

**CAD SANTANDER**

**ENERO**

|                      | 1-ene. | 2-ene. | 3-ene. | 4-ene. | 5-ene. | 6-ene. | 7-ene. | 8-ene. | 9-ene. | 10-ene. | 11-ene. | 12-ene. | 13-ene. | 14-ene. | 15-ene. | 16-ene. | 17-ene. | 18-ene. | 19-ene. | 20-ene. | 21-ene. | 22-ene. | 23-ene. | 24-ene. | 25-ene. | 26-ene. | 27-ene. | 28-ene. | 29-ene. | 30-ene. | 31-ene. |
|----------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
|                      | do     | lu     | ma     | mi     | ju     | vi     | sá     | do     | lu     | ma      | mi      | ju      | vi      | sá      | do      | lu      | ma      | mi      | ju      | vi      | sá      | do      | lu      | ma      | mi      | ju      | vi      | sá      | do      | lu      | ma      |
| RESP. 01 - PTO. 4430 | L      | L      | L      | MP     | MP     | M      | T      | T      | T      | T       | T       | L       | L       | M       | M       | M       | M       | M       | T       | T       | L       | L       | L       | L       | MP      | MP      | M       | T       | T       | T       | T       |
| RESP. 02 - PTO. 8311 | T      | T      | T      | T      | L      | L      | M      | M      | M      | M       | M       | T       | T       | L       | L       | L       | L       | MP      | MP      | M       | T       | T       | T       | T       | L       | L       | M       | M       | M       | M       | M       |
| RESP. 03 - PTO. 4429 | M      | M      | M      | M      | T      | T      | L      | L      | L      | L       | MP      | MP      | M       | T       | T       | T       | T       | T       | L       | L       | M       | M       | M       | M       | M       | T       | T       | L       | L       | L       | L       |
|                      |        |        |        |        |        |        |        |        |        |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |
| M                    | 1      | 1      | 1      | 1      | 0      | 1      | 1      | 1      | 1      | 1       | 1       | 0       | 1       | 1       | 1       | 1       | 1       | 1       | 0       | 1       | 1       | 1       | 1       | 1       | 1       | 0       | 1       | 1       | 1       | 1       | 1       |
| MP                   | 0      | 0      | 0      | 1      | 1      | 0      | 0      | 0      | 0      | 0       | 1       | 1       | 0       | 0       | 0       | 0       | 0       | 1       | 1       | 0       | 0       | 0       | 0       | 0       | 1       | 1       | 0       | 0       | 0       | 0       | 0       |
| T                    | 1      | 1      | 1      | 1      | 1      | 1      | 1      | 1      | 1      | 1       | 1       | 1       | 1       | 1       | 1       | 1       | 1       | 1       | 1       | 1       | 1       | 1       | 1       | 1       | 1       | 1       | 1       | 1       | 1       | 1       | 1       |
| L                    | 1      | 1      | 1      | 0      | 1      | 1      | 1      | 1      | 1      | 1       | 0       | 1       | 1       | 1       | 1       | 1       | 1       | 0       | 1       | 1       | 1       | 1       | 1       | 1       | 0       | 1       | 1       | 1       | 1       | 1       | 1       |
| F/FF/MEF             | 0      | 0      | 0      | 0      | 0      | 0      | 0      | 0      | 0      | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       |

**FEBRERO**

|                      | 1-feb. | 2-feb. | 3-feb. | 4-feb. | 5-feb. | 6-feb. | 7-feb. | 8-feb. | 9-feb. | 10-feb. | 11-feb. | 12-feb. | 13-feb. | 14-feb. | 15-feb. | 16-feb. | 17-feb. | 18-feb. | 19-feb. | 20-feb. | 21-feb. | 22-feb. | 23-feb. | 24-feb. | 25-feb. | 26-feb. | 27-feb. | 28-feb. |
|----------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
|                      | mi     | ju     | vi     | sá     | do     | lu     | ma     | mi     | ju     | vi      | sá      | do      | lu      | ma      | mi      | ju      | vi      | sá      | do      | lu      | ma      | mi      | ju      | vi      | sá      | do      | lu      | ma      |
| RESP. 01 - PTO. 4430 | T      | L      | L      | M      | M      | M      | M      | M      | T      | T       | L       | L       | L       | L       | MP      | MP      | M       | T       | T       | T       | T       | T       | L       | L       | M       | M       | M       | M       |
| RESP. 02 - PTO. 8311 | M      | T      | T      | L      | L      | L      | L      | MP     | MP     | M       | T       | T       | T       | T       | T       | L       | L       | M       | M       | M       | M       | M       | T       | T       | L       | L       | L       | L       |
| RESP. 03 - PTO. 4429 | MP     | MP     | M      | T      | T      | T      | T      | T      | L      | L       | M       | M       | M       | M       | M       | T       | T       | L       | L       | L       | L       | MP      | MP      | M       | T       | T       | T       | T       |
| M                    | 1      | 0      | 1      | 1      | 1      | 1      | 1      | 1      | 0      | 1       | 1       | 1       | 1       | 1       | 0       | 1       | 1       | 1       | 1       | 1       | 1       | 0       | 1       | 1       | 1       | 1       | 1       | 1       |
| MP                   | 1      | 1      | 0      | 0      | 0      | 0      | 0      | 1      | 1      | 0       | 0       | 0       | 0       | 0       | 1       | 1       | 0       | 0       | 0       | 0       | 0       | 1       | 1       | 0       | 0       | 0       | 0       | 0       |
| T                    | 1      | 1      | 1      | 1      | 1      | 1      | 1      | 1      | 1      | 1       | 1       | 1       | 1       | 1       | 1       | 1       | 1       | 1       | 1       | 1       | 1       | 1       | 1       | 1       | 1       | 1       | 1       | 1       |
| TP                   | 0      | 0      | 0      | 0      | 0      | 0      | 0      | 0      | 0      | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       |
| L                    | 0      | 1      | 1      | 1      | 1      | 1      | 1      | 0      | 1      | 1       | 1       | 1       | 1       | 1       | 0       | 1       | 1       | 1       | 1       | 1       | 1       | 0       | 1       | 1       | 1       | 1       | 1       | 1       |
| F/FF/MEF             | 0      | 0      | 0      | 0      | 0      | 0      | 0      | 0      | 0      | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       |

