Docket #2660 Date Filed: 12/2/2022

Hearing Date & Time: January 19, 2023 at 11:00 a.m. (prevailing Eastern Time)
Objection Deadline: January 6, 2023 at 4:00 p.m. (prevailing Eastern Time)

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Counsel for Debtors and Reorganized Debtors

UNITED STATES BANKRUPTCY COURT
SOUTHERN DISTRICT OF NEW YORK

In re:	Chapter 11
AVIANCA HOLDINGS S.A. *et al.*,[1]	Case No. 20-11133 (MG)
Debtors and Reorganized Debtors.	(Jointly Administered)

NOTICE OF HEARING ON
OBJECTION OF AEROVÍAS DEL CONTINENTE
AMERICANO S.A. AVIANCA TO CLAIM NUMBER 1729
FILED BY THE ASOCIACIÓN COLOMBIANA DE AVIADORES CIVILES

[1] The Debtors and Reorganized Debtors in these chapter 11 cases, and each Debtor's and Reorganized Debtor's federal tax identification number (to the extent applicable), are as follows: Avianca Holdings S.A. (N/A) n/k/a HVA Associated Corp.; Aero Transporte de Carga Unión, S.A. de C.V. (N/A); Aeroinversiones de Honduras, S.A. (N/A); Aerovías del Continente Americano S.A. Avianca (N/A); Airlease Holdings One Ltd. (N/A); America Central (Canada) Corp. (00-1071563); America Central Corp. (65-0444665); AV International Holdco S.A. (N/A); AV International Holdings S.A. (N/A); AV International Investments S.A. (N/A); AV International Ventures S.A. (N/A); AV Investments One Colombia S.A.S. (N/A); AV Investments Two Colombia S.A.S. (N/A); AV Loyalty Bermuda Ltd. (N/A); AV Taca International Holdco S.A. (N/A); Aviacorp Enterprises S.A. (N/A); Avianca Costa Rica S.A. (N/A); Avianca Leasing, LLC (47-2628716); Avianca, Inc. (13-1868573); Avianca-Ecuador S.A. (N/A); Aviaservicios, S.A. (N/A); Aviateca, S.A. (N/A); Avifreight Holding Mexico, S.A.P.I. de C.V. (N/A); C.R. Int'l Enterprises, Inc. (59-2240957); Grupo Taca Holdings Limited (N/A); International Trade Marks Agency Inc. (N/A); Inversiones del Caribe, S.A. (N/A); Isleña de Inversiones, S.A. de C.V. (N/A); Latin Airways Corp. (N/A); Latin Logistics, LLC (41-2187926); Nicaragüense de Aviación, Sociedad Anónima (N/A); Regional Express Américas S.A.S. (N/A); Ronair N.V. (N/A); Servicio Terrestre, Aéreo y Rampa S.A. (N/A); Servicios Aeroportuarios Integrados SAI S.A.S. (92-4006439); Taca de Honduras, S.A. de C.V. (N/A); Taca de México, S.A. (N/A); Taca International Airlines S.A. (N/A); Taca S.A. (N/A); Tampa Cargo S.A.S. (N/A); Technical and Training Services, S.A. de C.V. (N/A). The Debtors' and Reorganized Debtors' principal offices are located at Avenida Calle 26 # 59 – 15 Bogotá, Colombia.

PLEASE TAKE NOTICE that a hearing (the "Hearing") will be held at **11:00 A.M. (prevailing Eastern Time) on January 19, 2023** before the Honorable Martin Glenn, United States Bankruptcy Judge, United States Bankruptcy Court for the Southern District of New York, One Bowling Green, New York, NY 10004 to consider the *Objection* of *Aerovías del Continente Americano S.A. Avianca to Claim Number 1729 Filed by the Asociación Colombiana de Aviadores Civiles* (the "Objection").

PLEASE TAKE FURTHER NOTICE that the Hearing will be conducted remotely using Zoom for Government. Parties wishing to appear at the Hearing, whether making a "live" or "listen only" appearance before the Court, need to make an electronic appearance through the Court's website at https://ecf.nysb.uscourts.gov/cgi-bin/nysbAppearances.pl on or before 4:00 P.M. (prevailing Eastern Time) on or before the business day before the date of the hearing. After the deadline for parties to make electronic appearances passes, parties who have made their electronic appearance through the Court's website will receive an invitation from the Court with the Zoom link that will allow them to attend the Zoom Omnibus Hearing. Requests to receive a Zoom link will not be made by emailing the Court. Further information on the use of Zoom for Government can be found at the Court's website at https://www.nysb.uscourts.gov/zoom-video-hearing-guide.

PLEASE TAKE FURTHER NOTICE that, any objections or responses to the relief requested in the Objection shall: (a) be in writing; (b) conform to the Federal Rules of Bankruptcy Procedure, the Local Bankruptcy Rules for the Southern District of New York, all General Orders applicable to chapter 11 cases in the United States Bankruptcy Court for the Southern District of New York, and the *Order Implementing Certain Notice and Case Management Procedures* [Docket No. 47] (the "Case Management Order"); (c) be filed electronically with this Court on the docket

of *In re Avianca Holdings S.A.*, Case 20-11133 (MG) by registered users of this Court's electronic filing system and in accordance with the General Order M-399 (which is available on this Court's website at http://www.nysb.uscourts.gov) by **January 6, 2023 at 4:00 P.M. (prevailing Eastern Time)**; and (d) be promptly served on the following parties: (i) the Chambers of the Honorable Martin Glenn, United States Bankruptcy Court for the Southern District of New York, One Bowling Green, New York, NY 10004; (ii) the Reorganized Debtors, c/o Richard Galindo (richard.galindo@avianca.com); (iii) Milbank LLP, 55 Hudson Yards, New York, NY 10001 (Attn: Evan R. Fleck, Esq., Gregory A. Bray, Esq., and Benjamin Schak, Esq. (efleck@milbank.com, gbray@milbank.com, and bschak@milbank.com)), counsel for the Debtors and Reorganized Debtors; and (iv) William K. Harrington, U.S. Department of Justice, Office of the U.S. Trustee, 201 Varick Street, Room 1006, New York, NY 10014 (Attn: Brian Masumoto, Esq. and Greg Zipes, Esq.).

PLEASE TAKE FURTHER NOTICE that copies of the Objection and other pleadings for subsequent hearings may be obtained free of charge by visiting the KCC website at http://www.kccllc.net/avianca. You may also obtain copies of any pleadings at http://www.nysb.uscourts.gov in accordance with the procedures and fees set forth therein.

PLEASE TAKE FURTHER NOTICE that *your rights may be affected*. You should read the Objection carefully and discuss it with your attorney, if you have one. If you do not have an attorney, you may wish to consult with one.

PLEASE TAKE FURTHER NOTICE that the Hearing may be continued or adjourned from time to time without further notice other than an announcement of the adjourned date or dates at the Hearing or at a later hearing.

PLEASE TAKE FURTHER NOTICE that you need not appear at the Hearing if you do not object to the relief requested in the Objection.

PLEASE TAKE FURTHER NOTICE that if you do not want the Court to grant the relief requested in the Objection, or if you want the Court to consider your view on the Objection, then you or your attorney must attend the Hearing. If you or your attorney do not take these steps, the Court may decide that you do not oppose the relief sought in the Objection and may enter orders granting the relief requested in the Objection with no further notice or opportunity to be heard.

Dated: December 2, 2022
New York, New York

/s/ Evan R. Fleck

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UNITED STATES BANKRUPTCY COURT
SOUTHERN DISTRICT OF NEW YORK

In re:	Chapter 11
AVIANCA HOLDINGS S.A. *et al.*,[1]	Case No. 20-11133 (MG)
Debtors and Reorganized Debtors	(Jointly Administered)

OBJECTION OF AEROVÍAS DEL CONTINENTE AMERICANO S.A. AVIANCA TO CLAIM NUMBER 1729 FILED BY THE ASOCIACIÓN COLOMBIANA DE AVIADORES CIVILES

[1] The Debtors and Reorganized Debtors in these chapter 11 cases, and each Debtor's and Reorganized Debtor's federal tax identification number (to the extent applicable), are as follows: Avianca Holdings S.A. (N/A) n/k/a HVA Associated Corp.; Aero Transporte de Carga Unión, S.A. de C.V. (N/A); Aeroinversiones de Honduras, S.A. (N/A); Aerovías del Continente Americano S.A. Avianca (N/A); Airlease Holdings One Ltd. (N/A); America Central (Canada) Corp. (00-1071563); America Central Corp. (65-0444665); AV International Holdco S.A. (N/A); AV International Holdings S.A. (N/A); AV International Investments S.A. (N/A); AV International Ventures S.A. (N/A); AV Investments One Colombia S.A.S. (N/A); AV Investments Two Colombia S.A.S. (N/A); AV Loyalty Bermuda Ltd. (N/A); AV Taca International Holdco S.A. (N/A); Aviacorp Enterprises S.A. (N/A); Avianca Costa Rica S.A. (N/A); Avianca Leasing, LLC (47-2628716); Avianca, Inc. (13-1868573); Avianca-Ecuador S.A. (N/A); Aviaservicios, S.A. (N/A); Aviateca, S.A. (N/A); Avifreight Holding Mexico, S.A.P.I. de C.V. (N/A); C.R. Int'l Enterprises, Inc. (59-2240957); Grupo Taca Holdings Limited (N/A); International Trade Marks Agency Inc. (N/A); Inversiones del Caribe, S.A. (N/A); Isleña de Inversiones, S.A. de C.V. (N/A); Latin Airways Corp. (N/A); Latin Logistics, LLC (41-2187926); Nicaragüense de Aviación, Sociedad Anónima (N/A); Regional Express Américas S.A.S. (N/A); Ronair N.V. (N/A); Servicio Terrestre, Aéreo y Rampa S.A. (N/A); Servicios Aeroportuarios Integrados SAI S.A.S. (92-4006439); Taca de Honduras, S.A. de C.V. (N/A); Taca de México, S.A. (N/A); Taca International Airlines S.A. (N/A); Taca S.A. (N/A); Tampa Cargo S.A.S. (N/A); Technical and Training Services, S.A. de C.V. (N/A). The Debtors' and Reorganized Debtors' principal offices are located at Avenida Calle 26 # 59 – 15 Bogotá, Colombia.

Reorganized Debtor Aerovías del Continente Americano S.A. Avianca ("Avianca") hereby objects, pursuant to sections 105 and 502(b) of title 11 of the U.S. Code (as amended, the "Bankruptcy Code"), to proof of claim numbered 1729 (the "Claim") filed by the Asociación Colombiana de Aviadores Civiles ("ACDAC"), annexed hereto as **Exhibit B**. In support of its objection (the "Objection"), Avianca respectfully states as follows:

PRELIMINARY STATEMENT

1. ACDAC is a union representing approximately half of Avianca's Colombian pilots.[1] The Claim alleges that Avianca is obligated, pursuant to certain judicial and arbitral awards, to "pay monthly operational efficiency and semiannual fuel bonuses to ACDAC members at 100% of the benefit levels paid to non-union pilots." Claim ¶ 3. The Claim does not, however, allege that Avianca has failed to comply with this obligation, let alone provide any facts that would support such a contention or quantify the amount that ACDAC contends its pilots are owed. Avianca is thus left to guess at the basis for and amount of ACDAC's Claim.

2. Regardless, ACDAC's Claim is without merit. The fact is that incentive payments, comprised of monthly operational efficiency incentives and semiannual fuel bonuses (collectively, the "Incentive Payments"), are made to all Colombian pilots under exactly the same criteria and regardless of union affiliation. And Avianca has provided data to ACDAC demonstrating that there is no difference in the calculation of Incentive Payments for union and non-union pilots. In some cases, ACDAC is raising claims years after the bonuses were already paid.

3. ACDAC has sometimes suggested (although not in its Claim) that ACDAC-member pilots are entitled to the highest achievable level of Incentive Payments, ***regardless of***

[1] For simplicity, Avianca refers to both pilots and first officers as "pilots" throughout this Objection. ACDAC represents both categories of employees.

whether the pilots actually achieve the milestones for the Incentive Payments. If that is the basis for ACDAC's Claim, it is a nonsensical argument not supported by the language of rulings cited by ACDAC.

4. Because the Claim does not articulate, let alone provide support for, ACDAC's position, the Claim is not entitled to a *prima facie* assumption of validity and should be disallowed. The Claim should be disallowed for the additional reason that ACDAC members have been paid all of the Incentive Payments to which they are entitled, and therefore the amount the Claim asserts—the amount by which ACDAC members have been underpaid—is zero.

BACKGROUND

5. ACDAC represents about half of Avianca's Colombian pilots. *See Declaration of Paola Maria Villota Martinez in Support of Objection of Aerovías del Continente Americano S.A. Avianca to Claim Number 1729 Filed by the Asociación Colombiana de Aviadores Civiles* ("Villota Declaration" or "Villota Decl.") ¶ 5, annexed hereto as **Exhibit A**.[2] ACDAC has maintained a collective bargaining agreement (*convención colectiva*) with Avianca since 2009. *See id.* ¶ 5. Although the history of this period is complex, only a few events are relevant to the Claim in dispute.

6. In October 2013, following a failed round of negotiations led by the Colombian Ministry of Labor, Avianca unilaterally offered all of its Colombian pilots a Voluntary Benefits Plan (*Plan Voluntario de Beneficios*). *See id.* ¶ 6. The Voluntary Benefits Plan provided a comprehensive framework for salary and benefits that was in addition to ACDAC's collective bargaining agreement at that time. *See id.* Among other things, the Voluntary Benefits Plan

[2] Attached as Exhibit A is an original Spanish version of the Villota Declaration, as well as a certified English translation.

included a monthly incentive payment for operational efficiency and a semi-annual incentive payment for efficient fuel usage. *See id.* ACDAC did not accept the Voluntary Benefits Plan, and took the position that the Voluntary Benefits Plan was not permissible under Colombian law. *See id.*

7. Subsequently, certain members of ACDAC filed actions before Colombian courts arguing that Avianca's unilateral offer of a compensation package had undermined their right to bargain collectively under Colombian law, and certain actions were reviewed by the Colombian Constitutional Court. *See id.* ¶ 7. The Colombian Constitutional Court largely accepted ACDAC's arguments in its February 2015 judgment, excerpted in relevant part at **Exhibit C** ("Judgment T-069"). *See id.* Among other things, the court ordered Avianca to extend the Voluntary Benefits Plan to ACDAC members, with the same criteria offered to non-unionized pilots. *See* Judgment T-069 (first paragraph of fifth decretal section).

8. By late 2017, Avianca and ACDAC had not yet agreed on the terms of a new collective bargaining agreement, and ACDAC had commenced a strike. *See* Villota Decl. ¶ 8. In an effort to resolve the dispute, the Colombian Ministry of Labor ordered Avianca and ACDAC to appear before an arbitration panel (*tribunal de arbitramento*). *See id.* The panel's decision (the "2017 Arbitration Award" and, together with Judgment T-069, the "Compensation Decrees") adopted a certain level of salary increases,[3] but did not focus on the pilots' efficiency and fuel bonuses; it noted only, in passing, that efficiency and fuel bonuses "shall be paid in 100% of [their] corresponding value, pursuant to [Judgment] T[-]069 of 2015." 2017 Arbitration Award, cl. 201, excerpted in relevant part at **Exhibit D**.

[3] Avianca has complied with the provisions of the 2017 Arbitration Award addressing salary increases, and ACDAC's claim does not suggest to the contrary.

9. Today, consistent with the 2017 Arbitration Award, Avianca continues to make Incentive Payments to its pilots. *See id.*; *cf. Order Granting Authority to Pay Amounts Due under Specified Incentive Plans* [ECF No. 1812] (granting authority to pay incentives during bankruptcy case). Colombian courts have found on multiple separate occasions—seven total—that Avianca is in compliance with its obligation to offer the same incentive-based compensation to all pilots. *See, e.g.,* **Exhibit E** (the "Colombian Court Judgments," attaching four such judgments).

10. The pilots' monthly "efficiency" bonus is currently based on a combination of time spent on the ground during an itinerary (less time on the tarmac is better) and consistent stable landing approaches (more stability is better). *See* Villota Decl. ¶ 9. The pilots' semi-annual fuel bonus is calculated based upon amount of fuel conserved; this bonus encourages pilots to conserve fuel by—for example—using only one engine during taxiing. *See id*.

11. For each of these incentive payment categories, Avianca ***makes no distinction*** between employees who are members of ACDAC and employees who are not. *See id.* ¶ 10. All pilots are compensated under the exact same incentive payment structure and have been since Judgement T-069 was enacted in 2015. *See id.*

OBJECTION

12. ACDAC presumably bases its Claim either (i) on the erroneous belief that ACDAC pilots receive Incentive Payments premised on different, lower-level payouts, or (ii) on the entirely unsubstantiated theory that its members are entitled to guaranteed Incentive Payments at the maximum possible payout level—effectively, a guaranteed level of compensation higher than that of non-ACDAC members.

13. ACDAC's Claim must be disallowed. Two reasons compel this conclusion: the Claim is not entitled to a *prima facie* presumption of validity, and the amount due under the Claim is zero.

14. **ACDAC's Claim is Not *Prima Facie* Valid**. For a proof of claim to be entitled to *prima facie* validity, it must allege facts sufficient to support a legal liability to the claimant. *See* Fed. R. Bankr. P. 3001(f); 11 U.S.C. § 502(a); *In re Lehman Brothers Holdings Inc.*, 602 B.R. 564, 576 (Bankr. S.D.N.Y. 2019) (citing *In re Allegheny Int'l Inc.*, 954 F.2d 167, 174 (3d Cir. 1992)). Claims may be disallowed for failure to support the claim with sufficient evidence because "absent adequate documentation, the proof of claim is not sufficient for the objector to concede the validity of the claim." *In re Minbatiwalla*, 424 B.R. 104, 119 (Bankr. S.D.N.Y. 2010) (Glenn, J.); *see In re Residential Capital, LLC*, No. 12-12020, 2013 WL 5524728, at *4 (Bankr. S.D.N.Y. Oct. 4, 2013) (same).

15. Nowhere in ACDAC's Claim does it contend or provide any support for the notion that Avianca has failed to pay ACDAC pilots the same bonuses paid to non-ACDAC pilots. Since Judgment T-069 was entered in 2015, Avianca has applied exactly the same formulas to calculate Incentive Payments for all pilots, both union and non-union alike. *See* Villota Decl. ¶ 10. ACDAC is well aware of Avianca's uniform methodology for calculating the pilots' Incentive Payments because Avianca shared the spreadsheets used to calculate pilot Incentive Payments with ACDAC on November 9, 2022, at which time Avianca also requested that ACDAC withdraw its Claim. *See id.* ¶ 11; *see also* **Exhibit F** ("Avianca Incentive Payment Calculations"). Yet ACDAC has declined to withdraw its Claim, necessitating this objection. For this reason alone, ACDAC's claim should be disallowed.

16. The only documentation ACDAC provides in support of its Claim is Judgment T-069 and an excerpt of the 2017 Arbitration Award. Neither of these Compensation Decrees establishes that Avianca has not compensated ACDAC and non-ACDAC pilots in the same way. Nor does either document establish that Avianca must compensate ACDAC-member pilots with

100% of the maximum Incentive Payments even if they have not achieved the requisite performance targets. Indeed, such compensation would be at odds with the very Compensation Decrees ACDAC cites, which require that all Colombian pilots be offered the opportunity to achieve the same Incentive Payments under the same criteria.

17. The Compensation Decrees only require Avianca to provide Incentive Payments to union members on equal terms with non-members, so that union members are not incentivized to abandon ACDAC for the promise of better incentive payments. The 2017 Arbitration Award states as much: "[i]t is understood that the payment of the operational efficiency incentive (monthly) and the payment of the fuel bonus (semi-annual) shall be paid in 100% of its corresponding value, pursuant to ruling T069 of 2015." *See* 2017 Arbitration Award.

18. To the extent ACDAC is arguing that the Compensation Decrees require Avianca to pay union pilots 100% of the maximum achievable payouts under the Incentive Payment criteria, regardless of actual performance, this reading of the Compensation Decrees would convert Avianca's incentive compensation plan—which helps the business by encouraging pilots to fly efficiently—into a non-incentivizing pay raise that ACDAC has never bargained for. Colombian courts have found the same arguments as those presented in the Claim meritless on seven total occasions—four examples of which are attached here. *See, e.g.,* Colombian Court Judgments. Specifically, when ACDAC has attempted to enforce Judgment T-069 against Avianca, the courts have found that Avianca is already in compliance with its obligations under Judgment T-069 and that enforcement is therefore unwarranted. No court has agreed with ACDAC's contention that Avianca is required to provide higher Incentive Payments to ACDAC members.

19. This Court should defer to the decisions of the Colombian courts, as those courts are better positioned to interpret Colombian law and apply judgments rendered in their own

jurisdiction. *See Pravin Banker Assocs. v. Banco Popular Del Peru*, 109 F.3d 850, 854 (2d Cir. 1997) ("Under the principles of international comity, United States courts ordinarily . . . defer to [judicial acts and] proceedings taking place in foreign countries, allowing those acts and proceedings to have extraterritorial effect in the United States" unless doing so "would be contrary to the policies or prejudicial to the interests of the United States."); *In re SLS Capital, S.A.*, 2015 Bankr. LEXIS 2468, at *25 (Bankr. S.D.N.Y. July 20, 2015) (granting comity to a Luxembourg court order interpreting its own liquidation order, as this was "consistent with the principles of comity because there was no evidence that the proceedings in the Luxembourg [c]ourt were not fair and impartial").

20. Because ACDAC has failed to put forth any evidence that ACDAC members are entitled to guaranteed levels of Incentive Payments,[4] the Claim must lose its presumption of *prima facie* validity, and should be disallowed.

21. **ACDAC's Claim Is Worth Zero**. Even if the Claim is presumed *prima facie* valid, Avianca's liability under the Claim—representing unpaid but owed Incentive Payments to ACDAC members—would be zero. Avianca's formula for determining Incentive Payment payout levels for its pilots is applied in an identical fashion to ACDAC members and non-ACDAC members alike. *See* Avianca Incentive Payment Calculations. Accordingly, the amount the Claim seeks to assert against Avianca is zero, because Avianca has already paid the ACDAC pilots the full Incentive Payments to which they are entitled.

[4] ACDAC's contention that such evidence may be adduced through Avianca's payroll records (*see* Claim, Addendum ¶ 2) is meritless, particularly as ACDAC is now in possession of records (the Avianca Incentive Payment Calculations) that demonstrate that the same compensation formulas are applied to all pilots without regard to ACDAC membership status, in compliance with the Compensation Decrees.

22. As the amount ACDAC's Claim seeks is zero, the Claim should be disallowed in its entirety. *See In re Nolte*, 542 B.R. 185 (Bankr. E.D. Va. 2015) (proof of claim disallowed in its entirety where claimant failed to show that liability was greater than zero).

NOTICE

23. Notice of the Objection has been provided to (i) ACDAC, at the addresses and email addresses listed on its Claim; (ii) the Office of the U.S. Trustee; and (iii) all other parties entitled to notice pursuant to Bankruptcy Rule 2002. The Reorganized Debtors submit that no other or further notice need be given.

RESERVATION OF RIGHTS

24. The Reorganized Debtors reserve the right to amend, modify, or supplement this Objection, and to file additional objections to the Claims on any other ground that bankruptcy or non-bankruptcy law permits. In the event that ACDAC pursues the Claim in any forum other than this Court, the Reorganized Debtors also expressly reserve the right to contest the Claim on the grounds set forth in this Objection or on any other ground.

CONCLUSION

WHEREFORE, the Reorganized Debtors respectfully request that the Court (i) sustain the Objection, (ii) disallow the Claim in its entirety and order it expunged from the claims register, and (iii) grant such other and further relief as the Court may deem just and appropriate.

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Dated: New York, New York
December 2, 2022

/s/ Evan R. Fleck

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Counsel for Debtors and Reorganized Debtors

Exhibit A

Declaration of Paola Maria Villota Martinez

TRIBUNAL DE QUIEBRAS DE LOS ESTADOS UNIDOS
DISTRITO SUR DE NUEVA YORK

Causa caratulada:	:	Capítulo 11
AVIANCA HOLDINGS S.A. *y otros*,[1]	:	Causa No. 20-11133 (MG)
Deudores y Deudores Reorganizados.	:	(Ratificada)

DECLARACIÓN DE PAOLA MARÍA VILLOTA MARTÍNEZ EN APOYO A LA OBJECIÓN DE AEROVÍAS DEL CONTINENTE AMERICANO S.A. AVIANCA A LA DEMANDA NÚMERO 1729 INICIADA POR LA ASOCIACIÓN COLOMBIANA DE AVIADORES CIVILES

Yo, Paola María Villota Martínez, hago esta declaración (la "Declaración") de acuerdo con lo establecido en 28 U.S.C. § 1746 y afirmo lo siguiente:

Antecedentes

1. Trabajé contratada como empleada por los Deudores, y posteriormente por los Deudores Reorganizados (denominados, conjuntamente con los Deudores, "Avianca"), durante más de 6 años. Comencé a trabajar en Avianca como Directora de Relaciones Laborales en junio

[1] Los Deudores y los Deudores Reorganizados en estas causas del capítulo 11, y el número de identificación tributaria federal de cada Deudor y de cada Deudor Reorganizado (en la medida que corresponda) son los siguientes: Avianca Holdings S.A. (N/A) n/k/a HVA Associated Corp.; Aero Transporte de Carga Unión, S.A. de C.V. (N/A); Aeroinversiones de Honduras, S.A. (N/A); Aerovías del Continente Americano S.A. Avianca (N/A); Airlease Holdings One Ltd. (N/A); America Central (Canada) Corp. (00-1071563); America Central Corp. (65-0444665); AV International Holdco S.A. (N/A); AV International Holdings S.A. (N/A); AV International Investments S.A. (N/A); AV International Ventures S.A. (N/A); AV Investments One Colombia S.A.S. (N/A); AV Investments Two Colombia S.A.S. (N/A); AV Loyalty Bermuda Ltd. (N/A); AV Taca International Holdco S.A. (N/A); Aviacorp Enterprises S.A. (N/A); Avianca Costa Rica S.A. (N/A); Avianca Leasing, LLC (47-2628716); Avianca, Inc. (13-1868573); Avianca-Ecuador S.A. (N/A); Aviaservicios, S.A. (N/A); Aviateca, S.A. (N/A); Avifreight Holding Mexico, S.A.P.I. de C.V. (N/A); C.R. Int'l Enterprises, Inc. (59-2240957); Grupo Taca Holdings Limited (N/A); International Trade Marks Agency Inc. (N/A); Inversiones del Caribe, S.A. (N/A); Isleña de Inversiones, S.A. de C.V. (N/A); Latin Airways Corp. (N/A); Latin Logistics, LLC (41-2187926); Nicaragüense de Aviación, Sociedad Anónima (N/A); Regional Express Américas S.A.S. (N/A); Ronair N.V. (N/A); Servicio Terrestre, Aéreo y Rampa S.A. (N/A); Servicios Aeroportuarios Integrados SAI S.A.S. (92-4006439); Taca de Honduras, S.A. de C.V. (N/A); Taca de México, S.A. (N/A); Taca International Airlines S.A. (N/A); Taca S.A. (N/A); Tampa Cargo S.A.S. (N/A); Technical and Training Services, S.A. de C.V. (N/A). La sede social de los Deudores y de los Deudores Reorganizados se encuentra en Avenida Calle 26 # 59 – 15 Bogotá, Colombia.

de 2016 y me desempeñé en ese cargo hasta mayo de 2021, cuando fui promovida a mi actual cargo de Vicepresidente de Gestión Humana.

2. Antes de ser contratada como empleada por los Deudores, me desempeñé como Gerente de Relaciones Laborales en LATAM Airlines —la aerolínea más grande de América Latina— desde 2010 hasta 2016. Desde 2005 hasta 2010, me desempeñé como Juez Laboral en los Juzgados Sexto y Vigésimo Tercero del Circuito de Bogotá. Después de graduarme en la facultad de derecho en 2002, me desempeñé como asistente legal en la Sala Laboral de la Corte Suprema de Justicia (tribunal intermedio) de Bogotá, desde 2002 hasta 2005.

3. En mi cargo de Vicepresidente de Gestión Humana, estoy autorizada para presentar esta declaración en apoyo a la *Objeción de Aerovías del Continente Americano S.A. Avianca a la Demanda Número 1729 iniciada por la Asociación Colombiana de Aviadores Civiles* (la "Objeción").[2]

4. Conozco en líneas generales los programas de incentivos que Avianca ofrece a sus pilotos. Me desempeño como principal punto de contacto en Avianca para los pilotos y para la ACDAC. Si bien fue recién en 2016 que comencé a trabajar en Avianca, como parte de mi función como Directora de Relaciones Laborales primero y como Vicepresidente de Gestión Humana después, conozco en líneas generales el curso de las negociaciones y litigios entre Avianca y sus pilotos desde 2013 hasta la fecha. Excepto indicación en contrario, todos los hechos establecidos en esta Declaración se basan en mi conocimiento personal, en mi lectura de los documentos pertinentes o en mi opinión basada en mi experiencia, conocimiento e información con respecto a

[2] Los términos con mayúscula inicial utilizados, pero no definidos de otra manera en el presente, tienen los significados establecidos en la Objeción.

Avianca y a las operaciones reorganizadas de Avianca y a sus asuntos legales en materia laboral. Si me llaman a declarar como testigo, declararé sobre los hechos establecidos en la presente.

Litigio Anterior

5. La ACDAC es un sindicato que representa a casi la mitad de los pilotos colombianos de Avianca. Entiendo que la ACDAC tiene una convención colectiva con Avianca desde 2009.

6. En octubre de 2013, después de una ronda de negociaciones fallida liderada por el Ministerio de Trabajo colombiano, Avianca les ofreció unilateralmente a sus pilotos colombianos un Plan Voluntario de Beneficios. El Plan Voluntario de Beneficios establecía un marco integral de salarios y beneficios, adicional a la convención colectiva de la ACDAC vigente en aquel entonces. Entre otras cosas, el Plan Voluntario de Beneficios incluía el pago de un incentivo mensual por eficiencia operativa y el pago de un incentivo semestral por uso eficiente de combustible. La ACDAC no aceptó el Plan Voluntario de Beneficios y adoptó la postura de que el Plan Voluntario de Beneficios no estaba permitido por el derecho colombiano.

7. Posteriormente, entiendo que ciertos miembros de la ACDAC iniciaron una acción de tutela en los tribunales colombianos, en la que argumentaron que la oferta unilateral de un paquete de compensación por parte de Avianca había menoscabado sus derechos a celebrar una convención colectiva y a asociarse libremente de acuerdo con lo dispuesto por el derecho colombiano. Estas acciones en última instancia resultaron en un dictamen del Tribunal Constitucional dictado en febrero de 2015 ("Sentencia T-069", extractos de la cual se adjuntan a la Objeción en el **Anexo C**). Entre otras cosas, entiendo que la Sentencia T-069 le exigía a Avianca ampliar los beneficios del Plan Voluntario de Beneficios a todos los empleados, incluidos los afiliados a la ACDAC.

8. Para fines de 2017, ambas partes todavía no habían llegado a un acuerdo sobre los términos de una nueva convención colectiva, y la ACDAC había iniciado una huelga. En un

esfuerzo por resolver el conflicto, el Ministerio de Trabajo colombiano le ordenó a Avianca y a la ACDAC comparecer ante un tribunal de arbitramento. La ACDAC se resistió a cumplir la orden del Ministro, pero, en última instancia, se sometió al arbitramento, en el que la ACDAC y Avianca presentaron argumentos opuestos para los distintos niveles y estructuras de aumentos salariales. El panel tomó una decisión con respecto a los salarios (el "Laudo Arbitral de 2017", extractos del cual se adjuntan a la Objeción en el **Anexo D**) establecidos en la Cláusula 201 de ese laudo.

Programas de Bonificaciones de Avianca

9. Actualmente, Avianca continúa ofreciendo compensación basada en incentivo a sus pilotos (los "Pagos de Incentivos"), que incluyen un componente mensual y un componente semestral. El componente mensual de "eficiencia" de los Pagos de Incentivos se basa actualmente en una combinación del tiempo dedicado en tierra durante un itinerario (es mejor si se pasa menos tiempo en la pista) y los aterrizajes estables constantes (es mejor si se ofrece más estabilidad). El componente de combustible semestral de los Pagos de Incentivos se basa en la premisa de la cantidad de combustible conservado, e incentiva a los pilotos a conservar combustible, por ejemplo, mediante el uso de un solo motor durante las maniobras en tierra.

10. Por cada Pago de Incentivo, Avianca no hace distinción alguna entre los empleados que son afiliados de la ACDAC y aquellos que no lo son. Se utiliza la misma hoja de cálculo (que aplica siempre la misma fórmula) para calcular los Pagos de Incentivos para todos los pilotos, afiliados y no afiliados al sindicato.

11. El 9 de noviembre de 2022, Avianca compartió con la ACDAC hojas de cálculo que reflejaban Pagos de Incentivos efectuados durante varios años, desde el 2017 hasta 2022 (los "Cálculos de Pagos de Incentivos de Avianca", adjuntos a la Objeción en el **Anexo F**).

12. Además, entiendo que la ACDAC ha intentado argumentar en varias oportunidades en los tribunales colombianos que los pilotos afiliados a la ACDAC tienen derecho a recibir Pagos de Incentivos en el máximo nivel posible sin perjuicio del desempeño real del piloto, y entiendo que este argumento no ha prosperado en ninguna de las oportunidades. Según tengo conocimiento, a pesar de los argumentos de la ACDAC, ningún tribunal ha sostenido que Avianca debe proporcionar a los afiliados de la ACDAC el máximo nivel de compensación basada en incentivo sin tener en cuenta si los afiliados de la ACDAC efectivamente cumplen los criterios requeridos para recibir dicha compensación. Además, según tengo conocimiento, numerosos tribunales de trabajo colombianos han sostenido que Avianca cumple su obligación de ofrecer los mismos Pagos de Incentivos a todos sus pilotos.

Conclusión

13. En base a los hechos antes mencionados, creo que es apropiado que el Tribunal dicte la Orden propuesta y haga lugar al desagravio solicitado en la Objeción.

Declaro bajo pena de perjurio que lo que antecede es verdadero y correcto según mi leal saber y entender.

Fecha: 2 de diciembre de 2022

/firmado/ Paola María Villota Martínez
Paola María Villota Martínez

UNITED STATES BANKRUPTCY COURT
SOUTHERN DISTRICT OF NEW YORK

Case entitled:	:	Chapter 11
AVIANCA HOLDINGS S.A. *et al*,[1]	:	Case No. 20-11133 (MG)
Debtors and Reorganized Debtors.	:	(Confirmed)

DECLARATION OF PAOLA MARÍA VILLOTA MARTÍNEZ IN SUPPORT OF THE OBJECTION OF AEROVÍAS DEL CONTINENTE AMERICANO S.A. AVIANCA TO CLAIM NUMBER 1729 FILED BY THE ASOCIACIÓN COLOMBIANA DE AVIADORES CIVILES

I, Paola María Villota Martínez, make this declaration (the "Declaration") according to what is established in 28 U.S.C. § 1746 and I state the following:

Background

1. I was employed by the Debtors, and later by the Reorganized Debtors (known, jointly with the Debtors, "Avianca"), for more than 6 years. I started working at Avianca as Director of

[1] The Debtors and Reorganized Debtors in these Chapter 11 cases, and each Debtor's and Reorganized Debtor's federal tax identification number (to the extent applicable), are as follows: Avianca Holdings S.A. (N/A) n/k/a HVA Associated Corp.; Aero Transporte de Carga Unión, S.A. de C.V. (N/A); Aeroinversiones de Honduras, S.A. (N/A); Aerovías del Continente Americano S.A. Avianca (N/A); Airlease Holdings One Ltd. (N/A); America Central (Canada) Corp. (00-1071563); America Central Corp. (65-0444665); AV International Holdco S.A. (N/A); AV International Holdings S.A. (N/A); AV International Investments S.A. (N/A); AV International Ventures S.A. (N/A); AV Investments One Colombia S.A.S. (N/A); AV Investments Two Colombia S.A.S. (N/A); AV Loyalty Bermuda Ltd. (N/A); AV Taca International Holdco S.A. (N/A); Aviacorp Enterprises S.A. (N/A); Avianca Costa Rica S.A. (N/A); Avianca Leasing, LLC (47-2628716); Avianca, Inc. (13-1868573); Avianca-Ecuador S.A. (N/A); Aviaservicios, S.A. (N/A); Aviateca, S.A. (N/A); Avifreight Holding Mexico, S.A.P.I. de C.V. (N/A); C.R. Int'l Enterprises, Inc. (59-2240957); Grupo Taca Holdings Limited (N/A); International Trade Marks Agency Inc. (N/A); Inversiones del Caribe, S.A. (N/A); Isleña de Inversiones, S.A. de C.V. (N/A); Latin Airways Corp. (N/A); Latin Logistics, LLC (41-2187926); Nicaragüense de Aviación, Sociedad Anónima (N/A); Regional Express Américas S.A.S. (N/A); Ronair N.V. (N/A); Servicio Terrestre, Aéreo y Rampa S.A. (N/A); Servicios Aeroportuarios Integrados SAI S.A.S. (92-4006439); Taca de Honduras, S.A. de C.V. (N/A); Taca de México, S.A. (N/A); Taca International Airlines S.A. (N/A); Taca S.A. (N/A); Tampa Cargo S.A.S. (N/A); Technical and Training Services, S.A. de C.V. (N/A). The Debtors' and Reorganized Debtors' principal offices are located at Avenida Calle 26 # 59 – 15 Bogotá, Colombia.

Labor Relations in June 2016 and I served in that position until May 2021, when I was promoted to my current position of Vice President of Human Affairs.

2. Before being employed by the Debtors, I served as Labor Relations Manager at LATAM Airlines—the largest airline in Latin America—from 2010 to 2016. From 2005 to 2010, I served as a Labor Judge in the Sixth and Twenty-Third Courts of the Bogota Circuit. After graduating from law school in 2002, I worked as a legal assistant in the Labor Chamber of the Supreme Court of Justice (intermediary court) of Bogotá, from 2002 to 2005.

3. In my position as Vice President of Human Affairs, I am authorized to submit this declaration in support of the *Objection of Aerovías del Continente Americano S.A. Avianca to Claim Number 1729 filed by the Asociación Colombiana de Aviadores Civiles* (the "Objection").[2]

4. I am generally familiar with the incentive programs that Avianca offers its pilots. I work as the main point of contact at Avianca for the pilots and for the ACDAC. Although it was only in 2016 that I started working at Avianca, as part of my role as Director of Labor Relations first and later as Vice President of Human Affairs, I am generally familiar with the course of negotiations and litigation between Avianca and its pilots since 2013 until the present. Except as otherwise indicated, all facts set forth in this Declaration are based on my personal knowledge, my reading of relevant documents, or my opinion based on my experience, knowledge, and information with respect to Avianca and Avianca's reorganized operations and its labor-related legal affairs. If called upon to testify as a witness, I will testify on the facts set forth herein.

[2] Capitalized terms used, but not otherwise defined herein, have the meanings set forth in the Objection.

Previous Litigation

5. The ACDAC is a union that represents almost half of Avianca's Colombian pilots. I understand that ACDAC has had a collective bargaining agreement with Avianca since 2009.

6. In October 2013, after a failed round of negotiations led by the Colombian Ministry of Labor, Avianca unilaterally offered its Colombian pilots a Voluntary Benefits Plan. The Voluntary Benefits Plan established a comprehensive framework for salaries and benefits, in addition to ACDAC's collective bargaining agreement in force at that time. Among other things, the Voluntary Benefits Plan included the payment of a monthly incentive for operational efficiency and the payment of a semi-annual incentive for efficient use of fuel. ACDAC did not accept the Voluntary Benefits Plan and took the position that the Voluntary Benefits Plan was not permitted under Colombian law.

7. Subsequently, I understand that certain members of ACDAC filed a constitutional protection action in Colombian courts, arguing that Avianca's unilateral offer of a compensation package had undermined their rights to enter into a collective bargaining agreement and to freely associate according to the provisions of Colombian law. These actions ultimately resulted in an ruling by the Constitutional Court issued in February 2015 ("Judgment T-069", excerpts of which are attached to the Objection in **Exhibit C**). Among other things, I understand that Judgment T-069 required Avianca to extend the benefits of the Voluntary Benefits Plan to all employees, including to ACDAC members.

8. By the end of 2017, both parties had still not reached an agreement on the terms of a new collective bargaining agreement, and the ACDAC had started a strike. In an effort to resolve the conflict, the Colombian Ministry of Labor ordered Avianca and ACDAC to appear before an arbitration panel. ACDAC resisted complying with the Minister's order, but ultimately submitted

to arbitration, where ACDAC and Avianca presented opposing arguments for the different levels and structures of salary increases. The panel made a decision regarding salaries (the "2017 Arbitration Award," excerpts of which are attached to the Objection at **Exhibit D**), set forth in Clause 201 of that award.

Avianca's Bonus Programs

9. Currently, Avianca continues to offer incentive-based compensation to its pilots (the "Incentive Payments"), which include a monthly component and a semi-annual component. The monthly "efficiency" component of the Incentive Payments is currently based on a combination of time spent on the ground during an itinerary (less time spent on the tarmac is better) and consistent stable landings (more stability offered is better). The semi-annual fuel component of the Incentive Payments is based on the premise of the amount of fuel conserved, and it encourages pilots to conserve fuel, for example, by using a single engine during ground maneuvers.

10. For each Incentive Payment, Avianca makes no distinction between employees who are ACDAC members and those who are not. The same spreadsheet (which always applies the same formula) is used to calculate the Incentive Payments for all pilots, both union and non-union.

11. On November 9, 2022, Avianca shared spreadsheets reflecting Incentive Payments made for several years, from 2017 to 2022, with ACDAC (the "Avianca Incentive Payment Calculations", attached to the Objection as **Exhibit F**).

12. Furthermore, I understand that ACDAC has tried to argue on several occasions in Colombian courts that ACDAC member pilots are entitled to receive Incentive Payments at the maximum possible level regardless of the pilot's actual performance, and I understand that this argument has not been successful at any time. To my knowledge, despite ACDAC's arguments, no court has held that Avianca must provide ACDAC members with the maximum level of incentive-

based compensation regardless of whether ACDAC members actually meet the required criteria to receive such compensation. In addition, to my knowledge, numerous Colombian labor courts have held that Avianca is complying with its obligation to offer the same Incentive Payments to all its pilots.

Conclusion

13. Based on the above facts, I believe it is appropriate for the Court to enter the proposed Order and grant the relief requested in the Objection.

I declare under penalty of perjury that the foregoing is true and correct to the best of my knowledge and belief.

Date: December 2, 2022

/s/ Paola María Villota Martínez
Paola María Villota Martínez

Ubiqus Reporting, Inc.
61 Broadway, Ste 1400
New York, NY 10006
Tel.: (212) 346.6666
Fax: (888) 412.3655

STATE OF NEW YORK)
) ss
COUNTY OF NEW YORK)

CERTIFICATE OF TRANSLATION

This is to certify that the accompanying, to the best of my knowledge and belief, is a true and accurate translation into Spanish, completed on December 2, 2022 of "Paola Villota Declaration EN.docx" originally written in English.

Ubiqus Reporting, Inc. is an ISO 9001:2008 certified professional translation service that has been providing financial translations since 1974. Ubiqus employs highly skilled , foreign language teams well-versed in legal and financial terminology, in addition of maintaining rigorous Quality Assurance measures to ensure the accuracy of all translated documents.

Alejandro Barahona
Translations Project Manager
Ubiqus Reporting, Inc.

Sworn to and subscribed before me,
This 2nd day of December 2022

Steven J. Albert
Notary Public

STEVEN J. ALBERT
NOTARY PUBLIC - STATE OF NEW YORK
No. 01AL6234881
Qualified in New York County
My Commission Expires 01-31-2023

Exhibit B

Claim (Proof of Claim Number 1729)

Fill in this information to identify the case:

Debtor Aerovias del Continente Americano S.A. Avianca

United States Bankruptcy Court for the: Southern District of New York (State)

Case number 20-11134

Official Form 410

Proof of Claim

04/19

Read the instructions before filling out this form. This form is for making a claim for payment in a bankruptcy case. Do not use this form to make a request for payment of an administrative expense. Make such a request according to 11 U.S.C. § 503.

Filers must leave out or redact information that is entitled to privacy on this form or on any attached documents. Attach redacted copies or any documents that support the claim, such as promissory notes, purchase orders, invoices, itemized statements of running accounts, contracts, judgments, mortgages, and security agreements. **Do not send original documents;** they may be destroyed after scanning. If the documents are not available, explain in an attachment.

A person who files a fraudulent claim could be fined up to $500,000, imprisoned for up to 5 years, or both. 18 U.S.C. §§ 152, 157, and 3571.

Fill in all the information about the claim as of the date the case was filed. That date is on the notice of bankruptcy (Form 309) **that you received.**

Part 1: Identify the Claim

1. **Who is the current creditor?**

ASOCIACION COLOMBIANA DE AVIADORES CIVILES- ACDAC
Name of the current creditor (the person or entity to be paid for this claim)

Other names the creditor used with the debtor _____

2. **Has this claim been acquired from someone else?**

☑ No
☐ Yes. From whom? _____

3. **Where should notices and payments to the creditor be sent?**

Federal Rule of Bankruptcy Procedure (FRBP) 2002(g)

Where should notices to the creditor be sent?	**Where should payments to the creditor be sent?** (if different)
See summary page	See summary page
Contact phone 2024960500	Contact phone +57 1 744 6969 Ext 1034
Contact email regriffin@jamhoff.com	Contact email garevalo@acdac.org

Uniform claim identifier for electronic payments in chapter 13 (if you use one):

___ ___

4. **Does this claim amend one already filed?**

☑ No
☐ Yes. Claim number on court claims registry (if known) _____ Filed on _____ MM / DD / YYYY

5. **Do you know if anyone else has filed a proof of claim for this claim?**

☑ No
☐ Yes. Who made the earlier filing? _____

20111342101200000000000112

Part 2: Give Information About the Claim as of the Date the Case Was Filed

6. **Do you have any number you use to identify the debtor?**

☑ No

☐ Yes. Last 4 digits of the debtor's account or any number you use to identify the debtor: ___ ___ ___ ___

7. **How much is the claim?**

$ See attached Addendum. **Does this amount include interest or other charges?**

☑ No

☐ Yes. Attach statement itemizing interest, fees, expenses, or other charges required by Bankruptcy Rule 3001(c)(2)(A).

8. **What is the basis of the claim?**

Examples: Goods sold, money loaned, lease, services performed, personal injury or wrongful death, or credit card.

Attach redacted copies of any documents supporting the claim required by Bankruptcy Rule 3001(c).

Limit disclosing information that is entitled to privacy, such as health care information.

See attached Addendum

9. **Is all or part of the claim secured?**

☑ No

☐ Yes. The claim is secured by a lien on property.

Nature or property:

☐ Real estate: If the claim is secured by the debtor's principle residence, file a *Mortgage Proof of Claim Attachment* (Official Form 410-A) with this *Proof of Claim*.

☐ Motor vehicle

☐ Other. Describe: _____

Basis for perfection: _____

Attach redacted copies of documents, if any, that show evidence of perfection of a security interest (for example, a mortgage, lien, certificate of title, financing statement, or other document that shows the lien has been filed or recorded.)

Value of property: $_____

Amount of the claim that is secured: $_____

Amount of the claim that is unsecured: $_____ (The sum of the secured and unsecured amount should match the amount in line 7.)

Amount necessary to cure any default as of the date of the petition: $_____

Annual Interest Rate (when case was filed)_____%

☐ Fixed

☐ Variable

10. **Is this claim based on a lease?**

☑ No

☐ Yes. **Amount necessary to cure any default as of the date of the petition.** $_____

11. **Is this claim subject to a right of setoff?**

☑ No

☐ Yes. Identify the property: _____

20111342101200000000000112

12. **Is all or part of the claim entitled to priority under 11 U.S.C. § 507(a)?**

A claim may be partly priority and partly nonpriority. For example, in some categories, the law limits the amount entitled to priority.

☑ No

☐ Yes. *Check all that apply:*

	Amount entitled to priority
☐ Domestic support obligations (including alimony and child support) under 11 U.S.C. § 507(a)(1)(A) or (a)(1)(B).	$
☐ Up to $3,025* of deposits toward purchase, lease, or rental of property or services for personal, family, or household use. 11 U.S.C. § 507(a)(7).	$
☐ Wages, salaries, or commissions (up to $13,650*) earned within 180 days before the bankruptcy petition is filed or the debtor's business ends, whichever is earlier. 11 U.S.C. § 507(a)(4).	$
☐ Taxes or penalties owed to governmental units. 11 U.S.C. § 507(a)(8).	$
☐ Contributions to an employee benefit plan. 11 U.S.C. § 507(a)(5).	$
☐ Other. Specify subsection of 11 U.S.C. § 507(a)(__) that applies.	$

* Amounts are subject to adjustment on 4/01/22 and every 3 years after that for cases begun on or after the date of adjustment.

13. **Is all or part of the claim pursuant to 11 U.S.C. § 503(b)(9)?**

☑ No

☐ Yes. Indicate the amount of your claim arising from the value of any goods received by the debtor within 20 days before the date of commencement of the above case, in which the goods have been sold to the Debtor in the ordinary course of such Debtor's business. Attach documentation supporting such claim.

$_____

Part 3: Sign Below

The person completing this proof of claim must sign and date it. FRBP 9011(b).

If you file this claim electronically, FRBP 5005(a)(2) authorizes courts to establish local rules specifying what a signature is.

A person who files a fraudulent claim could be fined up to $500,000, imprisoned for up to 5 years, or both. 18 U.S.C. §§ 152, 157, and 3571.

Check the appropriate box:

☐ I am the creditor.

☑ I am the creditor's attorney or authorized agent.

☐ I am the trustee, or the debtor, or their authorized agent. Bankruptcy Rule 3004.

☐ I am a guarantor, surety, endorser, or other codebtor. Bankruptcy Rule 3005.

I understand that an authorized signature on this *Proof of Claim* serves as an acknowledgement that when calculating the amount of the claim, the creditor gave the debtor credit for any payments received toward the debt.

I have examined the information in this *Proof of Claim* and have reasonable belief that the information is true and correct.

I declare under penalty of perjury that the foregoing is true and correct.

Executed on date 01/20/2021
MM / DD / YYYY

/s/Ryan E. Griffin
Signature

Print the name of the person who is completing and signing this claim:

Name Ryan E. Griffin
First name Middle name Last name

Title Attorney

Company James and Hoffman PC
Identify the corporate servicer as the company if the authorized agent is a servicer.

Address

Contact phone _____ Email _____

20111342101200000000000112

KCC ePOC Electronic Claim Filing Summary

For phone assistance: Domestic (866) 967-1780 | International + 1 (310) 751-2680

Debtor:
20-11134 - Aerovias del Continente Americano S.A. Avianca

District:
Southern District of New York, New York Division

Creditor:
ASOCIACION COLOMBIANA DE AVIADORES CIVILES-ACDAC
Ryan E. Griffin
James and Hoffman PC
1130 Connecticut Ave NW, Suite 950
Washington, DC, 20036
US
Phone:
2024960500
Phone 2:
Fax:
Email:
regriffin@jamhoff.com

Has Supporting Documentation:
Yes, supporting documentation successfully uploaded
Related Document Statement:

Has Related Claim:
No
Related Claim Filed By:

Filing Party:
Authorized agent

Disbursement/Notice Parties:
ASOCIACION COLOMBIANA DE AVIADORES CIVILES-ACDAC
Av Calle 116 # 71D-08
Bogotá, D.C., N/A
Colombia
Phone:
+57 1 744 6969 Ext 1034
Phone 2:
Fax:
E-mail:
garevalo@acdac.org
DISBURSEMENT ADDRESS

Other Names Used with Debtor:

Amends Claim:
No
Acquired Claim:
No

Basis of Claim:
See attached Addendum

Last 4 Digits:
No

Uniform Claim Identifier:

Total Amount of Claim:
See attached Addendum

Includes Interest or Charges:
No

Has Priority Claim:
No

Priority Under:

Has Secured Claim:
No
Amount of 503(b)(9):
No
Based on Lease:
No
Subject to Right of Setoff:
No

Nature of Secured Amount:
Value of Property:
Annual Interest Rate:
Arrearage Amount:
Basis for Perfection:
Amount Unsecured:

Submitted By:
Ryan E. Griffin on 20-Jan-2021 4:48:19 p.m. Eastern Time
Title:
Attorney
Company:
James and Hoffman PC

UNITED STATES BANKRUPTCY COURT
SOUTHERN DISTRICT OF NEW YORK

In re:	Chapter 11
AVIANCA HOLDINGS S.A., *et al.*,[1]	Case No. 20-11133 (MG)
Debtors	(Jointly Administered)

ADDENDUM TO PROOF OF CLAIM OF ASOCIACION COLOMBIANA DE AVIADORES CIVILES – ACDAC

1. This Addendum shall be incorporated in its entirety into the Proof of Claim to which it is attached, made by Asociacion Colombiana De Aviadores Civiles ("ACDAC") against Debtor Aerovías del Continente Americano S.A. Avianca ("Avianca" or "Debtor").

2. *Amount of Claim*: The amount of this claim is currently unknown but can be determined through Debtor's payroll records. As further explained below, Debtor's obligations to ACDAC continue to accrue.

3. *Basis of Claim*: Debtor is obligated under Constitutional Court Judgment T-069/15 **(Attachment A)** and the Arbitration Award in favor of ACDAC dated December 7, 2017 **(Excerpt–Attachment B)** to pay monthly operational efficiency incentives and semiannual fuel

[1] The Debtors in these chapter 11 cases, and each Debtor's federal tax identification number (to the extent applicable), are as follows: Avianca Holdings S.A. (N/A); Aero Transporte de Carga Unión, S.A. de C.V. (N/A); Aeroinversiones de Honduras, S.A. (N/A); Aerovías del Continente Americano S.A. Avianca (N/A); Airlease Holdings One Ltd. (N/A); America Central (Canada) Corp. (00-1071563); America Central Corp. (65-0444665); AV International Holdco S.A. (N/A); AV International Holdings S.A. (N/A); AV International Investments S.A. (N/A); AV International Ventures S.A. (N/A); AV Investments One Colombia S.A.S. (N/A); AV Investments Two Colombia S.A.S. (N/A); AV Taca International Holdco S.A. (N/A); Avianca Costa Rica S.A. (N/A); Avianca Leasing, LLC (47-2628716); Avianca, Inc. (13-1868573); Avianca-Ecuador S.A. (N/A); Aviaservicios, S.A. (N/A); Aviateca, S.A. (N/A); Avifreight Holding Mexico, S.A.P.I. de C.V. (N/A); C.R. Int'l Enterprises, Inc. (59-2240957); Grupo Taca Holdings Limited (N/A); International Trade Marks Agency Inc. (N/A); Inversiones del Caribe, S.A. (N/A); Isleña de Inversiones, S.A. de C.V. (N/A); Latin Airways Corp. (N/A); Latin Logistics, LLC (41-2187926); Nicaraguense de Aviación, Sociedad Anónima (Nica, S.A.) (N/A); Regional Express Américas S.A.S. (N/A); Ronair N.V. (N/A); Servicio Terrestre, Aereo y Rampa S.A. (N/A); Servicios Aeroportuarios Integrados SAI S.A.S. (92-4006439); Taca de Honduras, S.A. de C.V. (N/A); Taca de México, S.A. (N/A); Taca International Airlines S.A. (N/A); Taca S.A. (N/A); Tampa Cargo S.A.S. (N/A); Technical and Training Services, S.A. de C.V. (N/A). The Debtors' principal offices are located at Avenida Calle 26 # 59 – 15 Bogotá, Colombia.

bonuses to ACDAC members at 100% of the benefit levels paid to non-union pilots. This obligation remains ongoing.

4. *Priority of Claim*: Under Colombian law, labor claims have priority over all other claims, secured or unsecured. *See* Civil Code, Article 2495(4); Substantive Labor Code, Article 345. In addition, recognition and payment of such labor claims is considered a fundamental constitutional right. *See* Colombian Constitution, Articles 11, 25, 48–49, 53.

5. *Reservation of Rights*: This Proof of Claim is for all amounts owed by the Debtor to ACDAC on the basis described above. By filing this Proof of Claim, ACDAC is not waiving any rights or remedies or making any election of remedies. In particular, ACDAC reserves any and all rights it may have with respect to this Claim under Colombian law or any other applicable law or treaty, and further reserves the right to seek treatment of certain amounts pertaining to this Claim as administrative expenses in this proceeding.

ATTACHMENT A

TRADE UNION LEGITIMATION TO BRING ACTION OF GUARDIANSHIP IN FAVOR OF ITS AFFILIATES

Specifically, in the workers' associations, the Constitutional Court has clearly reiterated that said legal persons have the legitimacy to file the tutela action in two events: "i) when they exercise the defense of their own fundamental rights, or (ii) when they seek protection of the fundamental rights of unionized workers. " In the first situation, the union directly requests the protection of its rights, as in the case of violation of due process. In the second hypothesis, the aforementioned legal entity acts to safeguard the fundamental rights of the individuals that make it up, for example, the rights to equality or union association. According to the particularities of the cases under review, the Chamber will stop at the second stage. Through its representative, the union may represent the interests of its associates when the violation of fundamental rights goes beyond the individual sphere of the worker and is registered in a collective sphere that has the purpose of protecting the association. Such consideration is not unaware that the action of the legal person has an impact on the particular level of the worker; However, this effect is a consequence of the collective safeguard. In contrast, the workers' organization will not be able to represent employees in principle, in the event that it advocates for individual interests that do not affect the legal entity, since the satisfaction of particular benefits that do not involve the union is pursued.

LEGITIMATION BY ACTIVITY OF TRADE UNION ORGANIZATION- Through the President of the Union or members of the Board of Directors, it is not necessary to provide power or representation of the power of representation

ACTION OF TEMPORARY GUARDIANSHIP - Elements for its configuration

TEARNESS IN TRADE UNIONS - Legitimacy must be taken into account as active in situations in which unions and their members attend to request the protection of their rights

LAW OF TRADE UNION ASSOCIATION AND COLLECTIVE BARGAINING - Origin of the tutela action for the protection of the rights of associated workers

This Corporation has been clear in pointing out that in certain cases the action for protection becomes the appropriate means to prevent the violation of the rights to union association, collective bargaining, equality and work suffered by workers' organizations. , because they lack an ordinary procedural tool of a judicial nature that stops the affectation of those constitutional principles. This occurs when the employer discriminates against union members or refuses to negotiate with the workers' association.

PRINCIPLE OF IMMEDIATENESS IN ACTION OF GUARDIANSHIP - Inapplication when rape persists over time

TRADE UNION ASSOCIATION AND COLLECTIVE BARGAINING RIGHT - Scope

TRADE UNION RIGHT - Nature

The right to union association has a fundamental nature, a range that comes from the Constitutional norms, among which are ILO Conventions 87 and 98. The structure of the right to union association implies individual, collective and instrumental dimensions. The Court has ruled on said guarantee to safeguard it, in the event that discrimination against unionized or conventional workers occurs.

TRADE UNION RIGHT - Constitutional and international protection

TRADE UNION RIGHT - Jurisprudential rules regarding discrimination against unionized workers or those governed by the convention

i. The unjustified creation of incentives for non-unionized workers stands in violation of the right to equality with respect to unionized workers. This, because the granting of unjustified benefits to workers who are not part of a union, promotes the desertion of the union, given that its members are discriminated against in aspects of their employment relationship, simply because they belong to this type. of associations; ii) the fundamental right to union association and equality is violated in the event that the worker is required to resign from the union or from conventional rights to access the benefits of a collective agreement; iii. The identification of a collective agreement depends on the effects it has on labor relations and not on compliance with legal or regulatory formalities. Then a material criterion prevails to evaluate the agreements between the employees and the employees, who try to solve the collective conflicts; iv. the clauses of the agreements may violate the rights to collective association and equality when they unjustifiably exclude any worker or when they prevent their union membership or the signing of the convention; v. The fundamental right to union membership is violated when direct or indirect incentives are created for workers to withdraw from the union or for non-union employees who are beneficiaries of the convention to renounce the application of the conventional regime.

COLLECTIVE BARGAINING RIGHT - Scope and purpose

COLLECTIVE AGREEMENT AND COLLECTIVE CONVENTION - Purpose

The collective agreement has the function of solving and ending collective labor conflicts or conflicts in order to prevent such discussions from going on strike. Therefore, these agreements are an instrument for negotiation. On the other hand, collective agreements are considered as a way of solving conflicts between employers and workers. However, they regulate working conditions between the company and non-union employees, who will meet in a momentary coalition while the deal is signed. Thus, article 481 of the CST stated that: "... the collective agreement is concluded between employers and non-union workers and applies exclusively to the last who have signed it or subsequently join them."

COLLECTIVE BARGAINING PROCESS - Stages

COLLECTIVE BARGAINING RIGHT - Constitutional guarantee

TRADE UNION RIGHT - Violation by Avianca, because it established a collective agreement with greater benefits than the collective labor agreement and that only non-union employees are recognized

RIGHT TO TRADE UNION ASSOCIATION AND RIGHT TO EQUALITY - Violated by Avianca when establishing Voluntary Plan of Benefits to non-unionized workers against the benefits of the collective Convention, generating desertion of the union

TRADE UNION ASSOCIATION RIGHT AND RIGHT TO EQUALITY - Violation by Avianca, by requiring the worker to resign from the union or from conventional rights, to access the benefits of the Voluntary PVB Benefits Plan

The Chamber considers that AVIANCA violated the rights to the union of the actors and of the ACDAC, because it created a collective agreement that has greater benefits than the collective agreement, a scenario that led to the desertion of union members and the exclusion of workers of the conventional regime. In addition, the company violated the rights of the petitioners, however it conditioned the access of the benefits of the PVB to its full subscription or to the modification of the clause of the collective agreement. The aforementioned violations were presented within the framework of a line of conduct that shows that the operated aviation company intends to put pressure on the union with which it is in a collective discussion. Consequently, as a mechanism for redressing the constitutional violation, the employer must proceed to match the benefits found in the PVB to the benefits regulated by the convention.

RIGHT TO TRADE UNION ASSOCIATION AND COLLECTIVE BARGAINING - Violation by Avianca, because it has refused to start the process of conflict resolution, on the grounds that the union denounced the collective agreement out of time, an act necessary to start the stage of direct settlement

RIGHT TO TRADE UNION ASSOCIATION AND RIGHT TO EQUALITY - Order Avianca to extend to unionized workers, the benefits established in the Voluntary Benefits Plan, with *inter communis* effect

Reference: File s T-4,294,297, T-4,316,566, T-4,324,340, T-4,330,192, T-4,354,060, T-4,363,853, T-4,369,843, T-4,371. 787, T-4,376,027, T-4,385,804, T-4,392,801, T-4,397,563, T-4,399,693, T-4,421,580, T-4,435,249, T-4,536,832, T-4,547,067 .

Action ones guardianship instituted by Julian Pinzon Gustavo Saavedra , Edgar Alonso Obando Vilalcis[1] , Fernando Jáuregui Pinilla[2], Jorge Mario Medina Cadena[3], Diana María Rubio Martínez[4] , Guillermo Enrique Robayo Garrido[5] and Jaime Hernández Sierra on their own behalf [6] as well as representing various airmen[7] and of the Colombian Association of Civil Aviators - hereinafter ACDAC[8] against Aerovías del Continente Americano -AVIANCA SA-.

Magistrate (e) Speaker
MARTHA VICTORIA SACHICA MENDEZ

Bogotá, DC, eighteen (18) of February two thou fifteen (201 5).

The Eighth Review Chamber of the Constitutional Court , composed of Judges Luis Ernesto Vargas Silva, María Victoria Calle Correa and Martha Victoria Sá chica Méndez , who presides over it, in exercise of their constitutional and legal powers, specifically those provided for in the articles 86 and 241 , number 9 of the Political Constitution and in articles 33 and following of Decree 2591 of 1991, has issued the following :

JUDGMENT.

By means of which the review process of the following guardianship rulings issued within the reference processes, in order, is ended :

Proceedings	Guardianship failures
T-4,294,297	*First Instance:* judgment of the Thirty-Four Municipal Criminal Court of Bogotá, on December 4, 2013. *Second Instance:* judgment of the Forty-Five Criminal Court of Knowledge of the Bogotá Circuit , of February 11, 2014.
T-4,316,566	*First Instance:* judgment of the Twenty-six Municipal Criminal Court with the Knowledge Function of Bogotá, of December 30, 2013. *Second Instance:* judgment of the Forty-Nine Criminal Court of the Circuit with Knowledge Function of Bogotá, of February 12, 2014.
T-4,324,340	*First Instance:* judgment of the Forty-first Municipal Criminal Court with the Control of Guarantees Function of Bogotá, on January 25, 2014. *Second Instance:* judgment of the Thirty-three Municipal Criminal Court with Functions to Control Guarantees in Bogotá, on March 7, 2014.
T-4,330,192	*First Instance:* judgment of the Thirty-seven Municipal Criminal Court with a Function of Control of Guarantees of Bogotá, of January 23, 2014. *Second Instance:* judgment of the Thirty-Nine Criminal Court of the Circuit with Knowledge Functions of Bogotá, of February 25, 2014.
T-4,354,060	*First Instance:* judgment of the Nineteenth Municipal Criminal Court of Knowledge of Bogotá, on February 26, 2014. *Second Instance:* judgment of the Second Criminal Court of the Circuit with Knowledge Function of Bogotá, of April 10, 2014.
T-4,363,853	*First Instance:* judgment of the Thirty Municipal Criminal Court with the Knowledge Function of Bogotá, of January 31, 2014. *Second Instance:* judgment of the Forty-first Criminal Court of the Circuit with Knowledge Function of Bogotá, of March 15, 2014.
T-4,369,843	*First Instance:* Judgment of the Sixty-Nine Municipal Criminal Court with the Control of Guarantees Function of Bogotá, on December 26, 2013. *Second Instance:* judgment of the Fourth Criminal Court of the Circuit with Knowledge Function of Bogotá, of February 11, 2014.
T-4,371,787	*First Instance:* judgment of the Seventh Municipal Criminal Court of Bogotá, of March 4, 2014. *Second Instance:* judgment of the Thirty Criminal Court of the Circuit with Knowledge Functions of Bogotá, of April 21, 2014.
T-4,376,027	*First Instance:* judgment of the Court T ercero with Municipal Criminal Control Function Guarantee Bogota, in the March 4, 2014. *Second Instance:* judgment of the Court T hirty Penal of the Circuit Function Knowledge of Bogotá, in the April 10, 2014.
T-4,385,804	*First Instance:* judgment of the Sixteenth Municipal Criminal Court with the Control of Guarantees Function of Bogotá, of March 19, 2014. *Second Instance:* judgment of the Court C ifty Criminal Circuit of Bogotá, on the May 12, 2014.
T-4,392,801	*First Instance:* judgment of the Superior Court of Bogotá - Labor Chamber, of March 12, 2014. *Second Instance:* judgment of the Supreme Court of Justice - Labor Cassation Chamber, of April 30, 2014.
T-4,397,563	*First Instance:* judgment of the Juz gado O nce Penal Municipal with control functions of Warranties, of the March 27, 2014. *Second Instance:* judgment of the Fifth Criminal Court of the Circuit with Knowledge Function, May 16, 2014.
T-4,399,693	*First Instance:* judgment of the Seventy-second Municipal Criminal Court with the Control of Guarantees Function of Bogotá, of January 29, 2014. *Second Instance:* judgment of the Forty-second Criminal Court of the Circuit with Knowledge Function of Bogotá, of March 13, 2014.
T-4,421,580	*First Instance:* judgment of the Eighteen Municipal Criminal Court with the Knowledge Function of Bogotá, of April 9, 2014. *Second Instance:* judgment of the Forty-fourth Non-Criminal Court of the Circuit with Knowledge Functions of Bogotá, of April 30, 2014.
T-4,435,249	*First Instance:* judgment of the Forty- third Criminal Court of Bogotá, of March 31, 2014. *Second Instance:* judgment of the Court S exto Penal of the Circuit Function Bogotá Knowledge of the May 21, 2014.
T-4,536,832	*First Instance:* judgment of the Sixty- fourth Municipal Criminal Court with the Control of Guarantees Function of Bogotá, of June 10, 2014. *Second Instance:* judgment of the Fifth Criminal Court of the Bogotá Circuit of Knowledge, of July 28, 2014.
T-4,547,067	*First Instance:* judgment of the Court N oveno Penal Municipal With Knowledge of Bogotá function of the June 16, 2014. *Second Instance:* judgment of the Thirty- Seventh Criminal Court of the Circuit with Knowledge Function of Bogotá, of July 29, 2014.

I. BACKGROUND

The following files correspond to citizens who belong to the Colombian Association of Civil Aviators (hereinafter ACDAC) , as well as the Union of Flight Attendants (hereinafter ACAV[9]) , who work for Airways of the American Continent (hereinafter AVIANCA SA) . The plaintiffs filed lawsuit on behalf own or acting a through l president of the union, Captain Jaime Hernández Sierra , requesting a l udges Constitution is the guarantee of their rights fundamental to the trade union and equality, because the company refused recognition of benefits that were granted to non-union workers . Likewise , the representative of the association if ndical aviators warns that the defendant has violated the right to collective bargaining in the organization, because l to that refused to initiate the stage of consultation.

Taking into account the number of cases that the Court will review, a summary of their facts will be made in a global manner in order to synthesize the relevant factual aspects and allow a better understanding of this order. Significantly , that the fact that the factual situation of Exped sTaTEs analyzed runs around a conflict between a company and a union, so that the raise a possible collective violation of Derec hos fundamental, share I made you means of conviction . Therefore, the factual assumptions and evidence will be presented together.

In contrast , the judgments of the instance and the challenges are different , since some judges granted the protection of rights and others denied it for reasons of imbalance or merits. Therefore, the sentences will be grouped depending on their decision regarding the protection of rights .

In addition , the Chamber will make a separation between the unions in which the plaintiffs are members in order to identify and differentiate the facts that are the subject of discussion in the processes.

1. Affiliated to the Colombian Association of Civil Aviators ACDAC

1.1. Acts

1.1.1. The plaintiffs work as pilots for the AVIANCA company .

1.1.2. On March 22, 2013, the Colombian Association of Civil Aviators ACDA C denounced the collective agreement that it held with the operated company.

1.1.3. On March 31 of that annuity , the collective agreement concluded between ACDA C and AVIANCA lost its validity without its renewal being negotiated and without the union association having submitted the list of requests .

1.1.4. Between the months of September and October of the year 2013, the Directors of the AVIANCA company and the members of the ACDAC union held a dialogue table led by the Minister of Labor, in order to agree on improvements to the pilots' working conditions. However, the parties did not reach any agreement.

1.1.5. AVIANCA executives offered the Voluntary Benefits Plan (hereinafter PVB) to non-union workers. The PVB includes the economic increases of : i) monthly remuneration agreed in the global salary regime; ii) comprehensive salary regime; iii) seniority premium; iv) feed premium; v) transportation assistance; vi) vacation bonus; vii) maternity assistance; viii) assistance for permanent transfer; ix) educational assistance; x) per diem; xi) navigation premium; xii) incentive for non-absenteeism; xiii) life insurance; xiv) an iformes; and xv) salary increases (amounts agreed in the PVB).

1.1.6. Later, the company sent by email and residence addresses of all drivers salary plan referred to in order that subscribed this ofer ta .

1.1.7. In attention to the communications, the workers met with members of the company in different parts of the city to sign the PVB , agreements that implied the integral ascription to that salary regime and the exclusion of conventional benefits.

1.1.8. On October 9, 2013, AVIANCA sent a communication to all the pilots requesting that they fully embrace the PVB. In addition, the company offered a special bonus that would cover the retroactive salary , provided that the person fully subscribes to the Voluntary Benefits Plan.

1.1.9. The unionized pilots asked the defendant aviation company to extend the payment of the special bonus and the other increases that were recognized to the non-union benefits. The company denied these requests, because the benefits contained in the PVB are only caused with the full acceptance of that legal regime by the worker .

1.1.10. The operated company granted a period for the pilots to accept the PVB and receive the special bonus , which expired on October 25, 2013.

1.1.11. As a result of these actions, 150 union members subscribed to the PVB motivated by its economic benefits. The president of the A C D AC informed these airmen that the signing of said plan offer implied the resignation of the union organization.

1.1.12. AVIANCA paid a special bonus to unionized pilots who signed the PVB, money corresponding to the difference salaria l caused in tre April and September 2013 , the subscription dates PVB and its entry into force . Among others, Jorge Mario Medina C adena member of the ACDAC board of directors received this disbursement .

1.1.13. On December 17, 2013 , the trade union to which the applicants belong presented a list of requests to the aviation company operated , a document that includes new benefits for unionized airmen [10]. This presentation was notified to the Ministry of Labor.

1.1.14. The defendant company has refused to initiate the negotiation processes, because it considers that this period ended with the extension of the collective labor agreement and the ACDAC did not denounce the collective agreement in a timely manner .

1.1.15. On January 3, 2014, ACDAC filed a complaint against the operated company with the Ministry of Labor, because it had refused to start the negotiation process. The public authority has not ruled on this matter.

1.2. Argumentation of the demands

1.2.1. The petitioners stated that the performance of the company AVIANCA UNKNOWN tio their right s to union association and equality, omitting recognition of the special bonus and benefits established in the PVB for workers not unionized. The economic incentives that this salary regime has are intended to subject pilots to accept the offer of the plan , a consent that implies disaffiliation of the union. At the same time, they argued that such action violates their right to equality , since the company does not recognize that it must extend the benefits of airmen who do not belong to the union to those who are unionized , as the SU- 570 of 1996.

For the actors, the special bonus and PVB are pressures must support workers who belong to the ACDAC , which has n l to order ality to weaken to l sind icato by the disaffiliation of their members and avoid increasing new followers . They indicate that the aviation company incurred in the employer's negative actions identified in the second subsection of numeral 2 of article 354 of the Substantive Labor Code , modified by article 39 of Law 5 of 1990. For example, the constant communications sent to personal emails as well as to the pilots' residences and the dismissals of the airmen without just cause , as happened with Captain Roither , a case that was heard by a constitutional judge , who finally ordered the corresponding reinstatement of the worker.

They noted that the discriminatory treatment suffered the employee s union is outlawed by Article 143 of the Substantive Labor Code. In addition, they specified that said act of inequality materialized in that the text of the PVB stated that " *whoever does so may not simultaneously benefit from any other extra-legal benefits regime existing in the company* ."

The plaintiffs asserted that the Ministry of Labor fined AVIANCA for conduct similar to those described, sanctions imposed by resolutions 0000639 of May 23, 2013, 0000985 of July 26, 2012, 1427 of that same year and March 204, 2013

1.2.2. They added that the PVB modifies the collective labor agreement in aspects that generate obvious harm to union members. In this regard, the plan offer includes: i) flight assignments in which workers must complete the workday , regardless of whether they are sick or disabled , to be paid ; i i) punctuality in flight arrivals , which d epends of labor actions of other employees, which can not be controlled; iii) t ECHNICAL d and filling c ombustible , that s and refers to the time pre pared the aircraft condition that is linked to external factors, verbigrac ia , the authorization of the control tower, air traffic aircraft priority , meteorological conditions , among others. Over these conditions , the aviator has too little control ; and iv) modification of the system of accumulation of free days that affects their rest.

1.2.3. They also warned that both l will pacts and collective agreements are ways to resolve conflicts between the company and the worker. Such agreements have n force legal and contractual mandatory and difer ency r adica in the parties negotiating its terms. L as conventions buy nden an agreement between the employer and union workers. In cons you , the colectiv pact or involves a discussion between the company and employees who do not belong to the trade union. Thus , they recalled that e l employer has reduced their freedom of negotiation in collective agreements, in the event that coexists with the convention. That restriction materializes in the respect and compliance with legal norms , as well as constitutional it is.

1.2.4. The director of the A C DAC union [11] clarified that he has never expelled a member of the organization . What happens is q ue has informed its members that the acceptance of the PVB implies the renunciation of association of association, according to the Article s 481 and 467 of the Substantive Labor Code .

1.2.5. Regarding the formal requirements, the petitioners and their representatives argued that the tutela action is appropriate, because the ordinary means of judicial defense do not offer complete protection to the fundamental right to work , to trade union association and to collective bargaining. . Similarly , they argued that the demand Constitucio end moves the ordinari tools as well , since attempts to protect a dimension that is part of the core of the right to work, as is the equal pay for work play similar.

1.3. Answering the demand

1.3.1. The lawyer Eduardo López Villegas, attorney for the aviation company, requested that the actions to protect the reference be denied based on the following arguments:

1.3.1.1. In processes in which Captain Ja i me Hernández Sierra served as representant it is pilots and copied the cough there is a lack of legitimacy in the cause in part active, since q ue not the bequeathed documents attesting n representation of the s people on whose behalf he acted or membership in the union of the mism as .

1.3.2. Tutela is irrelevant , as long as the players requested ro n economic benefits, requests corresponding to an ordinary process rather l to action for the defense of rights . The legal professional highlighted that he is not affected or the vital minimum of the actors , since they earn a salary equivalent to 25 SMLV. Such conditions demonstrate the inadmissibility of the guardianship to extend the benefits of the plan offer to the applicants, since there is no risk that irreparable damage to their rights will be configured . Also it argued that the di s cussion raised by petitioners is no constitutional and legal status, so this cause corresponds to the judge works l within the framework of an ordinary process.

In this procedural area, he argued that solving the petition for protection in substance implies not knowing the competence of the Minister of Labor to hear the complaints filed by the workers against the employer and that originate in the violation of the right to union association. and in the refusal to start conversations.

1.3.3. The lawyer specified that the PVB is not a collective agreement, but an offer of the plan that aims to improve the working conditions of the company's workers . PVB no sup one collective agreement and in compliance with the conditions required by law for that figure . In reality, this agreement is a general plan of an integral nature. He stressed that the jurisprudence and the law have repeatedly considered, in addition to being peaceful , that the salary regimes are comprehensive. For this reason, the offer of the plan applies the principle of the insecurity of the salary system, a mandate that prohibits the coexistence of several salary systems in a single worker. In this regard, he cited judgments of the Supreme Court of Justice stating that workers who belong to various unions must choose the collective agreement that benefits them the most and not take advantage of various agreements [12].

At the same time, it considered that judgment SU-569 of 199 6 recognized that the employer has the power to create benefits for all workers through mechanisms such as the Voluntary Benefit Plan . Therefore, l as measures prohibited for the company is conc ret an on condition these advantages to giving up the union , demanding that his client never made to workers .

In is e context argued that l will b enefits of the PVB and the special one -time bonus depend on the pilot Unsubscr ib to offer the plan rather than of membership in the union. For this reason, the company has never required any AVIANCA worker to resign from the ACDAC to access the benefits of the salary regime proposed by society . Likewise, he reiterated that the company has not deployed any act of pressure in order for employees to accept the proposed plan.

1.3.4. The attorney for the aviation company clarified that the offer of the plan aims to improve pay conditions for pilot s and not change the collective labor agreement or stimulate the disaffiliation of the Miembr or s of the union to ACDAC . In fact , he reported that the links to the workers' organization have increased in the period of negotiations between society and workers . In reality, the alleged disaffiliations of employees belonging to the workers' association are unilateral expulsions of that entity by the members who signed the plan offer , exclusions that violated the regulation as well as the ACDAC statutes . With this action, the organization abused the right to the union association, as shown in the communications sent by Jaime Hernández Sierr , president of the union association , to the pilots who accepted the PVB.

1.3.5. He asserted that AVIANCA has not violated the right to equality of the plaintiffs, as it offered the plan to all the pilots of the company, including the actors. Then, they had all the freedom to decide whether to accept the benefits that the company offered. All the pilots had the same deadline to accept the plan, a period that ended on October 25, 2013. The option of accessing the benefits offered by the company always respected the freedom of the workers.

1.3.6. I felt that the company has not violated the right to work of the orities , to the extent that it has not: i) hidden working conditions or operations; ii) stopped paying workers' wages; or iii) discriminated against any worker.

1.3.7. On the other hand, the attorney for the entity operated argued that in the event in which the amparo is granted, the right to equality of the workers who accepted the offer of the plan would be violated, since the actors would enjoy the most beneficial conditions of the two salary regimes. In addition, it criticized the petitioners Prete nden two models benefit from remuneration different. Should unionized pilots want to access more advantages should n make demands through legal procedures of the collective agreement.

1.3.8. Also dvirtió that ACDAC not submitted in a timely manner the denunciation of the collective labor agreement, it m heard that this agreement was extended automatically, as required by Article 478 of the Substantive Labor Code [13]. Likewise, the union association omitted to formulate the list of requests, an essential act to avoid the extension of the convention and enter into a negotiation process. Consequently, the union failed to comply with two charges that were to be made coeval mind and before September 2013 , if quer ed to prevent the renewal of the conventional agreement and start the discussion period . However, it recognized that the workers' organization is within the legal deadline to denounce the 2009-2013 convention .

1.3.9. Finally, he opposed the extension of the reference ruling to all unionized pilots who are not part of the process, since they are not linked to it. He recalled that the tutela action has inter parte effects, so that the eventual decision of amparo cannot be extended to those who lack interest in the procedure

1.4. First instance sentences

As explained at the beginning of this order, the Chamber will review the first instance rulings, grouping them in the decisions that granted the protection of the rights of the plaintiffs and in the parties that denied said protection or considered that the demand was inadmissible .

1.4.1. Providences that protected fundamental rights [14]

1.4.1.1. The judges of the first instance considered that the action for protection was appropriate, to the extent that a relationship of subordination mediated by an employment contract between the claimants and the company AVIANCA is evident . In addition, they pointed out that there is legitimacy for active in the present lawsuit, since the union organization can request the protection of rights of the same legal person or of the members that compose it , as it happens in the specific case [15]. Recklessness was also not established, since there is no identity of parts of the processes, because in some cases the union president acted on his own behalf and in others as a representative of the association[16]. Lastly, they considered that the complaint filed with the Ministry of Labor is not a judicial defense mechanism that can protect the rights of the plaintiffs , given that it is an administrative procedure .

1.4.1.2. Against the background, the firm s court is stated that the jurisprudence of the C ourt Constitution states that the guardianship judge can decide on violations of the right to association of tra ers of a company. Also, they warned that the matter analyzed is an economic and collective controversy between the workers and the employer about the collective agreement, as well as the benefits of the PVB.

For the constitutional judges, the operated company violated the rights to equality and free union association of the actors, since they denied the benefits that were recognized to non-union employees. Thus , the company forced the pilots wishing to ac cede to the PVB to disassociate themselves from the union, arguing that they can only access a single wage system[17]. They even specified that the employer affected the rights of workers, by stipulating in the clause of the plan offer , that the subscribers of said agreement could not benefit from two salary instruments at the same time.[18].

Furthermore, the acted company violated the petitioners' right to equality , to the extent that in the PVB it was stated that AVIANCA must equal its subscribers with the most beneficial salary conditions that were recognized to other workers, an obligation that does not operate for employees who you e ne n the convention ACDAC[19].

Judicial officials found it proven that accepting the Voluntary Benefits Plan implies the implicit disregard of the collective agreement, for which it cannot be argued that there was an " *expulsion of ACDAC associates by the same organization* "[20]. With the PVB, l to company sought the TACI resignation ta pilots of the union , action that violated the fundamental rights to equality and freedom of association, since various plans be created efits that favor so as to pilots and co - drivers not found n affiliated with the union [21]. Even the acceptance of the plan offer means that the worker has no incidence in ACDAC, since the new conditions cannot be negotiated in a convention.[22]. The foregoing, to the extent that the employee was totally excluded from that union agreement and may not make any proposal in this regard . The coexistence of the convention and the pact reduces union membership when the second has greater benefits than the first, a scenario that affects the right of association in a certain way , as happens in the case *sub-examine*[23].

The judges concluded that there is no justification to deny the claimants the recognition of the special bond, because that benefit was intended to cover the difference that occurred with the retrospectives. So , if the goal of the bonus was to cancel those values, the reasons that led to the fact that said benefit did not recognize all workers is incomprehensible. [24].

In addition to the above, they clarified that the effects of the PVB are assimilated to a collective agreement, since it is intended that AVIANCA negotiates salary and benefits conditions with workers who do not belong to union organizations[25]. In this regard, he cited the jurisprudence of this Corporation, which indicates that the material criteria apply to identify collective agreements and not compliance with legal formalities.

1.4.1.3. However, the courts considered that the company operated violated the right to collective bargaining, by refusing to start the stages of discussion and dialogue with union members. This conclusion was based on the fact that the parties to the process denounced the convention in March, an act that authorizes the negotiation regardless of the time when the petition sheets were presented , since said manifestation of partially ending the agreement occurred within 60 days prior to the expiration of the convention, as set n articles 46 8 and 479 of the CST [26]. Therefore, it considered that AVIANCA's refusal to negotiate with the union violates ACDAC's fundamental rights.

1.4.1.4. As such, l ye judges ordered ext ender wage benefits as well as benefits and services of legal or extralegal character actors , who are recognized to non - unionized employees. In addition, they established that AVIANCA had the obligation to start the negotiation stages with the applicant union.

1.4.2. Providences that denied the protection of fundamental rights [27]

1.4.2.1. On one hand, the trial judges felt that the demands presented by the actors were inappropriate because: i) is a matter of economic dispute between the company and workers should be resolved in a collective bargaining, arbitration award or an ordinary labor action [28]. In this matter, they indicated that the actors did not demonstrate the existence of an irremediable perjury that displaced the ordinary means of judicial defense available to them to defend their rights.[29], nor did they argue about the ineffectiveness or lack of suitability of these procedural tools[30]; ii) the president of the union organization, Captain Jaime Hernández Sierra, lacks the legitimacy to be active in presenting the constitutional demands in favor of the union members, since he failed to contribute to the process the expressions of will of the actors who access the representation of their interests by the aforementioned airman[31]; and iii) there was recklessness in the tutela action , since Captain Jaime Hernández Sierra presented a previous tutela in which he represented the interests of the pilots Francisco Luis Kocka, Alejandro Londoño Garavito and Yeison Galeano Jiménez , plaintiffs in the reference process[32]. He also asserted that the petitioners did not explain the parameters of comparison between the pilots who had the special bond canceled and them, an argument necessary to carry out an equality trial.[33].

1.4.2.2. On the other hand, the judicial officials considered that AVIANCA did not violate the fundamental rights of the petitioners to union association and equality, since: i) the company provided the same opportunities for all workers to decide whether to accept the PVB , possibility that did not consider the unionized quality of the employee [34]. The defendant society guaranteed the right to union association of the plaintiffs , by expressly communicating that the acceptance of the offer of the plan did not affect the union affiliation of the member workers of the ACDAC ; ii) did not promote disaffiliation of the union, since the same organization expelled its members who signed the PVB [35]. In fact, the judges reproached that the actors did not comply with the burden of proof to demonstrate that the company caused the union desertion[36]; iii) the defendant company has not hindered the exercise of the right of association, since it has granted the respective union permits[37]; iv) the company did not take any action to harm the union. The society has not offered economic benefits to workers subject to the union's disaffiliation , since access to the PVB only requires signing the acceptance document. [38]; v) acceptance of the offer of the plan p or part of the drivers who benefit from the PVB is the justi fication for actors not receive monies derived from the agreement, because they did not accept that wage regime.[39]

1.5. Challenges

1.5.1. Appeals by the company AVIANCA against the orders that granted the protection

The driven entity requested the revocation of l I fault s which granted the protection of the rights of the plaintiffs , because he has not exercised discriminatory treatment against any workers. The above, because the company offered the PVB to all employees of the company, a group that included unionized workers. Subra yó that the jurisprudence of the C ourt Constitutional allows companies to create benefit plans and does not sanction this simple establishment. In reality, the jurisprudence prohibits companies from establishing the resignation of the syndicates as a condition to access those benefits.

At the same time, he warned that there is no collective labor conflict in the company, so that no negotiation can take place. He stressed that AVIANCA does not intend to disintegrate the union, since the acceptance of the PVB does not imply or demand the resignation of the union. What's more, ACDAC has increased its membership by 25% since November 30, 2013.

He pointed out that the PVB is not a collective agreement, insofar as it fails to comply with the legal and regulatory conditions that such agreements must have, for example, the requirements established in Regulatory Decree 1469 of 1978.

Also , he stated that the decisions of the trial courts violated the principle of inescindibility salary , since they allowed the company employees benefited n various remuneration schemes , situation contrary to the jurisprudence of the Board of casac i ng Workforce the Supreme Court of Justice.

In addition, e l representative of the company considered that collective bargaining is not viable with ACDAC, since the convention is in force ng 2009-2013. Furthermore, this agreement is without complaint. Resa lto that the judge of instance failed to harmonize articles 468, 477 and 479 of the CST, norms that regulate two different moments.

Regarding the form, the attorney recalled that the tutelage action is inadmissible, since the applicants: i) have other means of defending their rights, which were not exhausted, such as going to the Ministry of Work ; ii) they requested financial benefits, claims that are not the object of the tutela action; and iii) their right to the vital minimum is not affected, to the extent that they have monthly income of more than 10 million pesos. Then, it concluded that these elements showed that guardianship does not displace the ordinary means of judicial defense . To this, he added that the judges of the first instance erroneously applied the jurisprudential precedents regarding the legitimization for the active in the guardianship. In this regard, it's not true that Mr. Jaime Hernandez Sierra to bring tutela representing members of the union not to provide evidence of the manifestation of will of the actors for this purpose. Lastly, he reproached that the lower court judges gave a restricted interpretation that does not know the residual nature of the tutela action, considering that the complaint before the Ministry of Labor is not a means of defending the rights of the plaintiffs.

1.5.2. Appeals by the plaintiff against the measures that denied the protection

The plaintiffs opposed the judgments that denied the protection of their fundamental rights , since: i) the judges did not apply the principle of primacy of the substantial right over the formalities, when demanding to the president of the union the individual power to exercise the representation of the rights of ACDAC members; ii) To the extent that AVIANCA violated the rights of the union's affiliated workers as a legal entity, the union can initiate the corresponding actions to represent the rights of its members ; iii) the courts of first instance failed to thoroughly analyze the evidence provided to the process, so they concluded that the actions of guardianship were appropriate for the protection of the rights invoked ; iv) the ordinary labor action takes 5 years, in which time the union may disappear due to the desertion of its members, due to the intention of accessing the PVB as well as its benefits , and v) Captain Hernández Sierra did not act recklessly, because the lower court judges excluded the pilots that were indicated from participating in two different processes.[40].

Faced with the merits, the petitioners reiterated the arguments of the lawsuit . They added that the instance judges were unaware of the jurisprudence of the Constitutional Court that warns that discrimination against union members occurs when the employer denies benefits that are recognized to workers who do not belong to the union organization.

1.6. Second instance sentences

The Chamber will review the appeal decisions taking into account its first instance decision, the determination of the appeal judge and the decision regarding the rights of the applicants. These variables result in the following four situations that are grouped in denial and protection of the rights of the actors.

1.6.1. Decisions that denied the protection of workers' rights

1.6.1.1. *Judgments that confirmed the first instance rulings that denied the petition for guardianship*[41]

In these cases, the appellate judges confirmed the orders that denied the protection of workers' rights , because the action for protection is inadmissible . This given that: i) in the analyzed cases the possible configuration of irreparable damage is not evident, especially when the union is in a position to negotiate a new collective agreement[42], the benefits of the pilots are not disabled[43] and the minimum living of the families of the pilots is not affected, since they continue to earn their wages [44]; ii) the plaintiffs no ago Taron all legal defenses available to obtain financial benefits requested , as for example go to the arbitration tribunal or to common stock[45]; and iii) there was recklessness in the lawsuit with a previous tutela action , which was presented by Captain Hernández Sierra on behalf of the union association[46].

In relation to the merits, the judicial appeal officials considered that AVIANCA did not violate the right of union association, since it has not prohibited or coerced the workers to refrain from joining the ACDAC[47]. In fact , they specified that said company has not led to the disaffiliation of union members either . S ubrayaron that the decision of several drivers to accept the PVB has been free and own , so that they were the ones who chose to give up the pa union r to access certain benefits, without that decision had influenced the driven company .

Finally, they recalled that the Convention Collective governing l to employment of l of l workers union and therefore can not access the benefits offered in other sources of extralegal law as established the second 2B clause that statute held between ACDAC and AVIANCA . The collective agreement itself indicates that duplication of the salary and benefit system is prohibited. Thus, it is the parties to the conflict that can lift this restriction by means of a provision that allows workers to benefit from various remuneration statutes . In this context , the guardianship judge does not have the power to interfere in collective agreements and modify them as the plaintiffs intend.

1.6.1.2. *Sentences overturned the rulings of first instance granted the protection of rights of petitioners , and instead determined to deny the Prete nsiones actors*[48]

In other processes, the appeals courts reversed the sentences handed down in the first instance that protected the rights to the trade union association and to the equality of the applicants, and instead denied such claims for the following reasons .

On one hand, they considered that the claims are unfounded, because the actors did not meet the requirement of subsidiarity, because l to it not presented : i) the complaint with the Ministry of application for the same r ade of guardianship , a defense that protects the rights of the workers regardless of whether it is administrative in nature[49]; ii) ordinary actions, which establish the Supreme Court of Justice is the competent judicial corporation to resolve wage leveling disputes[50]. At the same time, they warned that the situations of the plaintiffs lack the risk of the configuration of irreparable damage, to the extent that the airmen are not affected by their vital and mobile minimum [51]. Thus, because the plaintiffs continue to earn their salary income that meet the basic needs of yourself and your s family s ; and iii) there was recklessness in the lawsuit with a previous tutela action, which was presented by Captain Hernández Sierra in his own name[52].

On the other hand, they considered that the plaintiff of the plaintiff is not sufficient to understand proven that the PVB constitutes a collective agreement , since that agreement does not observe the requirements of law [53]. In addition, they stated that it was not demonstrated that the plaintiff made the subscription of the offer of the plan subject to the dissociation of the union . In contrast , ACDAC members increased by 25% in 2013 . Nor was it evident that the company offered labor benefits only to workers who were not associated.

1.6.2. Second instance decisions that protected the rights of workers

1.6.2.1. *Sentences overturned decisions prime ra instance negaro n the rights of the petitioners and place , protected these guarantees* [54]

In some cases, the appeals judges reversed the first instance rulings, which denied the demands promoted by the actors based on the arguments outlined below .

Faced with the formal requirements, they considered that the tutela action complies with the subsidiarity requirements, however the matter has constitutional relevance that merits the intervention of the tutela judge[55]. In addition, they pointed out that there is legitimacy by active on the part of Captain Hernández Sierra to represent the pilots who appear outlined in the lawsuits [56].

In relation to the merits, the courts specified that the PVB is a collective agreement, since the effects of the plan offer are the same as those agreements. The foregoing, because the worker who signs the PVB renounces the rights acquired by the collective labor agreement. Likewise, they warned that the legal effects of the collective agreement extend to unionized workers, so that the employer cannot restrict their access.

They concluded that the company violated fundamental rights to union association and equality , since access to PVBs is conditioned to the waiver of conventional rights. This requirement implies that the company prevents union members from entering into the negotiation of the convention , since they will not be governed by said agreement and are free from consultation . Simultaneously , the acceptance of the PVB means that the worker assumes certain conditions that affect l to trade union organization and convention .

Finally, they asserted that AVIANCA violates the right to equality of the petitioners , however they can not access the benefits of Ofert to in the plan until you do not accept the conditions of the company.

1.6.2.1. *Judgments that confirmed the orders that protected the rights of the plaintiffs* [57].

Judges who confirmed the decision of first instance rulings that protected the rights of actors , conside r ar on that protection was appropriate and that the performance of the driven company violated the rights of aviators.

Appeals dispatches argued that guardianship was appropriate against individuals when there is a subordinate relationship between the petitioner and the plaintiff, a situation that arises in the case *sub-examine* in relation to the parts of the present process [58]. In addition, they warned that the driven company was wrong to consider that Captain Hernández Sierra lacks the legitimacy to request the protection of the rights of the actors [59].

The courts concluded that the PVB is preventing the employer from reaching an agreement with unionized pilots about working conditions. This discussion is necessary in order for a collective agreement to be produced, an essential norm for there to be a controversy derived from the interpretation and application of its clauses. Therefore, workers cannot denounce or sue a non-existent document in court, so the action for protection is the appropriate mechanism to protect the rights of the actors . In this regard, it was considered that " *the practice against freedom of association is not only carried out when promoting, in any way, the desertion of the members of such a union, but also when it is left without arguments or tools to the workers' association, to negotiate with the employer* " [60].

They pointed out that joining the PVB imposes a barrier for the union to present a specification to the company , since the offer of the plan has denied the subscription of new members, since when signing the agreement the pilots cannot have agreements for discuss the clauses of the convention.

Through an examination of the facts, they indicated that the company discriminated against union members, however it tacitly demanded the resignation of the workers' organization to belong to the PVB . At the same time, employees were subjected to wage differentials unfavorable s no reasonable constitutional justification. In particular, the Forty-Second Criminal Court of the Circuit with the Knowledge Function of Bogotá stated that the constitutional discussion focuses on the fact that workers' wages should be proportional to the position held and the degree of responsibility. The Voluntary Plan of Benefits turns out to be an inadequate measure, as well as unnecessary , that configures an irreparable damage that does not compare with the advantages that its subscription and exclusion of other pilots or co-pilots brings.[61].

1.7. Relevant evidence from the record

- Copy of the collective labor agreement agreed between AVIANCA and ADCA 2009 -2013, a document that lasted until March 31, 2013. In addition, evidence that clauses 2 A and B established the full application of the collective regime and warns that this is incompatible with other sources of rights, for example other conventions or benefit plans. The convention recognizes the application of the principle of favorability among the rules that govern the employment relationship

(Folios 4 - 38 Notebook 4, file T-4,294,297)
(Folios No. 86-122 Notebook 1 File T-4,536,832)
(Folios No. 58-94 Notebook 1 File T-4,369,843)
(Folios No. 54-90 Notebook 1 File T-4,316,566)
(Folios No. 250-286 Notebook 1 File T-4,392,801)
(Folios No. 1-38 Notebook 2 File T-4,421,580)
(Folios No. 2-38 Notebook 2 File T-4,330,192)
(Folios No. 80-116 Notebook 1 File T-4,397,563)
(Folios No. 80-116 Notebook 1 File T-4,385,804)
(Folios No. 319-354 Notebook 1 File T-4,399,693)
(Folios No. 80-116 Notebook 1 File T-4,376,027)
(Folios No. 80-116 Notebook 1 File T-4,354,060)
(Folios No. 80-116 Notebook 1 File T-4,435,249)
(Folios No. 77-112 Notebook 1 File T-4,324,340)
(Folios No. 82-118 Notebook 1 File T-4,371,787)

- Copy of the voluntary benefit plan proposed by the company AVIANCA for the years 2009 -20013, a document that lasted until March 31, 2013. In addition, it is evident that clauses 3 and 4 set the full application of the regime in of benefits of that plan. In particular, it is indicated that it is incompatible with other sources of rights, for example , other conventions or benefit plans. Clause 5 recognizes that unionized pilots (depending on their duties in union associations) and nonunionized pilots will be able to access the PVB. The PVB stipulates the application of the principle of favorability, from which the company has the obligation to review the plan when it recognizes other conditions more favorable to the pilots who subscribe to this plan .

(Folios 39 - 86 Cuaderno 4 expediente T-4,294,297)
(Folios No. 124-170 Notebook 1 File T-4,536,832)
(Folios No. 96-139 Notebook 1 File T-4,369,843)
(Folios No. 92-138 Notebook 1 File T-4,316,566)
(Folios No. 40-86 Notebook 2 File T-4,421,580)
(Folios No. 40-86 Notebook 2 File T-4,330,192)
(Folios No. 118-164 Notebook 1 File T-4,397,563)
(Folios No. 118-164 Notebook 1 File T-4,385,804)
(Folios No. 356-402 Notebook 1 File T-4,399,693)
(Folios No. 118-164 Notebook 1 File T-4,376,027)
(Folios No. 118-164 Notebook 1 File T-4,354,060)
(Folios No. 118-164 Notebook 1 File T-4,435,249)
(Folios No. 114-160 Notebook 1 File T-4,324,340)
(Folios No. 120-166 Notebook 1 File T-4,371,787)

- Copies of the petitions of February 13, 2013 presented by the president of the C olombian Association of Civil Aviators (ACDAC) , Captain Jaime Hernández Sierra, who requested the extension to unionized pilots of the benefits recognized in the PVB and that no They are found in the Convention, such as: i) the monthly remuneration of the global salary regime - C 23-; ii) the comprehensive salary system –C 24-; iii) the seniority premium –C 27-; iv) the feed premium –C 28-. Additionally, it requested that the amounts of the following conventional benefits enjoyed by unionized workers be equal to the proportion received by non-unionized workers according to the PVB: i) transportation assistance –C 30-; ii) vacation bonus –C 32-; iii) maternity assistance –C 35-; iv) assistance for permanent transfer –C 36-; v) educational aid –C 39-; vi) per diem -C 41-; vii) navigation premium –C 42-; viii) incentive for non-absenteeism –C 48-; ix) life insurance –C 65-; x) uniforms –C 75. However, he specified that the recognition of the increases in clause 74 be carried out in accordance with the plan, without prejudice to the agreements signed in conventions, acts, extra-conventional acts that are presented for the coming years. Finally, he requested that the company cancel the union membership of the special bonus that was recognized for non-unionized pilots .

(Folios 93 - 99 Notebook 4, file T-4,294,297)
(Folios No. 172-174 Notebook 1 File T-4,536,832)
(Folios No. 141-143 Notebook 1 File T-4,369,843)
(Folios No. 140-142 Notebook 1 File T-4,316,566)
(Folios No. 88-90 Notebook 2 File T-4,421,580)
(Folios No. 88-90 Notebook 2 File T-4,330,192)
(Folios No. 166-168 Notebook 1 File T-4,397,563)
(Folios No. 166-168 Notebook 1 File T-4,385,804)

(Folio No. 604-606 Notebook 1 File X.598.05)) (Folio No. 604-606 Notebook 1 File X.598.05))
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(Folio No. 606-608 Notebook 1 File X.598.05)) (Folio No. 606-608 Notebook 1 File X.598.05))

Commissioner decreed dated April 5, 2013 from ACEM7 to AVIANCA, requesting permanent paid union leave from John Sánchez, Andrea Sampedro and Jorge Hernando Hernández for the Cali Primera.

(Folio No. 173 and 176 Notebook 1 File X.5A.05)) (Folio No. 173 and 176 Notebook 1 File X.5A.05))

The planned Free Trade zoning revenues *(social change mandate, including of transporting Bonded Goods)* are *(not)* the respective cases [illegal].

Thus, the Court has highlighted that *constitutional judge*, a competent to establish the existence or not of violations to such specific **rules**, exclusively **entitled** to the Constitutional Court, the only one **entitled** to the **Constitutional interpretation** of the Constitution, the only one **entitled** to the **Constitutional Law** development of fundamental rights, *Article 10 of Decree 1291 of 1990*[illegal] interpreted that the prior notice, given that some fundamental rights violated or threatened can be **protected** by the **Constitutional Court** through the **Protection Action**, *Article 86 of the Constitution*, *Decree 2591 of 1991*, *Decree 306 of 1992* and *Decree 1382 of 2000*, **Constitutional Law** and **Constitutional Jurisprudence**.

The wording of the constitutional provision and the provisions legal has followed the jurisprudence of the Court considers that legal norms are entitled to rights **constitutional** and **legal** rights, and that the **Constitutional Court** is the only **entitled** to the **Constitutional interpretation** of the Constitution, the only **entitled** to the development of fundamental rights, *Article 10 of Decree 1291 of 1990*[illegal] interpreted that the prior notice, given that some fundamental rights violated or threatened can be protected by the **Constitutional Court** through the **Protection Action**, *Article 86 of the Constitution*, *Decree 2591 of 1991*, *Decree 306 of 1992* and *Decree 1382 of 2000*, **Constitutional Law** and **Constitutional Jurisprudence**.

Thus, the Court has highlighted that *constitutional judge*, a competent to establish the existence or not of violations to such specific **rules**, exclusively **entitled** to the **Constitutional Court**, the only one **entitled** to the **Constitutional interpretation** of the Constitution, the only **entitled** to the **Constitutional Law** development of fundamental rights, *Article 10 of Decree 1291 of 1990*[illegal] interpreted that the prior notice, given that some fundamental rights violated or threatened can be **protected** by the **Constitutional Court** through the **Protection Action**, *Article 86 of the Constitution*, *Decree 2591 of 1991*, *Decree 306 of 1992* and *Decree 1382 of 2000*, **Constitutional Law** and **Constitutional Jurisprudence**.

The Corporation has proposed an interpretative rule *is which* has held and recommendations to be based on actions, which responds to whether or not the petitioner **is entitled** to the protection of the rights of the Constitution, *Article 86 of the Constitution*, *Decree 2591 of 1991*, *Decree 306 of 1992* and *Decree 1382 of 2000*, **Constitutional Law** and **Constitutional Jurisprudence**.

The Supreme Court of Justice **is** *(not)* **entitled** to **Constitutional Law** *(illegal)* **Constitutional Jurisprudence** *(illegal)*

"Pacta sunt servanda are instruments or mechanisms for collective bargaining, aimed at setting and ordering collective labor conflicts and preventing them from arising.

"The pacta and collective agreements are intended "to set the conditions that will govern employment contracts during their terms." In other words, both of these instruments are "the product of the exercise of the right of collective bargaining, which, with the respect that was prescribed in the aforementioned judgment C-009 of 1994.

"Pacta and convenciones are governed by common legal standards.

"The difference between the pacts and convenciones is that they are concluded between the employer and non-union workers, while those are negotiated "between employers or associations of employers and trade unions representing workers with union status."

"The convenciones are collective agreements concluded between the employer and non-union workers and pactos are concluded with workers who do not belong to any union, but who are grouped for the purpose of concluding labor agreements, or bring all or a minority of workers of a company, or more than one company, to sign a pact, which is a kind of collective labor agreement. It is obvious that establishing labor working conditions in the Pacts exceeds the unfavorable purpose of discriminating against unionized workers, because it is a mechanism for collective bargaining.

The convenciones of collective pacts and convenciones implies that the former is restricted to the rights and values recognized by the Constitution.

"The right to equality of labor conditions is violated when the collective agreement, which is the result of the exercise of the right to collective bargaining, does not provide for unionized workers, and the factual circumstances do not justify from the point of view of their relationship, reasonably, reasonableness and proportionality, the unfavorable treatment of workers who are not unionized, because it would be a mechanism that would discourage workers from joining a union, which would be contrary to the purpose of the collective bargaining, which is precisely the strengthening of the unions."

Based on these rules, judgments SU-342 and SU-342 of 1994 included a natural extension C the concept of collective agreement to identify a determinants and a collective agreement, which is the result of the exercise of the right of collective bargaining, which, with the respect that was prescribed in the aforementioned judgment C-009 of 1994, "to set the conditions that will govern employment contracts during their terms." In other words, both of these instruments are "the product of the exercise of the right of collective bargaining, which, with the respect that was prescribed in the aforementioned judgment C-009 of 1994, "to set the conditions that will govern employment contracts during their terms." Hence, the term "pactos" and "convenciones" were equal: it is collective agreement, or implied trading company with non- unionized employees, a measure that would be "the product of the exercise of the right of collective bargaining, which, with the respect that was prescribed in the aforementioned judgment C-009 of 1994, "to set the conditions that will govern employment contracts during their terms."

In C-230, the convention and collective agreements are mechanisms that exist to resolve conflicts that arise between employers and employees. These figures have a similar regulation, however it differs between employees. Likewise, there is the possibility that in a company the concession between the convention and the collective agreement, the latter being the one that prevails because it is more favorable to the worker, and that the convention and collective agreement can coexist in the same company, but, because the convention is the result of a collective agreement, it is not possible to sign a convention and a collective agreement with the same worker, because the collective agreement is the result of the exercise of the right to equality, *i.e. it is freedom to not whether the company or employer may or may not unionized certain benefits or incentives work generally for the benefit of workers, and that, in the case of the collective agreement, it is the result of the exercise of the right to equality, i.e. it is freedom to not whether the company or employer may or may not unionized certain benefits or incentives work generally for the benefit of workers.*

Note that the jurisprudence reflects the look of the trade union movement with the negative, since the recognition of power benefits to non-union employees would be a mechanism that would discourage workers from joining a union, which would be contrary to the purpose of the collective bargaining, which is precisely the strengthening of the unions. Therefore, the simple inequality of benefits between non-unionized workers and unionized workers is not in itself a violation of the right to equality.

people who have long been in the organization *of ACTIVIA, AFFIRMS CONTRARY, THE MOTION FOR DISMISSAL*[1] from the organization to get a house especially designed for them, demanding that they be given a house in the Ciudad Universitaria.

