

| NO. | FECHA DE INGRESO | FECHA TERMINO | GÉNERO | NOMBRE | FUNCIONES | TIPO DE EMPLEADO | SUELDO | | SEGURIDA SOCIAL | | | OTROS DESCUENTOS | | | | TOTAL DESC. | NETO A COBRAR |
|---|------------------|---------------|--------|--|---|------------------|------------------------|-----------------------|-----------------------|------------------------|----------------------------|----------------------|---------------------|----------------------|------------------------|------------------------|------------------------|
| | | | | | | | INGRESO BRUTO | | AFP | SFS | SUB TOTAL PARA DEDUCCIONES | ISR | PERCAPITA ADICIONAL | OTROS DESCUENTOS | SEGURO MEDICO | | |
| DEPARTAMENTO DE PLANIFICACIÓN Y DESARROLLO | | | | | | | | | | | | | | | | | |
| 1 | 23/11/2020 | 23/10/2021 | F | EUDES DANILDA PERALTA JIMÉNEZ | DIRECTORA DE PLANIFICACIÓN Y DESARROLLO | CONTRATADO | RD\$ 200,000.00 | RD\$ 5,740.00 | RD\$ 4,098.53 | RD\$ 190,161.47 | RD\$ 36,120.44 | | | | RD\$ 45,958.97 | RD\$ 154,041.03 | |
| 2 | 01/03/2021 | 01/09/2021 | F | TRICIA CARVAJAL DE MOREL | ANALISTA DE MONITOREO Y EVALUACIÓN PLANES PROGRAMAS Y PROYECTOS | CONTRATADO | RD\$ 75,000.00 | RD\$ 2,152.50 | RD\$ 2,280.00 | RD\$ 70,567.50 | RD\$ 6,309.25 | | | | RD\$ 10,741.75 | RD\$ 64,258.25 | |
| SUB-TOTAL | | | | | | | RD\$ 275,000.00 | RD\$ 7,892.50 | RD\$ 6,378.53 | RD\$ 260,728.97 | RD\$ 42,429.69 | RD\$ - | RD\$ - | RD\$ - | RD\$ 56,700.72 | RD\$ 218,299.28 | |
| DIRECCIÓN DE RECURSOS HUMANOS | | | | | | | | | | | | | | | | | |
| 3 | 02/11/2020 | 02/10/2021 | F | WENDY NUÑEZ NUÑEZ | DIRECTORA DE RECURSOS HUMANOS | CONTRATADO | RD\$ 200,000.00 | RD\$ 5,740.00 | RD\$ 4,098.53 | RD\$ 190,161.47 | RD\$ 36,120.44 | | | | RD\$ 45,958.97 | RD\$ 154,041.03 | |
| 4 | 16/09/2020 | 16/09/2021 | F | RAIZA BATISTA BATISTA | ENC. DE DIVISIÓN DE EVALUACIÓN DE DESEMPEÑO Y CAPACITACIÓN | CONTRATADO | RD\$ 100,000.00 | RD\$ 2,870.00 | RD\$ 3,040.00 | RD\$ 94,090.00 | RD\$ 12,105.44 | | | | RD\$ 18,015.44 | RD\$ 81,984.56 | |
| SUB-TOTAL | | | | | | | RD\$ 300,000.00 | RD\$ 8,610.00 | RD\$ 7,138.53 | RD\$ 284,251.47 | RD\$ 48,225.88 | RD\$ - | RD\$ - | RD\$ - | RD\$ 63,974.41 | RD\$ 236,025.59 | |
| DIRECCIÓN DE COMUNICACIONES | | | | | | | | | | | | | | | | | |
| 5 | 18/08/2020 | 01/08/2021 | F | ELAINE KARINA NIVAR HERNANDEZ | DIRECTORA DE COMUNICACIONES | CONTRATADO | RD\$ 200,000.00 | RD\$ 5,740.00 | RD\$ 4,098.53 | RD\$ 190,161.47 | RD\$ 36,120.44 | | | | RD\$ 45,958.97 | RD\$ 154,041.03 | |