En Santander, a fecha de la firma electrónica  
LA DIRECTORA DEL ICASS  
Fdo. Doña María Antonia Mora González



Firma 1: 21/12/2022 - Maria Antonia Mora Gonzalez  
**DIRECTORA-ICASS**

CSV: A0600Au0HdIG5GaVEq8PSWUB9BzjLYdAU3n8j



**CAD SANTANDER**

**MARZO**

|                      | 1-mar. | 2-mar. | 3-mar. | 4-mar. | 5-mar. | 6-mar. | 7-mar. | 8-mar. | 9-mar. | 10-mar. | 11-mar. | 12-mar. | 13-mar. | 14-mar. | 15-mar. | 16-mar. | 17-mar. | 18-mar. | 19-mar. | 20-mar. | 21-mar. | 22-mar. | 23-mar. | 24-mar. | 25-mar. | 26-mar. | 27-mar. | 28-mar. | 29-mar. | 30-mar. | 31-mar. |
|----------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
|                      | mi     | ju     | vi     | sá     | do     | lu     | ma     | mi     | ju     | vi      | sá      | do      | lu      | ma      | mi      | ju      | vi      | sá      | do      | lu      | ma      | mi      | ju      | vi      | sá      | do      | lu      | ma      | mi      | ju      | vi      |
| RESP. 01 - PTO. 4430 | M      | T      | T      | L      | L      | L      | L      | MP     | MP     | M       | T       | T       | T       | T       | T       | L       | L       | M       | M       | M       | M       | M       | T       | T       | L       | L       | L       | L       | MP      | MP      | M       |
| RESP. 02 - PTO. 8311 | MP     | MP     | M      | T      | T      | T      | T      | T      | L      | L       | M       | M       | M       | M       | M       | T       | T       | L       | L       | L       | L       | MP      | MP      | M       | T       | T       | T       | T       | T       | L       | L       |
| RESP. 03 - PTO. 4429 | T      | L      | L      | M      | M      | M      | M      | M      | T      | T       | L       | L       | L       | L       | MP      | MP      | M       | T       | T       | T       | T       | T       | L       | L       | M       | M       | M       | M       | M       | T       | T       |
| M                    | 1      | 0      | 1      | 1      | 1      | 1      | 1      | 1      | 0      | 1       | 1       | 1       | 1       | 1       | 1       | 0       | 1       | 1       | 1       | 1       | 1       | 1       | 0       | 1       | 1       | 1       | 1       | 1       | 1       | 0       | 1       |
| MP                   | 1      | 1      | 0      | 0      | 0      | 0      | 0      | 1      | 1      | 0       | 0       | 0       | 0       | 0       | 1       | 1       | 0       | 0       | 0       | 0       | 0       | 1       | 1       | 0       | 0       | 0       | 0       | 0       | 1       | 1       | 0       |
| T                    | 1      | 1      | 1      | 1      | 1      | 1      | 1      | 1      | 1      | 1       | 1       | 1       | 1       | 1       | 1       | 1       | 1       | 1       | 1       | 1       | 1       | 1       | 1       | 1       | 1       | 1       | 1       | 1       | 1       | 1       | 1       |
| L                    | 0      | 1      | 1      | 1      | 1      | 1      | 1      | 0      | 1      | 1       | 1       | 1       | 1       | 1       | 0       | 1       | 1       | 1       | 1       | 1       | 1       | 0       | 1       | 1       | 1       | 1       | 1       | 1       | 0       | 1       | 1       |
| F/FF/MEF             | 0      | 0      | 0      | 0      | 0      | 0      | 0      | 0      | 0      | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       |