In the body of evidence in the files, the Chamber listed items from 27 plaintiffs who resigned from the communal and the union to access the PPA, especially the single-family housing in Ciudad Universitaria.

Fourth of Cause of action: Violation of the right to freedom of association. Claimed that "plaintiffs were unable to carry out their duties through the communal and union, *because they were expelled from the organization, or were forced to resign from the communal and union, in order to be able to access the PPA*" (emphasis in the original). The Chamber, however, *not even one of the plaintiffs who accepted the financial grant of the Institute* (emphasis in the original) *was expelled from the organization, nor was forced to resign from the communal and union, in order to be able to access the PPA*. Moreover, the Chamber noted that the plaintiffs who had left the organization, *they did so of their own free will*, as they had the option to remain in the organization, as they had been for years, but they chose to leave it in order to access the PPA.

The Supreme Court stated that: "By means of this letter I would like to communicate to you my decision to withdraw much to my regret and due to the circumstances that have arisen, from the Communal Council of Ciudad Universitaria, of which I have been a member since its inception, and I would like to be kept in mind for the next opportunity I may be granted at our expense." At the same time, the Supreme Court Warden Villa pronounced an irrevocable resignation to ACNC and specified that "all the situations that have arisen, including the fact that I have been unable to continue participating in the Communal Council, are due to the fact that I am in the process of being allocated a single-family home in Ciudad Universitaria."

The transcribed documents show that the workers subscribed the PPA to access the benefits and regain priority, which the collective agreement does not offer. The Supreme Court stated that "the plaintiffs voluntarily left the organization, and that the PPA, which they knew, was the reason for their departure, and that it was not the collective agreement." The Supreme Court stated that "the plaintiffs voluntarily left the organization, and that the PPA, which they knew, was the reason for their departure, and that it was not the collective agreement, given that the PPA is incompatible with union regulations. The resignation of the employees who signed the transcribed letters proves that the plaintiffs were not forced to resign from the union, but rather, they did so of their own free will, because they knew that the PPA was incompatible with the union's regulations." (emphasis in the original).

Together, it is a repressive means of depriving workers benefiting from the collective agreement. In a communication dated March 31, 2014, the company certified that "the PPA is a benefit that is not in the CCT, and that it is a benefit that is not in the collective agreement." The company stated that "the PPA is a benefit that is not in the collective agreement." The company stated that "the PPA is a benefit that is not in the collective agreement." The company stated that "the PPA

[78] On that occasion, the president of the National Union of Chemical Industry Workers, Pharmaceutical Employer of Colombia, SINTRAQUIM, filed a tutela action on behalf of several of its affiliates, given that the company for which they worked initiated acts that affect their rights, such as the dismissal of unionized workers or the pressure on employees in order for them to resign from the association.
[79] On this occasion, the Chamber will reiterate the provisions of judgment T-053 of 2012, T-185 of 2013, T-045 and T-644 of 2014 in relation to the institutions of res judicata and recklessness.
[80] Judgments T-502 of 2008, T-1215 of 2003, T-149 of 1995, T-308 of 1995, T-443 of 1995, T-001 of 1997 and SU-1219.
[81] Judgments T-560 of 2009, T-053 of 2012 and T-189 of 2013.
[82] Judgment T-149 of 1995.
[83] Judgment T-308 of 1995.
[84] Judgment T-443 of 1995.
[85] Judgment T-001 of 1997.
[86] Judgment T-560 of 2009.
[87] Decree 2591 of 1991, article 37.
[88] Judgments T-502 of 2008, T-568 of 2006 and T-184 of 2005.
[89] Judgment T-568 of 2006 and T-053 of 2012; others, in which a similar count is carried out are orders T-020 of 2006, T-593 of 2002, T-443 of 1995, T-082 of 1997, T-080 of 1998, SU-253 of 1998, T -263 of 2003 T-707 of 2003.
[90] Judgment T-248 of 2014
[91] Judgments T-568 of 2006, T-951 of 2005, T-410 of 2005, T-1303 of 2005, T-662 of 2002 and T-883 of 2001.
[92] MP Gabriel Eduardo Mendoza Martelo.
[93] Constitutional Court, judgment T -1103 of 2005 , judgment T-1122 of 2006 , among others.
[94] Ibid.
[95] Constitutional Court, judgment T-1103 of 2005 , sentiment T-1022 of 2006, judgment T-1233 of 2008 .
[96] Judgment T-721 of 2003.
[97] Judgment T-266 of 2011.
[98] Judgment T-566 of 2001.
[99] Judgment T-009 of 2000. If the petendi case is constituted by the reasons - de facto and de jure - that support the petition made, there is no doubt that, between the first and second decisions made, there is a very relevant difference. What motivated the latest requests for amparo and the judicial order to protect the violated right, was the issuance of the SU-36/99 judgment, that is, the adoption of a new doctrine that must be applicable whenever it can be verified that the violation it persists for reasons beyond the control of the plaintiff and that judicial protection is legally and factually possible. Finally, it cannot be affirmed that there is a violation of res judicata, since what really occurred in the first instance rulings, was the rejection of the action, considering that it was an inadmissible mechanism given the existence of alternative defense mechanisms. . Therefore, there was no substantive pronouncement on the facts of the case, as it occurs in this judgment.
[100] Judgment T-1034 of 2005.
[101] Judgment T-644 of 2014
[102] Judgment T-185 of 2013
[103] In this regard, the Sentences can be consulted: T-364 of 1994, T-143 of 1995, SU-342 of 1995, SU-511 of 1995, T-597 of 1995, SU-599 of 1995, T-061 from 1997, SU-547 from 1997, T-050 from 1998, SU-069 from 1999, T-047 from 2002, T-103 from 2002, T-105 from 2002, T-097 from 2006, T- 545 A from 2007 , T-833 of 2012, T-619 of 2013 among many others.
[104] Judgments T-162 of 2010, T-034 of 2010 and T-099 of 2008.
[105] Judgments T-623 of 2011 , T-498 of 2011, T-162 of 2010, T-034 of 2010, T-180 of 2009, T-989 of 2008, T-972 of 2005, T-822 of 2002, T-626 of 2000 and T-315 of 2000 .
[106] Judgment T-235 of 2010.
[107] Judgment SU-342 of 1995
[108] Articles 414 and 425 of the CST establish restrictions for the right to union association of public employees.
[109] Judgment T-619 of 2013
[110] Judgment T-1166 of 2004
[111] In this sense, judgment T-097 of 2006 highlighted that guardianship is the ideal mechanism to decide on matters that imply effective protection of the right to equality in labor relations.
[112] On that occasion, the Chamber studied the tutela requests presented by the Confederation of Workers of Confecciones Leonisa SA, an organization that affirmed that the company Leonisa S: A: has been concluding collective agreements that stipulate greater benefits for non-unionized workers than for employees who belong to the organization that is acting then. In addition, they warned that the company makes the resignation of the union a condition to access the collective plan.
[113] The Court studied the lawsuit filed by the Union of Workers of Productora de Papeles SA "SINTRAPROPAL", given that the company Productora de Papeles SA carried out a series of actions that affected the organization of workers, which consisted of offering a series benefits to non-union workers with greater advantages than the collective agreement, for example wage increases. Likewise, they argued that the company induces workers to leave the union. ¡
[114] Judgment T-084 of 2012.
[115] Judgment T-248 of 2014
[116] Judgment T-841 of 2014
[117] Judgment T-079 of 2010 and T-447 of 2013
[118] See Judgments T-1110 of 2005 , T-158 of 2006, T-429 of 2011, T-998 of 2012, SU-158 of 2013, T-521 of 2013, T-447 of 2013, and T- 841 of 2014. There, the Full Chamber and the different Review Rooms have alluded to these exceptional situations when addressing the procedure of guardianship actions through which it was intended to obtain access to a technical defense, to a recalculation of the base amount of the pension , compensation for damages, pension replacement, survivor's pension, invalidity pension, reimbursement derived from reinforced job stability and payment of labor claims to unionized workers respectively.
[119] See, among others; Judgment T - 616 of 2012.
[120] Approved by Law 26 of 1976.
[121] Approved by Law 27 of 1976.f
[122] Constitutional Court, Judgments C-473 of 1994, C-450 of 1995, T-502 of 1998, T-526 of 1999.
[123] Cf. Judgment C-330 of 2005.
[124] In the same sense, see judgment C-401 of 2005, ruling in which the Court affirmed on the belonging of ILO Convention 87 to the constitutional block: " *19. Thus, those conventions are part of the constitutional block. that the Court, after examining them specifically, determines that they belong to it, in attention to the matters they deal with. In this way, international labor agreements are part of the constitutional block when the Court has so indicated or specifically indicates it. This was done, for example, in the judgments mentioned above about Convention 169, on indigenous and tribal peoples, and Conventions 87 and 98, on freedom of association and on the application of the principles of collective unionization rights. The Court is also responsible for indicating whether a certain ILO Convention, by reason of its subject matter and other objective criteria, is part of the constitutional block in the strict sense, since it prohibits the limitation of a human right during a state of emergency or develops said prohibition contained in an international treaty (PC, art. 93, paragraph 1). This was done, as already seen, in judgment C-170 of 2004, in relation to Conventions 138, on the minimum age, and 182, on the worst forms of child labor.* "
[125] Judgment T-261 of 2012
[126] In judgment T-171 of 2011, the Court specified that the ILO has the function of promoting social justice and internationally recognized human and labor rights. This institution has the following tripartite structure in which workers, employers and governments coexist in equality, in: i) general conference, body that is in charge of issuing international standards by means of conventions or recommendations; ii) the international labor office, the unit in which the organization's permanent secretary is located, who collects the documents, distributes them, and answers questions; and iii) the board of directors is the executive body of the organization. In addition to these bodies, the ILO has three bodies that have the competence to process complaints for violation of freedom of association, these are: a) the Governing Body itself; b) the Investigation and Conciliation Commission on Freedom of Association and c) the Committee on Freedom of Association.
[127] Taruffo Michele, *Precedente ad esempio nella decisions giudiziaria* , in Revista Trimestrale di Distrito e Procedura Civil 1994 Pág. 2
[128] International Labor Office Geneva, Freedom of association Compilation of decisions and principles of the Committee on Freedom of Association of the ILO Governing Body, Fifth edition (revised), 294th Report, case number 1730 (United Kingdom) para. 202
[129] Ibid, 330th Report, case number 2186 (China-Hong Kong Special Administrative Region, Parr. 383,
[130] Ibid., 307th report, case number 1886 (Uruguay), Parr. 466
[131] Judgments C-606 of 1992, T-697 of 1996, T-247 of 1998 and C-399 of 1999.
[132] Judgments T-619 of 2013, T-616 of 2012 and T-701 of 2003
[133] Judgment T-619 of 2013
[134] Ibid.
[135] Substantive Labor Code, article 372 numerals 1, 2, 4
[136] Judgment C-466 of 2008.
[137] ARTICLE 354. PROTECTION OF THE RIGHT OF ASSOCIATION. <Article modified by Article 39 of Law 50 of 1990. The new text is as follows:> 1. In the terms of Article 292 of the Penal Code, it is forbidden for any person to violate the right of trade union association. 2. Any person who violates in any way against the right of union association will be punished each time with a fine equivalent to the amount of five (5) to one hundred (100) times the highest monthly minimum wage in force, which will be imposed by the respective administrative labor officer. Notwithstanding the criminal penalties that may apply. Consider as acts that violate the right of association by the employer: a). Obstruct or hinder the affiliation of its personnel to a union organization of those protected by law, by means of handouts or promises, or condition to that circumstance the obtaining or keeping of employment or the recognition of improvements or benefits; b) Dismiss, suspend or modify the working conditions of workers due to their activities aimed at the foundation of trade union organizations; c). Refuse to negotiate with the union organizations that have presented their requests in accordance with legal procedures; d). Dismiss, suspend or modify the working conditions of its unionized personnel, in order to prevent or spread the exercise of the right of association, and e). Adopt measures of repression against workers for having accused, testified or intervened in administrative investigations to verify the violation
[138] See the facts of these judgments in Supra 6.1.4.1 and citations 112 and 113
[139] Judgment SU-342 of 2995
[140] The review rule was applied in judgment T-149 of 2008, a case that studied the guardianship lawsuit filed against a plural number of unionized workers linked to the AES CHIVOR & CIA SCAESP company, who questioned the signing of a collective agreement favorable only to non-union workers, meanwhile an economic conflict arose between the union association and the employer. In this regard, the Chamber concluded that In this case it is clear that the union members have been denied the salary increase that has been granted - or has been put in perspective - to the workers who have signed the collective agreement. Regardless of a series of points that arise within the process - such as the union's decision not to file a list of requests, the level of wages of the AES CHIVOR & CIA SCAESP workers, the demand presented by the company with the In order to declare the dissolution and liquidation of SINTRACHIVOR, the fact that the actors are currently affiliated to SINTRAENERGIA, etc. - the truth is that the actors have not had their wages increased since March 31, 2005, while in the collective agreement non-union workers were offered the possibility of having their wages increased.
[141] Judgment T-012 of 2007
[142] Judgment T-345 of 2007
[143] Judgment T-570 of 2007.
[144] Ibid. Regarding the order, it was stated that: " *Now, as the protection requested seeks to protect the integrity of the rights to equality and to trade union association, it is logical that it lasts until the company and the union definitively resolve the differences that this process created. Thus, the granting of guardianship in the present case should govern until an arbitration tribunal definitively resolves the collective conflict that arises between the parties or when by common agreement, the San Buenaventura University and the respective union reach an agreement on the working conditions of its workers. The Chamber then grants the requested protection, but as a transitional mechanism, while there is a definitive formal act of settlement between the parties. Therefore, in the operative part of this ruling, it will be specified that the protection granted is granted temporarily, while the labor conflict between the San Buenaventura University and the union to which the plaintiff belongs, José Daniel Quenguan Taquez, is resolved* "
[145] In this regard, what is stated in sentences T-251 of 2010 and T-248 of 2014 is reviewed.
[146] ILO Convention 154 was approved by Law 524 of 1999; Ruling C-161 of 23 of February 2000 M . P. Alejandro Martínez Caballero, the Court carried out the constitutional review of both the law and the Convention, and declared them exempt.
[147] C-063 30 January of 2008 M . P. Clara Inés Vargas Hernández and C-161 of 2000, already referred.
[148] Convened in Geneva on June 3, 1981, by the Governing Body of the International Labor Office
[149] Adopted at the sixty-seventh session of the ILO General Conference in June 1981.
[150] Judgment C-063 of 2008.
[151] Judgment T-251 of 2010.
[152] Judgment T-248 of 2014
[153] Guerrero Figueroa, Guillermo, Collective Labor Law, Eleventh Edition, Ed Leyer, Bogotá 2011, p 536 -538.
[154] Judgment of the Supreme Court of Justice rad. 7243 of 7 of April 1995 M . Father Rafael Méndez Arango .
[155] Judgment SU-342 of 1995, SU-569 and SU 570 of 1996, SU-169 of 1999. In Judgment SU-1185 of 2001, it was stated that the Collective Convention is: "a bilateral agreement concluded between one or several professional workers' associations and one or more employers to regulate the conditions that will govern the employment contracts, usually, seeking to improve the catalog of rights and minimum guarantees that legal norms recognize for all workers. "
[156] Cf. sentences rad. 20,721 April 21, 2004, MP Carlos Isaac Nader and 7243, already cited.
[157] *"This has been indicated by the CSJ, in Sala de Cas. Labor, in judgments May 20, 1976, May 16, 2001 and December 14, 2001.* "
[158] Cf. Substantive Labor Code, article 467 and judgment SU-342 of 1995, cited above.
[159] Judgment T-055 of 2014
[160] Judgment C-1491 of 2000
[161] Supreme Court of Justice Cassation Chamber Labora Jorge Mauricio Burgos Ruíz Judge-rapporteur SL856-2013, File No. 40760, Act No. 40, Bogotá, DC, four (04) December two thousand thirteen (2013). . In that case, the Labor Cassation Chamber stated that In other words, in the case of the sublite, the worker who has become a union will continue to benefit from the agreement that he has signed, or to which he has adhered, until he benefits from the collective agreement.
[162] Judgments SU-342 of 1995 and SU-569 OF 1996
[163] Ibid
[164] Judgment T-1166 of 2004
[165] About the evolution of jurisprudence of the effects of the denunciation of the collective agreement by the employer, you can consult the Cassation Judgment issued on January 29, 2004 by the Labor Cassation Chamber of the Supreme Court of Justice, within the reference process No. 21944.
[166] See Judgment T-656 of 2004.
[167] Ospina Duque Edgar, Collective Labor Law: a theoretical and practical guide for students, the new generations of lawyers and workers, second edition, Ediciones Jurídicas Gustavo Ibañez, Bogotá 2009, p 243
[168] Ibid. P- 255
[169] Op, cit., Judgment T -1166 of 2004
[170] Judgment C-349 of 2009.
[171] Judgment T-248 of 2014
[172] Judgment T-248 of 2014
[173] Ibid.
[174] The Nineteenth Municipal Criminal Judge of Knowledge of Bogotá, a first instance judicial official, adopted said determination.
[175] The Seventh Municipal Criminal Judge of Bogotá, the first instance judicial authority, issued that decision.
[176] File T-4,392,801
[177] Files T-354,060, T-4,363,853, T-4,371,787, T-4,376,027, T-4,385,804, T-4,397,563, T-4,399,693, T-4,421,580, T-4435,249 and T-4,536,832.
[178] Files T-4-536,832 (Folio 141 Notebook 4) and T-4,435,249 (Folio 28 and following Original Notebook and annexes 3).
[179] Files T-4,354,060 (Folios No. 208-263 Notebook 3); T-4363853 (folios 45-141 Notebook 6); T-4,376,027 (Folios No. 661-745 Notebook 1) T-4,371,787 (Folios No. 161-283 Notebook 3); T-4,385,804 (Folios No. 147-224 Notebook 3); T-4,397,563 (Folios No. 145-256 Notebook 3); T-4,399,693 (Folios No. 213-300 Notebook 6 and 1-171 Notebook 7); T-4,421,580 (Folios 19-78 Notebook 4);
[180] File T-4,294,297
[181] File T-4,536,832
[182] (Folios 93 - 99 Notebook 4, file T-4,294,297); (Folios No. 172-174 Notebook 1 File T-4,536,832); (Folios No. 141-143 Notebook 1 File T-4,369,843); (Folios No. 140-142 Notebook 1 File T-4,316,566); (Folios No. 88-90 Notebook 2 File T-4,421,580); (Folios No. 88-90 Notebook 2 File T-4,330,192); (Folios No. 166-168 Notebook 1 File T-4,397,563); (Folios No. 166-168 Notebook 1 File T-4,385,804); (Folios No. 404-406 Notebook 1 File T-4,399,693); (Folios No. 166-168 Notebook 1 File T-4,376,027); (Folios No. 166-168 Notebook 1 File T-4,354,060); (Folios No. 166-168 Notebook 1 File T-4,435,249); (Folios No. 162-164 Notebook 1 File T-4,324,340) and (Folios No. 168-170 Notebook 1 File T-4,371,787)
[183] (Folio 483 -485 Notebook 4, file T-4,294,297); (Folios No. 266-268 Notebook 2 File T-4,536,832); (Folios No. 235-237 Notebook 2 File T-4,369,843); (Folios No. 238-240 Notebook 2 File T-4,316,566); (Folios No. 182-184 Notebook 3 File T-4,421,580); (Folios No. 484-486 Notebook 2 File T-4,330,192); (Folios No. 260-262 Notebook 2 File T-4,397,563); (Folios No. 257-259 Notebook 2 File T-4,385,804); (Folios No. 251-253 Notebook 2 and 218-220 Notebook 4 File T-4,399,693); (Folios No. 559-561 Notebook 1 File T-4,376,027); (Folios No. 259-261 Notebook 2 File T-4,354,060); (Folios No. 261-263 Notebook 2 File T-4,435,249); (Folios No. 551-553 Notebook 1 File T-4,324,340); (Folios No. 258-260 Notebook 2 File T-4,371,787)
[184] File T-4,392,801
[185] Supreme Court of Justice Labor Cassation Chamber Judge Speaker: Isaura Vargas Díaz Filing 16884 Minutes 06 Bogotá, DC thirteen (13) February two thousand and two (2002)
[186] (Folios 39 - 86 Notebook 4, file T-4,294,297); (Folios No. 124-170 Notebook 1 File T-4,536,832); (Folios No. 96-139 Notebook 1 File T-4,369,843); (Folios No. 92-138 Notebook 1 File T-4,316,566); (Folios No. 40-86 Notebook 2 File T-4,421,580); (Folios No. 40-86 Notebook 2 File T-4,330,192); (Folios No. 118-164 Notebook 1 File T-4,397,563); (Folios No. 118-164 Notebook 1 File T-4,385,804); (Folios No. 356-402 Notebook 1 File T-4,399,693); (Folios No. 118-164 Notebook 1 File T-4,376,027); (Folios No. 118-164 Notebook 1 File T-4,354,060); (Folios No. 118-164 Notebook 1 File T-4,435,249); (Folios No. 114-160 Notebook 1 File T-4,324,340); (Folios No. 120-166 Notebook 1 File T-4,371,787)

[187] In judgment T-701 of 2003, the Court used this criterion to identify acts of persecution for union members.
[188] (Folio 134 - 135 Notebook 5, file T-4,294,297). ; (Folios No. 171 and 172 Notebook 3 File T-4,369,843); (Folios No. 184 and 185 Notebook 3 File T-4,316,566); (Folios No. 170 and 171 Notebook 4 File T-4,421,580); (Folios No. 237 and 238 Notebook 1 File T-4,330,192); (Folios No. 132-133 Notebook 4 File T-4,397,563); (Folios No. 217-218 Notebook 5 File T-4,385,804); (Folios No. 274-275 Notebook 4 File T-4,399,693); (Folios No. 217-218 Notebook 2 File T-4,376,027); (Folios No. 187-188 Notebook 4 File T-4,354,060); (Folios No. 220-221 Notebook 4 File T-4,435,249); (Folios No. 172-173 Notebook 2 File T-4,324,340); and (Folios No. 271-272 Notebook 8 File T-4,371,787)
[189] (Folio 137-138 Notebook 5, file T-4,294,297); (Folios No. 173-175 Notebook 3 File T-4,369,843); (Folios No. 186-188 Notebook 3 File T-4,316,566); (Folios No. 172-174 Notebook 5 File T-4,421,580); (Folios No. 239-241 Notebook 1 File T-4,330,192); (Folios No. 247-249 Notebook 4 File T-4,397,563); (Folios No. 219-221 Notebook 5 File T-4,385,804); (Folios No. 276-278 Notebook 4 File T-4,399,693)
[190] (Folios No. 31-58 Notebook 3 File T-4,536,832) (Folios No. 136-162 Notebook 1 and 235-261 Notebook 7 File T-4,421,580) (Folios No. 142-168 Notebook 6 File T-4,397,563) (Folios No. 37-62 Notebook 7 File T-4,354,060) (Folios No. 153-178 Notebook 7 File T-4,435,249) (Folios No. 103-128 and 140-167 Notebook 1 File T-4,371,787)
[191] Communication of March 10, 2014 certifying that 328 unionized pilots to ACDAC rejected the benefits of the PVB, and therefore are not beneficiaries of the plan offer. (Folios No. 24-33 Notebook 6 File T-4,385,804)
[192] (Folio 259 Notebook 5, file T-4,294,297); (Folio No. 291 Notebook 3 File T-4,369,843); (Folio No. 288 Notebook 4 File T-4,316,566); (Folio No. 343 Notebook 1 File T-4,330.19); (Folio No. 385 Notebook 5 File T-4,385,804); (Folio No. 93 Notebook 5 File T-4,399,693); (Folios No. 295-320 Notebook 2 File T-4,376,027); (Folios No. 264-285 Notebook 4 File T-4,354,060); (Folios No. 296-297 Notebook 4 and 1-25 Notebook 5 File T-4,435,249); (Folio No. 276 Notebook 2 File T-4,324,340); (Folios No. 48-72 and 217-249 Notebook 9 File T-4,371,787)
[193] (Folio 125 and 126 Notebook 4, file T-4,294,297) .; (Folios No. 209 and 210 Notebook 1 File T-4,536,832); (Folios No. 178 and 179 Notebook 1 and 181-183 Notebook 3 File T-4,369,843); (Folios No. 177 and 178 Notebook 1 and 194-196 Notebook 3 File T-4,316,566); (Folios No. 125 and 126 Notebook 2 and 180-209 Notebook 4 File T-4,421,580); (Folios No. 247-249 Book 1 and 125-126 Book 2 File T-4,330,192); (Folios No. 203-204 Notebook 1 and 71-129 Notebook 4 File T-4,397,563); (Folios No. 203-204 Notebook 1 File T-4,385,804); (Folios No. 441-442 Notebook 1 and 117-118 Notebook 6 File T-4,399,693); (Folios No. 203-204 Notebook 1 File T-4,376,027); (Folios No. 203-204 Notebook 1 File T-4,354,060); (Folios No. 203-204 Notebook 1 File T-4,435,249); (Folios No. 199-200 Notebook 1 File T-4,324,340); (Folios No. 205-206 Notebook 1 File T-4,371,787)
[194] Folio 124 Notebook 4 and Folio 142 Notebook 5, file T-4,294,297); (Folio No. 208 Notebook 1 File T-4,536,832); (Folios No. 177 Notebook 1 and 180 Notebook 3 File T-4,369,843); (Folios No. 176 Notebook 1 and 193 Notebook 3 File T-4,316,566); (Folios No. 124 Notebook 2 and 174 Notebook 4 File T-4,421,580); (Folios No. 246 Notebook 1 and 124 Notebook 2 File T-4,330,192); (Folios No. 202 Notebook 1 and 254 Notebook 4 File T-4,397,563); (Folios No. 202 Notebook 1 and 226 Notebook 5 File T-4,385,804); (Folios No. 440 Book 1 and 283 Book 4 File T-4,399,693); (Folios No. 202 Notebook 1 and 226 Notebook 2 File T-4,376,027); (Folios No. 202 Notebook 1 and 196 Notebook 4 File T-4,354,060); (Folios No. 202 Notebook 1 and 229 Notebook 4 File T-4,435,249); (Folio No. 198 Notebook 1 and 181 Notebook 2 File T-4,324,340); (Folio No. 204 Notebook 1 and 280 Notebook 8 File T-4,371,787)
[195] (Folios No 114-115 Notebook 1 file T-4,392,801)
[196] (Folios No. 273-304, Notebook 2, file T-4363853); (Folios No. 46-78 and 479-511 Notebook 1 File T-4,392,801); (Folios No. 209-241 Notebook 3 and 21-56 Notebook 4 File T-4,330,192); (Folios No. 205-237 Notebook 7 File T-4,385,804); (Folios No. 204-236 Notebook 3 File T-4,376,027); (Folios No. 204-236 Notebook 5 File T-4,354,060); (Folios No. 45-77 Notebook 4 File T-4,324,340); (Folios No. 13-45 Notebook 4 and 203-236 Notebook 10 File T-4,371,787)
[197] (Folios No. 289-314 Notebook 1 File T-4,392,801)
[198] (Folios No. 114-134, 343-345, 420-454, 456-478 Notebook 1 File T-4,392,801)
[199] Communication of December 23, 2013 from AVIANCA acknowledging receipt of the List of Petitions and requesting denunciation of the Collective Agreement. (Folio No. 512 Notebook 1 File T-4,392,801)
[200] AVIANCA communication of January 7, 2014, reporting that the Collective Convention has been extended, because the term for direct settlement has elapsed without the union having denounced the convention and presented a list of requests. (Folios No. 522 and 523 Notebook 1 File T-4,392,801)
[201] See above
[202] The Chamber will adopt the analysis methodology that it used in the study of the accumulated files that included ACDAC
[203] Supreme Court of Justice Labor Cassation Chamber Judge Speaker: Isaura Vargas Díaz Filing 16884 Minutes 06 Bogotá, DC thirteen (13) February two thousand and two (2002)
[204] Copy of Communication of August 19, 2010 from AVIANCA for ACAV regarding the Proposed Conventional Agreement for Flight Attendants affiliated with ACAV. (Pages No. 99 and 100)
[205] Pages 43 - 47

[206] Folios No. 43-47
[207] Folios No 84 -95 The values presented in the table were recognized in 2002 and with their indexation to 2010 they give a similar value to those recognized in the PVB.

[208] Communication of November 30, 2006 from AVIANCA to ACAV regarding the Voluntary Benefits Plan for Flight Attendants, offer of the plan that was presented to non-union workers. (Folios No. 97 and 98)
[209] AVIANCA's Communication of November 30, 2006 to ACAV regarding the Voluntary Plan of Benefits for Flight Attendants, offer of the plan that was presented to non-unionized workers. (Folios No. 97 and 98). This position was reiterated in AVIANCA's communication of August 19, 2010 to ACAV regarding the Proposed Conventional Agreement for Flight Attendants affiliated with ACAV. (Pages No. 99 and 100)
[210] (Folio 425 -435 Notebook 4 file T-4,294,297 and, fls 188-198 Notebook 2 file T-4363853); (Folios No. 208-218 Notebook 2 File T-4,536,832); (Folios No. 177-187 Notebook 2 and 99-109 Notebook 4 File T-4,369,843); (Folios No. 180-190 Notebook 2 and 134-144 Notebook 4 File T-4,316,566); (Folios No. 124-134 Notebook 3 and 121-131 Notebook 7 File T-4,421,580); (Folios No. 450-460 Notebook 1 and 426-436 Notebook 2 and 116-127 Notebook 3 File T-4,330,192) :; (Folios No. 202-212 Book 2 and 18-28 Book 6 File T-4,397,563); (Folios No. 200-210 Book 2 and 121-131 Book 7 File T-4,385,804); (Folios No. 193-203 Book 2, 209-219 Book 5 and 119-130 Book 6 File T-4,399,693); (Folios No. 501-511 Notebook 1 and 121-131 Notebook 3 File T-4,376,027); (Folios No. 201-211 Book 2 and 8-18 Book 6 File T-4,354,060); (Folios No. 501-511 Book 2 and 11-21 Book 6 File T-4,435,249); (Folios No. 493-503 Notebook 1 and 76-87 Notebook 3 File T-4,324,340); (Folios No. 220-230 Notebook 4 and 121-131 Notebook 10 File T-4,371,787)
[211] (Folios No. 199-205 Notebook 2 file T-4363853); (Folios No. 110-116 Notebook 4 File T-4,369,843); (Folios No. 145-151 Notebook 4 File T-4,316,566); (Folios No. 132-138 Notebook 7 File T-4,421,580); (Folios No. 461-467 Notebook 1 and 128-134 Notebook 3 File T-4,330,192); (Folios No. 29-35 Notebook 6 File T-4,397,563); (Folios No. 132-135 Notebook 7 File T-4,385,804); (Folios No. 220-226 Book 5 and 131-137 Book 6 File T-4,399,693); (Folios No. 132-138 Notebook 3 File T-4,376,027); (Folios No. 19-25 Notebook 6 File T-4,354,060) ;; (Folios No. 22-28 Notebook 6 File T-4,435,249); (Folios No. 88-94 Notebook 3 File T-4,324,340); (Folios No. 231-237 Notebook 4 and 132-138 Notebook 10 File T-4,371,787)
[212] Judgment T-907 of 2013
[213] In judgment SU-1023 of 2001, the Full Chamber stated that: " *there are exceptional events in which the limits of the violation must be established in consideration of both the fundamental right of the guardian and the fundamental right of those who have not resorted to guardianship, as long as the need to prevent the protection of the fundamental rights of the plaintiff from being paradoxically detrimental to the equally fundamental rights of third parties who are in conditions common to that of the authority or private individual is evidenced* ".
[214] Judgment T-088 of 2011
[215] Files T-4,330,192, T-4,363,853, T-4,369,843, T-4,371,787, T-4,397,563, T-4,421,580, T-4,435,249, and T-4,536. 832
[216] Files T-4,316,566, T-4,376,027 and T-4,386,804.
[217] Files T-4,324,340 and T-4,354,060
[218] Files T-4,294,297 and T-4,399,693
[219] File T-4,392,801

ATTACHMENT B

Certified translation of a document written in Spanish by Ditzan Galvis Ospina, certified translator by virtue of C.S. UNAL No. 487.

XXVII-. SALARIES Paragraphs 1, 2 and 3.

From the issuance of this Arbitration Award and under the scheme, terms, and conditions referred to in Article 91 of the Collective Agreement 2.009 - 2.013, the Company shall increases salaries as follows:

A-. RESPECTIVELY and as of April 1st, 2012, the salaries of pilots will increase in the amount equivalent to twelve point seventy-five percent (12.75%) over the salaries accrued to March 31st, 2017.

-.RESPECTIVELY and as of April 1st, 2012, the salaries of copilots will increase in the amount equivalent to eleven point twenty-five percent (12.75%) over the salaries accrued to March 31st, 2017.

B-. As of April 1st, 2.018, the salaries of pilots and co-pilots will increase as the Consumer Price Index (CPI) does, as certified by the DANE or the entity that replaces it, as of December 31st, 2.017, of the last twelve months plus 1.5% .

C-. As of April 1st, 2.019, and until December 6, 2.019, the salaries of pilots and co-pilots will increase as the Consumer Price Index (CPI) does, as certified by the DANE or the entity that replaces it, as of December 31st, 2.018, in the last twelve months plus 1.34%.

The increase decreed in subsection c is proportional to the duration of the Arbitration Award and based on an annual 1.75% increase, which was proposed by AVIANCA for this year, since this award is valid until December 6, 2019.

PARAGRAPH 1. It is understood that the payment of the operational efficiency incentive (monthly) and the payment of the fuel bonus (semi-annual) shall be paid in 100% of its corresponding value, pursuant to ruling T069 of 2.015.

-. PARAGRAPH 2. AVIANCA must pay only the difference, should there be one, between the values paid during 2.017, and as of the date of issue of this Arbitration Award, and that resulting after quantifying the increments decreed, so that there is no double payment, for the same item."

Ditzan Galvis Ospina
Traductor(a) e Intérprete Oficial
Inglés-Español-Inglés
Licencia 487 de 2017
Universidad Nacional de Colo...

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AUTENTICACIÓN DE FIRMA
Artículo 73 Decreto Ley 960 de 1970

54822

En la ciudad de Cali, Departamento de Valle, República de Colombia, el veinte (20) de mayo de dos mil veinte (2020), en la Notaría Dieciséis (16) del Círculo de Cali, compareció:

DITZAN GALVIS OSPINA, identificado con Cédula de Ciudadanía/NUIP #1144045743. El notario da testimonio de la firma que aparece en este documento, la cual fue puesta en su presencia.

OH

nb5e809moevg
20/05/2020 - 08:09:37:597

-------- Firma autógrafa --------

El compareciente no fue identificado mediante biometría en línea por la siguiente razón: Otras excepciones de ley

JULIO ALBERTO DE LOS RÍOS MARMOLEJO
Notario dieciséis (16) del Círculo de Cali - Encargado

Consulte este documento en www.notariasegura.com.co
Número Único de Transacción: nb5e809moevg

REPÚBLICA DE COLOMBIA
NOTARIA 16 DE CALI
Notario (E)
DEPTO. DEL VALLE DEL CAUCA

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Exhibit C

<u>Excerpts of Judgment T-069</u>

(*excerpted from Attachment A to the Claim*)

IV. DECISION

Based on the above considerations, the Eighth Review Chamber of the Constitutional Court, in exercise of its powers, is constitutional and legal,

RESOLVES

* * *

FIFTH.- TO ORDER the company Aerovías de la Continente Americano -AVIANCA- that in *accordance with the inter communis effects*, within forty-eight (48) hours following the notification of this providence, extend the unionized workers to the Association Colombian Civil Aviators –ACDAC- and / or the employees who benefit from the collective agreement of that organization the benefits and increases established in the Voluntary Plan of Benefits. Likewise, **TO ORDER** the defendant entity to guarantee *with inter communis effects* the possibility of returning to ACDAC the workers who resigned from said organization for enjoying the benefits of the PVB [Voluntary Plan of Benefits]. This protection includes respect for the benefits that workers acquired by signing the collective agreement. It also implies the guarantee that they will govern their employment relationship by the collective agreement, a document that includes the original clause as well as the benefits and increases that were extended to that agreement and that are found in the Voluntary Plan of Benefits. It should be noted that the only order in force in the cases analyzed will be that issued in this ruling.

Exhibit D

Excerpts of 2017 Arbitration Award

(***excerpted from Attachment B to the Claim***)

XXVII-. SALARIES. Paragraphs 1, 2 and 3.

From the issuance of this Arbitration Award and under the scheme, terms, and conditions referred to in Article 91 of the Collective Agreement 2009 - 2013, the Company shall increases salaries as follows:

A-. RESPECTIVELY and as of April 1st, 2012, the salaries of pilots will increase in the amount equivalent to twelve point seventy-five percent (12.75%) over the salaries accrued to March 31st, 2017.

-. RESPECTIVELY and as of April 1st, 2012, the salaries of copilots will increase in the amount equivalent to eleven point twenty-five percent (12.75%) over the salaries accrued to March 31st, 2017.

B-. As of April 1st, 2018, the salaries of pilots and co-pilots will increase as the Consumer Price Index (CPI) does, as certified by the DANE or the entity that replaces it, as of December 31st, 2017, of the last twelve months plus 1.5%.

C-. As of April 1st, 2019, and until December 6, 2019, the salaries of pilots and co-pilots will increase as the Consumer Price Index (CPI) does, as certified by the DANE or the entity that replaces it, as of December 31st, 2018, in the last twelve months plus 1.34%.

The increase decreed in subsection c is proportional to the duration of the Arbitration Award and based on an annual 1.75% increase, which was proposed by AVIANCA for this year, since this award is valid until December 6, 2019.

-. PARAGRAPH 1. It is understood that the payment of the operational efficiency incentive (monthly) and the payment of the fuel bonus (semi-annual) shall be paid in 100% of its corresponding value, pursuant to ruling T069 of 2015.

-. PARAGRAPH 2. AVIANCA must pay only the difference, should there be one, between the values paid during 2017, and as of the date of issue of this Arbitration Award, and that resulting after quantifying the increments decreed, so that there is no double payment, for the same item.

Exhibit E

Colombian Court Judgments

256

Avianca CCI - CAV
Entrada
2015-07-27 11:48:30
BOG-0000167550
Relaciones Laborales Avianca 11001
CAV Piso 8

REPÚBLICA DE COLOMBIA

RAMA JUDICIAL DEL PODER PÚBLICO
JUZGADO ONCE PENAL MUNICIPAL CON FUNCIÓN DE CONTROL DE GARANTÍAS
EDIFICIO CONVIDA
CALLE 16 NO. 7-89

Radicación Proceso	:	2015-0027
Referencia	:	INCIDENTE DE DESACATO
Accionante	:	ASOCIACIÓN COLOMBIANA DE AVIADORES CIVILES – ACDAC-
Accionado	:	AVIANCA S.A.

ACTA DE NOTIFICACIÓN PERSONAL

En la fecha se notifica personalmente a la doctora **ELISA MURGAS DE MORENO, en calidad de representante legal de AVIANCA S.A.,** del contenido de la decisión del incidente de desacato de fecha 22 de julio de dos mil quince (2015), proferido por éste Despacho dentro del radicado de la referencia. Se entrega copia de la misma en quince (15) folios.

DOCTORA
ELISA MURGAS DE MORENO
REPRESENTANTE LEGAL
AVIANCA S.A.
Avenida calle 26 No. 59-15

Quien se notifica:

Firma : _____

C.C. : _____

Cargo : _____

Nombre : _____

Fecha : _____

Quien notifica,

Firma : _____

C.C. : _____

Nombre : _____

REPÚBLICA DE COLOMBIA

RAMA JUDICIAL DEL PODER PÚBLICO

JUZGADO ONCE PENAL MUNICIPAL CON FUNCIÓN DE CONTROL DE GARANTÍAS DE BOGOTA D.C.

Bogotá D. C., veintidós (22) de julio de dos mil quince (2015)

Radicación: 2015 -0027
Accionado: ASOCIACIÓN COLOMBIANA DE AVIADORES CIVILES – ACDAC-
Accionante: AEROVÍAS DEL CONTINENTE AMERÍCANO AVIANCA S.A.

I.- ASUNTO A TRATAR

Procede el Despacho a decidir el incidente de desacato iniciado por el capitán JAIME HERNÁNDEZ SIERRA presidente de la ASOCIACION COLOMBIANA DE AVIADORES CIVILES –ACDAC- por el presunto incumplimiento de AEROVÍAS DEL CONTINENTE AMERICANO S.A. -AVIANCA S.A.- de la orden impartida por la Corte Constitucional en fallo de tutela calendado el 18 de febrero de 2015.

II. ANTECEDENTES

1.- En el mes de marzo de 2014 el capitán JAIME HERNÁNDEZ SIERRA presidente de la ASOCIACION COLOMBIANA DE AVIADORES CIVILES -ACDAC- en representación de los capitanes afiliados a la organización sindical: TIECK FERNÁNDEZ ESTEBAN, TOLOSA RODRÍGUEZ DIEGO EFRAÍN, TOLOSA VÉLEZ JAIME ANDRÉS, TORO LAVERDE DIEGO FERNANDO, TORO VÁSQUEZ EDUARDO, TORRES ACOSTA CAMILO ANDRÉS, TORRES DÍAZ JORGE ELIÉCER, TORRES QUINTERO JAIME, TRUJILLO GÓMEZ CAMILO, URIBE

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GUTIÉRREZ NICOLÁS, URIBE LEMARIE MONICA, URREA REBOLLEDO JUAN DAVID, URREGO OVALLE CAMILO ANDRÉS, VALDERRAMA LOZANO JAIRO DANIEL, VALDERRAMA RIVERA FREDY MAURICIO, VALENCIA SIERRA CARLOS ALBERTO, VENEGAS MARTÍNEZ GERMAN EDUARDO, VANEGAS VANEGAS JIMMY, VARGAS CARDONA MARIO ANDRÉS, VARGAS GAVASSA LUIS FERNANDO, VARGAS LÓPEZ DANIEL JOSÉ, VARGAS QUINTERO RODRIGO ALBERTO, VELANDIA JIMÉNEZ JORGE ANTONIO, VELASCO BARRIGA JUAN CARLOS, VELASCO SEPÚLVEDA URIEL Y VELAZQUEZ DELGADO GABRIEL MAURICIO, interpuso acción de tutela contra AEROVÍAS DEL CONTINENTE AMERICANO S.A AVIANCA S.A.

2.- El 27 de marzo de 2014 éste Despacho profirió fallo en el cual negó por improcedente la acción de tutela incoada por el capitán JAIME HERNÁNDEZ SIERRA presidente de la ASOCIACION COLOMBIANA DE AVIADORES CIVILES –ACDAC-

3.- El 16 de mayo de 2014 el Juzgado Veinticuatro Penal del Circuito al resolver la impugnación propuesta, confirmó el fallo de primera instancia.

4.- El 18 de febrero de 2015 en sede de revisión la Corte Constitucional profirió fallo en el cual ordenó:

> *"**PRIMERO.- REVOCAR** las sentencias de primera y de segunda instancia que negaron el amparo de los derechos de los actores, decisiones proferidas: i) el 23 de enero de 2014, por el Juzgado Treinta y Siete Penal Municipal con Función de Control de Garantías de Bogotá y el 25 de febrero de 2014, por el Juzgado Treinta y Nueve Penal del Circuito con Funciones de Conocimiento de Bogotá, en el proceso T-4.330.192; ii) el 31 de enero de 2014, por el Juzgado Treinta Penal Municipal con Función de Conocimiento de Bogotá y el 15 de marzo de 2014, por el Juzgado Cuarenta y Uno Penal del Circuito con Funciones de Conocimiento de Bogotá, en el proceso T-4.363.853; iii) el 26 de diciembre de 2013, por el Juzgado Sesenta y Nueve Penal Municipal con Función de Control de Garantías de Bogotá y el 11 de febrero de 2014, por el Juzgado Cuarto Penal del Circuito con Función de Conocimiento de Bogotá, en el proceso T-4.369.843; iv) el 4 de marzo 2014, por el Juzgado Séptimo Penal Municipal de Bogotá y el 21 de abril de 2014, por el Juzgado Treinta Penal del Circuito con Función de Conocimiento de Bogotá, en el proceso T-*

TERCERO.-CONFIRMAR *las sentencias de segunda instancia que protegieron los derechos fundamentales a la asociación sindical y a la igualdad de los accionantes por las razones expuestas en la presente providencia, fallos proferidos el: i) 7 de marzo de 2014, el Juzgado Treinta y Tres Penal Municipal con Funciones de Control de Garantías de Bogotá, en el expediente T-4.324.340; y ii) 10 de abril de 2014, por el Juzgado Segundo Penal del Circuito con Función de Conocimiento de Bogotá, en el expediente T-4.354.060.*

CUARTO.-CONFIRMAR *las sentencias de primera y segunda instancia que tutelaron los derechos fundamentales a la asociación sindical y a la igualdad de los accionantes por las razones que se expusieron en la presente sentencia, fallos proferidos el: i) 4 de diciembre de 2013, por el Juzgado Treinta y Cuatro Penal Municipal de Bogotá y el 11 de febrero de 2014, por el Juzgado Cuarenta y Cinco Penal de Conocimiento del Circuito der Bogotá, en el expediente T-4.294.297; y ii) el 29 de enero de 2014, el Juzgado Setenta y Dos Penal Municipal con Función de Control de Garantías de Bogotá y el 13 de marzo de 2014, por el Juzgado Cuarenta y Dos Penal del Circuito con Función de Conocimiento de Bogotá y, en el expediente T-4.399.693.*

QUINTO.- ORDENAR *a la empresa Aerovías del Continente Americano – AVIANCA- que de conformidad con los efectos inter comunis, dentro de las cuarenta y ocho (48) horas siguientes a la notificación de la presente providencia, extienda a los trabajadores sindicalizados a la Asociación Colombiana de Aviadores Civiles –ACDAC- y/o a los empleados que se benefician de la convención colectiva de esa organización los beneficios y los aumentos que se establecieron en el Plan Voluntario de Beneficios. Así mismo,* ***ORDENAR*** *a la entidad demandada que garantice con efectos inter comunis la posibilidad de retornar a ACDAC a los trabajadores que renunciaron a dicha organización por disfrutar las prestaciones del PVB. Esa protección comprende el respeto de los beneficios que adquirieron los trabajadores al suscribir el pacto colectivo. Además implica la garantía de que ellos regirán su relación laboral por la convención colectiva, documento que incluye el clausulado original así como las prestaciones y aumentos que se extendieron a ese acuerdo y que se encuentran en el Plan Voluntario de Beneficios. Cabe resaltar que, la única orden vigente frente a los casos analizados será la dictada en la presente providencia.*

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4.371.787; v) el 27 de marzo de 2014, por el Juzgado Once Penal Municipal con Funciones de Control de Garantías de Bogotá y el 16 de mayo de 2014, por el Juzgado Veinticuatro Penal del Circuito con Función de Conocimiento de Bogotá, en el proceso T-4.397.563; vi) el 9 de abril de 2014, por el Juzgado Dieciocho Penal Municipal con Función de Conocimiento de Bogotá y el 30 de abril de 2014, por el Juzgado Cuarenta y Uno Penal del Circuito con Funciones de Conocimiento de Bogotá, en el proceso T-4.421.580; vii) el 31 de marzo de 2014, por el Juzgado Cuarenta y Tres Penal Municipal de Bogotá y el 21 de mayo de 2014, por el Juzgado Sexto Penal del Circuito con Función de Conocimiento de Bogotá, en el proceso T-4.435.249; y viii) el 10 de junio de 2014, por el Juzgado Sesenta y Cuatro Penal Municipal con Función de Control de Garantías de Bogotá y el 28 de julio de 2014, por el Juzgado Veintiuno Penal del Circuito de Conocimiento de Bogotá, en el expediente, en el expediente T-4.536.832. En su lugar ***CONCEDER*** *la tutela de los derecho los derechos a la asociación sindical y a la igualdad de los accionantes de los procesos referidos, a ACAV, y a los trabajadores que renunciaron a dicha organización para acceder a los beneficios del PVB.*

SEGUNDO.- REVOCAR *las sentencias de segunda instancia que negaron el amparo de los derechos fundamentales de los actores, decisiones proferidas el: i) 12 de febrero de 2014, por el Juzgado Cuarenta y Nueve Penal del Circuito con Función de Conocimiento de Bogotá en el expediente T-4.316.566; ii) el 10 de abril de 2014, por el Juzgado Treinta Penal del Circuito con Función de Conocimiento de Bogotá, en el expediente T-4.376.027; y iii) 12 de mayo de 2014, por el Juzgado Cincuenta Penal del Circuito de Bogotá, en el expediente T-4.386.804. Por las razones expuestas en la presente providencia,* ***CONFIRMAR*** *las sentencia de primera instancia que tutelaron los derechos fundamentales a la asociación sindical y a la igualdad de los demandantes, fallos emitidos el: i) 30 de diciembre de 2013, por el Juzgado Veintiséis Penal Municipal con Función de Conocimiento de Bogotá en el expediente T-4.316.566; ii) 4 de marzo de 2014, por el Juzgado Tercero Penal Municipal con Función de Control de Garantías de Bogotá, en el expediente T-4.376.027; y iii) 19 de marzo de 2014, por el Juzgado Dieciséis Penal Municipal con Función de Control de Garantías de Bogotá, en el expediente T-4.386.804.*

Voluntario de Beneficios. Cabe resaltar que, la única orden vigente frente a los casos analizados será la dictada en la presente providencia.

*NOVENO.- **PREVENIR** a la compañía Aerovías del Continente Americano –AVIANCA- para que en adelante, y al celebrar pactos y convenciones colectivas, que regulen las condiciones laborales, tanto para los trabajadores no sindicalizados firmantes de dichos pactos como para los trabajadores sindicalizados, se **ABSTENGA** de fijar condiciones de trabajo en dichos acuerdos que impliquen discriminación contra los trabajadores sindicalizados, y de adoptar políticas tendientes a desestimular el ingreso o permanencia de trabajadores al sindicato."*

5.- El 2 de julio de 2015 el presidente de ACDAC, capitán JAIME HERNÁNDEZ SIERRA, radicó en el Centro de Servicios Judiciales de Paloquemao escrito a través del cual indica que AVIANCA S.A. no ha cumplido la orden proferida por la Corte Constitucional, pues no ha pagado todos los incrementos al salario, beneficios y auxilios en la forma como le fueron concedidos a los pilotos no sindicalizados, los valores causados desde la fecha en que se iniciaron las violaciones, esto es a partir del 10 de octubre de 2013, la indexación de las sumas dejadas de pagar y los perjuicios morales y materiales que la conducta ejecutada causó a los pilotos sindicalizados y a sus familias.

III.- ACTUACIÓN PROCESAL

El 7 de julio de 2015 el Despacho dio apertura al incidente de desacato y ordenó correr traslado al representante legal de AVIANCA S.A., para que ejerciera su derecho de defensa, solicitara la práctica de pruebas y aportara las que reposaban en su poder.

IV.- RESPUESTA DE LA ENTIDAD ACCIONADA

1).- El 15 de julio de 2015 la representante legal de AVIANCA S.A., doctora ELSA MURGAS DE MORENO, dio respuesta al incidente de desacato en los siguientes términos:

AEROVÍAS DEL CONTINENTE AMERICANO – AVIANCA S.A.- ha actuado de buena fe y ha cumplido con lo ordenado por la Corte Constitucional en sentencia T-069 /2015, e incluso ha ido más allá de lo estrictamente ordenado, en cuanto no

solo extendió los beneficios extralegales establecidos en el plan voluntario de beneficios, sino que además reconoció retroactivamente tales beneficios.

En el presente caso no se cumple con los requisitos establecidos por la Corte Constitucional para la procedencia de un incidente de desacato que son: El requisito objetivo, y el requisito subjetivo, que supone la demostración del dolo o negligencia en el cumplimiento de la sentencia.

Adicionalmente, se evidencia en el acta de notificación personal, a través de la cual se realiza apertura del incidente de desacato que la misma no se encuentra acorde a lo establecido en el Decreto 2591 de 1991 y en la Jurisprudencia de la Corte Constitucional, toda vez que lo procedente es iniciar la etapa de cumplimiento del fallo, mediante la cual antes de iniciar el incidente de desacato el juzgado de conocimiento debe requerir a la parte accionada para que acredite el correspondiente cumplimiento de la decisión. Sólo con posterioridad a éste informe previo, el Juzgado se encuentra en la facultad de determinar si éste es satisfactorio o no y continuar con el trámite; en consecuencia en procura del derecho al debido proceso solicita se declare improcedente el incidente de desacato y en su lugar se inicie la etapa previa de cumplimiento, de conformidad con lo establecido en la ley.

En cuanto al cumplimiento de la sentencia T-069 de 2015 debe tenerse en cuenta que los numerales primero a cuarto no se refieren a órdenes directas a AVIANCA S.A., sino a la tutela de derechos y a la aclaración del estado de los procesos de tutela una vez surtido el proceso de revisión.

En cuanto al numeral quinto AVIANCA procedió a extender a los trabajadores sindicalizados a ACDAC y/o a los empleados que pertenecen a la convención colectiva de esa organización, los beneficios que se establecen en el Plan Voluntario de Beneficios, realizando los pagos retroactivos e indexados con el IPC.

En cuanto a la posibilidad de retornar a ACDAC a los trabajadores que renunciaron a dicha organización por disfrutar las prestaciones del PVB, AVIANCA respeta el derecho de asociación sindical y la afiliación de sus trabajadores a la organización ACDAC, por ello el acceso al PVB resulta plenamente compatible con la pertenencia al sindicato y los beneficios de la convención colectiva suscrita con esta organización, dado que de manera alguna se condiciona el acceso al PVB a la renuncia al sindicato, y la afiliación y pertenencia de los trabajadores al sindicato depende de dicha organización, no de la empresa. No obstante, en cumplimiento

del fallo, se remitieron comunicaciones a los pilotos en donde se les informa la posibilidad de retorno al sindicato.

En cuanto al numeral sexto, en el cual la Corte Constitucional ordena a AVIANCA S.A. iniciar las conversaciones de arreglo directo con ACDAC en virtud del pliego de peticiones presentado el 17 de diciembre de 2013, la compañía procedió a iniciar etapa de arreglo directo con la organización sindical, la cual se instaló el 21 de marzo de 2014, el 10 de abril de 2014 se levantó acta de terminación de dicha etapa por falta de acuerdo entre las partes y con posterioridad el Ministerio del Trabajo asumió el conocimiento del caso, quien mediante Resolución No. 01691 del 30 de abril de 2014 ordenó someter el conflicto colectivo de trabajo a la decisión de un Tribunal de Arbitramento Obligatorio, decisión contra la cual AVIANCA S.A. interpuso los recursos de reposición y apelación, los cuales fueron resueltos el 11 de julio de 2014 y el 10 de diciembre de 2014, respetivamente, confirmado la resolución apelada.

En cumplimiento de lo ordenado por el Ministerio de Trabajo ya fueron designados los árbitros y se encuentra pendiente la iniciación de su período de cesión.

En cuanto a los numerales séptimo y octavo, conforme a la sentencia AVIANCA S.A. procedió a extender al señor Guillermo Enrique Robayo Garrido y por el efecto inter comunis, a todos los trabajadores sindicalizados a ACAV y/o a los empleados que se benefician de la convención colectiva de esa organización los beneficios y aumentos que se establecieron en el PVB, realizando los pagos indexados con el IPC y el reconocimiento de los pagos retroactivos.

Se incluye en el incidente de desacato solicitudes de cumplimiento sobre órdenes que no se encuentran en la Sentencia T – 069 de 2015, pues afirma el accionante que de acuerdo a los "efectos económicos" de la sentencia, AVIANCA debe proceder no solo a la indexación de las sumas dejadas de percibir, sino además al pago de los perjuicios morales materiales, lo cual no ordenó la Corte, aclarando que es ésta misma Corporación quien ha sostenido que el incidente de desacato no se puede prestar para variar el sentido de la orden, complementarla o solicitar el cumplimiento de órdenes no consignadas en la decisión.

En relación con los trabajadores retirados la Corte no estableció la forma como se debe realizar el pago, sin embargo AVIANCA procedió a enviarles comunicaciones

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en donde se les informa a los ex trabajadores que se acerquen a la empresa para la correspondiente entrega del cheque a su nombre.

Por último, señala que solicitó a la Corte Constitucional aclaración de la sentencia, pero que aún no ha obtenido respuesta alguna.

Por las anteriores razones solicita:

1.- Se declare improcedente el incidente de desacato.
2.- Se abstenga de tramitar incidentes de desacato hasta tanto no haya concluido previamente una etapa de cumplimiento.

III. CONSIDERACIONES

En atención a los planteamientos de la entidad accionada y previo a realizar el análisis que corresponde al incidente de desacato, debe está Juez Constitucional realizar la siguiente aclaración:

Tal y como lo refiere la representante legal de AVIANCA S.A. con fundamento entre otras en la Sentencia T – 482 de 2013, el legislador ha señalado dos procedimientos judiciales específicos, idóneos y efectivos para hacer cesar la vulneración de los derechos fundamentales y exigir el efectivo acatamiento de las órdenes proferidas por el Juez de Tutela, el trámite de cumplimiento y el incidente de desacato, **siendo dos figuras jurídicas independientes.**

Así entonces tenemos que en sentencia C – 367 del 11 de junio de 2014 la Corte Constitucional señaló:

> *"Entre el desacato y el cumplimiento existen las siguientes diferencias: (i) El cumplimiento es obligatorio, hace parte de la garantía constitucional; el desacato es incidental, se trata de un instrumento disciplinario de creación legal. (ii) La responsabilidad exigida para el cumplimiento es objetiva, la exigida para el desacato es subjetiva. (iii) La competencia y las circunstancias para el cumplimiento de la sentencia se basan en los artículos 27 y 23 del decreto 2591 de 1991. La base legal del desacato está en los artículos 52 y 27 del mencionado decreto. Es decir que en cuanto al respaldo normativo, existen puntos de conjunción y de diferencia. (iv) El*

desacato es a petición de parte interesada; el cumplimiento es de oficio, aunque puede ser impulsado por el interesado o por el Ministerio Público."

El trámite de cumplimiento sigue el procedimiento previsto en el artículo 27 del Decreto 2591 de 1991, que otorga amplios poderes al juez de tutela para hacer cumplir la sentencia, valga decir, para garantizar el cumplimiento material y objetivo de la orden de protección de los derechos amparados[39]. Hay tres etapas posibles en el procedimiento para cumplir con el fallo de tutela: (i) una vez dictado, el fallo debe cumplirse sin demora por la persona a la que le corresponda; (ii) si esta persona no lo cumpliere dentro de las 48 horas siguientes, el juez se debe dirigir al superior de esta persona para que haga cumplir el fallo y abra un proceso disciplinario contra ella; (iii) si no se cumpliere el fallo dentro de las 48 horas siguientes, el juez "ordenará abrir proceso contra el superior que no hubiera procedido conforme a lo ordenado y adoptará directamente todas las medidas para el cabal cumplimiento del mismo"[40].

E igualmente frente al incidente de desacato señala:

"Este incidente sigue un procedimiento de cuatro etapas, a saber: (i) comunicar a la persona incumplida la apertura del incidente del desacato, para que pueda dar cuenta de la razón por la cual no ha cumplido y presente sus argumentos de defensa; (ii) practicar las pruebas solicitadas que sean conducentes y pertinentes para la decisión; (iii) notificar la providencia que resuelva el incidente; y (iv) en caso de haber lugar a ello, remitir el expediente en consulta al superior. Para imponer la sanción se debe demostrar la responsabilidad subjetiva del sancionado en el incumplimiento del fallo, valga decir, que éste es atribuible, en virtud de un vínculo de causalidad, a su culpa o dolo[41]."

De manera que no necesaria u obligatoriamente deberá requerirse previamente a la entidad accionada sobre el cumplimiento de las órdenes proferidas por el Juez Constitucional como lo pretende la entidad accionada, pues se puede optar por una u otra figura jurídica o dar aplicación a las dos sucesivamente y aún de manera simultánea ya que son diferentes y el requerimiento previo no constituye parte esencial del trámite de desacato.

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Frente a la naturaleza jurídica del desacato, se tiene que reviste dos características esenciales: la una, como medio coercitivo especial para lograr el cumplimiento de lo ordenado en el fallo de tutela[1], y la otra, como un mecanismo de sanción a quien elude su cumplimiento de manera injustificada.

Por lo tanto, el juez de tutela debe establecer objetivamente, que el fallo proferido dentro de la acción constitucional no se ha cumplido, o se ha cumplido de manera meramente parcial, o se ha tergiversado.

Así las cosas ha señalado la jurisprudencia que: "*La autoridad judicial que decide el desacato debe verificar: "(1) a quién estaba dirigida la orden; (2) cuál fue el término otorgado para ejecutarla; y (3) el alcance de la misma. Esto, con el objeto de concluir si el destinatario de la orden la cumplió de forma oportuna y completa (conducta esperada). (Sentencias T-553 de 2002 y T-368 de 2005). // Adicionalmente, el juez del desacato debe verificar si efectivamente se incumplió la orden impartida a través de la sentencia de tutela y, de existir el incumplimiento, debe identificar si fue integral o parcial. Una vez verificado el incumplimiento debe identificar las razones por las cuales se produjo con el fin de establecer las medidas necesarias para proteger efectivamente el derecho (...)*".[2]

Siguiendo entonces dichos parámetros procede el Despacho a analizar el caso concreto así:

A).- Responsabilidad Objetiva:

El 18 de febrero de 2015 la Corte Constitucional en sede de revisión profirió fallo en el cual resolvió:

> "***QUINTO.- ORDENAR*** *a la empresa Aerovías del Continente Americano –AVIANCA- que de conformidad con los efectos inter comunis, dentro de las cuarenta y ocho (48) horas siguientes a la notificación de la presente providencia, extienda a los trabajadores sindicalizados a la Asociación Colombiana de Aviadores Civiles –ACDAC- y/o a los empleados que se benefician de la convención colectiva de esa organización los beneficios y los aumentos que se establecieron en el Plan Voluntario de Beneficios. Así*

[1] Sentencia T-086/03, M.P. Manuel José Cepeda Espinosa

[2] Sentencia T-512 de 2011, Magistrado Ponente: Jorge Iván Palacio, treinta (30) de junio de dos mil once (2011).

*mismo, **ORDENAR** a la entidad demandada que garantice con efectos inter comunis la posibilidad de retornar a ACDAC a los trabajadores que renunciaron a dicha organización por disfrutar las prestaciones del PVB. Esa protección comprende el respeto de los beneficios que adquirieron los trabajadores al suscribir el pacto colectivo. Además implica la garantía de que ellos regirán su relación laboral por la convención colectiva, documento que incluye el clausulado original así como las prestaciones y aumentos que se extendieron a ese acuerdo y que se encuentran en el Plan Voluntario de Beneficios. Cabe resaltar que, la única orden vigente frente a los casos analizados será la dictada en la presente providencia."*

La orden emitida: **1).** Se dirige a la empresa Aerovías del Continente Americano S.A. –AVIANCA S.A.-; **2).** Se otorgó un término de cuarenta y ocho (48) horas, contados a partir de la notificación del fallo para cumplir con las obligaciones a su cargo; **3).** La orden que debe cumplir es que de conformidad con los efectos inter comunis, extienda a los trabajadores sindicalizados a la Asociación Colombiana de Aviadores Civiles –ACDAC- y/o a los empleados que se benefician de la convención colectiva de esa organización los beneficios y los aumentos que se establecieron en el Plan Voluntario de Beneficios. Así mismo, que garantice con efectos inter comunis la posibilidad de retornar a ACDAC a los trabajadores que renunciaron a dicha organización por disfrutar las prestaciones del PVB. Esa protección comprende el respeto de los beneficios que adquirieron los trabajadores al suscribir el pacto colectivo. Además implica la garantía de que ellos regirán su relación laboral por la convención colectiva, documento que incluye el clausulado original así como las prestaciones y aumentos que se extendieron a ese acuerdo y que se encuentran en el Plan Voluntario de Beneficios.

Órdenes que a la fecha según manifiesta el accionante de forma genérica no se han cumplido, sin embargo para efectos de establecer dicho incumplimiento debe resaltarse que la verificación se realizará en relación con las personas respecto de la cuales el accionante, capitán Jaime Hernández Sierra, solicitó ante éste Despacho la protección de derechos fundamentales, es decir los señores TIECK FERNÁNDEZ ESTEBAN, TOLOSA RODRÍGUEZ DIEGO EFRAÍN, TOLOSA VÉLEZ JAIME ANDRÉS, TORO LAVERDE DIEGO FERNANDO, TORO VÁSQUEZ EDUARDO, TORRES ACOSTA CAMILO ANDRÉS, TORRES DÍAZ JORGE ELIÉCER, TORRES QUINTERO JAIME, TRUJILLO GÓMEZ CAMILO, URIBE GUTIÉRREZ NICOLÁS, URIBE LEMARIE MONICA, URREA REBOLLEDO JUAN DAVID, URREGO OVALLE CAMILO ANDRÉS,

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VALDERRAMA LOZANO JAIRO DANIEL, VALDERRAMA RIVERA FREDY MAURICIO, VALENCIA SIERRA CARLOS ALBERTO, VENGAS MARTÍNEZ GERMAN EDUARDO, VANEGAS VANEGAS JIMMY, VARGAS CARDONA MARIO ANDRÉS, VARGAS GAVASSA LUIS FERNANDO, VARGAS LÓPEZ DANIEL JOSÉ, VARGAS QUINTERO RODRIGO ALBERTO, VELANDIA JIMÉNEZ JORGE ANTONIO, VELASCO BARRIGA JUAN CARLOS, VELASCO SEPÚLVEDA URIEL Y VELAZQUEZ DELGADO GABRIEL MAURICIO.

Así entonces, tenemos que al dar respuesta al incidente de desacato AVIANCA S.A. aportó copia de la una comunicación suscrita por la directora de Talento Humano señora Sara María Álvarez Valencia, fechada el 10 de junio de 2015, con referencia cumplimiento fallo T069/2015, enviada a cada uno de los pilotos antes mencionados, en la cual se les indica entre otros aspectos, los siguientes:

> *"En cumplimiento de lo antes mencionado (haciendo referencia al fallo de tutela), Avianca S.A. ha procedido a tomar las siguientes determinaciones:*
>
> *Proceder a partir del 1 DE JUNIO DE 2015, a extenderle a usted como afiliado a la organización sindical ACDAC, los beneficios y aumentos contenidos en el Plan Voluntario de Beneficios, cuyo pago se verá reflejado a partir de la primera quincena del mes de junio de 2015.*
>
> *Reconocer en el período comprendido entre el 1 DE OCTUBRE DE 2013 y el 30 DE MAYO DE 2015, las diferencia económicas por el mayor valor contenidos en los beneficios e incrementos reconocidos y pagados en el PVB. El pago d esta suma se hará en la primera quincena del mes de junio de 2015, cuyo comprobante de nómina reflejará de manera individualizada y por concepto las diferencias pagadas.*
>
> *Por el período comprendido entre el 1 DE ABRIL DE 2013 y el 30 DE SEPTIEMBRE DE 2013, pagará, la bonificación (bono especial) al que hace referencia el artículo primero del PVB.*
>
> *Si en la liquidación efectuada de estas sumas se determina nuevas diferencias, la Empresa procederá a verificar el pago de las mismas.*
>
> *La compañía se permite reiterarle, conforme lo ordena la sentencia de tutela en referencia, que la aplicación extensiva de estos beneficios no*

implica de manera alguna la desafiliación de la Organización Sindical a la que pertenece."

Así mismo aportó la entidad accionada copia de los recibos de pago de nómina de fecha 15 de junio de 2015, respecto de cada uno de los pilotos prenombrados, en el cual se liquida el valor correspondiente a la aplicación del Plan Voluntario de Beneficios.

Con fundamento en lo anterior, tenemos que en el caso en estudio se presenta el fenómeno jurídico de carencia actual de objeto, el cual según la jurisprudencia, ocurre por una de dos causales: hecho superado o por daño consumado, el hecho superado se presenta cuando se satisface la pretensión contenida en la demanda de amparo, en otras palabras, aquello que se pretendía lograr mediante la orden del juez de tutela ha acaecido antes de que el mismo diera orden alguna; por el contrario, el daño consumado se presenta cuando la vulneración o amenaza del derecho fundamental ha producido lo que se pretendía evitar, de modo tal que ya no es posible hacer cesar la violación o impedir que se concrete el peligro y lo único que procede es el resarcimiento del daño originado en la vulneración del derecho fundamental.

Habiéndose cumplido la orden proferida en el fallo de tutela y satisfecha la pretensión de la accionante, estima el Despacho que no hay lugar a imponer sanción por desacato, pues el hecho que dio lugar a iniciar el incidente, se encuentra actualmente superado.

No desconoce el Despacho, que pueda existir errores en las liquidaciones correspondientes a la extensión del Plan Voluntario de Beneficios, sin embargo estas deberán ponerse en conocimiento en primer lugar de AVIANCA S.A. para que allí sean oportunamente solucionadas, no obstante en caso de persistir el error a tal punto que se desconozca la orden de la Corte Constitucional, podrá nuevamente iniciarse incidente de desacato.

En cuanto al pago de perjuicios morales y materiales solicitado por el accionante, este Despacho se abstendrá de hacer pronunciamiento alguno por cuanto ello no fue ordenado por la Corte Constitucional.

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Por lo anterior, el Juzgado Once Penal Municipal con Función de Control de Función de Garantías de Bogotá D. C., Administrando Justicia en Nombre de la República y por Autoridad de la Ley,

RESUELVE:

PRIMERO: ABSTENERSE de sancionar a la doctora ELISA MURGAS DE MORENO, **REPRESENTANTE LEGAL DE AVIANCA S.A.,** por el incumplimiento del fallo de tutela proferido por la Corte Constitucional, en sede de revisión, el 18 de febrero de 2015, por hecho superado, conforme la parte motiva de ésta providencia.

SEGUNDO: ORDENAR el archivo de las presentes diligencias.

TERCERO: Contra la presente decisión no procede recurso alguno.

NOTIFIQUESE Y CÚMPLASE

NILSA RUIZ GALICIA
JUEZ

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República de Colombia

Rama Judicial

JUZGADO SESENTA Y SIETE (67) PENAL MUNICIPAL
CON FUNCIÓN DE CONTROL DE GARANTÍAS
CARRERA 29 No. 18 - 45 BLOQUE E PISO 5 TEL. 3750374

Bogotá D.C., 8 de octubre de 2015

OFICIO No. 1274-15

Avianca CCI - CAV Entrada 2015-10-13 12:49:30
BOG-0000175660 11001
Sergio Julian Jacome
TPA Operaciones Avianca

SEÑOR
SERGIO JULIAN JACOME
VICEPRESIDENTE DE OPERACIONES
AVIANCA
AVENIDA CALLE 26 No. 59-15
CIUDAD

URGENTE

REF: INCIDENTE DE DESACATO
A.T. 2015-0100
ACCIONANTE: JAIME HERNANDEZ SIERRA
ACCIONADO: AVIANCA S.A.

Por medio del presente, le informo que este despacho judicial, mediante auto de fecha 7 de octubre de 2015, resolvió el Incidente de Desacato presentado por el capitán JAIME HERNANDEZ SIERRA, Presidente de la Asociación Colombiana de Aviadores Civiles-ACDAC-, quien actúa en nombre y representación de *ABONDANO COZZARELLI CARLOS ERNESTO, ACERO GOMEZ OLGER IGNACIO, ACOSTA ESPINOSA GERMAN BERNARD, ACOSTA RUEDA CLAUDIA, ACOSTA THIRIAT NELSON, AGREDO VALENZUELA JAIME, AKL KATTAN CARLOS ALBERTO, ALARCON BALSERO ANDRES FERNANDO, ALARCON BERNAL LUIS ANDRES, ALMANSA PALACIO VICTOR ROBERTO MANUEL, ALMONACID GARAY EDUARDO, ALONSO PRIETO NICOLAS, ALVARADO BESTENE JOSE MIGUEL, ALVARADO VICTORIA JOSE MIGUEL, ALVAREZ CORREA RODRIGUEZ JUAN PABLO, ALVAREZ GALVIS JUAN PABLO, ALVAREZ HURTADO JORGE ANTONIO, ALVAREZ ROJAS OLGA MERCEDES, ANGULO ABONDANO DANIEL ERNESTO, ARAMBURO LONDOÑO CAMILO, ARANGO VELASQUEZ SANTIAGO, ARAUJO MOLINA MOISES ALBERTO, ARBOLEDA BONNETT GONZALO ANDRES, ARBOLEDA LANGEBELK SANTIAGO, ARENAS CONSUEGRA JAVIER, ARIAS HOYOS MARIO ALBERTO, AVILA CASTAÑEDA CLIMACO ANDRES, AVILA NIETO CARLOS AQRTURO, AVILA NIETO GUILLERMO ALBERTO, AVILA SOLANO SERGIO ESTEBAN, AYALDE VALDERRAMA NICOLAS, BALLESTEROS BERMUDEZ CESAR ALEJANDRO, BAÑÑOZ VEGA EDWIN ALFREDO, BARRERA BARRIOS HELLMOUTH, BARRERA MORALES CARLOS ANDRES, BATISTTON POSADA ANTONIO, BATISTTON POSADA FRANK OSWALDO, BAZZANI TRUJILLO SEBASTIAN, BECERRA NIÑO JUAN FRANCISCO, BELTRAN ALGARA NELSON ANDRES, BELTRAN BEJARANO MANUEL IVAN, BELTRAN MANRIQUE HUGO ANDRES, BELTRAN PEÑUELA KAMIL, BERMEO BERMEO RAFAEL ANDRES, BERMEO RENGIFO JUAN DAVID, BERMUDEZ CELIN RICARDO ANTONIO, BERMUDEZ RODRIGUEZ GIOVANY ALEXIS, BERNAL AGHUIA LUIS ENRIQUE, BERNAL CAVALLAZI CAMILO ANDRE, BENRAL VARAS DANIEL Y BERNAL VARAS SANTIAGO.*

Para los fines pertinentes se allega copia del citado auto en veintiún (21) folios.

Lo anterior, para su conocimiento.

Atentamente,

ALEJANDRA ZAMBRANO FEREZ
SECRETARIA

13 OCT 2015
Gloria Esmeralda Cruz Camargo
C.C. 51 723.842 Btá
Notificadora
Ruta Calle 26
C.S.J. P/QUEMAO

República de Colombia

JUZGADO SESENTA Y SIETE PENAL MUNICIPAL CON FUNCION DE CONTROL DE GARANTÍAS

Bogotá D. C, siete (07) de octubre de dos mil quince (2015).

ASUNTO A TRATAR

Entra el suscrito Juez Sesenta y Siete Penal Municipal con Función de Control de Garantías a decidir lo que en derecho corresponda respecto de la procedencia o no del Incidente de Desacato interpuesto por el Capitán **JAIME HERNANDEZ SIERRA** Presidente de la ASOCIACION COLOMBIANA DE AVIADORES CIVILES -ACDAC- en contra de **FABIO VILLEGAS RAMIREZ** en calidad de Presidente de AVIANCA S.A., **SARA MARIA ALVAREZ** en calidad de Gerente COL&EU de Recursos Humanos, **LINA MARCELA GARZON ROA** Gerente de Recursos Humanos, **SERGIO JULIAN JACOME** Vicepresidente de Operaciones.

DESCRIPCION DEL CASO

Mediante escrito radicado en este despacho judicial, el demandante señala que los pilotos sindicalizados vienen siendo discriminados desde el mes de octubre de 2013 por parte de AVIANCA S.A.. a través del pacto colectivo en donde les otorga mejores beneficios económicos a los pilotos que se han salido de la ACDAC y posteriormente firman el mencionado PACTO COLECTIVO.

Precisa, que dicha problemática fue puesta en consideración de los jueces de la república a través de varias acciones de tutela que los pilotos presentaron a fin de buscar el reconocimiento y pago de dichos beneficios económicos.

Informa, que el Juzgado 72 Penal Municipal con Función de Control de Garantías, mediante decisión de fecha 29 de enero de 2014 resuelve *"(...) Primero. CONCEDER LA TUTELA de los derechos fundamentales de Asociación, Igualdad y Trabajo en Condiciones Dignas y Justas, invocada por el señor JAIME HERNANDEZ SIERRA en calidad de presidente de la Asociación Colombiana de Aviadores Civiles- ACDAC, identificado con cédula de ciudadanía número 80.426.201 en favor de los siguientes capitanes afiliados a la organización sindical: ABONDANO COZZARELLI CARLOS ERNESTO, ACERO GOMEZ OLGER IGNACIO, ACOSTA ESPINOSA GERMAN BERNARDO, ACOSTA RUEDA CLAUDIA, ACOSTA THIRIAT NELSON, AGREDO VALENZUELA JAIME, AKL KATTAN CARLOS ALBERTO, ALARCON BALSERO ANDRES FERNANDO, ALARCON BERNAL LUIS ANDRES, ALMANSA PALACIO VICTOR ROBERTO MANUEL, ALMONACID GARAY EDUARDO, ALONSO PRIETO NICOLAS, ALVARADO BESTENE JOSE MIGUEL, ALVARADO VICTORIA JOSE MIGUEL, ALVAREZ CORREA RODRIGUEZ JUAN PABLO, ALVAREZ GALVIS JUAN PABLO, ALVAREZ HURTADO JORGE ANTONIO, ALVAREZ ROJAS OLGA MERCEDES, ANGULO ABONDANO DANIEL ERNESTO, ARAMBURO LONDOÑO CAMILO, ARANGO VELASQUEZ SANTIAGO, ARAUJO MOLINA MOISES ALBERTO, ARBOLEDA BONNETT GONZALO ANDRES, ARBOLEDA LANGEBELK SANTIAGO, ARENAS CONSUEGRA JAVIER, ARIAS HOYOS MARIO ALBERTO, AVILA CASTAÑEDA CLIMACO ANDRES, AVILA NIETO CARLOS AQRTURO, AVILA NIETO GUILLERMO ALBERTO, AVILA SOLANO SERGIO ESTEBAN, AYALDE VALDERRAMA NICOLAS, BALLESTEROS BERMUDEZ CESAR ALEJANDRO, BAÑÑOZ VEGA EDWIN ALFREDO, BARRERA BARRIOS*

HELLMOUTH, BARRERA MORALES CARLOS ANDRES, BATISTTON POSADA ANTONIO, BATISTTON POSADA FRANK OSWALDO, BAZZANI TRUJILLO SEBASTIAN, BECERRA NIÑO JUAN FRANCISCO, BELTRAN ALGARA NELSON ANDRES, BELTRAN BEJARANO MANUEL IVAN, BELTRAN MANRIQUE HUGO ANDRES, BELTRAN PEÑUELA KAMIL, BERMEO BERMEO RAFAEL ANDRES, BERMEO RENGIFO JUAN DAVID, BERMUDEZ CELIN RICARDO ANTONIO, BERMUDEZ RODRIGUEZ GIOVANY ALEXIS, BERNAL AGUIA LUIS ENRIQUE, BERNAL CAVALLAZI CAMILO ANDRES, BERNAL VARAS DANIEL Y BERNAL VARAS SANTIAGO.

Segundo. ORDENAR a la empresa accionada AEROVIAS DEL CONTINENTE AME3RICANO S.A. AVIANCA S.A. que en un plazo no mayor de las cuarenta y ocho (48) horas siguientes a la notificación del fallo, extienda exclusivamente a los pilotos ABONDANO COZZARELLI CARLOS ERNESTO, ACERO GOMEZ OLGER IGNACIO, ACOSTA ESPINOSA GERMAN BERNARD, ACOSTA RUEDA CLAUDIA, ACOSTA THIRIAT NELSON, AGREDO VALENZUELA JAIME, AKL KATTAN CARLOS ALBERTO, ALARCON BALSERO ANDRES FERNANDO, ALARCON BERNAL LUIS ANDRES, ALMANSA PALACIO VICTOR ROBERTO MANUEL, ALMONACID GARAY EDUARDO, ALONSO PRIETO NICOLAS, ALVARADO BESTENE JOSE MIGUEL, ALVARADO VICTORIA JOSE MIGUEL, ALVAREZ CORREA RODRIGUEZ JUAN PABLO, ALVAREZ GALVIS JUAN PABLO, ALVAREZ HURTADO JORGE ANTONIO, ALVAREZ ROJAS OLGA MERCEDES, ANGULO ABONDANO DANIEL ERNESTO, ARAMBURO LONDOÑO CAMILO, ARANGO VELASQUEZ SANTIAGO, ARAUJO MOLINA MOISES ALBERTO, ARBOLEDA BONNETT GONZALO ANDRES, ARBOLEDA LANGEBELK SANTIAGO, ARENAS CONSUEGRA JAVIER, ARIAS HOYOS MARIO ALBERTO, AVILA CASTAÑEDA CLIMACO ANDRES, AVILA NIETO CARLOS AQRTURO, AVILA NIETO GUILLERMO ALBERTO, AVILA SOLANO SERGIO ESTEBAN, AYALDE VALDERRAMA NICOLAS, BALLESTEROS BERMUDEZ CESAR ALEJANDRO, BAÑÑOZ VEGA EDWIN ALFREDO, BARRERA BARRIOS HELLMOUTH, BARRERA MORALES CARLOS ANDRES, BATISTTON POSADA ANTONIO, BATISTTON POSADA FRANK OSWALDO, BAZZANI TRUJILLO SEBASTIAN, BECERRA NIÑO JUAN FRANCISCO, BELTRAN ALGARA NELSON ANDRES, BELTRAN BEJARANO MANUEL IVAN, BELTRAN MANRIQUE HUGO ANDRES, BELTRAN PEÑUELA KAMIL, BERMEO BERMEO RAFAEL ANDRES, BERMEO RENGIFO JUAN DAVID, BERMUDEZ CELIN RICARDO ANTONIO, BERMUDEZ RODRIGUEZ GIOVANY ALEXIS, BERNAL AGHUIA LUIS ENRIQUE, BERNAL CAVALLAZI CAMILO ANDRE, BENRAL VARAS DANIEL Y BERNAL VARAS SANTIAGO, los mismos beneficios económicos contemplados en el PVB sin perjuicio de su permanencia en la ASOCIACION COLOMBIANA DE AVIADORES CIVILES –ACDAC y de la continuación del goce de los beneficios otorgados por la Convención Colectiva suscrita con la entidad empleadora (...)".

Dicha decisión, fue confirmada por el Juzgado 42 Penal del Circuito de Conocimiento, mediante decisión de fecha 13 de marzo de 2014 y CONFIRMADA por la H. Corte Constitucional mediante sentencia T-069 de 2015.

Señala el incidentante, que AVIANCA S.A. a través de sus representantes legales viene incumpliendo este mandato, pues ha vulnerado los derechos de igualdad y libre ejercicio de asociación en cuanto que discrimina a los pilotos sindicalizados respecto de los beneficios otorgados a los trabajadores que no son sindicalizados, reconocidos y pagados desde el año 2013 hasta la fecha.

Asegura, que la conducta discriminatoria y obstaculizadora antes mencionada, que viene ejerciendo los representantes legales de AVIANCA S.A. en contra de los pilotos sindicalizados afiliados al sindicato ACDAC, consiste en excluirlos de los beneficios que le otorga a los pilotos que no pertenecen al sindicato en cuanto a los que no contraríen la convención colectiva.

Refiere, que la demandada a través de su gerente de talento humano ha expresado que ya pago todos los beneficios derivados de la sentencia T-069 de 2015, pero según el incidentante ello no es cierto, en la medida que a los pilotos sindicalizados no se les hizo los incrementos al salario en los períodos y porcentajes entregados a lo no sindicalizados, así como no se tuvo en cuenta los efectos salariales para efectos de reliquidar las primas legales y convencionales.

Dice, que AVIANCA S.A., remitió el 10 de junio de 2015 a todos los pilotos una circular donde expresa que a cumplir la sentencia T-069 de 2015, pero que no obstante a la fecha no ha pagado la totalidad de los beneficios económicos.

Concreta, que la empresa pretende que la convención colectiva sea modificada con el pacto colectivo, situación que la hace para desconocer la convención colectiva e incorporar nuevos modelos salariales que ya están regulados en la convención colectiva, pero que los quiere modificar.

Establece los beneficios que fueron ordenados por la Corte Constitucional así:

23. REMUNERACION MENSUAL REGIMEN DE SALARIO GLOBAL
24. REGIMEN DEL SALARIO INTEGRAL
27. PRIMA DE ANTIGÜEDAD
28. PRIMA DE ALIMENTACION

Explica que en cuanto a los numerales

30. AUXILIO DE TRANSPORTE
32. PRIMA DE VACACIONES
35. AUXILIO DE MATERNIDAD
36. AUXILIO POR TRASLADO PERMANENTE
39. AUXILIO EDUCATIVO
41. VIATICOS
42. PRIMA DE NAVEGACION- Para operación nacional
48. INCENTIVO POR NO AUSENTISMO
65. SEGUROS DE VIDA.
75. UNIFORMES.

Dichos valores allì establecidos, serán los correspondientes para el reconocimiento de la igualdad y actualización económica de los beneficios establecidos en la convención colectiva de trabajo, con respecto al PVB establecido para los trabajadores pilotos no sindicalizados.

En cuanto al numeral 76. AUMENTOS, sostiene que serán estos ajustes los que se apliquen a los beneficios en mención sin perjuicio de lo establecido por los acuerdos, actas, convenciones, actas extraconvencionales que existieren para los años siguientes: IPC más 1% para el año 2014, IPC más 0.75% para los años 2014, 2015 y 2016.

Igualmente, señala que se solicitó el pago del bono único especial, que reconoció a los trabajadores pilotos no sindicalizados, que cubre la diferencia salarial en materia de retroactivos entre el 1º de abril y el 30 de septiembre de 2013.

Puntualiza que todos los anteriores conceptos deben tener incidencia salarial y prestacional de conformidad a la sentencia 1029 de 2012.

Solicita en consecuencia

1. Imprimir el trámite consagrado en el artículo 27 del Decreto 2591 de 1991 " (...) *ARTICULO 27. CUMPLIMIENTO DEL FALLO. Proferido el fallo que conceda la tutela, la autoridad responsable del agravio deberá cumplirla sin demora. Si no lo hiciere dentro de las cuarenta y ocho horas siguientes, el juez se dirigirá al superior del responsable y le requerirá para que lo haga cumplir y abra el correspondiente procedimiento disciplinario contra aquél. Pasadas otras cuarenta y ocho horas, ordenará abrir proceso contra el superior que no hubiere procedido conforme a lo ordenado y adoptará directamente todas las medidas para el cabal cumplimiento del mismo. El juez podrá sancionar por desacato al responsable y al superior hasta que cumplan su sentencia. Lo anterior sin perjuicio de la responsabilidad del funcionario en su caso. En todo caso, el juez establecerá los demás efectos del fallo para el*

caso concreto y mantendrá la competencia hasta que esté completamente restablecido el derecho o eliminadas las causas de la amenaza (...)"

2. Solicita proceda a adoptar las medidas indispensables para que la compañía AVIANCA S.A. de cabal cumplimiento a las decisiones proferidas dentro de la acción de tutela promovida por ACDAC contra AVIANCA S.A. en el fallo T-069 de 2015.
3. Se ordene a los señores FABIO VILLEGAS RAMIREZ en calidad de Presidente de AVIANCA S.A., SARA MARIA ALVAREZ en calidad de Gerente COL&EU de Recursos Humanos, LINA MARCELA GARZON ROA Gerente de Recursos Humanos, SERGIO JULIAN JACOME Vicepresidente de Operaciones de Avianca, dar estricto cumplimiento a la sentencia T-069 de 2015, eso es, pagando todas las sumas correspondientes a los beneficios económicos establecidos en el PACTO COLECTIVO, desde el momento que inició la discriminación desde el mes de octubre de 2013 hasta la fecha y como consecuencia de ello CESAR INMEDIATAMENTE las conductas discriminatorias en contra de los pilotos sindicalizados, garantizando el derecho de asociación sindical, ordenando la igualdad de derechos que no contraríen la convención colectiva, con respecto a los trabajadores pilotos no sindicalizados ordenados en la sentencia T-069 de 2015, tales como:

    a. 23. REMUNERACION MENSUAL REGIMEN DE SALARIO GLOBAL
    b. 24. REGIMEN DEL SALARIO INTEGRAL
    c. 27. PRIMA DE ANTIGÜEDAD
    d. 28. PRIMA DE ALIMENTACION

En cuanto a los numerales correspondientes a:

30. AUXILIO DE TRANSPORTE
32. PRIMA DE VACACIONES
35. AUXILIO DE MATERNIDAD
36. AUXILIO POR TRASLADO PERMANENTE
39. AUXILIO EDUCATIVO
41. VIATICOS
42. PRIMA DE NAVEGACION- Para operación nacional
48. INCENTIVO POR NO AUSENTISMO
65. SEGUROS DE VIDA.
75. UNIFORMES.

Estos serán los correspondientes para el reconocimiento de la igualdad y actualización económica de los beneficios establecidos en la convención colectiva de trabajo con respecto al PVB establecido para los trabajadores pilotos no sindicalizados.

En cuanto al numeral 76. AUMENTOS, resalta que serán estos ajustes los que se apliquen a los beneficios en mención, sin perjuicio de los establecidos por los acuerdos, actas, convenciones, actas extraconvencionales que existieren para los años siguientes.

De igual manera, solicita el pago del bono único especial, que reconoció a los trabajadores pilotos no sindicalizados, que cubre la diferencia salarial en materia de retroactivos entre el 1º de abril y el 30 de septiembre de 2013.

4.Imponer sanciones que consagra el art. 52 del decreto 2591 de 1991 al señor FABIO VILLEGAS RAMIREZ en calidad de Presidente de AVIANCA S.A., SARA MARIA ALVAREZ en calidad de Gerente COL&EU de Recursos

Humanos, LINA MARCELA GARZON ROA Gerente de Recursos Humanos, SERGIO JULIAN JACOME Vicepresidente de Operaciones de Avianca

Se aportan como pruebas:

1. Certificado de Existencia y representación Legal de AVIANCA S.A.
2. Sentencia T-069 de 2015
3. Liquidaciones con las diferencias económicas
4. Comunicación enviada por la ACDAC a la empresa AVIANCA S.A. solicitando la reliquidación de los conceptos ordenados en la sentencia T-069 de 2015.

ACTUACIÓN PROCESAL

Con auto de fecha 9 de septiembre de 2015 este despacho asume el conocimiento del escrito de desacato y dispone correr traslado del mismo a al señor FABIO VILLEGAS RAMIREZ en calidad de Presidente de AVIANCA S.A., SARA MARIA ALVAREZ en calidad de Gerente COL&EU de Recursos Humanos, LINA MARCELA GARZON ROA Gerente de Recursos Humanos, SERGIO JULIAN JACOME Vicepresidente de Operaciones de Avianca.

DE LA RESPUESTA DE AVIANCA S.A.

ELISA MURGAS DE MORENO en calidad de Representante Legal de AEROVIAS DEL CONTINENTE AMERICANO-AVIANCA S.A. señala que el Juzgado 11 Penal Municipal con Función de Control de garantías, quien conoció dos incidentes de desacato presentados por ACDAC, el Juzgado 64 Penal Municipal con Función de Control de garantías, el pasado 22 de julio, 11 y 12 de agosto de 2015 Y por su parte el Juzgado 37 Penal Municipal con Función de Control de garantías, el 11 de septiembre de 2015, respectivamente, decidieron sobre incidentes de desacato iniciados por ACDAC sonde se alegó un presunto incumplimiento de la misma orden impartida por la Corte Constitucional, cuyo supuesto desconocimiento se alega en la presente instancia.

Señala, que estos antecedentes jurisprudenciales constituyen precedentes horizontales vinculantes para este despacho, y que aunque estos precedentes no cobijan directamente a los presentes incidentantes, los mismos si se refieren a la misma materia, dado que se alega el incumplimiento de la misma orden, cuya ejecución ha sido adelantada de manera uniforme por AVIANCA S.A. respecto de todos los trabajadores que hagan parte de ACDAC o que se benefician de la convención colectiva suscrita con dicho sindicato.

Solicita al Despacho, se abstenga de dar inicio al incidente de desacato toda vez que como se evidencia con la prueba documental que se allega AEROVIAS DEL CONTINENTE AMERICANO-AVIANCA S.A.- ha cumplido a cabalidad con lo ordenado por la H. Corte Constitucional en sentencia T- 069 de 2015 e incluso ha ido más allá de lo estrictamente ordenado, en cuanto no sólo extendió los beneficios extralegales establecidos en el Plan Voluntario de Beneficios, sino que además reconoció retroactivamente tales beneficios.

Precisa, que el cumplimiento al fallo refleja la intención presentada por la Empresa en mantener un trato en condiciones de igualdad a toda la población de pilotos y auxiliares de vuelo, esto es, que tanto el grupo de trabajadores sindicalizados

como no sindicalizados, perciban los mismos beneficios extralegales. Ello, sin embargo no supone un desconocimiento del derecho de los trabajadores a regir su relación laboral por la Convención Colectiva suscrita con ACDAC, más los beneficios extralegales contenidos en el Plan Voluntario de Beneficios, y que por el contrario AVIANCA S.A. ha extendido a todos sus trabajadores los beneficios contenidos en el Plan Voluntario de Beneficios, sin exigir el cumplimiento de ninguna condición, como también lo dispuso la Corte.

Explica, que la compañía jamás ha condicionado el acceso a los beneficios del Plan Voluntario de Beneficios a la renuncia a los derechos convencionales ni mucho menos al sindicato y deja en manos de ACDAC en respecto a la libertad y la autonomía sindical, las decisiones sobre la relación entre el sindicato y los trabajadores de la compañía. Así también, señala que AVIANCA S.A. nunca ha pretendido convertir el Plan Voluntario de Beneficios en el único instrumento que de origen a beneficios extralegales en la compañía y respeta plenamente el derecho de los trabajadores de no adherirse a este programa de beneficios extralegales eminentemente voluntario.

De otra parte se indica, que para el caso que nos ocupa, la competencia para conocer de la solicitud de incidente de desacato, presentada por la Organización Sindical ACDAC ante el despacho es del Juzgado 72 Penal Municipal con Función de Control de Garantías, quien conoció en primera instancia de la acción de tutela T- 4.399. 693 que tiene como accionantes a los señores incidentales o en su defecto el Juzgado 42 penal del Circuito con Función de Conocimiento, quien confirmó el fallo de segunda instancia.

Bajo ese orden de ideas, indica que este despacho ante quien se interpone el presente escrito carece de competencia para conocer de la solicitud de incidente de desacato que lo motiva.

Frente al cumplimiento de la sentencia refiere que los numerales 1º a 4º de la sentencia no se refieren a órdenes directas a AVIANCA S.A., sino a la tutela de derechos y aclaración del estado de los procesos de tutela una vez surtido el proceso de revisión.

Con relación al numeral 5º de la sentencia precisó que AVIANCA S.A. procedió a extender a los trabajadores sindicalizados de CDAC los beneficios y aumentos que se establecieron en el PVB, realizando los pagos indexados con el IPC y el reconocimiento de los pagos retroactivos de los beneficios extralegales contenidos en el Plan Voluntario de Beneficio.

Deja en claro que AVIANCA, en ningún momento buscó afectar o desincentivar las afiliaciones a la organización.

Señalan que es claro que los trabajadores tienen derecho a no asociarse a ninguna asociación determinada, pero que ello no debe ser un obstáculo para que los mismos puedan acceder a beneficios laborales extralegales que sus empleadores les ofrezcan como un acto de mera liberalidad, y que es por esto que la compañía a través de pañales de beneficios extralegales otros sí u otra figura legal convenga o reconozca a sus trabajadores condiciones laborales extralegales.

Aclara que el hecho de que la compañía en su calidad de empleadora y en procura del bienestar de sus empleados no sindicalizados, ponga a su disposición la posibilidad de adherirse a un Plan Voluntario de beneficios laborales extralegales,

no constituye en ningún momento algún tipo de vulneración al derecho de Asociación Sindical de sus trabajadores.

Concreta, que la compañía no puede imponerles a los trabajadores la obligación de afiliarse al sindicato como condición para acceder a los beneficios previstos en el Plan Voluntario. Dice, que ello equivaldría a desconocer no sólo la libertad de afiliación sindical, sino también la autonomía del propio sindicato, el cual tiene plena libertad de decidir sobre su relación con los trabajadores de la Compañía que no se encuentran sindicalizados, y que por ello la sentencia T-069 de 2015 en ninguna parte ordena que la compañía obligue, presione, o de otro modo constriña a los trabajadores no sindicalizados a afiliarse al sindicato.

Sobre los trabajadores retirados de la compañía, afirma que la sentencia de la Corte Constitucional no estableció de manera expresa la forma como se debe realizar el pago de las personas que ya no sostengan vínculo laboral con la empresa, Avianca S.A., respetando la decisión de la Corte procedió a realizar los trámites administrativos para efectuar los correspondientes pagos, solicitando mediante comunicación escrita a los ex trabajadores, que se acercarán a la empresa para la entrega del cheque a su nombre.

Así mismo se señaló, que se dio cumplimiento al numeral 6º de la sentencia en el entendido que la compañía procedió a iniciar ETAPA DE ARREGLO DIRECTO con la organización sindical, que se surtió de conformidad con lo establecido por la ley y se inició e instaló el día 21 de marzo de 2014, dando cumplimiento a lo ordenado por la Sala Laboral del Tribunal Superior de Bogotá el 12 de marzo de 2014.

Con relación a los numerales 7 y 8 de la sentencia de la Corte, advierte que AVIANCA procedió a extender al señor GUILLERMO ENRIQUE ROBAYO GARRIDO, y por el efecto inter comunis, a todos los trabajadores sindicalizados a ACAV y/o a los empleados que se benefician de la convención colectiva de esa organización, los beneficios y aumentos que se establecieron en el PVB, realizando los pagos indexados con el IPC y el reconocimiento de los pagos retroactivos.

Con relación al cumplimiento de la sentencia con relación a los conceptos cuyo pago se ordenó explica:

1. Salario Global (Sueldo y prima de equipo)

Dice que desde octubre de 2013 hasta mayo de 2015 por el concepto de sueldo y prima de equipo a los pilotos sindicalizados beneficiados por la sentencia T-069 de 2015 se les ajustó así:

- Se determinó el valor pagado en cada mes de acuerdo al cargo, equipo asignado o transición.
- Se determinó el valor a pagar en cada mes de acuerdo al cargo, equipo asignado o transición, definido en el Plan Voluntario de Beneficios, teniendo en cuenta que los incrementos establecidos por la Compañía fueron para el 1º de abril de 2014, el 2,69% y para el año 2015 el 4,41%.
- Se determina la diferencia entre lo apagado a los afiliados a ACDAC y lo pagado a los beneficiarios del Plan Voluntario de Beneficios, incluyendo como pago en la nómina de junio 15 la suma de las diferencias desde octubre de 2013 hasta mayo de 2015.

2. Prima de Antigüedad

Puntualiza que se efectuó el ajuste mensual desde octubre de 2013 hasta mayo de 2015, por el concepto de prima de antigüedad efectuado de la siguiente manera:

- Se determinó el valor pagado como sindicalizados en cada mes de acuerdo al cargo, equipo asignado o transición.
- Se validó la antigüedad en años de servicio para cada piloto de octubre de 2013 a mayo de 2015.
- Se determinó el valor a pagar en cada mes de acuerdo al cargo, equipo asignado o transición, definido en el Plan Voluntario de Beneficios, teniendo en cuenta que los incrementos establecidos por la Compañía fueron para el 1º de abril de 2014, el 2.69% y para el año 2015 el 4,41%.
- Se determina la diferencia entre lo pagado a los afiliados a ACDAC y lo pagado a los beneficiarios del Plan Voluntario de Beneficios y se incluye como pago en la nómina de Junio 15 la suma de las diferencias desde octubre de 2013 hasta mayo de 2015.

3. Auxilio de Transporte

Se efectuó el ajuste mensual desde octubre de 2013 hasta mayo de 2015 por el concepto de auxilio de transporte a los pilotos sindicalizados beneficiados por la sentencia, así:

- Se determinó el valor pagado en cada mes de acuerdo al cargo, equipo asignado o transición.
- Se determinó el valor a pagar en cada mes de acuerdo al cargo, equipo asignado o transición, definido en el Plan Voluntario de Beneficios, teniendo en cuenta que los incrementos establecidos por la Compañía fueron para el 1º de abril de 2014, el 2,69% y para el año 2015 el 4,41%.
- Se determina la diferencia entre lo pagado a los afiliados a ACDAC y lo pagado a los beneficiarios del Plan Voluntario de Beneficios y se incluye como pago en la nómina de Junio 15 la suma de las diferencias desde octubre de 2013 hasta mayo de 2015.

4. Prima de Alimentación

Se efectuó el ajuste mensual desde octubre de 2013 hasta mayo de 2015 por el concepto de prima de alimentación a los pilotos sindicalizados, ajusto que se efectuó así:

- Se determinó el valor pagado como sindicalizados en cada mes de acuerdo al cargo, equipo asignado o transición.
- Se validó la antigüedad en años de servicios para cada piloto de octubre de 2013 a mayo de 2015.
- Se determinó el valor a pagar en cada mes de acuerdo al cargo, equipo asignado o transición, definido en el Plan Voluntario de Beneficios, teniendo en cuenta que los incrementos establecidos por la Compañía fueron para el 1º de abril de 2014 el 2,69% y para el año 2015 el 4,41%.
- Se determina la diferencia entre lo pagado a los afiliados a ACDAC y lo pagado a los beneficiarios del Plan Voluntario de Beneficios y se incluye como pago en la nómina de junio 15 la suma de las diferencias desde octubre de 2013 hasta mayo de 2015.
- Respecto a su afirmación según la cual la prima de alimentación tiene efecto prestacional, es pertinente aclarar que dicho beneficio conforme lo previsto en la cláusula 38 de la Convención Colectiva de Trabajo, no tiene incidencia prestacional.

5. Incentivo por no ausentismo

Se efectuó el ajuste mensual desde octubre de 2013 hasta mayo de 2015 por el concepto de incentivo por no ausentismo a los Pilotos sindicalizados beneficiados, ajuste efectuado así:

- Se determinó el valor pagado como sindicalizados en cada mes de acuerdo al cargo, equipo asignado o transición.
- Se validó la antigüedad en años de servicios para cada piloto de octubre de 2013 a mayo de 2015.
- Se determinó el valor a pagar en cada mes de acuerdo al cargo, equipo asignado o transición, definido en el Plan Voluntario de Beneficios, teniendo en cuenta que los incrementos establecidos por la Compañía fueron para el 1º de abril de 2014 el 2,69% y para el año 2015 el 4,41%.
- Se determina la diferencia entre lo pagado a los afiliados a ACDAC y lo pagado a los beneficiarios del Plan Voluntario de Beneficios y se incluye como pago en la nómina de junio 15 la suma de las diferencias desde octubre de 2013 hasta mayo de 2015.
- Respecto al mayor valor reconocido en la Convención en la cláusula 92 por el Auxilio por NO ausentismo por un día de ausentismo, la Compañía reconocerá el reajuste de la diferencia entre lo establecido en el Plan Voluntario y la Convención con efectos al 1º de octubre de 2013, en la nómina del 15 de septiembre de 2015.

6. Viàticos de manutención

Se efectuó el ajuste mensual desde octubre de 2013 hasta mayo de 2015 por el concepto de viáticos de manutención pagando el retroactivo a los Pilotos sindicalizados beneficiados, ajuste efectuado así:

- Se determinó el valor pagado como sindicalizados en cada mes desde abril de 2013 hasta mayo de 2015.
- Se determinó el valor a pagar en cada mes de acuerdo a lo definido en el Plan Voluntario de Beneficios, teniendo en cuenta que los incrementos establecidos por la Compañía fueron para el 1º de abril de 2014, el 2,69% y para el año 2015 el 4,41%.
- Se determina la diferencia entre lo pagado a los afiliados a ACDAC y lo pagado a los beneficiarios del Plan Voluntario de Beneficios, y se paga mediante consignación en la tarjeta de viáticos la suma de las diferencias desde abril de 2013 hasta mayo de 2015. Este pago fue efectuado el 3 de julio, junto con los viáticos operacionales ejecutados durante la segunda quincena de junio.

7. Incentivo de eficiencia operacional

Se efectuó el cálculo desde octubre de 2013 hasta mayo de 2015 y por el concepto de Incentivo de eficiencia operacional a los pilotos sindicalizados beneficiados por la Sentencia, ajustado así:

- Se determinó el valor a pagar en cada mes de acuerdo al factor de logro alcanzado individualmente, en aquellos meses que su factor de logro tuvo descenso al 0% se pagó el 40% garantizando de acuerdo a lo establecido en el PVB.
- Se determinó el valor a pagar en cada mes partiendo del salario global el cual había sido previamente ajustado, conforme el factor de logro alcanzado individualmente, de conformidad a lo establecido en el Plan Voluntario de beneficios.
- Se determina los períodos en que el colaborador no percibió el beneficio y se incluye como pago en la nómina de junio 15 la suma desde octubre de 2013 hasta mayo de 2015.

8. Prima Extralegal Variable

La prima extralegal variable se calculó desde octubre de 2013 hasta mayo de 2015 y por el concepto de prima extralegal variable a los pilotos sindicalizados así;

- Se determinó el valor a pagar en cada mes de acuerdo al factor de logro alcanzado individualmente.
- Se determinó el valor a pagar en cada mes partiendo del salario global el cual había sido previamente ajustado, conforme el factor de logro alcanzado individualmente, de conformidad a lo establecido en el Plan Voluntario de beneficios.
- Se determina los períodos en que el colaborador no percibió el beneficio y se incluye como pago en la nómina de junio 15 la suma desde octubre de 2013 hasta mayo de 2015.

9. Prima de vacaciones

Se efectuó el ajuste mensual desde octubre de 2013 hasta mayo de 2015 por el concepto de prima de vacaciones a los pilotos sindicalizados así:

- Se determinó la base sobre la cual se pagó la prima de vacaciones para los Pilotos que percibieron este beneficio partiendo del salario global entre octubre de 2013 y mayo de 2015, pagando de acuerdo con la convención ACDAC (19 días sobre el salario global).
- Se determinó la base para los pilotos que percibieron este beneficio entre Octubre de 2013 y mayo de 2015, pagado de acuerdo con el Plan Voluntario de Beneficios (19 dìas sobre el salario global).
- Se determinó la diferencia a pagar en cada mes para los pilotos que percibieron este beneficio de acuerdo con el período aplicable.
- Se determina la diferencia entre lo pagado a los afiliados a ACDAC y lo pagado a los beneficiarios del Plan Voluntario de Beneficios (Por diferencia en la Base de salario global) y se incluye como pago en la nómina de junio 15 la suma de las diferencias desde octubre de 2013 hasta mayo de 2015.

10.Uniformes

Este concepto no tuvo reliquidación ya que el valor establecido en el Plan Voluntario de Beneficios y la Convención colectiva de ACDAC son exactamente iguales.

11.Prima de navegación

Se efectuó el ajuste mensual desde abril de 2013 hasta mayo de 2015 por el concepto de prima de navegación pagando el retroactivo a los pilotos sindicalizados, dicho ajuste se realizó así:

- Se determinó el valor pagado como sindicalizados en cada mes desde abril de 2013 hasta mayo de 2015.
- Se determinó el valor a pagar en cada mes de acuerdo a lo definido en el Plan Voluntario de Beneficios, teniendo en cuenta que los incrementos establecidos por la Compañía fueron para el 1º de abril de 2014, el 2,69% y para el año 2015 el 4,41%.
- Se determina la diferencia entre lo pagado a los afiliados a ACDAC y lo pagado a los beneficiarios del Plan Voluntario de Beneficios, y se paga mediante consignación en la tarjeta de viáticos la suma de las diferencias

desde abril de 2013 hasta mayo de 2015. Este pago fue efectuado el 3 de julio , junto con los viáticos operacionales ejecutados durante la segunda quincena de junio.

12.Seguros de vida

Se reportó a la aseguradora el nuevo salario global, garantizando la cobertura del seguro de vida con el salario global en igualdad de condiciones para los pilotos sindicalizados y el Plan Voluntario de Beneficios.

