



## Asociacion Nacional de Tiro con Arco de Guatemala

DIRECCION ADMINISTRATIVO FINANCIERO  
 GERENTE GENERAL: LUIS E. LEAL  
 ENCARGADO DE ACTUALIZACION: ANDREA CELESTE AGUILAR  
 FECHA DE ACTUALIZACION: 5/07/2018

**(Artículo 10, numeral 4, Ley de Acceso a la Información Pública)**  
 NUMERO Y NOMBRE DE FUNCIONARIOS, SERVIDORES PUBLICOS EMPLEADOS Y ACESORES

| No. | REGLON | EMPLEADO / SERVIDOR PUBLICO      | CARGO                 | DEPENDENCIA                          | SUELDO BASE | COMPLEMENTO POR ANTIGÜEDAD | BONIFICACION PROFESIONAL | BONO ESPECIFICO | BONIFICACION INCENTIVO | OTRAS REMUNERACIONES ECONOMICAS |                   | HONORARIO | TOTAL INGRESO | TOTAL DESCUENTO | LIQUIDO     | MONTO VIATICOS | DIETAS | CUALQUIER OTRA REMUNEDACION |
|-----|--------|----------------------------------|-----------------------|--------------------------------------|-------------|----------------------------|--------------------------|-----------------|------------------------|---------------------------------|-------------------|-----------|---------------|-----------------|-------------|----------------|--------|-----------------------------|
|     |        | NOMBRES Y APELLIDOS              |                       |                                      |             |                            |                          |                 |                        | GASTOS DE REPRESENTACION        | GASTOS FUNERARIOS |           |               |                 |             |                |        |                             |
| 1   |        | FEDEICO GUILLERMO PAIZ MADRID    | PRESIDENTE            | COMITÉ EJECUTIVO                     | AD-HONOREN  | N/A                        | N/A                      | N/A             | 250.00                 | N/A                             | N/A               | N/A       | AD-HONOREN    | AD-HONOREN      | AD-HONOREN  | AD-HONOREN     | N/A    | N/A                         |
| 2   |        | CARLOS ALFREDO HERMES BELTRANENA | TESORERO              | COMITÉ EJECUTIVO                     | AD-HONOREN  | N/A                        | N/A                      | N/A             | 250.00                 | N/A                             | N/A               | N/A       | AD-HONOREN    | AD-HONOREN      | AD-HONOREN  | AD-HONOREN     | N/A    | N/A                         |
| 3   |        | CARLOS HUMBERTO DIAZ ALBUREZ     | SECRETARIO            | COMITÉ EJECUTIVO                     | AD-HONOREN  | N/A                        | N/A                      | N/A             | 250.00                 | N/A                             | N/A               | N/A       | AD-HONOREN    | AD-HONOREN      | AD-HONOREN  | AD-HONOREN     | N/A    | N/A                         |
| 4   |        | GABRIEL ESTUARDO RAMILA FALLA    | VOCAL I               | COMITÉ EJECUTIVO                     | AD-HONOREN  | N/A                        | N/A                      | N/A             | 250.00                 | N/A                             | N/A               | N/A       | AD-HONOREN    | AD-HONOREN      | AD-HONOREN  | AD-HONOREN     | N/A    | N/A                         |
| 5   |        | HUGO FIGUEROA RUANO              | VOCAL II              | COMITÉ EJECUTIVO                     | AD-HONOREN  | N/A                        | N/A                      | N/A             | 250.00                 | N/A                             | N/A               | N/A       | AD-HONOREN    | AD-HONOREN      | AD-HONOREN  | AD-HONOREN     | N/A    | N/A                         |
| 6   | 011    | LUIS ERNESTO LEAL ORTIZ          | GERENTE GENERAL       | Asociacion Nacional de Tiro con Arco | Q 11,000.00 | N/A                        | N/A                      | N/A             | 250.00                 | N/A                             | N/A               | N/A       | Q 11,250.00   | Q 531.30        | Q 10,718.70 | 0.00           | N/A    | N/A                         |
| 7   | 011    | EDGAR ALEXANDER MILIAN SON       | CONTADOR              | Asociacion Nacional de Tiro con Arco | Q 4,000.00  | N/A                        | N/A                      | N/A             | 250.00                 | N/A                             | N/A               | N/A       | Q 4,250.00    | Q 193.20        | Q 4,056.80  | 0.00           | N/A    | N/A                         |