**ABRIL**

|                      | 1-abr. | 2-abr. | 3-abr. | 4-abr. | 5-abr. | 6-abr. | 7-abr. | 8-abr. | 9-abr. | 10-abr. | 11-abr. | 12-abr. | 13-abr. | 14-abr. | 15-abr. | 16-abr. | 17-abr. | 18-abr. | 19-abr. | 20-abr. | 21-abr. | 22-abr. | 23-abr. | 24-abr. | 25-abr. | 26-abr. | 27-abr. | 28-abr. | 29-abr. | 30-abr. |
|----------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
|                      | sá     | do     | lu     | ma     | mi     | ju     | vi     | sá     | do     | lu      | ma      | mi      | ju      | vi      | sá      | do      | lu      | ma      | mi      | ju      | vi      | sá      | do      | lu      | ma      | mi      | ju      | vi      | sá      | do      |
| RESP. 01 - PTO. 4430 | T      | T      | T      | T      | T      | L      | L      | M      | M      | M       | M       | M       | T       | T       | L       | L       | L       | L       | MP      | MP      | M       | T       | T       | T       | T       | T       | L       | L       | M       | M       |
| RESP. 02 - PTO. 8311 | M      | M      | M      | M      | M      | T      | T      | L      | L      | L       | L       | MP      | MP      | M       | T       | T       | T       | T       | L       | L       | L       | M       | M       | M       | M       | M       | T       | T       | L       | L       |
| RESP. 03 - PTO. 4429 | L      | L      | L      | L      | MP     | M      | M      | T      | T      | T       | T       | T       | L       | L       | M       | M       | M       | M       | M       | T       | T       | L       | L       | L       | L       | MP      | MP      | M       | T       | T       |
| M                    | 1      | 1      | 1      | 1      | 1      | 1      | 1      | 1      | 1      | 1       | 1       | 1       | 0       | 1       | 1       | 1       | 1       | 1       | 1       | 0       | 1       | 1       | 1       | 1       | 1       | 1       | 0       | 1       | 1       | 1       |
| MP                   | 0      | 0      | 0      | 0      | 1      | 0      | 0      | 0      | 0      | 0       | 0       | 1       | 1       | 0       | 0       | 0       | 0       | 0       | 1       | 1       | 0       | 0       | 0       | 0       | 0       | 1       | 1       | 0       | 0       | 0       |
| T                    | 1      | 1      | 1      | 1      | 1      | 1      | 1      | 1      | 1      | 1       | 1       | 1       | 1       | 1       | 1       | 1       | 1       | 1       | 1       | 1       | 1       | 1       | 1       | 1       | 1       | 1       | 1       | 1       | 1       | 1       |
| L                    | 1      | 1      | 1      | 1      | 0      | 1      | 1      | 1      | 1      | 1       | 1       | 0       | 1       | 1       | 1       | 1       | 1       | 1       | 0       | 1       | 1       | 1       | 1       | 1       | 1       | 0       | 1       | 1       | 1       | 1       |
| F/FF/MEF             | 0      | 0      | 0      | 0      | 0      | 0      | 0      | 0      | 0      | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       |

En Santander, a fecha de la firma electrónica  
LA DIRECTORA DEL ICASS  
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Firma 1: 21/12/2022 - Maria Antonia Mora Gonzalez  
**DIRECTORA-ICASS**

CSV: A0600Au0HdIG5GaVEq8PSWUB9BzjLYdAU3n8j



**CAD SANTANDER**

**MAYO**

|                      | 1-may. | 2-may. | 3-may. | 4-may. | 5-may. | 6-may. | 7-may. | 8-may. | 9-may. | 10-may. | 11-may. | 12-may. | 13-may. | 14-may. | 15-may. | 16-may. | 17-may. | 18-may. | 19-may. | 20-may. | 21-may. | 22-may. | 23-may. | 24-may. | 25-may. | 26-may. | 27-may. | 28-may. | 29-may. | 30-may. | 31-may. |
|----------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
|                      | lu     | ma     | mi     | ju     | vi     | sá     | do     | lu     | ma     | mi      | ju      | vi      | sá      | do      | lu      | ma      | mi      | ju      | vi      | sá      | do      | lu      | ma      | mi      | ju      | vi      | sá      | do      | lu      | ma      | mi      |
| RESP. 01 - PTO. 4430 | M      | M      | M      | T      | T      | L      | L      | L      | L      | MEF     | MP      | M       | T       | T       | T       | T       | T       | L       | L       | L       | M       | M       | M       | M       | T       | T       | L       | L       | L       | L       | MP      |
| RESP. 02 - PTO. 8311 | L      | L      | MP     | MP     | M      | T      | T      | T      | T      | T       | L       | L       | M       | M       | M       | M       | M       | T       | T       | L       | L       | L       | L       | MEF     | MP      | M       | T       | T       | T       | T       | T       |
| RESP. 03 - PTO. 4429 | T      | T      | T      | L      | L      | M      | M      | M      | M      | M       | T       | T       | L       | L       | L       | L       | MEF     | MP      | M       | T       | T       | T       | T       | T       | L       | L       | M       | M       | M       | M       | M       |
| M                    | 1      | 1      | 1      | 0      | 1      | 1      | 1      | 1      | 1      | 1       | 0       | 1       | 1       | 1       | 1       | 1       | 1       | 0       | 1       | 1       | 1       | 1       | 1       | 1       | 0       | 1       | 1       | 1       | 1       | 1       | 1       |
| MP                   | 0      | 0      | 1      | 1      | 0      | 0      | 0      | 0      | 0      | 0       | 1       | 0       | 0       | 0       | 0       | 0       | 0       | 1       | 0       | 0       | 0       | 0       | 0       | 0       | 1       | 0       | 0       | 0       | 0       | 0       | 1       |
| T                    | 1      | 1      | 1      | 1      | 1      | 1      | 1      | 1      | 1      | 1       | 1       | 1       | 1       | 1       | 1       | 1       | 1       | 1       | 1       | 1       | 1       | 1       | 1       | 1       | 1       | 1       | 1       | 1       | 1       | 1       | 1       |
| L                    | 1      | 1      | 0      | 1      | 1      | 1      | 1      | 1      | 1      | 0       | 1       | 1       | 1       | 1       | 1       | 1       | 0       | 1       | 1       | 1       | 1       | 1       | 1       | 1       | 0       | 1       | 1       | 1       | 1       | 1       | 0       |
| F/FF/MEF             | 0      | 0      | 0      | 0      | 0      | 0      | 0      | 0      | 0      | 1       | 0       | 0       | 0       | 0       | 0       | 0       | 1       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 1       | 0       | 0       | 0       | 0       | 0       | 0       |