13.Salario Integral

Se efectuó el ajuste mensual desde octubre de 2013 hasta mayo de 2015 por el concepto de salario integral a los pilotos sindicalizados beneficiados, el ajuste se efectuó de la siguiente manera:

- Se determinó el valor pagado en cada mes de acuerdo al cargo, equipo asignado o transición.
- Se determinó el valor a pagar en cada mes de acuerdo al cargo, equipo asignado o transición, definido en el Plan Voluntario de Beneficios, teniendo en cuenta que los incrementos establecidos por la Compañía fueron para el 1º de abril de 2014 el 2,69% y para el año 2015 el 4,41%.
- Se determina la diferencia entre lo pagado a los afiliados a ACDAC y lo pagado a los beneficiarios del Plan Voluntario de Beneficios y se incluye como pago en la nómina de junio 15 la suma de las diferencias desde octubre de 2013 hasta mayo de 2015.

14.Auxilio de alimentación salario integral

Se efectuó el ajuste mensual desde octubre de 2013 hasta mayo de 2015 por el concepto de Auxilio de alimentación salario integral a los Pilotos Sindicalizados así:

- Se determinó el valor pagado en cada mes de acuerdo al cargo, equipo asignado o salto de escalafón.
- Se determinó el valor a pagar en cada mes de acuerdo al cargo, equipo asignado o transición, definido en el Plan Voluntario de Beneficios, teniendo en cuenta que los incrementos establecidos por la Compañía fueron para el 1º de abril de 2014 el 2,69% y para el año 2015 el 4,41%.
- Se determina la diferencia entre lo pagado a los afiliados a ACDAC y lo pagado a los beneficiarios del Plan Voluntario de Beneficios y se incluye como pago en la nómina de junio 15 la suma de las diferencias desde octubre de 2013 hasta mayo de 2015.

15.Auxilio de Maternidad

Se efectuó el ajuste mensual desde octubre de 2013 hasta mayo de 2015 por el concepto de Auxilio de Maternidad a los pilotos sindicalizados, de la siguiente manera:

- Se determinó el valor pagado en cada mes de acuerdo a lo establecido en la convención ACDAC.
- Se determinó el valor a pagar en cada mes de acuerdo a lo definido en el Plan Voluntario de Beneficios, teniendo en cuenta que los incrementos establecidos por la compañía fueron para el 1º de abril de 2014, el 2,69% y para el año 2015 el 4,41%.

- SE determina la diferencia entre lo pagado a los afiliados a ACDAC y lo pagado a los beneficiarios del Plan Voluntario de Beneficios y se incluye como pago en la nómina de junio 15 la suma de las diferencias desde octubre de 2013 hasta mayo de 2015.

16.Auxilio Educativo

Se efectuó el ajuste mensual desde octubre de 2013 hasta mayo de 2015 por el concepto de Auxilio Educativo a los Pilotos sindicalizados de la siguiente manera:

- Se determinó el valor pagado en cada mes de acuerdo a lo establecido en la convención de ACDAC.
- Se determinó el valor a pagar en cada mes de acuerdo a lo definido en el Plan Voluntario de Beneficios.
- SE determina la diferencia entre lo pagado a los afiliados a ACDAC y lo pagado a los beneficiarios del Plan Voluntario de Beneficios y se incluye como pago en la nómina de junio 15 la suma de las diferencias desde octubre de 2013 hasta mayo de 2015.

17.Auxilio de traslado permanente (viáticos)

Se efectuó el ajuste mensual desde octubre de 2013 hasta mayo de 2015 por el concepto de traslado permanente a los pilotos sindicalizados así:

- Se determinó el valor pagado en cada mes de acuerdo a lo establecido en la convención de ACDAC.
- Se determinó el valor a pagar en cada mes de acuerdo a lo definido en el Plan Voluntario de Beneficios.
- SE determina la diferencia entre lo pagado a los afiliados a ACDAC y lo pagado a los beneficiarios del Plan Voluntario de Beneficios y se incluye como pago en la nómina de junio 15 la suma de las diferencias desde octubre de 2013 hasta mayo de 2015.

Frente a los reconocimientos y pagos efectuados a los demandantes asegura la demandada ha cumplido la sentencia e incluso ha ido más allá de lo estrictamente ordenado, lo que además de evidenciar buena fe en el cumplimiento de la decisión, pone de presente el respeto de la compañía por la organización.

De otra parte aclara, que AEROVIAS DEL CONTINENTE AMERICANO-AVIANCA S.A. presentó solicitud de aclaración y adición de la sentencia T-069 /2015 y que a la fecha la Corte Constitucional no ha respondido la solicitud de Avianca.

Precisa, que actualmente persisten dificultades interpretativas sobre el alcance de algunas de las órdenes de la sentencia, que deben ser precisadas, pero que no obstante lo anterior AVIANCA ha avanzado en garantizar el cabal cumplimiento de todas las órdenes proferidas por la Corte.

Frente al escrito de incidente de desacato señaló puntualmente:

Con relación al hecho primero indicó que la compañía no ejerce actos de discriminación.

Al hecho segundo y tercero realizó una contextualización sobre los antecedentes y alcances del fallo:

- En octubre de 2013, AVIANCA S.A. ofreció a todos los Pilotos y Copilotos independientemente de su afiliación sindical y sin distinción alguna, la aplicación de los beneficios económicos contenidos en el Plan Voluntario de Beneficios de Pilotos (PVB).

- La propuesta de la Empresa fue enfática en aclarar que la aceptación de la oferta económica contenida en el PVB, no exigía la renuncia a la organización sindical de los pilotos afiliados a ACDAC, pues en respeto del derecho de Asociación Sindical, es de voluntad exclusiva de cualquier piloto pertenecer o no, a una organización sindical y que así mismo se indicó que la aceptación de la misma debería ser en su integridad.

- La compañía, con el ánimo de disipar las diferencias, ofreció a los representantes de ACDAC el Plan Voluntario de Beneficios, propuesta que fue rechazada.

- La organización de Aviadores Civiles ACDAC, manifestó su negativa a aceptar la oferta en los términos planteados por la Empresa, por considerarla inapropiada para el beneficio de sus asociados.

- La organización sindical, en representación de sus pilotos, presentó 19 acciones de tutela, en las cuales solicitó la aplicación de los beneficios extralegales reconocidos al personal, no sindicalizado, beneficios que ya habían ofrecido en su integridad a todo el grupo de pilotos.

- Dado que los fallos de los jueces que conocieron las diferentes acciones de tutela fueron en algunos casos favorables y en otros desfavorables a las solicitudes de los reclamantes, la H. Corte Constitucional, decidió revisar los fallos proferidos dentro de las 19 acciones de tutela.

- Como conclusión de la revisión de los fallos la Corte Constitucional en sentencia T-069 de 2015 ordenó hacer extensivo los aumentos y beneficios económicos contenidos en el Plan Voluntario de Beneficios a los pilotos y copilotos pertenecientes a ACDAC que a la fecha del fallo no los estaban percibiendo.

- Lo dispuesto por la Corte Constitucional corresponde a la intención de la compañía de garantizar la igualdad entre toda la población de nuestros pilotos, sin distinciones tal y como fue propuesto por Avianca en diversas oportunidades.

Al hecho cuarto indicó que se dio cumplimiento a lo ordenado en la sentencia T069 de 2015.

A los hechos quinto y sexto refiere que no es cierto como lo afirma la organización sindical en el escrito de desacato, que la compañía discrimine y excluya a los pilotos sindicalizados de los beneficios contenidos en el Plan Voluntario de Beneficios, pues desde el mes de junio de 2015, lo pilotos y copilotos sindicalizados y no sindicalizados reciben los mismos beneficios económicos independientemente de su afiliación sindical.

Al hecho séptimo señaló que la Compañía mediante comunicación de fecha 8 d e mayo de 2013, le informó al sindicato que realizó los incrementos del IPC a los beneficios extralegales contenidos en la convención colectiva de trabajo, incrementos que serían imputables, compensables o abonables según el caso, al ajuste para la anualidad y a cualquier decisión judicial, administrativa

y/o convencional que surgiera sobre este derecho, misma dinámica que aplicó para las anualidades 2014 y 2015, tal y como evidencia en el pago realizado a los Capitanes Incidentantes.

Respecto a los efectos salariales, puso de presente que la compañía liquidó y pagó la prima de servicios el 30 de junio, incluyendo en el salario base de liquidación el total de las reliquidaciones realizadas a cada piloto, por el tiempo comprendido entre el 1º de octubre de 2013 y 30 de mayo de 2015. Así mismo y teniendo en cuenta que todos los pagos reliquidados hacen parte del histórico de ingresos del año 2015, la base para el cálculo de las cesantías del año 2015, incluyendo los valores reconocidos que afectan este concepto. En el caso del régimen anterior los valores pagados hacen parte de la base para liquidación desde el momento del pago.

A los hechos octavo y noveno, refirió que la compañía procedió a emitir circular de fecha 10 de junio de 2015, dirigida a toda la población de pilotos, manifestando su intención de dar cumplimiento a lo establecido por la Corte Constitucional. Asevera que la compañía el 12 de junio de 2015 extendió y pagó a los trabajadores sindicalizados de ACDAC y/o a los empleados que se benefician de la convención colectiva de esa organización, los beneficios y aumentos que se establecieron en el PVB, realizando los pagos indexados con el IPC y el reconocimiento de los pagos retroactivos de los beneficios extralegales contenidos en el Plan Voluntario de Beneficios.

Al hecho décimo, indicó que la intención de la compañía es mantener un trato en condiciones de igualdad a toda la población de pilotos y auxiliares de vuelo, esto es, que tanto el grupo de trabajadores sindicalizados como no sindicalizados, perciban los mismos beneficios extralegales.

A los hechos décimo primero y segundo, señaló que la compañía liquidó y pagó en igualdad de condiciones a los trabajadores sindicalizados de ACDAC y/o a los empleados que se benefician de la convención colectiva de esa organización, los beneficios y aumentos que se establecieron en el PVB, realizando los pagos retroactivos de los beneficios extralegales contenidos en el Plan Voluntario de Beneficios.

Por todo lo anterior solicita

1. Se abstenga de iniciar formalmente el incidente de desacato.
2. Se respete el precedente horizontal vinculante fijado en las decisiones que denegaron los incidentes de nulidad iniciados por ACDAC.
3. Se abstenga de tramitar incidentes de desacato por desconocimiento de lo ordenado por la sentencia T – 968 hasta tanto no haya concluido previamente una etapa de cumplimiento de la sentencia de la Corte Constitucional en la cual **(a)** se reciba un informe del cumplimiento del fallo por la compañía para que se pueda apreciar que la empresa ha cumplido de buena fe las órdenes sobre igualdad en los beneficios y aumentos, respeto a la afiliación al sindicato, e iniciación de la negociación colectiva, entre otras **(b)** se fije claramente el contenido y alcance de los órdenes que la empresa debe cumplir que no son claras dado que algunas peticiones del sindicato exceden lo resuelto por la Corte o están incluso ausentes del fallo.

EL PROBLEMA JURÍDICO

El problema a resolver en el presente caso consiste en determinar ¿si resulta procedente continuar con el trámite de incidente de desacato cuando la entidad accionada ha dado cabal cumplimiento a lo ordenado en fallo de tutela una vez surtido el requerimiento que establece el Decreto 2591 de 1991?

CONSIDERACIONES DEL DESPACHO

Como se indicó antes, en fallo de tutela de fecha 29 de enero de 2014, emanado del Juzgado 72 Penal Municipal con Función de Control de Garantías, se resolvió " (…) Primero. CONCEDER LA TUTELA de los derechos fundamentales de Asociación, Igualdad y Trabajo en Condiciones Dignas y Justas, invocada por el señor JAIME HERNANDEZ SIERRA en calidad de presidente de la Asociación Colombiana de Aviadores Civiles- ACDAC (…)" , emitiendo así la orden a fin de garantizar el goce efectivo de los mismos bajo los siguientes términos: "Segundo. ORDENAR a la empresa accionada AEROVIAS DEL CONTINENTE AMERICANO S.A. AVIANCA S.A. que en un plazo no mayor de las cuarenta y ocho (48) horas siguientes a la notificación del fallo, extienda exclusivamente a los pilotos ABONDANO COZZARELLI CARLOS ERNESTO, ACERO GOMEZ OLGER IGNACIO, ACOSTA ESPINOSA GERMAN BERNARD, ACOSTA RUEDA CLAUDIA, ACOSTA THIRIAT NELSON, AGREDO VALENZUELA JAIME, AKL KATTAN CARLOS ALBERTO, ALARCON BALSERO ANDRES FERNANDO, ALARCON BERNAL LUIS ANDRES, ALMANSA PALACIO VICTOR ROBERTO MANUEL, ALMONACID GARAY EDUARDO, ALONSO PRIETO NICOLAS, ALVARADO BESTENE JOSE MIGUEL, ALVARADO VICTORIA JOSE MIGUEL, ALVAREZ CORREA RODRIGUEZ JUAN PABLO, ALVAREZ GALVIS JUAN PABLO, ALVAREZ HURTADO JORGE ANTONIO, ALVAREZ ROJAS OLGA MERCEDES, ANGULO ABONDANO DANIEL ERNESTO, ARAMBURO LONDOÑO CAMILO, ARANGO VELASQUEZ SANTIAGO, ARAUJO MOLINA MOISES ALBERTO, ARBOLEDA BONNETT GONZALO ANDRES, ARBOLEDA LANGEBELK SANTIAGO, ARENAS CONSUEGRA JAVIER, ARIAS HOYOS MARIO ALBERTO, AVILA CASTAÑEDA CLIMACO ANDRES, AVILA NIETO CARLOS AQRTURO, AVILA NIETO GUILLERMO ALBERTO, AVILA SOLANO SERGIO ESTEBAN, AYALDE VALDERRAMA NICOLAS, BALLESTEROS BERMUDEZ CESAR ALEJANDRO, BAÑÑOZ VEGA EDWIN ALFREDO, BARRERA BARRIOS HELLMOUTH, BARRERA MORALES CARLOS ANDRES, BATISTTON POSADA ANTONIO, BATISTTON POSADA FRANK OSWALDO, BAZZANI TRUJILLO SEBASTIAN, BECERRA NIÑO JUAN FRANCISCO, BELTRAN ALGARA NELSON ANDRES, BELTRAN BEJARANO MANUEL IVAN, BELTRAN MANRIQUE HUGO ANDRES, BELTRAN PEÑUELA KAMIL, BERMEO BERMEO RAFAEL ANDRES, BERMEO RENGIFO JUAN DAVID, BERMUDEZ CELIN RICARDO ANTONIO, BERMUDEZ RODRIGUEZ GIOVANY ALEXIS, BERNAL AGHUIA LUIS ENRIQUE, BERNAL CAVALLAZI CAMILO ANDRE, BENRAL VARAS DANIEL Y BERNAL VARAS SANTIAGO, los mismos beneficios económicos contemplados en el PVB sin perjuicio de su permanencia en la ASOCIACION COLOMBIANA DE AVIADORES CIVILES –ACDAC y de la continuación del goce de los beneficios otorgados por la Convención Colectiva suscrita con la entidad empleadora (…)".

Cabe precisar, que dicha orden fue confirmada en segunda instancia por el Juzgado 42 Penal del Circuito de Conocimiento, mediante decisión de fecha 13 de marzo de 2014.

Entonces, en el caso presente existe un mandamiento que debe ser cumplido por la compañía AEROVIAS DEL CONTINENTE AMERICANO-AVIANCA S.A., y es a partir de esta circunstancia que corresponde al Juzgado verificar si se ha dado cumplimiento a este, según la inconformidad planteada por el accionante.

Hecha esta acotación, y en punto de la decisión que nos ocupa, resulta oportuno traer a colación el contenido del artículo 52 del Decreto 2591 de 1991, cuyo tenor literal reza:

> *"La persona que incumpliere una orden de un juez proferida con base en el presente Decreto incurrirá en desacato sancionable con arresto hasta de seis meses y multa hasta de 20 salarios mínimos mensuales salvo que en este Decreto ya se hubiere señalado una consecuencia jurídica distinta y sin perjuicio de las sanciones penales a que hubiere lugar.*
>
> *La sanción será impuesta por el mismo juez mediante trámite incidental y será consultada al superior jerárquico quien decidirá dentro de los tres días siguientes si debe revocarse la sanción."*

De la trascripción de la norma, emerge con meridiana claridad que corresponde al juez constitucional, al tramitar el incidente de desacato, constatar las órdenes dadas en el fallo y verificar, si de acuerdo con las pruebas aportadas, se cumplió total o parcialmente con lo ordenado o si aparece debidamente justificado ese incumplimiento para proceder a imponer o no imponer la sanción establecida en el citado artículo 52 del Decreto 2591 de 1991.

Debe indicarse también que tal como ha sido señalado por la H. Corte Constitucional, el cumplimiento de la orden contenida en el fallo de tutela es independiente del trámite de desacato de la misma, a pesar de que ambas tienen como objeto garantizar la efectividad de los derechos tutelados, en este caso de todas las personas a quien representa el accionante Capitán JAIME HERNANDEZ SIERRA presidente de la ASOCIACION COLOMBIANA DE AVIADORES CIVILES -ACDAC. Al respecto, la alta Corporación en auto A-122 de 2006 indicó:

> *"1.2. (...), es útil y necesario aclarar a la peticionaria que respecto de las facultades del juez de primera instancia, existen dos figuras <u>independientes</u> que es imperativo diferenciar: la garantía de cumplimiento del fallo y el desacato. Ambas, coinciden en la obligación del juez de adoptar todas las medidas que sean conducentes para obtener una garantía real y efectiva de los derechos fundamentales que fueron protegidos en la tutela pero cada una tiene una entidad diferente que es necesario precaver cabalmente".*

Lo anterior sirve para recalcar que el cumplimiento como tal es una circunstancia de carácter objetivo, es decir, para constatarlo se debe únicamente realizar una comparación entre la orden emitida por el Juez de tutela y la actuación desplegada por parte de la entidad accionada en cuya cabeza a indicado el funcionario que debe cumplirse la misma; contrario sensu, el desacato es de naturaleza subjetiva, esto es, que para que se decrete debe demostrarse que la omisión ha sido dolosa o culposa de la persona individualizada sobre la cual recae la responsabilidad del cumplimiento.

Conclusión forzosa es que las dos opciones tienen como finalidad lograr el goce efectivo de los derechos fundamentales, y para cumplir ese cometido el artículo 23

del Decreto 2591 de 1991 otorga al Juez Constitucional la potestad (y la obligación) de ordenar las actuaciones que sean necesarias con miras a la inmediata cesación del daño, así como señalar "*los demás efectos del fallo para el caso concreto*".

Simultáneamente, el artículo 27 del mismo estatuto dispone que *"el juez establecerá los demás efectos del fallo para el caso concreto y mantendrá la competencia hasta que esté completamente restablecido el derecho o eliminadas las causas de la amenaza"* y lo autoriza para iniciar un incidente de desacato en caso de incumplimiento de la orden.

De esta manera, además de velar por la observancia de la sentencia de tutela (artículos 23 y 27 del Decreto 2591 de 1991), el juez puede tramitar un incidente de desacato y persuadir al obligado para que obedezca la orden dada, cuya finalidad "no es la imposición de la sanción en sí misma, sino la sanción como una de las formas de búsqueda del cumplimiento de la sentencia" (artículos 27, 52 y 53 del Decreto 2591 de 1991). Al margen de cuál sea el trámite que adelante un juez para velar por el cumplimiento del fallo, lo cierto es que su campo de acción está limitado por la orden misma de protección dictada en la sentencia de tutela, cuya eficacia no puede desconocer pero a la que tampoco puede atribuir un alcance que no tiene.

Cumplimiento del fallo de tutela

El artículo 86 de la Constitución dispone que la acción de tutela tiene por objeto la protección inmediata de los derechos fundamentales que le han sido vulnerados o amenazados a una persona; que esa protección inmediata debe consistir en una orden para que aquél respecto de quien se solicita la tutela actúe o se abstenga de hacerlo; y que el fallo es de inmediato cumplimiento, aunque sea impugnado. En desarrollo de esta norma superior, el artículo 29 del Decreto 2591 de 1991 establece que la sentencia de tutela debe contener, entre otras cosas, la *"orden y la definición precisa de la conducta a cumplir con el fin de hacer efectiva la tutela"*.

Nuestro máximo órgano constitucional, ha sostenido que, de acuerdo con el régimen jurídico del recurso de amparo constitucional, *"es claro que las órdenes contenidas en las decisiones de tutela, dirigidas a la protección de los derechos, tienen que acatarse y cumplirse sin excepción. La autoridad o el particular que haya sido declarado responsable de la amenaza o violación, debe cumplir la orden encaminada a la protección de los derechos fundamentales en los términos que lo indique la sentencia y en el plazo allí señalado. El incumplimiento de la decisión conlleva una violación sistemática de la Carta. Por una parte, en cuanto frustra la consecución material de los fines esenciales del Estado, como son la realización efectiva de los principios, derechos y deberes consagrados en la Carta, el mantenimiento de la convivencia pacífica y la vigencia de un orden justo (Preámbulo, arts. 1° y 2°). Y por la otra, en cuanto dicha omisión contraría, además de las normas constitucionales que regulan la acción de tutela y el derecho infringido, también aquellas que reconocen en el valor de la justicia y en los derechos al debido proceso y al acceso efectivo a la administración de justicia, pilares fundamentales del modelo de Estado Social de Derecho (arts. 29, 86 y 230)"*[1].

El Decreto 2591 de 1991 en sus artículo 27 y 52, dispone que el demandante en tutela cuenta con dos mecanismos, que puede utilizar simultánea o sucesivamente ante el incumplimiento de la orden emitida en el respectivo fallo. Así, el mencionado decreto faculta al accionante ya sea para pedir el cumplimiento de la orden de tutela a través del denominado *"trámite de cumplimiento"* y/o para solicitar, por medio *del*

[1] Sentencia T-512 de 2011.

"incidente de desacato", que sea sancionada la persona que incumple dicha orden. En este orden de ideas, *"el juez puede adelantar el incidente de desacato y sancionar a los responsables y simultáneamente puede adelantar las diligencias tendentes a obtener el cumplimiento de la orden".*

La Corte Constitucional mediante Auto 045 de 2004 señaló que *"el trámite del cumplimiento no es un prerrequisito para el desacato, ni el trámite de desacato es la vía para el cumplimiento. Son dos cosas distintas el cumplimiento y el desacato. Puede ocurrir que a través del trámite de desacato se logre el cumplimiento, pero esto no significa que la tutela no cumplida sólo tiene como posibilidad el incidente de desacato".*

De acuerdo con la anterior, se puede concluir que las diferencias entre el desacato y el cumplimiento son las siguientes:

> *i) El cumplimiento es obligatorio, hace parte de la garantía constitucional; el desacato es incidental, se trata de un instrumento disciplinario de creación legal.*
> *ii) La responsabilidad exigida para el cumplimiento es objetiva, la exigida para el desacato es subjetiva.*
> *iii) La competencia y las circunstancias para el cumplimiento de la sentencia se basan en los artículos 27 y 23 del decreto 2591 de 1991. La base legal del desacato está en los artículos 52 y 27 del mencionado decreto. Es decir que en cuanto al respaldo normativo, existen puntos de conjunción y de diferencia.*
> *iv) El desacato es a petición de parte interesada; el cumplimiento es de oficio, aunque*
> *v) puede ser impulsado por el interesado o por el Ministerio Público."*

El rol del juez de instancia

Bajo este orden de ideas, la jurisprudencia constitucional ha indicado que los jueces de primera instancia, *"con el propósito de garantizar la efectividad de los derechos de los asociados y en desarrollo del principio del efecto útil de las sentencias, gozan de amplias facultades en la determinación de la forma de ejecución de los fallos de tutela y en la adopción de las medidas tendientes a su cumplimiento; deduciéndose, de tal aserto, el deber de velar por el cumplimiento efectivo de las garantías conferidas a los ciudadanos en sede de tutela, (Corte Constitucional SU-1158 de 2003)" .*

En conclusión, el juez de instancia debe verificar si efectivamente se incumplió la orden de tutela impartida y, de ser así, tiene que determinar si el mismo fue total o parcial, identificando las razones por las cuales se produjo con el fin de establecer las medidas necesarias para proteger efectivamente el derecho y si existió o no responsabilidad subjetiva de la persona obligada. Finalmente, si existe responsabilidad deberá imponer la sanción adecuada - proporcionada y razonable - a los hechos.

El caso particular

Para el caso concreto, tenemos que la entidad demandada ha reiterado que desde el mes de febrero de 2014, la compañía inició el reconocimiento y pago en igualdad de condiciones de la oferta económica contenida en el Plan Voluntario

de Beneficios para los incidentantes ABONDANO COZZARELLI CARLOS ERNESTO, ACERO GOMEZ OLGER IGNACIO, ACOSTA ESPINOSA GERMAN BERNARD, ACOSTA RUEDA CLAUDIA, ACOSTA THIRIAT NELSON, AGREDO VALENZUELA JAIME, AKL KATTAN CARLOS ALBERTO, ALARCON BALSERO ANDRES FERNANDO, ALARCON BERNAL LUIS ANDRES, ALMANSA PALACIO VICTOR ROBERTO MANUEL, ALMONACID GARAY EDUARDO, ALONSO PRIETO NICOLAS, ALVARADO BESTENE JOSE MIGUEL, ALVARADO VICTORIA JOSE MIGUEL, ALVAREZ CORREA RODRIGUEZ JUAN PABLO, ALVAREZ GALVIS JUAN PABLO, ALVAREZ HURTADO JORGE ANTONIO, ALVAREZ ROJAS OLGA MERCEDES, ANGULO ABONDANO DANIEL ERNESTO, ARAMBURO LONDOÑO CAMILO, ARANGO VELASQUEZ SANTIAGO, ARAUJO MOLINA MOISES ALBERTO, ARBOLEDA BONNETT GONZALO ANDRES, ARBOLEDA LANGEBELK SANTIAGO, ARENAS CONSUEGRA JAVIER, ARIAS HOYOS MARIO ALBERTO, AVILA CASTAÑEDA CLIMACO ANDRES, AVILA NIETO CARLOS AQRTURO, AVILA NIETO GUILLERMO ALBERTO, AVILA SOLANO SERGIO ESTEBAN, AYALDE VALDERRAMA NICOLAS, BALLESTEROS BERMUDEZ CESAR ALEJANDRO, BAÑÑOZ VEGA EDWIN ALFREDO, BARRERA BARRIOS HELLMOUTH, BARRERA MORALES CARLOS ANDRES, BATISTTON POSADA ANTONIO, BATISTTON POSADA FRANK OSWALDO, BAZZANI TRUJILLO SEBASTIAN, BECERRA NIÑO JUAN FRANCISCO, BELTRAN ALGARA NELSON ANDRES, BELTRAN BEJARANO MANUEL IVAN, BELTRAN MANRIQUE HUGO ANDRES, BELTRAN PEÑUELA KAMIL, BERMEO BERMEO RAFAEL ANDRES, BERMEO RENGIFO JUAN DAVID, BERMUDEZ CELIN RICARDO ANTONIO, BERMUDEZ RODRIGUEZ GIOVANY ALEXIS, BERNAL AGHUIA LUIS ENRIQUE, BERNAL CAVALLAZI CAMILO ANDRE, BERNAL VARAS DANIEL Y BERNAL VARAS SANTIAGO, tal y como consta en las comunicaciones de fecha 3 de febrero de 2014, remitidas a cada uno de los pilotos y copilotos, así como el respectivo comprobante de nómina, que se adjuntaron a la respuesta suministrada al despacho.

Por su parte, el incidentante hace una relación de los factores pagados de forma incorrecta por la empresa como son: Salario Global, Prima de Antigüedad, Auxilio de Transporte, Prima de Alimentación, Incentivo por no ausentismo, Viáticos de Manutención, Incentivo Eficiencia Operacional Mensual, Compensación Variable Semestral, Prima de Vacaciones, Prima de Navegación, Seguros de Vida. Y de otra parte, indicó los factores no pagados por la empresa así: Uniformes, salario en especie.

Para efectos de verificar el cumplimiento del fallo, ha de tenerse en cuenta que el Juez está limitado por la orden misma de protección, dictada en la sentencia de tutela, cuya eficacia no puede desconocer pero a la que tampoco puede atribuir un alcance que no tiene o generar una situación jurídica nueva, tal y como lo ha dicho la Corte Constitucional.

Lo anterior, significa que si bien es cierto por parte de AVIANCA S.A., se ha enunciado el cumplimento del fallo de tutela, pues se allegaron pruebas de los reconocimientos y pagos efectuados a los indidentantes, no quiere ello decir, que se de lugar al cumplimiento estricto de lo ordenado en sede de tutela.

Precisamente, sobre el particular, la Sentencia T-014 de 2009, señaló:

> *"A este respecto se resalta, en primer lugar, que no es posible que las consideraciones que se hagan para decidir el incidente conduzcan a la reapertura del tema de fondo, ya*

decidido mediante la sentencia de tutela. En este sentido debe subrayarse que en ese momento procesal el referido fallo ha hecho tránsito a cosa juzgada, por lo que la decisión en él contenida resulta inmodificable y de obligatorio acatamiento, incluso para el juez que la hubiere proferido. Es claro entonces que nada en el incidente de desacato puede implicar la reconsideración de la decisión cuyo cumplimiento se busca, ni aún con la aquiescencia del beneficiario de aquélla, ni tampoco con la del juez que la originó.

El tema se limita entonces a examinar si la orden emitida por el juez de tutela para la protección del derecho fundamental, fue o no cumplida en la forma allí señalada. La decisión que debe adoptarse dentro de este incidente deberá tener como referente el contenido de la parte resolutiva de la sentencia de tutela cuyo cumplimiento se busca."

Recientemente, en Sentencia T-652 de 2010, la Corte, respecto de las facultades del juez que tramita el incidente, señaló:

-El juez que conoce el incidente de desacato, en principio, no está facultado para modificar el contenido sustancial de la orden emitida o redefinir los alcances de la protección concedida, a menos que aquella sea de imposible cumplimiento o ineficaz en aras de proteger el derecho fundamental amparado.

Precisamente, con la finalidad de asegurar la protección efectiva del derecho, de forma excepcional, el juez puede proferir órdenes adicionales a las inicialmente adoptadas o introducirle ajustes, siempre y cuando se respete el alcance del amparo y el principio de la cosa juzgada.

-En el trámite incidental, en todo caso, se deben respetar las garantías del debido proceso y el derecho de defensa de quien se considera ha incurrido en desacato y al que le está vedado aducir hechos nuevos para sustraerse de su cumplimiento.

-La sanción de arresto y multa tiene por objetivo lograr la eficacia de las órdenes impartidas por el juez de amparo para la efectiva protección de los derechos fundamentales reclamados por el demandante, por lo cual se diferencia de las sanciones penales que pudieran ser impuestas;

-La actividad del juez que decide el desacato, definido por la parte resolutiva se circunscribe, en primer lugar, a determinar: quién debe cumplir la orden; en segundo término, el plazo otorgado para cumplirla y finalmente el alcance de la misma a objeto de establecer si el destinatario de la orden la ejecutó de forma oportuna y completa (conducta esperada).

-Imponer la sanción adecuada - proporcionada y razonable - a los hechos.

En este orden de ideas si se ha verificado un cumplimiento a la orden judicial impartida, por parte de la demandada AVIANCA S.A., adicionalmente, debe destacarse que la situación que se suscita tiene que ver, no exactamente con el cumplimiento, pues como ya quedó demostrado AVIANCA inició el reconocimiento y pago de los beneficios a que había lugar a favor de los demandantes, desde el mes de febrero de 2014, sino con la liquidación de las sumas que fueron pagadas, lo que no daría lugar a que a la entidad demandada se le endilgara una responsabilidad objetiva, lo cual no resulta procedente para la imposición de una sanción por desacato.

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Para citar algunos ejemplos tenemos

Para citar un ejemplo respecto del incidentante ABONDANO COZZARELLI CARLOS ERNESTO, se liquidaron a su favor AUXILIO TRANSPORTE PIL/COP, PRIMA EQUIPO PIL/COP, PRIMA ANTIGÜEDAD PILOTOS, PRIMA ALIMENTACIÓN PIL/COP, INCENT EFIC OPERACIONAL, AJUSTE AL PESO, SUELDO BASICO, AUXL. TRANSPORTE PIL/COP, INCENTIVO PRODUCTIVIDAD, BONO ÚNICO ESPECIAL, PRIMA EQUIPO PIL/COP, PRIMA ANTIGÜEDAD PILOTOS, PRIMA ALIMENTACION PIL/COP, eso en la primera quincena de febrero de 2014 y en la segunda quincena del mismo mes SUELDO BASICO, AUXILIO TRANSPORTE PIL/COP, INCENTIVO PRODUCTIVIDAD, PRIMA EQUIPO PIL/COP, INCENT EFIC OPERACIONAL (...),

Igualmente, respecto de cada uno de los incidentantes se reconocieron y pagaron dichos valores desde el mes de febrero de 2014, tal y como se fundamentó en los desprendibles de nómina allegados.

Así las cosas, se tiene por cierto que, AVIANCA ha allegado pruebas, de las cuales es imposible determinar una conducta negligente y violatoria de derechos fundamentales de los demandantes, por el contrario su intención tal y como ha quedado demostrado, ha sido reconocer y pagar a cada incidentante, lo que por ley le corresponde, sin que pueda este fallador determinar exactamente como así lo pretende la parte accionante disponer el pago de las sumas que liquida el accionante y que fueron especificadas en el escrito allegado al despacho.

Como quiera que el propósito del amparo dispuesto por el Juzgado 72 Penal Municipal con Función de Control de Garantías se ha cumplido por parte de la entidad accionada se dispone en consecuencia el archivo del trámite correspondiente al incidente de desacato. En mérito de lo anteriormente expuesto el **JUEZ 67 PENAL MUNICIPAL CON FUNCIÓN DE CONTROL DE GARANTÍAS** en nombre de la República de Colombia y por autoridad de la Constitución y la Ley.

RESUELVE

1.- ABSTENERSE, de continuar con el trámite del incidente de desacato en contra de la accionada AEROVIAS DEL CONTINENTE AMERICANO AVIANCA S.A. conforme lo expuesto en la parte motiva.

2.- Como consecuencia de lo anterior, archívese la actuación relacionada al trámite del incidente de desacato.

3. Contra la presente decisión no procede recurso alguno.

COMUNÍQUESE Y CÚMPLASE

PAOLO FRANCISCO NIETO AGUACIA
JUEZ

JUZGADO TREINTA Y CUATRO PENAL MUNICIPAL CON FUNCIÓN DE CONOCIMIENTO

CRA 28 A No. 18 A 67 PISO 1 BLOQUE A

TELEFAX 3752773

juzgado34pmc@hotmail.com

Avianca CCI - CAV Entrada 2015-10-14 11:16:42
BOG-0000175832 11001
Elisa murgas de moreno
CAV PISO 10

Bogotá D.C., 13 de Octubre de 2015

OFICIO 748

Doctora
ELISA MURGAS DE MORENO
Representante Legal AVIANCA SA
Av Cl 26 # 59-15
Ciudad

REF: TUTELA No. 0024-2014

ACCIONADOS AVIANCA SA
ACCIONANTE: PRESIDENTE ACDAC

Atentamente, le remito copia de la decisión emitida en la fecha, para su conocimiento y fines pertinentes. Va en dos (2) folios.

Cordialmente,

FRAY LIBARDO PARRA ROJAS
Secretario

14 OCT 2015
Gloria Esmeralda Cruz Camargo
C.C. 51 7[illegible]
Notificadora
Ruta Calle [illegible]
C.S.J. PIQUEMAO

INCIENTE TUTELA 0024-2014
ACCIONADO AEROVIAS DEL CONTINENTE AMERICANO AVIANCA SA
ACCIONANTE PRESIDENTE -ACDAC-

SECRETARIA. Bogotá D.C., 13 de octubre de 2015

Al Despacho del Señor Juez el presente incidente, acompañado de la respuesta ofrecida por la entidad accionada. Provea,

FRAY LIBARDO PARRA ROJAS
Secretario

JUZGADO TREINTA Y CUATRO PENAL MUNICIPAL
CON FUNCIÓN DE CONOCIMIENTO

Bogotá D.C., trece (13) de octubre de dos mil quince (2015)

De lo informado por la Representante Legal de AEROVIAS DEL CONTINENTE AMERICANO –AVIANCA SA-, frente al cumplimiento al fallo de tutela que fuera objeto de revisión por la Honorable Corte Constitucional, se tiene lo siguiente:

Para claridad de las partes, el objeto de amparo en este asunto abarca al grupo de capitanes al servicio de AVIANCA SA, afiliados a la organización sindical –ACDAC-, entre quienes se cuentan a: ALVARO ANDRES LOZANO SALAZAR, ENRIQUE JOSE MADERO CABRERA, HECTOR LEONARDO MADRID SOTO, MIGUEL MAHILLO DIAZ, CHRISTIAN FABIAN MALDONADO HERRERA, MARIA CRISTINA MALDONADO VELASQUEZ, GIOVANNY GUSTAVO MANRIQUE PARRA, JORGE DAVID MANTILLA BARBOSA, RICARDO MANZANERA BLEL, RICARDO MARTIN MANZANERA NEUMAN, JEAN PIERRE MARIANO MUTIS, JACOBO MARIN GOMEZ, MAURICIO MARIN MARTINEZ, MIGUEL ANDRES MARTINEZ BOHORQUEZ, JOSE HUMBERTO MARTINEZ CAMACHO, OSCAR JULIAN MARTINEZ MARTINEZ, GUILLERMO ANDRES MARTINEZ MORENO, JAIME ENRIQUE MARTINEZ QUIJANO, ANDRES MAURICIO MARULANDA ANGEL, LUIS EDUARDO MATEUS ORTEGON, entre otros, tal como se dejó determinado en el fallo de primera instancia del 4 de marzo de 2014.

Luego, en este sentido se observa por parte del Presidente de ACAV que representa al grupo de auxiliares de vuelo,

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imprecisión en cuanto difiere el grupo poblacional que comprendió el fallo de tutela, así como de los argumentos dirigidos por la Representante Legal de AVIANCA SA, frente a la carencia de competencia de este Despacho para estudiar la queja formulada a manera de incidente de desacato.

No obstante lo anterior, de los anexos aportados por AVIANCA SA, se tiene acreditado el pago del Plan Voluntario de Beneficios, por lo menos a los capitanes sindicalizados MARIA CRISTINA MALDONADO VELÁSQUEZ, GIOVANNY GUSTAVO MANRIQUE PARRA, ALVARO ANDRES LOZANO SALAZAR y JORGE DAVID MANTILLA BARBOSA (ver folios 48, 49 y 51 de la respuesta), sin que exista desestimulo alguno para que abandonen la agremiación o se les haya imposibilitado su retorno, en cuanto a su derecho de asociación.

En tales condiciones, no es posible dar inicio al incidente de desacato promovido, en tanto, no existen elementos de juicio que permitan deducir un eventual incumplimiento al fallo de tutela, en las condiciones aquí precisadas.

COMUNÍQUESE Y CÚMPLASE,

CÉSAR ARMANDO PARRA RODRÍGUEZ
Juez

Avianca CCI - CAV Entrada 2015-11-09 12:23:53 BOG-0000178142 Relaciones Laborales Avianca 11001 CAV Piso 6

REPÚBLICA DE COLOMBIA

JUZGADO TREINTA Y NUEVE PENAL MUNICIPAL CON FUNCIÓN DE CONOCIMIENTO

RADICACIÓN PROCESO: 2014 - 039
REF. NOTIFICACIÓN PERSONAL
PROCESO ACCIÓN DE TUTELA
ASUNTO INCIDENTE DE DESACATO
ACCIONANTE ROBERTO MORENO DUARTE

ACTA DE NOTIFICACIÓN PERSONAL

En la fecha se notifica personalmente a la empresa AEROVIAS DEL CONTINENTE AMERICANO –AVIANCA S.A.–, el contenido del proveído fechado veintinueve (29) de octubre del año en curso. Se entrega copia de la providencia en siete (07) folios.

AVIANCA S.A.
AVENIDA CALLE 26 No. 59 – 15

FECHA: 09 NOV 2015.

Firma : _____

C.C. _____ de _____

Cargo : _____

Nombre: _____

Quien notifica,

Firma: _____

C.C. _____ de _____

Gloria Esmeralda Cruz Camargo
C.C. 51.723.842 Bta
Notificadora
Ruta Calle 26
C.S.J. P/QUEMAO

09 NOV 2015

Nombre: _____

REPÚBLICA DE COLOMBIA

JUZGADO TREINTA Y NUEVE PENAL MUNICIPAL CON FUNCIÓN DE CONOCIMIENTO

BOGOTÁ D.C. , CINCO (5) DE NOVIEMBRE DE DOS MIL QUINCE (2015)

1. ASUNTO

Decidir si es procedente o no la apertura formal del trámite incidental por desacato al fallo de tutela proferido por la sala Octava de Revisión de la Corte Constitucional de fecha 18 de febrero de 2015 dentro de estas diligencias.

2. ANTECEDENTES

El señor Jaime Hernández Sierra quien actúa en representación de algunos pilotos afiliados al sindicato[1] que él preside, solicitó se adelantara incidente de desacato en contra de la entidad accionada por no haber cumplido con la sentencia emitida por la Corte Constitucional el 18 de febrero de 2015 y que resultó favorable a los intereses de sus representados, aduciendo que en su criterio, la empresa AVIANCA S.A., se ha negado a reconocer a los pilotos sindicalizados algunos emolumentos descritos en el Plan Voluntario de Beneficios, así como también refiere que no se han cancelado adecuadamente algunos derechos.

Mediante oficio 121 radicado en las oficinas de AVIANCA S.A., se corrió el traslado respectivo sobre el trámite previo, informando lo manifestado por el accionante, con el fin de que la empresa se pronunciara acerca de las razones que dieron lugar al incumplimiento del aludido fallo, esto atendiendo que la Corte había dispuesto primeramente la Notificación personal de la sentencia a la accionada, procedimiento que se surtió por conducta concluyente puesto que el expediente original no había llegado al Juzgado.

En ese orden de ideas la Doctora Elisa Murgas de Moreno informó que atendiendo a las diversas acciones de tutela interpuestas en contra de la empresa que representa y respecto del mismo asunto, a las que se hace extensivo el fallo de tutela emitido por la Corte Constitucional, precisa que en pretérita oportunidad otros despachos Judiciales han adelantado el mismo trámite incidental y dispusieron el archivo, al estimar cumplido el mismo. Pronunciamientos que en su sentir constituyen precedente horizontal, máxime cuando a la totalidad de los pilotos y auxiliares de vuelo se le ha dado el mismo trato en especial lo concerniente al pago de los emolumentos que

[1] Rafael Guillermo Salcedo Solano, Andrea San Pedro Espitia, Andrés Felipe Sanabria Parra, Diana Sanabria Parra, Hugo Ricardo Sánchez León, Jhon Francis Sánchez Cortés, Francisco Antonio Sánchez León, Andrés Sánchez Meza, Claudia Ximena Sánchez Moran, Juan David Sandino Bejarano, Ricardo Adolfo Sandino León, Gustavo Adolfo Sandoval Peña, Carlos Arturo Sandoval Rodriguez, Juan Felipe Sanmiguel Rodriguez, Juan Pablo Sarmiento Gálvez, Jorge Antenor Sarmiento Ramírez, Cristian Zaid Schmalbch Ávila, Juan Andrés Serrano Aristizabal, Fabián Camilo Serrato Quiroga, Ivonne Siabatto, Diego Felipe Silva Afanador. Luis Alberto Soto de la Cruz, Kenneth Stand de Castro, Gunter Strigl Reales, Juan Camilo Suarez Rodriguez y Santiago Tamayo Salazar.

hacen parte del Plan Voluntario de Beneficios. Enfatiza que aún a pesar de no existir claridad al respecto, los pagos efectuados por la empresa AVIANCA S.A. se efectuó de manera retroactiva, atendiendo los aumentos del IPC haciéndose efectivo para la segunda quincena del mes de junio de esta anualidad, y ello se cumplió para todos los trabajadores sin importar que sean o no sindicalizados.

No desconoce la representante legal de la accionada que eventualmente se hubiere podido incurrir en errores al realizar las liquidaciones de los trabajadores, pero reitera su disposición de revisar cualquier yerro cometido en el mentado procedimiento.

Respecto del pago de los beneficios económicos a las personas que ya no tienen vínculo laboral vigente nos hace saber que en su favor se emitieron las comunicaciones respectivas para que los ciudadanos comparezcan a reclamar el cheque que ha sido expedido a nombre de cada uno de ellos, situación en la cual se encuentran 20 pilotos y 54 auxiliares de vuelo.

En cuanto a la posibilidad que tienen los trabajadores de retornar a Asociación Colombiana de Aviadores Civiles –ACDAC– por haber renunciado al sindicato y hacerse beneficiarios del Plan Voluntario de Beneficios, refiere que nunca se condicionó tales pagos a la renuncia a sus derechos de asociación, empero tal situación no es impedimento para que reingresen a la organización sindical y en ese sentido ya se emitieron comunicaciones a cada uno de los pilotos.

Frente al numeral 6 de la decisión emitida por la Corte Constitucional refiere que para el día 21 de marzo de 2014 se inició la etapa de arreglo directo con la Asociación Colombiana de Aviadores Civiles, la cual culminó el 10 de abril de la misma anualidad por no existir mutuo acuerdo respecto de su prorroga y por consiguiente el conflicto se dirimirá a través de un Tribunal de Arbitramento Obligatorio tal como se verifica en la Resolución 01691 del 30 de abril de 2014, decisión que fue objeto de los recursos de reposición y apelación por parte de AVIANCA S.A., sin embargo los mismos fueron resueltos negativamente por parte del Ministerio del Trabajo.

Puntualiza que a todos los pilotos por los cuales se interpuso la tutela y se promueve el presente trámite incidental les fue reconocida la totalidad de los dineros referidos en el Plan Voluntario de Beneficios, aclarando que el pagos de los ítems denominados Salario Integral, Auxilio de Alimentación. Auxilio de Maternidad, Auxilio Educativo y Auxilio por Traslado Permanente (Viáticos de Traslado) no le son aplicables a la totalidad de los trabajadores vinculados a la presente acción constitucional tal como se verifica con los desprendibles de nómina allegados. Sin que estén en la obligación de reconocer indexaciones y perjuicios materiales y morales pues tal pretensión escapa del ámbito de protección de la sentencia emitida por la Corte Constitucional.

Para finalizar, refiere que la empresa por ella representada radicó ante la Corte Constitucional solicitud de aclaración respecto de la sentencia emitida

pues a la fecha persisten dificultades interpretativas respecto del alcance de la decisión, recurso que hasta la fecha de contestación no ha sido resuelto.

Por lo anterior solicita que el despacho se abstenga de iniciar formalmente el incidente de desacato promovido en contra de Avianca S.A.; para demostrar lo anterior allegó copia de las comunicaciones remitidas a los pilotos y copilotos mediante las cuales les informa su disposición para dar cumplimiento a la sentencia T-069 de 2015, copias de los comprobantes de nómina de los trabajadores vinculados a esta acción constitucional, actas de inicio y terminación de etapa de arreglo directo de la negociación colectiva, copias de las resoluciones 01691 y 05944 del 2014 emitidas por el Ministerio del Trabajo.

De lo anterior se corrió traslado al señor Jaime Hernández Sierra quien se desempeña como Presidente de la Asociación Colombiana de Aviadores Civiles –ACDAC–, ciudadano que allegó copia de la comunicación por ellos presentada ante AVIANCA S.A., mediante la cual pretenden poner de presente el incumplimiento del fallo de tutela teniendo en cuenta que los beneficios extralegales reconocidos en el Plan Voluntario de Beneficios para los pilotos sindicalizados no puede desconocer la convención colectiva que se encuentra vigente entre la asociación y el empleador, en ese orden de ideas los beneficios de los afiliados debe aumentar.

A más de lo anterior refiere que la igualdad que fue amparada por la Corte Constitucional no obliga a que los pilotos sindicalizados que se adhieran al Plan Voluntario de Beneficios abandonen la convención colectiva que a la fecha se encuentra vigente.

Puntualiza que a los pilotos sindicalizados no se les han reconocido los conceptos denominados Salario Global, Prima de Antigüedad, Auxilio de Transporte, Prima de Alimentación, Incentivo por No Ausentismo (Incentivo de Productividad), Viáticos de Manutención, Incentivo Eficiencia Operacional Mensual, Compensación Variable Semestral (Bono Combustible), Prima de Vacaciones, Uniformes, Prima de Navegación, Seguros de Vida, Salario Integral, Auxilio de Alimentación Salario Integral, Auxilio de Maternidad, Auxilio Educativo, Auxilio de Traslado Permanente (Viáticos de Traslado), adicionalmente el empleador debe reliquidar las prestaciones sociales, parafiscales teniendo en cuenta que tales valores deben tener incidencia salarial, y a su vez proceder el reintegro de los valores descontados por retención en la fuente tal como se efectuó con los pilotos no sindicalizados de conformidad a los cuadros adjuntos.

De lo anterior se corrió traslado a la empresa AVIANCA S.A., que a través de la Doctora Elisa Murgas de Moreno pone de presente que ya se ha pagado a los pilotos y auxiliares de vuelo, los beneficios contenidos en el Plan Voluntario de Beneficios, de forma retroactiva con la indexación del IPC, a partir de la segunda quincena del mes de junio, ello independientemente que correspondieran o no a trabajadores sindicalizados. Frente a los ciudadanos que no tienen vínculo laboral vigente, se emitieron comunicaciones para que se acercaran a reclamar el pago respectivo puesto que en su favor se realizaron las liquidaciones pertinentes.

Además refiere que los trabajadores que se hayan desvinculado de la organización sindical pueden retornar sin inconveniente a la misma, tal como se les hizo saber en los comunicados emitidos al personal, puntualiza que el numeral sexto de la sentencia emitida por la Corte Constitucional fue acatado teniendo en cuenta que se culminó la etapa de arreglo directo entre el sindicato y Avianca S.A., razón por la cual se conformó un Tribunal de Arbitramento para que resuelva la controversia planteada.

Frente a los factores que considera el presidente de la asociación sindical que no han sido pagados relaciona la forma como se liquidaron los mismos, tal como constata en los desprendibles de nómina, por consiguiente solicita que se abstenga de decretar la apertura formal del incidente de desacato más aún cuando existen algunas dudas que deben ser despejadas por la Corporación al absolver su solicitud.

3. CONSIDERACIONES

Sea lo primero advertir que la Sentencia T 069 de 2015 emitida por la Sala Octava de Revisión, con ponencia de la señora Magistrada Dra. MARTHA VICTORIA SACHICA MENDEZ el 18 de febrero de 2015 ordenó:

"PRRIMERO: REVOCAR las sentencias de primera y segunda Instancia que negaron el amparo de los derechos de los actores decisiones proferidas.... vii) el 31 de marzo de 2014 por el Juzgado Cuarenta y Tres Penal Municipal de Bogotá y el 21 de Mayo de 2014, por el Juzgado Sexto Penal de Circuito con Función de Conocimiento de Bogotá en el proceso T-4.435.249; ...

"QUINTO.- ORDENAR a la empresa Aerovías del Continente Americano -AVIANCA- que de *conformidad con los efectos inter comunis*, dentro de las cuarenta y ocho (48) horas siguientes a la notificación de la presente providencia, extienda a los trabajadores sindicalizados a la Asociación Colombiana de Aviadores Civiles -ACDAC- y/o a los empleados que se benefician de la convención colectiva de esa organización los beneficios y los aumentos que se establecieron en el Plan Voluntario de Beneficios. Así mismo, ORDENAR a la entidad demandada que garantice *con efectos inter comunis* la posibilidad de retornar a ACDAC a los trabajadores que renunciaron a dicha organización por disfrutar las prestaciones del PVB. Esa protección comprende el respeto de los beneficios que adquirieron los trabajadores al suscribir el pacto colectivo. Además implica la garantía de que ellos regirán su relación laboral por la convención colectiva, documento que incluye el clausulado original así como las prestaciones y aumentos que se extendieron a ese acuerdo y que se encuentran en el Plan Voluntario de Beneficios. Cabe resaltar que, la única orden vigente frente a los casos analizados será la dictada en la presente providencia.

SEXTO.- REVOCAR la sentencia de segunda instancia proferida por la Sala de Casación laboral de la Corte Suprema de Justicia, el 30 de abril de 2014; y en su lugar, CONFIRMAR la providencia de primer grado dada por la Sala Laboral del Tribunal Superior de Bogotá de la misma ciudad, el 12 de marzo de 2014, en el sentido de CONCEDER el amparo de los derechos a la asociación sindical y a la negociación colectiva. Así mismo, se avala la orden del juez de instancia que dispuso *"a la empresa AVIANCA,*

que en el perentorio e improrrogable término de cuarenta y ocho 48 horas, proceda a iniciar conversaciones de arreglo directo con la Asociación Colombiana de Aviadores Civiles -ACDAC-, en virtud del pliego de peticiones presentado por esa asociación, el 17 de diciembre de 2013" (Expediente T-4.392.801).

SÉPTIMO.- REVOCAR la sentencia del 29 de Julio de 2014, proferida por el Juzgado Treinta y Siete Penal del Circuito con Función de Conocimiento de Bogotá, que confirmó el fallo del 16 de junio del mismo año, emitido por el Juzgado Noveno Penal Municipal Con Función de Conocimiento de Bogotá, mediante el cual negó el amparo constitucional solicitado, y en su lugar CONCEDER la tutela de los derechos a la asociación sindical y a la igualdad del señor Guillermo Enrique Robayo Garrido (Expediente T-4.547.067).

OCTAVA.- ORDENAR a la empresa Aerovías del Continente Americano -AVIANCA- que de *conformidad con los efectos inter comunis*, dentro de las cuarenta y ocho (48) horas siguientes a la notificación de la presente providencia, extienda a los trabajadores sindicalizados a la Asociación Colombiana de Auxiliares de Vuelo-ACAV- y/o a los empleados que se benefician de la convención colectiva de esa organización los beneficios que se establecieron en el Pacto Voluntario de Beneficios. Así mismo, ORDENAR a la entidad demandada que garantice *con efecto inter comunis* la posibilidad de retornar a ACAV a los trabajadores que renunciaron a dicha organización por disfrutar las prestaciones del PVB. Esa protección comprende el respeto de los beneficios que adquirieron los trabajadores al suscribir el pacto colectivo. Además, implica la garantía de que ellos regirán su relación laboral por la convención colectiva, documento que incluye el clausulado original así como las prestaciones y aumentos que se extendieron a ese acuerdo y que se encuentran en el Plan Voluntario de Beneficios Cabe resaltar que, la única orden vigente frente a los casos analizados será la dictada en la presente providencia".

De acuerdo con las manifestaciones contenidas en el escrito presentado por el señor HERNANDEZ SIERRA, se observa que sus pretensiones están encaminadas al cumplimiento del fallo de tutela proferido por la Corte Constitucional el día 18 de febrero de 2015, pues afirma básicamente que teniendo en cuenta que los beneficios extralegales reconocidos en el Plan Voluntario de Beneficios para **los pilotos sindicalizados no puede desconocer la convención colectiva que se encuentra vigente** razón por la cual los beneficios económicos de los afiliados debe aumentar, adicionalmente el empleador debe reliquidar las prestaciones sociales y pagos parafiscales teniendo en cuenta que tales valores deben tener incidencia salarial, y a su vez proceder el reintegro de los valores descontados por retención en la fuente tal como se efectuó con los pilotos que no hacen parte de la organización.

De conformidad con el material probatorio allegado al expediente advierte este Despacho que la entidad accionada ha adelantado y materializado labores encaminadas a cumplir con las diferentes órdenes dispuestas por nuestro máximo Tribunal Constitucional en su decisión de cierre, tanto es que inclusive antes de haberse radicado ante este estrado Judicial el escrito encaminado a la búsqueda del cumplimiento de la orden judicial, ya había conocido el fallo, y dispuesto lo pertinente para la liquidación de las diferencias salariales a favor de los trabajadores activos y retirados, así como

remitió comunicados a aquellos que se habían retirado de la asociación sindical haciéndoles saber el respeto por su derecho de asociación, de igual manera, envío requerimiento a las personas que en el momento no se encuentran activas dentro de la empresa para que se acercaran a recibir el cheque producto de la liquidación hecha a favor de ellos. Para verificación aportó documentos correspondientes a las nóminas elaboradas a junio de 2015, como se verifica a folios 69 al 101 del cuaderno original 1 del Incidente. Donde se establece que todos y cada uno de los trabajadores de AVIANCA S.A. que están representados por el presidente del sindicato para promover la acción de tutela que conoció el extinto Juzgado 43 Penal Municipal se encuentran enlistados, y a cada uno se le efectuó la reliquidación correspondiente respetando los siguientes ítems, Sueldo básico, Bonificación especial (no sal /No pres), reliquidación sueldo básico, auxilio de transporte, incentivo de productividad, prima equipo pilotos, prima de antigüedad, prima alimentación, prima vacaciones, incentivo eficiencia operacional, auxilio de transporte, prima antigüedad, prima alimentación prima equipo, bono único especial, conceptos que fueron atendidos proporcionalmente para el pago de las diferencias respectivas como lo acreditan los desprendibles de nómina del mes de junio cuyos valores liquidados de acuerdo al cargo oscilan entre ocho (8) y cuarenta y cinco (45) millones de pesos valor del pago neto efectuado.

Pese a lo anterior, el señor Jaime Hernández Sierra no se encuentra con las actividades emprendidas por la compañía accionada e indica que aún no se ha dado cumplimiento del fallo de tutela emitido por la Corte Constitucional en sentencia T 069 de 2015 el pasado 18 de febrero de 2015. También refiere el quejoso que tales beneficios al tener incidencia salarial se debe proceder a la reliquidación de las prestaciones sociales y pagos parafiscales sumas que a pesar de haber sido reconocidas desde el mes de junio del año en curso no satisface las expectativas de los afiliados de la organización sindical.

Así las cosas, concreta este Despacho que del contenido de la sentencia T- 069 de 2015, no se desprende inequívocamente que la empresa esté en el deber de efectuar la indexación que se reclama por la parte actora, y tampoco de efectuar devolución de los valores destinados a retención en la fuente, exigencias frente a las cuales indiscutiblemente el interesado directamente puede promover su reclamación ante su empleador o en su defecto ante la justicia ordinaria, si estima que tales emolumentos deben serle reconocidos, pues la obligatoridad implícita en la sentencia es la de atender el principio de igualdad para todos los trabajadores, a quienes debe reconocérseles el pago de todos los emolumentos contenidos el plan de beneficios que implementó AVIANCA S.A., y como bien lo refiere la repre4snetante de la accionada ya dio cumplimiento a ello e incluso reconoce que puedan existir algunos errores, mismos que deben hacerse saber para que la empresa proceda a subsanarlos en el evento de verificar tal falencia.

Se destaca como la accionada no solo liquidó y pago los derechos a los trabajadores que hacen parte del sindicato como a aquellos que ya se encuentran fuera de la empresa a quienes llamó directamente para que

se acercaran a recibir sus pagos, sin olvidar que las personas respecto de quienes se promovió la acción de tutela que ocupa nuestra atención, en su totalidad aparecen constancias sobre la reliquidación y pago a través de sus cuentas de nómina y dentro de las consideraciones plasmadas por el accionante y que aluden a una diferencias en tales pagos, la entidad ha respondido que ante la inseguridad que se genera en ese aspecto se pidió aclaración a la Corte y ello implica que la interpretación de la sentencia estará sujeta a la respuesta que se obtenga por parte de la corporación.

No podemos desconocer tampoco que la accionada ha comunicado a los trabajadores que están en libertad de reincorporarse a la asociación sindical, y el cumplimiento de tal derecho amparado constitucionalmente depende del querer y voluntad de cada trabajador de asociarse o no, por ello se entiende satisfecha la orden que en tal sentido emitió la Corte Constitucional en favor de este grupo de trabajadores.

En este orden de ideas procede el Despacho a precisar que conforme a las previsiones de los artículos 27 y 52 del Decreto 2591 de 1991, disposiciones que constituyen el fundamento normativo del desacato, y partiendo del supuesto de que la sentencia de tutela conlleva una orden de cumplimiento inmediato, de protección de los derechos conculcados, como en este caso, que se amparó la aplicación del plan voluntario de beneficios a favor de todos los trabajadores de la empresa AVIANCA S.A., bajo la protección del derecho a la igualdad, se verifica que la accionada ya cumplió tal orden, puesto que realizó liquidación y pago, y en cuanto a la protección del derecho a la asociación sindical, igualmente se verifica que no hay oposición y convocó a los interesados a hacerse parte de dicha organización.

Por consiguiente si el desacato supone un incumplimiento a la orden imperativa, en el asunto examinado tal desconocimiento no se concreta ya que la misma se cumplió, distinto es que el actor y su grupo de representados aduzcan que no están satisfechos con tal liquidación y no puede esta servidora desplazar al Juez Laboral quien debe valerse igualmente de los auxiliares de la justicia expertos en contabilidad para determinar si las liquidaciones de cada trabajador son ajustadas a los porcentajes estipulados en el plan de beneficios

Con base en lo expuesto, debemos precisar que efectivamente se reconoció el pago de los derechos económicos estipulados en el Plan Voluntario de Beneficios a la totalidad de los trabajadores que incumbe la acción de tutela, lo cual se liquidó en forma retroactiva y con los aumentos del IPC a partir por el periodo comprendido entre el mes de abril de 2013 al 2015 (Fls. 235 al 260 del c.o. 2 incidente de desacato). Constatada tal circunstancia resulta accesoria la nueva pretensión del libelista quien no se encuentra conforme con liquidación de los sueldos y prestaciones sociales debidas a los trabajadores, al considerar que se dejaron de incluir sumas dinerarias que en su sentir deben ser tenidas en cuenta como factores salariales a favor de sus representados. Argumento que indiscutiblemente debe ser debatido probado ante el juez laboral

quien será el competente para dirimir la controversia frente al monto de la misma, pues una decisión en tal sentido escapa del ámbito de protección que se otorgó a los derechos fundamentales de los afiliados de la organización sindical representados por el accionante, misma que fue precisa en el reconocimiento del amparo, pues no es dable invadir competencias del juez natural en asuntos de índole laboral que exige debate probatorio, y en tales condiciones lo que ahora se pretende escapa del ámbito de protección otorgado en el fallo der tutela, mismo que aparece acatado, teniendo en cuenta que la empresa AVIANCA S.A., procedió a reconocer los emolumentos ofrecidos en el Plan Voluntario de Beneficios sin distingo a la totalidad de los trabajadores, sin importar que sean o no sindicalizados tal como se verifica con los desprendibles de nómina allegados al expediente (Fls. 69 al 101 del c. o. 1 incidente de desacato), más aún cuando el monto de las sumas reconocidas a los trabajadores están por encima de los porcentajes previstos en la Convención Colectiva, ello atendiendo el cuadro comparativo que efectuó la Corte en su sentencia y que dio lugar precisamente al amparo del derecho a la igualdad para los trabajadores, sin olvidar que respecto del contenido de la sentencia se encuentra pendiente absolver consulta.

Por otra parte aparece satisfecha la orden dirigida a permitir que los trabajadores que así lo deseen ingresen voluntariamente a la ASOCIACIÓN Sindical, sin que se opongan condiciones por parte de su empleador y se pierdan beneficios como los alcanzados a través de la sentencia.

De esta manera se observa que no existe una conducta negligente en el proceder de la representante legal de la accionada, que pueda ser calificada como desacato a la orden impartida por nuestro máximo Tribunal Constitucional, pues ha de ratificarse que las pruebas por ella aportadas dejan conocer que al conocer la decisión procedió a realizar todas las actividades necesarias para el cumplimiento de la orden y en el caso de los accionantes que son representados por el señor Hernández Sierra como presidente del Sindicato, no ha sido la excepción y en favor de cada uno de ellos se satisfizo el derecho a la igualdad con la liquidación y pago de los derechos establecidos dentro del plan de beneficios como también se les ha expresado que no existe obstáculo alguno para que ingresen al sindicato.

Finalmente según los trámites que han evacuado, la accionada verifica el cumplimiento de lo ordenado en el numeral sexto, respecto de las conversaciones entre la organización sindical y AVIANCA SA., en virtud al pliego de peticiones presentado.

Bajo tales precisiones advierte este Despacho que no existe mérito para iniciar formalmente el trámite incidental por desacato al fallo de tutela T 069 de 2015.

Por lo expuesto, el JUZGADO TREINTA Y NUEVE PENAL MUNICIPAL CON FUNCIÓN DE CONOCIMIENTO DE BOGOTÁ D.C., administrando justicia en nombre de la República y por autoridad de la Ley,

RESUELVE

PRIMERO: ABSTENERSE DE INICIAR FORMALMENTE EL TRAMITE INCIDENTAL POR DESACATO promovido por el accionante JAIME HERNANDEZ SIERRA en contra de la empresa AEROVIAS DEL CONTINENTE AMERICANO –AVIANCA S.A.–, de conformidad con las consideraciones plasmadas en precedencia.

SEGUNDO: Notifíquese por el medio más expedito esta decisión a las partes accionante y accionada.

NOTIFÍQUESE Y CÚMPLASE

LUZ MARINA GARZÓN SÁNCHEZ
Juez

LUZ AMANDA RODRIGUEZ CHOCONTÁ
SECRETARIA

Exhibit F

Avianca Incentive Payment Calculations

Exhibit F
Variable Compensation 2017-2018

									MIN 56% AGREEMENT TARGET 60% AGREEMENT NPS AVH 2017				2017
					FUEL								
NATIONAL ID	NAME	POSITION	FLEET	DATE OF ENTRY	SETO	SETI	Result	Table Result	RESULT	Conversion	NPS 1% (18%)	Fuel 4,5% (82%)	FL TOTAL
		COP	Copiloto B787	25/04/2013	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		CAP	Piloto A320	23/04/1991	66%	100%	83%	60%	48%	0%	0%	49.20%	49.20%
		COP	Copiloto A330	05/07/2013	26%	100%	75%	75%	48%	0%	0%	61.50%	61.50%
		CAP	Piloto B787	14/08/1990	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		CAP	Piloto B787	17/07/1993	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		CAP	Piloto A320	05/07/2007	100%	100%	100%	100%	48%	0%	0%	81.96%	81.96%
		COP	Copiloto A320	01/03/2018	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto A320	01/12/2017	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto B787	09/05/1996	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		CAP	Piloto A320	08/05/2006	84%	100%	92%	100%	48%	0%	0%	81.96%	81.96%
		CAP	Piloto A320	01/03/1995	100%	100%	100%	100%	48%	0%	0%	81.96%	81.96%
		CAP	Piloto A330	27/08/1979	18%	100%	59%	40%	48%	0%	0%	32.80%	32.80%
		COP	Copiloto A330	27/01/1995	26%	100%	75%	75%	48%	0%	0%	61.50%	61.50%
		CAP	Piloto A330	27/08/1979	27%	100%	64%	40%	48%	0%	0%	32.80%	32.80%
		COP	Copiloto A320	17/10/2014	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto A320	01/11/2006	91%	100%	95%	100%	48%	0%	0%	81.96%	81.96%
		COP	Copiloto A330	18/10/2011	26%	100%	75%	75%	48%	0%	0%	61.50%	61.50%
		CAP	Piloto A320	11/01/2008	57%	89%	73%	40%	48%	0%	0%	32.80%	32.80%
		COP	Copiloto ATR 72 600	05/05/2015	7%	100%	90%	90%	48%	0%	0%	73.80%	73.80%
		CAP	Piloto B787	27/04/1995	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		COP	Copiloto A330	25/05/2012	26%	100%	75%	75%	48%	0%	0%	61.50%	61.50%
		COP	Copiloto A320	16/12/2014	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto ATR 72 600	02/07/2010	100%	100%	100%	90%	48%	0%	0%	73.80%	73.80%
		CAP	Piloto A320	06/09/2007	93%	100%	97%	100%	48%	0%	0%	81.96%	81.96%
		COP	Copiloto A320	02/05/2017	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto A320	02/07/1991	100%	100%	100%	100%	48%	0%	0%	81.96%	81.96%
		CAP	Piloto A320	01/07/2006	87%	100%	94%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto A320	16/08/2008	86%	100%	93%	100%	48%	0%	0%	81.96%	81.96%
		CAP	Piloto A320	22/12/1998	100%	100%	100%	100%	48%	0%	0%	81.96%	81.96%
		CAP	Piloto A320	16/12/2008	100%	100%	100%	100%	48%	0%	0%	81.96%	81.96%
		CAP	Piloto A320	05/06/2009	100%	100%	100%	100%	48%	0%	0%	81.96%	81.96%
		COP	Copiloto A320	18/10/2014	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto ATR 72 600	01/09/2011	100%	100%	100%	90%	48%	0%	0%	73.80%	73.80%
		CAP	Piloto B787	01/10/1994	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		COP	Copiloto A320	17/07/2017	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto A320	01/06/2015	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto A320	18/10/2014	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto A320	25/10/2013	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto ATR 72 600	16/09/2007	12%	100%	56%	90%	48%	0%	0%	73.80%	73.80%
		CAP	Piloto A320	08/04/2006	100%	100%	100%	100%	48%	0%	0%	81.96%	81.96%
		CAP	Piloto A320	21/09/1995	85%	100%	93%	100%	48%	0%	0%	81.96%	81.96%
		CAP	Piloto A320	01/12/2005	76%	100%	88%	80%	48%	0%	0%	65.60%	65.60%
		COP	Copiloto A320	11/10/2013	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto A320	25/02/1998	100%	100%	100%	100%	48%	0%	0%	81.96%	81.96%
		CAP	Piloto A320	13/12/2005	90%	100%	95%	100%	48%	0%	0%	81.96%	81.96%
		COP	Copiloto A320	09/04/2015	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto B787	01/06/2013	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%

Variable Compensation 2017-2018

									MIN 56% AGREEMENT TARGET 60% AGREEMENT				
					FUEL				NPS AVH 2017				2017
NATIONAL ID	NAME	POSITION	FLEET	DATE OF ENTRY	SETO	SETI	Result	Table Result	RESULT	Conversion	NPS 1% (18%)	Fuel 4,5% (82%)	FL TOTAL
		CAP	Piloto A320	14/01/1994	87%	100%	93%	100%	48%	0%	0%	81.96%	81.96%
		COP	Copiloto A320	24/12/2015	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto B787	11/08/1990	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		COP	Copiloto ATR 72 600	16/08/2013	7%	100%	90%	90%	48%	0%	0%	73.80%	73.80%
		CAP	Piloto A320	16/12/2008	92%	100%	96%	100%	48%	0%	0%	81.96%	81.96%
		CAP	Piloto A320	24/06/2009	100%	100%	100%	100%	48%	0%	0%	81.96%	81.96%
		CAP	Piloto ATR 72 600	01/12/2011	100%	100%	100%	90%	48%	0%	0%	73.80%	73.80%
		CAP	Piloto A320	22/04/1998	100%	100%	100%	100%	48%	0%	0%	81.96%	81.96%
		CAP	Piloto B787	30/10/1995	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		CAP	Piloto A330	02/01/1979	11%	100%	56%	40%	48%	0%	0%	32.80%	32.80%
		COP	Piloto A320	01/11/2006	92.76%	100%	100%	100%	48%	0%	0%	81.96%	81.96%
		COP	Copiloto A320	09/04/2015	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto A320	06/02/1997	77%	100%	89%	80%	48%	0%	0%	65.60%	65.60%
		COP	Copiloto A320	01/02/2018	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto A320	09/02/2015	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto A320	02/10/2017	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto A320	01/09/2017	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto A320	21/04/2015	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto A320	02/01/2018	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto B787	01/06/2013	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		COP	Copiloto A320	09/02/2015	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto A320	10/04/2006	100%	100%	100%	100%	48%	0%	0%	81.96%	81.96%
		COP	Copiloto A330	04/05/2012	26%	100%	75%	75%	48%	0%	0%	61.50%	61.50%
		COP	Copiloto A320	23/11/2014	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto A320	01/08/2017	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto B787	21/09/1994	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		COP	Copiloto A320	26/09/2014	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto A320	09/04/2015	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto A320	16/06/1998	94%	100%	97%	100%	48%	0%	0%	81.96%	81.96%
		CAP	Piloto A330	11/12/1978	68%	100%	84%	60%	48%	0%	0%	49.20%	49.20%
		COP	Copiloto A320	06/02/2015	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto A320	09/05/2007	79%	100%	89%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto ATR 72 600	02/09/2013	7%	100%	90%	90%	48%	0%	0%	73.80%	73.80%
		COP	Copiloto A320	23/11/2014	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto B787	07/09/2012	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		COP	Copiloto B787	01/12/2011	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		COP	Copiloto A320	18/09/2017	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto A320	01/06/2017	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto A320	01/09/1990	94%	100%	97%	100%	48%	0%	0%	81.96%	81.96%
		CAP	Piloto A320	03/01/2011	100%	100%	100%	100%	48%	0%	0%	81.96%	81.96%
		CAP	Piloto A320	19/11/2005	94%	100%	97%	100%	48%	0%	0%	81.96%	81.96%
		COP	Copiloto A320	02/12/2013	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto A320	01/12/2005	100%	100%	100%	100%	48%	0%	0%	81.96%	81.96%
		COP	Copiloto A320	01/06/2015	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto A320	02/10/2017	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto B787	07/09/2012	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		COP	Copiloto B787	16/11/2011	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		CAP	Piloto A320	25/07/2008	76%	100%	88%	80%	48%	0%	0%	65.60%	65.60%

Variable Compensation 2017-2018

									MIN 56% AGREEMENT TARGET 60% AGREEMENT NPS AVH 2017				2017
					FUEL								
NATIONAL ID	NAME	POSITION	FLEET	DATE OF ENTRY	SETO	SETI	Result	Table Result	RESULT	Conversion	NPS 1% (18%)	Fuel 4,5% (82%)	FL TOTAL
		CAP	Piloto A320	13/08/1998	88%	99%	94%	100%	48%	0%	0%	81.96%	81.96%
		COP	Copiloto A320	01/09/2017	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto B787	08/08/1988	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		CAP	Piloto B787	19/05/1994	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		COP	Copiloto A320	02/05/2017	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto B787	16/03/2012	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		CAP	Piloto A330	07/05/1984	100%	100%	100%	100%	48%	0%	0%	81.96%	81.96%
		COP	Copiloto A320	02/12/2013	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto A320	02/05/2011	100%	100%	100%	100%	48%	0%	0%	81.96%	81.96%
		COP	Copiloto A320	01/03/2018	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto A320	06/07/2009	100%	100%	100%	100%	48%	0%	0%	81.96%	81.96%
		COP	Copiloto A320	01/07/2015	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto A320	01/06/2015	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto A320	16/08/2008	86%	100%	93%	100%	48%	0%	0%	81.96%	81.96%
		CAP	Piloto A320	21/12/2005	69%	100%	85%	80%	48%	0%	0%	65.60%	65.60%
		CAP	Piloto A320	02/01/2009	100%	100%	100%	100%	48%	0%	0%	81.96%	81.96%
		COP	Copiloto A320	09/04/2015	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto A330	25/05/2012	26%	100%	75%	75%	48%	0%	0%	61.50%	61.50%
		COP	Copiloto A320	21/04/2015	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto B787	01/02/2012	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		CAP	Piloto A320	16/06/2009	100%	100%	100%	100%	48%	0%	0%	81.96%	81.96%
		COP	Copiloto A320	01/08/2017	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto B787	01/12/2011	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		COP	Copiloto A320	28/11/2014	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto A320	21/06/2007	82%	100%	91%	100%	48%	0%	0%	81.96%	81.96%
		CAP	Piloto A320	21/11/2005	100%	100%	100%	100%	48%	0%	0%	81.96%	81.96%
		COP	Copiloto B787	05/10/2012	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		CAP	Piloto B787	17/07/1993	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		COP	Copiloto A320	19/08/2014	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto A330	11/05/2012	26%	100%	75%	75%	48%	0%	0%	61.50%	61.50%
		COP	Copiloto A330	21/08/1996	26%	100%	75%	75%	48%	0%	0%	61.50%	61.50%
		CAP	Piloto A320	01/04/2007	100%	100%	100%	100%	48%	0%	0%	81.96%	81.96%
		COP	Copiloto A320	06/02/2015	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto B787	03/09/1990	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		CAP	Piloto A320	16/05/2007	100%	100%	100%	100%	48%	0%	0%	81.96%	81.96%
		CAP	Piloto A320	10/06/1998	67%	100%	83%	60%	48%	0%	0%	49.20%	49.20%
		COP	Copiloto A330	16/08/2011	26%	100%	75%	75%	48%	0%	0%	61.50%	61.50%
		COP	Copiloto A320	01/08/2017	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto A320	20/01/2010	100%	100%	100%	100%	48%	0%	0%	81.96%	81.96%
		COP	Copiloto A320	02/10/2017	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto A320	13/09/1995	100%	100%	100%	100%	48%	0%	0%	81.96%	81.96%
		CAP	Piloto A320	22/11/2006	86%	100%	93%	100%	48%	0%	0%	81.96%	81.96%
		CAP	Piloto A320	01/06/1999	86%	100%	93%	100%	48%	0%	0%	81.96%	81.96%
		COP	Copiloto A320	18/10/2014	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto A320	16/11/2007	97%	100%	98%	100%	48%	0%	0%	81.96%	81.96%
		CAP	Piloto A320	01/11/2006	100%	100%	100%	100%	48%	0%	0%	81.96%	81.96%
		CAP	Piloto ATR 72 600	02/05/2011	93%	100%	97%	90%	48%	0%	0%	73.80%	73.80%
		COP	Copiloto B787	09/08/2013	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%

Variable Compensation 2017-2018

									MIN 56% AGREEMENT TARGET 60% AGREEMENT				
					FUEL				NPS AVH 2017				2017
NATIONAL ID	NAME	POSITION	FLEET	DATE OF ENTRY	SETO	SETI	Result	Table Result	RESULT	Conversion	NPS 1% (18%)	Fuel 4,5% (82%)	FL TOTAL
		COP	Copiloto B787	16/12/2011	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		COP	Copiloto B787	09/08/2013	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		COP	Copiloto A320	18/09/2017	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto ATR 72 600	16/08/2013	7%	100%	90%	90%	48%	0%	0%	73.80%	73.80%
		CAP	Piloto A320	01/12/1990	86%	100%	93%	100%	48%	0%	0%	81.96%	81.96%
		COP	Copiloto A330	01/06/2010	26%	100%	75%	75%	48%	0%	0%	61.50%	61.50%
		COP	Copiloto A330	01/05/2012	26%	100%	75%	75%	48%	0%	0%	61.50%	61.50%
		COP	Copiloto B787	25/04/2013	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		COP	Copiloto A320	03/04/2017	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto B787	05/07/2013	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		CAP	Piloto A330	18/08/1980	0%	50%	25%	40%	48%	0%	0%	32.80%	32.80%
		COP	Copiloto ATR 72 600	20/06/2014	7%	100%	90%	90%	48%	0%	0%	73.80%	73.80%
		CAP	Piloto A320	01/06/2010	92%	100%	96%	100%	48%	0%	0%	81.96%	81.96%
		CAP	Piloto A320	08/07/2009	91%	100%	95%	100%	48%	0%	0%	81.96%	81.96%
		CAP	Piloto A320	06/02/2007	100%	100%	100%	100%	48%	0%	0%	81.96%	81.96%
		COP	Copiloto ATR 72 600	19/09/2014	7%	100%	90%	90%	48%	0%	0%	73.80%	73.80%
		COP	Copiloto A320	02/12/2013	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto A330	21/01/1985	77%	100%	88%	80%	48%	0%	0%	65.60%	65.60%
		CAP	Piloto A320	01/09/1989	87%	100%	94%	100%	48%	0%	0%	81.96%	81.96%
		COP	Copiloto B787	25/10/2013	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		CAP	Piloto B787	18/01/1991	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		CAP	Piloto A330	10/08/1987	89%	99%	94%	100%	48%	0%	0%	81.96%	81.96%
		COP	Copiloto A330	19/07/2013	26%	100%	75%	75%	48%	0%	0%	61.50%	61.50%
		COP	Copiloto B787	01/12/2011	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		COP	Copiloto A320	01/03/2018	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto A320	21/04/1998	96%	100%	98%	100%	48%	0%	0%	81.96%	81.96%
		CAP	Piloto A320	23/02/2006	100%	100%	100%	100%	48%	0%	0%	81.96%	81.96%
		CAP	Piloto A320	09/11/1995	84%	100%	92%	100%	48%	0%	0%	81.96%	81.96%
		CAP	Piloto A320	22/12/1998	100%	100%	100%	100%	48%	0%	0%	81.96%	81.96%
		CAP	Piloto A320	16/11/2006	78%	100%	89%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto A320	18/09/2017	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto A320	23/12/2006	83%	100%	92%	100%	48%	0%	0%	81.96%	81.96%
		COP	Copiloto B787	25/04/2013	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		COP	Copiloto A320	01/11/2013	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto A320	06/02/2006	100%	100%	100%	100%	48%	0%	0%	81.96%	81.96%
		CAP	Piloto A320	24/07/1998	96%	100%	98%	100%	48%	0%	0%	81.96%	81.96%
		COP	Copiloto Fokker 100	17/02/1997	#N/A	#N/A	64%	40%	48%	0%	0%	32.80%	32.80%
		CAP	Piloto B787	16/02/1996	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		COP	Copiloto A320	23/01/2015	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto A320	08/05/2007	97%	100%	98%	100%	48%	0%	0%	81.96%	81.96%
		CAP	Piloto A320	01/02/2007	93%	100%	96%	100%	48%	0%	0%	81.96%	81.96%
		CAP	Piloto A320	10/06/1998	86%	100%	93%	100%	48%	0%	0%	81.96%	81.96%
		COP	Copiloto A320	28/04/2004	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto A320	01/09/2017	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto A320	25/07/2014	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto A320	08/05/2006	88%	100%	94%	100%	48%	0%	0%	81.96%	81.96%
		COP	Copiloto A330	08/06/2012	26%	100%	75%	75%	48%	0%	0%	61.50%	61.50%
		CAP	Piloto B787	23/07/1990	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%

Variable Compensation 2017-2018

									MIN 56% AGREEMENT TARGET 60% AGREEMENT NPS AVH 2017				2017
					FUEL								
NATIONAL ID	NAME	POSITION	FLEET	DATE OF ENTRY	SETO	SETI	Result	Table Result	RESULT	Conversion	NPS 1% (18%)	Fuel 4,5% (82%)	FL TOTAL
		COP	Copiloto A320	01/11/2013	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto A320	02/12/2013	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto ATR 72 600	02/08/2010	85%	100%	93%	90%	48%	0%	0%	73.80%	73.80%
		COP	Copiloto A320	03/04/2017	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto A330	07/07/1980	41%	100%	70%	40%	48%	0%	0%	32.80%	32.80%
		CAP	Piloto A320	16/01/2010	92%	100%	96%	100%	48%	0%	0%	81.96%	81.96%
		COP	Copiloto A320	11/08/2014	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto A320	26/06/1997	94%	100%	97%	100%	48%	0%	0%	81.96%	81.96%
		COP	Copiloto B787	16/03/2012	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		CAP	Piloto A320	16/02/2006	96%	100%	98%	100%	48%	0%	0%	81.96%	81.96%
		COP	Copiloto A320	21/11/2014	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto B787	06/02/1997	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		COP	Copiloto A320	15/01/2008	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto A320	21/12/2005	87%	100%	93%	100%	48%	0%	0%	81.96%	81.96%
		COP	Copiloto A320	22/09/2014	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto A320	10/12/2007	94%	100%	97%	100%	48%	0%	0%	81.96%	81.96%
		CAP	Piloto A320	06/02/2006	100%	100%	100%	100%	48%	0%	0%	81.96%	81.96%
		COP	Copiloto A320	09/04/2015	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto A320	16/12/2014	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto A320	01/06/2017	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto A320	01/04/2007	100%	100%	100%	100%	48%	0%	0%	81.96%	81.96%
		CAP	Piloto B787	09/07/1990	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		COP	Copiloto A320	01/06/2015	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto B787	27/06/1991	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		CAP	Piloto B787	10/11/1989	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		CAP	Piloto B787	01/10/1994	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		COP	Copiloto A320	01/06/2017	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto ATR 72 600	22/10/2013	7%	100%	90%	90%	48%	0%	0%	73.80%	73.80%
		COP	Copiloto A320	05/09/2014	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto A320	14/11/2014	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto A320	06/02/2015	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto A320	01/12/2005	90%	100%	95%	100%	48%	0%	0%	81.96%	81.96%
		COP	Copiloto A320	11/07/2014	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto B787	02/09/1994	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		COP	Copiloto A320	03/04/2017	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto A320	06/07/2007	90%	100%	95%	100%	48%	0%	0%	81.96%	81.96%
		COP	Copiloto A320	21/04/2015	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto ATR 72 600	19/09/2014	7%	100%	90%	90%	48%	0%	0%	73.80%	73.80%
		CAP	Piloto A320	10/03/1998	64%	100%	82%	60%	48%	0%	0%	49.20%	49.20%
		CAP	Piloto A320	03/07/2007	100%	100%	100%	100%	48%	0%	0%	81.96%	81.96%
		COP	Copiloto B787	01/12/2011	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		CAP	Piloto A320	03/04/2009	88%	100%	94%	100%	48%	0%	0%	81.96%	81.96%
		COP	Copiloto ATR 72 600	03/10/2014	7%	100%	90%	90%	48%	0%	0%	73.80%	73.80%
		CAP	Piloto B787	07/07/1989	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		CAP	Piloto B787	12/12/1995	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		CAP	Piloto A320	16/12/2008	94%	100%	97%	100%	48%	0%	0%	81.96%	81.96%
		CAP	Piloto A320	10/01/1994	87%	100%	93%	100%	48%	0%	0%	81.96%	81.96%
		COP	Copiloto A320	02/12/2013	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%

Variable Compensation 2017-2018

									MIN 56% AGREEMENT TARGET 60% AGREEMENT				
					FUEL				NPS AVH 2017				2017
NATIONAL ID	NAME	POSITION	FLEET	DATE OF ENTRY	SETO	SETI	Result	Table Result	RESULT	Conversion	NPS 1% (18%)	Fuel 4,5% (82%)	FL TOTAL
		CAP	Piloto A330	07/05/1984	55%	4%	29%	40%	48%	0%	0%	32.80%	32.80%
		CAP	Piloto A320	04/10/2007	100%	100%	100%	100%	48%	0%	0%	81.96%	81.96%
		CAP	Piloto A320	17/10/2008	94%	100%	97%	100%	48%	0%	0%	81.96%	81.96%
		CAP	Piloto B787	27/06/1991	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		COP	Copiloto A320	01/03/2018	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto A320	24/04/1998	98%	100%	99%	100%	48%	0%	0%	81.96%	81.96%
		COP	Copiloto A320	06/06/2014	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto A320	05/01/2009	100%	100%	100%	100%	48%	0%	0%	81.96%	81.96%
		CAP	Piloto A330	29/01/1979	5%	100%	52%	40%	48%	0%	0%	32.80%	32.80%
		COP	Copiloto A320	06/06/2014	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto A320	01/11/2013	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto A320	03/04/2017	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto B787	01/03/1991	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		COP	Copiloto A320	17/04/2015	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto A320	01/06/2015	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto ATR 72 600	01/12/2011	90%	100%	95%	90%	48%	0%	0%	73.80%	73.80%
		COP	Copiloto A330	25/05/2012	26%	100%	75%	75%	48%	0%	0%	61.50%	61.50%
		CAP	Piloto A330	11/12/1978	27%	100%	64%	40%	48%	0%	0%	32.80%	32.80%
		CAP	Piloto A320	16/02/2010	100%	100%	100%	100%	48%	0%	0%	81.96%	81.96%
		CAP	Piloto A320	03/10/1985	100%	100%	100%	100%	48%	0%	0%	81.96%	81.96%
		COP	Copiloto B787	05/07/2013	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		COP	Copiloto A330	19/09/1979	26%	100%	75%	75%	48%	0%	0%	61.50%	61.50%
		COP	Copiloto A320	05/09/2014	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto A320	01/07/1990	92%	100%	96%	100%	48%	0%	0%	81.96%	81.96%
		COP	Copiloto ATR 72 600	18/07/2013	7%	100%	90%	90%	48%	0%	0%	73.80%	73.80%
		CAP	Piloto ATR 72 600	03/05/2010	99%	100%	99%	90%	48%	0%	0%	73.80%	73.80%
		COP	Copiloto A330	04/10/2013	26%	100%	75%	75%	48%	0%	0%	61.50%	61.50%
		CAP	Piloto A320	21/05/2001	100%	100%	100%	100%	48%	0%	0%	81.96%	81.96%
		CAP	Piloto A320	01/12/1986	94%	100%	97%	100%	48%	0%	0%	81.96%	81.96%
		COP	Copiloto A320	02/10/2017	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto A320	01/07/2006	93%	100%	97%	100%	48%	0%	0%	81.96%	81.96%
		COP	Copiloto A320	01/09/2017	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto A320	16/12/2014	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto B787	01/06/2013	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		COP	Copiloto B787	23/03/2012	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		CAP	Piloto A320	16/05/2007	100%	100%	100%	100%	48%	0%	0%	81.96%	81.96%
		CAP	Piloto A320	16/12/2008	100%	100%	100%	100%	48%	0%	0%	81.96%	81.96%
		CAP	Piloto A320	01/12/1987	100%	100%	100%	100%	48%	0%	0%	81.96%	81.96%
		CAP	Piloto A320	01/08/2008	91%	100%	96%	100%	48%	0%	0%	81.96%	81.96%
		COP	Copiloto A320	14/11/2014	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto A320	24/12/2015	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto B787	27/08/1990	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		CAP	Piloto A320	21/11/2005	90%	100%	95%	100%	48%	0%	0%	81.96%	81.96%
		CAP	Piloto A320	16/02/2006	100%	100%	100%	100%	48%	0%	0%	81.96%	81.96%
		CAP	Piloto A320	25/07/2008	99%	100%	99%	100%	48%	0%	0%	81.96%	81.96%
		CAP	Piloto A320	25/01/1999	100%	100%	100%	100%	48%	0%	0%	81.96%	81.96%
		COP	Copiloto A320	19/08/2014	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto A320	02/01/2007	100%	100%	100%	100%	48%	0%	0%	81.96%	81.96%

Variable Compensation 2017-2018

									MIN 56% AGREEMENT TARGET 60% AGREEMENT				
					FUEL				NPS AVH 2017				2017
NATIONAL ID	NAME	POSITION	FLEET	DATE OF ENTRY	SETO	SETI	Result	Table Result	RESULT	Conversion	NPS 1% (18%)	Fuel 4,5% (82%)	FL TOTAL
		CAP	Piloto A320	10/06/1998	100%	100%	100%	100%	48%	0%	0%	81.96%	81.96%
		CAP	Piloto A320	02/05/2007	100%	100%	100%	100%	48%	0%	0%	81.96%	81.96%
		CAP	Piloto A330	01/07/1987	91%	100%	95%	100%	48%	0%	0%	81.96%	81.96%
		COP	Copiloto ATR 72 600	01/09/2005	7%	100%	90%	90%	48%	0%	0%	73.80%	73.80%
		COP	Copiloto A320	19/09/2014	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto A320	16/09/2008	90%	100%	95%	100%	48%	0%	0%	81.96%	81.96%
		COP	Copiloto A320	22/09/2015	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto B787	16/01/2012	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		COP	Copiloto B787	16/12/2011	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		COP	Copiloto A320	01/06/2017	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto A330	10/08/1987	0%	100%	50%	40%	48%	0%	0%	32.80%	32.80%
		COP	Copiloto A320	10/10/2014	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto A320	22/01/2010	74%	100%	87%	80%	48%	0%	0%	65.60%	65.60%
		COP	Copiloto A320	14/11/2014	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto ATR 72 600	16/11/2013	7%	100%	90%	90%	48%	0%	0%	73.80%	73.80%
		COP	Copiloto B787	02/04/2012	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		CAP	Piloto A320	05/01/1999	89%	100%	95%	100%	48%	0%	0%	81.96%	81.96%
		COP	Copiloto A320	01/06/2017	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto A320	02/10/2017	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto A320	25/07/2014	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto A320	06/12/1990	94%	100%	97%	100%	48%	0%	0%	81.96%	81.96%
		CAP	Piloto B787	08/08/1988	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		COP	Copiloto A330	25/05/2012	26%	100%	75%	75%	48%	0%	0%	61.50%	61.50%
		COP	Copiloto A330	08/06/2012	26%	100%	75%	75%	48%	0%	0%	61.50%	61.50%
		CAP	Piloto A320	22/11/2006	98%	100%	99%	100%	48%	0%	0%	81.96%	81.96%
		CAP	Piloto A320	18/06/1997	78%	100%	89%	80%	48%	0%	0%	65.60%	65.60%
		CAP	Piloto A320	02/03/2006	78%	100%	89%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto A320	11/08/2014	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto A320	10/10/2014	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto MD 83	21/02/1995	#N/A	#N/A	40%	40%	48%	0%	0%	32.80%	32.80%
		COP	Copiloto A320	14/07/2014	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto A320	01/09/2017	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto B787	16/01/2012	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		CAP	Piloto B787	06/02/1997	98%	100%	99%	99%	48%	0%	0%	81.07%	81.07%
		COP	Copiloto B787	01/12/2011	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		CAP	Piloto A320	17/02/1990	99%	100%	99%	100%	48%	0%	0%	81.96%	81.96%
		COP	Copiloto A320	03/04/2017	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto A320	05/12/2008	100%	100%	100%	100%	48%	0%	0%	81.96%	81.96%
		CAP	Piloto A330	27/08/1979	0%	100%	50%	40%	48%	0%	0%	32.80%	32.80%
		CAP	Piloto A320	16/04/2007	96%	100%	98%	100%	48%	0%	0%	81.96%	81.96%
		CAP	Piloto A320	21/06/1995	83%	100%	92%	100%	48%	0%	0%	81.96%	81.96%
		COP	Copiloto A320	16/11/2017	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto A320	23/11/2007	99%	100%	100%	100%	48%	0%	0%	81.96%	81.96%
		COP	Copiloto A320	03/04/2017	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto A320	01/09/2017	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto A320	01/11/2006	100%	100%	100%	100%	48%	0%	0%	81.96%	81.96%
		COP	Copiloto A320	01/11/2013	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto A320	19/01/1999	92%	100%	96%	100%	48%	0%	0%	81.96%	81.96%

Variable Compensation 2017-2018

									MIN 56% AGREEMENT TARGET 60% AGREEMENT				
					FUEL				NPS AVH 2017				2017
NATIONAL ID	NAME	POSITION	FLEET	DATE OF ENTRY	SETO	SETI	Result	Table Result	RESULT	Conversion	NPS 1% (18%)	Fuel 4,5% (82%)	FL TOTAL
		COP	Copiloto B787	16/01/2012	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		COP	Copiloto A320	21/07/2014	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto A320	06/06/2014	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto A320	21/04/2015	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto A330	01/07/2012	26%	100%	75%	75%	48%	0%	0%	61.50%	61.50%
		CAP	Piloto A320	26/10/2007	87%	100%	93%	100%	48%	0%	0%	81.96%	81.96%
		COP	Copiloto A330	07/09/2012	26%	100%	75%	75%	48%	0%	0%	61.50%	61.50%
		COP	Copiloto A320	25/07/2014	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto A320	25/07/2014	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto A320	16/02/1998	97%	100%	99%	100%	48%	0%	0%	81.96%	81.96%
		COP	Copiloto A320	16/06/2015	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto A330	01/06/2012	26%	100%	75%	75%	48%	0%	0%	61.50%	61.50%
		CAP	Piloto B787	19/05/1994	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		COP	Copiloto A320	19/09/2014	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto B787	23/03/2012	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		COP	Copiloto A320	17/04/2015	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto B787	25/04/2013	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		CAP	Piloto B787	21/09/1994	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		COP	Copiloto A320	21/11/2014	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto A320	20/08/2008	84%	100%	92%	100%	48%	0%	0%	81.96%	81.96%
		CAP	Piloto B787	06/02/1997	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		COP	Copiloto A320	04/06/2015	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto A320	16/02/2009	86%	100%	93%	100%	48%	0%	0%	81.96%	81.96%
		CAP	Piloto A320	05/12/2008	86%	100%	93%	100%	48%	0%	0%	81.96%	81.96%
		COP	Copiloto A320	06/06/2014	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto A320	01/09/2017	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto B787	15/05/1989	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		CAP	Piloto A320	18/10/2006	100%	100%	100%	100%	48%	0%	0%	81.96%	81.96%
		CAP	Piloto A320	08/02/2006	90%	100%	95%	100%	48%	0%	0%	81.96%	81.96%
		COP	Copiloto A320	17/04/2015	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto ATR 72 600	03/01/2011	74%	100%	87%	90%	48%	0%	0%	73.80%	73.80%
		COP	Copiloto A320	17/04/2015	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto A320	01/03/2018	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto A320	02/01/2006	78%	100%	89%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto A320	01/12/2017	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto A320	07/07/2008	100%	100%	100%	100%	48%	0%	0%	81.96%	81.96%
		COP	Copiloto ATR 72 600	04/10/2013	7%	100%	90%	90%	48%	0%	0%	73.80%	73.80%
		CAP	Piloto A320	01/09/1989	97%	100%	99%	100%	48%	0%	0%	81.96%	81.96%
		CAP	Piloto B787	12/07/1990	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		COP	Copiloto A320	23/11/2014	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto B787	25/04/2013	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		CAP	Piloto B787	21/07/1993	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		COP	Copiloto B787	05/10/2012	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		COP	Copiloto B787	04/10/2013	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		COP	Copiloto A320	02/10/2017	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto A320	18/01/2015	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto ATR 72 600	01/12/2011	0%	100%	50%	90%	48%	0%	0%	73.80%	73.80%
		COP	Copiloto A330	19/07/2013	26%	100%	75%	75%	48%	0%	0%	61.50%	61.50%

Variable Compensation 2017-2018

									MIN 56% AGREEMENT TARGET 60% AGREEMENT				
					FUEL				NPS AVH 2017				2017
NATIONAL ID	NAME	POSITION	FLEET	DATE OF ENTRY	SETO	SETI	Result	Table Result	RESULT	Conversion	NPS 1% (18%)	Fuel 4,5% (82%)	FL TOTAL
		COP	Copiloto A320	17/04/2017	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto A320	16/02/1998	89%	100%	95%	100%	48%	0%	0%	81.96%	81.96%
		CAP	Piloto B787	22/03/1989	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		CAP	Piloto A320	21/03/2009	100%	100%	100%	100%	48%	0%	0%	81.96%	81.96%
		CAP	Piloto B787	06/02/1997	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		CAP	Piloto ATR 72 600	01/11/2006	4%	59%	32%	90%	48%	0%	0%	73.80%	73.80%
		COP	Copiloto A320	02/12/2013	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto B787	28/04/1989	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		CAP	Piloto A330	19/02/1986	100%	100%	100%	100%	48%	0%	0%	81.96%	81.96%
		CAP	Piloto A330	27/08/1979	64%	100%	82%	60%	48%	0%	0%	49.20%	49.20%
		COP	Copiloto B787	05/07/2013	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		COP	Copiloto A320	02/05/2017	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto B787	22/02/1989	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		CAP	Piloto A320	08/04/2006	100%	100%	100%	100%	48%	0%	0%	81.96%	81.96%
		COP	Copiloto B787	23/03/2012	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		COP	Copiloto A320	02/05/2017	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto ATR 72 600	04/07/2014	7%	100%	90%	90%	48%	0%	0%	73.80%	73.80%
		CAP	Piloto ATR 72 600	05/02/2009	100%	100%	100%	90%	48%	0%	0%	73.80%	73.80%
		CAP	Piloto A320	18/06/1997	100%	100%	100%	100%	48%	0%	0%	81.96%	81.96%
		CAP	Piloto A320	21/03/2009	100%	100%	100%	100%	48%	0%	0%	81.96%	81.96%
		COP	Copiloto A320	23/01/2015	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto A320	01/03/2018	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto B787	05/07/2013	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		CAP	Piloto A320	01/09/2007	95%	100%	98%	100%	48%	0%	0%	81.96%	81.96%
		COP	Copiloto A320	01/09/2006	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto A320	18/04/2011	91%	100%	96%	100%	48%	0%	0%	81.96%	81.96%
		CAP	Piloto A320	10/05/1991	100%	100%	100%	100%	48%	0%	0%	81.96%	81.96%
		CAP	Piloto A330	07/05/1984	23%	100%	62%	40%	48%	0%	0%	32.80%	32.80%
		COP	Copiloto B787	05/10/2012	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		CAP	Piloto B787	17/12/1996	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		COP	Copiloto B787	05/10/2012	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		COP	Copiloto A330	16/12/1992	26%	100%	75%	75%	48%	0%	0%	61.50%	61.50%
		CAP	Piloto A320	16/01/2010	100%	100%	100%	100%	48%	0%	0%	81.96%	81.96%
		CAP	Piloto A320	17/10/2006	98%	100%	99%	100%	48%	0%	0%	81.96%	81.96%
		CAP	Piloto A320	20/09/1995	100%	100%	100%	100%	48%	0%	0%	81.96%	81.96%
		COP	Copiloto A320	25/07/2014	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto B787	09/12/1987	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		CAP	Piloto B787	21/02/1995	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		CAP	Piloto A330	20/03/1979	36%	100%	68%	40%	48%	0%	0%	32.80%	32.80%
		CAP	Piloto A320	20/04/1998	83%	100%	92%	100%	48%	0%	0%	81.96%	81.96%
		COP	Copiloto A320	23/01/2015	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto A320	11/05/2007	100%	100%	100%	100%	48%	0%	0%	81.96%	81.96%
		COP	Copiloto A320	02/10/2017	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto B787	11/07/1990	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		CAP	Piloto A320	02/01/2009	100%	100%	100%	100%	48%	0%	0%	81.96%	81.96%
		CAP	Piloto A320	01/09/2008	91%	100%	95%	100%	48%	0%	0%	81.96%	81.96%
		CAP	Piloto A320	01/12/2005	100%	100%	100%	100%	48%	0%	0%	81.96%	81.96%
		COP	Copiloto B787	12/07/2013	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%

Variable Compensation 2017-2018

									MIN 56% AGREEMENT TARGET 60% AGREEMENT				
					FUEL				NPS AVH 2017				2017
NATIONAL ID	NAME	POSITION	FLEET	DATE OF ENTRY	SETO	SETI	Result	Table Result	RESULT	Conversion	NPS 1% (18%)	Fuel 4,5% (82%)	FL TOTAL
		CAP	Piloto A320	03/01/2011	87%	100%	94%	100%	48%	0%	0%	81.96%	81.96%
		CAP	Piloto A320	03/01/2011	100%	100%	100%	100%	48%	0%	0%	81.96%	81.96%
		COP	Copiloto B787	19/07/2013	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		COP	Copiloto B787	16/01/2012	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		COP	Copiloto A320	06/12/2013	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto A320	16/11/2006	94%	100%	97%	100%	48%	0%	0%	81.96%	81.96%
		CAP	Piloto B787	21/07/1993	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		COP	Copiloto A320	20/05/2015	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto A320	19/09/2014	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto A320	02/05/2017	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto A320	02/10/2017	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto A330	11/12/1978	98%	100%	99%	100%	48%	0%	0%	81.96%	81.96%
		CAP	Piloto A320	16/06/1998	93%	100%	97%	100%	48%	0%	0%	81.96%	81.96%
		COP	Copiloto A330	24/05/2012	26%	100%	75%	75%	48%	0%	0%	61.50%	61.50%
		CAP	Piloto B787	28/04/1994	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		CAP	Piloto A320	16/05/2011	100%	100%	100%	100%	48%	0%	0%	81.96%	81.96%
		CAP	Piloto A320	01/08/1990	75%	100%	87%	80%	48%	0%	0%	65.60%	65.60%
		CAP	Piloto A320	23/04/1998	89%	100%	94%	100%	48%	0%	0%	81.96%	81.96%
		CAP	Piloto A320	01/04/2007	100%	100%	100%	100%	48%	0%	0%	81.96%	81.96%
		CAP	Piloto A320	03/06/2006	100%	100%	100%	100%	48%	0%	0%	81.96%	81.96%
		COP	Copiloto ATR 72 600	18/07/2013	7%	100%	90%	90%	48%	0%	0%	73.80%	73.80%
		COP	Copiloto A320	17/07/2017	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto ATR 72 600	07/12/2007	100%	100%	100%	90%	48%	0%	0%	73.80%	73.80%
		CAP	Piloto A320	04/07/2007	98%	100%	99%	100%	48%	0%	0%	81.96%	81.96%
		CAP	Piloto B787	27/06/1991	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		CAP	Piloto A320	08/05/2006	100%	100%	100%	100%	48%	0%	0%	81.96%	81.96%
		COP	Copiloto A320	06/02/2015	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto A320	01/02/2018	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto A320	18/10/2016	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto B787	01/11/1989	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		COP	Copiloto A320	03/04/2017	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto A320	17/10/2014	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto B787	23/08/1991	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		COP	Copiloto B787	07/09/2012	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		COP	Copiloto A320	04/06/2015	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto B787	07/09/2012	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		COP	Copiloto B787	16/08/2013	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		COP	Copiloto A320	16/08/2017	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto A320	17/04/2015	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto A320	05/05/2015	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto A320	01/08/2017	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto A320	17/08/2010	100%	100%	100%	100%	48%	0%	0%	81.96%	81.96%
		COP	Copiloto A320	11/08/2014	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto A320	01/12/2017	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto B787	25/04/2013	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		CAP	Piloto A320	16/03/2006	100%	100%	100%	100%	48%	0%	0%	81.96%	81.96%
		CAP	Piloto A330	09/12/1987	91%	100%	96%	100%	48%	0%	0%	81.96%	81.96%
		COP	Copiloto B787	02/01/2012	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%

Variable Compensation 2017-2018

									MIN 56% AGREEMENT TARGET 60% AGREEMENT				
					FUEL				NPS AVH 2017				2017
NATIONAL ID	NAME	POSITION	FLEET	DATE OF ENTRY	SETO	SETI	Result	Table Result	RESULT	Conversion	NPS 1% (18%)	Fuel 4,5% (82%)	FL TOTAL
		CAP	Piloto A320	16/01/2009	79%	100%	90%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto A320	16/02/2006	100%	100%	100%	100%	48%	0%	0%	81.96%	81.96%
		COP	Copiloto A320	01/08/2017	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto ATR 72 600	01/09/2006	56%	100%	78%	90%	48%	0%	0%	73.80%	73.80%
		CAP	Piloto B787	20/07/1994	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		CAP	Piloto A320	25/02/1985	100%	100%	100%	100%	48%	0%	0%	81.96%	81.96%
		CAP	Piloto A330	17/09/1980	29%	100%	64%	40%	48%	0%	0%	32.80%	32.80%
		COP	Copiloto B787	02/04/2012	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		COP	Copiloto A330	22/04/1998	26%	100%	75%	75%	48%	0%	0%	61.50%	61.50%
		CAP	Piloto B787	23/06/1996	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		COP	Copiloto A320	24/12/2015	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto A330	08/06/2012	26%	100%	75%	75%	48%	0%	0%	61.50%	61.50%
		COP	Copiloto A320	02/01/2018	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto A320	24/12/2015	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto ATR 72 600	01/09/2011	6%	100%	53%	90%	48%	0%	0%	73.80%	73.80%
		CAP	Piloto A330	15/10/1985	78%	100%	89%	80%	48%	0%	0%	65.60%	65.60%
		COP	Copiloto B787	01/12/2011	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		CAP	Piloto A320	21/05/1992	100%	100%	100%	100%	48%	0%	0%	81.96%	81.96%
		COP	Copiloto ATR 72 600	16/11/2013	7%	100%	90%	90%	48%	0%	0%	73.80%	73.80%
		COP	Copiloto A320	01/09/2017	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto B787	16/03/2012	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		CAP	Piloto A320	11/01/2008	100%	100%	100%	100%	48%	0%	0%	81.96%	81.96%
		CAP	Piloto A320	16/01/2009	91%	100%	95%	100%	48%	0%	0%	81.96%	81.96%
		COP	Copiloto A320	01/08/2017	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto B787	01/12/2005	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		COP	Copiloto A320	16/01/2016	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto A320	19/11/2005	93%	98%	96%	100%	48%	0%	0%	81.96%	81.96%
		COP	Copiloto A320	16/03/2015	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto ATR 72 600	16/07/2016	7%	100%	90%	90%	48%	0%	0%	73.80%	73.80%
		CAP	Piloto A320	19/11/2005	100%	100%	100%	100%	48%	0%	0%	81.96%	81.96%
		CAP	Piloto A330	09/12/1987	78%	100%	89%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto A320	01/06/2017	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto A320	16/03/2015	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto A330	19/07/2013	26%	100%	75%	75%	48%	0%	0%	61.50%	61.50%
		CAP	Piloto A330	16/09/1980	10%	45%	27%	40%	48%	0%	0%	32.80%	32.80%
		COP	Piloto MD 83	09/08/1989	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		COP	Copiloto A320	01/06/2017	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto B787	05/10/2012	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		COP	Copiloto B787	23/03/2012	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		COP	Copiloto B787	25/04/2013	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		CAP	Piloto A330	07/07/1980	17%	100%	59%	40%	48%	0%	0%	32.80%	32.80%
		CAP	Piloto A320	11/10/1995	87%	100%	93%	100%	48%	0%	0%	81.96%	81.96%
		CAP	Piloto A320	17/03/2010	93%	100%	97%	100%	48%	0%	0%	81.96%	81.96%
		CAP	Piloto ATR 72 600	19/09/2007	79%	100%	90%	90%	48%	0%	0%	73.80%	73.80%
		CAP	Piloto A320	02/01/2009	100%	100%	100%	100%	48%	0%	0%	81.96%	81.96%
		COP	Copiloto A320	01/07/2015	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto A320	25/04/2014	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto B787	14/11/1996	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%

