

No TRAB	SEXO	NOMBRAMIENTO	SUELDOS Y SALARIOS	COMPENSACIONES	MENSUAL	ISR	IMSS	ICTSGEM	TOTAL
15	M	JEFA DE OFICINA A	6,291.62	6,334.28	12,625.90	1,587.78	471.91	536.60	10,029.61
16	M	AUXILIAR ANALISTA A	4,811.62	5,321.32	10,132.94	1,060.98	372.80	430.64	8,268.52
17	M	JEFA DE OFICINA A	6,291.62	6,334.28	12,625.90	1,587.78	472.15	536.60	10,029.37
19	M	JEFE DE OFICINA B	6,291.86	4,812.36	11,104.22	1,262.76	412.54	471.92	8,957.00
22	M	JEFATURA DE APOYO OPERACIONAL	6,107.24	21,504.42	27,611.66	4,936.50	1,058.19	1,173.50	20,442.47
23	H	APOYO TECNICO	5,264.24	8,915.30	14,179.54	1,919.64	532.23	602.64	11,125.03
24	M	JEFA DE OFICINA A	6,291.62	6,334.28	12,625.90	1,587.78	471.73	536.60	10,029.79
30	M	PROGRAMADORA ANALISTA EN PLATAFORMA WEB	5,264.48	11,258.04	16,522.52	2,420.10	624.80	702.20	12,775.42
34	M	AUXILIAR ANALISTA A	4,811.62	5,131.48	9,943.10	1,026.96	367.06	422.58	8,126.50
37	M	AUXILIAR CONTABLE A	4,846.00	4,736.18	9,582.18	962.28	352.92	407.24	7,859.74
38	M	SECRETARIA B	4,811.62	5,002.06	9,813.68	1,003.78	361.99	417.08	8,030.83
39	M	AUXILIAR ANALISTA B	5,264.24	4,209.16	9,473.40	942.80	348.47	402.62	7,779.51
40	M	AUXILIAR ANALISTA C	5,264.24	4,013.16	9,277.40	907.66	340.80	394.28	7,634.66
41	M	JEFA DE OFICINA A	6,291.62	6,129.52	12,421.14	1,544.04	464.13	527.90	9,885.07
43	M	JEFA DE OFICINA A	6,291.62	6,129.52	12,421.14	1,544.04	463.41	527.90	9,885.79
44	M	AUXILIAR ANALISTA B	5,264.24	4,209.16	9,473.40	942.80	348.66	402.62	7,779.32
45	M	CAJERA GENERAL	5,264.48	11,667.58	16,932.06	2,507.58	640.84	719.62	13,064.02
47	M	SUPERVISORA DE CONCILIACION DE NOMINAS P/ENTIDADES	5,264.48	8,915.12	14,179.60	1,919.66	533.01	602.64	11,124.29
48	M	JEFA DE DEPARTAMENTO DE PROGRACION, EVALUACION Y SEGUIMIENTO A	5,720.84	16,417.94	22,138.78	3,649.28	837.95	940.90	16,710.65
50	H	JEFE DE DEPARTAMENTO DE COBRANZA ADMINISTRATIVA A	5,530.14	15,870.68	21,400.82	3,476.88	809.56	909.54	16,204.84
53	H	VIGILANTE	4,754.14	3,894.64	8,648.78	795.02	316.31	367.58	7,169.87
60	H	VIGILANTE	4,754.14	3,894.64	8,648.78	795.02	316.36	367.58	7,169.82
68	M	SECRETARIA AUXILIAR	5,585.52	5,241.18	10,826.70	1,203.48	401.67	460.14	8,761.41
70	M	SECRETARIA EJECUTIVA	4,811.62	5,635.82	10,447.44	1,122.46	386.82	444.02	8,494.14
71	M	JEFA DE DEPARTAMENTO DE AFILIACION Y VIGENCIA DE DERECHOS A	5,720.84	16,259.76	21,980.60	3,612.08	832.36	934.18	16,601.98
76	M	ADMINISTRADORA CASA DEL JUBILADO Y PENSIONADO	5,720.84	16,259.76	21,980.60	3,612.08	832.36	934.18	16,601.98
89	M	AUDITORA	4,629.70	11,695.70	16,325.40	2,378.00	617.07	693.82	12,636.51