**JUNIO**

|                      | 1-jun. | 2-jun. | 3-jun. | 4-jun. | 5-jun. | 6-jun. | 7-jun. | 8-jun. | 9-jun. | 10-jun. | 11-jun. | 12-jun. | 13-jun. | 14-jun. | 15-jun. | 16-jun. | 17-jun. | 18-jun. | 19-jun. | 20-jun. | 21-jun. | 22-jun. | 23-jun. | 24-jun. | 25-jun. | 26-jun. | 27-jun. | 28-jun. | 29-jun. | 30-jun. |
|----------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
|                      | ju     | vi     | sá     | do     | lu     | ma     | mi     | ju     | vi     | sá      | do      | lu      | ma      | mi      | ju      | vi      | sá      | do      | lu      | ma      | mi      | ju      | vi      | sá      | do      | lu      | ma      | mi      | ju      | vi      |
| RESP. 01 - PTO. 4430 | MP     | M      | T      | T      | T      | T      | L      | L      | M      | M       | M       | M       | M       | M       | T       | T       | L       | L       | L       | L       | MP      | MP      | M       | T       | T       | T       | T       | L       | L       | L       |
| RESP. 02 - PTO. 8311 | L      | L      | M      | M      | M      | M      | M      | T      | T      | L       | L       | L       | L       | MP      | MP      | M       | T       | T       | T       | T       | T       | L       | L       | M       | M       | M       | M       | M       | T       | T       |
| RESP. 03 - PTO. 4429 | T      | T      | L      | L      | L      | L      | MP     | MP     | M      | T       | T       | T       | T       | T       | L       | L       | M       | M       | M       | M       | M       | T       | T       | L       | L       | L       | L       | MP      | MP      | M       |
| M                    | 0      | 1      | 1      | 1      | 1      | 1      | 1      | 0      | 1      | 1       | 1       | 1       | 1       | 1       | 0       | 1       | 1       | 1       | 1       | 1       | 1       | 0       | 1       | 1       | 1       | 1       | 1       | 1       | 0       | 1       |
| MP                   | 1      | 0      | 0      | 0      | 0      | 0      | 1      | 1      | 0      | 0       | 0       | 0       | 0       | 1       | 1       | 0       | 0       | 0       | 0       | 0       | 1       | 1       | 0       | 0       | 0       | 0       | 0       | 1       | 1       | 0       |
| T                    | 1      | 1      | 1      | 1      | 1      | 1      | 1      | 1      | 1      | 1       | 1       | 1       | 1       | 1       | 1       | 1       | 1       | 1       | 1       | 1       | 1       | 1       | 1       | 1       | 1       | 1       | 1       | 1       | 1       | 1       |
| L                    | 1      | 1      | 1      | 1      | 1      | 1      | 0      | 1      | 1      | 1       | 1       | 1       | 1       | 0       | 1       | 1       | 1       | 1       | 1       | 1       | 1       | 0       | 1       | 1       | 1       | 1       | 1       | 0       | 1       | 1       |
| F/FF/MEF             | 0      | 0      | 0      | 0      | 0      | 0      | 0      | 0      | 0      | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       |

En Santander, a fecha de la firma electrónica  
LA DIRECTORA DEL ICASS  
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Firma 1: 21/12/2022 - Maria Antonia Mora Gonzalez  
**DIRECTORA-ICASS**

CSV: A0600Au0HdIG5GaVEq8PSWUB9BzjJLYdAU3n8j



**CAD SANTANDER**

**JULIO**

|                      | 1-jul. | 2-jul. | 3-jul. | 4-jul. | 5-jul. | 6-jul. | 7-jul. | 8-jul. | 9-jul. | 10-jul. | 11-jul. | 12-jul. | 13-jul. | 14-jul. | 15-jul. | 16-jul. | 17-jul. | 18-jul. | 19-jul. | 20-jul. | 21-jul. | 22-jul. | 23-jul. | 24-jul. | 25-jul. | 26-jul. | 27-jul. | 28-jul. | 29-jul. | 30-jul. | 31-jul. |   |
|----------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---|
|                      | sá     | do     | lu     | ma     | mi     | ju     | vi     | sá     | do     | lu      | ma      | mi      | ju      | vi      | sá      | do      | lu      | ma      | mi      | ju      | vi      | sá      | do      | lu      | ma      | mi      | ju      | vi      | sá      | do      | lu      |   |
| RESP. 01 - PTO. 4430 | M      | M      | M      | M      | M      | T      | T      | T      | T      | L       | L       | L       | MP      | MP      | M       | T       | T       | T       | T       | T       | L       | L       | M       | M       | M       | M       | M       | T       | T       | L       | L       | L |
| RESP. 02 - PTO. 8311 | L      | L      | L      | L      | MP     | MP     | M      | T      | T      | T       | T       | T       | L       | L       | M       | M       | M       | M       | M       | M       | T       | T       | L       | L       | L       | L       | MP      | MP      | M       | T       | T       | T |
| RESP. 03 - PTO. 4429 | T      | T      | T      | T      | T      | L      | L      | M      | M      | M       | M       | M       | T       | T       | L       | L       | L       | L       | MP      | MP      | M       | T       | T       | T       | T       | T       | T       | L       | L       | M       | M       | M |
| M                    | 1      | 1      | 1      | 1      | 1      | 0      | 1      | 1      | 1      | 1       | 1       | 1       | 0       | 1       | 1       | 1       | 1       | 1       | 1       | 0       | 1       | 1       | 1       | 1       | 1       | 1       | 1       | 0       | 1       | 1       | 1       |   |
| MP                   | 0      | 0      | 0      | 0      | 1      | 1      | 0      | 0      | 0      | 0       | 0       | 1       | 1       | 0       | 0       | 0       | 0       | 0       | 1       | 1       | 0       | 0       | 0       | 0       | 0       | 0       | 1       | 1       | 0       | 0       | 0       |   |
| T                    | 1      | 1      | 1      | 1      | 1      | 1      | 1      | 1      | 1      | 1       | 1       | 1       | 1       | 1       | 1       | 1       | 1       | 1       | 1       | 1       | 1       | 1       | 1       | 1       | 1       | 1       | 1       | 1       | 1       | 1       | 1       |   |
| L                    | 1      | 1      | 1      | 1      | 0      | 1      | 1      | 1      | 1      | 1       | 1       | 0       | 1       | 1       | 1       | 1       | 1       | 1       | 0       | 1       | 1       | 1       | 1       | 1       | 1       | 1       | 0       | 1       | 1       | 1       | 1       |   |
| F/FF/MEF             | 0      | 0      | 0      | 0      | 0      | 0      | 0      | 0      | 0      | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       |   |