Variable Compensation 2017-2018

									MIN 56% AGREEMENT TARGET 60% AGREEMENT NPS AVH 2017				2017
					FUEL								
NATIONAL ID	NAME	POSITION	FLEET	DATE OF ENTRY	SETO	SETI	Result	Table Result	RESULT	Conversion	NPS 1% (18%)	Fuel 4,5% (82%)	FL TOTAL
		COP	Copiloto A320	19/09/2014	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto A320	16/11/2007	70%	100%	85%	80%	48%	0%	0%	65.60%	65.60%
		COP	Copiloto B787	01/06/2013	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		CAP	Piloto A320	01/07/2006	94%	100%	97%	100%	48%	0%	0%	81.96%	81.96%
		COP	Copiloto A320	17/04/2017	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto A320	28/11/2014	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto A320	01/09/2017	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto A320	01/12/1987	89%	100%	94%	100%	48%	0%	0%	81.96%	81.96%
		CAP	Piloto A320	01/12/2005	100%	100%	100%	100%	48%	0%	0%	81.96%	81.96%
		CAP	Piloto A320	02/01/2006	78%	100%	89%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto A320	16/02/2009	92%	100%	96%	100%	48%	0%	0%	81.96%	81.96%
		COP	Copiloto A320	25/10/2013	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto A330	20/03/1979	52%	88%	70%	40%	48%	0%	0%	32.80%	32.80%
		CAP	Piloto A330	27/08/1979	20%	100%	60%	40%	48%	0%	0%	32.80%	32.80%
		CAP	Piloto A320	24/12/2005	100%	100%	100%	100%	48%	0%	0%	81.96%	81.96%
		CAP	Piloto A320	09/02/2010	86%	100%	93%	100%	48%	0%	0%	81.96%	81.96%
		CAP	Piloto B787	22/02/1995	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		CAP	Piloto A320	23/06/2010	88%	68%	78%	40%	48%	0%	0%	32.80%	32.80%
		COP	Copiloto ATR 72	16/10/2007	7%	100%	90%	90%	48%	0%	0%	73.80%	73.80%
		COP	Copiloto A320	02/05/2017	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto ATR 72 600	09/04/2015	7%	100%	90%	90%	48%	0%	0%	73.80%	73.80%
		COP	Copiloto A320	09/02/2015	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto A320	09/09/2006	77%	100%	89%	80%	48%	0%	0%	65.60%	65.60%
		CAP	Piloto B787	08/02/1994	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		COP	Copiloto B787	16/01/2012	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		COP	Copiloto A320	20/03/2015	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto A320	02/01/2006	100%	100%	100%	100%	48%	0%	0%	81.96%	81.96%
		COP	Copiloto B787	16/08/2013	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		COP	Copiloto A320	25/07/2014	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto B787	14/09/1994	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		CAP	Piloto A320	14/02/1995	86%	100%	93%	100%	48%	0%	0%	81.96%	81.96%
		COP	Copiloto A320	22/09/2015	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto A320	20/03/2015	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto A320	01/06/2017	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto A320	22/04/1998	78%	100%	89%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto A320	05/07/2008	96%	100%	98%	100%	48%	0%	0%	81.96%	81.96%
		CAP	Piloto B787	13/02/1996	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		CAP	Piloto B787	17/04/1994	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		CAP	Piloto A320	05/06/2009	96%	100%	98%	100%	48%	0%	0%	81.96%	81.96%
		CAP	Piloto A330	09/12/1987	55%	100%	77%	40%	48%	0%	0%	32.80%	32.80%
		COP	Copiloto A320	01/12/2017	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto A320	02/01/2018	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto B787	07/09/2012	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		COP	Copiloto A320	18/09/2017	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto A320	16/04/2014	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto B787	27/06/1994	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		CAP	Piloto B787	17/01/1991	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		CAP	Piloto A320	16/12/2008	90%	100%	95%	100%	48%	0%	0%	81.96%	81.96%

Variable Compensation 2017-2018

									MIN 56% AGREEMENT TARGET 60% AGREEMENT NPS AVH 2017				2017
					FUEL								
NATIONAL ID	NAME	POSITION	FLEET	DATE OF ENTRY	SETO	SETI	Result	Table Result	RESULT	Conversion	NPS 1% (18%)	Fuel 4,5% (82%)	FL TOTAL
		CAP	Piloto B787	09/11/1994	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		CAP	Piloto A320	16/12/2006	84%	100%	92%	100%	48%	0%	0%	81.96%	81.96%
		COP	Copiloto A320	21/07/2014	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto A330	11/05/2012	26%	100%	75%	75%	48%	0%	0%	61.50%	61.50%
		CAP	Piloto A320	05/08/2010	100%	100%	100%	100%	48%	0%	0%	81.96%	81.96%
		CAP	Piloto ATR 72 600	03/05/2010	10%	100%	55%	90%	48%	0%	0%	73.80%	73.80%
		CAP	Piloto ATR 72 600	01/06/2010	8%	100%	54%	90%	48%	0%	0%	73.80%	73.80%
		COP	Copiloto B787	07/09/2012	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		CAP	Piloto B787	08/08/1995	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		CAP	Piloto A320	03/06/2006	100%	100%	100%	100%	48%	0%	0%	81.96%	81.96%
		CAP	Piloto A320	16/12/2008	100%	100%	100%	100%	48%	0%	0%	81.96%	81.96%
		CAP	Piloto B787	24/07/1989	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		CAP	Piloto A320	16/12/2008	97%	100%	98%	100%	48%	0%	0%	81.96%	81.96%
		CAP	Piloto A320	23/06/2010	96%	100%	98%	100%	48%	0%	0%	81.96%	81.96%
		CAP	Piloto A320	16/05/2009	91%	100%	95%	100%	48%	0%	0%	81.96%	81.96%
		CAP	Piloto A320	01/11/2006	100%	100%	100%	100%	48%	0%	0%	81.96%	81.96%
		COP	Copiloto A320	23/01/2015	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto A320	02/01/2018	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto Fokker 50	16/02/2006	#N/A	#N/A	64%	40%	48%	0%	0%	32.80%	32.80%
		CAP	Piloto A320	24/08/1995	92%	100%	96%	100%	48%	0%	0%	81.96%	81.96%
		CAP	Piloto A320	05/07/2008	94%	100%	97%	100%	48%	0%	0%	81.96%	81.96%
		CAP	Piloto A320	01/04/2007	92%	100%	96%	100%	48%	0%	0%	81.96%	81.96%
		CAP	Piloto ATR 72 600	03/10/2011	8%	100%	54%	90%	48%	0%	0%	73.80%	73.80%
		CAP	Piloto A320	01/09/1989	100%	100%	100%	100%	48%	0%	0%	81.96%	81.96%
		COP	Copiloto ATR 72 600	01/11/2013	7%	100%	90%	90%	48%	0%	0%	73.80%	73.80%
		CAP	Piloto A320	05/07/2008	100%	100%	100%	100%	48%	0%	0%	81.96%	81.96%
		COP	Copiloto A320	01/09/2017	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto B787	16/08/1995	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		CAP	Piloto B787	21/07/1989	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		CAP	Piloto B787	21/07/1993	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		CAP	Piloto A320	01/02/2007	89%	100%	94%	100%	48%	0%	0%	81.96%	81.96%
		COP	Copiloto B787	05/07/2013	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		COP	Copiloto ATR 72 600	06/02/2015	7%	100%	90%	90%	48%	0%	0%	73.80%	73.80%
		COP	Copiloto ATR 72 600	20/03/2015	7%	100%	90%	90%	48%	0%	0%	73.80%	73.80%
		CAP	Piloto B787	29/04/1995	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		CAP	Piloto A320	05/06/2009	95%	100%	97%	100%	48%	0%	0%	81.96%	81.96%
		CAP	Piloto A320	29/11/1991	100%	100%	100%	100%	48%	0%	0%	81.96%	81.96%
		CAP	Piloto A320	21/09/1995	96%	100%	98%	100%	48%	0%	0%	81.96%	81.96%
		CAP	Piloto A320	03/05/2010	96%	100%	98%	100%	48%	0%	0%	81.96%	81.96%
		COP	Copiloto A320	02/12/2013	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto A320	24/03/2007	99%	100%	99%	100%	48%	0%	0%	81.96%	81.96%
		CAP	Piloto B787	21/07/1993	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		CAP	Piloto A330	07/05/1984	59%	100%	79%	40%	48%	0%	0%	32.80%	32.80%
		COP	Copiloto A320	01/06/2015	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto A320	25/10/2013	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto A320	20/01/1987	100%	100%	100%	100%	48%	0%	0%	81.96%	81.96%
		CAP	Piloto Fokker 50	15/04/1995	#N/A	#N/A	40%	40%	48%	0%	0%	32.80%	32.80%
		COP	Copiloto A320	16/11/2014	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%

Variable Compensation 2017-2018

									MIN 56% AGREEMENT TARGET 60% AGREEMENT				
					FUEL				NPS AVH 2017				2017
NATIONAL ID	NAME	POSITION	FLEET	DATE OF ENTRY	SETO	SETI	Result	Table Result	RESULT	Conversion	NPS 1% (18%)	Fuel 4,5% (82%)	FL TOTAL
		CAP	Piloto A320	01/06/2010	100%	100%	100%	100%	48%	0%	0%	81.96%	81.96%
		COP	Copiloto B787	01/12/2011	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		COP	Copiloto B787	01/02/2012	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		CAP	Piloto A320	01/02/2007	93%	100%	97%	100%	48%	0%	0%	81.96%	81.96%
		CAP	Piloto A320	01/12/2005	95%	100%	98%	100%	48%	0%	0%	81.96%	81.96%
		CAP	Piloto A320	23/06/2010	100%	100%	100%	100%	48%	0%	0%	81.96%	81.96%
		CAP	Piloto A320	16/08/2008	86%	100%	93%	100%	48%	0%	0%	81.96%	81.96%
		CAP	Piloto ATR 72 600	03/05/2010	23%	98%	61%	90%	48%	0%	0%	73.80%	73.80%
		CAP	Piloto A320	06/01/1999	100%	100%	100%	100%	48%	0%	0%	81.96%	81.96%
		CAP	Piloto A320	12/01/1987	100%	100%	100%	100%	48%	0%	0%	81.96%	81.96%
		CAP	Piloto A330	18/08/1980	0%	100%	50%	40%	48%	0%	0%	32.80%	32.80%
		CAP	Piloto B787	06/09/1994	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		CAP	Piloto A320	03/07/2007	93%	100%	97%	100%	48%	0%	0%	81.96%	81.96%
		COP	Copiloto A320	04/10/2013	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto ATR 72 600	01/12/2011	18%	100%	59%	90%	48%	0%	0%	73.80%	73.80%
		COP	Copiloto A320	01/03/2018	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto B787	16/01/2012	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		COP	Copiloto A330	16/08/2008	26%	100%	75%	75%	48%	0%	0%	61.50%	61.50%
		COP	Copiloto ATR 72 600	28/07/2014	7%	100%	90%	90%	48%	0%	0%	73.80%	73.80%
		COP	Copiloto A320	08/05/2015	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto A320	16/04/2014	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto A330	11/12/1978	83%	100%	91%	100%	48%	0%	0%	81.96%	81.96%
		CAP	Piloto A320	01/11/2008	89%	100%	95%	100%	48%	0%	0%	81.96%	81.96%
		CAP	Piloto A320	28/10/1981	99%	100%	99%	100%	48%	0%	0%	81.96%	81.96%
		COP	Copiloto A320	17/04/2017	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto B787	11/10/1994	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		COP	Copiloto A320	01/06/2015	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto A320	01/02/2007	93%	100%	96%	100%	48%	0%	0%	81.96%	81.96%
		CAP	Piloto A320	23/06/2010	82%	100%	91%	100%	48%	0%	0%	81.96%	81.96%
		CAP	Piloto A320	15/11/2005	94%	100%	97%	100%	48%	0%	0%	81.96%	81.96%
		COP	Copiloto A320	27/10/2014	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto A320	16/09/2007	82%	100%	91%	100%	48%	0%	0%	81.96%	81.96%
		COP	Copiloto A320	01/09/2017	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto A320	24/04/1998	93%	100%	96%	100%	48%	0%	0%	81.96%	81.96%
		COP	Copiloto A330	01/12/1986	26%	100%	75%	75%	48%	0%	0%	61.50%	61.50%
		COP	Copiloto A320	01/02/2018	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto A320	21/07/1993	100%	100%	100%	100%	48%	0%	0%	81.96%	81.96%
		COP	Copiloto A320	19/12/2014	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto A320	23/12/1998	100%	100%	100%	100%	48%	0%	0%	81.96%	81.96%
		COP	Copiloto A320	01/06/2017	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto B787	07/09/2012	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		COP	Copiloto A320	16/10/2010	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto A330	08/06/2012	26%	100%	75%	75%	48%	0%	0%	61.50%	61.50%
		CAP	Piloto B787	08/11/1988	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		COP	Copiloto A320	01/09/2017	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto A320	16/02/2006	90%	100%	95%	100%	48%	0%	0%	81.96%	81.96%
		COP	Piloto A320	28/07/1979	100%	100%	100%	100%	48%	0%	0%	81.96%	81.96%
		CAP	Piloto B787	16/03/1995	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%

Variable Compensation 2017-2018

									MIN 56% AGREEMENT TARGET 60% AGREEMENT				
					FUEL				NPS AVH 2017				2017
NATIONAL ID	NAME	POSITION	FLEET	DATE OF ENTRY	SETO	SETI	Result	Table Result	RESULT	Conversion	NPS 1% (18%)	Fuel 4,5% (82%)	FL TOTAL
		COP	Copiloto B787	19/07/2013	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		CAP	Piloto ATR 72 600	02/08/2010	100%	100%	100%	90%	48%	0%	0%	73.80%	73.80%
		CAP	Piloto ATR 72 600	08/06/2007	100%	100%	100%	90%	48%	0%	0%	73.80%	73.80%
		CAP	Piloto B787	22/12/1994	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		COP	Copiloto B787	21/06/2013	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		COP	Copiloto B787	16/01/2012	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		COP	Copiloto A320	16/01/2015	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto A320	03/07/2009	100%	100%	100%	100%	48%	0%	0%	81.96%	81.96%
		COP	Copiloto A330	08/06/2012	26%	100%	75%	75%	48%	0%	0%	61.50%	61.50%
		COP	Copiloto A320	18/09/2017	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto A320	03/04/2017	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto A320	16/02/2009	93%	100%	96%	100%	48%	0%	0%	81.96%	81.96%
		CAP	Piloto ATR 72 600	16/09/2011	100%	100%	100%	90%	48%	0%	0%	73.80%	73.80%
		COP	Copiloto A320	01/03/2018	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto A330	15/10/1985	67%	100%	83%	60%	48%	0%	0%	49.20%	49.20%
		COP	Copiloto A320	02/12/2013	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto A330	09/12/1987	100%	100%	100%	100%	48%	0%	0%	81.96%	81.96%
		CAP	Piloto ATR 72 600	02/01/2008	9%	100%	55%	90%	48%	0%	0%	73.80%	73.80%
		CAP	Piloto B787	19/10/1981	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		COP	Copiloto A320	25/07/2014	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto ATR 72 600	03/04/2006	56%	100%	78%	90%	48%	0%	0%	73.80%	73.80%
		CAP	Piloto B787	09/12/1987	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		COP	Copiloto B787	23/03/2012	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		CAP	Piloto B787	05/10/1989	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		CAP	Piloto B787	20/11/1989	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		COP	Copiloto A320	22/09/2014	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto B787	16/01/2012	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		COP	Copiloto A330	04/05/2012	26%	100%	75%	75%	48%	0%	0%	61.50%	61.50%
		CAP	Piloto A320	01/12/2005	85%	100%	92%	100%	48%	0%	0%	81.96%	81.96%
		CAP	Piloto A320	23/12/2006	79%	100%	89%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto A320	21/06/2007	100%	100%	100%	100%	48%	0%	0%	81.96%	81.96%
		CAP	Piloto ATR 72 600	16/09/2011	9%	100%	54%	90%	48%	0%	0%	73.80%	73.80%
		COP	Copiloto A320	21/04/2015	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto A320	24/12/2015	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto B787	07/06/2013	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		COP	Copiloto A320	01/07/2017	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto A320	20/10/2007	99%	100%	99%	100%	48%	0%	0%	81.96%	81.96%
		COP	Copiloto ATR 72 600	19/07/2013	7%	100%	90%	90%	48%	0%	0%	73.80%	73.80%
		COP	Copiloto B787	25/04/2013	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		COP	Copiloto A320	01/09/2017	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto A320	24/04/2006	74%	96%	85%	80%	48%	0%	0%	65.60%	65.60%
		COP	Copiloto A330	01/05/2012	26%	100%	75%	75%	48%	0%	0%	61.50%	61.50%
		COP	Copiloto B787	01/06/2013	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		COP	Copiloto A320	03/04/2017	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto B787	24/05/1994	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		CAP	Piloto A320	17/10/2008	75%	100%	87%	80%	48%	0%	0%	65.60%	65.60%
		COP	Copiloto A320	01/02/2015	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto B787	01/06/2013	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%

Variable Compensation 2017-2018

									MIN 56% AGREEMENT TARGET 60% AGREEMENT				
					FUEL				NPS AVH 2017				2017
NATIONAL ID	NAME	POSITION	FLEET	DATE OF ENTRY	SETO	SETI	Result	Table Result	RESULT	Conversion	NPS 1% (18%)	Fuel 4,5% (82%)	FL TOTAL
		COP	Copiloto A320	05/05/2015	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto A320	22/04/1998	92%	100%	96%	100%	48%	0%	0%	81.96%	81.96%
		COP	Copiloto A320	22/09/2015	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto A330	20/03/1979	79%	100%	89%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto A320	12/11/2005	98%	100%	99%	100%	48%	0%	0%	81.96%	81.96%
		COP	Copiloto A320	01/07/2017	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto ATR 72 600	01/12/2011	0%	100%	50%	90%	48%	0%	0%	73.80%	73.80%
		CAP	Piloto A320	05/07/2008	84%	100%	92%	100%	48%	0%	0%	81.96%	81.96%
		COP	Copiloto B787	01/12/2012	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		CAP	Piloto B787	23/08/1994	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		COP	Copiloto B787	16/01/2012	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		COP	Copiloto A320	05/12/2014	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto B787	01/06/2013	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		CAP	Piloto A330	09/12/1987	43%	100%	71%	40%	48%	0%	0%	32.80%	32.80%
		COP	Copiloto A320	14/11/2014	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto A320	16/08/2017	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto A320	27/10/2014	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto A320	18/10/2014	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto A320	10/10/1995	92%	100%	96%	100%	48%	0%	0%	81.96%	81.96%
		COP	Copiloto A320	14/07/2014	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto A320	17/07/1997	85%	100%	93%	100%	48%	0%	0%	81.96%	81.96%
		COP	Copiloto A320	20/03/2015	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto A320	02/10/2017	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto A320	18/01/2015	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto A320	06/02/2015	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto A320	18/09/2017	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto A320	09/08/2008	100%	100%	100%	100%	48%	0%	0%	81.96%	81.96%
		COP	Copiloto B787	10/05/2013	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		COP	Copiloto A320	01/06/2015	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto A320	16/11/2014	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto ATR 72 600	01/11/2008	11%	100%	55%	90%	48%	0%	0%	73.80%	73.80%
		COP	Copiloto A320	16/11/2013	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto A330	15/10/1985	100%	100%	100%	100%	48%	0%	0%	81.96%	81.96%
		COP	Copiloto A320	18/10/2014	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto A320	01/06/2006	100%	100%	100%	100%	48%	0%	0%	81.96%	81.96%
		COP	Copiloto A330	11/05/2012	26%	100%	75%	75%	48%	0%	0%	61.50%	61.50%
		COP	Copiloto B787	01/02/2012	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		COP	Piloto A320	06/02/1997	100%	100%	100%	100%	48%	0%	0%	81.96%	81.96%
		CAP	Piloto A320	18/04/2006	100%	100%	100%	100%	48%	0%	0%	81.96%	81.96%
		CAP	Piloto A320	13/06/1991	100%	100%	100%	100%	48%	0%	0%	81.96%	81.96%
		COP	Copiloto A320	02/01/2018	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto B787	01/11/1989	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		COP	Copiloto A320	16/01/2015	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto A320	17/10/2014	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Piloto A320	16/01/2009	100%	100%	100%	100%	48%	0%	0%	81.96%	81.96%
		CAP	Piloto B787	24/05/1994	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		CAP	Piloto ATR 72 600	01/09/2011	100%	100%	100%	90%	48%	0%	0%	73.80%	73.80%
		CAP	Piloto ATR 72 600	16/08/2011	7%	100%	54%	90%	48%	0%	0%	73.80%	73.80%

Variable Compensation 2017-2018

									MIN 56% AGREEMENT TARGET 60% AGREEMENT				
					FUEL				NPS AVH 2017				2017
NATIONAL ID	NAME	POSITION	FLEET	DATE OF ENTRY	SETO	SETI	Result	Table Result	RESULT	Conversion	NPS 1% (18%)	Fuel 4,5% (82%)	FL TOTAL
		COP	Copiloto A330	21/09/2012	26%	100%	75%	75%	48%	0%	0%	61.50%	61.50%
		COP	Copiloto A320	14/11/2014	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto A320	16/07/1997	88%	100%	94%	100%	48%	0%	0%	81.96%	81.96%
		CAP	Piloto A320	16/05/2007	94%	100%	97%	100%	48%	0%	0%	81.96%	81.96%
		CAP	Piloto A320	03/04/2009	86%	100%	93%	100%	48%	0%	0%	81.96%	81.96%
		COP	Copiloto A320	01/06/2015	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto A320	01/02/2018	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto A320	25/10/2013	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto B787	16/01/2012	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		CAP	Piloto B787	18/09/1989	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		CAP	Piloto Fokker 100	02/05/1979	#N/A	#N/A	40%	40%	48%	0%	0%	32.80%	32.80%
		CAP	Piloto A320	01/12/2005	95%	100%	98%	100%	48%	0%	0%	81.96%	81.96%
		CAP	Piloto A320	16/01/2010	100%	100%	100%	100%	48%	0%	0%	81.96%	81.96%
		CAP	Piloto A320	20/02/2009	95%	100%	98%	100%	48%	0%	0%	81.96%	81.96%
		CAP	Piloto A320	01/09/2011	100%	95%	97%	100%	48%	0%	0%	81.96%	81.96%
		CAP	Piloto B787	31/03/1994	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		COP	Copiloto A320	09/02/2015	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto A320	23/01/2015	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto A320	06/02/1997	100%	100%	100%	100%	48%	0%	0%	81.96%	81.96%
		CAP	Piloto B787	27/12/1993	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		CAP	Piloto A320	24/04/1998	95%	100%	98%	100%	48%	0%	0%	81.96%	81.96%
		CAP	Piloto B787	05/10/1994	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		CAP	Piloto B787	19/11/1995	80%	100%	90%	90%	48%	0%	0%	73.95%	73.95%
		CAP	Piloto B787	30/12/1993	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		COP	Copiloto A320	02/05/2017	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto A320	19/08/2014	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto B787	23/03/2012	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		COP	Copiloto A330	01/06/2012	26%	100%	75%	75%	48%	0%	0%	61.50%	61.50%
		COP	Copiloto B787	25/04/2013	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		CAP	Piloto A320	10/06/1998	100%	100%	100%	100%	48%	0%	0%	81.96%	81.96%
		COP	Copiloto ATR 72 600	16/08/2013	7%	100%	90%	90%	48%	0%	0%	73.80%	73.80%
		COP	Copiloto A320	01/09/2017	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto B787	16/03/2012	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		CAP	Piloto ATR 72 600	01/12/2011	90%	100%	95%	90%	48%	0%	0%	73.80%	73.80%
		CAP	Piloto B787	24/08/1995	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		CAP	Piloto A320	24/04/1998	94%	100%	97%	100%	48%	0%	0%	81.96%	81.96%
		CAP	Piloto A320	25/11/2005	100%	100%	100%	100%	48%	0%	0%	81.96%	81.96%
		CAP	Piloto B787	16/06/1989	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		CAP	Piloto A320	01/11/2007	86%	100%	93%	100%	48%	0%	0%	81.96%	81.96%
		CAP	Piloto A320	19/09/2007	100%	100%	100%	100%	48%	0%	0%	81.96%	81.96%
		COP	Copiloto A320	03/04/2017	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto A320	20/06/2014	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto A330	04/05/2012	26%	100%	75%	75%	48%	0%	0%	61.50%	61.50%
		CAP	Piloto A330	18/08/1980	3%	90%	46%	40%	48%	0%	0%	32.80%	32.80%
		COP	Copiloto A320	02/10/2017	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto B787	09/07/1990	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		COP	Copiloto B787	23/03/2012	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		CAP	Piloto A320	01/11/1995	100%	100%	100%	100%	48%	0%	0%	81.96%	81.96%

Variable Compensation 2017-2018

									MIN 56% AGREEMENT TARGET 60% AGREEMENT NPS AVH 2017				2017
					FUEL								
NATIONAL ID	NAME	POSITION	FLEET	DATE OF ENTRY	SETO	SETI	Result	Table Result	RESULT	Conversion	NPS 1% (18%)	Fuel 4,5% (82%)	FL TOTAL
		CAP	Piloto A320	01/11/2008	89%	100%	95%	100%	48%	0%	0%	81.96%	81.96%
		COP	Copiloto A320	20/02/2015	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto A320	06/02/2015	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto ATR 72 600	19/08/2014	7%	100%	90%	90%	48%	0%	0%	73.80%	73.80%
		CAP	Piloto B787	06/07/1983	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		CAP	Piloto B787	21/06/1995	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		COP	Copiloto A320	02/01/2018	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto A330	12/07/2013	26%	100%	75%	75%	48%	0%	0%	61.50%	61.50%
		CAP	Piloto A320	01/02/2010	100%	100%	100%	100%	48%	0%	0%	81.96%	81.96%
		COP	Copiloto A320	02/05/2017	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto A320	01/04/2007	100%	100%	100%	100%	48%	0%	0%	81.96%	81.96%
		CAP	Piloto A320	04/06/2010	72%	100%	86%	80%	48%	0%	0%	65.60%	65.60%
		COP	Copiloto A320	18/05/2012	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto A320	21/02/2015	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto A320	20/03/2015	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto A320	01/02/2018	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto A320	27/08/1997	83%	100%	91%	100%	48%	0%	0%	81.96%	81.96%
		COP	Copiloto A330	04/05/2012	26%	100%	75%	75%	48%	0%	0%	61.50%	61.50%
		CAP	Piloto ATR 72 600	01/09/2011	57%	100%	78%	90%	48%	0%	0%	73.80%	73.80%
		COP	Copiloto A320	16/09/2015	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto A320	03/07/2012	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto A320	02/01/2007	92%	100%	96%	100%	48%	0%	0%	81.96%	81.96%
		CAP	Piloto A320	02/01/1997	92%	100%	96%	100%	48%	0%	0%	81.96%	81.96%
		CAP	Piloto A320	16/07/1997	100%	100%	100%	100%	48%	0%	0%	81.96%	81.96%
		COP	Copiloto A320	01/06/2015	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto A320	20/01/1987	100%	100%	100%	100%	48%	0%	0%	81.96%	81.96%
		COP	Copiloto A320	01/09/2017	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto A320	11/10/2013	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto B787	13/05/1996	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		CAP	Piloto A320	01/07/2006	100%	100%	100%	100%	48%	0%	0%	81.96%	81.96%
		CAP	Piloto A320	02/01/2006	97%	100%	98%	100%	48%	0%	0%	81.96%	81.96%
		COP	Copiloto A330	16/06/2012	26%	100%	75%	75%	48%	0%	0%	61.50%	61.50%
		CAP	Piloto A320	10/01/1997	46%	100%	73%	40%	48%	0%	0%	32.80%	32.80%
		COP	Copiloto A320	02/10/2017	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto B787	07/09/1990	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		COP	Copiloto A320	16/01/2015	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto A320	01/07/2006	67%	100%	84%	60%	48%	0%	0%	49.20%	49.20%
		COP	Copiloto B787	25/04/2013	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		COP	Copiloto B787	16/01/2012	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		CAP	Piloto A320	12/01/1999	100%	100%	100%	100%	48%	0%	0%	81.96%	81.96%
		CAP	Piloto A320	11/06/1998	100%	100%	100%	100%	48%	0%	0%	81.96%	81.96%
		COP	Copiloto B787	21/06/2013	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		COP	Copiloto A320	02/05/2017	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto A320	01/03/2018	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto A330	06/10/1986	26%	100%	63%	40%	48%	0%	0%	32.80%	32.80%
		COP	Copiloto A320	12/04/1999	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto A320	21/07/2014	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto A320	19/06/1998	100%	100%	100%	100%	48%	0%	0%	81.96%	81.96%

Variable Compensation 2017-2018

									MIN 56% AGREEMENT TARGET 60% AGREEMENT				
					FUEL				NPS AVH 2017				2017
NATIONAL ID	NAME	POSITION	FLEET	DATE OF ENTRY	SETO	SETI	Result	Table Result	RESULT	Conversion	NPS 1% (18%)	Fuel 4,5% (82%)	FL TOTAL
		COP	Copiloto ATR 72 600	01/03/2014	7%	100%	90%	90%	48%	0%	0%	73.80%	73.80%
		CAP	Piloto A320	16/08/2008	91%	100%	95%	100%	48%	0%	0%	81.96%	81.96%
		COP	Copiloto B787	04/10/2013	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		CAP	Piloto B787	10/03/1994	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		CAP	Piloto A320	22/12/2006	89%	100%	94%	100%	48%	0%	0%	81.96%	81.96%
		COP	Copiloto A320	17/10/2014	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto A320	16/06/1998	94%	100%	97%	100%	48%	0%	0%	81.96%	81.96%
		CAP	Piloto A320	16/02/2006	83%	100%	92%	100%	48%	0%	0%	81.96%	81.96%
		COP	Copiloto A320	01/06/2015	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto A320	24/12/2015	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto B787	19/05/1995	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		CAP	Piloto A320	19/05/2006	100%	100%	100%	100%	48%	0%	0%	81.96%	81.96%
		COP	Copiloto A320	01/03/2018	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto A320	02/04/2001	100%	100%	100%	100%	48%	0%	0%	81.96%	81.96%
		COP	Copiloto A320	05/05/2015	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto A320	16/01/2016	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto A320	01/09/2007	70%	100%	85%	80%	48%	0%	0%	65.60%	65.60%
		COP	Copiloto B787	16/08/2013	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		CAP	Piloto A320	03/01/2011	100%	100%	100%	100%	48%	0%	0%	81.96%	81.96%
		COP	Copiloto A330	12/07/2013	26%	100%	75%	75%	48%	0%	0%	61.50%	61.50%
		CAP	Piloto A320	16/12/2006	100%	100%	100%	100%	48%	0%	0%	81.96%	81.96%
		COP	Copiloto A320	02/12/2013	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto B787	16/08/2013	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		CAP	Piloto B787	01/05/1994	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		COP	Copiloto A320	02/01/2018	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto A320	02/01/2007	93%	100%	96%	100%	48%	0%	0%	81.96%	81.96%
		CAP	Piloto B787	21/07/1993	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		CAP	Piloto B787	06/04/1994	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		COP	Copiloto ATR 72 600	15/09/2014	7%	100%	90%	90%	48%	0%	0%	73.80%	73.80%
		CAP	Piloto A320	18/04/2011	91%	100%	95%	100%	48%	0%	0%	81.96%	81.96%
		CAP	Piloto B787	13/02/1996	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		CAP	Piloto A320	05/07/2008	92%	100%	96%	100%	48%	0%	0%	81.96%	81.96%
		CAP	Piloto A320	19/09/2007	100%	100%	100%	100%	48%	0%	0%	81.96%	81.96%
		COP	Copiloto A330	24/05/2012	26%	100%	75%	75%	48%	0%	0%	61.50%	61.50%
		CAP	Piloto B787	06/02/1997	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		CAP	Piloto ATR 72 600	01/12/2011	100%	100%	100%	90%	48%	0%	0%	73.80%	73.80%
		CAP	Piloto B787	01/06/1989	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		CAP	Piloto B787	02/09/1994	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		COP	Copiloto A320	01/09/2017	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto B787	16/08/1995	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		CAP	Piloto A320	16/06/2009	100%	100%	100%	100%	48%	0%	0%	81.96%	81.96%
		CAP	Piloto A320	02/03/2006	89%	100%	95%	100%	48%	0%	0%	81.96%	81.96%
		CAP	Piloto A320	16/11/2007	100%	100%	100%	100%	48%	0%	0%	81.96%	81.96%
		COP	Copiloto A320	05/05/2015	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto A320	05/05/2015	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto A320	02/05/2017	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto A320	20/02/2015	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto A320	21/11/2014	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%

Variable Compensation 2017-2018

									MIN 56% AGREEMENT TARGET 60% AGREEMENT				
					FUEL				NPS AVH 2017				2017
NATIONAL ID	NAME	POSITION	FLEET	DATE OF ENTRY	SETO	SETI	Result	Table Result	RESULT	Conversion	NPS 1% (18%)	Fuel 4,5% (82%)	FL TOTAL
		COP	Copiloto A320	16/09/2015	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto A330	25/05/2012	26%	100%	75%	75%	48%	0%	0%	61.50%	61.50%
		COP	Copiloto A320	02/05/2017	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto A320	16/11/2008	99%	100%	99%	100%	48%	0%	0%	81.96%	81.96%
		COP	Copiloto A330	18/05/2012	26%	100%	75%	75%	48%	0%	0%	61.50%	61.50%
		CAP	Piloto A320	18/06/1997	100%	100%	100%	100%	48%	0%	0%	81.96%	81.96%
		CAP	Piloto B787	25/10/1989	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		CAP	Piloto B787	16/09/1982	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		COP	Copiloto A320	04/06/2015	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto A320	16/01/2015	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto A320	01/11/2013	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto A320	19/12/1985	100%	100%	100%	100%	48%	0%	0%	81.96%	81.96%
		COP	Copiloto ATR 72 600	15/09/2014	7%	100%	90%	90%	48%	0%	0%	73.80%	73.80%
		COP	Copiloto A320	16/11/2013	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto A330	07/05/1984	98%	100%	99%	100%	48%	0%	0%	81.96%	81.96%
		CAP	Piloto A320	18/10/2006	94%	100%	97%	100%	48%	0%	0%	81.96%	81.96%
		COP	Copiloto A330	01/07/2012	26%	100%	75%	75%	48%	0%	0%	61.50%	61.50%
		COP	Copiloto A320	04/06/2015	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto ATR 72 600	02/03/2015	7%	100%	90%	90%	48%	0%	0%	73.80%	73.80%
		COP	Copiloto A320	01/09/2017	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto A320	02/03/2006	92%	100%	96%	100%	48%	0%	0%	81.96%	81.96%
		CAP	Piloto A320	16/02/1999	100%	100%	100%	100%	48%	0%	0%	81.96%	81.96%
		COP	Copiloto A320	26/09/2014	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto A320	18/09/2017	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto A320	06/02/1997	88%	100%	94%	100%	48%	0%	0%	81.96%	81.96%
		CAP	Piloto A320	05/07/2008	84%	100%	92%	100%	48%	0%	0%	81.96%	81.96%
		CAP	Piloto A320	29/09/1995	90%	96%	93%	100%	48%	0%	0%	81.96%	81.96%
		COP	Copiloto A320	19/12/2014	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto A320	12/08/2010	100%	100%	100%	100%	48%	0%	0%	81.96%	81.96%
		CAP	Piloto A320	06/07/2007	85%	100%	92%	100%	48%	0%	0%	81.96%	81.96%
		COP	Copiloto B787	07/09/2012	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		COP	Copiloto B787	26/10/2012	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		COP	Copiloto B787	21/06/2013	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		CAP	Piloto B787	06/08/1990	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		COP	Copiloto A320	19/09/2014	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto A320	16/11/2008	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto A330	01/06/2012	26%	100%	75%	75%	48%	0%	0%	61.50%	61.50%
		COP	Copiloto A320	21/04/2015	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto A320	01/07/2017	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto B787	05/10/2012	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		COP	Copiloto A320	01/03/2018	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto B787	02/11/1996	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		COP	Copiloto A320	03/04/2017	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto A320	24/06/2014	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto A320	13/01/1999	87%	100%	94%	100%	48%	0%	0%	81.96%	81.96%
		COP	Copiloto A320	03/04/2017	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto A320	01/02/2007	91%	100%	95%	100%	48%	0%	0%	81.96%	81.96%
		COP	Copiloto A320	22/09/2015	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%

Variable Compensation 2017-2018

									MIN 56% AGREEMENT TARGET 60% AGREEMENT				
					FUEL				NPS AVH 2017				2017
NATIONAL ID	NAME	POSITION	FLEET	DATE OF ENTRY	SETO	SETI	Result	Table Result	RESULT	Conversion	NPS 1% (18%)	Fuel 4,5% (82%)	FL TOTAL
		COP	Copiloto B787	19/07/2013	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		CAP	Piloto A320	16/02/1998	69%	100%	85%	80%	48%	0%	0%	65.60%	65.60%
		CAP	Piloto A320	01/08/2008	100%	100%	100%	100%	48%	0%	0%	81.96%	81.96%
		CAP	Piloto B787	02/09/1994	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		CAP	Piloto A320	16/02/2009	100%	100%	100%	100%	48%	0%	0%	81.96%	81.96%
		CAP	Piloto A320	03/07/2007	84%	100%	92%	100%	48%	0%	0%	81.96%	81.96%
		COP	Copiloto A320	01/01/2015	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto A320	20/05/2015	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto B787	21/01/1991	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		CAP	Piloto A320	17/02/1997	100%	100%	100%	100%	48%	0%	0%	81.96%	81.96%
		COP	Copiloto A320	01/11/2013	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto B787	25/04/2013	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		COP	Copiloto B787	03/07/2012	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		CAP	Piloto A320	21/06/2007	97%	100%	98%	100%	48%	0%	0%	81.96%	81.96%
		COP	Copiloto A320	16/06/2015	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto A320	15/12/2005	100%	100%	100%	100%	48%	0%	0%	81.96%	81.96%
		CAP	Piloto A320	02/05/1991	87%	100%	93%	100%	48%	0%	0%	81.96%	81.96%
		COP	Copiloto A320	03/04/2017	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto A320	01/08/2017	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto B787	19/07/2013	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		CAP	Piloto A320	01/12/2005	75%	100%	87%	80%	48%	0%	0%	65.60%	65.60%
		CAP	Piloto B787	11/02/1994	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		CAP	Piloto ATR 72 600	03/07/2007	71%	100%	86%	90%	48%	0%	0%	73.80%	73.80%
		CAP	Piloto A330	11/12/1978	33%	100%	66%	40%	48%	0%	0%	32.80%	32.80%
		COP	Copiloto ATR 72 600	04/07/2014	7%	100%	90%	90%	48%	0%	0%	73.80%	73.80%
		CAP	Piloto A320	01/11/1995	96%	100%	98%	100%	48%	0%	0%	81.96%	81.96%
		CAP	Piloto B787	06/02/1997	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		CAP	Piloto Fokker 100	24/11/1995	#N/A	#N/A	40%	40%	48%	0%	0%	32.80%	32.80%
		CAP	Piloto A320	16/08/2008	100%	100%	100%	100%	48%	0%	0%	81.96%	81.96%
		COP	Copiloto A320	01/02/2015	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto A320	19/12/2014	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto B787	02/09/1994	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		COP	Copiloto A320	18/07/2014	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto A320	01/12/2005	100%	100%	100%	100%	48%	0%	0%	81.96%	81.96%
		COP	Copiloto A320	05/05/2015	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto B787	23/05/1990	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		COP	Copiloto A320	02/01/2018	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto A320	01/12/2017	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto A320	01/02/2018	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto A320	23/12/2006	99%	100%	99%	100%	48%	0%	0%	81.96%	81.96%
		COP	Copiloto B787	19/07/2013	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		COP	Copiloto A320	01/09/2015	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto A320	17/07/1997	92%	100%	96%	100%	48%	0%	0%	81.96%	81.96%
		COP	Piloto ATR 72 600	02/07/2010	100%	100%	100%	90%	48%	0%	0%	73.80%	73.80%
		CAP	Piloto A320	03/07/2007	96%	100%	98%	100%	48%	0%	0%	81.96%	81.96%
		COP	Copiloto A320	17/10/2014	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto B787	26/06/1994	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		COP	Copiloto A320	21/04/2015	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%

Variable Compensation 2017-2018

									MIN 56% AGREEMENT TARGET 60% AGREEMENT				
					FUEL				NPS AVH 2017				2017
NATIONAL ID	NAME	POSITION	FLEET	DATE OF ENTRY	SETO	SETI	Result	Table Result	RESULT	Conversion	NPS 1% (18%)	Fuel 4,5% (82%)	FL TOTAL
		COP	Copiloto A320	20/06/2014	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto B787	01/04/1997	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		COP	Copiloto B787	01/12/2011	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		COP	Copiloto A320	18/09/2017	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto A320	01/09/2017	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto A320	01/06/2010	100%	100%	100%	100%	48%	0%	0%	81.96%	81.96%
		CAP	Piloto B787	21/07/1993	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		COP	Copiloto A320	02/12/2013	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto A320	18/10/2006	93%	100%	97%	100%	48%	0%	0%	81.96%	81.96%
		COP	Copiloto A320	21/07/2014	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto A320	02/01/2018	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto A320	01/06/2017	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto A320	06/02/2015	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto A320	01/01/2015	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto B787	01/09/2005	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		COP	Copiloto A320	01/06/2017	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto A330	09/12/1987	100%	100%	100%	100%	48%	0%	0%	81.96%	81.96%
		CAP	Piloto A330	16/03/1981	62%	100%	81%	60%	48%	0%	0%	49.20%	49.20%
		CAP	Piloto A320	05/07/2008	100%	100%	100%	100%	48%	0%	0%	81.96%	81.96%
		COP	Copiloto A330	01/07/2012	26%	100%	75%	75%	48%	0%	0%	61.50%	61.50%
		CAP	Piloto A320	25/07/2008	88%	100%	94%	100%	48%	0%	0%	81.96%	81.96%
		CAP	Piloto A330	09/12/1987	81%	100%	91%	100%	48%	0%	0%	81.96%	81.96%
		COP	Copiloto A320	05/05/2015	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto A320	01/07/2006	100%	100%	100%	100%	48%	0%	0%	81.96%	81.96%
		CAP	Piloto A320	16/02/1998	86%	100%	93%	100%	48%	0%	0%	81.96%	81.96%
		CAP	Piloto B787	11/10/1994	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		COP	Copiloto ATR 72 600	19/09/2014	7%	100%	90%	90%	48%	0%	0%	73.80%	73.80%
		COP	Copiloto B787	19/07/2013	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		COP	Copiloto A320	01/06/2017	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto B787	07/05/1990	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		CAP	Piloto A320	01/09/2006	87%	100%	93%	100%	48%	0%	0%	81.96%	81.96%
		CAP	Piloto A320	05/12/2007	83%	100%	92%	100%	48%	0%	0%	81.96%	81.96%
		COP	Copiloto B787	11/10/2013	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		COP	Copiloto A320	16/12/2014	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto A320	01/12/1986	79%	100%	90%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto A320	01/12/2005	100%	100%	100%	100%	48%	0%	0%	81.96%	81.96%
		CAP	Piloto A330	09/12/1987	26%	100%	63%	40%	48%	0%	0%	32.80%	32.80%
		CAP	Piloto A320	20/04/2009	79%	100%	89%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto A320	01/07/2006	60%	100%	80%	60%	48%	0%	0%	49.20%	49.20%
		CAP	Piloto A320	23/06/1998	100%	100%	100%	100%	48%	0%	0%	81.96%	81.96%
		COP	Copiloto A330	21/09/2012	26%	100%	75%	75%	48%	0%	0%	61.50%	61.50%
		CAP	Piloto B787	05/10/1994	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		COP	Copiloto A330	01/07/2012	26%	100%	75%	75%	48%	0%	0%	61.50%	61.50%
		COP	Copiloto B787	16/08/2013	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		COP	Copiloto A320	01/06/2015	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto A320	01/06/2015	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto A320	02/12/2013	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto A320	01/09/2011	60%	100%	80%	60%	48%	0%	0%	49.20%	49.20%

Variable Compensation 2017-2018

									MIN 56% AGREEMENT TARGET 60% AGREEMENT				
					FUEL				NPS AVH 2017				2017
NATIONAL ID	NAME	POSITION	FLEET	DATE OF ENTRY	SETO	SETI	Result	Table Result	RESULT	Conversion	NPS 1% (18%)	Fuel 4,5% (82%)	FL TOTAL
		CAP	Piloto A320	17/01/2011	92%	100%	96%	100%	48%	0%	0%	81.96%	81.96%
		CAP	Piloto B787	13/08/1990	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		COP	Copiloto B787	06/08/2009	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		CAP	Piloto A320	09/08/2008	57%	100%	79%	40%	48%	0%	0%	32.80%	32.80%
		COP	Copiloto A320	21/04/2015	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto B787	16/01/2012	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		CAP	Piloto B787	07/12/1993	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		COP	Copiloto A320	16/12/2014	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto A320	02/01/2009	100%	100%	100%	100%	48%	0%	0%	81.96%	81.96%
		COP	Copiloto B787	01/12/2011	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		COP	Copiloto B787	16/01/2012	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		CAP	Piloto ATR 72 600	01/06/2010	15%	100%	57%	90%	48%	0%	0%	73.80%	73.80%
		CAP	Piloto A320	03/01/2011	92%	100%	96%	100%	48%	0%	0%	81.96%	81.96%
		COP	Copiloto A320	01/09/2017	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto A320	20/03/2015	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto A320	01/01/2015	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto A330	15/10/1985	45%	69%	57%	40%	48%	0%	0%	32.80%	32.80%
		CAP	Piloto A320	03/01/2011	100%	100%	100%	100%	48%	0%	0%	81.96%	81.96%
		CAP	Piloto ATR 72 600	03/05/2010	99%	100%	100%	90%	48%	0%	0%	73.80%	73.80%
		CAP	Piloto ATR 72 600	06/09/2007	4%	100%	52%	90%	48%	0%	0%	73.80%	73.80%
		CAP	Piloto A330	26/07/1982	100%	100%	100%	100%	48%	0%	0%	81.96%	81.96%
		COP	Copiloto B787	03/09/2012	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		COP	Copiloto A330	12/07/2013	26%	100%	75%	75%	48%	0%	0%	61.50%	61.50%
		COP	Copiloto B787	16/12/2011	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		CAP	Piloto B787	18/04/1994	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		CAP	Piloto ATR 72 600	03/05/2010	26%	100%	63%	90%	48%	0%	0%	73.80%	73.80%
		COP	Copiloto A320	02/01/2018	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto A320	04/04/2014	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto A330	15/11/2005	26%	100%	75%	75%	48%	0%	0%	61.50%	61.50%
		COP	Copiloto B787	01/12/2011	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		COP	Copiloto A320	01/11/2013	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto A320	06/02/2015	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto A320	05/05/2014	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto B787	10/05/2013	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		CAP	Piloto B787	16/05/1990	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		CAP	Piloto A330	27/08/1979	0%	100%	50%	40%	48%	0%	0%	32.80%	32.80%
		CAP	Piloto A320	24/09/1985	100%	100%	100%	100%	48%	0%	0%	81.96%	81.96%
		COP	Copiloto A320	16/01/2015	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto A320	16/01/2015	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto A320	15/05/2008	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto ATR 72 600	05/08/2010	100%	100%	100%	90%	48%	0%	0%	73.80%	73.80%
		CAP	Piloto A320	16/11/2006	91%	100%	96%	100%	48%	0%	0%	81.96%	81.96%
		COP	Copiloto A320	02/01/2018	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto A320	16/06/2015	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto A320	31/03/1986	85%	100%	93%	100%	48%	0%	0%	81.96%	81.96%
		CAP	Piloto A320	07/06/2006	94%	100%	97%	100%	48%	0%	0%	81.96%	81.96%
		CAP	Piloto B787	17/06/1991	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		COP	Copiloto ATR 72 600	19/07/2013	7%	100%	90%	90%	48%	0%	0%	73.80%	73.80%

Variable Compensation 2017-2018

									MIN 56% AGREEMENT TARGET 60% AGREEMENT				
					FUEL				NPS AVH 2017				2017
NATIONAL ID	NAME	POSITION	FLEET	DATE OF ENTRY	SETO	SETI	Result	Table Result	RESULT	Conversion	NPS 1% (18%)	Fuel 4,5% (82%)	FL TOTAL
		COP	Copiloto A320	02/12/2013	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto B787	11/10/2013	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		CAP	Piloto A320	01/12/2005	76%	100%	88%	80%	48%	0%	0%	65.60%	65.60%
		CAP	Piloto A320	13/12/2005	90%	100%	95%	100%	48%	0%	0%	81.96%	81.96%
		CAP	Piloto A320	10/06/1998	97%	100%	98%	100%	48%	0%	0%	81.96%	81.96%
		CAP	Piloto A320	16/03/2006	77%	100%	89%	80%	48%	0%	0%	65.60%	65.60%
		COP	Copiloto A320	18/09/2017	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto A320	16/03/2009	100%	100%	100%	100%	48%	0%	0%	81.96%	81.96%
		CAP	Piloto A320	02/01/2007	100%	100%	100%	100%	48%	0%	0%	81.96%	81.96%
		CAP	Piloto A320	24/07/2009	89%	100%	95%	100%	48%	0%	0%	81.96%	81.96%
		COP	Copiloto A320	05/05/2015	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto A320	05/05/2015	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto B787	08/08/1988	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		CAP	Piloto B787	21/05/1996	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		CAP	Piloto A320	28/01/1999	88%	100%	94%	100%	48%	0%	0%	81.96%	81.96%
		CAP	Piloto B787	17/12/1994	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		COP	Copiloto A320	01/03/2018	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto ATR 72 600	03/10/2014	7%	100%	90%	90%	48%	0%	0%	73.80%	73.80%
		COP	Copiloto A320	24/06/2014	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto B787	08/09/1994	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		CAP	Piloto ATR 72 600	04/10/2007	12%	100%	56%	90%	48%	0%	0%	73.80%	73.80%
		CAP	Piloto A320	03/07/2007	100%	100%	100%	100%	48%	0%	0%	81.96%	81.96%
		CAP	Piloto A320	16/05/2009	100%	100%	100%	100%	48%	0%	0%	81.96%	81.96%
		COP	Copiloto A320	01/02/2018	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto B787	26/07/1991	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		COP	Copiloto A320	01/03/2018	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto ATR 72 600	16/09/2011	7%	100%	53%	90%	48%	0%	0%	73.80%	73.80%
		COP	Copiloto A320	18/09/2017	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto ATR 72 600	01/09/2011	74%	100%	87%	90%	48%	0%	0%	73.80%	73.80%
		COP	Copiloto A320	18/09/2017	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto B787	16/08/2013	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		CAP	Piloto A320	01/09/1989	100%	100%	100%	100%	48%	0%	0%	81.96%	81.96%
		COP	Copiloto B787	16/03/2012	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		COP	Copiloto A320	01/01/2015	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto A320	01/02/2015	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto A320	01/09/2017	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto B787	16/08/2013	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		COP	Copiloto A320	06/02/2015	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto A320	16/06/2009	82%	57%	70%	40%	48%	0%	0%	32.80%	32.80%
		COP	Copiloto A320	23/01/2015	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto A320	11/08/2014	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto A320	16/01/2015	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto A320	21/07/2014	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto A320	01/12/1986	100%	100%	100%	100%	48%	0%	0%	81.96%	81.96%
		COP	Copiloto A320	02/05/2017	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto A320	16/12/2008	68%	100%	84%	60%	48%	0%	0%	49.20%	49.20%
		CAP	Piloto A320	16/09/2007	100%	100%	100%	100%	48%	0%	0%	81.96%	81.96%
		COP	Copiloto A320	16/01/2015	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%

Variable Compensation 2017-2018

									MIN 56% AGREEMENT TARGET 60% AGREEMENT NPS AVH 2017				2017
					FUEL								
NATIONAL ID	NAME	POSITION	FLEET	DATE OF ENTRY	SETO	SETI	Result	Table Result	RESULT	Conversion	NPS 1% (18%)	Fuel 4,5% (82%)	FL TOTAL
		CAP	Piloto A320	08/04/2006	100%	100%	100%	100%	48%	0%	0%	81.96%	81.96%
		COP	Copiloto A320	09/04/2015	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto A320	15/11/1995	94%	100%	97%	100%	48%	0%	0%	81.96%	81.96%
		COP	Copiloto B787	07/09/2012	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		CAP	Piloto A320	22/12/2006	97%	100%	98%	100%	48%	0%	0%	81.96%	81.96%
		CAP	Piloto A320	16/09/2007	100%	100%	100%	100%	48%	0%	0%	81.96%	81.96%
		CAP	Piloto B787	27/04/1995	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		CAP	Piloto A320	16/08/2008	100%	100%	100%	100%	48%	0%	0%	81.96%	81.96%
		COP	Copiloto A320	01/03/2018	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto A320	09/04/2015	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto ATR 72 600	09/02/2015	7%	100%	90%	90%	48%	0%	0%	73.80%	73.80%
		COP	Copiloto A320	20/05/2015	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto A320	17/02/1990	100%	100%	100%	100%	48%	0%	0%	81.96%	81.96%
		CAP	Piloto A320	09/08/2008	100%	100%	100%	100%	48%	0%	0%	81.96%	81.96%
		COP	Copiloto A320	09/04/2015	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto ATR 72 600	19/09/2007	7%	100%	53%	90%	48%	0%	0%	73.80%	73.80%
		COP	Copiloto A320	16/01/2016	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto A320	11/08/2014	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto A320	28/07/2014	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto A320	03/06/1986	84%	100%	92%	100%	48%	0%	0%	81.96%	81.96%
		COP	Copiloto A320	02/12/2013	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto B787	11/10/2013	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		CAP	Piloto A320	01/11/2006	93%	100%	96%	100%	48%	0%	0%	81.96%	81.96%
		COP	Copiloto A320	08/05/2015	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto A320	08/03/2005	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto A320	05/01/2009	100%	100%	100%	100%	48%	0%	0%	81.96%	81.96%
		CAP	Piloto A320	16/10/2006	77%	100%	89%	80%	48%	0%	0%	65.60%	65.60%
		COP	Copiloto A320	21/02/2015	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto A320	21/07/2014	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto A320	03/05/2014	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto B787	06/01/1994	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		COP	Copiloto A320	02/05/2017	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto A320	19/09/2014	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto A320	03/04/2017	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto A320	21/02/2015	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto A320	16/07/1997	100%	100%	100%	100%	48%	0%	0%	81.96%	81.96%
		COP	Copiloto B787	16/01/2012	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		CAP	Piloto A330	07/07/1980	44%	96%	70%	40%	48%	0%	0%	32.80%	32.80%
		COP	Copiloto A320	02/12/2013	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto A320	02/12/2013	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto A320	19/08/2014	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto A320	17/04/2017	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto A330	30-07-2016	25%	100%	62%	40%	48%	0%	0%	32.80%	32.80%
		COP	Copiloto A320	19/09/2014	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto ATR 72 600	23/06/2010	100%	100%	100%	90%	48%	0%	0%	73.80%	73.80%
		COP	Copiloto A320	01/06/2015	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto A320	09/04/2015	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto A330	18/04/2011	26%	100%	75%	75%	48%	0%	0%	61.50%	61.50%

Variable Compensation 2017-2018

									MIN 56% AGREEMENT TARGET 60% AGREEMENT				
					FUEL				NPS AVH 2017				2017
NATIONAL ID	NAME	POSITION	FLEET	DATE OF ENTRY	SETO	SETI	Result	Table Result	RESULT	Conversion	NPS 1% (18%)	Fuel 4,5% (82%)	FL TOTAL
		COP	Copiloto ATR 72 600	20/03/2015	7%	100%	90%	90%	48%	0%	0%	73.80%	73.80%
		CAP	Piloto A330	19/02/1986	100%	100%	100%	100%	48%	0%	0%	81.96%	81.96%
		CAP	Piloto A320	01/09/1989	100%	100%	100%	100%	48%	0%	0%	81.96%	81.96%
		CAP	Piloto A320	21/03/2009	81%	100%	90%	100%	48%	0%	0%	81.96%	81.96%
		COP	Copiloto A320	18/09/2017	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto A320	01/07/2017	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto A320	24/12/2005	98%	100%	99%	100%	48%	0%	0%	81.96%	81.96%
		CAP	Piloto A330	20/03/1979	18%	71%	44%	40%	48%	0%	0%	32.80%	32.80%
		COP	Copiloto A320	19/09/2014	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto A320	02/05/2017	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto A320	01/06/2006	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto ATR 72 600	01/09/2011	100%	100%	100%	90%	48%	0%	0%	73.80%	73.80%
		COP	Copiloto A320	21/07/2014	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto A320	01/07/2015	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto A320	19/06/2009	77%	100%	88%	80%	48%	0%	0%	65.60%	65.60%
		COP	Copiloto A320	23/01/2015	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto A320	08/11/2007	100%	100%	100%	100%	48%	0%	0%	81.96%	81.96%
		CAP	Piloto B787	22/11/1995	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		CAP	Piloto A320	16/03/2006	80%	100%	90%	100%	48%	0%	0%	81.96%	81.96%
		COP	Copiloto A320	02/12/2013	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto ATR 72 600	01/09/2011	100%	100%	100%	90%	48%	0%	0%	73.80%	73.80%
		COP	Copiloto A320	01/12/2017	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto A320	16/02/2006	91%	100%	96%	100%	48%	0%	0%	81.96%	81.96%
		CAP	Piloto A330	10/08/1987	58%	100%	79%	40%	48%	0%	0%	32.80%	32.80%
		CAP	Piloto A320	03/05/2010	100%	100%	100%	100%	48%	0%	0%	81.96%	81.96%
		CAP	Piloto ATR 72 600	01/09/2011	76%	98%	87%	90%	48%	0%	0%	73.80%	73.80%
		COP	Copiloto A320	17/10/2014	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto B787	11/10/2013	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		COP	Copiloto A320	01/06/2015	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto A320	02/01/2018	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto A320	01/08/2017	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto B787	30/12/1993	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		CAP	Piloto B787	22/05/1996	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		COP	Copiloto A320	19/08/2014	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto B787	01/12/2011	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		COP	Copiloto ATR 72 600	09/04/2015	7%	100%	90%	90%	48%	0%	0%	73.80%	73.80%
		CAP	Piloto A320	02/08/2010	92%	100%	96%	100%	48%	0%	0%	81.96%	81.96%
		COP	Copiloto ATR 72 600	16/11/2013	7%	100%	90%	90%	48%	0%	0%	73.80%	73.80%
		COP	Copiloto B787	10/05/2013	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		COP	Copiloto A320	16/12/2003	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto A320	06/12/2013	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto A330	08/06/2012	26%	100%	75%	75%	48%	0%	0%	61.50%	61.50%
		COP	Copiloto A320	20/02/2015	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto B787	08/03/2012	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		COP	Copiloto A320	06/12/2014	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto B787	15/01/1991	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		COP	Copiloto A330	21/09/2012	26%	100%	75%	75%	48%	0%	0%	61.50%	61.50%
		COP	Copiloto A320	01/07/2017	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%

Variable Compensation 2017-2018

									MIN 56% AGREEMENT TARGET 60% AGREEMENT				
					FUEL				NPS AVH 2017				2017
NATIONAL ID	NAME	POSITION	FLEET	DATE OF ENTRY	SETO	SETI	Result	Table Result	RESULT	Conversion	NPS 1% (18%)	Fuel 4,5% (82%)	FL TOTAL
		CAP	Piloto B787	03/03/1995	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		COP	Copiloto A320	02/10/2017	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		CAP	Piloto B787	17/03/1994	#N/A	#N/A	90%	90%	48%	0%	0%	73.80%	73.80%
		COP	Copiloto ATR 72 600	19/09/2014	7%	100%	90%	90%	48%	0%	0%	73.80%	73.80%
		CAP	Piloto A320	02/01/2006	96%	100%	98%	100%	48%	0%	0%	81.96%	81.96%
		COP	Copiloto A320	01/07/2009	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto ATR 72 600	03/09/2012	7%	100%	90%	90%	48%	0%	0%	73.80%	73.80%
		COP	Copiloto A320	04/10/2013	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%
		COP	Copiloto A320	23/01/2015	94%	100%	107%	100%	48%	0%	0%	82.00%	82.00%

Variable Compensation 2018-2019

						FUEL				NPS AVH 2018				2018		
EMPLOYEE ID	NATIONAL ID	NAME	POSITION	FLEET	DATE OF ENTRY	SETO	SETI	Result	Table Result	RESULT	Conversion	NPS 1% (18%)	Fuel 4,5% (82%)	FL TOTAL	UNION	COMMENTS
100739			Piloto B787	B787	9/2/1994	9%	100%	100%	100%	46%	0%	0%	82.00%	82.00%		
101574			Piloto A320	A320	2/16/2006	100%	100%	100%	100%	46%	0%	0%	82.00%	82.00%		
175002			Copiloto A320	A320	11/1/2018	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
175346			Copiloto A320	A320	12/3/2018	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
100967			Copiloto A330	A330	4/22/1998	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
104430			Piloto A320	A320	9/7/2012	-	-	0%	95%	46%	0%	0%	77.66%	77.66%		
102086			Piloto A320	A320	9/16/2008	96%	100%	98%	100%	46%	0%	0%	82.00%	82.00%		
102935			Piloto ATR 72 600	ATR	12/1/2011	-	-	0%	96%	46%	0%	0%	78.72%	78.72%		
100899			Copiloto A330	A330	2/6/1997	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
101801			Piloto A320	A320	4/1/2007	100%	100%	100%	100%	46%	0%	0%	82.00%	82.00%		Se le garantiza el resultado reportado por el area de metricas (Rol de Instructor)
102430			Piloto A320	A320	1/22/2010	74%	100%	87%	80%	46%	0%	0%	65.60%	65.60%		
100639			Piloto B787	B787	7/21/1993	0%	2%	2%	64%	46%	0%	0%	52.48%	52.48%		Se le garantiza el 64% de acuerdo a la Convención por Rol de Instructor
128389			Copiloto A320	A320	2/8/2014	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
105093			Copiloto B787	B787	7/5/2013	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
100659			Piloto B787	B787	12/7/1993	0%	55%	55%	40%	46%	0%	0%	32.80%	32.80%		
100362			Piloto B787	B787	12/9/1987	0%	17%	17%	48%	46%	0%	0%	39.36%	39.36%		Se aplica el promedio de la flota del 48% de acuerdo al promedio minimo de vuelos aplicables
101824			Piloto A320	A320	5/11/2007	100%	100%	100%	100%	46%	0%	0%	82.00%	82.00%		
100634			Piloto B787	B787	7/21/1993	4%	100%	100%	100%	46%	0%	0%	82.00%	82.00%		
104524			Copiloto A330	A330	9/21/2012	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
100290			Piloto A330	A330	10/15/1985	55%	100%	78%	64%	46%	0%	0%	52.48%	52.48%		Se le garantiza el 64% de acuerdo a la Convención por Rol de Instructor
100412			Piloto B787	B787	2/22/1989	0%	73%	73%	40%	46%	0%	0%	32.80%	32.80%		
101707			Piloto A320	A320	9/9/2006	88%	100%	94%	100%	46%	0%	0%	82.00%	82.00%		Rol Administrativo se le respeta el resultado del 100%
100321			Piloto A330	A330	10/6/1986	65%	81%	73%	40%	46%	0%	0%	32.80%	32.80%		
101599			Piloto A320	A320	4/3/2006	82%	97%	90%	80%	46%	0%	0%	65.60%	65.60%		Rol Administrativo se le respeta el resultado del 80%
105376			Copiloto B787	B787	10/25/2013	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
104658			Copiloto B787	B787	10/26/2012	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
105462			Copiloto A330	A330	12/6/2013	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
100216			Piloto B787	B787	10/19/1981	0%	56%	56%	48%	46%	0%	0%	39.36%	39.36%		Se aplica el promedio de la flota del 48% de acuerdo al promedio minimo de vuelos aplicables
100289			Piloto A330	A330	10/15/1985	53%	100%	76%	40%	46%	0%	0%	32.80%	32.80%		
100327			Piloto A320	A320	12/1/1986	91%	88%	90%	80%	46%	0%	0%	65.60%	65.60%		
100366			Piloto B787	B787	12/9/1987	0%	40%	40%	48%	46%	0%	0%	39.36%	39.36%		Se aplica el promedio de la flota del 48% de acuerdo al promedio minimo de vuelos aplicables
100226			Piloto B787	B787	9/16/1982	0%	71%	71%	40%	46%	0%	0%	32.80%	32.80%		
100954			Piloto A330	A330	2/16/1998	67%	100%	83%	60%	46%	0%	0%	49.20%	49.20%		
100099			Piloto A330	A330	3/20/1979	54%	97%	75%	40%	46%	0%	0%	32.80%	32.80%		
101565			Piloto A320	A320	2/6/2006	98%	100%	99%	100%	46%	0%	0%	82.00%	82.00%		
100764			Piloto B787	B787	12/17/1994	0%	25%	25%	40%	46%	0%	0%	32.80%	32.80%		
101302			Copiloto A320	A320	4/28/2004	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
100906			Copiloto Fokker 100	Fokker	2/17/1997	#N/A	#N/A	0%	40%	46%	0%	0%	32.80%	32.80%		
100847			Piloto B787	B787	5/9/1996	0%	16%	16%	48%	46%	0%	0%	39.36%	39.36%		Se aplica el promedio de la flota del 48% de acuerdo al promedio minimo de vuelos aplicables
100893			Piloto B787	B787	2/6/1997	0%	0%	0%	48%	46%	0%	0%	39.36%	39.36%		Se aplica el promedio de la flota del 48% de acuerdo al promedio minimo de vuelos aplicables
101446			Copiloto ATR 72 600	ATR	9/1/2005	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		

Variable Compensation 2018-2019

						FUEL				NPS AVH 2018				2018		
EMPLOYEE ID	NATIONAL ID	NAME	POSITION	FLEET	DATE OF ENTRY	SETO	SETI	Result	Table Result	RESULT	Conversion	NPS 1% (18%)	Fuel 4,5% (82%)	FL TOTAL	UNION	COMMENTS
100685			Piloto B787	B787	7/21/1993	0%	15%	15%	40%	46%	0%	0%	32.80%	32.80%		
101580			Piloto A320	A320	2/16/2006	100%	100%	100%	100%	46%	0%	0%	82.00%	82.00%		Se le garantiza el resultado reportado por el area de metricas (Rol de Instructor)
100810			Piloto B787	B787	11/19/1995	0%	57%	57%	40%	46%	0%	0%	32.80%	32.80%		
100726			Piloto B787	B787	7/20/1994	10%	58%	58%	40%	46%	0%	0%	32.80%	32.80%		
100788			Piloto A320	A320	6/21/1995	92%	100%	96%	100%	46%	0%	0%	82.00%	82.00%		
100098			Piloto A330	A330	3/20/1979	38%	100%	69%	40%	46%	0%	0%	32.80%	33%		
100254			Piloto A330	A330	5/7/1984	72%	100%	86%	80%	46%	0%	0%	65.60%	65.60%		
100683			Piloto B787	B787	2/8/1994	6%	1%	1%	40%	46%	0%	0%	32.80%	32.80%		
100693			Piloto B787	B787	3/10/1994	8%	38%	38%	40%	46%	0%	0%	32.80%	32.80%		
100697			Piloto B787	B787	4/17/1994	0%	98%	98%	100%	46%	0%	0%	82.00%	82.00%		
100740			Piloto B787	B787	9/6/1994	6%	1%	1%	40%	46%	0%	0%	32.80%	32.80%		
100742			Piloto B787	B787	9/14/1994	0%	6%	6%	48%	46%	0%	0%	39.36%	39.36%		Se aplica el promedio de la flota del 48% de acuerdo al promedio minimo de vuelos aplicables
100745			Piloto B787	B787	9/21/1994	0%	100%	100%	100%	46%	0%	0%	82.00%	82.00%		
100760			Piloto B787	B787	11/9/1994	6%	99%	99%	100%	46%	0%	0%	82.00%	82.00%		
100358			Piloto A320	A320	12/1/1987	92%	100%	96%	100%	46%	0%	0%	82.00%	82.00%		
101507			Piloto A320	A320	12/1/2005	100%	100%	100%	100%	46%	0%	0%	82.00%	82.00%		
101518			Piloto A320	A320	12/1/2005	83%	100%	91%	100%	46%	0%	0%	82.00%	82.00%		
101592			Piloto A320	A320	3/2/2006	86%	100%	93%	100%	46%	0%	0%	82.00%	82.00%		
101600			Piloto A320	A320	4/8/2006	98%	100%	99%	100%	46%	0%	0%	82.00%	82.00%		
100462			Piloto A320	A320	9/1/1989	100%	100%	100%	100%	46%	0%	0%	82.00%	82.00%		
100081			Piloto A330	A330	12/11/1978	64%	100%	82%	64%	46%	0%	0%	52.48%	52.48%		Se le garantiza el 64% de acuerdo a la Convención por Rol de Instructor
101460			Piloto A320	A320	9/1/2005	90%	100%	95%	100%	46%	0%	0%	82.00%	82.00%		
100363			Piloto A330	A330	12/9/1987	73%	100%	87%	80%	46%	0%	0%	65.60%	65.60%		
100775			Piloto B787	B787	2/21/1995	0%	18%	18%	40%	46%	0%	0%	32.80%	32.80%		
101501			Piloto A320	A320	12/1/2005	96%	100%	98%	98%	46%	0%	0%	80.28%	80.28%		Se le garantiza el resultado reportado por el area de metricas (Rol de Instructor)
100380			Piloto B787	B787	8/8/1988	0%	28%	28%	48%	46%	0%	0%	39.36%	39.36%		Se aplica el promedio de la flota del 48% de acuerdo al promedio minimo de vuelos aplicables
100876			Piloto B787	B787	11/2/1996	0%	31%	31%	48%	46%	0%	0%	39.36%	39.36%		Se aplica el promedio de la flota del 48% de acuerdo al promedio minimo de vuelos aplicables
101497			Piloto A320	A320	11/21/2005	92%	100%	96%	100%	46%	0%	0%	82.00%	82.00%		
100925			Piloto B787	B787	6/18/1997	0%	1%	1%	48%	46%	0%	0%	39.36%	39.36%		Se aplica el promedio de la flota del 48% de acuerdo al promedio minimo de vuelos aplicables
100994			Piloto A330	A330	7/24/1998	87%	100%	93%	100%	46%	0%	0%	82.00%	82.00%		
100134			Piloto A330	A330	8/27/1979	11%	94%	52%	40%	46%	0%	0%	32.80%	32.80%		
100352			Piloto A330	A330	8/10/1987	52%	100%	76%	40%	46%	0%	0%	32.80%	32.80%		
100257			Piloto A330	A330	5/7/1984	28%	100%	64%	40%	46%	0%	0%	32.80%	32.80%		
100173			Piloto A330	A330	9/16/1980	7%	51%	29%	40%	46%	0%	0%	32.80%	32.80%		
100776			Piloto B787	B787	2/22/1995	0%	72%	72%	48%	46%	0%	0%	39.36%	39.36%		Se aplica el promedio de la flota del 48% de acuerdo al promedio minimo de vuelos aplicables
100453			Piloto B787	B787	7/24/1989	0%	1%	1%	64%	46%	0%	0%	52.48%	52.48%		Se le garantiza el 64% de acuerdo a la Convención por Rol de Instructor
105378			Copiloto B787	B787	10/25/2013	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
100907			Piloto A320	A320	2/17/1997	100%	100%	100%	100%	46%	0%	0%	82.00%	82.00%		
100364			Piloto A330	A330	12/9/1987	100%	100%	100%	100%	46%	0%	0%	82.00%	82.00%		Se le garantiza el resultado reportado por el area de metricas (Rol de Instructor)
101639			Piloto A320	A320	7/1/2006	100%	100%	100%	100%	46%	0%	0%	82.00%	82.00%		
105456			Copiloto B787	B787	12/2/2013	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
105129			Copiloto B787	B787	7/19/2013	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		

Variable Compensation 2018-2019

						FUEL				NPS AVH 2018				2018		
EMPLOYEE ID	NATIONAL ID	NAME	POSITION	FLEET	DATE OF ENTRY	SETO	SETI	Result	Table Result	RESULT	Conversion	NPS 1% (18%)	Fuel 4,5% (82%)	FL TOTAL	UNION	COMMENTS
100705			Piloto B787	B787	5/24/1994	15%	60%	60%	48%	46%	0%	0%	39.36%	39.36%		Se aplica el promedio de la flota del 48% de acuerdo al promedio minimo de vuelos aplicables
100970			Piloto A330	A330	4/24/1998	67%	100%	83%	60%	46%	0%	0%	49.20%	49.20%		
100972			Piloto A320	A320	4/24/1998	87%	100%	93%	100%	46%	0%	0%	82.00%	82.00%		
105438			Copiloto B787	B787	12/2/2013	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
100371			Piloto A330	A330	12/9/1987	12%	100%	56%	40%	46%	0%	0%	32.80%	32.80%		
100672			Piloto A320	A320	1/10/1994	95%	100%	98%	100%	46%	0%	0%	82.00%	82.00%		
100477			Piloto B787	B787	11/1/1989	0%	100%	100%	100%	46%	0%	0%	82.00%	82.00%		Se le garantiza el resultado reportado por el area de metricas (Rol de Instructor)
100755			Piloto B787	B787	10/11/1994	0%	10%	10%	40%	46%	0%	0%	32.80%	32.80%		
100452			Piloto B787	B787	7/21/1989	6%	92%	92%	100%	46%	0%	0%	82.00%	82.00%		
101532			Piloto A320	A320	1/2/2006	100%	100%	100%	100%	46%	0%	0%	82.00%	82.00%		
105329			Copiloto A330	A330	10/4/2013	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
105446			Copiloto A330	A330	12/2/2013	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
105440			Copiloto A330	A330	12/2/2013	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
105455			Copiloto B787	B787	12/2/2013	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
100800			Piloto A320	A320	9/21/1995	93%	100%	97%	100%	46%	0%	0%	82.00%	82.00%		
100832			Piloto B787	B787	2/13/1996	0%	100%	100%	100%	46%	0%	0%	82.00%	82.00%		
100179			Piloto A330	A330	7/7/1980	22%	100%	61%	40%	46%	0%	0%	32.80%	32.80%		
100966			Piloto A330	A330	4/22/1998	69%	100%	84%	60%	46%	0%	0%	49.20%	49.20%		
100350			Piloto A330	A330	8/10/1987	42%	100%	71%	64%	46%	0%	0%	52.48%	52.48%		Se le garantiza el 64% de acuerdo a la Convención por Rol de Instructor
100903			Piloto B787	B787	2/6/1997	0%	100%	100%	100%	46%	0%	0%	82.00%	82.00%		
100990			Piloto A330	A330	6/23/1998	100%	100%	100%	100%	46%	0%	0%	82.00%	82.00%		
100968			Piloto A320	A320	4/22/1998	79%	100%	90%	80%	46%	0%	0%	65.60%	65.60%		
100849			Piloto B787	B787	5/13/1996	0%	52%	52%	48%	46%	0%	0%	39.36%	39.36%		Se aplica el promedio de la flota del 48% de acuerdo al promedio minimo de vuelos aplicables
100757			Piloto B787	B787	10/11/1994	3%	67%	67%	48%	46%	0%	0%	39.36%	39.36%		Se aplica el promedio de la flota del 48% de acuerdo al promedio minimo de vuelos aplicables
101576			Copiloto A330	A330	2/16/2006	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
105119			Copiloto ATR 72 600	ATR	7/18/2013	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
100901			Piloto B787	B787	2/6/1997	0%	70%	70%	40%	46%	0%	0%	32.80%	32.80%		
105223			Copiloto B787	B787	8/16/2013	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
100978			Piloto B787	B787	6/10/1998	58%	100%	100%	100%	46%	0%	0%	82.00%	82.00%		
100995			Piloto B787	B787	8/13/1998	78%	86%	86%	80%	46%	0%	0%	65.60%	65.60%		
101629			Piloto A320	A320	6/3/2006	100%	100%	100%	100%	46%	0%	0%	82.00%	82.00%		
101527			Piloto A320	A320	12/24/2005	100%	100%	100%	100%	46%	0%	0%	82.00%	82.00%		
100877			Piloto B787	B787	11/14/1996	0%	12%	12%	48%	46%	0%	0%	39.36%	39.36%		Se aplica el promedio de la flota del 48% de acuerdo al promedio minimo de vuelos aplicables
101590			Piloto A320	A320	3/2/2006	100%	99%	99%	99%	46%	0%	0%	81.56%	81.56%		Se le garantiza el resultado reportado por el area de metricas (Rol de Instructor)
100349			Piloto A330	A330	8/10/1987	76%	100%	88%	80%	46%	0%	0%	65.60%	65.60%		
100902			Piloto B787	B787	2/6/1997	0%	45%	45%	40%	46%	0%	0%	32.80%	32.80%		
100749			Piloto B787	B787	10/1/1994	0%	46%	46%	64%	46%	0%	0%	52.48%	52.48%		Se le garantiza el 64% de acuerdo a la Convención
100883			Piloto B787	B787	12/17/1996	0%	32%	32%	40%	46%	0%	0%	32.80%	32.80%		
100335			Piloto A320	A320	1/20/1987	100%	100%	100%	100%	46%	0%	0%	82.00%	82.00%		
100927			Piloto A320	A320	6/26/1997	92%	66%	79%	64%	46%	0%	0%	52.48%	52.48%		Se le garantiza el 64% de acuerdo a la Convención
105447			Copiloto A330	A330	12/2/2013	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
100575			Piloto A320	A320	6/13/1991	-	-	0%	95%	46%	0%	0%	77.66%	77.66%		

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						FUEL				NPS AVH 2018				2018		
EMPLOYEE ID	NATIONAL ID	NAME	POSITION	FLEET	DATE OF ENTRY	SETO	SETI	Result	Table Result	RESULT	Conversion	NPS 1% (18%)	Fuel 4,5% (82%)	FL TOTAL	UNION	COMMENTS
100407			Piloto B787	B787	8/8/1988	0%	60%	60%	48%	46%	0%	0%	39.36%	39.36%		Se aplica el promedio de la flota del 48% de acuerdo al promedio minimo de vuelos aplicables
104617			Copiloto B787	B787	10/5/2012	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
104618			Copiloto B787	B787	10/5/2012	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
101529			Piloto A320	A320	1/2/2006	91%	100%	96%	100%	46%	0%	0%	82.00%	82.00%		
100712			Piloto B787	B787	6/27/1994	0%	65%	65%	48%	46%	0%	0%	39.36%	39.36%		Se aplica el promedio de la flota del 48% de acuerdo al promedio minimo de vuelos aplicables
100930			Piloto B787	B787	7/16/1997	91%	100%	100%	100%	46%	0%	0%	82.00%	82.00%		
100450			Piloto B787	B787	7/7/1989	0%	1%	1%	48%	46%	0%	0%	39.36%	39.36%		Se aplica el promedio de la flota del 48% de acuerdo al promedio minimo de vuelos aplicables
105432			Copiloto A330	A330	12/2/2013	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
101523			Piloto A320	A320	12/15/2005	100%	92%	96%	100%	46%	0%	0%	82.00%	82.00%		
101514			Piloto A320	A320	12/1/2005	99%	100%	100%	100%	46%	0%	0%	82.00%	82.00%		
100379			Piloto B787	B787	8/8/1988	1%	69%	69%	40%	46%	0%	0%	32.80%	32.80%		
101567			Piloto A320	A320	2/8/2006	90%	100%	95%	100%	46%	0%	0%	82.00%	82.00%		
100419			Piloto B787	B787	3/22/1989	0%	61%	61%	40%	46%	0%	0%	32.80%	32.80%		
105467			Copiloto A330	A330	12/6/2013	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
101496			Piloto A320	A320	11/21/2005	86%	100%	93%	100%	46%	0%	0%	82.00%	82.00%		
100481			Piloto B787	B787	11/20/1989	10%	5%	5%	40%	46%	0%	0%	32.80%	32.80%		
100445			Piloto B787	B787	6/16/1989	0%	47%	47%	48%	46%	0%	0%	39.36%	39.36%		Se aplica el promedio de la flota del 48% de acuerdo al promedio minimo de vuelos aplicables
100929			Piloto A320	A320	7/16/1997	91%	100%	96%	100%	46%	0%	0%	82.00%	82.00%		
105454			Copiloto A330	A330	12/2/2013	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
101608			Piloto A320	A320	4/18/2006	100%	100%	100%	100%	46%	0%	0%	82.00%	82.00%		
100971			Piloto A330	A330	4/24/1998	77%	100%	89%	80%	46%	0%	0%	65.60%	65.60%		
105126			Copiloto B787	B787	7/19/2013	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
101041			Piloto A320	A320	1/25/1999	100%	100%	100%	100%	46%	0%	0%	82.00%	82.00%		
101564			Piloto A320	A320	2/6/2006	100%	100%	100%	100%	46%	0%	0%	82.00%	82.00%		Se le garantiza el resultado reportado por el area de metricas (Rol de Instructor)
100162			Piloto A330	A330	8/27/1979	11%	100%	56%	64%	46%	0%	0%	52.48%	52.48%		Se le garantiza el 64% de acuerdo a la Convención por Rol de Instructor
100773			Piloto A320	A320	2/14/1995	79%	99%	89%	80%	46%	0%	0%	65.60%	65.60%		
100805			Piloto B787	B787	10/30/1995	4%	66%	66%	40%	46%	0%	0%	32.80%	32.80%		
100522			Piloto B787	B787	7/9/1990	0%	68%	68%	48%	46%	0%	0%	39.36%	39.36%		Se aplica el promedio de la flota del 48% de acuerdo al promedio minimo de vuelos aplicables
100465			Piloto B787	B787	9/18/1989	8%	80%	80%	60%	46%	0%	0%	49.20%	49.20%		
101628			Piloto A320	A320	6/3/2006	100%	100%	100%	100%	46%	0%	0%	82.00%	82.00%		
101520			Piloto A320	A320	12/13/2005	95%	100%	98%	100%	46%	0%	0%	82.00%	82.00%		
100161			Piloto A330	A330	7/7/1980	75%	100%	88%	80%	46%	0%	0%	65.60%	65.60%		
100704			Piloto B787	B787	5/24/1994	0%	1%	1%	40%	46%	0%	0%	32.80%	32.80%		
100801			Piloto A320	A320	9/29/1995	77%	100%	89%	80%	46%	0%	0%	65.60%	65.60%		
104723			Piloto A320	A320	12/1/2012	-	-	0%	95%	46%	0%	0%	77.66%	77.66%		
100703			Piloto B787	B787	5/19/1994	0%	57%	57%	40%	46%	0%	0%	32.80%	32.80%		
101500			Piloto A320	A320	12/1/2005	81%	68%	75%	40%	46%	0%	0%	32.80%	32.80%		
100174			Piloto A330	A330	9/17/1980	54%	9%	32%	40%	46%	0%	0%	32.80%	32.80%		
105449			Copiloto A330	A330	12/2/2013	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
104945			Copiloto B787	B787	4/25/2013	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
101493			Piloto A320	A320	11/19/2005	95%	100%	98%	100%	46%	0%	0%	82.00%	82.00%		
100292			Piloto A330	A330	10/15/1985	41%	100%	71%	64%	46%	0%	0%	52.48%	52.48%		Se le garantiza el 64% de acuerdo a la Convención
100315			Piloto A320	A320	6/3/1986	81%	100%	91%	100%	46%	0%	0%	82.00%	82.00%		
100301			Piloto A320	A320	3/31/1986	93%	100%	97%	100%	46%	0%	0%	82.00%	82.00%		

Variable Compensation 2018-2019

						FUEL				NPS AVH 2018				2018		
EMPLOYEE ID	NATIONAL ID	NAME	POSITION	FLEET	DATE OF ENTRY	SETO	SETI	Result	Table Result	RESULT	Conversion	NPS 1% (18%)	Fuel 4,5% (82%)	FL TOTAL	UNION	COMMENTS
100736			Piloto B787	B787	9/2/1994	0%	70%	70%	40%	46%	0%	0%	32.80%	32.80%		
101533			Piloto A320	A320	1/2/2006	100%	68%	84%	64%	46%	0%	0%	52.48%	52.48%		Se le garantiza el 64% de acuerdo a la Convención por Rol de Instructor
101594			Piloto A320	A320	3/16/2006	93%	100%	97%	100%	46%	0%	0%	82.00%	82.00%		
100799			Piloto A320	A320	9/21/1995	91%	100%	95%	100%	46%	0%	0%	82.00%	82.00%		
100479			Piloto B787	B787	11/10/1989	0%	1%	1%	48%	46%	0%	0%	39.36%	39.36%		Se aplica el promedio de la flota del 48% de acuerdo al promedio minimo de vuelos aplicables
100894			Piloto B787	B787	2/6/1997	0%	1%	1%	40%	46%	0%	0%	32.80%	32.80%		
100931			Piloto A330	A330	7/16/1997	61%	100%	81%	60%	46%	0%	0%	49.20%	49.20%		
100932			Piloto B787	B787	7/17/1997	62%	79%	79%	48%	46%	0%	0%	39.36%	39.36%		Se aplica el promedio de la flota del 48% de acuerdo al promedio minimo de vuelos aplicables
101643			Piloto A320	A320	7/1/2006	98%	100%	99%	100%	46%	0%	0%	82.00%	82.00%		
101489			Piloto A320	A320	11/12/2005	89%	100%	95%	100%	46%	0%	0%	82.00%	82.00%		
101716			Piloto A320	A320	10/18/2006	100%	100%	100%	100%	46%	0%	0%	82.00%	82.00%		
100923			Piloto A330	A330	6/18/1997	41%	63%	52%	40%	46%	0%	0%	32.80%	32.80%		
104620			Copiloto B787	B787	10/5/2012	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
100357			Piloto A320	A320	12/1/1987	96%	100%	98%	100%	46%	0%	0%	82.00%	82.00%		
100730			Piloto B787	B787	8/23/1994	0%	42%	42%	48%	46%	0%	0%	39.36%	39.36%		Se aplica el promedio de la flota del 48% de acuerdo al promedio minimo de vuelos aplicables
101042			Piloto A320	A320	1/28/1999	83%	99%	91%	100%	46%	0%	0%	82.00%	82.00%		
105091			Copiloto B787	B787	7/5/2013	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
100365			Piloto A330	A330	12/9/1987	80%	75%	78%	64%	46%	0%	0%	52.48%	52.48%		Se le garantiza el 64% de acuerdo a la Convención por Rol de Instructor
101637			Piloto A320	A320	7/1/2006	92%	100%	96%	100%	46%	0%	0%	82.00%	82.00%		
100886			Piloto A320	A320	1/10/1997	51%	100%	75%	40%	46%	0%	0%	32.80%	32.80%		
100778			Piloto B787	B787	3/3/1995	0%	40%	40%	40%	46%	0%	0%	32.80%	32.80%		
100770			Piloto A320	A320	1/27/1995	78%	100%	89%	80%	46%	0%	0%	65.60%	65.60%		
100793			Piloto B787	B787	8/16/1995	0%	34%	34%	40%	46%	0%	0%	32.80%	32.80%		
100710			Piloto B787	B787	6/26/1994	0%	1%	1%	48%	46%	0%	0%	39.36%	39.36%		Se aplica el promedio de la flota del 48% de acuerdo al promedio minimo de vuelos aplicables
100806			Piloto A320	A320	11/1/1995	-	-	0%	95%	46%	0%	0%	77.66%	77.66%		
100783			Piloto Fokker 50	Fokker	4/15/1995	-	-	0%	40%	46%	0%	0%	32.80%	32.80%		
101766			Piloto A320	A320	12/23/2006	78%	99%	89%	80%	46%	0%	0%	65.60%	65.60%		
100973			Piloto A330	A330	4/24/1998	70%	100%	85%	60%	46%	0%	0%	49.20%	49.20%		
105121			Copiloto A330	A330	7/19/2013	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
101490			Piloto A320	A320	11/15/2005	93%	100%	96%	100%	46%	0%	0%	82.00%	82.00%		
100900			Piloto B787	B787	2/6/1997	0%	16%	16%	48%	46%	0%	0%	39.36%	39.36%		Se aplica el promedio de la flota del 48% de acuerdo al promedio minimo de vuelos aplicables
100951			Piloto A320	A320	2/16/1998	100%	100%	100%	100%	46%	0%	0%	82.00%	82.00%		
104616			Piloto A320	A320	10/5/2012	-	-	0%	95%	46%	0%	0%	77.66%	77.66%		
100989			Piloto B787	B787	6/19/1998	88%	100%	100%	100%	46%	0%	0%	82.00%	82.00%		
105090			Copiloto B787	B787	7/5/2013	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
100958			Piloto A330	A330	3/10/1998	17%	34%	25%	40%	46%	0%	0%	32.80%	32.80%		
100218			Piloto A320	A320	10/28/1981	91%	100%	96%	100%	46%	0%	0%	82.00%	82.00%		
100331			Piloto A320	A320	12/1/1986	100%	100%	100%	100%	46%	0%	0%	82.00%	82.00%		

Variable Compensation 2018-2019

						FUEL				NPS AVH 2018				2018		
EMPLOYEE ID	NATIONAL ID	NAME	POSITION	FLEET	DATE OF ENTRY	SETO	SETI	Result	Table Result	RESULT	Conversion	NPS 1% (18%)	Fuel 4,5% (82%)	FL TOTAL	UNION	COMMENTS
100786			Piloto B787	B787	4/29/1995	23%	65%	65%	48%	46%	0%	0%	39.36%	39.36%		Se aplica el promedio de la flota del 48% de acuerdo al promedio minimo de vuelos aplicables
100797			Piloto A320	A320	9/13/1995	100%	100%	100%	100%	46%	0%	0%	82.00%	82.00%		
100083			Piloto A330	A330	12/11/1978	64%	100%	82%	60%	46%	0%	0%	49.20%	49.20%		
100752			Piloto B787	B787	10/5/1994	0%	8%	8%	40%	46%	0%	0%	32.80%	32.80%		
104614			Copiloto B787	B787	10/5/2012	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
100787			Piloto B787	B787	5/19/1995	0%	51%	51%	48%	46%	0%	0%	39.36%	39.36%		Se aplica el promedio de la flota del 48% de acuerdo al promedio minimo de vuelos aplicables
105507			Copiloto A320	A320	12/16/2013	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
101510			Piloto A320	A320	12/1/2005	100%	100%	100%	100%	46%	0%	0%	82.00%	82.00%		
100956			Piloto A330	A330	2/25/1998	98%	100%	99%	100%	46%	0%	0%	82.00%	82.00%		
100980			Piloto A330	A330	6/10/1998	89%	100%	95%	100%	46%	0%	0%	82.00%	82.00%		
101516			Piloto A320	A320	12/1/2005	85%	100%	93%	100%	46%	0%	0%	82.00%	82.00%		
100794			Piloto B787	B787	8/16/1995	0%	45%	45%	40%	46%	0%	0%	32.80%	32.80%		
101040			Piloto A320	A320	1/19/1999	81%	83%	82%	60%	46%	0%	0%	49.20%	49.20%		
100236			Piloto B787	B787	7/6/1983	0%	6%	6%	48%	46%	0%	0%	39.36%	39.36%		Se aplica el promedio de la flota del 48% de acuerdo al promedio minimo de vuelos aplicables
100785			Piloto B787	B787	4/27/1995	0%	38%	38%	40%	46%	0%	0%	32.80%	32.80%		
100381			Piloto A330	A330	12/9/1987	63%	100%	81%	60%	46%	0%	0%	49.20%	49.20%		
100953			Piloto A330	A330	2/16/1998	79%	100%	89%	80%	46%	0%	0%	65.60%	65.60%		
101641			Piloto A320	A320	7/1/2006	100%	100%	100%	100%	46%	0%	0%	82.00%	82.00%		
105242			Copiloto B787	B787	8/16/2013	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
100087			Piloto A330	A330	12/11/1978	34%	28%	31%	40%	46%	0%	0%	32.80%	32.80%		
100287			Piloto A330	A330	10/15/1985	81%	100%	90%	90%	46%	0%	0%	74.15%	74.15%		Se le garantiza el resultado reportado por el area de metricas (Rol de Instructor)
100184			Piloto A330	A330	8/18/1980	12%	89%	51%	40%	46%	0%	0%	32.80%	32.80%		
100982			Piloto A330	A330	6/10/1998	73%	100%	86%	80%	46%	0%	0%	65.60%	65.60%		
101571			Piloto A320	A320	2/16/2006	94%	100%	97%	97%	46%	0%	0%	79.50%	79.50%		Se le garantiza el resultado reportado por el area de metricas (Rol de Instructor)
100984			Piloto A330	A330	6/11/1998	95%	100%	98%	100%	46%	0%	0%	82.00%	82.00%		
100807			Piloto A320	A320	11/1/1995	93%	100%	97%	100%	46%	0%	0%	82.00%	82.00%		
100811			Piloto B787	B787	11/22/1995	0%	31%	31%	40%	46%	0%	0%	32.80%	32.80%		
100103			Piloto A330	A330	3/20/1979	29%	100%	64%	40%	46%	0%	0%	32.80%	32.80%		
101037			Piloto A320	A320	1/13/1999	83%	100%	91%	100%	46%	0%	0%	82.00%	82.00%		
100853			Piloto B787	B787	5/21/1996	7%	78%	78%	40%	46%	0%	0%	32.80%	32.80%		
100896			Piloto B787	B787	2/6/1997	0%	66%	66%	40%	46%	0%	0%	32.80%	32.80%		
101598			Piloto A320	A320	3/16/2006	88%	91%	90%	80%	46%	0%	0%	65.60%	65.60%		
100895			Piloto B787	B787	2/6/1997	0%	92%	92%	100%	46%	0%	0%	82.00%	82.00%		
100809			Piloto A320	A320	11/15/1995	83%	100%	92%	100%	46%	0%	0%	82.00%	82.00%		
100924			Piloto B787	B787	6/18/1997	90%	100%	100%	100%	46%	0%	0%	82.00%	82.00%		
101526			Piloto A320	A320	12/24/2005	97%	100%	98%	100%	46%	0%	0%	82.00%	82.00%		
100694			Piloto B787	B787	3/17/1994	0%	34%	34%	40%	46%	0%	0%	32.80%	32.80%		
100695			Piloto B787	B787	3/31/1994	2%	68%	68%	64%	46%	0%	0%	52.48%	52.48%		Se le garantiza el 64% de acuerdo a la Convención por Rol de Instructor
101597			Piloto A320	A320	3/16/2006	91%	100%	95%	100%	46%	0%	0%	82.00%	82.00%		
100765			Piloto B787	B787	12/22/1994	0%	20%	20%	48%	46%	0%	0%	39.36%	39.36%		Se aplica el promedio de la flota del 48% de acuerdo al promedio minimo de vuelos aplicables
100088			Piloto A330	A330	1/2/1979	23%	100%	62%	40%	46%	0%	0%	32.80%	32.80%		
100952			Piloto A330	A330	2/16/1998	75%	71%	73%	40%	46%	0%	0%	32.80%	32.80%		
101627			Copiloto A320	A320	6/1/2006	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
101591			Piloto A320	A320	3/2/2006	89%	100%	95%	100%	46%	0%	0%	82.00%	82.00%		
101512			Copiloto A330	A330	12/1/2005	-	-	0%	95%	46%	0%	0%	77.66%	77.66%		

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						FUEL				NPS AVH 2018				2018		
EMPLOYEE ID	NATIONAL ID	NAME	POSITION	FLEET	DATE OF ENTRY	SETO	SETI	Result	Table Result	RESULT	Conversion	NPS 1% (18%)	Fuel 4,5% (82%)	FL TOTAL	UNION	COMMENTS
100699			Piloto B787	B787	4/28/1994	0%	0%	0%	48%	46%	0%	0%	39.36%	39.36%		Se aplica el promedio de la flota del 48% de acuerdo al promedio minimo de vuelos aplicables
100738			Piloto B787	B787	9/2/1994	0%	12%	12%	48%	46%	0%	0%	39.36%	39.36%		Se aplica el promedio de la flota del 48% de acuerdo al promedio minimo de vuelos aplicables
105411			Copiloto B787	B787	11/16/2013	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
101498			Piloto A320	A320	11/25/2005	100%	100%	100%	100%	46%	0%	0%	82.00%	82.00%		
100751			Piloto B787	B787	10/5/1994	0%	20%	20%	40%	46%	0%	0%	32.80%	32.80%		
100790			Piloto B787	B787	6/21/1995	0%	100%	100%	100%	46%	0%	0%	82.00%	82.00%		
100435			Piloto B787	B787	5/15/1989	0%	1%	1%	40%	46%	0%	0%	32.80%	32.80%		
100334			Piloto A320	A320	1/20/1987	100%	100%	100%	100%	46%	0%	0%	82.00%	82.00%		
100911			Piloto B787	B787	4/1/1997	0%	67%	67%	40%	46%	0%	0%	32.80%	32.80%		
100814			Piloto B787	B787	12/12/1995	0%	67%	67%	40%	46%	0%	0%	32.80%	32.80%		
105352			Copiloto B787	B787	10/11/2013	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
100965			Piloto A330	A330	4/22/1998	98%	100%	99%	100%	46%	0%	0%	82.00%	82.00%		
100299			Piloto A330	A330	2/19/1986	71%	100%	85%	80%	46%	0%	0%	65.60%	65.60%		
100802			Piloto A320	A320	10/10/1995	85%	71%	78%	40%	46%	0%	0%	32.80%	32.80%		
101521			Piloto A320	A320	12/13/2005	92%	100%	96%	100%	46%	0%	0%	82.00%	82.00%		
100169			Piloto A330	A330	8/18/1980	40%	85%	62%	64%	46%	0%	0%	52.48%	52.48%		Se le garantiza el 64% de acuerdo a la Convención por Rol de Instructor
100298			Piloto A330	A330	2/19/1986	100%	100%	100%	100%	46%	0%	0%	82.00%	82.00%		
105243			Copiloto B787	B787	8/16/2013	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
105122			Copiloto B787	B787	7/19/2013	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
105104			Copiloto A330	A330	7/12/2013	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
100560			Piloto B787	B787	1/15/1991	0%	13%	13%	40%	46%	0%	0%	32.80%	32.80%		
101778			Piloto A320	A320	2/1/2007	87%	100%	94%	100%	46%	0%	0%	82.00%	82.00%		
101776			Piloto A320	A320	2/1/2007	91%	100%	96%	100%	46%	0%	0%	82.00%	82.00%		
101781			Piloto A320	A320	2/6/2007	98%	100%	99%	100%	46%	0%	0%	82.00%	82.00%		
105425			Copiloto B787	B787	12/2/2013	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
100438			Piloto B787	B787	6/1/1989	0%	70%	70%	64%	46%	0%	0%	52.48%	52.48%		Se le garantiza el 64% de acuerdo a la Convención por Rol de Instructor
100456			Copiloto B787	B787	8/9/1989	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
100573			Piloto A320	A320	5/2/1991	92%	100%	96%	100%	46%	0%	0%	82.00%	82.00%		
100633			Piloto B787	B787	7/21/1993	0%	31%	31%	40%	46%	0%	0%	32.80%	32.80%		
100524			Piloto B787	B787	7/12/1990	0%	45%	45%	40%	46%	0%	0%	32.80%	32.80%		
101020			Piloto A320	A320	12/22/1998	96%	100%	98%	100%	46%	0%	0%	82.00%	82.00%		
101030			Piloto A320	A320	1/5/1999	84%	100%	92%	100%	46%	0%	0%	82.00%	82.00%		
101045			Piloto A320	A320	2/16/1999	94%	100%	97%	100%	46%	0%	0%	82.00%	82.00%		
101504			Piloto A320	A320	12/1/2005	100%	100%	100%	100%	46%	0%	0%	82.00%	82.00%		
101534			Piloto A320	A320	1/2/2006	96%	100%	98%	100%	46%	0%	0%	82.00%	82.00%		
101830			Piloto ATR 72 600	ATR	6/8/2007	9%	100%	100%	100%	46%	0%	0%	82.00%	82.00%		Se le garantiza el resultado reportado por el area de metricas (Rol de Instructor)
105017			Copiloto B787	B787	6/1/2013	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
105429			Copiloto A330	A330	12/2/2013	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
104950			Piloto A320	A320	4/25/2013	96%	100%	98%	100%	46%	0%	0%	82.00%	82.00%		
105219			Copiloto B787	B787	8/9/2013	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
105387			Copiloto A330	A330	11/1/2013	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
105253			Copiloto B787	B787	8/16/2013	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
105251			Copiloto B787	B787	8/16/2013	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
105015			Copiloto B787	B787	6/1/2013	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
105026			Copiloto B787	B787	6/1/2013	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
105132			Copiloto B787	B787	7/19/2013	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
101048			Copiloto A320	A320	4/12/1999	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
101807			Piloto A320	A320	4/1/2007	99%	100%	100%	100%	46%	0%	0%	82.00%	82.00%		
105059			Copiloto B787	B787	6/21/2013	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
104951			Piloto A320	A320	4/25/2013	-	-	0%	95%	46%	0%	0%	77.66%	77.66%		

Variable Compensation 2018-2019

						FUEL				NPS AVH 2018				2018		
EMPLOYEE ID	NATIONAL ID	NAME	POSITION	FLEET	DATE OF ENTRY	SETO	SETI	Result	Table Result	RESULT	Conversion	NPS 1% (18%)	Fuel 4,5% (82%)	FL TOTAL	UNION	COMMENTS
100461			Piloto A320	A320	9/1/1989	100%	100%	100%	100%	46%	0%	0%	82.00%	82.00%		
100553			Piloto A320	A320	12/6/1990	94%	15%	55%	64%	46%	0%	0%	52.48%	52.48%		Se le garantiza el 64% de acuerdo a la Convención por Rol de Instructor
105089			Copiloto A330	A330	7/5/2013	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
104940			Piloto A320	A320	4/25/2013	100%	100%	100%	100%	46%	0%	0%	82.00%	82.00%		
101735			Piloto A320	A320	11/1/2006	92%	100%	96%	100%	46%	0%	0%	82.00%	82.00%		
100620			Copiloto A330	A330	12/16/1992	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
100384			Piloto B787	B787	11/8/1988	0%	46%	46%	48%	46%	0%	0%	39.36%	39.36%		Se aplica el promedio de la flota del 48% de acuerdo al promedio minimo de vuelos aplicables
101762			Piloto A320	A320	12/16/2006	92%	100%	96%	96%	46%	0%	0%	78.60%	78.60%		Se le garantiza el resultado reportado por el area de metricas (Rol de Instructor)
101616			Piloto A320	A320	5/19/2006	100%	100%	100%	100%	46%	0%	0%	82.00%	82.00%		
101780			Piloto A320	A320	2/1/2007	100%	100%	100%	100%	46%	0%	0%	82.00%	82.00%		
105339			Copiloto B787	B787	10/4/2013	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
105353			Copiloto B787	B787	10/11/2013	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
101724			Piloto A320	A320	11/1/2006	90%	-	90%	100%	46%	0%	0%	82.00%	82.00%		
104947			Copiloto B787	B787	4/25/2013	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
105018			Piloto A320	A320	6/1/2013	-	-	0%	95%	46%	0%	0%	77.66%	77.66%		
101772			Piloto A320	A320	1/2/2007	100%	100%	100%	100%	46%	0%	0%	82.00%	82.00%		
105092			Copiloto B787	B787	7/5/2013	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
100572			Piloto A320	A320	4/23/1991	63%	100%	81%	60%	46%	0%	0%	49.20%	49.20%		
100471			Piloto B787	B787	10/25/1989	10%	36%	36%	48%	46%	0%	0%	39.36%	39.36%		Se aplica el promedio de la flota del 48% de acuerdo al promedio minimo de vuelos aplicables
100576			Piloto B787	B787	6/17/1991	0%	41%	41%	40%	46%	0%	0%	32.80%	32.80%		
101827			Piloto A320	A320	5/16/2007	99%	100%	100%	100%	46%	0%	0%	82.00%	82.00%		
105333			Copiloto B787	B787	10/4/2013	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
105094			Copiloto B787	B787	7/5/2013	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
105130			Copiloto B787	B787	7/19/2013	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
105382			Copiloto B787	B787	10/25/2013	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
100777			Piloto A320	A320	3/1/1995	-	-	0%	95%	46%	0%	0%	77.66%	77.66%		
101843			Piloto A320	A320	6/21/2007	98%	100%	99%	100%	46%	0%	0%	82.00%	82.00%		
105424			Copiloto B787	B787	12/2/2013	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
105233			Copiloto B787	B787	8/16/2013	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
100635			Piloto B787	B787	7/21/1993	0%	36%	36%	40%	46%	0%	0%	32.80%	32.80%		
100469			Piloto B787	B787	10/5/1989	-	-	0%	48%	46%	0%	0%	39.46%	39.46%		
100666			Piloto B787	B787	12/30/1993	0%	49%	49%	48%	46%	0%	0%	39.36%	39.36%		Se aplica el promedio de la flota del 48% de acuerdo al promedio minimo de vuelos aplicables
104948			Piloto A320	A320	4/25/2013	-	-	0%	95%	46%	0%	0%	77.66%	77.66%		
100561			Piloto B787	B787	1/17/1991	1%	0%	0%	48%	46%	0%	0%	39.36%	39.36%		Se aplica el promedio de la flota del 48% de acuerdo al promedio minimo de vuelos aplicables
105407			Copiloto ATR 72 600	ATR	11/16/2013	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
100521			Piloto B787	B787	7/9/1990	0%	1%	1%	48%	46%	0%	0%	39.36%	39.36%		Se aplica el promedio de la flota del 48% de acuerdo al promedio minimo de vuelos aplicables
104942			Piloto A320	A320	4/25/2013	-	-	0%	95%	46%	0%	0%	77.66%	77.66%		
105388			Copiloto B787	B787	11/1/2013	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
104949			Copiloto B787	B787	4/25/2013	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
100574			Piloto A320	A320	5/10/1991	100%	100%	100%	100%	46%	0%	0%	82.00%	82.00%		
105409			Copiloto B787	B787	11/16/2013	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
105044			Copiloto B787	B787	6/7/2013	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
105375			Copiloto ATR 72 600	ATR	10/22/2013	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		

