |          |          |          |          |          |          |          |          |
|----------|---------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
|          | 6.0           | 6.1      | 6.2      | 6.3      | 6.4      | 6.5      | 6.6      | 6.7      | 6.8      | 6.9      |
| Hasta 35 | 0.008065      | 0.008112 | 0.008201 | 0.008289 | 0.008421 | 0.008508 | 0.008505 | 0.008503 | 0.008500 | 0.008498 |
| 36       | 0.008108      | 0.008199 | 0.008289 | 0.008378 | 0.008466 | 0.008553 | 0.008549 | 0.008546 | 0.008543 | 0.008540 |
| 37       | 0.008152      | 0.008243 | 0.008333 | 0.008422 | 0.008511 | 0.008598 | 0.008594 | 0.008590 | 0.008586 | 0.008582 |
| 38       | 0.008242      | 0.008333 | 0.008424 | 0.008468 | 0.008556 | 0.008644 | 0.008684 | 0.008679 | 0.008673 | 0.008668 |
| 39       | 0.008287      | 0.008379 | 0.008470 | 0.008560 | 0.008649 | 0.008737 | 0.008730 | 0.008724 | 0.008718 | 0.008756 |
| 40       | 0.008380      | 0.008472 | 0.008564 | 0.008654 | 0.008743 | 0.008832 | 0.008824 | 0.008816 | 0.008808 | 0.008801 |
| 41       | 0.008475      | 0.008567 | 0.008659 | 0.008750 | 0.008840 | 0.008929 | 0.008919 | 0.008910 | 0.008901 | 0.008892 |
| 42       | 0.008571      | 0.008665 | 0.008757 | 0.008848 | 0.008939 | 0.009028 | 0.009016 | 0.009005 | 0.008995 | 0.009031 |
| 43       | 0.008721      | 0.008815 | 0.008857 | 0.008949 | 0.009040 | 0.009129 | 0.009116 | 0.009153 | 0.009140 | 0.009127 |
| 44       | 0.008824      | 0.008918 | 0.009012 | 0.009104 | 0.009195 | 0.009286 | 0.009270 | 0.009254 | 0.009239 | 0.009274 |
| 45       | 0.008982      | 0.009077 | 0.009172 | 0.009265 | 0.009302 | 0.009393 | 0.009429 | 0.009410 | 0.009392 | 0.009426 |
| 46       | 0.009146      | 0.009242 | 0.009337 | 0.009431 | 0.009524 | 0.009559 | 0.009593 | 0.009571 | 0.009605 | 0.009583 |
| 47       | 0.009375      | 0.009472 | 0.009509 | 0.009604 | 0.009697 | 0.009789 | 0.009763 | 0.009795 | 0.009770 | 0.009801 |
| 48       | 0.009615      | 0.009652 | 0.009748 | 0.009844 | 0.009938 | 0.009969 | 0.010000 | 0.009970 | 0.010000 | 0.009971 |
| 49       | 0.009868      | 0.009903 | 0.010000 | 0.010096 | 0.010191 | 0.010285 | 0.010248 | 0.010276 | 0.010241 | 0.010268 |
| 50       | 0.010135      | 0.010235 | 0.010333 | 0.010362 | 0.010458 | 0.010552 | 0.010577 | 0.010535 | 0.010559 | 0.010518 |
| 51       | 0.010490      | 0.010590 | 0.010690 | 0.010714 | 0.010811 | 0.010906 | 0.010927 | 0.010877 | 0.010897 | 0.010918 |
| 52       | 0.010870      | 0.010971 | 0.011071 | 0.011170 | 0.011189 | 0.011285 | 0.011301 | 0.011318 | 0.011333 | 0.011275 |
| 53       | 0.011364      | 0.011466 | 0.011567 | 0.011667 | 0.011679 | 0.011775 | 0.011786 | 0.011796 | 0.011806 | 0.011815 |
| 54       | 0.012000      | 0.012008 | 0.012109 | 0.012209 | 0.012308 | 0.012405 | 0.012406 | 0.012407 | 0.012409 | 0.012410 |
| 55       | 0.012712      | 0.012815 | 0.012810 | 0.012910 | 0.013008 | 0.013105 | 0.013095 | 0.013086 | 0.013077 | 0.013068 |
| 56       | 0.013514      | 0.013616 | 0.013717 | 0.013816 | 0.013913 | 0.014009 | 0.013983 | 0.013958 | 0.013934 | 0.013911 |
| 57       | 0.014706      | 0.014806 | 0.014904 | 0.014858 | 0.014953 | 0.015046 | 0.015138 | 0.015090 | 0.015044 | 0.015132 |
| 58       | 0.016129      | 0.016223 | 0.016316 | 0.016406 | 0.016495 | 0.016582 | 0.016500 | 0.016584 | 0.016505 | 0.016587 |
| 59       | 0.018072      | 0.018155 | 0.018235 | 0.018314 | 0.018391 | 0.018466 | 0.018539 | 0.018407 | 0.018478 | 0.018548 |
| 60       | 0.020833      | 0.020890 | 0.020946 | 0.021000 | 0.021333 | 0.021382 | 0.021154 | 0.021203 | 0.021250 | 0.021296 |
| 61       | 0.025000      | 0.025000 | 0.025410 | 0.025403 | 0.025397 | 0.025391 | 0.025385 | 0.025379 | 0.025373 | 0.025368 |
| 62       | 0.031915      | 0.032447 | 0.032292 | 0.032143 | 0.032653 | 0.032500 | 0.032353 | 0.032843 | 0.032692 | 0.032547 |
| 63       | 0.046875      | 0.046212 | 0.046970 | 0.046324 | 0.047059 | 0.046429 | 0.047143 | 0.046528 | 0.047222 | 0.046622 |
| 64 o más | 0.088235      | 0.089706 | 0.091176 | 0.092647 | 0.088889 | 0.090278 | 0.091667 | 0.093056 | 0.089474 | 0.090789 |

| Edad     | Salario (VSM) |          |          |          |          |          |          |          |          |          |
|----------|---------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
|          | 7.0           | 7.1      | 7.2      | 7.3      | 7.4      | 7.5      | 7.6      | 7.7      | 7.8      | 7.9      |
| Hasta 35 | 0.008495      | 0.008493 | 0.008491 | 0.008488 | 0.008486 | 0.008484 | 0.008482 | 0.008480 | 0.008478 | 0.008476 |
| 36       | 0.008537      | 0.008534 | 0.008531 | 0.008528 | 0.008525 | 0.008523 | 0.008520 | 0.008556 | 0.008553 | 0.008550 |
| 37       | 0.008578      | 0.008617 | 0.008612 | 0.008608 | 0.008605 | 0.008601 | 0.008597 | 0.008594 | 0.008590 | 0.008587 |
| 38       | 0.008663      | 0.008659 | 0.008654 | 0.008649 | 0.008645 | 0.008681 | 0.008676 | 0.008671 | 0.008667 | 0.008662 |
| 39       | 0.008750      | 0.008744 | 0.008738 | 0.008732 | 0.008726 | 0.008721 | 0.008756 | 0.008750 | 0.008744 | 0.008739 |
| 40       | 0.008838      | 0.008831 | 0.008824 | 0.008816 | 0.008810 | 0.008803 | 0.008837 | 0.008830 | 0.008824 | 0.008817 |
| 41       | 0.008929      | 0.008920 | 0.008911 | 0.008902 | 0.008894 | 0.008929 | 0.008920 | 0.008912 | 0.008904 | 0.008896 |
| 42       | 0.009021      | 0.009010 | 0.009000 | 0.009035 | 0.009024 | 0.009014 | 0.009005 | 0.008995 | 0.009028 | 0.009018 |
| 43       | 0.009115      | 0.009149 | 0.009137 | 0.009125 | 0.009113 | 0.009146 | 0.009135 | 0.009123 | 0.009112 | 0.009144 |
| 44       | 0.009259      | 0.009245 | 0.009278 | 0.009264 | 0.009250 | 0.009282 | 0.009268 | 0.009255 | 0.009242 | 0.009272 |
| 45       | 0.009409      | 0.009392 | 0.009424 | 0.009407 | 0.009391 | 0.009422 | 0.009406 | 0.009390 | 0.009420 | 0.009405 |
| 46       | 0.009563      | 0.009595 | 0.009574 | 0.009555 | 0.009585 | 0.009566 | 0.009596 | 0.009577 | 0.009559 | 0.009587 |
| 47       | 0.009777      | 0.009753 | 0.009783 | 0.009759 | 0.009788 | 0.009766 | 0.009794 | 0.009772 | 0.009750 | 0.009777 |
| 48       | 0.010000      | 0.009972 | 0.010000 | 0.009973 | 0.010000 | 0.009973 | 0.010000 | 0.009974 | 0.010000 | 0.009975 |
| 49       | 0.010234      | 0.010260 | 0.010227 | 0.010253 | 0.010221 | 0.010246 | 0.010270 | 0.010239 | 0.010263 | 0.010233 |
| 50       | 0.010542      | 0.010565 | 0.010526 | 0.010549 | 0.010571 | 0.010534 | 0.010556 | 0.010519 | 0.010541 | 0.010561 |
| 51       | 0.010870      | 0.010890 | 0.010909 | 0.010863 | 0.010882 | 0.010901 | 0.010920 | 0.010876 | 0.010894 | 0.010912 |
| 52       | 0.011290      | 0.011306 | 0.011321 | 0.011265 | 0.011280 | 0.011295 | 0.011310 | 0.011324 | 0.011272 | 0.011286 |
| 53       | 0.011745      | 0.011755 | 0.011765 | 0.011774 | 0.011783 | 0.011792 | 0.011801 | 0.011810 | 0.011747 | 0.011756 |
| 54       | 0.012324      | 0.012326 | 0.012329 | 0.012331 | 0.012333 | 0.012336 | 0.012338 | 0.012340 | 0.012342 | 0.012344 |
| 55       | 0.013060      | 0.013051 | 0.013043 | 0.013036 | 0.013121 | 0.013112 | 0.013103 | 0.013095 | 0.013087 | 0.013079 |
| 56       | 0.014000      | 0.013976 | 0.013953 | 0.013931 | 0.013910 | 0.013993 | 0.013971 | 0.013949 | 0.013929 | 0.013908 |
| 57       | 0.015086      | 0.015042 | 0.015126 | 0.015083 | 0.015041 | 0.015121 | 0.015079 | 0.015039 | 0.015116 | 0.015076 |
| 58       | 0.016509      | 0.016589 | 0.016514 | 0.016591 | 0.016518 | 0.016593 | 0.016522 | 0.016595 | 0.016525 | 0.016458 |
| 59       | 0.018421      | 0.018490 | 0.018557 | 0.018434 | 0.018500 | 0.018564 | 0.018447 | 0.018510 | 0.018571 | 0.018458 |
| 60       | 0.021341      | 0.021386 | 0.021176 | 0.021221 | 0.021264 | 0.021307 | 0.021348 | 0.021154 | 0.021196 | 0.021237 |
| 61       | 0.025362      | 0.025357 | 0.025352 | 0.025347 | 0.025342 | 0.025338 | 0.025333 | 0.025329 | 0.025325 | 0.025321 |
| 62       | 0.032407      | 0.032273 | 0.032727 | 0.032589 | 0.032456 | 0.032328 | 0.032759 | 0.032627 | 0.032500 | 0.032377 |
| 63       | 0.047297      | 0.046711 | 0.047368 | 0.046795 | 0.046250 | 0.046875 | 0.046341 | 0.046951 | 0.046429 | 0.047024 |
| 64 o más | 0.092105      | 0.088750 | 0.090000 | 0.091250 | 0.092500 | 0.089286 | 0.090476 | 0.091667 | 0.088636 | 0.089773 |

| Edad     | Salario (VSM) |          |          |          |          |          |          |          |          |          |
|----------|---------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
|          | 8.0           | 8.1      | 8.2      | 8.3      | 8.4      | 8.5      | 8.6      | 8.7      | 8.8      | 8.9      |
| Hasta 35 | 0.008475      | 0.008473 | 0.008471 | 0.008469 | 0.008468 | 0.008500 | 0.008498 | 0.008496 | 0.008494 | 0.008492 |
| 36       | 0.008547      | 0.008544 | 0.008542 | 0.008539 | 0.008537 | 0.008534 | 0.008532 | 0.008529 | 0.008527 | 0.008525 |
| 37       | 0.008584      | 0.008581 | 0.008613 | 0.008610 | 0.008607 | 0.008603 | 0.008600 | 0.008597 | 0.008594 | 0.008591 |
| 38       | 0.008658      | 0.008654 | 0.008650 | 0.008646 | 0.008678 | 0.008673 | 0.008669 | 0.008665 | 0.008661 | 0.008658 |
| 39       | 0.008734      | 0.008728 | 0.008723 | 0.008718 | 0.008750 | 0.008745 | 0.008740 | 0.008735 | 0.008730 | 0.008725 |
| 40       | 0.008811      | 0.008804 | 0.008798 | 0.008830 | 0.008824 | 0.008817 | 0.008811 | 0.008806 | 0.008800 | 0.008829 |
| 41       | 0.008929      | 0.008921 | 0.008913 | 0.008906 | 0.008898 | 0.008891 | 0.008921 | 0.008914 | 0.008907 | 0.008900 |
| 42       | 0.009009      | 0.009000 | 0.009031 | 0.009022 | 0.009013 | 0.009004 | 0.008996 | 0.009025 | 0.009016 | 0.009008 |
| 43       | 0.009132      | 0.009122 | 0.009111 | 0.009141 | 0.009130 | 0.009120 | 0.009110 | 0.009139 | 0.009129 | 0.009119 |
| 44       | 0.009259      | 0.009247 | 0.009276 | 0.009263 | 0.009251 | 0.009239 | 0.009267 | 0.009255 | 0.009244 | 0.009271 |
| 45       | 0.009390      | 0.009419 | 0.009404 | 0.009389 | 0.009417 | 0.009403 | 0.009389 | 0.009416 | 0.009402 | 0.009388 |
| 46       | 0.009569      | 0.009597 | 0.009579 | 0.009562 | 0.009589 | 0.009572 | 0.009556 | 0.009581 | 0.009565 | 0.009591 |
| 47       | 0.009756      | 0.009783 | 0.009762 | 0.009788 | 0.009767 | 0.009748 | 0.009773 | 0.009753 | 0.009778 | 0.009759 |
| 48       | 0.010000      | 0.009975 | 0.010000 | 0.009976 | 0.010000 | 0.009977 | 0.010000 | 0.009977 | 0.010000 | 0.009978 |
| 49       | 0.010256      | 0.010227 | 0.010250 | 0.010222 | 0.010244 | 0.010266 | 0.010238 | 0.010259 | 0.010233 | 0.010253 |
| 50       | 0.010526      | 0.010547 | 0.010567 | 0.010533 | 0.010553 | 0.010520 | 0.010539 | 0.010558 | 0.010526 | 0.010545 |
| 51       | 0.010870      | 0.010887 | 0.010904 | 0.010864 | 0.010881 | 0.010897 | 0.010914 | 0.010875 | 0.010891 | 0.010907 |
| 52       | 0.011299      | 0.011313 | 0.011264 | 0.011277 | 0.011290 | 0.011303 | 0.011316 | 0.011269 | 0.011282 | 0.011294 |
| 53       | 0.011765      | 0.011773 | 0.011782 | 0.011790 | 0.011798 | 0.011806 | 0.011749 | 0.011757 | 0.011765 | 0.011772 |
| 54       | 0.012346      | 0.012348 | 0.012349 | 0.012351 | 0.012353 | 0.012355 | 0.012356 | 0.012358 | 0.012360 | 0.012361 |
| 55       | 0.013072      | 0.013065 | 0.013057 | 0.013050 | 0.013043 | 0.013037 | 0.013030 | 0.013102 | 0.013095 | 0.013088 |
| 56       | 0.013986      | 0.013966 | 0.013946 | 0.013926 | 0.013907 | 0.013980 | 0.013961 | 0.013942 | 0.013924 | 0.013906 |
| 57       | 0.015038      | 0.015112 | 0.015074 | 0.015036 | 0.015108 | 0.015071 | 0.015035 | 0.015104 | 0.015068 | 0.015034 |
| 58       | 0.016529      | 0.016463 | 0.016532 | 0.016468 | 0.016535 | 0.016473 | 0.016538 | 0.016477 | 0.016541 | 0.016481 |
| 59       | 0.018519      | 0.018409 | 0.018468 | 0.018527 | 0.018421 | 0.018478 | 0.018534 | 0.018432 | 0.018487 | 0.018542 |
| 60       | 0.021277      | 0.021316 | 0.021354 | 0.021173 | 0.021212 | 0.021250 | 0.021287 | 0.021324 | 0.021154 | 0.021190 |
| 61       | 0.025316      | 0.025313 | 0.025309 | 0.025305 | 0.025301 | 0.025602 | 0.025595 | 0.025588 | 0.025581 | 0.025575 |
| 62       | 0.032258      | 0.032661 | 0.032540 | 0.032422 | 0.032308 | 0.032692 | 0.032576 | 0.032463 | 0.032353 | 0.032721 |
| 63       | 0.046512      | 0.047093 | 0.046591 | 0.047159 | 0.046667 | 0.047222 | 0.046739 | 0.046277 | 0.046809 | 0.046354 |
| 64 o más | 0.090909      | 0.092045 | 0.089130 | 0.090217 | 0.091304 | 0.088542 | 0.089583 | 0.090625 | 0.091667 | 0.089000 |

| Edad     | Salario (VSM) |          |          |          |          |          |          |          |          |          |
|----------|---------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
|          | 9.0           | 9.1      | 9.2      | 9.3      | 9.4      | 9.5      | 9.6      | 9.7      | 9.8      | 9.9      |
| Hasta 35 | 0.008491      | 0.008489 | 0.008487 | 0.008485 | 0.008484 | 0.008482 | 0.008481 | 0.008479 | 0.008478 | 0.008476 |
| 36       | 0.008523      | 0.008521 | 0.008550 | 0.008548 | 0.008545 | 0.008543 | 0.008541 | 0.008539 | 0.008537 | 0.008534 |
| 37       | 0.008588      | 0.008585 | 0.008582 | 0.008579 | 0.008608 | 0.008605 | 0.008602 | 0.008599 | 0.008596 | 0.008594 |
| 38       | 0.008654      | 0.008650 | 0.008647 | 0.008675 | 0.008672 | 0.008668 | 0.008664 | 0.008661 | 0.008657 | 0.008654 |
| 39       | 0.008721      | 0.008716 | 0.008745 | 0.008741 | 0.008736 | 0.008732 | 0.008727 | 0.008723 | 0.008719 | 0.008746 |
| 40       | 0.008824      | 0.008818 | 0.008812 | 0.008807 | 0.008801 | 0.008829 | 0.008824 | 0.008818 | 0.008813 | 0.008808 |
| 41       | 0.008893      | 0.008922 | 0.008915 | 0.008908 | 0.008902 | 0.008895 | 0.008922 | 0.008915 | 0.008909 | 0.008903 |
| 42       | 0.009000      | 0.008992 | 0.009020 | 0.009012 | 0.009004 | 0.008996 | 0.009023 | 0.009015 | 0.009007 | 0.009000 |
| 43       | 0.009109      | 0.009137 | 0.009127 | 0.009118 | 0.009109 | 0.009135 | 0.009125 | 0.009117 | 0.009108 | 0.009133 |
| 44       | 0.009259      | 0.009248 | 0.009274 | 0.009263 | 0.009252 | 0.009241 | 0.009266 | 0.009256 | 0.009245 | 0.009270 |
| 45       | 0.009414      | 0.009401 | 0.009388 | 0.009413 | 0.009400 | 0.009387 | 0.009412 | 0.009399 | 0.009387 | 0.009411 |
| 46       | 0.009574      | 0.009559 | 0.009583 | 0.009568 | 0.009592 | 0.009577 | 0.009562 | 0.009585 | 0.009570 | 0.009556 |
| 47       | 0.009783      | 0.009764 | 0.009787 | 0.009769 | 0.009751 | 0.009774 | 0.009756 | 0.009778 | 0.009761 | 0.009783 |
| 48       | 0.010000      | 0.009978 | 0.010000 | 0.009979 | 0.010000 | 0.009979 | 0.010000 | 0.009979 | 0.010000 | 0.009980 |
| 49       | 0.010227      | 0.010248 | 0.010222 | 0.010242 | 0.010262 | 0.010237 | 0.010256 | 0.010232 | 0.010251 | 0.010227 |
| 50       | 0.010563      | 0.010532 | 0.010550 | 0.010520 | 0.010538 | 0.010556 | 0.010526 | 0.010543 | 0.010515 | 0.010532 |
| 51       | 0.010870      | 0.010885 | 0.010900 | 0.010864 | 0.010880 | 0.010894 | 0.010860 | 0.010874 | 0.010889 | 0.010903 |
| 52       | 0.011307      | 0.011318 | 0.011275 | 0.011286 | 0.011298 | 0.011310 | 0.011268 | 0.011279 | 0.011290 | 0.011301 |
| 53       | 0.011780      | 0.011788 | 0.011795 | 0.011802 | 0.011750 | 0.011757 | 0.011765 | 0.011772 | 0.011779 | 0.011786 |
| 54       | 0.012363      | 0.012364 | 0.012366 | 0.012367 | 0.012368 | 0.012370 | 0.012371 | 0.012372 | 0.012374 | 0.012375 |
| 55       | 0.013081      | 0.013075 | 0.013068 | 0.013062 | 0.013056 | 0.013049 | 0.013043 | 0.013038 | 0.013032 | 0.013095 |
| 56       | 0.013975      | 0.013957 | 0.013939 | 0.013922 | 0.013988 | 0.013971 | 0.013953 | 0.013937 | 0.013920 | 0.013983 |
| 57       | 0.015101      | 0.015066 | 0.015033 | 0.015097 | 0.015064 | 0.015032 | 0.015094 | 0.015062 | 0.015031 | 0.015091 |
| 58       | 0.016544      | 0.016486 | 0.016547 | 0.016489 | 0.016549 | 0.016493 | 0.016552 | 0.016497 | 0.016554 | 0.016500 |
| 59       | 0.018443      | 0.018496 | 0.018548 | 0.018452 | 0.018504 | 0.018411 | 0.018462 | 0.018511 | 0.018421 | 0.018470 |
| 60       | 0.021226      | 0.021262 | 0.021296 | 0.021330 | 0.021171 | 0.021205 | 0.021239 | 0.021272 | 0.021304 | 0.021154 |
| 61       | 0.025568      | 0.025562 | 0.025556 | 0.025549 | 0.025543 | 0.025538 | 0.025532 | 0.025526 | 0.025521 | 0.025515 |
| 62       | 0.032609      | 0.032500 | 0.032394 | 0.032292 | 0.032639 | 0.032534 | 0.032432 | 0.032333 | 0.032667 | 0.032566 |
| 63       | 0.046875      | 0.046429 | 0.046939 | 0.046500 | 0.047000 | 0.046569 | 0.047059 | 0.046635 | 0.047115 | 0.046698 |
| 64 o más | 0.090000      | 0.091000 | 0.088462 | 0.089423 | 0.090385 | 0.091346 | 0.088889 | 0.089815 | 0.090741 | 0.088393 |

| Edad     | Salario (VSM) |          |          |          |          |          |          |          |          |          |
|----------|---------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
|          | 10.0          | 10.1     | 10.2     | 10.3     | 10.4     | 10.5     | 10.6     | 10.7     | 10.8     | 10.9     |
| Hasta 35 | 0.008475      | 0.008954 | 0.008947 | 0.008941 | 0.008935 | 0.008929 | 0.008953 | 0.008946 | 0.008940 | 0.008934 |
| 36       | 0.008532      | 0.008986 | 0.008979 | 0.009003 | 0.008997 | 0.008990 | 0.008983 | 0.008977 | 0.009000 | 0.008993 |
| 37       | 0.008591      | 0.009050 | 0.009043 | 0.009035 | 0.009059 | 0.009052 | 0.009044 | 0.009037 | 0.009060 | 0.009053 |
| 38       | 0.008651      | 0.009116 | 0.009107 | 0.009099 | 0.009123 | 0.009115 | 0.009107 | 0.009099 | 0.009122 | 0.009114 |
| 39       | 0.008741      | 0.009182 | 0.009173 | 0.009164 | 0.009187 | 0.009178 | 0.009170 | 0.009192 | 0.009184 | 0.009175 |
| 40       | 0.008803      | 0.009249 | 0.009273 | 0.009263 | 0.009253 | 0.009243 | 0.009266 | 0.009256 | 0.009247 | 0.009269 |
| 41       | 0.008897      | 0.009352 | 0.009341 | 0.009364 | 0.009353 | 0.009342 | 0.009331 | 0.009353 | 0.009343 | 0.009332 |
| 42       | 0.008993      | 0.009457 | 0.009444 | 0.009432 | 0.009455 | 0.009442 | 0.009431 | 0.009452 | 0.009441 | 0.009462 |
| 43       | 0.009124      | 0.009564 | 0.009551 | 0.009572 | 0.009559 | 0.009545 | 0.009567 | 0.009554 | 0.009574 | 0.009561 |
| 44       | 0.009259      | 0.009674 | 0.009696 | 0.009680 | 0.009701 | 0.009686 | 0.009672 | 0.009692 | 0.009677 | 0.009698 |
| 45       | 0.009398      | 0.009825 | 0.009846 | 0.009828 | 0.009848 | 0.009831 | 0.009815 | 0.009835 | 0.009818 | 0.009838 |
| 46       | 0.009579      | 0.009980 | 0.010000 | 0.009981 | 0.010000 | 0.009981 | 0.010000 | 0.009981 | 0.010000 | 0.009982 |
| 47       | 0.009766      | 0.010181 | 0.010200 | 0.010178 | 0.010196 | 0.010174 | 0.010192 | 0.010171 | 0.010189 | 0.010206 |
| 48       | 0.010000      | 0.010391 | 0.010408 | 0.010425 | 0.010400 | 0.010417 | 0.010392 | 0.010409 | 0.010425 | 0.010401 |
| 49       | 0.010246      | 0.010654 | 0.010669 | 0.010640 | 0.010656 | 0.010671 | 0.010643 | 0.010657 | 0.010672 | 0.010645 |
| 50       | 0.010549      | 0.010931 | 0.010944 | 0.010957 | 0.010970 | 0.010938 | 0.010950 | 0.010963 | 0.010931 | 0.010944 |
| 51       | 0.010870      | 0.011272 | 0.011283 | 0.011294 | 0.011304 | 0.011315 | 0.011277 | 0.011287 | 0.011297 | 0.011307 |
| 52       | 0.011312      | 0.011690 | 0.011697 | 0.011705 | 0.011712 | 0.011719 | 0.011674 | 0.011681 | 0.011688 | 0.011695 |
| 53       | 0.011792      | 0.012198 | 0.012201 | 0.012204 | 0.012207 | 0.012209 | 0.012156 | 0.012159 | 0.012162 | 0.012165 |
| 54       | 0.012376      | 0.012753 | 0.012750 | 0.012748 | 0.012745 | 0.012743 | 0.012740 | 0.012738 | 0.012736 | 0.012734 |
| 55       | 0.013089      | 0.013503 | 0.013492 | 0.013482 | 0.013472 | 0.013462 | 0.013452 | 0.013442 | 0.013500 | 0.013490 |
| 56       | 0.013966      | 0.014347 | 0.014326 | 0.014385 | 0.014365 | 0.014344 | 0.014324 | 0.014382 | 0.014362 | 0.014342 |
| 57       | 0.015060      | 0.015491 | 0.015455 | 0.015512 | 0.015476 | 0.015441 | 0.015497 | 0.015462 | 0.015517 | 0.015483 |
| 58       | 0.016556      | 0.016946 | 0.016887 | 0.016941 | 0.016993 | 0.016935 | 0.016987 | 0.016930 | 0.016981 | 0.016925 |
| 59       | 0.018519      | 0.018843 | 0.018889 | 0.018934 | 0.018978 | 0.018885 | 0.018929 | 0.018972 | 0.018881 | 0.018924 |
| 60       | 0.021186      | 0.021767 | 0.021610 | 0.021639 | 0.021667 | 0.021694 | 0.021721 | 0.021748 | 0.021774 | 0.021627 |
| 61       | 0.025510      | 0.026031 | 0.026020 | 0.026010 | 0.026000 | 0.025990 | 0.025980 | 0.025971 | 0.025962 | 0.025952 |
| 62       | 0.032468      | 0.033224 | 0.033117 | 0.033013 | 0.032911 | 0.033228 | 0.033125 | 0.033025 | 0.032927 | 0.032831 |
| 63       | 0.046296      | 0.047642 | 0.047222 | 0.047685 | 0.047273 | 0.047727 | 0.047321 | 0.046930 | 0.047368 | 0.046983 |
| 64 o más | 0.089286      | 0.090179 | 0.091071 | 0.091964 | 0.089655 | 0.090517 | 0.091379 | 0.092241 | 0.090000 | 0.090833 |

| Edad     | Salario (VSM) |          |          |          |          |          |          |          |          |          |
|----------|---------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
|          | 11.0          | 11.1     | 11.2     | 11.3     | 11.4     | 11.5     | 11.6     | 11.7     | 11.8     | 11.9     |
| Hasta 35 | 0.008929      | 0.008952 | 0.008946 | 0.008940 | 0.008934 | 0.008929 | 0.008951 | 0.008945 | 0.008939 | 0.008934 |
| 36       | 0.008987      | 0.008981 | 0.009003 | 0.008997 | 0.008991 | 0.008984 | 0.008978 | 0.009000 | 0.008994 | 0.008988 |
| 37       | 0.009046      | 0.009039 | 0.009032 | 0.009054 | 0.009048 | 0.009041 | 0.009034 | 0.009056 | 0.009049 | 0.009043 |
| 38       | 0.009106      | 0.009098 | 0.009121 | 0.009113 | 0.009105 | 0.009098 | 0.009119 | 0.009112 | 0.009105 | 0.009098 |
| 39       | 0.009167      | 0.009189 | 0.009180 | 0.009172 | 0.009164 | 0.009185 | 0.009177 | 0.009169 | 0.009190 | 0.009182 |
| 40       | 0.009259      | 0.009250 | 0.009272 | 0.009262 | 0.009253 | 0.009244 | 0.009265 | 0.009256 | 0.009248 | 0.009268 |
| 41       | 0.009354      | 0.009343 | 0.009333 | 0.009354 | 0.009344 | 0.009334 | 0.009355 | 0.009345 | 0.009335 | 0.009355 |
| 42       | 0.009450      | 0.009439 | 0.009459 | 0.009448 | 0.009437 | 0.009457 | 0.009446 | 0.009435 | 0.009455 | 0.009444 |
| 43       | 0.009549      | 0.009569 | 0.009556 | 0.009544 | 0.009564 | 0.009551 | 0.009571 | 0.009559 | 0.009547 | 0.009566 |
| 44       | 0.009683      | 0.009703 | 0.009689 | 0.009675 | 0.009694 | 0.009680 | 0.009699 | 0.009685 | 0.009672 | 0.009691 |
| 45       | 0.009821      | 0.009840 | 0.009825 | 0.009843 | 0.009828 | 0.009846 | 0.009831 | 0.009815 | 0.009833 | 0.009818 |
| 46       | 0.010000      | 0.009982 | 0.010000 | 0.009982 | 0.010000 | 0.009983 | 0.010000 | 0.009983 | 0.010000 | 0.009983 |
| 47       | 0.010185      | 0.010202 | 0.010182 | 0.010199 | 0.010179 | 0.010195 | 0.010175 | 0.010192 | 0.010172 | 0.010188 |
| 48       | 0.010417      | 0.010393 | 0.010409 | 0.010386 | 0.010401 | 0.010417 | 0.010394 | 0.010409 | 0.010387 | 0.010402 |
| 49       | 0.010659      | 0.010673 | 0.010646 | 0.010660 | 0.010674 | 0.010648 | 0.010662 | 0.010675 | 0.010650 | 0.010663 |
| 50       | 0.010956      | 0.010968 | 0.010938 | 0.010950 | 0.010962 | 0.010932 | 0.010943 | 0.010955 | 0.010967 | 0.010938 |
| 51       | 0.011270      | 0.011280 | 0.011290 | 0.011300 | 0.011310 | 0.011275 | 0.011284 | 0.011293 | 0.011303 | 0.011312 |
| 52       | 0.011702      | 0.011709 | 0.011715 | 0.011674 | 0.011680 | 0.011687 | 0.011694 | 0.011700 | 0.011706 | 0.011713 |
| 53       | 0.012168      | 0.012171 | 0.012174 | 0.012177 | 0.012179 | 0.012182 | 0.012185 | 0.012188 | 0.012190 | 0.012193 |
| 54       | 0.012791      | 0.012788 | 0.012785 | 0.012783 | 0.012780 | 0.012778 | 0.012775 | 0.012773 | 0.012771 | 0.012768 |
| 55       | 0.013480      | 0.013471 | 0.013462 | 0.013452 | 0.013443 | 0.013498 | 0.013488 | 0.013479 | 0.013470 | 0.013462 |
| 56       | 0.014323      | 0.014378 | 0.014359 | 0.014340 | 0.014322 | 0.014375 | 0.014356 | 0.014338 | 0.014320 | 0.014372 |
| 57       | 0.015449      | 0.015503 | 0.015470 | 0.015437 | 0.015489 | 0.015457 | 0.015508 | 0.015476 | 0.015445 | 0.015495 |
| 58       | 0.016975      | 0.016921 | 0.016970 | 0.016916 | 0.016964 | 0.016912 | 0.016959 | 0.016908 | 0.016954 | 0.016903 |
| 59       | 0.018966      | 0.018878 | 0.018919 | 0.018960 | 0.018874 | 0.018914 | 0.018954 | 0.018871 | 0.018910 | 0.018949 |
| 60       | 0.021654      | 0.021680 | 0.021705 | 0.021731 | 0.021756 | 0.021617 | 0.021642 | 0.021667 | 0.021691 | 0.021715 |
| 61       | 0.025943      | 0.025935 | 0.025926 | 0.025917 | 0.025909 | 0.025901 | 0.025893 | 0.025885 | 0.025877 | 0.025870 |
| 62       | 0.033133      | 0.033036 | 0.032941 | 0.032849 | 0.033140 | 0.033046 | 0.032955 | 0.032865 | 0.033146 | 0.033056 |
| 63       | 0.047414      | 0.047034 | 0.047458 | 0.047083 | 0.047500 | 0.047131 | 0.047541 | 0.047177 | 0.047581 | 0.047222 |
| 64 o más | 0.091667      | 0.089516 | 0.090323 | 0.091129 | 0.091935 | 0.089844 | 0.090625 | 0.091406 | 0.092188 | 0.090152 |

| Edad     | Salario (VSM) |          |          |          |          |          |          |          |          |          |
|----------|---------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
|          | 12.0          | 12.1     | 12.2     | 12.3     | 12.4     | 12.5     | 12.6     | 12.7     | 12.8     | 12.9     |
| Hasta 35 | 0.008929      | 0.008950 | 0.008944 | 0.008939 | 0.008934 | 0.008929 | 0.008949 | 0.008944 | 0.008939 | 0.008934 |
| 36       | 0.008982      | 0.008976 | 0.008997 | 0.008991 | 0.008986 | 0.008980 | 0.009000 | 0.008994 | 0.008989 | 0.008983 |
| 37       | 0.009036      | 0.009057 | 0.009050 | 0.009044 | 0.009038 | 0.009032 | 0.009052 | 0.009046 | 0.009040 | 0.009034 |
| 38       | 0.009119      | 0.009111 | 0.009104 | 0.009098 | 0.009118 | 0.009111 | 0.009104 | 0.009097 | 0.009117 | 0.009110 |
| 39       | 0.009174      | 0.009167 | 0.009187 | 0.009179 | 0.009172 | 0.009164 | 0.009184 | 0.009176 | 0.009169 | 0.009188 |
| 40       | 0.009259      | 0.009251 | 0.009242 | 0.009262 | 0.009254 | 0.009246 | 0.009265 | 0.009257 | 0.009249 | 0.009267 |
| 41       | 0.009346      | 0.009336 | 0.009356 | 0.009347 | 0.009337 | 0.009356 | 0.009347 | 0.009338 | 0.009357 | 0.009348 |
| 42       | 0.009434      | 0.009453 | 0.009443 | 0.009433 | 0.009451 | 0.009441 | 0.009431 | 0.009449 | 0.009440 | 0.009430 |
| 43       | 0.009554      | 0.009543 | 0.009561 | 0.009550 | 0.009568 | 0.009557 | 0.009545 | 0.009563 | 0.009552 | 0.009570 |
| 44       | 0.009677      | 0.009696 | 0.009683 | 0.009670 | 0.009688 | 0.009675 | 0.009692 | 0.009680 | 0.009697 | 0.009685 |
| 45       | 0.009836      | 0.009821 | 0.009839 | 0.009824 | 0.009841 | 0.009827 | 0.009844 | 0.009830 | 0.009816 | 0.009832 |
| 46       | 0.010000      | 0.009983 | 0.010000 | 0.009984 | 0.010000 | 0.009984 | 0.010000 | 0.009984 | 0.010000 | 0.009985 |
| 47       | 0.010169      | 0.010185 | 0.010201 | 0.010182 | 0.010197 | 0.010179 | 0.010194 | 0.010176 | 0.010191 | 0.010174 |
| 48       | 0.010417      | 0.010395 | 0.010410 | 0.010389 | 0.010403 | 0.010417 | 0.010396 | 0.010410 | 0.010390 | 0.010403 |
| 49       | 0.010638      | 0.010651 | 0.010664 | 0.010640 | 0.010653 | 0.010666 | 0.010642 | 0.010654 | 0.010667 | 0.010644 |
| 50       | 0.010949      | 0.010960 | 0.010932 | 0.010943 | 0.010954 | 0.010965 | 0.010938 | 0.010948 | 0.010959 | 0.010932 |
| 51       | 0.011278      | 0.011287 | 0.011296 | 0.011305 | 0.011273 | 0.011282 | 0.011290 | 0.011299 | 0.011307 | 0.011276 |
| 52       | 0.011719      | 0.011680 | 0.011686 | 0.011692 | 0.011698 | 0.011704 | 0.011710 | 0.011716 | 0.011679 | 0.011685 |
| 53       | 0.012195      | 0.012198 | 0.012200 | 0.012154 | 0.012157 | 0.012160 | 0.012162 | 0.012165 | 0.012167 | 0.012170 |
| 54       | 0.012766      | 0.012764 | 0.012762 | 0.012759 | 0.012757 | 0.012755 | 0.012753 | 0.012751 | 0.012749 | 0.012747 |
| 55       | 0.013453      | 0.013444 | 0.013496 | 0.013487 | 0.013478 | 0.013470 | 0.013462 | 0.013453 | 0.013445 | 0.013494 |
| 56       | 0.014354      | 0.014336 | 0.014319 | 0.014369 | 0.014352 | 0.014335 | 0.014318 | 0.014367 | 0.014350 | 0.014333 |
| 57       | 0.015464      | 0.015434 | 0.015482 | 0.015452 | 0.015500 | 0.015470 | 0.015441 | 0.015488 | 0.015459 | 0.015505 |
| 58       | 0.016949      | 0.016899 | 0.016944 | 0.016896 | 0.016940 | 0.016892 | 0.016935 | 0.016888 | 0.016931 | 0.016885 |
| 59       | 0.018868      | 0.018906 | 0.018944 | 0.018865 | 0.018902 | 0.018939 | 0.018862 | 0.018899 | 0.018935 | 0.018860 |
| 60       | 0.021739      | 0.021763 | 0.021631 | 0.021655 | 0.021678 | 0.021701 | 0.021724 | 0.021747 | 0.021622 | 0.021644 |
| 61       | 0.025862      | 0.025855 | 0.025847 | 0.025840 | 0.025833 | 0.025826 | 0.025820 | 0.025813 | 0.025806 | 0.025800 |
| 62       | 0.032967      | 0.032880 | 0.033152 | 0.033065 | 0.032979 | 0.032895 | 0.033158 | 0.033073 | 0.032990 | 0.032908 |
| 63       | 0.047619      | 0.047266 | 0.047656 | 0.047308 | 0.046970 | 0.047348 | 0.047015 | 0.047388 | 0.047059 | 0.047426 |
| 64 o más | 0.090909      | 0.091667 | 0.089706 | 0.090441 | 0.091176 | 0.091912 | 0.090000 | 0.090714 | 0.091429 | 0.089583 |

| Edad     | Salario (VSM) |          |          |          |          |          |          |          |          |          |
|----------|---------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
|          | 13.0          | 13.1     | 13.2     | 13.3     | 13.4     | 13.5     | 13.6     | 13.7     | 13.8     | 13.9     |
| Hasta 35 | 0.008929      | 0.008948 | 0.008943 | 0.008938 | 0.008933 | 0.008929 | 0.008947 | 0.008943 | 0.008938 | 0.008933 |
| 36       | 0.008978      | 0.008997 | 0.008992 | 0.008986 | 0.008981 | 0.008976 | 0.008995 | 0.008990 | 0.008984 | 0.008979 |
| 37       | 0.009053      | 0.009047 | 0.009041 | 0.009035 | 0.009054 | 0.009048 | 0.009043 | 0.009037 | 0.009031 | 0.009049 |
| 38       | 0.009104      | 0.009097 | 0.009116 | 0.009110 | 0.009103 | 0.009097 | 0.009115 | 0.009109 | 0.009103 | 0.009097 |
| 39       | 0.009181      | 0.009174 | 0.009167 | 0.009185 | 0.009178 | 0.009171 | 0.009164 | 0.009182 | 0.009176 | 0.009169 |
| 40       | 0.009259      | 0.009251 | 0.009244 | 0.009262 | 0.009254 | 0.009247 | 0.009264 | 0.009257 | 0.009249 | 0.009242 |
| 41       | 0.009339      | 0.009330 | 0.009348 | 0.009340 | 0.009331 | 0.009349 | 0.009341 | 0.009332 | 0.009350 | 0.009341 |
| 42       | 0.009448      | 0.009438 | 0.009456 | 0.009446 | 0.009437 | 0.009454 | 0.009444 | 0.009435 | 0.009452 | 0.009443 |
| 43       | 0.009559      | 0.009548 | 0.009565 | 0.009555 | 0.009544 | 0.009561 | 0.009551 | 0.009567 | 0.009557 | 0.009547 |
| 44       | 0.009673      | 0.009689 | 0.009677 | 0.009694 | 0.009682 | 0.009670 | 0.009687 | 0.009675 | 0.009691 | 0.009680 |
| 45       | 0.009819      | 0.009835 | 0.009821 | 0.009837 | 0.009824 | 0.009840 | 0.009827 | 0.009842 | 0.009829 | 0.009816 |
| 46       | 0.010000      | 0.009985 | 0.010000 | 0.009985 | 0.010000 | 0.009985 | 0.010000 | 0.009985 | 0.010000 | 0.009986 |
| 47       | 0.010188      | 0.010171 | 0.010185 | 0.010199 | 0.010182 | 0.010196 | 0.010180 | 0.010193 | 0.010177 | 0.010191 |
| 48       | 0.010417      | 0.010397 | 0.010410 | 0.010391 | 0.010404 | 0.010417 | 0.010398 | 0.010410 | 0.010392 | 0.010404 |
| 49       | 0.010656      | 0.010668 | 0.010645 | 0.010657 | 0.010669 | 0.010647 | 0.010658 | 0.010670 | 0.010648 | 0.010660 |
| 50       | 0.010943      | 0.010953 | 0.010963 | 0.010938 | 0.010948 | 0.010958 | 0.010932 | 0.010942 | 0.010952 | 0.010962 |
| 51       | 0.011285      | 0.011293 | 0.011301 | 0.011271 | 0.011279 | 0.011288 | 0.011296 | 0.011304 | 0.011275 | 0.011282 |
| 52       | 0.011691      | 0.011696 | 0.011702 | 0.011708 | 0.011713 | 0.011678 | 0.011684 | 0.011689 | 0.011695 | 0.011700 |
| 53       | 0.012172      | 0.012175 | 0.012177 | 0.012179 | 0.012182 | 0.012184 | 0.012186 | 0.012189 | 0.012191 | 0.012193 |
| 54       | 0.012745      | 0.012743 | 0.012741 | 0.012739 | 0.012738 | 0.012736 | 0.012734 | 0.012780 | 0.012778 | 0.012776 |
| 55       | 0.013485      | 0.013477 | 0.013469 | 0.013462 | 0.013454 | 0.013446 | 0.013492 | 0.013484 | 0.013477 | 0.013469 |
| 56       | 0.014381      | 0.014364 | 0.014348 | 0.014332 | 0.014378 | 0.014362 | 0.014346 | 0.014331 | 0.014375 | 0.014360 |
| 57       | 0.015476      | 0.015448 | 0.015493 | 0.015465 | 0.015438 | 0.015482 | 0.015455 | 0.015498 | 0.015471 | 0.015444 |
| 58       | 0.016927      | 0.016969 | 0.016923 | 0.016964 | 0.016919 | 0.016960 | 0.016915 | 0.016955 | 0.016912 | 0.016951 |
| 59       | 0.018895      | 0.018931 | 0.018857 | 0.018892 | 0.018927 | 0.018855 | 0.018889 | 0.018923 | 0.018852 | 0.018886 |
| 60       | 0.021667      | 0.021689 | 0.021711 | 0.021732 | 0.021613 | 0.021635 | 0.021656 | 0.021677 | 0.021698 | 0.021719 |
| 61       | 0.025794      | 0.025992 | 0.025984 | 0.025977 | 0.025969 | 0.025962 | 0.025954 | 0.025947 | 0.025940 | 0.025933 |
| 62       | 0.032828      | 0.033081 | 0.033000 | 0.032921 | 0.032843 | 0.033088 | 0.033010 | 0.032933 | 0.032857 | 0.033095 |
| 63       | 0.047101      | 0.047464 | 0.047143 | 0.047500 | 0.047183 | 0.047535 | 0.047222 | 0.047569 | 0.047260 | 0.046959 |
| 64 o más | 0.090278      | 0.090972 | 0.091667 | 0.089865 | 0.090541 | 0.091216 | 0.089474 | 0.090132 | 0.090789 | 0.091447 |

| Edad     | Salario (VSM) |          |          |          |          |          |          |          |          |          |
|----------|---------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
|          | 14.0          | 14.1     | 14.2     | 14.3     | 14.4     | 14.5     | 14.6     | 14.7     | 14.8     | 14.9     |
| Hasta 35 | 0.008929      | 0.008947 | 0.008942 | 0.008938 | 0.008933 | 0.008929 | 0.008946 | 0.008942 | 0.008937 | 0.008933 |
| 36       | 0.008997      | 0.008992 | 0.008987 | 0.008982 | 0.008978 | 0.008995 | 0.008990 | 0.008985 | 0.008981 | 0.008976 |
| 37       | 0.009044      | 0.009038 | 0.009033 | 0.009051 | 0.009045 | 0.009040 | 0.009035 | 0.009052 | 0.009046 | 0.009041 |
| 38       | 0.009115      | 0.009109 | 0.009103 | 0.009097 | 0.009114 | 0.009108 | 0.009102 | 0.009097 | 0.009113 | 0.009108 |
| 39       | 0.009186      | 0.009180 | 0.009173 | 0.009167 | 0.009184 | 0.009177 | 0.009171 | 0.009165 | 0.009181 | 0.009175 |
| 40       | 0.009259      | 0.009252 | 0.009245 | 0.009262 | 0.009254 | 0.009247 | 0.009264 | 0.009257 | 0.009250 | 0.009243 |
| 41       | 0.009333      | 0.009350 | 0.009342 | 0.009334 | 0.009351 | 0.009343 | 0.009335 | 0.009351 | 0.009343 | 0.009336 |
| 42       | 0.009434      | 0.009450 | 0.009441 | 0.009433 | 0.009449 | 0.009440 | 0.009432 | 0.009447 | 0.009439 | 0.009430 |
| 43       | 0.009563      | 0.009553 | 0.009543 | 0.009559 | 0.009549 | 0.009565 | 0.009555 | 0.009545 | 0.009561 | 0.009551 |
| 44       | 0.009695      | 0.009684 | 0.009673 | 0.009688 | 0.009677 | 0.009693 | 0.009682 | 0.009671 | 0.009686 | 0.009675 |
| 45       | 0.009831      | 0.009819 | 0.009834 | 0.009821 | 0.009836 | 0.009824 | 0.009838 | 0.009826 | 0.009814 | 0.009828 |
| 46       | 0.010000      | 0.009986 | 0.010000 | 0.009986 | 0.010000 | 0.009986 | 0.010000 | 0.009986 | 0.010000 | 0.009987 |
| 47       | 0.010174      | 0.010188 | 0.010172 | 0.010185 | 0.010169 | 0.010183 | 0.010196 | 0.010180 | 0.010193 | 0.010178 |
| 48       | 0.010386      | 0.010398 | 0.010411 | 0.010392 | 0.010405 | 0.010387 | 0.010399 | 0.010411 | 0.010393 | 0.010405 |
| 49       | 0.010638      | 0.010650 | 0.010661 | 0.010640 | 0.010651 | 0.010662 | 0.010641 | 0.010652 | 0.010663 | 0.010643 |
| 50       | 0.010938      | 0.010947 | 0.010957 | 0.010933 | 0.010942 | 0.010952 | 0.010961 | 0.010938 | 0.010947 | 0.010956 |
| 51       | 0.011290      | 0.011298 | 0.011306 | 0.011278 | 0.011285 | 0.011293 | 0.011300 | 0.011273 | 0.011280 | 0.011288 |
| 52       | 0.011706      | 0.011711 | 0.011678 | 0.011683 | 0.011688 | 0.011694 | 0.011699 | 0.011704 | 0.011709 | 0.011677 |
| 53       | 0.012195      | 0.012155 | 0.012158 | 0.012160 | 0.012162 | 0.012164 | 0.012167 | 0.012169 | 0.012171 | 0.012173 |
| 54       | 0.012774      | 0.012772 | 0.012770 | 0.012768 | 0.012766 | 0.012764 | 0.012762 | 0.012760 | 0.012759 | 0.012757 |
| 55       | 0.013462      | 0.013454 | 0.013447 | 0.013440 | 0.013483 | 0.013476 | 0.013469 | 0.013462 | 0.013455 | 0.013448 |
| 56       | 0.014344      | 0.014329 | 0.014372 | 0.014357 | 0.014343 | 0.014328 | 0.014370 | 0.014355 | 0.014341 | 0.014327 |
| 57       | 0.015487      | 0.015461 | 0.015435 | 0.015476 | 0.015451 | 0.015491 | 0.015466 | 0.015441 | 0.015481 | 0.015456 |
| 58       | 0.016908      | 0.016947 | 0.016905 | 0.016943 | 0.016901 | 0.016939 | 0.016898 | 0.016935 | 0.016895 | 0.016932 |
| 59       | 0.018919      | 0.018850 | 0.018883 | 0.018915 | 0.018848 | 0.018880 | 0.018912 | 0.018846 | 0.018878 | 0.018909 |
| 60       | 0.021739      | 0.021626 | 0.021646 | 0.021667 | 0.021687 | 0.021707 | 0.021726 | 0.021618 | 0.021637 | 0.021657 |
| 61       | 0.025926      | 0.025919 | 0.025912 | 0.025906 | 0.025899 | 0.025893 | 0.025887 | 0.025880 | 0.025874 | 0.025868 |
| 62       | 0.033019      | 0.032944 | 0.032870 | 0.033102 | 0.033028 | 0.032955 | 0.032883 | 0.033108 | 0.033036 | 0.032965 |
| 63       | 0.047297      | 0.047000 | 0.047333 | 0.047039 | 0.047368 | 0.047078 | 0.047403 | 0.047115 | 0.047436 | 0.047152 |
| 64 o más | 0.089744      | 0.090385 | 0.091026 | 0.091667 | 0.090000 | 0.090625 | 0.091250 | 0.089634 | 0.090244 | 0.090854 |

| Edad     | Salario (VSM) |          |          |          |          |          |          |          |          |          |
|----------|---------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
|          | 15.0          | 15.1     | 15.2     | 15.3     | 15.4     | 15.5     | 15.6     | 15.7     | 15.8     | 15.9     |
| Hasta 35 | 0.008929      | 0.008945 | 0.008941 | 0.008937 | 0.008933 | 0.008929 | 0.008945 | 0.008941 | 0.008937 | 0.008933 |
| 36       | 0.008993      | 0.008988 | 0.008983 | 0.008979 | 0.008995 | 0.008991 | 0.008986 | 0.008982 | 0.008977 | 0.008993 |
| 37       | 0.009036      | 0.009031 | 0.009048 | 0.009043 | 0.009038 | 0.009033 | 0.009049 | 0.009044 | 0.009039 | 0.009034 |
| 38       | 0.009102      | 0.009096 | 0.009113 | 0.009107 | 0.009102 | 0.009096 | 0.009112 | 0.009107 | 0.009101 | 0.009096 |
| 39       | 0.009169      | 0.009185 | 0.009179 | 0.009173 | 0.009167 | 0.009182 | 0.009176 | 0.009171 | 0.009165 | 0.009180 |
| 40       | 0.009259      | 0.009252 | 0.009246 | 0.009262 | 0.009255 | 0.009248 | 0.009242 | 0.009257 | 0.009251 | 0.009244 |
| 41       | 0.009352      | 0.009344 | 0.009337 | 0.009352 | 0.009345 | 0.009337 | 0.009330 | 0.009345 | 0.009338 | 0.009331 |
| 42       | 0.009446      | 0.009438 | 0.009453 | 0.009444 | 0.009436 | 0.009451 | 0.009443 | 0.009435 | 0.009450 | 0.009442 |
| 43       | 0.009542      | 0.009557 | 0.009548 | 0.009563 | 0.009553 | 0.009544 | 0.009559 | 0.009550 | 0.009564 | 0.009555 |
| 44       | 0.009690      | 0.009679 | 0.009694 | 0.009684 | 0.009673 | 0.009688 | 0.009677 | 0.009691 | 0.009681 | 0.009672 |
| 45       | 0.009817      | 0.009831 | 0.009819 | 0.009833 | 0.009821 | 0.009835 | 0.009824 | 0.009837 | 0.009826 | 0.009815 |
| 46       | 0.010000      | 0.009987 | 0.010000 | 0.009987 | 0.010000 | 0.009987 | 0.010000 | 0.009987 | 0.010000 | 0.009987 |
| 47       | 0.010190      | 0.010175 | 0.010188 | 0.010173 | 0.010185 | 0.010171 | 0.010183 | 0.010168 | 0.010180 | 0.010192 |
| 48       | 0.010388      | 0.010399 | 0.010411 | 0.010394 | 0.010405 | 0.010389 | 0.010400 | 0.010411 | 0.010395 | 0.010406 |
| 49       | 0.010653      | 0.010664 | 0.010644 | 0.010655 | 0.010665 | 0.010646 | 0.010656 | 0.010637 | 0.010647 | 0.010657 |
| 50       | 0.010933      | 0.010942 | 0.010951 | 0.010960 | 0.010938 | 0.010946 | 0.010955 | 0.010933 | 0.010942 | 0.010950 |
| 51       | 0.011295      | 0.011302 | 0.011276 | 0.011283 | 0.011290 | 0.011297 | 0.011272 | 0.011279 | 0.011286 | 0.011293 |
| 52       | 0.011682      | 0.011687 | 0.011692 | 0.011697 | 0.011702 | 0.011707 | 0.011677 | 0.011682 | 0.011686 | 0.011691 |
| 53       | 0.012175      | 0.012177 | 0.012179 | 0.012182 | 0.012184 | 0.012186 | 0.012188 | 0.012189 | 0.012191 | 0.012156 |
| 54       | 0.012755      | 0.012753 | 0.012752 | 0.012750 | 0.012748 | 0.012747 | 0.012745 | 0.012744 | 0.012742 | 0.012740 |
| 55       | 0.013441      | 0.013482 | 0.013475 | 0.013468 | 0.013462 | 0.013455 | 0.013448 | 0.013442 | 0.013481 | 0.013475 |
| 56       | 0.014368      | 0.014354 | 0.014340 | 0.014326 | 0.014366 | 0.014352 | 0.014338 | 0.014325 | 0.014364 | 0.014350 |
| 57       | 0.015432      | 0.015471 | 0.015447 | 0.015486 | 0.015462 | 0.015438 | 0.015476 | 0.015453 | 0.015490 | 0.015467 |
| 58       | 0.016892      | 0.016928 | 0.016889 | 0.016925 | 0.016886 | 0.016921 | 0.016957 | 0.016918 | 0.016953 | 0.016915 |
| 59       | 0.018844      | 0.018875 | 0.018905 | 0.018842 | 0.018873 | 0.018902 | 0.018932 | 0.018870 | 0.018900 | 0.018929 |
| 60       | 0.021676      | 0.021695 | 0.021714 | 0.021610 | 0.021629 | 0.021648 | 0.021667 | 0.021685 | 0.021703 | 0.021721 |
| 61       | 0.025862      | 0.025856 | 0.025850 | 0.025845 | 0.025839 | 0.025833 | 0.025828 | 0.025822 | 0.025817 | 0.025812 |
| 62       | 0.032895      | 0.032826 | 0.033043 | 0.032974 | 0.032906 | 0.032839 | 0.033051 | 0.032983 | 0.032917 | 0.032851 |
| 63       | 0.047468      | 0.047188 | 0.047500 | 0.047222 | 0.046951 | 0.047256 | 0.046988 | 0.047289 | 0.047024 | 0.047321 |
| 64 o más | 0.091463      | 0.089881 | 0.090476 | 0.091071 | 0.089535 | 0.090116 | 0.090698 | 0.091279 | 0.089773 | 0.090341 |

| Edad     | Salario (VSM) |          |          |          |          |          |          |          |          |          |
|----------|---------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
|          | 16.0          | 16.1     | 16.2     | 16.3     | 16.4     | 16.5     | 16.6     | 16.7     | 16.8     | 16.9     |
| Hasta 35 | 0.008929      | 0.008944 | 0.008940 | 0.008936 | 0.008932 | 0.008929 | 0.008944 | 0.008940 | 0.008936 | 0.008932 |
| 36       | 0.008989      | 0.008984 | 0.008980 | 0.008976 | 0.008991 | 0.008987 | 0.008983 | 0.008978 | 0.008994 | 0.008989 |
| 37       | 0.009050      | 0.009045 | 0.009040 | 0.009035 | 0.009031 | 0.009046 | 0.009041 | 0.009037 | 0.009032 | 0.009047 |
| 38       | 0.009112      | 0.009106 | 0.009101 | 0.009096 | 0.009111 | 0.009106 | 0.009101 | 0.009096 | 0.009111 | 0.009106 |
| 39       | 0.009174      | 0.009169 | 0.009163 | 0.009178 | 0.009172 | 0.009167 | 0.009181 | 0.009176 | 0.009170 | 0.009165 |
| 40       | 0.009259      | 0.009253 | 0.009247 | 0.009261 | 0.009255 | 0.009249 | 0.009243 | 0.009257 | 0.009251 | 0.009245 |
| 41       | 0.009346      | 0.009339 | 0.009332 | 0.009346 | 0.009339 | 0.009333 | 0.009347 | 0.009340 | 0.009333 | 0.009347 |
| 42       | 0.009434      | 0.009448 | 0.009441 | 0.009433 | 0.009447 | 0.009439 | 0.009432 | 0.009446 | 0.009438 | 0.009431 |
| 43       | 0.009547      | 0.009561 | 0.009552 | 0.009543 | 0.009557 | 0.009549 | 0.009562 | 0.009554 | 0.009545 | 0.009559 |
| 44       | 0.009685      | 0.009675 | 0.009689 | 0.009679 | 0.009670 | 0.009683 | 0.009674 | 0.009687 | 0.009677 | 0.009690 |
| 45       | 0.009828      | 0.009817 | 0.009830 | 0.009819 | 0.009832 | 0.009821 | 0.009834 | 0.009824 | 0.009836 | 0.009826 |
| 46       | 0.010000      | 0.009988 | 0.010000 | 0.009988 | 0.010000 | 0.009988 | 0.010000 | 0.009988 | 0.010000 | 0.009988 |
| 47       | 0.010178      | 0.010190 | 0.010176 | 0.010188 | 0.010174 | 0.010185 | 0.010172 | 0.010183 | 0.010169 | 0.010181 |
| 48       | 0.010390      | 0.010401 | 0.010411 | 0.010395 | 0.010406 | 0.010390 | 0.010401 | 0.010411 | 0.010396 | 0.010406 |
| 49       | 0.010638      | 0.010648 | 0.010658 | 0.010640 | 0.010649 | 0.010659 | 0.010641 | 0.010651 | 0.010660 | 0.010642 |
| 50       | 0.010929      | 0.010938 | 0.010946 | 0.010954 | 0.010933 | 0.010942 | 0.010950 | 0.010929 | 0.010938 | 0.010946 |
| 51       | 0.011299      | 0.011275 | 0.011281 | 0.011288 | 0.011295 | 0.011270 | 0.011277 | 0.011284 | 0.011290 | 0.011297 |
| 52       | 0.011696      | 0.011701 | 0.011705 | 0.011676 | 0.011681 | 0.011686 | 0.011690 | 0.011695 | 0.011699 | 0.011704 |
| 53       | 0.012158      | 0.012160 | 0.012162 | 0.012164 | 0.012166 | 0.012168 | 0.012170 | 0.012172 | 0.012174 | 0.012176 |
| 54       | 0.012739      | 0.012737 | 0.012736 | 0.012734 | 0.012733 | 0.012771 | 0.012769 | 0.012768 | 0.012766 | 0.012764 |
| 55       | 0.013468      | 0.013462 | 0.013455 | 0.013449 | 0.013443 | 0.013480 | 0.013474 | 0.013468 | 0.013462 | 0.013455 |
| 56       | 0.014337      | 0.014324 | 0.014362 | 0.014349 | 0.014336 | 0.014323 | 0.014360 | 0.014347 | 0.014334 | 0.014322 |
| 57       | 0.015444      | 0.015481 | 0.015458 | 0.015436 | 0.015472 | 0.015449 | 0.015485 | 0.015463 | 0.015441 | 0.015476 |
| 58       | 0.016949      | 0.016912 | 0.016946 | 0.016909 | 0.016942 | 0.016906 | 0.016939 | 0.016903 | 0.016935 | 0.016900 |
| 59       | 0.018868      | 0.018897 | 0.018925 | 0.018866 | 0.018894 | 0.018922 | 0.018864 | 0.018891 | 0.018919 | 0.018862 |
| 60       | 0.021622      | 0.021640 | 0.021658 | 0.021676 | 0.021693 | 0.021711 | 0.021615 | 0.021632 | 0.021649 | 0.021667 |
| 61       | 0.025806      | 0.025801 | 0.025796 | 0.025955 | 0.025949 | 0.025943 | 0.025938 | 0.025932 | 0.025926 | 0.025920 |
| 62       | 0.033058      | 0.032992 | 0.032927 | 0.032863 | 0.033065 | 0.033000 | 0.032937 | 0.032874 | 0.033071 | 0.033008 |
| 63       | 0.047059      | 0.047353 | 0.047093 | 0.047384 | 0.047126 | 0.047414 | 0.047159 | 0.047443 | 0.047191 | 0.046944 |
| 64 o más | 0.090909      | 0.089444 | 0.090000 | 0.090556 | 0.091111 | 0.089674 | 0.090217 | 0.090761 | 0.091304 | 0.089894 |

| Edad     | Salario (VSM) |          |          |          |          |          |          |          |          |          |
|----------|---------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
|          | 17.0          | 17.1     | 17.2     | 17.3     | 17.4     | 17.5     | 17.6     | 17.7     | 17.8     | 17.9     |
| Hasta 35 | 0.008929      | 0.008925 | 0.008940 | 0.008936 | 0.008932 | 0.008929 | 0.008925 | 0.008939 | 0.008936 | 0.008932 |
| 36       | 0.008985      | 0.008981 | 0.008977 | 0.008992 | 0.008988 | 0.008984 | 0.008980 | 0.008976 | 0.008990 | 0.008986 |
| 37       | 0.009043      | 0.009038 | 0.009034 | 0.009048 | 0.009044 | 0.009039 | 0.009035 | 0.009031 | 0.009045 | 0.009040 |
| 38       | 0.009101      | 0.009096 | 0.009110 | 0.009105 | 0.009100 | 0.009096 | 0.009110 | 0.009105 | 0.009100 | 0.009096 |
| 39       | 0.009179      | 0.009174 | 0.009168 | 0.009163 | 0.009177 | 0.009172 | 0.009167 | 0.009180 | 0.009175 | 0.009170 |
| 40       | 0.009259      | 0.009253 | 0.009247 | 0.009241 | 0.009255 | 0.009249 | 0.009244 | 0.009257 | 0.009252 | 0.009246 |
| 41       | 0.009341      | 0.009334 | 0.009348 | 0.009341 | 0.009335 | 0.009348 | 0.009342 | 0.009335 | 0.009349 | 0.009342 |
| 42       | 0.009444      | 0.009437 | 0.009430 | 0.009443 | 0.009436 | 0.009449 | 0.009442 | 0.009435 | 0.009448 | 0.009441 |
| 43       | 0.009551      | 0.009542 | 0.009556 | 0.009547 | 0.009560 | 0.009552 | 0.009544 | 0.009557 | 0.009549 | 0.009562 |
| 44       | 0.009681      | 0.009672 | 0.009685 | 0.009676 | 0.009688 | 0.009679 | 0.009670 | 0.009683 | 0.009674 | 0.009686 |
| 45       | 0.009815      | 0.009828 | 0.009817 | 0.009830 | 0.009819 | 0.009831 | 0.009821 | 0.009833 | 0.009823 | 0.009835 |
| 46       | 0.010000      | 0.009988 | 0.010000 | 0.009988 | 0.010000 | 0.009989 | 0.010000 | 0.009989 | 0.010000 | 0.009989 |
| 47       | 0.010192      | 0.010179 | 0.010190 | 0.010176 | 0.010187 | 0.010174 | 0.010185 | 0.010172 | 0.010183 | 0.010170 |
| 48       | 0.010391      | 0.010401 | 0.010386 | 0.010397 | 0.010407 | 0.010392 | 0.010402 | 0.010387 | 0.010397 | 0.010407 |
| 49       | 0.010652      | 0.010661 | 0.010644 | 0.010653 | 0.010662 | 0.010645 | 0.010654 | 0.010637 | 0.010646 | 0.010655 |
| 50       | 0.010954      | 0.010934 | 0.010941 | 0.010949 | 0.010930 | 0.010938 | 0.010945 | 0.010953 | 0.010934 | 0.010941 |
| 51       | 0.011273      | 0.011280 | 0.011286 | 0.011292 | 0.011299 | 0.011276 | 0.011282 | 0.011288 | 0.011294 | 0.011272 |
| 52       | 0.011676      | 0.011680 | 0.011685 | 0.011689 | 0.011694 | 0.011698 | 0.011702 | 0.011675 | 0.011680 | 0.011684 |
| 53       | 0.012178      | 0.012179 | 0.012181 | 0.012183 | 0.012185 | 0.012187 | 0.012155 | 0.012157 | 0.012158 | 0.012160 |
| 54       | 0.012763      | 0.012761 | 0.012760 | 0.012758 | 0.012757 | 0.012755 | 0.012754 | 0.012752 | 0.012751 | 0.012749 |
| 55       | 0.013449      | 0.013443 | 0.013480 | 0.013474 | 0.013467 | 0.013462 | 0.013456 | 0.013450 | 0.013444 | 0.013479 |
| 56       | 0.014358      | 0.014346 | 0.014333 | 0.014321 | 0.014356 | 0.014344 | 0.014332 | 0.014320 | 0.014355 | 0.014343 |
| 57       | 0.015455      | 0.015433 | 0.015468 | 0.015446 | 0.015480 | 0.015459 | 0.015439 | 0.015472 | 0.015451 | 0.015484 |
| 58       | 0.016932      | 0.016897 | 0.016929 | 0.016895 | 0.016926 | 0.016892 | 0.016923 | 0.016889 | 0.016920 | 0.016887 |
| 59       | 0.018889      | 0.018916 | 0.018860 | 0.018886 | 0.018913 | 0.018858 | 0.018884 | 0.018910 | 0.018856 | 0.018882 |
| 60       | 0.021684      | 0.021701 | 0.021717 | 0.021625 | 0.021642 | 0.021658 | 0.021675 | 0.021691 | 0.021707 | 0.021618 |
| 61       | 0.025915      | 0.025909 | 0.025904 | 0.025898 | 0.025893 | 0.025888 | 0.025882 | 0.025877 | 0.025872 | 0.025867 |
| 62       | 0.032946      | 0.032885 | 0.032824 | 0.033015 | 0.032955 | 0.032895 | 0.032836 | 0.033022 | 0.032963 | 0.032904 |
| 63       | 0.047222      | 0.046978 | 0.047253 | 0.047011 | 0.047283 | 0.047043 | 0.047312 | 0.047074 | 0.047340 | 0.047105 |
| 64 o más | 0.090426      | 0.090957 | 0.089583 | 0.090104 | 0.090625 | 0.091146 | 0.089796 | 0.090306 | 0.090816 | 0.089500 |

| Edad     | Salario (VSM) |          |          |          |          |          |          |          |          |          |
|----------|---------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
|          | 18.0          | 18.1     | 18.2     | 18.3     | 18.4     | 18.5     | 18.6     | 18.7     | 18.8     | 18.9     |
| Hasta 35 | 0.008929      | 0.008925 | 0.008939 | 0.008936 | 0.008932 | 0.008929 | 0.008925 | 0.008939 | 0.008935 | 0.008932 |
| 36       | 0.008982      | 0.008978 | 0.008992 | 0.008988 | 0.008984 | 0.008981 | 0.008977 | 0.008990 | 0.008987 | 0.008983 |
| 37       | 0.009036      | 0.009032 | 0.009046 | 0.009042 | 0.009037 | 0.009033 | 0.009047 | 0.009043 | 0.009038 | 0.009034 |
| 38       | 0.009109      | 0.009105 | 0.009100 | 0.009095 | 0.009109 | 0.009104 | 0.009100 | 0.009095 | 0.009109 | 0.009104 |
| 39       | 0.009165      | 0.009178 | 0.009173 | 0.009168 | 0.009163 | 0.009177 | 0.009172 | 0.009167 | 0.009180 | 0.009175 |
| 40       | 0.009259      | 0.009254 | 0.009248 | 0.009242 | 0.009256 | 0.009250 | 0.009245 | 0.009257 | 0.009252 | 0.009247 |
| 41       | 0.009336      | 0.009330 | 0.009343 | 0.009337 | 0.009331 | 0.009343 | 0.009337 | 0.009331 | 0.009344 | 0.009338 |
| 42       | 0.009434      | 0.009447 | 0.009440 | 0.009433 | 0.009446 | 0.009439 | 0.009432 | 0.009444 | 0.009438 | 0.009431 |
| 43       | 0.009554      | 0.009546 | 0.009559 | 0.009551 | 0.009544 | 0.009556 | 0.009548 | 0.009560 | 0.009553 | 0.009545 |
| 44       | 0.009677      | 0.009690 | 0.009681 | 0.009672 | 0.009684 | 0.009676 | 0.009688 | 0.009679 | 0.009671 | 0.009682 |
| 45       | 0.009825      | 0.009816 | 0.009827 | 0.009818 | 0.009829 | 0.009820 | 0.009831 | 0.009821 | 0.009833 | 0.009823 |
| 46       | 0.010000      | 0.009989 | 0.010000 | 0.009989 | 0.010000 | 0.009989 | 0.010000 | 0.009989 | 0.010000 | 0.009989 |
| 47       | 0.010181      | 0.010169 | 0.010179 | 0.010189 | 0.010177 | 0.010187 | 0.010175 | 0.010185 | 0.010173 | 0.010183 |
| 48       | 0.010393      | 0.010402 | 0.010388 | 0.010398 | 0.010407 | 0.010393 | 0.010403 | 0.010389 | 0.010398 | 0.010407 |
| 49       | 0.010638      | 0.010647 | 0.010656 | 0.010640 | 0.010648 | 0.010657 | 0.010641 | 0.010649 | 0.010658 | 0.010642 |
| 50       | 0.010949      | 0.010930 | 0.010938 | 0.010945 | 0.010952 | 0.010934 | 0.010941 | 0.010948 | 0.010930 | 0.010938 |
| 51       | 0.011278      | 0.011284 | 0.011290 | 0.011296 | 0.011275 | 0.011280 | 0.011286 | 0.011292 | 0.011271 | 0.011277 |
| 52       | 0.011688      | 0.011693 | 0.011697 | 0.011701 | 0.011675 | 0.011679 | 0.011683 | 0.011688 | 0.011692 | 0.011696 |
| 53       | 0.012162      | 0.012164 | 0.012166 | 0.012168 | 0.012169 | 0.012171 | 0.012173 | 0.012174 | 0.012176 | 0.012178 |
| 54       | 0.012748      | 0.012746 | 0.012745 | 0.012744 | 0.012742 | 0.012741 | 0.012740 | 0.012738 | 0.012737 | 0.012736 |
| 55       | 0.013473      | 0.013467 | 0.013462 | 0.013456 | 0.013450 | 0.013445 | 0.013478 | 0.013473 | 0.013467 | 0.013462 |
| 56       | 0.014331      | 0.014320 | 0.014353 | 0.014342 | 0.014330 | 0.014319 | 0.014352 | 0.014340 | 0.014329 | 0.014318 |
| 57       | 0.015464      | 0.015444 | 0.015476 | 0.015456 | 0.015436 | 0.015468 | 0.015449 | 0.015480 | 0.015461 | 0.015441 |
| 58       | 0.016917      | 0.016884 | 0.016914 | 0.016944 | 0.016912 | 0.016941 | 0.016909 | 0.016938 | 0.016906 | 0.016935 |
| 59       | 0.018908      | 0.018854 | 0.018880 | 0.018905 | 0.018852 | 0.018878 | 0.018902 | 0.018851 | 0.018876 | 0.018900 |
| 60       | 0.021635      | 0.021651 | 0.021667 | 0.021682 | 0.021698 | 0.021612 | 0.021628 | 0.021644 | 0.021659 | 0.021674 |
| 61       | 0.025862      | 0.025857 | 0.025852 | 0.025847 | 0.025843 | 0.025838 | 0.025833 | 0.025829 | 0.025824 | 0.025820 |
| 62       | 0.032847      | 0.033029 | 0.032971 | 0.032914 | 0.032857 | 0.033036 | 0.032979 | 0.032923 | 0.032867 | 0.033042 |
| 63       | 0.047368      | 0.047135 | 0.047396 | 0.047165 | 0.046939 | 0.047194 | 0.046970 | 0.047222 | 0.047000 | 0.047250 |
| 64 o más | 0.090000      | 0.090500 | 0.091000 | 0.089706 | 0.090196 | 0.090686 | 0.089423 | 0.089904 | 0.090385 | 0.090865 |

