



ACUERDO DE FORMALIZACIÓN LABORAL ENTRE OUTSOURCING FARMACÉUTICO INTEGRAL S.A.S Y LA DIRECCIÓN TERRITORIAL DEL RISARALDA DEL MINISTERIO DE TRABAJO

En Pereira Risaralda quince_ (15) días del mes de Agosto de dos mil trece 2013, se reunieron en las instalaciones de la Dirección Territorial de Risaralda de Ministerio del Trabajo, los doctores **MARIBEL BEDOYA CARMONA, GIOVANNY HUMBERTO MESA ESCOBAR, WILLIAM FERNEY GOMEZ JIMENEZ** mayores de edad, identificado tal y como aparece al pie de sus correspondiente firma, actuando en calidad de Gerentes Generales de la empresa **OUTSOURCING FARMACÉUTICO INTEGRAL S.A.S.**, sociedad comercial legalmente constituida, todo lo cual consta en el Certificado de Existencia y Representación Legal de la Cámara de Comercio de Cali, el cual se adjunta para que haga parte integral del presente documento y el Doctor **CARLOS ALBERTO BETANCOURT GOMEZ**, mayor de edad, identificado como aparece al pie de su firma, actuando en calidad de Director Territorial, en nombre y representación de la **DIRECCIÓN TERRITORIAL DE RISARALDA DEL MINISTERIO DEL TRABAJO**, para celebrar el presente Acuerdo de Formalización Laboral, conforme lo dispuesto en la ley 1610 de 2013 y Resolución 0321 del 14 de febrero de 2013, el cual pretende la generación de empleo formal con vocación de permanencia respecto de los trabajadores asociados pertenecientes a **ALIANZA COOPERATIVA DE TRABAJO ASOCIADO.**, entidad que ha prestado su servicio a la empresa **OUTSOURCING FARMACÉUTICO INTEGRAL S.A.S**

El presente Acuerdo y los compromisos derivados de éste se basan las siguientes:

CONSIDERACIONES

Que la sociedad **OUTSOURCING FARMACÉUTICO INTEGRAL S.A.S.**, Sociedad de derecho privado, constituida mediante documento privado de agosto 17 de 2010 e inscrita inicialmente en la Cámara de Comercio de Pereira el 24 de agosto de 2010 y posteriormente registrada por cambio de domicilio en la Cámara de Comercio de Cali, el 17 de mayo de 2012 bajo el número 6048 del libro IX, con número de identificación tributaria 900.377.905-3; en la actualidad la sociedad no se halla disuelta y que su duración es indefinida, Que su Objeto social.- el objeto social de la sociedad consiste en: a) El suministro y venta de medicamentos a las entidades promotoras de salud, instituciones prestadores de servicios de salud y otras que por su carácter sean afines al objeto social. b)

1. The first part of the document discusses the importance of maintaining accurate records of all transactions.

2. It is essential to ensure that all data is entered correctly and consistently across all systems.

3. Regular audits should be conducted to verify the integrity and accuracy of the information stored.

4. Proper access controls must be implemented to prevent unauthorized users from viewing or modifying data.

5. Data backup procedures should be established to protect against data loss in the event of a disaster.

6. The organization should invest in robust security measures to safeguard sensitive information.

7. Training for staff is crucial to ensure they understand the correct procedures for handling data.

8. Clear policies and procedures should be documented and communicated to all employees.

9. The management team should regularly review and update data management strategies.

10. Collaboration between departments is key to ensuring a unified and secure data environment.

11. The second part of the document focuses on the implementation of data governance frameworks.

12. A clear data governance policy should be developed to define roles and responsibilities.

13. Data stewards should be appointed to oversee the quality and security of data within their domains.

14. Regular communication and reporting mechanisms should be established for data governance.

15. The organization should ensure compliance with relevant data protection regulations.

16. Data governance should be integrated into the overall organizational strategy.

17. The use of technology can significantly enhance data governance efforts.

18. Continuous monitoring and improvement are necessary for effective data governance.

19. The organization should foster a culture of data ownership and accountability.

20. Successful data governance leads to better decision-making and operational efficiency.





MinTrabajo
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**PROSPERIDAD
PARA TODOS**

