

Formato: Plaza / Función

Fondo de Aportaciones para la Educación Tecnológica y de Adultos/Instituto Nacional para la Educación de los Adultos (FAETA/INEA)

3er. Trimestre

Entidad Federativa	RFC	CURP	Nombre	Centros de Trabajo	Plazas por tipo de función															Total plazas Jornada	Total HSM	Total de Honorarios	Total de recursos presupuestales ejercidos en servicios personales en el periodo (2)		
					Apoyo a la labor educativa			Administrativo y de servicio			Docente y Apoyo Técnico Pedagógico			Directivos y Supervisión			Mandos medios y superiores								
					Jornada	HSM	Honorarios	Jornada	HSM	Honorarios	Jornada	HSM	Honorarios	Jornada	HSM	Honorarios	Jornada	HSM	Honorarios						
TABASCO	AAHJ600228589	AAHJ600228HTCLRL07	JULIO CESAR ALVAREZ HERNANDEZ	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1	0	0	31483.19
TABASCO	AAJA671214MX4	AAJA671214HTCLMS03	ASCENCIO ALVARADO JIMENEZ	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1	0	0	12554.43
TABASCO	AATM710126GT4	AATM710126MMCYRR01	MARTHA AYALA TORRUCO	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	20114.24
TABASCO	AECG670702MU2	AECG670702MVZLSD04	GUADALUPE ALEJANDRE CASTRO	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1	0	0	34500.79
TABASCO	AERB7009194J0	AERB700919MTCLMR06	BARTOLA ALEJANDRO ROMERO	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	18946.36
TABASCO	AIPC6103159C5	AIPC610315MTCRRR09	MARIA DEL CARMEN ARIAS PEREZ	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	30545.55
TABASCO	AUAG730418DU2	AUAG730418HTCNLB00	GABRIEL ANGULO ALPUIN	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	1	0	0	35174.07
TABASCO	AUZA5907181K6	AUZA590718HVZGXN00	ANTONIO AGUILAR ZUÑIGA	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1	0	0	28813.29
TABASCO	BALB670620GD2	BALB670620HTCXGN09	BENITO BAÑOS LAGUNA	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	23281.41
TABASCO	BALD5604299Q1	BALD560429HTCTPN07	DANIEL BAUTISTA LOPEZ	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1	0	0	18787.08
TABASCO	BATM610608UB9	BATM610608MOCLSR09	MARBELLA BLAS TOSCA	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1	0	0	20486.45
TABASCO	CACR730318111	CACR730318MVZRRS05	ROSA ISELA CARDENAS CRUZ	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1	0	0	16998.59
TABASCO	CACS690221RG2	CACS690221HTCSRNO1	SANTIAGO CASTILLO CORDOVA	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	26036.33
TABASCO	CAGL621108QQ1	CAGL621108MTCRLR03	LETICIA CALZADA GARCIA	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	26815.2
TABASCO	CALM730503185	CALM730503MTCRRR18	MARI CRUZ CHAN LARA	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	25009.21
TABASCO	CAML550914PP5	CAML550914MVZHL03	LESVIA CHACON PRIEGO	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	31073.85
TABASCO	CODA610326C33	CODA610326MTCNNM06	MARIA DEL ROSARIO DE LA CRUZ DE LA CRUZ	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	17994.72
TABASCO	CUCD6108046T7	CUCD610804MCSRNR04	ANTONIO DE LA CRUZ FELIX	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	26247.74
TABASCO	CUCR640320BXA	CUCR640320MTCRRS09	HOMERO DE LA CRUZ HERNANDEZ	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1	0	0	28298.26
TABASCO	CUF590625593	CUF590625HTCRLN08	JOSE JESUS DE LA CRUZ HERNANDEZ	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1	0	0	2254.57
TABASCO	CUHH680221UM0	CUHH680221HTCRRM05	EDER CUIPI SANCHEZ	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1	0	0	18920.45
TABASCO	CUHJ650513N63	CUHJ650513HTCRRS02	OTONIEL DE LA CRUZ SANCHEZ	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1	0	0	25118.06
TABASCO	CUSO670810781	CUSO670810HTCRRN05	FLORISEL DE DIOS VARGAS	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1	0	0	20291.7