| Edad     | Salario (VSM) |          |          |          |          |          |          |          |          |          |
|----------|---------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
|          | 19.0          | 19.1     | 19.2     | 19.3     | 19.4     | 19.5     | 19.6     | 19.7     | 19.8     | 19.9     |
| Hasta 35 | 0.008929      | 0.008925 | 0.008939 | 0.008935 | 0.008932 | 0.008929 | 0.008925 | 0.008938 | 0.008935 | 0.008932 |
| 36       | 0.008979      | 0.008976 | 0.008989 | 0.008985 | 0.008981 | 0.008978 | 0.008991 | 0.008987 | 0.008984 | 0.008980 |
| 37       | 0.009048      | 0.009044 | 0.009040 | 0.009036 | 0.009032 | 0.009045 | 0.009041 | 0.009037 | 0.009033 | 0.009045 |
| 38       | 0.009100      | 0.009095 | 0.009108 | 0.009104 | 0.009099 | 0.009095 | 0.009108 | 0.009104 | 0.009099 | 0.009095 |
| 39       | 0.009170      | 0.009165 | 0.009178 | 0.009173 | 0.009168 | 0.009164 | 0.009176 | 0.009171 | 0.009167 | 0.009179 |
| 40       | 0.009259      | 0.009254 | 0.009249 | 0.009243 | 0.009256 | 0.009250 | 0.009245 | 0.009258 | 0.009252 | 0.009247 |
| 41       | 0.009332      | 0.009344 | 0.009339 | 0.009333 | 0.009345 | 0.009339 | 0.009333 | 0.009345 | 0.009340 | 0.009334 |
| 42       | 0.009443      | 0.009437 | 0.009430 | 0.009442 | 0.009436 | 0.009429 | 0.009441 | 0.009435 | 0.009447 | 0.009440 |
| 43       | 0.009557      | 0.009550 | 0.009543 | 0.009554 | 0.009547 | 0.009559 | 0.009552 | 0.009545 | 0.009556 | 0.009549 |
| 44       | 0.009674      | 0.009686 | 0.009677 | 0.009689 | 0.009681 | 0.009673 | 0.009684 | 0.009676 | 0.009687 | 0.009679 |
| 45       | 0.009834      | 0.009825 | 0.009816 | 0.009827 | 0.009818 | 0.009829 | 0.009820 | 0.009830 | 0.009821 | 0.009832 |
| 46       | 0.010000      | 0.009990 | 0.010000 | 0.009990 | 0.009979 | 0.009990 | 0.009980 | 0.009990 | 0.009980 | 0.009990 |
| 47       | 0.010171      | 0.010181 | 0.010169 | 0.010179 | 0.010189 | 0.010177 | 0.010187 | 0.010176 | 0.010185 | 0.010174 |
| 48       | 0.010394      | 0.010403 | 0.010390 | 0.010399 | 0.010408 | 0.010394 | 0.010403 | 0.010390 | 0.010399 | 0.010386 |
| 49       | 0.010650      | 0.010658 | 0.010643 | 0.010651 | 0.010659 | 0.010644 | 0.010652 | 0.010637 | 0.010645 | 0.010653 |
| 50       | 0.010945      | 0.010952 | 0.010934 | 0.010941 | 0.010948 | 0.010930 | 0.010938 | 0.010944 | 0.010951 | 0.010934 |
| 51       | 0.011283      | 0.011288 | 0.011294 | 0.011273 | 0.011279 | 0.011285 | 0.011290 | 0.011296 | 0.011276 | 0.011281 |
| 52       | 0.011700      | 0.011675 | 0.011679 | 0.011683 | 0.011687 | 0.011691 | 0.011695 | 0.011698 | 0.011675 | 0.011678 |
| 53       | 0.012179      | 0.012181 | 0.012183 | 0.012184 | 0.012155 | 0.012157 | 0.012159 | 0.012160 | 0.012162 | 0.012164 |
| 54       | 0.012735      | 0.012733 | 0.012766 | 0.012765 | 0.012763 | 0.012762 | 0.012760 | 0.012759 | 0.012758 | 0.012756 |
| 55       | 0.013456      | 0.013451 | 0.013445 | 0.013440 | 0.013472 | 0.013467 | 0.013462 | 0.013456 | 0.013451 | 0.013446 |
| 56       | 0.014350      | 0.014339 | 0.014328 | 0.014360 | 0.014349 | 0.014338 | 0.014327 | 0.014359 | 0.014348 | 0.014337 |
| 57       | 0.015472      | 0.015453 | 0.015434 | 0.015465 | 0.015446 | 0.015476 | 0.015457 | 0.015439 | 0.015469 | 0.015450 |
| 58       | 0.016904      | 0.016933 | 0.016901 | 0.016930 | 0.016899 | 0.016927 | 0.016897 | 0.016924 | 0.016894 | 0.016922 |
| 59       | 0.018849      | 0.018874 | 0.018898 | 0.018848 | 0.018872 | 0.018895 | 0.018846 | 0.018870 | 0.018893 | 0.018845 |
| 60       | 0.021689      | 0.021705 | 0.021622 | 0.021637 | 0.021652 | 0.021667 | 0.021681 | 0.021696 | 0.021616 | 0.021630 |
| 61       | 0.025815      | 0.025811 | 0.025806 | 0.025802 | 0.025798 | 0.025794 | 0.025926 | 0.025921 | 0.025916 | 0.025911 |
| 62       | 0.032986      | 0.032931 | 0.032877 | 0.032823 | 0.032993 | 0.032939 | 0.032886 | 0.032833 | 0.033000 | 0.032947 |
| 63       | 0.047030      | 0.047277 | 0.047059 | 0.047304 | 0.047087 | 0.047330 | 0.047115 | 0.047356 | 0.047143 | 0.046934 |
| 64 o más | 0.089623      | 0.090094 | 0.090566 | 0.091038 | 0.089815 | 0.090278 | 0.090741 | 0.089545 | 0.090000 | 0.090455 |

| Edad     | Salario (VSM) |          |          |          |          |          |          |          |          |          |
|----------|---------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
|          | 20.0          | 20.1     | 20.2     | 20.3     | 20.4     | 20.5     | 20.6     | 20.7     | 20.8     | 20.9     |
| Hasta 35 | 0.008929      | 0.008925 | 0.008938 | 0.008935 | 0.008932 | 0.008929 | 0.008925 | 0.008938 | 0.008935 | 0.008932 |
| 36       | 0.008977      | 0.008989 | 0.008986 | 0.008982 | 0.008979 | 0.008975 | 0.008988 | 0.008984 | 0.008981 | 0.008978 |
| 37       | 0.009042      | 0.009038 | 0.009034 | 0.009046 | 0.009043 | 0.009039 | 0.009035 | 0.009031 | 0.009043 | 0.009040 |
| 38       | 0.009107      | 0.009103 | 0.009099 | 0.009095 | 0.009107 | 0.009103 | 0.009099 | 0.009095 | 0.009107 | 0.009103 |
| 39       | 0.009174      | 0.009170 | 0.009165 | 0.009177 | 0.009173 | 0.009168 | 0.009164 | 0.009176 | 0.009171 | 0.009167 |
| 40       | 0.009242      | 0.009254 | 0.009249 | 0.009244 | 0.009256 | 0.009251 | 0.009246 | 0.009258 | 0.009253 | 0.009248 |
| 41       | 0.009346      | 0.009340 | 0.009335 | 0.009346 | 0.009341 | 0.009335 | 0.009347 | 0.009341 | 0.009336 | 0.009330 |
| 42       | 0.009434      | 0.009445 | 0.009439 | 0.009433 | 0.009444 | 0.009438 | 0.009432 | 0.009443 | 0.009437 | 0.009431 |
| 43       | 0.009542      | 0.009553 | 0.009546 | 0.009557 | 0.009551 | 0.009544 | 0.009555 | 0.009548 | 0.009559 | 0.009552 |
| 44       | 0.009671      | 0.009682 | 0.009674 | 0.009685 | 0.009677 | 0.009670 | 0.009680 | 0.009673 | 0.009683 | 0.009676 |
| 45       | 0.009823      | 0.009814 | 0.009825 | 0.009816 | 0.009827 | 0.009818 | 0.009828 | 0.009820 | 0.009830 | 0.009821 |
| 46       | 0.009980      | 0.009990 | 0.009980 | 0.009990 | 0.009980 | 0.009990 | 0.009981 | 0.009990 | 0.009981 | 0.009990 |
| 47       | 0.010183      | 0.010172 | 0.010181 | 0.010170 | 0.010180 | 0.010169 | 0.010178 | 0.010187 | 0.010176 | 0.010185 |
| 48       | 0.010395      | 0.010404 | 0.010391 | 0.010400 | 0.010387 | 0.010396 | 0.010404 | 0.010392 | 0.010400 | 0.010388 |
| 49       | 0.010638      | 0.010646 | 0.010654 | 0.010639 | 0.010647 | 0.010655 | 0.010640 | 0.010648 | 0.010656 | 0.010642 |
| 50       | 0.010941      | 0.010948 | 0.010931 | 0.010938 | 0.010944 | 0.010951 | 0.010934 | 0.010941 | 0.010947 | 0.010931 |
| 51       | 0.011287      | 0.011292 | 0.011272 | 0.011278 | 0.011283 | 0.011289 | 0.011294 | 0.011275 | 0.011280 | 0.011285 |
| 52       | 0.011682      | 0.011686 | 0.011690 | 0.011694 | 0.011697 | 0.011674 | 0.011678 | 0.011682 | 0.011685 | 0.011689 |
| 53       | 0.012165      | 0.012167 | 0.012169 | 0.012170 | 0.012172 | 0.012173 | 0.012175 | 0.012176 | 0.012178 | 0.012179 |
| 54       | 0.012755      | 0.012754 | 0.012753 | 0.012751 | 0.012750 | 0.012749 | 0.012748 | 0.012746 | 0.012745 | 0.012744 |
| 55       | 0.013441      | 0.013472 | 0.013467 | 0.013462 | 0.013456 | 0.013451 | 0.013446 | 0.013442 | 0.013472 | 0.013466 |
| 56       | 0.014327      | 0.014357 | 0.014347 | 0.014336 | 0.014326 | 0.014356 | 0.014345 | 0.014335 | 0.014325 | 0.014354 |
| 57       | 0.015432      | 0.015462 | 0.015443 | 0.015473 | 0.015455 | 0.015437 | 0.015465 | 0.015448 | 0.015476 | 0.015459 |
| 58       | 0.016892      | 0.016919 | 0.016890 | 0.016917 | 0.016887 | 0.016914 | 0.016885 | 0.016912 | 0.016938 | 0.016909 |
| 59       | 0.018868      | 0.018891 | 0.018843 | 0.018866 | 0.018889 | 0.018842 | 0.018864 | 0.018887 | 0.018909 | 0.018863 |
| 60       | 0.021645      | 0.021659 | 0.021674 | 0.021688 | 0.021610 | 0.021624 | 0.021639 | 0.021653 | 0.021667 | 0.021680 |
| 61       | 0.025907      | 0.025902 | 0.025897 | 0.025893 | 0.025888 | 0.025884 | 0.025879 | 0.025875 | 0.025871 | 0.025866 |
| 62       | 0.032895      | 0.032843 | 0.033007 | 0.032955 | 0.032903 | 0.032853 | 0.033013 | 0.032962 | 0.032911 | 0.032862 |
| 63       | 0.047170      | 0.046963 | 0.047196 | 0.046991 | 0.047222 | 0.047018 | 0.047248 | 0.047045 | 0.047273 | 0.047072 |
| 64 o más | 0.090909      | 0.089732 | 0.090179 | 0.090625 | 0.089474 | 0.089912 | 0.090351 | 0.090789 | 0.089655 | 0.090086 |

| Edad     | Salario (VSM) |          |          |          |          |          |          |          |          |          |
|----------|---------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
|          | 21.0          | 21.1     | 21.2     | 21.3     | 21.4     | 21.5     | 21.6     | 21.7     | 21.8     | 21.9     |
| Hasta 35 | 0.008929      | 0.008926 | 0.008938 | 0.008935 | 0.008932 | 0.008929 | 0.008926 | 0.008937 | 0.008934 | 0.008931 |
| 36       | 0.008990      | 0.008986 | 0.008983 | 0.008980 | 0.008977 | 0.008988 | 0.008985 | 0.008982 | 0.008979 | 0.008975 |
| 37       | 0.009036      | 0.009033 | 0.009044 | 0.009041 | 0.009037 | 0.009034 | 0.009045 | 0.009042 | 0.009038 | 0.009035 |
| 38       | 0.009099      | 0.009095 | 0.009107 | 0.009103 | 0.009099 | 0.009095 | 0.009106 | 0.009102 | 0.009098 | 0.009095 |
| 39       | 0.009178      | 0.009174 | 0.009170 | 0.009165 | 0.009177 | 0.009172 | 0.009168 | 0.009164 | 0.009175 | 0.009171 |
| 40       | 0.009243      | 0.009254 | 0.009250 | 0.009245 | 0.009256 | 0.009251 | 0.009247 | 0.009242 | 0.009253 | 0.009248 |
| 41       | 0.009342      | 0.009336 | 0.009331 | 0.009342 | 0.009337 | 0.009332 | 0.009343 | 0.009337 | 0.009332 | 0.009343 |
| 42       | 0.009442      | 0.009436 | 0.009431 | 0.009441 | 0.009436 | 0.009430 | 0.009441 | 0.009435 | 0.009445 | 0.009440 |
| 43       | 0.009545      | 0.009556 | 0.009550 | 0.009543 | 0.009554 | 0.009547 | 0.009558 | 0.009551 | 0.009545 | 0.009555 |
| 44       | 0.009686      | 0.009679 | 0.009672 | 0.009682 | 0.009675 | 0.009685 | 0.009677 | 0.009670 | 0.009680 | 0.009673 |
| 45       | 0.009831      | 0.009823 | 0.009815 | 0.009825 | 0.009817 | 0.009826 | 0.009818 | 0.009828 | 0.009820 | 0.009829 |
| 46       | 0.009981      | 0.009991 | 0.009981 | 0.009991 | 0.009981 | 0.009991 | 0.009982 | 0.009991 | 0.009982 | 0.009991 |
| 47       | 0.010174      | 0.010183 | 0.010173 | 0.010182 | 0.010171 | 0.010180 | 0.010169 | 0.010178 | 0.010187 | 0.010177 |
| 48       | 0.010396      | 0.010404 | 0.010392 | 0.010400 | 0.010388 | 0.010397 | 0.010405 | 0.010393 | 0.010401 | 0.010389 |
| 49       | 0.010649      | 0.010657 | 0.010643 | 0.010650 | 0.010657 | 0.010644 | 0.010651 | 0.010637 | 0.010645 | 0.010652 |
| 50       | 0.010938      | 0.010944 | 0.010950 | 0.010934 | 0.010941 | 0.010947 | 0.010931 | 0.010938 | 0.010944 | 0.010950 |
| 51       | 0.011290      | 0.011271 | 0.011277 | 0.011282 | 0.011287 | 0.011292 | 0.011273 | 0.011279 | 0.011284 | 0.011289 |
| 52       | 0.011693      | 0.011696 | 0.011674 | 0.011678 | 0.011681 | 0.011685 | 0.011688 | 0.011692 | 0.011695 | 0.011674 |
| 53       | 0.012181      | 0.012154 | 0.012156 | 0.012158 | 0.012159 | 0.012161 | 0.012162 | 0.012164 | 0.012165 | 0.012167 |
| 54       | 0.012743      | 0.012742 | 0.012740 | 0.012739 | 0.012738 | 0.012737 | 0.012736 | 0.012735 | 0.012734 | 0.012762 |
| 55       | 0.013462      | 0.013457 | 0.013452 | 0.013447 | 0.013442 | 0.013471 | 0.013466 | 0.013462 | 0.013457 | 0.013452 |
| 56       | 0.014344      | 0.014334 | 0.014324 | 0.014353 | 0.014343 | 0.014333 | 0.014324 | 0.014352 | 0.014342 | 0.014332 |
| 57       | 0.015441      | 0.015469 | 0.015452 | 0.015435 | 0.015462 | 0.015445 | 0.015473 | 0.015456 | 0.015439 | 0.015466 |
| 58       | 0.016935      | 0.016907 | 0.016933 | 0.016905 | 0.016930 | 0.016903 | 0.016928 | 0.016900 | 0.016925 | 0.016898 |
| 59       | 0.018885      | 0.018907 | 0.018861 | 0.018883 | 0.018905 | 0.018860 | 0.018881 | 0.018902 | 0.018858 | 0.018879 |
| 60       | 0.021694      | 0.021619 | 0.021633 | 0.021646 | 0.021660 | 0.021673 | 0.021687 | 0.021614 | 0.021627 | 0.021640 |
| 61       | 0.025862      | 0.025858 | 0.025854 | 0.025850 | 0.025845 | 0.025841 | 0.025837 | 0.025833 | 0.025829 | 0.025825 |
| 62       | 0.033019      | 0.032969 | 0.032919 | 0.032870 | 0.032822 | 0.032975 | 0.032927 | 0.032879 | 0.032831 | 0.032982 |
| 63       | 0.047297      | 0.047098 | 0.047321 | 0.047124 | 0.046930 | 0.047149 | 0.046957 | 0.047174 | 0.046983 | 0.047198 |
| 64 o más | 0.090517      | 0.090948 | 0.089831 | 0.090254 | 0.090678 | 0.089583 | 0.090000 | 0.090417 | 0.090833 | 0.089754 |

| Edad     | Salario (VSM) |          |          |          |          |          |          |          |          |          |
|----------|---------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
|          | 22.0          | 22.1     | 22.2     | 22.3     | 22.4     | 22.5     | 22.6     | 22.7     | 22.8     | 22.9     |
| Hasta 35 | 0.008929      | 0.008926 | 0.008937 | 0.008934 | 0.008931 | 0.008929 | 0.008926 | 0.008937 | 0.008934 | 0.008931 |
| 36       | 0.008987      | 0.008984 | 0.008981 | 0.008977 | 0.008989 | 0.008986 | 0.008983 | 0.008979 | 0.008976 | 0.008987 |
| 37       | 0.009031      | 0.009043 | 0.009039 | 0.009036 | 0.009032 | 0.009043 | 0.009040 | 0.009037 | 0.009033 | 0.009044 |
| 38       | 0.009106      | 0.009102 | 0.009098 | 0.009095 | 0.009106 | 0.009102 | 0.009098 | 0.009095 | 0.009105 | 0.009102 |
| 39       | 0.009167      | 0.009178 | 0.009174 | 0.009169 | 0.009165 | 0.009176 | 0.009172 | 0.009168 | 0.009164 | 0.009175 |
| 40       | 0.009244      | 0.009255 | 0.009250 | 0.009245 | 0.009256 | 0.009252 | 0.009247 | 0.009243 | 0.009253 | 0.009249 |
| 41       | 0.009338      | 0.009333 | 0.009343 | 0.009338 | 0.009333 | 0.009344 | 0.009339 | 0.009334 | 0.009344 | 0.009339 |
| 42       | 0.009434      | 0.009444 | 0.009439 | 0.009433 | 0.009444 | 0.009438 | 0.009432 | 0.009443 | 0.009437 | 0.009432 |
| 43       | 0.009549      | 0.009542 | 0.009552 | 0.009546 | 0.009556 | 0.009550 | 0.009544 | 0.009554 | 0.009548 | 0.009558 |
| 44       | 0.009683      | 0.009676 | 0.009686 | 0.009679 | 0.009672 | 0.009682 | 0.009675 | 0.009684 | 0.009677 | 0.009671 |
| 45       | 0.009821      | 0.009831 | 0.009823 | 0.009815 | 0.009825 | 0.009817 | 0.009826 | 0.009818 | 0.009828 | 0.009820 |
| 46       | 0.009982      | 0.009991 | 0.009982 | 0.009991 | 0.009982 | 0.009991 | 0.009982 | 0.009991 | 0.009982 | 0.009991 |
| 47       | 0.010185      | 0.010175 | 0.010183 | 0.010173 | 0.010182 | 0.010172 | 0.010180 | 0.010170 | 0.010179 | 0.010169 |
| 48       | 0.010397      | 0.010405 | 0.010393 | 0.010401 | 0.010390 | 0.010397 | 0.010386 | 0.010394 | 0.010401 | 0.010390 |
| 49       | 0.010638      | 0.010645 | 0.010653 | 0.010639 | 0.010646 | 0.010653 | 0.010640 | 0.010647 | 0.010654 | 0.010641 |
| 50       | 0.010934      | 0.010941 | 0.010947 | 0.010931 | 0.010938 | 0.010944 | 0.010950 | 0.010934 | 0.010940 | 0.010946 |
| 51       | 0.011270      | 0.011276 | 0.011280 | 0.011285 | 0.011290 | 0.011273 | 0.011277 | 0.011282 | 0.011287 | 0.011292 |
| 52       | 0.011677      | 0.011681 | 0.011684 | 0.011688 | 0.011691 | 0.011694 | 0.011674 | 0.011677 | 0.011680 | 0.011684 |
| 53       | 0.012168      | 0.012170 | 0.012171 | 0.012172 | 0.012174 | 0.012175 | 0.012177 | 0.012178 | 0.012179 | 0.012155 |
| 54       | 0.012761      | 0.012760 | 0.012759 | 0.012757 | 0.012756 | 0.012755 | 0.012754 | 0.012753 | 0.012752 | 0.012751 |
| 55       | 0.013447      | 0.013443 | 0.013471 | 0.013466 | 0.013462 | 0.013457 | 0.013452 | 0.013448 | 0.013443 | 0.013471 |
| 56       | 0.014323      | 0.014351 | 0.014341 | 0.014332 | 0.014322 | 0.014349 | 0.014340 | 0.014331 | 0.014322 | 0.014348 |
| 57       | 0.015449      | 0.015433 | 0.015460 | 0.015443 | 0.015470 | 0.015453 | 0.015437 | 0.015463 | 0.015447 | 0.015473 |
| 58       | 0.016923      | 0.016896 | 0.016921 | 0.016894 | 0.016918 | 0.016892 | 0.016916 | 0.016890 | 0.016914 | 0.016888 |
| 59       | 0.018900      | 0.018857 | 0.018878 | 0.018898 | 0.018855 | 0.018876 | 0.018896 | 0.018854 | 0.018874 | 0.018894 |
| 60       | 0.021654      | 0.021667 | 0.021680 | 0.021609 | 0.021622 | 0.021635 | 0.021648 | 0.021660 | 0.021673 | 0.021686 |
| 61       | 0.025822      | 0.025818 | 0.025814 | 0.025810 | 0.025806 | 0.025803 | 0.025799 | 0.025795 | 0.025909 | 0.025905 |
| 62       | 0.032934      | 0.032887 | 0.032840 | 0.032988 | 0.032941 | 0.032895 | 0.032849 | 0.032994 | 0.032948 | 0.032902 |
| 63       | 0.047009      | 0.047222 | 0.047034 | 0.047246 | 0.047059 | 0.047269 | 0.047083 | 0.047292 | 0.047107 | 0.047314 |
| 64 o más | 0.090164      | 0.090574 | 0.089516 | 0.089919 | 0.090323 | 0.090726 | 0.089683 | 0.090079 | 0.090476 | 0.089453 |

| Edad     | Salario (VSM) |          |          |          |          |          |          |          |          |          |
|----------|---------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
|          | 23.0          | 23.1     | 23.2     | 23.3     | 23.4     | 23.5     | 23.6     | 23.7     | 23.8     | 23.9     |
| Hasta 35 | 0.008929      | 0.008926 | 0.008937 | 0.008934 | 0.008931 | 0.008929 | 0.008926 | 0.008937 | 0.008934 | 0.008931 |
| 36       | 0.008984      | 0.008981 | 0.008978 | 0.008975 | 0.008986 | 0.008983 | 0.008980 | 0.008977 | 0.008988 | 0.008985 |
| 37       | 0.009041      | 0.009038 | 0.009034 | 0.009031 | 0.009042 | 0.009038 | 0.009035 | 0.009032 | 0.009043 | 0.009039 |
| 38       | 0.009098      | 0.009094 | 0.009105 | 0.009102 | 0.009098 | 0.009094 | 0.009105 | 0.009101 | 0.009098 | 0.009094 |
| 39       | 0.009171      | 0.009167 | 0.009177 | 0.009173 | 0.009169 | 0.009165 | 0.009176 | 0.009172 | 0.009168 | 0.009164 |
| 40       | 0.009244      | 0.009255 | 0.009250 | 0.009246 | 0.009242 | 0.009252 | 0.009248 | 0.009243 | 0.009253 | 0.009249 |
| 41       | 0.009334      | 0.009345 | 0.009340 | 0.009335 | 0.009330 | 0.009340 | 0.009335 | 0.009331 | 0.009341 | 0.009336 |
| 42       | 0.009442      | 0.009436 | 0.009431 | 0.009441 | 0.009435 | 0.009430 | 0.009440 | 0.009435 | 0.009429 | 0.009439 |
| 43       | 0.009551      | 0.009545 | 0.009555 | 0.009549 | 0.009543 | 0.009553 | 0.009547 | 0.009556 | 0.009551 | 0.009545 |
| 44       | 0.009680      | 0.009673 | 0.009683 | 0.009676 | 0.009669 | 0.009679 | 0.009672 | 0.009681 | 0.009675 | 0.009684 |
| 45       | 0.009829      | 0.009821 | 0.009831 | 0.009823 | 0.009815 | 0.009824 | 0.009817 | 0.009826 | 0.009818 | 0.009827 |
| 46       | 0.009983      | 0.009991 | 0.009983 | 0.009991 | 0.009983 | 0.009991 | 0.009983 | 0.009992 | 0.009983 | 0.009992 |
| 47       | 0.010177      | 0.010185 | 0.010175 | 0.010184 | 0.010174 | 0.010182 | 0.010172 | 0.010180 | 0.010171 | 0.010179 |
| 48       | 0.010398      | 0.010387 | 0.010394 | 0.010402 | 0.010391 | 0.010398 | 0.010387 | 0.010395 | 0.010402 | 0.010391 |
| 49       | 0.010648      | 0.010655 | 0.010642 | 0.010649 | 0.010656 | 0.010643 | 0.010650 | 0.010637 | 0.010644 | 0.010651 |
| 50       | 0.010932      | 0.010938 | 0.010943 | 0.010929 | 0.010935 | 0.010940 | 0.010946 | 0.010932 | 0.010938 | 0.010943 |
| 51       | 0.011275      | 0.011279 | 0.011284 | 0.011289 | 0.011272 | 0.011276 | 0.011281 | 0.011286 | 0.011290 | 0.011274 |
| 52       | 0.011687      | 0.011690 | 0.011694 | 0.011697 | 0.011677 | 0.011680 | 0.011683 | 0.011686 | 0.011690 | 0.011693 |
| 53       | 0.012156      | 0.012158 | 0.012159 | 0.012161 | 0.012162 | 0.012164 | 0.012165 | 0.012166 | 0.012168 | 0.012169 |
| 54       | 0.012749      | 0.012748 | 0.012747 | 0.012746 | 0.012745 | 0.012744 | 0.012743 | 0.012742 | 0.012741 | 0.012740 |
| 55       | 0.013466      | 0.013462 | 0.013457 | 0.013453 | 0.013448 | 0.013444 | 0.013440 | 0.013466 | 0.013462 | 0.013457 |
| 56       | 0.014339      | 0.014330 | 0.014321 | 0.014347 | 0.014338 | 0.014329 | 0.014320 | 0.014346 | 0.014337 | 0.014329 |
| 57       | 0.015457      | 0.015441 | 0.015467 | 0.015451 | 0.015435 | 0.015461 | 0.015445 | 0.015470 | 0.015455 | 0.015439 |
| 58       | 0.016912      | 0.016886 | 0.016910 | 0.016884 | 0.016908 | 0.016931 | 0.016905 | 0.016929 | 0.016903 | 0.016926 |
| 59       | 0.018852      | 0.018873 | 0.018893 | 0.018851 | 0.018871 | 0.018891 | 0.018850 | 0.018869 | 0.018889 | 0.018849 |
| 60       | 0.021617      | 0.021629 | 0.021642 | 0.021654 | 0.021667 | 0.021679 | 0.021612 | 0.021624 | 0.021636 | 0.021649 |
| 61       | 0.025901      | 0.025897 | 0.025893 | 0.025889 | 0.025885 | 0.025881 | 0.025877 | 0.025873 | 0.025870 | 0.025866 |
| 62       | 0.032857      | 0.033000 | 0.032955 | 0.032910 | 0.032865 | 0.032821 | 0.032961 | 0.032917 | 0.032873 | 0.032830 |
| 63       | 0.047131      | 0.046951 | 0.047154 | 0.046976 | 0.047177 | 0.047000 | 0.047200 | 0.047024 | 0.047222 | 0.047047 |
| 64 o más | 0.089844      | 0.090234 | 0.090625 | 0.089615 | 0.090000 | 0.090385 | 0.090769 | 0.089773 | 0.090152 | 0.090530 |

| Edad     | Salario (VSM) |          |          |          |          |          |          |          |          |          |          |
|----------|---------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
|          | 24.0          | 24.1     | 24.2     | 24.3     | 24.4     | 24.5     | 24.6     | 24.7     | 24.8     | 24.9     | 25.0     |
| Hasta 35 | 0.008929      | 0.008926 | 0.008936 | 0.008934 | 0.008931 | 0.008929 | 0.008926 | 0.008936 | 0.008934 | 0.008931 | 0.008929 |
| 36       | 0.008982      | 0.008979 | 0.008976 | 0.008987 | 0.008984 | 0.008981 | 0.008978 | 0.008975 | 0.008986 | 0.008983 | 0.008980 |
| 37       | 0.009036      | 0.009033 | 0.009043 | 0.009040 | 0.009037 | 0.009034 | 0.009031 | 0.009041 | 0.009038 | 0.009035 | 0.009032 |
| 38       | 0.009105      | 0.009101 | 0.009098 | 0.009094 | 0.009104 | 0.009101 | 0.009098 | 0.009094 | 0.009104 | 0.009101 | 0.009098 |
| 39       | 0.009174      | 0.009170 | 0.009167 | 0.009163 | 0.009173 | 0.009169 | 0.009165 | 0.009175 | 0.009172 | 0.009168 | 0.009164 |
| 40       | 0.009245      | 0.009255 | 0.009251 | 0.009247 | 0.009242 | 0.009252 | 0.009248 | 0.009244 | 0.009254 | 0.009250 | 0.009246 |
| 41       | 0.009331      | 0.009341 | 0.009336 | 0.009332 | 0.009342 | 0.009337 | 0.009332 | 0.009342 | 0.009337 | 0.009333 | 0.009342 |
| 42       | 0.009434      | 0.009444 | 0.009438 | 0.009433 | 0.009443 | 0.009438 | 0.009433 | 0.009442 | 0.009437 | 0.009432 | 0.009441 |
| 43       | 0.009554      | 0.009548 | 0.009543 | 0.009552 | 0.009546 | 0.009555 | 0.009550 | 0.009544 | 0.009553 | 0.009548 | 0.009542 |
| 44       | 0.009677      | 0.009671 | 0.009680 | 0.009674 | 0.009683 | 0.009676 | 0.009670 | 0.009679 | 0.009672 | 0.009681 | 0.009675 |
| 45       | 0.009820      | 0.009829 | 0.009821 | 0.009814 | 0.009823 | 0.009816 | 0.009824 | 0.009817 | 0.009826 | 0.009819 | 0.009827 |
| 46       | 0.009983      | 0.009992 | 0.009983 | 0.009992 | 0.009984 | 0.009992 | 0.009984 | 0.009992 | 0.009984 | 0.009992 | 0.009984 |
| 47       | 0.010169      | 0.010177 | 0.010185 | 0.010176 | 0.010184 | 0.010174 | 0.010182 | 0.010173 | 0.010181 | 0.010172 | 0.010179 |
| 48       | 0.010399      | 0.010388 | 0.010395 | 0.010402 | 0.010392 | 0.010399 | 0.010389 | 0.010396 | 0.010403 | 0.010392 | 0.010399 |
| 49       | 0.010638      | 0.010645 | 0.010651 | 0.010639 | 0.010646 | 0.010652 | 0.010640 | 0.010647 | 0.010653 | 0.010641 | 0.010647 |
| 50       | 0.010929      | 0.010935 | 0.010940 | 0.010946 | 0.010932 | 0.010938 | 0.010943 | 0.010929 | 0.010935 | 0.010940 | 0.010946 |
| 51       | 0.011278      | 0.011283 | 0.011287 | 0.011271 | 0.011275 | 0.011280 | 0.011284 | 0.011289 | 0.011273 | 0.011277 | 0.011282 |
| 52       | 0.011696      | 0.011676 | 0.011680 | 0.011683 | 0.011686 | 0.011689 | 0.011692 | 0.011695 | 0.011676 | 0.011679 | 0.011682 |
| 53       | 0.012170      | 0.012172 | 0.012173 | 0.012174 | 0.012176 | 0.012177 | 0.012154 | 0.012156 | 0.012157 | 0.012158 | 0.012160 |
| 54       | 0.012739      | 0.012738 | 0.012737 | 0.012736 | 0.012735 | 0.012734 | 0.012733 | 0.012758 | 0.012757 | 0.012756 | 0.012755 |
| 55       | 0.013453      | 0.013449 | 0.013444 | 0.013440 | 0.013466 | 0.013462 | 0.013457 | 0.013453 | 0.013449 | 0.013445 | 0.013441 |
| 56       | 0.014320      | 0.014345 | 0.014336 | 0.014328 | 0.014319 | 0.014344 | 0.014336 | 0.014327 | 0.014319 | 0.014343 | 0.014335 |
| 57       | 0.015464      | 0.015449 | 0.015434 | 0.015458 | 0.015443 | 0.015467 | 0.015452 | 0.015438 | 0.015461 | 0.015447 | 0.015432 |
| 58       | 0.016901      | 0.016924 | 0.016899 | 0.016922 | 0.016898 | 0.016920 | 0.016896 | 0.016918 | 0.016894 | 0.016916 | 0.016892 |
| 59       | 0.018868      | 0.018887 | 0.018847 | 0.018866 | 0.018885 | 0.018846 | 0.018865 | 0.018884 | 0.018845 | 0.018864 | 0.018882 |
| 60       | 0.021661      | 0.021673 | 0.021685 | 0.021619 | 0.021631 | 0.021643 | 0.021655 | 0.021667 | 0.021678 | 0.021615 | 0.021626 |
| 61       | 0.025862      | 0.025858 | 0.025855 | 0.025851 | 0.025847 | 0.025844 | 0.025840 | 0.025837 | 0.025833 | 0.025830 | 0.025826 |
| 62       | 0.032967      | 0.032923 | 0.032880 | 0.032838 | 0.032973 | 0.032930 | 0.032888 | 0.032846 | 0.032979 | 0.032937 | 0.032895 |
| 63       | 0.047244      | 0.047070 | 0.047266 | 0.047093 | 0.047287 | 0.047115 | 0.046947 | 0.047137 | 0.046970 | 0.047159 | 0.046992 |
| 64 o más | 0.089552      | 0.089925 | 0.090299 | 0.090672 | 0.089706 | 0.090074 | 0.090441 | 0.089493 | 0.089855 | 0.090217 | 0.090580 |

**Tabla de factores de descuento para el Régimen Especial de Amortización (REA) para créditos por excedente.**

| Edad     | Salario (VSM) |          |          |          |          |          |          |          |          |          |
|----------|---------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
|          | 1.0           | 1.1      | 1.2      | 1.3      | 1.4      | 1.5      | 1.6      | 1.7      | 1.8      | 1.9      |
| Hasta 35 | 0.005172      | 0.005238 | 0.005217 | 0.005200 | 0.005185 | 0.005172 | 0.005333 | 0.005484 | 0.005625 | 0.005816 |
| 36       | 0.005357      | 0.005323 | 0.005294 | 0.005270 | 0.005316 | 0.005294 | 0.005455 | 0.005604 | 0.005745 | 0.005876 |
| 37       | 0.005455      | 0.005410 | 0.005373 | 0.005417 | 0.005385 | 0.005422 | 0.005517 | 0.005667 | 0.005870 | 0.006000 |
| 38       | 0.005556      | 0.005500 | 0.005538 | 0.005493 | 0.005526 | 0.005488 | 0.005647 | 0.005795 | 0.005934 | 0.006129 |
| 39       | 0.005660      | 0.005593 | 0.005625 | 0.005652 | 0.005600 | 0.005625 | 0.005783 | 0.005930 | 0.006067 | 0.006196 |
| 40       | 0.005769      | 0.005789 | 0.005806 | 0.005735 | 0.005753 | 0.005769 | 0.005926 | 0.006071 | 0.006207 | 0.006333 |
| 41       | 0.005882      | 0.005893 | 0.005902 | 0.005909 | 0.005915 | 0.005921 | 0.006000 | 0.006220 | 0.006353 | 0.006477 |
| 42       | 0.006122      | 0.006111 | 0.006102 | 0.006094 | 0.006087 | 0.006081 | 0.006154 | 0.006296 | 0.006506 | 0.006628 |
| 43       | 0.006250      | 0.006226 | 0.006207 | 0.006190 | 0.006176 | 0.006250 | 0.006400 | 0.006538 | 0.006667 | 0.006786 |
| 44       | 0.006383      | 0.006471 | 0.006429 | 0.006393 | 0.006364 | 0.006429 | 0.006575 | 0.006711 | 0.006835 | 0.006951 |
| 45       | 0.006667      | 0.006600 | 0.006667 | 0.006610 | 0.006667 | 0.006618 | 0.006761 | 0.006892 | 0.007013 | 0.007215 |
| 46       | 0.006818      | 0.006875 | 0.006792 | 0.006842 | 0.006885 | 0.006818 | 0.006957 | 0.007083 | 0.007297 | 0.007403 |
| 47       | 0.007143      | 0.007174 | 0.007059 | 0.007091 | 0.007119 | 0.007143 | 0.007273 | 0.007391 | 0.007500 | 0.007703 |
| 48       | 0.007500      | 0.007333 | 0.007347 | 0.007358 | 0.007368 | 0.007377 | 0.007500 | 0.007612 | 0.007826 | 0.007917 |
| 49       | 0.007692      | 0.007674 | 0.007660 | 0.007647 | 0.007778 | 0.007759 | 0.007869 | 0.007969 | 0.008182 | 0.008261 |
| 50       | 0.008108      | 0.008049 | 0.008182 | 0.008125 | 0.008077 | 0.008036 | 0.008276 | 0.008361 | 0.008571 | 0.008636 |
| 51       | 0.008571      | 0.008462 | 0.008571 | 0.008478 | 0.008571 | 0.008491 | 0.008727 | 0.008793 | 0.009000 | 0.009048 |
| 52       | 0.009091      | 0.008919 | 0.009000 | 0.009070 | 0.008936 | 0.009000 | 0.009231 | 0.009273 | 0.009474 | 0.009500 |
| 53       | 0.009677      | 0.009706 | 0.009730 | 0.009512 | 0.009545 | 0.009574 | 0.009796 | 0.009808 | 0.010000 | 0.010179 |
| 54       | 0.010345      | 0.010313 | 0.010286 | 0.010263 | 0.010244 | 0.010227 | 0.010435 | 0.010625 | 0.010800 | 0.010755 |
| 55       | 0.011111      | 0.011000 | 0.011250 | 0.011143 | 0.011053 | 0.010976 | 0.011163 | 0.011333 | 0.011489 | 0.011633 |
| 56       | 0.012000      | 0.012222 | 0.012000 | 0.012188 | 0.012000 | 0.012162 | 0.012308 | 0.012439 | 0.012558 | 0.012667 |
| 57       | 0.013636      | 0.013750 | 0.013333 | 0.013448 | 0.013548 | 0.013235 | 0.013714 | 0.013784 | 0.013846 | 0.013902 |
| 58       | 0.015000      | 0.015000 | 0.015000 | 0.015000 | 0.015000 | 0.015000 | 0.015000 | 0.015455 | 0.015429 | 0.015833 |
| 59       | 0.017647      | 0.017368 | 0.017143 | 0.016957 | 0.017500 | 0.017308 | 0.017143 | 0.017586 | 0.018000 | 0.017813 |
| 60       | 0.020000      | 0.020625 | 0.020000 | 0.020526 | 0.020000 | 0.020455 | 0.020870 | 0.020400 | 0.020769 | 0.021111 |
| 61       | 0.025000      | 0.025385 | 0.025714 | 0.026000 | 0.024706 | 0.025000 | 0.025263 | 0.025500 | 0.025714 | 0.025909 |
| 62       | 0.033333      | 0.033000 | 0.032727 | 0.032500 | 0.032308 | 0.032143 | 0.034286 | 0.034000 | 0.033750 | 0.033529 |
| 63       | 0.050000      | 0.047143 | 0.051429 | 0.048750 | 0.052500 | 0.050000 | 0.048000 | 0.051000 | 0.049091 | 0.051818 |
| 64 o más | 0.100000      | 0.110000 | 0.120000 | 0.097500 | 0.105000 | 0.112500 | 0.096000 | 0.102000 | 0.108000 | 0.095000 |

| Edad     | Salario (VSM) |          |          |          |          |          |          |          |          |          |
|----------|---------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
|          | 2.0           | 2.1      | 2.2      | 2.3      | 2.4      | 2.5      | 2.6      | 2.7      | 2.8      | 2.9      |
| Hasta 35 | 0.005941      | 0.006058 | 0.006111 | 0.006216 | 0.006261 | 0.006356 | 0.006446 | 0.006532 | 0.006614 | 0.006692 |
| 36       | 0.006061      | 0.006117 | 0.006226 | 0.006273 | 0.006372 | 0.006466 | 0.006555 | 0.006639 | 0.006720 | 0.006797 |
| 37       | 0.006122      | 0.006238 | 0.006286 | 0.006389 | 0.006486 | 0.006522 | 0.006610 | 0.006694 | 0.006774 | 0.006850 |
| 38       | 0.006250      | 0.006300 | 0.006408 | 0.006509 | 0.006545 | 0.006637 | 0.006724 | 0.006807 | 0.006885 | 0.006960 |
| 39       | 0.006383      | 0.006429 | 0.006535 | 0.006571 | 0.006667 | 0.006757 | 0.006842 | 0.006923 | 0.007000 | 0.007073 |
| 40       | 0.006522      | 0.006563 | 0.006667 | 0.006699 | 0.006792 | 0.006881 | 0.006964 | 0.007043 | 0.007119 | 0.007190 |
| 41       | 0.006667      | 0.006702 | 0.006804 | 0.006832 | 0.006923 | 0.007009 | 0.007091 | 0.007168 | 0.007241 | 0.007373 |
| 42       | 0.006818      | 0.006848 | 0.006947 | 0.007041 | 0.007059 | 0.007143 | 0.007222 | 0.007297 | 0.007434 | 0.007500 |
| 43       | 0.006977      | 0.007000 | 0.007097 | 0.007188 | 0.007273 | 0.007353 | 0.007429 | 0.007500 | 0.007568 | 0.007632 |
| 44       | 0.007143      | 0.007241 | 0.007253 | 0.007340 | 0.007423 | 0.007500 | 0.007573 | 0.007642 | 0.007778 | 0.007838 |
| 45       | 0.007317      | 0.007412 | 0.007500 | 0.007582 | 0.007660 | 0.007732 | 0.007800 | 0.007864 | 0.007925 | 0.008056 |
| 46       | 0.007595      | 0.007683 | 0.007674 | 0.007753 | 0.007826 | 0.007979 | 0.008041 | 0.008100 | 0.008155 | 0.008286 |
| 47       | 0.007792      | 0.007875 | 0.007952 | 0.008023 | 0.008090 | 0.008152 | 0.008298 | 0.008351 | 0.008400 | 0.008529 |
| 48       | 0.008108      | 0.008182 | 0.008250 | 0.008313 | 0.008372 | 0.008523 | 0.008571 | 0.008617 | 0.008750 | 0.008788 |
| 49       | 0.008451      | 0.008514 | 0.008571 | 0.008625 | 0.008780 | 0.008824 | 0.008864 | 0.009000 | 0.009032 | 0.009158 |
| 50       | 0.008824      | 0.008873 | 0.008919 | 0.009079 | 0.009114 | 0.009146 | 0.009286 | 0.009310 | 0.009438 | 0.009457 |
| 51       | 0.009231      | 0.009265 | 0.009429 | 0.009452 | 0.009474 | 0.009615 | 0.009630 | 0.009759 | 0.009882 | 0.009886 |
| 52       | 0.009677      | 0.009844 | 0.009851 | 0.010000 | 0.010000 | 0.010135 | 0.010130 | 0.010253 | 0.010370 | 0.010357 |
| 53       | 0.010345      | 0.010328 | 0.010476 | 0.010455 | 0.010588 | 0.010714 | 0.010685 | 0.010800 | 0.010909 | 0.011013 |
| 54       | 0.010909      | 0.011053 | 0.011186 | 0.011311 | 0.011250 | 0.011364 | 0.011471 | 0.011571 | 0.011667 | 0.011757 |
| 55       | 0.011765      | 0.011887 | 0.012000 | 0.012105 | 0.012203 | 0.012295 | 0.012381 | 0.012273 | 0.012353 | 0.012609 |
| 56       | 0.012766      | 0.012857 | 0.012941 | 0.013019 | 0.013091 | 0.013158 | 0.013220 | 0.013500 | 0.013548 | 0.013594 |
| 57       | 0.014286      | 0.014318 | 0.014348 | 0.014375 | 0.014400 | 0.014423 | 0.014717 | 0.014727 | 0.014737 | 0.014746 |
| 58       | 0.015789      | 0.015750 | 0.016098 | 0.016047 | 0.016000 | 0.016304 | 0.016250 | 0.016531 | 0.016471 | 0.016415 |
| 59       | 0.018182      | 0.018000 | 0.018333 | 0.018158 | 0.018462 | 0.018293 | 0.018571 | 0.018837 | 0.018667 | 0.018913 |
| 60       | 0.021429      | 0.021000 | 0.021290 | 0.021563 | 0.021818 | 0.021429 | 0.021667 | 0.021892 | 0.022105 | 0.021750 |
| 61       | 0.026087      | 0.026250 | 0.026400 | 0.026538 | 0.026667 | 0.026786 | 0.026897 | 0.027000 | 0.027097 | 0.027188 |
| 62       | 0.033333      | 0.035000 | 0.034737 | 0.034500 | 0.034286 | 0.034091 | 0.033913 | 0.035217 | 0.035000 | 0.034800 |
| 63       | 0.050000      | 0.052500 | 0.050769 | 0.049286 | 0.051429 | 0.050000 | 0.052000 | 0.050625 | 0.052500 | 0.051176 |
| 64 o más | 0.100000      | 0.105000 | 0.110000 | 0.098571 | 0.102857 | 0.107143 | 0.097500 | 0.101250 | 0.105000 | 0.108750 |

| Edad     | Salario (VSM) |          |          |          |          |          |          |          |          |          |
|----------|---------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
|          | 3.0           | 3.1      | 3.2      | 3.3      | 3.4      | 3.5      | 3.6      | 3.7      | 3.8      | 3.9      |
| Hasta 35 | 0.006870      | 0.007099 | 0.007328 | 0.007557 | 0.007669 | 0.007895 | 0.008120 | 0.008346 | 0.008571 | 0.008667 |
| 36       | 0.006923      | 0.007154 | 0.007385 | 0.007615 | 0.007786 | 0.008015 | 0.008244 | 0.008409 | 0.008636 | 0.008731 |
| 37       | 0.007031      | 0.007266 | 0.007500 | 0.007734 | 0.007846 | 0.008077 | 0.008308 | 0.008473 | 0.008702 | 0.008797 |
| 38       | 0.007087      | 0.007323 | 0.007559 | 0.007795 | 0.007969 | 0.008203 | 0.008372 | 0.008605 | 0.008769 | 0.008864 |
| 39       | 0.007200      | 0.007440 | 0.007680 | 0.007920 | 0.008031 | 0.008268 | 0.008504 | 0.008672 | 0.008906 | 0.009000 |
| 40       | 0.007317      | 0.007561 | 0.007805 | 0.008049 | 0.008160 | 0.008400 | 0.008640 | 0.008810 | 0.008976 | 0.009070 |
| 41       | 0.007438      | 0.007686 | 0.007934 | 0.008182 | 0.008293 | 0.008537 | 0.008710 | 0.008952 | 0.009120 | 0.009213 |
| 42       | 0.007563      | 0.007815 | 0.008067 | 0.008319 | 0.008430 | 0.008678 | 0.008852 | 0.009098 | 0.009268 | 0.009360 |
| 43       | 0.007759      | 0.007949 | 0.008205 | 0.008462 | 0.008571 | 0.008824 | 0.009000 | 0.009250 | 0.009421 | 0.009512 |
| 44       | 0.007895      | 0.008158 | 0.008421 | 0.008684 | 0.008793 | 0.009052 | 0.009231 | 0.009407 | 0.009580 | 0.009669 |
| 45       | 0.008108      | 0.008378 | 0.008649 | 0.008839 | 0.008947 | 0.009211 | 0.009391 | 0.009569 | 0.009744 | 0.009832 |
| 46       | 0.008333      | 0.008611 | 0.008807 | 0.009083 | 0.009189 | 0.009459 | 0.009643 | 0.009823 | 0.010000 | 0.010086 |
| 47       | 0.008571      | 0.008857 | 0.009057 | 0.009340 | 0.009444 | 0.009722 | 0.009818 | 0.010000 | 0.010179 | 0.010263 |
| 48       | 0.008911      | 0.009118 | 0.009320 | 0.009612 | 0.009714 | 0.010000 | 0.010093 | 0.010278 | 0.010459 | 0.010541 |
| 49       | 0.009184      | 0.009394 | 0.009697 | 0.009900 | 0.010000 | 0.010294 | 0.010485 | 0.010673 | 0.010857 | 0.010935 |
| 50       | 0.009574      | 0.009789 | 0.010000 | 0.010313 | 0.010408 | 0.010606 | 0.010800 | 0.010990 | 0.011176 | 0.011250 |
| 51       | 0.010000      | 0.010220 | 0.010435 | 0.010761 | 0.010851 | 0.011053 | 0.011250 | 0.011443 | 0.011633 | 0.011700 |
| 52       | 0.010465      | 0.010690 | 0.011034 | 0.011250 | 0.011333 | 0.011538 | 0.011739 | 0.011935 | 0.012128 | 0.012188 |
| 53       | 0.011111      | 0.011341 | 0.011566 | 0.011786 | 0.011860 | 0.012209 | 0.012273 | 0.012472 | 0.012667 | 0.012717 |
| 54       | 0.011688      | 0.012078 | 0.012308 | 0.012532 | 0.012593 | 0.012805 | 0.013012 | 0.013214 | 0.013412 | 0.013448 |
| 55       | 0.012676      | 0.012917 | 0.013151 | 0.013378 | 0.013421 | 0.013636 | 0.013846 | 0.014051 | 0.014250 | 0.014268 |
| 56       | 0.013636      | 0.013881 | 0.014118 | 0.014348 | 0.014571 | 0.014789 | 0.015000 | 0.015000 | 0.015200 | 0.015395 |
| 57       | 0.015000      | 0.015246 | 0.015484 | 0.015714 | 0.015692 | 0.016154 | 0.016364 | 0.016324 | 0.016522 | 0.016714 |
| 58       | 0.016667      | 0.016909 | 0.017143 | 0.017368 | 0.017586 | 0.017797 | 0.018000 | 0.018197 | 0.018387 | 0.018281 |
| 59       | 0.018750      | 0.018980 | 0.019592 | 0.019800 | 0.019615 | 0.020192 | 0.020377 | 0.020556 | 0.020727 | 0.020893 |
| 60       | 0.021951      | 0.022143 | 0.022857 | 0.023023 | 0.023182 | 0.023333 | 0.023478 | 0.023617 | 0.023750 | 0.023878 |
| 61       | 0.027273      | 0.027353 | 0.027429 | 0.027500 | 0.027568 | 0.028378 | 0.028421 | 0.028462 | 0.029231 | 0.029250 |
| 62       | 0.034615      | 0.035769 | 0.035556 | 0.036667 | 0.036429 | 0.036207 | 0.037241 | 0.037000 | 0.036774 | 0.037742 |
| 63       | 0.050000      | 0.051667 | 0.053333 | 0.052105 | 0.053684 | 0.052500 | 0.054000 | 0.052857 | 0.054286 | 0.053182 |
| 64 o más | 0.100000      | 0.103333 | 0.106667 | 0.110000 | 0.102000 | 0.105000 | 0.108000 | 0.111000 | 0.103636 | 0.106364 |

| Edad     | Salario (VSM) |          |          |          |          |          |          |          |          |          |
|----------|---------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
|          | 4.0           | 4.1      | 4.2      | 4.3      | 4.4      | 4.5      | 4.6      | 4.7      | 4.8      | 4.9      |
| Hasta 35 | 0.008633      | 0.008723 | 0.008811 | 0.008958 | 0.009444 | 0.009233 | 0.009176 | 0.009278 | 0.009439 | 0.009544 |
| 36       | 0.008696      | 0.008786 | 0.008936 | 0.009021 | 0.009461 | 0.009247 | 0.009247 | 0.009349 | 0.009450 | 0.009554 |
| 37       | 0.008759      | 0.008913 | 0.009000 | 0.009085 | 0.009544 | 0.009325 | 0.009325 | 0.009426 | 0.009528 | 0.009630 |
| 38       | 0.008889      | 0.008978 | 0.009065 | 0.009149 | 0.009574 | 0.009411 | 0.009352 | 0.009452 | 0.009552 | 0.009654 |
| 39       | 0.008955      | 0.009044 | 0.009197 | 0.009281 | 0.009677 | 0.009447 | 0.009446 | 0.009546 | 0.009646 | 0.009746 |
| 40       | 0.009091      | 0.009179 | 0.009265 | 0.009348 | 0.009791 | 0.009552 | 0.009552 | 0.009650 | 0.009749 | 0.009912 |
| 41       | 0.009231      | 0.009318 | 0.009403 | 0.009485 | 0.009921 | 0.009668 | 0.009669 | 0.009766 | 0.009801 | 0.009900 |
| 42       | 0.009375      | 0.009462 | 0.009545 | 0.009627 | 0.010062 | 0.009799 | 0.009799 | 0.009896 | 0.009929 | 0.010026 |
| 43       | 0.009524      | 0.009609 | 0.009692 | 0.009773 | 0.010222 | 0.009952 | 0.009952 | 0.010048 | 0.010138 | 0.010237 |
| 44       | 0.009677      | 0.009762 | 0.009844 | 0.009923 | 0.010399 | 0.010185 | 0.010116 | 0.010212 | 0.010308 | 0.010405 |
| 45       | 0.009836      | 0.009919 | 0.010000 | 0.010157 | 0.010523 | 0.010301 | 0.010301 | 0.010396 | 0.010421 | 0.010516 |
| 46       | 0.010084      | 0.010165 | 0.010244 | 0.010320 | 0.010747 | 0.010436 | 0.010436 | 0.010605 | 0.010625 | 0.010720 |
| 47       | 0.010345      | 0.010424 | 0.010500 | 0.010574 | 0.010918 | 0.010669 | 0.010669 | 0.010763 | 0.010780 | 0.010952 |
| 48       | 0.010619      | 0.010696 | 0.010769 | 0.010840 | 0.011298 | 0.010937 | 0.010856 | 0.011029 | 0.011123 | 0.011217 |
| 49       | 0.010909      | 0.010982 | 0.011053 | 0.011217 | 0.011632 | 0.011253 | 0.011253 | 0.011432 | 0.011342 | 0.011434 |
| 50       | 0.011215      | 0.011389 | 0.011455 | 0.011518 | 0.011920 | 0.011698 | 0.011606 | 0.011697 | 0.011699 | 0.011884 |
| 51       | 0.011650      | 0.011827 | 0.011887 | 0.011944 | 0.012360 | 0.012016 | 0.011918 | 0.012009 | 0.012201 | 0.012293 |
| 52       | 0.012121      | 0.012300 | 0.012353 | 0.012404 | 0.012650 | 0.012497 | 0.012391 | 0.012481 | 0.012469 | 0.012667 |
| 53       | 0.012766      | 0.012813 | 0.012990 | 0.013030 | 0.013382 | 0.013081 | 0.012965 | 0.013173 | 0.013132 | 0.013223 |
| 54       | 0.013483      | 0.013516 | 0.013696 | 0.013723 | 0.014109 | 0.013762 | 0.013635 | 0.013724 | 0.013821 | 0.013912 |
| 55       | 0.014286      | 0.014471 | 0.014483 | 0.014659 | 0.014835 | 0.014442 | 0.014299 | 0.014536 | 0.014488 | 0.014578 |
| 56       | 0.015385      | 0.015375 | 0.015556 | 0.015732 | 0.015931 | 0.015470 | 0.015470 | 0.015730 | 0.015466 | 0.015556 |
| 57       | 0.016667      | 0.016849 | 0.016800 | 0.016974 | 0.017286 | 0.016724 | 0.016532 | 0.016822 | 0.016920 | 0.016822 |
| 58       | 0.018462      | 0.018636 | 0.018529 | 0.018696 | 0.018837 | 0.018342 | 0.018110 | 0.018202 | 0.018306 | 0.018410 |
| 59       | 0.020690      | 0.020847 | 0.021000 | 0.021148 | 0.021143 | 0.020564 | 0.020565 | 0.020662 | 0.020482 | 0.020579 |
| 60       | 0.024000      | 0.024118 | 0.024231 | 0.024340 | 0.023935 | 0.023555 | 0.023168 | 0.023269 | 0.023393 | 0.023494 |
| 61       | 0.029268      | 0.029286 | 0.029302 | 0.029318 | 0.028723 | 0.028136 | 0.027584 | 0.027693 | 0.027843 | 0.027952 |
| 62       | 0.037500      | 0.037273 | 0.037059 | 0.037941 | 0.036708 | 0.034143 | 0.034143 | 0.033406 | 0.034490 | 0.034611 |
| 63       | 0.054545      | 0.053478 | 0.054783 | 0.053750 | 0.047817 | 0.045707 | 0.045707 | 0.047963 | 0.046397 | 0.046544 |
| 64 o más | 0.109091      | 0.102500 | 0.105000 | 0.107500 | 0.104980 | 0.104692 | 0.104693 | 0.104942 | 0.105191 | 0.105440 |

| Edad     | Salario (VSM) |          |          |          |          |          |          |          |          |          |
|----------|---------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
|          | 5.0           | 5.1      | 5.2      | 5.3      | 5.4      | 5.5      | 5.6      | 5.7      | 5.8      | 5.9      |
| Hasta 35 | 0.009606      | 0.009512 | 0.009522 | 0.009513 | 0.009510 | 0.009511 | 0.009529 | 0.009510 | 0.009560 | 0.009672 |
| 36       | 0.009727      | 0.009609 | 0.009642 | 0.009632 | 0.009569 | 0.009570 | 0.009570 | 0.009555 | 0.009667 | 0.009725 |
| 37       | 0.009916      | 0.009792 | 0.009826 | 0.009816 | 0.009750 | 0.009697 | 0.009696 | 0.009690 | 0.009721 | 0.009779 |
| 38       | 0.010016      | 0.009902 | 0.009945 | 0.009945 | 0.009888 | 0.009888 | 0.009888 | 0.009888 | 0.009775 | 0.009888 |
| 39       | 0.010228      | 0.010109 | 0.010154 | 0.010154 | 0.010094 | 0.010036 | 0.010037 | 0.010036 | 0.009886 | 0.009944 |
| 40       | 0.010393      | 0.010272 | 0.010318 | 0.010319 | 0.010317 | 0.010256 | 0.010255 | 0.010255 | 0.010000 | 0.010057 |
| 41       | 0.010455      | 0.010331 | 0.010379 | 0.010378 | 0.010377 | 0.010492 | 0.010492 | 0.010492 | 0.010116 | 0.010172 |
| 42       | 0.010590      | 0.010464 | 0.010511 | 0.010511 | 0.010510 | 0.010748 | 0.010748 | 0.010748 | 0.010235 | 0.010291 |
| 43       | 0.010808      | 0.010676 | 0.010726 | 0.010726 | 0.010660 | 0.011027 | 0.011027 | 0.011028 | 0.010357 | 0.010473 |
| 44       | 0.010913      | 0.010779 | 0.010830 | 0.010830 | 0.010828 | 0.011401 | 0.011401 | 0.011400 | 0.010545 | 0.010599 |
| 45       | 0.011107      | 0.010968 | 0.011022 | 0.011021 | 0.010951 | 0.011811 | 0.011811 | 0.011810 | 0.010741 | 0.010793 |
| 46       | 0.011327      | 0.011182 | 0.011237 | 0.011238 | 0.011165 | 0.011988 | 0.011989 | 0.011988 | 0.010943 | 0.010994 |
| 47       | 0.011503      | 0.011353 | 0.011411 | 0.011410 | 0.011409 | 0.012193 | 0.012193 | 0.012193 | 0.011154 | 0.011274 |
| 48       | 0.011787      | 0.011630 | 0.011690 | 0.011689 | 0.011611 | 0.012513 | 0.012512 | 0.012512 | 0.011447 | 0.011494 |
| 49       | 0.012030      | 0.011947 | 0.012011 | 0.012010 | 0.011927 | 0.012799 | 0.012799 | 0.012798 | 0.011757 | 0.011800 |
| 50       | 0.012491      | 0.012314 | 0.012382 | 0.012381 | 0.012208 | 0.013132 | 0.013132 | 0.013131 | 0.012083 | 0.012207 |
| 51       | 0.012838      | 0.012744 | 0.012815 | 0.012816 | 0.012630 | 0.013620 | 0.013619 | 0.013619 | 0.012518 | 0.012553 |
| 52       | 0.013249      | 0.013148 | 0.013226 | 0.013226 | 0.013125 | 0.014094 | 0.014094 | 0.014094 | 0.012985 | 0.013111 |
| 53       | 0.013959      | 0.013738 | 0.013714 | 0.013714 | 0.013713 | 0.014773 | 0.014773 | 0.014773 | 0.013594 | 0.013721 |
| 54       | 0.014571      | 0.014328 | 0.014421 | 0.014420 | 0.014419 | 0.015471 | 0.015471 | 0.015471 | 0.014262 | 0.014390 |
| 55       | 0.015450      | 0.015177 | 0.015281 | 0.015281 | 0.015147 | 0.016330 | 0.016330 | 0.016329 | 0.015130 | 0.015259 |
| 56       | 0.016540      | 0.016229 | 0.016194 | 0.016195 | 0.016194 | 0.017391 | 0.017391 | 0.017391 | 0.016111 | 0.016239 |
| 57       | 0.017743      | 0.017380 | 0.017517 | 0.017517 | 0.017340 | 0.018931 | 0.018931 | 0.018930 | 0.017400 | 0.017700 |
| 58       | 0.019287      | 0.019070 | 0.019236 | 0.019236 | 0.019022 | 0.020729 | 0.020730 | 0.020729 | 0.019121 | 0.019451 |
| 59       | 0.021610      | 0.021337 | 0.021544 | 0.021544 | 0.021274 | 0.022872 | 0.022872 | 0.022872 | 0.021481 | 0.021585 |
| 60       | 0.024880      | 0.024520 | 0.024429 | 0.024430 | 0.024429 | 0.026205 | 0.026206 | 0.026206 | 0.024857 | 0.024930 |
| 61       | 0.029272      | 0.029272 | 0.029132 | 0.029132 | 0.029143 | 0.031193 | 0.031193 | 0.031193 | 0.030000 | 0.030000 |
| 62       | 0.037048      | 0.036225 | 0.035970 | 0.035970 | 0.036815 | 0.038493 | 0.038493 | 0.038493 | 0.037826 | 0.038478 |
| 63       | 0.049706      | 0.049706 | 0.050322 | 0.051290 | 0.052259 | 0.052591 | 0.052591 | 0.053438 | 0.054375 | 0.055313 |
| 64 o más | 0.093750      | 0.095626 | 0.097500 | 0.099376 | 0.101250 | 0.107424 | 0.107424 | 0.107423 | 0.108750 | 0.110625 |

| Edad     | Salario (VSM) |          |          |          |          |          |          |          |          |          |
|----------|---------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
|          | 6.0           | 6.1      | 6.2      | 6.3      | 6.4      | 6.5      | 6.6      | 6.7      | 6.8      | 6.9      |
| Hasta 35 | 0.009677      | 0.009734 | 0.009841 | 0.009947 | 0.010105 | 0.010209 | 0.010206 | 0.010203 | 0.010200 | 0.010197 |
| 36       | 0.009730      | 0.009839 | 0.009947 | 0.010053 | 0.010159 | 0.010263 | 0.010259 | 0.010255 | 0.010251 | 0.010248 |
| 37       | 0.009783      | 0.009892 | 0.010000 | 0.010107 | 0.010213 | 0.010317 | 0.010313 | 0.010308 | 0.010303 | 0.010299 |
| 38       | 0.009890      | 0.010000 | 0.010109 | 0.010161 | 0.010267 | 0.010372 | 0.010421 | 0.010415 | 0.010408 | 0.010402 |
| 39       | 0.009945      | 0.010055 | 0.010164 | 0.010272 | 0.010378 | 0.010484 | 0.010476 | 0.010469 | 0.010462 | 0.010508 |
| 40       | 0.010056      | 0.010167 | 0.010276 | 0.010385 | 0.010492 | 0.010598 | 0.010588 | 0.010579 | 0.010570 | 0.010561 |
| 41       | 0.010169      | 0.010281 | 0.010391 | 0.010500 | 0.010608 | 0.010714 | 0.010703 | 0.010691 | 0.010681 | 0.010670 |
| 42       | 0.010286      | 0.010398 | 0.010508 | 0.010618 | 0.010726 | 0.010833 | 0.010820 | 0.010806 | 0.010794 | 0.010838 |
| 43       | 0.010465      | 0.010578 | 0.010629 | 0.010739 | 0.010847 | 0.010955 | 0.010939 | 0.010984 | 0.010968 | 0.010952 |
| 44       | 0.010588      | 0.010702 | 0.010814 | 0.010925 | 0.011034 | 0.011143 | 0.011124 | 0.011105 | 0.011087 | 0.011129 |
| 45       | 0.010778      | 0.010893 | 0.011006 | 0.011118 | 0.011163 | 0.011272 | 0.011314 | 0.011292 | 0.011271 | 0.011311 |
| 46       | 0.010976      | 0.011091 | 0.011205 | 0.011317 | 0.011429 | 0.011471 | 0.011512 | 0.011486 | 0.011525 | 0.011500 |
| 47       | 0.011250      | 0.011366 | 0.011411 | 0.011524 | 0.011636 | 0.011747 | 0.011716 | 0.011754 | 0.011724 | 0.011761 |
| 48       | 0.011538      | 0.011582 | 0.011698 | 0.011813 | 0.011925 | 0.011963 | 0.012000 | 0.011964 | 0.012000 | 0.011965 |
| 49       | 0.011842      | 0.011883 | 0.012000 | 0.012115 | 0.012229 | 0.012342 | 0.012298 | 0.012331 | 0.012289 | 0.012321 |
| 50       | 0.012162      | 0.012282 | 0.012400 | 0.012434 | 0.012549 | 0.012662 | 0.012692 | 0.012642 | 0.012671 | 0.012622 |
| 51       | 0.012587      | 0.012708 | 0.012828 | 0.012857 | 0.012973 | 0.013087 | 0.013113 | 0.013052 | 0.013077 | 0.013101 |
| 52       | 0.013043      | 0.013165 | 0.013286 | 0.013404 | 0.013427 | 0.013542 | 0.013562 | 0.013581 | 0.013600 | 0.013529 |
| 53       | 0.013636      | 0.013759 | 0.013881 | 0.014000 | 0.014015 | 0.014130 | 0.014143 | 0.014155 | 0.014167 | 0.014178 |
| 54       | 0.014400      | 0.014409 | 0.014531 | 0.014651 | 0.014769 | 0.014885 | 0.014887 | 0.014889 | 0.014891 | 0.014892 |
| 55       | 0.015254      | 0.015378 | 0.015372 | 0.015492 | 0.015610 | 0.015726 | 0.015714 | 0.015703 | 0.015692 | 0.015682 |
| 56       | 0.016216      | 0.016339 | 0.016460 | 0.016579 | 0.016696 | 0.016810 | 0.016780 | 0.016750 | 0.016721 | 0.016694 |
| 57       | 0.017647      | 0.017767 | 0.017885 | 0.017830 | 0.017944 | 0.018056 | 0.018165 | 0.018108 | 0.018053 | 0.018158 |
| 58       | 0.019355      | 0.019468 | 0.019579 | 0.019688 | 0.019794 | 0.019898 | 0.019800 | 0.019901 | 0.019806 | 0.019904 |
| 59       | 0.021687      | 0.021786 | 0.021882 | 0.021977 | 0.022069 | 0.022159 | 0.022247 | 0.022088 | 0.022174 | 0.022258 |
| 60       | 0.025000      | 0.025068 | 0.025135 | 0.025200 | 0.025600 | 0.025658 | 0.025385 | 0.025443 | 0.025500 | 0.025556 |
| 61       | 0.030000      | 0.030000 | 0.030492 | 0.030484 | 0.030476 | 0.030469 | 0.030462 | 0.030455 | 0.030448 | 0.030441 |
| 62       | 0.038298      | 0.038936 | 0.038750 | 0.038571 | 0.039184 | 0.039000 | 0.038824 | 0.039412 | 0.039231 | 0.039057 |
| 63       | 0.056250      | 0.055455 | 0.056364 | 0.055588 | 0.056471 | 0.055714 | 0.056571 | 0.055833 | 0.056667 | 0.055946 |
| 64 o más | 0.105882      | 0.107647 | 0.109412 | 0.111176 | 0.106667 | 0.108333 | 0.110000 | 0.111667 | 0.107368 | 0.108947 |

| Edad     | Salario (VSM) |          |          |          |          |          |          |          |          |          |
|----------|---------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
|          | 7.0           | 7.1      | 7.2      | 7.3      | 7.4      | 7.5      | 7.6      | 7.7      | 7.8      | 7.9      |
| Hasta 35 | 0.010194      | 0.010191 | 0.010189 | 0.010186 | 0.010183 | 0.010181 | 0.010179 | 0.010176 | 0.010174 | 0.010172 |
| 36       | 0.010244      | 0.010240 | 0.010237 | 0.010234 | 0.010230 | 0.010227 | 0.010224 | 0.010267 | 0.010263 | 0.010260 |
| 37       | 0.010294      | 0.010340 | 0.010335 | 0.010330 | 0.010326 | 0.010321 | 0.010317 | 0.010313 | 0.010308 | 0.010304 |
| 38       | 0.010396      | 0.010390 | 0.010385 | 0.010379 | 0.010374 | 0.010417 | 0.010411 | 0.010405 | 0.010400 | 0.010395 |
| 39       | 0.010500      | 0.010493 | 0.010485 | 0.010478 | 0.010472 | 0.010465 | 0.010507 | 0.010500 | 0.010493 | 0.010487 |
| 40       | 0.010606      | 0.010597 | 0.010588 | 0.010580 | 0.010571 | 0.010563 | 0.010605 | 0.010596 | 0.010588 | 0.010580 |
| 41       | 0.010714      | 0.010704 | 0.010693 | 0.010683 | 0.010673 | 0.010714 | 0.010704 | 0.010694 | 0.010685 | 0.010676 |
| 42       | 0.010825      | 0.010812 | 0.010800 | 0.010842 | 0.010829 | 0.010817 | 0.010806 | 0.010794 | 0.010833 | 0.010822 |
| 43       | 0.010938      | 0.010979 | 0.010964 | 0.010950 | 0.010936 | 0.010976 | 0.010962 | 0.010948 | 0.010935 | 0.010972 |
| 44       | 0.011111      | 0.011094 | 0.011134 | 0.011117 | 0.011100 | 0.011139 | 0.011122 | 0.011106 | 0.011090 | 0.011127 |
| 45       | 0.011290      | 0.011270 | 0.011309 | 0.011289 | 0.011269 | 0.011307 | 0.011287 | 0.011268 | 0.011304 | 0.011286 |
| 46       | 0.011475      | 0.011514 | 0.011489 | 0.011466 | 0.011503 | 0.011480 | 0.011515 | 0.011493 | 0.011471 | 0.011505 |
| 47       | 0.011732      | 0.011703 | 0.011739 | 0.011711 | 0.011746 | 0.011719 | 0.011753 | 0.011726 | 0.011700 | 0.011733 |
| 48       | 0.012000      | 0.011966 | 0.012000 | 0.011967 | 0.012000 | 0.011968 | 0.012000 | 0.011969 | 0.012000 | 0.011970 |
| 49       | 0.012281      | 0.012312 | 0.012273 | 0.012303 | 0.012265 | 0.012295 | 0.012324 | 0.012287 | 0.012316 | 0.012280 |
| 50       | 0.012651      | 0.012679 | 0.012632 | 0.012659 | 0.012686 | 0.012640 | 0.012667 | 0.012623 | 0.012649 | 0.012674 |
| 51       | 0.013043      | 0.013067 | 0.013091 | 0.013036 | 0.013059 | 0.013081 | 0.013103 | 0.013051 | 0.013073 | 0.013094 |
| 52       | 0.013548      | 0.013567 | 0.013585 | 0.013519 | 0.013537 | 0.013554 | 0.013571 | 0.013588 | 0.013526 | 0.013543 |
| 53       | 0.014094      | 0.014106 | 0.014118 | 0.014129 | 0.014140 | 0.014151 | 0.014161 | 0.014172 | 0.014096 | 0.014107 |
| 54       | 0.014789      | 0.014792 | 0.014795 | 0.014797 | 0.014800 | 0.014803 | 0.014805 | 0.014808 | 0.014810 | 0.014813 |
| 55       | 0.015672      | 0.015662 | 0.015652 | 0.015643 | 0.015745 | 0.015734 | 0.015724 | 0.015714 | 0.015705 | 0.015695 |
| 56       | 0.016800      | 0.016772 | 0.016744 | 0.016718 | 0.016692 | 0.016791 | 0.016765 | 0.016739 | 0.016714 | 0.016690 |
| 57       | 0.018103      | 0.018051 | 0.018151 | 0.018099 | 0.018049 | 0.018145 | 0.018095 | 0.018047 | 0.018140 | 0.018092 |
| 58       | 0.019811      | 0.019907 | 0.019817 | 0.019909 | 0.019821 | 0.019912 | 0.019826 | 0.019914 | 0.019831 | 0.019750 |
| 59       | 0.022105      | 0.022188 | 0.022268 | 0.022121 | 0.022200 | 0.022277 | 0.022136 | 0.022212 | 0.022286 | 0.022150 |
| 60       | 0.025610      | 0.025663 | 0.025412 | 0.025465 | 0.025517 | 0.025568 | 0.025618 | 0.025385 | 0.025435 | 0.025484 |
| 61       | 0.030435      | 0.030429 | 0.030423 | 0.030417 | 0.030411 | 0.030405 | 0.030400 | 0.030395 | 0.030390 | 0.030385 |
| 62       | 0.038889      | 0.038727 | 0.039273 | 0.039107 | 0.038947 | 0.038793 | 0.039310 | 0.039153 | 0.039000 | 0.038852 |
| 63       | 0.056757      | 0.056053 | 0.056842 | 0.056154 | 0.055500 | 0.056250 | 0.055610 | 0.056341 | 0.055714 | 0.056429 |
| 64 o más | 0.110526      | 0.106500 | 0.108000 | 0.109500 | 0.111000 | 0.107143 | 0.108571 | 0.110000 | 0.106364 | 0.107727 |