Prestar servicios farmacéuticos de dispensación de medicamentos e insumos médico quirúrgicos a las entidades promotoras de salud, instituciones prestadores de servicios de salud y otras que por su carácter sean afines al objeto social. c) Compra y venta de medicamentos, cosméticos y perfumería, artículos y mercancías similares. d) Así mismo, podrá realizar cualquier otra actividad económica lícita tanto en Colombia, como en el extranjero. e) Venta al público en general de medicamentos y productos populares y afines en droguerías detallistas. La sociedad podrá llevar a cabo, en general, todas las operaciones, de cualquier naturaleza que ellas fueren, relacionadas con el objeto mencionado, así como cualesquiera actividades similares, conexas o complementarias o que permitan facilitar o desarrollar el comercio o la industria de la sociedad.

Mediante solicitud calendada 19 de Julio de 2013, proveniente de la Gerencia General de **OUTSOURCING FARMACÉUTICO INTEGRAL S.A.S.**, radicado interno 3207, manifiesta, ante esta Dirección Territorial el ánimo de formalizar laboralmente a los trabajadores asociados de **ALIANZA COOPERATIVA DE TRABAJO ASOCIADO**, a través de la firma del presente acuerdo de formalización.

Mediante Resolución 321 de 2013, el Ministerio del Trabajo estableció los mecanismos para el desarrollo de Acuerdos de Formalización Laboral por parte de las Direcciones Territoriales del Ministerio del Trabajo.

La mencionada Resolución establece que estos Acuerdos de Formalización pueden impulsar de oficio por parte del Director Territorial respectivo del Ministerio del Trabajo o a petición de partes y, podaran celebrarse durante el trámite de una actuación administrativa sancionatoria o en forma previa o posterior a la misma.

Que la estructura empresarial planteada por la Empresa **OUTSOURCING FARMACÉUTICO INTEGRAL S.A.S.**, para el desarrollo del presente Acuerdo de Formalización Laboral es el que se explica a continuación, conforme información remitida para efectos de la suscripción del presente acuerdo:

Para la gestión organizacional de **OUTSOURCING FARMACÉUTICO INTEGRAL S.A.S.**, están definidos los siguientes cargos:

1. The first part of the document discusses the importance of maintaining accurate records of all transactions and activities. It emphasizes the need for transparency and accountability in financial reporting.

2. The second part of the document outlines the various methods and techniques used to collect and analyze data. It highlights the importance of using reliable sources and ensuring the accuracy of the information gathered.

3. The third part of the document focuses on the interpretation and analysis of the collected data. It discusses the various statistical tools and techniques used to draw meaningful conclusions from the data.

4. The fourth part of the document discusses the importance of communication and reporting. It emphasizes the need for clear and concise communication of the findings and conclusions to the relevant stakeholders.

5. The fifth part of the document discusses the importance of ethical considerations in the research process. It highlights the need for researchers to adhere to ethical standards and ensure the integrity of the research.

6. The sixth part of the document discusses the importance of ongoing monitoring and evaluation. It emphasizes the need for researchers to regularly assess the progress of their research and make adjustments as needed.

7. The seventh part of the document discusses the importance of collaboration and teamwork. It highlights the need for researchers to work together and share their knowledge and resources to achieve their research goals.

8. The eighth part of the document discusses the importance of staying up-to-date with the latest research and developments in the field. It emphasizes the need for researchers to engage in continuous learning and professional development.

9. The ninth part of the document discusses the importance of maintaining a high level of professionalism and integrity. It highlights the need for researchers to adhere to the highest standards of conduct and ethics.

10. The tenth part of the document discusses the importance of contributing to the advancement of knowledge and the benefit of society. It emphasizes the need for researchers to share their findings and insights with the wider community.

11. The eleventh part of the document discusses the importance of maintaining a positive and collaborative work environment. It highlights the need for researchers to support each other and work together to overcome challenges.

12. The twelfth part of the document discusses the importance of being open to new ideas and perspectives. It emphasizes the need for researchers to embrace diversity and innovation in their research.

13. The thirteenth part of the document discusses the importance of being resilient and persevering in the face of setbacks. It highlights the need for researchers to stay motivated and committed to their research goals.

14. The fourteenth part of the document discusses the importance of being flexible and adaptable. It emphasizes the need for researchers to be able to adjust their plans and strategies as they learn more about their research.

15. The fifteenth part of the document discusses the importance of being organized and efficient. It highlights the need for researchers to manage their time and resources effectively to ensure the successful completion of their research.