| 8   | 011    | BYRON ARIEL DE LEON MORALES      | ALMACEN / INVENTARIOS | Asociacion Nacional de Tiro con Arco | Q 4,000.00  | N/A                        | N/A                      | N/A             | 250.00                 | N/A                             | N/A               | N/A       | Q 4,250.00    | Q 193.20        | Q 4,056.80  | 0.00           | N/A    | N/A                         |
| 9   | 011    | ANDREA CELESTE AGUILAR CRISTAL   | RECEPCIONISTA         | Asociacion Nacional de Tiro con Arco | Q 4,500.00  | N/A                        | N/A                      | N/A             | 250.00                 | N/A                             | N/A               | N/A       | Q 4,750.00    | Q 217.35        | Q 4,532.65  | 0.00           | N/A    | N/A                         |
| 10  | 011    | MARCO ANTONIO ROSALES DE LEON    | MANTENIMIENTO         | Asociacion Nacional de Tiro con Arco | Q 3,140.00  | N/A                        | N/A                      | N/A             | 250.00                 | N/A                             | N/A               | N/A       | Q 3,390.00    | Q 151.66        | Q 3,238.34  | 0.00           | N/A    | N/A                         |
| 11  | 011    | MARCO ANTONIO GONZALEZ MARTIN    | MANTENIMIENTO         | Asociacion Nacional de Tiro con Arco | Q 2,643.21  | N/A                        | N/A                      | N/A             | 250.00                 | N/A                             | N/A               | N/A       | Q 2,893.21    | Q 127.67        | Q 2,765.54  | 0.00           | N/A    | N/A                         |
| 12  | 011    | CARLOS FRANCISCO MEDA PEREZ      | ENTRENADOR            | Asociacion Nacional de Tiro con Arco | Q 5,500.00  | N/A                        | N/A                      | N/A             | 250.00                 | N/A                             | N/A               | N/A       | Q 5,750.00    | Q 265.65        | Q 5,484.35  | 0.00           | N/A    | N/A                         |
| 13  | 011    | JUAN CARLOS RIVAS                | MENSAJERO             | Asociacion Nacional de Tiro con Arco | Q 2,643.21  | N/A                        | N/A                      | N/A             | 250.00                 | N/A                             | N/A               | N/A       | Q 2,893.21    | Q 127.67        | Q 2,765.54  | 0.00           | N/A    | N/A                         |
| 14  | 11     | OTTO QUEVEDO LOPEZ               | AUXILIAR              | Asociacion Nacional de Tiro con Arco | Q 4,500.00  | N/A                        | N/A                      | N/A             | 0.00                   | N/A                             | N/A               | N/A       | Q 4,500.00    | Q 217.35        | Q 4,282.65  | Q -            | N/A    | N/A                         |
| 15  | 189    | LUIS MARTIN ALFARO               | ENTRENADOR            | Asociacion Nacional de Tiro con Arco | Q 15,100.00 | N/A                        | N/A                      | N/A             | 0.00                   | N/A                             | N/A               | N/A       | Q 15,100.00   | Q 729.33        | Q 14,370.67 | 0.00           | N/A    | N/A                         |
| 16  | 189    | RAMON DARIO NORIEGA              | ENTRENADOR            | Asociacion Nacional de Tiro con Arco | Q 28,320.00 | N/A                        | N/A                      | N/A             | 0.00                   | N/A                             | N/A               | N/A       | Q 28,320.00   | Q 1,367.86      | Q 26,952.14 | 0.00           | N/A    | N/A                         |
| 16  | 189    | ADAM FLORES                      | PSICOLOGO             | Asociacion Nacional de Tiro con Arco | Q 8,000.00  | N/A                        | N/A                      | N/A             | 0.00                   | N/A                             | N/A               | N/A       | Q 8,000.00    | Q 400.00        | Q 7,600.00  | 0.00           | N/A    | N/A                         |