| Edad     | Salario (VSM) |          |          |          |          |          |          |          |          |          |
|----------|---------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
|          | 8.0           | 8.1      | 8.2      | 8.3      | 8.4      | 8.5      | 8.6      | 8.7      | 8.8      | 8.9      |
| Hasta 35 | 0.010169      | 0.010167 | 0.010165 | 0.010163 | 0.010161 | 0.010200 | 0.010198 | 0.010195 | 0.010193 | 0.010191 |
| 36       | 0.010256      | 0.010253 | 0.010250 | 0.010247 | 0.010244 | 0.010241 | 0.010238 | 0.010235 | 0.010233 | 0.010230 |
| 37       | 0.010300      | 0.010297 | 0.010336 | 0.010332 | 0.010328 | 0.010324 | 0.010320 | 0.010316 | 0.010313 | 0.010309 |
| 38       | 0.010390      | 0.010385 | 0.010380 | 0.010375 | 0.010413 | 0.010408 | 0.010403 | 0.010398 | 0.010394 | 0.010389 |
| 39       | 0.010480      | 0.010474 | 0.010468 | 0.010462 | 0.010500 | 0.010494 | 0.010488 | 0.010482 | 0.010476 | 0.010471 |
| 40       | 0.010573      | 0.010565 | 0.010558 | 0.010596 | 0.010588 | 0.010581 | 0.010574 | 0.010567 | 0.010560 | 0.010595 |
| 41       | 0.010714      | 0.010705 | 0.010696 | 0.010687 | 0.010678 | 0.010669 | 0.010705 | 0.010697 | 0.010688 | 0.010680 |
| 42       | 0.010811      | 0.010800 | 0.010837 | 0.010826 | 0.010815 | 0.010805 | 0.010795 | 0.010830 | 0.010820 | 0.010810 |
| 43       | 0.010959      | 0.010946 | 0.010933 | 0.010969 | 0.010957 | 0.010944 | 0.010932 | 0.010966 | 0.010954 | 0.010943 |
| 44       | 0.011111      | 0.011096 | 0.011131 | 0.011116 | 0.011101 | 0.011087 | 0.011121 | 0.011106 | 0.011092 | 0.011125 |
| 45       | 0.011268      | 0.011302 | 0.011284 | 0.011267 | 0.011300 | 0.011283 | 0.011266 | 0.011299 | 0.011282 | 0.011266 |
| 46       | 0.011483      | 0.011517 | 0.011495 | 0.011475 | 0.011507 | 0.011486 | 0.011467 | 0.011498 | 0.011478 | 0.011509 |
| 47       | 0.011707      | 0.011739 | 0.011714 | 0.011745 | 0.011721 | 0.011697 | 0.011727 | 0.011704 | 0.011733 | 0.011711 |
| 48       | 0.012000      | 0.011970 | 0.012000 | 0.011971 | 0.012000 | 0.011972 | 0.012000 | 0.011972 | 0.012000 | 0.011973 |
| 49       | 0.012308      | 0.012273 | 0.012300 | 0.012266 | 0.012293 | 0.012319 | 0.012286 | 0.012311 | 0.012279 | 0.012304 |
| 50       | 0.012632      | 0.012656 | 0.012680 | 0.012640 | 0.012663 | 0.012624 | 0.012647 | 0.012670 | 0.012632 | 0.012654 |
| 51       | 0.013043      | 0.013065 | 0.013085 | 0.013037 | 0.013057 | 0.013077 | 0.013096 | 0.013050 | 0.013069 | 0.013088 |
| 52       | 0.013559      | 0.013575 | 0.013516 | 0.013533 | 0.013548 | 0.013564 | 0.013579 | 0.013523 | 0.013538 | 0.013553 |
| 53       | 0.014118      | 0.014128 | 0.014138 | 0.014148 | 0.014157 | 0.014167 | 0.014098 | 0.014108 | 0.014118 | 0.014127 |
| 54       | 0.014815      | 0.014817 | 0.014819 | 0.014821 | 0.014824 | 0.014826 | 0.014828 | 0.014830 | 0.014831 | 0.014833 |
| 55       | 0.015686      | 0.015677 | 0.015669 | 0.015660 | 0.015652 | 0.015644 | 0.015636 | 0.015723 | 0.015714 | 0.015706 |
| 56       | 0.016783      | 0.016759 | 0.016735 | 0.016711 | 0.016689 | 0.016776 | 0.016753 | 0.016731 | 0.016709 | 0.016688 |
| 57       | 0.018045      | 0.018134 | 0.018088 | 0.018043 | 0.018129 | 0.018085 | 0.018042 | 0.018125 | 0.018082 | 0.018041 |
| 58       | 0.019835      | 0.019756 | 0.019839 | 0.019762 | 0.019843 | 0.019767 | 0.019846 | 0.019773 | 0.019850 | 0.019778 |
| 59       | 0.022222      | 0.022091 | 0.022162 | 0.022232 | 0.022105 | 0.022174 | 0.022241 | 0.022119 | 0.022185 | 0.022250 |
| 60       | 0.025532      | 0.025579 | 0.025625 | 0.025408 | 0.025455 | 0.025500 | 0.025545 | 0.025588 | 0.025385 | 0.025429 |
| 61       | 0.030380      | 0.030375 | 0.030370 | 0.030366 | 0.030361 | 0.030723 | 0.030714 | 0.030706 | 0.030698 | 0.030690 |
| 62       | 0.038710      | 0.039194 | 0.039048 | 0.038906 | 0.038769 | 0.039231 | 0.039091 | 0.038955 | 0.038824 | 0.039265 |
| 63       | 0.055814      | 0.056512 | 0.055909 | 0.056591 | 0.056000 | 0.056667 | 0.056087 | 0.055532 | 0.056170 | 0.055625 |
| 64 o más | 0.109091      | 0.110455 | 0.106957 | 0.108261 | 0.109565 | 0.106250 | 0.107500 | 0.108750 | 0.110000 | 0.106800 |

| Edad     | Salario (VSM) |          |          |          |          |          |          |          |          |          |
|----------|---------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
|          | 9.0           | 9.1      | 9.2      | 9.3      | 9.4      | 9.5      | 9.6      | 9.7      | 9.8      | 9.9      |
| Hasta 35 | 0.010189      | 0.010187 | 0.010185 | 0.010182 | 0.010181 | 0.010179 | 0.010177 | 0.010175 | 0.010173 | 0.010171 |
| 36       | 0.010227      | 0.010225 | 0.010260 | 0.010257 | 0.010255 | 0.010252 | 0.010249 | 0.010246 | 0.010244 | 0.010241 |
| 37       | 0.010305      | 0.010302 | 0.010299 | 0.010295 | 0.010330 | 0.010326 | 0.010323 | 0.010319 | 0.010316 | 0.010313 |
| 38       | 0.010385      | 0.010380 | 0.010376 | 0.010410 | 0.010406 | 0.010401 | 0.010397 | 0.010393 | 0.010389 | 0.010385 |
| 39       | 0.010465      | 0.010460 | 0.010494 | 0.010489 | 0.010483 | 0.010478 | 0.010473 | 0.010468 | 0.010463 | 0.010495 |
| 40       | 0.010588      | 0.010581 | 0.010575 | 0.010568 | 0.010562 | 0.010595 | 0.010588 | 0.010582 | 0.010576 | 0.010569 |
| 41       | 0.010672      | 0.010706 | 0.010698 | 0.010690 | 0.010682 | 0.010674 | 0.010706 | 0.010699 | 0.010691 | 0.010683 |
| 42       | 0.010800      | 0.010791 | 0.010824 | 0.010814 | 0.010805 | 0.010795 | 0.010827 | 0.010818 | 0.010809 | 0.010800 |
| 43       | 0.010931      | 0.010964 | 0.010952 | 0.010941 | 0.010930 | 0.010962 | 0.010951 | 0.010940 | 0.010929 | 0.010959 |
| 44       | 0.011111      | 0.011098 | 0.011129 | 0.011116 | 0.011102 | 0.011089 | 0.011120 | 0.011107 | 0.011094 | 0.011124 |
| 45       | 0.011297      | 0.011281 | 0.011265 | 0.011296 | 0.011280 | 0.011265 | 0.011294 | 0.011279 | 0.011264 | 0.011293 |
| 46       | 0.011489      | 0.011471 | 0.011500 | 0.011481 | 0.011510 | 0.011492 | 0.011474 | 0.011502 | 0.011484 | 0.011467 |
| 47       | 0.011739      | 0.011717 | 0.011745 | 0.011723 | 0.011701 | 0.011728 | 0.011707 | 0.011734 | 0.011713 | 0.011739 |
| 48       | 0.012000      | 0.011974 | 0.012000 | 0.011974 | 0.012000 | 0.011975 | 0.012000 | 0.011975 | 0.012000 | 0.011976 |
| 49       | 0.012273      | 0.012297 | 0.012267 | 0.012291 | 0.012314 | 0.012284 | 0.012308 | 0.012278 | 0.012301 | 0.012273 |
| 50       | 0.012676      | 0.012639 | 0.012661 | 0.012624 | 0.012646 | 0.012667 | 0.012632 | 0.012652 | 0.012618 | 0.012638 |
| 51       | 0.013043      | 0.013062 | 0.013081 | 0.013037 | 0.013056 | 0.013073 | 0.013032 | 0.013049 | 0.013067 | 0.013084 |
| 52       | 0.013568      | 0.013582 | 0.013529 | 0.013544 | 0.013558 | 0.013571 | 0.013521 | 0.013535 | 0.013548 | 0.013562 |
| 53       | 0.014136      | 0.014145 | 0.014154 | 0.014162 | 0.014100 | 0.014109 | 0.014118 | 0.014126 | 0.014135 | 0.014143 |
| 54       | 0.014835      | 0.014837 | 0.014839 | 0.014840 | 0.014842 | 0.014844 | 0.014845 | 0.014847 | 0.014848 | 0.014850 |
| 55       | 0.015698      | 0.015690 | 0.015682 | 0.015674 | 0.015667 | 0.015659 | 0.015652 | 0.015645 | 0.015638 | 0.015714 |
| 56       | 0.016770      | 0.016748 | 0.016727 | 0.016707 | 0.016786 | 0.016765 | 0.016744 | 0.016724 | 0.016705 | 0.016780 |
| 57       | 0.018121      | 0.018079 | 0.018039 | 0.018117 | 0.018077 | 0.018038 | 0.018113 | 0.018075 | 0.018037 | 0.018110 |
| 58       | 0.019853      | 0.019783 | 0.019856 | 0.019787 | 0.019859 | 0.019792 | 0.019862 | 0.019796 | 0.019865 | 0.019800 |
| 59       | 0.022131      | 0.022195 | 0.022258 | 0.022143 | 0.022205 | 0.022093 | 0.022154 | 0.022214 | 0.022105 | 0.022164 |
| 60       | 0.025472      | 0.025514 | 0.025556 | 0.025596 | 0.025405 | 0.025446 | 0.025487 | 0.025526 | 0.025565 | 0.025385 |
| 61       | 0.030682      | 0.030674 | 0.030667 | 0.030659 | 0.030652 | 0.030645 | 0.030638 | 0.030632 | 0.030625 | 0.030619 |
| 62       | 0.039130      | 0.039000 | 0.038873 | 0.038750 | 0.039167 | 0.039041 | 0.038919 | 0.038800 | 0.039200 | 0.039079 |
| 63       | 0.056250      | 0.055714 | 0.056327 | 0.055800 | 0.056400 | 0.055882 | 0.056471 | 0.055962 | 0.056538 | 0.056038 |
| 64 o más | 0.108000      | 0.109200 | 0.106154 | 0.107308 | 0.108462 | 0.109615 | 0.106667 | 0.107778 | 0.108889 | 0.106071 |

| Edad     | Salario (VSM) |          |          |          |          |          |          |          |          |          |
|----------|---------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
|          | 10.0          | 10.1     | 10.2     | 10.3     | 10.4     | 10.5     | 10.6     | 10.7     | 10.8     | 10.9     |
| Hasta 35 | 0.010169      | 0.010745 | 0.010737 | 0.010729 | 0.010722 | 0.010714 | 0.010743 | 0.010736 | 0.010728 | 0.010721 |
| 36       | 0.010239      | 0.010783 | 0.010775 | 0.010804 | 0.010796 | 0.010788 | 0.010780 | 0.010772 | 0.010800 | 0.010792 |
| 37       | 0.010309      | 0.010860 | 0.010851 | 0.010842 | 0.010871 | 0.010862 | 0.010853 | 0.010845 | 0.010872 | 0.010864 |
| 38       | 0.010381      | 0.010939 | 0.010929 | 0.010919 | 0.010947 | 0.010938 | 0.010928 | 0.010918 | 0.010946 | 0.010936 |
| 39       | 0.010490      | 0.011018 | 0.011007 | 0.010996 | 0.011025 | 0.011014 | 0.011003 | 0.011031 | 0.011020 | 0.011010 |
| 40       | 0.010563      | 0.011099 | 0.011127 | 0.011115 | 0.011103 | 0.011092 | 0.011119 | 0.011107 | 0.011096 | 0.011122 |
| 41       | 0.010676      | 0.011222 | 0.011209 | 0.011236 | 0.011223 | 0.011210 | 0.011197 | 0.011224 | 0.011211 | 0.011199 |
| 42       | 0.010791      | 0.011348 | 0.011333 | 0.011319 | 0.011345 | 0.011331 | 0.011317 | 0.011343 | 0.011329 | 0.011354 |
| 43       | 0.010949      | 0.011477 | 0.011461 | 0.011487 | 0.011471 | 0.011455 | 0.011480 | 0.011464 | 0.011489 | 0.011474 |
| 44       | 0.011111      | 0.011609 | 0.011635 | 0.011617 | 0.011642 | 0.011624 | 0.011606 | 0.011630 | 0.011613 | 0.011637 |
| 45       | 0.011278      | 0.011790 | 0.011815 | 0.011794 | 0.011818 | 0.011798 | 0.011778 | 0.011801 | 0.011782 | 0.011805 |
| 46       | 0.011494      | 0.011976 | 0.012000 | 0.011977 | 0.012000 | 0.011977 | 0.012000 | 0.011978 | 0.012000 | 0.011978 |
| 47       | 0.011719      | 0.012218 | 0.012240 | 0.012213 | 0.012235 | 0.012209 | 0.012231 | 0.012205 | 0.012226 | 0.012247 |
| 48       | 0.012000      | 0.012469 | 0.012490 | 0.012510 | 0.012480 | 0.012500 | 0.012471 | 0.012490 | 0.012510 | 0.012481 |
| 49       | 0.012295      | 0.012785 | 0.012803 | 0.012769 | 0.012787 | 0.012805 | 0.012771 | 0.012789 | 0.012806 | 0.012773 |
| 50       | 0.012658      | 0.013117 | 0.013133 | 0.013149 | 0.013165 | 0.013125 | 0.013140 | 0.013156 | 0.013117 | 0.013133 |
| 51       | 0.013043      | 0.013527 | 0.013540 | 0.013553 | 0.013565 | 0.013578 | 0.013532 | 0.013544 | 0.013556 | 0.013568 |
| 52       | 0.013575      | 0.014028 | 0.014037 | 0.014045 | 0.014054 | 0.014063 | 0.014009 | 0.014017 | 0.014026 | 0.014034 |
| 53       | 0.014151      | 0.014638 | 0.014641 | 0.014645 | 0.014648 | 0.014651 | 0.014587 | 0.014591 | 0.014595 | 0.014598 |
| 54       | 0.014851      | 0.015303 | 0.015300 | 0.015297 | 0.015294 | 0.015291 | 0.015288 | 0.015286 | 0.015283 | 0.015280 |
| 55       | 0.015707      | 0.016203 | 0.016190 | 0.016178 | 0.016166 | 0.016154 | 0.016142 | 0.016131 | 0.016200 | 0.016188 |
| 56       | 0.016760      | 0.017216 | 0.017191 | 0.017263 | 0.017238 | 0.017213 | 0.017189 | 0.017258 | 0.017234 | 0.017211 |
| 57       | 0.018072      | 0.018589 | 0.018545 | 0.018614 | 0.018571 | 0.018529 | 0.018596 | 0.018555 | 0.018621 | 0.018580 |
| 58       | 0.019868      | 0.020336 | 0.020265 | 0.020329 | 0.020392 | 0.020323 | 0.020385 | 0.020316 | 0.020377 | 0.020311 |
| 59       | 0.022222      | 0.022612 | 0.022667 | 0.022721 | 0.022774 | 0.022662 | 0.022714 | 0.022766 | 0.022657 | 0.022708 |
| 60       | 0.025424      | 0.026121 | 0.025932 | 0.025966 | 0.026000 | 0.026033 | 0.026066 | 0.026098 | 0.026129 | 0.025952 |
| 61       | 0.030612      | 0.031237 | 0.031224 | 0.031212 | 0.031200 | 0.031188 | 0.031176 | 0.031165 | 0.031154 | 0.031143 |
| 62       | 0.038961      | 0.039868 | 0.039740 | 0.039615 | 0.039494 | 0.039873 | 0.039750 | 0.039630 | 0.039512 | 0.039398 |
| 63       | 0.055556      | 0.057170 | 0.056667 | 0.057222 | 0.056727 | 0.057273 | 0.056786 | 0.056316 | 0.056842 | 0.056379 |
| 64 o más | 0.107143      | 0.108214 | 0.109286 | 0.110357 | 0.107586 | 0.108621 | 0.109655 | 0.110690 | 0.108000 | 0.109000 |

| Edad     | Salario (VSM) |          |          |          |          |          |          |          |          |          |
|----------|---------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
|          | 11.0          | 11.1     | 11.2     | 11.3     | 11.4     | 11.5     | 11.6     | 11.7     | 11.8     | 11.9     |
| Hasta 35 | 0.010714      | 0.010742 | 0.010735 | 0.010728 | 0.010721 | 0.010714 | 0.010741 | 0.010734 | 0.010727 | 0.010721 |
| 36       | 0.010784      | 0.010777 | 0.010804 | 0.010796 | 0.010789 | 0.010781 | 0.010774 | 0.010800 | 0.010793 | 0.010785 |
| 37       | 0.010855      | 0.010847 | 0.010839 | 0.010865 | 0.010857 | 0.010849 | 0.010841 | 0.010867 | 0.010859 | 0.010851 |
| 38       | 0.010927      | 0.010918 | 0.010945 | 0.010935 | 0.010927 | 0.010918 | 0.010943 | 0.010935 | 0.010926 | 0.010917 |
| 39       | 0.011000      | 0.011026 | 0.011016 | 0.011006 | 0.010997 | 0.011022 | 0.011013 | 0.011003 | 0.011028 | 0.011019 |
| 40       | 0.011111      | 0.011100 | 0.011126 | 0.011115 | 0.011104 | 0.011093 | 0.011118 | 0.011108 | 0.011097 | 0.011121 |
| 41       | 0.011224      | 0.011212 | 0.011200 | 0.011225 | 0.011213 | 0.011201 | 0.011226 | 0.011214 | 0.011203 | 0.011226 |
| 42       | 0.011340      | 0.011327 | 0.011351 | 0.011338 | 0.011325 | 0.011349 | 0.011336 | 0.011323 | 0.011346 | 0.011333 |
| 43       | 0.011458      | 0.011483 | 0.011468 | 0.011453 | 0.011477 | 0.011462 | 0.011485 | 0.011471 | 0.011456 | 0.011479 |
| 44       | 0.011620      | 0.011643 | 0.011626 | 0.011610 | 0.011633 | 0.011616 | 0.011639 | 0.011623 | 0.011607 | 0.011629 |
| 45       | 0.011786      | 0.011809 | 0.011789 | 0.011812 | 0.011793 | 0.011815 | 0.011797 | 0.011779 | 0.011800 | 0.011782 |
| 46       | 0.012000      | 0.011978 | 0.012000 | 0.011979 | 0.012000 | 0.011979 | 0.012000 | 0.011980 | 0.012000 | 0.011980 |
| 47       | 0.012222      | 0.012243 | 0.012218 | 0.012238 | 0.012214 | 0.012234 | 0.012211 | 0.012230 | 0.012207 | 0.012226 |
| 48       | 0.012500      | 0.012472 | 0.012491 | 0.012463 | 0.012482 | 0.012500 | 0.012473 | 0.012491 | 0.012465 | 0.012483 |
| 49       | 0.012791      | 0.012808 | 0.012776 | 0.012792 | 0.012809 | 0.012778 | 0.012794 | 0.012810 | 0.012780 | 0.012796 |
| 50       | 0.013147      | 0.013162 | 0.013125 | 0.013140 | 0.013154 | 0.013118 | 0.013132 | 0.013146 | 0.013160 | 0.013125 |
| 51       | 0.013525      | 0.013537 | 0.013548 | 0.013560 | 0.013571 | 0.013529 | 0.013541 | 0.013552 | 0.013563 | 0.013574 |
| 52       | 0.014043      | 0.014051 | 0.014059 | 0.014008 | 0.014016 | 0.014024 | 0.014032 | 0.014040 | 0.014048 | 0.014055 |
| 53       | 0.014602      | 0.014605 | 0.014609 | 0.014612 | 0.014615 | 0.014619 | 0.014622 | 0.014625 | 0.014628 | 0.014631 |
| 54       | 0.015349      | 0.015346 | 0.015342 | 0.015339 | 0.015336 | 0.015333 | 0.015330 | 0.015328 | 0.015325 | 0.015322 |
| 55       | 0.016176      | 0.016165 | 0.016154 | 0.016143 | 0.016132 | 0.016197 | 0.016186 | 0.016175 | 0.016164 | 0.016154 |
| 56       | 0.017188      | 0.017254 | 0.017231 | 0.017208 | 0.017186 | 0.017250 | 0.017228 | 0.017206 | 0.017184 | 0.017246 |
| 57       | 0.018539      | 0.018603 | 0.018564 | 0.018525 | 0.018587 | 0.018548 | 0.018610 | 0.018571 | 0.018534 | 0.018594 |
| 58       | 0.020370      | 0.020305 | 0.020364 | 0.020299 | 0.020357 | 0.020294 | 0.020351 | 0.020289 | 0.020345 | 0.020284 |
| 59       | 0.022759      | 0.022653 | 0.022703 | 0.022752 | 0.022649 | 0.022697 | 0.022745 | 0.022645 | 0.022692 | 0.022739 |
| 60       | 0.025984      | 0.026016 | 0.026047 | 0.026077 | 0.026107 | 0.025940 | 0.025970 | 0.026000 | 0.026029 | 0.026058 |
| 61       | 0.031132      | 0.031121 | 0.031111 | 0.031101 | 0.031091 | 0.031081 | 0.031071 | 0.031062 | 0.031053 | 0.031043 |
| 62       | 0.039759      | 0.039643 | 0.039529 | 0.039419 | 0.039767 | 0.039655 | 0.039545 | 0.039438 | 0.039775 | 0.039667 |
| 63       | 0.056897      | 0.056441 | 0.056949 | 0.056500 | 0.057000 | 0.056557 | 0.057049 | 0.056613 | 0.057097 | 0.056667 |
| 64 o más | 0.110000      | 0.107419 | 0.108387 | 0.109355 | 0.110323 | 0.107813 | 0.108750 | 0.109688 | 0.110625 | 0.108182 |

| Edad     | Salario (VSM) |          |          |          |          |          |          |          |          |          |
|----------|---------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
|          | 12.0          | 12.1     | 12.2     | 12.3     | 12.4     | 12.5     | 12.6     | 12.7     | 12.8     | 12.9     |
| Hasta 35 | 0.010714      | 0.010740 | 0.010733 | 0.010727 | 0.010720 | 0.010714 | 0.010739 | 0.010732 | 0.010726 | 0.010720 |
| 36       | 0.010778      | 0.010772 | 0.010796 | 0.010789 | 0.010783 | 0.010776 | 0.010800 | 0.010793 | 0.010787 | 0.010780 |
| 37       | 0.010843      | 0.010868 | 0.010861 | 0.010853 | 0.010845 | 0.010838 | 0.010862 | 0.010855 | 0.010847 | 0.010840 |
| 38       | 0.010942      | 0.010934 | 0.010925 | 0.010917 | 0.010941 | 0.010933 | 0.010925 | 0.010917 | 0.010940 | 0.010932 |
| 39       | 0.011009      | 0.011000 | 0.011024 | 0.011015 | 0.011006 | 0.010997 | 0.011020 | 0.011012 | 0.011003 | 0.011026 |
| 40       | 0.011111      | 0.011101 | 0.011091 | 0.011114 | 0.011104 | 0.011095 | 0.011118 | 0.011108 | 0.011098 | 0.011121 |
| 41       | 0.011215      | 0.011204 | 0.011227 | 0.011216 | 0.011205 | 0.011228 | 0.011217 | 0.011206 | 0.011228 | 0.011217 |
| 42       | 0.011321      | 0.011344 | 0.011331 | 0.011319 | 0.011341 | 0.011329 | 0.011317 | 0.011339 | 0.011327 | 0.011316 |
| 43       | 0.011465      | 0.011451 | 0.011473 | 0.011460 | 0.011481 | 0.011468 | 0.011455 | 0.011476 | 0.011463 | 0.011484 |
| 44       | 0.011613      | 0.011635 | 0.011619 | 0.011604 | 0.011625 | 0.011610 | 0.011631 | 0.011616 | 0.011636 | 0.011622 |
| 45       | 0.011803      | 0.011786 | 0.011806 | 0.011789 | 0.011810 | 0.011792 | 0.011813 | 0.011796 | 0.011779 | 0.011799 |
| 46       | 0.012000      | 0.011980 | 0.012000 | 0.011981 | 0.012000 | 0.011981 | 0.012000 | 0.011981 | 0.012000 | 0.011981 |
| 47       | 0.012203      | 0.012222 | 0.012241 | 0.012219 | 0.012237 | 0.012215 | 0.012233 | 0.012212 | 0.012229 | 0.012208 |
| 48       | 0.012500      | 0.012474 | 0.012491 | 0.012466 | 0.012483 | 0.012500 | 0.012475 | 0.012492 | 0.012468 | 0.012484 |
| 49       | 0.012766      | 0.012782 | 0.012797 | 0.012768 | 0.012784 | 0.012799 | 0.012770 | 0.012785 | 0.012800 | 0.012772 |
| 50       | 0.013139      | 0.013152 | 0.013118 | 0.013132 | 0.013145 | 0.013158 | 0.013125 | 0.013138 | 0.013151 | 0.013119 |
| 51       | 0.013534      | 0.013545 | 0.013556 | 0.013566 | 0.013527 | 0.013538 | 0.013548 | 0.013559 | 0.013569 | 0.013531 |
| 52       | 0.014063      | 0.014015 | 0.014023 | 0.014030 | 0.014038 | 0.014045 | 0.014052 | 0.014059 | 0.014015 | 0.014022 |
| 53       | 0.014634      | 0.014637 | 0.014640 | 0.014585 | 0.014588 | 0.014591 | 0.014595 | 0.014598 | 0.014601 | 0.014604 |
| 54       | 0.015319      | 0.015316 | 0.015314 | 0.015311 | 0.015309 | 0.015306 | 0.015304 | 0.015301 | 0.015299 | 0.015296 |
| 55       | 0.016143      | 0.016133 | 0.016195 | 0.016184 | 0.016174 | 0.016164 | 0.016154 | 0.016144 | 0.016134 | 0.016192 |
| 56       | 0.017225      | 0.017204 | 0.017183 | 0.017243 | 0.017222 | 0.017202 | 0.017182 | 0.017240 | 0.017220 | 0.017200 |
| 57       | 0.018557      | 0.018520 | 0.018579 | 0.018543 | 0.018600 | 0.018564 | 0.018529 | 0.018585 | 0.018551 | 0.018606 |
| 58       | 0.020339      | 0.020279 | 0.020333 | 0.020275 | 0.020328 | 0.020270 | 0.020323 | 0.020266 | 0.020317 | 0.020262 |
| 59       | 0.022642      | 0.022688 | 0.022733 | 0.022638 | 0.022683 | 0.022727 | 0.022635 | 0.022679 | 0.022722 | 0.022632 |
| 60       | 0.026087      | 0.026115 | 0.025957 | 0.025986 | 0.026014 | 0.026042 | 0.026069 | 0.026096 | 0.025946 | 0.025973 |
| 61       | 0.031034      | 0.031026 | 0.031017 | 0.031008 | 0.031000 | 0.030992 | 0.030984 | 0.030976 | 0.030968 | 0.030960 |
| 62       | 0.039560      | 0.039457 | 0.039783 | 0.039677 | 0.039574 | 0.039474 | 0.039789 | 0.039688 | 0.039588 | 0.039490 |
| 63       | 0.057143      | 0.056719 | 0.057188 | 0.056769 | 0.056364 | 0.056818 | 0.056418 | 0.056866 | 0.056471 | 0.056912 |
| 64 o más | 0.109091      | 0.110000 | 0.107647 | 0.108529 | 0.109412 | 0.110294 | 0.108000 | 0.108857 | 0.109714 | 0.107500 |

| Edad     | Salario (VSM) |          |          |          |          |          |          |          |          |          |
|----------|---------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
|          | 13.0          | 13.1     | 13.2     | 13.3     | 13.4     | 13.5     | 13.6     | 13.7     | 13.8     | 13.9     |
| Hasta 35 | 0.010714      | 0.010738 | 0.010732 | 0.010726 | 0.010720 | 0.010714 | 0.010737 | 0.010731 | 0.010725 | 0.010720 |
| 36       | 0.010773      | 0.010797 | 0.010790 | 0.010784 | 0.010777 | 0.010771 | 0.010794 | 0.010787 | 0.010781 | 0.010775 |
| 37       | 0.010864      | 0.010856 | 0.010849 | 0.010842 | 0.010865 | 0.010858 | 0.010851 | 0.010844 | 0.010838 | 0.010859 |
| 38       | 0.010924      | 0.010917 | 0.010939 | 0.010932 | 0.010924 | 0.010916 | 0.010938 | 0.010931 | 0.010923 | 0.010916 |
| 39       | 0.011017      | 0.011008 | 0.011000 | 0.011022 | 0.011014 | 0.011005 | 0.010997 | 0.011019 | 0.011011 | 0.011003 |
| 40       | 0.011111      | 0.011102 | 0.011092 | 0.011114 | 0.011105 | 0.011096 | 0.011117 | 0.011108 | 0.011099 | 0.011090 |
| 41       | 0.011207      | 0.011197 | 0.011218 | 0.011208 | 0.011198 | 0.011219 | 0.011209 | 0.011199 | 0.011220 | 0.011210 |
| 42       | 0.011337      | 0.011326 | 0.011347 | 0.011335 | 0.011324 | 0.011345 | 0.011333 | 0.011322 | 0.011342 | 0.011332 |
| 43       | 0.011471      | 0.011458 | 0.011478 | 0.011466 | 0.011453 | 0.011473 | 0.011461 | 0.011480 | 0.011468 | 0.011456 |
| 44       | 0.011607      | 0.011627 | 0.011613 | 0.011633 | 0.011618 | 0.011605 | 0.011624 | 0.011610 | 0.011629 | 0.011616 |
| 45       | 0.011782      | 0.011802 | 0.011786 | 0.011805 | 0.011789 | 0.011808 | 0.011792 | 0.011810 | 0.011795 | 0.011780 |
| 46       | 0.012000      | 0.011982 | 0.012000 | 0.011982 | 0.012000 | 0.011982 | 0.012000 | 0.011983 | 0.012000 | 0.011983 |
| 47       | 0.012226      | 0.012205 | 0.012222 | 0.012239 | 0.012219 | 0.012236 | 0.012216 | 0.012232 | 0.012212 | 0.012229 |
| 48       | 0.012500      | 0.012476 | 0.012492 | 0.012469 | 0.012484 | 0.012500 | 0.012477 | 0.012492 | 0.012470 | 0.012485 |
| 49       | 0.012787      | 0.012801 | 0.012774 | 0.012788 | 0.012803 | 0.012776 | 0.012790 | 0.012804 | 0.012778 | 0.012791 |
| 50       | 0.013131      | 0.013144 | 0.013156 | 0.013125 | 0.013137 | 0.013149 | 0.013119 | 0.013131 | 0.013143 | 0.013155 |
| 51       | 0.013542      | 0.013552 | 0.013562 | 0.013525 | 0.013535 | 0.013545 | 0.013555 | 0.013564 | 0.013529 | 0.013539 |
| 52       | 0.014029      | 0.014036 | 0.014043 | 0.014049 | 0.014056 | 0.014014 | 0.014021 | 0.014027 | 0.014034 | 0.014040 |
| 53       | 0.014607      | 0.014610 | 0.014613 | 0.014615 | 0.014618 | 0.014621 | 0.014624 | 0.014626 | 0.014629 | 0.014632 |
| 54       | 0.015294      | 0.015292 | 0.015290 | 0.015287 | 0.015285 | 0.015283 | 0.015281 | 0.015336 | 0.015333 | 0.015331 |
| 55       | 0.016183      | 0.016173 | 0.016163 | 0.016154 | 0.016145 | 0.016135 | 0.016190 | 0.016181 | 0.016172 | 0.016163 |
| 56       | 0.017257      | 0.017237 | 0.017217 | 0.017198 | 0.017253 | 0.017234 | 0.017215 | 0.017197 | 0.017250 | 0.017231 |
| 57       | 0.018571      | 0.018538 | 0.018592 | 0.018558 | 0.018525 | 0.018578 | 0.018545 | 0.018597 | 0.018565 | 0.018533 |
| 58       | 0.020313      | 0.020363 | 0.020308 | 0.020357 | 0.020303 | 0.020352 | 0.020299 | 0.020347 | 0.020294 | 0.020341 |
| 59       | 0.022674      | 0.022717 | 0.022629 | 0.022670 | 0.022712 | 0.022626 | 0.022667 | 0.022707 | 0.022623 | 0.022663 |
| 60       | 0.026000      | 0.026026 | 0.026053 | 0.026078 | 0.025935 | 0.025962 | 0.025987 | 0.026013 | 0.026038 | 0.026063 |
| 61       | 0.030952      | 0.031190 | 0.031181 | 0.031172 | 0.031163 | 0.031154 | 0.031145 | 0.031136 | 0.031128 | 0.031119 |
| 62       | 0.039394      | 0.039697 | 0.039600 | 0.039505 | 0.039412 | 0.039706 | 0.039612 | 0.039519 | 0.039429 | 0.039714 |
| 63       | 0.056522      | 0.056957 | 0.056571 | 0.057000 | 0.056620 | 0.057042 | 0.056667 | 0.057083 | 0.056712 | 0.056351 |
| 64 o más | 0.108333      | 0.109167 | 0.110000 | 0.107838 | 0.108649 | 0.109459 | 0.107368 | 0.108158 | 0.108947 | 0.109737 |

| Edad     | Salario (VSM) |          |          |          |          |          |          |          |          |          |
|----------|---------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
|          | 14.0          | 14.1     | 14.2     | 14.3     | 14.4     | 14.5     | 14.6     | 14.7     | 14.8     | 14.9     |
| Hasta 35 | 0.010714      | 0.010736 | 0.010730 | 0.010725 | 0.010720 | 0.010714 | 0.010735 | 0.010730 | 0.010725 | 0.010719 |
| 36       | 0.010797      | 0.010791 | 0.010785 | 0.010779 | 0.010773 | 0.010794 | 0.010788 | 0.010782 | 0.010777 | 0.010771 |
| 37       | 0.010853      | 0.010846 | 0.010840 | 0.010861 | 0.010854 | 0.010848 | 0.010842 | 0.010862 | 0.010856 | 0.010850 |
| 38       | 0.010938      | 0.010930 | 0.010923 | 0.010916 | 0.010937 | 0.010930 | 0.010923 | 0.010916 | 0.010936 | 0.010929 |
| 39       | 0.011024      | 0.011016 | 0.011008 | 0.011000 | 0.011020 | 0.011013 | 0.011005 | 0.010998 | 0.011017 | 0.011010 |
| 40       | 0.011111      | 0.011102 | 0.011094 | 0.011114 | 0.011105 | 0.011097 | 0.011117 | 0.011108 | 0.011100 | 0.011092 |
| 41       | 0.011200      | 0.011220 | 0.011211 | 0.011201 | 0.011221 | 0.011211 | 0.011202 | 0.011221 | 0.011212 | 0.011203 |
| 42       | 0.011321      | 0.011340 | 0.011330 | 0.011319 | 0.011339 | 0.011328 | 0.011318 | 0.011337 | 0.011327 | 0.011316 |
| 43       | 0.011475      | 0.011463 | 0.011452 | 0.011471 | 0.011459 | 0.011478 | 0.011466 | 0.011455 | 0.011473 | 0.011462 |
| 44       | 0.011634      | 0.011621 | 0.011608 | 0.011626 | 0.011613 | 0.011631 | 0.011618 | 0.011605 | 0.011623 | 0.011610 |
| 45       | 0.011798      | 0.011783 | 0.011801 | 0.011786 | 0.011803 | 0.011789 | 0.011806 | 0.011791 | 0.011777 | 0.011794 |
| 46       | 0.012000      | 0.011983 | 0.012000 | 0.011983 | 0.012000 | 0.011983 | 0.012000 | 0.011984 | 0.012000 | 0.011984 |
| 47       | 0.012209      | 0.012225 | 0.012206 | 0.012222 | 0.012203 | 0.012219 | 0.012235 | 0.012216 | 0.012231 | 0.012213 |
| 48       | 0.012463      | 0.012478 | 0.012493 | 0.012471 | 0.012486 | 0.012464 | 0.012479 | 0.012493 | 0.012472 | 0.012486 |
| 49       | 0.012766      | 0.012779 | 0.012793 | 0.012768 | 0.012781 | 0.012794 | 0.012770 | 0.012783 | 0.012795 | 0.012771 |
| 50       | 0.013125      | 0.013137 | 0.013148 | 0.013119 | 0.013131 | 0.013142 | 0.013153 | 0.013125 | 0.013136 | 0.013147 |
| 51       | 0.013548      | 0.013558 | 0.013567 | 0.013533 | 0.013542 | 0.013551 | 0.013560 | 0.013528 | 0.013537 | 0.013545 |
| 52       | 0.014047      | 0.014053 | 0.014013 | 0.014020 | 0.014026 | 0.014032 | 0.014038 | 0.014045 | 0.014051 | 0.014013 |
| 53       | 0.014634      | 0.014586 | 0.014589 | 0.014592 | 0.014595 | 0.014597 | 0.014600 | 0.014603 | 0.014605 | 0.014608 |
| 54       | 0.015328      | 0.015326 | 0.015324 | 0.015321 | 0.015319 | 0.015317 | 0.015315 | 0.015313 | 0.015310 | 0.015308 |
| 55       | 0.016154      | 0.016145 | 0.016136 | 0.016128 | 0.016180 | 0.016171 | 0.016162 | 0.016154 | 0.016145 | 0.016137 |
| 56       | 0.017213      | 0.017195 | 0.017247 | 0.017229 | 0.017211 | 0.017194 | 0.017244 | 0.017227 | 0.017209 | 0.017192 |
| 57       | 0.018584      | 0.018553 | 0.018522 | 0.018571 | 0.018541 | 0.018590 | 0.018559 | 0.018529 | 0.018577 | 0.018548 |
| 58       | 0.020290      | 0.020337 | 0.020286 | 0.020332 | 0.020282 | 0.020327 | 0.020278 | 0.020323 | 0.020274 | 0.020318 |
| 59       | 0.022703      | 0.022620 | 0.022660 | 0.022698 | 0.022618 | 0.022656 | 0.022694 | 0.022615 | 0.022653 | 0.022690 |
| 60       | 0.026087      | 0.025951 | 0.025976 | 0.026000 | 0.026024 | 0.026048 | 0.026071 | 0.025941 | 0.025965 | 0.025988 |
| 61       | 0.031111      | 0.031103 | 0.031095 | 0.031087 | 0.031079 | 0.031071 | 0.031064 | 0.031056 | 0.031049 | 0.031042 |
| 62       | 0.039623      | 0.039533 | 0.039444 | 0.039722 | 0.039633 | 0.039545 | 0.039459 | 0.039730 | 0.039643 | 0.039558 |
| 63       | 0.056757      | 0.056400 | 0.056800 | 0.056447 | 0.056842 | 0.056494 | 0.056883 | 0.056538 | 0.056923 | 0.056582 |
| 64 o más | 0.107692      | 0.108462 | 0.109231 | 0.110000 | 0.108000 | 0.108750 | 0.109500 | 0.107561 | 0.108293 | 0.109024 |

| Edad     | Salario (VSM) |          |          |          |          |          |          |          |          |          |
|----------|---------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
|          | 15.0          | 15.1     | 15.2     | 15.3     | 15.4     | 15.5     | 15.6     | 15.7     | 15.8     | 15.9     |
| Hasta 35 | 0.010714      | 0.010735 | 0.010729 | 0.010724 | 0.010719 | 0.010714 | 0.010734 | 0.010729 | 0.010724 | 0.010719 |
| 36       | 0.010791      | 0.010786 | 0.010780 | 0.010775 | 0.010794 | 0.010789 | 0.010783 | 0.010778 | 0.010773 | 0.010792 |
| 37       | 0.010843      | 0.010837 | 0.010857 | 0.010851 | 0.010845 | 0.010839 | 0.010858 | 0.010853 | 0.010847 | 0.010841 |
| 38       | 0.010922      | 0.010916 | 0.010935 | 0.010929 | 0.010922 | 0.010915 | 0.010935 | 0.010928 | 0.010922 | 0.010915 |
| 39       | 0.011002      | 0.011022 | 0.011014 | 0.011007 | 0.011000 | 0.011019 | 0.011012 | 0.011005 | 0.010998 | 0.011016 |
| 40       | 0.011111      | 0.011103 | 0.011095 | 0.011114 | 0.011106 | 0.011098 | 0.011090 | 0.011108 | 0.011101 | 0.011093 |
| 41       | 0.011222      | 0.011213 | 0.011204 | 0.011222 | 0.011214 | 0.011205 | 0.011196 | 0.011214 | 0.011206 | 0.011197 |
| 42       | 0.011335      | 0.011325 | 0.011343 | 0.011333 | 0.011324 | 0.011341 | 0.011332 | 0.011322 | 0.011340 | 0.011330 |
| 43       | 0.011450      | 0.011468 | 0.011457 | 0.011475 | 0.011464 | 0.011453 | 0.011471 | 0.011460 | 0.011477 | 0.011466 |
| 44       | 0.011628      | 0.011615 | 0.011633 | 0.011620 | 0.011608 | 0.011625 | 0.011613 | 0.011630 | 0.011618 | 0.011606 |
| 45       | 0.011780      | 0.011797 | 0.011783 | 0.011799 | 0.011786 | 0.011802 | 0.011788 | 0.011805 | 0.011791 | 0.011778 |
| 46       | 0.012000      | 0.011984 | 0.012000 | 0.011984 | 0.012000 | 0.011985 | 0.012000 | 0.011985 | 0.012000 | 0.011985 |
| 47       | 0.012228      | 0.012210 | 0.012225 | 0.012207 | 0.012222 | 0.012205 | 0.012219 | 0.012202 | 0.012216 | 0.012231 |
| 48       | 0.012465      | 0.012479 | 0.012493 | 0.012473 | 0.012486 | 0.012466 | 0.012480 | 0.012493 | 0.012474 | 0.012487 |
| 49       | 0.012784      | 0.012797 | 0.012773 | 0.012786 | 0.012798 | 0.012775 | 0.012787 | 0.012764 | 0.012776 | 0.012788 |
| 50       | 0.013120      | 0.013130 | 0.013141 | 0.013152 | 0.013125 | 0.013136 | 0.013146 | 0.013120 | 0.013130 | 0.013140 |
| 51       | 0.013554      | 0.013563 | 0.013531 | 0.013540 | 0.013548 | 0.013557 | 0.013526 | 0.013534 | 0.013543 | 0.013551 |
| 52       | 0.014019      | 0.014025 | 0.014031 | 0.014037 | 0.014043 | 0.014048 | 0.014012 | 0.014018 | 0.014024 | 0.014029 |
| 53       | 0.014610      | 0.014613 | 0.014615 | 0.014618 | 0.014620 | 0.014623 | 0.014625 | 0.014627 | 0.014630 | 0.014587 |
| 54       | 0.015306      | 0.015304 | 0.015302 | 0.015300 | 0.015298 | 0.015296 | 0.015294 | 0.015292 | 0.015290 | 0.015288 |
| 55       | 0.016129      | 0.016179 | 0.016170 | 0.016162 | 0.016154 | 0.016146 | 0.016138 | 0.016130 | 0.016177 | 0.016169 |
| 56       | 0.017241      | 0.017224 | 0.017208 | 0.017191 | 0.017239 | 0.017222 | 0.017206 | 0.017190 | 0.017236 | 0.017220 |
| 57       | 0.018519      | 0.018566 | 0.018537 | 0.018583 | 0.018554 | 0.018526 | 0.018571 | 0.018543 | 0.018588 | 0.018560 |
| 58       | 0.020270      | 0.020314 | 0.020267 | 0.020310 | 0.020263 | 0.020306 | 0.020348 | 0.020302 | 0.020343 | 0.020298 |
| 59       | 0.022613      | 0.022650 | 0.022687 | 0.022611 | 0.022647 | 0.022683 | 0.022718 | 0.022644 | 0.022679 | 0.022714 |
| 60       | 0.026012      | 0.026034 | 0.026057 | 0.025932 | 0.025955 | 0.025978 | 0.026000 | 0.026022 | 0.026044 | 0.026066 |
| 61       | 0.031034      | 0.031027 | 0.031020 | 0.031014 | 0.031007 | 0.031000 | 0.030993 | 0.030987 | 0.030980 | 0.030974 |
| 62       | 0.039474      | 0.039391 | 0.039652 | 0.039569 | 0.039487 | 0.039407 | 0.039661 | 0.039580 | 0.039500 | 0.039421 |
| 63       | 0.056962      | 0.056625 | 0.057000 | 0.056667 | 0.056341 | 0.056707 | 0.056386 | 0.056747 | 0.056429 | 0.056786 |
| 64 o más | 0.109756      | 0.107857 | 0.108571 | 0.109286 | 0.107442 | 0.108140 | 0.108837 | 0.109535 | 0.107727 | 0.108409 |

| Edad     | Salario (VSM) |          |          |          |          |          |          |          |          |          |
|----------|---------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
|          | 16.0          | 16.1     | 16.2     | 16.3     | 16.4     | 16.5     | 16.6     | 16.7     | 16.8     | 16.9     |
| Hasta 35 | 0.010714      | 0.010733 | 0.010728 | 0.010724 | 0.010719 | 0.010714 | 0.010733 | 0.010728 | 0.010723 | 0.010719 |
| 36       | 0.010787      | 0.010781 | 0.010776 | 0.010771 | 0.010789 | 0.010784 | 0.010779 | 0.010774 | 0.010792 | 0.010787 |
| 37       | 0.010860      | 0.010854 | 0.010848 | 0.010843 | 0.010837 | 0.010855 | 0.010850 | 0.010844 | 0.010839 | 0.010857 |
| 38       | 0.010934      | 0.010928 | 0.010921 | 0.010915 | 0.010933 | 0.010927 | 0.010921 | 0.010915 | 0.010933 | 0.010927 |
| 39       | 0.011009      | 0.011002 | 0.010995 | 0.011014 | 0.011007 | 0.011000 | 0.011018 | 0.011011 | 0.011004 | 0.010998 |
| 40       | 0.011111      | 0.011103 | 0.011096 | 0.011114 | 0.011106 | 0.011099 | 0.011091 | 0.011109 | 0.011101 | 0.011094 |
| 41       | 0.011215      | 0.011206 | 0.011198 | 0.011216 | 0.011207 | 0.011199 | 0.011216 | 0.011208 | 0.011200 | 0.011217 |
| 42       | 0.011321      | 0.011338 | 0.011329 | 0.011319 | 0.011336 | 0.011327 | 0.011318 | 0.011335 | 0.011326 | 0.011317 |
| 43       | 0.011456      | 0.011473 | 0.011462 | 0.011452 | 0.011469 | 0.011458 | 0.011475 | 0.011465 | 0.011455 | 0.011471 |
| 44       | 0.011622      | 0.011611 | 0.011627 | 0.011615 | 0.011604 | 0.011620 | 0.011608 | 0.011624 | 0.011613 | 0.011628 |
| 45       | 0.011794      | 0.011780 | 0.011796 | 0.011783 | 0.011799 | 0.011786 | 0.011801 | 0.011788 | 0.011803 | 0.011791 |
| 46       | 0.012000      | 0.011985 | 0.012000 | 0.011985 | 0.012000 | 0.011985 | 0.012000 | 0.011986 | 0.012000 | 0.011986 |
| 47       | 0.012214      | 0.012228 | 0.012211 | 0.012225 | 0.012208 | 0.012222 | 0.012206 | 0.012220 | 0.012203 | 0.012217 |
| 48       | 0.012468      | 0.012481 | 0.012494 | 0.012474 | 0.012487 | 0.012469 | 0.012481 | 0.012494 | 0.012475 | 0.012488 |
| 49       | 0.012766      | 0.012778 | 0.012789 | 0.012768 | 0.012779 | 0.012791 | 0.012769 | 0.012781 | 0.012792 | 0.012771 |
| 50       | 0.013115      | 0.013125 | 0.013135 | 0.013145 | 0.013120 | 0.013130 | 0.013140 | 0.013115 | 0.013125 | 0.013135 |
| 51       | 0.013559      | 0.013529 | 0.013538 | 0.013546 | 0.013554 | 0.013525 | 0.013533 | 0.013541 | 0.013548 | 0.013556 |
| 52       | 0.014035      | 0.014041 | 0.014046 | 0.014011 | 0.014017 | 0.014023 | 0.014028 | 0.014034 | 0.014039 | 0.014044 |
| 53       | 0.014590      | 0.014592 | 0.014595 | 0.014597 | 0.014599 | 0.014602 | 0.014604 | 0.014606 | 0.014609 | 0.014611 |
| 54       | 0.015287      | 0.015285 | 0.015283 | 0.015281 | 0.015280 | 0.015325 | 0.015323 | 0.015321 | 0.015319 | 0.015317 |
| 55       | 0.016162      | 0.016154 | 0.016146 | 0.016139 | 0.016131 | 0.016176 | 0.016169 | 0.016161 | 0.016154 | 0.016146 |
| 56       | 0.017204      | 0.017189 | 0.017234 | 0.017218 | 0.017203 | 0.017188 | 0.017232 | 0.017216 | 0.017201 | 0.017186 |
| 57       | 0.018533      | 0.018577 | 0.018550 | 0.018523 | 0.018566 | 0.018539 | 0.018582 | 0.018556 | 0.018529 | 0.018571 |
| 58       | 0.020339      | 0.020294 | 0.020335 | 0.020290 | 0.020331 | 0.020287 | 0.020327 | 0.020283 | 0.020323 | 0.020280 |
| 59       | 0.022642      | 0.022676 | 0.022710 | 0.022639 | 0.022673 | 0.022706 | 0.022636 | 0.022670 | 0.022703 | 0.022634 |
| 60       | 0.025946      | 0.025968 | 0.025989 | 0.026011 | 0.026032 | 0.026053 | 0.025938 | 0.025959 | 0.025979 | 0.026000 |
| 61       | 0.030968      | 0.030962 | 0.030955 | 0.031146 | 0.031139 | 0.031132 | 0.031125 | 0.031118 | 0.031111 | 0.031104 |
| 62       | 0.039669      | 0.039590 | 0.039512 | 0.039435 | 0.039677 | 0.039600 | 0.039524 | 0.039449 | 0.039685 | 0.039609 |
| 63       | 0.056471      | 0.056824 | 0.056512 | 0.056860 | 0.056552 | 0.056897 | 0.056591 | 0.056932 | 0.056629 | 0.056333 |
| 64 o más | 0.109091      | 0.107333 | 0.108000 | 0.108667 | 0.109333 | 0.107609 | 0.108261 | 0.108913 | 0.109565 | 0.107872 |

| Edad     | Salario (VSM) |          |          |          |          |          |          |          |          |          |
|----------|---------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
|          | 17.0          | 17.1     | 17.2     | 17.3     | 17.4     | 17.5     | 17.6     | 17.7     | 17.8     | 17.9     |
| Hasta 35 | 0.010714      | 0.010710 | 0.010728 | 0.010723 | 0.010719 | 0.010714 | 0.010710 | 0.010727 | 0.010723 | 0.010719 |
| 36       | 0.010782      | 0.010777 | 0.010772 | 0.010790 | 0.010785 | 0.010780 | 0.010776 | 0.010771 | 0.010788 | 0.010783 |
| 37       | 0.010851      | 0.010846 | 0.010840 | 0.010858 | 0.010852 | 0.010847 | 0.010842 | 0.010837 | 0.010854 | 0.010848 |
| 38       | 0.010921      | 0.010915 | 0.010932 | 0.010926 | 0.010921 | 0.010915 | 0.010932 | 0.010926 | 0.010920 | 0.010915 |
| 39       | 0.011015      | 0.011009 | 0.011002 | 0.010996 | 0.011013 | 0.011006 | 0.011000 | 0.011017 | 0.011010 | 0.011004 |
| 40       | 0.011111      | 0.011104 | 0.011097 | 0.011090 | 0.011106 | 0.011099 | 0.011092 | 0.011109 | 0.011102 | 0.011095 |
| 41       | 0.011209      | 0.011201 | 0.011217 | 0.011210 | 0.011202 | 0.011218 | 0.011210 | 0.011203 | 0.011218 | 0.011211 |
| 42       | 0.011333      | 0.011325 | 0.011316 | 0.011332 | 0.011323 | 0.011339 | 0.011330 | 0.011322 | 0.011338 | 0.011329 |
| 43       | 0.011461      | 0.011451 | 0.011467 | 0.011457 | 0.011473 | 0.011463 | 0.011453 | 0.011469 | 0.011459 | 0.011474 |
| 44       | 0.011617      | 0.011606 | 0.011622 | 0.011611 | 0.011626 | 0.011615 | 0.011604 | 0.011619 | 0.011609 | 0.011623 |
| 45       | 0.011778      | 0.011793 | 0.011781 | 0.011795 | 0.011783 | 0.011798 | 0.011786 | 0.011800 | 0.011788 | 0.011802 |
| 46       | 0.012000      | 0.011986 | 0.012000 | 0.011986 | 0.012000 | 0.011986 | 0.012000 | 0.011986 | 0.012000 | 0.011987 |
| 47       | 0.012230      | 0.012214 | 0.012227 | 0.012212 | 0.012225 | 0.012209 | 0.012222 | 0.012207 | 0.012220 | 0.012205 |
| 48       | 0.012469      | 0.012482 | 0.012464 | 0.012476 | 0.012488 | 0.012470 | 0.012482 | 0.012465 | 0.012477 | 0.012488 |
| 49       | 0.012782      | 0.012793 | 0.012772 | 0.012783 | 0.012794 | 0.012774 | 0.012785 | 0.012764 | 0.012775 | 0.012786 |
| 50       | 0.013144      | 0.013120 | 0.013130 | 0.013139 | 0.013116 | 0.013125 | 0.013134 | 0.013144 | 0.013120 | 0.013130 |
| 51       | 0.013528      | 0.013536 | 0.013543 | 0.013551 | 0.013558 | 0.013531 | 0.013538 | 0.013546 | 0.013553 | 0.013526 |
| 52       | 0.014011      | 0.014016 | 0.014022 | 0.014027 | 0.014032 | 0.014037 | 0.014043 | 0.014011 | 0.014016 | 0.014021 |
| 53       | 0.014613      | 0.014615 | 0.014618 | 0.014620 | 0.014622 | 0.014624 | 0.014586 | 0.014588 | 0.014590 | 0.014592 |
| 54       | 0.015315      | 0.015313 | 0.015312 | 0.015310 | 0.015308 | 0.015306 | 0.015304 | 0.015303 | 0.015301 | 0.015299 |
| 55       | 0.016139      | 0.016132 | 0.016176 | 0.016168 | 0.016161 | 0.016154 | 0.016147 | 0.016140 | 0.016133 | 0.016175 |
| 56       | 0.017230      | 0.017215 | 0.017200 | 0.017185 | 0.017228 | 0.017213 | 0.017199 | 0.017184 | 0.017226 | 0.017212 |
| 57       | 0.018545      | 0.018520 | 0.018561 | 0.018536 | 0.018577 | 0.018551 | 0.018526 | 0.018566 | 0.018542 | 0.018581 |
| 58       | 0.020319      | 0.020277 | 0.020315 | 0.020273 | 0.020311 | 0.020270 | 0.020308 | 0.020267 | 0.020304 | 0.020264 |
| 59       | 0.022667      | 0.022699 | 0.022632 | 0.022664 | 0.022696 | 0.022629 | 0.022661 | 0.022692 | 0.022627 | 0.022658 |
| 60       | 0.026020      | 0.026041 | 0.026061 | 0.025950 | 0.025970 | 0.025990 | 0.026010 | 0.026029 | 0.026049 | 0.025942 |
| 61       | 0.031098      | 0.031091 | 0.031084 | 0.031078 | 0.031071 | 0.031065 | 0.031059 | 0.031053 | 0.031047 | 0.031040 |
| 62       | 0.039535      | 0.039462 | 0.039389 | 0.039618 | 0.039545 | 0.039474 | 0.039403 | 0.039627 | 0.039556 | 0.039485 |
| 63       | 0.056667      | 0.056374 | 0.056703 | 0.056413 | 0.056739 | 0.056452 | 0.056774 | 0.056489 | 0.056809 | 0.056526 |
| 64 o más | 0.108511      | 0.109149 | 0.107500 | 0.108125 | 0.108750 | 0.109375 | 0.107755 | 0.108367 | 0.108980 | 0.107400 |

| Edad     | Salario (VSM) |          |          |          |          |          |          |          |          |          |
|----------|---------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
|          | 18.0          | 18.1     | 18.2     | 18.3     | 18.4     | 18.5     | 18.6     | 18.7     | 18.8     | 18.9     |
| Hasta 35 | 0.010714      | 0.010710 | 0.010727 | 0.010723 | 0.010718 | 0.010714 | 0.010710 | 0.010727 | 0.010722 | 0.010718 |
| 36       | 0.010778      | 0.010774 | 0.010791 | 0.010786 | 0.010781 | 0.010777 | 0.010772 | 0.010788 | 0.010784 | 0.010779 |
| 37       | 0.010843      | 0.010838 | 0.010855 | 0.010850 | 0.010845 | 0.010840 | 0.010856 | 0.010851 | 0.010846 | 0.010841 |
| 38       | 0.010931      | 0.010926 | 0.010920 | 0.010915 | 0.010931 | 0.010925 | 0.010920 | 0.010914 | 0.010930 | 0.010925 |
| 39       | 0.010998      | 0.011014 | 0.011008 | 0.011002 | 0.010996 | 0.011012 | 0.011006 | 0.011000 | 0.011016 | 0.011010 |
| 40       | 0.011111      | 0.011104 | 0.011098 | 0.011091 | 0.011107 | 0.011100 | 0.011093 | 0.011109 | 0.011102 | 0.011096 |
| 41       | 0.011203      | 0.011196 | 0.011211 | 0.011204 | 0.011197 | 0.011212 | 0.011205 | 0.011198 | 0.011213 | 0.011206 |
| 42       | 0.011321      | 0.011336 | 0.011328 | 0.011320 | 0.011335 | 0.011327 | 0.011318 | 0.011333 | 0.011325 | 0.011317 |
| 43       | 0.011465      | 0.011456 | 0.011471 | 0.011461 | 0.011452 | 0.011467 | 0.011458 | 0.011472 | 0.011463 | 0.011455 |
| 44       | 0.011613      | 0.011627 | 0.011617 | 0.011607 | 0.011621 | 0.011611 | 0.011625 | 0.011615 | 0.011605 | 0.011619 |
| 45       | 0.011790      | 0.011779 | 0.011793 | 0.011781 | 0.011795 | 0.011783 | 0.011797 | 0.011786 | 0.011799 | 0.011788 |
| 46       | 0.012000      | 0.011987 | 0.012000 | 0.011987 | 0.012000 | 0.011987 | 0.012000 | 0.011987 | 0.012000 | 0.011987 |
| 47       | 0.012217      | 0.012202 | 0.012215 | 0.012227 | 0.012212 | 0.012225 | 0.012210 | 0.012222 | 0.012208 | 0.012220 |
| 48       | 0.012471      | 0.012483 | 0.012466 | 0.012477 | 0.012489 | 0.012472 | 0.012483 | 0.012467 | 0.012478 | 0.012489 |
| 49       | 0.012766      | 0.012776 | 0.012787 | 0.012767 | 0.012778 | 0.012788 | 0.012769 | 0.012779 | 0.012789 | 0.012770 |
| 50       | 0.013139      | 0.013116 | 0.013125 | 0.013134 | 0.013143 | 0.013121 | 0.013129 | 0.013138 | 0.013116 | 0.013125 |
| 51       | 0.013534      | 0.013541 | 0.013548 | 0.013556 | 0.013529 | 0.013537 | 0.013544 | 0.013551 | 0.013525 | 0.013532 |
| 52       | 0.014026      | 0.014031 | 0.014036 | 0.014041 | 0.014010 | 0.014015 | 0.014020 | 0.014025 | 0.014030 | 0.014035 |
| 53       | 0.014595      | 0.014597 | 0.014599 | 0.014601 | 0.014603 | 0.014605 | 0.014607 | 0.014609 | 0.014611 | 0.014613 |
| 54       | 0.015297      | 0.015296 | 0.015294 | 0.015292 | 0.015291 | 0.015289 | 0.015288 | 0.015286 | 0.015285 | 0.015283 |
| 55       | 0.016168      | 0.016161 | 0.016154 | 0.016147 | 0.016140 | 0.016134 | 0.016174 | 0.016167 | 0.016160 | 0.016154 |
| 56       | 0.017197      | 0.017184 | 0.017224 | 0.017210 | 0.017196 | 0.017183 | 0.017222 | 0.017209 | 0.017195 | 0.017182 |
| 57       | 0.018557      | 0.018532 | 0.018571 | 0.018547 | 0.018523 | 0.018562 | 0.018538 | 0.018576 | 0.018553 | 0.018529 |
| 58       | 0.020301      | 0.020261 | 0.020297 | 0.020333 | 0.020294 | 0.020330 | 0.020291 | 0.020326 | 0.020288 | 0.020323 |
| 59       | 0.022689      | 0.022625 | 0.022656 | 0.022686 | 0.022623 | 0.022653 | 0.022683 | 0.022621 | 0.022651 | 0.022680 |
| 60       | 0.025962      | 0.025981 | 0.026000 | 0.026019 | 0.026038 | 0.025935 | 0.025953 | 0.025972 | 0.025991 | 0.026009 |
| 61       | 0.031034      | 0.031029 | 0.031023 | 0.031017 | 0.031011 | 0.031006 | 0.031000 | 0.030994 | 0.030989 | 0.030984 |
| 62       | 0.039416      | 0.039635 | 0.039565 | 0.039496 | 0.039429 | 0.039643 | 0.039574 | 0.039507 | 0.039441 | 0.039650 |
| 63       | 0.056842      | 0.056563 | 0.056875 | 0.056598 | 0.056327 | 0.056633 | 0.056364 | 0.056667 | 0.056400 | 0.056700 |
| 64 o más | 0.108000      | 0.108600 | 0.109200 | 0.107647 | 0.108235 | 0.108824 | 0.107308 | 0.107885 | 0.108462 | 0.109038 |

| Edad     | Salario (VSM) |          |          |          |          |          |          |          |          |          |
|----------|---------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
|          | 19.0          | 19.1     | 19.2     | 19.3     | 19.4     | 19.5     | 19.6     | 19.7     | 19.8     | 19.9     |
| Hasta 35 | 0.010714      | 0.010710 | 0.010726 | 0.010722 | 0.010718 | 0.010714 | 0.010710 | 0.010726 | 0.010722 | 0.010718 |
| 36       | 0.010775      | 0.010771 | 0.010787 | 0.010782 | 0.010778 | 0.010773 | 0.010789 | 0.010785 | 0.010780 | 0.010776 |
| 37       | 0.010857      | 0.010852 | 0.010847 | 0.010843 | 0.010838 | 0.010853 | 0.010849 | 0.010844 | 0.010839 | 0.010855 |
| 38       | 0.010920      | 0.010914 | 0.010930 | 0.010925 | 0.010919 | 0.010914 | 0.010929 | 0.010924 | 0.010919 | 0.010914 |
| 39       | 0.011004      | 0.010998 | 0.011013 | 0.011008 | 0.011002 | 0.010996 | 0.011011 | 0.011006 | 0.011000 | 0.011015 |
| 40       | 0.011111      | 0.011105 | 0.011098 | 0.011092 | 0.011107 | 0.011101 | 0.011094 | 0.011109 | 0.011103 | 0.011097 |
| 41       | 0.011198      | 0.011213 | 0.011206 | 0.011199 | 0.011214 | 0.011207 | 0.011200 | 0.011214 | 0.011208 | 0.011201 |
| 42       | 0.011332      | 0.011324 | 0.011316 | 0.011331 | 0.011323 | 0.011315 | 0.011329 | 0.011322 | 0.011336 | 0.011328 |
| 43       | 0.011469      | 0.011460 | 0.011451 | 0.011465 | 0.011457 | 0.011471 | 0.011462 | 0.011453 | 0.011467 | 0.011459 |
| 44       | 0.011609      | 0.011623 | 0.011613 | 0.011627 | 0.011617 | 0.011607 | 0.011621 | 0.011611 | 0.011624 | 0.011615 |
| 45       | 0.011801      | 0.011790 | 0.011779 | 0.011792 | 0.011781 | 0.011794 | 0.011784 | 0.011796 | 0.011786 | 0.011798 |
| 46       | 0.012000      | 0.011987 | 0.012000 | 0.011988 | 0.011975 | 0.011988 | 0.011976 | 0.011988 | 0.011976 | 0.011988 |
| 47       | 0.012206      | 0.012217 | 0.012203 | 0.012215 | 0.012227 | 0.012213 | 0.012225 | 0.012211 | 0.012222 | 0.012209 |
| 48       | 0.012473      | 0.012484 | 0.012468 | 0.012478 | 0.012489 | 0.012473 | 0.012484 | 0.012468 | 0.012479 | 0.012463 |
| 49       | 0.012780      | 0.012790 | 0.012772 | 0.012781 | 0.012791 | 0.012773 | 0.012783 | 0.012765 | 0.012774 | 0.012784 |
| 50       | 0.013134      | 0.013142 | 0.013121 | 0.013129 | 0.013138 | 0.013117 | 0.013125 | 0.013133 | 0.013142 | 0.013121 |
| 51       | 0.013539      | 0.013546 | 0.013553 | 0.013528 | 0.013535 | 0.013542 | 0.013548 | 0.013555 | 0.013531 | 0.013537 |
| 52       | 0.014039      | 0.014010 | 0.014015 | 0.014019 | 0.014024 | 0.014029 | 0.014033 | 0.014038 | 0.014009 | 0.014014 |
| 53       | 0.014615      | 0.014617 | 0.014619 | 0.014621 | 0.014586 | 0.014589 | 0.014591 | 0.014593 | 0.014595 | 0.014597 |
| 54       | 0.015282      | 0.015280 | 0.015319 | 0.015317 | 0.015316 | 0.015314 | 0.015313 | 0.015311 | 0.015309 | 0.015308 |
| 55       | 0.016147      | 0.016141 | 0.016134 | 0.016128 | 0.016167 | 0.016160 | 0.016154 | 0.016148 | 0.016141 | 0.016135 |
| 56       | 0.017221      | 0.017207 | 0.017194 | 0.017232 | 0.017219 | 0.017206 | 0.017193 | 0.017230 | 0.017217 | 0.017205 |
| 57       | 0.018567      | 0.018544 | 0.018521 | 0.018558 | 0.018535 | 0.018571 | 0.018549 | 0.018527 | 0.018563 | 0.018540 |
| 58       | 0.020285      | 0.020319 | 0.020282 | 0.020316 | 0.020279 | 0.020313 | 0.020276 | 0.020309 | 0.020273 | 0.020306 |
| 59       | 0.022619      | 0.022648 | 0.022677 | 0.022617 | 0.022646 | 0.022674 | 0.022615 | 0.022644 | 0.022672 | 0.022614 |
| 60       | 0.026027      | 0.026045 | 0.025946 | 0.025964 | 0.025982 | 0.026000 | 0.026018 | 0.026035 | 0.025939 | 0.025957 |
| 61       | 0.030978      | 0.030973 | 0.030968 | 0.030963 | 0.030957 | 0.030952 | 0.031111 | 0.031105 | 0.031099 | 0.031094 |
| 62       | 0.039583      | 0.039517 | 0.039452 | 0.039388 | 0.039592 | 0.039527 | 0.039463 | 0.039400 | 0.039600 | 0.039536 |
| 63       | 0.056436      | 0.056733 | 0.056471 | 0.056765 | 0.056505 | 0.056796 | 0.056538 | 0.056827 | 0.056571 | 0.056321 |
| 64 o más | 0.107547      | 0.108113 | 0.108679 | 0.109245 | 0.107778 | 0.108333 | 0.108889 | 0.107455 | 0.108000 | 0.108545 |