94	H	JEFE DE DEPARTAMENTO DE RECURSOS HUMANOS Y PRESTACIONES SOCIALES A	5,720.84	16,259.77	21,980.61	3,612.08	832.84	934.18	16,601.51
101	M	JEFA DE OFICINA A	6,291.62	5,924.76	12,216.38	1,500.30	456.11	519.20	9,740.77
106	M	JEFA DE DEPARTAMENTO DE ATENCION AL PUBLICO A	5,720.84	16,259.76	21,980.60	3,612.08	832.36	934.18	16,601.98
107	M	AUXILIAR CONTABLE B	4,846.36	4,413.18	9,259.54	904.46	340.28	393.54	7,621.26
110	M	APOYO TECNICO	5,264.24	8,710.54	13,974.78	1,875.90	524.99	593.92	10,979.97
117	H	SUPERVISOR DE COBRANZA	5,264.48	8,710.34	13,974.82	1,875.92	525.00	593.92	10,979.96
118	M	AUXILIAR CONTABLE B	4,846.36	4,413.18	9,259.54	904.46	340.28	393.54	7,621.26
120	M	ADMINISTRADORA DE SISTEMAS	5,264.24	8,710.54	13,974.78	1,875.90	524.99	593.92	10,979.97
136	H	JEFE DE DEPARTAMENTO DE COBRANZA JUDICIAL A	5,720.84	16,259.76	21,980.60	3,612.08	831.96	934.18	16,602.38
137	H	JEFATURA DE CONTROL Y SEGUIMIENTO DE COBRANZA	6,107.24	21,504.42	27,611.66	4,936.50	1,058.65	1,173.50	20,443.01
139	H	CHOFER B	4,754.62	3,704.92	8,459.54	763.86	308.95	359.54	7,027.19
149	M	AUXILIAR ANALISTA A	4,811.62	4,751.82	9,563.44	958.92	352.19	406.44	7,845.89
158	H	COORDINADOR OPERATIVO	7,065.00	68,138.48	75,203.48	18,881.94	1,274.80	3,196.14	51,850.60
164	M	JEFA DE DEPARTAMENTO DE CREDITOS HIPOTECARIOS A	5,720.84	16,259.76	21,980.60	3,612.08	832.85	934.18	16,601.49
168	M	SUBDIRECTORA DE PRESTACIONES ECONOMICAS A	5,994.52	35,118.14	41,112.66	8,654.70	1,274.80	1,747.28	29,435.88
169	H	SUBDIRECTOR DE SERVICIOS ASISTENCIALES A	5,994.52	35,118.14	41,112.66	8,654.70	1,274.80	1,747.28	29,435.88

172	H	JEFE DE DEPARTAMENTO DEL CONSULTORIO OPTOMETRIA A	5,720.84	16,259.77	21,980.61	3,612.08	834.15	934.18	16,600.20	*1
173	M	SECRETARIA B	4,811.62	4,622.38	9,434.00	935.74	347.12	400.94	7,750.20	*1
174	H	AUX. DE INTENDENCIA B	4,754.14	3,289.26	8,043.40	697.28	292.65	341.84	6,711.63	*1
176	H	AUXILIAR DE MANTENIMIENTO A	5,264.24	3,949.38	9,213.62	896.24	338.48	391.58	7,587.32	*2
181	H	JEFE DE OFICINA A	6,291.62	5,719.98	12,011.60	1,456.56	448.09	510.50	9,596.45	*1
189	M	APOYO TECNICO	5,264.24	9,120.06	14,384.30	1,963.38	541.03	611.34	11,268.55	*3
192	M	SUPERVISORA DE CONCILIACION DE NOMINAS P/ENTIDADES	5,264.48	8,710.34	13,974.82	1,875.92	523.62	593.92	10,981.36	*2
196	H	ABOGADO	5,264.48	8,505.56	13,770.04	1,832.18	516.97	585.22	10,835.67	*1
206	M	CAPTURISTA	4,846.00	4,052.06	8,898.06	839.70	326.12	378.16	7,354.08	*1
208	M	AUXILIAR CONTABLE A	4,846.00	4,356.54	9,202.54	894.26	338.05	391.10	7,579.13	*1
209	M	AUXILIAR CONTABLE A	4,846.00	4,546.36	9,392.36	928.28	345.48	399.18	7,719.42	*2