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						FUEL				NPS AVH 2018				2018		
EMPLOYEE ID	NATIONAL ID	NAME	POSITION	FLEET	DATE OF ENTRY	SETO	SETI	Result	Table Result	RESULT	Conversion	NPS 1% (18%)	Fuel 4,5% (82%)	FL TOTAL	UNION	COMMENTS
101612			Piloto A320	A320	5/8/2006	94%	100%	97%	100%	46%	0%	0%	82.00%	82.00%		
105354			Copiloto B787	B787	10/11/2013	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
100541			Piloto B787	B787	9/7/1990	0%	98%	98%	100%	46%	0%	0%	82.00%	82.00%		
100496			Piloto A320	A320	2/17/1990	95%	100%	98%	100%	46%	0%	0%	82.00%	82.00%		
101584			Piloto A320	A320	2/23/2006	97%	100%	98%	100%	46%	0%	0%	82.00%	82.00%		
101609			Piloto A320	A320	4/24/2006	80%	99%	89%	80%	46%	0%	0%	65.60%	65.60%		
101768			Piloto A320	A320	1/2/2007	100%	100%	100%	100%	46%	0%	0%	82.00%	82.00%		
100511			Piloto B787	B787	5/16/1990	10%	19%	19%	40%	46%	0%	0%	32.80%	32.80%		
105402			Copiloto B787	B787	11/1/2013	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
100475			Piloto B787	B787	11/1/1989	0%	59%	59%	48%	46%	0%	0%	39.36%	39.36%		Se aplica el promedio de la flota del 48% de acuerdo al promedio minimo de vuelos aplicables
100684			Piloto B787	B787	2/11/1994	0%	20%	20%	40%	46%	0%	0%	32.80%	32.80%		
100661			Piloto B787	B787	12/27/1993	0%	1%	1%	40%	46%	0%	0%	32.80%	32.80%		
101517			Piloto A320	A320	12/1/2005	82%	100%	91%	100%	46%	0%	0%	82.00%	82.00%		
105060			Copiloto B787	B787	6/21/2013	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
104952			Copiloto B787	B787	4/25/2013	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
105021			Copiloto B787	B787	6/1/2013	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
101823			Piloto A320	A320	5/9/2007	-	-	0%	95%	46%	0%	0%	77.66%	77.66%		
101740			Piloto A320	A320	11/16/2006	97%	100%	98%	100%	46%	0%	0%	82.00%	82.00%		
104973			Copiloto B787	B787	5/10/2013	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		Se le garantiza el 64% de acuerdo a la Convención
101728			Piloto A320	A320	11/1/2006	96%	96%	96%	100%	46%	0%	0%	82.00%	82.00%		
104974			Copiloto B787	B787	5/10/2013	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
101767			Piloto A320	A320	12/23/2006	96%	100%	98%	100%	46%	0%	0%	82.00%	82.00%		
100586			Piloto B787	B787	6/27/1991	0%	1%	1%	64%	46%	0%	0%	52.48%	52.48%		Se le garantiza el 64% de acuerdo a la Convención por Rol de Instructor
101613			Piloto A320	A320	5/8/2006	88%	100%	94%	100%	46%	0%	0%	82.00%	82.00%		
101812			Piloto A320	A320	4/1/2007	-	-	0%	95%	46%	0%	0%	77.66%	77.66%		
100459			Piloto A320	A320	9/1/1989	99%	100%	99%	100%	46%	0%	0%	82.00%	82.00%		
100632			Piloto B787	B787	7/17/1993	0%	95%	95%	100%	46%	0%	0%	82.00%	82.00%		
105351			Copiloto B787	B787	10/11/2013	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
101713			Piloto A320	A320	10/16/2006	78%	100%	89%	80%	46%	0%	0%	65.60%	65.60%		
105332			Copiloto B787	B787	10/4/2013	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
100523			Piloto B787	B787	7/11/1990	1%	89%	89%	80%	46%	0%	0%	65.60%	65.60%		
101741			Piloto A320	A320	11/16/2006	100%	100%	100%	100%	46%	0%	0%	82.00%	82.00%		
100532			Piloto B787	B787	8/11/1990	0%	49%	49%	40%	46%	0%	0%	32.80%	32.80%		
101765			Piloto A320	A320	12/23/2006	82%	100%	91%	100%	46%	0%	0%	82.00%	82.00%		
101722			Piloto A320	A320	11/1/2006	99%	100%	100%	100%	46%	0%	0%	81.61%	81.61%		Se le garantiza el resultado reportado por el area de metricas (Rol de Instructor)
105098			Copiloto B787	B787	7/12/2013	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
105103			Copiloto A330	A330	7/12/2013	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
100539			Piloto B787	B787	9/3/1990	0%	46%	46%	48%	46%	0%	0%	39.36%	39.36%		Se aplica el promedio de la flota del 48% de acuerdo al promedio minimo de vuelos aplicables
101760			Piloto A320	A320	12/16/2006	72%	100%	86%	80%	46%	0%	0%	65.60%	65.60%		
105118			Copiloto ATR 72 600	ATR	7/18/2013	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
105393			Copiloto ATR 72 600	ATR	11/1/2013	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
101779			Piloto A320	A320	2/1/2007	91%	100%	95%	100%	46%	0%	0%	82.00%	82.00%		
105337			Copiloto B787	B787	10/4/2013	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
100588			Piloto B787	B787	6/27/1991	0%	35%	35%	64%	46%	0%	0%	52.48%	52.48%		Se le garantiza el 64% de acuerdo a la Convención por Rol de Instructor
101601			Piloto A320	A320	4/8/2006	82%	100%	91%	91%	46%	0%	0%	74.59%	74.59%		Se le garantiza el resultado reportado por el area de metricas (Rol de Instructor)

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						FUEL				NPS AVH 2018				2018		
EMPLOYEE ID	NATIONAL ID	NAME	POSITION	FLEET	DATE OF ENTRY	SETO	SETI	Result	Table Result	RESULT	Conversion	NPS 1% (18%)	Fuel 4,5% (82%)	FL TOTAL	UNION	COMMENTS
105127			Copiloto ATR 72 600	ATR	7/19/2013	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
101777			Piloto A320	A320	2/1/2007	86%	100%	93%	100%	46%	0%	0%	82.00%	82.00%		
100665			Piloto B787	B787	12/30/1993	5%	29%	29%	40%	46%	0%	0%	32.80%	32.80%		
101720			Piloto A320	A320	10/18/2006	83%	100%	91%	100%	46%	0%	0%	82.00%	82.00%		
101622			Piloto A320	A320	6/1/2006	100%	100%	100%	100%	46%	0%	0%	82.00%	82.00%		
100526			Piloto B787	B787	7/23/1990	0%	78%	78%	48%	46%	0%	0%	39.36%	39.36%		Se aplica el promedio de la flota del 48% de acuerdo al promedio minimo de vuelos aplicables
100571			Piloto B787	B787	3/1/1991	0%	70%	70%	48%	46%	0%	0%	39.36%	39.36%		Se aplica el promedio de la flota del 48% de acuerdo al promedio minimo de vuelos aplicables
101690			Copiloto A320	A320	9/1/2006	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
101642			Piloto A320	A320	7/1/2006	79%	95%	87%	80%	46%	0%	0%	65.60%	65.60%		
105350			Copiloto B787	B787	10/11/2013	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
100986			Piloto A330	A330	6/16/1998	79%	100%	90%	80%	46%	0%	0%	65.60%	65.60%		
100671			Piloto B787	B787	1/6/1994	0%	79%	79%	48%	46%	0%	0%	39.36%	39.36%		Se aplica el promedio de la flota del 48% de acuerdo al promedio minimo de vuelos aplicables
101808			Piloto A320	A320	4/1/2007	94%	100%	97%	100%	46%	0%	0%	82.00%	82.00%		
101764			Piloto A320	A320	12/22/2006	94%	100%	97%	100%	46%	0%	0%	82.00%	82.00%		
101112			Piloto A320	A320	4/2/2001	100%	100%	100%	100%	46%	0%	0%	82.00%	82.00%		
100538			Piloto A320	A320	9/1/1990	64%	42%	53%	40%	46%	0%	0%	32.80%	32.80%		
100513			Piloto B787	B787	5/23/1990	0%	45%	45%	48%	46%	0%	0%	39.36%	39.36%		Se aplica el promedio de la flota del 48% de acuerdo al promedio minimo de vuelos aplicables
101800			Piloto A320	A320	3/24/2007	95%	100%	97%	100%	46%	0%	0%	82.00%	82.00%		
100631			Piloto B787	B787	7/17/1993	0%	22%	22%	48%	46%	0%	0%	39.36%	39.36%		Se aplica el promedio de la flota del 48% de acuerdo al promedio minimo de vuelos aplicables
101117			Piloto A320	A320	5/21/2001	100%	100%	100%	100%	46%	0%	0%	82.00%	82.00%		
100587			Piloto B787	B787	6/27/1991	0%	5%	5%	48%	46%	0%	0%	39.36%	39.36%		Se aplica el promedio de la flota del 48% de acuerdo al promedio minimo de vuelos aplicables
100677			Piloto A320	A320	1/14/1994	92%	100%	96%	96%	46%	0%	0%	78.70%	78.70%		Se le garantiza el resultado reportado por el area de metricas (Rol de Instructor)
101603			Piloto A320	A320	4/10/2006	-	-	0%	95%	46%	0%	0%	77.66%	77.66%		
105024			Copiloto B787	B787	6/1/2013	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
104946			Piloto A320	A320	4/25/2013	-	-	0%	95%	46%	0%	0%	77.66%	77.66%		
105254			Copiloto B787	B787	8/16/2013	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
105412			Copiloto B787	B787	11/16/2013	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
105390			Copiloto B787	B787	11/1/2013	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
101727			Piloto A320	A320	11/1/2006	100%	100%	100%	100%	46%	0%	0%	82.00%	82.00%		
100529			Piloto A320	A320	8/1/1990	66%	100%	83%	60%	46%	0%	0%	49.20%	49.20%		
101763			Piloto A320	A320	12/22/2006	94%	100%	97%	100%	46%	0%	0%	82.00%	82.00%		
101842			Piloto A320	A320	6/21/2007	-	-	0%	95%	46%	0%	0%	77.66%	77.66%		
101739			Piloto A320	A320	11/16/2006	85%	100%	93%	100%	46%	0%	0%	82.00%	82.00%		
105124			Copiloto A330	A330	7/19/2013	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
100533			Piloto B787	B787	8/13/1990	0%	37%	37%	48%	46%	0%	0%	39.36%	39.36%		Se aplica el promedio de la flota del 48% de acuerdo al promedio minimo de vuelos aplicables
105061			Copiloto B787	B787	6/21/2013	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
102125			Copiloto A320	A320	11/16/2008	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
101896			Piloto ATR 72 600	ATR	9/19/2007	6%	100%	100%	100%	46%	0%	0%	82.00%	82.00%		Se le garantiza el resultado reportado por el area de metricas (Rol de Instructor)
105400			Copiloto B787	B787	11/1/2013	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
105401			Copiloto B787	B787	11/1/2013	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		

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						FUEL				NPS AVH 2018				2018		
EMPLOYEE ID	NATIONAL ID	NAME	POSITION	FLEET	DATE OF ENTRY	SETO	SETI	Result	Table Result	RESULT	Conversion	NPS 1% (18%)	Fuel 4,5% (82%)	FL TOTAL	UNION	COMMENTS
101857			Piloto A320	A320	7/6/2007	93%	100%	97%	100%	46%	0%	0%	82.00%	82.00%		
102156			Piloto A320	A320	1/5/2009	92%	100%	96%	100%	46%	0%	0%	82.00%	82.00%		
102159			Piloto A320	A320	1/16/2009	80%	91%	86%	80%	46%	0%	0%	65.60%	65.60%		
102075			Piloto A320	A320	8/16/2008	100%	100%	100%	100%	46%	0%	0%	82.00%	82.00%		
103317			Piloto A320	A320	7/1/2012	91%	100%	95%	100%	46%	0%	0%	82.00%	82.00%		
103288			Piloto A320	A320	6/1/2012	-	-	0%	95%	46%	0%	0%	77.66%	77.66%		
102147			Piloto A320	A320	1/2/2009	100%	100%	100%	100%	46%	0%	0%	82.00%	82.00%		
103550			Copiloto A320	A320	7/3/2012	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
102169			Piloto A320	A320	2/16/2009	-	-	0%	95%	46%	0%	0%	77.66%	77.66%		
103300			Piloto A320	A320	6/8/2012	-	-	0%	95%	46%	0%	0%	77.66%	77.66%		
103294			Copiloto A330	A330	6/8/2012	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
103295			Copiloto A330	A330	6/8/2012	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
101884			Piloto A320	A320	9/1/2007	79%	95%	87%	80%	46%	0%	0%	65.60%	65.60%		
103297			Copiloto A330	A330	6/8/2012	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
101849			Piloto A320	A320	7/3/2007	70%	100%	85%	80%	46%	0%	0%	65.60%	65.60%		
102221			Piloto A320	A320	7/6/2009	96%	100%	98%	100%	46%	0%	0%	82.00%	82.00%		
102219			Copiloto A320	A320	7/1/2009	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
103194			Piloto A320	A320	5/4/2012	-	-	0%	95%	46%	0%	0%	77.66%	77.66%		
101888			Piloto A320	A320	9/6/2007	100%	100%	100%	100%	46%	0%	0%	82.00%	82.00%		
102008			Piloto A320	A320	7/5/2008	100%	100%	100%	100%	46%	0%	0%	82.00%	82.00%		
102010			Piloto A320	A320	7/5/2008	93%	100%	96%	100%	46%	0%	0%	82.00%	82.00%		
103178			Piloto A320	A320	5/1/2012	-	-	0%	95%	46%	0%	0%	77.66%	77.66%		
105102			Copiloto A330	A330	7/12/2013	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
103133			Piloto A320	A320	4/2/2012	-	-	0%	95%	46%	0%	0%	77.66%	77.66%		
102206			Piloto A320	A320	6/24/2009	100%	100%	100%	100%	46%	0%	0%	82.00%	82.00%		
102011			Piloto A320	A320	7/5/2008	-	-	0%	95%	46%	0%	0%	77.66%	77.66%		
102154			Piloto A320	A320	1/2/2009	100%	100%	100%	100%	46%	0%	0%	82.00%	82.00%		
101921			Piloto A320	A320	11/16/2007	82%	100%	91%	100%	46%	0%	0%	82.00%	82.00%		
101852			Piloto A320	A320	7/3/2007	100%	100%	100%	100%	46%	0%	0%	82.00%	82.00%		
103097			Piloto A320	A320	3/8/2012	-	-	0%	95%	46%	0%	0%	77.66%	77.66%		
103098			Piloto A320	A320	3/16/2012	-	-	0%	95%	46%	0%	0%	77.66%	77.66%		
102188			Piloto A320	A320	5/16/2009	90%	100%	95%	100%	46%	0%	0%	82.00%	82.00%		
102171			Piloto A320	A320	2/16/2009	-	-	0%	95%	46%	0%	0%	77.66%	77.66%		
101850			Piloto A320	A320	7/3/2007	97%	100%	99%	100%	46%	0%	0%	82.00%	82.00%		
102113			Piloto A320	A320	11/1/2008	98%	100%	99%	100%	46%	0%	0%	82.00%	82.00%		
101644			Piloto A320	A320	7/1/2006	72%	95%	83%	60%	46%	0%	0%	49.20%	49.20%		
103105			Copiloto B787	B787	3/16/2012	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
103266			Copiloto A330	A330	5/25/2012	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
100610			Piloto A320	A320	5/21/1992	100%	100%	100%	100%	46%	0%	0%	82.00%	82.00%		
101903			Piloto A320	A320	10/16/2007	-	-	0%	95%	46%	0%	0%	77.66%	77.66%		
105225			Copiloto ATR 72 600	ATR	8/16/2013	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		Se le garantiza el 64% de acuerdo a la Convención por Rol de Instructor
101934			Piloto A320	A320	12/10/2007	93%	100%	97%	100%	46%	0%	0%	82.00%	82.00%		
102222			Piloto A320	A320	7/8/2009	-	-	0%	95%	46%	0%	0%	77.66%	77.66%		
102001			Copiloto A320	A320	5/15/2008	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
103100			Piloto A320	A320	3/16/2012	-	-	0%	95%	46%	0%	0%	77.66%	77.66%		
158418			Copiloto A320	A320	1/18/2015	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
158417			Copiloto B787	B787	1/23/2015	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
157200			Copiloto ATR 72 600	ATR	2/6/2015	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
103600			Copiloto B787	B787	7/3/2012	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
102053			Piloto A320	A320	8/9/2008	42%	71%	56%	40%	46%	0%	0%	32.80%	32.80%		
101917			Piloto A320	A320	11/8/2007	95%	100%	98%	100%	46%	0%	0%	82.00%	82.00%		
101855			Piloto A320	A320	7/5/2007	94%	100%	97%	100%	46%	0%	0%	82.00%	82.00%		
102012			Piloto A320	A320	7/5/2008	97%	100%	98%	100%	46%	0%	0%	82.00%	82.00%		
102176			Piloto A320	A320	3/21/2009	100%	100%	100%	100%	46%	0%	0%	82.00%	82.00%		
157188			Copiloto A320	A320	10/10/2014	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		

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						FUEL				NPS AVH 2018				2018		
EMPLOYEE ID	NATIONAL ID	NAME	POSITION	FLEET	DATE OF ENTRY	SETO	SETI	Result	Table Result	RESULT	Conversion	NPS 1% (18%)	Fuel 4,5% (82%)	FL TOTAL	UNION	COMMENTS
101892			Piloto A320	A320	9/16/2007	88%	100%	94%	100%	46%	0%	0%	82.00%	82.00%		
102041			Piloto A320	A320	8/1/2008	92%	100%	96%	100%	46%	0%	0%	82.00%	82.00%		
101894			Piloto A320	A320	9/16/2007	100%	100%	100%	100%	46%	0%	0%	82.00%	82.00%		
102168			Piloto A320	A320	2/5/2009	89%	99%	94%	100%	46%	0%	0%	82.00%	82.00%		
158511			Copiloto B787	B787	12/19/2014	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
102061			Piloto A320	A320	8/16/2008	100%	100%	100%	100%	46%	0%	0%	82.00%	82.00%		
103132			Copiloto B787	B787	4/2/2012	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
102114			Piloto A320	A320	11/1/2008	100%	100%	100%	100%	46%	0%	0%	82.00%	82.00%		
101898			Piloto A320	A320	9/19/2007	-	-	0%	95%	46%	0%	0%	77.66%	77.66%		
103198			Copiloto A330	A330	5/4/2012	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
103231			Piloto A320	A320	5/11/2012	-	-	0%	95%	46%	0%	0%	77.66%	77.66%		
102058			Piloto A320	A320	8/16/2008	96%	100%	98%	100%	46%	0%	0%	82.00%	82.00%		
102160			Piloto A320	A320	1/16/2009	85%	100%	92%	100%	46%	0%	0%	82.00%	82.00%		
102189			Piloto A320	A320	5/16/2009	99%	100%	100%	100%	46%	0%	0%	82.00%	82.00%		
103115			Copiloto B787	B787	3/23/2012	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
102179			Piloto A320	A320	3/21/2009	88%	100%	94%	100%	46%	0%	0%	82.00%	82.00%		
101933			Piloto ATR 72 600	ATR	12/7/2007	12%	100%	100%	100%	46%	0%	0%	82.00%	82.00%		Se le garantiza el resultado reportado por el area de metricas (Rol de Instructor)
101905			Piloto A320	A320	10/20/2007	83%	100%	91%	100%	46%	0%	0%	82.00%	82.00%		
155379			Copiloto B787	B787	8/11/2014	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
102129			Piloto A320	A320	12/5/2008	96%	100%	98%	100%	46%	0%	0%	82.00%	82.00%		
155550			Copiloto B787	B787	7/25/2014	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
155546			Copiloto B787	B787	8/11/2014	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
158503			Copiloto A320	A320	1/1/2015	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
158517			Copiloto B787	B787	1/16/2015	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
102068			Piloto A320	A320	8/16/2008	97%	100%	98%	100%	46%	0%	0%	82.00%	82.00%		
102203			Piloto A320	A320	6/19/2009	-	-	0%	64%	46%	0%	0%	52.48%	52.48%		Se le garantiza el 64% de acuerdo a la Convención por Rol de Instructor
101889			Piloto ATR 72 600	ATR	9/6/2007	8%	100%	100%	100%	46%	0%	0%	82.00%	82.00%		Se le garantiza el resultado reportado por el area de metricas (Rol de Instructor)
102124			Piloto A320	A320	11/16/2008	98%	100%	99%	100%	46%	0%	0%	82.00%	82.00%		
158413			Copiloto B787	B787	1/23/2015	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
102177			Piloto A320	A320	3/21/2009	100%	100%	100%	100%	46%	0%	0%	82.00%	82.00%		
155554			Copiloto B787	B787	7/25/2014	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
103182			Piloto A320	A320	5/1/2012	-	-	0%	95%	46%	0%	0%	77.66%	77.66%		
157127			Copiloto A320	A320	10/10/2014	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
102032			Piloto A320	A320	7/25/2008	90%	64%	77%	40%	46%	0%	0%	32.80%	32.80%		
102138			Piloto A320	A320	12/16/2008	91%	100%	95%	100%	46%	0%	0%	82.00%	82.00%		
103114			Piloto A320	A320	3/23/2012	87%	100%	93%	100%	46%	0%	0%	82.00%	82.00%		
101941			Copiloto A320	A320	1/15/2008	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
102426			Piloto A320	A320	1/16/2010	91%	100%	96%	100%	46%	0%	0%	82.00%	82.00%		
102007			Piloto A320	A320	7/5/2008	100%	100%	100%	100%	46%	0%	0%	82.00%	82.00%		
101848			Piloto A320	A320	7/3/2007	92%	100%	96%	100%	46%	0%	0%	82.00%	82.00%		
103109			Piloto A320	A320	3/16/2012	90%	100%	95%	100%	46%	0%	0%	82.00%	82.00%		
102224			Piloto A320	A320	7/24/2009	86%	100%	93%	100%	46%	0%	0%	82.00%	82.00%		
158498			Copiloto A320	A320	12/19/2014	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
101922			Piloto A320	A320	11/16/2007	92%	100%	96%	100%	46%	0%	0%	82.00%	82.00%		
103116			Piloto A320	A320	3/23/2012	97%	100%	99%	100%	46%	0%	0%	82.00%	82.00%		
102220			Piloto A320	A320	7/3/2009	-	-	0%	95%	46%	0%	0%	77.66%	77.66%		
103200			Piloto A320	A320	5/4/2012	-	-	0%	95%	46%	0%	0%	77.66%	77.66%		
102115			Piloto A320	A320	11/1/2008	91%	100%	95%	100%	46%	0%	0%	82.00%	82.00%		
102183			Piloto A320	A320	4/3/2009	87%	95%	91%	100%	46%	0%	0%	82.00%	82.00%		
103197			Piloto A320	A320	5/4/2012	-	-	0%	95%	46%	0%	0%	77.66%	77.66%		
158507			Copiloto B787	B787	1/1/2015	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
157086			Copiloto A330	A330	10/17/2014	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
102048			Piloto A320	A320	8/1/2008	-	-	0%	64%	46%	0%	0%	52.48%	52.48%		Se garantiza el 64% de acuerdo a la convención

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						FUEL				NPS AVH 2018				2018		
EMPLOYEE ID	NATIONAL ID	NAME	POSITION	FLEET	DATE OF ENTRY	SETO	SETI	Result	Table Result	RESULT	Conversion	NPS 1% (18%)	Fuel 4,5% (82%)	FL TOTAL	UNION	COMMENTS
101932			Piloto A320	A320	12/5/2007	87%	100%	93%	100%	46%	0%	0%	82.00%	82.00%		
103259			Piloto A320	A320	5/25/2012	-	-	0%	95%	46%	0%	0%	77.66%	77.66%		
158420			Copiloto A320	A320	2/1/2015	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
101899			Piloto ATR 72 600	ATR	9/19/2007	11%	100%	100%	100%	46%	0%	0%	82.00%	82.00%		Se le garantiza el resultado reportado por el area de metricas (Rol de Instructor)
103293			Piloto A320	A320	6/8/2012	-	-	0%	95%	46%	0%	0%	77.66%	77.66%		
158423			Copiloto A320	A320	2/6/2015	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
157210			Copiloto A330	A330	10/17/2014	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
101883			Piloto A320	A320	9/1/2007	94%	100%	97%	100%	46%	0%	0%	82.00%	82.00%		
101902			Piloto A320	A320	10/4/2007	-	-	0%	82%	46%	0%	0%	67.17%	67.17%		Se le aplico la proporcionalidad de acuerdo a los meses volados frente a los meses de instructor
103279			Piloto A320	A320	6/1/2012	-	-	0%	95%	46%	0%	0%	77.66%	77.66%		
158508			Copiloto B787	B787	12/16/2014	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
103117			Piloto A320	A320	3/23/2012	-	-	0%	95%	46%	0%	0%	77.66%	77.66%		
103121			Piloto A320	A320	3/23/2012	-	-	0%	95%	46%	0%	0%	77.66%	77.66%		
158591			Copiloto A320	A320	2/6/2015	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
158590			Copiloto A320	A320	2/20/2015	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
158415			Copiloto A320	A320	1/18/2015	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
102339			Copiloto B787	B787	8/6/2009	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
156960			Copiloto A330	A330	10/17/2014	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
102109			Piloto A320	A320	10/17/2008	98%	100%	99%	100%	46%	0%	0%	82.00%	82.00%		
102184			Piloto A320	A320	4/20/2009	-	-	0%	95%	46%	0%	0%	77.66%	77.66%		
102131			Piloto A320	A320	12/16/2008	98%	93%	96%	100%	46%	0%	0%	82.00%	82.00%		
103122			Copiloto B787	B787	3/23/2012	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
103265			Piloto A320	A320	5/25/2012	-	-	0%	95%	46%	0%	0%	77.66%	77.66%		
158598			Copiloto A320	A320	2/9/2015	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
102073			Piloto A320	A320	8/16/2008	77%	99%	88%	80%	46%	0%	0%	65.60%	65.60%		
158589			Copiloto A320	A320	2/6/2015	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
155417			Copiloto ATR 72 600	ATR	9/15/2014	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		Se le garantiza el 64% de acuerdo a la Convención por Rol de Instructor
102155			Piloto A320	A320	1/5/2009	-	-	0%	95%	46%	0%	0%	77.66%	77.66%		
103119			Piloto A320	A320	3/23/2012	98%	100%	99%	100%	46%	0%	0%	82.00%	82.00%		
158419			Copiloto A320	A320	2/1/2015	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
158425			Copiloto B787	B787	1/23/2015	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
102057			Piloto A320	A320	8/16/2008	80%	100%	90%	80%	46%	0%	0%	65.60%	65.60%		
103285			Piloto A320	A320	6/1/2012	100%	100%	100%	100%	46%	0%	0%	82.00%	82.00%		
102136			Piloto A320	A320	12/16/2008	88%	100%	94%	100%	46%	0%	0%	82.00%	82.00%		
102069			Copiloto A330	A330	8/16/2008	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
158412			Copiloto B787	B787	2/1/2015	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
102137			Piloto A320	A320	12/16/2008	92%	100%	96%	100%	46%	0%	0%	82.00%	82.00%		
158571			Copiloto A320	A320	2/9/2015	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
158429			Copiloto B787	B787	1/16/2015	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
103261			Piloto A320	A320	5/25/2012	96%	100%	98%	100%	46%	0%	0%	82.00%	82.00%		
103296			Piloto A320	A320	6/8/2012	-	-	0%	95%	46%	0%	0%	77.66%	77.66%		
103338			Piloto A320	A320	7/1/2012	99%	100%	99%	100%	46%	0%	0%	82.00%	82.00%		
102148			Piloto A320	A320	1/2/2009	100%	100%	100%	100%	46%	0%	0%	82.00%	82.00%		
102081			Piloto A320	A320	9/1/2008	97%	100%	98%	100%	46%	0%	0%	82.00%	82.00%		
103332			Piloto A320	A320	7/1/2012	-	-	0%	95%	46%	0%	0%	77.66%	77.66%		
102170			Piloto A320	A320	2/16/2009	83%	100%	91%	100%	46%	0%	0%	82.00%	82.00%		
103336			Copiloto A330	A330	7/1/2012	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
155552			Copiloto B787	B787	7/25/2014	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
158572			Copiloto A320	A320	2/6/2015	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
101897			Piloto A320	A320	9/19/2007	100%	100%	100%	100%	46%	0%	0%	82.00%	82.00%		
157125			Copiloto A320	A320	10/27/2014	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
103257			Copiloto A330	A330	5/24/2012	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
102195			Piloto A320	A320	6/5/2009	96%	100%	98%	100%	46%	0%	0%	82.00%	82.00%		

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						FUEL				NPS AVH 2018				2018		
EMPLOYEE ID	NATIONAL ID	NAME	POSITION	FLEET	DATE OF ENTRY	SETO	SETI	Result	Table Result	RESULT	Conversion	NPS 1% (18%)	Fuel 4,5% (82%)	FL TOTAL	UNION	COMMENTS
102130			Piloto A320	A320	12/5/2008	100%	100%	100%	100%	46%	0%	0%	82.00%	82.00%		
157120			Copiloto B787	B787	10/18/2014	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
102201			Piloto A320	A320	6/16/2009	78%	94%	86%	80%	46%	0%	0%	65.60%	65.60%		
158515			Copiloto B787	B787	1/16/2015	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
157468			Copiloto A320	A320	10/18/2014	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
158574			Copiloto A320	A320	2/21/2015	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
103272			Piloto A320	A320	5/25/2012	-	-	0%	95%	46%	0%	0%	77.66%	77.66%		
102175			Piloto A320	A320	3/16/2009	-	-	0%	95%	46%	0%	0%	77.66%	77.66%		
157833			Copiloto B787	B787	11/14/2014	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
158575			Copiloto A320	A320	2/20/2015	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
157362			Copiloto A320	A320	10/18/2014	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
156021			Copiloto B787	B787	4/16/2014	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
159038			Copiloto A320	A320	5/5/2015	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
158909			Copiloto A320	A320	4/9/2015	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
156678			Copiloto A320	A320	7/21/2014	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
157896			Copiloto A320	A320	11/14/2014	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
159035			Copiloto A320	A320	4/17/2015	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
158465			Copiloto A320	A320	1/23/2015	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
155791			Copiloto A330	A330	7/25/2014	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
158908			Copiloto ATR 72 600	ATR	5/5/2015	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
156522			Copiloto A330	A330	6/24/2014	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
156421			Copiloto A330	A330	6/6/2014	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
158471			Copiloto B787	B787	1/1/2015	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
156507			Copiloto B787	B787	9/19/2014	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
157241			Copiloto B787	B787	10/27/2014	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
159116			Copiloto A320	A320	6/1/2015	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
157852			Copiloto A320	A320	11/23/2014	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
156013			Copiloto A320	A320	6/24/2014	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
159025			Copiloto A320	A320	4/21/2015	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
158546			Copiloto A320	A320	2/9/2015	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
158905			Copiloto A320	A320	3/16/2015	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
158448			Copiloto B787	B787	1/16/2015	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
159281			Copiloto A320	A320	6/1/2015	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
156078			Copiloto A330	A330	5/5/2014	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
156488			Copiloto B787	B787	6/6/2014	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
158576			Copiloto A320	A320	2/21/2015	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
159027			Copiloto A320	A320	4/17/2015	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
159034			Copiloto A320	A320	4/21/2015	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
159298			Copiloto A320	A320	6/1/2015	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
157813			Copiloto A330	A330	12/5/2014	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
156730			Copiloto B787	B787	7/21/2014	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
157204			Copiloto A330	A330	10/18/2014	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
156450			Copiloto A330	A330	6/6/2014	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
158911			Copiloto A320	A320	5/20/2015	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
156024			Copiloto A320	A320	4/16/2014	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
159064			Copiloto A320	A320	1/23/2015	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
156516			Copiloto A330	A330	9/26/2014	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
157878			Copiloto B787	B787	11/14/2014	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
155801			Copiloto A320	A320	12/24/2015	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
159286			Copiloto A320	A320	6/1/2015	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
157829			Copiloto A320	A320	11/21/2014	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		

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						FUEL				NPS AVH 2018				2018		
EMPLOYEE ID	NATIONAL ID	NAME	POSITION	FLEET	DATE OF ENTRY	SETO	SETI	Result	Table Result	RESULT	Conversion	NPS 1% (18%)	Fuel 4,5% (82%)	FL TOTAL	UNION	COMMENTS
158478			Copiloto B787	B787	12/16/2014	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
157836			Copiloto B787	B787	11/16/2014	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
158480			Copiloto B787	B787	12/19/2014	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
158614			Copiloto ATR 72 600	ATR	4/9/2015	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
159118			Copiloto A320	A320	6/1/2015	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
159295			Copiloto A320	A320	6/4/2015	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
158897			Copiloto A320	A320	3/20/2015	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
159115			Copiloto A320	A320	6/1/2015	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
158578			Copiloto A320	A320	2/6/2015	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
156636			Copiloto A320	A320	8/19/2014	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
158536			Copiloto ATR 72 600	ATR	4/9/2015	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
156655			Copiloto A330	A330	7/21/2014	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
158896			Copiloto A320	A320	4/9/2015	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
158916			Copiloto A320	A320	4/9/2015	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
158379			Copiloto ATR 72 600	ATR	3/2/2015	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
159289			Copiloto A320	A320	6/1/2015	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
158914			Copiloto A320	A320	5/5/2015	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
158901			Copiloto ATR 72 600	ATR	3/20/2015	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
156015			Copiloto B787	B787	7/21/2014	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
158577			Copiloto A320	A320	2/6/2015	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
155869			Copiloto A320	A320	7/14/2014	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
158474			Copiloto A320	A320	1/1/2015	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
159031			Copiloto A320	A320	5/8/2015	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
156702			Copiloto B787	B787	8/19/2014	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
159296			Copiloto A320	A320	5/20/2015	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
158904			Copiloto A320	A320	3/20/2015	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
159049			Copiloto A320	A320	5/5/2015	#N/A	#N/A	0%	82%	46%	0%	0%	67.24%	67.24%		Se le aplico la proporcionalidad de acuerdo a los meses volados frente a los meses de instructor
159353			Copiloto A320	A320	6/16/2015	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
159050			Copiloto A320	A320	5/5/2015	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
156613			Copiloto A320	A320	9/19/2014	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
157790			Copiloto A320	A320	11/16/2014	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
157851			Copiloto A320	A320	12/16/2014	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
159357			Copiloto A320	A320	7/1/2015	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
158616			Copiloto A320	A320	2/6/2015	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
157839			Copiloto A320	A320	11/28/2014	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
156512			Copiloto B787	B787	8/19/2014	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
156028			Copiloto A330	A330	4/25/2014	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
158906			Copiloto A320	A320	4/9/2015	#N/A	#N/A	0%	79%	46%	0%	0%	64.78%	64.78%		Se le aplico la proporcionalidad de acuerdo a los meses volados frente a los meses de instructor
159292			Copiloto A320	A320	6/1/2015	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
157897			Copiloto A320	A320	12/6/2014	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
156518			Copiloto B787	B787	7/18/2014	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
157856			Copiloto A320	A320	11/14/2014	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
156016			Copiloto A330	A330	7/21/2014	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
158544			Copiloto ATR 72 600	ATR	3/20/2015	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
156077			Copiloto B787	B787	5/3/2014	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
155686			Copiloto A330	A330	7/25/2014	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
158493			Copiloto B787	B787	1/16/2015	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
159020			Copiloto A320	A320	5/5/2015	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		

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						FUEL				NPS AVH 2018				2018		
EMPLOYEE ID	NATIONAL ID	NAME	POSITION	FLEET	DATE OF ENTRY	SETO	SETI	Result	Table Result	RESULT	Conversion	NPS 1% (18%)	Fuel 4,5% (82%)	FL TOTAL	UNION	COMMENTS
157792			Copiloto B787	B787	11/23/2014	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
158917			Copiloto A320	A320	4/9/2015	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
156014			Copiloto B787	B787	6/6/2014	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
159356			Copiloto A320	A320	7/1/2015	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
157875			Copiloto B787	B787	12/16/2014	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
156006			Copiloto B787	B787	7/21/2014	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
158910			Copiloto A320	A320	4/17/2015	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
158912			Copiloto A320	A320	3/20/2015	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
159355			Copiloto A320	A320	7/1/2015	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
156677			Copiloto A330	A330	9/19/2014	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
159291			Copiloto A320	A320	5/20/2015	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
156506			Copiloto A330	A330	6/20/2014	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
156611			Copiloto B787	B787	9/19/2014	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
158903			Copiloto A320	A320	3/20/2015	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
157187			Copiloto A330	A330	10/18/2014	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
158898			Copiloto A320	A320	4/9/2015	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
156452			Copiloto B787	B787	8/19/2014	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
159279			Copiloto A320	A320	6/1/2015	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
159290			Copiloto A320	A320	6/4/2015	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
157825			Copiloto A320	A320	11/23/2014	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
156609			Copiloto B787	B787	8/19/2014	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
159287			Copiloto A320	A320	5/8/2015	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
159294			Copiloto A320	A320	9/1/2015	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
159021			Copiloto A320	A320	4/21/2015	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
156508			Copiloto A320	A320	9/5/2014	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
158615			Copiloto A320	A320	2/9/2015	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
158913			Copiloto A320	A320	3/16/2015	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
159024			Copiloto A320	A320	4/21/2015	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
158899			Copiloto A320	A320	3/20/2015	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
156520			Copiloto B787	B787	7/11/2014	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
159262			Copiloto A320	A320	6/1/2015	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
155606			Copiloto B787	B787	8/11/2014	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
157877			Copiloto A320	A320	11/14/2014	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
158351			Copiloto A320	A320	1/16/2015	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
156521			Copiloto A330	A330	9/19/2014	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
156511			Copiloto A330	A330	6/20/2014	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
159030			Copiloto A320	A320	5/5/2015	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
158918			Copiloto A320	A320	4/17/2015	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
156581			Copiloto A330	A330	9/19/2014	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
158467			Copiloto A320	A320	12/16/2014	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
155592			Copiloto B787	B787	8/11/2014	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
158371			Copiloto B787	B787	2/6/2015	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
159288			Copiloto A320	A320	6/1/2015	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
159023			Copiloto A320	A320	5/5/2015	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
156451			Copiloto B787	B787	9/5/2014	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
159280			Copiloto A320	A320	6/1/2015	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
159047			Copiloto A320	A320	5/5/2015	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
175125			Copiloto A320	A320	3/1/2018	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
175383			Copiloto A320	A320	4/1/2018	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
175392			Copiloto A320	A320	4/1/2018	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
175169			Copiloto A320	A320	3/1/2018	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
175641			Piloto A320	A320	5/7/2018	-	-	0%	95%	46%	0%	0%	77.66%	77.66%		
175092			Copiloto A320	A320	2/1/2018	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
175394			Copiloto A320	A320	4/1/2018	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
175396			Copiloto A320	A320	4/1/2018	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
175168			Copiloto A320	A320	3/1/2018	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
175118			Copiloto A320	A320	3/1/2018	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		

Variable Compensation 2018-2019

						FUEL				NPS AVH 2018				2018		
EMPLOYEE ID	NATIONAL ID	NAME	POSITION	FLEET	DATE OF ENTRY	SETO	SETI	Result	Table Result	RESULT	Conversion	NPS 1% (18%)	Fuel 4,5% (82%)	FL TOTAL	UNION	COMMENTS
175399			Copiloto A320	A320	4/1/2018	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
175126			Copiloto A320	A320	3/1/2018	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
175395			Copiloto A320	A320	4/1/2018	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
175389			Copiloto A320	A320	4/1/2018	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
175384			Copiloto A320	A320	4/1/2018	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
175122			Copiloto A320	A320	3/1/2018	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
175028			Copiloto A320	A320	2/1/2018	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
175030			Copiloto A320	A320	2/1/2018	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
175123			Copiloto A320	A320	3/1/2018	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
175393			Copiloto A320	A320	4/1/2018	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
175171			Copiloto A320	A320	3/1/2018	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
175124			Copiloto A320	A320	3/1/2018	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
175390			Copiloto A320	A320	4/1/2018	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
175693			Piloto A320	A320	5/7/2018	95%	100%	98%	100%	46%	0%	0%	82.00%	82.00%		
175166			Copiloto A320	A320	3/1/2018	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
175100			Copiloto A320	A320	2/1/2018	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
175700			Piloto A320	A320	5/7/2018	100%	100%	100%	100%	46%	0%	0%	82.00%	82.00%		
175167			Copiloto A320	A320	3/1/2018	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
175387			Copiloto A320	A320	4/1/2018	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
175165			Copiloto A320	A320	3/1/2018	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
175642			Piloto A320	A320	5/7/2018	-	-	0%	95%	46%	0%	0%	77.66%	77.66%		
175694			Piloto A320	A320	5/7/2018	100%	100%	100%	100%	46%	0%	0%	82.00%	82.00%		
100636			Piloto B787	B787	7/21/1993	5%	65%	65%	40%	46%	0%	0%	32.80%	32.80%		
175671			Copiloto A320	A320	5/7/2018	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
175666			Copiloto A320	A320	5/7/2018	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
175091			Copiloto A320	A320	2/1/2018	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
175391			Copiloto A320	A320	4/1/2018	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
175382			Copiloto A320	A320	4/1/2018	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
175105			Copiloto A320	A320	2/1/2018	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
175172			Copiloto A320	A320	3/1/2018	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
165569			Copiloto A320	A320	12/1/2017	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
165561			Copiloto A320	A320	12/1/2017	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
174716			Copiloto A320	A320	1/2/2018	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
165566			Copiloto A320	A320	12/1/2017	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
174721			Copiloto A320	A320	1/2/2018	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
174720			Copiloto A320	A320	1/2/2018	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
174713			Copiloto A320	A320	1/2/2018	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
164730			Copiloto A320	A320	10/2/2017	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
164722			Copiloto A320	A320	9/18/2017	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
164720			Copiloto A320	A320	9/18/2017	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
164721			Copiloto A320	A320	9/18/2017	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
164729			Copiloto A320	A320	10/2/2017	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
174715			Copiloto A320	A320	1/2/2018	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
164728			Copiloto A320	A320	9/18/2017	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
164733			Copiloto A320	A320	9/18/2017	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
164750			Copiloto A320	A320	9/1/2017	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
174717			Copiloto A320	A320	1/2/2018	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
174719			Copiloto A320	A320	1/2/2018	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
165563			Copiloto A320	A320	12/1/2017	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
174714			Copiloto A320	A320	1/2/2018	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
174712			Copiloto A320	A320	1/2/2018	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
164726			Copiloto A320	A320	10/2/2017	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
174770			Piloto A320	A320	1/2/2018	100%	100%	100%	100%	46%	0%	0%	82.00%	82.00%		
165568			Copiloto A320	A320	12/1/2017	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
137508			Copiloto ATR 72 600	ATR	9/19/2014	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
132552			Copiloto A320	A320	10/18/2016	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		

Variable Compensation 2018-2019

						FUEL				NPS AVH 2018				2018		
EMPLOYEE ID	NATIONAL ID	NAME	POSITION	FLEET	DATE OF ENTRY	SETO	SETI	Result	Table Result	RESULT	Conversion	NPS 1% (18%)	Fuel 4,5% (82%)	FL TOTAL	UNION	COMMENTS
137516			Copiloto ATR 72 600	ATR	7/28/2014	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
137540			Copiloto ATR 72 600	ATR	9/19/2014	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
137548			Copiloto A330	A330	4/4/2014	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
164731			Copiloto A320	A320	9/18/2017	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
137534			Copiloto ATR 72 600	ATR	10/3/2014	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
137510			Copiloto ATR 72 600	ATR	9/19/2014	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
137559			Copiloto ATR 72 600	ATR	9/19/2014	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		Se le garantiza el 64% de acuerdo a la Convención por Rol de Instructor
137511			Copiloto ATR 72 600	ATR	10/3/2014	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
137526			Copiloto ATR 72 600	ATR	9/15/2014	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
137520			Copiloto ATR 72 600	ATR	8/19/2014	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
163336			Copiloto A320	A320	4/3/2017	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
162622			Copiloto A320	A320	7/1/2017	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
163623			Copiloto A320	A320	5/2/2017	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
160042			Copiloto A320	A320	9/22/2015	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
160669			Copiloto A320	A320	12/24/2015	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
163627			Copiloto A320	A320	5/2/2017	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
163309			Copiloto A320	A320	4/17/2017	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
160037			Copiloto A320	A320	9/16/2015	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
163619			Copiloto A320	A320	5/2/2017	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
163616			Copiloto A320	A320	5/2/2017	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
160660			Copiloto A320	A320	1/16/2016	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
160666			Copiloto A320	A320	12/24/2015	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
163614			Copiloto A320	A320	5/2/2017	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
163333			Copiloto A320	A320	4/3/2017	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
160668			Copiloto A320	A320	12/24/2015	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
163315			Copiloto A320	A320	4/3/2017	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
163615			Copiloto A320	A320	5/2/2017	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
163334			Copiloto A320	A320	4/3/2017	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
163317			Copiloto A320	A320	4/3/2017	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
163620			Copiloto A320	A320	5/2/2017	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
160670			Copiloto A320	A320	12/24/2015	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
163618			Copiloto A320	A320	5/2/2017	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
163311			Copiloto A320	A320	4/3/2017	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
163313			Copiloto A320	A320	4/3/2017	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
160040			Copiloto A320	A320	9/22/2015	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
163316			Copiloto A320	A320	4/3/2017	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
160038			Copiloto A320	A320	9/22/2015	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
163624			Copiloto A320	A320	5/2/2017	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
163617			Copiloto A320	A320	5/2/2017	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
160041			Copiloto A320	A320	9/22/2015	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
160662			Copiloto A320	A320	12/24/2015	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
163331			Copiloto A320	A320	4/17/2017	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
163308			Copiloto A320	A320	4/17/2017	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
160663			Copiloto A320	A320	1/16/2016	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
163332			Copiloto A320	A320	4/3/2017	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
163310			Copiloto A320	A320	4/17/2017	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
163335			Copiloto A320	A320	4/3/2017	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
137073			Copiloto ATR 72 600	ATR	6/20/2014	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		Se le garantiza el 64% de acuerdo a la Convención por Rol de Instructor

Variable Compensation 2018-2019

						FUEL				NPS AVH 2018				2018		
EMPLOYEE ID	NATIONAL ID	NAME	POSITION	FLEET	DATE OF ENTRY	SETO	SETI	Result	Table Result	RESULT	Conversion	NPS 1% (18%)	Fuel 4,5% (82%)	FL TOTAL	UNION	COMMENTS
137077			Copiloto ATR 72 600	ATR	7/4/2014	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		Se le garantiza el 64% de acuerdo a la Convención por Rol de Instructor
102594			Piloto A320	A320	1/3/2011	-	-	0%	95%	46%	0%	0%	77.66%	77.66%		
135828			Copiloto A320	A320	1/1/2017	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
102586			Piloto A320	A320	1/3/2011	59%	100%	80%	40%	46%	0%	0%	32.80%	32.80%		
102789			Piloto ATR 72 600	ATR	8/16/2011	-	-	0%	96%	46%	0%	0%	78.72%	78.72%		
136887			Copiloto ATR 72 600	ATR	3/1/2014	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
102587			Piloto A320	A320	1/3/2011	-	-	0%	95%	46%	0%	0%	77.66%	77.66%		
102850			Piloto ATR 72 600	ATR	9/16/2011	-	-	0%	96%	46%	0%	0%	78.72%	78.72%		
103019			Piloto A320	A320	1/16/2012	-	-	0%	95%	46%	0%	0%	77.66%	77.66%		
102810			Piloto A320	A320	9/1/2011	-	-	0%	95%	46%	0%	0%	77.66%	77.66%		
102588			Piloto A320	A320	1/3/2011	-	-	0%	95%	46%	0%	0%	77.66%	77.66%		
102487			Piloto ATR 72 600	ATR	6/23/2010	-	-	0%	96%	46%	0%	0%	78.72%	78.72%		
102450			Piloto A320	A320	5/3/2010	-	-	0%	95%	46%	0%	0%	77.66%	77.66%		
103016			Piloto A320	A320	1/16/2012	-	-	0%	95%	46%	0%	0%	77.66%	77.66%		
103011			Copiloto B787	B787	1/16/2012	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
102501			Piloto A320	A320	8/2/2010	-	-	0%	95%	46%	0%	0%	77.66%	77.66%		
102946			Piloto ATR 72 600	ATR	12/1/2011	-	-	0%	96%	46%	0%	0%	78.72%	78.72%		
103020			Piloto A320	A320	1/16/2012	-	-	0%	95%	46%	0%	0%	77.66%	77.66%		
102819			Piloto ATR 72 600	ATR	9/1/2011	-	-	0%	96%	46%	0%	0%	78.72%	78.72%		
102489			Piloto A320	A320	7/2/2010	88%	100%	94%	100%	46%	0%	0%	82.00%	82.00%		
102671			Copiloto A330	A330	4/18/2011	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
102971			Piloto A320	A320	12/16/2011	90%	100%	95%	100%	46%	0%	0%	82.00%	82.00%		
102923			Piloto ATR 72 600	ATR	12/1/2011	-	-	0%	96%	46%	0%	0%	78.72%	78.72%		
103025			Copiloto B787	B787	1/16/2012	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
102446			Piloto ATR 72 600	ATR	5/3/2010	-	-	0%	96%	46%	0%	0%	78.72%	78.72%		
102509			Piloto A320	A320	8/17/2010	-	-	0%	95%	46%	0%	0%	77.66%	77.66%		
102447			Piloto A320	A320	5/3/2010	88%	100%	94%	100%	46%	0%	0%	82.00%	82.00%		
104436			Piloto A320	A320	9/7/2012	-	-	0%	95%	46%	0%	0%	77.66%	77.66%		
104521			Piloto A320	A320	9/21/2012	-	-	0%	95%	46%	0%	0%	77.66%	77.66%		
102674			Piloto A320	A320	5/2/2011	-	-	0%	95%	46%	0%	0%	77.66%	77.66%		
102956			Piloto A320	A320	12/1/2011	100%	100%	100%	100%	46%	0%	0%	82.00%	82.00%		
102584			Piloto A320	A320	1/3/2011	100%	100%	100%	100%	46%	0%	0%	82.00%	82.00%		
102677			Piloto A320	A320	5/2/2011	-	-	0%	95%	46%	0%	0%	77.66%	77.66%		
102926			Piloto A320	A320	12/1/2011	-	-	0%	95%	46%	0%	0%	77.66%	77.66%		
102437			Piloto A320	A320	2/16/2010	-	-	0%	95%	46%	0%	0%	77.66%	77.66%		
102470			Piloto A320	A320	6/1/2010	67%	100%	83%	60%	46%	0%	0%	49.20%	49.20%		
104434			Copiloto B787	B787	9/7/2012	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
102474			Piloto A320	A320	6/1/2010	-	-	0%	95%	46%	0%	0%	77.66%	77.66%		
102985			Copiloto B787	B787	12/16/2011	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
102857			Piloto ATR 72 600	ATR	9/16/2011	-	-	0%	96%	46%	0%	0%	78.72%	78.72%		
102831			Piloto ATR 72 600	ATR	9/1/2011	12%	100%	100%	100%	46%	0%	0%	82.00%	82.00%		
104432			Piloto A320	A320	9/7/2012	-	-	0%	95%	46%	0%	0%	77.66%	77.66%		
102992			Piloto A320	A320	1/2/2012	76%	100%	88%	80%	46%	0%	0%	65.60%	65.60%		
103018			Piloto A320	A320	1/16/2012	-	-	0%	95%	46%	0%	0%	77.66%	77.66%		
103013			Copiloto B787	B787	1/16/2012	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
102507			Piloto ATR 72 600	ATR	8/5/2010	-	-	0%	64%	46%	0%	0%	52.48%	52.48%		Se le garantiza el 64% de acuerdo a la Convención por Rol de Instructor
102668			Piloto A320	A320	4/18/2011	-	-	0%	95%	46%	0%	0%	77.66%	77.66%		
104431			Piloto A320	A320	9/7/2012	99%	100%	99%	100%	46%	0%	0%	82.00%	82.00%		
102928			Piloto A320	A320	12/1/2011	92%	100%	96%	100%	46%	0%	0%	82.00%	82.00%		
102478			Piloto A320	A320	6/4/2010	-	-	0%	64%	46%	0%	0%	52.48%	52.48%		Se garantiza el 64% de acuerdo a la convención
102485			Piloto A320	A320	6/23/2010	95%	100%	98%	100%	46%	0%	0%	82.00%	82.00%		
102868			Piloto ATR 72 600	ATR	10/3/2011	-	-	0%	96%	46%	0%	0%	78.72%	78.72%		
102952			Piloto ATR 72 600	ATR	12/1/2011	-	-	0%	96%	46%	0%	0%	78.72%	78.72%		

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						FUEL				NPS AVH 2018				2018		
EMPLOYEE ID	NATIONAL ID	NAME	POSITION	FLEET	DATE OF ENTRY	SETO	SETI	Result	Table Result	RESULT	Conversion	NPS 1% (18%)	Fuel 4,5% (82%)	FL TOTAL	UNION	COMMENTS
102449			Piloto A320	A320	5/3/2010	90%	100%	95%	100%	46%	0%	0%	82.00%	82.00%		
102829			Piloto ATR 72 600	ATR	9/1/2011	6%	98%	98%	100%	46%	0%	0%	82.00%	82.00%		
102448			Piloto A320	A320	5/3/2010	93%	100%	97%	100%	46%	0%	0%	82.00%	82.00%		
102505			Piloto A320	A320	8/2/2010	100%	100%	100%	100%	46%	0%	0%	82.00%	82.00%		
102822			Piloto ATR 72 600	ATR	9/1/2011	10%	100%	100%	100%	46%	0%	0%	82.00%	82.00%		
104391			Piloto A320	A320	9/3/2012	100%	100%	100%	100%	46%	0%	0%	82.00%	82.00%		
102938			Piloto A320	A320	12/1/2011	96%	100%	98%	100%	46%	0%	0%	82.00%	82.00%		
104437			Piloto A320	A320	9/7/2012	-	-	0%	95%	46%	0%	0%	77.66%	77.66%		
103004			Piloto A320	A320	1/16/2012	82%	100%	91%	100%	46%	0%	0%	82.00%	82.00%		
102593			Piloto A320	A320	1/3/2011	-	-	0%	95%	46%	0%	0%	77.66%	77.66%		
102468			Copiloto A330	A330	6/1/2010	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
104435			Copiloto B787	B787	9/7/2012	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
103041			Piloto A320	A320	2/1/2012	-	-	0%	95%	46%	0%	0%	77.66%	77.66%		
103026			Piloto A320	A320	1/16/2012	-	-	0%	95%	46%	0%	0%	77.66%	77.66%		
103017			Copiloto B787	B787	1/16/2012	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
102506			Piloto A320	A320	8/5/2010	98%	100%	99%	100%	46%	0%	0%	82.00%	82.00%		
104433			Piloto A320	A320	9/7/2012	98%	100%	99%	100%	46%	0%	0%	82.00%	82.00%		
102915			Piloto A320	A320	11/16/2011	86%	100%	93%	100%	46%	0%	0%	82.00%	82.00%		
102968			Piloto A320	A320	12/16/2011	100%	100%	100%	100%	46%	0%	0%	82.00%	82.00%		
102825			Piloto ATR 72 600	ATR	9/1/2011	8%	100%	100%	100%	46%	0%	0%	82.00%	82.00%		
102937			Piloto ATR 72 600	ATR	12/1/2011	7%	100%	100%	100%	46%	0%	0%	82.00%	82.00%		
102797			Piloto ATR 72 600	ATR	8/16/2011	-	-	0%	96%	46%	0%	0%	78.72%	78.72%		
102943			Piloto ATR 72 600	ATR	12/1/2011	-	-	0%	96%	46%	0%	0%	78.72%	78.72%		
102666			Piloto A320	A320	4/18/2011	-	-	0%	95%	46%	0%	0%	77.66%	77.66%		
103039			Piloto A320	A320	2/1/2012	-	-	0%	95%	46%	0%	0%	77.66%	77.66%		
102443			Piloto A320	A320	3/17/2010	-	-	0%	95%	46%	0%	0%	77.66%	77.66%		
104428			Piloto A320	A320	9/7/2012	-	-	0%	95%	46%	0%	0%	77.66%	77.66%		
102949			Piloto ATR 72 600	ATR	12/1/2011	-	-	0%	96%	46%	0%	0%	78.72%	78.72%		
102451			Piloto A320	A320	5/3/2010	-	-	0%	95%	46%	0%	0%	77.66%	77.66%		
103033			Piloto A320	A320	2/1/2012	-	-	0%	95%	46%	0%	0%	77.66%	77.66%		
102429			Piloto A320	A320	1/20/2010	100%	100%	100%	100%	46%	0%	0%	82.00%	82.00%		
103014			Copiloto B787	B787	1/16/2012	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
102484			Piloto A320	A320	6/23/2010	-	-	0%	95%	46%	0%	0%	77.66%	77.66%		
102959			Piloto A320	A320	12/1/2011	-	-	0%	95%	46%	0%	0%	77.66%	77.66%		
104516			Copiloto A330	A330	9/21/2012	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
103030			Copiloto B787	B787	1/16/2012	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
102942			Piloto A320	A320	12/1/2011	-	-	0%	95%	46%	0%	0%	77.66%	77.66%		
102508			Piloto A320	A320	8/12/2010	-	-	0%	95%	46%	0%	0%	77.66%	77.66%		
102607			Piloto A320	A320	1/17/2011	-	-	0%	95%	46%	0%	0%	77.66%	77.66%		
102428			Piloto A320	A320	1/16/2010	100%	100%	100%	100%	46%	0%	0%	82.00%	82.00%		
102838			Piloto ATR 72 600	ATR	9/1/2011	9%	71%	71%	40%	46%	0%	0%	32.80%	32.80%		
161781			Copiloto ATR 72 600	ATR	7/16/2016	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
163851			Copiloto A320	A320	6/1/2017	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
164446			Copiloto A320	A320	9/18/2017	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
164211			Copiloto A320	A320	8/1/2017	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
164243			Copiloto A320	A320	8/1/2017	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
164237			Copiloto A320	A320	9/1/2017	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
164513			Copiloto A320	A320	9/1/2017	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
164713			Copiloto A320	A320	9/18/2017	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
164241			Copiloto A320	A320	9/1/2017	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
164238			Copiloto A320	A320	8/1/2017	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
164210			Copiloto A320	A320	7/1/2017	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
163858			Copiloto A320	A320	6/1/2017	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
164246			Copiloto A320	A320	8/1/2017	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
164712			Copiloto A320	A320	11/16/2017	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
163943			Copiloto A320	A320	6/1/2017	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		

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						FUEL				NPS AVH 2018				2018		
EMPLOYEE ID	NATIONAL ID	NAME	POSITION	FLEET	DATE OF ENTRY	SETO	SETI	Result	Table Result	RESULT	Conversion	NPS 1% (18%)	Fuel 4,5% (82%)	FL TOTAL	UNION	COMMENTS
164449			Copiloto A320	A320	9/1/2017	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
164240			Copiloto A320	A320	9/1/2017	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
164453			Copiloto A320	A320	9/1/2017	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
164461			Copiloto A320	A320	9/18/2017	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
163853			Copiloto A320	A320	6/1/2017	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
164442			Copiloto A320	A320	9/1/2017	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
163855			Copiloto A320	A320	6/1/2017	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
164715			Copiloto A320	A320	10/2/2017	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
164452			Copiloto A320	A320	9/18/2017	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
164454			Copiloto A320	A320	9/1/2017	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
164445			Copiloto A320	A320	9/1/2017	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
164213			Copiloto A320	A320	8/1/2017	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
163942			Copiloto A320	A320	6/1/2017	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
164450			Copiloto A320	A320	8/16/2017	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
163861			Copiloto A320	A320	6/1/2017	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
164462			Copiloto A320	A320	9/1/2017	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
164248			Copiloto A320	A320	7/17/2017	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
164239			Copiloto A320	A320	9/1/2017	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
164463			Copiloto A320	A320	9/1/2017	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
163857			Copiloto A320	A320	6/1/2017	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
163852			Copiloto A320	A320	6/1/2017	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
164456			Copiloto A320	A320	9/1/2017	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
164244			Copiloto A320	A320	9/1/2017	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
164245			Copiloto A320	A320	8/1/2017	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
164209			Copiloto A320	A320	7/1/2017	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
164716			Copiloto A320	A320	9/18/2017	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
164242			Copiloto A320	A320	8/1/2017	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
164714			Copiloto A320	A320	10/2/2017	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
164718			Copiloto A320	A320	10/2/2017	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
164214			Copiloto A320	A320	7/1/2017	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
164361			Copiloto A320	A320	4/3/2017	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
163939			Copiloto A320	A320	6/1/2017	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
164447			Copiloto A320	A320	9/1/2017	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
164206			Copiloto A320	A320	7/17/2017	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
164247			Copiloto A320	A320	7/1/2017	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
164455			Copiloto A320	A320	8/16/2017	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
163859			Copiloto A320	A320	6/1/2017	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
174959			Copiloto A320	A320	9/17/2018	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
102925			Copiloto B787	B787	12/1/2011	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
158543			Copiloto A320	A320	2/21/2015	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
100700			Piloto B787	B787	5/1/1994	0%	2%	2%	40%	46%	0%	0%	32.80%	32.80%		
100537			Piloto B787	B787	8/27/1990	1%	63%	63%	64%	46%	0%	0%	52.48%	52.48%		Se le garantiza el 64% de acuerdo a la Convención por Rol de Instructor
102200			Piloto A320	A320	6/16/2009	100%	100%	100%	100%	46%	0%	0%	82.00%	82.00%		
156093			Copiloto B787	B787	9/19/2014	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
103254			Copiloto A330	A330	5/18/2012	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
159048			Copiloto A320	A320	4/21/2015	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
101719			Piloto A320	A320	10/18/2006	85%	88%	87%	80%	46%	0%	0%	65.60%	65.60%		
101936			Piloto ATR 72 600	ATR	1/2/2008	5%	100%	100%	100%	46%	0%	0%	82.00%	82.00%		Se le garantiza el resultado reportado por el area de metricas (Rol de Instructor)
100259			Piloto A330	A330	5/7/1984	89%	100%	94%	100%	46%	0%	0%	82.00%	82.00%		
165570			Copiloto A320	A320	12/1/2017	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
100330			Piloto A320	A320	12/1/1986	87%	100%	93%	100%	46%	0%	0%	82.00%	82.00%		
100987			Piloto A320	A320	6/16/1998	86%	93%	90%	80%	46%	0%	0%	65.60%	65.60%		
100985			Piloto A330	A330	6/16/1998	89%	100%	95%	100%	46%	0%	0%	82.00%	82.00%		
103258			Piloto A320	A320	5/24/2012	100%	100%	100%	100%	46%	0%	0%	82.00%	82.00%		
100341			Piloto A320	A320	6/5/1987	76%	100%	88%	80%	46%	0%	0%	65.60%	65.60%		

Variable Compensation 2018-2019

						FUEL				NPS AVH 2018				2018		
EMPLOYEE ID	NATIONAL ID	NAME	POSITION	FLEET	DATE OF ENTRY	SETO	SETI	Result	Table Result	RESULT	Conversion	NPS 1% (18%)	Fuel 4,5% (82%)	FL TOTAL	UNION	COMMENTS
177881			Piloto A320	A320	9/17/2018	95%	100%	98%	100%	46%	0%	0%	82.00%	82.00%		
100702			Piloto B787	B787	5/19/1994	0%	33%	33%	64%	46%	0%	0%	52.48%	52.48%		Se le garantiza el 64% de acuerdo a la Convención
100157			Piloto A330	A330	8/27/1979	21%	100%	60%	40%	46%	0%	0%	32.80%	32.80%		
100798			Piloto A320	A320	9/20/1995	100%	100%	100%	100%	46%	0%	0%	82.00%	82.00%		Se le garantiza el resultado reportado por el area de metricas (Rol de Instructor)
155383			Copiloto B787	B787	7/25/2014	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
100696			Piloto B787	B787	4/6/1994	13%	68%	68%	64%	46%	0%	0%	52.48%	52.48%		Se le garantiza el 64% de acuerdo a la Convención por Rol de Instructor
102143			Piloto A320	A320	1/2/2009	86%	100%	93%	100%	46%	0%	0%	82.00%	82.00%		
157832			Copiloto A330	A330	11/28/2014	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
100792			Piloto B787	B787	8/8/1995	0%	76%	76%	48%	46%	0%	0%	39.36%	39.36%		Se aplica el promedio de la flota del 48% de acuerdo al promedio minimo de vuelos aplicables
100344			Piloto A330	A330	7/1/1987	100%	100%	100%	100%	46%	0%	0%	82.00%	82.00%		
159283			Copiloto A320	A320	6/1/2015	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
137082			Copiloto ATR 72 600	ATR	7/4/2014	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
163354			Copiloto A320	A320	4/3/2017	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
100432			Piloto B787	B787	4/28/1989	0%	1%	1%	48%	46%	0%	0%	39.36%	39.36%		Se aplica el promedio de la flota del 48% de acuerdo al promedio minimo de vuelos aplicables
100534			Piloto B787	B787	8/14/1990	0%	32%	32%	48%	46%	0%	0%	39.36%	39.36%		Se aplica el promedio de la flota del 48% de acuerdo al promedio minimo de vuelos aplicables
102132			Piloto A320	A320	12/16/2008	91%	100%	96%	100%	46%	0%	0%	82.00%	82.00%		
101915			Piloto A320	A320	10/26/2007	78%	100%	89%	80%	46%	0%	0%	65.60%	65.60%		
100741			Piloto B787	B787	9/8/1994	0%	36%	36%	48%	46%	0%	0%	39.36%	39.36%		Se aplica el promedio de la flota del 48% de acuerdo al promedio minimo de vuelos aplicables
100784			Piloto B787	B787	4/27/1995	0%	32%	32%	48%	46%	0%	0%	39.36%	39.36%		Se aplica el promedio de la flota del 48% de acuerdo al promedio minimo de vuelos aplicables
102054			Piloto A320	A320	8/9/2008	100%	100%	100%	100%	46%	0%	0%	82.00%	82.00%		
100637			Piloto A320	A320	7/21/1993	-	-	0%	64%	46%	0%	0%	52.48%	52.48%		Se le garantiza el 64% de acuerdo a la Convención por Rol de Instructor
164208			Copiloto A320	A320	9/1/2017	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
163651			Copiloto A320	A320	5/2/2017	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		Se le aplico la proporcionalidad de acuerdo a los meses volados frente a los meses de instructor
102883			Copiloto A330	A330	10/18/2011	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
163350			Copiloto A320	A320	4/3/2017	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
100698			Piloto B787	B787	4/18/1994	0%	38%	38%	64%	46%	0%	0%	52.48%	52.48%		Se garantiza el 64% de acuerdo a la convención
157216			Copiloto A320	A320	10/17/2014	#N/A	#N/A	0%	88%	46%	0%	0%	72.16%	72.16%		Se le aplico la proporcionalidad de acuerdo a los meses volados frente a los meses de instructor
101036			Piloto A320	A320	1/12/1999	99%	100%	100%	100%	46%	0%	0%	82.00%	82.00%		
101614			Piloto A320	A320	5/8/2006	97%	100%	99%	100%	46%	0%	0%	82.00%	82.00%		
163621			Copiloto A320	A320	5/2/2017	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
175397			Copiloto A320	A320	4/1/2018	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
101862			Piloto A320	A320	7/6/2007	85%	100%	92%	100%	46%	0%	0%	82.00%	82.00%		
103107			Piloto A320	A320	3/16/2012	93%	100%	97%	100%	46%	0%	0%	82.00%	82.00%		
101844			Piloto A320	A320	6/21/2007	-	-	0%	95%	46%	0%	0%	77.66%	77.66%		
100285			Piloto A320	A320	9/24/1985	98%	100%	99%	100%	46%	0%	0%	82.00%	82.00%		
157783			Copiloto A330	A330	4/17/2015	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
175786			Piloto A320	A320	5/7/2018	96%	100%	98%	100%	46%	0%	0%	82.00%	82.00%		

Variable Compensation 2018-2019

						FUEL				NPS AVH 2018				2018		
EMPLOYEE ID	NATIONAL ID	NAME	POSITION	FLEET	DATE OF ENTRY	SETO	SETI	Result	Table Result	RESULT	Conversion	NPS 1% (18%)	Fuel 4,5% (82%)	FL TOTAL	UNION	COMMENTS
101818			Piloto A320	A320	4/16/2007	100%	100%	100%	100%	46%	0%	0%	82.00%	82.00%		
102545			Copiloto B787	B787	10/16/2010	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
100981			Piloto A330	A330	6/10/1998	100%	100%	100%	100%	46%	0%	0%	82.00%	82.00%		
101032			Piloto A320	A320	1/6/1999	93%	100%	96%	100%	46%	0%	0%	82.00%	82.00%		
102431			Piloto A320	A320	2/1/2010	-	-	0%	95%	46%	0%	0%	77.66%	77.66%		
100516			Piloto A320	A320	7/1/1990	96%	100%	98%	100%	46%	0%	0%	82.00%	82.00%		
158473			Copiloto B787	B787	1/16/2015	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
100127			Copiloto A330	A330	7/28/1979	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
103229			Piloto A320	A320	5/11/2012	96%	100%	98%	100%	46%	0%	0%	82.00%	82.00%		
100369			Piloto A330	A330	12/9/1987	75%	44%	59%	40%	46%	0%	0%	32.80%	32.80%		
100367			Piloto A330	A330	12/9/1987	79%	100%	89%	80%	46%	0%	0%	65.60%	65.60%		
102835			Piloto ATR 72 600	ATR	9/1/2011	13%	100%	100%	100%	46%	0%	0%	82.00%	82.00%		
100280			Piloto A320	A320	2/25/1985	100%	100%	100%	100%	46%	0%	0%	82.00%	82.00%		
101525			Piloto A320	A320	12/21/2005	60%	69%	65%	64%	46%	0%	0%	52.48%	52.48%		Se le garantiza el 64% de acuerdo a la Convención por Rol de Instructor
102173			Piloto A320	A320	2/20/2009	-	-	0%	95%	46%	0%	0%	77.66%	77.66%		
101743			Piloto A320	A320	11/22/2006	85%	94%	89%	80%	46%	0%	0%	65.60%	65.60%		
100460			Piloto A320	A320	9/1/1989	-	-	0%	95%	46%	0%	0%	77.66%	77.66%		
100803			Piloto A320	A320	10/11/1995	77%	100%	88%	88%	46%	0%	0%	72.40%	72.40%		Se le garantiza el resultado reportado por el area de metricas (Rol de Instructor)
102006			Piloto A320	A320	7/5/2008	-	-	0%	95%	46%	0%	0%	77.66%	77.66%		
100796			Piloto B787	B787	8/24/1995	0%	47%	47%	40%	46%	0%	0%	32.80%	32.80%		
100591			Piloto B787	B787	7/26/1991	0%	67%	67%	40%	46%	0%	0%	32.80%	32.80%		
101602			Piloto A320	A320	4/8/2006	100%	100%	100%	100%	46%	0%	0%	82.00%	82.00%		
102837			Piloto ATR 72 600	ATR	9/1/2011	11%	100%	100%	100%	46%	0%	0%	82.00%	82.00%		
100294			Copiloto A320	A320	12/19/1985	100%	100%	100%	100%	46%	0%	0%	82.00%	82.00%		
105383			Copiloto B787	B787	10/25/2013	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
101771			Piloto A320	A320	1/2/2007	86%	100%	93%	93%	46%	0%	0%	76.13%	76.13%		Se le garantiza el resultado reportado por el area de metricas (Rol de Instructor)
101803			Piloto A320	A320	4/1/2007	99%	100%	100%	100%	46%	0%	0%	82.00%	82.00%		
174989			Copiloto A320	A320	9/17/2018	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
174976			Copiloto A320	A320	9/17/2018	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
174958			Copiloto A320	A320	9/17/2018	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
101916			Piloto A320	A320	11/1/2007	91%	100%	95%	100%	46%	0%	0%	82.00%	82.00%		
105023			Piloto A320	A320	6/1/2013	90%	100%	95%	100%	46%	0%	0%	82.00%	82.00%		
175640			Piloto A320	A320	5/7/2018	72%	84%	78%	40%	46%	0%	0%	32.80%	32.80%		
100835			Piloto B787	B787	2/16/1996	0%	28%	28%	40%	46%	0%	0%	32.80%	32.80%		
102172			Piloto A320	A320	2/16/2009	-	-	0%	95%	46%	0%	0%	77.66%	77.66%		
100589			Piloto A320	A320	7/2/1991	100%	100%	100%	100%	46%	0%	0%	82.00%	82.00%		
164732			Copiloto A320	A320	10/2/2017	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
101702			Piloto A320	A320	9/1/2006	85%	100%	92%	100%	46%	0%	0%	82.00%	82.00%		
102936			Piloto A320	A320	12/1/2011	84%	100%	92%	100%	46%	0%	0%	82.00%	82.00%		
100552			Piloto A320	A320	12/1/1990	89%	100%	95%	100%	46%	0%	0%	82.00%	82.00%		
100854			Piloto B787	B787	5/22/1996	0%	56%	56%	48%	46%	0%	0%	39.36%	39.36%		Se aplica el promedio de la flota del 48% de acuerdo al promedio minimo de vuelos aplicables
101742			Piloto A320	A320	11/22/2006	89%	89%	89%	80%	46%	0%	0%	65.60%	65.60%		
163612			Copiloto A320	A320	5/2/2017	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
164723			Copiloto A320	A320	9/18/2017	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
158547			Copiloto A320	A320	2/20/2015	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
159032			Copiloto A320	A320	9/3/2018	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
174960			Copiloto A320	A320	9/17/2018	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
164448			Copiloto A320	A320	9/1/2017	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
100563			Piloto B787	B787	1/21/1991	0%	1%	1%	64%	46%	0%	0%	52.48%	52.48%		Se garantiza el 64% de acuerdo a la convención
164719			Copiloto A320	A320	10/2/2017	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
164207			Copiloto A320	A320	8/1/2017	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		

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						FUEL				NPS AVH 2018				2018		
EMPLOYEE ID	NATIONAL ID	NAME	POSITION	FLEET	DATE OF ENTRY	SETO	SETI	Result	Table Result	RESULT	Conversion	NPS 1% (18%)	Fuel 4,5% (82%)	FL TOTAL	UNION	COMMENTS
164711			Copiloto A320	A320	10/2/2017	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
158900			Copiloto A320	A320	4/9/2015	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
102486			Piloto A320	A320	6/23/2010	82%	98%	90%	100%	46%	0%	0%	82.00%	82.00%		
100963			Piloto A330	A330	4/20/1998	88%	100%	94%	100%	46%	0%	0%	82.00%	82.00%		
105428			Copiloto B787	B787	12/2/2013	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
105414			Copiloto ATR 72 600	ATR	11/16/2013	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
101925			Piloto A320	A320	11/23/2007	90%	79%	84%	60%	46%	0%	0%	49.20%	49.20%		
102933			Piloto A320	A320	12/1/2011	100%	69%	85%	60%	46%	0%	0%	49.20%	49.20%		
101770			Piloto A320	A320	1/2/2007	89%	100%	94%	100%	46%	0%	0%	82.00%	82.00%		
101494			Piloto A320	A320	11/19/2005	94%	100%	97%	100%	46%	0%	0%	82.00%	82.00%		
101280			Copiloto A320	A320	12/16/2003	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
156714			Copiloto A330	A330	9/19/2014	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
164724			Copiloto A320	A320	10/2/2017	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
102690			Piloto A320	A320	5/16/2011	91%	100%	95%	100%	46%	0%	0%	82.00%	82.00%		
101893			Piloto A320	A320	9/16/2007	100%	100%	100%	100%	46%	0%	0%	82.00%	82.00%		
100939			Piloto A330	A330	8/27/1997	36%	100%	68%	40%	46%	0%	0%	32.80%	32.80%		
101825			Piloto A320	A320	5/16/2007	100%	100%	100%	100%	46%	0%	0%	82.00%	82.00%		
176358			Copiloto A320	A320	6/1/2018	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
176368			Copiloto A320	A320	6/1/2018	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
176423			Copiloto A320	A320	6/1/2018	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
176466			Copiloto A320	A320	6/1/2018	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
176471			Copiloto A320	A320	6/1/2018	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
176515			Copiloto A320	A320	6/1/2018	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
174532			Copiloto A320	A320	6/16/2018	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
174647			Copiloto A320	A320	6/16/2018	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
105120			Copiloto A330	A330	7/19/2013	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
175735			Piloto A320	A320	5/7/2018	100%	100%	100%	100%	46%	0%	0%	82.00%	82.00%		
102135			Piloto A320	A320	12/16/2008	97%	100%	98%	100%	46%	0%	0%	82.00%	82.00%		
104615			Piloto A320	A320	10/5/2012	-	-	0%	95%	46%	0%	0%	77.66%	77.66%		
174627			Copiloto A320	A320	8/16/2018	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
163314			Copiloto A320	A320	4/3/2017	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
174640			Copiloto A320	A320	9/3/2018	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
174718			Copiloto A320	A320	1/2/2018	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
174974			Copiloto A320	A320	9/17/2018	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
174970			Copiloto A320	A320	9/17/2018	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
174973			Copiloto A320	A320	9/17/2018	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
174982			Copiloto A320	A320	11/1/2018	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
175012			Copiloto A320	A320	11/1/2018	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
174990			Copiloto A320	A320	11/1/2018	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
174997			Copiloto A320	A320	11/1/2018	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
174648			Copiloto A320	A320	9/3/2018	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
175351			Copiloto A320	A320	12/3/2018	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
175504			Copiloto A320	A320	12/3/2018	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
175509			Copiloto A320	A320	12/3/2018	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
175272			Copiloto A320	A320	12/3/2018	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
175517			Copiloto A320	A320	12/3/2018	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
175253			Copiloto A320	A320	12/3/2018	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
174993			Copiloto A320	A320	12/3/2018	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
175259			Copiloto A320	A320	12/3/2018	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
174999			Copiloto A320	A320	12/3/2018	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
175261			Copiloto A320	A320	12/3/2018	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
175501			Copiloto A320	A320	12/17/2018	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
175511			Copiloto A320	A320	12/17/2018	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
175519			Copiloto A320	A320	1/2/2019	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
175269			Copiloto A320	A320	12/17/2018	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
176405			Copiloto A320	A320	6/1/2018	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		

Variable Compensation 2018-2019

						FUEL				NPS AVH 2018				2018		
EMPLOYEE ID	NATIONAL ID	NAME	POSITION	FLEET	DATE OF ENTRY	SETO	SETI	Result	Table Result	RESULT	Conversion	NPS 1% (18%)	Fuel 4,5% (82%)	FL TOTAL	UNION	COMMENTS
176449			Copiloto A320	A320	6/1/2018	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
176698			Piloto A320	A320	6/16/2018	59%	100%	80%	40%	46%	0%	0%	32.80%	32.80%		
176702			Piloto A320	A320	6/16/2018	93%	100%	96%	100%	46%	0%	0%	82.00%	82.00%		
105422			Copiloto B787	B787	12/2/2013	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
174632			Copiloto A320	A320	6/16/2018	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
174637			Copiloto A320	A320	6/16/2018	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
174636			Copiloto A320	A320	6/16/2018	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
174642			Copiloto A320	A320	6/16/2018	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
175170			Copiloto A320	A320	3/1/2018	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
102824			Piloto A320	A320	9/1/2011	100%	100%	100%	100%	46%	0%	0%	82.00%	82.00%		
105391			Copiloto B787	B787	11/1/2013	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
102471			Piloto A320	A320	6/1/2010	100%	100%	100%	100%	46%	0%	0%	82.00%	82.00%		
175386			Copiloto A320	A320	4/1/2018	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
176479			Copiloto A320	A320	6/1/2018	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
164516			Copiloto A320	A320	9/1/2017	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
175038			Copiloto A320	A320	2/1/2018	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
176327			Copiloto A320	A320	6/1/2018	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
174965			Copiloto A320	A320	8/16/2018	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
168473			Copiloto A320	A320	8/16/2018	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
174631			Copiloto A320	A320	8/16/2018	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
174983			Copiloto A320	A320	8/16/2018	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
174541			Copiloto A320	A320	8/16/2018	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
174646			Copiloto A320	A320	8/16/2018	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
174956			Copiloto A320	A320	8/16/2018	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
159037			Copiloto A320	A320	5/5/2015	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
174652			Copiloto A320	A320	9/3/2018	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
176291			Copiloto A320	A320	6/1/2018	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
174961			Copiloto A320	A320	9/17/2018	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
174962			Copiloto A320	A320	9/17/2018	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
174955			Copiloto A320	A320	9/17/2018	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
176462			Copiloto A320	A320	6/1/2018	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
100969			Piloto A320	A320	11/1/2018	100%	100%	100%	100%	46%	0%	0%	82.00%	82.00%		
175004			Copiloto A320	A320	11/1/2018	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
174995			Copiloto A320	A320	11/1/2018	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
174985			Copiloto A320	A320	11/1/2018	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
174984			Copiloto A320	A320	11/1/2018	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
174998			Copiloto A320	A320	11/1/2018	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
174996			Copiloto A320	A320	11/1/2018	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
174992			Copiloto A320	A320	11/1/2018	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
175005			Copiloto A320	A320	11/1/2018	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
155520			Copiloto B787	B787	8/11/2014	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
102134			Piloto A320	A320	12/16/2008	-	-	0%	95%	46%	0%	0%	77.66%	77.66%		
175514			Copiloto A320	A320	12/3/2018	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
175265			Copiloto A320	A320	12/3/2018	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
175260			Copiloto A320	A320	12/3/2018	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
175510			Copiloto A320	A320	12/3/2018	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
105066			Copiloto A320	A320	12/3/2018	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
175498			Copiloto A320	A320	12/3/2018	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
175515			Copiloto A320	A320	12/3/2018	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
175362			Copiloto A320	A320	12/3/2018	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
175361			Copiloto A320	A320	12/3/2018	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
175353			Copiloto A320	A320	12/3/2018	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
175505			Copiloto A320	A320	12/3/2018	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
175270			Copiloto A320	A320	12/3/2018	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
175358			Copiloto A320	A320	12/3/2018	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
175512			Copiloto A320	A320	12/3/2018	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
175357			Copiloto A320	A320	12/3/2018	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		

Variable Compensation 2018-2019

						FUEL				NPS AVH 2018				2018		
EMPLOYEE ID	NATIONAL ID	NAME	POSITION	FLEET	DATE OF ENTRY	SETO	SETI	Result	Table Result	RESULT	Conversion	NPS 1% (18%)	Fuel 4,5% (82%)	FL TOTAL	UNION	COMMENTS
175342			Copiloto A320	A320	12/3/2018	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
175256			Copiloto A320	A320	12/3/2018	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
175267			Copiloto A320	A320	12/3/2018	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
175258			Copiloto A320	A320	12/3/2018	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
175354			Copiloto A320	A320	12/3/2018	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
175254			Copiloto A320	A320	12/3/2018	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
175349			Copiloto A320	A320	12/3/2018	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
175507			Copiloto A320	A320	12/3/2018	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
175513			Copiloto A320	A320	12/3/2018	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
165395			Copiloto A320	A320	12/3/2018	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
174629			Copiloto A320	A320	9/3/2018	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
104429			Copiloto B787	B787	9/7/2012	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
175506			Copiloto A320	A320	12/17/2018	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
175518			Copiloto A320	A320	12/17/2018	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
175502			Copiloto A320	A320	1/2/2019	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
174711			Copiloto A320	A320	1/2/2018	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
161782			Copiloto A320	A320	11/1/2018	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
175500			Copiloto A320	A320	1/16/2019	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
155428			Copiloto B787	B787	7/28/2014	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
159284			Copiloto A320	A320	6/1/2015	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
176705			Piloto A320	A320	6/16/2018	94%	100%	97%	100%	46%	0%	0%	82.00%	82.00%		
100562			Piloto B787	B787	1/18/1991	5%	57%	57%	48%	46%	0%	0%	39.36%	39.36%		Se aplica el promedio de la flota del 48% de acuerdo al promedio minimo de vuelos aplicables
158414			Copiloto A320	A320	1/23/2015	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
175614			Copiloto A320	A320	5/7/2018	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
164717			Copiloto A320	A320	10/2/2017	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
100748			Piloto B787	B787	10/1/1994	10%	71%	71%	40%	46%	0%	0%	32.80%	32.80%		
174645			Copiloto A320	A320	8/16/2018	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
175385			Copiloto A320	A320	4/1/2018	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
105239			Copiloto ATR 72 600	ATR	8/16/2013	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
177915			Piloto A320	A320	9/17/2018	96%	100%	98%	100%	46%	0%	0%	82.00%	82.00%		
176343			Copiloto A320	A320	6/1/2018	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
174963			Copiloto A320	A320	9/17/2018	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
174975			Copiloto A320	A320	9/17/2018	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
178074			Piloto A320	A320	10/19/2018	96%	100%	98%	100%	46%	0%	0%	82.00%	82.00%		
174991			Copiloto A320	A320	11/1/2018	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
175006			Copiloto A320	A320	11/1/2018	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
174988			Copiloto A320	A320	11/1/2018	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
160672			Copiloto A320	A320	1/16/2016	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
174967			Copiloto A320	A320	9/17/2018	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
175252			Copiloto A320	A320	12/3/2018	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
175347			Copiloto A320	A320	12/3/2018	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
175348			Copiloto A320	A320	12/3/2018	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
175356			Copiloto A320	A320	12/3/2018	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
175503			Copiloto A320	A320	12/3/2018	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
175264			Copiloto A320	A320	12/3/2018	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
175499			Copiloto A320	A320	12/3/2018	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
175350			Copiloto A320	A320	12/3/2018	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
163856			Copiloto A320	A320	6/1/2017	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
178650			Copiloto A320	A320	1/16/2019	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
175365			Copiloto A320	A320	12/3/2018	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
175508			Copiloto A320	A320	1/16/2019	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
175355			Copiloto A320	A320	12/3/2018	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
175262			Copiloto A320	A320	12/3/2018	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
176263			Copiloto A320	A320	6/1/2018	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		

Variable Compensation 2018-2019

						FUEL				NPS AVH 2018				2018		
EMPLOYEE ID	NATIONAL ID	NAME	POSITION	FLEET	DATE OF ENTRY	SETO	SETI	Result	Table Result	RESULT	Conversion	NPS 1% (18%)	Fuel 4,5% (82%)	FL TOTAL	UNION	COMMENTS
176316			Copiloto A320	A320	6/1/2018	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
164451			Copiloto A320	A320	9/1/2017	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
103252			Copiloto A320	A320	5/18/2012	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
175257			Copiloto A320	A320	12/3/2018	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
101890			Piloto ATR 72 600	ATR	9/16/2007	8%	100%	100%	100%	46%	0%	0%	82.00%	82.00%		Se toma en cuenta el resultado enviado por metricas. (Rol)
158428			Copiloto A320	A320	1/16/2015	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
175360			Copiloto A320	A320	12/3/2018	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
100101			Piloto A330	A330	3/20/1979	77%	100%	89%	89%	46%	0%	0%	72.75%	73%		Se le garantiza el resultado reportado por el area de metricas (Rol de Instructor)
102196			Piloto A320	A320	6/5/2009	83%	100%	91%	100%	46%	0%	0%	82.00%	82.00%		
100600			Piloto A320	A320	11/29/1991	-	-	0%	64%	46%	0%	0%	52.48%	52.48%		Se le garantiza el 64% de acuerdo a la Convención por Rol de Instructor
105220			Copiloto B787	B787	8/9/2013	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
103226			Piloto A320	A320	5/11/2012	-	-	0%	95%	46%	0%	0%	77.66%	77.66%		
155538			Copiloto A330	A330	7/25/2014	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
100531			Piloto B787	B787	8/6/1990	0%	74%	74%	48%	46%	0%	0%	39.36%	39.36%		Se aplica el promedio de la flota del 48% de acuerdo al promedio minimo de vuelos aplicables
101821			Piloto A320	A320	5/2/2007	100%	100%	100%	100%	46%	0%	0%	82.00%	82.00%		
105268			Copiloto ATR 72 600	ATR	9/2/2013	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
157884			Copiloto B787	B787	11/21/2014	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
102497			Piloto A320	A320	8/2/2010	81%	100%	91%	100%	46%	0%	0%	82.00%	82.00%		
100737			Piloto B787	B787	9/2/1994	0%	55%	55%	48%	46%	0%	0%	39.36%	39.36%		Se aplica el promedio de la flota del 48% de acuerdo al promedio minimo de vuelos aplicables
102963			Copiloto B787	B787	12/1/2011	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
175011			Copiloto A320	A320	11/1/2018	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
101573			Piloto A320	A320	2/16/2006	-	-	0%	64%	46%	0%	0%	52.48%	52.48%		Se le garantiza el 64% de acuerdo a la Convención por Rol de Instructor
100812			Piloto Fokker 100	Fokker	3/1/2019	-	-	0%	40%	46%	0%	0%	32.80%	32.80%		
159033			Copiloto A320	A320	4/21/2015	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
175388			Copiloto A320	A320	4/1/2018	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
100595			Piloto B787	B787	8/23/1991	0%	45%	45%	40%	46%	0%	0%	32.80%	32.80%		
175343			Copiloto A320	A320	12/3/2018	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
100158			Piloto A330	A330	7/7/1980	54%	100%	77%	40%	46%	0%	0%	32.80%	32.80%		
159046			Copiloto A320	A320	5/5/2015	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		
158421			Copiloto B787	B787	1/23/2015	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
104943			Copiloto B787	B787	4/25/2013	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
101577			Piloto A320	A320	2/16/2006	80%	100%	90%	90%	46%	0%	0%	73.63%	73.63%		Se le garantiza el resultado reportado por el area de metricas (Rol de Instructor)
105232			Copiloto B787	B787	8/16/2013	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
102427			Piloto A320	A320	1/16/2010	-	-	0%	95%	46%	0%	0%	77.66%	77.66%		
100860			Copiloto A330	A330	8/21/1996	#N/A	#N/A	0%	75%	46%	0%	0%	61.50%	61.50%		
103302			Piloto A320	A320	6/16/2012	92%	100%	96%	100%	46%	0%	0%	82.00%	82.00%		
164725			Copiloto A320	A320	10/2/2017	#N/A	#N/A	0%	100%	46%	0%	0%	82.00%	82.00%		

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Employee ID	City	National ID	Name	Position	NOV	Date of entry	Apr-19	May-19	Jun-19	Jul-19	Aug-19	Sep-19	Oct-19	Nov-19	Dec-19	Jan-20	Feb-20	Mar-20	Average from April-19 to March-20	Result NPS AVH	MIN 60% AGREEMENT / TARGET 64% AGREEMENT NPS 1,50 % (18%)	Fuel 4,50% (82%)	Final Achievement Factor	COMMENTS
100783	BOG			Piloto Fokker 50	Activo/Reubicado Definitivo	15/04/1995	40%	40%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	40%	48.80%	0%	32.80%	32.80%	Reubicado Definitivo 26/05/19 (promedio de 2 meses/ Proporcional)
100216	BOG			Piloto B787	Jubilado	19/10/1981	40%	40%	40%	40%	40%	40%	41%	67%	40%	40%	0%	0%	36%	48.80%	0%	29.30%	29.30%	Egresado / 15/02/2020
100226	BOG			Piloto B787	Jubilado	16/09/1982	40%	40%	40%	40%	40%	43%	100%	40%	40%	42%	0%	0%	39%	48.80%	0%	31.79%	31.79%	Egresado / 21/02/2020
100236	BOG			Piloto B787	#N/A	06/07/1983	40%	40%	40%	40%	40%	40%	40%	40%	41%	40%	40%	40%	40%	48.80%	0%	32.88%	32.88%	
100362	BOG			Piloto B787	#N/A	09/12/1987	100%	40%	40%	40%	40%	40%	40%	40%	41%	40%	100%	40%	50%	48.80%	0%	41.08%	41.08%	
100366	BOG			Piloto B787	#N/A	09/12/1987	40%	40%	40%	40%	40%	40%	40%	40%	41%	40%	100%	40%	45%	48.80%	0%	36.99%	36.99%	
100379	BOG			Piloto B787	#N/A	08/08/1988	42%	40%	60%	40%	40%	100%	40%	40%	41%	40%	40%	40%	47%	48.80%	0%	38.48%	38.48%	
100380	BOG			Piloto B787	#N/A	08/08/1988	40%	45%	40%	40%	40%	40%	40%	40%	40%	40%	40%	40%	40%	48.80%	0%	33.15%	33.15%	
100384	BOG			Piloto B787	#N/A	08/11/1988	40%	40%	40%	40%	40%	40%	40%	42%	40%	100%	100%	40%	50%	48.80%	0%	41.13%	41.13%	
100407	BOG			Piloto B787	#N/A	08/08/1988	40%	40%	40%	40%	40%	40%	40%	40%	40%	100%	80%	40%	48%	48.80%	0%	39.63%	39.63%	
100412	BOG			Piloto B787	#N/A	22/02/1989	40%	100%	40%	40%	40%	40%	40%	40%	40%	42%	40%	40%	45%	48.80%	0%	37.02%	37.02%	
100419	BOG			Piloto B787	#N/A	22/03/1989	60%	40%	40%	40%	40%	40%	40%	40%	40%	40%	40%	40%	42%	48.80%	0%	34.17%	34.17%	
100432	BOG			Piloto B787	#N/A	28/04/1989	40%	40%	40%	40%	40%	43%	40%	40%	40%	40%	100%	40%	45%	48.80%	0%	37.14%	37.14%	
100435	BOG			Piloto B787	#N/A	15/05/1989	40%	40%	40%	40%	40%	40%	42%	40%	40%	40%	100%	40%	45%	48.80%	0%	37.05%	37.05%	
100438	BOG			Piloto B787	#N/A	01/06/1989	64%	40%	64%	64%	64%	43%	64%	64%	41%	64%	64%	64%	58%	48.80%	0%	47.88%	47.88%	
100445	BOG			Piloto B787	#N/A	16/06/1989	40%	40%	40%	40%	40%	40%	40%	40%	40%	42%	40%	40%	40%	48.80%	0%	32.92%	32.92%	
100450	BOG			Piloto B787	#N/A	07/07/1989	40%	40%	40%	40%	40%	40%	40%	40%	40%	40%	40%	40%	40%	48.80%	0%	32.80%	32.80%	
100452	BOG			Piloto B787	#N/A	21/07/1989	40%	100%	40%	40%	42%	40%	80%	42%	40%	40%	40%	40%	49%	48.80%	0%	39.89%	39.89%	
100453	BOG			Piloto B787	#N/A	24/07/1989	64%	64%	64%	64%	80%	40%	40%	40%	41%	40%	40%	40%	51%	48.80%	0%	42.17%	42.17%	
100465	BOG			Piloto B787	#N/A	18/09/1989	64%	64%	43%	64%	80%	64%	80%	64%	64%	64%	64%	64%	65%	48.80%	0%	53.26%	53.26%	
100469	BOG			Piloto B787	Jubilado	05/10/1989	40%	40%	40%	40%	42%	40%	40%	40%	40%	40%	40%	40%	40%	48.80%	0%	32.92%	32.92%	
100471	BOG			Piloto B787	#N/A	25/10/1989	40%	40%	40%	40%	40%	40%	42%	40%	40%	40%	40%	40%	40%	48.80%	0%	32.95%	32.95%	
100475	BOG			Piloto B787	#N/A	01/11/1989	40%	40%	40%	40%	40%	40%	64%	80%	40%	40%	40%	40%	45%	48.80%	0%	37.21%	37.21%	
100477	BOG			Piloto B787	#N/A	01/11/1989	64%	64%	64%	64%	64%	43%	64%	41%	40%	64%	64%	64%	58%	48.80%	0%	47.88%	47.88%	
100479	BOG			Piloto B787	#N/A	10/11/1989	40%	40%	40%	40%	40%	43%	40%	40%	40%	42%	40%	40%	40%	48.80%	0%	33.16%	33.16%	
100481	BOG			Piloto B787	#N/A	20/11/1989	40%	40%	40%	40%	40%	40%	40%	42%	40%	40%	41%	40%	40%	48.80%	0%	33.01%	33.01%	
100511	BOG			Piloto B787	#N/A	16/05/1990	40%	40%	40%	40%	40%	40%	64%	40%	41%	40%	40%	40%	42%	48.80%	0%	34.52%	34.52%	
100513	BOG			Piloto B787	#N/A	23/05/1990	40%	100%	40%	40%	43%	40%	40%	80%	40%	40%	40%	40%	49%	48.80%	0%	39.83%	39.83%	
100521	BOG			Piloto B787	#N/A	09/07/1990	42%	64%	40%	40%	40%	40%	41%	40%	40%	40%	40%	40%	42%	48.80%	0%	34.67%	34.67%	
100522	BOG			Piloto B787	#N/A	09/07/1990	40%	100%	40%	40%	41%	40%	40%	40%	41%	40%	40%	40%	45%	48.80%	0%	37.02%	37.02%	
100523	BOG			Piloto B787	Jubilado	11/07/1990	40%	64%	40%	40%	41%	40%	40%	40%	41%	40%	40%	0%	39%	48.80%	0%	31.84%	31.84%	Egresado 26/03/2020
100524	BOG			Piloto B787	#N/A	12/07/1990	40%	40%	40%	40%	40%	40%	40%	40%	40%	40%	40%	40%	40%	48.80%	0%	32.80%	32.80%	
100526	BOG			Piloto B787	#N/A	23/07/1990	40%	64%	40%	40%	40%	43%	40%	40%	40%	40%	40%	40%	42%	48.80%	0%	34.68%	34.68%	
100531	BOG			Piloto B787	#N/A	06/08/1990	40%	64%	40%	40%	40%	40%	40%	40%	41%	40%	40%	40%	42%	48.80%	0%	34.52%	34.52%	
100532	BOG			Piloto B787	#N/A	11/08/1990	40%	64%	40%	40%	40%	40%	43%	40%	40%	40%	40%	40%	42%	48.80%	0%	34.68%	34.68%	
100533	BOG			Piloto B787	#N/A	13/08/1990	40%	40%	60%	40%	42%	40%	40%	40%	40%	40%	40%	40%	42%	48.80%	0%	34.29%	34.29%	
100534	BOG			Piloto B787	#N/A	14/08/1990	60%	100%	100%	40%	40%	42%	40%	40%	40%	40%	40%	40%	52%	48.80%	0%	42.52%	42.52%	
100537	BOG			Piloto B787	#N/A	27/08/1990	64%	64%	64%	64%	64%	43%	64%	64%	40%	40%	40%	40%	54%	48.80%	0%	44.52%	44.52%	
100539	BOG			Piloto B787	#N/A	03/09/1990	40%	100%	40%	40%	40%	40%	40%	41%	40%	40%	40%	40%	45%	48.80%	0%	37.01%	37.01%	
100541	BOG			Piloto B787	#N/A	07/09/1990	40%	100%	40%	40%	40%	43%	64%	40%	40%	42%	40%	40%	47%	48.80%	0%	38.90%	38.90%	
100560	BOG			Piloto B787	#N/A	15/01/1991	40%	100%	40%	40%	40%	43%	43%	40%	40%	40%	40%	40%	46%	48.80%	0%	37.37%	37.37%	
100561	BOG			Piloto B787	#N/A	17/01/1991	40%	100%	100%	40%	40%	40%	42%	40%	40%	40%	40%	40%	50%	48.80%	0%	41.15%	41.15%	
100562	BOG			Piloto B787	#N/A	18/01/1991	40%	100%	40%	40%	40%	40%	40%	42%	40%	40%	40%	40%	45%	48.80%	0%	37.03%	37.03%	
100563	BOG			Piloto B787	#N/A	21/01/1991	64%	100%	64%	64%	64%	64%	64%	64%	40%	41%	64%	64%	63%	48.80%	0%	51.76%	51.76%	
100571	BOG			Piloto B787	Jubilado	01/03/1991	40%	100%	60%	40%	40%	43%	100%	80%	40%	40%	0%	0%	49%	48.80%	0%	39.87%	39.87%	Egresado / 15/02/2020
100576	BOG			Piloto B787	#N/A	17/06/1991	40%	100%	42%	40%	40%	40%	40%	40%	40%	40%	40%	40%	45%	48.80%	0%	37.07%	37.07%	
100586	BOG			Piloto B787	#N/A	27/06/1991	64%	100%	64%	64%	64%	43%	40%	42%	40%	64%	64%	64%	59%	48.80%	0%	48.75%	48.75%	
100587	BOG			Piloto B787	#N/A	27/06/1991	40%	100%	45%	40%	40%	40%	40%	42%	40%	40%	40%	40%	46%	48.80%	0%	37.39%	37.39%	
100588	BOG			Piloto B787	#N/A	27/06/1991	64%	64%	64%	64%	64%	43%	40%	64%	64%	64%	64%	62%	60%	48.80%	0%	49.33%	49.33%	
100591	BOG			Piloto B787	#N/A	26/07/1991	40%	100%	40%	40%	43%	40%	43%	40%	40%	40%	40%	40%	46%	48.80%	0%	37.34%	37.34%	
100595	BOG			Piloto B787	#N/A	23/08/1991	40%	100%	40%	40%	40%	40%	40%	40%	41%	40%	40%	40%	45%	48.80%	0%	36.95%	36.95%	
100631	BOG			Piloto B787	#N/A	17/07/1993	62%	41%	41%	40%	40%	40%	43%	40%	40%	40%	40%	40%	42%	48.80%	0%	34.60%	34.60%	
100632	BOG			Piloto B787	#N/A	17/07/1993	43%	100%	40%	40%	40%	100%	43%	40%	40%	100%	40%	40%	56%	48.80%	0%	45.54%	45.54%	
100633	BOG			Piloto B787	#N/A	21/07/1993	40%	100%	40%	100%	100%	43%	40%	40%	40%	100%	40%	40%	60%	48.80%	0%	49.44%	49.44%	
100634	BOG			Piloto B787	#N/A	21/07/1993	40%	100%	60%	40%	40%	40%	100%	40%	40%	40%	40%	40%	52%	48.80%	0%	42.37%	42.37%	
100635	BOG			Piloto B787	#N/A	21/07/1993	40%	100%	40%	40%	40%	40%	43%	40%	40%	40%	40%	40%	45%	48.80%	0%	37.14%	37.14%	
100636	BOG			Piloto B787	#N/A	21/07/1993	40%	80%	100%	40%	40%	40%	43%	40%	40%	40%	40%	40%	49%	48.80%	0%	39.87%	39.87%	
100639	BOG			Piloto B787	#N/A	21/07/1993	64%	100%	64%	64%	64%	43%	43%	40%	40%	40%	64%	64%	58%	48.80%	0%	47.21%	47.21%	
100659	BOG			Piloto B787	#N/A	07/12/1993	40%	100%	100%	40%	40%	40%	42%	100%	40%	40%	40%	40%	55%	48.80%	0%	45.25%	45.25%	
100661	BOG			Piloto B787	#N/A	27/12/1993	40%	40%	40%	40%	40%	40%	43%	40%	40%	40%	40%	40%	40%	48.80%	0%	33.04%	33.04%	
100665	BOG			Piloto B787	#N/A	30/12/1993	40%	100%	40%	40%	40%	40%	40%	40%	40%	42%	40%	40%	45%	48.80%	0%	37.02%	37.02%	
100666	BOG			Piloto B787	#N/A	30/12/1993	40%	100%	40%	40%	40%	40%	40%	40%	41%	40%	40%	40%	45%	48.80%	0%	36.98%	36.98%	
100671	BOG			Piloto B787	#N/A	06/01/1994	40%	100%	40%	40%	40%	40%	43%	40%	40%	40%	40%	40%	45%	48.80%	0%	37.14%	37.14%	
100683	BOG			Piloto B787	#N/A	08/02/1994	40%	100%	40%	40%	40%	40%	40%	40%	40%	40%	42%	40%	45%	48.80%	0%	37.05%	37.05%	
100684	BOG			Piloto B787	#N/A	11/02/1994	40%	100%	45%	40%	40%	40%	40%	40%	40%	40%	41%	40%	45%	48.80%	0%	37.30%	37.30%	
100685	BOG			Piloto B787	#N/A	21/07/1993	40%	100%	40%	40%	40%	100%	40%	42%	40%	40%	40%	40%	50%	48.80%	0%	41.13%	41.13%	
100693	BOG			Piloto B787	#N/A	10/03/1994	40%	40%	40%	60%	40%	100%	40%	42%	40%	40%	80%	40%	50%	48.80%	0%	41.13%	41.13%	
100694	BOG			Piloto B787	#N/A	17/03/1994	40%	100%	40%	40%	40%	40%	42%	40%	40%	40%	40%	40%	45%	48.80%	0%	37.05%	37.05%	
100695	BOG			Piloto B787	#N/A	31/03/1994	64%	64%	64%	64%	64%	80%	43%	40%	40%	40%	40%	40%	54%	48.80%	0%	43.97%	43.97%	
100696	BOG			Piloto B787	#N/A	06/04/1994	100%	64%	64%	64%	64%	43%	64%	64%	40%	64%	64%	64%	63%	48.80%	0%	51.90%	51.90%	
100697	BOG			Piloto B787	#N/A	17/04/1994	40%	64%	40%	40%	40%	40%	40%	42%	40%	40%	40%	40%	42%	48.80%	0%	34.57%	34.57%	
100698	BOG			Piloto B787	#N/A	18/04/1994	40%	100%	40%	40%	40%	43%	40%	40%	40%	40%	40%	40%	45%	48.80%	0%	37.14%	37.14%	
100699	BOG			Piloto B787	#N/A	28/04/1994	40%	100%	40%	40%	40%	43%	40%	40%	40%	40%	40%	40%	45%	48.80%	0%	37.14%	37.14%	
100700	BOG			Piloto B787	#N/A	01/05/1994	40%	80%	40%	40%	40%	40%	40%	42%	40%	60%	40%	40%	45%	48.80%	0%	37.03%	37.03%	