| 6 | 01/02/2021 | 01/08/2021 | F | PATRIA IVELISSE REYES RODRIGUEZ | ENCARGADA DE LA DIVISIÓN DE PRENSA | CONTRATADO | RD\$ 100,000.00 | RD\$ 2,870.00 | RD\$ 3,040.00 | RD\$ 94,090.00 | RD\$ 12,105.44 | | | | RD\$ 18,015.44 | RD\$ 81,984.56 | |
| 7 | 12/10/2020 | 12/09/2021 | M | DAVID SANTANA | ANALISTA DE MEDIOS Y CONTENIDO | CONTRATADO | RD\$ 65,000.00 | RD\$ 1,865.50 | RD\$ 1,974.00 | RD\$ 61,158.50 | RD\$ 4,427.45 | | | | RD\$ 8,268.95 | RD\$ 56,731.05 | |
| 8 | 14/12/2020 | 14/12/2021 | F | LAURA A. PICHARDO BATISTA | GESTOR DE PROTOCOLO | CONTRATADO | RD\$ 60,000.00 | RD\$ 1,722.00 | RD\$ 1,824.00 | RD\$ 56,454.00 | RD\$ 3,485.85 | | | | RD\$ 7,031.85 | RD\$ 52,968.15 | |
| SUB-TOTAL | | | | | | | RD\$ 425,000.00 | RD\$ 12,197.50 | RD\$ 10,938.53 | RD\$ 401,863.97 | RD\$ 56,139.18 | RD\$ - | RD\$ - | RD\$ - | RD\$ 79,275.21 | RD\$ 345,724.79 | |
| DIRECCIÓN JURIDICA | | | | | | | | | | | | | | | | | |
| 9 | 17/08/2020 | 01/08/2021 | F | GREY JOSEFINA PEÑA CABRAL | DIRECTORA JURIDICA | CONTRATADO | RD\$ 225,000.00 | RD\$ 6,457.50 | RD\$ 4,098.53 | RD\$ 214,443.97 | RD\$ 42,182.94 | | | | RD\$ 52,738.97 | RD\$ 172,261.03 | |
| 10 | 01/02/2021 | 01/08/2021 | F | RAISA LIZBETH ABREU PEPEN | ENCARGADA DEL DEPARTAMENTO DE ELABORACIÓN DE DOCUMENTOS LEGALES | CONTRATADO | RD\$ 150,000.00 | RD\$ 4,305.00 | RD\$ 4,098.53 | RD\$ 141,596.47 | RD\$ 23,970.44 | | | | RD\$ 32,373.97 | RD\$ 117,626.03 | |
| 11 | 24/09/2020 | 01/09/2021 | M | SEBASTIAN SIVIÑON | ANALISTA LEGAL | CONTRATADO | RD\$ 95,000.00 | RD\$ 2,726.50 | RD\$ 2,888.00 | RD\$ 89,385.50 | RD\$ 10,989.19 | | | RD\$ 1,920.00 | RD\$ 18,523.69 | RD\$ 76,476.31 | |
| 12 | 01/02/2021 | 01/08/2021 | M | FERNANDO JOSE ALCANTARA DURAN | PARALEGAL | CONTRATADO | RD\$ 50,000.00 | RD\$ 1,435.00 | RD\$ 1,520.00 | RD\$ 47,045.00 | RD\$ 1,501.40 | | | | RD\$ 4,456.40 | RD\$ 45,543.60 | |
| SUB-TOTAL | | | | | | | RD\$ 520,000.00 | RD\$ 14,924.00 | RD\$ 12,605.06 | RD\$ 492,470.94 | RD\$ 78,643.97 | RD\$ - | RD\$ - | RD\$ 1,920.00 | RD\$ 108,093.03 | RD\$ 411,906.97 | |
| DIRECCIÓN ADMINISTRATIVA Y FINANCIERA | | | | | | | | | | | | | | | | | |
| 13 | 17/08/2020 | 01/08/2021 | M | CARLOS ELMUDESÍ | DIRECTOR ADMINISTRATIVO & FINANCIERO | CONTRATADO | RD\$ 200,000.00 | RD\$ 5,740.00 | RD\$ 4,098.53 | RD\$ 190,161.47 | RD\$ 36,120.44 | | | | RD\$ 45,958.97 | RD\$ 154,041.03 | |