16. The sixteenth part of the document discusses the importance of being transparent and honest. It emphasizes the need for researchers to report their findings accurately and without bias.

17. The seventeenth part of the document discusses the importance of being respectful and courteous. It highlights the need for researchers to treat others with respect and to engage in constructive dialogue.

18. The eighteenth part of the document discusses the importance of being open to feedback and criticism. It emphasizes the need for researchers to accept constructive criticism and use it to improve their work.

19. The nineteenth part of the document discusses the importance of being proactive and taking initiative. It highlights the need for researchers to identify and address potential issues before they become major problems.

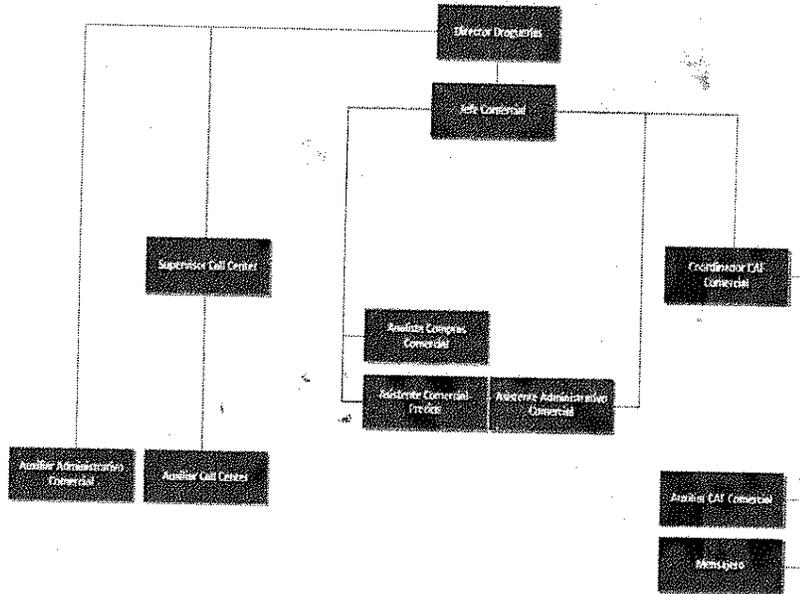
20. The twentieth part of the document discusses the importance of being a team player. It emphasizes the need for researchers to work well with others and to contribute to the success of the team.

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CARGOS	Nº DE COLABORADORES POR CARGO
ADMINISTRADOR DE ZONA	1
ANALISTA DE COMPRAS - COMERCIAL	1
ANALISTA LOGÍSTICO DE DEVOLUCIONES	1
ASISTENTE COMERCIAL - PRECIOS	1
ASISTENTE ADMINISTRATIVO	1
ASISTENTE ADMINISTRATIVO COMERCIAL	1
AUXILIAR ADMINISTRATIVO	1
AUXILIAR ADMINISTRATIVO CAF	11
AUXILIAR ADMINISTRATIVO CAF HOSPITALARIO	5
AUXILIAR ADMINISTRATIVO - COMERCIAL	1
AUXILIAR CAF	25



AUXILIAR CAF COMERCIAL	35
AUXILIAR CAF COMERCIAL SUPERNUMERARIO	1
AUXILIAR CAF HOSPITALARIO	26
AUXILIAR CAF HOSPITALARIO I	8
AUXILIAR CAF I	9
AUXILIAR CAF SUPERNUMERARIO	1
AUXILIAR CAF SUPERNUMERARIO - VACACIONES	1
AUXILIAR CALL CENTER	5
AUXILIAR COMPRAS - LIDER PROVEEDORES	1
AUXILIAR DE SERVICIOS GENERALES	2
AUXILIAR LOGÍSTICO ADMINISTRATIVO - PENDIENTES OFI	1
AUXILIAR OPERATIVO	14
COORDINADOR CAF COMERCIAL I	11
COORDINADOR CAF HOSPITALARIO II	4
COORDINADOR CAF II	17
COORDINADOR CEDI CA	1
COORDINADOR TECNICO CA	1
DIRECTOR OFI	1
JEFE DE OPERACIONES COMERCIAL	1
MENSAJERO	27
QF DT MEDIANA COMPLEJIDAD CAM 0	1
QF DT MEDIANA COMPLEJIDAD CAM 1	1
REVISOR FACTURADOR - HOSPITALARIO	1
REVISOR FACTURADOR - SEDE	2
SUPERVISOR CALL CENTER	1
TECNICO EN EQUIPOS	1
TOTAL GENERAL	223

Conforme a las consideraciones antes señaladas, se procede a presentar, previo el cumplimiento de las condiciones y requisitos establecidos en el artículo 2 de la Resolución 321 de 2013, el presente:

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3. Regular audits should be conducted to verify the integrity and accuracy of the information stored.