**AGOSTO**

|                      | 1-ago. | 2-ago. | 3-ago. | 4-ago. | 5-ago. | 6-ago. | 7-ago. | 8-ago. | 9-ago. | 10-ago. | 11-ago. | 12-ago. | 13-ago. | 14-ago. | 15-ago. | 16-ago. | 17-ago. | 18-ago. | 19-ago. | 20-ago. | 21-ago. | 22-ago. | 23-ago. | 24-ago. | 25-ago. | 26-ago. | 27-ago. | 28-ago. | 29-ago. | 30-ago. | 31-ago. |
|----------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
|                      | ma     | mi     | ju     | vi     | sá     | do     | lu     | ma     | mi     | ju      | vi      | sá      | do      | lu      | ma      | mi      | ju      | vi      | sá      | do      | lu      | ma      | mi      | ju      | vi      | sá      | do      | lu      | ma      | mi      | ju      |
| RESP. 01 - PTO. 4430 | L      | MP     | MP     | M      | T      | T      | T      | T      | T      | L       | L       | M       | M       | M       | M       | M       | T       | T       | L       | L       | L       | L       | MP      | MP      | M       | T       | T       | T       | T       | T       | L       |
| RESP. 02 - PTO. 8311 | T      | T      | L      | L      | M      | M      | M      | M      | M      | T       | T       | L       | L       | L       | L       | MP      | MP      | M       | T       | T       | T       | T       | L       | L       | M       | M       | M       | M       | M       | M       | T       |
| RESP. 03 - PTO. 4429 | M      | M      | T      | T      | L      | L      | L      | L      | MP     | MP      | M       | T       | T       | T       | T       | T       | L       | L       | M       | M       | M       | M       | M       | T       | T       | L       | L       | L       | L       | FF      | MP      |
| M                    | 1      | 1      | 0      | 1      | 1      | 1      | 1      | 1      | 1      | 0       | 1       | 1       | 1       | 1       | 1       | 1       | 0       | 1       | 1       | 1       | 1       | 1       | 1       | 0       | 1       | 1       | 1       | 1       | 1       | 1       | 0       |
| MP                   | 0      | 1      | 1      | 0      | 0      | 0      | 0      | 0      | 1      | 1       | 0       | 0       | 0       | 0       | 0       | 0       | 1       | 1       | 0       | 0       | 0       | 0       | 1       | 1       | 0       | 0       | 0       | 0       | 0       | 0       | 1       |
| T                    | 1      | 1      | 1      | 1      | 1      | 1      | 1      | 1      | 1      | 1       | 1       | 1       | 1       | 1       | 1       | 1       | 1       | 1       | 1       | 1       | 1       | 1       | 1       | 1       | 1       | 1       | 1       | 1       | 1       | 1       | 1       |
| L                    | 1      | 0      | 1      | 1      | 1      | 1      | 1      | 1      | 0      | 1       | 1       | 1       | 1       | 1       | 1       | 1       | 0       | 1       | 1       | 1       | 1       | 1       | 0       | 1       | 1       | 1       | 1       | 1       | 1       | 0       | 1       |
| F/FF/MEF             | 0      | 0      | 0      | 0      | 0      | 0      | 0      | 0      | 0      | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 1       | 0       |

En Santander, a fecha de la firma electrónica  
LA DIRECTORA DEL ICASS  
Fdo. Doña María Antonia Mora González