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Employee ID	City	National ID	Name	Position	NOV	Date of entry	Apr-19	May-19	Jun-19	Jul-19	Aug-19	Sep-19	Oct-19	Nov-19	Dec-19	Jan-20	Feb-20	Mar-20	Average from April-19 to March-20	Result NPS AVH	MIN 60% AGREEMENT / TARGET 64% AGREEMENT NPS 1,50 % (18%)	Fuel 4,50% (82%)	Final Achievement Factor	COMMENTS
100702	BOG			Piloto B787	#N/A	19/05/1994	64%	64%	64%	64%	64%	43%	64%	64%	41%	64%	64%	64%	60%	48.80%	0%	49.52%	49.52%	
100703	BOG			Piloto B787	#N/A	19/05/1994	40%	40%	40%	40%	43%	40%	40%	40%	40%	40%	40%	40%	40%	48.80%	0%	33.00%	33.00%	
100704	BOG			Piloto B787	#N/A	24/05/1994	40%	100%	40%	40%	40%	40%	40%	42%	40%	40%	40%	40%	45%	48.80%	0%	37.03%	37.03%	
100705	BOG			Piloto B787	#N/A	24/05/1994	40%	100%	40%	40%	40%	40%	40%	41%	100%	40%	40%	40%	50%	48.80%	0%	41.08%	41.08%	
100710	BOG			Piloto B787	#N/A	26/06/1994	40%	40%	40%	40%	40%	40%	40%	40%	40%	42%	40%	40%	40%	48.80%	0%	32.92%	32.92%	
100712	BOG			Piloto B787	#N/A	27/06/1994	40%	64%	40%	40%	40%	40%	40%	41%	40%	80%	40%	40%	45%	48.80%	0%	37.26%	37.26%	
100726	BOG			Piloto B787	#N/A	20/07/1994	40%	100%	40%	40%	100%	40%	100%	42%	40%	40%	40%	40%	55%	48.80%	0%	45.23%	45.23%	
100730	BOG			Piloto B787	#N/A	23/08/1994	40%	64%	40%	40%	100%	40%	40%	40%	41%	80%	40%	40%	50%	48.80%	0%	41.35%	41.35%	
100736	BOG			Piloto B787	#N/A	02/09/1994	60%	100%	45%	40%	40%	43%	40%	40%	40%	40%	40%	40%	47%	48.80%	0%	38.81%	38.81%	
100737	BOG			Piloto B787	#N/A	02/09/1994	40%	45%	40%	40%	40%	40%	43%	40%	40%	40%	40%	40%	41%	48.80%	0%	33.39%	33.39%	
100738	BOG			Piloto B787	#N/A	02/09/1994	40%	40%	80%	40%	40%	40%	40%	42%	40%	40%	40%	40%	43%	48.80%	0%	35.67%	35.67%	
100739	BOG			Piloto B787	#N/A	02/09/1994	64%	100%	64%	64%	64%	80%	64%	64%	64%	41%	64%	64%	66%	48.80%	0%	54.44%	54.44%	
100740	BOG			Piloto B787	#N/A	06/09/1994	40%	100%	40%	40%	40%	40%	40%	40%	41%	40%	40%	40%	45%	48.80%	0%	36.99%	36.99%	
100741	BOG			Piloto B787	#N/A	08/09/1994	40%	100%	40%	100%	40%	43%	40%	40%	40%	40%	40%	40%	50%	48.80%	0%	41.24%	41.24%	
100742	BOG			Piloto B787	#N/A	14/09/1994	40%	100%	40%	40%	40%	43%	41%	40%	40%	40%	40%	40%	45%	48.80%	0%	37.21%	37.21%	
100745	BOG			Piloto B787	#N/A	21/09/1994	40%	100%	40%	40%	40%	43%	40%	40%	40%	42%	40%	40%	45%	48.80%	0%	37.26%	37.26%	
100748	BOG			Piloto B787	#N/A	01/10/1994	40%	45%	40%	40%	40%	40%	43%	40%	40%	40%	40%	40%	41%	48.80%	0%	33.39%	33.39%	
100749	BOG			Piloto B787	#N/A	01/10/1994	64%	64%	64%	64%	64%	43%	40%	40%	40%	40%	40%	40%	50%	48.80%	0%	41.24%	41.24%	
100751	BOG			Piloto B787	#N/A	05/10/1994	60%	100%	100%	40%	100%	43%	40%	40%	40%	40%	60%	40%	59%	48.80%	0%	48.07%	48.07%	
100752	BOG			Piloto B787	#N/A	05/10/1994	40%	100%	40%	40%	43%	40%	40%	40%	40%	42%	40%	40%	45%	48.80%	0%	37.24%	37.24%	
100755	BOG			Piloto B787	#N/A	11/10/1994	43%	40%	40%	40%	40%	40%	40%	42%	40%	40%	40%	40%	40%	48.80%	0%	33.15%	33.15%	
100757	BOG			Piloto B787	#N/A	11/10/1994	40%	100%	60%	40%	43%	40%	40%	40%	40%	42%	40%	40%	47%	48.80%	0%	38.60%	38.60%	
100760	BOG			Piloto B787	#N/A	09/11/1994	40%	100%	40%	40%	40%	40%	40%	42%	40%	40%	60%	40%	47%	48.80%	0%	38.40%	38.40%	
100764	BOG			Piloto B787	#N/A	17/12/1994	40%	100%	40%	40%	40%	40%	40%	40%	41%	40%	40%	40%	45%	48.80%	0%	36.98%	36.98%	
100765	BOG			Piloto B787	#N/A	22/12/1994	40%	100%	40%	40%	40%	40%	40%	40%	40%	42%	40%	40%	45%	48.80%	0%	37.05%	37.05%	
100775	BOG			Piloto B787	#N/A	21/02/1995	40%	100%	40%	100%	40%	40%	42%	40%	40%	40%	40%	40%	50%	48.80%	0%	41.15%	41.15%	
100776	BOG			Piloto B787	#N/A	22/02/1995	40%	43%	80%	40%	40%	40%	40%	40%	40%	40%	40%	40%	44%	48.80%	0%	35.76%	35.76%	
100778	BOG			Piloto B787	#N/A	03/03/1995	40%	100%	40%	40%	40%	40%	40%	40%	41%	40%	40%	40%	45%	48.80%	0%	36.98%	36.98%	
100784	BOG			Piloto B787	#N/A	27/04/1995	40%	100%	40%	40%	40%	40%	40%	40%	41%	40%	40%	40%	45%	48.80%	0%	36.98%	36.98%	
100785	BOG			Piloto B787	#N/A	27/04/1995	40%	100%	40%	40%	40%	40%	43%	40%	40%	40%	40%	40%	45%	48.80%	0%	37.14%	37.14%	
100786	BOG			Piloto B787	#N/A	29/04/1995	40%	100%	40%	40%	43%	40%	40%	40%	40%	40%	40%	40%	45%	48.80%	0%	37.10%	37.10%	
100787	BOG			Piloto B787	#N/A	19/05/1995	40%	100%	40%	40%	40%	40%	43%	40%	40%	40%	40%	40%	45%	48.80%	0%	37.14%	37.14%	
100790	BOG			Piloto B787	#N/A	21/06/1995	40%	100%	40%	40%	40%	40%	42%	40%	40%	40%	40%	40%	45%	48.80%	0%	37.05%	37.05%	
100792	BOG			Piloto B787	#N/A	08/08/1995	40%	100%	40%	40%	42%	100%	40%	40%	40%	40%	40%	40%	50%	48.80%	0%	41.13%	41.13%	
100793	BOG			Piloto B787	#N/A	16/08/1995	40%	100%	40%	40%	43%	40%	40%	100%	40%	42%	75%	40%	53%	48.80%	0%	43.71%	43.71%	
100794	BOG			Piloto B787	#N/A	16/08/1995	40%	100%	40%	40%	40%	40%	41%	40%	40%	40%	40%	40%	45%	48.80%	0%	36.94%	36.94%	
100796	BOG			Piloto B787	#N/A	24/08/1995	40%	100%	40%	40%	43%	40%	40%	40%	40%	42%	40%	40%	45%	48.80%	0%	37.23%	37.23%	
100805	BOG			Piloto B787	#N/A	30/10/1995	42%	100%	40%	40%	100%	100%	100%	40%	40%	40%	100%	40%	65%	48.80%	0%	53.43%	53.43%	
100810	BOG			Piloto B787	#N/A	19/11/1995	40%	100%	40%	40%	40%	40%	40%	40%	40%	42%	40%	40%	45%	48.80%	0%	37.02%	37.02%	
100811	BOG			Piloto B787	#N/A	22/11/1995	40%	100%	40%	40%	40%	40%	40%	40%	41%	40%	40%	40%	45%	48.80%	0%	36.98%	36.98%	
100814	BOG			Piloto B787	#N/A	12/12/1995	100%	100%	40%	100%	43%	40%	40%	40%	40%	42%	40%	40%	55%	48.80%	0%	45.43%	45.43%	
100832	BOG			Piloto B787	#N/A	13/02/1996	100%	100%	100%	40%	40%	100%	100%	40%	41%	40%	40%	40%	65%	48.80%	0%	53.35%	53.35%	
100835	BOG			Piloto B787	#N/A	16/02/1996	40%	100%	40%	40%	40%	40%	43%	40%	40%	40%	40%	40%	45%	48.80%	0%	37.14%	37.14%	
100847	BOG			Piloto B787	#N/A	09/05/1996	40%	100%	40%	40%	40%	40%	40%	40%	40%	40%	40%	40%	45%	48.80%	0%	36.90%	36.90%	
100849	BOG			Piloto B787	#N/A	13/05/1996	40%	100%	40%	40%	40%	40%	42%	40%	40%	40%	40%	40%	45%	48.80%	0%	37.05%	37.05%	
100853	BOG			Piloto B787	#N/A	21/05/1996	40%	100%	45%	40%	40%	40%	40%	40%	40%	40%	40%	40%	45%	48.80%	0%	37.26%	37.26%	
100854	BOG			Piloto B787	#N/A	22/05/1996	40%	100%	45%	40%	40%	40%	40%	40%	40%	40%	40%	40%	45%	48.80%	0%	37.26%	37.26%	
100876	BOG			Piloto B787	#N/A	02/11/1996	40%	100%	40%	100%	43%	40%	40%	40%	40%	40%	40%	40%	50%	48.80%	0%	41.20%	41.20%	
100877	BOG			Piloto B787	#N/A	14/11/1996	40%	100%	40%	40%	60%	60%	40%	40%	41%	40%	40%	40%	48%	48.80%	0%	39.71%	39.71%	
100883	BOG			Piloto B787	#N/A	17/12/1996	40%	100%	40%	40%	40%	43%	41%	40%	40%	40%	40%	40%	45%	48.80%	0%	37.17%	37.17%	
100893	BOG			Piloto B787	#N/A	06/02/1997	100%	100%	40%	40%	40%	40%	100%	40%	40%	40%	40%	40%	55%	48.80%	0%	45.10%	45.10%	
100894	BOG			Piloto B787	#N/A	06/02/1997	40%	100%	45%	40%	40%	40%	40%	40%	40%	40%	40%	40%	45%	48.80%	0%	37.25%	37.25%	
100895	BOG			Piloto B787	#N/A	06/02/1997	42%	100%	40%	40%	60%	40%	40%	40%	40%	40%	40%	40%	47%	48.80%	0%	38.40%	38.40%	
100896	BOG			Piloto B787	#N/A	06/02/1997	40%	92%	40%	60%	40%	40%	43%	40%	40%	40%	40%	40%	46%	48.80%	0%	37.96%	37.96%	
100900	BOG			Piloto B787	#N/A	06/02/1997	40%	100%	45%	40%	40%	40%	40%	40%	40%	40%	40%	40%	45%	48.80%	0%	37.26%	37.26%	
100901	BOG			Piloto B787	#N/A	06/02/1997	40%	100%	40%	40%	40%	40%	43%	40%	40%	40%	40%	40%	45%	48.80%	0%	37.14%	37.14%	
100902	BOG			Piloto B787	#N/A	06/02/1997	40%	100%	43%	40%	40%	40%	40%	40%	40%	40%	40%	40%	45%	48.80%	0%	37.13%	37.13%	
100903	BOG			Piloto B787	#N/A	06/02/1997	40%	100%	40%	40%	40%	40%	43%	40%	40%	40%	40%	40%	45%	48.80%	0%	37.14%	37.14%	
100911	BOG			Piloto B787	#N/A	01/04/1997	40%	100%	45%	40%	40%	40%	40%	40%	100%	40%	40%	40%	50%	48.80%	0%	41.36%	41.36%	
100924	BOG			Piloto B787	#N/A	18/06/1997	40%	100%	60%	40%	40%	43%	40%	40%	40%	40%	40%	40%	47%	48.80%	0%	38.50%	38.50%	
100925	BOG			Piloto B787	#N/A	18/06/1997	40%	40%	100%	40%	40%	40%	40%	40%	40%	40%	40%	40%	45%	48.80%	0%	36.92%	36.92%	
100930	BOG			Piloto B787	#N/A	16/07/1997	40%	100%	80%	100%	43%	40%	40%	40%	40%	40%	40%	40%	54%	48.80%	0%	43.93%	43.93%	
100932	BOG			Piloto B787	#N/A	17/07/1997	40%	100%	40%	40%	40%	43%	60%	40%	40%	40%	40%	40%	47%	48.80%	0%	38.46%	38.46%	
100978	BOG			Piloto B787	#N/A	10/06/1998	40%	100%	62%	40%	40%	40%	40%	40%	40%	40%	40%	40%	47%	48.80%	0%	38.38%	38.38%	
100989	BOG			Piloto B787	#N/A	19/06/1998	40%	100%	40%	40%	40%	43%	40%	40%	40%	40%	40%	40%	45%	48.80%	0%	37.14%	37.14%	
100995	BOG			Piloto B787	#N/A	13/08/1998	40%	100%	80%	40%	42%	41%	40%	40%	40%	42%	40%	40%	49%	48.80%	0%	39.97%	39.97%	
101830	BOG			Piloto ATR 72 600	#N/A	08/06/2007	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	60%	97%	48.80%	0%	79.27%	79.27%	
101889	BOG			Piloto ATR 72 600	#N/A	06/09/2007	100%	100%	100%	100%	100%	100%	100%	100%	100%	40%	40%	40%	85%	48.80%	0%	69.70%	69.70%	
101890	BOG			Piloto ATR 72 600	#N/A	16/09/2007	100%	100%	100%	100%	100%	100%	100%	100%	100%	64%	64%	64%	91%	48.80%	0%	74.62%	74.62%	
101896	BOG			Piloto ATR 72 600	#N/A	19/09/2007	100%	100%	100%	100%	100%	100%	100%	97%	99%	100%	60%	60%	93%	48.80%	0%	76.27%	76.27%	
101899	BOG			Piloto ATR 72 600	#N/A	19/09/2007	100%	100%	100%	100%	100%	100%	100%	100%	100%	64%	64%	40%	89%	48.80%	0%	72.98%	72.98%	
101933	BOG			Piloto ATR 72 600	#N/A	07/12/2007	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	40%	95%	48.80%	0%	77.90%	77.90%	
101936	BOG			Piloto ATR 72 600	#N/A	02/01/2008	100%	100%	100%	100%	100%	100%	80%	100%	40%	100%	100%	40%	88%	48.80%	0%	72.43%	72.43%	
102446	BOG			Piloto ATR 72 600	#N/A	03/05/2010	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	40%	95%	48.80%	0%	77.90%	77.90%	
102487	BOG			Piloto ATR 72 600	#N/A	23/06/2010	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	90%	40%	94%	48.80%	0%	77.24%	77.24%	

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Employee ID	City	National ID	Name	Position	NOV	Date of entry	Apr-19	May-19	Jun-19	Jul-19	Aug-19	Sep-19	Oct-19	Nov-19	Dec-19	Jan-20	Feb-20	Mar-20	Average from April-19 to March-20	Result NPS AVH	MIN 60% AGREEMENT / TARGET 64% AGREEMENT NPS 1,50 % (18%)	Fuel 4,50% (82%)	Final Achievement Factor	COMMENTS
102507	BOG			Piloto ATR 72 600	#N/A	05/08/2010	100%	100%	100%	100%	100%	100%	100%	97%	100%	100%	100%	40%	95%	48.80%	0%	77.67%	77.67%	
102789	BOG			Piloto ATR 72 600	#N/A	16/08/2011	100%	100%	100%	100%	100%	98%	100%	100%	100%	40%	40%	40%	85%	48.80%	0%	69.58%	69.58%	
102797	BOG			Piloto ATR 72 600	#N/A	16/08/2011	100%	100%	100%	100%	100%	100%	100%	100%	100%	40%	40%	40%	85%	48.80%	0%	69.70%	69.70%	
102819	BOG			Piloto ATR 72 600	#N/A	01/09/2011	100%	100%	100%	100%	100%	100%	100%	97%	100%	80%	100%	40%	93%	48.80%	0%	76.30%	76.30%	
102822	BOG			Piloto ATR 72 600	#N/A	01/09/2011	100%	92%	100%	100%	100%	100%	100%	100%	100%	100%	40%	46%	90%	48.80%	0%	73.68%	73.68%	
102825	BOG			Piloto ATR 72 600	#N/A	01/09/2011	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	40%	95%	48.80%	0%	77.90%	77.90%	
102829	BOG			Piloto ATR 72 600	#N/A	01/09/2011	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	46%	96%	48.80%	0%	78.31%	78.31%	
102831	BOG			Piloto ATR 72 600	#N/A	01/09/2011	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	60%	97%	48.80%	0%	79.27%	79.27%	
102837	BOG			Piloto ATR 72 600	#N/A	01/09/2011	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	40%	95%	48.80%	0%	77.90%	77.90%	
102838	BOG			Piloto ATR 72 600	#N/A	01/09/2011	100%	100%	100%	100%	100%	100%	100%	100%	100%	92%	100%	40%	94%	48.80%	0%	77.36%	77.36%	
102850	BOG			Piloto ATR 72 600	#N/A	16/09/2011	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	40%	40%	90%	48.80%	0%	73.80%	73.80%	
102857	BOG			Piloto ATR 72 600	#N/A	16/09/2011	100%	100%	100%	100%	100%	100%	100%	97%	100%	100%	100%	60%	96%	48.80%	0%	79.04%	79.04%	
102868	BOG			Piloto ATR 72 600	#N/A	03/10/2011	100%	100%	100%	100%	100%	100%	100%	100%	100%	40%	100%	40%	90%	48.80%	0%	73.80%	73.80%	
102923	BOG			Piloto ATR 72 600	#N/A	01/12/2011	100%	100%	100%	100%	100%	100%	100%	100%	100%	40%	40%	40%	85%	48.80%	0%	69.70%	69.70%	
102935	BOG			Piloto ATR 72 600	#N/A	01/12/2011	100%	100%	100%	100%	100%	100%	100%	100%	100%	40%	40%	40%	85%	48.80%	0%	69.70%	69.70%	
102937	BOG			Piloto ATR 72 600	#N/A	01/12/2011	100%	100%	100%	100%	100%	100%	100%	100%	100%	40%	40%	40%	85%	48.80%	0%	69.70%	69.70%	
102946	BOG			Piloto ATR 72 600	#N/A	01/12/2011	100%	100%	100%	100%	100%	40%	100%	100%	100%	40%	40%	40%	80%	48.80%	0%	65.60%	65.60%	
102949	BOG			Piloto ATR 72 600	#N/A	01/12/2011	100%	100%	100%	100%	100%	100%	100%	100%	100%	40%	40%	40%	85%	48.80%	0%	69.70%	69.70%	
102952	BOG			Piloto ATR 72 600	#N/A	01/12/2011	100%	100%	100%	100%	40%	100%	100%	100%	100%	40%	40%	40%	80%	48.80%	0%	65.60%	65.60%	
100081	BOG			Piloto A330	#N/A	11/12/1978	100%	100%	100%	64%	64%	62%	64%	100%	40%	100%	64%	40%	75%	48.80%	0%	61.39%	61.39%	
100083	BOG			Piloto A330	#N/A	11/12/1978	40%	100%	100%	100%	100%	40%	64%	40%	40%	100%	100%	40%	72%	48.80%	0%	59.04%	59.04%	
100087	BOG			Piloto A330	Jubilado	11/12/1978	40%	63%	40%	40%	40%	40%	40%	40%	40%	40%	40%	40%	42%	48.80%	0%	34.37%	34.37%	
100088	BOG			Piloto A330	Jubilado	02/01/1979	60%	100%	40%	40%	40%	40%	40%	40%	40%	40%	57%	0%	45%	48.80%	0%	36.73%	36.73%	Egresado / 15/03/2020
100098	BOG			Piloto A330	Jubilado	20/03/1979	40%	100%	40%	40%	40%	62%	40%	40%	60%	40%	40%	100%	54%	48.80%	0%	43.90%	44%	
100099	BOG			Piloto A330	#N/A	20/03/1979	100%	100%	40%	40%	100%	100%	100%	40%	40%	40%	40%	40%	65%	48.80%	0%	53.30%	53.30%	
100101	BOG			Piloto A330	Jubilado	20/03/1979	64%	100%	80%	64%	100%	100%	100%	60%	100%	100%	60%	40%	81%	48.80%	0%	66.15%	66.15%	
100103	BOG			Piloto A330	Jubilado	20/03/1979	58%	100%	40%	40%	40%	40%	64%	40%	40%	40%	40%	42%	49%	48.80%	0%	39.85%	39.85%	
100134	BOG			Piloto A330	Jubilado	27/08/1979	40%	100%	40%	40%	60%	62%	40%	40%	100%	40%	40%	0%	50%	48.80%	0%	41.16%	41.16%	Egresado / 15/03/2020
100157	BOG			Piloto A330	Jubilado	27/08/1979	40%	100%	40%	100%	100%	80%	40%	40%	63%	100%	100%	40%	70%	48.80%	0%	57.59%	57.59%	
100158	BOG			Piloto A330	Jubilado	07/07/1980	40%	100%	100%	100%	40%	100%	100%	100%	54%	40%	40%	40%	71%	48.80%	0%	58.38%	58.38%	
100161	BOG			Piloto A330	#N/A	07/07/1980	40%	100%	40%	100%	100%	40%	40%	100%	60%	43%	100%	40%	67%	48.80%	0%	54.83%	54.83%	
100162	BOG			Piloto A330	Jubilado	27/08/1979	64%	64%	66%	64%	64%	40%	40%	40%	63%	40%	40%	40%	52%	48.80%	0%	42.70%	42.70%	
100169	BOG			Piloto A330	#N/A	18/08/1980	64%	63%	66%	64%	64%	62%	64%	64%	40%	53%	64%	64%	61%	48.80%	0%	50.03%	50.03%	
100173	BOG			Piloto A330	#N/A	16/09/1980	40%	100%	40%	60%	40%	40%	40%	40%	53%	71%	40%	40%	50%	48.80%	0%	41.29%	41.29%	
100174	BOG			Piloto A330	#N/A	17/09/1980	40%	100%	40%	60%	40%	80%	60%	40%	40%	40%	64%	40%	54%	48.80%	0%	43.98%	43.98%	
100179	BOG			Piloto A330	#N/A	07/07/1980	40%	100%	80%	40%	40%	40%	60%	40%	80%	40%	40%	40%	53%	48.80%	0%	43.71%	43.71%	
100184	BOG			Piloto A330	#N/A	18/08/1980	40%	100%	40%	40%	40%	40%	40%	40%	63%	40%	40%	40%	47%	48.80%	0%	38.45%	38.45%	
100254	BOG			Piloto A330	#N/A	07/05/1984	40%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	40%	90%	48.80%	0%	73.80%	73.80%	
100257	BOG			Piloto A330	#N/A	07/05/1984	40%	100%	66%	60%	40%	40%	60%	40%	80%	100%	40%	40%	59%	48.80%	0%	48.26%	48.26%	
100259	BOG			Piloto A330	#N/A	07/05/1984	60%	100%	66%	100%	100%	60%	100%	100%	60%	100%	80%	40%	81%	48.80%	0%	66.03%	66.03%	
100287	BOG			Piloto A330	#N/A	15/10/1985	40%	100%	60%	100%	100%	62%	80%	62%	100%	100%	80%	40%	77%	48.80%	0%	63.19%	63.19%	
100289	BOG			Piloto A330	#N/A	15/10/1985	40%	100%	40%	100%	40%	40%	40%	40%	60%	60%	40%	40%	53%	48.80%	0%	43.73%	43.73%	
100290	BOG			Piloto A330	#N/A	15/10/1985	64%	100%	100%	64%	100%	80%	80%	60%	40%	80%	64%	40%	73%	48.80%	0%	59.59%	59.59%	
100292	BOG			Piloto A330	#N/A	15/10/1985	64%	100%	64%	64%	100%	40%	64%	64%	60%	40%	64%	40%	64%	48.80%	0%	52.21%	52.21%	
100298	BOG			Piloto A330	#N/A	19/02/1986	100%	100%	100%	100%	62%	100%	100%	100%	60%	40%	100%	40%	83%	48.80%	0%	68.45%	68.45%	
100299	BOG			Piloto A330	#N/A	19/02/1986	100%	100%	100%	40%	40%	100%	100%	100%	40%	60%	40%	40%	72%	48.80%	0%	58.77%	58.77%	
100321	BOG			Piloto A330	#N/A	06/10/1986	40%	100%	40%	40%	40%	40%	40%	40%	40%	60%	40%	40%	47%	48.80%	0%	38.27%	38.27%	
100344	BOG			Piloto A330	#N/A	01/07/1987	100%	100%	100%	40%	100%	100%	100%	100%	100%	100%	80%	40%	88%	48.80%	0%	72.43%	72.43%	
100349	BOG			Piloto A330	#N/A	10/08/1987	80%	100%	40%	40%	40%	40%	64%	40%	100%	60%	60%	80%	62%	48.80%	0%	50.84%	50.84%	
100350	BOG			Piloto A330	#N/A	10/08/1987	100%	100%	100%	64%	64%	100%	64%	100%	40%	60%	100%	40%	78%	48.80%	0%	63.69%	63.69%	
100352	BOG			Piloto A330	#N/A	10/08/1987	40%	100%	40%	100%	100%	40%	60%	62%	60%	40%	80%	40%	64%	48.80%	0%	52.10%	52.10%	
100363	BOG			Piloto A330	#N/A	09/12/1987	100%	100%	100%	40%	100%	100%	64%	40%	60%	40%	40%	40%	69%	48.80%	0%	56.31%	56.31%	
100364	BOG			Piloto A330	#N/A	09/12/1987	40%	80%	40%	40%	52%	40%	40%	40%	40%	40%	40%	40%	44%	48.80%	0%	36.32%	36.32%	
100365	BOG			Piloto A330	#N/A	09/12/1987	64%	64%	100%	64%	100%	62%	64%	64%	100%	40%	100%	64%	74%	48.80%	0%	60.57%	60.57%	
100367	BOG			Piloto A330	#N/A	09/12/1987	40%	100%	80%	60%	100%	40%	40%	40%	40%	40%	40%	40%	55%	48.80%	0%	45.10%	45.10%	
100369	BOG			Piloto A330	Jubilado	09/12/1987	40%	100%	49%	40%	40%	0%	0%	0%	0%	0%	0%	0%	22%	48.80%	0%	18.36%	18.36%	Egresado
100371	BOG			Piloto A330	#N/A	09/12/1987	40%	100%	66%	40%	40%	40%	40%	40%	40%	40%	100%	40%	52%	48.80%	0%	42.79%	42.79%	
100381	BOG			Piloto A330	#N/A	09/12/1987	40%	100%	100%	100%	40%	40%	100%	100%	40%	68%	44%	40%	68%	48.80%	0%	55.46%	55.46%	
100923	BOG			Piloto A330	#N/A	18/06/1997	40%	100%	40%	40%	64%	64%	100%	64%	48%	60%	64%	64%	62%	48.80%	0%	51.14%	51.14%	
100931	BOG			Piloto A330	#N/A	16/07/1997	40%	100%	60%	100%	62%	40%	100%	100%	100%	100%	40%	40%	73%	48.80%	0%	60.25%	60.25%	
100939	BOG			Piloto A330	#N/A	27/08/1997	80%	100%	40%	40%	40%	62%	40%	40%	40%	60%	40%	40%	52%	48.80%	0%	42.53%	42.53%	
100952	BOG			Piloto A330	#N/A	16/02/1998	40%	100%	100%	40%	62%	40%	100%	40%	40%	40%	57%	40%	58%	48.80%	0%	47.78%	47.78%	
100953	BOG			Piloto A330	#N/A	16/02/1998	80%	100%	100%	80%	80%	62%	60%	80%	60%	100%	40%	40%	74%	48.80%	0%	60.30%	60.30%	
100954	BOG			Piloto A330	#N/A	16/02/1998	100%	100%	80%	100%	64%	40%	64%	64%	60%	100%	40%	40%	71%	48.80%	0%	58.22%	58.22%	
100956	BOG			Piloto A330	#N/A	25/02/1998	58%	100%	100%	40%	40%	100%	40%	100%	100%	40%	57%	40%	68%	48.80%	0%	55.71%	55.71%	
100958	BOG			Piloto A330	#N/A	10/03/1998	64%	64%	66%	64%	40%	64%	64%	100%	64%	60%	64%	64%	65%	48.80%	0%	53.16%	53.16%	
100963	BOG			Piloto A330	#N/A	20/04/1998	100%	100%	60%	100%	62%	100%	40%	100%	100%	40%	40%	40%	73%	48.80%	0%	60.25%	60.25%	
100965	BOG			Piloto A330	#N/A	22/04/1998	58%	100%	100%	80%	100%	100%	60%	60%	40%	40%	40%	40%	68%	48.80%	0%	55.85%	55.85%	
100966	BOG			Piloto A330	#N/A	22/04/1998	40%	100%	100%	40%	62%	40%	100%	40%	100%	40%	40%	40%	62%	48.80%	0%	50.68%	50.68%	
100970	BOG			Piloto A330	#N/A	24/04/1998	100%	100%	100%	100%	100%	100%	60%	100%	100%	40%	40%	40%	82%	48.80%	0%	66.94%	66.94%	
100971	BOG			Piloto A330	#N/A	24/04/1998	40%	100%	40%	40%	62%	100%	40%	40%	40%	40%	100%	40%	57%	48.80%	0%	46.58%	46.58%	
100973	BOG			Piloto A330	#N/A	24/04/1998	100%	100%	66%	100%	100%	100%	100%	40%	100%	40%	40%	41%	77%	48.80%	0%	63.35%	63.35%	
100980	BOG			Piloto A330	#N/A	10/06/1998	40%	100%	100%	40%	100%	100%	40%	100%	80%	80%	80%	40%	75%	48.80%	0%	61.50%	61.50%	
100981	BOG			Piloto A330	#N/A	10/06/1998	40%	100%	76%	60%	100%	100%	80%	40%	100%	40%	80%	40%	71%	48.80%	0%	58.52%	58.52%	
100982	BOG			Piloto A330	#N/A	10/06/1998	58%	100%	100%	100%	60%	100%	40%	60%	100%	80%	57%	40%	75%	48.80%	0%	61.17%	61.17%	

Variable Compensation 2019-2020

Employee ID	City	National ID	Name	Position	NOV	Date of entry	Apr-19	May-19	Jun-19	Jul-19	Aug-19	Sep-19	Oct-19	Nov-19	Dec-19	Jan-20	Feb-20	Mar-20	Average from April-19 to March-20	Result NPS AVH	MIN 60% AGREEMENT / TARGET 64% AGREEMENT NPS 1,50 % (18%)	Fuel 4,50% (82%)	Final Achievement Factor	COMMENTS
100984	BOG			Piloto A330	#N/A	11/06/1998	40%	100%	63%	40%	40%	100%	100%	100%	40%	100%	100%	40%	72%	48.80%	0%	58.99%	58.99%	
100985	BOG			Piloto A330	#N/A	16/06/1998	100%	100%	100%	60%	57%	60%	100%	60%	100%	60%	100%	40%	78%	48.80%	0%	64.05%	64.05%	
100986	BOG			Piloto A330	#N/A	16/06/1998	100%	100%	60%	60%	60%	40%	60%	100%	60%	60%	57%	40%	66%	48.80%	0%	54.50%	54.50%	
100990	BOG			Piloto A330	#N/A	23/06/1998	100%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	17%	48.80%	0%	13.67%	13.67%	Egresado
100994	BOG			Piloto A330	#N/A	24/07/1998	100%	100%	40%	100%	59%	42%	40%	100%	100%	100%	100%	40%	77%	48.80%	0%	62.94%	62.94%	
100334	BAQ			Piloto A320	#N/A	20/01/1987	100%	100%	100%	100%	97%	100%	100%	100%	60%	100%	40%	40%	86%	48.80%	0%	70.85%	70.85%	
100335	BAQ			Piloto A320	#N/A	20/01/1987	100%	100%	100%	100%	100%	100%	80%	100%	100%	92%	80%	60%	93%	48.80%	0%	76.00%	76.00%	
100807	BAQ			Piloto A320	#N/A	01/11/1995	100%	100%	80%	100%	100%	100%	100%	81%	80%	92%	60%	40%	86%	48.80%	0%	70.61%	70.61%	
101608	BAQ			Piloto A320	#N/A	18/04/2006	60%	100%	100%	100%	100%	100%	100%	97%	100%	100%	100%	100%	96%	48.80%	0%	79.04%	79.04%	
101629	BAQ			Piloto A320	#N/A	03/06/2006	95%	100%	100%	100%	100%	100%	100%	100%	88%	100%	100%	40%	94%	48.80%	0%	76.72%	76.72%	
101741	BAQ			Piloto A320	#N/A	16/11/2006	100%	100%	100%	100%	97%	100%	100%	100%	100%	92%	100%	40%	94%	48.80%	0%	77.15%	77.15%	
101888	BAQ			Piloto A320	#N/A	06/09/2007	100%	80%	100%	100%	97%	100%	100%	100%	100%	40%	90%	40%	87%	48.80%	0%	71.56%	71.56%	
101932	BAQ			Piloto A320	#N/A	05/12/2007	59%	100%	100%	100%	100%	100%	100%	100%	92%	100%	100%	40%	91%	48.80%	0%	74.57%	74.57%	
102124	BAQ			Piloto A320	#N/A	16/11/2008	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	60%	97%	48.80%	0%	79.27%	79.27%	
102154	BAQ			Piloto A320	#N/A	02/01/2009	100%	100%	100%	100%	100%	100%	100%	100%	95%	100%	100%	40%	95%	48.80%	0%	77.56%	77.56%	
102428	BAQ			Piloto A320	#N/A	16/01/2010	100%	100%	100%	100%	98%	100%	100%	100%	100%	100%	100%	100%	100%	48.80%	0%	81.87%	81.87%	
102437	BAQ			Piloto A320	#N/A	16/02/2010	100%	100%	100%	100%	100%	100%	100%	97%	100%	100%	100%	64%	97%	48.80%	0%	79.31%	79.31%	
102588	BAQ			Piloto A320	#N/A	03/01/2011	40%	100%	96%	80%	100%	0%	0%	0%	0%	0%	0%	0%	35%	48.80%	0%	28.45%	28.45%	Egresado
103016	BAQ			Piloto A320	#N/A	16/01/2012	80%	100%	100%	100%	100%	100%	60%	98%	97%	100%	40%	40%	85%	48.80%	0%	69.36%	69.36%	
103226	BAQ			Piloto A320	#N/A	11/05/2012	100%	92%	100%	100%	80%	80%	100%	100%	100%	100%	90%	40%	90%	48.80%	0%	74.02%	74.02%	
104432	BAQ			Piloto A320	#N/A	07/09/2012	100%	92%	100%	80%	100%	100%	100%	100%	100%	92%	100%	60%	94%	48.80%	0%	76.84%	76.84%	
104433	BAQ			Piloto A320	#N/A	07/09/2012	100%	100%	100%	40%	100%	100%	100%	100%	60%	80%	60%	40%	82%	48.80%	0%	66.97%	66.97%	
104436	BAQ			Piloto A320	#N/A	07/09/2012	100%	100%	100%	100%	100%	97%	100%	100%	100%	100%	40%	60%	91%	48.80%	0%	74.94%	74.94%	
104615	BAQ			Piloto A320	#N/A	05/10/2012	100%	94%	99%	100%	100%	100%	100%	100%	100%	100%	100%	40%	94%	48.80%	0%	77.44%	77.44%	
104616	BAQ			Piloto A320	#N/A	05/10/2012	100%	100%	100%	100%	60%	100%	100%	100%	80%	92%	40%	40%	84%	48.80%	0%	69.16%	69.16%	
104723	BAQ			Piloto A320	#N/A	01/12/2012	100%	40%	100%	100%	100%	97%	100%	100%	100%	80%	100%	46%	89%	48.80%	0%	72.63%	72.63%	
104942	BAQ			Piloto A320	#N/A	25/04/2013	88%	100%	100%	80%	100%	40%	100%	100%	100%	100%	100%	46%	88%	48.80%	0%	72.02%	72.02%	
100907	BGA			Piloto A320	#N/A	17/02/1997	100%	100%	100%	100%	100%	100%	100%	100%	92%	100%	100%	60%	96%	48.80%	0%	78.73%	78.73%	
101036	BGA			Piloto A320	#N/A	12/01/1999	100%	100%	100%	100%	100%	97%	100%	100%	100%	40%	40%	40%	85%	48.80%	0%	69.47%	69.47%	
101603	BGA			Piloto A320	#N/A	10/04/2006	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	40%	95%	48.80%	0%	77.90%	77.90%	
101857	BGA			Piloto A320	#N/A	06/07/2007	100%	100%	100%	40%	100%	100%	100%	100%	100%	92%	100%	40%	89%	48.80%	0%	73.26%	73.26%	
102061	BGA			Piloto A320	#N/A	16/08/2008	100%	100%	100%	100%	97%	100%	100%	100%	100%	100%	100%	40%	95%	48.80%	0%	77.68%	77.68%	
102177	BGA			Piloto A320	#N/A	21/03/2009	100%	100%	100%	100%	100%	100%	100%	100%	96%	97%	100%	40%	94%	48.80%	0%	77.36%	77.36%	
103258	BGA			Piloto A320	#N/A	24/05/2012	100%	92%	100%	100%	100%	100%	100%	100%	100%	40%	90%	40%	89%	48.80%	0%	72.61%	72.61%	
100218	BOG			Piloto A320	#N/A	28/10/1981	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	46%	96%	48.80%	0%	78.33%	78.33%	
100280	BOG			Piloto A320	#N/A	25/02/1985	92%	100%	100%	100%	100%	100%	100%	100%	100%	100%	40%	40%	89%	48.80%	0%	73.27%	73.27%	
100285	BOG			Piloto A320	#N/A	24/09/1985	100%	100%	96%	100%	100%	100%	100%	100%	92%	92%	100%	64%	95%	48.80%	0%	78.22%	78.22%	
100301	BOG			Piloto A320	#N/A	31/03/1986	100%	100%	100%	100%	100%	100%	100%	97%	100%	100%	100%	60%	96%	48.80%	0%	79.04%	79.04%	
100327	BOG			Piloto A320	#N/A	01/12/1986	100%	100%	100%	100%	100%	100%	96%	100%	100%	100%	100%	100%	100%	48.80%	0%	81.74%	81.74%	
100330	BOG			Piloto A320	#N/A	01/12/1986	100%	100%	100%	100%	100%	97%	100%	100%	100%	100%	80%	40%	93%	48.80%	0%	76.34%	76.34%	
100341	BOG			Piloto A320	Jubilado	05/06/1987	40%	100%	96%	100%	40%	60%	100%	40%	92%	100%	60%	40%	72%	48.80%	0%	59.34%	59.34%	
100358	BOG			Piloto A320	#N/A	01/12/1987	100%	100%	100%	100%	97%	100%	100%	100%	92%	100%	100%	40%	94%	48.80%	0%	77.15%	77.15%	
100461	BOG			Piloto A320	#N/A	01/09/1989	100%	100%	100%	100%	98%	100%	100%	100%	100%	100%	100%	40%	95%	48.80%	0%	77.77%	77.77%	
100529	BOG			Piloto A320	#N/A	01/08/1990	60%	100%	100%	100%	97%	100%	100%	100%	100%	100%	100%	46%	92%	48.80%	0%	75.38%	75.38%	
100538	BOG			Piloto A320	#N/A	01/09/1990	59%	100%	40%	40%	60%	40%	40%	40%	40%	40%	40%	40%	48%	48.80%	0%	39.58%	39.58%	
100553	BOG			Piloto A320	#N/A	06/12/1990	100%	100%	96%	96%	100%	97%	100%	100%	92%	100%	90%	64%	95%	48.80%	0%	77.55%	77.55%	
100572	BOG			Piloto A320	#N/A	23/04/1991	92%	100%	100%	100%	80%	100%	100%	97%	100%	100%	100%	40%	92%	48.80%	0%	75.77%	75.77%	
100575	BOG			Piloto A320	Retiro/Con Póliza Activa	13/06/1991	100%	100%	100%	100%	99%	0%	0%	0%	0%	0%	0%	0%	42%	48.80%	0%	34.10%	34.10%	Egresado
100589	BOG			Piloto A320	#N/A	02/07/1991	100%	92%	100%	100%	100%	100%	96%	100%	100%	40%	80%	60%	89%	48.80%	0%	73.02%	73.02%	
100600	BOG			Piloto A320	Activo/Reubicado Definitivo	29/11/1991	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	8%	48.80%	0%	6.83%	6.83%	Egresado
100610	BOG			Piloto A320	Jubilado	21/05/1992	92%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	60%	96%	48.80%	0%	78.74%	78.74%	
100637	BOG			Piloto A320	#N/A	21/07/1993	100%	100%	100%	100%	97%	100%	100%	100%	100%	100%	100%	40%	95%	48.80%	0%	77.69%	77.69%	
100672	BOG			Piloto A320	#N/A	10/01/1994	100%	100%	100%	100%	40%	100%	80%	100%	92%	40%	60%	40%	79%	48.80%	0%	65.06%	65.06%	
100677	BOG			Piloto A320	#N/A	14/01/1994	100%	100%	100%	96%	100%	100%	100%	100%	92%	100%	100%	64%	96%	48.80%	0%	78.73%	78.73%	
100770	BOG			Piloto A320	#N/A	27/01/1995	60%	100%	100%	60%	100%	100%	80%	100%	80%	40%	40%	60%	77%	48.80%	0%	62.87%	62.87%	
100773	BOG			Piloto A320	#N/A	14/02/1995	80%	100%	100%	100%	100%	80%	100%	100%	92%	40%	100%	40%	86%	48.80%	0%	70.53%	70.53%	
100777	BOG			Piloto A320	#N/A	01/03/1995	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	40%	95%	48.80%	0%	77.90%	77.90%	
100797	BOG			Piloto A320	#N/A	13/09/1995	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	60%	97%	48.80%	0%	79.27%	79.27%	
100798	BOG			Piloto A320	#N/A	20/09/1995	100%	100%	100%	100%	99%	97%	100%	100%	100%	100%	90%	40%	94%	48.80%	0%	76.93%	76.93%	
100799	BOG			Piloto A320	#N/A	21/09/1995	56%	99%	100%	100%	100%	80%	100%	100%	92%	100%	100%	40%	89%	48.80%	0%	72.93%	72.93%	
100800	BOG			Piloto A320	#N/A	21/09/1995	100%	100%	98%	100%	100%	100%	100%	100%	100%	80%	100%	40%	93%	48.80%	0%	76.37%	76.37%	
100802	BOG			Piloto A320	#N/A	10/10/1995	84%	100%	40%	40%	40%	40%	96%	40%	40%	40%	40%	46%	54%	48.80%	0%	44.21%	44.21%	
100803	BOG			Piloto A320	#N/A	11/10/1995	95%	100%	100%	96%	100%	97%	100%	100%	100%	92%	40%	64%	90%	48.80%	0%	74.06%	74.06%	
100809	BOG			Piloto A320	Jubilado	15/11/1995	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	40%	95%	48.80%	0%	77.87%	77.87%	
100927	BOG			Piloto A320	#N/A	26/06/1997	100%	100%	99%	100%	100%	40%	43%	40%	40%	40%	40%	40%	65%	48.80%	0%	53.48%	53.48%	
100929	BOG			Piloto A320	#N/A	16/07/1997	100%	100%	100%	40%	40%	40%	40%	42%	40%	40%	40%	40%	55%	48.80%	0%	45.25%	45.25%	
100951	BOG			Piloto A320	#N/A	16/02/1998	100%	100%	40%	40%	40%	43%	40%	40%	40%	40%	40%	40%	50%	48.80%	0%	41.24%	41.24%	
100968	BOG			Piloto A320	#N/A	22/04/1998	97%	98%	40%	40%	60%	43%	41%	40%	40%	40%	40%	40%	52%	48.80%	0%	42.27%	42.27%	
100969	BOG			Piloto A320	#N/A	01/11/2018	100%	100%	100%	100%	43%	40%	40%	40%	40%	40%	40%	40%	60%	48.80%	0%	49.40%	49.40%	
100972	BOG			Piloto A320	#N/A	24/04/1998	98%	94%	100%	60%	40%	43%	40%	40%	40%	40%	40%	40%	56%	48.80%	0%	46.17%	46.17%	
100987	BOG			Piloto A320	#N/A	16/06/1998	92%	100%	40%	40%	43%	40%	40%	40%	40%	40%	40%	40%	50%	48.80%	0%	40.67%	40.67%	
101030	BOG			Piloto A320	#N/A	05/01/1999	100%	100%	40%	40%	43%	40%	40%	40%	40%	42%	40%	40%	50%	48.80%	0%	41.33%	41.33%	
101037	BOG			Piloto A320	#N/A	13/01/1999	100%	100%	100%	100%	100%	100%	100%	40%	41%	40%	40%	40%	75%	48.80%	0%	61.58%	61.58%	

Variable Compensation 2019-2020

Employee ID	City	National ID	Name	Position	NOV	Date of entry	Apr-19	May-19	Jun-19	Jul-19	Aug-19	Sep-19	Oct-19	Nov-19	Dec-19	Jan-20	Feb-20	Mar-20	Average from April-19 to March-20	Result NPS AVH	MIN 60% AGREEMENT TARGET 64% AGREEMENT NPS 1,50 % (18%)	Fuel 4,50% (82%)	Final Achievement Factor	COMMENTS
101040	BOG			Piloto A320	#N/A	19/01/1999	100%	100%	40%	40%	43%	40%	40%	40%	100%	42%	40%	40%	55%	48.80%	0%	45.43%	45.43%	
101041	BOG			Piloto A320	#N/A	25/01/1999	100%	100%	100%	100%	100%	100%	100%	40%	41%	40%	40%	40%	75%	48.80%	0%	61.55%	61.55%	
101042	BOG			Piloto A320	#N/A	28/01/1999	100%	100%	100%	100%	97%	100%	100%	100%	100%	92%	100%	40%	94%	48.80%	0%	77.15%	77.15%	
101112	BOG			Piloto A320	#N/A	02/04/2001	100%	100%	100%	100%	100%	100%	100%	97%	100%	100%	100%	40%	95%	48.80%	0%	77.67%	77.67%	
101117	BOG			Piloto A320	#N/A	21/05/2001	100%	100%	100%	100%	97%	100%	100%	100%	100%	100%	90%	64%	96%	48.80%	0%	78.63%	78.63%	
101490	BOG			Piloto A320	#N/A	15/11/2005	100%	100%	100%	100%	100%	97%	100%	60%	100%	100%	40%	40%	86%	48.80%	0%	70.84%	70.84%	
101493	BOG			Piloto A320	#N/A	19/11/2005	100%	92%	100%	100%	100%	100%	100%	100%	100%	40%	100%	40%	89%	48.80%	0%	73.27%	73.27%	
101496	BOG			Piloto A320	#N/A	21/11/2005	100%	100%	80%	100%	100%	100%	40%	100%	100%	100%	100%	40%	88%	48.80%	0%	72.43%	72.43%	
101497	BOG			Piloto A320	#N/A	21/11/2005	100%	100%	100%	100%	97%	100%	100%	100%	100%	40%	100%	40%	90%	48.80%	0%	73.59%	73.59%	
101498	BOG			Piloto A320	#N/A	25/11/2005	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	40%	95%	48.80%	0%	77.90%	77.90%	
101500	BOG			Piloto A320	#N/A	01/12/2005	40%	100%	40%	40%	60%	97%	60%	97%	40%	40%	40%	40%	58%	48.80%	0%	47.37%	47.37%	
101501	BOG			Piloto A320	#N/A	01/12/2005	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	64%	97%	48.80%	0%	79.54%	79.54%	
101507	BOG			Piloto A320	#N/A	01/12/2005	100%	100%	80%	100%	97%	80%	100%	100%	100%	100%	100%	40%	91%	48.80%	0%	74.95%	74.95%	
101514	BOG			Piloto A320	#N/A	01/12/2005	95%	100%	100%	100%	100%	100%	100%	100%	100%	92%	100%	40%	94%	48.80%	0%	77.03%	77.03%	
101516	BOG			Piloto A320	#N/A	01/12/2005	100%	100%	80%	80%	97%	100%	80%	80%	90%	98%	40%	40%	82%	48.80%	0%	67.34%	67.34%	
101517	BOG			Piloto A320	#N/A	01/12/2005	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	40%	95%	48.80%	0%	77.90%	77.90%	
101525	BOG			Piloto A320	#N/A	21/12/2005	92%	92%	100%	100%	98%	100%	100%	97%	100%	100%	100%	64%	95%	48.80%	0%	78.12%	78.12%	
101527	BOG			Piloto A320	#N/A	24/12/2005	100%	100%	100%	100%	97%	100%	100%	100%	100%	100%	100%	60%	96%	48.80%	0%	79.05%	79.05%	
101529	BOG			Piloto A320	#N/A	02/01/2006	100%	100%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	25%	48.80%	0%	20.50%	20.50%	Egresado
101532	BOG			Piloto A320	#N/A	02/01/2006	100%	100%	100%	100%	100%	100%	100%	100%	99%	100%	100%	40%	95%	48.80%	0%	77.83%	77.83%	
101533	BOG			Piloto A320	#N/A	02/01/2006	100%	100%	96%	100%	80%	100%	100%	100%	92%	100%	100%	64%	94%	48.80%	0%	77.38%	77.38%	
101564	BOG			Piloto A320	#N/A	06/02/2006	100%	100%	100%	100%	100%	100%	96%	100%	100%	100%	100%	46%	95%	48.80%	0%	78.07%	78.07%	
101567	BOG			Piloto A320	#N/A	08/02/2006	100%	100%	100%	100%	100%	100%	96%	100%	100%	40%	100%	40%	90%	48.80%	0%	73.54%	73.54%	
101571	BOG			Piloto A320	#N/A	16/02/2006	100%	100%	100%	100%	100%	100%	100%	100%	95%	60%	60%	40%	88%	48.80%	0%	72.09%	72.09%	
101573	BOG			Piloto A320	Activo/Reubicado Definitivo	16/02/2006	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	8%	48.80%	0%	6.83%	6.83%	Egresado
101580	BOG			Piloto A320	#N/A	16/02/2006	100%	100%	100%	100%	100%	100%	100%	100%	100%	40%	100%	64%	92%	48.80%	0%	75.44%	75.44%	
101590	BOG			Piloto A320	#N/A	02/03/2006	92%	100%	100%	100%	97%	100%	100%	100%	100%	100%	90%	64%	95%	48.80%	0%	78.10%	78.10%	
101591	BOG			Piloto A320	#N/A	02/03/2006	100%	100%	100%	100%	100%	100%	100%	100%	92%	100%	100%	40%	94%	48.80%	0%	77.36%	77.36%	
101592	BOG			Piloto A320	#N/A	02/03/2006	100%	100%	100%	100%	100%	100%	100%	100%	92%	100%	80%	40%	93%	48.80%	0%	76.00%	76.00%	
101594	BOG			Piloto A320	#N/A	16/03/2006	100%	100%	100%	100%	100%	100%	100%	97%	100%	100%	100%	40%	95%	48.80%	0%	77.67%	77.67%	
101597	BOG			Piloto A320	#N/A	16/03/2006	100%	100%	100%	100%	100%	97%	100%	100%	100%	100%	100%	40%	95%	48.80%	0%	77.67%	77.67%	
101599	BOG			Piloto A320	#N/A	03/04/2006	92%	45%	96%	96%	97%	97%	96%	100%	92%	100%	90%	64%	89%	48.80%	0%	72.79%	72.79%	
101601	BOG			Piloto A320	#N/A	08/04/2006	92%	100%	100%	100%	100%	100%	40%	97%	100%	40%	100%	64%	86%	48.80%	0%	70.58%	70.58%	
101602	BOG			Piloto A320	#N/A	08/04/2006	95%	100%	100%	100%	100%	80%	100%	100%	92%	100%	80%	40%	91%	48.80%	0%	74.30%	74.30%	
101609	BOG			Piloto A320	#N/A	24/04/2006	92%	100%	40%	0%	0%	0%	0%	0%	0%	0%	0%	0%	19%	48.80%	0%	15.87%	15.87%	Egresado
101612	BOG			Piloto A320	#N/A	08/05/2006	100%	94%	99%	100%	100%	100%	100%	100%	92%	100%	100%	60%	95%	48.80%	0%	78.24%	78.24%	
101613	BOG			Piloto A320	#N/A	08/05/2006	100%	92%	100%	100%	100%	100%	100%	100%	92%	100%	40%	60%	90%	48.80%	0%	74.10%	74.10%	
101616	BOG			Piloto A320	#N/A	19/05/2006	100%	95%	100%	100%	100%	100%	100%	98%	100%	100%	100%	40%	94%	48.80%	0%	77.42%	77.42%	
101628	BOG			Piloto A320	#N/A	03/06/2006	100%	100%	100%	100%	100%	100%	100%	0%	0%	0%	0%	0%	58%	48.80%	0%	47.83%	47.83%	Egresado
101637	BOG			Piloto A320	#N/A	01/07/2006	80%	100%	100%	100%	100%	40%	96%	98%	99%	100%	100%	60%	89%	48.80%	0%	73.36%	73.36%	
101642	BOG			Piloto A320	#N/A	01/07/2006	40%	100%	60%	100%	100%	60%	96%	60%	80%	60%	40%	40%	70%	48.80%	0%	57.14%	57.14%	
101644	BOG			Piloto A320	#N/A	01/07/2006	100%	92%	60%	100%	100%	100%	100%	40%	80%	100%	80%	46%	83%	48.80%	0%	68.23%	68.23%	
101702	BOG			Piloto A320	#N/A	01/09/2006	80%	100%	100%	100%	100%	97%	100%	100%	100%	100%	100%	46%	94%	48.80%	0%	76.73%	76.73%	
101707	BOG			Piloto A320	#N/A	09/09/2006	100%	100%	100%	100%	100%	100%	100%	100%	100%	97%	90%	64%	96%	48.80%	0%	78.65%	78.65%	
101713	BOG			Piloto A320	#N/A	16/10/2006	100%	100%	100%	100%	100%	100%	96%	100%	60%	92%	100%	60%	92%	48.80%	0%	75.74%	75.74%	
101722	BOG			Piloto A320	#N/A	01/11/2006	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	64%	97%	48.80%	0%	79.54%	79.54%	
101724	BOG			Piloto A320	#N/A	01/11/2006	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	40%	95%	48.80%	0%	77.90%	77.90%	
101728	BOG			Piloto A320	#N/A	01/11/2006	100%	100%	100%	100%	100%	100%	96%	100%	100%	100%	40%	46%	90%	48.80%	0%	73.97%	73.97%	
101735	BOG			Piloto A320	#N/A	01/11/2006	80%	100%	100%	100%	100%	100%	96%	80%	100%	100%	40%	40%	86%	48.80%	0%	70.81%	70.81%	
101740	BOG			Piloto A320	#N/A	16/11/2006	100%	100%	100%	100%	100%	97%	96%	100%	40%	100%	100%	40%	89%	48.80%	0%	73.34%	73.34%	
101742	BOG			Piloto A320	#N/A	22/11/2006	100%	100%	100%	60%	100%	100%	96%	100%	100%	94%	97%	40%	91%	48.80%	0%	74.33%	74.33%	
101743	BOG			Piloto A320	#N/A	22/11/2006	60%	100%	100%	80%	100%	100%	96%	100%	100%	100%	60%	40%	86%	48.80%	0%	70.81%	70.81%	
101762	BOG			Piloto A320	#N/A	16/12/2006	92%	100%	96%	100%	100%	100%	100%	97%	92%	100%	100%	64%	95%	48.80%	0%	77.99%	77.99%	
101765	BOG			Piloto A320	#N/A	23/12/2006	100%	100%	100%	100%	100%	97%	100%	100%	40%	100%	100%	40%	90%	48.80%	0%	73.57%	73.57%	
101766	BOG			Piloto A320	#N/A	23/12/2006	60%	100%	80%	100%	100%	100%	100%	97%	100%	92%	60%	60%	87%	48.80%	0%	71.67%	71.67%	
101767	BOG			Piloto A320	#N/A	23/12/2006	100%	100%	100%	80%	100%	100%	96%	100%	100%	100%	80%	40%	91%	48.80%	0%	74.91%	74.91%	
101770	BOG			Piloto A320	#N/A	02/01/2007	100%	100%	100%	100%	100%	100%	100%	97%	100%	100%	100%	60%	96%	48.80%	0%	79.04%	79.04%	
101771	BOG			Piloto A320	#N/A	02/01/2007	100%	100%	100%	100%	100%	97%	100%	100%	100%	40%	90%	64%	91%	48.80%	0%	74.51%	74.51%	
101776	BOG			Piloto A320	#N/A	01/02/2007	100%	100%	100%	100%	100%	100%	96%	100%	100%	100%	40%	40%	90%	48.80%	0%	73.54%	73.54%	
101778	BOG			Piloto A320	#N/A	01/02/2007	100%	100%	100%	100%	60%	100%	100%	100%	100%	100%	100%	40%	92%	48.80%	0%	75.17%	75.17%	
101780	BOG			Piloto A320	#N/A	01/02/2007	100%	100%	100%	100%	100%	100%	100%	97%	100%	100%	60%	40%	91%	48.80%	0%	74.94%	74.94%	
101781	BOG			Piloto A320	#N/A	06/02/2007	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	40%	40%	90%	48.80%	0%	73.80%	73.80%	
101800	BOG			Piloto A320	#N/A	24/03/2007	100%	100%	100%	40%	100%	100%	96%	100%	100%	100%	100%	40%	90%	48.80%	0%	73.54%	73.54%	
101801	BOG			Piloto A320	#N/A	01/04/2007	95%	100%	100%	100%	100%	100%	100%	97%	95%	40%	100%	64%	91%	48.80%	0%	74.53%	74.53%	
101803	BOG			Piloto A320	#N/A	01/04/2007	94%	100%	100%	100%	100%	100%	96%	100%	100%	100%	100%	40%	94%	48.80%	0%	77.25%	77.25%	
101808	BOG			Piloto A320	#N/A	01/04/2007	92%	100%	100%	100%	100%	100%	100%	97%	80%	100%	100%	40%	92%	48.80%	0%	75.77%	75.77%	
101812	BOG			Piloto A320	#N/A	01/04/2007	100%	100%	100%	100%	100%	100%	100%	100%	97%	100%	100%	64%	97%	48.80%	0%	79.34%	79.34%	
101818	BOG			Piloto A320	#N/A	16/04/2007	73%	100%	100%	100%	100%	100%	100%	100%	100%	60%	94%	40%	89%	48.80%	0%	72.89%	72.89%	
101827	BOG			Piloto A320	#N/A	16/05/2007	40%	92%	100%	100%	80%	100%	100%	97%	100%	100%	80%	40%	86%	48.80%	0%	70.31%	70.31%	
101846	BOG			Piloto A320	#N/A	01/04/2019	100%	100%	100%	100%	100%	100%	100%	100%	93%	99%	100%	40%	94%	48.80%	0%	77.36%	77.36%	
101850	BOG			Piloto A320	#N/A	03/07/2007	100%	100%	100%	100%	100%	100%	0%	0%	0%	0%	0%	0%	50%	48.80%	0%	41.00%	41.00%	Egresado
101852	BOG			Piloto A320	#N/A	03/07/2007	100%	100%	100%	100%	100%	100%	100%	100%	40%	92%	80%	40%	88%	48.80%	0%	71.90%	71.90%	
101855	BOG			Piloto A320	#N/A	05/07/2007	100%	100%	96%	0%	0%	0%	0%	0%	0%	0%	0%	0%	25%	48.80%	0%	20.25%	20.25%	Egresado
101892	BOG			Piloto A320	#N/A	16/09/2007	40%	100%	80%	100%	80%	98%	100%	100%	100%	100%	100%	46%	87%	48.80%	0%	71.35%	71.35%	

Variable Compensation 2019-2020

Employee ID	City	National ID	Name	Position	NOV	Date of entry	Apr-19	May-19	Jun-19	Jul-19	Aug-19	Sep-19	Oct-19	Nov-19	Dec-19	Jan-20	Feb-20	Mar-20	Average from April-19 to March-20	Result NPS AVH	MIN 60% AGREEMENT / TARGET 64% AGREEMENT NPS 1,50 % (18%)	Fuel 4,50% (82%)	Final Achievement Factor	COMMENTS
101893	BOG			Piloto A320	#N/A	16/09/2007	40%	100%	100%	100%	100%	97%	100%	100%	100%	100%	100%	46%	90%	48.80%	0%	73.99%	73.99%	
101894	BOG			Piloto A320	#N/A	16/09/2007	40%	100%	100%	100%	97%	100%	100%	100%	92%	100%	100%	40%	89%	48.80%	0%	73.05%	73.05%	
101898	BOG			Piloto A320	#N/A	19/09/2007	100%	100%	96%	100%	100%	100%	96%	100%	100%	100%	100%	60%	96%	48.80%	0%	78.76%	78.76%	
101902	BOG			Piloto A320	#N/A	04/10/2007	100%	100%	100%	100%	97%	100%	100%	100%	100%	100%	100%	64%	97%	48.80%	0%	79.33%	79.33%	
101903	BOG			Piloto A320	#N/A	16/10/2007	80%	100%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	23%	48.80%	0%	19.13%	19.13%	Egresado
101905	BOG			Piloto A320	#N/A	20/10/2007	100%	100%	100%	100%	97%	100%	80%	100%	100%	100%	40%	40%	88%	48.80%	0%	72.22%	72.22%	
101915	BOG			Piloto A320	#N/A	26/10/2007	60%	100%	40%	100%	100%	97%	100%	100%	100%	100%	90%	0%	82%	48.80%	0%	67.43%	67.43%	Egresado / 01/03/2020
101916	BOG			Piloto A320	#N/A	01/11/2007	100%	100%	100%	80%	100%	100%	96%	100%	100%	60%	100%	46%	90%	48.80%	0%	73.97%	73.97%	
101917	BOG			Piloto A320	#N/A	08/11/2007	100%	100%	100%	100%	100%	100%	96%	100%	92%	100%	100%	40%	94%	48.80%	0%	77.11%	77.11%	
101922	BOG			Piloto A320	#N/A	16/11/2007	100%	100%	96%	100%	100%	100%	100%	100%	100%	100%	100%	40%	95%	48.80%	0%	77.65%	77.65%	
101925	BOG			Piloto A320	#N/A	23/11/2007	100%	100%	100%	40%	97%	100%	100%	100%	40%	100%	100%	46%	85%	48.80%	0%	69.91%	69.91%	
102006	BOG			Piloto A320	#N/A	05/07/2008	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	40%	95%	48.80%	0%	77.90%	77.90%	
102008	BOG			Piloto A320	#N/A	05/07/2008	80%	100%	100%	100%	100%	100%	100%	97%	100%	40%	100%	40%	88%	48.80%	0%	72.20%	72.20%	
102010	BOG			Piloto A320	#N/A	05/07/2008	100%	100%	100%	100%	80%	100%	80%	100%	100%	100%	90%	40%	91%	48.80%	0%	74.51%	74.51%	
102011	BOG			Piloto A320	#N/A	05/07/2008	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	40%	95%	48.80%	0%	77.90%	77.90%	
102012	BOG			Piloto A320	#N/A	05/07/2008	100%	100%	100%	100%	100%	80%	100%	98%	98%	100%	100%	40%	93%	48.80%	0%	76.22%	76.22%	
102032	BOG			Piloto A320	#N/A	25/07/2008	40%	100%	80%	40%	40%	40%	40%	60%	100%	100%	95%	40%	65%	48.80%	0%	52.93%	52.93%	
102041	BOG			Piloto A320	#N/A	01/08/2008	100%	100%	100%	100%	99%	0%	0%	0%	0%	0%	0%	0%	42%	48.80%	0%	34.11%	34.11%	Egresado
102053	BOG			Piloto A320	#N/A	09/08/2008	40%	100%	100%	40%	97%	95%	100%	80%	40%	40%	90%	40%	72%	48.80%	0%	58.95%	58.95%	
102054	BOG			Piloto A320	#N/A	09/08/2008	100%	100%	100%	100%	100%	100%	96%	100%	100%	100%	100%	40%	95%	48.80%	0%	77.64%	77.64%	
102057	BOG			Piloto A320	#N/A	16/08/2008	100%	100%	100%	80%	97%	100%	100%	100%	100%	100%	100%	43%	93%	48.80%	0%	76.55%	76.55%	
102073	BOG			Piloto A320	#N/A	16/08/2008	100%	75%	100%	100%	97%	100%	100%	60%	80%	100%	100%	46%	88%	48.80%	0%	72.31%	72.31%	
102075	BOG			Piloto A320	#N/A	16/08/2008	100%	75%	96%	60%	100%	100%	100%	100%	100%	100%	100%	100%	94%	48.80%	0%	77.31%	77.31%	
102081	BOG			Piloto A320	#N/A	01/09/2008	100%	75%	100%	100%	97%	100%	100%	100%	100%	60%	100%	46%	90%	48.80%	0%	73.67%	73.67%	
102109	BOG			Piloto A320	#N/A	17/10/2008	100%	75%	100%	100%	100%	100%	96%	100%	100%	100%	40%	100%	93%	48.80%	0%	75.93%	75.93%	
102113	BOG			Piloto A320	#N/A	01/11/2008	100%	75%	100%	100%	97%	100%	100%	100%	100%	100%	100%	40%	93%	48.80%	0%	75.98%	75.98%	
102114	BOG			Piloto A320	#N/A	01/11/2008	100%	75%	100%	100%	100%	100%	100%	100%	100%	100%	90%	40%	92%	48.80%	0%	75.53%	75.53%	
102115	BOG			Piloto A320	#N/A	01/11/2008	80%	75%	100%	40%	100%	97%	100%	100%	100%	100%	100%	40%	86%	48.80%	0%	70.49%	70.49%	
102129	BOG			Piloto A320	#N/A	05/12/2008	100%	75%	100%	100%	100%	100%	96%	100%	100%	100%	100%	60%	94%	48.80%	0%	77.30%	77.30%	
102131	BOG			Piloto A320	#N/A	16/12/2008	59%	75%	60%	80%	97%	60%	100%	40%	40%	100%	100%	40%	71%	48.80%	0%	58.16%	58.16%	
102132	BOG			Piloto A320	#N/A	16/12/2008	100%	75%	100%	100%	97%	100%	100%	80%	100%	80%	100%	46%	90%	48.80%	0%	73.67%	73.67%	
102134	BOG			Piloto A320	#N/A	16/12/2008	100%	75%	100%	100%	97%	100%	100%	100%	100%	100%	100%	46%	93%	48.80%	0%	76.41%	76.41%	
102135	BOG			Piloto A320	#N/A	16/12/2008	100%	75%	100%	100%	100%	100%	100%	97%	100%	100%	100%	40%	93%	48.80%	0%	75.96%	75.96%	
102136	BOG			Piloto A320	#N/A	16/12/2008	100%	75%	100%	100%	80%	100%	96%	100%	80%	92%	100%	40%	89%	48.80%	0%	72.66%	72.66%	
102137	BOG			Piloto A320	#N/A	16/12/2008	100%	75%	100%	100%	100%	100%	100%	100%	92%	100%	100%	60%	94%	48.80%	0%	77.02%	77.02%	
102138	BOG			Piloto A320	#N/A	16/12/2008	100%	75%	100%	100%	100%	97%	100%	100%	100%	100%	100%	60%	94%	48.80%	0%	77.33%	77.33%	
102143	BOG			Piloto A320	#N/A	02/01/2009	100%	75%	100%	100%	100%	100%	100%	100%	40%	80%	100%	40%	86%	48.80%	0%	70.73%	70.73%	
102147	BOG			Piloto A320	#N/A	02/01/2009	100%	75%	100%	100%	100%	97%	100%	100%	100%	100%	100%	64%	95%	48.80%	0%	77.60%	77.60%	
102148	BOG			Piloto A320	#N/A	02/01/2009	100%	100%	100%	100%	100%	97%	100%	100%	100%	100%	100%	60%	96%	48.80%	0%	79.04%	79.04%	
102155	BOG			Piloto A320	#N/A	05/01/2009	100%	100%	100%	100%	100%	97%	100%	100%	100%	100%	100%	46%	95%	48.80%	0%	78.09%	78.09%	
102156	BOG			Piloto A320	#N/A	05/01/2009	100%	100%	100%	100%	100%	100%	100%	97%	100%	100%	100%	60%	96%	48.80%	0%	79.04%	79.04%	
102159	BOG			Piloto A320	#N/A	16/01/2009	40%	100%	40%	100%	97%	100%	100%	100%	60%	100%	100%	100%	86%	48.80%	0%	70.85%	70.85%	
102160	BOG			Piloto A320	#N/A	16/01/2009	80%	100%	80%	100%	100%	97%	100%	100%	100%	100%	100%	60%	93%	48.80%	0%	76.30%	76.30%	
102168	BOG			Piloto A320	#N/A	05/02/2009	100%	92%	100%	100%	100%	100%	100%	100%	100%	100%	90%	40%	94%	48.80%	0%	76.71%	76.71%	
102169	BOG			Piloto A320	#N/A	16/02/2009	80%	100%	100%	100%	100%	100%	100%	97%	100%	100%	100%	40%	93%	48.80%	0%	76.30%	76.30%	
102170	BOG			Piloto A320	#N/A	16/02/2009	100%	100%	100%	100%	100%	100%	100%	100%	96%	97%	100%	40%	94%	48.80%	0%	77.36%	77.36%	
102172	BOG			Piloto A320	#N/A	16/02/2009	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	40%	95%	48.80%	0%	77.87%	77.87%	
102173	BOG			Piloto A320	#N/A	20/02/2009	80%	100%	100%	100%	100%	100%	90%	80%	100%	100%	80%	46%	90%	48.80%	0%	73.56%	73.56%	
102175	BOG			Piloto A320	#N/A	16/03/2009	100%	100%	100%	100%	100%	97%	100%	100%	100%	100%	100%	46%	95%	48.80%	0%	78.09%	78.09%	
102176	BOG			Piloto A320	#N/A	21/03/2009	100%	100%	100%	100%	100%	100%	100%	97%	100%	100%	100%	40%	95%	48.80%	0%	77.67%	77.67%	
102179	BOG			Piloto A320	#N/A	21/03/2009	100%	100%	40%	100%	100%	100%	100%	100%	92%	100%	100%	40%	89%	48.80%	0%	73.26%	73.26%	
102183	BOG			Piloto A320	#N/A	03/04/2009	92%	100%	100%	80%	80%	100%	60%	80%	73%	100%	100%	60%	85%	48.80%	0%	70.06%	70.06%	
102184	BOG			Piloto A320	#N/A	20/04/2009	92%	100%	100%	100%	100%	40%	96%	100%	40%	100%	100%	40%	84%	48.80%	0%	68.91%	68.91%	
102188	BOG			Piloto A320	#N/A	16/05/2009	100%	92%	100%	100%	100%	100%	100%	100%	92%	100%	100%	40%	94%	48.80%	0%	76.84%	76.84%	
102189	BOG			Piloto A320	#N/A	16/05/2009	100%	92%	100%	100%	100%	80%	100%	100%	92%	100%	100%	40%	92%	48.80%	0%	75.47%	75.47%	
102195	BOG			Piloto A320	#N/A	05/06/2009	100%	100%	96%	100%	100%	100%	100%	100%	92%	100%	100%	60%	96%	48.80%	0%	78.48%	78.48%	
102196	BOG			Piloto A320	#N/A	05/06/2009	100%	100%	96%	100%	100%	80%	100%	100%	92%	100%	100%	40%	92%	48.80%	0%	75.74%	75.74%	
102200	BOG			Piloto A320	#N/A	16/06/2009	100%	100%	98%	100%	100%	100%	100%	100%	92%	100%	100%	60%	96%	48.80%	0%	78.57%	78.57%	
102201	BOG			Piloto A320	#N/A	16/06/2009	80%	100%	98%	100%	40%	0%	0%	0%	0%	0%	0%	0%	35%	48.80%	0%	28.54%	28.54%	Egresado
102203	BOG			Piloto A320	#N/A	19/06/2009	40%	100%	100%	100%	100%	100%	60%	100%	92%	100%	100%	64%	88%	48.80%	0%	72.17%	72.17%	
102206	BOG			Piloto A320	#N/A	24/06/2009	40%	100%	100%	100%	100%	97%	100%	40%	40%	100%	100%	40%	80%	48.80%	0%	65.37%	65.37%	
102220	BOG			Piloto A320	#N/A	03/07/2009	100%	100%	100%	100%	100%	100%	100%	100%	100%	92%	100%	40%	94%	48.80%	0%	77.36%	77.36%	
102221	BOG			Piloto A320	#N/A	06/07/2009	60%	100%	100%	100%	100%	100%	100%	100%	100%	92%	100%	60%	93%	48.80%	0%	76.00%	76.00%	
102224	BOG			Piloto A320	#N/A	24/07/2009	100%	100%	100%	100%	100%	100%	100%	100%	100%	92%	100%	40%	94%	48.80%	0%	77.36%	77.36%	
102426	BOG			Piloto A320	#N/A	16/01/2010	80%	100%	100%	100%	100%	100%	100%	100%	50%	94%	60%	40%	85%	48.80%	0%	69.98%	69.98%	
102429	BOG			Piloto A320	#N/A	20/01/2010	100%	75%	100%	100%	100%	100%	96%	100%	100%	60%	80%	40%	88%	48.80%	0%	71.83%	71.83%	
102448	BOG			Piloto A320	#N/A	03/05/2010	80%	92%	100%	100%	100%	100%	100%	100%	92%	100%	100%	100%	97%	48.80%	0%	79.57%	79.57%	
102450	BOG			Piloto A320	#N/A	03/05/2010	100%	92%	80%	100%	100%	100%	100%	80%	92%	100%	40%	40%	85%	48.80%	0%	70.00%	70.00%	
102451	BOG			Piloto A320	#N/A	03/05/2010	100%	91%	100%	100%	97%	100%	100%	100%	100%	100%	100%	40%	94%	48.80%	0%	77.03%	77.03%	
102470	BOG			Piloto A320	#N/A	01/06/2010	100%	100%	98%	100%	100%	100%	100%	100%	92%	100%	100%	40%	94%	48.80%	0%	77.20%	77.20%	
102471	BOG			Piloto A320	#N/A	01/06/2010	100%	100%	96%	100%	100%	100%	100%	100%	92%	100%	100%	40%	94%	48.80%	0%	77.11%	77.11%	
102474	BOG			Piloto A320	#N/A	01/06/2010	60%	100%	98%	100%	100%	100%	100%	97%	100%	100%	100%	40%	91%	48.80%	0%	74.78%	74.78%	
102478	BOG			Piloto A320	#N/A	04/06/2010	100%	100%	96%	100%	100%	100%	100%	100%	92%	100%	100%	40%	94%	48.80%	0%	77.11%	77.11%	
102484	BOG			Piloto A320	#N/A	23/06/2010	100%	100%	98%	100%	100%	100%	96%	100%	100%	100%	40%	40%	89%	48.80%	0%	73.38%	73.38%	
102485	BOG			Piloto A320	#N/A	23/06/2010	100%	100%	98%	100%	100%	100%	96%	100%	100%	100%	100%	40%	94%	48.80%	0%	77.48%	77.48%	

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Employee ID	City	National ID	Name	Position	NOV	Date of entry	Apr-19	May-19	Jun-19	Jul-19	Aug-19	Sep-19	Oct-19	Nov-19	Dec-19	Jan-20	Feb-20	Mar-20	Average from April-19 to March-20	Result NPS AVH	MIN 60% AGREEMENT / TARGET 64% AGREEMENT NPS 1,50 % (18%)	Fuel 4,50% (82%)	Final Achievement Factor	COMMENTS
102486	BOG			Piloto A320	#N/A	23/06/2010	100%	100%	98%	40%	40%	80%	100%	60%	80%	100%	80%	40%	76%	48.80%	0%	62.71%	62.71%	
102489	BOG			Piloto A320	#N/A	02/07/2010	100%	95%	99%	100%	100%	100%	100%	97%	60%	100%	100%	40%	91%	48.80%	0%	74.49%	74.49%	
102497	BOG			Piloto A320	#N/A	02/08/2010	60%	100%	96%	80%	100%	80%	80%	100%	100%	100%	100%	40%	86%	48.80%	0%	70.81%	70.81%	
102501	BOG			Piloto A320	#N/A	02/08/2010	100%	100%	100%	100%	97%	100%	100%	100%	100%	100%	40%	40%	90%	48.80%	0%	73.59%	73.59%	
102505	BOG			Piloto A320	#N/A	02/08/2010	100%	100%	100%	100%	97%	100%	100%	100%	100%	100%	80%	46%	94%	48.80%	0%	76.75%	76.75%	
102508	BOG			Piloto A320	#N/A	12/08/2010	100%	100%	100%	100%	97%	100%	100%	100%	100%	100%	100%	46%	95%	48.80%	0%	78.11%	78.11%	
102509	BOG			Piloto A320	#N/A	17/08/2010	100%	100%	100%	100%	97%	100%	100%	100%	100%	100%	40%	60%	91%	48.80%	0%	74.95%	74.95%	
102584	BOG			Piloto A320	#N/A	03/01/2011	100%	100%	99%	0%	0%	0%	0%	0%	0%	0%	0%	0%	25%	48.80%	0%	20.42%	20.42%	Egresado
102586	BOG			Piloto A320	#N/A	03/01/2011	60%	100%	100%	40%	60%	100%	40%	80%	100%	40%	100%	40%	72%	48.80%	0%	58.77%	58.77%	
102587	BOG			Piloto A320	#N/A	03/01/2011	100%	100%	100%	100%	100%	100%	96%	100%	100%	80%	100%	40%	93%	48.80%	0%	76.28%	76.28%	
102593	BOG			Piloto A320	#N/A	03/01/2011	100%	100%	100%	100%	100%	100%	100%	97%	80%	40%	100%	40%	88%	48.80%	0%	72.20%	72.20%	
102607	BOG			Piloto A320	#N/A	17/01/2011	80%	100%	100%	40%	100%	97%	42%	80%	80%	40%	40%	40%	70%	48.80%	0%	57.30%	57.30%	
102666	BOG			Piloto A320	#N/A	18/04/2011	92%	100%	100%	100%	40%	100%	60%	97%	98%	100%	100%	40%	86%	48.80%	0%	70.25%	70.25%	
102668	BOG			Piloto A320	#N/A	18/04/2011	92%	100%	100%	100%	100%	100%	100%	97%	100%	100%	100%	60%	96%	48.80%	0%	78.51%	78.51%	
102674	BOG			Piloto A320	#N/A	02/05/2011	100%	92%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	99%	48.80%	0%	81.47%	81.47%	
102677	BOG			Piloto A320	#N/A	02/05/2011	100%	100%	100%	100%	100%	100%	100%	97%	100%	100%	100%	40%	95%	48.80%	0%	77.67%	77.67%	
102690	BOG			Piloto A320	#N/A	16/05/2011	100%	92%	100%	100%	100%	100%	100%	100%	92%	100%	40%	40%	89%	48.80%	0%	72.74%	72.74%	
102810	BOG			Piloto A320	#N/A	01/09/2011	100%	100%	100%	100%	100%	98%	100%	100%	80%	60%	100%	46%	90%	48.80%	0%	74.08%	74.08%	
102824	BOG			Piloto A320	#N/A	01/09/2011	100%	100%	100%	100%	100%	97%	100%	100%	100%	100%	100%	46%	95%	48.80%	0%	78.09%	78.09%	
102915	BOG			Piloto A320	#N/A	16/11/2011	100%	100%	80%	100%	100%	97%	100%	100%	80%	100%	100%	42%	92%	48.80%	0%	75.11%	75.11%	
102926	BOG			Piloto A320	#N/A	01/12/2011	100%	100%	100%	100%	100%	100%	100%	100%	96%	96%	100%	40%	94%	48.80%	0%	77.36%	77.36%	
102928	BOG			Piloto A320	#N/A	01/12/2011	100%	100%	96%	100%	100%	60%	100%	100%	100%	92%	100%	40%	91%	48.80%	0%	74.38%	74.38%	
102936	BOG			Piloto A320	#N/A	01/12/2011	100%	100%	100%	40%	100%	100%	80%	100%	92%	100%	90%	40%	87%	48.80%	0%	71.24%	71.24%	
102938	BOG			Piloto A320	#N/A	01/12/2011	40%	100%	40%	40%	80%	40%	100%	97%	80%	100%	100%	40%	71%	48.80%	0%	58.54%	58.54%	
102942	BOG			Piloto A320	#N/A	01/12/2011	100%	100%	100%	100%	97%	0%	0%	0%	0%	0%	0%	0%	41%	48.80%	0%	33.95%	33.95%	Egresado
102959	BOG			Piloto A320	#N/A	01/12/2011	100%	100%	100%	100%	100%	100%	80%	97%	60%	100%	60%	46%	87%	48.80%	0%	71.26%	71.26%	
102968	BOG			Piloto A320	#N/A	16/12/2011	100%	100%	100%	100%	100%	97%	100%	100%	100%	80%	100%	46%	94%	48.80%	0%	76.73%	76.73%	
102971	BOG			Piloto A320	#N/A	16/12/2011	100%	100%	100%	100%	100%	100%	100%	100%	92%	80%	100%	100%	98%	48.80%	0%	80.10%	80.10%	
102992	BOG			Piloto A320	#N/A	02/01/2012	80%	100%	100%	100%	100%	40%	40%	100%	95%	80%	80%	40%	80%	48.80%	0%	65.26%	65.26%	
103004	BOG			Piloto A320	#N/A	16/01/2012	40%	100%	100%	100%	99%	97%	100%	80%	100%	80%	100%	40%	86%	48.80%	0%	70.80%	70.80%	
103013	BOG			Piloto A320	#N/A	16/01/2012	100%	100%	100%	100%	97%	100%	100%	100%	100%	100%	100%	46%	95%	48.80%	0%	78.11%	78.11%	
103018	BOG			Piloto A320	#N/A	16/01/2012	40%	100%	100%	80%	100%	97%	100%	100%	99%	40%	40%	40%	78%	48.80%	0%	63.93%	63.93%	
103019	BOG			Piloto A320	#N/A	16/01/2012	100%	100%	100%	100%	97%	100%	100%	100%	100%	93%	0%	0%	82%	48.80%	0%	67.62%	67.62%	Egresado / 31/01/2020
103020	BOG			Piloto A320	#N/A	16/01/2012	100%	100%	100%	100%	100%	100%	100%	97%	100%	100%	100%	46%	95%	48.80%	0%	78.09%	78.09%	
103026	BOG			Piloto A320	#N/A	16/01/2012	100%	100%	100%	100%	100%	97%	100%	100%	100%	100%	100%	40%	95%	48.80%	0%	77.67%	77.67%	
103033	BOG			Piloto A320	#N/A	01/02/2012	100%	100%	100%	100%	100%	100%	96%	100%	100%	40%	40%	46%	85%	48.80%	0%	69.87%	69.87%	
103039	BOG			Piloto A320	#N/A	01/02/2012	97%	100%	100%	100%	100%	100%	96%	100%	100%	100%	100%	46%	95%	48.80%	0%	77.87%	77.87%	
103041	BOG			Piloto A320	#N/A	01/02/2012	100%	100%	100%	100%	100%	100%	100%	97%	100%	100%	100%	40%	95%	48.80%	0%	77.67%	77.67%	
103097	BOG			Piloto A320	#N/A	08/03/2012	100%	100%	100%	100%	100%	100%	100%	100%	92%	80%	100%	60%	94%	48.80%	0%	77.36%	77.36%	
103098	BOG			Piloto A320	#N/A	16/03/2012	80%	100%	100%	100%	100%	100%	96%	100%	100%	100%	40%	40%	88%	48.80%	0%	72.18%	72.18%	
103100	BOG			Piloto A320	#N/A	16/03/2012	100%	100%	100%	100%	100%	100%	80%	100%	100%	92%	100%	40%	93%	48.80%	0%	76.00%	76.00%	
103109	BOG			Piloto A320	#N/A	16/03/2012	100%	100%	100%	100%	100%	100%	80%	100%	92%	100%	100%	40%	93%	48.80%	0%	76.00%	76.00%	
103114	BOG			Piloto A320	#N/A	23/03/2012	40%	100%	100%	100%	0%	0%	0%	0%	0%	0%	0%	0%	28%	48.80%	0%	23.23%	23.23%	Egresado
103117	BOG			Piloto A320	#N/A	23/03/2012	100%	100%	100%	100%	100%	100%	96%	100%	100%	100%	40%	40%	90%	48.80%	0%	73.54%	73.54%	
103119	BOG			Piloto A320	#N/A	23/03/2012	100%	100%	100%	100%	100%	100%	100%	97%	100%	100%	100%	40%	95%	48.80%	0%	77.67%	77.67%	
103121	BOG			Piloto A320	#N/A	23/03/2012	100%	100%	100%	80%	100%	100%	100%	97%	100%	100%	100%	100%	98%	48.80%	0%	80.40%	80.40%	
103133	BOG			Piloto A320	#N/A	02/04/2012	92%	100%	100%	100%	100%	100%	100%	97%	100%	100%	100%	40%	94%	48.80%	0%	77.14%	77.14%	
103178	BOG			Piloto A320	#N/A	01/05/2012	100%	92%	100%	100%	100%	100%	100%	100%	92%	100%	100%	40%	94%	48.80%	0%	76.84%	76.84%	
103182	BOG			Piloto A320	#N/A	01/05/2012	80%	100%	96%	100%	100%	100%	100%	100%	100%	100%	100%	40%	93%	48.80%	0%	76.28%	76.28%	
103194	BOG			Piloto A320	#N/A	04/05/2012	100%	92%	100%	100%	80%	100%	100%	100%	80%	100%	90%	40%	90%	48.80%	0%	73.98%	73.98%	
103197	BOG			Piloto A320	#N/A	04/05/2012	100%	100%	100%	100%	100%	100%	100%	97%	100%	100%	60%	40%	91%	48.80%	0%	74.94%	74.94%	
103200	BOG			Piloto A320	#N/A	04/05/2012	100%	92%	100%	100%	100%	100%	100%	100%	92%	100%	40%	46%	89%	48.80%	0%	73.16%	73.16%	
103231	BOG			Piloto A320	#N/A	11/05/2012	100%	100%	96%	100%	100%	97%	100%	100%	100%	40%	100%	40%	89%	48.80%	0%	73.33%	73.33%	
103259	BOG			Piloto A320	#N/A	25/05/2012	100%	92%	100%	100%	100%	97%	100%	100%	100%	100%	100%	40%	94%	48.80%	0%	77.14%	77.14%	
103265	BOG			Piloto A320	#N/A	25/05/2012	100%	87%	100%	80%	100%	100%	100%	100%	92%	100%	100%	100%	97%	48.80%	0%	79.21%	79.21%	
103272	BOG			Piloto A320	#N/A	25/05/2012	100%	92%	100%	100%	100%	100%	100%	100%	92%	60%	100%	40%	90%	48.80%	0%	74.10%	74.10%	
103279	BOG			Piloto A320	#N/A	01/06/2012	100%	100%	100%	100%	100%	100%	100%	97%	100%	100%	100%	40%	95%	48.80%	0%	77.67%	77.67%	
103285	BOG			Piloto A320	#N/A	01/06/2012	100%	100%	96%	100%	100%	100%	96%	100%	100%	100%	100%	100%	99%	48.80%	0%	81.49%	81.49%	
103293	BOG			Piloto A320	#N/A	08/06/2012	100%	100%	98%	100%	100%	100%	100%	97%	40%	100%	100%	40%	90%	48.80%	0%	73.41%	73.41%	
103296	BOG			Piloto A320	#N/A	08/06/2012	40%	100%	85%	100%	80%	80%	80%	100%	92%	40%	60%	60%	76%	48.80%	0%	62.68%	62.68%	
103300	BOG			Piloto A320	#N/A	08/06/2012	100%	100%	76%	60%	100%	100%	100%	100%	100%	92%	100%	40%	89%	48.80%	0%	72.97%	72.97%	
103317	BOG			Piloto A320	#N/A	01/07/2012	100%	100%	100%	100%	100%	100%	96%	100%	100%	80%	100%	40%	93%	48.80%	0%	76.28%	76.28%	
103332	BOG			Piloto A320	#N/A	01/07/2012	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	40%	95%	48.80%	0%	77.90%	77.90%	
103338	BOG			Piloto A320	#N/A	01/07/2012	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	90%	40%	94%	48.80%	0%	77.24%	77.24%	
104428	BOG			Piloto A320	#N/A	07/09/2012	100%	100%	100%	100%	100%	97%	100%	100%	100%	100%	90%	40%	94%	48.80%	0%	77.01%	77.01%	
104430	BOG			Piloto A320	#N/A	07/09/2012	80%	100%	100%	100%	80%	97%	100%	100%	60%	100%	100%	40%	88%	48.80%	0%	72.20%	72.20%	
104521	BOG			Piloto A320	#N/A	21/09/2012	100%	100%	100%	100%	100%	97%	100%	100%	100%	93%	99%	40%	94%	48.80%	0%	77.12%	77.12%	
104617	BOG			Piloto A320	#N/A	05/10/2012	100%	100%	100%	100%	100%	97%	100%	80%	80%	100%	100%	46%	92%	48.80%	0%	75.36%	75.36%	
104943	BOG			Piloto A320	#N/A	25/04/2013	92%	100%	100%	100%	0%	0%	0%	0%	0%	0%	0%	0%	33%	48.80%	0%	26.80%	26.80%	Egresado
104946	BOG			Piloto A320	#N/A	25/04/2013	92%	100%	100%	80%	100%	100%	100%	80%	100%	92%	40%	40%	85%	48.80%	0%	70.00%	70.00%	
104948	BOG			Piloto A320	#N/A	25/04/2013	96%	96%	100%	100%	100%	100%	100%	100%	40%	100%	100%	60%	91%	48.80%	0%	74.64%	74.64%	
104951	BOG			Piloto A320	#N/A	25/04/2013	92%	100%	100%	100%	100%	100%	100%	100%	100%	92%	100%	40%	94%	48.80%	0%	76.83%	76.83%	
105017	BOG			Piloto A320	#N/A	01/06/2013	100%	100%	98%	100%	100%	100%	96%	100%	100%	100%	100%	40%	94%	48.80%	0%	77.48%	77.48%	
105026	BOG			Piloto A320	#N/A	01/06/2013	100%	92%	100%	100%	100%	100%	100%	97%	100%	100%	100%	100%	99%	48.80%	0%	81.24%	81.24%	
105044	BOG			Piloto A320	#N/A	07/06/2013	100%	100%	100%	100%	100%	100%	100%	97%	100%	100%	100%	60%	96%	48.80%	0%	79.04%	79.04%	

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Employee ID	City	National ID	Name	Position	NOV	Date of entry	Apr-19	May-19	Jun-19	Jul-19	Aug-19	Sep-19	Oct-19	Nov-19	Dec-19	Jan-20	Feb-20	Mar-20	Average from April-19 to March-20	Result NPS AVH	MIN 60% AGREEMENT / TARGET 64% AGREEMENT NPS 1,50 % (18%)	Fuel 4,50% (82%)	Final Achievement Factor	COMMENTS
105089	BOG			Piloto A320	#N/A	05/07/2013	100%	100%	100%	100%	98%	100%	100%	100%	100%	100%	100%	64%	97%	48.80%	0%	79.41%	79.41%	
105104	BOG			Piloto A320	#N/A	12/07/2013	40%	100%	100%	100%	100%	100%	100%	100%	80%	100%	100%	40%	88%	48.80%	0%	72.43%	72.43%	
105120	BOG			Piloto A320	#N/A	19/07/2013	80%	100%	100%	100%	100%	97%	83%	100%	100%	100%	100%	40%	92%	48.80%	0%	75.16%	75.16%	
105121	BOG			Piloto A320	#N/A	19/07/2013	100%	100%	100%	100%	100%	100%	100%	100%	100%	92%	100%	40%	94%	48.80%	0%	77.36%	77.36%	
105124	BOG			Piloto A320	#N/A	19/07/2013	80%	100%	100%	100%	100%	100%	100%	97%	100%	100%	100%	100%	98%	48.80%	0%	80.40%	80.40%	
100552	CLO			Piloto A320	#N/A	01/12/1990	100%	100%	100%	100%	80%	100%	100%	100%	80%	92%	100%	40%	91%	48.80%	0%	74.63%	74.63%	
100573	CLO			Piloto A320	#N/A	02/05/1991	92%	100%	100%	100%	100%	100%	100%	100%	92%	100%	100%	40%	94%	48.80%	0%	76.83%	76.83%	
100788	CLO			Piloto A320	#N/A	21/06/1995	92%	100%	100%	100%	40%	100%	60%	100%	40%	80%	60%	40%	76%	48.80%	0%	62.34%	62.34%	
100801	CLO			Piloto A320	#N/A	29/09/1995	80%	100%	80%	100%	80%	40%	100%	100%	100%	100%	80%	40%	83%	48.80%	0%	68.33%	68.33%	
100886	CLO			Piloto A320	#N/A	10/01/1997	100%	100%	100%	100%	100%	40%	80%	100%	40%	40%	40%	100%	78%	48.80%	0%	64.23%	64.23%	
101020	CLO			Piloto A320	#N/A	22/12/1998	100%	100%	100%	100%	100%	100%	96%	100%	100%	40%	40%	40%	85%	48.80%	0%	69.44%	69.44%	
101045	CLO			Piloto A320	#N/A	16/02/1999	100%	100%	100%	100%	43%	40%	40%	40%	40%	40%	40%	40%	60%	48.80%	0%	49.40%	49.40%	
101460	CLO			Piloto A320	#N/A	01/09/2005	100%	94%	99%	100%	100%	100%	100%	100%	100%	40%	40%	46%	85%	48.80%	0%	69.65%	69.65%	
101518	CLO			Piloto A320	#N/A	01/12/2005	100%	100%	100%	100%	97%	100%	100%	80%	100%	100%	100%	40%	93%	48.80%	0%	76.32%	76.32%	
101523	CLO			Piloto A320	#N/A	15/12/2005	100%	100%	100%	100%	100%	98%	100%	100%	80%	100%	100%	40%	93%	48.80%	0%	76.39%	76.39%	
101760	CLO			Piloto A320	#N/A	16/12/2006	40%	100%	100%	40%	100%	100%	100%	100%	92%	40%	100%	40%	79%	48.80%	0%	65.06%	65.06%	
101772	CLO			Piloto A320	#N/A	02/01/2007	100%	100%	100%	100%	100%	100%	80%	100%	92%	100%	100%	60%	94%	48.80%	0%	77.36%	77.36%	
101777	CLO			Piloto A320	#N/A	01/02/2007	100%	100%	100%	100%	100%	97%	100%	100%	100%	40%	90%	40%	89%	48.80%	0%	72.95%	72.95%	
101807	CLO			Piloto A320	#N/A	01/04/2007	92%	100%	100%	100%	100%	100%	100%	100%	73%	100%	100%	40%	92%	48.80%	0%	75.53%	75.53%	
101823	CLO			Piloto A320	#N/A	09/05/2007	100%	92%	100%	100%	100%	100%	100%	60%	92%	100%	100%	40%	90%	48.80%	0%	74.10%	74.10%	
101824	CLO			Piloto A320	#N/A	11/05/2007	100%	92%	100%	100%	100%	100%	96%	100%	100%	100%	100%	60%	96%	48.80%	0%	78.48%	78.48%	
101825	CLO			Piloto A320	#N/A	16/05/2007	100%	100%	100%	100%	100%	100%	100%	100%	95%	100%	40%	60%	91%	48.80%	0%	74.83%	74.83%	
101844	CLO			Piloto A320	#N/A	21/06/2007	59%	100%	96%	60%	100%	100%	96%	100%	60%	100%	100%	40%	84%	48.80%	0%	69.13%	69.13%	
101884	CLO			Piloto A320	#N/A	01/09/2007	100%	100%	80%	100%	40%	97%	40%	100%	100%	40%	60%	40%	75%	48.80%	0%	61.27%	61.27%	
101934	CLO			Piloto A320	#N/A	10/12/2007	100%	100%	100%	100%	80%	100%	100%	100%	95%	40%	100%	100%	93%	48.80%	0%	76.19%	76.19%	
102007	CLO			Piloto A320	#N/A	05/07/2008	100%	95%	100%	100%	100%	100%	96%	100%	100%	100%	100%	40%	94%	48.80%	0%	77.31%	77.31%	
102048	CLO			Piloto A320	#N/A	01/08/2008	100%	100%	100%	100%	99%	100%	100%	100%	97%	92%	100%	64%	96%	48.80%	0%	78.76%	78.76%	
102058	CLO			Piloto A320	#N/A	16/08/2008	100%	100%	100%	100%	97%	100%	80%	100%	100%	100%	80%	40%	91%	48.80%	0%	74.95%	74.95%	
102068	CLO			Piloto A320	#N/A	16/08/2008	100%	92%	100%	100%	100%	100%	100%	100%	100%	92%	100%	40%	94%	48.80%	0%	76.84%	76.84%	
102130	CLO			Piloto A320	#N/A	05/12/2008	92%	97%	100%	80%	100%	60%	40%	40%	40%	92%	100%	40%	73%	48.80%	0%	60.21%	60.21%	
102171	CLO			Piloto A320	#N/A	16/02/2009	100%	60%	100%	100%	100%	100%	100%	97%	80%	100%	100%	40%	90%	48.80%	0%	73.57%	73.57%	
102222	CLO			Piloto A320	#N/A	08/07/2009	40%	40%	100%	100%	99%	100%	40%	100%	80%	40%	80%	46%	72%	48.80%	0%	59.14%	59.14%	
102427	CLO			Piloto A320	#N/A	16/01/2010	100%	100%	100%	100%	97%	100%	100%	100%	100%	100%	100%	40%	95%	48.80%	0%	77.69%	77.69%	
102430	CLO			Piloto A320	#N/A	22/01/2010	40%	100%	100%	40%	97%	100%	80%	100%	40%	92%	100%	40%	77%	48.80%	0%	63.49%	63.49%	
102443	CLO			Piloto A320	#N/A	17/03/2010	97%	100%	96%	100%	100%	0%	0%	0%	0%	0%	0%	0%	41%	48.80%	0%	33.72%	33.72%	Egresado
102447	CLO			Piloto A320	#N/A	03/05/2010	100%	92%	100%	100%	100%	100%	100%	100%	85%	82%	40%	60%	88%	48.80%	0%	72.37%	72.37%	
102449	CLO			Piloto A320	#N/A	03/05/2010	100%	92%	60%	100%	100%	80%	100%	97%	80%	100%	100%	40%	87%	48.80%	0%	71.67%	71.67%	
102594	CLO			Piloto A320	#N/A	03/01/2011	100%	100%	60%	100%	100%	100%	96%	100%	100%	100%	80%	40%	90%	48.80%	0%	73.54%	73.54%	
102956	CLO			Piloto A320	#N/A	01/12/2011	100%	100%	100%	100%	100%	100%	100%	97%	100%	100%	100%	40%	95%	48.80%	0%	77.67%	77.67%	
103107	CLO			Piloto A320	#N/A	16/03/2012	100%	100%	100%	80%	80%	100%	100%	97%	40%	100%	80%	40%	85%	48.80%	0%	69.47%	69.47%	
103116	CLO			Piloto A320	#N/A	23/03/2012	40%	100%	100%	100%	100%	100%	100%	97%	100%	100%	100%	100%	95%	48.80%	0%	77.67%	77.67%	
103229	CLO			Piloto A320	#N/A	11/05/2012	100%	100%	100%	100%	100%	100%	100%	80%	100%	60%	100%	40%	90%	48.80%	0%	73.80%	73.80%	
104391	CLO			Piloto A320	#N/A	03/09/2012	100%	100%	100%	100%	100%	97%	100%	100%	100%	100%	90%	40%	94%	48.80%	0%	77.01%	77.01%	
104431	CLO			Piloto A320	#N/A	07/09/2012	60%	80%	100%	100%	97%	100%	100%	100%	40%	100%	90%	40%	84%	48.80%	0%	68.87%	68.87%	
104950	CLO			Piloto A320	#N/A	25/04/2013	40%	100%	60%	100%	80%	97%	100%	100%	100%	100%	80%	100%	88%	48.80%	0%	72.20%	72.20%	
105021	CLO			Piloto A320	#N/A	01/06/2013	100%	100%	100%	100%	100%	100%	100%	100%	100%	60%	100%	40%	92%	48.80%	0%	75.16%	75.16%	
105024	CLO			Piloto A320	#N/A	01/06/2013	40%	40%	98%	100%	100%	100%	100%	100%	92%	80%	100%	40%	82%	48.80%	0%	67.64%	67.64%	
101577	CTG			Piloto A320	#N/A	16/02/2006	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	90%	40%	94%	48.80%	0%	77.24%	77.24%	
104940	CTG			Piloto A320	#N/A	25/04/2013	100%	100%	100%	100%	100%	100%	100%	100%	95%	97%	100%	40%	94%	48.80%	0%	77.36%	77.36%	
104949	CTG			Piloto A320	#N/A	25/04/2013	100%	100%	100%	100%	100%	100%	100%	97%	100%	40%	80%	60%	90%	48.80%	0%	73.56%	73.56%	
105018	CTG			Piloto A320	#N/A	01/06/2013	100%	100%	98%	100%	100%	100%	100%	100%	80%	100%	100%	46%	94%	48.80%	0%	76.80%	76.80%	
105023	CTG			Piloto A320	#N/A	01/06/2013	100%	100%	96%	100%	100%	99%	100%	98%	100%	100%	100%	40%	94%	48.80%	0%	77.42%	77.42%	
174770	CTG			Piloto A320	#N/A	02/01/2018	100%	100%	100%	100%	100%	97%	100%	100%	100%	0%	0%	0%	75%	48.80%	0%	61.27%	61.27%	Egresado -23/01/2020
175640	CTG			Piloto A320	#N/A	07/05/2018	60%	40%	80%	100%	100%	100%	80%	97%	100%	0%	0%	0%	63%	48.80%	0%	51.70%	51.70%	Egresado -23/01/2020
175641	CTG			Piloto A320	#N/A	07/05/2018	100%	100%	100%	100%	100%	100%	100%	100%	100%	0%	0%	0%	75%	48.80%	0%	61.50%	61.50%	Egresado -23/01/2020
175642	CTG			Piloto A320	#N/A	07/05/2018	100%	100%	100%	100%	100%	100%	100%	97%	100%	0%	0%	0%	75%	48.80%	0%	61.27%	61.27%	Egresado -23/01/2020
175693	CTG			Piloto A320	#N/A	07/05/2018	100%	100%	96%	100%	100%	100%	100%	100%	100%	100%	100%	40%	95%	48.80%	0%	77.65%	77.65%	
175694	CTG			Piloto A320	#N/A	07/05/2018	100%	100%	100%	100%	100%	100%	96%	100%	100%	100%	100%	40%	95%	48.80%	0%	77.64%	77.64%	
175700	CTG			Piloto A320	#N/A	07/05/2018	100%	100%	100%	100%	100%	97%	100%	100%	100%	0%	0%	0%	75%	48.80%	0%	61.27%	61.27%	Egresado -23/01/2020
175735	CTG			Piloto A320	#N/A	07/05/2018	100%	100%	100%	100%	100%	100%	100%	100%	92%	60%	100%	40%	91%	48.80%	0%	74.63%	74.63%	
175786	CTG			Piloto A320	#N/A	07/05/2018	100%	100%	100%	100%	97%	100%	100%	100%	100%	0%	0%	0%	75%	48.80%	0%	61.29%	61.29%	Egresado -23/01/2020
176698	CTG			Piloto A320	#N/A	16/06/2018	100%	100%	100%	100%	100%	97%	100%	100%	100%	0%	0%	0%	75%	48.80%	0%	61.27%	61.27%	Egresado -23/01/2020
176702	CTG			Piloto A320	#N/A	16/06/2018	100%	80%	100%	100%	100%	97%	100%	100%	100%	100%	100%	40%	93%	48.80%	0%	76.30%	76.30%	
176705	CTG			Piloto A320	#N/A	16/06/2018	100%	100%	100%	100%	100%	100%	96%	100%	100%	0%	0%	0%	75%	48.80%	0%	61.24%	61.24%	Egresado -23/01/2020
177881	CTG			Piloto A320	#N/A	17/09/2018	100%	100%	100%	100%	100%	100%	96%	100%	100%	0%	0%	0%	75%	48.80%	0%	61.24%	61.24%	Egresado -23/01/2020
177915	CTG			Piloto A320	#N/A	17/09/2018	80%	100%	100%	60%	100%	100%	100%	100%	92%	0%	0%	0%	69%	48.80%	0%	56.86%	56.86%	Egresado -23/01/2020
178074	CTG			Piloto A320	#N/A	19/10/2018	100%	100%	100%	100%	100%	80%	100%	80%	100%	92%	0%	0%	79%	48.80%	0%	65.06%	65.06%	Egresado / 31/01/2020
100331	MDE			Piloto A320	Jubilado	01/12/1986	92%	60%	100%	100%	100%	100%	100%	100%	100%	92%	0%	0%	79%	48.80%	0%	64.53%	64.53%	Egresado / 21/02/2020
100357	MDE			Piloto A320	#N/A	01/12/1987	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	40%	95%	48.80%	0%	77.90%	77.90%	
100459	MDE			Piloto A320	#N/A	01/09/1989	100%	92%	100%	100%	100%	100%	100%	100%	100%	92%	40%	60%	90%	48.80%	0%	74.10%	74.10%	
100462	MDE			Piloto A320	#N/A	01/09/1989	100%	100%	100%	100%	100%	97%	100%	100%	100%	40%	80%	40%	88%	48.80%	0%	72.20%	72.20%	
100496	MDE			Piloto A320	#N/A	17/02/1990	100%	100%	100%	100%	100%	100%	100%	100%	92%	40%	100%	60%	91%	48.80%	0%	74.63%	74.63%	
100516	MDE			Piloto A320	#N/A	01/07/1990	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	40%	95%	48.80%	0%	77.90%	77.90%	
100574	MDE			Piloto A320	#N/A	10/05/1991	95%	100%	100%	100%	100%	100%	100%	100%	92%	100%	100%	60%	96%	48.80%	0%	78.40%	78.40%	