4. The second section focuses on the implementation of robust security measures to protect sensitive data.

5. This includes the use of strong encryption protocols and the implementation of strict access controls.

6. Additionally, it is crucial to provide comprehensive training to all staff members regarding data security.

7. The final part of the document outlines the necessary steps for disaster recovery and business continuity planning.

8. This involves identifying potential risks and developing a clear, actionable plan to minimize downtime.

9. The document concludes by emphasizing the need for ongoing monitoring and updates to all systems and policies.

10. The third section details the process of data migration and the importance of testing the new environment.

11. It is important to ensure that all data is successfully transferred and that the new system is fully operational.

12. The fourth section discusses the role of data in decision-making and the importance of data-driven insights.

13. This involves analyzing the data to identify trends and opportunities for improvement in various areas.

14. The fifth section covers the importance of data governance and the need for clear policies and procedures.

15. This includes defining roles and responsibilities for data management and ensuring compliance with relevant regulations.

16. The sixth section discusses the future of data and the potential of emerging technologies like AI and machine learning.

17. It highlights the need for organizations to stay up-to-date with the latest trends and innovations in the field.

18. The document ends with a call to action, encouraging all stakeholders to work together to ensure the success of the organization's data strategy.





ACUERDO DE FORMALIZACIÓN LABORAL

1. Relación de trabajadores a contratarse bajo el amparo del Acuerdo de Formalización Laboral, forma, duración y fecha de contratación.

En aplicación a lo dispuesto en el artículo 3° de la Resolución 321 de 2013 "OUTSOURCING FARMACÉUTICO INTEGRAL S.A.S.", procedió a presentar de común acuerdo con esta Dirección Territorial, la solicitud de Formalización Laboral de relaciones de trabajo, la cual fue estudiada, acordada y aprobada previamente por esta Dirección Territorial, en donde se consignan compromisos de mejora en formalización, mediante la celebración de contratos laborales con vocación de permanencia, y que se incluyen en el anexo, que hace parte integral del presente acuerdo.

Teniendo en cuenta la anterior descripción la empresa, formalizará laboralmente a 223 colaboradores, mediante contratos laborales a término indefinido a partir del 1 de agosto de 2013, según listado anexo al presente acuerdo.

2. Vinculación a través de relación directa con vocación de permanencia.

Las formas contractuales usadas en la formalización de los contratos se efectuarán en consideración de las necesidades de las empresas, las que en todo caso respetarán la vocación de permanencia de los contratos de trabajo.

3. Socialización por parte del empleador del modelo de formalización a implementar:

Los doctores **MARIBEL BEDOYA CARMONA, GIOVANNY HUMBERTO MESA ESCOBAR, WILLIAM FERNEY GOMEZ JIMENEZ**, en calidad de gerentes generales de la empresa, en compañía con miembros de la Dirección territorial de Risaralda, realizaron socialización a los

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3. The third part of the document presents the results of the study, including a comparison of the different methods and a discussion of the factors that influence the outcomes. It also includes a table of the key findings.

4. The fourth part of the document discusses the implications of the findings and provides recommendations for future research. It also includes a conclusion and a list of references.

5. The fifth part of the document provides a detailed description of the experimental setup and the data collection process. It includes a list of the equipment used and a description of the procedures followed.

6. The sixth part of the document discusses the results of the data analysis and provides a detailed description of the statistical methods used.

7. The seventh part of the document provides a detailed description of the experimental results and includes a table of the key findings.

8. The eighth part of the document discusses the implications of the findings and provides recommendations for future research.

9. The ninth part of the document provides a detailed description of the experimental setup and the data collection process.

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11. The eleventh part of the document provides a detailed description of the experimental results and includes a table of the key findings.

12. The twelfth part of the document discusses the implications of the findings and provides recommendations for future research.