| Edad     | Salario (VSM) |          |          |          |          |          |          |          |          |          |
|----------|---------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
|          | 20.0          | 20.1     | 20.2     | 20.3     | 20.4     | 20.5     | 20.6     | 20.7     | 20.8     | 20.9     |
| Hasta 35 | 0.010714      | 0.010710 | 0.010726 | 0.010722 | 0.010718 | 0.010714 | 0.010711 | 0.010725 | 0.010722 | 0.010718 |
| 36       | 0.010772      | 0.010787 | 0.010783 | 0.010779 | 0.010775 | 0.010771 | 0.010785 | 0.010781 | 0.010777 | 0.010773 |
| 37       | 0.010850      | 0.010845 | 0.010841 | 0.010856 | 0.010851 | 0.010847 | 0.010842 | 0.010838 | 0.010852 | 0.010848 |
| 38       | 0.010929      | 0.010924 | 0.010919 | 0.010914 | 0.010929 | 0.010924 | 0.010919 | 0.010914 | 0.010928 | 0.010923 |
| 39       | 0.011009      | 0.011004 | 0.010998 | 0.011013 | 0.011007 | 0.011002 | 0.010996 | 0.011011 | 0.011005 | 0.011000 |
| 40       | 0.011091      | 0.011105 | 0.011099 | 0.011093 | 0.011107 | 0.011101 | 0.011095 | 0.011109 | 0.011103 | 0.011097 |
| 41       | 0.011215      | 0.011208 | 0.011201 | 0.011215 | 0.011209 | 0.011202 | 0.011216 | 0.011209 | 0.011203 | 0.011196 |
| 42       | 0.011321      | 0.011335 | 0.011327 | 0.011320 | 0.011333 | 0.011326 | 0.011319 | 0.011332 | 0.011325 | 0.011318 |
| 43       | 0.011450      | 0.011464 | 0.011456 | 0.011469 | 0.011461 | 0.011453 | 0.011466 | 0.011458 | 0.011471 | 0.011463 |
| 44       | 0.011605      | 0.011618 | 0.011609 | 0.011622 | 0.011613 | 0.011604 | 0.011617 | 0.011607 | 0.011620 | 0.011611 |
| 45       | 0.011788      | 0.011777 | 0.011790 | 0.011779 | 0.011792 | 0.011782 | 0.011794 | 0.011784 | 0.011796 | 0.011786 |
| 46       | 0.011976      | 0.011988 | 0.011976 | 0.011988 | 0.011977 | 0.011988 | 0.011977 | 0.011988 | 0.011977 | 0.011989 |
| 47       | 0.012220      | 0.012206 | 0.012218 | 0.012204 | 0.012216 | 0.012202 | 0.012213 | 0.012224 | 0.012211 | 0.012222 |
| 48       | 0.012474      | 0.012484 | 0.012469 | 0.012480 | 0.012464 | 0.012475 | 0.012485 | 0.012470 | 0.012480 | 0.012465 |
| 49       | 0.012766      | 0.012775 | 0.012785 | 0.012767 | 0.012777 | 0.012786 | 0.012769 | 0.012778 | 0.012787 | 0.012770 |
| 50       | 0.013129      | 0.013137 | 0.013117 | 0.013125 | 0.013133 | 0.013141 | 0.013121 | 0.013129 | 0.013137 | 0.013117 |
| 51       | 0.013544      | 0.013551 | 0.013527 | 0.013533 | 0.013540 | 0.013546 | 0.013553 | 0.013529 | 0.013536 | 0.013542 |
| 52       | 0.014019      | 0.014023 | 0.014028 | 0.014032 | 0.014037 | 0.014009 | 0.014014 | 0.014018 | 0.014022 | 0.014027 |
| 53       | 0.014599      | 0.014600 | 0.014602 | 0.014604 | 0.014606 | 0.014608 | 0.014610 | 0.014612 | 0.014614 | 0.014615 |
| 54       | 0.015306      | 0.015305 | 0.015303 | 0.015302 | 0.015300 | 0.015299 | 0.015297 | 0.015296 | 0.015294 | 0.015293 |
| 55       | 0.016129      | 0.016166 | 0.016160 | 0.016154 | 0.016148 | 0.016142 | 0.016136 | 0.016130 | 0.016166 | 0.016160 |
| 56       | 0.017192      | 0.017229 | 0.017216 | 0.017203 | 0.017191 | 0.017227 | 0.017214 | 0.017202 | 0.017190 | 0.017225 |
| 57       | 0.018519      | 0.018554 | 0.018532 | 0.018567 | 0.018545 | 0.018524 | 0.018559 | 0.018537 | 0.018571 | 0.018550 |
| 58       | 0.020270      | 0.020303 | 0.020268 | 0.020300 | 0.020265 | 0.020297 | 0.020262 | 0.020294 | 0.020326 | 0.020291 |
| 59       | 0.022642      | 0.022669 | 0.022612 | 0.022639 | 0.022667 | 0.022610 | 0.022637 | 0.022664 | 0.022691 | 0.022635 |
| 60       | 0.025974      | 0.025991 | 0.026009 | 0.026026 | 0.025932 | 0.025949 | 0.025966 | 0.025983 | 0.026000 | 0.026017 |
| 61       | 0.031088      | 0.031082 | 0.031077 | 0.031071 | 0.031066 | 0.031061 | 0.031055 | 0.031050 | 0.031045 | 0.031040 |
| 62       | 0.039474      | 0.039412 | 0.039608 | 0.039545 | 0.039484 | 0.039423 | 0.039615 | 0.039554 | 0.039494 | 0.039434 |
| 63       | 0.056604      | 0.056355 | 0.056636 | 0.056389 | 0.056667 | 0.056422 | 0.056697 | 0.056455 | 0.056727 | 0.056486 |
| 64 o más | 0.109091      | 0.107679 | 0.108214 | 0.108750 | 0.107368 | 0.107895 | 0.108421 | 0.108947 | 0.107586 | 0.108103 |

| Edad     | Salario (VSM) |          |          |          |          |          |          |          |          |          |
|----------|---------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
|          | 21.0          | 21.1     | 21.2     | 21.3     | 21.4     | 21.5     | 21.6     | 21.7     | 21.8     | 21.9     |
| Hasta 35 | 0.010714      | 0.010711 | 0.010725 | 0.010721 | 0.010718 | 0.010714 | 0.010711 | 0.010725 | 0.010721 | 0.010718 |
| 36       | 0.010788      | 0.010784 | 0.010780 | 0.010776 | 0.010772 | 0.010786 | 0.010782 | 0.010778 | 0.010774 | 0.010770 |
| 37       | 0.010843      | 0.010839 | 0.010853 | 0.010849 | 0.010845 | 0.010840 | 0.010854 | 0.010850 | 0.010846 | 0.010842 |
| 38       | 0.010919      | 0.010914 | 0.010928 | 0.010923 | 0.010918 | 0.010914 | 0.010927 | 0.010923 | 0.010918 | 0.010914 |
| 39       | 0.011014      | 0.011009 | 0.011003 | 0.010998 | 0.011012 | 0.011007 | 0.011002 | 0.010997 | 0.011010 | 0.011005 |
| 40       | 0.011092      | 0.011105 | 0.011099 | 0.011094 | 0.011107 | 0.011102 | 0.011096 | 0.011090 | 0.011104 | 0.011098 |
| 41       | 0.011210      | 0.011204 | 0.011197 | 0.011211 | 0.011204 | 0.011198 | 0.011211 | 0.011205 | 0.011199 | 0.011212 |
| 42       | 0.011331      | 0.011324 | 0.011317 | 0.011330 | 0.011323 | 0.011316 | 0.011329 | 0.011322 | 0.011334 | 0.011328 |
| 43       | 0.011455      | 0.011467 | 0.011459 | 0.011452 | 0.011464 | 0.011456 | 0.011469 | 0.011461 | 0.011454 | 0.011466 |
| 44       | 0.011624      | 0.011615 | 0.011606 | 0.011618 | 0.011609 | 0.011622 | 0.011613 | 0.011604 | 0.011616 | 0.011608 |
| 45       | 0.011798      | 0.011788 | 0.011778 | 0.011790 | 0.011780 | 0.011792 | 0.011782 | 0.011793 | 0.011784 | 0.011795 |
| 46       | 0.011977      | 0.011989 | 0.011977 | 0.011989 | 0.011978 | 0.011989 | 0.011978 | 0.011989 | 0.011978 | 0.011989 |
| 47       | 0.012209      | 0.012220 | 0.012207 | 0.012218 | 0.012205 | 0.012216 | 0.012203 | 0.012214 | 0.012224 | 0.012212 |
| 48       | 0.012475      | 0.012485 | 0.012471 | 0.012480 | 0.012466 | 0.012476 | 0.012486 | 0.012471 | 0.012481 | 0.012467 |
| 49       | 0.012779      | 0.012788 | 0.012771 | 0.012780 | 0.012789 | 0.012772 | 0.012781 | 0.012765 | 0.012773 | 0.012782 |
| 50       | 0.013125      | 0.013133 | 0.013140 | 0.013121 | 0.013129 | 0.013136 | 0.013117 | 0.013125 | 0.013133 | 0.013140 |
| 51       | 0.013548      | 0.013526 | 0.013532 | 0.013538 | 0.013544 | 0.013550 | 0.013528 | 0.013534 | 0.013540 | 0.013546 |
| 52       | 0.014031      | 0.014035 | 0.014009 | 0.014013 | 0.014017 | 0.014022 | 0.014026 | 0.014030 | 0.014034 | 0.014009 |
| 53       | 0.014617      | 0.014585 | 0.014587 | 0.014589 | 0.014591 | 0.014593 | 0.014595 | 0.014596 | 0.014598 | 0.014600 |
| 54       | 0.015291      | 0.015290 | 0.015288 | 0.015287 | 0.015286 | 0.015284 | 0.015283 | 0.015282 | 0.015280 | 0.015315 |
| 55       | 0.016154      | 0.016148 | 0.016142 | 0.016136 | 0.016131 | 0.016165 | 0.016160 | 0.016154 | 0.016148 | 0.016143 |
| 56       | 0.017213      | 0.017201 | 0.017189 | 0.017224 | 0.017212 | 0.017200 | 0.017188 | 0.017222 | 0.017211 | 0.017199 |
| 57       | 0.018529      | 0.018563 | 0.018542 | 0.018522 | 0.018555 | 0.018534 | 0.018567 | 0.018547 | 0.018527 | 0.018559 |
| 58       | 0.020323      | 0.020288 | 0.020319 | 0.020286 | 0.020316 | 0.020283 | 0.020313 | 0.020280 | 0.020311 | 0.020278 |
| 59       | 0.022662      | 0.022688 | 0.022633 | 0.022660 | 0.022686 | 0.022632 | 0.022657 | 0.022683 | 0.022630 | 0.022655 |
| 60       | 0.026033      | 0.025943 | 0.025959 | 0.025976 | 0.025992 | 0.026008 | 0.026024 | 0.025936 | 0.025952 | 0.025968 |
| 61       | 0.031034      | 0.031029 | 0.031024 | 0.031019 | 0.031014 | 0.031010 | 0.031005 | 0.031000 | 0.030995 | 0.030991 |
| 62       | 0.039623      | 0.039563 | 0.039503 | 0.039444 | 0.039387 | 0.039571 | 0.039512 | 0.039455 | 0.039398 | 0.039578 |
| 63       | 0.056757      | 0.056518 | 0.056786 | 0.056549 | 0.056316 | 0.056579 | 0.056348 | 0.056609 | 0.056379 | 0.056638 |
| 64 o más | 0.108621      | 0.109138 | 0.107797 | 0.108305 | 0.108814 | 0.107500 | 0.108000 | 0.108500 | 0.109000 | 0.107705 |

| Edad     | Salario (VSM) |          |          |          |          |          |          |          |          |          |
|----------|---------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
|          | 22.0          | 22.1     | 22.2     | 22.3     | 22.4     | 22.5     | 22.6     | 22.7     | 22.8     | 22.9     |
| Hasta 35 | 0.010714      | 0.010711 | 0.010725 | 0.010721 | 0.010718 | 0.010714 | 0.010711 | 0.010724 | 0.010721 | 0.010718 |
| 36       | 0.010784      | 0.010780 | 0.010777 | 0.010773 | 0.010787 | 0.010783 | 0.010779 | 0.010775 | 0.010772 | 0.010785 |
| 37       | 0.010837      | 0.010851 | 0.010847 | 0.010843 | 0.010839 | 0.010852 | 0.010848 | 0.010844 | 0.010840 | 0.010853 |
| 38       | 0.010927      | 0.010923 | 0.010918 | 0.010914 | 0.010927 | 0.010922 | 0.010918 | 0.010913 | 0.010927 | 0.010922 |
| 39       | 0.011000      | 0.011013 | 0.011008 | 0.011003 | 0.010998 | 0.011011 | 0.011006 | 0.011002 | 0.010997 | 0.011010 |
| 40       | 0.011092      | 0.011106 | 0.011100 | 0.011095 | 0.011107 | 0.011102 | 0.011097 | 0.011091 | 0.011104 | 0.011099 |
| 41       | 0.011205      | 0.011199 | 0.011212 | 0.011206 | 0.011200 | 0.011213 | 0.011207 | 0.011201 | 0.011213 | 0.011207 |
| 42       | 0.011321      | 0.011333 | 0.011327 | 0.011320 | 0.011332 | 0.011326 | 0.011319 | 0.011331 | 0.011325 | 0.011318 |
| 43       | 0.011458      | 0.011451 | 0.011463 | 0.011455 | 0.011468 | 0.011460 | 0.011453 | 0.011465 | 0.011457 | 0.011469 |
| 44       | 0.011620      | 0.011611 | 0.011623 | 0.011615 | 0.011606 | 0.011618 | 0.011610 | 0.011621 | 0.011613 | 0.011605 |
| 45       | 0.011786      | 0.011797 | 0.011788 | 0.011778 | 0.011789 | 0.011780 | 0.011791 | 0.011782 | 0.011793 | 0.011784 |
| 46       | 0.011978      | 0.011989 | 0.011978 | 0.011989 | 0.011979 | 0.011989 | 0.011979 | 0.011989 | 0.011979 | 0.011990 |
| 47       | 0.012222      | 0.012210 | 0.012220 | 0.012208 | 0.012218 | 0.012206 | 0.012216 | 0.012204 | 0.012214 | 0.012202 |
| 48       | 0.012476      | 0.012486 | 0.012472 | 0.012481 | 0.012468 | 0.012477 | 0.012463 | 0.012473 | 0.012482 | 0.012468 |
| 49       | 0.012766      | 0.012775 | 0.012783 | 0.012767 | 0.012776 | 0.012784 | 0.012768 | 0.012777 | 0.012785 | 0.012770 |
| 50       | 0.013121      | 0.013129 | 0.013136 | 0.013118 | 0.013125 | 0.013132 | 0.013140 | 0.013121 | 0.013129 | 0.013136 |
| 51       | 0.013525      | 0.013531 | 0.013537 | 0.013543 | 0.013548 | 0.013527 | 0.013533 | 0.013539 | 0.013545 | 0.013550 |
| 52       | 0.014013      | 0.014017 | 0.014021 | 0.014025 | 0.014029 | 0.014033 | 0.014008 | 0.014012 | 0.014016 | 0.014020 |
| 53       | 0.014602      | 0.014604 | 0.014605 | 0.014607 | 0.014609 | 0.014610 | 0.014612 | 0.014614 | 0.014615 | 0.014586 |
| 54       | 0.015313      | 0.015312 | 0.015310 | 0.015309 | 0.015308 | 0.015306 | 0.015305 | 0.015303 | 0.015302 | 0.015301 |
| 55       | 0.016137      | 0.016131 | 0.016165 | 0.016159 | 0.016154 | 0.016148 | 0.016143 | 0.016137 | 0.016132 | 0.016165 |
| 56       | 0.017188      | 0.017221 | 0.017209 | 0.017198 | 0.017187 | 0.017219 | 0.017208 | 0.017197 | 0.017186 | 0.017218 |
| 57       | 0.018539      | 0.018520 | 0.018552 | 0.018532 | 0.018564 | 0.018544 | 0.018525 | 0.018556 | 0.018537 | 0.018568 |
| 58       | 0.020308      | 0.020275 | 0.020305 | 0.020273 | 0.020302 | 0.020270 | 0.020299 | 0.020268 | 0.020297 | 0.020265 |
| 59       | 0.022680      | 0.022628 | 0.022653 | 0.022678 | 0.022626 | 0.022651 | 0.022676 | 0.022625 | 0.022649 | 0.022673 |
| 60       | 0.025984      | 0.026000 | 0.026016 | 0.025930 | 0.025946 | 0.025962 | 0.025977 | 0.025992 | 0.026008 | 0.026023 |
| 61       | 0.030986      | 0.030981 | 0.030977 | 0.030972 | 0.030968 | 0.030963 | 0.030959 | 0.030955 | 0.031091 | 0.031086 |
| 62       | 0.039521      | 0.039464 | 0.039408 | 0.039586 | 0.039529 | 0.039474 | 0.039419 | 0.039593 | 0.039538 | 0.039483 |
| 63       | 0.056410      | 0.056667 | 0.056441 | 0.056695 | 0.056471 | 0.056723 | 0.056500 | 0.056750 | 0.056529 | 0.056777 |
| 64 o más | 0.108197      | 0.108689 | 0.107419 | 0.107903 | 0.108387 | 0.108871 | 0.107619 | 0.108095 | 0.108571 | 0.107344 |

| Edad     | Salario (VSM) |          |          |          |          |          |          |          |          |          |
|----------|---------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
|          | 23.0          | 23.1     | 23.2     | 23.3     | 23.4     | 23.5     | 23.6     | 23.7     | 23.8     | 23.9     |
| Hasta 35 | 0.010714      | 0.010711 | 0.010724 | 0.010721 | 0.010718 | 0.010714 | 0.010711 | 0.010724 | 0.010721 | 0.010717 |
| 36       | 0.010781      | 0.010778 | 0.010774 | 0.010770 | 0.010783 | 0.010780 | 0.010776 | 0.010773 | 0.010785 | 0.010782 |
| 37       | 0.010849      | 0.010845 | 0.010841 | 0.010837 | 0.010850 | 0.010846 | 0.010842 | 0.010838 | 0.010851 | 0.010847 |
| 38       | 0.010918      | 0.010913 | 0.010926 | 0.010922 | 0.010918 | 0.010913 | 0.010926 | 0.010922 | 0.010917 | 0.010913 |
| 39       | 0.011005      | 0.011000 | 0.011013 | 0.011008 | 0.011003 | 0.010998 | 0.011011 | 0.011006 | 0.011002 | 0.010997 |
| 40       | 0.011093      | 0.011106 | 0.011100 | 0.011095 | 0.011090 | 0.011102 | 0.011097 | 0.011092 | 0.011104 | 0.011099 |
| 41       | 0.011201      | 0.011214 | 0.011208 | 0.011202 | 0.011196 | 0.011208 | 0.011203 | 0.011197 | 0.011209 | 0.011203 |
| 42       | 0.011330      | 0.011324 | 0.011317 | 0.011329 | 0.011323 | 0.011316 | 0.011328 | 0.011322 | 0.011315 | 0.011327 |
| 43       | 0.011462      | 0.011455 | 0.011466 | 0.011459 | 0.011452 | 0.011463 | 0.011456 | 0.011468 | 0.011461 | 0.011454 |
| 44       | 0.011616      | 0.011608 | 0.011619 | 0.011611 | 0.011603 | 0.011614 | 0.011607 | 0.011618 | 0.011610 | 0.011621 |
| 45       | 0.011795      | 0.011786 | 0.011797 | 0.011788 | 0.011779 | 0.011789 | 0.011780 | 0.011791 | 0.011782 | 0.011793 |
| 46       | 0.011979      | 0.011990 | 0.011979 | 0.011990 | 0.011980 | 0.011990 | 0.011980 | 0.011990 | 0.011980 | 0.011990 |
| 47       | 0.012212      | 0.012222 | 0.012211 | 0.012220 | 0.012209 | 0.012218 | 0.012207 | 0.012216 | 0.012205 | 0.012215 |
| 48       | 0.012477      | 0.012464 | 0.012473 | 0.012482 | 0.012469 | 0.012478 | 0.012465 | 0.012474 | 0.012483 | 0.012470 |
| 49       | 0.012778      | 0.012786 | 0.012771 | 0.012779 | 0.012787 | 0.012772 | 0.012780 | 0.012765 | 0.012773 | 0.012781 |
| 50       | 0.013118      | 0.013125 | 0.013132 | 0.013114 | 0.013121 | 0.013128 | 0.013135 | 0.013118 | 0.013125 | 0.013132 |
| 51       | 0.013529      | 0.013535 | 0.013541 | 0.013547 | 0.013526 | 0.013532 | 0.013537 | 0.013543 | 0.013548 | 0.013528 |
| 52       | 0.014024      | 0.014028 | 0.014032 | 0.014036 | 0.014012 | 0.014016 | 0.014020 | 0.014024 | 0.014028 | 0.014031 |
| 53       | 0.014588      | 0.014589 | 0.014591 | 0.014593 | 0.014595 | 0.014596 | 0.014598 | 0.014600 | 0.014601 | 0.014603 |
| 54       | 0.015299      | 0.015298 | 0.015297 | 0.015295 | 0.015294 | 0.015293 | 0.015292 | 0.015290 | 0.015289 | 0.015288 |
| 55       | 0.016159      | 0.016154 | 0.016148 | 0.016143 | 0.016138 | 0.016133 | 0.016128 | 0.016159 | 0.016154 | 0.016149 |
| 56       | 0.017207      | 0.017196 | 0.017185 | 0.017217 | 0.017206 | 0.017195 | 0.017184 | 0.017215 | 0.017205 | 0.017194 |
| 57       | 0.018548      | 0.018529 | 0.018560 | 0.018541 | 0.018522 | 0.018553 | 0.018534 | 0.018564 | 0.018545 | 0.018527 |
| 58       | 0.020294      | 0.020263 | 0.020292 | 0.020261 | 0.020289 | 0.020317 | 0.020287 | 0.020314 | 0.020284 | 0.020312 |
| 59       | 0.022623      | 0.022647 | 0.022671 | 0.022621 | 0.022645 | 0.022669 | 0.022620 | 0.022643 | 0.022667 | 0.022618 |
| 60       | 0.025940      | 0.025955 | 0.025970 | 0.025985 | 0.026000 | 0.026015 | 0.025934 | 0.025949 | 0.025964 | 0.025978 |
| 61       | 0.031081      | 0.031076 | 0.031071 | 0.031067 | 0.031062 | 0.031057 | 0.031053 | 0.031048 | 0.031043 | 0.031039 |
| 62       | 0.039429      | 0.039600 | 0.039545 | 0.039492 | 0.039438 | 0.039385 | 0.039553 | 0.039500 | 0.039448 | 0.039396 |
| 63       | 0.056557      | 0.056341 | 0.056585 | 0.056371 | 0.056613 | 0.056400 | 0.056640 | 0.056429 | 0.056667 | 0.056457 |
| 64 o más | 0.107813      | 0.108281 | 0.108750 | 0.107538 | 0.108000 | 0.108462 | 0.108923 | 0.107727 | 0.108182 | 0.108636 |

| Edad     | Salario (VSM) |          |          |          |          |          |          |          |          |          |          |
|----------|---------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
|          | 24.0          | 24.1     | 24.2     | 24.3     | 24.4     | 24.5     | 24.6     | 24.7     | 24.8     | 24.9     | 25.0     |
| Hasta 35 | 0.010714      | 0.010711 | 0.010724 | 0.010721 | 0.010717 | 0.010714 | 0.010711 | 0.010724 | 0.010720 | 0.010717 | 0.010714 |
| 36       | 0.010778      | 0.010775 | 0.010772 | 0.010784 | 0.010781 | 0.010777 | 0.010774 | 0.010770 | 0.010783 | 0.010779 | 0.010776 |
| 37       | 0.010843      | 0.010840 | 0.010852 | 0.010848 | 0.010844 | 0.010841 | 0.010837 | 0.010849 | 0.010845 | 0.010842 | 0.010838 |
| 38       | 0.010926      | 0.010921 | 0.010917 | 0.010913 | 0.010925 | 0.010921 | 0.010917 | 0.010913 | 0.010925 | 0.010921 | 0.010917 |
| 39       | 0.011009      | 0.011005 | 0.011000 | 0.010995 | 0.011008 | 0.011003 | 0.010999 | 0.011010 | 0.011006 | 0.011001 | 0.010997 |
| 40       | 0.011094      | 0.011106 | 0.011101 | 0.011096 | 0.011091 | 0.011103 | 0.011098 | 0.011093 | 0.011104 | 0.011100 | 0.011095 |
| 41       | 0.011198      | 0.011209 | 0.011204 | 0.011198 | 0.011210 | 0.011204 | 0.011199 | 0.011210 | 0.011205 | 0.011199 | 0.011211 |
| 42       | 0.011321      | 0.011332 | 0.011326 | 0.011320 | 0.011331 | 0.011325 | 0.011319 | 0.011330 | 0.011324 | 0.011318 | 0.011329 |
| 43       | 0.011465      | 0.011458 | 0.011451 | 0.011462 | 0.011455 | 0.011466 | 0.011460 | 0.011453 | 0.011464 | 0.011457 | 0.011450 |
| 44       | 0.011613      | 0.011605 | 0.011616 | 0.011608 | 0.011619 | 0.011611 | 0.011604 | 0.011614 | 0.011607 | 0.011617 | 0.011610 |
| 45       | 0.011784      | 0.011794 | 0.011786 | 0.011777 | 0.011787 | 0.011779 | 0.011789 | 0.011781 | 0.011791 | 0.011782 | 0.011792 |
| 46       | 0.011980      | 0.011990 | 0.011980 | 0.011990 | 0.011980 | 0.011990 | 0.011981 | 0.011990 | 0.011981 | 0.011990 | 0.011981 |
| 47       | 0.012203      | 0.012213 | 0.012222 | 0.012211 | 0.012220 | 0.012209 | 0.012219 | 0.012208 | 0.012217 | 0.012206 | 0.012215 |
| 48       | 0.012478      | 0.012466 | 0.012474 | 0.012483 | 0.012470 | 0.012479 | 0.012466 | 0.012475 | 0.012483 | 0.012471 | 0.012479 |
| 49       | 0.012766      | 0.012774 | 0.012782 | 0.012767 | 0.012775 | 0.012783 | 0.012768 | 0.012776 | 0.012784 | 0.012769 | 0.012777 |
| 50       | 0.013115      | 0.013122 | 0.013128 | 0.013135 | 0.013118 | 0.013125 | 0.013132 | 0.013115 | 0.013122 | 0.013128 | 0.013135 |
| 51       | 0.013534      | 0.013539 | 0.013545 | 0.013525 | 0.013530 | 0.013536 | 0.013541 | 0.013547 | 0.013527 | 0.013533 | 0.013538 |
| 52       | 0.014035      | 0.014012 | 0.014015 | 0.014019 | 0.014023 | 0.014027 | 0.014030 | 0.014034 | 0.014011 | 0.014015 | 0.014019 |
| 53       | 0.014604      | 0.014606 | 0.014608 | 0.014609 | 0.014611 | 0.014612 | 0.014585 | 0.014587 | 0.014588 | 0.014590 | 0.014591 |
| 54       | 0.015287      | 0.015285 | 0.015284 | 0.015283 | 0.015282 | 0.015281 | 0.015280 | 0.015310 | 0.015309 | 0.015307 | 0.015306 |
| 55       | 0.016143      | 0.016138 | 0.016133 | 0.016128 | 0.016159 | 0.016154 | 0.016149 | 0.016144 | 0.016139 | 0.016134 | 0.016129 |
| 56       | 0.017184      | 0.017214 | 0.017204 | 0.017193 | 0.017183 | 0.017213 | 0.017203 | 0.017193 | 0.017182 | 0.017212 | 0.017202 |
| 57       | 0.018557      | 0.018538 | 0.018520 | 0.018550 | 0.018532 | 0.018561 | 0.018543 | 0.018525 | 0.018554 | 0.018536 | 0.018519 |
| 58       | 0.020282      | 0.020309 | 0.020279 | 0.020306 | 0.020277 | 0.020304 | 0.020275 | 0.020301 | 0.020272 | 0.020299 | 0.020270 |
| 59       | 0.022642      | 0.022665 | 0.022617 | 0.022640 | 0.022663 | 0.022615 | 0.022638 | 0.022661 | 0.022614 | 0.022636 | 0.022659 |
| 60       | 0.025993      | 0.026007 | 0.026022 | 0.025943 | 0.025957 | 0.025972 | 0.025986 | 0.026000 | 0.026014 | 0.025938 | 0.025952 |
| 61       | 0.031034      | 0.031030 | 0.031026 | 0.031021 | 0.031017 | 0.031013 | 0.031008 | 0.031004 | 0.031000 | 0.030996 | 0.030992 |
| 62       | 0.039560      | 0.039508 | 0.039457 | 0.039405 | 0.039568 | 0.039516 | 0.039465 | 0.039415 | 0.039574 | 0.039524 | 0.039474 |
| 63       | 0.056693      | 0.056484 | 0.056719 | 0.056512 | 0.056744 | 0.056538 | 0.056336 | 0.056565 | 0.056364 | 0.056591 | 0.056391 |
| 64 o más | 0.107463      | 0.107910 | 0.108358 | 0.108806 | 0.107647 | 0.108088 | 0.108529 | 0.107391 | 0.107826 | 0.108261 | 0.108696 |

**E. Tabla de Tasas de Interés.**

| SALARIO (VSMM)* | TASA DE INTERÉS % | SALARIO (VSMM)* | TASA DE INTERÉS % |
|-----------------|-------------------|-----------------|-------------------|
| 1.0 a 1.5       | 4.00%             | 3.6             | 7.50%             |
| 1.6             | 4.20%             | 3.7             | 7.70%             |
| 1.7             | 4.40%             | 3.8             | 7.90%             |
| 1.8             | 4.60%             | 3.9             | 8.00%             |
| 1.9             | 4.80%             | 4.0             | 8.00%             |
| 2.0             | 5.00%             | 4.1             | 8.10%             |
| 2.1             | 5.10%             | 4.2             | 8.20%             |
| 2.2             | 5.20%             | 4.3             | 8.30%             |
| 2.3             | 5.30%             | 4.4             | 8.40%             |
| 2.4             | 5.40%             | 4.5             | 8.50%             |
| 2.5             | 5.50%             | 4.6             | 8.50%             |
| 2.6             | 5.60%             | 4.7             | 8.60%             |
| 2.7             | 5.70%             | 4.8             | 8.70%             |
| 2.8             | 5.80%             | 4.9             | 8.80%             |
| 2.9             | 5.90%             | 5.0 a 6.0       | 9.00%             |
| 3.0             | 6.00%             | 6.1             | 9.10%             |
| 3.1             | 6.30%             | 6.2             | 9.2%              |
| 3.2             | 6.60%             | 6.3             | 9.30%             |
| 3.3             | 6.90%             | 6.4             | 9.40%             |
| 3.4             | 7.00%             | 6.5 a 10.0      | 9.50%             |
| 3.5             | 7.30%             | 10.1 y más      | 10.00%            |

\* En veces el salario mínimo mensual vigente en el Distrito Federal.

**F. Cuota Mensual de Amortización.**

La Cuota Mensual de Amortización se establecerá en veces el Salario Mínimo, para lo cual se multiplicará el monto de crédito a otorgar en veces el salario mínimo, por el factor de descuento que le corresponda, considerando la edad y el ingreso del trabajador de acuerdo a la Tabla de Factores de descuento que se establece en el presente Anexo.

El Instituto también incorporará en el importe de la Cuota Mensual de Amortización el importe correspondiente a la amortización del crédito otorgado para Ecotecnologías, según la cuota mensual que se establece en las Tablas para Ecotecnologías que se establecen en el presente Anexo.

**G. Ajuste del Saldo del Crédito.**

El saldo de los créditos se ajustará cada vez que se modifiquen los salarios mínimos, incrementándose en la misma proporción en que aumente el salario mínimo general vigente en el Distrito Federal.

La tasa de interés variable se ajustará semestralmente cuando el promedio del salario mensual integrado del trabajador derechohabiente varíe respecto al promedio del año inmediato anterior. Para efectos de lo anterior, el monto del salario mensual integrado del trabajador que se considerará será el mayor entre el salario mensual promedio que hubiere tenido en los últimos seis bimestres y el considerado para el otorgamiento del crédito, expresado este último en múltiplos del salario mínimo general del Distrito Federal.

No obstante lo anterior, el H. Consejo de Administración podrá establecer tasas de interés preferentes con el objeto de incentivar el financiamiento de viviendas que cumplan con requisitos de habitabilidad, ubicación y sustentabilidad, entre otros.

La tasa de interés aplicable inicialmente se determinará en el momento del ejercicio del crédito y en lo subsecuente se determinará y ajustará semestralmente, conforme a lo establecido en el párrafo anterior, para ser aplicada en el siguiente semestre, sin que pueda ser inferior a la determinada en el momento del ejercicio del crédito. El Infonavit informará a los derechohabientes acreditados sobre la tasa de interés aplicada en los dos semestres inmediatos anteriores transcurridos en los correspondientes estados de cuenta que emita.

En caso de que se modifique la tasa de interés variable que se aplicará en el siguiente semestre, conforme a lo dispuesto en el segundo párrafo, para el efecto de asegurar que el crédito otorgado se amortice en el plazo de amortización del crédito que se hubiere pactado en el respectivo contrato, se podrá ajustar concomitantemente la Cuota Mensual de Amortización y el pago correspondiente al Régimen Especial de Amortización.

**H. Gastos de Titulación, financieros y de operación.**

Del monto del crédito a otorgar al trabajador, se descontará el cinco por ciento por concepto de gastos de titulación, financieros y de operación del propio crédito.

## ANEXO 3.

## Términos y requisitos aplicables a los créditos no indexados al salario mínimo.

## A. Tabla Montos Máximos de Crédito

| Salario (VSM) | Plazo (años) |     |     |     |     |     |     |     |     |     |     |     |     |     |     |
|---------------|--------------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
|               | 30           | 29  | 28  | 27  | 26  | 25  | 24  | 23  | 22  | 21  | 20  | 19  | 18  | 17  | 16  |
| 1.0           | 89           | 86  | 84  | 81  | 79  | 76  | 74  | 71  | 68  | 66  | 63  | 60  | 57  | 54  | 51  |
| 1.1           | 89           | 87  | 84  | 82  | 80  | 77  | 75  | 72  | 70  | 67  | 65  | 62  | 59  | 57  | 54  |
| 1.2           | 89           | 87  | 85  | 83  | 81  | 79  | 77  | 74  | 72  | 69  | 67  | 64  | 62  | 59  | 56  |
| 1.3           | 89           | 87  | 85  | 83  | 81  | 79  | 77  | 75  | 73  | 70  | 68  | 65  | 63  | 60  | 58  |
| 1.4           | 90           | 88  | 86  | 85  | 83  | 81  | 79  | 77  | 75  | 72  | 70  | 68  | 65  | 63  | 60  |
| 1.5           | 92           | 90  | 88  | 87  | 85  | 83  | 81  | 79  | 77  | 75  | 71  | 69  | 67  | 64  | 61  |
| 1.6           | 94           | 92  | 90  | 88  | 86  | 84  | 82  | 80  | 78  | 76  | 74  | 71  | 69  | 66  | 63  |
| 1.7           | 97           | 95  | 94  | 92  | 90  | 88  | 86  | 84  | 81  | 79  | 76  | 75  | 72  | 69  | 66  |
| 1.8           | 101          | 99  | 97  | 95  | 94  | 92  | 90  | 88  | 85  | 83  | 80  | 78  | 76  | 73  | 70  |
| 1.9           | 104          | 102 | 100 | 98  | 96  | 95  | 93  | 91  | 88  | 86  | 83  | 80  | 78  | 76  | 72  |
| 2.0           | 106          | 104 | 102 | 100 | 98  | 96  | 95  | 93  | 90  | 88  | 85  | 83  | 80  | 77  | 74  |
| 2.1           | 110          | 108 | 106 | 104 | 102 | 100 | 98  | 95  | 94  | 91  | 89  | 86  | 83  | 80  | 77  |
| 2.2           | 114          | 112 | 110 | 108 | 106 | 104 | 102 | 99  | 97  | 95  | 92  | 89  | 86  | 83  | 80  |
| 2.3           | 118          | 116 | 114 | 113 | 111 | 109 | 106 | 104 | 101 | 99  | 96  | 94  | 91  | 87  | 84  |
| 2.4           | 122          | 120 | 118 | 116 | 114 | 112 | 110 | 108 | 105 | 102 | 99  | 96  | 94  | 91  | 87  |
| 2.5           | 125          | 123 | 121 | 119 | 117 | 114 | 113 | 110 | 108 | 105 | 102 | 99  | 96  | 93  | 90  |
| 2.6           | 129          | 127 | 125 | 123 | 120 | 118 | 116 | 114 | 111 | 109 | 106 | 102 | 99  | 96  | 93  |
| 2.7           | 133          | 131 | 129 | 127 | 124 | 122 | 120 | 117 | 114 | 112 | 109 | 106 | 103 | 99  | 95  |
| 2.8           | 135          | 133 | 132 | 130 | 127 | 125 | 122 | 120 | 117 | 114 | 112 | 109 | 105 | 102 | 98  |
| 2.9           | 139          | 137 | 135 | 133 | 131 | 129 | 126 | 124 | 121 | 118 | 115 | 112 | 109 | 105 | 101 |
| 3.0           | 142          | 140 | 138 | 135 | 133 | 132 | 129 | 127 | 124 | 121 | 117 | 114 | 111 | 108 | 104 |
| 3.1           | 142          | 140 | 138 | 136 | 134 | 132 | 130 | 127 | 124 | 122 | 118 | 115 | 113 | 109 | 105 |
| 3.2           | 143          | 141 | 139 | 137 | 135 | 133 | 131 | 129 | 126 | 123 | 120 | 117 | 114 | 111 | 107 |
| 3.3           | 143          | 141 | 139 | 137 | 135 | 133 | 132 | 129 | 127 | 124 | 121 | 118 | 115 | 112 | 108 |
| 3.4           | 144          | 142 | 140 | 138 | 136 | 134 | 133 | 131 | 128 | 125 | 122 | 119 | 116 | 113 | 109 |
| 3.5           | 145          | 143 | 141 | 140 | 138 | 136 | 133 | 132 | 130 | 127 | 124 | 121 | 118 | 114 | 111 |
| 3.6           | 146          | 144 | 142 | 141 | 139 | 137 | 135 | 133 | 131 | 128 | 125 | 122 | 119 | 116 | 113 |
| 3.7           | 147          | 145 | 143 | 142 | 140 | 138 | 136 | 134 | 132 | 130 | 127 | 124 | 121 | 117 | 114 |
| 3.8           | 148          | 146 | 145 | 143 | 141 | 139 | 137 | 135 | 133 | 131 | 128 | 125 | 122 | 119 | 115 |
| 3.9           | 149          | 147 | 146 | 144 | 142 | 140 | 138 | 136 | 134 | 132 | 129 | 126 | 123 | 120 | 116 |
| 4.0           | 150          | 148 | 147 | 145 | 143 | 141 | 139 | 137 | 135 | 133 | 130 | 127 | 124 | 121 | 117 |
| 4.1           | 152          | 151 | 150 | 148 | 146 | 144 | 142 | 140 | 138 | 135 | 133 | 130 | 127 | 123 | 119 |
| 4.2           | 155          | 153 | 152 | 151 | 149 | 147 | 145 | 143 | 141 | 138 | 135 | 133 | 130 | 126 | 122 |
| 4.3           | 158          | 156 | 155 | 153 | 152 | 150 | 148 | 146 | 143 | 141 | 138 | 135 | 133 | 129 | 125 |
| 4.4           | 162          | 160 | 159 | 157 | 155 | 153 | 152 | 150 | 147 | 145 | 142 | 139 | 135 | 133 | 129 |
| 4.5           | 166          | 164 | 163 | 161 | 159 | 157 | 155 | 153 | 151 | 149 | 146 | 142 | 139 | 135 | 132 |
| 4.6           | 166          | 164 | 163 | 161 | 159 | 157 | 155 | 153 | 151 | 149 | 146 | 142 | 139 | 135 | 132 |
| 4.7           | 166          | 164 | 163 | 161 | 159 | 157 | 155 | 153 | 151 | 149 | 146 | 143 | 139 | 136 | 133 |
| 4.8           | 167          | 165 | 164 | 162 | 160 | 158 | 156 | 154 | 152 | 150 | 147 | 144 | 140 | 137 | 133 |
| 4.9           | 167          | 165 | 164 | 162 | 160 | 159 | 156 | 154 | 152 | 150 | 147 | 144 | 141 | 137 | 133 |
| 5.0           | 177          | 177 | 177 | 177 | 177 | 177 | 174 | 172 | 170 | 167 | 164 | 161 | 157 | 153 | 149 |
| 5.1           | 177          | 177 | 177 | 177 | 177 | 177 | 174 | 172 | 170 | 167 | 164 | 161 | 157 | 153 | 149 |
| 5.2           | 178          | 178 | 178 | 178 | 178 | 178 | 175 | 173 | 171 | 168 | 165 | 162 | 158 | 154 | 150 |
| 5.3           | 178          | 178 | 178 | 178 | 178 | 178 | 175 | 173 | 171 | 168 | 165 | 162 | 158 | 154 | 150 |
| 5.4           | 179          | 179 | 179 | 179 | 179 | 179 | 176 | 174 | 172 | 169 | 166 | 163 | 159 | 155 | 151 |

| Salario (VSM) | Plazo (años) |     |     |     |     |     |     |     |     |     |     |     |     |     |     |
|---------------|--------------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
|               | 30           | 29  | 28  | 27  | 26  | 25  | 24  | 23  | 22  | 21  | 20  | 19  | 18  | 17  | 16  |
| 5.5           | 181          | 180 | 180 | 180 | 180 | 180 | 180 | 180 | 180 | 180 | 180 | 176 | 172 | 168 | 163 |
| 5.6           | 181          | 180 | 180 | 180 | 180 | 180 | 180 | 180 | 180 | 180 | 180 | 176 | 172 | 168 | 163 |
| 5.7           | 181          | 180 | 180 | 180 | 180 | 180 | 180 | 180 | 180 | 180 | 180 | 176 | 172 | 168 | 163 |
| 5.8           | 181          | 180 | 180 | 180 | 180 | 180 | 180 | 180 | 180 | 180 | 180 | 176 | 172 | 168 | 163 |
| 5.9           | 183          | 182 | 181 | 180 | 180 | 180 | 180 | 180 | 180 | 180 | 180 | 176 | 172 | 168 | 163 |
| 6.0           | 186          | 185 | 184 | 182 | 181 | 180 | 180 | 180 | 180 | 180 | 180 | 176 | 172 | 168 | 163 |
| 6.1           | 188          | 186 | 185 | 183 | 182 | 180 | 180 | 180 | 180 | 180 | 180 | 176 | 172 | 168 | 163 |
| 6.2           | 189          | 187 | 186 | 184 | 183 | 181 | 180 | 180 | 180 | 180 | 180 | 176 | 172 | 168 | 163 |
| 6.3           | 190          | 188 | 187 | 186 | 184 | 182 | 180 | 180 | 180 | 180 | 180 | 176 | 172 | 168 | 163 |
| 6.4           | 190          | 189 | 188 | 187 | 185 | 183 | 181 | 180 | 180 | 180 | 180 | 176 | 172 | 168 | 163 |
| 6.5           | 191          | 190 | 189 | 188 | 186 | 184 | 182 | 180 | 180 | 180 | 180 | 176 | 172 | 168 | 163 |
| 6.6           | 192          | 191 | 192 | 190 | 189 | 187 | 185 | 183 | 181 | 180 | 180 | 176 | 172 | 168 | 163 |
| 6.7           | 195          | 194 | 195 | 193 | 192 | 190 | 188 | 186 | 183 | 181 | 180 | 176 | 172 | 168 | 163 |
| 6.8           | 198          | 197 | 198 | 196 | 195 | 193 | 191 | 189 | 186 | 184 | 181 | 177 | 174 | 170 | 166 |
| 6.9           | 201          | 200 | 201 | 199 | 197 | 196 | 194 | 191 | 189 | 186 | 183 | 180 | 176 | 173 | 168 |
| 7.0           | 204          | 203 | 204 | 202 | 200 | 198 | 196 | 194 | 192 | 189 | 186 | 183 | 179 | 175 | 171 |
| 7.1           | 207          | 206 | 206 | 205 | 203 | 201 | 199 | 197 | 194 | 192 | 189 | 185 | 182 | 178 | 173 |
| 7.2           | 209          | 209 | 209 | 208 | 206 | 204 | 202 | 200 | 197 | 194 | 191 | 188 | 184 | 180 | 176 |
| 7.3           | 212          | 212 | 212 | 211 | 209 | 207 | 205 | 202 | 200 | 197 | 194 | 191 | 187 | 183 | 178 |
| 7.4           | 215          | 215 | 215 | 214 | 212 | 210 | 208 | 205 | 203 | 200 | 197 | 193 | 189 | 185 | 181 |
| 7.5           | 218          | 217 | 218 | 216 | 215 | 213 | 210 | 208 | 205 | 202 | 199 | 196 | 192 | 188 | 183 |
| 7.6           | 221          | 220 | 221 | 219 | 217 | 215 | 213 | 211 | 208 | 205 | 202 | 198 | 194 | 190 | 185 |
| 7.7           | 224          | 223 | 224 | 222 | 220 | 218 | 216 | 214 | 211 | 208 | 205 | 201 | 197 | 193 | 188 |
| 7.8           | 227          | 226 | 227 | 225 | 223 | 221 | 219 | 216 | 214 | 211 | 207 | 204 | 200 | 195 | 190 |
| 7.9           | 230          | 229 | 230 | 228 | 226 | 224 | 222 | 219 | 216 | 213 | 210 | 206 | 202 | 198 | 193 |
| 8.0           | 233          | 232 | 233 | 231 | 229 | 227 | 224 | 222 | 219 | 216 | 213 | 209 | 205 | 200 | 195 |
| 8.1           | 236          | 235 | 236 | 234 | 232 | 230 | 227 | 225 | 222 | 219 | 215 | 211 | 207 | 203 | 198 |
| 8.2           | 239          | 238 | 238 | 237 | 235 | 233 | 230 | 227 | 225 | 221 | 218 | 214 | 210 | 205 | 200 |
| 8.3           | 242          | 241 | 241 | 240 | 238 | 235 | 233 | 230 | 227 | 224 | 221 | 217 | 212 | 208 | 203 |
| 8.4           | 244          | 244 | 244 | 242 | 240 | 238 | 236 | 233 | 230 | 227 | 223 | 219 | 215 | 210 | 205 |
| 8.5           | 247          | 247 | 247 | 245 | 243 | 241 | 239 | 236 | 233 | 230 | 226 | 222 | 218 | 213 | 207 |
| 8.6           | 250          | 249 | 250 | 248 | 246 | 244 | 241 | 239 | 236 | 232 | 229 | 225 | 220 | 215 | 210 |
| 8.7           | 253          | 252 | 253 | 251 | 249 | 247 | 244 | 241 | 238 | 235 | 231 | 227 | 223 | 218 | 212 |
| 8.8           | 256          | 255 | 256 | 254 | 252 | 250 | 247 | 244 | 241 | 238 | 234 | 230 | 225 | 220 | 215 |
| 8.9           | 259          | 258 | 259 | 257 | 255 | 252 | 250 | 247 | 244 | 240 | 237 | 232 | 228 | 223 | 217 |
| 9.0           | 262          | 261 | 262 | 260 | 258 | 255 | 253 | 250 | 247 | 243 | 239 | 235 | 230 | 225 | 220 |
| 9.1           | 265          | 264 | 265 | 263 | 261 | 258 | 255 | 253 | 249 | 246 | 242 | 238 | 233 | 228 | 222 |
| 9.2           | 268          | 267 | 268 | 266 | 263 | 261 | 258 | 255 | 252 | 248 | 245 | 240 | 235 | 230 | 225 |
| 9.3           | 271          | 270 | 271 | 268 | 266 | 264 | 261 | 258 | 255 | 251 | 247 | 243 | 238 | 233 | 227 |
| 9.4           | 274          | 273 | 273 | 271 | 269 | 267 | 264 | 261 | 258 | 254 | 250 | 245 | 241 | 235 | 229 |
| 9.5           | 277          | 276 | 276 | 274 | 272 | 269 | 267 | 264 | 260 | 257 | 253 | 248 | 243 | 238 | 232 |
| 9.6           | 279          | 278 | 279 | 277 | 275 | 272 | 269 | 266 | 263 | 259 | 255 | 251 | 246 | 240 | 234 |
| 9.7           | 282          | 281 | 282 | 280 | 278 | 275 | 272 | 269 | 266 | 262 | 258 | 253 | 248 | 243 | 237 |
| 9.8           | 285          | 284 | 285 | 283 | 281 | 278 | 275 | 272 | 269 | 265 | 261 | 256 | 251 | 245 | 239 |
| 9.9           | 288          | 287 | 288 | 286 | 283 | 281 | 278 | 275 | 271 | 267 | 263 | 259 | 253 | 248 | 242 |
| 10.0          | 291          | 290 | 291 | 289 | 286 | 284 | 281 | 278 | 274 | 270 | 266 | 261 | 256 | 250 | 244 |
| 10.1          | 294          | 293 | 279 | 277 | 275 | 273 | 270 | 267 | 264 | 261 | 257 | 253 | 248 | 243 | 237 |
| 10.2          | 297          | 296 | 282 | 280 | 278 | 275 | 273 | 270 | 267 | 263 | 259 | 255 | 250 | 245 | 239 |
| 10.3          | 300          | 299 | 285 | 283 | 281 | 278 | 275 | 273 | 269 | 266 | 262 | 258 | 253 | 247 | 242 |

| Salario (VSM) | Plazo (años) |     |     |     |     |     |     |     |     |     |     |     |     |     |     |
|---------------|--------------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
|               | 30           | 29  | 28  | 27  | 26  | 25  | 24  | 23  | 22  | 21  | 20  | 19  | 18  | 17  | 16  |
| 10.4          | 303          | 302 | 287 | 285 | 283 | 281 | 278 | 275 | 272 | 268 | 264 | 260 | 255 | 250 | 244 |
| 10.5          | 306          | 305 | 290 | 288 | 286 | 284 | 281 | 278 | 275 | 271 | 267 | 263 | 258 | 252 | 246 |
| 10.6          | 309          | 308 | 293 | 291 | 289 | 286 | 284 | 281 | 277 | 274 | 270 | 265 | 260 | 255 | 249 |
| 10.7          | 312          | 310 | 296 | 294 | 291 | 289 | 286 | 283 | 280 | 276 | 272 | 268 | 263 | 257 | 251 |
| 10.8          | 314          | 313 | 298 | 296 | 294 | 292 | 289 | 286 | 282 | 279 | 275 | 270 | 265 | 259 | 253 |
| 10.9          | 317          | 316 | 301 | 299 | 297 | 294 | 292 | 288 | 285 | 281 | 277 | 273 | 267 | 262 | 256 |
| 11.0          | 320          | 319 | 304 | 302 | 300 | 297 | 294 | 291 | 288 | 284 | 280 | 275 | 270 | 264 | 258 |
| 11.1          | 323          | 322 | 307 | 305 | 302 | 300 | 297 | 294 | 290 | 286 | 282 | 278 | 272 | 267 | 260 |
| 11.2          | 326          | 325 | 310 | 307 | 305 | 302 | 300 | 296 | 293 | 289 | 285 | 280 | 275 | 269 | 263 |
| 11.3          | 329          | 328 | 312 | 310 | 308 | 305 | 302 | 299 | 296 | 292 | 287 | 283 | 277 | 272 | 265 |
| 11.4          | 332          | 331 | 315 | 313 | 311 | 308 | 305 | 302 | 298 | 294 | 290 | 285 | 280 | 274 | 267 |
| 11.5          | 335          | 334 | 318 | 316 | 313 | 311 | 308 | 304 | 301 | 297 | 292 | 288 | 282 | 276 | 270 |
| 11.6          | 338          | 337 | 321 | 318 | 316 | 313 | 310 | 307 | 303 | 299 | 295 | 290 | 285 | 279 | 272 |
| 11.7          | 341          | 339 | 323 | 321 | 319 | 316 | 313 | 310 | 306 | 302 | 298 | 293 | 287 | 281 | 274 |
| 11.8          | 344          | 342 | 326 | 324 | 321 | 319 | 316 | 312 | 309 | 305 | 300 | 295 | 290 | 284 | 277 |
| 11.9          | 347          | 345 | 329 | 327 | 324 | 321 | 318 | 315 | 311 | 307 | 303 | 298 | 292 | 286 | 279 |
| 12.0          | 349          | 348 | 332 | 329 | 327 | 324 | 321 | 318 | 314 | 310 | 305 | 300 | 295 | 288 | 282 |
| 12.1          | 352          | 351 | 334 | 332 | 330 | 327 | 324 | 320 | 317 | 312 | 308 | 303 | 297 | 291 | 284 |
| 12.2          | 355          | 354 | 337 | 335 | 332 | 330 | 326 | 323 | 319 | 315 | 310 | 305 | 299 | 293 | 286 |
| 12.3          | 358          | 357 | 340 | 338 | 335 | 332 | 329 | 326 | 322 | 318 | 313 | 308 | 302 | 296 | 289 |
| 12.4          | 361          | 360 | 343 | 340 | 338 | 335 | 332 | 328 | 324 | 320 | 315 | 310 | 304 | 298 | 291 |
| 12.5          | 364          | 363 | 346 | 343 | 341 | 338 | 334 | 331 | 327 | 323 | 318 | 313 | 307 | 300 | 293 |
| 12.6          | 367          | 366 | 348 | 346 | 343 | 340 | 337 | 334 | 330 | 325 | 320 | 315 | 309 | 303 | 296 |
| 12.7          | 370          | 369 | 351 | 349 | 346 | 343 | 340 | 336 | 332 | 328 | 323 | 318 | 312 | 305 | 298 |
| 12.8          | 373          | 371 | 354 | 351 | 349 | 346 | 342 | 339 | 335 | 330 | 326 | 320 | 314 | 308 | 300 |
| 12.9          | 376          | 374 | 357 | 354 | 351 | 348 | 345 | 342 | 337 | 333 | 328 | 323 | 317 | 310 | 303 |
| 13.0          | 379          | 377 | 359 | 357 | 354 | 351 | 348 | 344 | 340 | 336 | 331 | 325 | 319 | 312 | 305 |
| 13.1          | 382          | 380 | 362 | 360 | 357 | 354 | 351 | 347 | 343 | 338 | 333 | 328 | 322 | 315 | 307 |
| 13.2          | 384          | 383 | 365 | 362 | 360 | 357 | 353 | 349 | 345 | 341 | 336 | 330 | 324 | 317 | 310 |
| 13.3          | 387          | 386 | 368 | 365 | 362 | 359 | 356 | 352 | 348 | 343 | 338 | 333 | 326 | 320 | 312 |
| 13.4          | 390          | 389 | 370 | 368 | 365 | 362 | 359 | 355 | 351 | 346 | 341 | 335 | 329 | 322 | 314 |
| 13.5          | 393          | 392 | 373 | 371 | 368 | 365 | 361 | 357 | 353 | 349 | 343 | 338 | 331 | 324 | 317 |
| 13.6          | 396          | 395 | 376 | 373 | 371 | 367 | 364 | 360 | 356 | 351 | 346 | 340 | 334 | 327 | 319 |
| 13.7          | 399          | 398 | 379 | 376 | 373 | 370 | 367 | 363 | 358 | 354 | 348 | 343 | 336 | 329 | 321 |
| 13.8          | 402          | 401 | 382 | 379 | 376 | 373 | 369 | 365 | 361 | 356 | 351 | 345 | 339 | 332 | 324 |
| 13.9          | 405          | 403 | 384 | 382 | 379 | 376 | 372 | 368 | 364 | 359 | 354 | 348 | 341 | 334 | 326 |
| 14.0          | 408          | 406 | 387 | 384 | 381 | 378 | 375 | 371 | 366 | 361 | 356 | 350 | 344 | 337 | 329 |
| 14.1          | 411          | 409 | 390 | 387 | 384 | 381 | 377 | 373 | 369 | 364 | 359 | 353 | 346 | 339 | 331 |
| 14.2          | 414          | 412 | 393 | 390 | 387 | 384 | 380 | 376 | 372 | 367 | 361 | 355 | 349 | 341 | 333 |
| 14.3          | 415          | 415 | 395 | 393 | 390 | 386 | 383 | 379 | 374 | 369 | 364 | 358 | 351 | 344 | 336 |
| 14.4          | 415          | 415 | 398 | 395 | 392 | 389 | 385 | 381 | 377 | 372 | 366 | 360 | 354 | 346 | 338 |
| 14.5          | 415          | 415 | 401 | 398 | 395 | 392 | 388 | 384 | 379 | 374 | 369 | 363 | 356 | 349 | 340 |
| 14.6          | 415          | 415 | 404 | 401 | 398 | 394 | 391 | 387 | 382 | 377 | 371 | 365 | 358 | 351 | 343 |
| 14.7          | 415          | 415 | 406 | 404 | 401 | 397 | 393 | 389 | 385 | 380 | 374 | 368 | 361 | 353 | 345 |
| 14.8          | 415          | 415 | 409 | 406 | 403 | 400 | 396 | 392 | 387 | 382 | 377 | 370 | 363 | 356 | 347 |
| 14.9          | 415          | 415 | 412 | 409 | 406 | 403 | 399 | 395 | 390 | 385 | 379 | 373 | 366 | 358 | 350 |
| 15.0          | 415          | 415 | 415 | 412 | 409 | 405 | 401 | 397 | 393 | 387 | 382 | 375 | 368 | 361 | 352 |
| 15.1          | 415          | 415 | 415 | 415 | 411 | 408 | 404 | 400 | 395 | 390 | 384 | 378 | 371 | 363 | 354 |
| 15.2          | 415          | 415 | 415 | 415 | 414 | 411 | 407 | 402 | 398 | 392 | 387 | 380 | 373 | 365 | 357 |

[illegible]

[illegible]

| Salario (VSM) | Plazo (años) |     |     |     |     |     |     |     |     |    |    |    |    |    |    |
|---------------|--------------|-----|-----|-----|-----|-----|-----|-----|-----|----|----|----|----|----|----|
|               | 15           | 14  | 13  | 12  | 11  | 10  | 9   | 8   | 7   | 6  | 5  | 4  | 3  | 2  | 1  |
| 1.0           | 49           | 46  | 43  | 39  | 36  | 33  | 30  | 27  | 24  | 20 | 17 | 14 | 10 | 7  | 3  |
| 1.1           | 51           | 48  | 45  | 42  | 39  | 35  | 32  | 29  | 25  | 22 | 18 | 15 | 11 | 7  | 3  |
| 1.2           | 53           | 50  | 47  | 44  | 41  | 38  | 34  | 31  | 27  | 23 | 20 | 16 | 12 | 8  | 4  |
| 1.3           | 55           | 52  | 49  | 46  | 43  | 39  | 36  | 32  | 29  | 25 | 21 | 17 | 13 | 9  | 4  |
| 1.4           | 57           | 54  | 51  | 48  | 45  | 41  | 38  | 34  | 30  | 27 | 22 | 18 | 14 | 9  | 4  |
| 1.5           | 59           | 56  | 53  | 50  | 47  | 42  | 39  | 35  | 31  | 27 | 22 | 18 | 14 | 9  | 5  |
| 1.6           | 60           | 57  | 54  | 51  | 47  | 44  | 40  | 37  | 32  | 28 | 23 | 19 | 15 | 10 | 4  |
| 1.7           | 63           | 60  | 57  | 54  | 50  | 46  | 42  | 38  | 34  | 30 | 25 | 20 | 16 | 10 | 4  |
| 1.8           | 66           | 63  | 59  | 57  | 53  | 49  | 45  | 40  | 37  | 32 | 27 | 21 | 17 | 11 | 5  |
| 1.9           | 69           | 66  | 62  | 58  | 55  | 51  | 47  | 42  | 38  | 33 | 28 | 22 | 18 | 12 | 5  |
| 2.0           | 71           | 68  | 64  | 60  | 57  | 53  | 48  | 44  | 39  | 34 | 29 | 23 | 18 | 12 | 5  |
| 2.1           | 74           | 71  | 67  | 63  | 59  | 55  | 51  | 46  | 41  | 36 | 30 | 25 | 19 | 13 | 6  |
| 2.2           | 76           | 74  | 70  | 65  | 61  | 57  | 53  | 48  | 42  | 38 | 32 | 26 | 19 | 13 | 6  |
| 2.3           | 80           | 76  | 73  | 70  | 64  | 60  | 55  | 50  | 45  | 39 | 34 | 27 | 20 | 14 | 6  |
| 2.4           | 83           | 79  | 76  | 72  | 67  | 62  | 57  | 52  | 47  | 40 | 35 | 28 | 21 | 15 | 7  |
| 2.5           | 86           | 82  | 77  | 74  | 69  | 64  | 59  | 54  | 48  | 42 | 36 | 29 | 22 | 15 | 7  |
| 2.6           | 89           | 85  | 80  | 76  | 72  | 66  | 61  | 56  | 50  | 44 | 38 | 31 | 23 | 16 | 7  |
| 2.7           | 92           | 88  | 83  | 78  | 74  | 69  | 63  | 57  | 52  | 45 | 38 | 32 | 24 | 17 | 8  |
| 2.8           | 95           | 90  | 86  | 81  | 76  | 71  | 65  | 59  | 54  | 47 | 40 | 33 | 25 | 17 | 8  |
| 2.9           | 97           | 93  | 89  | 84  | 78  | 74  | 68  | 61  | 56  | 49 | 41 | 34 | 26 | 18 | 8  |
| 3.0           | 99           | 95  | 91  | 86  | 80  | 76  | 70  | 63  | 57  | 50 | 42 | 35 | 27 | 18 | 9  |
| 3.1           | 101          | 96  | 92  | 87  | 82  | 76  | 71  | 65  | 58  | 51 | 44 | 36 | 27 | 19 | 9  |
| 3.2           | 103          | 98  | 94  | 89  | 84  | 78  | 73  | 66  | 59  | 53 | 45 | 37 | 28 | 19 | 9  |
| 3.3           | 104          | 99  | 95  | 91  | 85  | 80  | 74  | 68  | 61  | 54 | 46 | 38 | 29 | 19 | 10 |
| 3.4           | 105          | 101 | 96  | 92  | 86  | 81  | 75  | 69  | 62  | 55 | 47 | 38 | 30 | 20 | 10 |
| 3.5           | 107          | 103 | 98  | 94  | 88  | 82  | 76  | 70  | 63  | 56 | 48 | 39 | 31 | 20 | 10 |
| 3.6           | 109          | 104 | 99  | 95  | 90  | 84  | 78  | 72  | 65  | 57 | 49 | 40 | 31 | 21 | 11 |
| 3.7           | 110          | 106 | 101 | 96  | 91  | 86  | 79  | 73  | 66  | 58 | 50 | 41 | 32 | 21 | 11 |
| 3.8           | 112          | 107 | 103 | 97  | 93  | 87  | 81  | 75  | 67  | 59 | 51 | 42 | 33 | 22 | 11 |
| 3.9           | 113          | 108 | 104 | 99  | 94  | 88  | 82  | 76  | 68  | 60 | 52 | 43 | 33 | 22 | 11 |
| 4.0           | 114          | 109 | 104 | 99  | 95  | 89  | 82  | 76  | 69  | 60 | 53 | 43 | 34 | 23 | 11 |
| 4.1           | 115          | 112 | 107 | 102 | 96  | 91  | 84  | 77  | 70  | 62 | 54 | 44 | 35 | 23 | 12 |
| 4.2           | 118          | 114 | 110 | 104 | 98  | 93  | 86  | 79  | 72  | 64 | 55 | 45 | 36 | 24 | 12 |
| 4.3           | 121          | 116 | 112 | 107 | 101 | 95  | 89  | 81  | 74  | 65 | 57 | 47 | 37 | 25 | 13 |
| 4.4           | 124          | 120 | 114 | 110 | 104 | 97  | 91  | 84  | 76  | 68 | 58 | 48 | 38 | 25 | 13 |
| 4.5           | 128          | 123 | 118 | 113 | 107 | 100 | 94  | 86  | 78  | 70 | 60 | 50 | 39 | 27 | 14 |
| 4.6           | 128          | 123 | 118 | 113 | 107 | 101 | 94  | 87  | 79  | 70 | 61 | 51 | 39 | 27 | 14 |
| 4.7           | 128          | 123 | 118 | 114 | 107 | 101 | 95  | 87  | 79  | 70 | 61 | 51 | 40 | 27 | 14 |
| 4.8           | 129          | 125 | 120 | 114 | 109 | 103 | 96  | 88  | 80  | 72 | 62 | 52 | 40 | 28 | 14 |
| 4.9           | 130          | 125 | 120 | 114 | 109 | 103 | 96  | 89  | 81  | 72 | 62 | 52 | 40 | 28 | 14 |
| 5.0           | 145          | 140 | 134 | 129 | 122 | 115 | 108 | 99  | 90  | 80 | 70 | 58 | 45 | 31 | 16 |
| 5.1           | 145          | 140 | 134 | 129 | 122 | 115 | 108 | 99  | 90  | 80 | 70 | 58 | 45 | 31 | 16 |
| 5.2           | 146          | 141 | 135 | 129 | 123 | 116 | 108 | 100 | 91  | 81 | 70 | 58 | 45 | 31 | 16 |
| 5.3           | 146          | 141 | 135 | 129 | 123 | 116 | 108 | 100 | 91  | 81 | 70 | 58 | 45 | 31 | 16 |
| 5.4           | 146          | 141 | 136 | 130 | 124 | 116 | 109 | 100 | 91  | 81 | 70 | 59 | 46 | 32 | 16 |
| 5.5           | 158          | 153 | 147 | 141 | 134 | 126 | 118 | 109 | 99  | 88 | 76 | 63 | 49 | 34 | 18 |
| 5.6           | 158          | 153 | 147 | 141 | 134 | 126 | 118 | 109 | 99  | 88 | 76 | 63 | 49 | 34 | 18 |
| 5.7           | 158          | 153 | 147 | 141 | 134 | 126 | 118 | 109 | 99  | 88 | 76 | 63 | 49 | 34 | 18 |
| 5.8           | 158          | 153 | 147 | 141 | 134 | 126 | 118 | 109 | 99  | 88 | 76 | 63 | 49 | 34 | 18 |
| 5.9           | 158          | 153 | 147 | 141 | 134 | 126 | 118 | 109 | 99  | 88 | 76 | 63 | 49 | 34 | 18 |
| 6.0           | 158          | 153 | 147 | 141 | 134 | 126 | 118 | 109 | 99  | 88 | 76 | 63 | 49 | 34 | 18 |
| 6.1           | 158          | 153 | 147 | 141 | 134 | 126 | 118 | 109 | 99  | 88 | 76 | 63 | 49 | 34 | 18 |
| 6.2           | 158          | 153 | 147 | 141 | 134 | 126 | 118 | 109 | 99  | 88 | 76 | 63 | 49 | 34 | 18 |
| 6.3           | 158          | 153 | 147 | 141 | 134 | 126 | 118 | 109 | 99  | 88 | 76 | 63 | 49 | 34 | 18 |
| 6.4           | 158          | 153 | 147 | 141 | 134 | 126 | 118 | 109 | 99  | 88 | 76 | 63 | 49 | 34 | 18 |
| 6.5           | 158          | 153 | 147 | 141 | 134 | 126 | 118 | 109 | 99  | 88 | 76 | 64 | 50 | 35 | 18 |
| 6.6           | 158          | 153 | 147 | 141 | 134 | 126 | 118 | 109 | 100 | 89 | 78 | 65 | 51 | 35 | 18 |
| 6.7           | 159          | 154 | 148 | 142 | 135 | 128 | 120 | 111 | 101 | 91 | 79 | 66 | 51 | 36 | 18 |
| 6.8           | 161          | 156 | 150 | 144 | 137 | 130 | 122 | 113 | 103 | 92 | 80 | 67 | 52 | 36 | 19 |
| 6.9           | 164          | 158 | 153 | 146 | 139 | 132 | 124 | 114 | 104 | 93 | 81 | 68 | 53 | 37 | 19 |

| Salario (VSM) | Plazo (años) |     |     |     |     |     |     |     |     |     |     |     |    |    |    |
|---------------|--------------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|----|----|----|
|               | 15           | 14  | 13  | 12  | 11  | 10  | 9   | 8   | 7   | 6   | 5   | 4   | 3  | 2  | 1  |
| 7.0           | 166          | 161 | 155 | 149 | 142 | 134 | 125 | 116 | 106 | 95  | 82  | 69  | 54 | 37 | 19 |
| 7.1           | 168          | 163 | 157 | 151 | 144 | 136 | 127 | 118 | 107 | 96  | 83  | 70  | 55 | 38 | 20 |
| 7.2           | 171          | 165 | 159 | 153 | 146 | 138 | 129 | 119 | 109 | 97  | 85  | 71  | 55 | 38 | 20 |
| 7.3           | 173          | 168 | 162 | 155 | 148 | 140 | 131 | 121 | 110 | 99  | 86  | 72  | 56 | 39 | 20 |
| 7.4           | 175          | 170 | 164 | 157 | 150 | 141 | 133 | 123 | 112 | 100 | 87  | 73  | 57 | 40 | 20 |
| 7.5           | 180          | 173 | 167 | 159 | 152 | 143 | 134 | 124 | 113 | 101 | 88  | 74  | 58 | 40 | 21 |
| 7.6           | 180          | 174 | 168 | 161 | 154 | 145 | 136 | 126 | 115 | 103 | 89  | 75  | 58 | 41 | 21 |
| 7.7           | 183          | 177 | 170 | 163 | 156 | 147 | 138 | 128 | 116 | 104 | 91  | 76  | 59 | 41 | 21 |
| 7.8           | 185          | 179 | 173 | 166 | 158 | 149 | 140 | 129 | 118 | 105 | 92  | 77  | 60 | 42 | 22 |
| 7.9           | 187          | 181 | 175 | 168 | 160 | 151 | 142 | 131 | 120 | 107 | 93  | 78  | 61 | 42 | 22 |
| 8.0           | 190          | 184 | 177 | 170 | 162 | 153 | 143 | 133 | 121 | 108 | 94  | 79  | 62 | 43 | 22 |
| 8.1           | 192          | 186 | 179 | 172 | 164 | 155 | 145 | 134 | 123 | 110 | 95  | 80  | 62 | 43 | 22 |
| 8.2           | 194          | 188 | 182 | 174 | 166 | 157 | 147 | 136 | 124 | 111 | 96  | 81  | 63 | 44 | 23 |
| 8.3           | 197          | 191 | 184 | 176 | 168 | 159 | 149 | 138 | 126 | 112 | 98  | 82  | 64 | 44 | 23 |
| 8.4           | 199          | 193 | 186 | 178 | 170 | 161 | 151 | 139 | 127 | 114 | 99  | 83  | 65 | 45 | 23 |
| 8.5           | 202          | 195 | 188 | 180 | 172 | 163 | 152 | 141 | 129 | 115 | 100 | 83  | 65 | 45 | 24 |
| 8.6           | 204          | 197 | 190 | 183 | 174 | 165 | 154 | 143 | 130 | 116 | 101 | 84  | 66 | 46 | 24 |
| 8.7           | 206          | 200 | 193 | 185 | 176 | 166 | 156 | 144 | 132 | 118 | 102 | 85  | 67 | 47 | 24 |
| 8.8           | 209          | 202 | 195 | 187 | 178 | 168 | 158 | 146 | 133 | 119 | 104 | 86  | 68 | 47 | 24 |
| 8.9           | 211          | 204 | 197 | 189 | 180 | 170 | 160 | 148 | 135 | 120 | 105 | 87  | 68 | 48 | 25 |
| 9.0           | 213          | 207 | 199 | 191 | 182 | 172 | 161 | 149 | 136 | 122 | 106 | 88  | 69 | 48 | 25 |
| 9.1           | 216          | 209 | 201 | 193 | 184 | 174 | 163 | 151 | 138 | 123 | 107 | 89  | 70 | 49 | 25 |
| 9.2           | 218          | 211 | 204 | 195 | 186 | 176 | 165 | 153 | 139 | 124 | 108 | 90  | 71 | 49 | 26 |
| 9.3           | 221          | 214 | 206 | 197 | 188 | 178 | 167 | 154 | 141 | 126 | 109 | 91  | 72 | 50 | 26 |
| 9.4           | 223          | 216 | 208 | 200 | 190 | 180 | 168 | 156 | 142 | 127 | 111 | 92  | 72 | 50 | 26 |
| 9.5           | 225          | 218 | 210 | 202 | 192 | 182 | 170 | 158 | 144 | 129 | 112 | 93  | 73 | 51 | 26 |
| 9.6           | 228          | 221 | 213 | 204 | 194 | 184 | 172 | 159 | 145 | 130 | 113 | 94  | 74 | 51 | 27 |
| 9.7           | 230          | 223 | 215 | 206 | 196 | 186 | 174 | 161 | 147 | 131 | 114 | 95  | 75 | 52 | 27 |
| 9.8           | 233          | 225 | 217 | 208 | 198 | 188 | 176 | 163 | 148 | 133 | 115 | 96  | 75 | 52 | 27 |
| 9.9           | 235          | 227 | 219 | 210 | 200 | 189 | 177 | 164 | 150 | 134 | 117 | 97  | 76 | 53 | 28 |
| 10.0          | 237          | 230 | 221 | 212 | 202 | 191 | 179 | 166 | 151 | 135 | 118 | 98  | 77 | 54 | 28 |
| 10.1          | 231          | 224 | 216 | 207 | 198 | 187 | 176 | 163 | 149 | 134 | 116 | 97  | 76 | 53 | 28 |
| 10.2          | 233          | 226 | 218 | 209 | 200 | 189 | 178 | 165 | 151 | 135 | 118 | 98  | 77 | 54 | 28 |
| 10.3          | 235          | 228 | 220 | 211 | 202 | 191 | 179 | 166 | 152 | 136 | 119 | 99  | 78 | 54 | 28 |
| 10.4          | 237          | 230 | 222 | 213 | 204 | 193 | 181 | 168 | 153 | 137 | 120 | 100 | 79 | 55 | 29 |
| 10.5          | 240          | 232 | 224 | 215 | 206 | 195 | 183 | 170 | 155 | 139 | 121 | 101 | 79 | 55 | 29 |
| 10.6          | 242          | 235 | 227 | 218 | 208 | 197 | 185 | 171 | 156 | 140 | 122 | 102 | 80 | 56 | 29 |
| 10.7          | 244          | 237 | 229 | 220 | 210 | 199 | 186 | 173 | 158 | 141 | 123 | 103 | 81 | 57 | 29 |
| 10.8          | 247          | 239 | 231 | 222 | 212 | 200 | 188 | 174 | 159 | 143 | 124 | 104 | 82 | 57 | 30 |
| 10.9          | 249          | 241 | 233 | 224 | 214 | 202 | 190 | 176 | 161 | 144 | 126 | 105 | 83 | 58 | 30 |
| 11.0          | 251          | 244 | 235 | 226 | 215 | 204 | 192 | 178 | 162 | 145 | 127 | 106 | 83 | 58 | 30 |
| 11.1          | 253          | 246 | 237 | 228 | 217 | 206 | 193 | 179 | 164 | 147 | 128 | 107 | 84 | 59 | 31 |
| 11.2          | 256          | 248 | 239 | 230 | 219 | 208 | 195 | 181 | 165 | 148 | 129 | 108 | 85 | 59 | 31 |
| 11.3          | 258          | 250 | 242 | 232 | 221 | 210 | 197 | 183 | 167 | 149 | 130 | 109 | 86 | 60 | 31 |
| 11.4          | 260          | 252 | 244 | 234 | 223 | 212 | 199 | 184 | 168 | 151 | 131 | 110 | 86 | 60 | 31 |
| 11.5          | 263          | 255 | 246 | 236 | 225 | 213 | 200 | 186 | 170 | 152 | 133 | 111 | 87 | 61 | 32 |
| 11.6          | 265          | 257 | 248 | 238 | 227 | 215 | 202 | 187 | 171 | 153 | 134 | 112 | 88 | 61 | 32 |
| 11.7          | 267          | 259 | 250 | 240 | 229 | 217 | 204 | 189 | 173 | 155 | 135 | 113 | 89 | 62 | 32 |
| 11.8          | 269          | 261 | 252 | 242 | 231 | 219 | 206 | 191 | 174 | 156 | 136 | 114 | 89 | 62 | 32 |
| 11.9          | 272          | 263 | 254 | 244 | 233 | 221 | 207 | 192 | 176 | 157 | 137 | 115 | 90 | 63 | 33 |
| 12.0          | 274          | 266 | 256 | 246 | 235 | 223 | 209 | 194 | 177 | 159 | 138 | 116 | 91 | 63 | 33 |
| 12.1          | 276          | 268 | 259 | 248 | 237 | 225 | 211 | 196 | 179 | 160 | 139 | 117 | 92 | 64 | 33 |
| 12.2          | 279          | 270 | 261 | 250 | 239 | 226 | 213 | 197 | 180 | 161 | 141 | 118 | 92 | 64 | 34 |
| 12.3          | 281          | 272 | 263 | 253 | 241 | 228 | 214 | 199 | 182 | 163 | 142 | 119 | 93 | 65 | 34 |
| 12.4          | 283          | 275 | 265 | 255 | 243 | 230 | 216 | 200 | 183 | 164 | 143 | 120 | 94 | 66 | 34 |
| 12.5          | 285          | 277 | 267 | 257 | 245 | 232 | 218 | 202 | 185 | 165 | 144 | 121 | 95 | 66 | 34 |
| 12.6          | 288          | 279 | 269 | 259 | 247 | 234 | 220 | 204 | 186 | 167 | 145 | 122 | 95 | 67 | 35 |
| 12.7          | 290          | 281 | 271 | 261 | 249 | 236 | 221 | 205 | 188 | 168 | 146 | 123 | 96 | 67 | 35 |
| 12.8          | 292          | 283 | 274 | 263 | 251 | 238 | 223 | 207 | 189 | 169 | 148 | 124 | 97 | 68 | 35 |
| 12.9          | 295          | 286 | 276 | 265 | 253 | 239 | 225 | 208 | 191 | 171 | 149 | 125 | 98 | 68 | 36 |