| 14 | 02/11/2020 | 01/05/2021 | M | JUAN DE LA CRUZ GONZALEZ BRITO | ENCARGADO CONTABILIDAD | CONTRATADO | RD\$ 125,000.00 | RD\$ 3,587.50 | RD\$ 3,800.00 | RD\$ 117,612.50 | RD\$ 17,982.94 | | | | RD\$ 25,370.44 | RD\$ 99,629.56 | |
| 15 | 26/10/2020 | 01/09/2021 | F | NOELIA NATALIE PEREZ ABREU | ANALISTA FINANCIERA | CONTRATADO | RD\$ 70,000.00 | RD\$ 2,009.00 | RD\$ 2,128.00 | RD\$ 65,863.00 | RD\$ 5,368.45 | | | | RD\$ 9,505.45 | RD\$ 60,494.55 | |
| 16 | 01/03/2021 | 01/08/2021 | F | BIENVENIDA ALTAGRACIA OSORIA RODRIGUEZ | ANALISTA FINANCIERA | CONTRATADO | RD\$ 72,000.00 | RD\$ 2,066.40 | RD\$ 2,188.80 | RD\$ 67,744.80 | RD\$ 5,744.65 | RD\$ 1,190.12 | | | RD\$ 11,189.97 | RD\$ 60,810.03 | |
| 17 | 17/08/2020 | 01/08/2021 | F | LAURA CELESTE SIMO | TÉCNICO ADMINISTRATIVA | CONTRATADO | RD\$ 60,000.00 | RD\$ 1,722.00 | RD\$ 1,824.00 | RD\$ 56,454.00 | RD\$ 3,485.85 | | | | RD\$ 7,031.85 | RD\$ 52,968.15 | |
| 18 | 16/11/2020 | 01/10/2021 | F | HELEN ARIANA CASTILLO MENDEZ | TÉCNICO ADMINISTRATIVA | CONTRATADO | RD\$ 60,000.00 | RD\$ 1,722.00 | RD\$ 1,824.00 | RD\$ 56,454.00 | RD\$ 3,485.85 | | | | RD\$ 7,031.85 | RD\$ 52,968.15 | |
| SUB-TOTAL | | | | | | | RD\$ 587,000.00 | RD\$ 16,846.90 | RD\$ 15,863.33 | RD\$ 554,289.77 | RD\$ 72,188.18 | RD\$ 1,190.12 | RD\$ - | RD\$ - | RD\$ 106,088.53 | RD\$ 480,911.47 | |
| COMPRAS Y CONTRATACIONES | | | | | | | | | | | | | | | | | |
| 19 | 09/10/2020 | 01/10/2021 | F | MARIA DE LOS ANGELES TAVAREZ TAVERAS | ENCARGADA DEL DEPARTAMENTO DE COMPRAS Y CONTRATACIONES | CONTRATADO | RD\$ 125,000.00 | RD\$ 3,587.50 | RD\$ 3,800.00 | RD\$ 117,612.50 | RD\$ 17,982.94 | | | | RD\$ 25,370.44 | RD\$ 99,629.56 | |
| 20 | 01/02/2021 | 01/08/2021 | F | DAYANA PENELOPE ACOSTA RUSSO | ANALISTA DE COMPRAS | CONTRATADO | RD\$ 70,000.00 | RD\$ 2,009.00 | RD\$ 2,128.00 | RD\$ 65,863.00 | RD\$ 5,368.45 | | | RD\$ 1,920.00 | RD\$ 11,425.45 | RD\$ 58,574.55 | |
| SUB-TOTAL | | | | | | | RD\$ 195,000.00 | RD\$ 5,596.50 | RD\$ 5,928.00 | RD\$ 183,475.50 | RD\$ 23,351.39 | RD\$ - | RD\$ - | RD\$ 1,920.00 | RD\$ 36,795.89 | RD\$ 158,204.11 | |
| ACCESO A LA INFORMACIÓN | | | | | | | | | | | | | | | | | |
| 21 | 15/05/2021 | 15/11/2021 | M | RUDDY RAFAEL RAMOS ROMERO | RESPONSABLE DE ACCESO A LA INFORMACIÓN | CONTRATADO | RD\$ 95,000.00 | RD\$ 2,726.50 | RD\$ 2,888.00 | RD\$ 5,614.50 | RD\$ 10,929.19 | | | | RD\$ 16,543.69 | RD\$ 78,456.31 | |