TABASCO	DARY540323L9A	DARY540323MTCMML02	CALIXTRO FELICIANO OVANDO	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	31871.13
TABASCO	DIPL730317HN6	DIPL730317MTCZRY01	RUBY FRIAS GARCIA	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	14656.26
TABASCO	DIVF620128GI0	DIVF620128HTCSRLO2	EULALIA DE LA FUENTE RAMOS	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1	0	0	22081.94
TABASCO	FEFV581105TI6	FEFV581105MCSRRL01	MARISELA GARCIA ALCOCER	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	26007.03
TABASCO	FEOC740405DP2	FEOC740405HCSLVL03	MARIA DEL CARMEN GARCIA CRUZ	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	1	0	0	21106.53
TABASCO	FIGR661222PR4	FIGR661222MTCRRB01	ISABEL DEL CARMEN GARCIA ESCALANTE	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	19036.01
TABASCO	FURE641018BN8	FURE641018MTCNML19	GUADALUPE VIRGINIA GARCIA FACES	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1	0	0	28079.81
TABASCO	GAAM700412834	GAAM700412MTCRLR06	MARIA DEL CARMEN GARCIA HERNANDEZ	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1	0	0	22050.33
TABASCO	GACC680311AF7	GACC680311MTCRRR06	MANAEN GARCIA HERNANDEZ	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	21015.19
TABASCO	GAEI591104P55	GAEI591104MTCRSS01	JOSE ANGEL GONZALEZ CORONA	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	1684.82
TABASCO	GAFG630508G73	GAFG630508MTCRCD07	ESMERALDA GOMEZ DE LA CRUZ	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	29382.74
TABASCO	GAHC470722AE2	GAHC470722MTCRRR04	NELLY GOMEZ DIAZ	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	26710.61
TABASCO	GAHM751210G97	GAHM751210HTCRRN04	ENMA ELENA GONGORA GUZMAN	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1	0	0	27151.57
TABASCO	GORM540614RV2	GORM540614HTCNDT00	MATEO GONZALEZ RODRIGUEZ	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	31642.99
TABASCO	GOG640321878	GOG640321MTCNZN07	JOSIEL GOMEZ SANCHEZ	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	29302.58
TABASCO	GORE520616QH2	GORE520616MTCNNL05	ABIMAELO GOMEZ VILLARREAL	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1	0	0	18703.67
TABASCO	GORM671022286	GORM671022HCSNNT03	GLORIA GUTIERREZ GUTIERREZ	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1	0	0	20498.38
TABASCO	GOSJ661211DY9	GOSJ661211HTCMNS06	MARIO ALBERTO HERNANDEZ DE LA CRUZ	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	19889.1
TABASCO	GUFC570426T10	GUFC570426MTCRRN07	FRANCISCA HERNANDEZ ESCALANTE	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	15782.42
TABASCO	GUGG671120D95	GUGG671120MCSSTL04	RAMIRO AQUILES HERNANDEZ OLAN	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1	0	0	24171.74
TABASCO	HECM590306FW2	HECM590306HTCRRR06	MARIA CONSUELO HIDALGO ALVAREZ	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	26901.44
TABASCO	HEDG581210361	HEDG581210MTCRZD09	JOSE LUIS JESUS ARIAS	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1	0	0	31616.01
TABASCO	HEEF621229DWS	HEEF621229MTCRRS04	REYNA DEL CARMEN JIMENEZ CRUZ	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	30004.65
TABASCO	HEOR720401CD9	HEOR720401HTCRLM01	DORA MARIA LAMOYI MARTINEZ	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1	0	0	22103.32
TABASCO	HIAC390410546	HIAC390410MTCNLD09	SOYLA MARIA LOPEZ BALCAZAR	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	21804.29
TABASCO	JEAL680315160	JEAL680315HTCSR507	LUIS ALFREDO LOPEZ CARAVEO	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	1	0	0	20315.28
TABASCO	JICR611025A67	JICR611025MCSMRY05	LETICIA LOPEZ DE LA CRUZ	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	27941.42
TABASCO	LOBS660101D86	LOBS660101MTCPLY07	ANA MARIA MAGAÑA DOMINGUEZ	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1	0	0	13963.46