| Salario (VSM) | Plazo (años) |     |     |     |     |     |     |     |     |     |     |     |     |     |    |
|---------------|--------------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|----|
|               | 15           | 14  | 13  | 12  | 11  | 10  | 9   | 8   | 7   | 6   | 5   | 4   | 3   | 2   | 1  |
| 13.0          | 297          | 288 | 278 | 267 | 255 | 241 | 226 | 210 | 192 | 172 | 150 | 126 | 99  | 69  | 36 |
| 13.1          | 299          | 290 | 280 | 269 | 257 | 243 | 228 | 212 | 193 | 173 | 151 | 126 | 99  | 69  | 36 |
| 13.2          | 301          | 292 | 282 | 271 | 259 | 245 | 230 | 213 | 195 | 175 | 152 | 127 | 100 | 70  | 36 |
| 13.3          | 304          | 295 | 284 | 273 | 261 | 247 | 232 | 215 | 196 | 176 | 153 | 128 | 101 | 70  | 37 |
| 13.4          | 306          | 297 | 286 | 275 | 263 | 249 | 233 | 217 | 198 | 177 | 155 | 129 | 102 | 71  | 37 |
| 13.5          | 308          | 299 | 289 | 277 | 265 | 251 | 235 | 218 | 199 | 179 | 156 | 130 | 102 | 71  | 37 |
| 13.6          | 311          | 301 | 291 | 279 | 267 | 252 | 237 | 220 | 201 | 180 | 157 | 131 | 103 | 72  | 38 |
| 13.7          | 313          | 303 | 293 | 281 | 268 | 254 | 239 | 221 | 202 | 181 | 158 | 132 | 104 | 72  | 38 |
| 13.8          | 315          | 306 | 295 | 283 | 270 | 256 | 240 | 223 | 204 | 183 | 159 | 133 | 105 | 73  | 38 |
| 13.9          | 317          | 308 | 297 | 285 | 272 | 258 | 242 | 225 | 205 | 184 | 160 | 134 | 105 | 74  | 38 |
| 14.0          | 320          | 310 | 299 | 287 | 274 | 260 | 244 | 226 | 207 | 185 | 161 | 135 | 106 | 74  | 39 |
| 14.1          | 322          | 312 | 301 | 290 | 276 | 262 | 246 | 228 | 208 | 187 | 163 | 136 | 107 | 75  | 39 |
| 14.2          | 324          | 314 | 304 | 292 | 278 | 264 | 247 | 230 | 210 | 188 | 164 | 137 | 108 | 75  | 39 |
| 14.3          | 327          | 317 | 306 | 294 | 280 | 266 | 249 | 231 | 211 | 189 | 165 | 138 | 108 | 76  | 39 |
| 14.4          | 329          | 319 | 308 | 296 | 282 | 267 | 251 | 233 | 213 | 191 | 166 | 139 | 109 | 76  | 40 |
| 14.5          | 331          | 321 | 310 | 298 | 284 | 269 | 253 | 234 | 214 | 192 | 167 | 140 | 110 | 77  | 40 |
| 14.6          | 333          | 323 | 312 | 300 | 286 | 271 | 254 | 236 | 216 | 193 | 168 | 141 | 111 | 77  | 40 |
| 14.7          | 336          | 326 | 314 | 302 | 288 | 273 | 256 | 238 | 217 | 195 | 170 | 142 | 111 | 78  | 41 |
| 14.8          | 338          | 328 | 316 | 304 | 290 | 275 | 258 | 239 | 219 | 196 | 171 | 143 | 112 | 78  | 41 |
| 14.9          | 340          | 330 | 319 | 306 | 292 | 277 | 260 | 241 | 220 | 197 | 172 | 144 | 113 | 79  | 41 |
| 15.0          | 343          | 332 | 321 | 308 | 294 | 279 | 261 | 243 | 222 | 199 | 173 | 145 | 114 | 79  | 41 |
| 15.1          | 345          | 334 | 323 | 310 | 296 | 280 | 263 | 244 | 223 | 200 | 174 | 146 | 115 | 80  | 42 |
| 15.2          | 347          | 337 | 325 | 312 | 298 | 282 | 265 | 246 | 225 | 201 | 175 | 147 | 115 | 80  | 42 |
| 15.3          | 349          | 339 | 327 | 314 | 300 | 284 | 267 | 247 | 226 | 203 | 177 | 148 | 116 | 81  | 42 |
| 15.4          | 352          | 341 | 329 | 316 | 302 | 286 | 268 | 249 | 228 | 204 | 178 | 149 | 117 | 82  | 43 |
| 15.5          | 354          | 343 | 331 | 318 | 304 | 288 | 270 | 251 | 229 | 205 | 179 | 150 | 118 | 82  | 43 |
| 15.6          | 356          | 346 | 334 | 320 | 306 | 290 | 272 | 252 | 230 | 206 | 180 | 151 | 118 | 83  | 43 |
| 15.7          | 359          | 348 | 336 | 322 | 308 | 292 | 274 | 254 | 232 | 208 | 181 | 152 | 119 | 83  | 43 |
| 15.8          | 361          | 350 | 338 | 324 | 310 | 293 | 275 | 255 | 233 | 209 | 182 | 153 | 120 | 84  | 44 |
| 15.9          | 363          | 352 | 340 | 327 | 312 | 295 | 277 | 257 | 235 | 210 | 183 | 154 | 121 | 84  | 44 |
| 16.0          | 366          | 354 | 342 | 329 | 314 | 297 | 279 | 259 | 236 | 212 | 185 | 155 | 121 | 85  | 44 |
| 16.1          | 368          | 357 | 344 | 331 | 316 | 299 | 281 | 260 | 238 | 213 | 186 | 156 | 122 | 85  | 45 |
| 16.2          | 370          | 359 | 346 | 333 | 318 | 301 | 282 | 262 | 239 | 214 | 187 | 157 | 123 | 86  | 45 |
| 16.3          | 372          | 361 | 349 | 335 | 320 | 303 | 284 | 264 | 241 | 216 | 188 | 157 | 124 | 86  | 45 |
| 16.4          | 375          | 363 | 351 | 337 | 322 | 305 | 286 | 265 | 242 | 217 | 189 | 158 | 124 | 87  | 45 |
| 16.5          | 377          | 366 | 353 | 339 | 323 | 306 | 288 | 267 | 244 | 218 | 190 | 159 | 125 | 87  | 46 |
| 16.6          | 379          | 368 | 355 | 341 | 325 | 308 | 289 | 268 | 245 | 220 | 192 | 160 | 126 | 88  | 46 |
| 16.7          | 382          | 370 | 357 | 343 | 327 | 310 | 291 | 270 | 247 | 221 | 193 | 161 | 127 | 88  | 46 |
| 16.8          | 384          | 372 | 359 | 345 | 329 | 312 | 293 | 272 | 248 | 222 | 194 | 162 | 127 | 89  | 46 |
| 16.9          | 386          | 374 | 361 | 347 | 331 | 314 | 295 | 273 | 250 | 224 | 195 | 163 | 128 | 90  | 47 |
| 17.0          | 388          | 377 | 364 | 349 | 333 | 316 | 296 | 275 | 251 | 225 | 196 | 164 | 129 | 90  | 47 |
| 17.1          | 391          | 379 | 366 | 351 | 335 | 318 | 298 | 277 | 253 | 226 | 197 | 165 | 130 | 91  | 47 |
| 17.2          | 393          | 381 | 368 | 353 | 337 | 319 | 300 | 278 | 254 | 228 | 198 | 166 | 131 | 91  | 48 |
| 17.3          | 395          | 383 | 370 | 355 | 339 | 321 | 302 | 280 | 256 | 229 | 200 | 167 | 131 | 92  | 48 |
| 17.4          | 398          | 385 | 372 | 357 | 341 | 323 | 303 | 281 | 257 | 230 | 201 | 168 | 132 | 92  | 48 |
| 17.5          | 400          | 388 | 374 | 359 | 343 | 325 | 305 | 283 | 259 | 232 | 202 | 169 | 133 | 93  | 48 |
| 17.6          | 402          | 390 | 376 | 362 | 345 | 327 | 307 | 285 | 260 | 233 | 203 | 170 | 134 | 93  | 49 |
| 17.7          | 404          | 392 | 379 | 364 | 347 | 329 | 309 | 286 | 262 | 234 | 204 | 171 | 134 | 94  | 49 |
| 17.8          | 407          | 394 | 381 | 366 | 349 | 331 | 310 | 288 | 263 | 236 | 205 | 172 | 135 | 94  | 49 |
| 17.9          | 409          | 397 | 383 | 368 | 351 | 332 | 312 | 289 | 265 | 237 | 207 | 173 | 136 | 95  | 50 |
| 18.0          | 411          | 399 | 385 | 370 | 353 | 334 | 314 | 291 | 266 | 238 | 208 | 174 | 137 | 95  | 50 |
| 18.1          | 414          | 401 | 387 | 372 | 355 | 336 | 316 | 293 | 268 | 240 | 209 | 175 | 137 | 96  | 50 |
| 18.2          | 415          | 403 | 389 | 374 | 357 | 338 | 317 | 294 | 269 | 241 | 210 | 176 | 138 | 96  | 50 |
| 18.3          | 415          | 405 | 391 | 376 | 359 | 340 | 319 | 296 | 270 | 242 | 211 | 177 | 139 | 97  | 51 |
| 18.4          | 415          | 408 | 394 | 378 | 361 | 342 | 321 | 298 | 272 | 244 | 212 | 178 | 140 | 98  | 51 |
| 18.5          | 415          | 410 | 396 | 380 | 363 | 344 | 323 | 299 | 273 | 245 | 214 | 179 | 140 | 98  | 51 |
| 18.6          | 415          | 412 | 398 | 382 | 365 | 345 | 324 | 301 | 275 | 246 | 215 | 180 | 141 | 99  | 52 |
| 18.7          | 415          | 414 | 400 | 384 | 367 | 347 | 326 | 302 | 276 | 248 | 216 | 181 | 142 | 99  | 52 |
| 18.8          | 415          | 415 | 402 | 386 | 369 | 349 | 328 | 304 | 278 | 249 | 217 | 182 | 143 | 100 | 52 |
| 18.9          | 415          | 415 | 404 | 388 | 371 | 351 | 330 | 306 | 279 | 250 | 218 | 183 | 143 | 100 | 52 |

| Salario (VSM) | Plazo (años) |     |     |     |     |     |     |     |     |     |     |     |     |     |    |
|---------------|--------------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|----|
|               | 15           | 14  | 13  | 12  | 11  | 10  | 9   | 8   | 7   | 6   | 5   | 4   | 3   | 2   | 1  |
| 19.0          | 415          | 415 | 406 | 390 | 373 | 353 | 331 | 307 | 281 | 252 | 219 | 184 | 144 | 101 | 53 |
| 19.1          | 415          | 415 | 409 | 392 | 375 | 355 | 333 | 309 | 282 | 253 | 220 | 185 | 145 | 101 | 53 |
| 19.2          | 415          | 415 | 411 | 394 | 376 | 357 | 335 | 311 | 284 | 254 | 222 | 186 | 146 | 102 | 53 |
| 19.3          | 415          | 415 | 413 | 396 | 378 | 359 | 336 | 312 | 285 | 256 | 223 | 187 | 147 | 102 | 53 |
| 19.4          | 415          | 415 | 415 | 399 | 380 | 360 | 338 | 314 | 287 | 257 | 224 | 188 | 147 | 103 | 54 |
| 19.5          | 415          | 415 | 415 | 401 | 382 | 362 | 340 | 315 | 288 | 258 | 225 | 189 | 148 | 103 | 54 |
| 19.6          | 415          | 415 | 415 | 403 | 384 | 364 | 342 | 317 | 290 | 260 | 226 | 189 | 149 | 104 | 54 |
| 19.7          | 415          | 415 | 415 | 405 | 386 | 366 | 343 | 319 | 291 | 261 | 227 | 190 | 150 | 104 | 55 |
| 19.8          | 415          | 415 | 415 | 407 | 388 | 368 | 345 | 320 | 293 | 262 | 229 | 191 | 150 | 105 | 55 |
| 19.9          | 415          | 415 | 415 | 409 | 390 | 370 | 347 | 322 | 294 | 264 | 230 | 192 | 151 | 106 | 55 |
| 20.0          | 415          | 415 | 415 | 411 | 392 | 372 | 349 | 324 | 296 | 265 | 231 | 193 | 152 | 106 | 55 |
| 20.1          | 415          | 415 | 415 | 413 | 394 | 373 | 350 | 325 | 297 | 266 | 232 | 194 | 153 | 107 | 56 |
| 20.2          | 415          | 415 | 415 | 415 | 396 | 375 | 352 | 327 | 299 | 268 | 233 | 195 | 153 | 107 | 56 |
| 20.3          | 415          | 415 | 415 | 415 | 398 | 377 | 354 | 328 | 300 | 269 | 234 | 196 | 154 | 108 | 56 |
| 20.4          | 415          | 415 | 415 | 415 | 400 | 379 | 356 | 330 | 302 | 270 | 236 | 197 | 155 | 108 | 57 |
| 20.5          | 415          | 415 | 415 | 415 | 402 | 381 | 357 | 332 | 303 | 272 | 237 | 198 | 156 | 109 | 57 |
| 20.6          | 415          | 415 | 415 | 415 | 404 | 383 | 359 | 333 | 305 | 273 | 238 | 199 | 156 | 109 | 57 |
| 20.7          | 415          | 415 | 415 | 415 | 406 | 385 | 361 | 335 | 306 | 274 | 239 | 200 | 157 | 110 | 57 |
| 20.8          | 415          | 415 | 415 | 415 | 408 | 386 | 363 | 336 | 307 | 275 | 240 | 201 | 158 | 110 | 58 |
| 20.9          | 415          | 415 | 415 | 415 | 410 | 388 | 364 | 338 | 309 | 277 | 241 | 202 | 159 | 111 | 58 |
| 21.0          | 415          | 415 | 415 | 415 | 412 | 390 | 366 | 340 | 310 | 278 | 242 | 203 | 159 | 111 | 58 |
| 21.1          | 415          | 415 | 415 | 415 | 414 | 392 | 368 | 341 | 312 | 279 | 244 | 204 | 160 | 112 | 58 |
| 21.2          | 415          | 415 | 415 | 415 | 415 | 394 | 370 | 343 | 313 | 281 | 245 | 205 | 161 | 112 | 59 |
| 21.3          | 415          | 415 | 415 | 415 | 415 | 396 | 371 | 345 | 315 | 282 | 246 | 206 | 162 | 113 | 59 |
| 21.4          | 415          | 415 | 415 | 415 | 415 | 398 | 373 | 346 | 316 | 283 | 247 | 207 | 163 | 114 | 59 |
| 21.5          | 415          | 415 | 415 | 415 | 415 | 399 | 375 | 348 | 318 | 285 | 248 | 208 | 163 | 114 | 60 |
| 21.6          | 415          | 415 | 415 | 415 | 415 | 401 | 377 | 349 | 319 | 286 | 249 | 209 | 164 | 115 | 60 |
| 21.7          | 415          | 415 | 415 | 415 | 415 | 403 | 378 | 351 | 321 | 287 | 251 | 210 | 165 | 115 | 60 |
| 21.8          | 415          | 415 | 415 | 415 | 415 | 405 | 380 | 353 | 322 | 289 | 252 | 211 | 166 | 116 | 60 |
| 21.9          | 415          | 415 | 415 | 415 | 415 | 407 | 382 | 354 | 324 | 290 | 253 | 212 | 166 | 116 | 61 |
| 22.0          | 415          | 415 | 415 | 415 | 415 | 409 | 384 | 356 | 325 | 291 | 254 | 213 | 167 | 117 | 61 |
| 22.1          | 415          | 415 | 415 | 415 | 415 | 411 | 385 | 358 | 327 | 293 | 255 | 214 | 168 | 117 | 61 |
| 22.2          | 415          | 415 | 415 | 415 | 415 | 412 | 387 | 359 | 328 | 294 | 256 | 215 | 169 | 118 | 62 |
| 22.3          | 415          | 415 | 415 | 415 | 415 | 414 | 389 | 361 | 330 | 295 | 258 | 216 | 169 | 118 | 62 |
| 22.4          | 415          | 415 | 415 | 415 | 415 | 415 | 391 | 362 | 331 | 297 | 259 | 217 | 170 | 119 | 62 |
| 22.5          | 415          | 415 | 415 | 415 | 415 | 415 | 392 | 364 | 333 | 298 | 260 | 218 | 171 | 119 | 62 |
| 22.6          | 415          | 415 | 415 | 415 | 415 | 415 | 394 | 366 | 334 | 299 | 261 | 219 | 172 | 120 | 63 |
| 22.7          | 415          | 415 | 415 | 415 | 415 | 415 | 396 | 367 | 336 | 301 | 262 | 220 | 172 | 120 | 63 |
| 22.8          | 415          | 415 | 415 | 415 | 415 | 415 | 398 | 369 | 337 | 302 | 263 | 220 | 173 | 121 | 63 |
| 22.9          | 415          | 415 | 415 | 415 | 415 | 415 | 399 | 370 | 339 | 303 | 264 | 221 | 174 | 121 | 64 |
| 23.0          | 415          | 415 | 415 | 415 | 415 | 415 | 401 | 372 | 340 | 305 | 266 | 222 | 175 | 122 | 64 |
| 23.1          | 415          | 415 | 415 | 415 | 415 | 415 | 403 | 374 | 342 | 306 | 267 | 223 | 175 | 123 | 64 |
| 23.2          | 415          | 415 | 415 | 415 | 415 | 415 | 405 | 375 | 343 | 307 | 268 | 224 | 176 | 123 | 64 |
| 23.3          | 415          | 415 | 415 | 415 | 415 | 415 | 406 | 377 | 345 | 309 | 269 | 225 | 177 | 124 | 65 |
| 23.4          | 415          | 415 | 415 | 415 | 415 | 415 | 408 | 379 | 346 | 310 | 270 | 226 | 178 | 124 | 65 |
| 23.5          | 415          | 415 | 415 | 415 | 415 | 415 | 410 | 380 | 347 | 311 | 271 | 227 | 179 | 125 | 65 |
| 23.6          | 415          | 415 | 415 | 415 | 415 | 415 | 412 | 382 | 349 | 313 | 273 | 228 | 179 | 125 | 65 |
| 23.7          | 415          | 415 | 415 | 415 | 415 | 415 | 413 | 383 | 350 | 314 | 274 | 229 | 180 | 126 | 66 |
| 23.8          | 415          | 415 | 415 | 415 | 415 | 415 | 415 | 385 | 352 | 315 | 275 | 230 | 181 | 126 | 66 |
| 23.9          | 415          | 415 | 415 | 415 | 415 | 415 | 415 | 387 | 353 | 317 | 276 | 231 | 182 | 127 | 66 |
| 24.0          | 415          | 415 | 415 | 415 | 415 | 415 | 415 | 388 | 355 | 318 | 277 | 232 | 182 | 127 | 67 |
| 24.1          | 415          | 415 | 415 | 415 | 415 | 415 | 415 | 390 | 356 | 319 | 278 | 233 | 183 | 128 | 67 |
| 24.2          | 415          | 415 | 415 | 415 | 415 | 415 | 415 | 392 | 358 | 321 | 279 | 234 | 184 | 128 | 67 |
| 24.3          | 415          | 415 | 415 | 415 | 415 | 415 | 415 | 393 | 359 | 322 | 281 | 235 | 185 | 129 | 67 |
| 24.4          | 415          | 415 | 415 | 415 | 415 | 415 | 415 | 395 | 361 | 323 | 282 | 236 | 185 | 129 | 68 |
| 24.5          | 415          | 415 | 415 | 415 | 415 | 415 | 415 | 396 | 362 | 325 | 283 | 237 | 186 | 130 | 68 |
| 24.6          | 415          | 415 | 415 | 415 | 415 | 415 | 415 | 398 | 364 | 326 | 284 | 238 | 187 | 131 | 68 |
| 24.7          | 415          | 415 | 415 | 415 | 415 | 415 | 415 | 400 | 365 | 327 | 285 | 239 | 188 | 131 | 69 |
| 24.8          | 415          | 415 | 415 | 415 | 415 | 415 | 415 | 401 | 367 | 329 | 286 | 240 | 188 | 132 | 69 |
| 24.9          | 415          | 415 | 415 | 415 | 415 | 415 | 415 | 403 | 368 | 330 | 288 | 241 | 189 | 132 | 69 |
| 25.0          | 415          | 415 | 415 | 415 | 415 | 415 | 415 | 405 | 370 | 331 | 289 | 242 | 190 | 133 | 69 |

**B. Tabla de Montos Máximos por Excedente.**

| Salario | Plazo (años) |     |     |     |     |    |
|---------|--------------|-----|-----|-----|-----|----|
|         | 30           | 25  | 20  | 15  | 10  | 5  |
| 1.0     | 89           | 76  | 63  | 49  | 33  | 17 |
| 1.1     | 89           | 77  | 65  | 51  | 35  | 18 |
| 1.2     | 89           | 79  | 67  | 53  | 38  | 20 |
| 1.3     | 89           | 79  | 68  | 55  | 39  | 21 |
| 1.4     | 90           | 81  | 70  | 57  | 41  | 22 |
| 1.5     | 92           | 83  | 71  | 59  | 42  | 22 |
| 1.6     | 94           | 84  | 74  | 60  | 44  | 23 |
| 1.7     | 97           | 88  | 76  | 63  | 46  | 25 |
| 1.8     | 101          | 92  | 80  | 66  | 49  | 27 |
| 1.9     | 104          | 95  | 83  | 69  | 51  | 28 |
| 2.0     | 106          | 96  | 85  | 71  | 53  | 29 |
| 2.1     | 110          | 100 | 89  | 74  | 55  | 30 |
| 2.2     | 114          | 104 | 92  | 76  | 57  | 32 |
| 2.3     | 118          | 109 | 96  | 80  | 60  | 34 |
| 2.4     | 122          | 112 | 99  | 83  | 62  | 35 |
| 2.5     | 125          | 114 | 102 | 86  | 64  | 36 |
| 2.6     | 129          | 118 | 106 | 89  | 66  | 38 |
| 2.7     | 133          | 122 | 109 | 92  | 69  | 38 |
| 2.8     | 135          | 125 | 112 | 95  | 71  | 40 |
| 2.9     | 139          | 129 | 115 | 97  | 74  | 41 |
| 3.0     | 140          | 130 | 116 | 98  | 75  | 42 |
| 3.1     | 141          | 131 | 116 | 99  | 75  | 43 |
| 3.2     | 141          | 132 | 117 | 100 | 76  | 43 |
| 3.3     | 141          | 133 | 117 | 100 | 77  | 44 |
| 3.4     | 142          | 134 | 118 | 101 | 77  | 44 |
| 3.5     | 142          | 135 | 118 | 102 | 78  | 45 |
| 3.6     | 142          | 136 | 119 | 102 | 79  | 46 |
| 3.7     | 143          | 137 | 119 | 103 | 80  | 47 |
| 3.8     | 143          | 138 | 120 | 103 | 81  | 48 |
| 3.9     | 143          | 138 | 120 | 104 | 82  | 49 |
| 4.0     | 144          | 139 | 122 | 107 | 84  | 50 |
| 4.1     | 144          | 139 | 124 | 108 | 85  | 51 |
| 4.2     | 144          | 140 | 126 | 110 | 87  | 52 |
| 4.3     | 145          | 140 | 128 | 112 | 88  | 53 |
| 4.4     | 147          | 141 | 129 | 114 | 90  | 54 |
| 4.5     | 148          | 141 | 131 | 115 | 91  | 55 |
| 4.6     | 149          | 142 | 133 | 117 | 93  | 56 |
| 4.7     | 151          | 144 | 134 | 118 | 94  | 57 |
| 4.8     | 152          | 146 | 136 | 120 | 96  | 58 |
| 4.9     | 154          | 147 | 137 | 122 | 97  | 59 |
| 5.0     | 156          | 149 | 139 | 123 | 98  | 60 |
| 5.1     | 158          | 152 | 142 | 126 | 100 | 61 |
| 5.2     | 162          | 155 | 144 | 128 | 102 | 62 |
| 5.3     | 165          | 158 | 147 | 131 | 104 | 64 |
| 5.4     | 168          | 161 | 150 | 133 | 106 | 65 |
| 5.5     | 171          | 164 | 153 | 135 | 108 | 66 |
| 5.6     | 174          | 167 | 156 | 138 | 110 | 67 |

| Salario | Plazo (años) |     |     |     |     |     |
|---------|--------------|-----|-----|-----|-----|-----|
|         | 30           | 25  | 20  | 15  | 10  | 5   |
| 5.7     | 178          | 170 | 158 | 140 | 112 | 68  |
| 5.8     | 180          | 173 | 161 | 143 | 114 | 70  |
| 5.9     | 181          | 176 | 164 | 145 | 116 | 71  |
| 6.0     | 182          | 179 | 167 | 148 | 118 | 72  |
| 6.1     | 183          | 180 | 168 | 149 | 120 | 73  |
| 6.2     | 185          | 181 | 169 | 150 | 121 | 74  |
| 6.3     | 187          | 182 | 170 | 152 | 122 | 75  |
| 6.4     | 189          | 183 | 172 | 153 | 123 | 76  |
| 6.5     | 191          | 184 | 173 | 154 | 124 | 76  |
| 6.6     | 193          | 187 | 175 | 156 | 126 | 78  |
| 6.7     | 195          | 190 | 178 | 159 | 128 | 79  |
| 6.8     | 198          | 193 | 181 | 161 | 130 | 80  |
| 6.9     | 201          | 196 | 183 | 164 | 132 | 81  |
| 7.0     | 204          | 198 | 186 | 166 | 134 | 82  |
| 7.1     | 207          | 201 | 189 | 168 | 136 | 83  |
| 7.2     | 209          | 204 | 191 | 171 | 138 | 85  |
| 7.3     | 212          | 207 | 194 | 173 | 140 | 86  |
| 7.4     | 215          | 210 | 197 | 175 | 141 | 87  |
| 7.5     | 218          | 213 | 199 | 180 | 143 | 88  |
| 7.6     | 221          | 215 | 202 | 180 | 145 | 89  |
| 7.7     | 224          | 218 | 205 | 183 | 147 | 91  |
| 7.8     | 227          | 221 | 207 | 185 | 149 | 92  |
| 7.9     | 230          | 224 | 210 | 187 | 151 | 93  |
| 8.0     | 233          | 227 | 213 | 190 | 153 | 94  |
| 8.1     | 236          | 230 | 215 | 192 | 155 | 95  |
| 8.2     | 239          | 233 | 218 | 194 | 157 | 96  |
| 8.3     | 242          | 235 | 221 | 197 | 159 | 98  |
| 8.4     | 244          | 238 | 223 | 199 | 161 | 99  |
| 8.5     | 247          | 241 | 226 | 202 | 163 | 100 |
| 8.6     | 250          | 244 | 229 | 204 | 165 | 101 |
| 8.7     | 253          | 247 | 231 | 206 | 166 | 102 |
| 8.8     | 256          | 250 | 234 | 209 | 168 | 104 |
| 8.9     | 259          | 252 | 237 | 211 | 170 | 105 |
| 9.0     | 262          | 255 | 239 | 213 | 172 | 106 |
| 9.1     | 265          | 258 | 242 | 216 | 174 | 107 |
| 9.2     | 268          | 261 | 245 | 218 | 176 | 108 |
| 9.3     | 271          | 264 | 247 | 221 | 178 | 109 |
| 9.4     | 274          | 267 | 250 | 223 | 180 | 111 |
| 9.5     | 277          | 269 | 253 | 225 | 182 | 112 |
| 9.6     | 279          | 272 | 255 | 228 | 184 | 113 |
| 9.7     | 282          | 275 | 258 | 230 | 186 | 114 |
| 9.8     | 285          | 278 | 261 | 233 | 188 | 115 |
| 9.9     | 288          | 281 | 263 | 235 | 189 | 117 |
| 10.0    | 291          | 284 | 266 | 237 | 191 | 118 |
| 10.1    | 294          | 273 | 257 | 231 | 187 | 116 |
| 10.2    | 297          | 275 | 259 | 233 | 189 | 118 |
| 10.3    | 300          | 278 | 262 | 235 | 191 | 119 |
| 10.4    | 303          | 281 | 264 | 237 | 193 | 120 |
| 10.5    | 306          | 284 | 267 | 240 | 195 | 121 |

| Salario | Plazo (años) |     |     |     |     |     |
|---------|--------------|-----|-----|-----|-----|-----|
|         | 30           | 25  | 20  | 15  | 10  | 5   |
| 10.6    | 309          | 286 | 270 | 242 | 197 | 122 |
| 10.7    | 312          | 289 | 272 | 244 | 199 | 123 |
| 10.8    | 314          | 292 | 275 | 247 | 200 | 124 |
| 10.9    | 317          | 294 | 277 | 249 | 202 | 126 |
| 11.0    | 320          | 297 | 280 | 251 | 204 | 127 |
| 11.1    | 323          | 300 | 282 | 253 | 206 | 128 |
| 11.2    | 326          | 302 | 285 | 256 | 208 | 129 |
| 11.3    | 329          | 305 | 287 | 258 | 210 | 130 |
| 11.4    | 332          | 308 | 290 | 260 | 212 | 131 |
| 11.5    | 335          | 311 | 292 | 263 | 213 | 133 |
| 11.6    | 338          | 313 | 295 | 265 | 215 | 134 |
| 11.7    | 341          | 316 | 298 | 267 | 217 | 135 |
| 11.8    | 344          | 319 | 300 | 269 | 219 | 136 |
| 11.9    | 347          | 321 | 303 | 272 | 221 | 137 |
| 12.0    | 349          | 324 | 305 | 274 | 223 | 138 |
| 12.1    | 352          | 327 | 308 | 276 | 225 | 139 |
| 12.2    | 355          | 330 | 310 | 279 | 226 | 141 |
| 12.3    | 358          | 332 | 313 | 281 | 228 | 142 |
| 12.4    | 361          | 335 | 315 | 283 | 230 | 143 |
| 12.5    | 364          | 338 | 318 | 285 | 232 | 144 |
| 12.6    | 367          | 340 | 320 | 288 | 234 | 145 |
| 12.7    | 370          | 343 | 323 | 290 | 236 | 146 |
| 12.8    | 373          | 346 | 326 | 292 | 238 | 148 |
| 12.9    | 376          | 348 | 328 | 295 | 239 | 149 |
| 13.0    | 379          | 351 | 331 | 297 | 241 | 150 |
| 13.1    | 382          | 354 | 333 | 299 | 243 | 151 |
| 13.2    | 384          | 357 | 336 | 301 | 245 | 152 |
| 13.3    | 387          | 359 | 338 | 304 | 247 | 153 |
| 13.4    | 390          | 362 | 341 | 306 | 249 | 155 |
| 13.5    | 393          | 365 | 343 | 308 | 251 | 156 |
| 13.6    | 396          | 367 | 346 | 311 | 252 | 157 |
| 13.7    | 399          | 370 | 348 | 313 | 254 | 158 |
| 13.8    | 402          | 373 | 351 | 315 | 256 | 159 |
| 13.9    | 405          | 376 | 354 | 317 | 258 | 160 |
| 14.0    | 408          | 378 | 356 | 320 | 260 | 161 |
| 14.1    | 411          | 381 | 359 | 322 | 262 | 163 |
| 14.2    | 414          | 384 | 361 | 324 | 264 | 164 |
| 14.3    | 417          | 386 | 364 | 327 | 266 | 165 |
| 14.4    | 419          | 389 | 366 | 329 | 267 | 166 |
| 14.5    | 422          | 392 | 369 | 331 | 269 | 167 |
| 14.6    | 425          | 394 | 371 | 333 | 271 | 168 |
| 14.7    | 428          | 397 | 374 | 336 | 273 | 170 |
| 14.8    | 431          | 400 | 377 | 338 | 275 | 171 |
| 14.9    | 434          | 403 | 379 | 340 | 277 | 172 |
| 15.0    | 437          | 405 | 382 | 343 | 279 | 173 |
| 15.1    | 440          | 408 | 384 | 345 | 280 | 174 |
| 15.2    | 443          | 411 | 387 | 347 | 282 | 175 |
| 15.3    | 446          | 413 | 389 | 349 | 284 | 177 |
| 15.4    | 449          | 416 | 392 | 352 | 286 | 178 |

| Salario | Plazo (años) |     |     |     |     |     |
|---------|--------------|-----|-----|-----|-----|-----|
|         | 30           | 25  | 20  | 15  | 10  | 5   |
| 15.5    | 452          | 419 | 394 | 354 | 288 | 179 |
| 15.6    | 454          | 422 | 397 | 356 | 290 | 180 |
| 15.7    | 457          | 424 | 399 | 359 | 292 | 181 |
| 15.8    | 460          | 427 | 402 | 361 | 293 | 182 |
| 15.9    | 463          | 430 | 405 | 363 | 295 | 183 |
| 16.0    | 466          | 432 | 407 | 366 | 297 | 185 |
| 16.1    | 469          | 435 | 410 | 368 | 299 | 186 |
| 16.2    | 472          | 438 | 412 | 370 | 301 | 187 |
| 16.3    | 475          | 440 | 415 | 372 | 303 | 188 |
| 16.4    | 478          | 443 | 417 | 375 | 305 | 189 |
| 16.5    | 481          | 446 | 420 | 377 | 306 | 190 |
| 16.6    | 484          | 449 | 422 | 379 | 308 | 192 |
| 16.7    | 487          | 451 | 425 | 382 | 310 | 193 |
| 16.8    | 489          | 454 | 427 | 384 | 312 | 194 |
| 16.9    | 492          | 457 | 430 | 386 | 314 | 195 |
| 17.0    | 495          | 459 | 433 | 388 | 316 | 196 |
| 17.1    | 498          | 462 | 435 | 391 | 318 | 197 |
| 17.2    | 501          | 465 | 438 | 393 | 319 | 198 |
| 17.3    | 504          | 468 | 440 | 395 | 321 | 200 |
| 17.4    | 507          | 470 | 443 | 398 | 323 | 201 |
| 17.5    | 510          | 473 | 445 | 400 | 325 | 202 |
| 17.6    | 513          | 476 | 448 | 402 | 327 | 203 |
| 17.7    | 516          | 478 | 450 | 404 | 329 | 204 |
| 17.8    | 519          | 481 | 453 | 407 | 331 | 205 |
| 17.9    | 522          | 484 | 455 | 409 | 332 | 207 |
| 18.0    | 524          | 486 | 458 | 411 | 334 | 208 |
| 18.1    | 527          | 489 | 461 | 414 | 336 | 209 |
| 18.2    | 530          | 492 | 463 | 416 | 338 | 210 |
| 18.3    | 533          | 495 | 466 | 418 | 340 | 211 |
| 18.4    | 536          | 497 | 468 | 420 | 342 | 212 |
| 18.5    | 539          | 500 | 471 | 423 | 344 | 214 |
| 18.6    | 542          | 503 | 473 | 425 | 345 | 215 |
| 18.7    | 545          | 505 | 476 | 427 | 347 | 216 |
| 18.8    | 548          | 508 | 478 | 430 | 349 | 217 |
| 18.9    | 551          | 511 | 481 | 432 | 351 | 218 |
| 19.0    | 554          | 513 | 483 | 434 | 353 | 219 |
| 19.1    | 557          | 516 | 486 | 436 | 355 | 220 |
| 19.2    | 559          | 519 | 489 | 439 | 357 | 222 |
| 19.3    | 562          | 522 | 491 | 441 | 359 | 223 |
| 19.4    | 565          | 524 | 494 | 443 | 360 | 224 |
| 19.5    | 568          | 527 | 496 | 446 | 362 | 225 |
| 19.6    | 571          | 530 | 499 | 448 | 364 | 226 |
| 19.7    | 574          | 532 | 501 | 450 | 366 | 227 |
| 19.8    | 577          | 535 | 504 | 452 | 368 | 229 |
| 19.9    | 580          | 538 | 506 | 455 | 370 | 230 |
| 20.0    | 583          | 541 | 509 | 457 | 372 | 231 |
| 20.1    | 586          | 543 | 512 | 459 | 373 | 232 |
| 20.2    | 589          | 546 | 514 | 462 | 375 | 233 |

| Salario | Plazo (años) |     |     |     |     |     |
|---------|--------------|-----|-----|-----|-----|-----|
|         | 30           | 25  | 20  | 15  | 10  | 5   |
| 20.3    | 592          | 549 | 517 | 464 | 377 | 234 |
| 20.4    | 594          | 551 | 519 | 466 | 379 | 236 |
| 20.5    | 597          | 554 | 522 | 468 | 381 | 237 |
| 20.6    | 600          | 557 | 524 | 471 | 383 | 238 |
| 20.7    | 603          | 559 | 527 | 473 | 385 | 239 |
| 20.8    | 606          | 562 | 529 | 475 | 386 | 240 |
| 20.9    | 609          | 565 | 532 | 478 | 388 | 241 |
| 21.0    | 612          | 568 | 534 | 480 | 390 | 242 |
| 21.1    | 615          | 570 | 537 | 482 | 392 | 244 |
| 21.2    | 618          | 573 | 540 | 484 | 394 | 245 |
| 21.3    | 621          | 576 | 542 | 487 | 396 | 246 |
| 21.4    | 624          | 578 | 545 | 489 | 398 | 247 |
| 21.5    | 627          | 581 | 547 | 491 | 399 | 248 |
| 21.6    | 629          | 584 | 550 | 494 | 401 | 249 |
| 21.7    | 632          | 587 | 552 | 496 | 403 | 251 |
| 21.8    | 635          | 589 | 555 | 498 | 405 | 252 |
| 21.9    | 638          | 592 | 557 | 500 | 407 | 253 |
| 22.0    | 641          | 595 | 560 | 503 | 409 | 254 |
| 22.1    | 644          | 597 | 562 | 505 | 411 | 255 |
| 22.2    | 647          | 600 | 565 | 507 | 412 | 256 |
| 22.3    | 650          | 603 | 568 | 510 | 414 | 258 |
| 22.4    | 653          | 605 | 570 | 512 | 416 | 259 |
| 22.5    | 656          | 608 | 573 | 514 | 418 | 260 |
| 22.6    | 659          | 611 | 575 | 516 | 420 | 261 |
| 22.7    | 662          | 614 | 578 | 519 | 422 | 262 |
| 22.8    | 664          | 616 | 580 | 521 | 424 | 263 |
| 22.9    | 667          | 619 | 583 | 523 | 425 | 264 |
| 23.0    | 670          | 622 | 585 | 526 | 427 | 266 |
| 23.1    | 673          | 624 | 588 | 528 | 429 | 267 |
| 23.2    | 676          | 627 | 590 | 530 | 431 | 268 |
| 23.3    | 679          | 630 | 593 | 533 | 433 | 269 |
| 23.4    | 682          | 633 | 596 | 535 | 435 | 270 |
| 23.5    | 685          | 635 | 598 | 537 | 437 | 271 |
| 23.6    | 688          | 638 | 601 | 539 | 439 | 273 |
| 23.7    | 691          | 641 | 603 | 542 | 440 | 274 |
| 23.8    | 694          | 643 | 606 | 544 | 442 | 275 |
| 23.9    | 697          | 646 | 608 | 546 | 444 | 276 |
| 24.0    | 699          | 649 | 611 | 549 | 446 | 277 |
| 24.1    | 702          | 651 | 613 | 551 | 448 | 278 |
| 24.2    | 705          | 654 | 616 | 553 | 450 | 279 |
| 24.3    | 708          | 657 | 619 | 555 | 452 | 281 |
| 24.4    | 711          | 660 | 621 | 558 | 453 | 282 |
| 24.5    | 714          | 662 | 624 | 560 | 455 | 283 |
| 24.6    | 717          | 665 | 626 | 562 | 457 | 284 |
| 24.7    | 720          | 668 | 629 | 565 | 459 | 285 |
| 24.8    | 723          | 670 | 631 | 567 | 461 | 286 |
| 24.9    | 726          | 673 | 634 | 569 | 463 | 288 |
| 25.0    | 729          | 676 | 636 | 571 | 465 | 289 |

**C. Tasa de Interés.**

La tasa de interés de los créditos cuyo saldo no se revisa cada vez que se modifique el salario mínimo, será fijada por el H. Consejo de Administración del Infonavit y publicada en su página de Internet.

**D. Factores de descuento Régimen Ordinario de Amortización.**

| Salario (VSM) | Plazo (años) |       |       |       |       |       |       |       |       |       |       |       |       |       |       |
|---------------|--------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
|               | 30           | 29    | 28    | 27    | 26    | 25    | 24    | 23    | 22    | 21    | 20    | 19    | 18    | 17    | 16    |
| 1.0           | 0.270        | 0.265 | 0.265 | 0.265 | 0.270 | 0.265 | 0.265 | 0.270 | 0.265 | 0.270 | 0.265 | 0.265 | 0.270 | 0.265 | 0.265 |
| 1.1           | 0.270        | 0.270 | 0.270 | 0.270 | 0.270 | 0.270 | 0.270 | 0.270 | 0.270 | 0.270 | 0.270 | 0.270 | 0.270 | 0.270 | 0.270 |
| 1.2           | 0.270        | 0.270 | 0.270 | 0.270 | 0.270 | 0.270 | 0.270 | 0.270 | 0.270 | 0.270 | 0.265 | 0.265 | 0.265 | 0.270 | 0.270 |
| 1.3           | 0.275        | 0.270 | 0.270 | 0.270 | 0.270 | 0.270 | 0.270 | 0.270 | 0.270 | 0.270 | 0.270 | 0.275 | 0.270 | 0.270 | 0.270 |
| 1.4           | 0.270        | 0.270 | 0.270 | 0.270 | 0.270 | 0.270 | 0.270 | 0.270 | 0.270 | 0.270 | 0.270 | 0.270 | 0.270 | 0.270 | 0.265 |
| 1.5           | 0.260        | 0.260 | 0.260 | 0.260 | 0.260 | 0.260 | 0.260 | 0.260 | 0.260 | 0.260 | 0.255 | 0.260 | 0.260 | 0.260 | 0.255 |
| 1.6           | 0.260        | 0.260 | 0.260 | 0.260 | 0.260 | 0.260 | 0.255 | 0.255 | 0.260 | 0.260 | 0.260 | 0.260 | 0.260 | 0.260 | 0.255 |
| 1.7           | 0.260        | 0.260 | 0.265 | 0.260 | 0.260 | 0.260 | 0.260 | 0.260 | 0.260 | 0.260 | 0.255 | 0.260 | 0.260 | 0.260 | 0.260 |
| 1.8           | 0.265        | 0.265 | 0.265 | 0.260 | 0.265 | 0.265 | 0.265 | 0.265 | 0.260 | 0.265 | 0.260 | 0.265 | 0.265 | 0.265 | 0.265 |
| 1.9           | 0.265        | 0.265 | 0.265 | 0.265 | 0.260 | 0.265 | 0.265 | 0.265 | 0.265 | 0.265 | 0.260 | 0.260 | 0.260 | 0.265 | 0.260 |
| 2.0           | 0.265        | 0.265 | 0.260 | 0.260 | 0.260 | 0.260 | 0.265 | 0.265 | 0.260 | 0.260 | 0.260 | 0.260 | 0.260 | 0.260 | 0.260 |
| 2.1           | 0.265        | 0.265 | 0.260 | 0.260 | 0.260 | 0.260 | 0.260 | 0.260 | 0.265 | 0.260 | 0.260 | 0.260 | 0.260 | 0.260 | 0.260 |
| 2.2           | 0.265        | 0.265 | 0.265 | 0.265 | 0.260 | 0.260 | 0.265 | 0.260 | 0.260 | 0.265 | 0.260 | 0.260 | 0.260 | 0.260 | 0.260 |
| 2.3           | 0.265        | 0.265 | 0.265 | 0.265 | 0.265 | 0.265 | 0.265 | 0.265 | 0.265 | 0.265 | 0.265 | 0.265 | 0.265 | 0.265 | 0.265 |
| 2.4           | 0.270        | 0.265 | 0.265 | 0.265 | 0.265 | 0.265 | 0.265 | 0.265 | 0.265 | 0.265 | 0.265 | 0.260 | 0.265 | 0.265 | 0.265 |
| 2.5           | 0.265        | 0.265 | 0.265 | 0.265 | 0.265 | 0.260 | 0.265 | 0.265 | 0.265 | 0.265 | 0.265 | 0.260 | 0.265 | 0.265 | 0.265 |
| 2.6           | 0.270        | 0.265 | 0.265 | 0.265 | 0.265 | 0.265 | 0.265 | 0.265 | 0.265 | 0.265 | 0.265 | 0.265 | 0.265 | 0.265 | 0.265 |
| 2.7           | 0.270        | 0.270 | 0.270 | 0.270 | 0.265 | 0.265 | 0.265 | 0.265 | 0.265 | 0.265 | 0.265 | 0.265 | 0.265 | 0.265 | 0.265 |
| 2.8           | 0.265        | 0.265 | 0.270 | 0.270 | 0.265 | 0.265 | 0.265 | 0.265 | 0.265 | 0.265 | 0.265 | 0.265 | 0.265 | 0.265 | 0.265 |
| 2.9           | 0.270        | 0.270 | 0.270 | 0.270 | 0.270 | 0.270 | 0.265 | 0.270 | 0.265 | 0.265 | 0.265 | 0.265 | 0.270 | 0.265 | 0.265 |
| 3.0           | 0.270        | 0.270 | 0.270 | 0.265 | 0.265 | 0.270 | 0.270 | 0.270 | 0.270 | 0.265 | 0.265 | 0.265 | 0.265 | 0.265 | 0.265 |
| 3.1           | 0.270        | 0.270 | 0.270 | 0.270 | 0.270 | 0.270 | 0.270 | 0.270 | 0.265 | 0.270 | 0.265 | 0.265 | 0.270 | 0.265 | 0.265 |
| 3.2           | 0.275        | 0.275 | 0.270 | 0.270 | 0.270 | 0.270 | 0.270 | 0.275 | 0.270 | 0.270 | 0.270 | 0.270 | 0.270 | 0.270 | 0.270 |
| 3.3           | 0.275        | 0.275 | 0.275 | 0.275 | 0.270 | 0.270 | 0.275 | 0.275 | 0.275 | 0.275 | 0.270 | 0.270 | 0.270 | 0.275 | 0.270 |
| 3.4           | 0.270        | 0.270 | 0.270 | 0.270 | 0.270 | 0.270 | 0.270 | 0.270 | 0.270 | 0.270 | 0.270 | 0.270 | 0.270 | 0.270 | 0.270 |
| 3.5           | 0.275        | 0.275 | 0.275 | 0.275 | 0.275 | 0.275 | 0.270 | 0.275 | 0.275 | 0.275 | 0.275 | 0.275 | 0.275 | 0.270 | 0.275 |
| 3.6           | 0.280        | 0.275 | 0.275 | 0.275 | 0.275 | 0.275 | 0.275 | 0.275 | 0.275 | 0.275 | 0.275 | 0.270 | 0.270 | 0.275 | 0.275 |
| 3.7           | 0.280        | 0.275 | 0.275 | 0.275 | 0.275 | 0.275 | 0.275 | 0.275 | 0.275 | 0.275 | 0.275 | 0.275 | 0.275 | 0.270 | 0.275 |
| 3.8           | 0.280        | 0.275 | 0.280 | 0.275 | 0.275 | 0.275 | 0.275 | 0.275 | 0.275 | 0.275 | 0.275 | 0.275 | 0.275 | 0.275 | 0.275 |
| 3.9           | 0.275        | 0.275 | 0.275 | 0.275 | 0.275 | 0.270 | 0.270 | 0.270 | 0.270 | 0.275 | 0.270 | 0.270 | 0.270 | 0.270 | 0.270 |
| 4.0           | 0.270        | 0.270 | 0.270 | 0.270 | 0.265 | 0.265 | 0.265 | 0.265 | 0.265 | 0.265 | 0.265 | 0.265 | 0.265 | 0.265 | 0.265 |
| 4.1           | 0.270        | 0.270 | 0.270 | 0.270 | 0.270 | 0.270 | 0.270 | 0.270 | 0.270 | 0.265 | 0.270 | 0.270 | 0.270 | 0.265 | 0.265 |
| 4.2           | 0.270        | 0.270 | 0.270 | 0.270 | 0.270 | 0.270 | 0.270 | 0.270 | 0.270 | 0.270 | 0.270 | 0.270 | 0.270 | 0.270 | 0.265 |
| 4.3           | 0.275        | 0.270 | 0.275 | 0.270 | 0.275 | 0.275 | 0.270 | 0.270 | 0.270 | 0.270 | 0.270 | 0.270 | 0.275 | 0.270 | 0.270 |
| 4.4           | 0.280        | 0.275 | 0.280 | 0.275 | 0.275 | 0.275 | 0.275 | 0.275 | 0.275 | 0.275 | 0.275 | 0.275 | 0.275 | 0.275 | 0.275 |
| 4.5           | 0.280        | 0.280 | 0.280 | 0.280 | 0.280 | 0.280 | 0.280 | 0.280 | 0.280 | 0.280 | 0.280 | 0.275 | 0.275 | 0.275 | 0.280 |
| 4.6           | 0.275        | 0.275 | 0.275 | 0.275 | 0.270 | 0.270 | 0.270 | 0.270 | 0.270 | 0.275 | 0.270 | 0.270 | 0.270 | 0.270 | 0.270 |

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[illegible]

| Salario (VSM) | Plazo (años) |       |       |       |       |       |       |       |       |       |       |       |       |       |       |
|---------------|--------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
|               | 30           | 29    | 28    | 27    | 26    | 25    | 24    | 23    | 22    | 21    | 20    | 19    | 18    | 17    | 16    |
| 17.0          | 0.220        | 0.220 | 0.220 | 0.220 | 0.225 | 0.225 | 0.230 | 0.230 | 0.235 | 0.235 | 0.240 | 0.245 | 0.250 | 0.250 | 0.250 |
| 17.1          | 0.215        | 0.220 | 0.220 | 0.220 | 0.225 | 0.225 | 0.225 | 0.230 | 0.230 | 0.235 | 0.240 | 0.240 | 0.245 | 0.250 | 0.250 |
| 17.2          | 0.215        | 0.215 | 0.220 | 0.220 | 0.220 | 0.225 | 0.225 | 0.230 | 0.230 | 0.235 | 0.235 | 0.240 | 0.245 | 0.250 | 0.250 |
| 17.3          | 0.215        | 0.215 | 0.215 | 0.220 | 0.220 | 0.220 | 0.225 | 0.225 | 0.230 | 0.230 | 0.235 | 0.240 | 0.245 | 0.250 | 0.250 |
| 17.4          | 0.215        | 0.215 | 0.215 | 0.215 | 0.220 | 0.220 | 0.225 | 0.225 | 0.230 | 0.230 | 0.235 | 0.240 | 0.245 | 0.250 | 0.250 |
| 17.5          | 0.210        | 0.215 | 0.215 | 0.215 | 0.220 | 0.220 | 0.220 | 0.225 | 0.225 | 0.230 | 0.235 | 0.235 | 0.240 | 0.245 | 0.250 |
| 17.6          | 0.210        | 0.210 | 0.215 | 0.215 | 0.215 | 0.220 | 0.220 | 0.225 | 0.225 | 0.230 | 0.230 | 0.235 | 0.240 | 0.245 | 0.250 |
| 17.7          | 0.210        | 0.210 | 0.210 | 0.215 | 0.215 | 0.215 | 0.220 | 0.220 | 0.225 | 0.225 | 0.230 | 0.235 | 0.240 | 0.245 | 0.250 |
| 17.8          | 0.210        | 0.210 | 0.210 | 0.210 | 0.215 | 0.215 | 0.220 | 0.220 | 0.225 | 0.225 | 0.230 | 0.235 | 0.235 | 0.240 | 0.250 |
| 17.9          | 0.205        | 0.210 | 0.210 | 0.210 | 0.215 | 0.215 | 0.215 | 0.220 | 0.220 | 0.225 | 0.230 | 0.230 | 0.235 | 0.240 | 0.245 |
| 18.0          | 0.205        | 0.205 | 0.210 | 0.210 | 0.210 | 0.215 | 0.215 | 0.220 | 0.220 | 0.225 | 0.225 | 0.230 | 0.235 | 0.240 | 0.245 |
| 18.1          | 0.205        | 0.205 | 0.205 | 0.210 | 0.210 | 0.210 | 0.215 | 0.215 | 0.220 | 0.220 | 0.225 | 0.230 | 0.235 | 0.240 | 0.245 |
| 18.2          | 0.205        | 0.205 | 0.205 | 0.205 | 0.210 | 0.210 | 0.215 | 0.215 | 0.220 | 0.220 | 0.225 | 0.230 | 0.230 | 0.235 | 0.245 |
| 18.3          | 0.205        | 0.205 | 0.205 | 0.205 | 0.210 | 0.210 | 0.210 | 0.215 | 0.215 | 0.220 | 0.225 | 0.225 | 0.230 | 0.235 | 0.240 |
| 18.4          | 0.200        | 0.205 | 0.205 | 0.205 | 0.205 | 0.210 | 0.210 | 0.215 | 0.215 | 0.220 | 0.220 | 0.225 | 0.230 | 0.235 | 0.240 |
| 18.5          | 0.200        | 0.200 | 0.205 | 0.205 | 0.205 | 0.205 | 0.210 | 0.210 | 0.215 | 0.215 | 0.220 | 0.225 | 0.230 | 0.235 | 0.240 |
| 18.6          | 0.200        | 0.200 | 0.200 | 0.205 | 0.205 | 0.205 | 0.210 | 0.210 | 0.215 | 0.215 | 0.220 | 0.225 | 0.225 | 0.230 | 0.235 |
| 18.7          | 0.200        | 0.200 | 0.200 | 0.200 | 0.205 | 0.205 | 0.205 | 0.210 | 0.210 | 0.215 | 0.220 | 0.220 | 0.225 | 0.230 | 0.235 |
| 18.8          | 0.195        | 0.200 | 0.200 | 0.200 | 0.205 | 0.205 | 0.205 | 0.210 | 0.210 | 0.215 | 0.215 | 0.220 | 0.225 | 0.230 | 0.235 |
| 18.9          | 0.195        | 0.195 | 0.200 | 0.200 | 0.200 | 0.205 | 0.205 | 0.205 | 0.210 | 0.215 | 0.215 | 0.220 | 0.225 | 0.230 | 0.235 |
| 19.0          | 0.195        | 0.195 | 0.200 | 0.200 | 0.200 | 0.200 | 0.205 | 0.205 | 0.210 | 0.210 | 0.215 | 0.220 | 0.220 | 0.225 | 0.235 |
| 19.1          | 0.195        | 0.195 | 0.195 | 0.200 | 0.200 | 0.200 | 0.205 | 0.205 | 0.205 | 0.210 | 0.215 | 0.215 | 0.220 | 0.225 | 0.230 |
| 19.2          | 0.195        | 0.195 | 0.195 | 0.195 | 0.200 | 0.200 | 0.200 | 0.205 | 0.205 | 0.210 | 0.210 | 0.215 | 0.220 | 0.225 | 0.230 |
| 19.3          | 0.190        | 0.195 | 0.195 | 0.195 | 0.195 | 0.200 | 0.200 | 0.205 | 0.205 | 0.210 | 0.210 | 0.215 | 0.220 | 0.225 | 0.230 |
| 19.4          | 0.190        | 0.190 | 0.195 | 0.195 | 0.195 | 0.200 | 0.200 | 0.200 | 0.205 | 0.205 | 0.210 | 0.215 | 0.220 | 0.225 | 0.230 |
| 19.5          | 0.190        | 0.190 | 0.190 | 0.195 | 0.195 | 0.195 | 0.200 | 0.200 | 0.205 | 0.205 | 0.210 | 0.215 | 0.215 | 0.220 | 0.225 |
| 19.6          | 0.190        | 0.190 | 0.190 | 0.195 | 0.195 | 0.195 | 0.200 | 0.200 | 0.200 | 0.205 | 0.210 | 0.210 | 0.215 | 0.220 | 0.225 |
| 19.7          | 0.190        | 0.190 | 0.190 | 0.190 | 0.195 | 0.195 | 0.195 | 0.200 | 0.200 | 0.205 | 0.205 | 0.210 | 0.215 | 0.220 | 0.225 |
| 19.8          | 0.185        | 0.190 | 0.190 | 0.190 | 0.190 | 0.195 | 0.195 | 0.200 | 0.200 | 0.205 | 0.205 | 0.210 | 0.215 | 0.220 | 0.225 |
| 19.9          | 0.185        | 0.185 | 0.190 | 0.190 | 0.190 | 0.195 | 0.195 | 0.195 | 0.200 | 0.200 | 0.205 | 0.210 | 0.210 | 0.215 | 0.220 |
| 20.0          | 0.185        | 0.185 | 0.190 | 0.190 | 0.190 | 0.190 | 0.195 | 0.195 | 0.200 | 0.200 | 0.205 | 0.205 | 0.210 | 0.215 | 0.220 |
| 20.1          | 0.185        | 0.185 | 0.185 | 0.190 | 0.190 | 0.190 | 0.195 | 0.195 | 0.195 | 0.200 | 0.205 | 0.205 | 0.210 | 0.215 | 0.220 |
| 20.2          | 0.185        | 0.185 | 0.185 | 0.185 | 0.190 | 0.190 | 0.190 | 0.195 | 0.195 | 0.200 | 0.200 | 0.205 | 0.210 | 0.215 | 0.220 |
| 20.3          | 0.185        | 0.185 | 0.185 | 0.185 | 0.190 | 0.190 | 0.190 | 0.195 | 0.195 | 0.200 | 0.200 | 0.205 | 0.210 | 0.215 | 0.215 |
| 20.4          | 0.180        | 0.185 | 0.185 | 0.185 | 0.185 | 0.190 | 0.190 | 0.190 | 0.195 | 0.195 | 0.200 | 0.205 | 0.205 | 0.210 | 0.215 |
| 20.5          | 0.180        | 0.180 | 0.185 | 0.185 | 0.185 | 0.185 | 0.190 | 0.190 | 0.195 | 0.195 | 0.200 | 0.200 | 0.205 | 0.210 | 0.215 |
| 20.6          | 0.180        | 0.180 | 0.180 | 0.185 | 0.185 | 0.185 | 0.190 | 0.190 | 0.190 | 0.195 | 0.200 | 0.200 | 0.205 | 0.210 | 0.215 |
| 20.7          | 0.180        | 0.180 | 0.180 | 0.180 | 0.185 | 0.185 | 0.185 | 0.190 | 0.190 | 0.195 | 0.195 | 0.200 | 0.205 | 0.210 | 0.215 |
| 20.8          | 0.180        | 0.180 | 0.180 | 0.180 | 0.185 | 0.185 | 0.185 | 0.190 | 0.190 | 0.195 | 0.195 | 0.200 | 0.205 | 0.205 | 0.215 |
| 20.9          | 0.175        | 0.180 | 0.180 | 0.180 | 0.180 | 0.185 | 0.185 | 0.185 | 0.190 | 0.190 | 0.195 | 0.200 | 0.200 | 0.205 | 0.210 |
| 21.0          | 0.175        | 0.180 | 0.180 | 0.180 | 0.180 | 0.185 | 0.185 | 0.185 | 0.190 | 0.190 | 0.195 | 0.195 | 0.200 | 0.205 | 0.210 |

| Salario (VSM) | Plazo (años) |       |       |       |       |       |       |       |       |       |       |       |       |       |       |
|---------------|--------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
|               | 30           | 29    | 28    | 27    | 26    | 25    | 24    | 23    | 22    | 21    | 20    | 19    | 18    | 17    | 16    |
| 21.1          | 0.175        | 0.175 | 0.180 | 0.180 | 0.180 | 0.180 | 0.185 | 0.185 | 0.190 | 0.190 | 0.195 | 0.195 | 0.200 | 0.205 | 0.210 |
| 21.2          | 0.175        | 0.175 | 0.175 | 0.180 | 0.180 | 0.180 | 0.185 | 0.185 | 0.185 | 0.190 | 0.190 | 0.195 | 0.200 | 0.205 | 0.210 |
| 21.3          | 0.175        | 0.175 | 0.175 | 0.175 | 0.180 | 0.180 | 0.180 | 0.185 | 0.185 | 0.190 | 0.190 | 0.195 | 0.200 | 0.205 | 0.205 |
| 21.4          | 0.175        | 0.175 | 0.175 | 0.175 | 0.180 | 0.180 | 0.180 | 0.185 | 0.185 | 0.190 | 0.190 | 0.195 | 0.195 | 0.200 | 0.205 |
| 21.5          | 0.170        | 0.175 | 0.175 | 0.175 | 0.175 | 0.180 | 0.180 | 0.180 | 0.185 | 0.185 | 0.190 | 0.195 | 0.195 | 0.200 | 0.205 |
| 21.6          | 0.170        | 0.175 | 0.175 | 0.175 | 0.175 | 0.180 | 0.180 | 0.180 | 0.185 | 0.185 | 0.190 | 0.190 | 0.195 | 0.200 | 0.205 |
| 21.7          | 0.170        | 0.170 | 0.175 | 0.175 | 0.175 | 0.175 | 0.180 | 0.180 | 0.185 | 0.185 | 0.190 | 0.190 | 0.195 | 0.200 | 0.205 |
| 21.8          | 0.170        | 0.170 | 0.170 | 0.175 | 0.175 | 0.175 | 0.180 | 0.180 | 0.180 | 0.185 | 0.185 | 0.190 | 0.195 | 0.200 | 0.205 |
| 21.9          | 0.170        | 0.170 | 0.170 | 0.170 | 0.175 | 0.175 | 0.175 | 0.180 | 0.180 | 0.185 | 0.185 | 0.190 | 0.195 | 0.195 | 0.200 |
| 22.0          | 0.170        | 0.170 | 0.170 | 0.170 | 0.175 | 0.175 | 0.175 | 0.180 | 0.180 | 0.185 | 0.185 | 0.190 | 0.190 | 0.195 | 0.200 |
| 22.1          | 0.170        | 0.170 | 0.170 | 0.170 | 0.170 | 0.175 | 0.175 | 0.175 | 0.180 | 0.180 | 0.185 | 0.190 | 0.190 | 0.195 | 0.200 |
| 22.2          | 0.165        | 0.170 | 0.170 | 0.170 | 0.170 | 0.175 | 0.175 | 0.175 | 0.180 | 0.180 | 0.185 | 0.185 | 0.190 | 0.195 | 0.200 |
| 22.3          | 0.165        | 0.165 | 0.170 | 0.170 | 0.170 | 0.170 | 0.175 | 0.175 | 0.180 | 0.180 | 0.185 | 0.185 | 0.190 | 0.195 | 0.200 |
| 22.4          | 0.165        | 0.165 | 0.165 | 0.170 | 0.170 | 0.170 | 0.175 | 0.175 | 0.175 | 0.180 | 0.180 | 0.185 | 0.190 | 0.190 | 0.195 |
| 22.5          | 0.165        | 0.165 | 0.165 | 0.170 | 0.170 | 0.170 | 0.170 | 0.175 | 0.175 | 0.180 | 0.180 | 0.185 | 0.190 | 0.190 | 0.195 |
| 22.6          | 0.165        | 0.165 | 0.165 | 0.165 | 0.170 | 0.170 | 0.170 | 0.175 | 0.175 | 0.180 | 0.180 | 0.185 | 0.185 | 0.190 | 0.195 |
| 22.7          | 0.165        | 0.165 | 0.165 | 0.165 | 0.170 | 0.170 | 0.170 | 0.175 | 0.175 | 0.175 | 0.180 | 0.185 | 0.185 | 0.190 | 0.195 |
| 22.8          | 0.165        | 0.165 | 0.165 | 0.165 | 0.165 | 0.170 | 0.170 | 0.170 | 0.175 | 0.175 | 0.180 | 0.180 | 0.185 | 0.190 | 0.195 |
| 22.9          | 0.160        | 0.165 | 0.165 | 0.165 | 0.165 | 0.170 | 0.170 | 0.170 | 0.175 | 0.175 | 0.180 | 0.180 | 0.185 | 0.190 | 0.195 |
| 23.0          | 0.160        | 0.160 | 0.165 | 0.165 | 0.165 | 0.165 | 0.170 | 0.170 | 0.170 | 0.175 | 0.175 | 0.180 | 0.185 | 0.190 | 0.190 |
| 23.1          | 0.160        | 0.160 | 0.160 | 0.165 | 0.165 | 0.165 | 0.170 | 0.170 | 0.170 | 0.175 | 0.175 | 0.180 | 0.185 | 0.185 | 0.190 |
| 23.2          | 0.160        | 0.160 | 0.160 | 0.165 | 0.165 | 0.165 | 0.165 | 0.170 | 0.170 | 0.175 | 0.175 | 0.180 | 0.180 | 0.185 | 0.190 |
| 23.3          | 0.160        | 0.160 | 0.160 | 0.160 | 0.165 | 0.165 | 0.165 | 0.170 | 0.170 | 0.170 | 0.175 | 0.180 | 0.180 | 0.185 | 0.190 |
| 23.4          | 0.160        | 0.160 | 0.160 | 0.160 | 0.165 | 0.165 | 0.165 | 0.165 | 0.170 | 0.170 | 0.175 | 0.175 | 0.180 | 0.185 | 0.190 |
| 23.5          | 0.160        | 0.160 | 0.160 | 0.160 | 0.160 | 0.165 | 0.165 | 0.165 | 0.170 | 0.170 | 0.175 | 0.175 | 0.180 | 0.185 | 0.190 |
| 23.6          | 0.155        | 0.160 | 0.160 | 0.160 | 0.160 | 0.165 | 0.165 | 0.165 | 0.170 | 0.170 | 0.175 | 0.175 | 0.180 | 0.185 | 0.185 |
| 23.7          | 0.155        | 0.155 | 0.160 | 0.160 | 0.160 | 0.160 | 0.165 | 0.165 | 0.165 | 0.170 | 0.170 | 0.175 | 0.180 | 0.180 | 0.185 |
| 23.8          | 0.155        | 0.155 | 0.160 | 0.160 | 0.160 | 0.160 | 0.165 | 0.165 | 0.165 | 0.170 | 0.170 | 0.175 | 0.175 | 0.180 | 0.185 |
| 23.9          | 0.155        | 0.155 | 0.155 | 0.160 | 0.160 | 0.160 | 0.160 | 0.165 | 0.165 | 0.170 | 0.170 | 0.175 | 0.175 | 0.180 | 0.185 |
| 24.0          | 0.155        | 0.155 | 0.155 | 0.155 | 0.160 | 0.160 | 0.160 | 0.165 | 0.165 | 0.165 | 0.170 | 0.175 | 0.175 | 0.180 | 0.185 |
| 24.1          | 0.155        | 0.155 | 0.155 | 0.155 | 0.160 | 0.160 | 0.160 | 0.165 | 0.165 | 0.165 | 0.170 | 0.170 | 0.175 | 0.180 | 0.185 |
| 24.2          | 0.155        | 0.155 | 0.155 | 0.155 | 0.155 | 0.160 | 0.160 | 0.160 | 0.165 | 0.165 | 0.170 | 0.170 | 0.175 | 0.180 | 0.185 |
| 24.3          | 0.155        | 0.155 | 0.155 | 0.155 | 0.155 | 0.160 | 0.160 | 0.160 | 0.165 | 0.165 | 0.170 | 0.170 | 0.175 | 0.180 | 0.180 |
| 24.4          | 0.150        | 0.155 | 0.155 | 0.155 | 0.155 | 0.155 | 0.160 | 0.160 | 0.160 | 0.165 | 0.165 | 0.170 | 0.175 | 0.175 | 0.180 |
| 24.5          | 0.150        | 0.150 | 0.155 | 0.155 | 0.155 | 0.155 | 0.160 | 0.160 | 0.160 | 0.165 | 0.165 | 0.170 | 0.170 | 0.175 | 0.180 |
| 24.6          | 0.150        | 0.150 | 0.150 | 0.155 | 0.155 | 0.155 | 0.155 | 0.160 | 0.160 | 0.165 | 0.165 | 0.170 | 0.170 | 0.175 | 0.180 |
| 24.7          | 0.150        | 0.150 | 0.150 | 0.155 | 0.155 | 0.155 | 0.155 | 0.160 | 0.160 | 0.165 | 0.165 | 0.170 | 0.170 | 0.175 | 0.180 |
| 24.8          | 0.150        | 0.150 | 0.150 | 0.150 | 0.155 | 0.155 | 0.155 | 0.160 | 0.160 | 0.160 | 0.165 | 0.165 | 0.170 | 0.175 | 0.180 |
| 24.9          | 0.150        | 0.150 | 0.150 | 0.150 | 0.155 | 0.155 | 0.155 | 0.155 | 0.160 | 0.160 | 0.165 | 0.165 | 0.170 | 0.175 | 0.175 |
| 25.0          | 0.150        | 0.150 | 0.150 | 0.150 | 0.150 | 0.155 | 0.155 | 0.155 | 0.160 | 0.160 | 0.165 | 0.165 | 0.170 | 0.175 | 0.175 |

| Salario (VSM) | Plazo (años) |       |       |       |       |       |       |       |       |       |       |       |       |       |       |
|---------------|--------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
|               | 15           | 14    | 13    | 12    | 11    | 10    | 9     | 8     | 7     | 6     | 5     | 4     | 3     | 2     | 1     |
| 1.0           | 0.265        | 0.265 | 0.265 | 0.265 | 0.260 | 0.265 | 0.270 | 0.265 | 0.260 | 0.265 | 0.265 | 0.265 | 0.265 | 0.235 | 0.235 |
| 1.1           | 0.270        | 0.265 | 0.270 | 0.265 | 0.270 | 0.265 | 0.270 | 0.270 | 0.270 | 0.270 | 0.270 | 0.260 | 0.265 | 0.250 | 0.215 |
| 1.2           | 0.265        | 0.270 | 0.265 | 0.270 | 0.265 | 0.265 | 0.265 | 0.265 | 0.265 | 0.270 | 0.265 | 0.255 | 0.265 | 0.260 | 0.255 |
| 1.3           | 0.270        | 0.270 | 0.270 | 0.270 | 0.270 | 0.265 | 0.270 | 0.270 | 0.265 | 0.270 | 0.270 | 0.265 | 0.265 | 0.270 | 0.240 |
| 1.4           | 0.270        | 0.270 | 0.270 | 0.270 | 0.270 | 0.265 | 0.270 | 0.265 | 0.265 | 0.260 | 0.260 | 0.260 | 0.265 | 0.255 | 0.225 |
| 1.5           | 0.260        | 0.260 | 0.260 | 0.260 | 0.260 | 0.255 | 0.260 | 0.255 | 0.250 | 0.245 | 0.245 | 0.250 | 0.250 | 0.220 | 0.245 |
| 1.6           | 0.255        | 0.255 | 0.255 | 0.255 | 0.250 | 0.255 | 0.250 | 0.260 | 0.250 | 0.250 | 0.235 | 0.240 | 0.250 | 0.230 | 0.225 |
| 1.7           | 0.255        | 0.255 | 0.260 | 0.260 | 0.255 | 0.255 | 0.250 | 0.250 | 0.250 | 0.255 | 0.245 | 0.240 | 0.255 | 0.215 | 0.210 |
| 1.8           | 0.260        | 0.260 | 0.255 | 0.265 | 0.260 | 0.260 | 0.260 | 0.255 | 0.265 | 0.260 | 0.255 | 0.240 | 0.260 | 0.230 | 0.245 |
| 1.9           | 0.260        | 0.265 | 0.260 | 0.255 | 0.260 | 0.260 | 0.260 | 0.255 | 0.260 | 0.255 | 0.255 | 0.240 | 0.260 | 0.245 | 0.230 |
| 2.0           | 0.260        | 0.260 | 0.260 | 0.255 | 0.260 | 0.260 | 0.255 | 0.255 | 0.255 | 0.250 | 0.250 | 0.240 | 0.250 | 0.230 | 0.220 |
| 2.1           | 0.260        | 0.260 | 0.260 | 0.260 | 0.260 | 0.260 | 0.260 | 0.260 | 0.255 | 0.255 | 0.250 | 0.250 | 0.250 | 0.245 | 0.250 |
| 2.2           | 0.255        | 0.265 | 0.260 | 0.255 | 0.255 | 0.255 | 0.260 | 0.260 | 0.250 | 0.260 | 0.255 | 0.250 | 0.230 | 0.230 | 0.235 |
| 2.3           | 0.260        | 0.260 | 0.265 | 0.270 | 0.260 | 0.260 | 0.260 | 0.260 | 0.260 | 0.255 | 0.260 | 0.250 | 0.235 | 0.240 | 0.225 |
| 2.4           | 0.260        | 0.260 | 0.265 | 0.265 | 0.265 | 0.260 | 0.260 | 0.260 | 0.260 | 0.250 | 0.260 | 0.250 | 0.240 | 0.255 | 0.250 |
| 2.5           | 0.265        | 0.265 | 0.260 | 0.265 | 0.260 | 0.260 | 0.260 | 0.260 | 0.255 | 0.255 | 0.255 | 0.250 | 0.240 | 0.240 | 0.240 |
| 2.6           | 0.265        | 0.265 | 0.260 | 0.260 | 0.265 | 0.260 | 0.260 | 0.260 | 0.260 | 0.260 | 0.265 | 0.260 | 0.245 | 0.250 | 0.230 |
| 2.7           | 0.265        | 0.265 | 0.265 | 0.260 | 0.265 | 0.265 | 0.260 | 0.255 | 0.260 | 0.255 | 0.250 | 0.260 | 0.245 | 0.260 | 0.255 |
| 2.8           | 0.265        | 0.265 | 0.265 | 0.265 | 0.260 | 0.265 | 0.260 | 0.260 | 0.265 | 0.260 | 0.255 | 0.260 | 0.250 | 0.250 | 0.245 |
| 2.9           | 0.265        | 0.265 | 0.265 | 0.265 | 0.260 | 0.265 | 0.265 | 0.260 | 0.265 | 0.265 | 0.255 | 0.260 | 0.255 | 0.260 | 0.235 |
| 3.0           | 0.265        | 0.265 | 0.265 | 0.265 | 0.260 | 0.265 | 0.265 | 0.260 | 0.265 | 0.260 | 0.255 | 0.260 | 0.255 | 0.250 | 0.255 |
| 3.1           | 0.265        | 0.265 | 0.265 | 0.265 | 0.265 | 0.260 | 0.265 | 0.265 | 0.260 | 0.260 | 0.260 | 0.255 | 0.240 | 0.245 | 0.250 |
| 3.2           | 0.270        | 0.265 | 0.270 | 0.265 | 0.265 | 0.265 | 0.270 | 0.265 | 0.260 | 0.265 | 0.260 | 0.260 | 0.245 | 0.225 | 0.240 |
| 3.3           | 0.270        | 0.270 | 0.270 | 0.270 | 0.270 | 0.270 | 0.270 | 0.270 | 0.265 | 0.265 | 0.260 | 0.260 | 0.250 | 0.215 | 0.265 |
| 3.4           | 0.265        | 0.265 | 0.265 | 0.270 | 0.265 | 0.265 | 0.265 | 0.265 | 0.265 | 0.265 | 0.260 | 0.250 | 0.255 | 0.225 | 0.255 |
| 3.5           | 0.270        | 0.270 | 0.270 | 0.270 | 0.270 | 0.265 | 0.265 | 0.265 | 0.265 | 0.265 | 0.260 | 0.255 | 0.260 | 0.220 | 0.250 |
| 3.6           | 0.275        | 0.270 | 0.270 | 0.270 | 0.270 | 0.270 | 0.270 | 0.270 | 0.270 | 0.265 | 0.260 | 0.255 | 0.255 | 0.230 | 0.270 |
| 3.7           | 0.275        | 0.275 | 0.270 | 0.270 | 0.270 | 0.270 | 0.265 | 0.270 | 0.265 | 0.260 | 0.260 | 0.255 | 0.255 | 0.220 | 0.260 |
| 3.8           | 0.275        | 0.270 | 0.275 | 0.270 | 0.275 | 0.270 | 0.270 | 0.270 | 0.265 | 0.260 | 0.260 | 0.255 | 0.260 | 0.225 | 0.255 |
| 3.9           | 0.270        | 0.270 | 0.270 | 0.270 | 0.270 | 0.265 | 0.265 | 0.270 | 0.265 | 0.260 | 0.260 | 0.255 | 0.250 | 0.215 | 0.245 |
| 4.0           | 0.265        | 0.265 | 0.260 | 0.260 | 0.265 | 0.265 | 0.260 | 0.260 | 0.260 | 0.250 | 0.260 | 0.250 | 0.250 | 0.225 | 0.240 |
| 4.1           | 0.265        | 0.265 | 0.265 | 0.265 | 0.260 | 0.265 | 0.260 | 0.260 | 0.260 | 0.255 | 0.260 | 0.250 | 0.255 | 0.215 | 0.255 |
| 4.2           | 0.265        | 0.265 | 0.270 | 0.265 | 0.265 | 0.265 | 0.260 | 0.260 | 0.260 | 0.260 | 0.260 | 0.250 | 0.255 | 0.225 | 0.250 |
| 4.3           | 0.270        | 0.265 | 0.270 | 0.270 | 0.265 | 0.265 | 0.265 | 0.260 | 0.265 | 0.260 | 0.260 | 0.255 | 0.255 | 0.225 | 0.265 |
| 4.4           | 0.270        | 0.275 | 0.270 | 0.270 | 0.270 | 0.265 | 0.270 | 0.270 | 0.265 | 0.265 | 0.260 | 0.255 | 0.260 | 0.220 | 0.260 |