Variable Compensation 2019-2020

Employee ID	City	National ID	Name	Position	NOV	Date of entry	Apr-19	May-19	Jun-19	Jul-19	Aug-19	Sep-19	Oct-19	Nov-19	Dec-19	Jan-20	Feb-20	Mar-20	Average from April-19 to March-20	Result NPS AVH	MIN 60% AGREEMENT / TARGET 64% AGREEMENT NPS 1,50 % (18%)	Fuel 4,50% (82%)	Final Achievement Factor	COMMENTS
100806	MDE			Piloto A320	Activo/Reubicado Definitivo	01/11/1995	100%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	17%	48.80%	0%	13.67%	13.67%	Egresado
101032	MDE			Piloto A320	#N/A	06/01/1999	100%	100%	100%	100%	40%	40%	42%	40%	40%	40%	40%	40%	60%	48.80%	0%	49.35%	49.35%	
101489	MDE			Piloto A320	#N/A	12/11/2005	100%	100%	100%	100%	97%	100%	60%	100%	100%	100%	100%	60%	93%	48.80%	0%	76.32%	76.32%	
101494	MDE			Piloto A320	#N/A	19/11/2005	100%	100%	100%	100%	100%	100%	96%	100%	40%	92%	100%	40%	89%	48.80%	0%	73.01%	73.01%	
101504	MDE			Piloto A320	#N/A	01/12/2005	100%	100%	100%	100%	97%	100%	100%	100%	100%	100%	100%	100%	100%	48.80%	0%	81.79%	81.79%	
101510	MDE			Piloto A320	#N/A	01/12/2005	100%	100%	100%	80%	100%	100%	100%	100%	100%	100%	100%	60%	95%	48.80%	0%	77.90%	77.90%	
101520	MDE			Piloto A320	#N/A	13/12/2005	97%	40%	100%	100%	100%	0%	0%	0%	0%	0%	0%	0%	36%	48.80%	0%	29.87%	29.87%	Egresado
101521	MDE			Piloto A320	#N/A	13/12/2005	100%	100%	100%	100%	100%	100%	96%	80%	100%	100%	100%	46%	93%	48.80%	0%	76.66%	76.66%	
101526	MDE			Piloto A320	#N/A	24/12/2005	100%	100%	100%	100%	100%	100%	100%	100%	95%	100%	100%	40%	95%	48.80%	0%	77.56%	77.56%	
101534	MDE			Piloto A320	#N/A	02/01/2006	100%	100%	100%	100%	100%	97%	100%	100%	100%	100%	60%	40%	91%	48.80%	0%	74.94%	74.94%	
101565	MDE			Piloto A320	#N/A	06/02/2006	100%	100%	100%	100%	100%	100%	100%	97%	100%	100%	100%	40%	95%	48.80%	0%	77.66%	77.66%	
101574	MDE			Piloto A320	#N/A	16/02/2006	100%	100%	100%	100%	100%	100%	100%	100%	95%	100%	100%	40%	95%	48.80%	0%	77.56%	77.56%	
101584	MDE			Piloto A320	#N/A	23/02/2006	100%	100%	100%	100%	100%	100%	100%	100%	100%	92%	100%	40%	94%	48.80%	0%	77.36%	77.36%	
101598	MDE			Piloto A320	#N/A	16/03/2006	61%	60%	100%	100%	100%	100%	100%	97%	100%	100%	100%	46%	89%	48.80%	0%	72.70%	72.70%	
101600	MDE			Piloto A320	#N/A	08/04/2006	92%	100%	100%	100%	100%	100%	100%	100%	92%	100%	100%	40%	94%	48.80%	0%	76.83%	76.83%	
101614	MDE			Piloto A320	#N/A	08/05/2006	100%	92%	100%	100%	100%	100%	100%	80%	92%	100%	100%	40%	92%	48.80%	0%	75.47%	75.47%	
101622	MDE			Piloto A320	#N/A	01/06/2006	100%	95%	60%	100%	100%	100%	100%	100%	92%	100%	100%	60%	92%	48.80%	0%	75.66%	75.66%	
101639	MDE			Piloto A320	#N/A	01/07/2006	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	80%	40%	93%	48.80%	0%	76.53%	76.53%	
101641	MDE			Piloto A320	#N/A	01/07/2006	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	40%	95%	48.80%	0%	77.90%	77.90%	
101643	MDE			Piloto A320	#N/A	01/07/2006	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	46%	96%	48.80%	0%	78.33%	78.33%	
101716	MDE			Piloto A320	#N/A	18/10/2006	100%	92%	100%	100%	100%	100%	100%	100%	100%	100%	100%	40%	94%	48.80%	0%	77.37%	77.37%	
101719	MDE			Piloto A320	#N/A	18/10/2006	100%	100%	96%	100%	100%	100%	100%	0%	0%	0%	0%	0%	58%	48.80%	0%	47.58%	47.58%	Egresado
101720	MDE			Piloto A320	#N/A	18/10/2006	100%	100%	100%	100%	100%	0%	0%	0%	0%	0%	0%	0%	42%	48.80%	0%	34.17%	34.17%	Egresado
101727	MDE			Piloto A320	#N/A	01/11/2006	100%	100%	100%	100%	100%	97%	100%	100%	100%	100%	100%	60%	96%	48.80%	0%	79.04%	79.04%	
101739	MDE			Piloto A320	#N/A	16/11/2006	60%	92%	60%	100%	100%	100%	100%	100%	100%	100%	60%	40%	84%	48.80%	0%	69.17%	69.17%	
101763	MDE			Piloto A320	#N/A	22/12/2006	100%	100%	100%	100%	100%	100%	96%	100%	100%	0%	0%	0%	75%	48.80%	0%	61.24%	61.24%	Egresado el 31/12/2019
101764	MDE			Piloto A320	#N/A	22/12/2006	100%	100%	100%	100%	100%	100%	96%	100%	100%	100%	100%	40%	95%	48.80%	0%	77.64%	77.64%	
101768	MDE			Piloto A320	#N/A	02/01/2007	100%	100%	100%	100%	97%	100%	100%	100%	100%	100%	100%	40%	95%	48.80%	0%	77.69%	77.69%	
101821	MDE			Piloto A320	#N/A	02/05/2007	95%	100%	100%	100%	100%	100%	100%	100%	95%	100%	100%	40%	94%	48.80%	0%	77.23%	77.23%	
101848	MDE			Piloto A320	#N/A	03/07/2007	88%	100%	80%	100%	100%	100%	100%	100%	82%	98%	100%	40%	91%	48.80%	0%	74.34%	74.34%	
101862	MDE			Piloto A320	#N/A	06/07/2007	40%	80%	100%	100%	100%	100%	100%	40%	40%	100%	40%	40%	73%	48.80%	0%	60.13%	60.13%	
101883	MDE			Piloto A320	#N/A	01/09/2007	100%	100%	100%	100%	100%	0%	0%	0%	0%	0%	0%	0%	42%	48.80%	0%	34.17%	34.17%	Egresado
101897	MDE			Piloto A320	#N/A	19/09/2007	100%	100%	100%	100%	100%	97%	100%	100%	100%	100%	100%	40%	95%	48.80%	0%	77.67%	77.67%	
101921	MDE			Piloto A320	#N/A	16/11/2007	60%	95%	100%	100%	100%	100%	100%	100%	100%	92%	40%	60%	87%	48.80%	0%	71.56%	71.56%	
101843	PEI			Piloto A320	#N/A	21/06/2007	100%	100%	96%	100%	100%	100%	100%	100%	92%	100%	100%	100%	99%	48.80%	0%	81.21%	81.21%	
101849	PEI			Piloto A320	#N/A	03/07/2007	80%	80%	80%	100%	97%	60%	0%	0%	0%	0%	0%	0%	41%	48.80%	0%	33.95%	33.95%	Egresado
102086	PEI			Piloto A320	#N/A	16/09/2008	100%	100%	80%	100%	97%	100%	100%	100%	40%	92%	100%	40%	87%	48.80%	0%	71.69%	71.69%	
102431	PEI			Piloto A320	#N/A	01/02/2010	100%	100%	100%	100%	0%	0%	0%	0%	0%	0%	0%	0%	33%	48.80%	0%	27.33%	27.33%	Egresado
102506	PEI			Piloto A320	#N/A	05/08/2010	100%	100%	100%	100%	98%	99%	100%	100%	40%	100%	100%	40%	90%	48.80%	0%	73.58%	73.58%	
101842	SMR			Piloto A320	#N/A	21/06/2007	100%	100%	100%	100%	100%	100%	100%	97%	100%	100%	100%	40%	95%	48.80%	0%	77.71%	77.71%	
102933	SMR			Piloto A320	#N/A	01/12/2011	100%	100%	100%	100%	100%	100%	80%	97%	100%	100%	100%	46%	94%	48.80%	0%	76.73%	76.73%	
103261	SMR			Piloto A320	#N/A	25/05/2012	100%	92%	100%	100%	100%	100%	100%	97%	100%	100%	100%	60%	96%	48.80%	0%	78.51%	78.51%	
103288	SMR			Piloto A320	#N/A	01/06/2012	100%	100%	96%	100%	100%	100%	100%	100%	100%	100%	100%	60%	96%	48.80%	0%	79.01%	79.01%	
103302	SMR			Piloto A320	#N/A	16/06/2012	100%	100%	98%	100%	100%	100%	96%	100%	100%	40%	100%	40%	90%	48.80%	0%	73.41%	73.41%	
104437	SMR			Piloto A320	#N/A	07/09/2012	100%	100%	100%	80%	100%	97%	80%	100%	100%	100%	100%	45%	92%	48.80%	0%	75.28%	75.28%	
100906	BOG			Copiloto Fokker 100	#N/A	17/02/1997	40%	40%	40%	40%	40%	40%	40%	40%	40%	40%	40%	40%	40%	48.80%	0%	32.80%	32.80%	La flota del Fokker 100 se le garantiza el 40% como se viene aplicando en años anteriores.
102985	BAQ			Copiloto B787	#N/A	16/12/2011	75%	100%	100%	100%	100%	97%	100%	100%	100%	100%	100%	46%	93%	48.80%	0%	76.39%	76.39%	
100456	BOG			Copiloto B787	#N/A	09/08/1989	75%	75%	75%	75%	75%	75%	75%	75%	41%	75%	75%	40%	69%	48.80%	0%	56.80%	56.80%	
102339	BOG			Copiloto B787	#N/A	06/08/2009	75%	75%	75%	75%	75%	75%	75%	75%	41%	75%	75%	75%	72%	48.80%	0%	59.19%	59.19%	
102545	BOG			Copiloto B787	#N/A	16/10/2010	71%	75%	75%	75%	75%	75%	75%	60%	75%	75%	75%	75%	73%	48.80%	0%	60.16%	60.16%	
102925	BOG			Copiloto B787	#N/A	01/12/2011	75%	92%	100%	100%	100%	100%	100%	100%	100%	100%	80%	46%	91%	48.80%	0%	74.72%	74.72%	
102963	BOG			Copiloto B787	#N/A	01/12/2011	75%	75%	75%	75%	75%	75%	75%	75%	50%	48%	68%	75%	70%	48.80%	0%	57.48%	57.48%	
103011	BOG			Copiloto B787	#N/A	16/01/2012	75%	75%	75%	75%	75%	75%	75%	42%	75%	75%	75%	75%	72%	48.80%	0%	59.24%	59.24%	
103014	BOG			Copiloto B787	#N/A	16/01/2012	75%	100%	100%	100%	100%	100%	96%	100%	100%	100%	100%	100%	98%	48.80%	0%	80.03%	80.03%	
103017	BOG			Copiloto B787	#N/A	16/01/2012	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	0%	69%	48.80%	0%	56.38%	56.38%	Egresado / 29/02/2020
103025	BOG			Copiloto B787	#N/A	16/01/2012	75%	75%	60%	100%	100%	100%	100%	80%	92%	100%	80%	40%	84%	48.80%	0%	68.48%	68.48%	
103030	BOG			Copiloto B787	#N/A	16/01/2012	75%	75%	75%	100%	100%	97%	40%	60%	60%	40%	40%	60%	68%	48.80%	0%	56.14%	56.14%	
103105	BOG			Copiloto B787	#N/A	16/03/2012	75%	75%	75%	100%	100%	100%	100%	97%	100%	100%	100%	40%	88%	48.80%	0%	72.54%	72.54%	
103115	BOG			Copiloto B787	#N/A	23/03/2012	75%	75%	75%	75%	100%	100%	100%	100%	100%	92%	100%	40%	86%	48.80%	0%	70.53%	70.53%	
103122	BOG			Copiloto B787	#N/A	23/03/2012	75%	75%	75%	100%	100%	97%	100%	100%	100%	100%	100%	46%	89%	48.80%	0%	72.97%	72.97%	
103132	BOG			Copiloto B787	#N/A	02/04/2012	75%	100%	100%	100%	98%	71%	100%	100%	100%	100%	100%	46%	91%	48.80%	0%	74.49%	74.49%	
103600	BOG			Copiloto B787	#N/A	03/07/2012	75%	75%	100%	100%	100%	100%	96%	100%	100%	100%	100%	40%	91%	48.80%	0%	74.23%	74.23%	
104429	BOG			Copiloto B787	#N/A	07/09/2012	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	48.80%	0%	61.50%	61.50%	
104434	BOG			Copiloto B787	#N/A	07/09/2012	75%	75%	75%	75%	75%	75%	75%	75%	75%	42%	75%	75%	72%	48.80%	0%	59.23%	59.23%	
104435	BOG			Copiloto B787	#N/A	07/09/2012	75%	75%	75%	75%	75%	75%	75%	42%	75%	75%	75%	75%	72%	48.80%	0%	59.24%	59.24%	
104614	BOG			Copiloto B787	#N/A	05/10/2012	46%	72%	75%	75%	75%	75%	75%	43%	74%	75%	75%	75%	70%	48.80%	0%	57.07%	57.07%	
104618	BOG			Copiloto B787	#N/A	05/10/2012	75%	75%	75%	75%	75%	75%	75%	42%	75%	75%	75%	75%	72%	48.80%	0%	59.24%	59.24%	
104620	BOG			Copiloto B787	#N/A	05/10/2012	75%	75%	75%	75%	43%	75%	75%	75%	41%	75%	75%	75%	70%	48.80%	0%	57.00%	57.00%	
104658	BOG			Copiloto B787	#N/A	26/10/2012	75%	75%	75%	75%	75%	75%	75%	75%	41%	75%	75%	75%	72%	48.80%	0%	59.19%	59.19%	
104945	BOG			Copiloto B787	#N/A	25/04/2013	75%	75%	75%	75%	75%	75%	75%	75%	41%	75%	75%	75%	72%	48.80%	0%	59.19%	59.19%	
104947	BOG			Copiloto B787	#N/A	25/04/2013	75%	75%	75%	75%	75%	75%	75%	75%	41%	75%	75%	75%	72%	48.80%	0%	59.19%	59.19%	
104952	BOG			Copiloto B787	#N/A	25/04/2013	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	48.80%	0%	61.50%	61.50%	

Variable Compensation 2019-2020

Employee ID	City	National ID	Name	Position	NOV	Date of entry	Apr-19	May-19	Jun-19	Jul-19	Aug-19	Sep-19	Oct-19	Nov-19	Dec-19	Jan-20	Feb-20	Mar-20	Average from April-19 to March-20	Result NPS AVH	MIN 60% AGREEMENT / TARGET 64% AGREEMENT NPS 1,50 % (18%)	Fuel 4,50% (82%)	Final Achievement Factor	COMMENTS
104973	BOG			Copiloto B787	#N/A	10/05/2013	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	48.80%	0%	61.50%	61.50%	
104974	BOG			Copiloto B787	#N/A	10/05/2013	75%	75%	49%	75%	75%	75%	75%	75%	75%	75%	75%	75%	73%	48.80%	0%	59.74%	59.74%	
105015	BOG			Copiloto B787	#N/A	01/06/2013	75%	75%	75%	75%	75%	75%	75%	75%	41%	75%	75%	75%	72%	48.80%	0%	59.19%	59.19%	
105059	BOG			Copiloto B787	#N/A	21/06/2013	75%	100%	100%	100%	100%	100%	96%	100%	100%	100%	80%	60%	93%	48.80%	0%	75.93%	75.93%	
105060	BOG			Copiloto B787	#N/A	21/06/2013	75%	75%	75%	75%	75%	75%	75%	45%	72%	75%	75%	75%	72%	48.80%	0%	59.24%	59.24%	
105061	BOG			Copiloto B787	#N/A	21/06/2013	75%	100%	100%	100%	100%	100%	100%	100%	60%	92%	100%	40%	89%	48.80%	0%	72.92%	72.92%	
105090	BOG			Copiloto B787	#N/A	05/07/2013	75%	75%	75%	100%	100%	100%	100%	97%	100%	100%	100%	60%	90%	48.80%	0%	73.91%	73.91%	
105091	BOG			Copiloto B787	#N/A	05/07/2013	75%	75%	75%	100%	100%	100%	100%	100%	100%	100%	90%	40%	88%	48.80%	0%	72.12%	72.12%	
105092	BOG			Copiloto B787	#N/A	05/07/2013	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	48.80%	0%	61.50%	61.50%	
105093	BOG			Copiloto B787	#N/A	05/07/2013	75%	75%	75%	100%	100%	100%	100%	97%	100%	100%	100%	40%	88%	48.80%	0%	72.54%	72.54%	
105094	BOG			Copiloto B787	#N/A	05/07/2013	75%	75%	75%	75%	75%	0%	0%	0%	0%	0%	0%	0%	31%	48.80%	0%	25.63%	25.63%	Egresado
105098	BOG			Copiloto B787	#N/A	12/07/2013	75%	75%	75%	75%	100%	100%	96%	100%	60%	100%	80%	40%	81%	48.80%	0%	66.71%	66.71%	
105122	BOG			Copiloto B787	#N/A	19/07/2013	75%	75%	75%	75%	75%	75%	75%	45%	72%	75%	75%	75%	72%	48.80%	0%	59.24%	59.24%	
105126	BOG			Copiloto B787	#N/A	19/07/2013	75%	75%	45%	75%	100%	100%	100%	100%	100%	92%	80%	60%	84%	48.80%	0%	68.50%	68.50%	
105129	BOG			Copiloto B787	#N/A	19/07/2013	75%	75%	75%	100%	100%	97%	100%	100%	100%	100%	100%	40%	88%	48.80%	0%	72.54%	72.54%	
105130	BOG			Copiloto B787	#N/A	19/07/2013	75%	75%	75%	75%	75%	75%	75%	42%	75%	75%	75%	75%	72%	48.80%	0%	59.24%	59.24%	
105132	BOG			Copiloto B787	#N/A	19/07/2013	75%	75%	45%	75%	75%	75%	75%	42%	75%	75%	75%	75%	70%	48.80%	0%	57.21%	57.21%	
105219	BOG			Copiloto B787	#N/A	09/08/2013	75%	75%	75%	75%	75%	75%	75%	42%	75%	75%	75%	75%	72%	48.80%	0%	59.24%	59.24%	
105220	BOG			Copiloto B787	#N/A	09/08/2013	43%	75%	75%	75%	75%	75%	75%	42%	75%	75%	75%	75%	70%	48.80%	0%	57.06%	57.06%	
105223	BOG			Copiloto B787	#N/A	16/08/2013	75%	45%	75%	75%	75%	75%	75%	42%	75%	75%	75%	75%	70%	48.80%	0%	57.20%	57.20%	
105232	BOG			Copiloto B787	#N/A	16/08/2013	75%	75%	75%	75%	75%	75%	75%	42%	75%	75%	75%	75%	72%	48.80%	0%	59.24%	59.24%	
105233	BOG			Copiloto B787	#N/A	16/08/2013	75%	75%	75%	75%	75%	75%	75%	42%	75%	75%	75%	75%	72%	48.80%	0%	59.24%	59.24%	
105242	BOG			Copiloto B787	#N/A	16/08/2013	72%	75%	75%	75%	75%	75%	75%	42%	75%	75%	75%	75%	72%	48.80%	0%	59.02%	59.02%	
105243	BOG			Copiloto B787	#N/A	16/08/2013	75%	75%	45%	75%	75%	75%	75%	42%	75%	75%	75%	75%	70%	48.80%	0%	57.21%	57.21%	
105251	BOG			Copiloto B787	#N/A	16/08/2013	75%	75%	75%	75%	75%	75%	75%	42%	75%	75%	75%	75%	72%	48.80%	0%	59.24%	59.24%	
105253	BOG			Copiloto B787	#N/A	16/08/2013	75%	45%	75%	75%	75%	75%	75%	42%	75%	75%	75%	75%	70%	48.80%	0%	57.20%	57.20%	
105254	BOG			Copiloto B787	#N/A	16/08/2013	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	48.80%	0%	61.50%	61.50%	
105268	BOG			Copiloto B787	#N/A	02/09/2013	60%	59%	75%	75%	75%	75%	75%	42%	75%	75%	75%	75%	70%	48.80%	0%	57.13%	57.13%	
105332	BOG			Copiloto B787	#N/A	04/10/2013	43%	75%	75%	75%	75%	75%	75%	75%	55%	62%	75%	75%	70%	48.80%	0%	57.02%	57.02%	
105333	BOG			Copiloto B787	#N/A	04/10/2013	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	40%	72%	48.80%	0%	59.11%	59.11%	
105337	BOG			Copiloto B787	#N/A	04/10/2013	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	44%	74%	72%	48.80%	0%	59.30%	59.30%	
105339	BOG			Copiloto B787	#N/A	04/10/2013	75%	75%	75%	75%	75%	75%	75%	42%	75%	75%	75%	75%	72%	48.80%	0%	59.24%	59.24%	
105350	BOG			Copiloto B787	#N/A	11/10/2013	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	40%	72%	48.80%	0%	59.11%	59.11%	
105351	BOG			Copiloto B787	#N/A	11/10/2013	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	40%	72%	48.80%	0%	59.11%	59.11%	
105352	BOG			Copiloto B787	#N/A	11/10/2013	75%	75%	75%	75%	75%	75%	75%	42%	75%	75%	75%	75%	72%	48.80%	0%	59.24%	59.24%	
105353	BOG			Copiloto B787	#N/A	11/10/2013	75%	75%	75%	75%	75%	75%	75%	75%	75%	42%	75%	75%	72%	48.80%	0%	59.23%	59.23%	
105354	BOG			Copiloto B787	#N/A	11/10/2013	75%	75%	75%	75%	75%	75%	75%	75%	75%	42%	75%	75%	72%	48.80%	0%	59.23%	59.23%	
105376	BOG			Copiloto B787	#N/A	25/10/2013	75%	75%	75%	75%	75%	75%	75%	50%	75%	75%	75%	75%	73%	48.80%	0%	59.77%	59.77%	
105378	BOG			Copiloto B787	#N/A	25/10/2013	75%	75%	75%	75%	75%	75%	75%	75%	41%	75%	75%	75%	72%	48.80%	0%	59.19%	59.19%	
105382	BOG			Copiloto B787	#N/A	25/10/2013	75%	75%	75%	75%	75%	75%	75%	75%	75%	42%	75%	75%	72%	48.80%	0%	59.23%	59.23%	
105383	BOG			Copiloto B787	#N/A	25/10/2013	75%	75%	75%	75%	75%	75%	75%	75%	41%	75%	75%	75%	72%	48.80%	0%	59.19%	59.19%	
105388	BOG			Copiloto B787	#N/A	01/11/2013	75%	75%	75%	75%	75%	75%	75%	42%	75%	75%	44%	74%	70%	48.80%	0%	57.05%	57.05%	
105390	BOG			Copiloto B787	#N/A	01/11/2013	75%	75%	75%	75%	75%	75%	75%	42%	75%	75%	44%	74%	70%	48.80%	0%	57.05%	57.05%	
105391	BOG			Copiloto B787	#N/A	01/11/2013	75%	75%	75%	75%	75%	75%	75%	42%	75%	75%	75%	75%	72%	48.80%	0%	59.24%	59.24%	
105400	BOG			Copiloto B787	#N/A	01/11/2013	43%	75%	75%	75%	75%	75%	75%	42%	75%	75%	75%	75%	70%	48.80%	0%	57.06%	57.06%	
105401	BOG			Copiloto B787	#N/A	01/11/2013	75%	75%	75%	75%	75%	75%	75%	42%	75%	75%	75%	75%	72%	48.80%	0%	59.24%	59.24%	
105402	BOG			Copiloto B787	#N/A	01/11/2013	75%	75%	75%	75%	75%	75%	75%	42%	75%	75%	75%	75%	72%	48.80%	0%	59.24%	59.24%	
105409	BOG			Copiloto B787	#N/A	16/11/2013	75%	75%	75%	75%	75%	75%	75%	75%	75%	42%	75%	75%	72%	48.80%	0%	59.23%	59.23%	
105411	BOG			Copiloto B787	#N/A	16/11/2013	75%	75%	75%	75%	75%	75%	75%	42%	75%	75%	75%	75%	72%	48.80%	0%	59.24%	59.24%	
105412	BOG			Copiloto B787	#N/A	16/11/2013	75%	75%	75%	75%	75%	75%	75%	75%	75%	42%	75%	75%	72%	48.80%	0%	59.23%	59.23%	
105422	BOG			Copiloto B787	#N/A	02/12/2013	75%	75%	45%	75%	75%	75%	75%	75%	41%	75%	75%	75%	70%	48.80%	0%	57.16%	57.16%	
105424	BOG			Copiloto B787	#N/A	02/12/2013	75%	75%	45%	75%	75%	75%	75%	75%	75%	75%	75%	40%	70%	48.80%	0%	57.08%	57.08%	
105425	BOG			Copiloto B787	#N/A	02/12/2013	75%	75%	75%	75%	75%	75%	75%	75%	41%	75%	75%	75%	72%	48.80%	0%	59.19%	59.19%	
105428	BOG			Copiloto B787	#N/A	02/12/2013	49%	69%	75%	75%	75%	75%	75%	75%	41%	75%	75%	75%	70%	48.80%	0%	57.03%	57.03%	
105438	BOG			Copiloto B787	#N/A	02/12/2013	75%	75%	75%	75%	75%	75%	75%	75%	41%	75%	75%	75%	72%	48.80%	0%	59.19%	59.19%	
105455	BOG			Copiloto B787	#N/A	02/12/2013	75%	75%	75%	75%	75%	75%	75%	75%	41%	75%	75%	75%	72%	48.80%	0%	59.19%	59.19%	
105456	BOG			Copiloto B787	#N/A	02/12/2013	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	40%	72%	48.80%	0%	59.11%	59.11%	
155379	BOG			Copiloto B787	#N/A	11/08/2014	75%	75%	75%	75%	75%	75%	75%	42%	75%	75%	75%	75%	72%	48.80%	0%	59.24%	59.24%	
155383	BOG			Copiloto B787	#N/A	25/07/2014	43%	75%	75%	75%	75%	75%	75%	75%	41%	75%	75%	75%	70%	48.80%	0%	57.00%	57.00%	
155428	BOG			Copiloto B787	#N/A	28/07/2014	75%	75%	75%	75%	75%	75%	75%	72%	75%	75%	75%	75%	75%	48.80%	0%	61.27%	61.27%	
155520	BOG			Copiloto B787	#N/A	11/08/2014	75%	45%	75%	75%	75%	75%	75%	72%	75%	75%	75%	75%	72%	48.80%	0%	59.23%	59.23%	
155546	BOG			Copiloto B787	#N/A	11/08/2014	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	48.80%	0%	61.50%	61.50%	
155550	BOG			Copiloto B787	#N/A	25/07/2014	43%	75%	75%	75%	75%	75%	75%	42%	75%	75%	75%	75%	70%	48.80%	0%	57.06%	57.06%	
155552	BOG			Copiloto B787	#N/A	25/07/2014	43%	75%	75%	75%	75%	75%	75%	42%	75%	75%	75%	75%	70%	48.80%	0%	57.06%	57.06%	
155554	BOG			Copiloto B787	#N/A	25/07/2014	43%	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	72%	48.80%	0%	59.31%	59.31%	
155592	BOG			Copiloto B787	#N/A	11/08/2014	75%	45%	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	73%	48.80%	0%	59.46%	59.46%	
155606	BOG			Copiloto B787	#N/A	11/08/2014	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	48.80%	0%	61.50%	61.50%	
156006	BOG			Copiloto B787	#N/A	21/07/2014	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	48.80%	0%	61.50%	61.50%	
156014	BOG			Copiloto B787	#N/A	06/06/2014	75%	75%	45%	75%	75%	75%	75%	42%	75%	75%	75%	75%	70%	48.80%	0%	57.21%	57.21%	
156015	BOG			Copiloto B787	#N/A	21/07/2014	75%	75%	75%	75%	75%	75%	75%	42%	75%	75%	75%	75%	72%	48.80%	0%	59.24%	59.24%	
156021	BOG			Copiloto B787	#N/A	16/04/2014	75%	75%	45%	75%	75%	75%	75%	75%	75%	75%	75%	75%	73%	48.80%	0%	59.47%	59.47%	
156077	BOG			Copiloto B787	#N/A	03/05/2014	75%	75%	45%	75%	75%	75%	75%	75%	75%	75%	75%	75%	73%	48.80%	0%	59.47%	59.47%	
156093	BOG			Copiloto B787	#N/A	19/09/2014	75%	75%	75%	75%	43%	75%	75%	42%	75%	75%	75%	75%	70%	48.80%	0%	57.05%	57.05%	
156451	BOG			Copiloto B787	#N/A	05/09/2014	75%	75%	75%	75%	75%	75%	75%	75%	75%	42%	75%	75%	72%	48.80%	0%	59.23%	59.23%	
156452	BOG			Copiloto B787	#N/A	19/08/2014	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	48.80%	0%	61.50%	61.50%	

Variable Compensation 2019-2020

Employee ID	City	National ID	Name	Position	NOV	Date of entry	Apr-19	May-19	Jun-19	Jul-19	Aug-19	Sep-19	Oct-19	Nov-19	Dec-19	Jan-20	Feb-20	Mar-20	Average from April-19 to March-20	Result NPS AVH	MIN 60% AGREEMENT / TARGET 64% AGREEMENT NPS 1,50 % (18%)	Fuel 4,50% (82%)	Final Achievement Factor	COMMENTS
156488	BOG			Copiloto B787	#N/A	06/06/2014	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	48.80%	0%	61.50%	61.50%	
156507	BOG			Copiloto B787	#N/A	19/09/2014	75%	75%	75%	75%	75%	75%	75%	75%	75%	42%	75%	75%	72%	48.80%	0%	59.23%	59.23%	
156512	BOG			Copiloto B787	#N/A	19/08/2014	75%	45%	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	73%	48.80%	0%	59.46%	59.46%	
156518	BOG			Copiloto B787	#N/A	18/07/2014	43%	75%	75%	75%	75%	75%	75%	42%	75%	75%	75%	75%	70%	48.80%	0%	57.06%	57.06%	
156520	BOG			Copiloto B787	#N/A	11/07/2014	75%	75%	45%	75%	75%	75%	75%	42%	75%	75%	75%	75%	70%	48.80%	0%	57.21%	57.21%	
156609	BOG			Copiloto B787	#N/A	19/08/2014	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	48.80%	0%	61.50%	61.50%	
156611	BOG			Copiloto B787	#N/A	19/09/2014	43%	75%	75%	75%	75%	75%	75%	75%	41%	75%	75%	75%	70%	48.80%	0%	57.00%	57.00%	
156702	BOG			Copiloto B787	#N/A	19/08/2014	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	48.80%	0%	61.50%	61.50%	
156730	BOG			Copiloto B787	#N/A	21/07/2014	75%	75%	75%	75%	75%	75%	75%	75%	41%	75%	75%	75%	72%	48.80%	0%	59.19%	59.19%	
157120	BOG			Copiloto B787	#N/A	18/10/2014	75%	75%	75%	75%	43%	75%	75%	42%	75%	75%	75%	75%	70%	48.80%	0%	57.05%	57.05%	
157125	BOG			Copiloto B787	#N/A	27/10/2014	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	40%	72%	48.80%	0%	59.11%	59.11%	
157127	BOG			Copiloto B787	#N/A	10/10/2014	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	40%	72%	48.80%	0%	59.11%	59.11%	
157188	BOG			Copiloto B787	#N/A	10/10/2014	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	44%	74%	72%	48.80%	0%	59.30%	59.30%	
157216	BOG			Copiloto B787	#N/A	17/10/2014	75%	75%	75%	75%	43%	75%	75%	75%	75%	75%	75%	75%	72%	48.80%	0%	59.31%	59.31%	
157241	BOG			Copiloto B787	#N/A	27/10/2014	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	44%	74%	72%	48.80%	0%	59.30%	59.30%	
157468	BOG			Copiloto B787	#N/A	18/10/2014	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	40%	72%	48.80%	0%	59.11%	59.11%	
157792	BOG			Copiloto B787	#N/A	23/11/2014	75%	75%	75%	75%	75%	75%	75%	49%	67%	75%	75%	75%	72%	48.80%	0%	59.15%	59.15%	
157833	BOG			Copiloto B787	#N/A	14/11/2014	75%	75%	75%	75%	75%	75%	75%	42%	75%	75%	75%	75%	72%	48.80%	0%	59.24%	59.24%	
157836	BOG			Copiloto B787	#N/A	16/11/2014	75%	75%	75%	75%	75%	75%	75%	42%	75%	75%	44%	74%	70%	48.80%	0%	57.05%	57.05%	
157875	BOG			Copiloto B787	#N/A	16/12/2014	75%	75%	75%	75%	75%	75%	75%	75%	41%	75%	75%	75%	72%	48.80%	0%	59.19%	59.19%	
157878	BOG			Copiloto B787	#N/A	14/11/2014	75%	75%	75%	75%	75%	75%	75%	42%	75%	75%	75%	75%	72%	48.80%	0%	59.24%	59.24%	
157884	BOG			Copiloto B787	#N/A	21/11/2014	75%	75%	75%	0%	0%	0%	0%	0%	0%	0%	0%	0%	19%	48.80%	0%	15.38%	15.38%	Egresado
157896	BOG			Copiloto B787	#N/A	14/11/2014	75%	75%	75%	75%	75%	75%	75%	42%	75%	75%	44%	74%	70%	48.80%	0%	57.05%	57.05%	
157897	BOG			Copiloto B787	#N/A	06/12/2014	75%	75%	75%	75%	75%	75%	75%	75%	41%	75%	75%	75%	72%	48.80%	0%	59.19%	59.19%	
158371	BOG			Copiloto B787	#N/A	06/02/2015	75%	75%	75%	75%	43%	75%	75%	75%	75%	75%	44%	74%	70%	48.80%	0%	57.11%	57.11%	
158412	BOG			Copiloto B787	#N/A	01/02/2015	75%	75%	75%	75%	43%	75%	75%	75%	75%	75%	44%	74%	70%	48.80%	0%	57.11%	57.11%	
158413	BOG			Copiloto B787	#N/A	23/01/2015	75%	75%	75%	75%	43%	75%	75%	75%	75%	75%	44%	74%	70%	48.80%	0%	57.11%	57.11%	
158414	BOG			Copiloto B787	#N/A	23/01/2015	75%	75%	75%	75%	75%	75%	75%	75%	75%	42%	75%	75%	72%	48.80%	0%	59.23%	59.23%	
158417	BOG			Copiloto B787	#N/A	23/01/2015	75%	75%	75%	75%	75%	75%	75%	75%	75%	42%	75%	75%	72%	48.80%	0%	59.23%	59.23%	
158421	BOG			Copiloto B787	#N/A	23/01/2015	75%	75%	75%	75%	75%	75%	75%	75%	75%	42%	75%	75%	72%	48.80%	0%	59.23%	59.23%	
158425	BOG			Copiloto B787	#N/A	23/01/2015	75%	75%	75%	75%	75%	75%	75%	75%	75%	42%	75%	75%	72%	48.80%	0%	59.23%	59.23%	
158429	BOG			Copiloto B787	#N/A	16/01/2015	75%	75%	75%	75%	75%	75%	75%	42%	75%	75%	75%	75%	72%	48.80%	0%	59.24%	59.24%	
158448	BOG			Copiloto B787	#N/A	16/01/2015	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	48.80%	0%	61.50%	61.50%	
158471	BOG			Copiloto B787	#N/A	01/01/2015	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	40%	72%	48.80%	0%	59.11%	59.11%	
158473	BOG			Copiloto B787	#N/A	16/01/2015	75%	75%	75%	75%	75%	75%	75%	72%	75%	75%	75%	75%	75%	48.80%	0%	61.27%	61.27%	
158478	BOG			Copiloto B787	#N/A	16/12/2014	75%	75%	75%	75%	75%	75%	75%	75%	41%	75%	49%	68%	69%	48.80%	0%	56.96%	56.96%	
158480	BOG			Copiloto B787	#N/A	19/12/2014	75%	75%	75%	75%	75%	75%	75%	75%	41%	75%	75%	75%	72%	48.80%	0%	59.19%	59.19%	
158493	BOG			Copiloto B787	#N/A	16/01/2015	43%	75%	75%	75%	75%	75%	75%	75%	75%	42%	75%	75%	70%	48.80%	0%	57.05%	57.05%	
158507	BOG			Copiloto B787	#N/A	01/01/2015	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	40%	72%	48.80%	0%	59.11%	59.11%	
158508	BOG			Copiloto B787	#N/A	16/12/2014	75%	75%	75%	75%	75%	75%	75%	75%	41%	75%	75%	75%	72%	48.80%	0%	59.19%	59.19%	
158511	BOG			Copiloto B787	#N/A	19/12/2014	75%	75%	75%	75%	75%	75%	75%	42%	75%	75%	44%	74%	70%	48.80%	0%	57.05%	57.05%	
158515	BOG			Copiloto B787	#N/A	16/01/2015	75%	75%	75%	75%	75%	75%	75%	75%	75%	42%	75%	75%	72%	48.80%	0%	59.23%	59.23%	
158517	BOG			Copiloto B787	#N/A	16/01/2015	75%	75%	75%	75%	75%	75%	75%	42%	75%	75%	75%	75%	72%	48.80%	0%	59.24%	59.24%	
156613	MDE			Copiloto B787	#N/A	19/09/2014	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	44%	74%	72%	48.80%	0%	59.30%	59.30%	
101446	BOG			Copiloto ATR 72 600	#N/A	01/09/2005	100%	100%	100%	100%	100%	100%	100%	100%	100%	40%	40%	40%	85%	48.80%	0%	69.70%	69.70%	
105118	BOG			Copiloto ATR 72 600	#N/A	18/07/2013	100%	100%	100%	100%	100%	100%	100%	100%	80%	100%	90%	40%	93%	48.80%	0%	75.88%	75.88%	
105119	BOG			Copiloto ATR 72 600	#N/A	18/07/2013	100%	100%	100%	100%	100%	75%	75%	42%	75%	75%	75%	75%	83%	48.80%	0%	67.78%	67.78%	
105127	BOG			Copiloto ATR 72 600	#N/A	19/07/2013	100%	100%	100%	100%	100%	100%	100%	100%	100%	40%	40%	40%	85%	48.80%	0%	69.70%	69.70%	
105225	BOG			Copiloto ATR 72 600	#N/A	16/08/2013	100%	100%	100%	100%	100%	100%	100%	100%	100%	40%	40%	40%	85%	48.80%	0%	69.70%	69.70%	
105239	BOG			Copiloto ATR 72 600	#N/A	16/08/2013	100%	100%	100%	100%	100%	100%	100%	100%	100%	40%	40%	40%	85%	48.80%	0%	69.70%	69.70%	
105375	BOG			Copiloto ATR 72 600	#N/A	22/10/2013	100%	100%	100%	100%	100%	100%	100%	100%	100%	42%	75%	75%	91%	48.80%	0%	74.61%	74.61%	
105393	BOG			Copiloto ATR 72 600	#N/A	01/11/2013	100%	100%	100%	100%	100%	100%	100%	100%	100%	40%	40%	40%	85%	48.80%	0%	69.70%	69.70%	
105407	BOG			Copiloto ATR 72 600	#N/A	16/11/2013	100%	100%	100%	100%	100%	100%	100%	100%	75%	75%	75%	75%	92%	48.80%	0%	75.17%	75.17%	
105414	BOG			Copiloto ATR 72 600	#N/A	16/11/2013	100%	100%	100%	100%	100%	75%	75%	75%	75%	42%	75%	75%	83%	48.80%	0%	67.77%	67.77%	
136887	BOG			Copiloto ATR 72 600	#N/A	01/03/2014	100%	100%	100%	100%	100%	100%	100%	100%	100%	40%	40%	40%	85%	48.80%	0%	69.70%	69.70%	
137073	BOG			Copiloto ATR 72 600	#N/A	20/06/2014	100%	100%	100%	100%	100%	100%	100%	100%	100%	40%	75%	75%	91%	48.80%	0%	74.48%	74.48%	
137077	BOG			Copiloto ATR 72 600	#N/A	04/07/2014	100%	100%	100%	100%	100%	100%	100%	100%	100%	40%	40%	40%	85%	48.80%	0%	69.70%	69.70%	
137082	BOG			Copiloto ATR 72 600	#N/A	04/07/2014	100%	100%	100%	100%	100%	100%	100%	100%	100%	40%	40%	40%	85%	48.80%	0%	69.70%	69.70%	
137508	BOG			Copiloto ATR 72 600	#N/A	19/09/2014	100%	100%	100%	100%	100%	100%	100%	100%	100%	40%	40%	40%	85%	48.80%	0%	69.70%	69.70%	
137511	BOG			Copiloto ATR 72 600	#N/A	03/10/2014	100%	91%	100%	100%	100%	100%	100%	100%	100%	40%	40%	40%	84%	48.80%	0%	69.11%	69.11%	
137520	BOG			Copiloto ATR 72 600	#N/A	19/08/2014	100%	100%	100%	100%	100%	100%	100%	100%	100%	40%	40%	40%	85%	48.80%	0%	69.70%	69.70%	
137526	BOG			Copiloto ATR 72 600	#N/A	15/09/2014	100%	100%	100%	100%	100%	100%	100%	100%	100%	40%	40%	40%	85%	48.80%	0%	69.70%	69.70%	
137534	BOG			Copiloto ATR 72 600	#N/A	03/10/2014	100%	100%	100%	100%	100%	100%	100%	100%	100%	40%	40%	40%	85%	48.80%	0%	69.70%	69.70%	
137540	BOG			Copiloto ATR 72 600	#N/A	19/09/2014	100%	100%	100%	100%	100%	100%	100%	100%	100%	40%	40%	40%	85%	48.80%	0%	69.70%	69.70%	
137559	BOG			Copiloto ATR 72 600	#N/A	19/09/2014	100%	100%	100%	100%	100%	100%	100%	100%	100%	40%	40%	40%	85%	48.80%	0%	69.70%	69.70%	
155417	BOG			Copiloto ATR 72 600	#N/A	15/09/2014	100%	100%	100%	100%	100%	100%	100%	100%	100%	40%	40%	40%	85%	48.80%	0%	69.70%	69.70%	
157200	BOG			Copiloto ATR 72 600	#N/A	06/02/2015	100%	100%	100%	100%	100%	100%	100%	100%	100%	40%	40%	40%	85%	48.80%	0%	69.70%	69.70%	
158379	BOG			Copiloto ATR 72 600	#N/A	02/03/2015	100%	100%	100%	100%	100%	100%	100%	100%	100%	40%	40%	40%	85%	48.80%	0%	69.70%	69.70%	
158536	BOG			Copiloto ATR 72 600	#N/A	09/04/2015	100%	100%	100%	100%	100%	100%	100%	100%	100%	40%	40%	40%	85%	48.80%	0%	69.70%	69.70%	
158544	BOG			Copiloto ATR 72 600	#N/A	20/03/2015	100%	91%	100%	100%	100%	100%	100%	100%	100%	40%	40%	40%	84%	48.80%	0%	69.11%	69.11%	
158614	BOG			Copiloto ATR 72 600	#N/A	09/04/2015	100%	91%	100%	100%	100%	100%	100%	100%	100%	40%	40%	40%	84%	48.80%	0%	69.11%	69.11%	
158901	BOG			Copiloto ATR 72 600	#N/A	20/03/2015	100%	100%	100%	100%	100%	100%	100%	100%	100%	40%	40%	40%	85%	48.80%	0%	69.70%	69.70%	
158908	BOG			Copiloto ATR 72 600	#N/A	05/05/2015	100%	100%	100%	100%	100%	100%	100%	100%	100%	40%	40%	40%	85%	48.80%	0%	69.70%	69.70%	
161781	BOG			Copiloto ATR 72 600	#N/A	16/07/2016	100%	100%	100%	100%	100%	100%	100%	100%	100%	40%	40%	40%	85%	48.80%	0%	69.70%	69.70%	
102468	BAQ			Copiloto A330	#N/A	01/06/2010	75%	75%	100%	100%	97%	100%	100%	100%	100%	100%	100%	60%	92%	48.80%	0%	75.64%	75.64%	

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Employee ID	City	National ID	Name	Position	NOV	Date of entry	Apr-19	May-19	Jun-19	Jul-19	Aug-19	Sep-19	Oct-19	Nov-19	Dec-19	Jan-20	Feb-20	Mar-20	Average from April-19 to March-20	Result NPS AVH	MIN 60% AGREEMENT / TARGET 64% AGREEMENT NPS 1,50 % (18%)	Fuel 4,50% (82%)	Final Achievement Factor	COMMENTS
100127	BOG			Copiloto A330	#N/A	28/07/1979	75%	75%	76%	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	48.80%	0%	61.58%	61.58%	
100620	BOG			Copiloto A330	#N/A	16/12/1992	58%	75%	76%	75%	75%	75%	75%	75%	75%	75%	75%	75%	74%	48.80%	0%	60.40%	60.40%	
100860	BOG			Copiloto A330	#N/A	21/08/1996	75%	75%	76%	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	48.80%	0%	61.58%	61.58%	
100967	BOG			Copiloto A330	#N/A	22/04/1998	75%	63%	76%	75%	75%	75%	75%	75%	75%	75%	75%	75%	74%	48.80%	0%	60.76%	60.76%	
101512	BOG			Copiloto A330	#N/A	01/12/2005	58%	75%	76%	75%	75%	75%	75%	75%	67%	40%	75%	75%	70%	48.80%	0%	57.48%	57.48%	
101576	BOG			Copiloto A330	#N/A	16/02/2006	75%	75%	76%	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	48.80%	0%	61.58%	61.58%	
102671	BOG			Copiloto A330	#N/A	18/04/2011	75%	63%	76%	75%	75%	75%	75%	75%	75%	75%	75%	75%	74%	48.80%	0%	60.76%	60.76%	
102883	BOG			Copiloto A330	#N/A	18/10/2011	75%	75%	76%	75%	75%	75%	75%	75%	75%	40%	75%	75%	72%	48.80%	0%	59.19%	59.19%	
103198	BOG			Copiloto A330	#N/A	04/05/2012	75%	75%	76%	100%	100%	97%	100%	100%	100%	100%	100%	40%	89%	48.80%	0%	72.63%	72.63%	
103254	BOG			Copiloto A330	#N/A	18/05/2012	75%	75%	66%	75%	75%	75%	75%	75%	75%	75%	75%	75%	74%	48.80%	0%	60.90%	60.90%	
103257	BOG			Copiloto A330	#N/A	24/05/2012	75%	75%	76%	75%	62%	75%	75%	75%	75%	75%	75%	75%	74%	48.80%	0%	60.67%	60.67%	
103266	BOG			Copiloto A330	#N/A	25/05/2012	75%	75%	66%	75%	75%	75%	75%	75%	75%	75%	75%	75%	74%	48.80%	0%	60.90%	60.90%	
103294	BOG			Copiloto A330	#N/A	08/06/2012	75%	75%	76%	75%	75%	75%	75%	75%	63%	75%	75%	75%	74%	48.80%	0%	60.74%	60.74%	
103295	BOG			Copiloto A330	#N/A	08/06/2012	75%	75%	76%	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	48.80%	0%	61.58%	61.58%	
103297	BOG			Copiloto A330	#N/A	08/06/2012	75%	75%	76%	75%	75%	75%	75%	75%	63%	75%	75%	75%	74%	48.80%	0%	60.74%	60.74%	
103336	BOG			Copiloto A330	#N/A	01/07/2012	75%	75%	76%	100%	100%	100%	100%	100%	100%	100%	100%	40%	89%	48.80%	0%	72.86%	72.86%	
104516	BOG			Copiloto A330	#N/A	21/09/2012	75%	75%	76%	75%	75%	75%	75%	75%	63%	75%	75%	75%	74%	48.80%	0%	60.74%	60.74%	
104524	BOG			Copiloto A330	#N/A	21/09/2012	75%	75%	76%	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	48.80%	0%	61.58%	61.58%	
105102	BOG			Copiloto A330	#N/A	12/07/2013	75%	75%	76%	75%	62%	75%	75%	75%	75%	75%	75%	75%	74%	48.80%	0%	60.67%	60.67%	
105103	BOG			Copiloto A330	#N/A	12/07/2013	75%	75%	76%	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	48.80%	0%	61.58%	61.58%	
105329	BOG			Copiloto A330	#N/A	04/10/2013	75%	75%	76%	75%	75%	75%	75%	62%	75%	75%	75%	75%	74%	48.80%	0%	60.72%	60.72%	
105387	BOG			Copiloto A330	#N/A	01/11/2013	75%	75%	76%	75%	75%	75%	75%	62%	75%	75%	75%	75%	74%	48.80%	0%	60.72%	60.72%	
105429	BOG			Copiloto A330	#N/A	02/12/2013	75%	75%	76%	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	48.80%	0%	61.58%	61.58%	
105432	BOG			Copiloto A330	#N/A	02/12/2013	75%	75%	76%	75%	75%	75%	75%	75%	75%	75%	60%	72%	74%	48.80%	0%	60.31%	60.31%	
105440	BOG			Copiloto A330	#N/A	02/12/2013	75%	75%	66%	75%	75%	75%	75%	75%	75%	40%	75%	75%	71%	48.80%	0%	58.51%	58.51%	
105446	BOG			Copiloto A330	#N/A	02/12/2013	75%	75%	66%	75%	75%	75%	75%	75%	63%	75%	75%	75%	73%	48.80%	0%	60.06%	60.06%	
105447	BOG			Copiloto A330	#N/A	02/12/2013	75%	75%	76%	75%	75%	75%	75%	75%	63%	75%	75%	75%	74%	48.80%	0%	60.74%	60.74%	
105449	BOG			Copiloto A330	#N/A	02/12/2013	75%	75%	76%	75%	75%	75%	75%	75%	63%	75%	75%	75%	74%	48.80%	0%	60.74%	60.74%	
105454	BOG			Copiloto A330	#N/A	02/12/2013	75%	75%	76%	75%	75%	75%	75%	75%	63%	75%	75%	75%	74%	48.80%	0%	60.74%	60.74%	
105462	BOG			Copiloto A330	#N/A	06/12/2013	75%	75%	66%	75%	75%	75%	75%	75%	75%	40%	72%	75%	71%	48.80%	0%	58.28%	58.28%	
105467	BOG			Copiloto A330	#N/A	06/12/2013	75%	75%	76%	75%	62%	75%	75%	75%	75%	40%	75%	75%	71%	48.80%	0%	58.28%	58.28%	
137548	BOG			Copiloto A330	#N/A	04/04/2014	75%	75%	76%	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	48.80%	0%	61.58%	61.58%	
155538	BOG			Copiloto A330	#N/A	25/07/2014	75%	75%	76%	75%	62%	75%	75%	75%	75%	75%	75%	75%	74%	48.80%	0%	60.67%	60.67%	
155686	BOG			Copiloto A330	#N/A	25/07/2014	74%	75%	76%	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	48.80%	0%	61.51%	61.51%	
155791	BOG			Copiloto A330	#N/A	25/07/2014	75%	75%	76%	75%	62%	75%	75%	75%	75%	75%	75%	75%	74%	48.80%	0%	60.67%	60.67%	
156016	BOG			Copiloto A330	#N/A	21/07/2014	75%	75%	76%	75%	62%	75%	75%	75%	75%	75%	75%	75%	74%	48.80%	0%	60.67%	60.67%	
156028	BOG			Copiloto A330	#N/A	25/04/2014	75%	75%	76%	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	48.80%	0%	61.58%	61.58%	
156078	BOG			Copiloto A330	#N/A	05/05/2014	75%	75%	66%	75%	75%	75%	75%	75%	75%	75%	75%	75%	74%	48.80%	0%	60.90%	60.90%	
156421	BOG			Copiloto A330	#N/A	06/06/2014	75%	75%	76%	75%	62%	75%	75%	75%	75%	75%	75%	75%	74%	48.80%	0%	60.67%	60.67%	
156450	BOG			Copiloto A330	#N/A	06/06/2014	75%	75%	76%	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	48.80%	0%	61.58%	61.58%	
156506	BOG			Copiloto A330	#N/A	20/06/2014	75%	68%	72%	75%	75%	75%	75%	75%	75%	75%	75%	75%	74%	48.80%	0%	60.82%	60.82%	
156511	BOG			Copiloto A330	#N/A	20/06/2014	75%	75%	76%	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	48.80%	0%	61.58%	61.58%	
156516	BOG			Copiloto A330	#N/A	26/09/2014	75%	75%	76%	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	48.80%	0%	61.58%	61.58%	
156521	BOG			Copiloto A330	#N/A	19/09/2014	75%	75%	66%	75%	75%	75%	75%	62%	75%	75%	75%	75%	73%	48.80%	0%	60.04%	60.04%	
156522	BOG			Copiloto A330	#N/A	24/06/2014	75%	75%	76%	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	48.80%	0%	61.58%	61.58%	
156581	BOG			Copiloto A330	#N/A	19/09/2014	75%	75%	76%	75%	75%	75%	75%	62%	75%	75%	75%	75%	74%	48.80%	0%	60.72%	60.72%	
156655	BOG			Copiloto A330	#N/A	21/07/2014	75%	75%	76%	75%	62%	75%	75%	75%	75%	75%	75%	75%	74%	48.80%	0%	60.67%	60.67%	
156677	BOG			Copiloto A330	#N/A	19/09/2014	75%	75%	76%	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	48.80%	0%	61.58%	61.58%	
156714	BOG			Copiloto A330	#N/A	19/09/2014	58%	75%	76%	75%	75%	75%	75%	75%	75%	75%	75%	75%	74%	48.80%	0%	60.40%	60.40%	
156960	BOG			Copiloto A330	#N/A	17/10/2014	75%	75%	76%	75%	75%	75%	75%	62%	75%	75%	75%	75%	74%	48.80%	0%	60.72%	60.72%	
157086	BOG			Copiloto A330	#N/A	17/10/2014	75%	75%	76%	75%	75%	75%	75%	69%	75%	75%	75%	75%	75%	48.80%	0%	61.15%	61.15%	
157187	BOG			Copiloto A330	#N/A	18/10/2014	75%	75%	76%	75%	75%	75%	75%	62%	75%	75%	75%	75%	74%	48.80%	0%	60.69%	60.69%	
157204	BOG			Copiloto A330	#N/A	18/10/2014	75%	75%	76%	75%	75%	75%	75%	62%	75%	75%	75%	75%	74%	48.80%	0%	60.72%	60.72%	
157210	BOG			Copiloto A330	#N/A	17/10/2014	75%	75%	76%	75%	75%	75%	75%	62%	75%	75%	75%	75%	74%	48.80%	0%	60.72%	60.72%	
157783	BOG			Copiloto A330	#N/A	17/04/2015	75%	63%	76%	75%	75%	75%	75%	75%	75%	75%	75%	42%	71%	48.80%	0%	58.47%	58.47%	
157813	BOG			Copiloto A330	#N/A	05/12/2014	75%	75%	76%	75%	75%	75%	75%	75%	64%	40%	75%	75%	71%	48.80%	0%	58.41%	58.41%	
157832	BOG			Copiloto A330	#N/A	28/11/2014	75%	75%	76%	75%	75%	75%	75%	75%	63%	75%	75%	75%	74%	48.80%	0%	60.74%	60.74%	
103252	BAQ			Copiloto A320	#N/A	18/05/2012	92%	100%	100%	100%	100%	100%	100%	100%	95%	40%	100%	75%	92%	48.80%	0%	75.29%	75.29%	
128389	BAQ			Copiloto A320	#N/A	08/02/2014	100%	100%	100%	100%	100%	100%	100%	100%	92%	100%	100%	75%	97%	48.80%	0%	79.74%	79.74%	
156636	BAQ			Copiloto A320	#N/A	19/08/2014	100%	100%	100%	100%	100%	75%	75%	75%	75%	75%	75%	75%	85%	48.80%	0%	70.04%	70.04%	
159115	BAQ			Copiloto A320	#N/A	01/06/2015	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
159116	BAQ			Copiloto A320	#N/A	01/06/2015	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.27%	80.27%	
159298	BAQ			Copiloto A320	#N/A	01/06/2015	100%	92%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	97%	48.80%	0%	79.75%	79.75%	
160037	BAQ			Copiloto A320	#N/A	16/09/2015	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
163861	BAQ			Copiloto A320	#N/A	01/06/2017	100%	100%	100%	100%	100%	0%	0%	0%	0%	0%	0%	0%	42%	48.80%	0%	34.17%	34.17%	Egresado
174629	BAQ			Copiloto A320	#N/A	03/09/2018	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
174640	BAQ			Copiloto A320	#N/A	03/09/2018	100%	100%	100%	100%	100%	100%	100%	97%	100%	100%	100%	75%	98%	48.80%	0%	80.05%	80.05%	
174958	BAQ			Copiloto A320	#N/A	17/09/2018	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
174960	BAQ			Copiloto A320	#N/A	17/09/2018	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
174962	BAQ			Copiloto A320	#N/A	17/09/2018	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
174973	BAQ			Copiloto A320	#N/A	17/09/2018	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
174975	BAQ			Copiloto A320	#N/A	17/09/2018	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
174976	BAQ			Copiloto A320	#N/A	17/09/2018	100%	100%	100%	100%	100%	0%	0%	0%	0%	0%	0%	0%	42%	48.80%	0%	34.17%	34.17%	Egresado
174983	BAQ			Copiloto A320	#N/A	16/08/2018	100%	100%	100%	100%	100%	100%	100%	100%	92%	100%	100%	75%	97%	48.80%	0%	79.74%	79.74%	
174989	BAQ			Copiloto A320	#N/A	17/09/2018	100%	100%	100%	100%	100%	100%	100%	97%	100%	100%	100%	75%	98%	48.80%	0%	80.05%	80.05%	

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Employee ID	City	National ID	Name	Position	NOV	Date of entry	Apr-19	May-19	Jun-19	Jul-19	Aug-19	Sep-19	Oct-19	Nov-19	Dec-19	Jan-20	Feb-20	Mar-20	Average from April-19 to March-20	Result NPS AVH	MIN 60% AGREEMENT / TARGET 64% AGREEMENT NPS 1,50 % (18%)	Fuel 4,50% (82%)	Final Achievement Factor	COMMENTS
175257	BAQ			Copiloto A320	#N/A	03/12/2018	100%	100%	100%	100%	100%	100%	100%	100%	92%	100%	100%	75%	97%	48.80%	0%	79.74%	79.74%	
175671	BAQ			Copiloto A320	#N/A	07/05/2018	100%	100%	100%	100%	97%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.07%	80.07%	
176316	BAQ			Copiloto A320	#N/A	01/06/2018	100%	100%	96%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.03%	80.03%	
176327	BAQ			Copiloto A320	#N/A	01/06/2018	100%	100%	96%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.03%	80.03%	
176358	BAQ			Copiloto A320	#N/A	01/06/2018	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
176423	BAQ			Copiloto A320	#N/A	01/06/2018	100%	100%	96%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.03%	80.03%	
176462	BAQ			Copiloto A320	#N/A	01/06/2018	100%	100%	96%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.03%	80.03%	
156678	BGA			Copiloto A320	#N/A	21/07/2014	92%	100%	100%	75%	75%	75%	75%	42%	75%	75%	75%	75%	78%	48.80%	0%	63.84%	63.84%	
160660	BGA			Copiloto A320	#N/A	16/01/2016	100%	100%	100%	100%	100%	100%	100%	100%	100%	40%	100%	75%	93%	48.80%	0%	76.18%	76.18%	
164238	BGA			Copiloto A320	#N/A	01/08/2017	100%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	17%	48.80%	0%	13.67%	13.67%	Egresado
164716	BGA			Copiloto A320	#N/A	18/09/2017	100%	100%	96%	100%	100%	100%	100%	100%	92%	100%	100%	75%	97%	48.80%	0%	79.49%	79.49%	
174970	BGA			Copiloto A320	#N/A	17/09/2018	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
174974	BGA			Copiloto A320	#N/A	17/09/2018	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
101048	BOG			Copiloto A320	#N/A	12/04/1999	100%	100%	100%	100%	100%	100%	100%	97%	100%	100%	100%	75%	98%	48.80%	0%	80.05%	80.05%	
101280	BOG			Copiloto A320	#N/A	16/12/2003	100%	92%	100%	100%	100%	100%	100%	100%	100%	40%	75%	75%	90%	48.80%	0%	73.96%	73.96%	
101302	BOG			Copiloto A320	#N/A	28/04/2004	100%	100%	100%	100%	100%	100%	100%	97%	99%	100%	100%	75%	98%	48.80%	0%	80.02%	80.02%	
101627	BOG			Copiloto A320	#N/A	01/06/2006	100%	75%	75%	75%	75%	75%	75%	42%	75%	75%	75%	75%	74%	48.80%	0%	60.95%	60.95%	
101941	BOG			Copiloto A320	#N/A	15/01/2008	100%	75%	75%	75%	75%	75%	75%	42%	75%	75%	75%	75%	74%	48.80%	0%	60.95%	60.95%	
102001	BOG			Copiloto A320	#N/A	15/05/2008	100%	100%	100%	100%	97%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.07%	80.07%	
102125	BOG			Copiloto A320	#N/A	16/11/2008	100%	92%	100%	100%	100%	100%	100%	100%	93%	40%	100%	75%	92%	48.80%	0%	75.15%	75.15%	
103550	BOG			Copiloto A320	#N/A	03/07/2012	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
105066	BOG			Copiloto A320	#N/A	03/12/2018	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
105507	BOG			Copiloto A320	#N/A	16/12/2013	100%	100%	100%	100%	100%	100%	100%	100%	100%	40%	100%	75%	93%	48.80%	0%	76.18%	76.18%	
132552	BOG			Copiloto A320	#N/A	18/10/2016	100%	100%	100%	100%	100%	100%	100%	97%	100%	100%	100%	75%	98%	48.80%	0%	80.05%	80.05%	
155801	BOG			Copiloto A320	#N/A	24/12/2015	100%	92%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	97%	48.80%	0%	79.75%	79.75%	
156024	BOG			Copiloto A320	#N/A	16/04/2014	92%	100%	100%	75%	75%	75%	75%	42%	75%	75%	75%	75%	78%	48.80%	0%	63.84%	63.84%	
157790	BOG			Copiloto A320	#N/A	16/11/2014	100%	100%	75%	75%	75%	75%	75%	42%	75%	75%	75%	75%	76%	48.80%	0%	62.66%	62.66%	
157825	BOG			Copiloto A320	#N/A	23/11/2014	100%	75%	75%	75%	75%	75%	75%	42%	75%	75%	75%	75%	74%	48.80%	0%	60.95%	60.95%	
157829	BOG			Copiloto A320	#N/A	21/11/2014	100%	100%	75%	75%	75%	75%	75%	42%	75%	75%	75%	75%	76%	48.80%	0%	62.66%	62.66%	
157839	BOG			Copiloto A320	#N/A	28/11/2014	100%	75%	75%	75%	75%	75%	75%	42%	75%	75%	75%	75%	74%	48.80%	0%	60.95%	60.95%	
157852	BOG			Copiloto A320	#N/A	23/11/2014	100%	75%	75%	75%	75%	75%	75%	42%	75%	75%	44%	74%	72%	48.80%	0%	58.75%	58.75%	
157877	BOG			Copiloto A320	#N/A	14/11/2014	100%	75%	75%	75%	75%	75%	75%	42%	75%	75%	75%	75%	74%	48.80%	0%	60.95%	60.95%	
158351	BOG			Copiloto A320	#N/A	16/01/2015	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	51%	96%	48.80%	0%	78.64%	78.64%	
158418	BOG			Copiloto A320	#N/A	18/01/2015	100%	75%	75%	75%	43%	75%	75%	75%	75%	75%	44%	74%	72%	48.80%	0%	58.82%	58.82%	
158419	BOG			Copiloto A320	#N/A	01/02/2015	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
158420	BOG			Copiloto A320	#N/A	01/02/2015	100%	100%	100%	100%	100%	100%	100%	100%	92%	100%	100%	75%	97%	48.80%	0%	79.74%	79.74%	
158428	BOG			Copiloto A320	#N/A	16/01/2015	100%	100%	100%	75%	43%	75%	75%	75%	75%	42%	75%	75%	76%	48.80%	0%	62.17%	62.17%	
158465	BOG			Copiloto A320	#N/A	23/01/2015	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.29%	80.29%	
158467	BOG			Copiloto A320	#N/A	16/12/2014	100%	100%	75%	75%	75%	75%	75%	75%	41%	75%	75%	75%	76%	48.80%	0%	62.61%	62.61%	
158474	BOG			Copiloto A320	#N/A	01/01/2015	92%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	97%	48.80%	0%	79.75%	79.75%	
158498	BOG			Copiloto A320	#N/A	19/12/2014	100%	75%	75%	75%	75%	75%	75%	75%	41%	75%	75%	75%	74%	48.80%	0%	60.90%	60.90%	
158543	BOG			Copiloto A320	#N/A	21/02/2015	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	46%	96%	48.80%	0%	78.31%	78.31%	
158546	BOG			Copiloto A320	#N/A	09/02/2015	100%	100%	100%	100%	97%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.07%	80.07%	
158571	BOG			Copiloto A320	#N/A	09/02/2015	100%	100%	100%	100%	97%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.07%	80.07%	
158574	BOG			Copiloto A320	#N/A	21/02/2015	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	48%	96%	48.80%	0%	78.42%	78.42%	
158575	BOG			Copiloto A320	#N/A	20/02/2015	100%	100%	100%	100%	97%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.07%	80.07%	
158576	BOG			Copiloto A320	#N/A	21/02/2015	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	46%	96%	48.80%	0%	78.31%	78.31%	
158577	BOG			Copiloto A320	#N/A	06/02/2015	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
158578	BOG			Copiloto A320	#N/A	06/02/2015	92%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	97%	48.80%	0%	79.75%	79.75%	
158598	BOG			Copiloto A320	#N/A	09/02/2015	100%	100%	100%	100%	97%	100%	100%	100%	100%	100%	91%	71%	97%	48.80%	0%	79.21%	79.21%	
158896	BOG			Copiloto A320	#N/A	09/04/2015	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
158897	BOG			Copiloto A320	#N/A	20/03/2015	100%	100%	100%	100%	100%	100%	100%	97%	100%	100%	100%	46%	95%	48.80%	0%	78.08%	78.08%	
158899	BOG			Copiloto A320	#N/A	20/03/2015	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
158900	BOG			Copiloto A320	#N/A	09/04/2015	100%	92%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	97%	48.80%	0%	79.75%	79.75%	
158903	BOG			Copiloto A320	#N/A	20/03/2015	100%	100%	96%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.03%	80.03%	
158904	BOG			Copiloto A320	#N/A	20/03/2015	100%	100%	96%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.03%	80.03%	
158905	BOG			Copiloto A320	#N/A	16/03/2015	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
158906	BOG			Copiloto A320	#N/A	09/04/2015	92%	100%	100%	100%	100%	100%	100%	100%	92%	100%	100%	75%	97%	48.80%	0%	79.21%	79.21%	
158910	BOG			Copiloto A320	#N/A	17/04/2015	100%	100%	100%	100%	100%	100%	100%	100%	92%	100%	100%	75%	97%	48.80%	0%	79.74%	79.74%	
158911	BOG			Copiloto A320	#N/A	20/05/2015	100%	100%	100%	100%	100%	100%	100%	100%	100%	40%	100%	75%	93%	48.80%	0%	76.18%	76.18%	
158912	BOG			Copiloto A320	#N/A	20/03/2015	92%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	46%	95%	48.80%	0%	77.78%	77.78%	
158916	BOG			Copiloto A320	#N/A	09/04/2015	100%	92%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	97%	48.80%	0%	79.75%	79.75%	
159020	BOG			Copiloto A320	#N/A	05/05/2015	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
159021	BOG			Copiloto A320	#N/A	21/04/2015	99%	100%	100%	100%	100%	100%	100%	100%	92%	100%	100%	75%	97%	48.80%	0%	79.66%	79.66%	
159023	BOG			Copiloto A320	#N/A	05/05/2015	100%	100%	100%	100%	97%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.07%	80.07%	
159024	BOG			Copiloto A320	#N/A	21/04/2015	100%	100%	100%	100%	100%	100%	100%	98%	97%	100%	100%	75%	98%	48.80%	0%	79.96%	79.96%	
159025	BOG			Copiloto A320	#N/A	21/04/2015	100%	100%	100%	100%	97%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.07%	80.07%	
159032	BOG			Copiloto A320	#N/A	03/09/2018	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
159034	BOG			Copiloto A320	#N/A	21/04/2015	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
159037	BOG			Copiloto A320	#N/A	05/05/2015	100%	100%	96%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.03%	80.03%	
159046	BOG			Copiloto A320	#N/A	05/05/2015	100%	100%	100%	100%	97%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.07%	80.07%	
159047	BOG			Copiloto A320	#N/A	05/05/2015	100%	100%	100%	100%	100%	100%	100%	97%	100%	100%	100%	75%	98%	48.80%	0%	80.05%	80.05%	
159048	BOG			Copiloto A320	#N/A	21/04/2015	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.26%	80.26%	
159049	BOG			Copiloto A320	#N/A	05/05/2015	100%	100%	96%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.03%	80.03%	
159064	BOG			Copiloto A320	#N/A	23/01/2015	100%	100%	100%	100%	100%	100%	100%	100%	97%	100%	100%	64%	97%	48.80%	0%	79.34%	79.34%	

Variable Compensation 2019-2020

Employee ID	City	National ID	Name	Position	NOV	Date of entry	Apr-19	May-19	Jun-19	Jul-19	Aug-19	Sep-19	Oct-19	Nov-19	Dec-19	Jan-20	Feb-20	Mar-20	Average from April-19 to March-20	Result NPS AVH	MIN 60% AGREEMENT TARGET 64% AGREEMENT NPS 1,50 % (18%)	Fuel 4,50% (82%)	Final Achievement Factor	COMMENTS
159262	BOG			Copiloto A320	#N/A	01/06/2015	100%	100%	100%	100%	97%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.07%	80.07%	
159279	BOG			Copiloto A320	#N/A	01/06/2015	100%	100%	100%	100%	100%	100%	100%	100%	92%	100%	100%	75%	97%	48.80%	0%	79.74%	79.74%	
159283	BOG			Copiloto A320	#N/A	01/06/2015	100%	100%	100%	100%	100%	100%	100%	97%	100%	100%	100%	75%	98%	48.80%	0%	80.05%	80.05%	
159284	BOG			Copiloto A320	#N/A	01/06/2015	100%	100%	100%	100%	100%	100%	100%	100%	92%	100%	100%	75%	97%	48.80%	0%	79.74%	79.74%	
159287	BOG			Copiloto A320	#N/A	08/05/2015	100%	100%	100%	100%	97%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.07%	80.07%	
159288	BOG			Copiloto A320	#N/A	01/06/2015	100%	100%	100%	100%	97%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.07%	80.07%	
159289	BOG			Copiloto A320	#N/A	01/06/2015	100%	92%	100%	100%	100%	100%	100%	97%	100%	100%	100%	75%	97%	48.80%	0%	79.52%	79.52%	
159290	BOG			Copiloto A320	#N/A	04/06/2015	100%	100%	97%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.05%	80.05%	
159291	BOG			Copiloto A320	#N/A	20/05/2015	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
159292	BOG			Copiloto A320	#N/A	01/06/2015	92%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	97%	48.80%	0%	79.74%	79.74%	
159296	BOG			Copiloto A320	#N/A	20/05/2015	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
159353	BOG			Copiloto A320	#N/A	16/06/2015	100%	92%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	97%	48.80%	0%	79.75%	79.75%	
159355	BOG			Copiloto A320	#N/A	01/07/2015	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.29%	80.29%	
159357	BOG			Copiloto A320	#N/A	01/07/2015	100%	100%	100%	100%	100%	100%	100%	100%	92%	100%	100%	75%	97%	48.80%	0%	79.74%	79.74%	
160038	BOG			Copiloto A320	#N/A	22/09/2015	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
160041	BOG			Copiloto A320	#N/A	22/09/2015	100%	92%	100%	100%	100%	100%	100%	100%	92%	100%	100%	75%	97%	48.80%	0%	79.22%	79.22%	
160042	BOG			Copiloto A320	#N/A	22/09/2015	100%	100%	96%	100%	100%	100%	100%	100%	92%	100%	100%	75%	97%	48.80%	0%	79.49%	79.49%	
160662	BOG			Copiloto A320	#N/A	24/12/2015	100%	100%	100%	100%	100%	100%	100%	100%	92%	100%	100%	75%	97%	48.80%	0%	79.74%	79.74%	
160663	BOG			Copiloto A320	#N/A	16/01/2016	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	91%	70%	97%	48.80%	0%	79.38%	79.38%	
160666	BOG			Copiloto A320	#N/A	24/12/2015	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
160668	BOG			Copiloto A320	#N/A	24/12/2015	100%	100%	96%	100%	100%	100%	100%	100%	100%	100%	90%	74%	97%	48.80%	0%	79.30%	79.30%	
160670	BOG			Copiloto A320	#N/A	24/12/2015	92%	100%	100%	100%	100%	100%	100%	100%	100%	40%	99%	75%	92%	48.80%	0%	75.61%	75.61%	
160672	BOG			Copiloto A320	#N/A	16/01/2016	100%	100%	100%	100%	97%	100%	100%	100%	100%	100%	90%	74%	97%	48.80%	0%	79.34%	79.34%	
162622	BOG			Copiloto A320	#N/A	01/07/2017	100%	100%	96%	100%	100%	100%	100%	100%	100%	100%	100%	46%	95%	48.80%	0%	78.06%	78.06%	
163308	BOG			Copiloto A320	#N/A	17/04/2017	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
163309	BOG			Copiloto A320	#N/A	17/04/2017	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
163310	BOG			Copiloto A320	#N/A	17/04/2017	100%	100%	100%	100%	97%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.07%	80.07%	
163311	BOG			Copiloto A320	#N/A	03/04/2017	100%	100%	100%	100%	100%	100%	100%	97%	100%	100%	100%	75%	98%	48.80%	0%	80.05%	80.05%	
163314	BOG			Copiloto A320	#N/A	03/04/2017	100%	92%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	97%	48.80%	0%	79.75%	79.75%	
163315	BOG			Copiloto A320	#N/A	03/04/2017	100%	100%	100%	100%	97%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.07%	80.07%	
163317	BOG			Copiloto A320	#N/A	03/04/2017	100%	92%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	97%	48.80%	0%	79.75%	79.75%	
163332	BOG			Copiloto A320	#N/A	03/04/2017	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
163333	BOG			Copiloto A320	#N/A	03/04/2017	100%	100%	96%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.03%	80.03%	
163334	BOG			Copiloto A320	#N/A	03/04/2017	100%	92%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	97%	48.80%	0%	79.75%	79.75%	
163335	BOG			Copiloto A320	#N/A	03/04/2017	100%	100%	96%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.03%	80.03%	
163336	BOG			Copiloto A320	#N/A	03/04/2017	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
163354	BOG			Copiloto A320	#N/A	03/04/2017	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
163612	BOG			Copiloto A320	#N/A	02/05/2017	100%	100%	100%	100%	100%	100%	100%	100%	92%	100%	100%	75%	97%	48.80%	0%	79.74%	79.74%	
163614	BOG			Copiloto A320	#N/A	02/05/2017	100%	96%	98%	100%	100%	100%	100%	100%	100%	100%	100%	75%	97%	48.80%	0%	79.88%	79.88%	
163616	BOG			Copiloto A320	#N/A	02/05/2017	100%	100%	96%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.03%	80.03%	
163619	BOG			Copiloto A320	#N/A	02/05/2017	100%	100%	96%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.03%	80.03%	
163620	BOG			Copiloto A320	#N/A	02/05/2017	100%	92%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	97%	48.80%	0%	79.75%	79.75%	
163623	BOG			Copiloto A320	#N/A	02/05/2017	100%	100%	100%	100%	97%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.07%	80.07%	
163624	BOG			Copiloto A320	#N/A	02/05/2017	100%	92%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	97%	48.80%	0%	79.75%	79.75%	
163651	BOG			Copiloto A320	#N/A	02/05/2017	100%	100%	100%	100%	100%	100%	100%	98%	97%	100%	100%	75%	97%	48.80%	0%	79.95%	79.95%	
163851	BOG			Copiloto A320	#N/A	01/06/2017	100%	100%	96%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.03%	80.03%	
163852	BOG			Copiloto A320	#N/A	01/06/2017	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
163853	BOG			Copiloto A320	#N/A	01/06/2017	100%	100%	96%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.03%	80.03%	
163855	BOG			Copiloto A320	#N/A	01/06/2017	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
163856	BOG			Copiloto A320	#N/A	01/06/2017	100%	100%	96%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.03%	80.03%	
163857	BOG			Copiloto A320	#N/A	01/06/2017	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
163858	BOG			Copiloto A320	#N/A	01/06/2017	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
163859	BOG			Copiloto A320	#N/A	01/06/2017	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.27%	80.27%	
163942	BOG			Copiloto A320	#N/A	01/06/2017	100%	100%	100%	100%	100%	100%	100%	97%	100%	100%	100%	75%	98%	48.80%	0%	80.05%	80.05%	
163943	BOG			Copiloto A320	#N/A	01/06/2017	100%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	17%	48.80%	0%	13.67%	13.67%	Egresado
164206	BOG			Copiloto A320	#N/A	17/07/2017	100%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	17%	48.80%	0%	13.67%	13.67%	Egresado
164207	BOG			Copiloto A320	#N/A	01/08/2017	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
164208	BOG			Copiloto A320	#N/A	01/09/2017	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
164209	BOG			Copiloto A320	#N/A	01/07/2017	100%	100%	100%	100%	97%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.07%	80.07%	
164210	BOG			Copiloto A320	#N/A	01/07/2017	100%	100%	100%	100%	97%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.07%	80.07%	
164211	BOG			Copiloto A320	#N/A	01/08/2017	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
164213	BOG			Copiloto A320	#N/A	01/08/2017	100%	100%	100%	100%	97%	100%	100%	100%	92%	100%	100%	75%	97%	48.80%	0%	79.53%	79.53%	
164214	BOG			Copiloto A320	#N/A	01/07/2017	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
164239	BOG			Copiloto A320	#N/A	01/09/2017	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
164240	BOG			Copiloto A320	#N/A	01/09/2017	100%	100%	96%	100%	100%	100%	100%	100%	92%	100%	100%	75%	97%	48.80%	0%	79.49%	79.49%	
164242	BOG			Copiloto A320	#N/A	01/08/2017	100%	100%	100%	100%	97%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.07%	80.07%	
164243	BOG			Copiloto A320	#N/A	01/08/2017	100%	100%	100%	100%	97%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.07%	80.07%	
164244	BOG			Copiloto A320	#N/A	01/09/2017	100%	100%	100%	100%	100%	100%	100%	100%	92%	100%	100%	75%	97%	48.80%	0%	79.74%	79.74%	
164245	BOG			Copiloto A320	#N/A	01/08/2017	100%	100%	100%	100%	100%	100%	100%	97%	100%	100%	100%	75%	98%	48.80%	0%	80.05%	80.05%	
164246	BOG			Copiloto A320	#N/A	01/08/2017	100%	100%	100%	100%	97%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.07%	80.07%	
164247	BOG			Copiloto A320	#N/A	01/07/2017	92%	100%	100%	100%	100%	100%	100%	97%	100%	100%	100%	75%	97%	48.80%	0%	79.52%	79.52%	
164361	BOG			Copiloto A320	#N/A	03/04/2017	100%	100%	100%	100%	100%	100%	100%	100%	100%	40%	100%	75%	93%	48.80%	0%	76.18%	76.18%	
164442	BOG			Copiloto A320	#N/A	01/09/2017	100%	100%	100%	100%	100%	100%	100%	100%	92%	100%	100%	75%	97%	48.80%	0%	79.74%	79.74%	
164446	BOG			Copiloto A320	#N/A	18/09/2017	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
164447	BOG			Copiloto A320	#N/A	01/09/2017	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	

Variable Compensation 2019-2020

Employee ID	City	National ID	Name	Position	NOV	Date of entry	Apr-19	May-19	Jun-19	Jul-19	Aug-19	Sep-19	Oct-19	Nov-19	Dec-19	Jan-20	Feb-20	Mar-20	Average from April-19 to March-20	Result NPS AVH	MIN 60% AGREEMENT / TARGET 64% AGREEMENT NPS 1,50 % (18%)	Fuel 4,50% (82%)	Final Achievement Factor	COMMENTS
164449	BOG			Copiloto A320	#N/A	01/09/2017	100%	92%	100%	100%	100%	100%	100%	97%	100%	100%	100%	75%	97%	48.80%	0%	79.52%	79.52%	
164450	BOG			Copiloto A320	#N/A	16/08/2017	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
164452	BOG			Copiloto A320	#N/A	18/09/2017	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
164463	BOG			Copiloto A320	#N/A	01/09/2017	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
164513	BOG			Copiloto A320	#N/A	01/09/2017	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
164516	BOG			Copiloto A320	#N/A	01/09/2017	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
164713	BOG			Copiloto A320	#N/A	18/09/2017	100%	100%	96%	100%	100%	100%	100%	100%	92%	100%	100%	75%	97%	48.80%	0%	79.49%	79.49%	
164715	BOG			Copiloto A320	#N/A	02/10/2017	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
164718	BOG			Copiloto A320	#N/A	02/10/2017	100%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	17%	48.80%	0%	13.67%	13.67%	Egresado
164719	BOG			Copiloto A320	#N/A	02/10/2017	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
164720	BOG			Copiloto A320	#N/A	18/09/2017	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
164721	BOG			Copiloto A320	#N/A	18/09/2017	100%	92%	100%	100%	100%	100%	100%	100%	92%	100%	100%	75%	97%	48.80%	0%	79.22%	79.22%	
164722	BOG			Copiloto A320	#N/A	18/09/2017	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
164723	BOG			Copiloto A320	#N/A	18/09/2017	92%	100%	100%	100%	100%	100%	100%	97%	100%	100%	100%	75%	97%	48.80%	0%	79.52%	79.52%	
164724	BOG			Copiloto A320	#N/A	02/10/2017	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
164725	BOG			Copiloto A320	#N/A	02/10/2017	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
164726	BOG			Copiloto A320	#N/A	02/10/2017	100%	100%	96%	100%	100%	100%	100%	100%	92%	100%	100%	75%	97%	48.80%	0%	79.49%	79.49%	
164729	BOG			Copiloto A320	#N/A	02/10/2017	100%	100%	100%	100%	100%	100%	100%	97%	100%	100%	100%	75%	98%	48.80%	0%	80.05%	80.05%	
164730	BOG			Copiloto A320	#N/A	02/10/2017	100%	100%	100%	100%	100%	100%	100%	100%	92%	100%	100%	75%	97%	48.80%	0%	79.74%	79.74%	
164750	BOG			Copiloto A320	#N/A	01/09/2017	100%	100%	97%	100%	100%	100%	100%	100%	92%	100%	100%	75%	97%	48.80%	0%	79.54%	79.54%	
165395	BOG			Copiloto A320	#N/A	03/12/2018	100%	100%	100%	100%	100%	100%	100%	100%	92%	100%	100%	75%	97%	48.80%	0%	79.74%	79.74%	
165561	BOG			Copiloto A320	#N/A	01/12/2017	100%	100%	100%	100%	100%	100%	100%	100%	92%	100%	100%	75%	97%	48.80%	0%	79.74%	79.74%	
165563	BOG			Copiloto A320	#N/A	01/12/2017	100%	100%	96%	100%	100%	100%	100%	100%	92%	100%	100%	75%	97%	48.80%	0%	79.49%	79.49%	
165566	BOG			Copiloto A320	#N/A	01/12/2017	100%	100%	100%	100%	100%	100%	100%	100%	92%	100%	100%	75%	97%	48.80%	0%	79.74%	79.74%	
165568	BOG			Copiloto A320	#N/A	01/12/2017	100%	100%	100%	100%	100%	100%	100%	100%	92%	100%	100%	75%	97%	48.80%	0%	79.74%	79.74%	
165570	BOG			Copiloto A320	#N/A	01/12/2017	92%	100%	100%	100%	100%	100%	100%	100%	92%	100%	100%	75%	97%	48.80%	0%	79.21%	79.21%	
168473	BOG			Copiloto A320	#N/A	16/08/2018	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
174532	BOG			Copiloto A320	#N/A	16/06/2018	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
174541	BOG			Copiloto A320	#N/A	16/08/2018	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
174627	BOG			Copiloto A320	#N/A	16/08/2018	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
174631	BOG			Copiloto A320	#N/A	16/08/2018	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
174632	BOG			Copiloto A320	#N/A	16/06/2018	100%	100%	100%	100%	97%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.07%	80.07%	
174642	BOG			Copiloto A320	#N/A	16/06/2018	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
174647	BOG			Copiloto A320	#N/A	16/06/2018	100%	100%	100%	100%	97%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.07%	80.07%	
174652	BOG			Copiloto A320	#N/A	03/09/2018	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
174713	BOG			Copiloto A320	#N/A	02/01/2018	100%	100%	100%	100%	100%	100%	100%	100%	100%	40%	100%	75%	93%	48.80%	0%	76.18%	76.18%	
174714	BOG			Copiloto A320	#N/A	02/01/2018	100%	100%	100%	100%	100%	100%	100%	100%	100%	40%	100%	75%	93%	48.80%	0%	76.18%	76.18%	
174715	BOG			Copiloto A320	#N/A	02/01/2018	100%	92%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	97%	48.80%	0%	79.75%	79.75%	
174716	BOG			Copiloto A320	#N/A	02/01/2018	100%	100%	100%	100%	100%	100%	100%	100%	100%	40%	100%	75%	93%	48.80%	0%	76.18%	76.18%	
174717	BOG			Copiloto A320	#N/A	02/01/2018	100%	100%	100%	100%	100%	100%	100%	100%	100%	40%	100%	75%	93%	48.80%	0%	76.18%	76.18%	
174718	BOG			Copiloto A320	#N/A	02/01/2018	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	46%	96%	48.80%	0%	78.31%	78.31%	
174719	BOG			Copiloto A320	#N/A	02/01/2018	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	90%	74%	97%	48.80%	0%	79.55%	79.55%	
174720	BOG			Copiloto A320	#N/A	02/01/2018	100%	100%	100%	100%	100%	100%	100%	100%	100%	40%	100%	75%	93%	48.80%	0%	76.18%	76.18%	
174721	BOG			Copiloto A320	#N/A	02/01/2018	100%	100%	100%	100%	97%	100%	100%	100%	100%	40%	99%	75%	93%	48.80%	0%	75.92%	75.92%	
174990	BOG			Copiloto A320	#N/A	01/11/2018	100%	100%	100%	100%	100%	100%	100%	97%	100%	100%	100%	75%	98%	48.80%	0%	80.05%	80.05%	
174991	BOG			Copiloto A320	#N/A	01/11/2018	100%	100%	100%	100%	100%	100%	100%	97%	100%	100%	100%	75%	98%	48.80%	0%	80.05%	80.05%	
174992	BOG			Copiloto A320	#N/A	01/11/2018	100%	100%	100%	100%	100%	100%	100%	97%	100%	100%	100%	75%	98%	48.80%	0%	80.05%	80.05%	
174993	BOG			Copiloto A320	#N/A	03/12/2018	100%	100%	100%	100%	100%	100%	100%	100%	100%	40%	100%	75%	93%	48.80%	0%	76.18%	76.18%	
175028	BOG			Copiloto A320	#N/A	01/02/2018	92%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	97%	48.80%	0%	79.75%	79.75%	
175030	BOG			Copiloto A320	#N/A	01/02/2018	100%	100%	100%	100%	100%	100%	100%	100%	92%	100%	100%	75%	97%	48.80%	0%	79.74%	79.74%	
175038	BOG			Copiloto A320	#N/A	01/02/2018	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	46%	96%	48.80%	0%	78.31%	78.31%	
175091	BOG			Copiloto A320	#N/A	01/02/2018	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	90%	74%	97%	48.80%	0%	79.55%	79.55%	
175092	BOG			Copiloto A320	#N/A	01/02/2018	100%	100%	100%	100%	97%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.07%	80.07%	
175100	BOG			Copiloto A320	#N/A	01/02/2018	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
175105	BOG			Copiloto A320	#N/A	01/02/2018	92%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	97%	48.80%	0%	79.75%	79.75%	
175118	BOG			Copiloto A320	#N/A	01/03/2018	92%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	97%	48.80%	0%	79.75%	79.75%	
175122	BOG			Copiloto A320	#N/A	01/03/2018	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
175123	BOG			Copiloto A320	#N/A	01/03/2018	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
175124	BOG			Copiloto A320	#N/A	01/03/2018	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
175125	BOG			Copiloto A320	#N/A	01/03/2018	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
175126	BOG			Copiloto A320	#N/A	01/03/2018	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	47%	96%	48.80%	0%	78.38%	78.38%	
175165	BOG			Copiloto A320	#N/A	01/03/2018	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
175166	BOG			Copiloto A320	#N/A	01/03/2018	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
175167	BOG			Copiloto A320	#N/A	01/03/2018	100%	100%	100%	100%	100%	100%	100%	100%	92%	100%	100%	75%	97%	48.80%	0%	79.74%	79.74%	
175168	BOG			Copiloto A320	#N/A	01/03/2018	100%	92%	100%	100%	0%	0%	0%	0%	0%	0%	0%	0%	33%	48.80%	0%	26.81%	26.81%	Egresado
175169	BOG			Copiloto A320	#N/A	01/03/2018	100%	100%	100%	100%	100%	0%	0%	0%	0%	0%	0%	0%	42%	48.80%	0%	34.17%	34.17%	Egresado
175170	BOG			Copiloto A320	#N/A	01/03/2018	100%	100%	96%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.03%	80.03%	
175171	BOG			Copiloto A320	#N/A	01/03/2018	92%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	97%	48.80%	0%	79.75%	79.75%	
175172	BOG			Copiloto A320	#N/A	01/03/2018	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
175253	BOG			Copiloto A320	#N/A	03/12/2018	100%	100%	100%	100%	100%	100%	100%	97%	100%	100%	100%	75%	98%	48.80%	0%	80.05%	80.05%	
175256	BOG			Copiloto A320	#N/A	03/12/2018	100%	100%	100%	100%	100%	100%	100%	100%	92%	100%	100%	75%	97%	48.80%	0%	79.74%	79.74%	
175259	BOG			Copiloto A320	#N/A	03/12/2018	100%	100%	100%	100%	100%	100%	100%	100%	100%	40%	100%	75%	93%	48.80%	0%	76.18%	76.18%	
175260	BOG			Copiloto A320	#N/A	03/12/2018	100%	100%	100%	100%	100%	100%	100%	100%	92%	100%	100%	75%	97%	48.80%	0%	79.74%	79.74%	
175261	BOG			Copiloto A320	#N/A	03/12/2018	100%	100%	100%	100%	100%	100%	100%	100%	92%	100%	100%	75%	97%	48.80%	0%	79.74%	79.74%	
175262	BOG			Copiloto A320	#N/A	03/12/2018	100%	100%	100%	100%	100%	100%	100%	100%	92%	100%	100%	75%	97%	48.80%	0%	79.74%	79.74%	

Variable Compensation 2019-2020

Employee ID	City	National ID	Name	Position	NOV	Date of entry	Apr-19	May-19	Jun-19	Jul-19	Aug-19	Sep-19	Oct-19	Nov-19	Dec-19	Jan-20	Feb-20	Mar-20	Average from April-19 to March-20	Result NPS AVH	MIN 60% AGREEMENT / TARGET 64% AGREEMENT NPS 1,50 % (18%)	Fuel 4,50% (82%)	Final Achievement Factor	COMMENTS
175265	BOG			Copiloto A320	#N/A	03/12/2018	100%	100%	100%	100%	100%	100%	100%	100%	92%	100%	100%	75%	97%	48.80%	0%	79.74%	79.74%	
175267	BOG			Copiloto A320	#N/A	03/12/2018	100%	100%	100%	100%	100%	100%	100%	100%	92%	100%	100%	75%	97%	48.80%	0%	79.74%	79.74%	
175269	BOG			Copiloto A320	#N/A	17/12/2018	100%	100%	100%	100%	100%	100%	100%	100%	92%	100%	100%	75%	97%	48.80%	0%	79.74%	79.74%	
175272	BOG			Copiloto A320	#N/A	03/12/2018	100%	100%	100%	100%	100%	100%	100%	100%	100%	40%	100%	75%	93%	48.80%	0%	76.18%	76.18%	
175342	BOG			Copiloto A320	#N/A	03/12/2018	100%	100%	100%	100%	100%	100%	100%	100%	92%	100%	100%	0%	91%	48.80%	0%	74.62%	74.62%	Egresado / 12/03/2020
175343	BOG			Copiloto A320	#N/A	03/12/2018	100%	100%	100%	100%	100%	100%	100%	100%	92%	100%	100%	75%	97%	48.80%	0%	79.74%	79.74%	
175346	BOG			Copiloto A320	#N/A	03/12/2018	100%	100%	100%	100%	100%	100%	100%	100%	100%	40%	0%	0%	78%	48.80%	0%	64.23%	64.23%	Egresado / 3/02/2020
175347	BOG			Copiloto A320	#N/A	03/12/2018	100%	100%	100%	100%	100%	100%	100%	100%	92%	100%	100%	75%	97%	48.80%	0%	79.74%	79.74%	
175348	BOG			Copiloto A320	#N/A	03/12/2018	100%	100%	100%	100%	100%	100%	100%	100%	92%	100%	0%	0%	83%	48.80%	0%	67.80%	67.80%	Egresado 7 18/02/2020
175351	BOG			Copiloto A320	#N/A	03/12/2018	100%	100%	100%	100%	100%	100%	100%	100%	92%	100%	0%	0%	83%	48.80%	0%	67.80%	67.80%	Egresado / 7/02/2020
175353	BOG			Copiloto A320	#N/A	03/12/2018	100%	100%	100%	100%	100%	100%	100%	100%	92%	100%	100%	75%	97%	48.80%	0%	79.74%	79.74%	
175354	BOG			Copiloto A320	#N/A	03/12/2018	100%	100%	100%	100%	100%	100%	100%	100%	92%	100%	100%	75%	97%	48.80%	0%	79.74%	79.74%	
175355	BOG			Copiloto A320	#N/A	03/12/2018	100%	100%	100%	100%	100%	100%	100%	100%	92%	100%	100%	75%	97%	48.80%	0%	79.74%	79.74%	
175358	BOG			Copiloto A320	#N/A	03/12/2018	100%	100%	100%	100%	100%	100%	100%	100%	92%	100%	100%	75%	97%	48.80%	0%	79.74%	79.74%	
175360	BOG			Copiloto A320	#N/A	03/12/2018	100%	100%	100%	100%	100%	100%	100%	100%	92%	100%	100%	75%	97%	48.80%	0%	79.74%	79.74%	
175361	BOG			Copiloto A320	#N/A	03/12/2018	100%	100%	100%	100%	100%	100%	100%	100%	92%	100%	100%	75%	97%	48.80%	0%	79.74%	79.74%	
175362	BOG			Copiloto A320	#N/A	03/12/2018	100%	100%	100%	100%	100%	100%	100%	100%	92%	100%	100%	75%	97%	48.80%	0%	79.74%	79.74%	
175365	BOG			Copiloto A320	#N/A	03/12/2018	100%	100%	100%	100%	100%	100%	100%	100%	92%	100%	100%	0%	91%	48.80%	0%	74.62%	74.62%	Egresado / 06/03/2020
175382	BOG			Copiloto A320	#N/A	01/04/2018	100%	92%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	97%	48.80%	0%	79.75%	79.75%	
175383	BOG			Copiloto A320	#N/A	01/04/2018	92%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	97%	48.80%	0%	79.75%	79.75%	
175384	BOG			Copiloto A320	#N/A	01/04/2018	100%	100%	96%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.03%	80.03%	
175385	BOG			Copiloto A320	#N/A	01/04/2018	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
175386	BOG			Copiloto A320	#N/A	01/04/2018	100%	100%	100%	100%	97%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.07%	80.07%	
175387	BOG			Copiloto A320	#N/A	01/04/2018	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	46%	96%	48.80%	0%	78.31%	78.31%	
175388	BOG			Copiloto A320	#N/A	01/04/2018	92%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	97%	48.80%	0%	79.75%	79.75%	
175389	BOG			Copiloto A320	#N/A	01/04/2018	100%	92%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	97%	48.80%	0%	79.75%	79.75%	
175390	BOG			Copiloto A320	#N/A	01/04/2018	92%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	97%	48.80%	0%	79.75%	79.75%	
175391	BOG			Copiloto A320	#N/A	01/04/2018	92%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	97%	48.80%	0%	79.75%	79.75%	
175393	BOG			Copiloto A320	#N/A	01/04/2018	100%	100%	96%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.03%	80.03%	
175396	BOG			Copiloto A320	#N/A	01/04/2018	100%	92%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	97%	48.80%	0%	79.75%	79.75%	
175397	BOG			Copiloto A320	#N/A	01/04/2018	92%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	97%	48.80%	0%	79.75%	79.75%	
175399	BOG			Copiloto A320	#N/A	01/04/2018	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
175498	BOG			Copiloto A320	#N/A	03/12/2018	100%	100%	100%	100%	100%	100%	100%	100%	100%	40%	100%	75%	93%	48.80%	0%	76.18%	76.18%	
175499	BOG			Copiloto A320	#N/A	03/12/2018	100%	100%	100%	100%	100%	100%	100%	100%	100%	40%	0%	0%	78%	48.80%	0%	64.23%	64.23%	Egresado / 3/02/2020
175500	BOG			Copiloto A320	#N/A	16/01/2019	100%	100%	100%	100%	100%	100%	100%	100%	100%	40%	100%	75%	93%	48.80%	0%	76.18%	76.18%	
175501	BOG			Copiloto A320	#N/A	17/12/2018	100%	100%	100%	100%	100%	100%	100%	100%	100%	40%	100%	75%	93%	48.80%	0%	76.18%	76.18%	
175502	BOG			Copiloto A320	#N/A	02/01/2019	100%	100%	100%	100%	100%	100%	100%	100%	100%	40%	100%	75%	93%	48.80%	0%	76.18%	76.18%	
175503	BOG			Copiloto A320	#N/A	03/12/2018	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
175504	BOG			Copiloto A320	#N/A	03/12/2018	100%	100%	100%	100%	100%	100%	100%	100%	100%	40%	100%	75%	93%	48.80%	0%	76.18%	76.18%	
175505	BOG			Copiloto A320	#N/A	03/12/2018	100%	100%	100%	100%	100%	100%	100%	100%	100%	40%	0%	0%	78%	48.80%	0%	64.23%	64.23%	Egresado / 3/02/2020
175506	BOG			Copiloto A320	#N/A	17/12/2018	100%	100%	100%	100%	100%	100%	100%	100%	100%	40%	0%	0%	78%	48.80%	0%	64.23%	64.23%	Egresado / 3/02/2020
175507	BOG			Copiloto A320	#N/A	03/12/2018	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
175509	BOG			Copiloto A320	#N/A	03/12/2018	100%	100%	100%	100%	100%	100%	100%	100%	100%	40%	100%	75%	93%	48.80%	0%	76.18%	76.18%	
175510	BOG			Copiloto A320	#N/A	03/12/2018	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	46%	96%	48.80%	0%	78.31%	78.31%	
175511	BOG			Copiloto A320	#N/A	17/12/2018	100%	100%	100%	100%	100%	100%	100%	100%	100%	0%	0%	0%	75%	48.80%	0%	61.50%	61.50%	Egresado -22/01/2020
175512	BOG			Copiloto A320	#N/A	03/12/2018	100%	100%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	25%	48.80%	0%	20.50%	20.50%	Egresado
175513	BOG			Copiloto A320	#N/A	03/12/2018	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
175514	BOG			Copiloto A320	#N/A	03/12/2018	100%	100%	100%	100%	100%	100%	100%	100%	92%	100%	100%	75%	97%	48.80%	0%	79.74%	79.74%	
175515	BOG			Copiloto A320	#N/A	03/12/2018	100%	100%	100%	100%	100%	100%	100%	100%	100%	40%	0%	0%	78%	48.80%	0%	64.23%	64.23%	Egresado / 3/02/2020
175517	BOG			Copiloto A320	#N/A	03/12/2018	100%	100%	100%	100%	100%	100%	100%	100%	92%	100%	100%	75%	97%	48.80%	0%	79.74%	79.74%	
175518	BOG			Copiloto A320	#N/A	17/12/2018	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	90%	74%	97%	48.80%	0%	79.55%	79.55%	
175519	BOG			Copiloto A320	#N/A	02/01/2019	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
175614	BOG			Copiloto A320	#N/A	07/05/2018	100%	100%	96%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.03%	80.03%	
175666	BOG			Copiloto A320	#N/A	07/05/2018	100%	100%	96%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.03%	80.03%	
176291	BOG			Copiloto A320	#N/A	01/06/2018	92%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	97%	48.80%	0%	79.75%	79.75%	
176343	BOG			Copiloto A320	#N/A	01/06/2018	100%	100%	96%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.03%	80.03%	
176405	BOG			Copiloto A320	#N/A	01/06/2018	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
176449	BOG			Copiloto A320	#N/A	01/06/2018	100%	100%	100%	100%	100%	100%	100%	97%	100%	100%	100%	75%	98%	48.80%	0%	80.05%	80.05%	
176466	BOG			Copiloto A320	#N/A	01/06/2018	100%	100%	100%	100%	100%	100%	100%	97%	100%	100%	100%	75%	98%	48.80%	0%	80.05%	80.05%	
176471	BOG			Copiloto A320	#N/A	01/06/2018	100%	100%	100%	100%	100%	100%	100%	97%	100%	100%	100%	75%	98%	48.80%	0%	80.05%	80.05%	
178650	BOG			Copiloto A320	#N/A	16/01/2019	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
101690	CLO			Copiloto A320	#N/A	01/09/2006	92%	100%	100%	100%	100%	100%	100%	97%	100%	100%	100%	75%	97%	48.80%	0%	79.52%	79.52%	
135828	CLO			Copiloto A320	#N/A	01/01/2017	100%	100%	96%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.03%	80.03%	
155869	CLO			Copiloto A320	#N/A	14/07/2014	92%	100%	100%	75%	75%	75%	75%	42%	75%	75%	75%	75%	78%	48.80%	0%	63.84%	63.84%	
156508	CLO			Copiloto A320	#N/A	05/09/2014	100%	92%	100%	100%	75%	75%	75%	75%	75%	75%	75%	75%	83%	48.80%	0%	67.81%	67.81%	
158423	CLO			Copiloto A320	#N/A	06/02/2015	100%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	17%	48.80%	0%	13.67%	13.67%	Egresado
158616	CLO			Copiloto A320	#N/A	06/02/2015	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
158898	CLO			Copiloto A320	#N/A	09/04/2015	100%	100%	96%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.03%	80.03%	
159118	CLO			Copiloto A320	#N/A	01/06/2015	100%	100%	100%	100%	100%	100%	100%	100%	92%	100%	100%	75%	97%	48.80%	0%	79.74%	79.74%	
159280	CLO			Copiloto A320	#N/A	01/06/2015	92%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	97%	48.80%	0%	79.75%	79.75%	
159295	CLO			Copiloto A320	#N/A	04/06/2015	100%	100%	97%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.05%	80.05%	
161782	CLO			Copiloto A320	#N/A	01/11/2018	100%	100%	100%	100%	100%	100%	100%	97%	100%	100%	100%	75%	98%	48.80%	0%	80.05%	80.05%	
163316	CLO			Copiloto A320	#N/A	03/04/2017	100%	100%	100%	100%	100%	100%	100%	100%	92%	100%	100%	75%	97%	48.80%	0%	79.74%	79.74%	
163617	CLO			Copiloto A320	#N/A	02/05/2017	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
163621	CLO			Copiloto A320	#N/A	02/05/2017	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	

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Employee ID	City	National ID	Name	Position	NOV	Date of entry	Apr-19	May-19	Jun-19	Jul-19	Aug-19	Sep-19	Oct-19	Nov-19	Dec-19	Jan-20	Feb-20	Mar-20	Average from April-19 to March-20	Result NPS AVH	MIN 60% AGREEMENT / TARGET 64% AGREEMENT NPS 1,50 % (18%)	Fuel 4,50% (82%)	Final Achievement Factor	COMMENTS
163939	CLO			Copiloto A320	#N/A	01/06/2017	100%	100%	96%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.03%	80.03%	
164237	CLO			Copiloto A320	#N/A	01/09/2017	100%	100%	100%	100%	100%	100%	100%	97%	100%	100%	100%	75%	98%	48.80%	0%	80.05%	80.05%	
164448	CLO			Copiloto A320	#N/A	01/09/2017	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
164453	CLO			Copiloto A320	#N/A	01/09/2017	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
164454	CLO			Copiloto A320	#N/A	01/09/2017	92%	100%	100%	100%	100%	100%	100%	97%	100%	100%	100%	75%	97%	48.80%	0%	79.52%	79.52%	
164456	CLO			Copiloto A320	#N/A	01/09/2017	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
164461	CLO			Copiloto A320	#N/A	18/09/2017	100%	100%	100%	100%	100%	100%	100%	100%	92%	100%	100%	75%	97%	48.80%	0%	79.74%	79.74%	
164462	CLO			Copiloto A320	#N/A	01/09/2017	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
164712	CLO			Copiloto A320	#N/A	16/11/2017	100%	100%	100%	100%	100%	100%	100%	100%	95%	40%	100%	75%	92%	48.80%	0%	75.84%	75.84%	
164717	CLO			Copiloto A320	#N/A	02/10/2017	100%	100%	100%	100%	100%	100%	100%	100%	92%	100%	100%	75%	97%	48.80%	0%	79.74%	79.74%	
164728	CLO			Copiloto A320	#N/A	18/09/2017	100%	100%	100%	100%	100%	100%	100%	100%	92%	100%	100%	75%	97%	48.80%	0%	79.74%	79.74%	
164733	CLO			Copiloto A320	#N/A	18/09/2017	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
165569	CLO			Copiloto A320	#N/A	01/12/2017	100%	100%	100%	100%	100%	100%	100%	100%	92%	100%	100%	75%	97%	48.80%	0%	79.74%	79.74%	
174636	CLO			Copiloto A320	#N/A	16/06/2018	100%	100%	100%	100%	97%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.07%	80.07%	
174645	CLO			Copiloto A320	#N/A	16/08/2018	100%	100%	100%	100%	100%	100%	100%	100%	92%	100%	100%	75%	97%	48.80%	0%	79.74%	79.74%	
174648	CLO			Copiloto A320	#N/A	03/09/2018	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
174711	CLO			Copiloto A320	#N/A	02/01/2018	100%	100%	100%	100%	100%	100%	100%	100%	100%	40%	100%	75%	93%	48.80%	0%	76.18%	76.18%	
174712	CLO			Copiloto A320	#N/A	02/01/2018	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	90%	74%	97%	48.80%	0%	79.55%	79.55%	
174955	CLO			Copiloto A320	#N/A	17/09/2018	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.27%	80.27%	
174961	CLO			Copiloto A320	#N/A	17/09/2018	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
174985	CLO			Copiloto A320	#N/A	01/11/2018	100%	100%	100%	100%	100%	100%	100%	97%	100%	100%	100%	75%	98%	48.80%	0%	80.05%	80.05%	
174998	CLO			Copiloto A320	#N/A	01/11/2018	100%	100%	100%	100%	100%	100%	100%	97%	100%	100%	100%	75%	98%	48.80%	0%	80.05%	80.05%	
174999	CLO			Copiloto A320	#N/A	03/12/2018	100%	100%	100%	100%	100%	100%	100%	97%	100%	100%	100%	75%	98%	48.80%	0%	80.05%	80.05%	
175349	CLO			Copiloto A320	#N/A	03/12/2018	100%	100%	100%	100%	100%	100%	100%	100%	100%	40%	100%	75%	93%	48.80%	0%	76.18%	76.18%	
175392	CLO			Copiloto A320	#N/A	01/04/2018	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
175394	CLO			Copiloto A320	#N/A	01/04/2018	92%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	97%	48.80%	0%	79.75%	79.75%	
175395	CLO			Copiloto A320	#N/A	01/04/2018	100%	100%	96%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.03%	80.03%	
174963	CTG			Copiloto A320	#N/A	17/09/2018	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
174965	CTG			Copiloto A320	#N/A	16/08/2018	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
174982	CTG			Copiloto A320	#N/A	01/11/2018	100%	100%	100%	100%	100%	100%	100%	100%	92%	100%	100%	75%	97%	48.80%	0%	79.74%	79.74%	
174984	CTG			Copiloto A320	#N/A	01/11/2018	100%	100%	100%	100%	100%	100%	100%	100%	92%	100%	100%	75%	97%	48.80%	0%	79.74%	79.74%	
174988	CTG			Copiloto A320	#N/A	01/11/2018	100%	100%	100%	100%	100%	100%	100%	97%	100%	100%	100%	75%	98%	48.80%	0%	80.05%	80.05%	
174995	CTG			Copiloto A320	#N/A	01/11/2018	100%	100%	100%	100%	100%	100%	100%	97%	100%	100%	100%	75%	98%	48.80%	0%	80.05%	80.05%	
174996	CTG			Copiloto A320	#N/A	01/11/2018	100%	100%	100%	100%	100%	100%	100%	97%	100%	100%	100%	75%	98%	48.80%	0%	80.05%	80.05%	
174997	CTG			Copiloto A320	#N/A	01/11/2018	100%	100%	100%	100%	100%	100%	100%	100%	92%	100%	100%	75%	97%	48.80%	0%	79.74%	79.74%	
175002	CTG			Copiloto A320	#N/A	01/11/2018	100%	100%	100%	100%	100%	100%	100%	97%	100%	100%	100%	75%	98%	48.80%	0%	80.05%	80.05%	
175004	CTG			Copiloto A320	#N/A	01/11/2018	100%	100%	100%	100%	100%	100%	100%	100%	92%	100%	100%	75%	97%	48.80%	0%	79.74%	79.74%	
175005	CTG			Copiloto A320	#N/A	01/11/2018	100%	100%	100%	100%	100%	100%	100%	100%	92%	100%	100%	75%	97%	48.80%	0%	79.74%	79.74%	
175006	CTG			Copiloto A320	#N/A	01/11/2018	100%	100%	100%	100%	100%	100%	100%	97%	100%	100%	100%	75%	98%	48.80%	0%	80.05%	80.05%	
175011	CTG			Copiloto A320	#N/A	01/11/2018	100%	100%	100%	100%	100%	100%	100%	97%	100%	100%	100%	75%	98%	48.80%	0%	80.05%	80.05%	
175012	CTG			Copiloto A320	#N/A	01/11/2018	100%	100%	100%	100%	100%	100%	100%	97%	100%	100%	100%	75%	98%	48.80%	0%	80.05%	80.05%	
175252	CTG			Copiloto A320	#N/A	03/12/2018	100%	100%	100%	100%	100%	100%	100%	100%	100%	40%	100%	75%	93%	48.80%	0%	76.18%	76.18%	
175254	CTG			Copiloto A320	#N/A	03/12/2018	100%	100%	100%	100%	100%	100%	100%	100%	92%	100%	100%	75%	97%	48.80%	0%	79.74%	79.74%	
175264	CTG			Copiloto A320	#N/A	03/12/2018	100%	100%	100%	100%	100%	100%	100%	100%	92%	100%	100%	75%	97%	48.80%	0%	79.74%	79.74%	
175270	CTG			Copiloto A320	#N/A	03/12/2018	100%	100%	100%	100%	100%	100%	100%	100%	92%	100%	100%	75%	97%	48.80%	0%	79.74%	79.74%	
176263	CTG			Copiloto A320	#N/A	01/06/2018	100%	100%	96%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.03%	80.03%	
176368	CTG			Copiloto A320	#N/A	01/06/2018	100%	100%	96%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.04%	80.04%	
100294	MDE			Copiloto A320	Jubilado	19/12/1985	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	0%	0%	83%	48.80%	0%	68.33%	68.33%	Egresado / 15/02/2020
102219	MDE			Copiloto A320	#N/A	01/07/2009	92%	100%	100%	75%	62%	75%	75%	75%	75%	75%	75%	75%	79%	48.80%	0%	65.19%	65.19%	
156013	MDE			Copiloto A320	#N/A	24/06/2014	100%	100%	75%	75%	75%	75%	75%	75%	41%	75%	75%	75%	76%	48.80%	0%	62.61%	62.61%	
157362	MDE			Copiloto A320	#N/A	18/10/2014	100%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	17%	48.80%	0%	13.67%	13.67%	Egresado
157856	MDE			Copiloto A320	#N/A	14/11/2014	100%	75%	75%	75%	75%	75%	75%	42%	75%	75%	44%	74%	72%	48.80%	0%	58.75%	58.75%	
158415	MDE			Copiloto A320	#N/A	18/01/2015	100%	100%	100%	100%	100%	100%	100%	100%	100%	40%	100%	75%	93%	48.80%	0%	76.18%	76.18%	
158503	MDE			Copiloto A320	#N/A	01/01/2015	100%	100%	96%	100%	100%	100%	100%	100%	100%	40%	100%	75%	93%	48.80%	0%	75.93%	75.93%	
158547	MDE			Copiloto A320	#N/A	20/02/2015	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	46%	96%	48.80%	0%	78.31%	78.31%	
158572	MDE			Copiloto A320	#N/A	06/02/2015	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
158589	MDE			Copiloto A320	#N/A	06/02/2015	100%	92%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	97%	48.80%	0%	79.75%	79.75%	
158590	MDE			Copiloto A320	#N/A	20/02/2015	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
158591	MDE			Copiloto A320	#N/A	06/02/2015	100%	100%	96%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.03%	80.03%	
158615	MDE			Copiloto A320	#N/A	09/02/2015	92%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	97%	48.80%	0%	79.75%	79.75%	
158913	MDE			Copiloto A320	#N/A	16/03/2015	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
158914	MDE			Copiloto A320	#N/A	05/05/2015	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.27%	80.27%	
158917	MDE			Copiloto A320	#N/A	09/04/2015	100%	92%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	97%	48.80%	0%	79.75%	79.75%	
158918	MDE			Copiloto A320	#N/A	17/04/2015	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
159027	MDE			Copiloto A320	#N/A	17/04/2015	100%	100%	96%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.03%	80.03%	
159035	MDE			Copiloto A320	#N/A	17/04/2015	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
159038	MDE			Copiloto A320	#N/A	05/05/2015	100%	100%	100%	100%	97%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.07%	80.07%	
159050	MDE			Copiloto A320	#N/A	05/05/2015	100%	100%	100%	100%	100%	100%	100%	100%	92%	100%	100%	75%	97%	48.80%	0%	79.74%	79.74%	
159281	MDE			Copiloto A320	#N/A	01/06/2015	100%	100%	100%	100%	100%	100%	100%	100%	92%	100%	100%	75%	97%	48.80%	0%	79.74%	79.74%	
159286	MDE			Copiloto A320	#N/A	01/06/2015	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
159294	MDE			Copiloto A320	#N/A	01/09/2015	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
159356	MDE			Copiloto A320	#N/A	01/07/2015	100%	100%	96%	100%	100%	100%	100%	100%	92%	40%	100%	75%	92%	48.80%	0%	75.42%	75.42%	
160040	MDE			Copiloto A320	#N/A	22/09/2015	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
160669	MDE			Copiloto A320	#N/A	24/12/2015	100%	100%	100%	100%	100%	100%	100%	100%	100%	40%	100%	75%	93%	48.80%	0%	76.18%	76.18%	
163313	MDE			Copiloto A320	#N/A	03/04/2017	100%	100%	100%	100%	99%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.22%	80.22%	