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18. The eighteenth part of the document discusses the results of the data analysis and provides a detailed description of the statistical methods used.

19. The nineteenth part of the document provides a detailed description of the experimental results and includes a table of the key findings.

20. The twentieth part of the document discusses the implications of the findings and provides recommendations for future research.



colaboradores el día 30 de julio de 2013 de la cual se levantó acta firmada por los que en ella intervinieron.

4. Cumplimiento de las condiciones y requisitos del Acuerdo.

El Director Territorial deja expresa constancia, a efectos de obtener el visto bueno del señor Viceministro de relaciones laborales e inspección, que entre el empleador y la Dirección Territorial del Risaralda, que verificó el cumplimiento de cada una de las condiciones y requisitos enunciados en el artículo 2º de la Resolución 321 de 2013.

5. Protección de los derechos irrenunciables de los trabajadores y de su derecho de acción:

La Dirección Territorial de Risaralda, previene a la empresa **OUTSOURCING FARMACÉUTICO INTEGRAL S.A.S.**, que la suscripción del presente acuerdo no vulnerará los derechos irrenunciables de los trabajadores, así como tampoco su derecho de acudir ante las autoridades judiciales.

EFFECTOS DEL ACUERDO DE FORMALIZACIÓN LABORAL

1. De la extensión de los efectos de la Resolución 321 de 2013, a los contratos suscritos por parte de la empresa "OUTSOURCING FARMACÉUTICO INTEGRAL S.A.S."

En consideración a que la empresa "**OUTSOURCING FARMACÉUTICO INTEGRAL S.A.S.**", llevó a cabo el proceso de Formalización de los trabajadores que en el momento, se encontraban manera libre, voluntaria y con el lleno de los requisitos exigidos por este Ministerio, procediendo a la suscripción de contratos de trabajo con vocación de permanencia, considera viable esta Dirección Territorial, proceder el amparo de dichas relaciones de trabajo, mediante la Resolución 321 de 2013, por contemplar dicha vinculación un claro respeto al principio de estabilidad en el empleo de los trabajadores, así como la plena observancia de los derechos ciertos e irrenunciables de los vinculados.

1. The first part of the document discusses the importance of maintaining accurate records of all transactions. This is essential for ensuring the integrity of the financial statements and for providing a clear audit trail. The records should be kept up-to-date and should be easily accessible to all relevant parties.

2. The second part of the document outlines the procedures for handling any discrepancies or errors that may arise. It is important to identify the cause of the error and to take appropriate steps to correct it. This may involve adjusting the records and notifying the relevant parties.

3. The third part of the document discusses the importance of regular communication and reporting. This is essential for ensuring that all parties are kept up-to-date on the current status of the project and for identifying any potential issues or risks in a timely manner.

4. The fourth part of the document outlines the procedures for handling any changes or amendments to the project. It is important to ensure that all changes are properly documented and approved by the relevant parties before being implemented.

5. The fifth part of the document discusses the importance of maintaining a clear and concise record of all communications. This is essential for ensuring that all parties have access to the same information and for providing a clear audit trail.

6. The sixth part of the document outlines the procedures for handling any disputes or conflicts that may arise. It is important to identify the cause of the dispute and to take appropriate steps to resolve it in a fair and equitable manner.

7. The seventh part of the document discusses the importance of maintaining a clear and concise record of all decisions. This is essential for ensuring that all parties have access to the same information and for providing a clear audit trail.

8. The eighth part of the document outlines the procedures for handling any changes or amendments to the project. It is important to ensure that all changes are properly documented and approved by the relevant parties before being implemented.

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10. The tenth part of the document outlines the procedures for handling any disputes or conflicts that may arise. It is important to identify the cause of the dispute and to take appropriate steps to resolve it in a fair and equitable manner.

11. The eleventh part of the document discusses the importance of maintaining a clear and concise record of all decisions. This is essential for ensuring that all parties have access to the same information and for providing a clear audit trail.



En virtud del presente Acuerdo se tiene entonces que la empresa **OUTSOURCING FARMACÉUTICO INTEGRAL S.A.S.**, procedió a la vinculación directa de un total de 223 trabajadores quienes antes de iniciado el presente proceso, ostentaban la calidad de trabajadores asociados a la Cooperativa de Trabajo Asociado ALIANZA.