Firma 1: 21/12/2022 - Maria Antonia Mora Gonzalez  
**DIRECTORA-ICASS**

CSV: A0600Au0HdIG5GaVEq8PSWUB9BzjJLYdAU3n8j



**CAD SANTANDER**

**SEPTIEMBRE**

|                      | 1-sep. | 2-sep. | 3-sep. | 4-sep. | 5-sep. | 6-sep. | 7-sep. | 8-sep. | 9-sep. | 10-sep. | 11-sep. | 12-sep. | 13-sep. | 14-sep. | 15-sep. | 16-sep. | 17-sep. | 18-sep. | 19-sep. | 20-sep. | 21-sep. | 22-sep. | 23-sep. | 24-sep. | 25-sep. | 26-sep. | 27-sep. | 28-sep. | 29-sep. | 30-sep. |
|----------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
|                      | vi     | sá     | do     | lu     | ma     | mi     | ju     | vi     | sá     | do      | lu      | ma      | mi      | ju      | vi      | sá      | do      | lu      | ma      | mi      | ju      | vi      | sá      | do      | lu      | ma      | mi      | ju      | vi      | sá      |
| RESP. 01 - PTO. 4430 | L      | M      | M      | M      | M      | M      | T      | T      | L      | L       | L       | L       | MP      | MP      | M       | T       | T       | T       | T       | T       | L       | L       | M       | M       | M       | M       | M       | T       | T       | L       |
| RESP. 02 - PTO. 8311 | T      | L      | L      | L      | L      | MP     | MP     | M      | T      | T       | T       | T       | T       | L       | L       | M       | M       | M       | M       | M       | T       | T       | L       | L       | L       | L       | MP      | MP      | M       | T       |
| RESP. 03 - PTO. 4429 | M      | T      | T      | T      | T      | T      | L      | L      | M      | M       | M       | M       | M       | T       | T       | L       | L       | L       | L       | MP      | MP      | M       | T       | T       | T       | T       | T       | L       | L       | M       |
| M                    | 1      | 1      | 1      | 1      | 1      | 1      | 0      | 1      | 1      | 1       | 1       | 1       | 1       | 0       | 1       | 1       | 1       | 1       | 1       | 0       | 1       | 1       | 1       | 1       | 1       | 1       | 0       | 1       | 1       |         |
| MP                   | 0      | 0      | 0      | 0      | 0      | 1      | 1      | 0      | 0      | 0       | 0       | 0       | 1       | 1       | 0       | 0       | 0       | 0       | 0       | 1       | 1       | 0       | 0       | 0       | 0       | 0       | 1       | 1       | 0       | 0       |
| T                    | 1      | 1      | 1      | 1      | 1      | 1      | 1      | 1      | 1      | 1       | 1       | 1       | 1       | 1       | 1       | 1       | 1       | 1       | 1       | 1       | 1       | 1       | 1       | 1       | 1       | 1       | 1       | 1       | 1       |         |
| L                    | 1      | 1      | 1      | 1      | 1      | 0      | 1      | 1      | 1      | 1       | 1       | 1       | 0       | 1       | 1       | 1       | 1       | 1       | 0       | 1       | 1       | 1       | 1       | 1       | 1       | 1       | 0       | 1       | 1       | 1       |
| F/FF/MEF             | 0      | 0      | 0      | 0      | 0      | 0      | 0      | 0      | 0      | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       |

**OCTUBRE**

|                      |  |  |  |  |  |  |  |  |  |  |  | 1-oct. | 2-oct. | 3-oct. | 4-oct. | 5-oct. | 6-oct. | 7-oct. | 8-oct. | 9-oct. | 10-oct. | 11-oct. | 12-oct. | 13-oct. | 14-oct. | 15-oct. | 16-oct. | 17-oct. | 18-oct. | 19-oct. | 20-oct. | 21-oct. | 22-oct. | 23-oct. | 24-oct. | 25-oct. | 26-oct. | 27-oct. | 28-oct. | 29-oct. | 30-oct. | 31-oct. |    |    |    |    |    |    |    |
|----------------------|--|--|--|--|--|--|--|--|--|--|--|--------|--------|--------|--------|--------|--------|--------|--------|--------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|----|----|----|----|----|----|----|
|                      |  |  |  |  |  |  |  |  |  |  |  | do     | lu     | ma     | mi     | ju     | vi     | sá     | do     | lu     | ma      | mi      | ju      | vi      | sá      | do      | lu      | ma      | mi      | ju      | vi      | sá      | do      | lu      | ma      | mi      | ju      | vi      | sá      | do      | lu      | ma      | mi | ju | vi | sá | do | lu | ma |
| RESP. 01 - PTO. 4430 |  |  |  |  |  |  |  |  |  |  |  | L      | L      | L      | MP     | MP     | M      | T      | T      | T      | T       | T       | T       | L       | L       | M       | M       | M       | M       | M       | M       | MP      | MP      | M       | T       | L       | L       | T       | L       | L       | MP      | MP      | M  | T  | T  | T  | T  | M  | M  |
| RESP. 02 - PTO. 8311 |  |  |  |  |  |  |  |  |  |  |  | T      | T      | T      | T      | L      | L      | M      | M      | M      | M       | M       | M       | T       | L       | T       | L       | L       | L       | L       | MP      | MP      | M       | T       | T       | T       | L       | L       | T       | T       | L       | L       | M  | M  | M  | M  | M  | M  |    |
| RESP. 03 - PTO. 4429 |  |  |  |  |  |  |  |  |  |  |  | M      | M      | M      | M      | T      | T      | L      | L      | L      | L       | MP      | M       | M       | T       | T       | T       | T       | T       | T       | L       | L       | M       | M       | M       | M       | M       | M       | M       | M       | T       | T       | L  | L  | L  | L  | L  | L  |    |
| M                    |  |  |  |  |  |  |  |  |  |  |  | 1      | 1      | 1      | 1      | 0      | 1      | 1      | 1      | 1      | 1       | 1       | 1       | 1       | 1       | 1       | 1       | 1       | 1       | 1       | 0       | 1       | 1       | 1       | 1       | 1       | 1       | 1       | 1       | 1       | 0       | 1       | 1  | 1  | 1  | 1  | 1  |    |    |
| MP                   |  |  |  |  |  |  |  |  |  |  |  | 0      | 0      | 0      | 1      | 1      | 0      | 0      | 0      | 0      | 0       | 1       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 1       | 1       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 1       | 1       | 0       | 0  | 0  | 0  | 0  | 0  |    |    |
| T                    |  |  |  |  |  |  |  |  |  |  |  | 1      | 1      | 1      | 1      | 1      | 1      | 1      | 1      | 1      | 1       | 1       | 1       | 1       | 1       | 1       | 1       | 1       | 1       | 1       | 1       | 1       | 1       | 1       | 1       | 1       | 1       | 1       | 1       | 1       | 1       | 1       | 1  | 1  | 1  | 1  | 1  |    |    |
| L                    |  |  |  |  |  |  |  |  |  |  |  | 1      | 1      | 1      | 0      | 1      | 1      | 1      | 1      | 1      | 1       | 0       | 1       | 1       | 1       | 1       | 1       | 1       | 1       | 0       | 1       | 1       | 1       | 1       | 1       | 1       | 1       | 1       | 1       | 0       | 1       | 1       | 1  | 1  | 1  | 1  | 1  |    |    |
| F/FF/MEF             |  |  |  |  |  |  |  |  |  |  |  | 0      | 0      | 0      | 0      | 0      | 0      | 0      | 0      | 0      | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0  | 0  | 0  | 0  | 0  |    |    |