211	M	SECRETARIA A	4,811.62	5,073.96	9,885.58	1,016.66	364.81	420.14	8,083.97	*1
212	M	AUXILIAR CONTABLE A	4,846.00	4,356.54	9,202.54	894.26	338.05	391.10	7,579.13	*1
216	M	SECRETARIA B	4,811.62	4,622.40	9,434.02	935.74	347.12	400.94	7,750.22	*1
224	H	JEFA DE DEPARTAMENTO DE CREDITOS PARA VEHICULO A	5,720.84	16,259.76	21,980.60	3,612.08	834.33	934.18	16,600.01	*2
225	M	SECRETARIA B	4,811.62	4,622.40	9,434.02	935.74	347.12	400.94	7,750.22	*1
228	M	AUX. DE INTENDENCIA B	4,754.14	3,289.26	8,043.40	697.28	292.65	341.84	6,711.63	*1
230	H	DELEGADO	5,264.24	8,505.78	13,770.02	1,832.16	516.97	585.22	10,835.67	*1
231	H	SOPORTE TECNICO	5,264.24	8,505.78	13,770.02	1,832.16	516.97	585.22	10,835.67	*1
232	M	AUXILIAR CONTABLE B	4,846.36	4,223.36	9,069.72	870.46	332.85	385.46	7,480.95	*1
236	M	ABOGADA	5,264.48	8,505.56	13,770.04	1,832.18	516.97	585.22	10,835.67	*1
237	M	AUXILIAR ANALISTA C	5,264.24	3,603.62	8,867.86	834.28	324.94	376.88	7,331.76	*1
238	M	AUXILIAR ANALISTA B	5,264.24	3,799.62	9,063.86	869.40	332.61	385.22	7,476.63	*1
239	H	AUXILIAR CONTABLE A	4,846.00	4,356.56	9,202.56	894.26	334.04	391.10	7,583.16	*1
240	H	AUXILIAR ANALISTA B	5,264.24	3,799.62	9,063.86	869.40	332.61	385.22	7,476.63	*1
241	H	PROGRAMADOR ANALISTA	5,264.24	8,505.78	13,770.02	1,832.16	516.97	585.22	10,835.67	*1
247	M	AUX. DE INTENDENCIA B	4,754.14	3,289.26	8,043.40	697.28	292.55	341.84	6,711.73	*1
248	H	JEFE DE DEPARTAMENTO DESARROLLO DE SISTEMAS A	5,720.84	16,259.78	21,980.62	3,612.08	832.84	934.18	16,601.52	*2
249	M	ABOGADA	5,264.48	8,505.56	13,770.04	1,832.18	516.70	585.22	10,835.94	*1
250	M	AUDITORA	4,629.70	11,316.10	15,945.80	2,296.92	602.20	677.70	12,368.98	*1
251	H	JEFE DE DEPARTAMENTO TECNICO NORMATIVO A	5,720.84	16,101.60	21,822.44	3,574.88	826.16	927.46	16,493.94	*1
253	H	ADMINISTRADOR DE REDES Y SERVIDORES	5,264.24	8,505.78	13,770.02	1,832.16	507.26	585.22	10,845.38	*1
254	M	SUBDIRECTORA DE INFORMATICA A	5,994.52	34,981.46	40,975.98	8,613.70	1,274.80	1,741.48	29,346.00	*1
255	M	AUXILIAR CONTABLE B	4,846.36	4,223.36	9,069.72	870.46	332.85	385.46	7,480.95	*1
256	H	DELEGADO (XOCHITEPEC)	5,264.24	8,505.78	13,770.02	1,832.16	516.97	585.22	10,835.67	*2
257	H	ABOGADO	5,264.48	8,505.56	13,770.04	1,832.18	516.37	585.22	10,836.27	*1
259	M	JEFE DE DEPARTAMENTO DE CREDITOS ESPECIALES A	5,720.84	16,101.60	21,822.44	3,574.88	825.54	927.46	16,494.56	*1
260	H	AUXILIAR ANALISTA C	5,264.24	3,603.62	8,867.86	834.28	324.24	376.88	7,332.46	*1
261	H	COMISARIO	6,107.24	21,354.48	27,461.72	4,901.24	1,038.59	1,167.12	20,354.77	*2