[illegible]

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[illegible]

[illegible]

|               | Plazo (años) |       |       |       |       |       |       |       |       |       |       |       |       |       |       |
|---------------|--------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| Salario (VSM) | 15           | 14    | 13    | 12    | 11    | 10    | 9     | 8     | 7     | 6     | 5     | 4     | 3     | 2     | 1     |
| 18.5          | 0.245        | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 |
| 18.6          | 0.245        | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 |
| 18.7          | 0.245        | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 |
| 18.8          | 0.240        | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 |
| 18.9          | 0.240        | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 |
| 19.0          | 0.240        | 0.245 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 |
| 19.1          | 0.240        | 0.245 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 |
| 19.2          | 0.235        | 0.245 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 |
| 19.3          | 0.235        | 0.240 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 |
| 19.4          | 0.235        | 0.240 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 |
| 19.5          | 0.235        | 0.240 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 |
| 19.6          | 0.230        | 0.240 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 |
| 19.7          | 0.230        | 0.240 | 0.245 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 |
| 19.8          | 0.230        | 0.235 | 0.245 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 |
| 19.9          | 0.230        | 0.235 | 0.245 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 |
| 20.0          | 0.225        | 0.235 | 0.240 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 |
| 20.1          | 0.225        | 0.235 | 0.240 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 |
| 20.2          | 0.225        | 0.230 | 0.240 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 |
| 20.3          | 0.225        | 0.230 | 0.240 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 |
| 20.4          | 0.225        | 0.230 | 0.240 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 |
| 20.5          | 0.220        | 0.230 | 0.235 | 0.245 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 |
| 20.6          | 0.220        | 0.230 | 0.235 | 0.245 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 |
| 20.7          | 0.220        | 0.225 | 0.235 | 0.245 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 |
| 20.8          | 0.220        | 0.225 | 0.235 | 0.245 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 |
| 20.9          | 0.215        | 0.225 | 0.230 | 0.240 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 |
| 21.0          | 0.215        | 0.225 | 0.230 | 0.240 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 |
| 21.1          | 0.215        | 0.220 | 0.230 | 0.240 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 |
| 21.2          | 0.215        | 0.220 | 0.230 | 0.240 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 |
| 21.3          | 0.215        | 0.220 | 0.230 | 0.235 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 |
| 21.4          | 0.210        | 0.220 | 0.225 | 0.235 | 0.245 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 |
| 21.5          | 0.210        | 0.220 | 0.225 | 0.235 | 0.245 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 |
| 21.6          | 0.210        | 0.215 | 0.225 | 0.235 | 0.245 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 |
| 21.7          | 0.210        | 0.215 | 0.225 | 0.235 | 0.245 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 |

|               | Plazo (años) |       |       |       |       |       |       |       |       |       |       |       |       |       |       |
|---------------|--------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| Salario (VSM) | 15           | 14    | 13    | 12    | 11    | 10    | 9     | 8     | 7     | 6     | 5     | 4     | 3     | 2     | 1     |
| 21.8          | 0.210        | 0.215 | 0.225 | 0.230 | 0.240 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 |
| 21.9          | 0.205        | 0.215 | 0.220 | 0.230 | 0.240 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 |
| 22.0          | 0.205        | 0.215 | 0.220 | 0.230 | 0.240 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 |
| 22.1          | 0.205        | 0.210 | 0.220 | 0.230 | 0.240 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 |
| 22.2          | 0.205        | 0.210 | 0.220 | 0.230 | 0.240 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 |
| 22.3          | 0.205        | 0.210 | 0.220 | 0.225 | 0.235 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 |
| 22.4          | 0.205        | 0.210 | 0.215 | 0.225 | 0.235 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 |
| 22.5          | 0.200        | 0.210 | 0.215 | 0.225 | 0.235 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 |
| 22.6          | 0.200        | 0.205 | 0.215 | 0.225 | 0.235 | 0.245 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 |
| 22.7          | 0.200        | 0.205 | 0.215 | 0.225 | 0.235 | 0.245 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 |
| 22.8          | 0.200        | 0.205 | 0.215 | 0.220 | 0.230 | 0.245 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 |
| 22.9          | 0.200        | 0.205 | 0.210 | 0.220 | 0.230 | 0.245 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 |
| 23.0          | 0.195        | 0.205 | 0.210 | 0.220 | 0.230 | 0.245 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 |
| 23.1          | 0.195        | 0.205 | 0.210 | 0.220 | 0.230 | 0.240 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 |
| 23.2          | 0.195        | 0.200 | 0.210 | 0.215 | 0.230 | 0.240 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 |
| 23.3          | 0.195        | 0.200 | 0.210 | 0.215 | 0.225 | 0.240 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 |
| 23.4          | 0.195        | 0.200 | 0.205 | 0.215 | 0.225 | 0.240 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 |
| 23.5          | 0.195        | 0.200 | 0.205 | 0.215 | 0.225 | 0.235 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 |
| 23.6          | 0.190        | 0.200 | 0.205 | 0.215 | 0.225 | 0.235 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 |
| 23.7          | 0.190        | 0.200 | 0.205 | 0.215 | 0.225 | 0.235 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 |
| 23.8          | 0.190        | 0.195 | 0.205 | 0.210 | 0.220 | 0.235 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 |
| 23.9          | 0.190        | 0.195 | 0.205 | 0.210 | 0.220 | 0.235 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 |
| 24.0          | 0.190        | 0.195 | 0.200 | 0.210 | 0.220 | 0.235 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 |
| 24.1          | 0.190        | 0.195 | 0.200 | 0.210 | 0.220 | 0.230 | 0.245 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 |
| 24.2          | 0.190        | 0.195 | 0.200 | 0.210 | 0.220 | 0.230 | 0.245 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 |
| 24.3          | 0.185        | 0.190 | 0.200 | 0.210 | 0.220 | 0.230 | 0.245 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 |
| 24.4          | 0.185        | 0.190 | 0.200 | 0.205 | 0.215 | 0.230 | 0.245 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 |
| 24.5          | 0.185        | 0.190 | 0.200 | 0.205 | 0.215 | 0.230 | 0.245 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 |
| 24.6          | 0.185        | 0.190 | 0.195 | 0.205 | 0.215 | 0.225 | 0.240 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 |
| 24.7          | 0.185        | 0.190 | 0.195 | 0.205 | 0.215 | 0.225 | 0.240 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 |
| 24.8          | 0.185        | 0.190 | 0.195 | 0.205 | 0.215 | 0.225 | 0.240 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 |
| 24.9          | 0.180        | 0.190 | 0.195 | 0.205 | 0.215 | 0.225 | 0.240 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 |
| 25.0          | 0.180        | 0.185 | 0.195 | 0.200 | 0.210 | 0.225 | 0.240 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 | 0.250 |

**E. Porcentajes de descuento Régimen Especial de Amortización**

| Salario (VSM) | Plazo (años) |       |       |       |       |       |       |       |       |       |       |       |       |       |       |
|---------------|--------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
|               | 30           | 29    | 28    | 27    | 26    | 25    | 24    | 23    | 22    | 21    | 20    | 19    | 18    | 17    | 16    |
| 1.0           | 0.320        | 0.315 | 0.315 | 0.315 | 0.320 | 0.315 | 0.315 | 0.320 | 0.315 | 0.320 | 0.315 | 0.315 | 0.320 | 0.315 | 0.315 |
| 1.1           | 0.320        | 0.320 | 0.320 | 0.320 | 0.320 | 0.320 | 0.320 | 0.320 | 0.320 | 0.320 | 0.320 | 0.320 | 0.320 | 0.320 | 0.320 |
| 1.2           | 0.320        | 0.320 | 0.320 | 0.320 | 0.320 | 0.320 | 0.320 | 0.320 | 0.320 | 0.320 | 0.315 | 0.315 | 0.315 | 0.320 | 0.320 |
| 1.3           | 0.325        | 0.320 | 0.320 | 0.320 | 0.320 | 0.320 | 0.320 | 0.320 | 0.320 | 0.320 | 0.320 | 0.325 | 0.320 | 0.320 | 0.320 |
| 1.4           | 0.320        | 0.320 | 0.320 | 0.320 | 0.320 | 0.320 | 0.320 | 0.320 | 0.320 | 0.320 | 0.320 | 0.320 | 0.320 | 0.320 | 0.315 |
| 1.5           | 0.310        | 0.310 | 0.310 | 0.310 | 0.310 | 0.310 | 0.310 | 0.310 | 0.310 | 0.310 | 0.305 | 0.310 | 0.310 | 0.310 | 0.305 |
| 1.6           | 0.310        | 0.310 | 0.310 | 0.310 | 0.310 | 0.310 | 0.305 | 0.305 | 0.310 | 0.310 | 0.310 | 0.310 | 0.310 | 0.310 | 0.305 |
| 1.7           | 0.310        | 0.310 | 0.315 | 0.310 | 0.310 | 0.310 | 0.310 | 0.310 | 0.310 | 0.310 | 0.305 | 0.310 | 0.310 | 0.310 | 0.310 |
| 1.8           | 0.315        | 0.315 | 0.315 | 0.310 | 0.315 | 0.315 | 0.315 | 0.315 | 0.310 | 0.315 | 0.310 | 0.315 | 0.315 | 0.315 | 0.315 |
| 1.9           | 0.315        | 0.315 | 0.315 | 0.315 | 0.310 | 0.315 | 0.315 | 0.315 | 0.315 | 0.315 | 0.310 | 0.310 | 0.310 | 0.315 | 0.310 |
| 2.0           | 0.315        | 0.315 | 0.310 | 0.310 | 0.310 | 0.310 | 0.315 | 0.315 | 0.310 | 0.310 | 0.310 | 0.310 | 0.310 | 0.310 | 0.310 |
| 2.1           | 0.315        | 0.315 | 0.310 | 0.310 | 0.310 | 0.310 | 0.310 | 0.310 | 0.315 | 0.310 | 0.310 | 0.310 | 0.310 | 0.310 | 0.310 |
| 2.2           | 0.315        | 0.315 | 0.315 | 0.315 | 0.310 | 0.310 | 0.315 | 0.310 | 0.310 | 0.315 | 0.310 | 0.310 | 0.310 | 0.310 | 0.310 |
| 2.3           | 0.315        | 0.315 | 0.315 | 0.315 | 0.315 | 0.315 | 0.315 | 0.315 | 0.315 | 0.315 | 0.315 | 0.315 | 0.315 | 0.315 | 0.315 |
| 2.4           | 0.320        | 0.315 | 0.315 | 0.315 | 0.315 | 0.315 | 0.315 | 0.315 | 0.315 | 0.315 | 0.315 | 0.310 | 0.315 | 0.315 | 0.315 |
| 2.5           | 0.315        | 0.315 | 0.315 | 0.315 | 0.315 | 0.310 | 0.315 | 0.315 | 0.315 | 0.315 | 0.315 | 0.310 | 0.315 | 0.315 | 0.315 |
| 2.6           | 0.320        | 0.315 | 0.315 | 0.315 | 0.315 | 0.315 | 0.315 | 0.315 | 0.315 | 0.315 | 0.315 | 0.315 | 0.315 | 0.315 | 0.315 |
| 2.7           | 0.320        | 0.320 | 0.320 | 0.320 | 0.315 | 0.315 | 0.315 | 0.315 | 0.315 | 0.315 | 0.315 | 0.315 | 0.315 | 0.315 | 0.315 |
| 2.8           | 0.315        | 0.315 | 0.320 | 0.320 | 0.315 | 0.315 | 0.315 | 0.315 | 0.315 | 0.315 | 0.315 | 0.315 | 0.315 | 0.315 | 0.315 |
| 2.9           | 0.320        | 0.320 | 0.320 | 0.320 | 0.320 | 0.320 | 0.315 | 0.320 | 0.315 | 0.315 | 0.315 | 0.315 | 0.320 | 0.315 | 0.315 |
| 3.0           | 0.320        | 0.320 | 0.320 | 0.315 | 0.315 | 0.320 | 0.320 | 0.320 | 0.320 | 0.315 | 0.315 | 0.315 | 0.315 | 0.315 | 0.315 |
| 3.1           | 0.320        | 0.320 | 0.320 | 0.320 | 0.320 | 0.320 | 0.320 | 0.320 | 0.315 | 0.320 | 0.315 | 0.315 | 0.320 | 0.315 | 0.315 |
| 3.2           | 0.325        | 0.325 | 0.320 | 0.320 | 0.320 | 0.320 | 0.320 | 0.325 | 0.320 | 0.320 | 0.320 | 0.320 | 0.320 | 0.320 | 0.320 |
| 3.3           | 0.325        | 0.325 | 0.325 | 0.325 | 0.320 | 0.320 | 0.325 | 0.325 | 0.325 | 0.325 | 0.320 | 0.320 | 0.320 | 0.325 | 0.320 |
| 3.4           | 0.320        | 0.320 | 0.320 | 0.320 | 0.320 | 0.320 | 0.320 | 0.320 | 0.320 | 0.320 | 0.320 | 0.320 | 0.320 | 0.320 | 0.320 |
| 3.5           | 0.325        | 0.325 | 0.325 | 0.325 | 0.325 | 0.325 | 0.320 | 0.325 | 0.325 | 0.325 | 0.325 | 0.325 | 0.325 | 0.320 | 0.325 |
| 3.6           | 0.330        | 0.325 | 0.325 | 0.325 | 0.325 | 0.325 | 0.325 | 0.325 | 0.325 | 0.325 | 0.325 | 0.320 | 0.320 | 0.325 | 0.325 |
| 3.7           | 0.330        | 0.325 | 0.325 | 0.325 | 0.325 | 0.325 | 0.325 | 0.325 | 0.325 | 0.325 | 0.325 | 0.325 | 0.325 | 0.320 | 0.325 |
| 3.8           | 0.330        | 0.325 | 0.330 | 0.325 | 0.325 | 0.325 | 0.325 | 0.325 | 0.325 | 0.325 | 0.325 | 0.325 | 0.325 | 0.325 | 0.325 |
| 3.9           | 0.325        | 0.325 | 0.325 | 0.325 | 0.325 | 0.320 | 0.320 | 0.320 | 0.320 | 0.325 | 0.320 | 0.320 | 0.320 | 0.320 | 0.320 |
| 4.0           | 0.320        | 0.320 | 0.320 | 0.320 | 0.315 | 0.315 | 0.315 | 0.315 | 0.315 | 0.315 | 0.315 | 0.315 | 0.315 | 0.315 | 0.315 |
| 4.1           | 0.320        | 0.320 | 0.320 | 0.320 | 0.320 | 0.320 | 0.320 | 0.320 | 0.320 | 0.315 | 0.320 | 0.320 | 0.320 | 0.315 | 0.315 |
| 4.2           | 0.320        | 0.320 | 0.320 | 0.320 | 0.320 | 0.320 | 0.320 | 0.320 | 0.320 | 0.320 | 0.320 | 0.320 | 0.320 | 0.320 | 0.315 |
| 4.3           | 0.325        | 0.320 | 0.325 | 0.320 | 0.325 | 0.325 | 0.320 | 0.320 | 0.320 | 0.320 | 0.320 | 0.320 | 0.325 | 0.320 | 0.320 |

[illegible]

[illegible]

[illegible]

| Salario (VSM) | Plazo (años) |       |       |       |       |       |       |       |       |       |       |       |       |       |       |
|---------------|--------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
|               | 30           | 29    | 28    | 27    | 26    | 25    | 24    | 23    | 22    | 21    | 20    | 19    | 18    | 17    | 16    |
| 14.8          | 0.300        | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 |
| 14.9          | 0.300        | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 |
| 15.0          | 0.295        | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 |
| 15.1          | 0.295        | 0.295 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 |
| 15.2          | 0.295        | 0.295 | 0.295 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 |
| 15.3          | 0.290        | 0.295 | 0.295 | 0.295 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 |
| 15.4          | 0.290        | 0.290 | 0.295 | 0.295 | 0.295 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 |
| 15.5          | 0.290        | 0.290 | 0.290 | 0.295 | 0.295 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 |
| 15.6          | 0.290        | 0.290 | 0.290 | 0.290 | 0.295 | 0.295 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 |
| 15.7          | 0.285        | 0.285 | 0.290 | 0.290 | 0.290 | 0.295 | 0.295 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 |
| 15.8          | 0.285        | 0.285 | 0.285 | 0.290 | 0.290 | 0.295 | 0.295 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 |
| 15.9          | 0.285        | 0.285 | 0.285 | 0.285 | 0.290 | 0.290 | 0.295 | 0.295 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 |
| 16.0          | 0.280        | 0.285 | 0.285 | 0.285 | 0.290 | 0.290 | 0.290 | 0.295 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 |
| 16.1          | 0.280        | 0.280 | 0.285 | 0.285 | 0.285 | 0.290 | 0.290 | 0.295 | 0.295 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 |
| 16.2          | 0.280        | 0.280 | 0.280 | 0.285 | 0.285 | 0.285 | 0.290 | 0.290 | 0.295 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 |
| 16.3          | 0.280        | 0.280 | 0.280 | 0.280 | 0.285 | 0.285 | 0.290 | 0.290 | 0.295 | 0.295 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 |
| 16.4          | 0.275        | 0.280 | 0.280 | 0.280 | 0.280 | 0.285 | 0.285 | 0.290 | 0.290 | 0.295 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 |
| 16.5          | 0.275        | 0.275 | 0.280 | 0.280 | 0.280 | 0.285 | 0.285 | 0.285 | 0.290 | 0.295 | 0.295 | 0.300 | 0.300 | 0.300 | 0.300 |
| 16.6          | 0.275        | 0.275 | 0.275 | 0.280 | 0.280 | 0.280 | 0.285 | 0.285 | 0.290 | 0.290 | 0.295 | 0.300 | 0.300 | 0.300 | 0.300 |
| 16.7          | 0.270        | 0.275 | 0.275 | 0.275 | 0.280 | 0.280 | 0.280 | 0.285 | 0.285 | 0.290 | 0.295 | 0.300 | 0.300 | 0.300 | 0.300 |
| 16.8          | 0.270        | 0.270 | 0.275 | 0.275 | 0.275 | 0.280 | 0.280 | 0.285 | 0.285 | 0.290 | 0.295 | 0.295 | 0.300 | 0.300 | 0.300 |
| 16.9          | 0.270        | 0.270 | 0.270 | 0.275 | 0.275 | 0.275 | 0.280 | 0.280 | 0.285 | 0.290 | 0.290 | 0.295 | 0.300 | 0.300 | 0.300 |
| 17.0          | 0.270        | 0.270 | 0.270 | 0.270 | 0.275 | 0.275 | 0.280 | 0.280 | 0.285 | 0.285 | 0.290 | 0.295 | 0.300 | 0.300 | 0.300 |
| 17.1          | 0.265        | 0.270 | 0.270 | 0.270 | 0.275 | 0.275 | 0.275 | 0.280 | 0.280 | 0.285 | 0.290 | 0.290 | 0.295 | 0.300 | 0.300 |
| 17.2          | 0.265        | 0.265 | 0.270 | 0.270 | 0.270 | 0.275 | 0.275 | 0.280 | 0.280 | 0.285 | 0.285 | 0.290 | 0.295 | 0.300 | 0.300 |
| 17.3          | 0.265        | 0.265 | 0.265 | 0.270 | 0.270 | 0.270 | 0.275 | 0.275 | 0.280 | 0.280 | 0.285 | 0.290 | 0.295 | 0.300 | 0.300 |
| 17.4          | 0.265        | 0.265 | 0.265 | 0.265 | 0.270 | 0.270 | 0.275 | 0.275 | 0.280 | 0.280 | 0.285 | 0.290 | 0.295 | 0.300 | 0.300 |
| 17.5          | 0.260        | 0.265 | 0.265 | 0.265 | 0.270 | 0.270 | 0.270 | 0.275 | 0.275 | 0.280 | 0.285 | 0.285 | 0.290 | 0.295 | 0.300 |
| 17.6          | 0.260        | 0.260 | 0.265 | 0.265 | 0.265 | 0.270 | 0.270 | 0.275 | 0.275 | 0.280 | 0.280 | 0.285 | 0.290 | 0.295 | 0.300 |
| 17.7          | 0.260        | 0.260 | 0.260 | 0.265 | 0.265 | 0.265 | 0.270 | 0.270 | 0.275 | 0.275 | 0.280 | 0.285 | 0.290 | 0.295 | 0.300 |
| 17.8          | 0.260        | 0.260 | 0.260 | 0.260 | 0.265 | 0.265 | 0.270 | 0.270 | 0.275 | 0.275 | 0.280 | 0.285 | 0.285 | 0.290 | 0.300 |
| 17.9          | 0.255        | 0.260 | 0.260 | 0.260 | 0.265 | 0.265 | 0.265 | 0.270 | 0.270 | 0.275 | 0.280 | 0.280 | 0.285 | 0.290 | 0.295 |
| 18.0          | 0.255        | 0.255 | 0.260 | 0.260 | 0.260 | 0.265 | 0.265 | 0.270 | 0.270 | 0.275 | 0.275 | 0.280 | 0.285 | 0.290 | 0.295 |
| 18.1          | 0.255        | 0.255 | 0.255 | 0.260 | 0.260 | 0.260 | 0.265 | 0.265 | 0.270 | 0.270 | 0.275 | 0.280 | 0.285 | 0.290 | 0.295 |

| Salario (VSM) | Plazo (años) |       |       |       |       |       |       |       |       |       |       |       |       |       |       |
|---------------|--------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
|               | 30           | 29    | 28    | 27    | 26    | 25    | 24    | 23    | 22    | 21    | 20    | 19    | 18    | 17    | 16    |
| 18.2          | 0.255        | 0.255 | 0.255 | 0.255 | 0.260 | 0.260 | 0.265 | 0.265 | 0.270 | 0.270 | 0.275 | 0.280 | 0.280 | 0.285 | 0.295 |
| 18.3          | 0.255        | 0.255 | 0.255 | 0.255 | 0.260 | 0.260 | 0.260 | 0.265 | 0.265 | 0.270 | 0.275 | 0.275 | 0.280 | 0.285 | 0.290 |
| 18.4          | 0.250        | 0.255 | 0.255 | 0.255 | 0.255 | 0.260 | 0.260 | 0.265 | 0.265 | 0.270 | 0.270 | 0.275 | 0.280 | 0.285 | 0.290 |
| 18.5          | 0.250        | 0.250 | 0.255 | 0.255 | 0.255 | 0.255 | 0.260 | 0.260 | 0.265 | 0.265 | 0.270 | 0.275 | 0.280 | 0.285 | 0.290 |
| 18.6          | 0.250        | 0.250 | 0.250 | 0.255 | 0.255 | 0.255 | 0.260 | 0.260 | 0.265 | 0.265 | 0.270 | 0.275 | 0.275 | 0.280 | 0.285 |
| 18.7          | 0.250        | 0.250 | 0.250 | 0.250 | 0.255 | 0.255 | 0.255 | 0.260 | 0.260 | 0.265 | 0.270 | 0.270 | 0.275 | 0.280 | 0.285 |
| 18.8          | 0.245        | 0.250 | 0.250 | 0.250 | 0.255 | 0.255 | 0.255 | 0.260 | 0.260 | 0.265 | 0.265 | 0.270 | 0.275 | 0.280 | 0.285 |
| 18.9          | 0.245        | 0.245 | 0.250 | 0.250 | 0.250 | 0.255 | 0.255 | 0.255 | 0.260 | 0.265 | 0.265 | 0.270 | 0.275 | 0.280 | 0.285 |
| 19.0          | 0.245        | 0.245 | 0.250 | 0.250 | 0.250 | 0.250 | 0.255 | 0.255 | 0.260 | 0.260 | 0.265 | 0.270 | 0.270 | 0.275 | 0.285 |
| 19.1          | 0.245        | 0.245 | 0.245 | 0.250 | 0.250 | 0.250 | 0.255 | 0.255 | 0.255 | 0.260 | 0.265 | 0.265 | 0.270 | 0.275 | 0.280 |
| 19.2          | 0.245        | 0.245 | 0.245 | 0.245 | 0.250 | 0.250 | 0.250 | 0.255 | 0.255 | 0.260 | 0.260 | 0.265 | 0.270 | 0.275 | 0.280 |
| 19.3          | 0.240        | 0.245 | 0.245 | 0.245 | 0.245 | 0.250 | 0.250 | 0.255 | 0.255 | 0.260 | 0.260 | 0.265 | 0.270 | 0.275 | 0.280 |
| 19.4          | 0.240        | 0.240 | 0.245 | 0.245 | 0.245 | 0.250 | 0.250 | 0.250 | 0.255 | 0.255 | 0.260 | 0.265 | 0.270 | 0.275 | 0.280 |
| 19.5          | 0.240        | 0.240 | 0.240 | 0.245 | 0.245 | 0.245 | 0.250 | 0.250 | 0.255 | 0.255 | 0.260 | 0.265 | 0.265 | 0.270 | 0.275 |
| 19.6          | 0.240        | 0.240 | 0.240 | 0.245 | 0.245 | 0.245 | 0.250 | 0.250 | 0.250 | 0.255 | 0.260 | 0.260 | 0.265 | 0.270 | 0.275 |
| 19.7          | 0.240        | 0.240 | 0.240 | 0.240 | 0.245 | 0.245 | 0.245 | 0.250 | 0.250 | 0.255 | 0.255 | 0.260 | 0.265 | 0.270 | 0.275 |
| 19.8          | 0.235        | 0.240 | 0.240 | 0.240 | 0.240 | 0.245 | 0.245 | 0.250 | 0.250 | 0.255 | 0.255 | 0.260 | 0.265 | 0.270 | 0.275 |
| 19.9          | 0.235        | 0.235 | 0.240 | 0.240 | 0.240 | 0.245 | 0.245 | 0.245 | 0.250 | 0.250 | 0.255 | 0.260 | 0.260 | 0.265 | 0.270 |
| 20.0          | 0.235        | 0.235 | 0.240 | 0.240 | 0.240 | 0.240 | 0.245 | 0.245 | 0.250 | 0.250 | 0.255 | 0.255 | 0.260 | 0.265 | 0.270 |
| 20.1          | 0.235        | 0.235 | 0.235 | 0.240 | 0.240 | 0.240 | 0.245 | 0.245 | 0.245 | 0.250 | 0.255 | 0.255 | 0.260 | 0.265 | 0.270 |
| 20.2          | 0.235        | 0.235 | 0.235 | 0.235 | 0.240 | 0.240 | 0.240 | 0.245 | 0.245 | 0.250 | 0.250 | 0.255 | 0.260 | 0.265 | 0.270 |
| 20.3          | 0.235        | 0.235 | 0.235 | 0.235 | 0.240 | 0.240 | 0.240 | 0.245 | 0.245 | 0.250 | 0.250 | 0.255 | 0.260 | 0.265 | 0.265 |
| 20.4          | 0.230        | 0.235 | 0.235 | 0.235 | 0.235 | 0.240 | 0.240 | 0.240 | 0.245 | 0.245 | 0.250 | 0.255 | 0.255 | 0.260 | 0.265 |
| 20.5          | 0.230        | 0.230 | 0.235 | 0.235 | 0.235 | 0.235 | 0.240 | 0.240 | 0.245 | 0.245 | 0.250 | 0.250 | 0.255 | 0.260 | 0.265 |
| 20.6          | 0.230        | 0.230 | 0.230 | 0.235 | 0.235 | 0.235 | 0.240 | 0.240 | 0.240 | 0.245 | 0.250 | 0.250 | 0.255 | 0.260 | 0.265 |
| 20.7          | 0.230        | 0.230 | 0.230 | 0.230 | 0.235 | 0.235 | 0.235 | 0.240 | 0.240 | 0.245 | 0.245 | 0.250 | 0.255 | 0.260 | 0.265 |
| 20.8          | 0.230        | 0.230 | 0.230 | 0.230 | 0.235 | 0.235 | 0.235 | 0.240 | 0.240 | 0.245 | 0.245 | 0.250 | 0.255 | 0.255 | 0.265 |
| 20.9          | 0.225        | 0.230 | 0.230 | 0.230 | 0.230 | 0.235 | 0.235 | 0.235 | 0.240 | 0.240 | 0.245 | 0.250 | 0.250 | 0.255 | 0.260 |
| 21.0          | 0.225        | 0.230 | 0.230 | 0.230 | 0.230 | 0.235 | 0.235 | 0.235 | 0.240 | 0.240 | 0.245 | 0.245 | 0.250 | 0.255 | 0.260 |
| 21.1          | 0.225        | 0.225 | 0.230 | 0.230 | 0.230 | 0.230 | 0.235 | 0.235 | 0.240 | 0.240 | 0.245 | 0.245 | 0.250 | 0.255 | 0.260 |
| 21.2          | 0.225        | 0.225 | 0.225 | 0.230 | 0.230 | 0.230 | 0.235 | 0.235 | 0.235 | 0.240 | 0.240 | 0.245 | 0.250 | 0.255 | 0.260 |
| 21.3          | 0.225        | 0.225 | 0.225 | 0.225 | 0.230 | 0.230 | 0.230 | 0.235 | 0.235 | 0.240 | 0.240 | 0.245 | 0.250 | 0.255 | 0.255 |
| 21.4          | 0.225        | 0.225 | 0.225 | 0.225 | 0.230 | 0.230 | 0.230 | 0.235 | 0.235 | 0.240 | 0.240 | 0.245 | 0.245 | 0.250 | 0.255 |
| 21.5          | 0.220        | 0.225 | 0.225 | 0.225 | 0.225 | 0.230 | 0.230 | 0.230 | 0.235 | 0.235 | 0.240 | 0.245 | 0.245 | 0.250 | 0.255 |

| Salario (VSM) | Plazo (años) |       |       |       |       |       |       |       |       |       |       |       |       |       |       |
|---------------|--------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
|               | 30           | 29    | 28    | 27    | 26    | 25    | 24    | 23    | 22    | 21    | 20    | 19    | 18    | 17    | 16    |
| 21.6          | 0.220        | 0.225 | 0.225 | 0.225 | 0.225 | 0.230 | 0.230 | 0.230 | 0.235 | 0.235 | 0.240 | 0.240 | 0.245 | 0.250 | 0.255 |
| 21.7          | 0.220        | 0.220 | 0.225 | 0.225 | 0.225 | 0.225 | 0.230 | 0.230 | 0.235 | 0.235 | 0.240 | 0.240 | 0.245 | 0.250 | 0.255 |
| 21.8          | 0.220        | 0.220 | 0.220 | 0.225 | 0.225 | 0.225 | 0.230 | 0.230 | 0.230 | 0.235 | 0.235 | 0.240 | 0.245 | 0.250 | 0.255 |
| 21.9          | 0.220        | 0.220 | 0.220 | 0.220 | 0.225 | 0.225 | 0.225 | 0.230 | 0.230 | 0.235 | 0.235 | 0.240 | 0.245 | 0.245 | 0.250 |
| 22.0          | 0.220        | 0.220 | 0.220 | 0.220 | 0.225 | 0.225 | 0.225 | 0.230 | 0.230 | 0.235 | 0.235 | 0.240 | 0.240 | 0.245 | 0.250 |
| 22.1          | 0.220        | 0.220 | 0.220 | 0.220 | 0.220 | 0.225 | 0.225 | 0.225 | 0.230 | 0.230 | 0.235 | 0.240 | 0.240 | 0.245 | 0.250 |
| 22.2          | 0.215        | 0.220 | 0.220 | 0.220 | 0.220 | 0.225 | 0.225 | 0.225 | 0.230 | 0.230 | 0.235 | 0.235 | 0.240 | 0.245 | 0.250 |
| 22.3          | 0.215        | 0.215 | 0.220 | 0.220 | 0.220 | 0.220 | 0.225 | 0.225 | 0.230 | 0.230 | 0.235 | 0.235 | 0.240 | 0.245 | 0.250 |
| 22.4          | 0.215        | 0.215 | 0.215 | 0.220 | 0.220 | 0.220 | 0.225 | 0.225 | 0.225 | 0.230 | 0.230 | 0.235 | 0.240 | 0.240 | 0.245 |
| 22.5          | 0.215        | 0.215 | 0.215 | 0.220 | 0.220 | 0.220 | 0.220 | 0.225 | 0.225 | 0.230 | 0.230 | 0.235 | 0.240 | 0.240 | 0.245 |
| 22.6          | 0.215        | 0.215 | 0.215 | 0.215 | 0.220 | 0.220 | 0.220 | 0.225 | 0.225 | 0.230 | 0.230 | 0.235 | 0.235 | 0.240 | 0.245 |
| 22.7          | 0.215        | 0.215 | 0.215 | 0.215 | 0.220 | 0.220 | 0.220 | 0.225 | 0.225 | 0.225 | 0.230 | 0.235 | 0.235 | 0.240 | 0.245 |
| 22.8          | 0.215        | 0.215 | 0.215 | 0.215 | 0.215 | 0.220 | 0.220 | 0.220 | 0.225 | 0.225 | 0.230 | 0.230 | 0.235 | 0.240 | 0.245 |
| 22.9          | 0.210        | 0.215 | 0.215 | 0.215 | 0.215 | 0.220 | 0.220 | 0.220 | 0.225 | 0.225 | 0.230 | 0.230 | 0.235 | 0.240 | 0.245 |
| 23.0          | 0.210        | 0.210 | 0.215 | 0.215 | 0.215 | 0.215 | 0.220 | 0.220 | 0.220 | 0.225 | 0.225 | 0.230 | 0.235 | 0.240 | 0.240 |
| 23.1          | 0.210        | 0.210 | 0.210 | 0.215 | 0.215 | 0.215 | 0.220 | 0.220 | 0.220 | 0.225 | 0.225 | 0.230 | 0.235 | 0.235 | 0.240 |
| 23.2          | 0.210        | 0.210 | 0.210 | 0.215 | 0.215 | 0.215 | 0.215 | 0.220 | 0.220 | 0.225 | 0.225 | 0.230 | 0.230 | 0.235 | 0.240 |
| 23.3          | 0.210        | 0.210 | 0.210 | 0.210 | 0.215 | 0.215 | 0.215 | 0.220 | 0.220 | 0.220 | 0.225 | 0.230 | 0.230 | 0.235 | 0.240 |
| 23.4          | 0.210        | 0.210 | 0.210 | 0.210 | 0.215 | 0.215 | 0.215 | 0.215 | 0.220 | 0.220 | 0.225 | 0.225 | 0.230 | 0.235 | 0.240 |
| 23.5          | 0.210        | 0.210 | 0.210 | 0.210 | 0.210 | 0.215 | 0.215 | 0.215 | 0.220 | 0.220 | 0.225 | 0.225 | 0.230 | 0.235 | 0.240 |
| 23.6          | 0.205        | 0.210 | 0.210 | 0.210 | 0.210 | 0.215 | 0.215 | 0.215 | 0.220 | 0.220 | 0.225 | 0.225 | 0.230 | 0.235 | 0.235 |
| 23.7          | 0.205        | 0.205 | 0.210 | 0.210 | 0.210 | 0.210 | 0.215 | 0.215 | 0.215 | 0.220 | 0.220 | 0.225 | 0.230 | 0.230 | 0.235 |
| 23.8          | 0.205        | 0.205 | 0.210 | 0.210 | 0.210 | 0.210 | 0.215 | 0.215 | 0.215 | 0.220 | 0.220 | 0.225 | 0.225 | 0.230 | 0.235 |
| 23.9          | 0.205        | 0.205 | 0.205 | 0.210 | 0.210 | 0.210 | 0.210 | 0.215 | 0.215 | 0.220 | 0.220 | 0.225 | 0.225 | 0.230 | 0.235 |
| 24.0          | 0.205        | 0.205 | 0.205 | 0.205 | 0.210 | 0.210 | 0.210 | 0.215 | 0.215 | 0.215 | 0.220 | 0.225 | 0.225 | 0.230 | 0.235 |
| 24.1          | 0.205        | 0.205 | 0.205 | 0.205 | 0.210 | 0.210 | 0.210 | 0.215 | 0.215 | 0.215 | 0.220 | 0.220 | 0.225 | 0.230 | 0.235 |
| 24.2          | 0.205        | 0.205 | 0.205 | 0.205 | 0.205 | 0.210 | 0.210 | 0.210 | 0.215 | 0.215 | 0.220 | 0.220 | 0.225 | 0.230 | 0.235 |
| 24.3          | 0.205        | 0.205 | 0.205 | 0.205 | 0.205 | 0.210 | 0.210 | 0.210 | 0.215 | 0.215 | 0.220 | 0.220 | 0.225 | 0.230 | 0.230 |
| 24.4          | 0.200        | 0.205 | 0.205 | 0.205 | 0.205 | 0.205 | 0.210 | 0.210 | 0.210 | 0.215 | 0.215 | 0.220 | 0.225 | 0.225 | 0.230 |
| 24.5          | 0.200        | 0.200 | 0.205 | 0.205 | 0.205 | 0.205 | 0.210 | 0.210 | 0.210 | 0.215 | 0.215 | 0.220 | 0.220 | 0.225 | 0.230 |
| 24.6          | 0.200        | 0.200 | 0.200 | 0.205 | 0.205 | 0.205 | 0.205 | 0.210 | 0.210 | 0.215 | 0.215 | 0.220 | 0.220 | 0.225 | 0.230 |
| 24.7          | 0.200        | 0.200 | 0.200 | 0.205 | 0.205 | 0.205 | 0.205 | 0.210 | 0.210 | 0.215 | 0.215 | 0.220 | 0.220 | 0.225 | 0.230 |
| 24.8          | 0.200        | 0.200 | 0.200 | 0.200 | 0.205 | 0.205 | 0.205 | 0.210 | 0.210 | 0.210 | 0.215 | 0.215 | 0.220 | 0.225 | 0.230 |
| 24.9          | 0.200        | 0.200 | 0.200 | 0.200 | 0.205 | 0.205 | 0.205 | 0.205 | 0.210 | 0.210 | 0.215 | 0.215 | 0.220 | 0.225 | 0.225 |
| 25.0          | 0.200        | 0.200 | 0.200 | 0.200 | 0.200 | 0.205 | 0.205 | 0.205 | 0.210 | 0.210 | 0.215 | 0.215 | 0.220 | 0.225 | 0.225 |

| Salario (VSM) | Plazo (años) |       |       |       |       |       |       |       |       |       |       |       |       |       |       |
|---------------|--------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
|               | 15           | 14    | 13    | 12    | 11    | 10    | 9     | 8     | 7     | 6     | 5     | 4     | 3     | 2     | 1     |
| 1.0           | 0.315        | 0.315 | 0.315 | 0.315 | 0.310 | 0.315 | 0.320 | 0.315 | 0.310 | 0.315 | 0.315 | 0.315 | 0.315 | 0.285 | 0.285 |
| 1.1           | 0.320        | 0.315 | 0.320 | 0.315 | 0.320 | 0.315 | 0.320 | 0.320 | 0.320 | 0.320 | 0.320 | 0.310 | 0.315 | 0.300 | 0.265 |
| 1.2           | 0.315        | 0.320 | 0.315 | 0.320 | 0.315 | 0.315 | 0.315 | 0.315 | 0.315 | 0.320 | 0.315 | 0.305 | 0.315 | 0.310 | 0.305 |
| 1.3           | 0.320        | 0.320 | 0.320 | 0.320 | 0.320 | 0.315 | 0.320 | 0.320 | 0.315 | 0.320 | 0.320 | 0.315 | 0.315 | 0.320 | 0.290 |
| 1.4           | 0.320        | 0.320 | 0.320 | 0.320 | 0.320 | 0.315 | 0.320 | 0.315 | 0.315 | 0.310 | 0.310 | 0.310 | 0.315 | 0.305 | 0.275 |
| 1.5           | 0.310        | 0.310 | 0.310 | 0.310 | 0.310 | 0.305 | 0.310 | 0.305 | 0.300 | 0.295 | 0.295 | 0.300 | 0.300 | 0.270 | 0.295 |
| 1.6           | 0.305        | 0.305 | 0.305 | 0.305 | 0.300 | 0.305 | 0.300 | 0.310 | 0.300 | 0.300 | 0.285 | 0.290 | 0.300 | 0.280 | 0.275 |
| 1.7           | 0.305        | 0.305 | 0.310 | 0.310 | 0.305 | 0.305 | 0.300 | 0.300 | 0.300 | 0.305 | 0.295 | 0.290 | 0.305 | 0.265 | 0.260 |
| 1.8           | 0.310        | 0.310 | 0.305 | 0.315 | 0.310 | 0.310 | 0.310 | 0.305 | 0.315 | 0.310 | 0.305 | 0.290 | 0.310 | 0.280 | 0.295 |
| 1.9           | 0.310        | 0.315 | 0.310 | 0.305 | 0.310 | 0.310 | 0.310 | 0.305 | 0.310 | 0.305 | 0.305 | 0.290 | 0.310 | 0.295 | 0.280 |
| 2.0           | 0.310        | 0.310 | 0.310 | 0.305 | 0.310 | 0.310 | 0.305 | 0.305 | 0.305 | 0.300 | 0.300 | 0.290 | 0.300 | 0.280 | 0.270 |
| 2.1           | 0.310        | 0.310 | 0.310 | 0.310 | 0.310 | 0.310 | 0.310 | 0.310 | 0.305 | 0.305 | 0.300 | 0.300 | 0.300 | 0.295 | 0.300 |
| 2.2           | 0.305        | 0.315 | 0.310 | 0.305 | 0.305 | 0.305 | 0.310 | 0.310 | 0.300 | 0.310 | 0.305 | 0.300 | 0.280 | 0.280 | 0.285 |
| 2.3           | 0.310        | 0.310 | 0.315 | 0.320 | 0.310 | 0.310 | 0.310 | 0.310 | 0.310 | 0.305 | 0.310 | 0.300 | 0.285 | 0.290 | 0.275 |
| 2.4           | 0.310        | 0.310 | 0.315 | 0.315 | 0.315 | 0.310 | 0.310 | 0.310 | 0.310 | 0.300 | 0.310 | 0.300 | 0.290 | 0.305 | 0.300 |
| 2.5           | 0.315        | 0.315 | 0.310 | 0.315 | 0.310 | 0.310 | 0.310 | 0.310 | 0.305 | 0.305 | 0.305 | 0.300 | 0.290 | 0.290 | 0.290 |
| 2.6           | 0.315        | 0.315 | 0.310 | 0.310 | 0.315 | 0.310 | 0.310 | 0.310 | 0.310 | 0.310 | 0.315 | 0.310 | 0.295 | 0.300 | 0.280 |
| 2.7           | 0.315        | 0.315 | 0.315 | 0.310 | 0.315 | 0.315 | 0.310 | 0.305 | 0.310 | 0.305 | 0.300 | 0.310 | 0.295 | 0.310 | 0.305 |
| 2.8           | 0.315        | 0.315 | 0.315 | 0.315 | 0.310 | 0.315 | 0.310 | 0.310 | 0.315 | 0.310 | 0.305 | 0.310 | 0.300 | 0.300 | 0.295 |
| 2.9           | 0.315        | 0.315 | 0.315 | 0.315 | 0.310 | 0.315 | 0.315 | 0.310 | 0.315 | 0.315 | 0.305 | 0.310 | 0.305 | 0.310 | 0.285 |
| 3.0           | 0.315        | 0.315 | 0.315 | 0.315 | 0.310 | 0.315 | 0.315 | 0.310 | 0.315 | 0.310 | 0.305 | 0.310 | 0.305 | 0.300 | 0.305 |
| 3.1           | 0.315        | 0.315 | 0.315 | 0.315 | 0.315 | 0.310 | 0.315 | 0.315 | 0.310 | 0.310 | 0.310 | 0.305 | 0.290 | 0.295 | 0.300 |
| 3.2           | 0.320        | 0.315 | 0.320 | 0.315 | 0.315 | 0.315 | 0.320 | 0.315 | 0.310 | 0.315 | 0.310 | 0.310 | 0.295 | 0.275 | 0.290 |
| 3.3           | 0.320        | 0.320 | 0.320 | 0.320 | 0.320 | 0.320 | 0.320 | 0.320 | 0.315 | 0.315 | 0.310 | 0.310 | 0.300 | 0.265 | 0.315 |
| 3.4           | 0.315        | 0.315 | 0.315 | 0.320 | 0.315 | 0.315 | 0.315 | 0.315 | 0.315 | 0.315 | 0.310 | 0.300 | 0.305 | 0.275 | 0.305 |
| 3.5           | 0.320        | 0.320 | 0.320 | 0.320 | 0.320 | 0.315 | 0.315 | 0.315 | 0.315 | 0.315 | 0.310 | 0.305 | 0.310 | 0.270 | 0.300 |
| 3.6           | 0.325        | 0.320 | 0.320 | 0.320 | 0.320 | 0.320 | 0.320 | 0.320 | 0.320 | 0.315 | 0.310 | 0.305 | 0.305 | 0.280 | 0.320 |
| 3.7           | 0.325        | 0.325 | 0.320 | 0.320 | 0.320 | 0.320 | 0.315 | 0.320 | 0.315 | 0.310 | 0.310 | 0.305 | 0.305 | 0.270 | 0.310 |
| 3.8           | 0.325        | 0.320 | 0.325 | 0.320 | 0.325 | 0.320 | 0.320 | 0.320 | 0.315 | 0.310 | 0.310 | 0.305 | 0.310 | 0.275 | 0.305 |
| 3.9           | 0.320        | 0.320 | 0.320 | 0.320 | 0.320 | 0.315 | 0.315 | 0.320 | 0.315 | 0.310 | 0.310 | 0.305 | 0.300 | 0.265 | 0.295 |
| 4.0           | 0.315        | 0.315 | 0.310 | 0.310 | 0.315 | 0.315 | 0.310 | 0.310 | 0.310 | 0.300 | 0.310 | 0.300 | 0.300 | 0.275 | 0.290 |
| 4.1           | 0.315        | 0.315 | 0.315 | 0.315 | 0.310 | 0.315 | 0.310 | 0.310 | 0.310 | 0.305 | 0.310 | 0.300 | 0.305 | 0.265 | 0.305 |
| 4.2           | 0.315        | 0.315 | 0.320 | 0.315 | 0.315 | 0.315 | 0.310 | 0.310 | 0.310 | 0.310 | 0.310 | 0.300 | 0.305 | 0.275 | 0.300 |
| 4.3           | 0.320        | 0.315 | 0.320 | 0.320 | 0.315 | 0.315 | 0.315 | 0.310 | 0.315 | 0.310 | 0.310 | 0.305 | 0.305 | 0.275 | 0.315 |
| 4.4           | 0.320        | 0.325 | 0.320 | 0.320 | 0.320 | 0.315 | 0.320 | 0.320 | 0.315 | 0.315 | 0.310 | 0.305 | 0.310 | 0.270 | 0.310 |

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[illegible]

|               | Plazo (años) |       |       |       |       |       |       |       |       |       |       |       |       |       |       |
|---------------|--------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| Salario (VSM) | 15           | 14    | 13    | 12    | 11    | 10    | 9     | 8     | 7     | 6     | 5     | 4     | 3     | 2     | 1     |
| 21.7          | 0.260        | 0.265 | 0.275 | 0.285 | 0.295 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 |
| 21.8          | 0.260        | 0.265 | 0.275 | 0.280 | 0.290 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 |
| 21.9          | 0.255        | 0.265 | 0.270 | 0.280 | 0.290 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 |
| 22.0          | 0.255        | 0.265 | 0.270 | 0.280 | 0.290 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 |
| 22.1          | 0.255        | 0.260 | 0.270 | 0.280 | 0.290 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 |
| 22.2          | 0.255        | 0.260 | 0.270 | 0.280 | 0.290 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 |
| 22.3          | 0.255        | 0.260 | 0.270 | 0.275 | 0.285 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 |
| 22.4          | 0.255        | 0.260 | 0.265 | 0.275 | 0.285 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 |
| 22.5          | 0.250        | 0.260 | 0.265 | 0.275 | 0.285 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 |
| 22.6          | 0.250        | 0.255 | 0.265 | 0.275 | 0.285 | 0.295 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 |
| 22.7          | 0.250        | 0.255 | 0.265 | 0.275 | 0.285 | 0.295 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 |
| 22.8          | 0.250        | 0.255 | 0.265 | 0.270 | 0.280 | 0.295 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 |
| 22.9          | 0.250        | 0.255 | 0.260 | 0.270 | 0.280 | 0.295 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 |
| 23.0          | 0.245        | 0.255 | 0.260 | 0.270 | 0.280 | 0.295 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 |
| 23.1          | 0.245        | 0.255 | 0.260 | 0.270 | 0.280 | 0.290 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 |
| 23.2          | 0.245        | 0.250 | 0.260 | 0.265 | 0.280 | 0.290 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 |
| 23.3          | 0.245        | 0.250 | 0.260 | 0.265 | 0.275 | 0.290 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 |
| 23.4          | 0.245        | 0.250 | 0.255 | 0.265 | 0.275 | 0.290 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 |
| 23.5          | 0.245        | 0.250 | 0.255 | 0.265 | 0.275 | 0.285 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 |
| 23.6          | 0.240        | 0.250 | 0.255 | 0.265 | 0.275 | 0.285 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 |
| 23.7          | 0.240        | 0.250 | 0.255 | 0.265 | 0.275 | 0.285 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 |
| 23.8          | 0.240        | 0.245 | 0.255 | 0.260 | 0.270 | 0.285 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 |
| 23.9          | 0.240        | 0.245 | 0.255 | 0.260 | 0.270 | 0.285 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 |
| 24.0          | 0.240        | 0.245 | 0.250 | 0.260 | 0.270 | 0.285 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 |
| 24.1          | 0.240        | 0.245 | 0.250 | 0.260 | 0.270 | 0.280 | 0.295 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 |
| 24.2          | 0.240        | 0.245 | 0.250 | 0.260 | 0.270 | 0.280 | 0.295 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 |
| 24.3          | 0.235        | 0.240 | 0.250 | 0.260 | 0.270 | 0.280 | 0.295 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 |
| 24.4          | 0.235        | 0.240 | 0.250 | 0.255 | 0.265 | 0.280 | 0.295 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 |
| 24.5          | 0.235        | 0.240 | 0.250 | 0.255 | 0.265 | 0.280 | 0.295 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 |
| 24.6          | 0.235        | 0.240 | 0.245 | 0.255 | 0.265 | 0.275 | 0.290 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 |
| 24.7          | 0.235        | 0.240 | 0.245 | 0.255 | 0.265 | 0.275 | 0.290 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 |
| 24.8          | 0.235        | 0.240 | 0.245 | 0.255 | 0.265 | 0.275 | 0.290 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 |
| 24.9          | 0.230        | 0.240 | 0.245 | 0.255 | 0.265 | 0.275 | 0.290 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 |
| 25.0          | 0.230        | 0.235 | 0.245 | 0.250 | 0.260 | 0.275 | 0.290 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 | 0.300 |

**F. Tablas de Factores de Pago Régimen Ordinario de Amortización**

| Salario<br>(VSM) | Plazo (años) |          |          |          |          |          |          |          |          |          |
|------------------|--------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
|                  | 30           | 29       | 28       | 27       | 26       | 25       | 24       | 23       | 22       | 21       |
| 1.0              | 0.009724     | 0.009743 | 0.009771 | 0.009797 | 0.009837 | 0.009874 | 0.009928 | 0.009982 | 0.010044 | 0.010129 |
| 1.1              | 0.009668     | 0.009692 | 0.009711 | 0.009743 | 0.009783 | 0.009818 | 0.009871 | 0.009922 | 0.009993 | 0.010066 |
| 1.2              | 0.009612     | 0.009634 | 0.009660 | 0.009691 | 0.009729 | 0.009773 | 0.009825 | 0.009875 | 0.009946 | 0.010017 |
| 1.3              | 0.009556     | 0.009577 | 0.009601 | 0.009631 | 0.009668 | 0.009709 | 0.009760 | 0.009819 | 0.009889 | 0.009958 |
| 1.4              | 0.009508     | 0.009529 | 0.009552 | 0.009590 | 0.009627 | 0.009668 | 0.009718 | 0.009777 | 0.009846 | 0.009915 |
| 1.5              | 0.009471     | 0.009491 | 0.009514 | 0.009552 | 0.009588 | 0.009628 | 0.009678 | 0.009737 | 0.009805 | 0.009887 |
| 1.6              | 0.009435     | 0.009454 | 0.009477 | 0.009505 | 0.009540 | 0.009580 | 0.009628 | 0.009686 | 0.009753 | 0.009834 |
| 1.7              | 0.009410     | 0.009429 | 0.009462 | 0.009490 | 0.009526 | 0.009566 | 0.009616 | 0.009674 | 0.009730 | 0.009811 |
| 1.8              | 0.009395     | 0.009415 | 0.009438 | 0.009467 | 0.009513 | 0.009554 | 0.009604 | 0.009663 | 0.009720 | 0.009803 |
| 1.9              | 0.009373     | 0.009393 | 0.009416 | 0.009445 | 0.009480 | 0.009532 | 0.009582 | 0.009642 | 0.009699 | 0.009782 |
| 2.0              | 0.009343     | 0.009362 | 0.009386 | 0.009414 | 0.009450 | 0.009490 | 0.009551 | 0.009611 | 0.009668 | 0.009751 |
| 2.1              | 0.009331     | 0.009352 | 0.009375 | 0.009404 | 0.009441 | 0.009482 | 0.009533 | 0.009581 | 0.009662 | 0.009733 |
| 2.2              | 0.009321     | 0.009342 | 0.009366 | 0.009395 | 0.009432 | 0.009474 | 0.009526 | 0.009575 | 0.009645 | 0.009729 |
| 2.3              | 0.009311     | 0.009333 | 0.009357 | 0.009396 | 0.009434 | 0.009477 | 0.009519 | 0.009580 | 0.009640 | 0.009725 |
| 2.4              | 0.009302     | 0.009324 | 0.009349 | 0.009380 | 0.009417 | 0.009461 | 0.009513 | 0.009575 | 0.009636 | 0.009711 |
| 2.5              | 0.009286     | 0.009308 | 0.009333 | 0.009364 | 0.009402 | 0.009436 | 0.009498 | 0.009550 | 0.009622 | 0.009697 |
| 2.6              | 0.009278     | 0.009300 | 0.009326 | 0.009357 | 0.009387 | 0.009430 | 0.009483 | 0.009546 | 0.009608 | 0.009694 |
| 2.7              | 0.009271     | 0.009293 | 0.009319 | 0.009351 | 0.009381 | 0.009425 | 0.009479 | 0.009532 | 0.009595 | 0.009682 |
| 2.8              | 0.009249     | 0.009271 | 0.009305 | 0.009337 | 0.009368 | 0.009412 | 0.009456 | 0.009519 | 0.009582 | 0.009659 |
| 2.9              | 0.009243     | 0.009266 | 0.009292 | 0.009324 | 0.009363 | 0.009408 | 0.009453 | 0.009517 | 0.009581 | 0.009658 |
| 3.0              | 0.009230     | 0.009253 | 0.009279 | 0.009303 | 0.009342 | 0.009396 | 0.009441 | 0.009505 | 0.009569 | 0.009647 |
| 3.1              | 0.009194     | 0.009217 | 0.009243 | 0.009274 | 0.009313 | 0.009358 | 0.009412 | 0.009466 | 0.009529 | 0.009617 |
| 3.2              | 0.009167     | 0.009189 | 0.009215 | 0.009246 | 0.009285 | 0.009329 | 0.009383 | 0.009446 | 0.009509 | 0.009586 |
| 3.3              | 0.009132     | 0.009154 | 0.009179 | 0.009210 | 0.009248 | 0.009291 | 0.009354 | 0.009407 | 0.009480 | 0.009556 |
| 3.4              | 0.009105     | 0.009127 | 0.009152 | 0.009182 | 0.009220 | 0.009263 | 0.009326 | 0.009388 | 0.009451 | 0.009527 |
| 3.5              | 0.009079     | 0.009100 | 0.009125 | 0.009164 | 0.009202 | 0.009245 | 0.009288 | 0.009360 | 0.009433 | 0.009509 |
| 3.6              | 0.009053     | 0.009074 | 0.009098 | 0.009137 | 0.009175 | 0.009218 | 0.009271 | 0.009333 | 0.009405 | 0.009481 |
| 3.7              | 0.009027     | 0.009048 | 0.009072 | 0.009111 | 0.009149 | 0.009191 | 0.009244 | 0.009305 | 0.009377 | 0.009464 |
| 3.8              | 0.009002     | 0.009023 | 0.009056 | 0.009085 | 0.009122 | 0.009165 | 0.009217 | 0.009279 | 0.009350 | 0.009437 |
| 3.9              | 0.008977     | 0.008997 | 0.009030 | 0.009060 | 0.009097 | 0.009139 | 0.009191 | 0.009252 | 0.009324 | 0.009410 |
| 4.0              | 0.008953     | 0.008973 | 0.009005 | 0.009035 | 0.009071 | 0.009114 | 0.009165 | 0.009226 | 0.009298 | 0.009383 |
| 4.1              | 0.008937     | 0.008966 | 0.008999 | 0.009029 | 0.009066 | 0.009108 | 0.009160 | 0.009222 | 0.009293 | 0.009368 |
| 4.2              | 0.008931     | 0.008951 | 0.008984 | 0.009023 | 0.009061 | 0.009103 | 0.009156 | 0.009217 | 0.009290 | 0.009365 |
| 4.3              | 0.008925     | 0.008946 | 0.008979 | 0.009009 | 0.009056 | 0.009099 | 0.009151 | 0.009213 | 0.009276 | 0.009362 |
| 4.4              | 0.008928     | 0.008949 | 0.008982 | 0.009013 | 0.009051 | 0.009094 | 0.009157 | 0.009219 | 0.009282 | 0.009370 |
| 4.5              | 0.008931     | 0.008952 | 0.008986 | 0.009016 | 0.009055 | 0.009099 | 0.009152 | 0.009215 | 0.009289 | 0.009377 |
| 4.6              | 0.008900     | 0.008922 | 0.008955 | 0.008985 | 0.009023 | 0.009067 | 0.009120 | 0.009183 | 0.009256 | 0.009343 |
| 4.7              | 0.008870     | 0.008891 | 0.008924 | 0.008954 | 0.008992 | 0.009035 | 0.009088 | 0.009150 | 0.009223 | 0.009310 |
| 4.8              | 0.008849     | 0.008869 | 0.008903 | 0.008933 | 0.008970 | 0.009013 | 0.009066 | 0.009128 | 0.009200 | 0.009287 |
| 4.9              | 0.008819     | 0.008839 | 0.008872 | 0.008902 | 0.008939 | 0.008991 | 0.009033 | 0.009095 | 0.009167 | 0.009254 |

| Salario<br>(VSM) | Plazo (años) |          |          |          |          |          |          |          |          |          |
|------------------|--------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
|                  | 30           | 29       | 28       | 27       | 26       | 25       | 24       | 23       | 22       | 21       |
| 5.0              | 0.008874     | 0.008912 | 0.008954 | 0.009002 | 0.009058 | 0.009120 | 0.009167 | 0.009233 | 0.009308 | 0.009390 |
| 5.1              | 0.008845     | 0.008883 | 0.008925 | 0.008973 | 0.009029 | 0.009091 | 0.009138 | 0.009203 | 0.009279 | 0.009360 |
| 5.2              | 0.008825     | 0.008863 | 0.008905 | 0.008953 | 0.009009 | 0.009071 | 0.009118 | 0.009183 | 0.009259 | 0.009339 |
| 5.3              | 0.008797     | 0.008835 | 0.008877 | 0.008925 | 0.008981 | 0.009043 | 0.009090 | 0.009154 | 0.009229 | 0.009310 |
| 5.4              | 0.008778     | 0.008816 | 0.008858 | 0.008906 | 0.008962 | 0.009024 | 0.009070 | 0.009134 | 0.009209 | 0.009289 |
| 5.5              | 0.008767     | 0.008796 | 0.008838 | 0.008886 | 0.008942 | 0.009004 | 0.009076 | 0.009158 | 0.009251 | 0.009359 |
| 5.6              | 0.008739     | 0.008768 | 0.008810 | 0.008858 | 0.008914 | 0.008976 | 0.009048 | 0.009130 | 0.009223 | 0.009331 |
| 5.7              | 0.008711     | 0.008741 | 0.008783 | 0.008831 | 0.008887 | 0.008949 | 0.009021 | 0.009103 | 0.009196 | 0.009304 |
| 5.8              | 0.008684     | 0.008713 | 0.008755 | 0.008803 | 0.008859 | 0.008921 | 0.008993 | 0.009075 | 0.009168 | 0.009276 |
| 5.9              | 0.008674     | 0.008703 | 0.008736 | 0.008775 | 0.008831 | 0.008893 | 0.008965 | 0.009047 | 0.009140 | 0.009248 |
| 6.0              | 0.008673     | 0.008702 | 0.008736 | 0.008766 | 0.008813 | 0.008865 | 0.008937 | 0.009019 | 0.009112 | 0.009220 |
| 6.1              | 0.008664     | 0.008684 | 0.008717 | 0.008747 | 0.008794 | 0.008838 | 0.008910 | 0.008992 | 0.009085 | 0.009193 |
| 6.2              | 0.008646     | 0.008666 | 0.008699 | 0.008729 | 0.008776 | 0.008819 | 0.008882 | 0.008964 | 0.009057 | 0.009165 |
| 6.3              | 0.008628     | 0.008648 | 0.008682 | 0.008720 | 0.008758 | 0.008801 | 0.008854 | 0.008936 | 0.009029 | 0.009137 |
| 6.4              | 0.008602     | 0.008631 | 0.008664 | 0.008703 | 0.008740 | 0.008783 | 0.008836 | 0.008908 | 0.009001 | 0.009109 |
| 6.5              | 0.008584     | 0.008613 | 0.008646 | 0.008685 | 0.008723 | 0.008766 | 0.008818 | 0.008880 | 0.008973 | 0.009081 |
| 6.6              | 0.008567     | 0.008596 | 0.008647 | 0.008677 | 0.008724 | 0.008767 | 0.008820 | 0.008883 | 0.008956 | 0.009054 |
| 6.7              | 0.008568     | 0.008597 | 0.008648 | 0.008678 | 0.008725 | 0.008769 | 0.008822 | 0.008885 | 0.008948 | 0.009036 |
| 6.8              | 0.008569     | 0.008598 | 0.008649 | 0.008679 | 0.008726 | 0.008770 | 0.008824 | 0.008887 | 0.008951 | 0.009039 |
| 6.9              | 0.008570     | 0.008599 | 0.008650 | 0.008680 | 0.008719 | 0.008772 | 0.008826 | 0.008880 | 0.008954 | 0.009032 |
| 7.0              | 0.008570     | 0.008600 | 0.008650 | 0.008681 | 0.008720 | 0.008764 | 0.008818 | 0.008882 | 0.008956 | 0.009035 |
| 7.1              | 0.008571     | 0.008601 | 0.008643 | 0.008682 | 0.008721 | 0.008766 | 0.008820 | 0.008884 | 0.008949 | 0.009038 |
| 7.2              | 0.008564     | 0.008602 | 0.008644 | 0.008683 | 0.008722 | 0.008767 | 0.008822 | 0.008886 | 0.008952 | 0.009031 |
| 7.3              | 0.008564     | 0.008602 | 0.008644 | 0.008684 | 0.008724 | 0.008769 | 0.008824 | 0.008879 | 0.008954 | 0.009034 |
| 7.4              | 0.008565     | 0.008603 | 0.008645 | 0.008685 | 0.008725 | 0.008770 | 0.008825 | 0.008881 | 0.008956 | 0.009037 |
| 7.5              | 0.008566     | 0.008596 | 0.008646 | 0.008678 | 0.008726 | 0.008771 | 0.008818 | 0.008883 | 0.008950 | 0.009031 |
| 7.6              | 0.008567     | 0.008597 | 0.008647 | 0.008679 | 0.008719 | 0.008765 | 0.008820 | 0.008885 | 0.008952 | 0.009033 |
| 7.7              | 0.008567     | 0.008598 | 0.008647 | 0.008680 | 0.008720 | 0.008766 | 0.008822 | 0.008887 | 0.008954 | 0.009036 |
| 7.8              | 0.008568     | 0.008598 | 0.008648 | 0.008681 | 0.008721 | 0.008767 | 0.008823 | 0.008880 | 0.008957 | 0.009039 |
| 7.9              | 0.008569     | 0.008599 | 0.008649 | 0.008682 | 0.008722 | 0.008769 | 0.008825 | 0.008882 | 0.008950 | 0.009033 |
| 8.0              | 0.008569     | 0.008600 | 0.008649 | 0.008682 | 0.008723 | 0.008770 | 0.008818 | 0.008884 | 0.008953 | 0.009035 |
| 8.1              | 0.008570     | 0.008601 | 0.008650 | 0.008683 | 0.008724 | 0.008771 | 0.008820 | 0.008886 | 0.008955 | 0.009038 |
| 8.2              | 0.008571     | 0.008601 | 0.008643 | 0.008684 | 0.008725 | 0.008772 | 0.008821 | 0.008880 | 0.008957 | 0.009032 |
| 8.3              | 0.008571     | 0.008602 | 0.008644 | 0.008685 | 0.008726 | 0.008766 | 0.008823 | 0.008882 | 0.008951 | 0.009034 |
| 8.4              | 0.008565     | 0.008603 | 0.008645 | 0.008678 | 0.008720 | 0.008767 | 0.008824 | 0.008883 | 0.008953 | 0.009037 |
| 8.5              | 0.008565     | 0.008603 | 0.008645 | 0.008679 | 0.008721 | 0.008769 | 0.008826 | 0.008885 | 0.008955 | 0.009039 |
| 8.6              | 0.008566     | 0.008597 | 0.008646 | 0.008680 | 0.008722 | 0.008770 | 0.008820 | 0.008887 | 0.008957 | 0.009034 |
| 8.7              | 0.008567     | 0.008598 | 0.008647 | 0.008681 | 0.008723 | 0.008771 | 0.008821 | 0.008881 | 0.008951 | 0.009036 |
| 8.8              | 0.008567     | 0.008599 | 0.008647 | 0.008682 | 0.008724 | 0.008772 | 0.008823 | 0.008883 | 0.008953 | 0.009038 |
| 8.9              | 0.008568     | 0.008599 | 0.008648 | 0.008682 | 0.008725 | 0.008766 | 0.008824 | 0.008884 | 0.008955 | 0.009033 |
| 9.0              | 0.008568     | 0.008600 | 0.008648 | 0.008683 | 0.008726 | 0.008767 | 0.008825 | 0.008886 | 0.008957 | 0.009035 |