COMPROMISOS DERIVADOS DEL ACUERDO DE FORMALIZACIÓN LABORAL.

- 1.- Compromiso de no incurrir en las conductas prohibidas por la Ley 1429 de 2010 y los decretos que la reglamenten.**

De manera clara y expresa, la empresa **OUTSOURCING FARMACÉUTICO INTEGRAL S.A.S.**, manifiesta y se comprometen a no incurrir en formas de intermediación y tercerización laboral ilegal que violen los derechos de sus trabajadores, y demás conductas prohibidas por la Ley 1429 de 2010 y los Decretos que la reglamente, este compromiso contempla la restricción a cualquier tipo de intermediación laboral ilegal a través de cualquier figura.

- 2.- Compromiso de no vincular trabajadores a través de Cooperativas y Pre cooperativas de Trabajo Asociado para desempeñar actividades misionales permanentes.**

En virtud de lo anterior y conforme aplicación de lo previsto en el Decreto 2025 de 2011, la empresa **OUTSOURCING FARMACÉUTICO INTEGRAL S.A.S.**, manifiesta y se comprometen a no vincular trabajadores mediante tercerización con Cooperativas y Pre cooperativas de Trabajo Asociado para las labores relacionadas con las actividades misionales de carácter permanente.

- 3.- Compromiso de constituir pólizas y/o garantías eficaces para el cumplimiento de las obligaciones salariales, prestaciones e indemnizatorias a favor de los trabajadores.**

Constituir póliza y/o garantía de seguro que ampare el cumplimiento de la obligación de pago de salarios, prestaciones e indemnizaciones a favor de los mencionados trabajadores, de conformidad con la ley, para lo cual se suscribió la póliza de seguro de cumplimiento No. 6503159-3 con una vigencia hasta el 20 de abril de 2014, con un valor asegurado de \$150.000.000, la cual se aporta y hace parte integral del presente Acuerdo de Formalización Laboral.

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3. The third part of the document presents the results of the study, including a comparison of the different methods and techniques used.

4. The fourth part of the document discusses the implications of the findings and provides recommendations for future research.

5. The fifth part of the document provides a detailed analysis of the data, including a comparison of the different methods and techniques used. It also includes a discussion of the limitations of the study and the need for further research.

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4.- Verificación del cumplimiento del Acuerdo: Conforme lo dispuesto en el artículo 2º de la Resolución 321 de 2013, la Dirección Territorial de Risaralda procederá a efectuar o comisionar visitas de verificación del cumplimiento del presente acuerdo de manera trimestral, durante un término de 5 años, con el fin de verificar las condiciones de contratación y permanencia de los trabajadores que han sido incluidos dentro del presente Acuerdo de Formalización Laboral. Para la ejecución de esta función a cargo del Ministerio, la empresa suministrará el listado de los trabajadores formalizados y la sede de prestación del servicio de cada uno de ellos.

APROBACIÓN DEL ACUERDO

Dado que el presente acuerdo de formalización laboral, garantiza los derechos ciertos e irrenunciables de los trabajadores formalizados, esta dirección territorial del Ministerio del Trabajo, le imparte aprobación, previo visto bueno impartido por el despacho del Viceministro de relaciones laborales e inspección, mediante memorando 3000000-160215 de fecha 13 de Agosto de 2013 .

DOCUMENTOS INTEGRANTES DEL ACUERDO DE FORMALIZACION

Son documentos integrantes del presente Acuerdo de Formalización Laboral, los siguientes:

1. Listado de trabajadores con número de documento de identificación, indicación forma de vinculación, duración del contrato y fecha de contratación de los trabajadores a formalizar.
2. Decreto de nombramiento y acta de posesión del Director Territorial Risaralda.
3. Certificado de Existencia y Representación Legal de **OUTSOURCING FARMACÉUTICO INTEGRAL S.A.S.**
4. Póliza de seguro de cumplimiento No 6503159-3 expedida por SURAMERICANA Nit 890.903.407-9
5. Visto bueno del señor viceministro de Relaciones Laborales e inspección.
6. Constancia de socialización previa con los trabajadores a formalizar, según art. 2º literal 2º de la Resolución 321 de-2013.

1. The first part of the document discusses the importance of maintaining accurate records of all transactions. This is essential for ensuring the integrity of the financial statements and for providing a clear audit trail.