262	M	AUXILIAR JURIDICO	4,846.00	4,224.28	9,070.28	870.56	332.12	385.48	7,482.12	*1
263	M	AUXILIAR ANALISTA B	5,264.24	3,799.60	9,063.84	869.40	331.81	385.22	7,477.41	*1
264	M	ABOGADO	5,264.48	8,505.56	13,770.04	1,832.18	516.07	585.22	10,836.57	*1
266	H	SUPERVISOR DE ADO. Y CONTROL PATRIMONIAL	5,264.48	8,710.34	13,974.82	1,875.92	525.00	593.92	10,979.98	*2
268	M	JEFA DE DEPARTAMENTO DE RECURSOS MATERIALES Y CONTROL PRESUPUESTAL A	5,720.84	16,101.60	21,822.44	3,574.88	826.64	927.46	16,493.46	*1
269	M	CAPTURISTA	4,846.00	3,735.72	8,581.72	783.40	313.23	364.72	7,120.37	*1
271	M	SUPERVISORA DE SERVICIOS GENERALES	5,264.48	8,710.34	13,974.82	1,875.92	525.00	593.92	10,979.98	*2
273	H	JEFE DE DEPARTAMENTO DE ARCHIVO A	5,720.84	16,259.78	21,980.62	3,612.08	830.74	934.18	16,603.62	*1
275	H	CHOFER A	4,754.66	3,386.70	8,141.36	712.94	296.48	346.00	6,785.94	*1
278	H	PROGRAMADOR DE SISTEMAS	5,264.48	10,507.18	15,771.66	2,259.72	595.38	670.30	12,246.26	*1
280	H	AUXILIAR ANALISTA B	5,264.24	3,458.34	8,722.58	808.24	319.25	370.70	7,224.39	*1

262	M	ARCHIVISTA	4,846.36	3,768.28	8,614.64	788.90	314.85	366.12	7,144.77
263	M	SECRETARIA B	4,811.62	4,306.02	9,117.64	879.04	334.72	387.50	7,516.38
265	H	AUX. DE INTENDENCIA B	4,754.14	2,972.92	7,727.06	646.66	280.25	328.40	6,471.75
266	M	AUXILIAR ANALISTA C	5,264.24	3,262.34	8,526.58	774.58	311.57	362.38	7,078.05
267	H	SOPORTE TECNICO	5,264.24	8,164.50	13,428.74	1,759.26	503.60	570.72	10,595.16
288	M	JEFA DE DEPARTAMENTO DE CREDITOS QUIROGRAFARIOS A	5,720.84	16,101.61	21,822.45	3,574.88	826.16	927.46	16,493.95
289	M	ABOGADO	5,264.48	8,505.56	13,770.04	1,832.18	516.97	585.22	10,835.67
290	H	AUXILIAR DE MANTENIMIENTO B	4,754.14	2,972.92	7,727.06	646.66	280.61	328.40	6,471.39
291	H	AUXILIAR CONTABLE B	4,846.36	4,223.34	9,069.70	870.44	332.01	385.46	7,481.79
293	M	AUXILIAR JURIDICO	4,846.00	3,907.94	8,753.94	813.86	320.48	372.04	7,247.56
294	M	AUX ADMINISTRATIVO	5,015.30	3,186.80	8,202.10	722.66	298.70	348.58	6,832.16
295	H	VIGILANTE	4,754.14	3,704.84	8,458.98	763.76	309.65	359.50	7,026.07
296	H	SOPORTE TECNICO	5,264.24	8,164.50	13,428.74	1,759.26	503.60	570.72	10,595.16
299	H	ADMINISTRADOR DE SISTEMA DE INFORMACION FINANCIERA	5,264.24	8,710.54	13,974.78	1,875.90	524.99	593.92	10,979.97
300	M	AUX ADMINISTRATIVO	5,015.30	3,186.80	8,202.10	722.66	298.86	348.58	6,832.00
302	H	DIRECTOR GENERAL	6,941.42	88,406.18	95,347.60	24,925.18	1,274.80	4,052.28	65,095.34
303	H	JEFATURA DE ATENCION Y GESTION PARA CREDITOS	6,107.24	20,954.70	27,061.94	4,807.22	1,037.65	1,150.14	20,066.93