En Santander, a fecha de la firma electrónica  
LA DIRECTORA DEL ICASS  
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Firma 1: 21/12/2022 - Maria Antonia Mora Gonzalez  
**DIRECTORA-ICASS**

CSV: A0600Au0HdIG5GaVEq8PSWUB9BzjLYdAU3n8j



**CAD SANTANDER**

**NOVIEMBRE**

|                      | 1-nov. | 2-nov. | 3-nov. | 4-nov. | 5-nov. | 6-nov. | 7-nov. | 8-nov. | 9-nov. | 10-nov. | 11-nov. | 12-nov. | 13-nov. | 14-nov. | 15-nov. | 16-nov. | 17-nov. | 18-nov. | 19-nov. | 20-nov. | 21-nov. | 22-nov. | 23-nov. | 24-nov. | 25-nov. | 26-nov. | 27-nov. | 28-nov. | 29-nov. | 30-nov. |
|----------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
|                      | mi     | ju     | vi     | sá     | do     | lu     | ma     | mi     | ju     | vi      | sá      | do      | lu      | ma      | mi      | ju      | vi      | sá      | do      | lu      | ma      | mi      | ju      | vi      | sá      | do      | lu      | ma      | mi      | ju      |
| RESP. 01 - PTO. 4430 | T      | L      | L      | M      | M      | M      | M      | M      | T      | T       | L       | L       | L       | L       | MP      | MP      | M       | T       | T       | T       | T       | T       | L       | L       | M       | M       | M       | M       | M       | T       |
| RESP. 02 - PTO. 8311 | M      | T      | T      | L      | L      | L      | L      | MP     | MP     | M       | T       | T       | T       | T       | T       | L       | L       | M       | M       | M       | M       | M       | T       | T       | L       | L       | L       | L       | MP      | MP      |
| RESP. 03 - PTO. 4429 | FF     | MP     | M      | T      | T      | T      | T      | T      | L      | L       | M       | M       | M       | M       | M       | T       | T       | L       | L       | L       | L       | MP      | MP      | M       | T       | T       | T       | T       | T       | L       |
| M                    | 1      | 0      | 1      | 1      | 1      | 1      | 1      | 1      | 0      | 1       | 1       | 1       | 1       | 1       | 1       | 0       | 1       | 1       | 1       | 1       | 1       | 1       | 0       | 1       | 1       | 1       | 1       | 1       | 1       | 0       |
| MP                   | 0      | 1      | 0      | 0      | 0      | 0      | 0      | 1      | 1      | 0       | 0       | 0       | 0       | 0       | 1       | 1       | 0       | 0       | 0       | 0       | 0       | 1       | 1       | 0       | 0       | 0       | 0       | 0       | 1       | 1       |
| T                    | 1      | 1      | 1      | 1      | 1      | 1      | 1      | 1      | 1      | 1       | 1       | 1       | 1       | 1       | 1       | 1       | 1       | 1       | 1       | 1       | 1       | 1       | 1       | 1       | 1       | 1       | 1       | 1       | 1       | 1       |
| L                    | 0      | 1      | 1      | 1      | 1      | 1      | 1      | 0      | 1      | 1       | 1       | 1       | 1       | 1       | 0       | 1       | 1       | 1       | 1       | 1       | 1       | 0       | 1       | 1       | 1       | 1       | 1       | 1       | 0       | 1       |
| F/FF/MEF             | 1      | 0      | 0      | 0      | 0      | 0      | 0      | 0      | 0      | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       |