2. The second part of the document outlines the various methods used to collect and analyze data. These methods include direct observation, interviews, and the use of specialized software tools. Each method has its own strengths and limitations, and they are often used in combination to provide a comprehensive view of the data.

3. Data Collection and Analysis

3.1. Data Collection: This section describes the process of gathering data from various sources. It includes details on how data is entered into the system, how it is validated, and how it is stored for future use.

4. Data Analysis

4.1. Descriptive Statistics: This part of the analysis focuses on summarizing the data in a way that is easy to understand. It includes measures of central tendency (mean, median, mode) and measures of dispersion (range, variance, standard deviation).

5. Inference

5.1. Hypothesis Testing: This section discusses the use of statistical tests to evaluate hypotheses about the data. It covers both parametric and non-parametric tests, and explains how to interpret the results of these tests.

6. Regression Analysis

6.1. Linear Regression: This part of the analysis focuses on the relationship between two variables. It describes how to fit a line to the data and how to use this line to predict the value of one variable based on the value of another.

7. Conclusion

7.1. Summary: This section provides a brief overview of the entire document, highlighting the key findings and conclusions. It also discusses the limitations of the study and suggests areas for future research.

1. The first part of the document discusses the importance of maintaining accurate records of all transactions. This is essential for ensuring the integrity of the financial statements and for providing a clear audit trail.

2. The second part of the document outlines the various methods used to collect and analyze data. These methods include direct observation, interviews, and the use of specialized software tools. Each method has its own strengths and limitations, and they are often used in combination to provide a comprehensive view of the data.

3. Data Collection and Analysis

3.1. Data Collection: This section describes the process of gathering data from various sources. It includes details on how data is entered into the system, how it is validated, and how it is stored for future use.

4. Data Analysis

4.1. Descriptive Statistics: This part of the analysis focuses on summarizing the data in a way that is easy to understand. It includes measures of central tendency (mean, median, mode) and measures of dispersion (range, variance, standard deviation).

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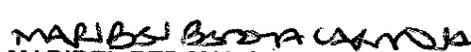
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En señal de conformidad a las partes que suscriben el presente documento privado en tres (3) ejemplares del mismo tenor, en la ciudad de Pereira el día quince (15) de julio del año dos mil trece (2013)-

Por el **MINISTERIO DEL TRABAJO – DIRECCION TERRITORIAL RISARALDA.**


CARLOS ALBERTO BETANCOURT GOMEZ
Director Territorial Risaralda

Por **OUTSOURCING FARMACÉUTICO INTEGRAL S.A.S.**


MARIBEL BEDOYA CARMONA
Gerente General


GIOVANNY HUMBERTO MESA ESCOBAR
Gerente General

1. The first part of the document discusses the importance of maintaining accurate records of all transactions.

2. This section outlines the various methods used to collect and analyze data from different sources.

3. The following table provides a detailed breakdown of the results obtained from the experiments.

4. The data shows a clear trend of increasing values over time, which is consistent with the theoretical model.

5. It is important to note that the results are subject to certain limitations and uncertainties.

6. Further research is needed to explore the underlying mechanisms and to improve the accuracy of the measurements.

7. The conclusions drawn from this study are based on the current state of knowledge and available data.

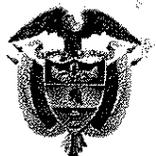
8. The authors would like to thank the funding agencies for their support and the reviewers for their constructive comments.

9. The authors declare that they have no conflicts of interest related to this work.

10. The data generated during the course of this study is available upon request to the corresponding author.

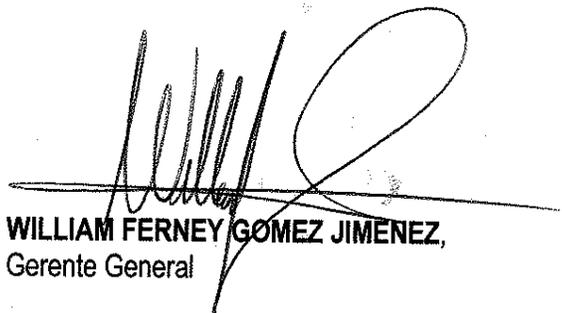
11. The authors are grateful to the anonymous reviewers for their valuable feedback and suggestions.

12. The authors have no other financial or non-financial interests that could be perceived as a potential conflict of interest.



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