304	H	AUX. ADMINISTRATIVO	5,015.30	3,186.80	8,202.10	722.66	298.86	348.58	6,832.00
305	H	AUXILIAR CONTABLE A	4,846.00	4,040.20	8,886.20	837.56	325.27	377.66	7,345.71
306	M	AUXILIAR JURIDICO	4,846.00	3,907.94	8,753.94	813.86	320.48	372.04	7,247.56
307	M	CAPTURISTA	4,846.00	3,735.72	8,581.72	783.40	313.73	364.72	7,119.87
308	M	AUX. ADMINISTRATIVO	5,015.30	3,186.80	8,202.10	722.66	298.86	348.58	6,832.00
309	H	AUX. ADMINISTRATIVO	5,015.30	3,693.00	8,708.30	805.68	318.69	370.10	7,213.83
310	M	AUX. ADMINISTRATIVO	5,015.30	3,693.00	8,708.30	805.68	318.69	370.10	7,213.83
312	M	AUX. ADMINISTRATIVO	5,015.30	3,186.80	8,202.10	722.66	298.86	348.58	6,832.00
313	M	DELEGADO	5,264.24	8,164.50	13,428.74	1,759.26	503.60	570.72	10,595.16
314	M	AUX. ADMINISTRATIVO	5,015.30	3,186.80	8,202.10	722.66	298.86	348.58	6,832.00
315	H	AUX. ADMINISTRATIVO	5,015.30	3,186.80	8,202.10	722.66	298.86	348.58	6,832.00
316	H	ABOGADO	5,088.99	7,892.12	12,981.11	1,663.65	486.56	551.70	10,279.20
317	H	ABOGADO	5,264.48	8,164.26	13,428.74	1,759.26	503.60	570.72	10,595.16
318	M	AUXILIAR ANALISTA C	5,264.24	3,262.34	8,526.58	774.58	311.57	362.38	7,078.05
319	M	SECRETARIA B	4,811.62	4,306.02	9,117.64	879.04	334.19	387.50	7,516.91
320	H	AUDITOR	4,629.70	10,999.78	15,629.48	2,229.34	589.81	664.26	12,146.07
321	M	AUXILIAR JURIDICO	4,846.00	3,907.94	8,753.94	813.86	320.30	372.04	7,247.74
322	H	WEB MASTER	5,264.48	8,710.34	13,974.82	1,875.92	525.00	593.92	10,979.98
323	M	AUXILIAR ANALISTA B	5,264.24	3,458.34	8,722.58	808.24	318.74	370.70	7,224.90
324	H	ABOGADO	5,264.48	8,164.26	13,428.74	1,759.26	502.02	570.72	10,596.74
325	H	JEFE DE DEPARTAMENTO DE INFRAESTRUCTURA TECNOLOGICA A	5,720.84	15,838.00	21,558.84	3,512.88	817.27	916.26	16,312.43
326	H	AUXILIAR JURIDICO	4,846.00	3,907.94	8,753.94	813.86	320.87	372.04	7,247.17
327	M	AUX. ADMINISTRATIVO	5,015.30	3,186.80	8,202.10	722.66	298.86	348.58	6,832.00
328	H	AUX. ADMINISTRATIVO	5,015.30	3,186.80	8,202.10	722.66	298.86	348.58	6,832.00
329	M	AUX. ADMINISTRATIVO	5,015.30	3,186.80	8,202.10	722.66	298.86	348.58	6,832.00
330	M	AUXILIAR CONTABLE B	4,846.36	3,906.98	8,753.34	813.76	320.45	372.02	7,247.11
331	H	AUX. ADMINISTRATIVO	5,015.30	3,186.80	8,202.10	722.66	298.86	348.58	6,832.00
333	M	SUBDIRECTORA JURIDICA A	5,994.52	34,753.70	40,748.22	8,545.36	1,274.80	1,731.80	29,196.26
334	H	SUBDIRECTOR DE PROGRAMACION Y ANALISIS FINANCIERO A	5,994.52	34,753.70	40,748.22	8,545.36	1,274.80	1,731.80	29,196.26
335	H	AUX. ADMINISTRATIVO	5,015.30	3,186.80	8,202.10	722.66	298.86	348.58	6,832.00
336	H	GESTOR DE COBRANZA	5,015.30	4,074.86	9,090.16	874.12	333.65	386.34	7,496.05