| Salario<br>(VSM) | Plazo (años) |          |          |          |          |          |          |          |          |          |
|------------------|--------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
|                  | 30           | 29       | 28       | 27       | 26       | 25       | 24       | 23       | 22       | 21       |
| 9.1              | 0.008569     | 0.008601 | 0.008649 | 0.008684 | 0.008727 | 0.008768 | 0.008820 | 0.008888 | 0.008952 | 0.009037 |
| 9.2              | 0.008570     | 0.008601 | 0.008650 | 0.008685 | 0.008721 | 0.008770 | 0.008821 | 0.008882 | 0.008954 | 0.009032 |
| 9.3              | 0.008570     | 0.008602 | 0.008650 | 0.008679 | 0.008722 | 0.008771 | 0.008822 | 0.008884 | 0.008955 | 0.009034 |
| 9.4              | 0.008571     | 0.008602 | 0.008644 | 0.008680 | 0.008723 | 0.008772 | 0.008824 | 0.008885 | 0.008957 | 0.009037 |
| 9.5              | 0.008571     | 0.008603 | 0.008645 | 0.008680 | 0.008724 | 0.008766 | 0.008825 | 0.008887 | 0.008952 | 0.009039 |
| 9.6              | 0.008566     | 0.008597 | 0.008646 | 0.008681 | 0.008725 | 0.008767 | 0.008820 | 0.008881 | 0.008954 | 0.009034 |
| 9.7              | 0.008566     | 0.008598 | 0.008646 | 0.008682 | 0.008725 | 0.008768 | 0.008821 | 0.008883 | 0.008956 | 0.009036 |
| 9.8              | 0.008567     | 0.008599 | 0.008647 | 0.008683 | 0.008726 | 0.008769 | 0.008822 | 0.008885 | 0.008957 | 0.009038 |
| 9.9              | 0.008567     | 0.008599 | 0.008647 | 0.008683 | 0.008721 | 0.008770 | 0.008823 | 0.008886 | 0.008952 | 0.009033 |
| 10.0             | 0.008568     | 0.008600 | 0.008648 | 0.008684 | 0.008722 | 0.008771 | 0.008825 | 0.008887 | 0.008954 | 0.009035 |
| 10.1             | 0.008568     | 0.008600 | 0.008556 | 0.008591 | 0.008634 | 0.008682 | 0.008734 | 0.008795 | 0.008866 | 0.008952 |
| 10.2             | 0.008569     | 0.008601 | 0.008557 | 0.008593 | 0.008635 | 0.008677 | 0.008736 | 0.008797 | 0.008869 | 0.008948 |
| 10.3             | 0.008569     | 0.008602 | 0.008559 | 0.008594 | 0.008637 | 0.008679 | 0.008731 | 0.008800 | 0.008865 | 0.008951 |
| 10.4             | 0.008570     | 0.008602 | 0.008554 | 0.008589 | 0.008633 | 0.008681 | 0.008733 | 0.008795 | 0.008867 | 0.008947 |
| 10.5             | 0.008570     | 0.008603 | 0.008556 | 0.008591 | 0.008634 | 0.008683 | 0.008736 | 0.008798 | 0.008870 | 0.008950 |
| 10.6             | 0.008571     | 0.008603 | 0.008557 | 0.008593 | 0.008636 | 0.008679 | 0.008738 | 0.008800 | 0.008866 | 0.008953 |
| 10.7             | 0.008571     | 0.008598 | 0.008559 | 0.008594 | 0.008632 | 0.008681 | 0.008733 | 0.008796 | 0.008868 | 0.008949 |
| 10.8             | 0.008566     | 0.008599 | 0.008554 | 0.008590 | 0.008633 | 0.008683 | 0.008735 | 0.008798 | 0.008864 | 0.008952 |
| 10.9             | 0.008567     | 0.008599 | 0.008555 | 0.008591 | 0.008635 | 0.008678 | 0.008738 | 0.008794 | 0.008867 | 0.008947 |
| 11.0             | 0.008567     | 0.008600 | 0.008557 | 0.008593 | 0.008637 | 0.008680 | 0.008733 | 0.008796 | 0.008869 | 0.008950 |
| 11.1             | 0.008568     | 0.008600 | 0.008558 | 0.008594 | 0.008632 | 0.008682 | 0.008735 | 0.008798 | 0.008865 | 0.008946 |
| 11.2             | 0.008568     | 0.008601 | 0.008560 | 0.008590 | 0.008634 | 0.008678 | 0.008737 | 0.008794 | 0.008868 | 0.008949 |
| 11.3             | 0.008569     | 0.008601 | 0.008555 | 0.008591 | 0.008636 | 0.008680 | 0.008733 | 0.008796 | 0.008870 | 0.008952 |
| 11.4             | 0.008569     | 0.008602 | 0.008556 | 0.008593 | 0.008637 | 0.008681 | 0.008735 | 0.008799 | 0.008866 | 0.008948 |
| 11.5             | 0.008570     | 0.008602 | 0.008558 | 0.008594 | 0.008633 | 0.008683 | 0.008737 | 0.008795 | 0.008869 | 0.008951 |
| 11.6             | 0.008570     | 0.008603 | 0.008559 | 0.008590 | 0.008635 | 0.008679 | 0.008733 | 0.008797 | 0.008865 | 0.008947 |
| 11.7             | 0.008570     | 0.008598 | 0.008555 | 0.008592 | 0.008636 | 0.008681 | 0.008735 | 0.008799 | 0.008867 | 0.008950 |
| 11.8             | 0.008571     | 0.008599 | 0.008556 | 0.008593 | 0.008632 | 0.008682 | 0.008737 | 0.008795 | 0.008870 | 0.008953 |
| 11.9             | 0.008571     | 0.008599 | 0.008557 | 0.008594 | 0.008634 | 0.008678 | 0.008733 | 0.008797 | 0.008866 | 0.008949 |
| 12.0             | 0.008567     | 0.008600 | 0.008559 | 0.008590 | 0.008635 | 0.008680 | 0.008735 | 0.008799 | 0.008868 | 0.008952 |
| 12.1             | 0.008567     | 0.008600 | 0.008555 | 0.008592 | 0.008637 | 0.008682 | 0.008737 | 0.008795 | 0.008870 | 0.008948 |
| 12.2             | 0.008568     | 0.008601 | 0.008556 | 0.008593 | 0.008633 | 0.008684 | 0.008733 | 0.008797 | 0.008867 | 0.008950 |
| 12.3             | 0.008568     | 0.008601 | 0.008557 | 0.008594 | 0.008634 | 0.008680 | 0.008735 | 0.008799 | 0.008869 | 0.008953 |
| 12.4             | 0.008569     | 0.008602 | 0.008558 | 0.008590 | 0.008636 | 0.008681 | 0.008737 | 0.008796 | 0.008865 | 0.008950 |
| 12.5             | 0.008569     | 0.008602 | 0.008560 | 0.008592 | 0.008637 | 0.008683 | 0.008733 | 0.008798 | 0.008868 | 0.008952 |
| 12.6             | 0.008569     | 0.008603 | 0.008556 | 0.008593 | 0.008633 | 0.008679 | 0.008735 | 0.008800 | 0.008870 | 0.008949 |
| 12.7             | 0.008570     | 0.008603 | 0.008557 | 0.008595 | 0.008635 | 0.008681 | 0.008736 | 0.008796 | 0.008866 | 0.008951 |
| 12.8             | 0.008570     | 0.008599 | 0.008558 | 0.008591 | 0.008636 | 0.008682 | 0.008733 | 0.008798 | 0.008869 | 0.008948 |
| 12.9             | 0.008571     | 0.008599 | 0.008559 | 0.008592 | 0.008632 | 0.008679 | 0.008734 | 0.008800 | 0.008865 | 0.008950 |
| 13.0             | 0.008571     | 0.008600 | 0.008555 | 0.008593 | 0.008634 | 0.008680 | 0.008736 | 0.008796 | 0.008867 | 0.008952 |

| Salario<br>(VSM) | Plazo (años) |          |          |          |          |          |          |          |          |          |
|------------------|--------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
|                  | 30           | 29       | 28       | 27       | 26       | 25       | 24       | 23       | 22       | 21       |
| 13.1             | 0.008571     | 0.008600 | 0.008557 | 0.008595 | 0.008635 | 0.008682 | 0.008738 | 0.008798 | 0.008869 | 0.008949 |
| 13.2             | 0.008567     | 0.008601 | 0.008558 | 0.008591 | 0.008637 | 0.008683 | 0.008734 | 0.008795 | 0.008866 | 0.008952 |
| 13.3             | 0.008568     | 0.008601 | 0.008559 | 0.008592 | 0.008633 | 0.008680 | 0.008736 | 0.008797 | 0.008868 | 0.008948 |
| 13.4             | 0.008568     | 0.008602 | 0.008555 | 0.008593 | 0.008634 | 0.008681 | 0.008738 | 0.008799 | 0.008870 | 0.008951 |
| 13.5             | 0.008568     | 0.008602 | 0.008556 | 0.008595 | 0.008636 | 0.008683 | 0.008734 | 0.008795 | 0.008867 | 0.008953 |
| 13.6             | 0.008569     | 0.008602 | 0.008557 | 0.008591 | 0.008637 | 0.008679 | 0.008736 | 0.008797 | 0.008869 | 0.008950 |
| 13.7             | 0.008569     | 0.008603 | 0.008559 | 0.008592 | 0.008634 | 0.008681 | 0.008738 | 0.008799 | 0.008866 | 0.008952 |
| 13.8             | 0.008570     | 0.008603 | 0.008560 | 0.008593 | 0.008635 | 0.008682 | 0.008734 | 0.008796 | 0.008868 | 0.008949 |
| 13.9             | 0.008570     | 0.008599 | 0.008556 | 0.008595 | 0.008636 | 0.008684 | 0.008736 | 0.008797 | 0.008870 | 0.008951 |
| 14.0             | 0.008570     | 0.008600 | 0.008557 | 0.008591 | 0.008633 | 0.008680 | 0.008737 | 0.008799 | 0.008866 | 0.008948 |
| 14.1             | 0.008571     | 0.008600 | 0.008558 | 0.008592 | 0.008634 | 0.008682 | 0.008734 | 0.008796 | 0.008868 | 0.008950 |
| 14.2             | 0.008571     | 0.008601 | 0.008559 | 0.008593 | 0.008635 | 0.008683 | 0.008736 | 0.008798 | 0.008870 | 0.008952 |
| 14.3             | 0.008563     | 0.008601 | 0.008556 | 0.008595 | 0.008637 | 0.008680 | 0.008737 | 0.008799 | 0.008867 | 0.008949 |
| 14.4             | 0.008551     | 0.008589 | 0.008557 | 0.008591 | 0.008633 | 0.008681 | 0.008734 | 0.008796 | 0.008869 | 0.008952 |
| 14.5             | 0.008539     | 0.008577 | 0.008558 | 0.008592 | 0.008635 | 0.008683 | 0.008735 | 0.008798 | 0.008866 | 0.008948 |
| 14.6             | 0.008527     | 0.008565 | 0.008559 | 0.008594 | 0.008636 | 0.008679 | 0.008737 | 0.008800 | 0.008868 | 0.008951 |
| 14.7             | 0.008515     | 0.008553 | 0.008556 | 0.008595 | 0.008637 | 0.008681 | 0.008734 | 0.008797 | 0.008870 | 0.008953 |
| 14.8             | 0.008503     | 0.008541 | 0.008557 | 0.008591 | 0.008634 | 0.008682 | 0.008735 | 0.008798 | 0.008867 | 0.008950 |
| 14.9             | 0.008491     | 0.008529 | 0.008558 | 0.008592 | 0.008635 | 0.008683 | 0.008737 | 0.008800 | 0.008869 | 0.008952 |
| 15.0             | 0.008479     | 0.008517 | 0.008559 | 0.008594 | 0.008636 | 0.008680 | 0.008734 | 0.008797 | 0.008871 | 0.008949 |
| 15.1             | 0.008467     | 0.008505 | 0.008547 | 0.008595 | 0.008633 | 0.008682 | 0.008735 | 0.008799 | 0.008868 | 0.008951 |
| 15.2             | 0.008455     | 0.008493 | 0.008535 | 0.008583 | 0.008634 | 0.008683 | 0.008737 | 0.008795 | 0.008869 | 0.008948 |
| 15.3             | 0.008443     | 0.008481 | 0.008523 | 0.008571 | 0.008627 | 0.008680 | 0.008734 | 0.008797 | 0.008867 | 0.008950 |
| 15.4             | 0.008431     | 0.008469 | 0.008511 | 0.008559 | 0.008615 | 0.008677 | 0.008735 | 0.008799 | 0.008868 | 0.008952 |
| 15.5             | 0.008419     | 0.008457 | 0.008499 | 0.008547 | 0.008603 | 0.008665 | 0.008737 | 0.008796 | 0.008870 | 0.008950 |
| 15.6             | 0.008406     | 0.008444 | 0.008486 | 0.008534 | 0.008590 | 0.008652 | 0.008724 | 0.008797 | 0.008867 | 0.008952 |
| 15.7             | 0.008394     | 0.008432 | 0.008474 | 0.008522 | 0.008578 | 0.008640 | 0.008712 | 0.008794 | 0.008869 | 0.008949 |
| 15.8             | 0.008382     | 0.008420 | 0.008462 | 0.008510 | 0.008566 | 0.008628 | 0.008700 | 0.008782 | 0.008866 | 0.008951 |
| 15.9             | 0.008370     | 0.008408 | 0.008450 | 0.008498 | 0.008554 | 0.008616 | 0.008688 | 0.008770 | 0.008863 | 0.008953 |
| 16.0             | 0.008358     | 0.008396 | 0.008438 | 0.008486 | 0.008542 | 0.008604 | 0.008676 | 0.008758 | 0.008851 | 0.008950 |
| 16.1             | 0.008346     | 0.008384 | 0.008426 | 0.008474 | 0.008530 | 0.008592 | 0.008664 | 0.008746 | 0.008839 | 0.008947 |
| 16.2             | 0.008334     | 0.008372 | 0.008414 | 0.008462 | 0.008518 | 0.008580 | 0.008652 | 0.008734 | 0.008827 | 0.008935 |
| 16.3             | 0.008322     | 0.008360 | 0.008402 | 0.008450 | 0.008506 | 0.008568 | 0.008640 | 0.008722 | 0.008815 | 0.008923 |
| 16.4             | 0.008310     | 0.008348 | 0.008390 | 0.008438 | 0.008494 | 0.008556 | 0.008628 | 0.008710 | 0.008803 | 0.008911 |
| 16.5             | 0.008298     | 0.008336 | 0.008378 | 0.008426 | 0.008482 | 0.008544 | 0.008616 | 0.008698 | 0.008791 | 0.008899 |
| 16.6             | 0.008286     | 0.008324 | 0.008366 | 0.008414 | 0.008470 | 0.008532 | 0.008604 | 0.008686 | 0.008779 | 0.008887 |
| 16.7             | 0.008274     | 0.008312 | 0.008354 | 0.008402 | 0.008458 | 0.008520 | 0.008592 | 0.008674 | 0.008767 | 0.008875 |
| 16.8             | 0.008262     | 0.008300 | 0.008342 | 0.008390 | 0.008446 | 0.008508 | 0.008580 | 0.008662 | 0.008755 | 0.008863 |
| 16.9             | 0.008250     | 0.008288 | 0.008330 | 0.008378 | 0.008434 | 0.008496 | 0.008568 | 0.008650 | 0.008743 | 0.008851 |
| 17.0             | 0.008238     | 0.008276 | 0.008318 | 0.008366 | 0.008422 | 0.008484 | 0.008556 | 0.008638 | 0.008731 | 0.008839 |

| Salario<br>(VSM) | Plazo (años) |          |          |          |          |          |          |          |          |          |
|------------------|--------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
|                  | 30           | 29       | 28       | 27       | 26       | 25       | 24       | 23       | 22       | 21       |
| 17.1             | 0.008226     | 0.008264 | 0.008306 | 0.008354 | 0.008410 | 0.008472 | 0.008544 | 0.008626 | 0.008719 | 0.008827 |
| 17.2             | 0.008214     | 0.008252 | 0.008294 | 0.008342 | 0.008398 | 0.008460 | 0.008532 | 0.008614 | 0.008707 | 0.008815 |
| 17.3             | 0.008202     | 0.008240 | 0.008282 | 0.008330 | 0.008386 | 0.008448 | 0.008520 | 0.008602 | 0.008695 | 0.008803 |
| 17.4             | 0.008190     | 0.008228 | 0.008270 | 0.008318 | 0.008374 | 0.008436 | 0.008508 | 0.008590 | 0.008683 | 0.008791 |
| 17.5             | 0.008178     | 0.008216 | 0.008258 | 0.008306 | 0.008362 | 0.008424 | 0.008496 | 0.008578 | 0.008671 | 0.008779 |
| 17.6             | 0.008166     | 0.008204 | 0.008246 | 0.008294 | 0.008350 | 0.008412 | 0.008484 | 0.008566 | 0.008659 | 0.008767 |
| 17.7             | 0.008153     | 0.008191 | 0.008233 | 0.008281 | 0.008337 | 0.008399 | 0.008471 | 0.008553 | 0.008646 | 0.008754 |
| 17.8             | 0.008141     | 0.008179 | 0.008221 | 0.008269 | 0.008325 | 0.008387 | 0.008459 | 0.008541 | 0.008634 | 0.008742 |
| 17.9             | 0.008129     | 0.008167 | 0.008209 | 0.008257 | 0.008313 | 0.008375 | 0.008447 | 0.008529 | 0.008622 | 0.008730 |
| 18.0             | 0.008117     | 0.008155 | 0.008197 | 0.008245 | 0.008301 | 0.008363 | 0.008435 | 0.008517 | 0.008610 | 0.008718 |
| 18.1             | 0.008105     | 0.008143 | 0.008185 | 0.008233 | 0.008289 | 0.008351 | 0.008423 | 0.008505 | 0.008598 | 0.008706 |
| 18.2             | 0.008093     | 0.008131 | 0.008173 | 0.008221 | 0.008277 | 0.008339 | 0.008411 | 0.008493 | 0.008586 | 0.008694 |
| 18.3             | 0.008081     | 0.008119 | 0.008161 | 0.008209 | 0.008265 | 0.008327 | 0.008399 | 0.008481 | 0.008574 | 0.008682 |
| 18.4             | 0.008069     | 0.008107 | 0.008149 | 0.008197 | 0.008253 | 0.008315 | 0.008387 | 0.008469 | 0.008562 | 0.008670 |
| 18.5             | 0.008057     | 0.008095 | 0.008137 | 0.008185 | 0.008241 | 0.008303 | 0.008375 | 0.008457 | 0.008550 | 0.008658 |
| 18.6             | 0.008045     | 0.008083 | 0.008125 | 0.008173 | 0.008229 | 0.008291 | 0.008363 | 0.008445 | 0.008538 | 0.008646 |
| 18.7             | 0.008033     | 0.008071 | 0.008113 | 0.008161 | 0.008217 | 0.008279 | 0.008351 | 0.008433 | 0.008526 | 0.008634 |
| 18.8             | 0.008021     | 0.008059 | 0.008101 | 0.008149 | 0.008205 | 0.008267 | 0.008339 | 0.008421 | 0.008514 | 0.008622 |
| 18.9             | 0.008009     | 0.008047 | 0.008089 | 0.008137 | 0.008193 | 0.008255 | 0.008327 | 0.008409 | 0.008502 | 0.008610 |
| 19.0             | 0.007997     | 0.008035 | 0.008077 | 0.008125 | 0.008181 | 0.008243 | 0.008315 | 0.008397 | 0.008490 | 0.008598 |
| 19.1             | 0.007985     | 0.008023 | 0.008065 | 0.008113 | 0.008169 | 0.008231 | 0.008303 | 0.008385 | 0.008478 | 0.008586 |
| 19.2             | 0.007973     | 0.008011 | 0.008053 | 0.008101 | 0.008157 | 0.008219 | 0.008291 | 0.008373 | 0.008466 | 0.008574 |
| 19.3             | 0.007961     | 0.007999 | 0.008041 | 0.008089 | 0.008145 | 0.008207 | 0.008279 | 0.008361 | 0.008454 | 0.008562 |
| 19.4             | 0.007949     | 0.007987 | 0.008029 | 0.008077 | 0.008133 | 0.008195 | 0.008267 | 0.008349 | 0.008442 | 0.008550 |
| 19.5             | 0.007937     | 0.007975 | 0.008017 | 0.008065 | 0.008121 | 0.008183 | 0.008255 | 0.008337 | 0.008430 | 0.008538 |
| 19.6             | 0.007925     | 0.007963 | 0.008005 | 0.008053 | 0.008109 | 0.008171 | 0.008243 | 0.008325 | 0.008418 | 0.008526 |
| 19.7             | 0.007913     | 0.007951 | 0.007993 | 0.008041 | 0.008097 | 0.008159 | 0.008231 | 0.008313 | 0.008406 | 0.008514 |
| 19.8             | 0.007900     | 0.007938 | 0.007980 | 0.008028 | 0.008084 | 0.008146 | 0.008218 | 0.008300 | 0.008393 | 0.008501 |
| 19.9             | 0.007888     | 0.007926 | 0.007968 | 0.008016 | 0.008072 | 0.008134 | 0.008206 | 0.008288 | 0.008381 | 0.008489 |
| 20.0             | 0.007876     | 0.007914 | 0.007956 | 0.008004 | 0.008060 | 0.008122 | 0.008194 | 0.008276 | 0.008369 | 0.008477 |
| 20.1             | 0.007864     | 0.007902 | 0.007944 | 0.007992 | 0.008048 | 0.008110 | 0.008182 | 0.008264 | 0.008357 | 0.008465 |
| 20.2             | 0.007852     | 0.007890 | 0.007932 | 0.007980 | 0.008036 | 0.008098 | 0.008170 | 0.008252 | 0.008345 | 0.008453 |
| 20.3             | 0.007840     | 0.007878 | 0.007920 | 0.007968 | 0.008024 | 0.008086 | 0.008158 | 0.008240 | 0.008333 | 0.008441 |
| 20.4             | 0.007828     | 0.007866 | 0.007908 | 0.007956 | 0.008012 | 0.008074 | 0.008146 | 0.008228 | 0.008321 | 0.008429 |
| 20.5             | 0.007816     | 0.007854 | 0.007896 | 0.007944 | 0.008000 | 0.008062 | 0.008134 | 0.008216 | 0.008309 | 0.008417 |
| 20.6             | 0.007804     | 0.007842 | 0.007884 | 0.007932 | 0.007988 | 0.008050 | 0.008122 | 0.008204 | 0.008297 | 0.008405 |
| 20.7             | 0.007792     | 0.007830 | 0.007872 | 0.007920 | 0.007976 | 0.008038 | 0.008110 | 0.008192 | 0.008285 | 0.008393 |
| 20.8             | 0.007780     | 0.007818 | 0.007860 | 0.007908 | 0.007964 | 0.008026 | 0.008098 | 0.008180 | 0.008273 | 0.008381 |
| 20.9             | 0.007768     | 0.007806 | 0.007848 | 0.007896 | 0.007952 | 0.008014 | 0.008086 | 0.008168 | 0.008261 | 0.008369 |
| 21.0             | 0.007756     | 0.007794 | 0.007836 | 0.007884 | 0.007940 | 0.008002 | 0.008074 | 0.008156 | 0.008249 | 0.008357 |

| Salario<br>(VSM) | Plazo (años) |          |          |          |          |          |          |          |          |          |
|------------------|--------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
|                  | 30           | 29       | 28       | 27       | 26       | 25       | 24       | 23       | 22       | 21       |
| 21.1             | 0.007744     | 0.007782 | 0.007824 | 0.007872 | 0.007928 | 0.007990 | 0.008062 | 0.008144 | 0.008237 | 0.008345 |
| 21.2             | 0.007732     | 0.007770 | 0.007812 | 0.007860 | 0.007916 | 0.007978 | 0.008050 | 0.008132 | 0.008225 | 0.008333 |
| 21.3             | 0.007720     | 0.007758 | 0.007800 | 0.007848 | 0.007904 | 0.007966 | 0.008038 | 0.008120 | 0.008213 | 0.008321 |
| 21.4             | 0.007708     | 0.007746 | 0.007788 | 0.007836 | 0.007892 | 0.007954 | 0.008026 | 0.008108 | 0.008201 | 0.008309 |
| 21.5             | 0.007696     | 0.007734 | 0.007776 | 0.007824 | 0.007880 | 0.007942 | 0.008014 | 0.008096 | 0.008189 | 0.008297 |
| 21.6             | 0.007684     | 0.007722 | 0.007764 | 0.007812 | 0.007868 | 0.007930 | 0.008002 | 0.008084 | 0.008177 | 0.008285 |
| 21.7             | 0.007672     | 0.007710 | 0.007752 | 0.007800 | 0.007856 | 0.007918 | 0.007990 | 0.008072 | 0.008165 | 0.008273 |
| 21.8             | 0.007659     | 0.007697 | 0.007739 | 0.007787 | 0.007843 | 0.007905 | 0.007977 | 0.008059 | 0.008152 | 0.008260 |
| 21.9             | 0.007647     | 0.007685 | 0.007727 | 0.007775 | 0.007831 | 0.007893 | 0.007965 | 0.008047 | 0.008140 | 0.008248 |
| 22.0             | 0.007635     | 0.007673 | 0.007715 | 0.007763 | 0.007819 | 0.007881 | 0.007953 | 0.008035 | 0.008128 | 0.008236 |
| 22.1             | 0.007623     | 0.007661 | 0.007703 | 0.007751 | 0.007807 | 0.007869 | 0.007941 | 0.008023 | 0.008116 | 0.008224 |
| 22.2             | 0.007611     | 0.007649 | 0.007691 | 0.007739 | 0.007795 | 0.007857 | 0.007929 | 0.008011 | 0.008104 | 0.008212 |
| 22.3             | 0.007599     | 0.007637 | 0.007679 | 0.007727 | 0.007783 | 0.007845 | 0.007917 | 0.007999 | 0.008092 | 0.008200 |
| 22.4             | 0.007587     | 0.007625 | 0.007667 | 0.007715 | 0.007771 | 0.007833 | 0.007905 | 0.007987 | 0.008080 | 0.008188 |
| 22.5             | 0.007575     | 0.007613 | 0.007655 | 0.007703 | 0.007759 | 0.007821 | 0.007893 | 0.007975 | 0.008068 | 0.008176 |
| 22.6             | 0.007563     | 0.007601 | 0.007643 | 0.007691 | 0.007747 | 0.007809 | 0.007881 | 0.007963 | 0.008056 | 0.008164 |
| 22.7             | 0.007551     | 0.007589 | 0.007631 | 0.007679 | 0.007735 | 0.007797 | 0.007869 | 0.007951 | 0.008044 | 0.008152 |
| 22.8             | 0.007539     | 0.007577 | 0.007619 | 0.007667 | 0.007723 | 0.007785 | 0.007857 | 0.007939 | 0.008032 | 0.008140 |
| 22.9             | 0.007527     | 0.007565 | 0.007607 | 0.007655 | 0.007711 | 0.007773 | 0.007845 | 0.007927 | 0.008020 | 0.008128 |
| 23.0             | 0.007515     | 0.007553 | 0.007595 | 0.007643 | 0.007699 | 0.007761 | 0.007833 | 0.007915 | 0.008008 | 0.008116 |
| 23.1             | 0.007503     | 0.007541 | 0.007583 | 0.007631 | 0.007687 | 0.007749 | 0.007821 | 0.007903 | 0.007996 | 0.008104 |
| 23.2             | 0.007491     | 0.007529 | 0.007571 | 0.007619 | 0.007675 | 0.007737 | 0.007809 | 0.007891 | 0.007984 | 0.008092 |
| 23.3             | 0.007479     | 0.007517 | 0.007559 | 0.007607 | 0.007663 | 0.007725 | 0.007797 | 0.007879 | 0.007972 | 0.008080 |
| 23.4             | 0.007467     | 0.007505 | 0.007547 | 0.007595 | 0.007651 | 0.007713 | 0.007785 | 0.007867 | 0.007960 | 0.008068 |
| 23.5             | 0.007455     | 0.007493 | 0.007535 | 0.007583 | 0.007639 | 0.007701 | 0.007773 | 0.007855 | 0.007948 | 0.008056 |
| 23.6             | 0.007443     | 0.007481 | 0.007523 | 0.007571 | 0.007627 | 0.007689 | 0.007761 | 0.007843 | 0.007936 | 0.008044 |
| 23.7             | 0.007431     | 0.007469 | 0.007511 | 0.007559 | 0.007615 | 0.007677 | 0.007749 | 0.007831 | 0.007924 | 0.008032 |
| 23.8             | 0.007419     | 0.007457 | 0.007499 | 0.007547 | 0.007603 | 0.007665 | 0.007737 | 0.007819 | 0.007912 | 0.008020 |
| 23.9             | 0.007406     | 0.007444 | 0.007486 | 0.007534 | 0.007590 | 0.007652 | 0.007724 | 0.007806 | 0.007899 | 0.008007 |
| 24.0             | 0.007394     | 0.007432 | 0.007474 | 0.007522 | 0.007578 | 0.007640 | 0.007712 | 0.007794 | 0.007887 | 0.007995 |
| 24.1             | 0.007382     | 0.007420 | 0.007462 | 0.007510 | 0.007566 | 0.007628 | 0.007700 | 0.007782 | 0.007875 | 0.007983 |
| 24.2             | 0.007370     | 0.007408 | 0.007450 | 0.007498 | 0.007554 | 0.007616 | 0.007688 | 0.007770 | 0.007863 | 0.007971 |
| 24.3             | 0.007358     | 0.007396 | 0.007438 | 0.007486 | 0.007542 | 0.007604 | 0.007676 | 0.007758 | 0.007851 | 0.007959 |
| 24.4             | 0.007346     | 0.007384 | 0.007426 | 0.007474 | 0.007530 | 0.007592 | 0.007664 | 0.007746 | 0.007839 | 0.007947 |
| 24.5             | 0.007334     | 0.007372 | 0.007414 | 0.007462 | 0.007518 | 0.007580 | 0.007652 | 0.007734 | 0.007827 | 0.007935 |
| 24.6             | 0.007322     | 0.007360 | 0.007402 | 0.007450 | 0.007506 | 0.007568 | 0.007640 | 0.007722 | 0.007815 | 0.007923 |
| 24.7             | 0.007310     | 0.007348 | 0.007390 | 0.007438 | 0.007494 | 0.007556 | 0.007628 | 0.007710 | 0.007803 | 0.007911 |
| 24.8             | 0.007298     | 0.007336 | 0.007378 | 0.007426 | 0.007482 | 0.007544 | 0.007616 | 0.007698 | 0.007791 | 0.007899 |
| 24.9             | 0.007286     | 0.007324 | 0.007366 | 0.007414 | 0.007470 | 0.007532 | 0.007604 | 0.007686 | 0.007779 | 0.007887 |
| 25.0             | 0.007274     | 0.007312 | 0.007354 | 0.007402 | 0.007458 | 0.007520 | 0.007592 | 0.007674 | 0.007767 | 0.007875 |

| Salario<br>(VSM) | Plazo (años) |          |          |          |          |          |          |          |          |          |
|------------------|--------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
|                  | 20           | 19       | 18       | 17       | 16       | 15       | 14       | 13       | 12       | 11       |
| 1.0              | 0.010217     | 0.010321 | 0.010443 | 0.010586 | 0.010757 | 0.010982 | 0.011227 | 0.011524 | 0.011852 | 0.012289 |
| 1.1              | 0.010165     | 0.010267 | 0.010388 | 0.010547 | 0.010718 | 0.010924 | 0.011168 | 0.011465 | 0.011824 | 0.012268 |
| 1.2              | 0.010115     | 0.010217 | 0.010352 | 0.010495 | 0.010666 | 0.010870 | 0.011114 | 0.011410 | 0.011770 | 0.012215 |
| 1.3              | 0.010055     | 0.010154 | 0.010288 | 0.010429 | 0.010616 | 0.010820 | 0.011064 | 0.011360 | 0.011721 | 0.012166 |
| 1.4              | 0.010011     | 0.010125 | 0.010243 | 0.010401 | 0.010570 | 0.010774 | 0.011018 | 0.011314 | 0.011676 | 0.012122 |
| 1.5              | 0.009955     | 0.010067 | 0.010201 | 0.010340 | 0.010507 | 0.010731 | 0.010975 | 0.011272 | 0.011634 | 0.012082 |
| 1.6              | 0.009930     | 0.010027 | 0.010161 | 0.010300 | 0.010467 | 0.010669 | 0.010910 | 0.011206 | 0.011565 | 0.011976 |
| 1.7              | 0.009893     | 0.010021 | 0.010139 | 0.010280 | 0.010449 | 0.010653 | 0.010897 | 0.011196 | 0.011560 | 0.011978 |
| 1.8              | 0.009886     | 0.010000 | 0.010136 | 0.010279 | 0.010451 | 0.010638 | 0.010885 | 0.011162 | 0.011555 | 0.011980 |
| 1.9              | 0.009866     | 0.009967 | 0.010102 | 0.010262 | 0.010418 | 0.010625 | 0.010875 | 0.011155 | 0.011496 | 0.011951 |
| 2.0              | 0.009835     | 0.009949 | 0.010070 | 0.010213 | 0.010386 | 0.010594 | 0.010843 | 0.011125 | 0.011467 | 0.011924 |
| 2.1              | 0.009831     | 0.009933 | 0.010055 | 0.010200 | 0.010373 | 0.010583 | 0.010835 | 0.011120 | 0.011467 | 0.011898 |
| 2.2              | 0.009815     | 0.009918 | 0.010041 | 0.010187 | 0.010362 | 0.010555 | 0.010828 | 0.011116 | 0.011442 | 0.011875 |
| 2.3              | 0.009813     | 0.009931 | 0.010056 | 0.010190 | 0.010368 | 0.010565 | 0.010801 | 0.011112 | 0.011491 | 0.011881 |
| 2.4              | 0.009799     | 0.009904 | 0.010043 | 0.010193 | 0.010358 | 0.010556 | 0.010795 | 0.011108 | 0.011467 | 0.011887 |
| 2.5              | 0.009786     | 0.009891 | 0.010018 | 0.010168 | 0.010348 | 0.010549 | 0.010790 | 0.011064 | 0.011445 | 0.011866 |
| 2.6              | 0.009785     | 0.009879 | 0.010007 | 0.010158 | 0.010339 | 0.010541 | 0.010785 | 0.011062 | 0.011423 | 0.011872 |
| 2.7              | 0.009772     | 0.009880 | 0.010009 | 0.010148 | 0.010316 | 0.010535 | 0.010780 | 0.011060 | 0.011403 | 0.011854 |
| 2.8              | 0.009761     | 0.009870 | 0.009987 | 0.010139 | 0.010308 | 0.010528 | 0.010758 | 0.011059 | 0.011406 | 0.011836 |
| 2.9              | 0.009750     | 0.009859 | 0.009990 | 0.010131 | 0.010301 | 0.010507 | 0.010755 | 0.011058 | 0.011408 | 0.011819 |
| 3.0              | 0.009729     | 0.009838 | 0.009969 | 0.010123 | 0.010295 | 0.010487 | 0.010735 | 0.011039 | 0.011390 | 0.011803 |
| 3.1              | 0.009697     | 0.009806 | 0.009948 | 0.010090 | 0.010261 | 0.010467 | 0.010699 | 0.011002 | 0.011352 | 0.011788 |
| 3.2              | 0.009678     | 0.009786 | 0.009916 | 0.010071 | 0.010242 | 0.010449 | 0.010681 | 0.010985 | 0.011336 | 0.011773 |
| 3.3              | 0.009647     | 0.009756 | 0.009885 | 0.010039 | 0.010209 | 0.010415 | 0.010647 | 0.010950 | 0.011321 | 0.011737 |
| 3.4              | 0.009618     | 0.009725 | 0.009854 | 0.010008 | 0.010177 | 0.010383 | 0.010631 | 0.010916 | 0.011286 | 0.011701 |
| 3.5              | 0.009600     | 0.009708 | 0.009837 | 0.009977 | 0.010160 | 0.010366 | 0.010615 | 0.010901 | 0.011272 | 0.011689 |
| 3.6              | 0.009571     | 0.009679 | 0.009807 | 0.009960 | 0.010144 | 0.010351 | 0.010583 | 0.010869 | 0.011239 | 0.011678 |
| 3.7              | 0.009554     | 0.009662 | 0.009791 | 0.009931 | 0.010114 | 0.010320 | 0.010569 | 0.010855 | 0.011207 | 0.011645 |
| 3.8              | 0.009527     | 0.009634 | 0.009763 | 0.009915 | 0.010085 | 0.010306 | 0.010538 | 0.010842 | 0.011175 | 0.011635 |
| 3.9              | 0.009499     | 0.009606 | 0.009735 | 0.009887 | 0.010056 | 0.010276 | 0.010508 | 0.010812 | 0.011164 | 0.011604 |
| 4.0              | 0.009473     | 0.009579 | 0.009707 | 0.009859 | 0.010028 | 0.010248 | 0.010479 | 0.010764 | 0.011114 | 0.011573 |
| 4.1              | 0.009470     | 0.009577 | 0.009706 | 0.009845 | 0.010014 | 0.010219 | 0.010484 | 0.010771 | 0.011124 | 0.011543 |
| 4.2              | 0.009455     | 0.009575 | 0.009705 | 0.009845 | 0.010016 | 0.010222 | 0.010472 | 0.010778 | 0.011115 | 0.011535 |
| 4.3              | 0.009453     | 0.009561 | 0.009703 | 0.009845 | 0.010017 | 0.010225 | 0.010461 | 0.010767 | 0.011125 | 0.011549 |
| 4.4              | 0.009462     | 0.009571 | 0.009690 | 0.009858 | 0.010032 | 0.010228 | 0.010481 | 0.010757 | 0.011134 | 0.011563 |

| Salario<br>(VSM) | Plazo (años) |          |          |          |          |          |          |          |          |          |
|------------------|--------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
|                  | 20           | 19       | 18       | 17       | 16       | 15       | 14       | 13       | 12       | 11       |
| 4.5              | 0.009470     | 0.009569 | 0.009701 | 0.009845 | 0.010032 | 0.010244 | 0.010485 | 0.010780 | 0.011143 | 0.011575 |
| 4.6              | 0.009436     | 0.009534 | 0.009665 | 0.009808 | 0.009995 | 0.010205 | 0.010444 | 0.010738 | 0.011099 | 0.011528 |
| 4.7              | 0.009401     | 0.009511 | 0.009629 | 0.009784 | 0.009970 | 0.010166 | 0.010403 | 0.010695 | 0.011073 | 0.011482 |
| 4.8              | 0.009378     | 0.009487 | 0.009606 | 0.009760 | 0.009932 | 0.010142 | 0.010394 | 0.010687 | 0.011029 | 0.011476 |
| 4.9              | 0.009344     | 0.009453 | 0.009582 | 0.009724 | 0.009895 | 0.010117 | 0.010354 | 0.010645 | 0.010985 | 0.011430 |
| 5.0              | 0.009487     | 0.009601 | 0.009728 | 0.009878 | 0.010059 | 0.010278 | 0.010528 | 0.010821 | 0.011196 | 0.011629 |
| 5.1              | 0.009456     | 0.009570 | 0.009696 | 0.009845 | 0.010026 | 0.010243 | 0.010493 | 0.010784 | 0.011157 | 0.011588 |
| 5.2              | 0.009435     | 0.009549 | 0.009674 | 0.009824 | 0.010004 | 0.010221 | 0.010470 | 0.010761 | 0.011118 | 0.011564 |
| 5.3              | 0.009405     | 0.009518 | 0.009643 | 0.009791 | 0.009970 | 0.010187 | 0.010435 | 0.010724 | 0.011080 | 0.011524 |
| 5.4              | 0.009384     | 0.009498 | 0.009622 | 0.009770 | 0.009949 | 0.010153 | 0.010399 | 0.010702 | 0.011057 | 0.011501 |
| 5.5              | 0.009483     | 0.009592 | 0.009721 | 0.009875 | 0.010050 | 0.010261 | 0.010517 | 0.010816 | 0.011184 | 0.011626 |
| 5.6              | 0.009455     | 0.009563 | 0.009692 | 0.009845 | 0.010019 | 0.010230 | 0.010484 | 0.010782 | 0.011148 | 0.011588 |
| 5.7              | 0.009428     | 0.009535 | 0.009663 | 0.009816 | 0.009989 | 0.010198 | 0.010451 | 0.010748 | 0.011113 | 0.011551 |
| 5.8              | 0.009400     | 0.009506 | 0.009634 | 0.009786 | 0.009958 | 0.010167 | 0.010419 | 0.010714 | 0.011077 | 0.011514 |
| 5.9              | 0.009372     | 0.009478 | 0.009605 | 0.009756 | 0.009927 | 0.010135 | 0.010386 | 0.010680 | 0.011042 | 0.011477 |
| 6.0              | 0.009344     | 0.009449 | 0.009576 | 0.009726 | 0.009897 | 0.010103 | 0.010353 | 0.010646 | 0.011006 | 0.011439 |
| 6.1              | 0.009317     | 0.009421 | 0.009547 | 0.009697 | 0.009866 | 0.010072 | 0.010321 | 0.010612 | 0.010971 | 0.011402 |
| 6.2              | 0.009289     | 0.009393 | 0.009518 | 0.009667 | 0.009835 | 0.010040 | 0.010288 | 0.010578 | 0.010935 | 0.011365 |
| 6.3              | 0.009261     | 0.009364 | 0.009489 | 0.009637 | 0.009804 | 0.010008 | 0.010255 | 0.010544 | 0.010900 | 0.011327 |
| 6.4              | 0.009233     | 0.009336 | 0.009460 | 0.009607 | 0.009774 | 0.009977 | 0.010222 | 0.010510 | 0.010864 | 0.011290 |
| 6.5              | 0.009205     | 0.009307 | 0.009430 | 0.009577 | 0.009743 | 0.009945 | 0.010190 | 0.010476 | 0.010829 | 0.011253 |
| 6.6              | 0.009178     | 0.009279 | 0.009401 | 0.009548 | 0.009712 | 0.009913 | 0.010157 | 0.010442 | 0.010794 | 0.011215 |
| 6.7              | 0.009150     | 0.009251 | 0.009372 | 0.009518 | 0.009682 | 0.009895 | 0.010139 | 0.010423 | 0.010775 | 0.011197 |
| 6.8              | 0.009133     | 0.009233 | 0.009366 | 0.009512 | 0.009689 | 0.009890 | 0.010135 | 0.010420 | 0.010773 | 0.011196 |
| 6.9              | 0.009126     | 0.009237 | 0.009360 | 0.009518 | 0.009683 | 0.009898 | 0.010130 | 0.010432 | 0.010771 | 0.011196 |
| 7.0              | 0.009129     | 0.009241 | 0.009365 | 0.009512 | 0.009690 | 0.009894 | 0.010140 | 0.010429 | 0.010785 | 0.011213 |
| 7.1              | 0.009133     | 0.009235 | 0.009369 | 0.009518 | 0.009685 | 0.009889 | 0.010136 | 0.010426 | 0.010783 | 0.011213 |
| 7.2              | 0.009126     | 0.009239 | 0.009363 | 0.009512 | 0.009692 | 0.009897 | 0.010132 | 0.010423 | 0.010781 | 0.011212 |
| 7.3              | 0.009130     | 0.009243 | 0.009368 | 0.009517 | 0.009686 | 0.009892 | 0.010141 | 0.010434 | 0.010779 | 0.011212 |
| 7.4              | 0.009133     | 0.009237 | 0.009362 | 0.009512 | 0.009693 | 0.009888 | 0.010138 | 0.010431 | 0.010777 | 0.011211 |
| 7.5              | 0.009127     | 0.009241 | 0.009367 | 0.009517 | 0.009688 | 0.009919 | 0.010146 | 0.010441 | 0.010776 | 0.011211 |
| 7.6              | 0.009130     | 0.009235 | 0.009361 | 0.009512 | 0.009683 | 0.009891 | 0.010130 | 0.010425 | 0.010774 | 0.011210 |
| 7.7              | 0.009133     | 0.009239 | 0.009366 | 0.009517 | 0.009689 | 0.009898 | 0.010139 | 0.010422 | 0.010772 | 0.011210 |
| 7.8              | 0.009127     | 0.009242 | 0.009370 | 0.009512 | 0.009684 | 0.009894 | 0.010135 | 0.010433 | 0.010785 | 0.011210 |
| 7.9              | 0.009130     | 0.009237 | 0.009365 | 0.009517 | 0.009690 | 0.009890 | 0.010132 | 0.010430 | 0.010783 | 0.011209 |

| Salario<br>(VSM) | Plazo (años) |          |          |          |          |          |          |          |          |          |
|------------------|--------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
|                  | 20           | 19       | 18       | 17       | 16       | 15       | 14       | 13       | 12       | 11       |
| 8.0              | 0.009133     | 0.009240 | 0.009369 | 0.009512 | 0.009686 | 0.009897 | 0.010140 | 0.010427 | 0.010781 | 0.011209 |
| 8.1              | 0.009127     | 0.009235 | 0.009363 | 0.009517 | 0.009692 | 0.009893 | 0.010137 | 0.010424 | 0.010779 | 0.011208 |
| 8.2              | 0.009130     | 0.009238 | 0.009368 | 0.009512 | 0.009687 | 0.009889 | 0.010133 | 0.010434 | 0.010778 | 0.011208 |
| 8.3              | 0.009133     | 0.009242 | 0.009362 | 0.009517 | 0.009693 | 0.009895 | 0.010141 | 0.010432 | 0.010776 | 0.011208 |
| 8.4              | 0.009128     | 0.009236 | 0.009367 | 0.009512 | 0.009688 | 0.009891 | 0.010138 | 0.010429 | 0.010774 | 0.011207 |
| 8.5              | 0.009130     | 0.009240 | 0.009370 | 0.009517 | 0.009684 | 0.009898 | 0.010135 | 0.010426 | 0.010773 | 0.011207 |
| 8.6              | 0.009133     | 0.009243 | 0.009365 | 0.009512 | 0.009689 | 0.009894 | 0.010131 | 0.010424 | 0.010784 | 0.011207 |
| 8.7              | 0.009128     | 0.009238 | 0.009369 | 0.009517 | 0.009685 | 0.009890 | 0.010139 | 0.010433 | 0.010783 | 0.011206 |
| 8.8              | 0.009131     | 0.009241 | 0.009364 | 0.009512 | 0.009690 | 0.009897 | 0.010136 | 0.010431 | 0.010781 | 0.011206 |
| 8.9              | 0.009133     | 0.009236 | 0.009368 | 0.009516 | 0.009686 | 0.009893 | 0.010133 | 0.010428 | 0.010780 | 0.011206 |
| 9.0              | 0.009128     | 0.009239 | 0.009363 | 0.009512 | 0.009692 | 0.009889 | 0.010140 | 0.010426 | 0.010778 | 0.011205 |
| 9.1              | 0.009131     | 0.009242 | 0.009367 | 0.009516 | 0.009687 | 0.009896 | 0.010137 | 0.010423 | 0.010776 | 0.011205 |
| 9.2              | 0.009133     | 0.009237 | 0.009363 | 0.009512 | 0.009693 | 0.009892 | 0.010134 | 0.010432 | 0.010775 | 0.011205 |
| 9.3              | 0.009128     | 0.009240 | 0.009366 | 0.009516 | 0.009689 | 0.009898 | 0.010141 | 0.010430 | 0.010774 | 0.011205 |
| 9.4              | 0.009131     | 0.009236 | 0.009370 | 0.009512 | 0.009685 | 0.009894 | 0.010138 | 0.010427 | 0.010784 | 0.011204 |
| 9.5              | 0.009134     | 0.009239 | 0.009365 | 0.009516 | 0.009690 | 0.009891 | 0.010135 | 0.010425 | 0.010783 | 0.011204 |
| 9.6              | 0.009129     | 0.009242 | 0.009369 | 0.009512 | 0.009686 | 0.009897 | 0.010142 | 0.010433 | 0.010781 | 0.011204 |
| 9.7              | 0.009131     | 0.009237 | 0.009364 | 0.009516 | 0.009691 | 0.009893 | 0.010139 | 0.010431 | 0.010780 | 0.011204 |
| 9.8              | 0.009134     | 0.009240 | 0.009368 | 0.009512 | 0.009687 | 0.009899 | 0.010136 | 0.010429 | 0.010778 | 0.011203 |
| 9.9              | 0.009129     | 0.009243 | 0.009363 | 0.009516 | 0.009692 | 0.009896 | 0.010133 | 0.010427 | 0.010777 | 0.011203 |
| 10.0             | 0.009131     | 0.009238 | 0.009367 | 0.009512 | 0.009688 | 0.009892 | 0.010140 | 0.010425 | 0.010776 | 0.011203 |
| 10.1             | 0.009046     | 0.009158 | 0.009284 | 0.009434 | 0.009606 | 0.009816 | 0.010060 | 0.010349 | 0.010694 | 0.011127 |
| 10.2             | 0.009042     | 0.009154 | 0.009280 | 0.009430 | 0.009603 | 0.009813 | 0.010057 | 0.010348 | 0.010694 | 0.011128 |
| 10.3             | 0.009045     | 0.009158 | 0.009284 | 0.009427 | 0.009609 | 0.009811 | 0.010055 | 0.010346 | 0.010693 | 0.011128 |
| 10.4             | 0.009041     | 0.009154 | 0.009281 | 0.009432 | 0.009606 | 0.009808 | 0.010053 | 0.010345 | 0.010693 | 0.011129 |
| 10.5             | 0.009045     | 0.009158 | 0.009285 | 0.009429 | 0.009603 | 0.009815 | 0.010051 | 0.010343 | 0.010692 | 0.011129 |
| 10.6             | 0.009048     | 0.009154 | 0.009282 | 0.009434 | 0.009608 | 0.009812 | 0.010059 | 0.010352 | 0.010703 | 0.011130 |
| 10.7             | 0.009044     | 0.009158 | 0.009286 | 0.009430 | 0.009606 | 0.009809 | 0.010057 | 0.010351 | 0.010702 | 0.011130 |
| 10.8             | 0.009047     | 0.009154 | 0.009282 | 0.009427 | 0.009603 | 0.009816 | 0.010055 | 0.010349 | 0.010702 | 0.011131 |
| 10.9             | 0.009043     | 0.009158 | 0.009279 | 0.009432 | 0.009608 | 0.009813 | 0.010053 | 0.010348 | 0.010701 | 0.011131 |
| 11.0             | 0.009047     | 0.009154 | 0.009283 | 0.009429 | 0.009605 | 0.009811 | 0.010060 | 0.010347 | 0.010700 | 0.011120 |
| 11.1             | 0.009043     | 0.009158 | 0.009280 | 0.009433 | 0.009602 | 0.009808 | 0.010058 | 0.010345 | 0.010700 | 0.011120 |
| 11.2             | 0.009046     | 0.009154 | 0.009284 | 0.009430 | 0.009608 | 0.009815 | 0.010056 | 0.010344 | 0.010699 | 0.011121 |
| 11.3             | 0.009042     | 0.009158 | 0.009280 | 0.009435 | 0.009605 | 0.009812 | 0.010054 | 0.010352 | 0.010699 | 0.011121 |
| 11.4             | 0.009045     | 0.009154 | 0.009284 | 0.009432 | 0.009602 | 0.009810 | 0.010052 | 0.010351 | 0.010698 | 0.011122 |

| Salario<br>(VSM) | Plazo (años) |          |          |          |          |          |          |          |          |          |
|------------------|--------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
|                  | 20           | 19       | 18       | 17       | 16       | 15       | 14       | 13       | 12       | 11       |
| 11.5             | 0.009042     | 0.009157 | 0.009281 | 0.009429 | 0.009607 | 0.009816 | 0.010059 | 0.010350 | 0.010698 | 0.011122 |
| 11.6             | 0.009045     | 0.009154 | 0.009285 | 0.009433 | 0.009605 | 0.009813 | 0.010057 | 0.010348 | 0.010697 | 0.011123 |
| 11.7             | 0.009048     | 0.009157 | 0.009282 | 0.009430 | 0.009602 | 0.009811 | 0.010055 | 0.010347 | 0.010697 | 0.011123 |
| 11.8             | 0.009044     | 0.009154 | 0.009286 | 0.009435 | 0.009607 | 0.009809 | 0.010053 | 0.010346 | 0.010696 | 0.011124 |
| 11.9             | 0.009047     | 0.009157 | 0.009282 | 0.009432 | 0.009604 | 0.009815 | 0.010052 | 0.010344 | 0.010695 | 0.011124 |
| 12.0             | 0.009044     | 0.009154 | 0.009286 | 0.009429 | 0.009609 | 0.009812 | 0.010058 | 0.010343 | 0.010695 | 0.011125 |
| 12.1             | 0.009047     | 0.009157 | 0.009283 | 0.009433 | 0.009607 | 0.009810 | 0.010057 | 0.010351 | 0.010694 | 0.011125 |
| 12.2             | 0.009043     | 0.009154 | 0.009280 | 0.009430 | 0.009604 | 0.009816 | 0.010055 | 0.010350 | 0.010694 | 0.011126 |
| 12.3             | 0.009046     | 0.009157 | 0.009284 | 0.009434 | 0.009609 | 0.009813 | 0.010053 | 0.010349 | 0.010703 | 0.011126 |
| 12.4             | 0.009043     | 0.009154 | 0.009281 | 0.009431 | 0.009606 | 0.009811 | 0.010059 | 0.010347 | 0.010703 | 0.011127 |
| 12.5             | 0.009046     | 0.009157 | 0.009284 | 0.009429 | 0.009604 | 0.009809 | 0.010058 | 0.010346 | 0.010702 | 0.011127 |
| 12.6             | 0.009042     | 0.009154 | 0.009281 | 0.009433 | 0.009609 | 0.009815 | 0.010056 | 0.010345 | 0.010702 | 0.011127 |
| 12.7             | 0.009045     | 0.009157 | 0.009285 | 0.009430 | 0.009606 | 0.009812 | 0.010054 | 0.010344 | 0.010701 | 0.011128 |
| 12.8             | 0.009048     | 0.009154 | 0.009282 | 0.009434 | 0.009604 | 0.009810 | 0.010053 | 0.010351 | 0.010701 | 0.011128 |
| 12.9             | 0.009045     | 0.009157 | 0.009285 | 0.009431 | 0.009608 | 0.009816 | 0.010059 | 0.010350 | 0.010700 | 0.011129 |
| 13.0             | 0.009047     | 0.009154 | 0.009282 | 0.009429 | 0.009606 | 0.009813 | 0.010057 | 0.010349 | 0.010700 | 0.011129 |
| 13.1             | 0.009044     | 0.009157 | 0.009286 | 0.009433 | 0.009603 | 0.009811 | 0.010055 | 0.010348 | 0.010699 | 0.011129 |
| 13.2             | 0.009047     | 0.009154 | 0.009283 | 0.009430 | 0.009608 | 0.009809 | 0.010054 | 0.010347 | 0.010699 | 0.011130 |
| 13.3             | 0.009044     | 0.009157 | 0.009280 | 0.009434 | 0.009606 | 0.009815 | 0.010060 | 0.010345 | 0.010698 | 0.011130 |
| 13.4             | 0.009046     | 0.009154 | 0.009284 | 0.009431 | 0.009603 | 0.009812 | 0.010058 | 0.010344 | 0.010698 | 0.011130 |
| 13.5             | 0.009043     | 0.009157 | 0.009281 | 0.009429 | 0.009608 | 0.009810 | 0.010056 | 0.010351 | 0.010697 | 0.011131 |
| 13.6             | 0.009046     | 0.009154 | 0.009284 | 0.009432 | 0.009605 | 0.009816 | 0.010055 | 0.010350 | 0.010697 | 0.011131 |
| 13.7             | 0.009043     | 0.009157 | 0.009281 | 0.009430 | 0.009603 | 0.009814 | 0.010053 | 0.010349 | 0.010696 | 0.011132 |
| 13.8             | 0.009045     | 0.009154 | 0.009285 | 0.009434 | 0.009607 | 0.009812 | 0.010059 | 0.010348 | 0.010696 | 0.011132 |
| 13.9             | 0.009048     | 0.009157 | 0.009282 | 0.009431 | 0.009605 | 0.009810 | 0.010058 | 0.010347 | 0.010695 | 0.011133 |
| 14.0             | 0.009045     | 0.009154 | 0.009285 | 0.009435 | 0.009609 | 0.009815 | 0.010056 | 0.010346 | 0.010695 | 0.011133 |
| 14.1             | 0.009047     | 0.009157 | 0.009282 | 0.009432 | 0.009607 | 0.009813 | 0.010054 | 0.010345 | 0.010703 | 0.011134 |
| 14.2             | 0.009044     | 0.009154 | 0.009286 | 0.009430 | 0.009605 | 0.009811 | 0.010053 | 0.010351 | 0.010702 | 0.011134 |
| 14.3             | 0.009047     | 0.009157 | 0.009283 | 0.009434 | 0.009609 | 0.009815 | 0.010058 | 0.010350 | 0.010702 | 0.011134 |
| 14.4             | 0.009044     | 0.009154 | 0.009286 | 0.009431 | 0.009607 | 0.009814 | 0.010057 | 0.010349 | 0.010702 | 0.011135 |
| 14.5             | 0.009046     | 0.009157 | 0.009283 | 0.009435 | 0.009605 | 0.009812 | 0.010055 | 0.010348 | 0.010701 | 0.011135 |
| 14.6             | 0.009043     | 0.009154 | 0.009281 | 0.009432 | 0.009609 | 0.009810 | 0.010054 | 0.010347 | 0.010701 | 0.011136 |
| 14.7             | 0.009046     | 0.009157 | 0.009284 | 0.009430 | 0.009607 | 0.009815 | 0.010059 | 0.010346 | 0.010700 | 0.011136 |
| 14.8             | 0.009048     | 0.009154 | 0.009281 | 0.009433 | 0.009604 | 0.009813 | 0.010058 | 0.010345 | 0.010700 | 0.011136 |
| 14.9             | 0.009045     | 0.009157 | 0.009284 | 0.009431 | 0.009608 | 0.009811 | 0.010056 | 0.010352 | 0.010699 | 0.011137 |

| Salario<br>(VSM) | Plazo (años) |          |          |          |          |          |          |          |          |          |
|------------------|--------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
|                  | 20           | 19       | 18       | 17       | 16       | 15       | 14       | 13       | 12       | 11       |
| 15.0             | 0.009048     | 0.009154 | 0.009282 | 0.009434 | 0.009606 | 0.009815 | 0.010055 | 0.010351 | 0.010699 | 0.011127 |
| 15.1             | 0.009045     | 0.009157 | 0.009285 | 0.009432 | 0.009604 | 0.009814 | 0.010054 | 0.010350 | 0.010699 | 0.011127 |
| 15.2             | 0.009047     | 0.009154 | 0.009282 | 0.009430 | 0.009608 | 0.009812 | 0.010059 | 0.010349 | 0.010698 | 0.011128 |
| 15.3             | 0.009044     | 0.009157 | 0.009285 | 0.009433 | 0.009606 | 0.009810 | 0.010057 | 0.010348 | 0.010698 | 0.011128 |
| 15.4             | 0.009047     | 0.009154 | 0.009283 | 0.009431 | 0.009604 | 0.009815 | 0.010056 | 0.010347 | 0.010697 | 0.011128 |
| 15.5             | 0.009044     | 0.009157 | 0.009286 | 0.009434 | 0.009608 | 0.009813 | 0.010055 | 0.010346 | 0.010697 | 0.011129 |
| 15.6             | 0.009046     | 0.009154 | 0.009283 | 0.009432 | 0.009606 | 0.009811 | 0.010060 | 0.010352 | 0.010697 | 0.011129 |
| 15.7             | 0.009044     | 0.009157 | 0.009286 | 0.009430 | 0.009610 | 0.009815 | 0.010058 | 0.010351 | 0.010696 | 0.011129 |
| 15.8             | 0.009046     | 0.009154 | 0.009284 | 0.009433 | 0.009608 | 0.009814 | 0.010057 | 0.010350 | 0.010696 | 0.011130 |
| 15.9             | 0.009048     | 0.009157 | 0.009282 | 0.009431 | 0.009606 | 0.009812 | 0.010055 | 0.010349 | 0.010703 | 0.011130 |
| 16.0             | 0.009045     | 0.009154 | 0.009284 | 0.009434 | 0.009609 | 0.009816 | 0.010054 | 0.010348 | 0.010702 | 0.011130 |
| 16.1             | 0.009048     | 0.009156 | 0.009282 | 0.009432 | 0.009607 | 0.009815 | 0.010059 | 0.010347 | 0.010702 | 0.011131 |
| 16.2             | 0.009045     | 0.009154 | 0.009285 | 0.009430 | 0.009605 | 0.009813 | 0.010058 | 0.010346 | 0.010702 | 0.011131 |
| 16.3             | 0.009047     | 0.009156 | 0.009283 | 0.009433 | 0.009609 | 0.009811 | 0.010056 | 0.010352 | 0.010701 | 0.011131 |
| 16.4             | 0.009035     | 0.009154 | 0.009285 | 0.009431 | 0.009607 | 0.009815 | 0.010055 | 0.010351 | 0.010701 | 0.011131 |
| 16.5             | 0.009023     | 0.009156 | 0.009283 | 0.009434 | 0.009605 | 0.009814 | 0.010060 | 0.010350 | 0.010700 | 0.011124 |
| 16.6             | 0.009011     | 0.009154 | 0.009286 | 0.009432 | 0.009609 | 0.009812 | 0.010059 | 0.010349 | 0.010700 | 0.011124 |
| 16.7             | 0.008999     | 0.009142 | 0.009283 | 0.009430 | 0.009607 | 0.009816 | 0.010057 | 0.010348 | 0.010700 | 0.011124 |
| 16.8             | 0.008987     | 0.009130 | 0.009286 | 0.009433 | 0.009605 | 0.009815 | 0.010056 | 0.010347 | 0.010699 | 0.011125 |
| 16.9             | 0.008975     | 0.009118 | 0.009284 | 0.009431 | 0.009609 | 0.009813 | 0.010055 | 0.010346 | 0.010699 | 0.011125 |
| 17.0             | 0.008963     | 0.009106 | 0.009272 | 0.009434 | 0.009607 | 0.009811 | 0.010059 | 0.010352 | 0.010698 | 0.011125 |
| 17.1             | 0.008951     | 0.009094 | 0.009260 | 0.009432 | 0.009605 | 0.009815 | 0.010058 | 0.010351 | 0.010698 | 0.011126 |
| 17.2             | 0.008939     | 0.009082 | 0.009248 | 0.009435 | 0.009608 | 0.009814 | 0.010057 | 0.010350 | 0.010698 | 0.011126 |
| 17.3             | 0.008927     | 0.009070 | 0.009236 | 0.009428 | 0.009606 | 0.009812 | 0.010056 | 0.010349 | 0.010697 | 0.011126 |
| 17.4             | 0.008915     | 0.009058 | 0.009224 | 0.009416 | 0.009605 | 0.009816 | 0.010054 | 0.010348 | 0.010697 | 0.011127 |
| 17.5             | 0.008903     | 0.009046 | 0.009212 | 0.009404 | 0.009608 | 0.009815 | 0.010059 | 0.010347 | 0.010697 | 0.011127 |
| 17.6             | 0.008891     | 0.009034 | 0.009200 | 0.009392 | 0.009606 | 0.009813 | 0.010058 | 0.010347 | 0.010703 | 0.011127 |
| 17.7             | 0.008878     | 0.009021 | 0.009187 | 0.009379 | 0.009604 | 0.009811 | 0.010056 | 0.010352 | 0.010703 | 0.011128 |
| 17.8             | 0.008866     | 0.009009 | 0.009175 | 0.009367 | 0.009592 | 0.009815 | 0.010055 | 0.010351 | 0.010702 | 0.011128 |
| 17.9             | 0.008854     | 0.008997 | 0.009163 | 0.009355 | 0.009580 | 0.009814 | 0.010060 | 0.010350 | 0.010702 | 0.011128 |
| 18.0             | 0.008842     | 0.008985 | 0.009151 | 0.009343 | 0.009568 | 0.009812 | 0.010058 | 0.010349 | 0.010702 | 0.011128 |
| 18.1             | 0.008830     | 0.008973 | 0.009139 | 0.009331 | 0.009556 | 0.009816 | 0.010057 | 0.010348 | 0.010701 | 0.011129 |
| 18.2             | 0.008818     | 0.008961 | 0.009127 | 0.009319 | 0.009544 | 0.009809 | 0.010056 | 0.010348 | 0.010701 | 0.011129 |
| 18.3             | 0.008806     | 0.008949 | 0.009115 | 0.009307 | 0.009532 | 0.009797 | 0.010055 | 0.010347 | 0.010700 | 0.011129 |
| 18.4             | 0.008794     | 0.008937 | 0.009103 | 0.009295 | 0.009520 | 0.009785 | 0.010059 | 0.010352 | 0.010700 | 0.011130 |

| Salario<br>(VSM) | Plazo (años) |          |          |          |          |          |          |          |          |          |
|------------------|--------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
|                  | 20           | 19       | 18       | 17       | 16       | 15       | 14       | 13       | 12       | 11       |
| 18.5             | 0.008782     | 0.008925 | 0.009091 | 0.009283 | 0.009508 | 0.009773 | 0.010058 | 0.010351 | 0.010700 | 0.011130 |
| 18.6             | 0.008770     | 0.008913 | 0.009079 | 0.009271 | 0.009496 | 0.009761 | 0.010057 | 0.010350 | 0.010699 | 0.011130 |
| 18.7             | 0.008758     | 0.008901 | 0.009067 | 0.009259 | 0.009484 | 0.009749 | 0.010056 | 0.010350 | 0.010699 | 0.011130 |
| 18.8             | 0.008746     | 0.008889 | 0.009055 | 0.009247 | 0.009472 | 0.009737 | 0.010049 | 0.010349 | 0.010699 | 0.011131 |
| 18.9             | 0.008734     | 0.008877 | 0.009043 | 0.009235 | 0.009460 | 0.009725 | 0.010037 | 0.010348 | 0.010698 | 0.011131 |
| 19.0             | 0.008722     | 0.008865 | 0.009031 | 0.009223 | 0.009448 | 0.009713 | 0.010025 | 0.010347 | 0.010698 | 0.011131 |
| 19.1             | 0.008710     | 0.008853 | 0.009019 | 0.009211 | 0.009436 | 0.009701 | 0.010013 | 0.010352 | 0.010698 | 0.011131 |
| 19.2             | 0.008698     | 0.008841 | 0.009007 | 0.009199 | 0.009424 | 0.009689 | 0.010001 | 0.010351 | 0.010697 | 0.011125 |
| 19.3             | 0.008686     | 0.008829 | 0.008995 | 0.009187 | 0.009412 | 0.009677 | 0.009989 | 0.010350 | 0.010697 | 0.011125 |
| 19.4             | 0.008674     | 0.008817 | 0.008983 | 0.009175 | 0.009400 | 0.009665 | 0.009977 | 0.010350 | 0.010703 | 0.011125 |
| 19.5             | 0.008662     | 0.008805 | 0.008971 | 0.009163 | 0.009388 | 0.009653 | 0.009965 | 0.010338 | 0.010703 | 0.011126 |
| 19.6             | 0.008650     | 0.008793 | 0.008959 | 0.009151 | 0.009376 | 0.009641 | 0.009953 | 0.010326 | 0.010702 | 0.011126 |
| 19.7             | 0.008638     | 0.008781 | 0.008947 | 0.009139 | 0.009364 | 0.009629 | 0.009941 | 0.010314 | 0.010702 | 0.011126 |
| 19.8             | 0.008625     | 0.008768 | 0.008934 | 0.009126 | 0.009351 | 0.009616 | 0.009928 | 0.010301 | 0.010702 | 0.011126 |
| 19.9             | 0.008613     | 0.008756 | 0.008922 | 0.009114 | 0.009339 | 0.009604 | 0.009916 | 0.010289 | 0.010701 | 0.011127 |
| 20.0             | 0.008601     | 0.008744 | 0.008910 | 0.009102 | 0.009327 | 0.009592 | 0.009904 | 0.010277 | 0.010701 | 0.011127 |
| 20.1             | 0.008589     | 0.008732 | 0.008898 | 0.009090 | 0.009315 | 0.009580 | 0.009892 | 0.010265 | 0.010701 | 0.011127 |
| 20.2             | 0.008577     | 0.008720 | 0.008886 | 0.009078 | 0.009303 | 0.009568 | 0.009880 | 0.010253 | 0.010700 | 0.011127 |
| 20.3             | 0.008565     | 0.008708 | 0.008874 | 0.009066 | 0.009291 | 0.009556 | 0.009868 | 0.010241 | 0.010688 | 0.011128 |
| 20.4             | 0.008553     | 0.008696 | 0.008862 | 0.009054 | 0.009279 | 0.009544 | 0.009856 | 0.010229 | 0.010676 | 0.011128 |
| 20.5             | 0.008541     | 0.008684 | 0.008850 | 0.009042 | 0.009267 | 0.009532 | 0.009844 | 0.010217 | 0.010664 | 0.011128 |
| 20.6             | 0.008529     | 0.008672 | 0.008838 | 0.009030 | 0.009255 | 0.009520 | 0.009832 | 0.010205 | 0.010652 | 0.011128 |
| 20.7             | 0.008517     | 0.008660 | 0.008826 | 0.009018 | 0.009243 | 0.009508 | 0.009820 | 0.010193 | 0.010640 | 0.011129 |
| 20.8             | 0.008505     | 0.008648 | 0.008814 | 0.009006 | 0.009231 | 0.009496 | 0.009808 | 0.010181 | 0.010628 | 0.011129 |
| 20.9             | 0.008493     | 0.008636 | 0.008802 | 0.008994 | 0.009219 | 0.009484 | 0.009796 | 0.010169 | 0.010616 | 0.011129 |
| 21.0             | 0.008481     | 0.008624 | 0.008790 | 0.008982 | 0.009207 | 0.009472 | 0.009784 | 0.010157 | 0.010604 | 0.011129 |
| 21.1             | 0.008469     | 0.008612 | 0.008778 | 0.008970 | 0.009195 | 0.009460 | 0.009772 | 0.010145 | 0.010592 | 0.011130 |
| 21.2             | 0.008457     | 0.008600 | 0.008766 | 0.008958 | 0.009183 | 0.009448 | 0.009760 | 0.010133 | 0.010580 | 0.011124 |
| 21.3             | 0.008445     | 0.008588 | 0.008754 | 0.008946 | 0.009171 | 0.009436 | 0.009748 | 0.010121 | 0.010568 | 0.011112 |
| 21.4             | 0.008433     | 0.008576 | 0.008742 | 0.008934 | 0.009159 | 0.009424 | 0.009736 | 0.010109 | 0.010556 | 0.011100 |
| 21.5             | 0.008421     | 0.008564 | 0.008730 | 0.008922 | 0.009147 | 0.009412 | 0.009724 | 0.010097 | 0.010544 | 0.011088 |
| 21.6             | 0.008409     | 0.008552 | 0.008718 | 0.008910 | 0.009135 | 0.009400 | 0.009712 | 0.010085 | 0.010532 | 0.011076 |
| 21.7             | 0.008397     | 0.008540 | 0.008706 | 0.008898 | 0.009123 | 0.009388 | 0.009700 | 0.010073 | 0.010520 | 0.011064 |

| Salario<br>(VSM) | Plazo (años) |          |          |          |          |          |          |          |          |          |
|------------------|--------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
|                  | 20           | 19       | 18       | 17       | 16       | 15       | 14       | 13       | 12       | 11       |
| 21.8             | 0.008384     | 0.008527 | 0.008693 | 0.008885 | 0.009110 | 0.009375 | 0.009687 | 0.010060 | 0.010507 | 0.011051 |
| 21.9             | 0.008372     | 0.008515 | 0.008681 | 0.008873 | 0.009098 | 0.009363 | 0.009675 | 0.010048 | 0.010495 | 0.011039 |
| 22.0             | 0.008360     | 0.008503 | 0.008669 | 0.008861 | 0.009086 | 0.009351 | 0.009663 | 0.010036 | 0.010483 | 0.011027 |
| 22.1             | 0.008348     | 0.008491 | 0.008657 | 0.008849 | 0.009074 | 0.009339 | 0.009651 | 0.010024 | 0.010471 | 0.011015 |
| 22.2             | 0.008336     | 0.008479 | 0.008645 | 0.008837 | 0.009062 | 0.009327 | 0.009639 | 0.010012 | 0.010459 | 0.011003 |
| 22.3             | 0.008324     | 0.008467 | 0.008633 | 0.008825 | 0.009050 | 0.009315 | 0.009627 | 0.010000 | 0.010447 | 0.010991 |
| 22.4             | 0.008312     | 0.008455 | 0.008621 | 0.008813 | 0.009038 | 0.009303 | 0.009615 | 0.009988 | 0.010435 | 0.010979 |
| 22.5             | 0.008300     | 0.008443 | 0.008609 | 0.008801 | 0.009026 | 0.009291 | 0.009603 | 0.009976 | 0.010423 | 0.010967 |
| 22.6             | 0.008288     | 0.008431 | 0.008597 | 0.008789 | 0.009014 | 0.009279 | 0.009591 | 0.009964 | 0.010411 | 0.010955 |
| 22.7             | 0.008276     | 0.008419 | 0.008585 | 0.008777 | 0.009002 | 0.009267 | 0.009579 | 0.009952 | 0.010399 | 0.010943 |
| 22.8             | 0.008264     | 0.008407 | 0.008573 | 0.008765 | 0.008990 | 0.009255 | 0.009567 | 0.009940 | 0.010387 | 0.010931 |
| 22.9             | 0.008252     | 0.008395 | 0.008561 | 0.008753 | 0.008978 | 0.009243 | 0.009555 | 0.009928 | 0.010375 | 0.010919 |
| 23.0             | 0.008240     | 0.008383 | 0.008549 | 0.008741 | 0.008966 | 0.009231 | 0.009543 | 0.009916 | 0.010363 | 0.010907 |
| 23.1             | 0.008228     | 0.008371 | 0.008537 | 0.008729 | 0.008954 | 0.009219 | 0.009531 | 0.009904 | 0.010351 | 0.010895 |
| 23.2             | 0.008216     | 0.008359 | 0.008525 | 0.008717 | 0.008942 | 0.009207 | 0.009519 | 0.009892 | 0.010339 | 0.010883 |
| 23.3             | 0.008204     | 0.008347 | 0.008513 | 0.008705 | 0.008930 | 0.009195 | 0.009507 | 0.009880 | 0.010327 | 0.010871 |
| 23.4             | 0.008192     | 0.008335 | 0.008501 | 0.008693 | 0.008918 | 0.009183 | 0.009495 | 0.009868 | 0.010315 | 0.010859 |
| 23.5             | 0.008180     | 0.008323 | 0.008489 | 0.008681 | 0.008906 | 0.009171 | 0.009483 | 0.009856 | 0.010303 | 0.010847 |
| 23.6             | 0.008168     | 0.008311 | 0.008477 | 0.008669 | 0.008894 | 0.009159 | 0.009471 | 0.009844 | 0.010291 | 0.010835 |
| 23.7             | 0.008156     | 0.008299 | 0.008465 | 0.008657 | 0.008882 | 0.009147 | 0.009459 | 0.009832 | 0.010279 | 0.010823 |
| 23.8             | 0.008144     | 0.008287 | 0.008453 | 0.008645 | 0.008870 | 0.009135 | 0.009447 | 0.009820 | 0.010267 | 0.010811 |
| 23.9             | 0.008131     | 0.008274 | 0.008440 | 0.008632 | 0.008857 | 0.009122 | 0.009434 | 0.009807 | 0.010254 | 0.010798 |
| 24.0             | 0.008119     | 0.008262 | 0.008428 | 0.008620 | 0.008845 | 0.009110 | 0.009422 | 0.009795 | 0.010242 | 0.010786 |
| 24.1             | 0.008107     | 0.008250 | 0.008416 | 0.008608 | 0.008833 | 0.009098 | 0.009410 | 0.009783 | 0.010230 | 0.010774 |
| 24.2             | 0.008095     | 0.008238 | 0.008404 | 0.008596 | 0.008821 | 0.009086 | 0.009398 | 0.009771 | 0.010218 | 0.010762 |
| 24.3             | 0.008083     | 0.008226 | 0.008392 | 0.008584 | 0.008809 | 0.009074 | 0.009386 | 0.009759 | 0.010206 | 0.010750 |
| 24.4             | 0.008071     | 0.008214 | 0.008380 | 0.008572 | 0.008797 | 0.009062 | 0.009374 | 0.009747 | 0.010194 | 0.010738 |
| 24.5             | 0.008059     | 0.008202 | 0.008368 | 0.008560 | 0.008785 | 0.009050 | 0.009362 | 0.009735 | 0.010182 | 0.010726 |
| 24.6             | 0.008047     | 0.008190 | 0.008356 | 0.008548 | 0.008773 | 0.009038 | 0.009350 | 0.009723 | 0.010170 | 0.010714 |
| 24.7             | 0.008035     | 0.008178 | 0.008344 | 0.008536 | 0.008761 | 0.009026 | 0.009338 | 0.009711 | 0.010158 | 0.010702 |
| 24.8             | 0.008023     | 0.008166 | 0.008332 | 0.008524 | 0.008749 | 0.009014 | 0.009326 | 0.009699 | 0.010146 | 0.010690 |
| 24.9             | 0.008011     | 0.008154 | 0.008320 | 0.008512 | 0.008737 | 0.009002 | 0.009314 | 0.009687 | 0.010134 | 0.010678 |
| 25.0             | 0.007999     | 0.008142 | 0.008308 | 0.008500 | 0.008725 | 0.008990 | 0.009302 | 0.009675 | 0.010122 | 0.010666 |