**DICIEMBRE**

|                      | 1-dic. | 2-dic. | 3-dic. | 4-dic. | 5-dic. | 6-dic. | 7-dic. | 8-dic. | 9-dic. | 10-dic. | 11-dic. | 12-dic. | 13-dic. | 14-dic. | 15-dic. | 16-dic. | 17-dic. | 18-dic. | 19-dic. | 20-dic. | 21-dic. | 22-dic. | 23-dic. | 24-dic. | 25-dic. | 26-dic. | 27-dic. | 28-dic. | 29-dic. | 30-dic. | 31-dic. |   |
|----------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---|
|                      | vi     | sá     | do     | lu     | ma     | mi     | ju     | vi     | sá     | do      | lu      | ma      | mi      | ju      | vi      | sá      | do      | lu      | ma      | mi      | ju      | vi      | sá      | do      | lu      | ma      | mi      | ju      | vi      | sá      | do      |   |
| RESP. 01 - PTO. 4430 | T      | L      | L      | L      | L      | FF     | MP     | M      | T      | T       | T       | T       | T       | L       | L       | M       | M       | M       | M       | M       | M       | T       | T       | L       | L       | L       | L       | MP      | MP      | M       | T       | T |
| RESP. 02 - PTO. 8311 | M      | T      | T      | T      | T      | T      | L      | M      | M      | M       | M       | M       | M       | T       | L       | L       | L       | L       | L       | MP      | MP      | M       | T       | T       | T       | L       | T       | L       | L       | M       | M       |   |
| RESP. 03 - PTO. 4429 | L      | M      | M      | M      | M      | M      | T      | T      | L      | L       | L       | L       | MP      | MP      | M       | T       | T       | T       | T       | T       | L       | L       | M       | M       | M       | M       | M       | T       | T       | L       | L       |   |
| M                    | 1      | 1      | 1      | 1      | 1      | 1      | 0      | 1      | 1      | 1       | 1       | 1       | 1       | 0       | 1       | 1       | 1       | 1       | 1       | 1       | 0       | 1       | 1       | 1       | 1       | 1       | 1       | 0       | 1       | 1       | 1       |   |
| MP                   | 0      | 0      | 0      | 0      | 0      | 0      | 1      | 0      | 0      | 0       | 0       | 0       | 1       | 1       | 0       | 0       | 0       | 0       | 0       | 1       | 1       | 0       | 0       | 0       | 0       | 0       | 1       | 1       | 0       | 0       | 0       |   |
| TP                   | 0      | 0      | 0      | 0      | 0      | 0      | 0      | 0      | 0      | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       |   |
| L                    | 1      | 1      | 1      | 1      | 1      | 1      | 0      | 1      | 1      | 1       | 1       | 1       | 0       | 1       | 1       | 1       | 1       | 1       | 1       | 0       | 1       | 1       | 1       | 1       | 1       | 1       | 1       | 0       | 1       | 1       | 1       |   |
| F/FF/MEF             | 0      | 0      | 0      | 0      | 0      | 1      | 0      | 0      | 0      | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       | 0       |   |

En Santander, a fecha de la firma electrónica  
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Firma 1: 21/12/2022 - Maria Antonia Mora Gonzalez  
**DIRECTORA-ICASS**

CSV: A0600Au0HdIG5GaVEq8PSWUB9BzjLYdAU3n8j



**CAD SANTANDER**

|                      | MAÑANAS | M. PREF. | TARDES | DESC. SEMANAL | FESTIVOS |    |    |    |     |    |   | DOMINGOS |    |    | TOTAL HORAS | DCTO. VAC. | DCTO. FEST. | HORAS TRAB. |
|----------------------|---------|----------|--------|---------------|----------|----|----|----|-----|----|---|----------|----|----|-------------|------------|-------------|-------------|
|                      | M       | MP       | T      | L             | MF       | FA | FT | FL | MEF | FF | F | DA       | DT | DL |             |            |             |             |
| RESP. 01 - PTO. 4430 | 103     | 34       | 121    | 105           | 3        | 14 | 9  | 4  | 1   | 1  | 0 | 53       | 35 | 18 | 1806,00     | 154,00     | 105,00      | 1547,00     |
| RESP. 02 - PTO. 8311 | 104     | 33       | 123    | 104           | 3        | 14 | 8  | 6  | 1   | 0  | 0 | 53       | 36 | 17 | 1820,00     | 154,00     | 112,00      | 1554,00     |
| RESP. 03 - PTO. 4429 | 108     | 29       | 121    | 104           | 3        | 14 | 11 | 1  | 1   | 2  | 0 | 53       | 35 | 18 | 1806,00     | 154,00     | 98,00       | 1554,00     |
| PROMEDIOS J. ORDINA  | 105     | 32       | 122    | 104           | 3        | 14 | 9  | 4  | 1   | 1  | 0 | 53       | 35 | 18 | 1810,67     | 154,00     | 105,00      | 1551,67     |

Se descuenta un promedio de 22 laborales de vacaciones X 7 horas/día

M - Turno de mañana 8:00 a 15:00 horas

MP - Turno de mañana preferencial, si no se disfruta es M

T - Turno de tarde 14:30 a 21:30 h.

L - Descanso semanal

MF - Mismos efectos que los festivos a efectos del cómputo de jornada.

FM - Festivos en el mes (FA - Festivos en el año)

FT - Festivos trabajados

FL - Festivos en libranza

MEF - Disfrute de MF

FF - Festivo disfrutado en su fecha

F - Festivo disfrutado en otra fecha (Compensación por trabajar en día festivo)

Se disfrutará si se ha generado, en caso contrario será el turno que corresponda dentro de la semana.

DM - Domingos en el mes (DA - Domingos en el año)

DA - Domingos anuales

DT - Domingos trabajados

DL - Domingos disfrutados como desanso semanal

En Santander, a fecha de la firma electrónica

LA DIRECTORA DEL ICASS

Fdo. Doña María Antonia Mora González



Firma 1: **21/12/2022 - María Antonia Mora Gonzalez**  
**DIRECTORA-ICASS**

CSV: A0600Au0HdIG5GaVEq8PSWUB9BzjJLYdAU3n8j