337	H	GESTOR DE COBRANZA	5,015.30	3,186.80	8,202.10	722.66	298.86	348.58	6,832.00
338	M	AUXILIAR ANALISTA C	5,264.24	3,262.34	8,526.58	774.58	311.57	362.38	7,078.05

339	M	AUX. ADMINISTRATIVO	5,015.30	3,186.80	8,202.10	722.66	298.86	348.58	6,832.00
340	H	VIGILANTE	4,754.14	3,515.04	8,269.18	733.40	301.49	351.44	6,882.85
341	H	VIGILANTE	4,754.14	3,198.70	7,952.84	682.78	289.10	338.00	6,642.96
342	M	AREA DE ACTIVIDADES EDUCATIVAS	5,015.30	3,186.80	8,202.10	722.66	298.86	348.58	6,832.00
344	H	AUX. ADMINISTRATIVO	5,015.30	3,186.80	8,202.10	722.66	298.86	348.58	6,832.00
345	H	AUXILIAR DE MANTENIMIENTO B	4,754.14	2,972.92	7,727.06	646.66	279.80	328.40	6,472.20
346	H	VIGILANTE	4,754.14	4,759.52	9,513.66	950.01	316.36	404.33	7,842.96
347	H	COORDINADOR AREA DE ACT. FISICAS, EDUC. Y SOC.	5,264.24	8,164.50	13,428.74	1,759.26	503.60	570.72	10,595.16
348	H	AREA DE ACTIVIDADES FISICAS	4,848.12	3,080.57	7,928.69	678.92	287.81	336.96	6,625.00
349	M	AUXILIAR JURIDICO	4,846.00	3,907.94	8,753.94	813.86	320.48	372.04	7,247.56
350	H	AUXILIAR JURIDICO	4,846.00	3,907.94	8,753.94	813.86	320.48	372.04	7,247.56
351	M	COORDINADOR AREA DE PSICOLOGIA	5,264.24	8,164.50	13,428.74	1,759.26	503.33	570.72	10,595.43
352	H	SECRETARIA B	4,811.62	4,306.02	9,117.64	879.04	334.72	387.50	7,516.38
353	M	AUXILIAR DE INTENDENCIA B	4,754.14	3,289.26	8,043.40	697.28	291.90	341.84	6,712.38
354	M	AUXILIAR JURIDICO	4,846.00	3,907.94	8,753.94	813.86	320.48	372.04	7,247.56
355	M	ENFERMERA GENERAL	6,291.86	3,856.72	10,148.58	1,063.78	375.10	431.32	8,278.38
356	H	COORDINADOR AREA DE SALUD	5,264.24	8,164.50	13,428.74	1,759.26	501.50	570.72	10,597.26
357	M	AUX. ADMINISTRATIVO	5,015.30	3,186.80	8,202.10	722.66	289.22	348.58	6,841.64
358	M	SUBDIRECTORA ADMINISTRATIVO A	5,994.52	34,753.70	40,748.22	8,545.36	1,274.80	1,731.80	29,196.26
359	H	AREA DE ACTIVIDADES SOCIOCULTURALES	5,015.30	3,186.80	8,202.10	722.66	267.53	348.58	6,863.33
360	M	AUX. ADMINISTRATIVO	5,015.30	3,186.80	8,202.10	722.66	267.53	348.58	6,863.33

1* UNA PRIMA QUINQUENAL POR 5 AÑOS DE SERVICIO
2* DOS PRIMAS QUINQUENAL POR 10 AÑOS DE SERVICIO
3* TRES PRIMAS QUINQUENAL POR 15 AÑOS DE SERVICIO
4* CUATRO PRIMAS QUINQUENAL POR 20 AÑOS DE SERVICIO
5* CINCO PRIMAS QUINQUENAL POR 25 AÑOS DE SERVICIO

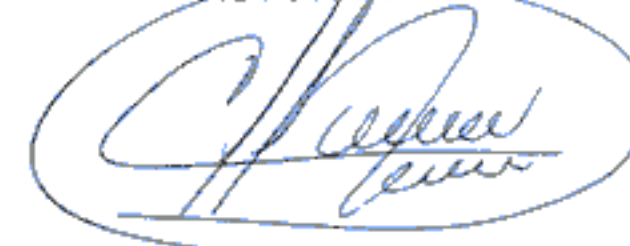
PRESTACIÓN	COMPAÑÍA	FECHA DE CONTRATACION
VIDA GRUPO	AXA Seguros SA DE CV	01/01/2012

ELABORO



C.P. ARMANDO DIAZ GARCIA
JEFE DEL DEPTO. DE RECURSOS HUMANOS Y
PRESTACIONES SOCIALES A

AUTORIZO



C.P. CLAUDIA FLORES ROSAS
SUBDIRECTORA ADMINISTRATIVA A