LIC. ANA MARIA PEDRERO MORALES
Nombre del Responsable
ENCARGADA DEL DEPARTAMENTO DE RECURSOS HUMANOS
Cargo
Firma
14/10/2015
Fecha

Formato: Plaza / Función

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3er. Trimestre

Entidad Federativa	RFC	CURP	Nombre	Centros de Trabajo	Plazas por tipo de función															Total plazas Jornada	Total HSM	Total de Honorarios	Total de recursos presupuestales ejercidos en servicios personales en el periodo (2)		
					Apoyo a la labor educativa			Administrativo y de servicio			Docente y Apoyo Técnico Pedagógico			Directivos y Supervisión			Mandos medios y superiores								
					Jornada	HSM	Honorarios	Jornada	HSM	Honorarios	Jornada	HSM	Honorarios	Jornada	HSM	Honorarios	Jornada	HSM	Honorarios						
TABASCO	GOJD740901HA7	GOJD740901HTCMMN05	ROBERTO GONZALEZ CORNELIO	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1	0	0	20374.44
TABASCO	CUPC790114F97	CUPC790114HTCRRN00	FRANCISCO JAVIER AYALA PEREZ	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1	0	0	19793.07
TABASCO	HIGGS30607PQ7	HIGGS30607HTCDVS06	FELIX VICTORIA ULIN	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1	0	0	18140.52
TABASCO	SOGR740102UG8	SOGR740102HTCBMC01	MANUEL ALEJANDRO HERNANDEZ RICARDEZ	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	3471.25
TABASCO	HEGI720330IF5	HEGI720330HDFRLV06	JORGE ALBERTO RAMIREZ MACIAS	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	37503.29
TABASCO	NOAJ650128616	NOAJ650128MTCRR008	JUAN CARLOS RAMON GARCIA	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	24677.49
TABASCO	GOCR600220GQ2	GOCR600220HTCNRB01	CESAR MANUEL LUCIANO RAMIREZ	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1	0	0	13310.5
TABASCO	AAPF731116JD4	AAPF731116HCSYRR00	LEONOR DEL CARMEN SANCHEZ HERNANDEZ	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	14229.14
TABASCO	VIUF750923KD9	VIUF750923HTCCLL03	DAVID SANTIAGO CRUZ	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1	0	0	25619.44
TABASCO	HERM881207RB4	HERM881207HTCRCN00	CARLOS MARX ZETINA IZQUIERDO	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	36473.31
TABASCO	RAMJ741129IH8	RAMJ741129HTCMCR05	MIREYA DEL CARMEN LOPEZ RODRIGUEZ	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	1	0	0	14164.87
TABASCO	RAGJ720221CI7	RAGJ720221HTCMRN01	ROMAN MAY RODRIGUEZ	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	37155.46
TABASCO	TOFY750309185	TOFY750309MTCRLL08	JOSE MARTIN JIMENEZ CRUZ	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	1	0	0	21986.45
TABASCO	LURC800707FH4	LURC800707HTCMS02	LUZ DEL ALBA DE LA O DE LA O	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	22081.98
TABASCO	SAHL691019NT2	SAHL691019MTCNRN03	MARIA ELENA PEREZ BERNARDO	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	24935.02
TABASCO	SACD7605036U9	SACD760503HTCNRV02	DANIEL HERNANDEZ RUIZ	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	14375.8
TABASCO	LORM660624IL3	LORM660624MTCPRD01	FRANCISCO RODRIGUEZ OSORIO	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	22627.84
TABASCO	MARR510914280	MARR510914HTCYDM07	MELINA DEL ANGEL ALVAREZ MENESES	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	1	0	0	25104.16
TABASCO	JICM741103IW1	JICM741103HTCMRR06	MARTHA OSORIO BROCA	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	141293.43
TABASCO	OOLU6902227J5	OOLU690222MTCXXZ04	EMILIO DE LOS SANTOS GARDUZA MENDEZ	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	24473.49
TABASCO	PEBE800206BH4	PEBE800206MTCRR07	DEYSI SANCHEZ TRUJILLO	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	39379.35