| SUB-TOTAL | | | | | | | RD\$ 95,000.00 | RD\$ 2,726.50 | RD\$ 2,888.00 | RD\$ 5,614.50 | RD\$ 10,929.19 | RD\$ - | RD\$ - | RD\$ - | RD\$ 16,543.69 | RD\$ 78,456.31 | |
| DIVISIÓN DE SERVICIOS GENERALES | | | | | | | | | | | | | | | | | |
| 22 | 01/02/2021 | 01/08/2021 | M | HUASCAR RAMÓN RAMÍREZ FELIZ | ENCARGADO DE LA DIVISIÓN SERVICIOS GENERALES | CONTRATADO | RD\$ 107,500.00 | RD\$ 3,085.25 | RD\$ 3,268.00 | RD\$ 101,146.75 | RD\$ 13,869.44 | | | | RD\$ 20,222.69 | RD\$ 87,277.31 | |
| 23 | 01/04/2021 | 01/08/2021 | M | GREGORY MEDINA TORRES | SUPERVISOR Y APOYO | CONTRATADO | RD\$ 45,000.00 | RD\$ 1,291.50 | RD\$ 1,368.00 | RD\$ 42,340.50 | RD\$ - | | | | RD\$ 2,659.50 | RD\$ 42,340.50 | |
| SUB-TOTAL | | | | | | | RD\$ 152,500.00 | RD\$ 4,376.75 | RD\$ 4,636.00 | RD\$ 143,487.25 | RD\$ 13,869.44 | RD\$ - | RD\$ - | RD\$ - | RD\$ 22,882.19 | RD\$ 129,617.81 | |
| DEPARTAMENTO DE TECNOLOGÍAS DE LA INFORMACIÓN Y COMUNICACIÓN | | | | | | | | | | | | | | | | | |
| 24 | 12/04/2021 | 01/08/2021 | M | CRISTIAN ADALBERTO ALVAREZ HERIQUEZ | ENCARGADO DEL DEPARTAMENTO DE TECNOLOGIA | CONTRATADO | RD\$ 125,000.00 | RD\$ 3,587.50 | RD\$ 3,800.00 | RD\$ 84,681.00 | RD\$ 17,982.94 | | | | RD\$ 25,370.44 | RD\$ 99,629.56 | |
| 25 | 27/08/2020 | 01/10/2021 | M | CESAR GUERRERO | ANALISTA INFORMÁTICO | CONTRATADO | RD\$ 90,000.00 | RD\$ 2,583.00 | RD\$ 2,736.00 | RD\$ 84,681.00 | RD\$ 9,158.13 | RD\$ 2,380.24 | | | RD\$ 16,857.37 | RD\$ 73,142.63 | |
| SUB-TOTAL | | | | | | | RD\$ 215,000.00 | RD\$ 6,170.50 | RD\$ 6,536.00 | RD\$ 169,362.00 | RD\$ 27,141.07 | RD\$ 2,380.24 | RD\$ - | RD\$ - | RD\$ - | RD\$ 42,227.81 | RD\$ 172,772.19 |
| DIRECCIÓN DE PROMOCIÓN DE ALIANZAS PÚBLICO PRIVADAS | | | | | | | | | | | | | | | | | |
| 26 | 18/08/2020 | 01/10/2021 | F | IZALIA LÓPEZ | DIRECTORA DE PROMOCIÓN Y MODALIDAD DE CONTRATACIÓN APP | CONTRATADO | RD\$ 225,000.00 | RD\$ 6,457.50 | RD\$ 4,098.53 | RD\$ 214,443.97 | RD\$ 42,193.69 | | | | RD\$ 52,749.72 | RD\$ 172,250.28 | |
| 27 | 01/04/2021 | 01/08/2021 | F | JULIA ADRIANA SÁNCHEZ MONTERO | ANALISTA DE PROMOCIÓN APP | CONTRATADO | RD\$ 65,000.00 | RD\$ 1,865.50 | RD\$ 1,974.00 | RD\$ 61,158.50 | RD\$ 4,427.45 | | | | RD\$ 8,268.95 | RD\$ 56,731.05 | |
| SUB-TOTAL | | | | | | | RD\$ 290,000.00 | RD\$ 8,323.00 | RD\$ 6,074.53 | RD\$ 275,602.47 | RD\$ 46,621.14 | RD\$ - | RD\$ - | RD\$ - | RD\$ 61,018.67 | RD\$ 228,981.33 | |
| DIRECCIÓN TÉCNICA | | | | | | | | | | | | | | | | | |