| Salario<br>(VSM) | Plazo (años) |          |          |          |          |          |          |          |          |          |
|------------------|--------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
|                  | 10           | 9        | 8        | 7        | 6        | 5        | 4        | 3        | 2        | 1        |
| 1.0              | 0.012832     | 0.013517 | 0.014401 | 0.015570 | 0.017050 | 0.019303 | 0.022763 | 0.028214 | 0.039930 | 0.072182 |
| 1.1              | 0.012776     | 0.013465 | 0.014356 | 0.015453 | 0.017050 | 0.019188 | 0.022667 | 0.028214 | 0.039216 | 0.070516 |
| 1.2              | 0.012768     | 0.013419 | 0.014318 | 0.015431 | 0.016941 | 0.019244 | 0.022584 | 0.028214 | 0.039573 | 0.073849 |
| 1.3              | 0.012680     | 0.013378 | 0.014222 | 0.015412 | 0.016950 | 0.019149 | 0.022510 | 0.028214 | 0.039851 | 0.072599 |
| 1.4              | 0.012640     | 0.013342 | 0.014194 | 0.015320 | 0.016957 | 0.019062 | 0.022445 | 0.028214 | 0.039295 | 0.071349 |
| 1.5              | 0.012561     | 0.013261 | 0.014110 | 0.015234 | 0.016772 | 0.018835 | 0.022167 | 0.027857 | 0.038740 | 0.073849 |
| 1.6              | 0.012529     | 0.013184 | 0.014091 | 0.015153 | 0.016693 | 0.018766 | 0.022123 | 0.027881 | 0.039073 | 0.068849 |
| 1.7              | 0.012499     | 0.013160 | 0.014016 | 0.015153 | 0.016717 | 0.018844 | 0.022084 | 0.027902 | 0.038573 | 0.067599 |
| 1.8              | 0.012510     | 0.013184 | 0.014003 | 0.015221 | 0.016738 | 0.018911 | 0.022048 | 0.027920 | 0.038891 | 0.070849 |
| 1.9              | 0.012484     | 0.013163 | 0.013991 | 0.015153 | 0.016671 | 0.018851 | 0.022016 | 0.027936 | 0.039156 | 0.069849 |
| 2.0              | 0.012460     | 0.013101 | 0.013980 | 0.015089 | 0.016609 | 0.018796 | 0.021986 | 0.027658 | 0.038740 | 0.068849 |
| 2.1              | 0.012438     | 0.013125 | 0.013970 | 0.015092 | 0.016633 | 0.018744 | 0.022134 | 0.027688 | 0.038996 | 0.071349 |
| 2.2              | 0.012417     | 0.013109 | 0.013961 | 0.015034 | 0.016655 | 0.018807 | 0.022103 | 0.027425 | 0.038611 | 0.070516 |
| 2.3              | 0.012430     | 0.013093 | 0.013953 | 0.015097 | 0.016601 | 0.018862 | 0.022075 | 0.027464 | 0.038859 | 0.069682 |
| 2.4              | 0.012412     | 0.013079 | 0.013945 | 0.015100 | 0.016550 | 0.018815 | 0.022048 | 0.027500 | 0.039073 | 0.071706 |
| 2.5              | 0.012394     | 0.013065 | 0.013938 | 0.015049 | 0.016574 | 0.018772 | 0.022024 | 0.027532 | 0.038740 | 0.070992 |
| 2.6              | 0.012377     | 0.013053 | 0.013932 | 0.015053 | 0.016595 | 0.018823 | 0.022140 | 0.027562 | 0.038948 | 0.070278 |
| 2.7              | 0.012390     | 0.013041 | 0.013885 | 0.015057 | 0.016550 | 0.018691 | 0.022115 | 0.027589 | 0.039132 | 0.071974 |
| 2.8              | 0.012375     | 0.013030 | 0.013880 | 0.015060 | 0.016571 | 0.018744 | 0.022092 | 0.027614 | 0.038838 | 0.071349 |
| 2.9              | 0.012388     | 0.013052 | 0.013876 | 0.015064 | 0.016591 | 0.018707 | 0.022069 | 0.027637 | 0.039017 | 0.070724 |
| 3.0              | 0.012373     | 0.013041 | 0.013872 | 0.015021 | 0.016550 | 0.018673 | 0.022048 | 0.027658 | 0.038740 | 0.072182 |
| 3.1              | 0.012308     | 0.013001 | 0.013868 | 0.014981 | 0.016511 | 0.018721 | 0.022028 | 0.027473 | 0.038915 | 0.071627 |
| 3.2              | 0.012296     | 0.012992 | 0.013829 | 0.014941 | 0.016531 | 0.018688 | 0.022010 | 0.027500 | 0.038652 | 0.071071 |
| 3.3              | 0.012285     | 0.012954 | 0.013827 | 0.014948 | 0.016494 | 0.018657 | 0.021992 | 0.027524 | 0.038389 | 0.072349 |
| 3.4              | 0.012248     | 0.012917 | 0.013789 | 0.014911 | 0.016459 | 0.018627 | 0.021860 | 0.027547 | 0.038573 | 0.071849 |
| 3.5              | 0.012213     | 0.012881 | 0.013753 | 0.014875 | 0.016425 | 0.018598 | 0.021847 | 0.027569 | 0.038323 | 0.071349 |
| 3.6              | 0.012204     | 0.012876 | 0.013753 | 0.014884 | 0.016392 | 0.018571 | 0.021834 | 0.027408 | 0.038502 | 0.072485 |
| 3.7              | 0.012196     | 0.012842 | 0.013719 | 0.014850 | 0.016360 | 0.018544 | 0.021822 | 0.027433 | 0.038263 | 0.072031 |
| 3.8              | 0.012163     | 0.012838 | 0.013720 | 0.014817 | 0.016330 | 0.018519 | 0.021810 | 0.027456 | 0.038437 | 0.071576 |
| 3.9              | 0.012131     | 0.012806 | 0.013687 | 0.014785 | 0.016300 | 0.018494 | 0.021799 | 0.027305 | 0.038209 | 0.071122 |
| 4.0              | 0.012100     | 0.012745 | 0.013621 | 0.014754 | 0.016217 | 0.018470 | 0.021683 | 0.027332 | 0.038377 | 0.070667 |
| 4.1              | 0.012094     | 0.012744 | 0.013591 | 0.014724 | 0.016244 | 0.018448 | 0.021675 | 0.027357 | 0.038160 | 0.071766 |
| 4.2              | 0.012089     | 0.012742 | 0.013595 | 0.014736 | 0.016269 | 0.018426 | 0.021667 | 0.027381 | 0.038323 | 0.071349 |
| 4.3              | 0.012084     | 0.012768 | 0.013599 | 0.014748 | 0.016242 | 0.018472 | 0.021760 | 0.027403 | 0.038473 | 0.072311 |
| 4.4              | 0.012079     | 0.012766 | 0.013634 | 0.014758 | 0.016315 | 0.018451 | 0.021751 | 0.027425 | 0.038273 | 0.071926 |

| Salario<br>(VSM) | Plazo (años) |          |          |          |          |          |          |          |          |          |
|------------------|--------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
|                  | 10           | 9        | 8        | 7        | 6        | 5        | 4        | 3        | 2        | 1        |
| 4.5              | 0.012097     | 0.012790 | 0.013637 | 0.014768 | 0.016336 | 0.018494 | 0.021834 | 0.027445 | 0.038740 | 0.072778 |
| 4.6              | 0.012070     | 0.012737 | 0.013609 | 0.014742 | 0.016264 | 0.018474 | 0.021824 | 0.027317 | 0.038554 | 0.072420 |
| 4.7              | 0.012020     | 0.012710 | 0.013552 | 0.014678 | 0.016193 | 0.018392 | 0.021726 | 0.027339 | 0.038369 | 0.072063 |
| 4.8              | 0.012017     | 0.012684 | 0.013526 | 0.014653 | 0.016217 | 0.018373 | 0.021719 | 0.027214 | 0.038502 | 0.071706 |
| 4.9              | 0.011968     | 0.012632 | 0.013500 | 0.014628 | 0.016147 | 0.018292 | 0.021622 | 0.027089 | 0.038323 | 0.071349 |
| 5.0              | 0.012173     | 0.012869 | 0.013728 | 0.014875 | 0.016425 | 0.018673 | 0.022024 | 0.027658 | 0.039008 | 0.073224 |
| 5.1              | 0.012130     | 0.012823 | 0.013677 | 0.014820 | 0.016363 | 0.018601 | 0.021937 | 0.027547 | 0.038847 | 0.072912 |
| 5.2              | 0.012106     | 0.012777 | 0.013653 | 0.014796 | 0.016340 | 0.018530 | 0.021851 | 0.027436 | 0.038686 | 0.072599 |
| 5.3              | 0.012063     | 0.012730 | 0.013603 | 0.014741 | 0.016278 | 0.018458 | 0.021765 | 0.027325 | 0.038525 | 0.072287 |
| 5.4              | 0.012019     | 0.012707 | 0.013553 | 0.014686 | 0.016217 | 0.018387 | 0.021758 | 0.027344 | 0.038636 | 0.071974 |
| 5.5              | 0.012164     | 0.012853 | 0.013730 | 0.014875 | 0.016425 | 0.018626 | 0.021969 | 0.027602 | 0.038985 | 0.073571 |
| 5.6              | 0.012125     | 0.012811 | 0.013684 | 0.014825 | 0.016368 | 0.018560 | 0.021890 | 0.027500 | 0.038838 | 0.073293 |
| 5.7              | 0.012085     | 0.012769 | 0.013638 | 0.014774 | 0.016311 | 0.018494 | 0.021810 | 0.027398 | 0.038691 | 0.073016 |
| 5.8              | 0.012045     | 0.012726 | 0.013592 | 0.014724 | 0.016255 | 0.018428 | 0.021731 | 0.027296 | 0.038544 | 0.072738 |
| 5.9              | 0.012006     | 0.012684 | 0.013547 | 0.014673 | 0.016198 | 0.018362 | 0.021651 | 0.027194 | 0.038397 | 0.072460 |
| 6.0              | 0.011966     | 0.012642 | 0.013501 | 0.014623 | 0.016141 | 0.018297 | 0.021572 | 0.027092 | 0.038249 | 0.072182 |
| 6.1              | 0.011926     | 0.012599 | 0.013455 | 0.014572 | 0.016084 | 0.018231 | 0.021493 | 0.026990 | 0.038102 | 0.071905 |
| 6.2              | 0.011887     | 0.012557 | 0.013409 | 0.014522 | 0.016027 | 0.018165 | 0.021413 | 0.026887 | 0.037955 | 0.071627 |
| 6.3              | 0.011847     | 0.012515 | 0.013363 | 0.014471 | 0.015970 | 0.018099 | 0.021334 | 0.026785 | 0.037808 | 0.071349 |
| 6.4              | 0.011807     | 0.012472 | 0.013317 | 0.014421 | 0.015914 | 0.018033 | 0.021255 | 0.026683 | 0.037661 | 0.071071 |
| 6.5              | 0.011768     | 0.012430 | 0.013271 | 0.014370 | 0.015857 | 0.017968 | 0.021256 | 0.026714 | 0.037787 | 0.070793 |
| 6.6              | 0.011728     | 0.012387 | 0.013225 | 0.014353 | 0.015842 | 0.018013 | 0.021257 | 0.026743 | 0.037644 | 0.070516 |
| 6.7              | 0.011730     | 0.012392 | 0.013235 | 0.014336 | 0.015869 | 0.018003 | 0.021258 | 0.026645 | 0.037767 | 0.070238 |
| 6.8              | 0.011732     | 0.012397 | 0.013244 | 0.014352 | 0.015854 | 0.017994 | 0.021259 | 0.026676 | 0.037629 | 0.070954 |
| 6.9              | 0.011733     | 0.012402 | 0.013227 | 0.014336 | 0.015840 | 0.017985 | 0.021260 | 0.026705 | 0.037749 | 0.070691 |
| 7.0              | 0.011735     | 0.012384 | 0.013236 | 0.014351 | 0.015866 | 0.017976 | 0.021262 | 0.026733 | 0.037614 | 0.070428 |
| 7.1              | 0.011737     | 0.012389 | 0.013245 | 0.014335 | 0.015852 | 0.017967 | 0.021263 | 0.026759 | 0.037731 | 0.071099 |
| 7.2              | 0.011738     | 0.012393 | 0.013228 | 0.014350 | 0.015839 | 0.018009 | 0.021264 | 0.026669 | 0.037599 | 0.070849 |
| 7.3              | 0.011740     | 0.012398 | 0.013236 | 0.014335 | 0.015863 | 0.018000 | 0.021265 | 0.026696 | 0.037714 | 0.070599 |
| 7.4              | 0.011723     | 0.012402 | 0.013245 | 0.014349 | 0.015850 | 0.017991 | 0.021266 | 0.026723 | 0.037823 | 0.070349 |
| 7.5              | 0.011725     | 0.012385 | 0.013229 | 0.014334 | 0.015837 | 0.017983 | 0.021266 | 0.026748 | 0.037698 | 0.070992 |
| 7.6              | 0.011726     | 0.012390 | 0.013237 | 0.014349 | 0.015861 | 0.017974 | 0.021267 | 0.026662 | 0.037805 | 0.070754 |
| 7.7              | 0.011728     | 0.012394 | 0.013245 | 0.014334 | 0.015848 | 0.018013 | 0.021268 | 0.026689 | 0.037683 | 0.070516 |
| 7.8              | 0.011730     | 0.012398 | 0.013230 | 0.014348 | 0.015836 | 0.018005 | 0.021269 | 0.026714 | 0.037787 | 0.071122 |
| 7.9              | 0.011731     | 0.012402 | 0.013238 | 0.014361 | 0.015858 | 0.017997 | 0.021270 | 0.026739 | 0.037668 | 0.070894 |

| Salario<br>(VSM) | Plazo (años) |          |          |          |          |          |          |          |          |          |
|------------------|--------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
|                  | 10           | 9        | 8        | 7        | 6        | 5        | 4        | 3        | 2        | 1        |
| 8.0              | 0.011733     | 0.012387 | 0.013245 | 0.014347 | 0.015846 | 0.017989 | 0.021271 | 0.026762 | 0.037771 | 0.070667 |
| 8.1              | 0.011734     | 0.012391 | 0.013231 | 0.014360 | 0.015868 | 0.017981 | 0.021272 | 0.026682 | 0.037654 | 0.070440 |
| 8.2              | 0.011736     | 0.012395 | 0.013238 | 0.014347 | 0.015856 | 0.017973 | 0.021272 | 0.026706 | 0.037755 | 0.071023 |
| 8.3              | 0.011737     | 0.012399 | 0.013246 | 0.014359 | 0.015845 | 0.018009 | 0.021273 | 0.026730 | 0.037641 | 0.070806 |
| 8.4              | 0.011738     | 0.012403 | 0.013231 | 0.014346 | 0.015866 | 0.018002 | 0.021274 | 0.026752 | 0.037740 | 0.070588 |
| 8.5              | 0.011740     | 0.012388 | 0.013239 | 0.014358 | 0.015854 | 0.017994 | 0.021214 | 0.026676 | 0.037629 | 0.071141 |
| 8.6              | 0.011741     | 0.012392 | 0.013246 | 0.014345 | 0.015843 | 0.017987 | 0.021215 | 0.026699 | 0.037725 | 0.070932 |
| 8.7              | 0.011727     | 0.012396 | 0.013232 | 0.014358 | 0.015864 | 0.017979 | 0.021216 | 0.026721 | 0.037818 | 0.070724 |
| 8.8              | 0.011728     | 0.012399 | 0.013239 | 0.014345 | 0.015853 | 0.018013 | 0.021218 | 0.026743 | 0.037711 | 0.070516 |
| 8.9              | 0.011729     | 0.012403 | 0.013246 | 0.014357 | 0.015842 | 0.018006 | 0.021219 | 0.026670 | 0.037802 | 0.071049 |
| 9.0              | 0.011731     | 0.012389 | 0.013233 | 0.014344 | 0.015861 | 0.017999 | 0.021220 | 0.026692 | 0.037698 | 0.070849 |
| 9.1              | 0.011732     | 0.012393 | 0.013240 | 0.014356 | 0.015851 | 0.017992 | 0.021222 | 0.026714 | 0.037787 | 0.070649 |
| 9.2              | 0.011733     | 0.012396 | 0.013246 | 0.014344 | 0.015840 | 0.017985 | 0.021223 | 0.026735 | 0.037685 | 0.071157 |
| 9.3              | 0.011735     | 0.012400 | 0.013234 | 0.014355 | 0.015860 | 0.017978 | 0.021224 | 0.026756 | 0.037773 | 0.070964 |
| 9.4              | 0.011736     | 0.012386 | 0.013240 | 0.014343 | 0.015849 | 0.018010 | 0.021225 | 0.026686 | 0.037673 | 0.070772 |
| 9.5              | 0.011737     | 0.012390 | 0.013247 | 0.014354 | 0.015868 | 0.018003 | 0.021226 | 0.026707 | 0.037759 | 0.070580 |
| 9.6              | 0.011738     | 0.012393 | 0.013234 | 0.014343 | 0.015858 | 0.017996 | 0.021228 | 0.026728 | 0.037661 | 0.071071 |
| 9.7              | 0.011739     | 0.012397 | 0.013241 | 0.014354 | 0.015848 | 0.017990 | 0.021229 | 0.026747 | 0.037746 | 0.070886 |
| 9.8              | 0.011741     | 0.012400 | 0.013247 | 0.014342 | 0.015866 | 0.017983 | 0.021230 | 0.026681 | 0.037650 | 0.070701 |
| 9.9              | 0.011728     | 0.012387 | 0.013235 | 0.014353 | 0.015856 | 0.018013 | 0.021231 | 0.026701 | 0.037733 | 0.071170 |
| 10.0             | 0.011729     | 0.012391 | 0.013241 | 0.014342 | 0.015846 | 0.018007 | 0.021232 | 0.026720 | 0.037814 | 0.070992 |
| 10.1             | 0.011646     | 0.012315 | 0.013155 | 0.014264 | 0.015781 | 0.017891 | 0.021128 | 0.026569 | 0.037545 | 0.070813 |
| 10.2             | 0.011649     | 0.012319 | 0.013162 | 0.014276 | 0.015772 | 0.017922 | 0.021130 | 0.026591 | 0.037629 | 0.070635 |
| 10.3             | 0.011651     | 0.012307 | 0.013151 | 0.014265 | 0.015763 | 0.017916 | 0.021132 | 0.026611 | 0.037536 | 0.070456 |
| 10.4             | 0.011653     | 0.012311 | 0.013158 | 0.014254 | 0.015754 | 0.017911 | 0.021134 | 0.026632 | 0.037618 | 0.070918 |
| 10.5             | 0.011655     | 0.012315 | 0.013165 | 0.014266 | 0.015773 | 0.017905 | 0.021136 | 0.026568 | 0.037528 | 0.070746 |
| 10.6             | 0.011657     | 0.012319 | 0.013154 | 0.014256 | 0.015764 | 0.017900 | 0.021138 | 0.026589 | 0.037609 | 0.070573 |
| 10.7             | 0.011659     | 0.012308 | 0.013161 | 0.014267 | 0.015756 | 0.017894 | 0.021140 | 0.026609 | 0.037687 | 0.070401 |
| 10.8             | 0.011647     | 0.012312 | 0.013150 | 0.014257 | 0.015774 | 0.017889 | 0.021142 | 0.026629 | 0.037599 | 0.070849 |
| 10.9             | 0.011649     | 0.012316 | 0.013156 | 0.014268 | 0.015765 | 0.017919 | 0.021144 | 0.026648 | 0.037676 | 0.070682 |
| 11.0             | 0.011651     | 0.012319 | 0.013163 | 0.014258 | 0.015757 | 0.017913 | 0.021145 | 0.026587 | 0.037590 | 0.070516 |
| 11.1             | 0.011653     | 0.012308 | 0.013152 | 0.014269 | 0.015774 | 0.017908 | 0.021147 | 0.026607 | 0.037666 | 0.070946 |
| 11.2             | 0.011655     | 0.012312 | 0.013159 | 0.014259 | 0.015766 | 0.017903 | 0.021149 | 0.026626 | 0.037581 | 0.070784 |
| 11.3             | 0.011657     | 0.012316 | 0.013166 | 0.014270 | 0.015758 | 0.017898 | 0.021151 | 0.026644 | 0.037656 | 0.070623 |
| 11.4             | 0.011658     | 0.012320 | 0.013155 | 0.014260 | 0.015775 | 0.017893 | 0.021152 | 0.026586 | 0.037573 | 0.070462 |

| Salario<br>(VSM) | Plazo (años) |          |          |          |          |          |          |          |          |          |
|------------------|--------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
|                  | 10           | 9        | 8        | 7        | 6        | 5        | 4        | 3        | 2        | 1        |
| 11.5             | 0.011647     | 0.012309 | 0.013162 | 0.014271 | 0.015767 | 0.017921 | 0.021154 | 0.026605 | 0.037647 | 0.070880 |
| 11.6             | 0.011649     | 0.012313 | 0.013151 | 0.014261 | 0.015759 | 0.017916 | 0.021155 | 0.026623 | 0.037565 | 0.070724 |
| 11.7             | 0.011651     | 0.012316 | 0.013158 | 0.014271 | 0.015776 | 0.017911 | 0.021157 | 0.026641 | 0.037638 | 0.070568 |
| 11.8             | 0.011653     | 0.012320 | 0.013164 | 0.014262 | 0.015768 | 0.017906 | 0.021159 | 0.026585 | 0.037557 | 0.070412 |
| 11.9             | 0.011655     | 0.012310 | 0.013154 | 0.014272 | 0.015760 | 0.017901 | 0.021160 | 0.026603 | 0.037629 | 0.070819 |
| 12.0             | 0.011656     | 0.012313 | 0.013160 | 0.014263 | 0.015776 | 0.017896 | 0.021162 | 0.026621 | 0.037549 | 0.070667 |
| 12.1             | 0.011658     | 0.012317 | 0.013166 | 0.014273 | 0.015769 | 0.017891 | 0.021163 | 0.026638 | 0.037620 | 0.070516 |
| 12.2             | 0.011648     | 0.012320 | 0.013157 | 0.014264 | 0.015761 | 0.017918 | 0.021165 | 0.026584 | 0.037542 | 0.070908 |
| 12.3             | 0.011650     | 0.012310 | 0.013163 | 0.014274 | 0.015777 | 0.017913 | 0.021166 | 0.026601 | 0.037611 | 0.070761 |
| 12.4             | 0.011651     | 0.012314 | 0.013153 | 0.014265 | 0.015770 | 0.017908 | 0.021167 | 0.026618 | 0.037679 | 0.070614 |
| 12.5             | 0.011653     | 0.012317 | 0.013159 | 0.014275 | 0.015762 | 0.017904 | 0.021169 | 0.026635 | 0.037603 | 0.070467 |
| 12.6             | 0.011655     | 0.012320 | 0.013165 | 0.014266 | 0.015778 | 0.017899 | 0.021170 | 0.026582 | 0.037670 | 0.070849 |
| 12.7             | 0.011656     | 0.012311 | 0.013155 | 0.014275 | 0.015770 | 0.017895 | 0.021171 | 0.026599 | 0.037595 | 0.070706 |
| 12.8             | 0.011658     | 0.012314 | 0.013161 | 0.014267 | 0.015763 | 0.017920 | 0.021173 | 0.026616 | 0.037661 | 0.070563 |
| 12.9             | 0.011648     | 0.012317 | 0.013152 | 0.014276 | 0.015778 | 0.017915 | 0.021174 | 0.026632 | 0.037588 | 0.070932 |
| 13.0             | 0.011650     | 0.012308 | 0.013158 | 0.014268 | 0.015771 | 0.017911 | 0.021175 | 0.026648 | 0.037653 | 0.070793 |
| 13.1             | 0.011652     | 0.012311 | 0.013163 | 0.014259 | 0.015764 | 0.017906 | 0.021136 | 0.026598 | 0.037580 | 0.070655 |
| 13.2             | 0.011653     | 0.012314 | 0.013154 | 0.014268 | 0.015779 | 0.017902 | 0.021137 | 0.026614 | 0.037644 | 0.070516 |
| 13.3             | 0.011655     | 0.012318 | 0.013160 | 0.014260 | 0.015772 | 0.017898 | 0.021139 | 0.026630 | 0.037573 | 0.070876 |
| 13.4             | 0.011656     | 0.012308 | 0.013165 | 0.014269 | 0.015765 | 0.017921 | 0.021140 | 0.026645 | 0.037636 | 0.070741 |
| 13.5             | 0.011658     | 0.012312 | 0.013157 | 0.014261 | 0.015779 | 0.017917 | 0.021142 | 0.026596 | 0.037566 | 0.070606 |
| 13.6             | 0.011649     | 0.012315 | 0.013162 | 0.014270 | 0.015772 | 0.017913 | 0.021143 | 0.026612 | 0.037629 | 0.070954 |
| 13.7             | 0.011650     | 0.012318 | 0.013153 | 0.014262 | 0.015765 | 0.017909 | 0.021145 | 0.026627 | 0.037559 | 0.070823 |
| 13.8             | 0.011652     | 0.012309 | 0.013159 | 0.014271 | 0.015780 | 0.017904 | 0.021146 | 0.026643 | 0.037621 | 0.070691 |
| 13.9             | 0.011653     | 0.012312 | 0.013164 | 0.014263 | 0.015773 | 0.017900 | 0.021147 | 0.026595 | 0.037681 | 0.070560 |
| 14.0             | 0.011655     | 0.012315 | 0.013156 | 0.014271 | 0.015766 | 0.017896 | 0.021149 | 0.026610 | 0.037614 | 0.070900 |
| 14.1             | 0.011656     | 0.012318 | 0.013161 | 0.014264 | 0.015780 | 0.017919 | 0.021150 | 0.026625 | 0.037673 | 0.070772 |
| 14.2             | 0.011658     | 0.012310 | 0.013166 | 0.014272 | 0.015773 | 0.017915 | 0.021152 | 0.026640 | 0.037606 | 0.070644 |
| 14.3             | 0.011659     | 0.012313 | 0.013158 | 0.014264 | 0.015767 | 0.017911 | 0.021153 | 0.026594 | 0.037665 | 0.070516 |
| 14.4             | 0.011650     | 0.012315 | 0.013163 | 0.014273 | 0.015780 | 0.017907 | 0.021154 | 0.026608 | 0.037599 | 0.070849 |
| 14.5             | 0.011652     | 0.012318 | 0.013155 | 0.014265 | 0.015774 | 0.017903 | 0.021155 | 0.026623 | 0.037657 | 0.070724 |
| 14.6             | 0.011653     | 0.012310 | 0.013160 | 0.014273 | 0.015768 | 0.017899 | 0.021157 | 0.026637 | 0.037592 | 0.070599 |
| 14.7             | 0.011655     | 0.012313 | 0.013165 | 0.014266 | 0.015781 | 0.017920 | 0.021158 | 0.026592 | 0.037650 | 0.070922 |
| 14.8             | 0.011656     | 0.012316 | 0.013157 | 0.014274 | 0.015774 | 0.017917 | 0.021159 | 0.026607 | 0.037586 | 0.070800 |

| Salario<br>(VSM) | Plazo (años) |          |          |          |          |          |          |          |          |          |
|------------------|--------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
|                  | 10           | 9        | 8        | 7        | 6        | 5        | 4        | 3        | 2        | 1        |
| 14.9             | 0.011657     | 0.012319 | 0.013162 | 0.014267 | 0.015768 | 0.017913 | 0.021160 | 0.026621 | 0.037643 | 0.070678 |
| 15.0             | 0.011659     | 0.012310 | 0.013167 | 0.014275 | 0.015781 | 0.017909 | 0.021162 | 0.026635 | 0.037579 | 0.070556 |
| 15.1             | 0.011651     | 0.012313 | 0.013159 | 0.014267 | 0.015775 | 0.017905 | 0.021163 | 0.026649 | 0.037636 | 0.070873 |
| 15.2             | 0.011652     | 0.012316 | 0.013164 | 0.014275 | 0.015769 | 0.017901 | 0.021164 | 0.026605 | 0.037573 | 0.070754 |
| 15.3             | 0.011653     | 0.012319 | 0.013156 | 0.014268 | 0.015782 | 0.017922 | 0.021165 | 0.026619 | 0.037629 | 0.070635 |
| 15.4             | 0.011655     | 0.012311 | 0.013161 | 0.014276 | 0.015775 | 0.017918 | 0.021166 | 0.026633 | 0.037683 | 0.070942 |
| 15.5             | 0.011656     | 0.012314 | 0.013165 | 0.014269 | 0.015770 | 0.017914 | 0.021167 | 0.026646 | 0.037622 | 0.070826 |
| 15.6             | 0.011657     | 0.012316 | 0.013158 | 0.014262 | 0.015764 | 0.017911 | 0.021168 | 0.026604 | 0.037675 | 0.070709 |
| 15.7             | 0.011659     | 0.012319 | 0.013162 | 0.014269 | 0.015776 | 0.017907 | 0.021170 | 0.026617 | 0.037615 | 0.070593 |
| 15.8             | 0.011651     | 0.012311 | 0.013155 | 0.014262 | 0.015770 | 0.017903 | 0.021171 | 0.026631 | 0.037668 | 0.070894 |
| 15.9             | 0.011652     | 0.012314 | 0.013160 | 0.014270 | 0.015764 | 0.017900 | 0.021172 | 0.026644 | 0.037609 | 0.070781 |
| 16.0             | 0.011653     | 0.012317 | 0.013164 | 0.014263 | 0.015776 | 0.017920 | 0.021173 | 0.026602 | 0.037661 | 0.070667 |
| 16.1             | 0.011655     | 0.012319 | 0.013157 | 0.014271 | 0.015771 | 0.017916 | 0.021174 | 0.026616 | 0.037602 | 0.070960 |
| 16.2             | 0.011656     | 0.012312 | 0.013161 | 0.014264 | 0.015765 | 0.017912 | 0.021175 | 0.026629 | 0.037654 | 0.070849 |
| 16.3             | 0.011657     | 0.012314 | 0.013166 | 0.014271 | 0.015777 | 0.017909 | 0.021143 | 0.026641 | 0.037596 | 0.070738 |
| 16.4             | 0.011658     | 0.012317 | 0.013159 | 0.014265 | 0.015771 | 0.017905 | 0.021144 | 0.026601 | 0.037648 | 0.070627 |
| 16.5             | 0.011651     | 0.012319 | 0.013163 | 0.014272 | 0.015766 | 0.017902 | 0.021145 | 0.026614 | 0.037590 | 0.070914 |
| 16.6             | 0.011652     | 0.012312 | 0.013156 | 0.014265 | 0.015777 | 0.017921 | 0.021147 | 0.026627 | 0.037641 | 0.070806 |
| 16.7             | 0.011653     | 0.012315 | 0.013160 | 0.014272 | 0.015772 | 0.017918 | 0.021148 | 0.026639 | 0.037584 | 0.070697 |
| 16.8             | 0.011655     | 0.012317 | 0.013165 | 0.014266 | 0.015766 | 0.017914 | 0.021149 | 0.026600 | 0.037635 | 0.070588 |
| 16.9             | 0.011656     | 0.012320 | 0.013158 | 0.014273 | 0.015778 | 0.017911 | 0.021150 | 0.026612 | 0.037684 | 0.070870 |
| 17.0             | 0.011657     | 0.012312 | 0.013162 | 0.014267 | 0.015772 | 0.017907 | 0.021151 | 0.026625 | 0.037629 | 0.070764 |
| 17.1             | 0.011658     | 0.012315 | 0.013166 | 0.014274 | 0.015767 | 0.017904 | 0.021152 | 0.026637 | 0.037677 | 0.070658 |
| 17.2             | 0.011651     | 0.012317 | 0.013159 | 0.014267 | 0.015778 | 0.017901 | 0.021153 | 0.026649 | 0.037622 | 0.070932 |
| 17.3             | 0.011652     | 0.012320 | 0.013164 | 0.014274 | 0.015773 | 0.017919 | 0.021154 | 0.026611 | 0.037671 | 0.070828 |
| 17.4             | 0.011654     | 0.012313 | 0.013157 | 0.014268 | 0.015767 | 0.017916 | 0.021155 | 0.026623 | 0.037616 | 0.070724 |
| 17.5             | 0.011655     | 0.012315 | 0.013161 | 0.014275 | 0.015778 | 0.017912 | 0.021156 | 0.026635 | 0.037664 | 0.070620 |
| 17.6             | 0.011656     | 0.012318 | 0.013165 | 0.014268 | 0.015773 | 0.017909 | 0.021158 | 0.026647 | 0.037611 | 0.070890 |
| 17.7             | 0.011657     | 0.012320 | 0.013159 | 0.014275 | 0.015768 | 0.017906 | 0.021159 | 0.026610 | 0.037658 | 0.070788 |
| 17.8             | 0.011658     | 0.012313 | 0.013163 | 0.014269 | 0.015779 | 0.017903 | 0.021160 | 0.026621 | 0.037605 | 0.070686 |
| 17.9             | 0.011651     | 0.012315 | 0.013156 | 0.014276 | 0.015774 | 0.017920 | 0.021161 | 0.026633 | 0.037652 | 0.070949 |
| 18.0             | 0.011652     | 0.012318 | 0.013160 | 0.014270 | 0.015768 | 0.017917 | 0.021162 | 0.026645 | 0.037599 | 0.070849 |
| 18.1             | 0.011654     | 0.012320 | 0.013164 | 0.014276 | 0.015779 | 0.017914 | 0.021163 | 0.026608 | 0.037646 | 0.070749 |
| 18.2             | 0.011655     | 0.012313 | 0.013158 | 0.014270 | 0.015774 | 0.017911 | 0.021164 | 0.026620 | 0.037594 | 0.070649 |

| Salario<br>(VSM) | Plazo (años) |          |          |          |          |          |          |          |          |          |
|------------------|--------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
|                  | 10           | 9        | 8        | 7        | 6        | 5        | 4        | 3        | 2        | 1        |
| 18.3             | 0.011656     | 0.012316 | 0.013162 | 0.014264 | 0.015769 | 0.017908 | 0.021165 | 0.026631 | 0.037640 | 0.070908 |
| 18.4             | 0.011657     | 0.012318 | 0.013166 | 0.014271 | 0.015780 | 0.017904 | 0.021165 | 0.026643 | 0.037685 | 0.070810 |
| 18.5             | 0.011658     | 0.012320 | 0.013159 | 0.014265 | 0.015774 | 0.017922 | 0.021166 | 0.026607 | 0.037634 | 0.070712 |
| 18.6             | 0.011651     | 0.012314 | 0.013163 | 0.014271 | 0.015770 | 0.017918 | 0.021167 | 0.026618 | 0.037679 | 0.070964 |
| 18.7             | 0.011652     | 0.012316 | 0.013157 | 0.014265 | 0.015780 | 0.017915 | 0.021168 | 0.026629 | 0.037629 | 0.070868 |
| 18.8             | 0.011654     | 0.012318 | 0.013161 | 0.014272 | 0.015775 | 0.017912 | 0.021169 | 0.026641 | 0.037673 | 0.070772 |
| 18.9             | 0.011655     | 0.012320 | 0.013165 | 0.014266 | 0.015770 | 0.017909 | 0.021170 | 0.026606 | 0.037623 | 0.070676 |
| 19.0             | 0.011656     | 0.012314 | 0.013159 | 0.014272 | 0.015780 | 0.017906 | 0.021171 | 0.026617 | 0.037667 | 0.070924 |
| 19.1             | 0.011657     | 0.012316 | 0.013162 | 0.014266 | 0.015775 | 0.017903 | 0.021172 | 0.026628 | 0.037618 | 0.070830 |
| 19.2             | 0.011658     | 0.012318 | 0.013166 | 0.014273 | 0.015770 | 0.017920 | 0.021173 | 0.026639 | 0.037661 | 0.070736 |
| 19.3             | 0.011659     | 0.012312 | 0.013160 | 0.014267 | 0.015780 | 0.017917 | 0.021174 | 0.026649 | 0.037612 | 0.070641 |
| 19.4             | 0.011653     | 0.012314 | 0.013164 | 0.014273 | 0.015776 | 0.017914 | 0.021174 | 0.026615 | 0.037656 | 0.070886 |
| 19.5             | 0.011654     | 0.012316 | 0.013158 | 0.014268 | 0.015771 | 0.017911 | 0.021175 | 0.026626 | 0.037607 | 0.070793 |
| 19.6             | 0.011655     | 0.012319 | 0.013162 | 0.014274 | 0.015781 | 0.017908 | 0.021149 | 0.026637 | 0.037650 | 0.070701 |
| 19.7             | 0.011656     | 0.012312 | 0.013165 | 0.014268 | 0.015776 | 0.017905 | 0.021150 | 0.026647 | 0.037602 | 0.070940 |
| 19.8             | 0.011657     | 0.012314 | 0.013159 | 0.014274 | 0.015771 | 0.017921 | 0.021151 | 0.026614 | 0.037644 | 0.070849 |
| 19.9             | 0.011658     | 0.012317 | 0.013163 | 0.014269 | 0.015781 | 0.017918 | 0.021152 | 0.026625 | 0.037686 | 0.070758 |
| 20.0             | 0.011659     | 0.012319 | 0.013167 | 0.014275 | 0.015776 | 0.017915 | 0.021153 | 0.026635 | 0.037639 | 0.070667 |
| 20.1             | 0.011653     | 0.012313 | 0.013161 | 0.014269 | 0.015772 | 0.017912 | 0.021154 | 0.026645 | 0.037680 | 0.070903 |
| 20.2             | 0.011654     | 0.012315 | 0.013164 | 0.014275 | 0.015781 | 0.017909 | 0.021155 | 0.026613 | 0.037634 | 0.070813 |
| 20.3             | 0.011655     | 0.012317 | 0.013158 | 0.014270 | 0.015777 | 0.017906 | 0.021155 | 0.026623 | 0.037675 | 0.070724 |
| 20.4             | 0.011656     | 0.012319 | 0.013162 | 0.014276 | 0.015772 | 0.017922 | 0.021156 | 0.026633 | 0.037629 | 0.070954 |
| 20.5             | 0.011657     | 0.012313 | 0.013166 | 0.014270 | 0.015782 | 0.017919 | 0.021157 | 0.026643 | 0.037669 | 0.070867 |
| 20.6             | 0.011658     | 0.012315 | 0.013160 | 0.014276 | 0.015777 | 0.017916 | 0.021158 | 0.026611 | 0.037623 | 0.070779 |
| 20.7             | 0.011659     | 0.012317 | 0.013163 | 0.014271 | 0.015773 | 0.017913 | 0.021159 | 0.026622 | 0.037664 | 0.070691 |
| 20.8             | 0.011653     | 0.012319 | 0.013158 | 0.014265 | 0.015768 | 0.017911 | 0.021160 | 0.026632 | 0.037618 | 0.070918 |
| 20.9             | 0.011654     | 0.012313 | 0.013161 | 0.014271 | 0.015777 | 0.017908 | 0.021161 | 0.026642 | 0.037659 | 0.070832 |
| 21.0             | 0.011655     | 0.012315 | 0.013165 | 0.014266 | 0.015773 | 0.017905 | 0.021162 | 0.026610 | 0.037614 | 0.070746 |
| 21.1             | 0.011656     | 0.012317 | 0.013159 | 0.014272 | 0.015769 | 0.017920 | 0.021162 | 0.026620 | 0.037653 | 0.070659 |
| 21.2             | 0.011657     | 0.012319 | 0.013163 | 0.014266 | 0.015778 | 0.017917 | 0.021163 | 0.026630 | 0.037609 | 0.070883 |
| 21.3             | 0.011658     | 0.012313 | 0.013166 | 0.014272 | 0.015773 | 0.017915 | 0.021164 | 0.026640 | 0.037648 | 0.070798 |
| 21.4             | 0.011659     | 0.012315 | 0.013161 | 0.014267 | 0.015769 | 0.017912 | 0.021165 | 0.026650 | 0.037687 | 0.070713 |
| 21.5             | 0.011653     | 0.012317 | 0.013164 | 0.014272 | 0.015778 | 0.017909 | 0.021166 | 0.026619 | 0.037643 | 0.070932 |
| 21.6             | 0.011654     | 0.012319 | 0.013158 | 0.014267 | 0.015774 | 0.017907 | 0.021167 | 0.026629 | 0.037682 | 0.070849 |

| Salario<br>(VSM) | Plazo (años) |          |          |          |          |          |          |          |          |          |
|------------------|--------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
|                  | 10           | 9        | 8        | 7        | 6        | 5        | 4        | 3        | 2        | 1        |
| 21.7             | 0.011655     | 0.012314 | 0.013162 | 0.014273 | 0.015770 | 0.017921 | 0.021167 | 0.026638 | 0.037638 | 0.070766 |
| 21.8             | 0.011656     | 0.012316 | 0.013165 | 0.014268 | 0.015778 | 0.017919 | 0.021168 | 0.026648 | 0.037676 | 0.070682 |
| 21.9             | 0.011657     | 0.012318 | 0.013160 | 0.014273 | 0.015774 | 0.017916 | 0.021169 | 0.026618 | 0.037633 | 0.070898 |
| 22.0             | 0.011658     | 0.012319 | 0.013163 | 0.014268 | 0.015770 | 0.017913 | 0.021170 | 0.026627 | 0.037671 | 0.070816 |
| 22.1             | 0.011658     | 0.012314 | 0.013166 | 0.014274 | 0.015779 | 0.017911 | 0.021170 | 0.026637 | 0.037629 | 0.070734 |
| 22.2             | 0.011653     | 0.012316 | 0.013161 | 0.014269 | 0.015774 | 0.017908 | 0.021171 | 0.026646 | 0.037666 | 0.070946 |
| 22.3             | 0.011654     | 0.012318 | 0.013164 | 0.014274 | 0.015770 | 0.017922 | 0.021172 | 0.026616 | 0.037624 | 0.070865 |
| 22.4             | 0.011648     | 0.012320 | 0.013159 | 0.014269 | 0.015779 | 0.017920 | 0.021173 | 0.026626 | 0.037661 | 0.070784 |
| 22.5             | 0.011636     | 0.012314 | 0.013162 | 0.014275 | 0.015775 | 0.017917 | 0.021173 | 0.026635 | 0.037619 | 0.070704 |
| 22.6             | 0.011624     | 0.012316 | 0.013166 | 0.014270 | 0.015771 | 0.017914 | 0.021174 | 0.026644 | 0.037656 | 0.070912 |
| 22.7             | 0.011612     | 0.012318 | 0.013160 | 0.014275 | 0.015779 | 0.017912 | 0.021175 | 0.026615 | 0.037615 | 0.070833 |
| 22.8             | 0.011600     | 0.012320 | 0.013164 | 0.014270 | 0.015775 | 0.017909 | 0.021152 | 0.026624 | 0.037652 | 0.070754 |
| 22.9             | 0.011588     | 0.012314 | 0.013158 | 0.014275 | 0.015771 | 0.017907 | 0.021153 | 0.026634 | 0.037610 | 0.070958 |
| 23.0             | 0.011576     | 0.012316 | 0.013162 | 0.014271 | 0.015780 | 0.017921 | 0.021154 | 0.026643 | 0.037647 | 0.070880 |
| 23.1             | 0.011564     | 0.012318 | 0.013165 | 0.014276 | 0.015775 | 0.017918 | 0.021155 | 0.026614 | 0.037683 | 0.070802 |
| 23.2             | 0.011552     | 0.012320 | 0.013160 | 0.014271 | 0.015771 | 0.017916 | 0.021155 | 0.026623 | 0.037642 | 0.070724 |
| 23.3             | 0.011540     | 0.012315 | 0.013163 | 0.014276 | 0.015780 | 0.017913 | 0.021156 | 0.026632 | 0.037678 | 0.070926 |
| 23.4             | 0.011528     | 0.012316 | 0.013166 | 0.014271 | 0.015776 | 0.017911 | 0.021157 | 0.026641 | 0.037638 | 0.070849 |
| 23.5             | 0.011516     | 0.012318 | 0.013161 | 0.014267 | 0.015772 | 0.017908 | 0.021158 | 0.026650 | 0.037673 | 0.070772 |
| 23.6             | 0.011504     | 0.012320 | 0.013164 | 0.014272 | 0.015780 | 0.017922 | 0.021159 | 0.026622 | 0.037633 | 0.070695 |
| 23.7             | 0.011492     | 0.012315 | 0.013159 | 0.014267 | 0.015776 | 0.017919 | 0.021159 | 0.026631 | 0.037668 | 0.070894 |
| 23.8             | 0.011480     | 0.012317 | 0.013162 | 0.014272 | 0.015772 | 0.017917 | 0.021160 | 0.026639 | 0.037629 | 0.070819 |
| 23.9             | 0.011467     | 0.012304 | 0.013165 | 0.014268 | 0.015780 | 0.017914 | 0.021161 | 0.026648 | 0.037664 | 0.070743 |
| 24.0             | 0.011455     | 0.012292 | 0.013160 | 0.014273 | 0.015776 | 0.017912 | 0.021162 | 0.026621 | 0.037624 | 0.070939 |
| 24.1             | 0.011443     | 0.012280 | 0.013163 | 0.014268 | 0.015773 | 0.017909 | 0.021162 | 0.026629 | 0.037659 | 0.070864 |
| 24.2             | 0.011431     | 0.012268 | 0.013166 | 0.014273 | 0.015781 | 0.017907 | 0.021163 | 0.026638 | 0.037620 | 0.070789 |
| 24.3             | 0.011419     | 0.012256 | 0.013161 | 0.014269 | 0.015777 | 0.017920 | 0.021164 | 0.026646 | 0.037654 | 0.070715 |
| 24.4             | 0.011407     | 0.012244 | 0.013164 | 0.014273 | 0.015773 | 0.017918 | 0.021165 | 0.026619 | 0.037616 | 0.070908 |
| 24.5             | 0.011395     | 0.012232 | 0.013160 | 0.014269 | 0.015781 | 0.017915 | 0.021165 | 0.026628 | 0.037650 | 0.070834 |
| 24.6             | 0.011383     | 0.012220 | 0.013163 | 0.014274 | 0.015777 | 0.017913 | 0.021166 | 0.026636 | 0.037684 | 0.070761 |
| 24.7             | 0.011371     | 0.012208 | 0.013166 | 0.014269 | 0.015773 | 0.017911 | 0.021167 | 0.026645 | 0.037646 | 0.070950 |
| 24.8             | 0.011359     | 0.012196 | 0.013161 | 0.014274 | 0.015781 | 0.017908 | 0.021167 | 0.026618 | 0.037679 | 0.070878 |
| 24.9             | 0.011347     | 0.012184 | 0.013164 | 0.014270 | 0.015777 | 0.017921 | 0.021168 | 0.026627 | 0.037641 | 0.070806 |
| 25.0             | 0.011335     | 0.012172 | 0.013167 | 0.014275 | 0.015774 | 0.017919 | 0.021169 | 0.026635 | 0.037675 | 0.070733 |

**G. Tabla de Factores Régimen Especial de Amortización**

| Plazo (años) | Factor REA |
|--------------|------------|
| 30           | 0.010286   |
| 29           | 0.010324   |
| 28           | 0.010366   |
| 27           | 0.010414   |
| 26           | 0.010470   |
| 25           | 0.010532   |
| 24           | 0.010604   |
| 23           | 0.010686   |
| 22           | 0.010779   |
| 21           | 0.010887   |
| 20           | 0.011011   |
| 19           | 0.011154   |
| 18           | 0.011320   |
| 17           | 0.011512   |
| 16           | 0.011737   |
| 15           | 0.012002   |
| 14           | 0.012314   |
| 13           | 0.012687   |
| 12           | 0.013134   |
| 11           | 0.013678   |
| 10           | 0.014347   |
| 9            | 0.015184   |
| 8            | 0.016253   |
| 7            | 0.017653   |
| 6            | 0.019550   |
| 5            | 0.022244   |
| 4            | 0.026334   |
| 3            | 0.033214   |
| 2            | 0.047073   |
| 1            | 0.088849   |

**H. Tablas de Factores de Descuento créditos por excedente.**

Tablas de Factores de Descuento

| Plazo del crédito (años) | Factor ROA | Factor REA |
|--------------------------|------------|------------|
| 30                       | 0.008572   | 0.010286   |
| 25                       | 0.008777   | 0.010532   |
| 20                       | 0.009176   | 0.011011   |
| 15                       | 0.010001   | 0.012002   |
| 10                       | 0.011956   | 0.014347   |
| 5                        | 0.018537   | 0.022244   |

**I. Términos.****1. Cuota Mensual de Amortización.**

Para determinar la Cuota Mensual de Amortización se multiplicará el monto de crédito a otorgar por el factor de descuento que le corresponda, considerando el plazo del crédito de acuerdo a la Tabla de Factores de Descuento que se establecen en el presente Anexo.

El Instituto también incorporará en el importe de la Cuota Mensual de Amortización el importe correspondiente a la amortización del crédito otorgado para Ecotecnologías, según la cuota mensual que se establece en las Tablas para Ecotecnologías que se establecen en el presente Anexo.

## 2. Factor de Pago Personal.

El Factor de Pago Personal se determinará como hasta el treinta por ciento del salario del trabajador al momento de la inscripción de la solicitud de crédito y se incrementará en la misma proporción que se incremente el Salario Mínimo del Distrito Federal. La diferencia, que en su caso hubiera entre el Factor de Pago Personal y la Cuota Mensual de Amortización será cubierta por el Infonavit mediante un complemento al pago hasta que el Factor de Pago Personal sea Igual a la Cuota Mensual de Amortización.

En caso de que el Factor de Pago Personal sea superior a la Cuota Mensual de Amortización, el Factor de Pago Personal podrá reducirse hasta ser igual a la Cuota de Amortización del Crédito Tradicional, siempre y cuando no se haya aplicado lo estipulado en el último párrafo de la regla octava.

## 3. Gastos de Apertura.

Por concepto de gastos de apertura se descontará el tres por ciento del monto de crédito a otorgar al trabajador.

## 4. Gastos de Administración.

Por concepto de gastos financieros y de operación del crédito así como de un seguro de daños sobre la solución habitacional adquirida, el trabajador realizará mensualmente un pago equivalente al dos por ciento anual del excedente, si lo hubiera, de 128 veces el Salario Mínimo en el Distrito Federal y el saldo insoluto del crédito si el salario del trabajador es igual o menor a 6.5 veces el Salario Mínimo del Distrito Federal al momento de otorgarse el crédito.

Si el salario es mayor a 6.5 veces el Salario Mínimo del Distrito Federal al momento de otorgarse el crédito, el trabajador realizará mensualmente un pago equivalente al dos por ciento anual del excedente, si lo hubiera, de 115 veces el Salario Mínimo Mensual del Distrito Federal y el saldo insoluto del crédito.

El pago periódico de los Gastos de Administración no tendrá límite.

### ANEXO 4.

#### Términos y requisitos aplicables al segundo crédito, en términos del artículo 47 de la Ley de Infonavit.

##### A. Sistema de Asignación de Segundo Crédito.

El Infonavit asignará el segundo crédito con base en los planes de labores y de financiamiento aprobados por la Asamblea General, a todos los trabajadores que hayan liquidado su primer crédito Infonavit sin quebrantos o incumplimientos seis meses antes de realizar la solicitud de crédito y que cuenten con por lo menos dos años de cotización continua.

##### B. Montos Máximos de Crédito y Tasas de Interés y Factores de Descuento.

La tasa de interés de los segundos créditos será fijada anualmente como resultado de la subasta pública que se realice entre las entidades financieras participantes y con base en esta tasa de interés se determinarán los montos máximos de crédito y los factores de descuento.

##### C. Requisitos adicionales.

El Instituto otorgará un segundo crédito siempre y cuando transfiera un porcentaje del crédito otorgado a una entidad financiera y el derechohabiente cumpla con los criterios de elegibilidad que el Instituto convenga con ésta. Dichos criterios se deberán dar a conocer a los derechohabientes en el sitio de internet del Instituto y en ningún caso serán más restrictivos que los que dichas entidades apliquen al otorgamiento de sus créditos en cofinanciamiento con el Instituto.

### ANEXO 5.

#### Puntuación por factores de edad y salario del trabajador.

| Edad /Años | Salario (VSM) |           |           |           |            |            |
|------------|---------------|-----------|-----------|-----------|------------|------------|
|            | 1.0 a 2.6     | 2.7 a 3.6 | 3.7 a 5.2 | 5.3 a 6.7 | 6.8 a 11.0 | 11.1 o más |
| Hasta 17   | 30            | 31        | 32        | 34        | 39         | 40         |
| 18 a 20    | 56            | 57        | 58        | 60        | 65         | 66         |
| 21 a 34    | 60            | 61        | 62        | 64        | 69         | 70         |
| 35 a 42    | 63            | 64        | 65        | 67        | 72         | 73         |
| 43 a 49    | 66            | 67        | 68        | 70        | 75         | 76         |
| 50 o más   | 51            | 52        | 53        | 55        | 60         | 61         |

## ANEXO 6.

## Tabla de montos para vivienda vertical.

| Edad     | Salario |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |
|----------|---------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
|          | 1.0     | 1.1 | 1.2 | 1.3 | 1.4 | 1.5 | 1.6 | 1.7 | 1.8 | 1.9 | 2.0 | 2.1 | 2.2 | 2.3 | 2.4 | 2.5 | 2.6 | 2.7 | 2.8 | 2.9 | 3.0 |
| Hasta 35 | 91      | 91  | 91  | 91  | 92  | 94  | 104 | 107 | 111 | 114 | 116 | 120 | 124 | 128 | 132 | 135 | 139 | 149 | 151 | 155 | 158 |
| 36       | 88      | 89  | 89  | 89  | 90  | 92  | 102 | 105 | 109 | 112 | 114 | 118 | 122 | 126 | 130 | 133 | 137 | 147 | 149 | 153 | 156 |
| 37       | 86      | 86  | 87  | 87  | 88  | 90  | 100 | 104 | 107 | 110 | 112 | 116 | 120 | 124 | 128 | 131 | 135 | 145 | 148 | 151 | 154 |
| 38       | 83      | 84  | 85  | 85  | 87  | 89  | 98  | 102 | 105 | 108 | 110 | 114 | 118 | 123 | 126 | 129 | 133 | 143 | 146 | 149 | 151 |
| 39       | 81      | 82  | 83  | 83  | 85  | 87  | 96  | 100 | 104 | 106 | 108 | 112 | 116 | 121 | 124 | 127 | 130 | 140 | 143 | 147 | 149 |
| 40       | 78      | 79  | 81  | 81  | 83  | 85  | 94  | 98  | 102 | 105 | 106 | 110 | 114 | 119 | 122 | 124 | 128 | 138 | 141 | 145 | 148 |
| 41       | 76      | 77  | 79  | 79  | 81  | 83  | 92  | 96  | 100 | 103 | 105 | 108 | 112 | 116 | 120 | 123 | 126 | 136 | 138 | 142 | 145 |
| 42       | 73      | 74  | 76  | 77  | 79  | 81  | 90  | 94  | 98  | 101 | 103 | 105 | 109 | 114 | 118 | 120 | 124 | 133 | 136 | 140 | 143 |
| 43       | 70      | 72  | 74  | 75  | 77  | 79  | 88  | 91  | 95  | 98  | 100 | 104 | 107 | 111 | 115 | 118 | 121 | 130 | 133 | 137 | 140 |
| 44       | 68      | 69  | 71  | 72  | 74  | 77  | 86  | 89  | 93  | 96  | 98  | 101 | 105 | 109 | 112 | 115 | 119 | 128 | 130 | 134 | 137 |
| 45       | 65      | 67  | 69  | 70  | 72  | 73  | 84  | 86  | 90  | 93  | 95  | 99  | 102 | 106 | 109 | 112 | 116 | 125 | 128 | 131 | 133 |
| 46       | 62      | 64  | 66  | 67  | 70  | 71  | 81  | 85  | 88  | 90  | 93  | 96  | 99  | 104 | 106 | 109 | 112 | 122 | 125 | 128 | 130 |
| 47       | 59      | 61  | 64  | 65  | 67  | 69  | 79  | 82  | 86  | 88  | 90  | 93  | 96  | 101 | 104 | 106 | 109 | 119 | 121 | 125 | 127 |
| 48       | 56      | 59  | 61  | 62  | 65  | 66  | 76  | 79  | 83  | 86  | 87  | 90  | 93  | 97  | 101 | 103 | 106 | 115 | 118 | 121 | 124 |
| 49       | 53      | 56  | 58  | 60  | 62  | 63  | 73  | 76  | 80  | 82  | 84  | 87  | 90  | 94  | 97  | 100 | 103 | 111 | 114 | 117 | 120 |
| 50       | 51      | 53  | 55  | 57  | 59  | 61  | 70  | 73  | 76  | 79  | 81  | 84  | 86  | 90  | 93  | 96  | 99  | 108 | 111 | 113 | 115 |
| 51       | 48      | 50  | 52  | 54  | 56  | 58  | 67  | 70  | 73  | 76  | 78  | 81  | 84  | 86  | 89  | 92  | 95  | 104 | 106 | 109 | 111 |
| 52       | 45      | 47  | 49  | 51  | 53  | 55  | 64  | 67  | 69  | 72  | 74  | 77  | 80  | 83  | 86  | 87  | 90  | 99  | 102 | 105 | 107 |
| 53       | 41      | 44  | 46  | 48  | 50  | 52  | 61  | 64  | 67  | 68  | 70  | 73  | 75  | 80  | 82  | 84  | 86  | 94  | 97  | 100 | 102 |
| 54       | 38      | 41  | 43  | 45  | 47  | 49  | 57  | 60  | 63  | 65  | 67  | 69  | 71  | 74  | 77  | 79  | 82  | 90  | 92  | 94  | 96  |
| 55       | 35      | 37  | 40  | 41  | 43  | 44  | 54  | 56  | 59  | 61  | 63  | 65  | 67  | 70  | 72  | 74  | 76  | 85  | 87  | 90  | 92  |
| 56       | 32      | 34  | 36  | 38  | 40  | 41  | 50  | 52  | 55  | 57  | 58  | 61  | 63  | 65  | 67  | 69  | 71  | 79  | 81  | 84  | 86  |
| 57       | 29      | 31  | 33  | 34  | 36  | 37  | 47  | 48  | 50  | 52  | 54  | 56  | 58  | 60  | 62  | 64  | 66  | 73  | 75  | 77  | 79  |
| 58       | 26      | 27  | 29  | 31  | 32  | 33  | 42  | 44  | 47  | 48  | 49  | 51  | 52  | 55  | 57  | 58  | 60  | 68  | 70  | 72  | 73  |
| 59       | 22      | 24  | 25  | 27  | 29  | 29  | 38  | 40  | 42  | 43  | 44  | 46  | 48  | 49  | 50  | 52  | 54  | 61  | 63  | 65  | 66  |
| 60       | 19      | 20  | 22  | 23  | 24  | 24  | 33  | 35  | 37  | 38  | 39  | 40  | 42  | 44  | 45  | 46  | 48  | 54  | 56  | 57  | 58  |
| 61       | 16      | 17  | 18  | 19  | 20  | 20  | 29  | 30  | 31  | 32  | 33  | 35  | 36  | 37  | 38  | 39  | 41  | 48  | 49  | 50  | 51  |
| 62       | 12      | 13  | 14  | 15  | 16  | 16  | 25  | 26  | 27  | 28  | 28  | 29  | 29  | 30  | 31  | 32  | 33  | 40  | 41  | 42  | 43  |
| 63       | 9       | 9   | 10  | 11  | 11  | 11  | 20  | 20  | 21  | 22  | 22  | 23  | 23  | 24  | 25  | 25  | 26  | 33  | 33  | 34  | 34  |
| 64 o más | 5       | 5   | 6   | 6   | 6   | 7   | 14  | 14  | 15  | 15  | 15  | 16  | 16  | 16  | 17  | 17  | 17  | 24  | 24  | 24  | 25  |

| Edad     | Salario |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |
|----------|---------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
|          | 3.1     | 3.2 | 3.3 | 3.4 | 3.5 | 3.6 | 3.7 | 3.8 | 3.9 | 4.0 | 4.1 | 4.2 | 4.3 | 4.4 | 4.5 | 4.6 | 4.7 | 4.8 | 4.9 | 5.0 |
| Hasta 35 | 158     | 159 | 159 | 160 | 161 | 162 | 163 | 164 | 165 | 166 | 172 | 175 | 178 | 182 | 186 | 186 | 186 | 187 | 187 | 197 |
| 36       | 156     | 157 | 157 | 158 | 159 | 160 | 161 | 162 | 163 | 164 | 171 | 173 | 176 | 180 | 184 | 184 | 184 | 185 | 185 | 197 |
| 37       | 154     | 155 | 155 | 156 | 157 | 158 | 159 | 161 | 162 | 163 | 170 | 172 | 175 | 179 | 183 | 183 | 183 | 184 | 184 | 197 |
| 38       | 152     | 153 | 153 | 154 | 156 | 157 | 158 | 159 | 160 | 161 | 168 | 171 | 173 | 177 | 181 | 181 | 181 | 182 | 182 | 197 |
| 39       | 150     | 151 | 151 | 152 | 154 | 155 | 156 | 157 | 158 | 159 | 166 | 169 | 172 | 175 | 179 | 179 | 179 | 180 | 180 | 197 |
| 40       | 148     | 149 | 149 | 150 | 152 | 153 | 154 | 155 | 156 | 157 | 164 | 167 | 170 | 173 | 177 | 177 | 177 | 178 | 179 | 197 |
| 41       | 146     | 147 | 148 | 149 | 149 | 151 | 152 | 153 | 154 | 155 | 162 | 165 | 168 | 172 | 175 | 175 | 175 | 176 | 176 | 194 |
| 42       | 143     | 145 | 145 | 147 | 148 | 149 | 150 | 151 | 152 | 153 | 160 | 163 | 166 | 170 | 173 | 173 | 173 | 174 | 174 | 192 |
| 43       | 140     | 142 | 143 | 144 | 146 | 147 | 148 | 149 | 150 | 151 | 158 | 161 | 163 | 167 | 171 | 171 | 171 | 172 | 172 | 190 |
| 44       | 138     | 139 | 140 | 141 | 143 | 144 | 146 | 147 | 148 | 149 | 155 | 158 | 161 | 165 | 169 | 169 | 169 | 170 | 170 | 187 |
| 45       | 134     | 136 | 137 | 138 | 140 | 141 | 143 | 144 | 145 | 146 | 153 | 155 | 158 | 162 | 166 | 166 | 166 | 167 | 167 | 184 |
| 46       | 131     | 133 | 134 | 135 | 137 | 138 | 140 | 141 | 142 | 143 | 150 | 153 | 155 | 159 | 162 | 162 | 163 | 164 | 164 | 181 |
| 47       | 129     | 130 | 131 | 132 | 134 | 135 | 137 | 138 | 139 | 140 | 147 | 150 | 153 | 155 | 159 | 159 | 159 | 160 | 161 | 177 |
| 48       | 125     | 127 | 128 | 129 | 130 | 132 | 133 | 135 | 136 | 137 | 143 | 146 | 149 | 153 | 155 | 155 | 156 | 157 | 157 | 173 |
| 49       | 121     | 123 | 124 | 125 | 127 | 129 | 130 | 131 | 132 | 133 | 139 | 142 | 145 | 149 | 152 | 152 | 153 | 153 | 153 | 169 |
| 50       | 117     | 119 | 120 | 121 | 123 | 125 | 126 | 128 | 129 | 130 | 135 | 138 | 141 | 144 | 148 | 148 | 148 | 149 | 150 | 165 |
| 51       | 112     | 114 | 115 | 117 | 119 | 120 | 122 | 123 | 124 | 125 | 132 | 134 | 136 | 140 | 143 | 143 | 143 | 145 | 145 | 160 |
| 52       | 108     | 110 | 111 | 112 | 114 | 115 | 117 | 119 | 120 | 120 | 127 | 130 | 132 | 134 | 138 | 138 | 138 | 139 | 140 | 154 |
| 53       | 103     | 105 | 107 | 108 | 110 | 111 | 112 | 113 | 115 | 115 | 122 | 124 | 127 | 130 | 133 | 133 | 134 | 134 | 134 | 149 |
| 54       | 98      | 100 | 101 | 102 | 104 | 106 | 107 | 109 | 110 | 111 | 116 | 118 | 121 | 124 | 127 | 127 | 127 | 129 | 129 | 142 |
| 55       | 92      | 94  | 96  | 97  | 98  | 100 | 102 | 103 | 104 | 105 | 111 | 113 | 115 | 117 | 120 | 120 | 121 | 122 | 122 | 135 |
| 56       | 87      | 89  | 90  | 91  | 92  | 94  | 95  | 97  | 98  | 98  | 104 | 106 | 109 | 111 | 114 | 114 | 115 | 115 | 115 | 128 |
| 57       | 81      | 82  | 84  | 85  | 86  | 88  | 89  | 91  | 92  | 92  | 97  | 99  | 101 | 104 | 106 | 106 | 107 | 108 | 108 | 119 |
| 58       | 74      | 75  | 77  | 78  | 79  | 81  | 82  | 83  | 84  | 85  | 90  | 92  | 94  | 96  | 98  | 98  | 98  | 99  | 100 | 110 |
| 59       | 67      | 69  | 70  | 71  | 72  | 73  | 74  | 75  | 76  | 76  | 82  | 84  | 85  | 88  | 90  | 90  | 90  | 91  | 91  | 100 |
| 60       | 60      | 61  | 62  | 63  | 64  | 65  | 66  | 67  | 68  | 69  | 74  | 75  | 77  | 78  | 80  | 80  | 80  | 81  | 81  | 90  |
| 61       | 52      | 53  | 54  | 54  | 55  | 56  | 57  | 58  | 59  | 59  | 64  | 65  | 67  | 68  | 70  | 70  | 70  | 71  | 71  | 78  |
| 62       | 43      | 44  | 45  | 46  | 47  | 47  | 48  | 49  | 49  | 50  | 55  | 56  | 57  | 58  | 58  | 58  | 58  | 59  | 59  | 65  |
| 63       | 35      | 35  | 35  | 36  | 36  | 37  | 37  | 38  | 38  | 39  | 43  | 44  | 45  | 45  | 46  | 46  | 47  | 47  | 47  | 51  |
| 64 o más | 25      | 25  | 26  | 26  | 26  | 27  | 27  | 27  | 27  | 27  | 32  | 32  | 33  | 33  | 34  | 34  | 34  | 34  | 34  | 36  |

[illegible]

[illegible]

| Edad     | Salario |     |     |     |     |     |     |     |     |      |      |      |      |      |      |      |      |      |      |               |
|----------|---------|-----|-----|-----|-----|-----|-----|-----|-----|------|------|------|------|------|------|------|------|------|------|---------------|
|          | 9.1     | 9.2 | 9.3 | 9.4 | 9.5 | 9.6 | 9.7 | 9.8 | 9.9 | 10.0 | 10.1 | 10.2 | 10.3 | 10.4 | 10.5 | 10.6 | 10.7 | 10.8 | 10.9 | 11.0<br>ó más |
| Hasta 35 | 200     | 200 | 200 | 200 | 200 | 200 | 200 | 200 | 200 | 200  | 200  | 200  | 200  | 200  | 200  | 200  | 200  | 200  | 200  | 200           |
| 36       | 200     | 200 | 200 | 200 | 200 | 200 | 200 | 200 | 200 | 200  | 200  | 200  | 200  | 200  | 200  | 200  | 200  | 200  | 200  | 200           |
| 37       | 200     | 200 | 200 | 200 | 200 | 200 | 200 | 200 | 200 | 200  | 200  | 200  | 200  | 200  | 200  | 200  | 200  | 200  | 200  | 200           |
| 38       | 200     | 200 | 200 | 200 | 200 | 200 | 200 | 200 | 200 | 200  | 200  | 200  | 200  | 200  | 200  | 200  | 200  | 200  | 200  | 200           |
| 39       | 200     | 200 | 200 | 200 | 200 | 200 | 200 | 200 | 200 | 200  | 200  | 200  | 200  | 200  | 200  | 200  | 200  | 200  | 200  | 200           |
| 40       | 200     | 200 | 200 | 200 | 200 | 200 | 200 | 200 | 200 | 200  | 200  | 200  | 200  | 200  | 200  | 200  | 200  | 200  | 200  | 200           |
| 41       | 200     | 200 | 200 | 200 | 200 | 200 | 200 | 200 | 200 | 200  | 200  | 200  | 200  | 200  | 200  | 200  | 200  | 200  | 200  | 200           |
| 42       | 200     | 200 | 200 | 200 | 200 | 200 | 200 | 200 | 200 | 200  | 200  | 200  | 200  | 200  | 200  | 200  | 200  | 200  | 200  | 200           |
| 43       | 200     | 200 | 200 | 200 | 200 | 200 | 200 | 200 | 200 | 200  | 200  | 200  | 200  | 200  | 200  | 200  | 200  | 200  | 200  | 200           |
| 44       | 200     | 200 | 200 | 200 | 200 | 200 | 200 | 200 | 200 | 200  | 200  | 200  | 200  | 200  | 200  | 200  | 200  | 200  | 200  | 200           |
| 45       | 200     | 200 | 200 | 200 | 200 | 200 | 200 | 200 | 200 | 200  | 200  | 200  | 200  | 200  | 200  | 200  | 200  | 200  | 200  | 200           |
| 46       | 200     | 200 | 200 | 200 | 200 | 200 | 200 | 200 | 200 | 200  | 200  | 200  | 200  | 200  | 200  | 200  | 200  | 200  | 200  | 200           |
| 47       | 200     | 200 | 200 | 200 | 200 | 200 | 200 | 200 | 200 | 200  | 200  | 200  | 200  | 200  | 200  | 200  | 200  | 200  | 200  | 200           |
| 48       | 200     | 200 | 200 | 200 | 200 | 200 | 200 | 200 | 200 | 200  | 200  | 200  | 200  | 200  | 200  | 200  | 200  | 200  | 200  | 200           |
| 49       | 200     | 200 | 200 | 200 | 200 | 200 | 200 | 200 | 200 | 200  | 200  | 200  | 200  | 200  | 200  | 200  | 200  | 200  | 200  | 200           |
| 50       | 200     | 200 | 200 | 200 | 200 | 200 | 200 | 200 | 200 | 200  | 200  | 200  | 200  | 200  | 200  | 200  | 200  | 200  | 200  | 200           |
| 51       | 193     | 193 | 193 | 193 | 193 | 193 | 193 | 193 | 193 | 193  | 193  | 193  | 193  | 193  | 193  | 193  | 193  | 193  | 193  | 193           |
| 52       | 187     | 187 | 187 | 187 | 187 | 187 | 187 | 187 | 187 | 187  | 187  | 187  | 187  | 187  | 187  | 187  | 187  | 187  | 187  | 187           |
| 53       | 179     | 179 | 179 | 179 | 179 | 179 | 179 | 179 | 179 | 179  | 179  | 179  | 179  | 179  | 179  | 179  | 179  | 179  | 179  | 179           |
| 54       | 171     | 171 | 171 | 171 | 171 | 171 | 171 | 171 | 171 | 171  | 171  | 171  | 171  | 171  | 171  | 171  | 171  | 171  | 171  | 171           |
| 55       | 163     | 163 | 163 | 163 | 163 | 163 | 163 | 163 | 163 | 163  | 163  | 163  | 163  | 163  | 163  | 163  | 163  | 163  | 163  | 163           |
| 56       | 153     | 153 | 153 | 153 | 153 | 153 | 153 | 153 | 153 | 153  | 153  | 153  | 153  | 153  | 153  | 153  | 153  | 153  | 153  | 153           |
| 57       | 143     | 143 | 143 | 143 | 143 | 143 | 143 | 143 | 143 | 143  | 143  | 143  | 143  | 143  | 143  | 143  | 143  | 143  | 143  | 143           |
| 58       | 132     | 132 | 132 | 132 | 132 | 132 | 132 | 132 | 132 | 132  | 132  | 132  | 132  | 132  | 132  | 132  | 132  | 132  | 132  | 132           |
| 59       | 120     | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120 | 120  | 120  | 120  | 120  | 120  | 120  | 120  | 120  | 120  | 120  | 120           |
| 60       | 106     | 106 | 106 | 106 | 106 | 106 | 106 | 106 | 106 | 106  | 106  | 106  | 106  | 106  | 106  | 106  | 106  | 106  | 106  | 106           |
| 61       | 92      | 92  | 92  | 92  | 92  | 92  | 92  | 92  | 92  | 92   | 92   | 92   | 92   | 92   | 92   | 92   | 92   | 92   | 92   | 92            |
| 62       | 76      | 76  | 76  | 76  | 76  | 76  | 76  | 76  | 76  | 76   | 76   | 76   | 76   | 76   | 76   | 76   | 76   | 76   | 76   | 76            |
| 63       | 59      | 59  | 59  | 59  | 59  | 59  | 59  | 59  | 59  | 59   | 59   | 59   | 59   | 59   | 59   | 59   | 59   | 59   | 59   | 59            |
| 64 o más | 40      | 40  | 40  | 40  | 40  | 40  | 40  | 40  | 40  | 40   | 40   | 40   | 40   | 40   | 40   | 40   | 40   | 40   | 40   | 40            |