TABASCO	HERD8006278N2	HERD800627HCSRZN05	JOSE ALBERTO JUAREZ CHALE	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	39379.35
TABASCO	ROOF831121NL8	ROOF831121HTCDSR00	ELVIRA DEL CARMEN MAGANA OLAN	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	37320
TABASCO	AAMM890411EX2	AAMM890411MTCNLN08	IDALIA LEON CONTRERAS	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	20697.59
TABASCO	OOMB560609FJA	OOMB570609MTCSSR02	LORENA PATRICIA LAZARO CASTRO	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	1	0	0	37317.02
TABASCO	GAME701101KL6	GAME701101HTCRRN04	JESUS MANUEL DOMINGUEZ RAMIREZ	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	20815.39
TABASCO	SATD821020Z24	SATD821020MTCNRY03	OSCAR IVAN BALCAZAR FERRER	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	1	0	0	20862.07
TABASCO	JUCA750310H08	JUCA750310HCSRHL08	BLANCA YEDID SILVA CONTRERAS	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	1	0	0	21409.17
TABASCO	CEOP641018P27	CEOP641018HDFLSL05	LUIS FERNANDO LOPEZ CRUZ	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	20576.61
TABASCO	MAOE650622HI0	MAOE650622MTCGLL06	LILIA DEL CARMEN MARTINEZ DAMIAN	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	20576.61
TABASCO	LECI7605169D3	LECI760516MTCNND03	DAVID LAZARO REYES	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	9679.11
TABASCO	LACL830816Q44	LACL830816MTCZSR04	GABRIEL GOMEZ GOMEZ	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	1	0	0	21409.17
TABASCO	PEMR710610RN6	PEMR71060HTCRRM09	VICTOR EDGAR PEREZ ZURITA	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	1	0	0	38321.79
TABASCO	RELH770111PA1	RELH770111HTCYNG05	HIGINIO ALBERTO REYES LUNA	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	1	0	0	38325.45
TABASCO	HEMJ840306KH6	HEMJ840306HTCRRN09	JUAN CARLOS HERNANDEZ MORALES	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	24988.29
TABASCO	OAMJ830926UP4	OAMJ830926HTCLRS07	JESUS ANTONIO OLAN MORALES	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	15117.69
TABASCO	PEBH7810286F2	PEBH781028HTCRR01	HECTOR HUGO PEREZ BURGUETE	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	25869.48
TABASCO	OOGN780614C10	OOGN780810HVZMX09	NOE OSORIO GOMEZ	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	25288.2
TABASCO	LOVA790313N60	LOVA790313MTCPLM02	AMELIA DE LOS ANGELES LOPEZ VALENCIA	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1	0	0	25869.48
TABASCO	HEBL851107IB8	HEBL851107HTCRCS09	LUIS ERNESTO HERNANDEZ BOCANEGRA	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	21543.9
TABASCO	GAGL511108MU6	GAGL511108MTCRR09	MARIA DE LOURDES GARCIA GRANADOS	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	21543.9
TABASCO	MAMX870305U82	MAMX870305MTCNRM02	EMMILINE MANCILLA MORENO	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	21375.39
TABASCO	AURR570704366	AURR570704HTCGLS02	ROOSSELVELT AGUILAR REAL	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	21040.2
TABASCO	AUAJ580416GV2	AUAJ580416HTCLCN06	LUIS ENRIQUE FELIX MAYO	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	20508.69
TABASCO	MERC590424511	MERC590424HTCNMR06	CARLOS ALBERTO MENDEZ ROMERO	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	25333.74
TABASCO	MALB690828SG7	MALB690828MTCRNL09	BLANCA ESTELA MARTINEZ LEON	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	37825.45
0																									
Total Personas :				148																Total Recursos Ejercidos:			3,456,840.00		

Fuente : Información proporcionada por las Entidades Federativas.

LIC. ANA MARIA PEDRERO MORALES Nombre del Responsable
ENCARGADA DEL DEPARTAMENTO DE RECURSOS HUMANOS Cargo
Firma
14/10/2015 Fecha