| 28 | 01/10/2020 | 01/10/2021 | M | ELIARDO RAMÓN CAIRO BENOIT | DIRECTOR TÉCNICO | CONTRATADO | RD\$ 250,000.00 | RD\$ 7,175.00 | RD\$ 4,098.53 | RD\$ 238,726.47 | RD\$ 48,264.44 | RD\$ 1,190.12 | | | RD\$ 60,728.09 | RD\$ 189,271.91 | |
| 29 | 17/11/2020 | 01/11/2021 | F | ELBA PATRICIA MÉNDEZ ROSARIO | ENCARGADA DE ANALISIS Y EVALUACIÓN DE PROYECTOS | CONTRATADO | RD\$ 150,000.00 | RD\$ 4,305.00 | RD\$ 4,098.53 | RD\$ 141,596.47 | RD\$ 23,970.44 | | | | RD\$ 32,373.97 | RD\$ 117,626.03 | |

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|---|------------|------------|---|----------------------------------|--|------------|-----------------|--------------------------|------------------------|------------------------|--------------------------|------------------------|----------------------|---------------|----------------------|------------------------|--------------------------|
| 30 | 17/08/2020 | 01/08/2021 | M | OSCAR ANTONIO POLANCO MARRERO | ENCARGADO DE DEPARTAMENTO DE ANTEPROYECTOS Y PRESENTACIÓN DE INICIATIVAS | CONTRATADO | RD\$ 150.000.00 | RD\$ 4.305.00 | RD\$ 4.098.53 | RD\$ 141.596.47 | RD\$ 23.970.44 | | | RD\$ 2.420.00 | RD\$ 34.793.97 | RD\$ 115.206.03 | |
| 31 | 01/04/2021 | 01/05/2021 | M | OSCAR REYNALDO MOLINA LAGARES | SUPERVISOR DE OBRA | CONTRATADO | RD\$ 95.000.00 | RD\$ 2.726.50 | RD\$ 2.888.00 | RD\$ 89.385.50 | RD\$ 10.929.19 | | | | RD\$ 16.543.69 | RD\$ 78.456.31 | |
| 32 | 15/04/2021 | 01/10/2021 | F | IVANA CABRAL MEJIA | ANALISTA II DE ANTEPROYECTOS Y PRESENTACIÓN DE INICIATIVAS | CONTRATADO | RD\$ 95.000.00 | RD\$ 2.726.50 | RD\$ 2.888.00 | RD\$ 89.385.50 | RD\$ 10.929.19 | | | | RD\$ 16.543.69 | RD\$ 78.456.31 | |
| 33 | 28/04/2021 | 01/10/2021 | F | MASSIEL INDIRA GARCIA ORTIZ | ANALISTA II DEL DEPARTAMENTO DE ANALISIS Y EVALUACIÓN DE PROYECTOS | CONTRATADO | RD\$ 95.000.00 | RD\$ 2.726.50 | RD\$ 2.888.00 | RD\$ 89.385.50 | RD\$ 10.929.19 | | | | RD\$ 16.543.69 | RD\$ 78.456.31 | |
| 34 | 02/11/2020 | 01/08/2021 | F | ROCIO VIRGINIA DULUC VALDEZ | ANALISTA DE ANTEPROYECTOS | CONTRATADO | RD\$ 65.000.00 | RD\$ 1.865.50 | RD\$ 1.974.00 | RD\$ 61.158.50 | RD\$ 4.427.45 | | | | RD\$ 8.268.95 | RD\$ 56.731.05 | |
| SUB-TOTAL | | | | | | | | RD\$ 900.000.00 | RD\$ 23.103.50 | RD\$ 20.047.58 | RD\$ 761.848.92 | RD\$ 122.491.15 | RD\$ 1.190.12 | RD\$ - | RD\$ 2.420.00 | RD\$ 169.252.35 | RD\$ 635.747.65 |
| DIVISIÓN DE REGISTRO DE BANCO DE PROYECTOS | | | | | | | | | | | | | | | | | |
| 35 | 09/02/2020 | 01/08/2021 | M | FELIPE MEJIA | ENCARGADO DE DIVISIÓN DE REGISTRO Y BANCO DE PROYECTOS | CONTRATADO | RD\$ 115.000.00 | RD\$ 3.300.50 | RD\$ 3.496.00 | RD\$ 108.203.50 | RD\$ 15.632.94 | | | | RD\$ 22.429.44 | RD\$ 92.570.56 | |
| DIRECCIÓN DE GESTIÓN Y SUPERVISIÓN | | | | | | | | RD\$ 115.000.00 | RD\$ 3.300.50 | RD\$ 3.496.00 | RD\$ 108.203.50 | RD\$ 15.632.94 | RD\$ - | RD\$ - | RD\$ - | RD\$ 22.429.44 | RD\$ 92.570.56 |
| 36 | 10/09/2020 | 01/09/2021 | M | ALAN JIMENEZ MARTINEZ | DIRECCIÓN DE GESTIÓN & SUPERVISIÓN DE CONTRATO | CONTRATADO | RD\$ 250.000.00 | RD\$ 7.175.00 | RD\$ 4.098.53 | RD\$ 238.726.47 | RD\$ 48.257.94 | | | | RD\$ 59.531.47 | RD\$ 190.468.53 | |
| 37 | 21/09/2020 | 01/09/2021 | F | MAITE DEL TORO TORAL | ENCARGADA DE DEPARTAMENTO DE GESTIÓN DE CONTRATO | CONTRATADO | RD\$ 150.000.00 | RD\$ 4.305.00 | RD\$ 4.098.53 | RD\$ 141.596.47 | RD\$ 23.981.94 | | | | RD\$ 32.385.47 | RD\$ 117.614.53 | |
| 38 | 01/06/2021 | 01/12/2021 | M | ANGELO JOSE GÓMEZ ENCARNACIÓN | ENCARGADO ESTUCTURACIÓN DE PROCESOS COMPETITIVOS | CONTRATADO | RD\$ 150.000.00 | RD\$ 4.305.00 | RD\$ 4.098.53 | RD\$ 141.596.47 | RD\$ 23.981.94 | | | | RD\$ 32.385.47 | RD\$ 117.614.53 | |
| 39 | 01/03/2021 | 01/08/2021 | F | LEOMIR PEREZ CAMARACO | TÉCNICO ADMINISTRATIVA | CONTRATADO | RD\$ 60.000.00 | RD\$ 1.722.00 | RD\$ 1.824.00 | RD\$ 56.454.00 | RD\$ 3.486.65 | | | | RD\$ 7.032.65 | RD\$ 52.967.35 | |
| 40 | 15/04/2021 | 01/08/2021 | M | ARTHUR MARTINEZ | ANALISTA I ESTRUCTURACIÓN DE PROCESOS COMPETITIVOS | CONTRATADO | RD\$ 80.000.00 | RD\$ 2.296.00 | RD\$ 2.432.00 | RD\$ 75.272.00 | RD\$ 6.650.94 | | | | RD\$ 11.378.94 | RD\$ 68.621.06 | |
| 41 | 28/04/2021 | 01/08/2021 | F | MIGUELINA ISABEL VALDEZ GONZALEZ | ANALISTA II ESTRUCTURACIÓN DE PROCESOS COMPETITIVOS | CONTRATADO | RD\$ 90.000.00 | RD\$ 2.583.00 | RD\$ 2.736.00 | RD\$ 84.681.00 | RD\$ 9.158.13 | | | | RD\$ 14.477.13 | RD\$ 75.522.87 | |
| SUB-TOTAL | | | | | | | | RD\$ 780.000.00 | RD\$ 22.386.00 | RD\$ 19.287.58 | RD\$ 738.326.42 | RD\$ 115.517.54 | RD\$ - | RD\$ - | RD\$ - | RD\$ 157.191.12 | RD\$ 622.808.88 |
| TOTALES GENERALES | | | | | | | | RD\$ 4.849.500.00 | RD\$ 136.454.15 | RD\$ 121.817.66 | RD\$ 4.379.525.69 | RD\$ 673.180.76 | RD\$ 4.760.48 | RD\$ - | RD\$ 6.260.00 | RD\$ 942.473.05 | RD\$ 3.812.026.95 |


RAIZA BATISTA
ANALISTA DE RRHH




WENDY NUÑEZ
DIRECTORA DE RECURSOS HUMANOS