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Employee ID	City	National ID	Name	Position	NOV	Date of entry	Apr-19	May-19	Jun-19	Jul-19	Aug-19	Sep-19	Oct-19	Nov-19	Dec-19	Jan-20	Feb-20	Mar-20	Average from April-19 to March-20	Result NPS AVH	MIN 60% AGREEMENT TARGET 64% AGREEMENT NPS 1,50 % (18%)	Fuel 4,50% (82%)	Final Achievement Factor	COMMENTS
163331	MDE			Copiloto A320	#N/A	17/04/2017	100%	92%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	97%	48.80%	0%	79.75%	79.75%	
163350	MDE			Copiloto A320	#N/A	03/04/2017	100%	100%	96%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.03%	80.03%	
163615	MDE			Copiloto A320	#N/A	02/05/2017	100%	100%	96%	100%	100%	100%	100%	100%	0%	0%	0%	0%	66%	48.80%	0%	54.41%	54.41%	Egresado
163618	MDE			Copiloto A320	#N/A	02/05/2017	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
163627	MDE			Copiloto A320	#N/A	02/05/2017	100%	92%	100%	100%	100%	100%	100%	97%	100%	100%	100%	75%	97%	48.80%	0%	79.52%	79.52%	
164241	MDE			Copiloto A320	#N/A	01/09/2017	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
164248	MDE			Copiloto A320	#N/A	17/07/2017	100%	100%	100%	100%	98%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.17%	80.17%	
164445	MDE			Copiloto A320	#N/A	01/09/2017	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
164455	MDE			Copiloto A320	#N/A	16/08/2017	100%	100%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	25%	48.80%	0%	20.50%	20.50%	Egresado
164711	MDE			Copiloto A320	#N/A	02/10/2017	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
164714	MDE			Copiloto A320	#N/A	02/10/2017	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
164731	MDE			Copiloto A320	#N/A	18/09/2017	100%	100%	100%	100%	100%	100%	100%	97%	100%	100%	100%	75%	98%	48.80%	0%	80.05%	80.05%	
164732	MDE			Copiloto A320	#N/A	02/10/2017	92%	100%	100%	100%	100%	100%	100%	100%	92%	100%	100%	75%	97%	48.80%	0%	79.21%	79.21%	
158909	PEI			Copiloto A320	#N/A	09/04/2015	100%	92%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	97%	48.80%	0%	79.75%	79.75%	
159030	PEI			Copiloto A320	#N/A	05/05/2015	100%	100%	96%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.03%	80.03%	
159031	PEI			Copiloto A320	#N/A	08/05/2015	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
159033	PEI			Copiloto A320	#N/A	21/04/2015	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
174637	PEI			Copiloto A320	#N/A	16/06/2018	100%	100%	100%	100%	97%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.07%	80.07%	
174646	SMR			Copiloto A320	#N/A	16/08/2018	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
174956	SMR			Copiloto A320	#N/A	16/08/2018	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
174959	SMR			Copiloto A320	#N/A	17/09/2018	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
174967	SMR			Copiloto A320	#N/A	17/09/2018	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
175350	SMR			Copiloto A320	#N/A	03/12/2018	100%	100%	100%	100%	100%	100%	100%	100%	92%	0%	0%	0%	74%	48.80%	0%	60.95%	60.95%	Egresado -22/01/2020
176515	SMR			Copiloto A320	#N/A	01/06/2018	100%	100%	96%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.03%	80.03%	
174618	BOG			Copiloto A320	#N/A	01/07/2019	0%	0%	0%	100%	100%	100%	100%	100%	100%	100%	100%	75%	97%	48.80%	0%	79.71%	79.71%	Fecha de ingreso: 01/07/2019 - Promedio desde julio 2019
174619	BOG			Copiloto A320	#N/A	01/07/2019	0%	0%	0%	100%	100%	100%	100%	100%	100%	100%	100%	75%	97%	48.80%	0%	79.71%	79.71%	Fecha de ingreso: 01/07/2019 - Promedio desde julio 2019
174620	BOG			Copiloto A320	#N/A	01/07/2019	0%	0%	0%	100%	100%	100%	100%	100%	100%	100%	100%	75%	97%	48.80%	0%	79.71%	79.71%	Fecha de ingreso: 01/07/2019 - Promedio desde julio 2019
174621	BOG			Copiloto A320	#N/A	01/07/2019	0%	0%	0%	100%	100%	100%	100%	100%	100%	100%	100%	75%	97%	48.80%	0%	79.71%	79.71%	Fecha de ingreso: 01/07/2019 - Promedio desde julio 2019
174622	BOG			Copiloto A320	#N/A	01/07/2019	0%	0%	0%	100%	100%	100%	0%	0%	0%	0%	0%	0%	33%	48.80%	0%	27.33%	27.33%	Egresado del 21 de octubre-19
174623	BOG			Copiloto A320	#N/A	01/07/2019	0%	0%	0%	100%	100%	100%	100%	100%	100%	100%	0%	75%	86%	48.80%	0%	70.61%	70.61%	Fecha de ingreso: 01/07/2019 - Promedio desde julio 2019 / no tiene programación en FEB
174641	BOG			Copiloto A320	#N/A	01/07/2019	0%	0%	0%	100%	100%	100%	100%	100%	100%	100%	0%	75%	86%	48.80%	0%	70.61%	70.61%	Fecha de ingreso: 01/07/2019 - Promedio desde julio 2019 / no tiene programación en FEB
174643	BOG			Copiloto A320	#N/A	01/07/2019	0%	0%	0%	100%	100%	100%	100%	100%	100%	100%	0%	75%	86%	48.80%	0%	70.61%	70.61%	Fecha de ingreso: 01/07/2019 - Promedio desde julio 2019 / no tiene programación en FEB
174664	BOG			Copiloto A320	#N/A	01/07/2019	0%	0%	0%	100%	100%	100%	100%	100%	100%	100%	100%	75%	97%	48.80%	0%	79.71%	79.71%	Fecha de ingreso: 01/07/2019 - Promedio desde julio 2019
174665	BOG			Copiloto A320	#N/A	01/07/2019	0%	0%	0%	100%	100%	100%	100%	100%	100%	100%	100%	75%	97%	48.80%	0%	79.71%	79.71%	Fecha de ingreso: 01/07/2019 - Promedio desde julio 2019
178732	BOG			Copiloto A320	#N/A	01/07/2019	0%	0%	0%	100%	100%	100%	100%	100%	100%	100%	100%	75%	97%	48.80%	0%	79.71%	79.71%	Fecha de ingreso: 01/07/2019 - Promedio desde julio 2019
100833	BOG			Piloto B787	#N/A	13/02/1996	0%	0%	0%	41%	41%	40%	40%	40%	40%	40%	43%	40%	41%	48.80%	0%	33.24%	33.24%	Reintegrado 26/06/2019 - Promedio desde Julio 2019

Variable Compensation 2020-2021

Employee ID	City	National ID	Name	Position	NOV	Date of entry	Apr-19	May-19	Jun-19	Jul-19	Aug-19	Sep-19	Oct-19	Nov-19	Dec-19	Jan-20	Feb-20	Mar-20	Average from April-19 to March-20	Result NPS AVH	MIN 60% AGREEMENT TARGET 64% AGREEMENT NPS 1,50 % (18%)	Fuel 4,50% (82%)	Final Achievement Factor	COMMENTS
100783	BOG			Piloto Fokker 50	Activo/Reubicado Definitivo	15/04/1995	40%	40%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	40%	48.80%	0%	32.80%	32.80%	Reubicado Definitivo 26/05/19 (promedio de 2 meses/ Proporcional)
100216	BOG			Piloto B787	Jubilado	19/10/1981	40%	40%	40%	40%	40%	40%	41%	67%	40%	40%	0%	0%	36%	48.80%	0%	29.30%	29.30%	Egresado / 15/02/2020
100226	BOG			Piloto B787	Jubilado	16/09/1982	40%	40%	40%	40%	40%	43%	100%	40%	40%	42%	0%	0%	39%	48.80%	0%	31.79%	31.79%	Egresado / 21/02/2020
100236	BOG			Piloto B787	#N/A	06/07/1983	40%	40%	40%	40%	40%	40%	40%	40%	41%	40%	40%	40%	40%	48.80%	0%	32.88%	32.88%	
100362	BOG			Piloto B787	#N/A	09/12/1987	100%	40%	40%	40%	40%	40%	40%	40%	41%	40%	100%	40%	50%	48.80%	0%	41.08%	41.08%	
100366	BOG			Piloto B787	#N/A	09/12/1987	40%	40%	40%	40%	40%	40%	40%	40%	41%	40%	100%	40%	45%	48.80%	0%	36.99%	36.99%	
100379	BOG			Piloto B787	#N/A	08/08/1988	42%	40%	60%	40%	40%	100%	40%	40%	41%	40%	40%	40%	47%	48.80%	0%	38.48%	38.48%	
100380	BOG			Piloto B787	#N/A	08/08/1988	40%	45%	40%	40%	40%	40%	40%	40%	40%	40%	40%	40%	40%	48.80%	0%	33.15%	33.15%	
100384	BOG			Piloto B787	#N/A	08/11/1988	40%	40%	40%	40%	40%	40%	40%	42%	40%	100%	100%	40%	50%	48.80%	0%	41.13%	41.13%	
100407	BOG			Piloto B787	#N/A	08/08/1988	40%	40%	40%	40%	40%	40%	40%	40%	40%	100%	80%	40%	48%	48.80%	0%	39.63%	39.63%	
100412	BOG			Piloto B787	#N/A	22/02/1989	40%	100%	40%	40%	40%	40%	40%	40%	40%	42%	40%	40%	45%	48.80%	0%	37.02%	37.02%	
100419	BOG			Piloto B787	#N/A	22/03/1989	60%	40%	40%	40%	40%	40%	40%	40%	40%	40%	40%	40%	42%	48.80%	0%	34.17%	34.17%	
100432	BOG			Piloto B787	#N/A	28/04/1989	40%	40%	40%	40%	40%	43%	40%	40%	40%	40%	100%	40%	45%	48.80%	0%	37.14%	37.14%	
100435	BOG			Piloto B787	#N/A	15/05/1989	40%	40%	40%	40%	40%	40%	42%	40%	40%	40%	100%	40%	45%	48.80%	0%	37.05%	37.05%	
100438	BOG			Piloto B787	#N/A	01/06/1989	64%	40%	64%	64%	64%	43%	64%	64%	41%	64%	64%	64%	58%	48.80%	0%	47.88%	47.88%	
100445	BOG			Piloto B787	#N/A	16/06/1989	40%	40%	40%	40%	40%	40%	40%	40%	40%	42%	40%	40%	40%	48.80%	0%	32.92%	32.92%	
100450	BOG			Piloto B787	#N/A	07/07/1989	40%	40%	40%	40%	40%	40%	40%	40%	40%	40%	40%	40%	40%	48.80%	0%	32.80%	32.80%	
100452	BOG			Piloto B787	#N/A	21/07/1989	40%	100%	40%	40%	42%	40%	80%	42%	40%	40%	40%	40%	49%	48.80%	0%	39.89%	39.89%	
100453	BOG			Piloto B787	#N/A	24/07/1989	64%	64%	64%	64%	80%	40%	40%	40%	41%	40%	40%	40%	51%	48.80%	0%	42.17%	42.17%	
100465	BOG			Piloto B787	#N/A	18/09/1989	64%	64%	43%	64%	80%	64%	80%	64%	64%	64%	64%	64%	65%	48.80%	0%	53.26%	53.26%	
100469	BOG			Piloto B787	Jubilado	05/10/1989	40%	40%	40%	40%	42%	40%	40%	40%	40%	40%	40%	40%	40%	48.80%	0%	32.92%	32.92%	
100471	BOG			Piloto B787	#N/A	25/10/1989	40%	40%	40%	40%	40%	40%	42%	40%	40%	40%	40%	40%	40%	48.80%	0%	32.95%	32.95%	
100475	BOG			Piloto B787	#N/A	01/11/1989	40%	40%	40%	40%	40%	40%	64%	80%	40%	40%	40%	40%	45%	48.80%	0%	37.21%	37.21%	
100477	BOG			Piloto B787	#N/A	01/11/1989	64%	64%	64%	64%	64%	43%	64%	41%	40%	64%	64%	64%	58%	48.80%	0%	47.88%	47.88%	
100479	BOG			Piloto B787	#N/A	10/11/1989	40%	40%	40%	40%	40%	43%	40%	40%	40%	42%	40%	40%	40%	48.80%	0%	33.16%	33.16%	
100481	BOG			Piloto B787	#N/A	20/11/1989	40%	40%	40%	40%	40%	40%	40%	42%	40%	40%	41%	40%	40%	48.80%	0%	33.01%	33.01%	
100511	BOG			Piloto B787	#N/A	16/05/1990	40%	40%	40%	40%	40%	40%	64%	40%	41%	40%	40%	40%	42%	48.80%	0%	34.52%	34.52%	
100513	BOG			Piloto B787	#N/A	23/05/1990	40%	100%	40%	40%	43%	40%	40%	80%	40%	40%	40%	40%	49%	48.80%	0%	39.83%	39.83%	
100521	BOG			Piloto B787	#N/A	09/07/1990	42%	64%	40%	40%	40%	40%	41%	40%	40%	40%	40%	40%	42%	48.80%	0%	34.67%	34.67%	
100522	BOG			Piloto B787	#N/A	09/07/1990	40%	100%	40%	40%	41%	40%	40%	40%	41%	40%	40%	40%	45%	48.80%	0%	37.02%	37.02%	
100523	BOG			Piloto B787	Jubilado	11/07/1990	40%	64%	40%	40%	41%	40%	40%	40%	41%	40%	40%	0%	39%	48.80%	0%	31.84%	31.84%	Egresado 26/03/2020
100524	BOG			Piloto B787	#N/A	12/07/1990	40%	40%	40%	40%	40%	40%	40%	40%	40%	40%	40%	40%	40%	48.80%	0%	32.80%	32.80%	
100526	BOG			Piloto B787	#N/A	23/07/1990	40%	64%	40%	40%	40%	43%	40%	40%	40%	40%	40%	40%	42%	48.80%	0%	34.68%	34.68%	
100531	BOG			Piloto B787	#N/A	06/08/1990	40%	64%	40%	40%	40%	40%	40%	40%	41%	40%	40%	40%	42%	48.80%	0%	34.52%	34.52%	
100532	BOG			Piloto B787	#N/A	11/08/1990	40%	64%	40%	40%	40%	40%	43%	40%	40%	40%	40%	40%	42%	48.80%	0%	34.68%	34.68%	
100533	BOG			Piloto B787	#N/A	13/08/1990	40%	40%	60%	40%	42%	40%	40%	40%	40%	40%	40%	40%	42%	48.80%	0%	34.29%	34.29%	
100534	BOG			Piloto B787	#N/A	14/08/1990	60%	100%	100%	40%	40%	42%	40%	40%	40%	40%	40%	40%	52%	48.80%	0%	42.52%	42.52%	
100537	BOG			Piloto B787	#N/A	27/08/1990	64%	64%	64%	64%	64%	43%	64%	64%	40%	40%	40%	40%	54%	48.80%	0%	44.52%	44.52%	
100539	BOG			Piloto B787	#N/A	03/09/1990	40%	100%	40%	40%	40%	40%	40%	41%	40%	40%	40%	40%	45%	48.80%	0%	37.01%	37.01%	
100541	BOG			Piloto B787	#N/A	07/09/1990	40%	100%	40%	40%	40%	43%	64%	40%	40%	42%	40%	40%	47%	48.80%	0%	38.90%	38.90%	
100560	BOG			Piloto B787	#N/A	15/01/1991	40%	100%	40%	40%	40%	43%	43%	40%	40%	40%	40%	40%	46%	48.80%	0%	37.37%	37.37%	
100561	BOG			Piloto B787	#N/A	17/01/1991	40%	100%	100%	40%	40%	40%	42%	40%	40%	40%	40%	40%	50%	48.80%	0%	41.15%	41.15%	
100562	BOG			Piloto B787	#N/A	18/01/1991	40%	100%	40%	40%	40%	40%	40%	42%	40%	40%	40%	40%	45%	48.80%	0%	37.03%	37.03%	
100563	BOG			Piloto B787	#N/A	21/01/1991	64%	100%	64%	64%	64%	64%	64%	64%	40%	41%	64%	64%	63%	48.80%	0%	51.76%	51.76%	
100571	BOG			Piloto B787	Jubilado	01/03/1991	40%	100%	60%	40%	40%	43%	100%	80%	40%	40%	0%	0%	49%	48.80%	0%	39.87%	39.87%	Egresado / 15/02/2020
100576	BOG			Piloto B787	#N/A	17/06/1991	40%	100%	42%	40%	40%	40%	40%	40%	40%	40%	40%	40%	45%	48.80%	0%	37.07%	37.07%	
100586	BOG			Piloto B787	#N/A	27/06/1991	64%	100%	64%	64%	64%	43%	40%	42%	40%	64%	64%	64%	59%	48.80%	0%	48.75%	48.75%	
100587	BOG			Piloto B787	#N/A	27/06/1991	40%	100%	45%	40%	40%	40%	40%	42%	40%	40%	40%	40%	46%	48.80%	0%	37.39%	37.39%	
100588	BOG			Piloto B787	#N/A	27/06/1991	64%	64%	64%	64%	64%	43%	40%	64%	64%	64%	64%	62%	60%	48.80%	0%	49.33%	49.33%	
100591	BOG			Piloto B787	#N/A	26/07/1991	40%	100%	40%	40%	43%	40%	43%	40%	40%	40%	40%	40%	46%	48.80%	0%	37.34%	37.34%	
100595	BOG			Piloto B787	#N/A	23/08/1991	40%	100%	40%	40%	40%	40%	40%	40%	41%	40%	40%	40%	45%	48.80%	0%	36.95%	36.95%	
100631	BOG			Piloto B787	#N/A	17/07/1993	62%	41%	41%	40%	40%	40%	43%	40%	40%	40%	40%	40%	42%	48.80%	0%	34.60%	34.60%	
100632	BOG			Piloto B787	#N/A	17/07/1993	43%	100%	40%	40%	40%	100%	43%	40%	40%	100%	40%	40%	56%	48.80%	0%	45.54%	45.54%	
100633	BOG			Piloto B787	#N/A	21/07/1993	40%	100%	40%	100%	100%	43%	40%	40%	40%	100%	40%	40%	60%	48.80%	0%	49.44%	49.44%	
100634	BOG			Piloto B787	#N/A	21/07/1993	40%	100%	60%	40%	40%	40%	100%	40%	40%	40%	40%	40%	52%	48.80%	0%	42.37%	42.37%	
100635	BOG			Piloto B787	#N/A	21/07/1993	40%	100%	40%	40%	40%	40%	43%	40%	40%	40%	40%	40%	45%	48.80%	0%	37.14%	37.14%	
100636	BOG			Piloto B787	#N/A	21/07/1993	40%	80%	100%	40%	40%	40%	43%	40%	40%	40%	40%	40%	49%	48.80%	0%	39.87%	39.87%	
100639	BOG			Piloto B787	#N/A	21/07/1993	64%	100%	64%	64%	64%	43%	43%	40%	40%	40%	64%	64%	58%	48.80%	0%	47.21%	47.21%	
100659	BOG			Piloto B787	#N/A	07/12/1993	40%	100%	100%	40%	40%	40%	42%	100%	40%	40%	40%	40%	55%	48.80%	0%	45.25%	45.25%	
100661	BOG			Piloto B787	#N/A	27/12/1993	40%	40%	40%	40%	40%	40%	43%	40%	40%	40%	40%	40%	40%	48.80%	0%	33.04%	33.04%	
100665	BOG			Piloto B787	#N/A	30/12/1993	40%	100%	40%	40%	40%	40%	40%	40%	40%	42%	40%	40%	45%	48.80%	0%	37.02%	37.02%	
100666	BOG			Piloto B787	#N/A	30/12/1993	40%	100%	40%	40%	40%	40%	40%	40%	41%	40%	40%	40%	45%	48.80%	0%	36.98%	36.98%	
100671	BOG			Piloto B787	#N/A	06/01/1994	40%	100%	40%	40%	40%	40%	43%	40%	40%	40%	40%	40%	45%	48.80%	0%	37.14%	37.14%	
100683	BOG			Piloto B787	#N/A	08/02/1994	40%	100%	40%	40%	40%	40%	40%	40%	40%	40%	42%	40%	45%	48.80%	0%	37.05%	37.05%	
100684	BOG			Piloto B787	#N/A	11/02/1994	40%	100%	45%	40%	40%	40%	40%	40%	40%	40%	41%	40%	45%	48.80%	0%	37.30%	37.30%	
100685	BOG			Piloto B787	#N/A	21/07/1993	40%	100%	40%	40%	40%	100%	40%	42%	40%	40%	40%	40%	50%	48.80%	0%	41.13%	41.13%	
100693	BOG			Piloto B787	#N/A	10/03/1994	40%	40%	40%	60%	40%	100%	40%	42%	40%	40%	80%	40%	50%	48.80%	0%	41.13%	41.13%	
100694	BOG			Piloto B787	#N/A	17/03/1994	40%	100%	40%	40%	40%	40%	42%	40%	40%	40%	40%	40%	45%	48.80%	0%	37.05%	37.05%	
100695	BOG			Piloto B787	#N/A	31/03/1994	64%	64%	64%	64%	64%	80%	43%	40%	40%	40%	40%	40%	54%	48.80%	0%	43.97%	43.97%	
100696	BOG			Piloto B787	#N/A	06/04/1994	100%	64%	64%	64%	64%	43%	64%	64%	40%	64%	64%	64%	63%	48.80%	0%	51.90%	51.90%	
100697	BOG			Piloto B787	#N/A	17/04/1994	40%	64%	40%	40%	40%	40%	40%	42%	40%	40%	40%	40%	42%	48.80%	0%	34.57%	34.57%	
100698	BOG			Piloto B787	#N/A	18/04/1994	40%	100%	40%	40%	40%	43%	40%	40%	40%	40%	40%	40%	45%	48.80%	0%	37.14%	37.14%	

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Employee ID	City	National ID	Name	Position	NOV	Date of entry	Apr-19	May-19	Jun-19	Jul-19	Aug-19	Sep-19	Oct-19	Nov-19	Dec-19	Jan-20	Feb-20	Mar-20	Average from April-19 to March-20	Result NPS AVH	MIN 60% AGREEMENT TARGET 64% AGREEMENT NPS 1,50 % (18%)	Fuel 4,50% (82%)	Final Achievement Factor	COMMENTS
100699	BOG			Piloto B787	#N/A	28/04/1994	40%	100%	40%	40%	40%	43%	40%	40%	40%	40%	40%	40%	45%	48.80%	0%	37.14%	37.14%	
100700	BOG			Piloto B787	#N/A	01/05/1994	40%	80%	40%	40%	40%	40%	40%	42%	40%	60%	40%	40%	45%	48.80%	0%	37.03%	37.03%	
100702	BOG			Piloto B787	#N/A	19/05/1994	64%	64%	64%	64%	64%	43%	64%	64%	41%	64%	64%	64%	60%	48.80%	0%	49.52%	49.52%	
100703	BOG			Piloto B787	#N/A	19/05/1994	40%	40%	40%	40%	43%	40%	40%	40%	40%	40%	40%	40%	40%	48.80%	0%	33.00%	33.00%	
100704	BOG			Piloto B787	#N/A	24/05/1994	40%	100%	40%	40%	40%	40%	40%	42%	40%	40%	40%	40%	45%	48.80%	0%	37.03%	37.03%	
100705	BOG			Piloto B787	#N/A	24/05/1994	40%	100%	40%	40%	40%	40%	40%	41%	100%	40%	40%	40%	50%	48.80%	0%	41.08%	41.08%	
100710	BOG			Piloto B787	#N/A	26/06/1994	40%	40%	40%	40%	40%	40%	40%	40%	40%	42%	40%	40%	40%	48.80%	0%	32.92%	32.92%	
100712	BOG			Piloto B787	#N/A	27/06/1994	40%	64%	40%	40%	40%	40%	40%	41%	40%	80%	40%	40%	45%	48.80%	0%	37.26%	37.26%	
100726	BOG			Piloto B787	#N/A	20/07/1994	40%	100%	40%	40%	100%	40%	100%	42%	40%	40%	40%	40%	55%	48.80%	0%	45.23%	45.23%	
100730	BOG			Piloto B787	#N/A	23/08/1994	40%	64%	40%	40%	100%	40%	40%	40%	41%	80%	40%	40%	50%	48.80%	0%	41.35%	41.35%	
100736	BOG			Piloto B787	#N/A	02/09/1994	60%	100%	45%	40%	40%	43%	40%	40%	40%	40%	40%	40%	47%	48.80%	0%	38.81%	38.81%	
100737	BOG			Piloto B787	#N/A	02/09/1994	40%	45%	40%	40%	40%	40%	43%	40%	40%	40%	40%	40%	41%	48.80%	0%	33.39%	33.39%	
100738	BOG			Piloto B787	#N/A	02/09/1994	40%	40%	80%	40%	40%	40%	40%	42%	40%	40%	40%	40%	43%	48.80%	0%	35.67%	35.67%	
100739	BOG			Piloto B787	#N/A	02/09/1994	64%	100%	64%	64%	64%	80%	64%	64%	64%	41%	64%	64%	66%	48.80%	0%	54.44%	54.44%	
100740	BOG			Piloto B787	#N/A	06/09/1994	40%	100%	40%	40%	40%	40%	40%	40%	41%	40%	40%	40%	45%	48.80%	0%	36.99%	36.99%	
100741	BOG			Piloto B787	#N/A	08/09/1994	40%	100%	40%	100%	40%	43%	40%	40%	40%	40%	40%	40%	50%	48.80%	0%	41.24%	41.24%	
100742	BOG			Piloto B787	#N/A	14/09/1994	40%	100%	40%	40%	40%	43%	41%	40%	40%	40%	40%	40%	45%	48.80%	0%	37.21%	37.21%	
100745	BOG			Piloto B787	#N/A	21/09/1994	40%	100%	40%	40%	40%	43%	40%	40%	40%	42%	40%	40%	45%	48.80%	0%	37.26%	37.26%	
100748	BOG			Piloto B787	#N/A	01/10/1994	40%	45%	40%	40%	40%	40%	43%	40%	40%	40%	40%	40%	41%	48.80%	0%	33.39%	33.39%	
100749	BOG			Piloto B787	#N/A	01/10/1994	64%	64%	64%	64%	64%	43%	40%	40%	40%	40%	40%	40%	50%	48.80%	0%	41.24%	41.24%	
100751	BOG			Piloto B787	#N/A	05/10/1994	60%	100%	100%	40%	100%	43%	40%	40%	40%	40%	60%	40%	59%	48.80%	0%	48.07%	48.07%	
100752	BOG			Piloto B787	#N/A	05/10/1994	40%	100%	40%	40%	43%	40%	40%	40%	40%	42%	40%	40%	45%	48.80%	0%	37.24%	37.24%	
100755	BOG			Piloto B787	#N/A	11/10/1994	43%	40%	40%	40%	40%	40%	40%	42%	40%	40%	40%	40%	40%	48.80%	0%	33.15%	33.15%	
100757	BOG			Piloto B787	#N/A	11/10/1994	40%	100%	60%	40%	43%	40%	40%	40%	40%	42%	40%	40%	47%	48.80%	0%	38.60%	38.60%	
100760	BOG			Piloto B787	#N/A	09/11/1994	40%	100%	40%	40%	40%	40%	40%	42%	40%	40%	60%	40%	47%	48.80%	0%	38.40%	38.40%	
100764	BOG			Piloto B787	#N/A	17/12/1994	40%	100%	40%	40%	40%	40%	40%	40%	41%	40%	40%	40%	45%	48.80%	0%	36.98%	36.98%	
100765	BOG			Piloto B787	#N/A	22/12/1994	40%	100%	40%	40%	40%	40%	40%	40%	40%	42%	40%	40%	45%	48.80%	0%	37.05%	37.05%	
100775	BOG			Piloto B787	#N/A	21/02/1995	40%	100%	40%	100%	40%	40%	42%	40%	40%	40%	40%	40%	50%	48.80%	0%	41.15%	41.15%	
100776	BOG			Piloto B787	#N/A	22/02/1995	40%	43%	80%	40%	40%	40%	40%	40%	40%	40%	40%	40%	44%	48.80%	0%	35.76%	35.76%	
100778	BOG			Piloto B787	#N/A	03/03/1995	40%	100%	40%	40%	40%	40%	40%	40%	41%	40%	40%	40%	45%	48.80%	0%	36.98%	36.98%	
100784	BOG			Piloto B787	#N/A	27/04/1995	40%	100%	40%	40%	40%	40%	40%	40%	41%	40%	40%	40%	45%	48.80%	0%	36.98%	36.98%	
100785	BOG			Piloto B787	#N/A	27/04/1995	40%	100%	40%	40%	40%	40%	43%	40%	40%	40%	40%	40%	45%	48.80%	0%	37.14%	37.14%	
100786	BOG			Piloto B787	#N/A	29/04/1995	40%	100%	40%	40%	43%	40%	40%	40%	40%	40%	40%	40%	45%	48.80%	0%	37.10%	37.10%	
100787	BOG			Piloto B787	#N/A	19/05/1995	40%	100%	40%	40%	40%	40%	43%	40%	40%	40%	40%	40%	45%	48.80%	0%	37.14%	37.14%	
100790	BOG			Piloto B787	#N/A	21/06/1995	40%	100%	40%	40%	40%	40%	42%	40%	40%	40%	40%	40%	45%	48.80%	0%	37.05%	37.05%	
100792	BOG			Piloto B787	#N/A	08/08/1995	40%	100%	40%	40%	42%	100%	40%	40%	40%	40%	40%	40%	50%	48.80%	0%	41.13%	41.13%	
100793	BOG			Piloto B787	#N/A	16/08/1995	40%	100%	40%	40%	43%	40%	40%	100%	40%	42%	75%	40%	53%	48.80%	0%	43.71%	43.71%	
100794	BOG			Piloto B787	#N/A	16/08/1995	40%	100%	40%	40%	40%	40%	41%	40%	40%	40%	40%	40%	45%	48.80%	0%	36.94%	36.94%	
100796	BOG			Piloto B787	#N/A	24/08/1995	40%	100%	40%	40%	43%	40%	40%	40%	40%	42%	40%	40%	45%	48.80%	0%	37.23%	37.23%	
100805	BOG			Piloto B787	#N/A	30/10/1995	42%	100%	40%	40%	100%	100%	100%	40%	40%	40%	100%	40%	65%	48.80%	0%	53.43%	53.43%	
100810	BOG			Piloto B787	#N/A	19/11/1995	40%	100%	40%	40%	40%	40%	40%	40%	40%	42%	40%	40%	45%	48.80%	0%	37.02%	37.02%	
100811	BOG			Piloto B787	#N/A	22/11/1995	40%	100%	40%	40%	40%	40%	40%	40%	41%	40%	40%	40%	45%	48.80%	0%	36.98%	36.98%	
100814	BOG			Piloto B787	#N/A	12/12/1995	100%	100%	40%	100%	43%	40%	40%	40%	40%	42%	40%	40%	55%	48.80%	0%	45.43%	45.43%	
100832	BOG			Piloto B787	#N/A	13/02/1996	100%	100%	100%	40%	40%	100%	100%	40%	41%	40%	40%	40%	65%	48.80%	0%	53.35%	53.35%	
100835	BOG			Piloto B787	#N/A	16/02/1996	40%	100%	40%	40%	40%	40%	43%	40%	40%	40%	40%	40%	45%	48.80%	0%	37.14%	37.14%	
100847	BOG			Piloto B787	#N/A	09/05/1996	40%	100%	40%	40%	40%	40%	40%	40%	40%	40%	40%	40%	45%	48.80%	0%	36.90%	36.90%	
100849	BOG			Piloto B787	#N/A	13/05/1996	40%	100%	40%	40%	40%	40%	42%	40%	40%	40%	40%	40%	45%	48.80%	0%	37.05%	37.05%	
100853	BOG			Piloto B787	#N/A	21/05/1996	40%	100%	45%	40%	40%	40%	40%	40%	40%	40%	40%	40%	45%	48.80%	0%	37.26%	37.26%	
100854	BOG			Piloto B787	#N/A	22/05/1996	40%	100%	45%	40%	40%	40%	40%	40%	40%	40%	40%	40%	45%	48.80%	0%	37.26%	37.26%	
100876	BOG			Piloto B787	#N/A	02/11/1996	40%	100%	40%	100%	43%	40%	40%	40%	40%	40%	40%	40%	50%	48.80%	0%	41.20%	41.20%	
100877	BOG			Piloto B787	#N/A	14/11/1996	40%	100%	40%	40%	60%	60%	40%	40%	41%	40%	40%	40%	48%	48.80%	0%	39.71%	39.71%	
100883	BOG			Piloto B787	#N/A	17/12/1996	40%	100%	40%	40%	40%	43%	41%	40%	40%	40%	40%	40%	45%	48.80%	0%	37.17%	37.17%	
100893	BOG			Piloto B787	#N/A	06/02/1997	100%	100%	40%	40%	40%	40%	100%	40%	40%	40%	40%	40%	55%	48.80%	0%	45.10%	45.10%	
100894	BOG			Piloto B787	#N/A	06/02/1997	40%	100%	45%	40%	40%	40%	40%	40%	40%	40%	40%	40%	45%	48.80%	0%	37.25%	37.25%	
100895	BOG			Piloto B787	#N/A	06/02/1997	42%	100%	40%	40%	60%	40%	40%	40%	40%	40%	40%	40%	47%	48.80%	0%	38.40%	38.40%	
100896	BOG			Piloto B787	#N/A	06/02/1997	40%	92%	40%	60%	40%	40%	43%	40%	40%	40%	40%	40%	46%	48.80%	0%	37.96%	37.96%	
100900	BOG			Piloto B787	#N/A	06/02/1997	40%	100%	45%	40%	40%	40%	40%	40%	40%	40%	40%	40%	45%	48.80%	0%	37.26%	37.26%	
100901	BOG			Piloto B787	#N/A	06/02/1997	40%	100%	40%	40%	40%	40%	43%	40%	40%	40%	40%	40%	45%	48.80%	0%	37.14%	37.14%	
100902	BOG			Piloto B787	#N/A	06/02/1997	40%	100%	43%	40%	40%	40%	40%	40%	40%	40%	40%	40%	45%	48.80%	0%	37.13%	37.13%	
100903	BOG			Piloto B787	#N/A	06/02/1997	40%	100%	40%	40%	40%	40%	43%	40%	40%	40%	40%	40%	45%	48.80%	0%	37.14%	37.14%	
100911	BOG			Piloto B787	#N/A	01/04/1997	40%	100%	45%	40%	40%	40%	40%	40%	100%	40%	40%	40%	50%	48.80%	0%	41.36%	41.36%	
100924	BOG			Piloto B787	#N/A	18/06/1997	40%	100%	60%	40%	40%	43%	40%	40%	40%	40%	40%	40%	47%	48.80%	0%	38.50%	38.50%	
100925	BOG			Piloto B787	#N/A	18/06/1997	40%	40%	100%	40%	40%	40%	40%	40%	40%	40%	40%	40%	45%	48.80%	0%	36.92%	36.92%	
100930	BOG			Piloto B787	#N/A	16/07/1997	40%	100%	80%	100%	43%	40%	40%	40%	40%	40%	40%	40%	54%	48.80%	0%	43.93%	43.93%	
100932	BOG			Piloto B787	#N/A	17/07/1997	40%	100%	40%	40%	40%	43%	60%	40%	40%	40%	40%	40%	47%	48.80%	0%	38.46%	38.46%	
100978	BOG			Piloto B787	#N/A	10/06/1998	40%	100%	62%	40%	40%	40%	40%	40%	40%	40%	40%	40%	47%	48.80%	0%	38.38%	38.38%	
100989	BOG			Piloto B787	#N/A	19/06/1998	40%	100%	40%	40%	40%	43%	40%	40%	40%	40%	40%	40%	45%	48.80%	0%	37.14%	37.14%	
100995	BOG			Piloto B787	#N/A	13/08/1998	40%	100%	80%	40%	42%	41%	40%	40%	40%	42%	40%	40%	49%	48.80%	0%	39.97%	39.97%	
101830	BOG			Piloto ATR 72 600	#N/A	08/06/2007	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	60%	97%	48.80%	0%	79.27%	79.27%	
101889	BOG			Piloto ATR 72 600	#N/A	06/09/2007	100%	100%	100%	100%	100%	100%	100%	100%	100%	40%	40%	40%	85%	48.80%	0%	69.70%	69.70%	
101890	BOG			Piloto ATR 72 600	#N/A	16/09/2007	100%	100%	100%	100%	100%	100%	100%	100%	100%	64%	64%	64%	91%	48.80%	0%	74.62%	74.62%	
101896	BOG			Piloto ATR 72 600	#N/A	19/09/2007	100%	100%	100%	100%	100%	100%	100%	97%	99%	100%	60%	60%	93%	48.80%	0%	76.27%	76.27%	
101899	BOG			Piloto ATR 72 600	#N/A	19/09/2007	100%	100%	100%	100%	100%	100%	100%	100%	100%	64%	64%	40%	89%	48.80%	0%	72.98%	72.98%	

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Employee ID	City	National ID	Name	Position	NOV	Date of entry	Apr-19	May-19	Jun-19	Jul-19	Aug-19	Sep-19	Oct-19	Nov-19	Dec-19	Jan-20	Feb-20	Mar-20	Average from April-19 to March-20	Result NPS AVH	MIN 60% AGREEMENT TARGET 64% AGREEMENT NPS 1,50 % (18%)	Fuel 4,50% (82%)	Final Achievement Factor	COMMENTS
101933	BOG			Piloto ATR 72 600	#N/A	07/12/2007	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	40%	95%	48.80%	0%	77.90%	77.90%	
101936	BOG			Piloto ATR 72 600	#N/A	02/01/2008	100%	100%	100%	100%	100%	100%	80%	100%	40%	100%	100%	40%	88%	48.80%	0%	72.43%	72.43%	
102446	BOG			Piloto ATR 72 600	#N/A	03/05/2010	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	40%	95%	48.80%	0%	77.90%	77.90%	
102487	BOG			Piloto ATR 72 600	#N/A	23/06/2010	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	90%	40%	94%	48.80%	0%	77.24%	77.24%	
102507	BOG			Piloto ATR 72 600	#N/A	05/08/2010	100%	100%	100%	100%	100%	100%	100%	97%	100%	100%	100%	40%	95%	48.80%	0%	77.67%	77.67%	
102789	BOG			Piloto ATR 72 600	#N/A	16/08/2011	100%	100%	100%	100%	100%	98%	100%	100%	100%	40%	40%	40%	85%	48.80%	0%	69.58%	69.58%	
102797	BOG			Piloto ATR 72 600	#N/A	16/08/2011	100%	100%	100%	100%	100%	100%	100%	100%	100%	40%	40%	40%	85%	48.80%	0%	69.70%	69.70%	
102819	BOG			Piloto ATR 72 600	#N/A	01/09/2011	100%	100%	100%	100%	100%	100%	100%	97%	100%	80%	100%	40%	93%	48.80%	0%	76.30%	76.30%	
102822	BOG			Piloto ATR 72 600	#N/A	01/09/2011	100%	92%	100%	100%	100%	100%	100%	100%	100%	100%	40%	46%	90%	48.80%	0%	73.68%	73.68%	
102825	BOG			Piloto ATR 72 600	#N/A	01/09/2011	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	40%	95%	48.80%	0%	77.90%	77.90%	
102829	BOG			Piloto ATR 72 600	#N/A	01/09/2011	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	46%	96%	48.80%	0%	78.31%	78.31%	
102831	BOG			Piloto ATR 72 600	#N/A	01/09/2011	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	60%	97%	48.80%	0%	79.27%	79.27%	
102837	BOG			Piloto ATR 72 600	#N/A	01/09/2011	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	40%	95%	48.80%	0%	77.90%	77.90%	
102838	BOG			Piloto ATR 72 600	#N/A	01/09/2011	100%	100%	100%	100%	100%	100%	100%	100%	100%	92%	100%	40%	94%	48.80%	0%	77.36%	77.36%	
102850	BOG			Piloto ATR 72 600	#N/A	16/09/2011	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	40%	40%	90%	48.80%	0%	73.80%	73.80%	
102857	BOG			Piloto ATR 72 600	#N/A	16/09/2011	100%	100%	100%	100%	100%	100%	100%	97%	100%	100%	100%	60%	96%	48.80%	0%	79.04%	79.04%	
102868	BOG			Piloto ATR 72 600	#N/A	03/10/2011	100%	100%	100%	100%	100%	100%	100%	100%	100%	40%	100%	40%	90%	48.80%	0%	73.80%	73.80%	
102923	BOG			Piloto ATR 72 600	#N/A	01/12/2011	100%	100%	100%	100%	100%	100%	100%	100%	100%	40%	40%	40%	85%	48.80%	0%	69.70%	69.70%	
102935	BOG			Piloto ATR 72 600	#N/A	01/12/2011	100%	100%	100%	100%	100%	100%	100%	100%	100%	40%	40%	40%	85%	48.80%	0%	69.70%	69.70%	
102937	BOG			Piloto ATR 72 600	#N/A	01/12/2011	100%	100%	100%	100%	100%	100%	100%	100%	100%	40%	40%	40%	85%	48.80%	0%	69.70%	69.70%	
102946	BOG			Piloto ATR 72 600	#N/A	01/12/2011	100%	100%	100%	100%	100%	40%	100%	100%	100%	40%	40%	40%	80%	48.80%	0%	65.60%	65.60%	
102949	BOG			Piloto ATR 72 600	#N/A	01/12/2011	100%	100%	100%	100%	100%	100%	100%	100%	100%	40%	40%	40%	85%	48.80%	0%	69.70%	69.70%	
102952	BOG			Piloto ATR 72 600	#N/A	01/12/2011	100%	100%	100%	100%	40%	100%	100%	100%	100%	40%	40%	40%	80%	48.80%	0%	65.60%	65.60%	
100081	BOG			Piloto A330	#N/A	11/12/1978	100%	100%	100%	64%	64%	62%	64%	100%	40%	100%	64%	40%	75%	48.80%	0%	61.39%	61.39%	
100083	BOG			Piloto A330	#N/A	11/12/1978	40%	100%	100%	100%	100%	40%	64%	40%	40%	100%	100%	40%	72%	48.80%	0%	59.04%	59.04%	
100087	BOG			Piloto A330	Jubilado	11/12/1978	40%	63%	40%	40%	40%	40%	40%	40%	40%	40%	40%	40%	42%	48.80%	0%	34.37%	34.37%	
100088	BOG			Piloto A330	Jubilado	02/01/1979	60%	100%	40%	40%	40%	40%	40%	40%	40%	40%	57%	0%	45%	48.80%	0%	36.73%	36.73%	Egresado / 15/03/2020
100098	BOG			Piloto A330	Jubilado	20/03/1979	40%	100%	40%	40%	40%	62%	40%	40%	60%	40%	40%	100%	54%	48.80%	0%	43.90%	44%	
100099	BOG			Piloto A330	#N/A	20/03/1979	100%	100%	40%	40%	100%	100%	100%	40%	40%	40%	40%	40%	65%	48.80%	0%	53.30%	53.30%	
100101	BOG			Piloto A330	Jubilado	20/03/1979	64%	100%	80%	64%	100%	100%	100%	60%	100%	100%	60%	40%	81%	48.80%	0%	66.15%	66.15%	
100103	BOG			Piloto A330	Jubilado	20/03/1979	58%	100%	40%	40%	40%	40%	64%	40%	40%	40%	40%	42%	49%	48.80%	0%	39.85%	39.85%	
100134	BOG			Piloto A330	Jubilado	27/08/1979	40%	100%	40%	40%	60%	62%	40%	40%	100%	40%	40%	0%	50%	48.80%	0%	41.16%	41.16%	Egresado / 15/03/2020
100157	BOG			Piloto A330	Jubilado	27/08/1979	40%	100%	40%	100%	100%	80%	40%	40%	63%	100%	100%	40%	70%	48.80%	0%	57.59%	57.59%	
100158	BOG			Piloto A330	Jubilado	07/07/1980	40%	100%	100%	100%	40%	100%	100%	100%	54%	40%	40%	40%	71%	48.80%	0%	58.38%	58.38%	
100161	BOG			Piloto A330	#N/A	07/07/1980	40%	100%	40%	100%	100%	40%	40%	100%	60%	43%	100%	40%	67%	48.80%	0%	54.83%	54.83%	
100162	BOG			Piloto A330	Jubilado	27/08/1979	64%	64%	66%	64%	64%	40%	40%	40%	63%	40%	40%	40%	52%	48.80%	0%	42.70%	42.70%	
100169	BOG			Piloto A330	#N/A	18/08/1980	64%	63%	66%	64%	64%	62%	64%	64%	40%	53%	64%	64%	61%	48.80%	0%	50.03%	50.03%	
100173	BOG			Piloto A330	#N/A	16/09/1980	40%	100%	40%	60%	40%	40%	40%	40%	53%	71%	40%	40%	50%	48.80%	0%	41.29%	41.29%	
100174	BOG			Piloto A330	#N/A	17/09/1980	40%	100%	40%	60%	40%	80%	60%	40%	40%	40%	64%	40%	54%	48.80%	0%	43.98%	43.98%	
100179	BOG			Piloto A330	#N/A	07/07/1980	40%	100%	80%	40%	40%	40%	60%	40%	80%	40%	40%	40%	53%	48.80%	0%	43.71%	43.71%	
100184	BOG			Piloto A330	#N/A	18/08/1980	40%	100%	40%	40%	40%	40%	40%	40%	63%	40%	40%	40%	47%	48.80%	0%	38.45%	38.45%	
100254	BOG			Piloto A330	#N/A	07/05/1984	40%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	40%	90%	48.80%	0%	73.80%	73.80%	
100257	BOG			Piloto A330	#N/A	07/05/1984	40%	100%	66%	60%	40%	40%	60%	40%	80%	100%	40%	40%	59%	48.80%	0%	48.26%	48.26%	
100259	BOG			Piloto A330	#N/A	07/05/1984	60%	100%	66%	100%	100%	60%	100%	100%	60%	100%	80%	40%	81%	48.80%	0%	66.03%	66.03%	
100287	BOG			Piloto A330	#N/A	15/10/1985	40%	100%	60%	100%	100%	62%	80%	62%	100%	100%	80%	40%	77%	48.80%	0%	63.19%	63.19%	
100289	BOG			Piloto A330	#N/A	15/10/1985	40%	100%	40%	100%	40%	40%	40%	40%	60%	60%	40%	40%	53%	48.80%	0%	43.73%	43.73%	
100290	BOG			Piloto A330	#N/A	15/10/1985	64%	100%	100%	64%	100%	80%	80%	60%	40%	80%	64%	40%	73%	48.80%	0%	59.59%	59.59%	
100292	BOG			Piloto A330	#N/A	15/10/1985	64%	100%	64%	64%	100%	40%	64%	64%	60%	40%	64%	40%	64%	48.80%	0%	52.21%	52.21%	
100298	BOG			Piloto A330	#N/A	19/02/1986	100%	100%	100%	100%	62%	100%	100%	100%	60%	40%	100%	40%	83%	48.80%	0%	68.45%	68.45%	
100299	BOG			Piloto A330	#N/A	19/02/1986	100%	100%	100%	40%	40%	100%	100%	100%	40%	60%	40%	40%	72%	48.80%	0%	58.77%	58.77%	
100321	BOG			Piloto A330	#N/A	06/10/1986	40%	100%	40%	40%	40%	40%	40%	40%	40%	60%	40%	40%	47%	48.80%	0%	38.27%	38.27%	
100344	BOG			Piloto A330	#N/A	01/07/1987	100%	100%	100%	40%	100%	100%	100%	100%	100%	100%	80%	40%	88%	48.80%	0%	72.43%	72.43%	
100349	BOG			Piloto A330	#N/A	10/08/1987	80%	100%	40%	40%	40%	40%	64%	40%	100%	60%	60%	80%	62%	48.80%	0%	50.84%	50.84%	
100350	BOG			Piloto A330	#N/A	10/08/1987	100%	100%	100%	64%	64%	100%	64%	100%	40%	60%	100%	40%	78%	48.80%	0%	63.69%	63.69%	
100352	BOG			Piloto A330	#N/A	10/08/1987	40%	100%	40%	100%	100%	40%	60%	62%	60%	40%	80%	40%	64%	48.80%	0%	52.10%	52.10%	
100363	BOG			Piloto A330	#N/A	09/12/1987	100%	100%	100%	40%	100%	100%	64%	40%	60%	40%	40%	40%	69%	48.80%	0%	56.31%	56.31%	
100364	BOG			Piloto A330	#N/A	09/12/1987	40%	80%	40%	40%	52%	40%	40%	40%	40%	40%	40%	40%	44%	48.80%	0%	36.32%	36.32%	
100365	BOG			Piloto A330	#N/A	09/12/1987	64%	64%	100%	64%	100%	62%	64%	64%	100%	40%	100%	64%	74%	48.80%	0%	60.57%	60.57%	
100367	BOG			Piloto A330	#N/A	09/12/1987	40%	100%	80%	60%	100%	40%	40%	40%	40%	40%	40%	40%	55%	48.80%	0%	45.10%	45.10%	
100369	BOG			Piloto A330	Jubilado	09/12/1987	40%	100%	49%	40%	40%	0%	0%	0%	0%	0%	0%	0%	22%	48.80%	0%	18.36%	18.36%	Egresado
100371	BOG			Piloto A330	#N/A	09/12/1987	40%	100%	66%	40%	40%	40%	40%	40%	40%	40%	100%	40%	52%	48.80%	0%	42.79%	42.79%	
100381	BOG			Piloto A330	#N/A	09/12/1987	40%	100%	100%	100%	40%	40%	100%	100%	40%	68%	44%	40%	68%	48.80%	0%	55.46%	55.46%	
100923	BOG			Piloto A330	#N/A	18/06/1997	40%	100%	40%	40%	64%	64%	100%	64%	48%	60%	64%	64%	62%	48.80%	0%	51.14%	51.14%	
100931	BOG			Piloto A330	#N/A	16/07/1997	40%	100%	60%	100%	62%	40%	100%	100%	100%	100%	40%	40%	73%	48.80%	0%	60.25%	60.25%	
100939	BOG			Piloto A330	#N/A	27/08/1997	80%	100%	40%	40%	40%	62%	40%	40%	40%	60%	40%	40%	52%	48.80%	0%	42.53%	42.53%	
100952	BOG			Piloto A330	#N/A	16/02/1998	40%	100%	100%	40%	62%	40%	100%	40%	40%	40%	57%	40%	58%	48.80%	0%	47.78%	47.78%	
100953	BOG			Piloto A330	#N/A	16/02/1998	80%	100%	100%	80%	80%	62%	60%	80%	60%	100%	40%	40%	74%	48.80%	0%	60.30%	60.30%	
100954	BOG			Piloto A330	#N/A	16/02/1998	100%	100%	80%	100%	64%	40%	64%	64%	60%	100%	40%	40%	71%	48.80%	0%	58.22%	58.22%	
100956	BOG			Piloto A330	#N/A	25/02/1998	58%	100%	100%	40%	40%	100%	40%	100%	100%	40%	57%	40%	68%	48.80%	0%	55.71%	55.71%	
100958	BOG			Piloto A330	#N/A	10/03/1998	64%	64%	66%	64%	40%	64%	64%	100%	64%	60%	64%	64%	65%	48.80%	0%	53.16%	53.16%	
100963	BOG			Piloto A330	#N/A	20/04/1998	100%	100%	60%	100%	62%	100%	40%	100%	100%	40%	40%	40%	73%	48.80%	0%	60.25%	60.25%	
100965	BOG			Piloto A330	#N/A	22/04/1998	58%	100%	100%	80%	100%	100%	60%	60%	40%	40%	40%	40%	68%	48.80%	0%	55.85%	55.85%	
100966	BOG			Piloto A330	#N/A	22/04/1998	40%	100%	100%	40%	62%	40%	100%	40%	100%	40%	40%	40%	62%	48.80%	0%	50.68%	50.68%	

Variable Compensation 2020-2021

Employee ID	City	National ID	Name	Position	NOV	Date of entry	Apr-19	May-19	Jun-19	Jul-19	Aug-19	Sep-19	Oct-19	Nov-19	Dec-19	Jan-20	Feb-20	Mar-20	Average from April-19 to March-20	Result NPS AVH	MIN 60% AGREEMENT TARGET 64% AGREEMENT NPS 1,50 % (18%)	Fuel 4,50% (82%)	Final Achievement Factor	COMMENTS
100970	BOG			Piloto A330	#N/A	24/04/1998	100%	100%	100%	100%	100%	100%	60%	100%	100%	40%	40%	40%	82%	48.80%	0%	66.94%	66.94%	
100971	BOG			Piloto A330	#N/A	24/04/1998	40%	100%	40%	40%	62%	100%	40%	40%	40%	40%	100%	40%	57%	48.80%	0%	46.58%	46.58%	
100973	BOG			Piloto A330	#N/A	24/04/1998	100%	100%	66%	100%	100%	100%	100%	40%	100%	40%	40%	41%	77%	48.80%	0%	63.35%	63.35%	
100980	BOG			Piloto A330	#N/A	10/06/1998	40%	100%	100%	40%	100%	100%	40%	100%	80%	80%	80%	40%	75%	48.80%	0%	61.50%	61.50%	
100981	BOG			Piloto A330	#N/A	10/06/1998	40%	100%	76%	60%	100%	100%	80%	40%	100%	40%	80%	40%	71%	48.80%	0%	58.52%	58.52%	
100982	BOG			Piloto A330	#N/A	10/06/1998	58%	100%	100%	100%	60%	100%	40%	60%	100%	80%	57%	40%	75%	48.80%	0%	61.17%	61.17%	
100984	BOG			Piloto A330	#N/A	11/06/1998	40%	100%	63%	40%	40%	100%	100%	100%	40%	100%	100%	40%	72%	48.80%	0%	58.99%	58.99%	
100985	BOG			Piloto A330	#N/A	16/06/1998	100%	100%	100%	60%	57%	60%	100%	60%	100%	60%	100%	40%	78%	48.80%	0%	64.05%	64.05%	
100986	BOG			Piloto A330	#N/A	16/06/1998	100%	100%	60%	60%	60%	40%	60%	100%	60%	60%	57%	40%	66%	48.80%	0%	54.50%	54.50%	
100990	BOG			Piloto A330	#N/A	23/06/1998	100%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	17%	48.80%	0%	13.67%	13.67%	Egresado
100994	BOG			Piloto A330	#N/A	24/07/1998	100%	100%	40%	100%	59%	42%	40%	100%	100%	100%	100%	40%	77%	48.80%	0%	62.94%	62.94%	
100334	BAQ			Piloto A320	#N/A	20/01/1987	100%	100%	100%	100%	97%	100%	100%	100%	60%	100%	40%	40%	86%	48.80%	0%	70.85%	70.85%	
100335	BAQ			Piloto A320	#N/A	20/01/1987	100%	100%	100%	100%	100%	100%	80%	100%	100%	92%	80%	60%	93%	48.80%	0%	76.00%	76.00%	
100807	BAQ			Piloto A320	#N/A	01/11/1995	100%	100%	80%	100%	100%	100%	100%	81%	80%	92%	60%	40%	86%	48.80%	0%	70.61%	70.61%	
101608	BAQ			Piloto A320	#N/A	18/04/2006	60%	100%	100%	100%	100%	100%	100%	97%	100%	100%	100%	100%	96%	48.80%	0%	79.04%	79.04%	
101629	BAQ			Piloto A320	#N/A	03/06/2006	95%	100%	100%	100%	100%	100%	100%	100%	88%	100%	100%	40%	94%	48.80%	0%	76.72%	76.72%	
101741	BAQ			Piloto A320	#N/A	16/11/2006	100%	100%	100%	100%	97%	100%	100%	100%	100%	92%	100%	40%	94%	48.80%	0%	77.15%	77.15%	
101888	BAQ			Piloto A320	#N/A	06/09/2007	100%	80%	100%	100%	97%	100%	100%	100%	100%	40%	90%	40%	87%	48.80%	0%	71.56%	71.56%	
101932	BAQ			Piloto A320	#N/A	05/12/2007	59%	100%	100%	100%	100%	100%	100%	100%	92%	100%	100%	40%	91%	48.80%	0%	74.57%	74.57%	
102124	BAQ			Piloto A320	#N/A	16/11/2008	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	60%	97%	48.80%	0%	79.27%	79.27%	
102154	BAQ			Piloto A320	#N/A	02/01/2009	100%	100%	100%	100%	100%	100%	100%	100%	95%	100%	100%	40%	95%	48.80%	0%	77.56%	77.56%	
102428	BAQ			Piloto A320	#N/A	16/01/2010	100%	100%	100%	100%	98%	100%	100%	100%	100%	100%	100%	100%	100%	48.80%	0%	81.87%	81.87%	
102437	BAQ			Piloto A320	#N/A	16/02/2010	100%	100%	100%	100%	100%	100%	100%	97%	100%	100%	100%	64%	97%	48.80%	0%	79.31%	79.31%	
102588	BAQ			Piloto A320	#N/A	03/01/2011	40%	100%	96%	80%	100%	0%	0%	0%	0%	0%	0%	0%	35%	48.80%	0%	28.45%	28.45%	Egresado
103016	BAQ			Piloto A320	#N/A	16/01/2012	80%	100%	100%	100%	100%	100%	60%	98%	97%	100%	40%	40%	85%	48.80%	0%	69.36%	69.36%	
103226	BAQ			Piloto A320	#N/A	11/05/2012	100%	92%	100%	100%	80%	80%	100%	100%	100%	100%	90%	40%	90%	48.80%	0%	74.02%	74.02%	
104432	BAQ			Piloto A320	#N/A	07/09/2012	100%	92%	100%	80%	100%	100%	100%	100%	100%	92%	100%	60%	94%	48.80%	0%	76.84%	76.84%	
104433	BAQ			Piloto A320	#N/A	07/09/2012	100%	100%	100%	40%	100%	100%	100%	100%	60%	80%	60%	40%	82%	48.80%	0%	66.97%	66.97%	
104436	BAQ			Piloto A320	#N/A	07/09/2012	100%	100%	100%	100%	100%	97%	100%	100%	100%	100%	40%	60%	91%	48.80%	0%	74.94%	74.94%	
104615	BAQ			Piloto A320	#N/A	05/10/2012	100%	94%	99%	100%	100%	100%	100%	100%	100%	100%	100%	40%	94%	48.80%	0%	77.44%	77.44%	
104616	BAQ			Piloto A320	#N/A	05/10/2012	100%	100%	100%	100%	60%	100%	100%	100%	80%	92%	40%	40%	84%	48.80%	0%	69.16%	69.16%	
104723	BAQ			Piloto A320	#N/A	01/12/2012	100%	40%	100%	100%	100%	97%	100%	100%	100%	80%	100%	46%	89%	48.80%	0%	72.63%	72.63%	
104942	BAQ			Piloto A320	#N/A	25/04/2013	88%	100%	100%	80%	100%	40%	100%	100%	100%	100%	100%	46%	88%	48.80%	0%	72.02%	72.02%	
100907	BGA			Piloto A320	#N/A	17/02/1997	100%	100%	100%	100%	100%	100%	100%	100%	92%	100%	100%	60%	96%	48.80%	0%	78.73%	78.73%	
101036	BGA			Piloto A320	#N/A	12/01/1999	100%	100%	100%	100%	100%	97%	100%	100%	100%	40%	40%	40%	85%	48.80%	0%	69.47%	69.47%	
101603	BGA			Piloto A320	#N/A	10/04/2006	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	40%	95%	48.80%	0%	77.90%	77.90%	
101857	BGA			Piloto A320	#N/A	06/07/2007	100%	100%	100%	40%	100%	100%	100%	100%	100%	92%	100%	40%	89%	48.80%	0%	73.26%	73.26%	
102061	BGA			Piloto A320	#N/A	16/08/2008	100%	100%	100%	100%	97%	100%	100%	100%	100%	100%	100%	40%	95%	48.80%	0%	77.68%	77.68%	
102177	BGA			Piloto A320	#N/A	21/03/2009	100%	100%	100%	100%	100%	100%	100%	100%	96%	97%	100%	40%	94%	48.80%	0%	77.36%	77.36%	
103258	BGA			Piloto A320	#N/A	24/05/2012	100%	92%	100%	100%	100%	100%	100%	100%	100%	40%	90%	40%	89%	48.80%	0%	72.61%	72.61%	
100218	BOG			Piloto A320	#N/A	28/10/1981	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	46%	96%	48.80%	0%	78.33%	78.33%	
100280	BOG			Piloto A320	#N/A	25/02/1985	92%	100%	100%	100%	100%	100%	100%	100%	100%	100%	40%	40%	89%	48.80%	0%	73.27%	73.27%	
100285	BOG			Piloto A320	#N/A	24/09/1985	100%	100%	96%	100%	100%	100%	100%	100%	92%	92%	100%	64%	95%	48.80%	0%	78.22%	78.22%	
100301	BOG			Piloto A320	#N/A	31/03/1986	100%	100%	100%	100%	100%	100%	100%	97%	100%	100%	100%	60%	96%	48.80%	0%	79.04%	79.04%	
100327	BOG			Piloto A320	#N/A	01/12/1986	100%	100%	100%	100%	100%	100%	96%	100%	100%	100%	100%	100%	100%	48.80%	0%	81.74%	81.74%	
100330	BOG			Piloto A320	#N/A	01/12/1986	100%	100%	100%	100%	100%	97%	100%	100%	100%	100%	80%	40%	93%	48.80%	0%	76.34%	76.34%	
100341	BOG			Piloto A320	Jubilado	05/06/1987	40%	100%	96%	100%	40%	60%	100%	40%	92%	100%	60%	40%	72%	48.80%	0%	59.34%	59.34%	
100358	BOG			Piloto A320	#N/A	01/12/1987	100%	100%	100%	100%	97%	100%	100%	100%	92%	100%	100%	40%	94%	48.80%	0%	77.15%	77.15%	
100461	BOG			Piloto A320	#N/A	01/09/1989	100%	100%	100%	100%	98%	100%	100%	100%	100%	100%	100%	40%	95%	48.80%	0%	77.77%	77.77%	
100529	BOG			Piloto A320	#N/A	01/08/1990	60%	100%	100%	100%	97%	100%	100%	100%	100%	100%	100%	46%	92%	48.80%	0%	75.38%	75.38%	
100538	BOG			Piloto A320	#N/A	01/09/1990	59%	100%	40%	40%	60%	40%	40%	40%	40%	40%	40%	40%	48%	48.80%	0%	39.58%	39.58%	
100553	BOG			Piloto A320	#N/A	06/12/1990	100%	100%	96%	96%	100%	97%	100%	100%	92%	100%	90%	64%	95%	48.80%	0%	77.55%	77.55%	
100572	BOG			Piloto A320	#N/A	23/04/1991	92%	100%	100%	100%	80%	100%	100%	97%	100%	100%	100%	40%	92%	48.80%	0%	75.77%	75.77%	
100575	BOG			Piloto A320	Retiro/Con Póliza Activa	13/06/1991	100%	100%	100%	100%	99%	0%	0%	0%	0%	0%	0%	0%	42%	48.80%	0%	34.10%	34.10%	Egresado
100589	BOG			Piloto A320	#N/A	02/07/1991	100%	92%	100%	100%	100%	100%	96%	100%	100%	40%	80%	60%	89%	48.80%	0%	73.02%	73.02%	
100600	BOG			Piloto A320	Activo/Reubicado Definitivo	29/11/1991	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	8%	48.80%	0%	6.83%	6.83%	Egresado
100610	BOG			Piloto A320	Jubilado	21/05/1992	92%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	60%	96%	48.80%	0%	78.74%	78.74%	
100637	BOG			Piloto A320	#N/A	21/07/1993	100%	100%	100%	100%	97%	100%	100%	100%	100%	100%	100%	40%	95%	48.80%	0%	77.69%	77.69%	
100672	BOG			Piloto A320	#N/A	10/01/1994	100%	100%	100%	100%	40%	100%	80%	100%	92%	40%	60%	40%	79%	48.80%	0%	65.06%	65.06%	
100677	BOG			Piloto A320	#N/A	14/01/1994	100%	100%	100%	96%	100%	100%	100%	100%	92%	100%	100%	64%	96%	48.80%	0%	78.73%	78.73%	
100770	BOG			Piloto A320	#N/A	27/01/1995	60%	100%	100%	60%	100%	100%	80%	100%	80%	40%	40%	60%	77%	48.80%	0%	62.87%	62.87%	
100773	BOG			Piloto A320	#N/A	14/02/1995	80%	100%	100%	100%	100%	80%	100%	100%	92%	40%	100%	40%	86%	48.80%	0%	70.53%	70.53%	
100777	BOG			Piloto A320	#N/A	01/03/1995	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	40%	95%	48.80%	0%	77.90%	77.90%	
100797	BOG			Piloto A320	#N/A	13/09/1995	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	60%	97%	48.80%	0%	79.27%	79.27%	
100798	BOG			Piloto A320	#N/A	20/09/1995	100%	100%	100%	100%	99%	97%	100%	100%	100%	100%	90%	40%	94%	48.80%	0%	76.93%	76.93%	
100799	BOG			Piloto A320	#N/A	21/09/1995	56%	99%	100%	100%	100%	80%	100%	100%	92%	100%	100%	40%	89%	48.80%	0%	72.93%	72.93%	
100800	BOG			Piloto A320	#N/A	21/09/1995	100%	100%	98%	100%	100%	100%	100%	100%	100%	80%	100%	40%	93%	48.80%	0%	76.37%	76.37%	
100802	BOG			Piloto A320	#N/A	10/10/1995	84%	100%	40%	40%	40%	40%	96%	40%	40%	40%	40%	46%	54%	48.80%	0%	44.21%	44.21%	
100803	BOG			Piloto A320	#N/A	11/10/1995	95%	100%	100%	96%	100%	97%	100%	100%	100%	92%	40%	64%	90%	48.80%	0%	74.06%	74.06%	
100809	BOG			Piloto A320	Jubilado	15/11/1995	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	40%	95%	48.80%	0%	77.87%	77.87%	
100927	BOG			Piloto A320	#N/A	26/06/1997	100%	100%	99%	100%	100%	40%	43%	40%	40%	40%	40%	40%	65%	48.80%	0%	53.48%	53.48%	

Variable Compensation 2020-2021

Employee ID	City	National ID	Name	Position	NOV	Date of entry	Apr-19	May-19	Jun-19	Jul-19	Aug-19	Sep-19	Oct-19	Nov-19	Dec-19	Jan-20	Feb-20	Mar-20	Average from April-19 to March-20	Result NPS AVH	MIN 60% AGREEMENT TARGET 64% AGREEMENT NPS 1,50 % (18%)	Fuel 4,50% (82%)	Final Achievement Factor	COMMENTS
100929	BOG			Piloto A320	#N/A	16/07/1997	100%	100%	100%	40%	40%	40%	40%	42%	40%	40%	40%	40%	55%	48.80%	0%	45.25%	45.25%	
100951	BOG			Piloto A320	#N/A	16/02/1998	100%	100%	40%	40%	40%	43%	40%	40%	40%	40%	40%	40%	50%	48.80%	0%	41.24%	41.24%	
100968	BOG			Piloto A320	#N/A	22/04/1998	97%	98%	40%	40%	60%	43%	41%	40%	40%	40%	40%	40%	52%	48.80%	0%	42.27%	42.27%	
100969	BOG			Piloto A320	#N/A	01/11/2018	100%	100%	100%	100%	43%	40%	40%	40%	40%	40%	40%	40%	60%	48.80%	0%	49.40%	49.40%	
100972	BOG			Piloto A320	#N/A	24/04/1998	98%	94%	100%	60%	40%	43%	40%	40%	40%	40%	40%	40%	56%	48.80%	0%	46.17%	46.17%	
100987	BOG			Piloto A320	#N/A	16/06/1998	92%	100%	40%	40%	43%	40%	40%	40%	40%	40%	40%	40%	50%	48.80%	0%	40.67%	40.67%	
101030	BOG			Piloto A320	#N/A	05/01/1999	100%	100%	40%	40%	43%	40%	40%	40%	40%	42%	40%	40%	50%	48.80%	0%	41.33%	41.33%	
101037	BOG			Piloto A320	#N/A	13/01/1999	100%	100%	100%	100%	100%	100%	100%	40%	41%	40%	40%	40%	75%	48.80%	0%	61.58%	61.58%	
101040	BOG			Piloto A320	#N/A	19/01/1999	100%	100%	40%	40%	43%	40%	40%	40%	100%	42%	40%	40%	55%	48.80%	0%	45.43%	45.43%	
101041	BOG			Piloto A320	#N/A	25/01/1999	100%	100%	100%	100%	100%	100%	100%	40%	41%	40%	40%	40%	75%	48.80%	0%	61.55%	61.55%	
101042	BOG			Piloto A320	#N/A	28/01/1999	100%	100%	100%	100%	97%	100%	100%	100%	100%	92%	100%	40%	94%	48.80%	0%	77.15%	77.15%	
101112	BOG			Piloto A320	#N/A	02/04/2001	100%	100%	100%	100%	100%	100%	100%	97%	100%	100%	100%	40%	95%	48.80%	0%	77.67%	77.67%	
101117	BOG			Piloto A320	#N/A	21/05/2001	100%	100%	100%	100%	97%	100%	100%	100%	100%	100%	90%	64%	96%	48.80%	0%	78.63%	78.63%	
101490	BOG			Piloto A320	#N/A	15/11/2005	100%	100%	100%	100%	100%	97%	100%	60%	100%	100%	40%	40%	86%	48.80%	0%	70.84%	70.84%	
101493	BOG			Piloto A320	#N/A	19/11/2005	100%	92%	100%	100%	100%	100%	100%	100%	100%	40%	100%	40%	89%	48.80%	0%	73.27%	73.27%	
101496	BOG			Piloto A320	#N/A	21/11/2005	100%	100%	80%	100%	100%	100%	40%	100%	100%	100%	100%	40%	88%	48.80%	0%	72.43%	72.43%	
101497	BOG			Piloto A320	#N/A	21/11/2005	100%	100%	100%	100%	97%	100%	100%	100%	100%	40%	100%	40%	90%	48.80%	0%	73.59%	73.59%	
101498	BOG			Piloto A320	#N/A	25/11/2005	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	40%	95%	48.80%	0%	77.90%	77.90%	
101500	BOG			Piloto A320	#N/A	01/12/2005	40%	100%	40%	40%	60%	97%	60%	97%	40%	40%	40%	40%	58%	48.80%	0%	47.37%	47.37%	
101501	BOG			Piloto A320	#N/A	01/12/2005	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	64%	97%	48.80%	0%	79.54%	79.54%	
101507	BOG			Piloto A320	#N/A	01/12/2005	100%	100%	80%	100%	97%	80%	100%	100%	100%	100%	100%	40%	91%	48.80%	0%	74.95%	74.95%	
101514	BOG			Piloto A320	#N/A	01/12/2005	95%	100%	100%	100%	100%	100%	100%	100%	100%	92%	100%	40%	94%	48.80%	0%	77.03%	77.03%	
101516	BOG			Piloto A320	#N/A	01/12/2005	100%	100%	80%	80%	97%	100%	80%	80%	90%	98%	40%	40%	82%	48.80%	0%	67.34%	67.34%	
101517	BOG			Piloto A320	#N/A	01/12/2005	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	40%	95%	48.80%	0%	77.90%	77.90%	
101525	BOG			Piloto A320	#N/A	21/12/2005	92%	92%	100%	100%	98%	100%	100%	97%	100%	100%	100%	64%	95%	48.80%	0%	78.12%	78.12%	
101527	BOG			Piloto A320	#N/A	24/12/2005	100%	100%	100%	100%	97%	100%	100%	100%	100%	100%	100%	60%	96%	48.80%	0%	79.05%	79.05%	
101529	BOG			Piloto A320	#N/A	02/01/2006	100%	100%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	25%	48.80%	0%	20.50%	20.50%	Egresado
101532	BOG			Piloto A320	#N/A	02/01/2006	100%	100%	100%	100%	100%	100%	100%	100%	99%	100%	100%	40%	95%	48.80%	0%	77.83%	77.83%	
101533	BOG			Piloto A320	#N/A	02/01/2006	100%	100%	96%	100%	80%	100%	100%	100%	92%	100%	100%	64%	94%	48.80%	0%	77.38%	77.38%	
101564	BOG			Piloto A320	#N/A	06/02/2006	100%	100%	100%	100%	100%	100%	96%	100%	100%	100%	100%	46%	95%	48.80%	0%	78.07%	78.07%	
101567	BOG			Piloto A320	#N/A	08/02/2006	100%	100%	100%	100%	100%	100%	96%	100%	100%	40%	100%	40%	90%	48.80%	0%	73.54%	73.54%	
101571	BOG			Piloto A320	#N/A	16/02/2006	100%	100%	100%	100%	100%	100%	100%	100%	95%	60%	60%	40%	88%	48.80%	0%	72.09%	72.09%	
101573	BOG			Piloto A320	Activo/Reubicado Definitivo	16/02/2006	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	8%	48.80%	0%	6.83%	6.83%	Egresado
101580	BOG			Piloto A320	#N/A	16/02/2006	100%	100%	100%	100%	100%	100%	100%	100%	100%	40%	100%	64%	92%	48.80%	0%	75.44%	75.44%	
101590	BOG			Piloto A320	#N/A	02/03/2006	92%	100%	100%	100%	97%	100%	100%	100%	100%	100%	90%	64%	95%	48.80%	0%	78.10%	78.10%	
101591	BOG			Piloto A320	#N/A	02/03/2006	100%	100%	100%	100%	100%	100%	100%	100%	92%	100%	100%	40%	94%	48.80%	0%	77.36%	77.36%	
101592	BOG			Piloto A320	#N/A	02/03/2006	100%	100%	100%	100%	100%	100%	100%	100%	92%	100%	80%	40%	93%	48.80%	0%	76.00%	76.00%	
101594	BOG			Piloto A320	#N/A	16/03/2006	100%	100%	100%	100%	100%	100%	100%	97%	100%	100%	100%	40%	95%	48.80%	0%	77.67%	77.67%	
101597	BOG			Piloto A320	#N/A	16/03/2006	100%	100%	100%	100%	100%	97%	100%	100%	100%	100%	100%	40%	95%	48.80%	0%	77.67%	77.67%	
101599	BOG			Piloto A320	#N/A	03/04/2006	92%	45%	96%	96%	97%	97%	96%	100%	92%	100%	90%	64%	89%	48.80%	0%	72.79%	72.79%	
101601	BOG			Piloto A320	#N/A	08/04/2006	92%	100%	100%	100%	100%	100%	40%	97%	100%	40%	100%	64%	86%	48.80%	0%	70.58%	70.58%	
101602	BOG			Piloto A320	#N/A	08/04/2006	95%	100%	100%	100%	100%	80%	100%	100%	92%	100%	80%	40%	91%	48.80%	0%	74.30%	74.30%	
101609	BOG			Piloto A320	#N/A	24/04/2006	92%	100%	40%	0%	0%	0%	0%	0%	0%	0%	0%	0%	19%	48.80%	0%	15.87%	15.87%	Egresado
101612	BOG			Piloto A320	#N/A	08/05/2006	100%	94%	99%	100%	100%	100%	100%	100%	92%	100%	100%	60%	95%	48.80%	0%	78.24%	78.24%	
101613	BOG			Piloto A320	#N/A	08/05/2006	100%	92%	100%	100%	100%	100%	100%	100%	92%	100%	40%	60%	90%	48.80%	0%	74.10%	74.10%	
101616	BOG			Piloto A320	#N/A	19/05/2006	100%	95%	100%	100%	100%	100%	100%	98%	100%	100%	100%	40%	94%	48.80%	0%	77.42%	77.42%	
101628	BOG			Piloto A320	#N/A	03/06/2006	100%	100%	100%	100%	100%	100%	100%	0%	0%	0%	0%	0%	58%	48.80%	0%	47.83%	47.83%	Egresado
101637	BOG			Piloto A320	#N/A	01/07/2006	80%	100%	100%	100%	100%	40%	96%	98%	99%	100%	100%	60%	89%	48.80%	0%	73.36%	73.36%	
101642	BOG			Piloto A320	#N/A	01/07/2006	40%	100%	60%	100%	100%	60%	96%	60%	80%	60%	40%	40%	70%	48.80%	0%	57.14%	57.14%	
101644	BOG			Piloto A320	#N/A	01/07/2006	100%	92%	60%	100%	100%	100%	100%	40%	80%	100%	80%	46%	83%	48.80%	0%	68.23%	68.23%	
101702	BOG			Piloto A320	#N/A	01/09/2006	80%	100%	100%	100%	100%	97%	100%	100%	100%	100%	100%	46%	94%	48.80%	0%	76.73%	76.73%	
101707	BOG			Piloto A320	#N/A	09/09/2006	100%	100%	100%	100%	100%	100%	100%	100%	100%	97%	90%	64%	96%	48.80%	0%	78.65%	78.65%	
101713	BOG			Piloto A320	#N/A	16/10/2006	100%	100%	100%	100%	100%	100%	96%	100%	60%	92%	100%	60%	92%	48.80%	0%	75.74%	75.74%	
101722	BOG			Piloto A320	#N/A	01/11/2006	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	64%	97%	48.80%	0%	79.54%	79.54%	
101724	BOG			Piloto A320	#N/A	01/11/2006	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	40%	95%	48.80%	0%	77.90%	77.90%	
101728	BOG			Piloto A320	#N/A	01/11/2006	100%	100%	100%	100%	100%	100%	96%	100%	100%	100%	40%	46%	90%	48.80%	0%	73.97%	73.97%	
101735	BOG			Piloto A320	#N/A	01/11/2006	80%	100%	100%	100%	100%	100%	96%	80%	100%	100%	40%	40%	86%	48.80%	0%	70.81%	70.81%	
101740	BOG			Piloto A320	#N/A	16/11/2006	100%	100%	100%	100%	100%	97%	96%	100%	40%	100%	100%	40%	89%	48.80%	0%	73.34%	73.34%	
101742	BOG			Piloto A320	#N/A	22/11/2006	100%	100%	100%	60%	100%	100%	96%	100%	100%	94%	97%	40%	91%	48.80%	0%	74.33%	74.33%	
101743	BOG			Piloto A320	#N/A	22/11/2006	60%	100%	100%	80%	100%	100%	96%	100%	100%	100%	60%	40%	86%	48.80%	0%	70.81%	70.81%	
101762	BOG			Piloto A320	#N/A	16/12/2006	92%	100%	96%	100%	100%	100%	100%	97%	92%	100%	100%	64%	95%	48.80%	0%	77.99%	77.99%	
101765	BOG			Piloto A320	#N/A	23/12/2006	100%	100%	100%	100%	100%	97%	100%	100%	40%	100%	100%	40%	90%	48.80%	0%	73.57%	73.57%	
101766	BOG			Piloto A320	#N/A	23/12/2006	60%	100%	80%	100%	100%	100%	100%	97%	100%	92%	60%	60%	87%	48.80%	0%	71.67%	71.67%	
101767	BOG			Piloto A320	#N/A	23/12/2006	100%	100%	100%	80%	100%	100%	96%	100%	100%	100%	80%	40%	91%	48.80%	0%	74.91%	74.91%	
101770	BOG			Piloto A320	#N/A	02/01/2007	100%	100%	100%	100%	100%	100%	100%	97%	100%	100%	100%	60%	96%	48.80%	0%	79.04%	79.04%	
101771	BOG			Piloto A320	#N/A	02/01/2007	100%	100%	100%	100%	100%	97%	100%	100%	100%	40%	90%	64%	91%	48.80%	0%	74.51%	74.51%	
101776	BOG			Piloto A320	#N/A	01/02/2007	100%	100%	100%	100%	100%	100%	96%	100%	100%	100%	40%	40%	90%	48.80%	0%	73.54%	73.54%	
101778	BOG			Piloto A320	#N/A	01/02/2007	100%	100%	100%	100%	60%	100%	100%	100%	100%	100%	100%	40%	92%	48.80%	0%	75.17%	75.17%	
101780	BOG			Piloto A320	#N/A	01/02/2007	100%	100%	100%	100%	100%	100%	100%	97%	100%	100%	60%	40%	91%	48.80%	0%	74.94%	74.94%	
101781	BOG			Piloto A320	#N/A	06/02/2007	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	40%	40%	90%	48.80%	0%	73.80%	73.80%	
101800	BOG			Piloto A320	#N/A	24/03/2007	100%	100%	100%	40%	100%	100%	96%	100%	100%	100%	100%	40%	90%	48.80%	0%	73.54%	73.54%	
101801	BOG			Piloto A320	#N/A	01/04/2007	95%	100%	100%	100%	100%	100%	100%	97%	95%	40%	100%	64%	91%	48.80%	0%	74.53%	74.53%	

Variable Compensation 2020-2021

Employee ID	City	National ID	Name	Position	NOV	Date of entry	Apr-19	May-19	Jun-19	Jul-19	Aug-19	Sep-19	Oct-19	Nov-19	Dec-19	Jan-20	Feb-20	Mar-20	Average from April-19 to March-20	Result NPS AVH	MIN 60% AGREEMENT TARGET 64% AGREEMENT NPS 1,50 % (18%)	Fuel 4,50% (82%)	Final Achievement Factor	COMMENTS
101803	BOG			Piloto A320	#N/A	01/04/2007	94%	100%	100%	100%	100%	100%	96%	100%	100%	100%	100%	40%	94%	48.80%	0%	77.25%	77.25%	
101808	BOG			Piloto A320	#N/A	01/04/2007	92%	100%	100%	100%	100%	100%	100%	97%	80%	100%	100%	40%	92%	48.80%	0%	75.77%	75.77%	
101812	BOG			Piloto A320	#N/A	01/04/2007	100%	100%	100%	100%	100%	100%	100%	100%	97%	100%	100%	64%	97%	48.80%	0%	79.34%	79.34%	
101818	BOG			Piloto A320	#N/A	16/04/2007	73%	100%	100%	100%	100%	100%	100%	100%	100%	60%	94%	40%	89%	48.80%	0%	72.89%	72.89%	
101827	BOG			Piloto A320	#N/A	16/05/2007	40%	92%	100%	100%	80%	100%	100%	97%	100%	100%	80%	40%	86%	48.80%	0%	70.31%	70.31%	
101846	BOG			Piloto A320	#N/A	01/04/2019	100%	100%	100%	100%	100%	100%	100%	100%	93%	99%	100%	40%	94%	48.80%	0%	77.36%	77.36%	
101850	BOG			Piloto A320	#N/A	03/07/2007	100%	100%	100%	100%	100%	100%	0%	0%	0%	0%	0%	0%	50%	48.80%	0%	41.00%	41.00%	Egresado
101852	BOG			Piloto A320	#N/A	03/07/2007	100%	100%	100%	100%	100%	100%	100%	100%	40%	92%	80%	40%	88%	48.80%	0%	71.90%	71.90%	
101855	BOG			Piloto A320	#N/A	05/07/2007	100%	100%	96%	0%	0%	0%	0%	0%	0%	0%	0%	0%	25%	48.80%	0%	20.25%	20.25%	Egresado
101892	BOG			Piloto A320	#N/A	16/09/2007	40%	100%	80%	100%	80%	98%	100%	100%	100%	100%	100%	46%	87%	48.80%	0%	71.35%	71.35%	
101893	BOG			Piloto A320	#N/A	16/09/2007	40%	100%	100%	100%	100%	97%	100%	100%	100%	100%	100%	46%	90%	48.80%	0%	73.99%	73.99%	
101894	BOG			Piloto A320	#N/A	16/09/2007	40%	100%	100%	100%	97%	100%	100%	100%	92%	100%	100%	40%	89%	48.80%	0%	73.05%	73.05%	
101898	BOG			Piloto A320	#N/A	19/09/2007	100%	100%	96%	100%	100%	100%	96%	100%	100%	100%	100%	60%	96%	48.80%	0%	78.76%	78.76%	
101902	BOG			Piloto A320	#N/A	04/10/2007	100%	100%	100%	100%	97%	100%	100%	100%	100%	100%	100%	64%	97%	48.80%	0%	79.33%	79.33%	
101903	BOG			Piloto A320	#N/A	16/10/2007	80%	100%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	23%	48.80%	0%	19.13%	19.13%	Egresado
101905	BOG			Piloto A320	#N/A	20/10/2007	100%	100%	100%	100%	97%	100%	80%	100%	100%	100%	40%	40%	88%	48.80%	0%	72.22%	72.22%	
101915	BOG			Piloto A320	#N/A	26/10/2007	60%	100%	40%	100%	100%	97%	100%	100%	100%	100%	90%	0%	82%	48.80%	0%	67.43%	67.43%	Egresado / 01/03/2020
101916	BOG			Piloto A320	#N/A	01/11/2007	100%	100%	100%	80%	100%	100%	96%	100%	100%	60%	100%	46%	90%	48.80%	0%	73.97%	73.97%	
101917	BOG			Piloto A320	#N/A	08/11/2007	100%	100%	100%	100%	100%	100%	96%	100%	92%	100%	100%	40%	94%	48.80%	0%	77.11%	77.11%	
101922	BOG			Piloto A320	#N/A	16/11/2007	100%	100%	96%	100%	100%	100%	100%	100%	100%	100%	100%	40%	95%	48.80%	0%	77.65%	77.65%	
101925	BOG			Piloto A320	#N/A	23/11/2007	100%	100%	100%	40%	97%	100%	100%	100%	40%	100%	100%	46%	85%	48.80%	0%	69.91%	69.91%	
102006	BOG			Piloto A320	#N/A	05/07/2008	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	40%	95%	48.80%	0%	77.90%	77.90%	
102008	BOG			Piloto A320	#N/A	05/07/2008	80%	100%	100%	100%	100%	100%	100%	97%	100%	40%	100%	40%	88%	48.80%	0%	72.20%	72.20%	
102010	BOG			Piloto A320	#N/A	05/07/2008	100%	100%	100%	100%	80%	100%	80%	100%	100%	100%	90%	40%	91%	48.80%	0%	74.51%	74.51%	
102011	BOG			Piloto A320	#N/A	05/07/2008	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	40%	95%	48.80%	0%	77.90%	77.90%	
102012	BOG			Piloto A320	#N/A	05/07/2008	100%	100%	100%	100%	100%	80%	100%	98%	98%	100%	100%	40%	93%	48.80%	0%	76.22%	76.22%	
102032	BOG			Piloto A320	#N/A	25/07/2008	40%	100%	80%	40%	40%	40%	40%	60%	100%	100%	95%	40%	65%	48.80%	0%	52.93%	52.93%	
102041	BOG			Piloto A320	#N/A	01/08/2008	100%	100%	100%	100%	99%	0%	0%	0%	0%	0%	0%	0%	42%	48.80%	0%	34.11%	34.11%	Egresado
102053	BOG			Piloto A320	#N/A	09/08/2008	40%	100%	100%	40%	97%	95%	100%	80%	40%	40%	90%	40%	72%	48.80%	0%	58.95%	58.95%	
102054	BOG			Piloto A320	#N/A	09/08/2008	100%	100%	100%	100%	100%	100%	96%	100%	100%	100%	100%	40%	95%	48.80%	0%	77.64%	77.64%	
102057	BOG			Piloto A320	#N/A	16/08/2008	100%	100%	100%	80%	97%	100%	100%	100%	100%	100%	100%	43%	93%	48.80%	0%	76.55%	76.55%	
102073	BOG			Piloto A320	#N/A	16/08/2008	100%	75%	100%	100%	97%	100%	100%	60%	80%	100%	100%	46%	88%	48.80%	0%	72.31%	72.31%	
102075	BOG			Piloto A320	#N/A	16/08/2008	100%	75%	96%	60%	100%	100%	100%	100%	100%	100%	100%	100%	94%	48.80%	0%	77.31%	77.31%	
102081	BOG			Piloto A320	#N/A	01/09/2008	100%	75%	100%	100%	97%	100%	100%	100%	100%	60%	100%	46%	90%	48.80%	0%	73.67%	73.67%	
102109	BOG			Piloto A320	#N/A	17/10/2008	100%	75%	100%	100%	100%	100%	96%	100%	100%	100%	40%	100%	93%	48.80%	0%	75.93%	75.93%	
102113	BOG			Piloto A320	#N/A	01/11/2008	100%	75%	100%	100%	97%	100%	100%	100%	100%	100%	100%	40%	93%	48.80%	0%	75.98%	75.98%	
102114	BOG			Piloto A320	#N/A	01/11/2008	100%	75%	100%	100%	100%	100%	100%	100%	100%	100%	90%	40%	92%	48.80%	0%	75.53%	75.53%	
102115	BOG			Piloto A320	#N/A	01/11/2008	80%	75%	100%	40%	100%	97%	100%	100%	100%	100%	100%	40%	86%	48.80%	0%	70.49%	70.49%	
102129	BOG			Piloto A320	#N/A	05/12/2008	100%	75%	100%	100%	100%	100%	96%	100%	100%	100%	100%	60%	94%	48.80%	0%	77.30%	77.30%	
102131	BOG			Piloto A320	#N/A	16/12/2008	59%	75%	60%	80%	97%	60%	100%	40%	40%	100%	100%	40%	71%	48.80%	0%	58.16%	58.16%	
102132	BOG			Piloto A320	#N/A	16/12/2008	100%	75%	100%	100%	97%	100%	100%	80%	100%	80%	100%	46%	90%	48.80%	0%	73.67%	73.67%	
102134	BOG			Piloto A320	#N/A	16/12/2008	100%	75%	100%	100%	97%	100%	100%	100%	100%	100%	100%	46%	93%	48.80%	0%	76.41%	76.41%	
102135	BOG			Piloto A320	#N/A	16/12/2008	100%	75%	100%	100%	100%	100%	100%	97%	100%	100%	100%	40%	93%	48.80%	0%	75.96%	75.96%	
102136	BOG			Piloto A320	#N/A	16/12/2008	100%	75%	100%	100%	80%	100%	96%	100%	80%	92%	100%	40%	89%	48.80%	0%	72.66%	72.66%	
102137	BOG			Piloto A320	#N/A	16/12/2008	100%	75%	100%	100%	100%	100%	100%	100%	92%	100%	100%	60%	94%	48.80%	0%	77.02%	77.02%	
102138	BOG			Piloto A320	#N/A	16/12/2008	100%	75%	100%	100%	100%	97%	100%	100%	100%	100%	100%	60%	94%	48.80%	0%	77.33%	77.33%	
102143	BOG			Piloto A320	#N/A	02/01/2009	100%	75%	100%	100%	100%	100%	100%	100%	40%	80%	100%	40%	86%	48.80%	0%	70.73%	70.73%	
102147	BOG			Piloto A320	#N/A	02/01/2009	100%	75%	100%	100%	100%	97%	100%	100%	100%	100%	100%	64%	95%	48.80%	0%	77.60%	77.60%	
102148	BOG			Piloto A320	#N/A	02/01/2009	100%	100%	100%	100%	100%	97%	100%	100%	100%	100%	100%	60%	96%	48.80%	0%	79.04%	79.04%	
102155	BOG			Piloto A320	#N/A	05/01/2009	100%	100%	100%	100%	100%	97%	100%	100%	100%	100%	100%	46%	95%	48.80%	0%	78.09%	78.09%	
102156	BOG			Piloto A320	#N/A	05/01/2009	100%	100%	100%	100%	100%	100%	100%	97%	100%	100%	100%	60%	96%	48.80%	0%	79.04%	79.04%	
102159	BOG			Piloto A320	#N/A	16/01/2009	40%	100%	40%	100%	97%	100%	100%	100%	60%	100%	100%	100%	86%	48.80%	0%	70.85%	70.85%	
102160	BOG			Piloto A320	#N/A	16/01/2009	80%	100%	80%	100%	100%	97%	100%	100%	100%	100%	100%	60%	93%	48.80%	0%	76.30%	76.30%	
102168	BOG			Piloto A320	#N/A	05/02/2009	100%	92%	100%	100%	100%	100%	100%	100%	100%	100%	90%	40%	94%	48.80%	0%	76.71%	76.71%	
102169	BOG			Piloto A320	#N/A	16/02/2009	80%	100%	100%	100%	100%	100%	100%	97%	100%	100%	100%	40%	93%	48.80%	0%	76.30%	76.30%	
102170	BOG			Piloto A320	#N/A	16/02/2009	100%	100%	100%	100%	100%	100%	100%	100%	96%	97%	100%	40%	94%	48.80%	0%	77.36%	77.36%	
102172	BOG			Piloto A320	#N/A	16/02/2009	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	40%	95%	48.80%	0%	77.87%	77.87%	
102173	BOG			Piloto A320	#N/A	20/02/2009	80%	100%	100%	100%	100%	100%	90%	80%	100%	100%	80%	46%	90%	48.80%	0%	73.56%	73.56%	
102175	BOG			Piloto A320	#N/A	16/03/2009	100%	100%	100%	100%	100%	97%	100%	100%	100%	100%	100%	46%	95%	48.80%	0%	78.09%	78.09%	
102176	BOG			Piloto A320	#N/A	21/03/2009	100%	100%	100%	100%	100%	100%	100%	97%	100%	100%	100%	40%	95%	48.80%	0%	77.67%	77.67%	
102179	BOG			Piloto A320	#N/A	21/03/2009	100%	100%	40%	100%	100%	100%	100%	100%	92%	100%	100%	40%	89%	48.80%	0%	73.26%	73.26%	
102183	BOG			Piloto A320	#N/A	03/04/2009	92%	100%	100%	80%	80%	100%	60%	80%	73%	100%	100%	60%	85%	48.80%	0%	70.06%	70.06%	
102184	BOG			Piloto A320	#N/A	20/04/2009	92%	100%	100%	100%	100%	40%	96%	100%	40%	100%	100%	40%	84%	48.80%	0%	68.91%	68.91%	
102188	BOG			Piloto A320	#N/A	16/05/2009	100%	92%	100%	100%	100%	100%	100%	100%	92%	100%	100%	40%	94%	48.80%	0%	76.84%	76.84%	
102189	BOG			Piloto A320	#N/A	16/05/2009	100%	92%	100%	100%	100%	80%	100%	100%	92%	100%	100%	40%	92%	48.80%	0%	75.47%	75.47%	
102195	BOG			Piloto A320	#N/A	05/06/2009	100%	100%	96%	100%	100%	100%	100%	100%	92%	100%	100%	60%	96%	48.80%	0%	78.48%	78.48%	
102196	BOG			Piloto A320	#N/A	05/06/2009	100%	100%	96%	100%	100%	80%	100%	100%	92%	100%	100%	40%	92%	48.80%	0%	75.74%	75.74%	
102200	BOG			Piloto A320	#N/A	16/06/2009	100%	100%	98%	100%	100%	100%	100%	100%	92%	100%	100%	60%	96%	48.80%	0%	78.57%	78.57%	
102201	BOG			Piloto A320	#N/A	16/06/2009	80%	100%	98%	100%	40%	0%	0%	0%	0%	0%	0%	0%	35%	48.80%	0%	28.54%	28.54%	Egresado
102203	BOG			Piloto A320	#N/A	19/06/2009	40%	100%	100%	100%	100%	100%	60%	100%	92%	100%	100%	64%	88%	48.80%	0%	72.17%	72.17%	
102206	BOG			Piloto A320	#N/A	24/06/2009	40%	100%	100%	100%	100%	97%	100%	40%	40%	100%	100%	40%	80%	48.80%	0%	65.37%	65.37%	
102220	BOG			Piloto A320	#N/A	03/07/2009	100%	100%	100%	100%	100%	100%	100%	100%	100%	92%	100%	40%	94%	48.80%	0%	77.36%	77.36%	
102221	BOG			Piloto A320	#N/A	06/07/2009	60%	100%	100%	100%	100%	100%	100%	100%	100%	92%	100%	60%	93%	48.80%	0%	76.00%	76.00%	

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Employee ID	City	National ID	Name	Position	NOV	Date of entry	Apr-19	May-19	Jun-19	Jul-19	Aug-19	Sep-19	Oct-19	Nov-19	Dec-19	Jan-20	Feb-20	Mar-20	Average from April-19 to March-20	Result NPS AVH	MIN 60% AGREEMENT TARGET 64% AGREEMENT NPS 1,50 % (18%)	Fuel 4,50% (82%)	Final Achievement Factor	COMMENTS
102224	BOG			Piloto A320	#N/A	24/07/2009	100%	100%	100%	100%	100%	100%	100%	100%	100%	92%	100%	40%	94%	48.80%	0%	77.36%	77.36%	
102426	BOG			Piloto A320	#N/A	16/01/2010	80%	100%	100%	100%	100%	100%	100%	100%	50%	94%	60%	40%	85%	48.80%	0%	69.98%	69.98%	
102429	BOG			Piloto A320	#N/A	20/01/2010	100%	75%	100%	100%	100%	100%	96%	100%	100%	60%	80%	40%	88%	48.80%	0%	71.83%	71.83%	
102448	BOG			Piloto A320	#N/A	03/05/2010	80%	92%	100%	100%	100%	100%	100%	100%	92%	100%	100%	100%	97%	48.80%	0%	79.57%	79.57%	
102450	BOG			Piloto A320	#N/A	03/05/2010	100%	92%	80%	100%	100%	100%	100%	80%	92%	100%	40%	40%	85%	48.80%	0%	70.00%	70.00%	
102451	BOG			Piloto A320	#N/A	03/05/2010	100%	91%	100%	100%	97%	100%	100%	100%	100%	100%	100%	40%	94%	48.80%	0%	77.03%	77.03%	
102470	BOG			Piloto A320	#N/A	01/06/2010	100%	100%	98%	100%	100%	100%	100%	100%	92%	100%	100%	40%	94%	48.80%	0%	77.20%	77.20%	
102471	BOG			Piloto A320	#N/A	01/06/2010	100%	100%	96%	100%	100%	100%	100%	100%	92%	100%	100%	40%	94%	48.80%	0%	77.11%	77.11%	
102474	BOG			Piloto A320	#N/A	01/06/2010	60%	100%	98%	100%	100%	100%	100%	97%	100%	100%	100%	40%	91%	48.80%	0%	74.78%	74.78%	
102478	BOG			Piloto A320	#N/A	04/06/2010	100%	100%	96%	100%	100%	100%	100%	100%	92%	100%	100%	40%	94%	48.80%	0%	77.11%	77.11%	
102484	BOG			Piloto A320	#N/A	23/06/2010	100%	100%	98%	100%	100%	100%	96%	100%	100%	100%	40%	40%	89%	48.80%	0%	73.38%	73.38%	
102485	BOG			Piloto A320	#N/A	23/06/2010	100%	100%	98%	100%	100%	100%	96%	100%	100%	100%	100%	40%	94%	48.80%	0%	77.48%	77.48%	
102486	BOG			Piloto A320	#N/A	23/06/2010	100%	100%	98%	40%	40%	80%	100%	60%	80%	100%	80%	40%	76%	48.80%	0%	62.71%	62.71%	
102489	BOG			Piloto A320	#N/A	02/07/2010	100%	95%	99%	100%	100%	100%	100%	97%	60%	100%	100%	40%	91%	48.80%	0%	74.49%	74.49%	
102497	BOG			Piloto A320	#N/A	02/08/2010	60%	100%	96%	80%	100%	80%	80%	100%	100%	100%	100%	40%	86%	48.80%	0%	70.81%	70.81%	
102501	BOG			Piloto A320	#N/A	02/08/2010	100%	100%	100%	100%	97%	100%	100%	100%	100%	100%	40%	40%	90%	48.80%	0%	73.59%	73.59%	
102505	BOG			Piloto A320	#N/A	02/08/2010	100%	100%	100%	100%	97%	100%	100%	100%	100%	100%	80%	46%	94%	48.80%	0%	76.75%	76.75%	
102508	BOG			Piloto A320	#N/A	12/08/2010	100%	100%	100%	100%	97%	100%	100%	100%	100%	100%	100%	46%	95%	48.80%	0%	78.11%	78.11%	
102509	BOG			Piloto A320	#N/A	17/08/2010	100%	100%	100%	100%	97%	100%	100%	100%	100%	100%	40%	60%	91%	48.80%	0%	74.95%	74.95%	
102584	BOG			Piloto A320	#N/A	03/01/2011	100%	100%	99%	0%	0%	0%	0%	0%	0%	0%	0%	0%	25%	48.80%	0%	20.42%	20.42%	Egresado
102586	BOG			Piloto A320	#N/A	03/01/2011	60%	100%	100%	40%	60%	100%	40%	80%	100%	40%	100%	40%	72%	48.80%	0%	58.77%	58.77%	
102587	BOG			Piloto A320	#N/A	03/01/2011	100%	100%	100%	100%	100%	100%	96%	100%	100%	80%	100%	40%	93%	48.80%	0%	76.28%	76.28%	
102593	BOG			Piloto A320	#N/A	03/01/2011	100%	100%	100%	100%	100%	100%	100%	97%	80%	40%	100%	40%	88%	48.80%	0%	72.20%	72.20%	
102607	BOG			Piloto A320	#N/A	17/01/2011	80%	100%	100%	40%	100%	97%	42%	80%	80%	40%	40%	40%	70%	48.80%	0%	57.30%	57.30%	
102666	BOG			Piloto A320	#N/A	18/04/2011	92%	100%	100%	100%	40%	100%	60%	97%	98%	100%	100%	40%	86%	48.80%	0%	70.25%	70.25%	
102668	BOG			Piloto A320	#N/A	18/04/2011	92%	100%	100%	100%	100%	100%	100%	97%	100%	100%	100%	60%	96%	48.80%	0%	78.51%	78.51%	
102674	BOG			Piloto A320	#N/A	02/05/2011	100%	92%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	99%	48.80%	0%	81.47%	81.47%	
102677	BOG			Piloto A320	#N/A	02/05/2011	100%	100%	100%	100%	100%	100%	100%	97%	100%	100%	100%	40%	95%	48.80%	0%	77.67%	77.67%	
102690	BOG			Piloto A320	#N/A	16/05/2011	100%	92%	100%	100%	100%	100%	100%	100%	92%	100%	40%	40%	89%	48.80%	0%	72.74%	72.74%	
102810	BOG			Piloto A320	#N/A	01/09/2011	100%	100%	100%	100%	100%	98%	100%	100%	80%	60%	100%	46%	90%	48.80%	0%	74.08%	74.08%	
102824	BOG			Piloto A320	#N/A	01/09/2011	100%	100%	100%	100%	100%	97%	100%	100%	100%	100%	100%	46%	95%	48.80%	0%	78.09%	78.09%	
102915	BOG			Piloto A320	#N/A	16/11/2011	100%	100%	80%	100%	100%	97%	100%	100%	80%	100%	100%	42%	92%	48.80%	0%	75.11%	75.11%	
102926	BOG			Piloto A320	#N/A	01/12/2011	100%	100%	100%	100%	100%	100%	100%	100%	96%	96%	100%	40%	94%	48.80%	0%	77.36%	77.36%	
102928	BOG			Piloto A320	#N/A	01/12/2011	100%	100%	96%	100%	100%	60%	100%	100%	100%	92%	100%	40%	91%	48.80%	0%	74.38%	74.38%	
102936	BOG			Piloto A320	#N/A	01/12/2011	100%	100%	100%	40%	100%	100%	80%	100%	92%	100%	90%	40%	87%	48.80%	0%	71.24%	71.24%	
102938	BOG			Piloto A320	#N/A	01/12/2011	40%	100%	40%	40%	80%	40%	100%	97%	80%	100%	100%	40%	71%	48.80%	0%	58.54%	58.54%	
102942	BOG			Piloto A320	#N/A	01/12/2011	100%	100%	100%	100%	97%	0%	0%	0%	0%	0%	0%	0%	41%	48.80%	0%	33.95%	33.95%	Egresado
102959	BOG			Piloto A320	#N/A	01/12/2011	100%	100%	100%	100%	100%	100%	80%	97%	60%	100%	60%	46%	87%	48.80%	0%	71.26%	71.26%	
102968	BOG			Piloto A320	#N/A	16/12/2011	100%	100%	100%	100%	100%	97%	100%	100%	100%	80%	100%	46%	94%	48.80%	0%	76.73%	76.73%	
102971	BOG			Piloto A320	#N/A	16/12/2011	100%	100%	100%	100%	100%	100%	100%	100%	92%	80%	100%	100%	98%	48.80%	0%	80.10%	80.10%	
102992	BOG			Piloto A320	#N/A	02/01/2012	80%	100%	100%	100%	100%	40%	40%	100%	95%	80%	80%	40%	80%	48.80%	0%	65.26%	65.26%	
103004	BOG			Piloto A320	#N/A	16/01/2012	40%	100%	100%	100%	99%	97%	100%	80%	100%	80%	100%	40%	86%	48.80%	0%	70.80%	70.80%	
103013	BOG			Piloto A320	#N/A	16/01/2012	100%	100%	100%	100%	97%	100%	100%	100%	100%	100%	100%	46%	95%	48.80%	0%	78.11%	78.11%	
103018	BOG			Piloto A320	#N/A	16/01/2012	40%	100%	100%	80%	100%	97%	100%	100%	99%	40%	40%	40%	78%	48.80%	0%	63.93%	63.93%	
103019	BOG			Piloto A320	#N/A	16/01/2012	100%	100%	100%	100%	97%	100%	100%	100%	100%	93%	0%	0%	82%	48.80%	0%	67.62%	67.62%	Egresado / 31/01/2020
103020	BOG			Piloto A320	#N/A	16/01/2012	100%	100%	100%	100%	100%	100%	100%	97%	100%	100%	100%	46%	95%	48.80%	0%	78.09%	78.09%	
103026	BOG			Piloto A320	#N/A	16/01/2012	100%	100%	100%	100%	100%	97%	100%	100%	100%	100%	100%	40%	95%	48.80%	0%	77.67%	77.67%	
103033	BOG			Piloto A320	#N/A	01/02/2012	100%	100%	100%	100%	100%	100%	96%	100%	100%	40%	40%	46%	85%	48.80%	0%	69.87%	69.87%	
103039	BOG			Piloto A320	#N/A	01/02/2012	97%	100%	100%	100%	100%	100%	96%	100%	100%	100%	100%	46%	95%	48.80%	0%	77.87%	77.87%	
103041	BOG			Piloto A320	#N/A	01/02/2012	100%	100%	100%	100%	100%	100%	100%	97%	100%	100%	100%	40%	95%	48.80%	0%	77.67%	77.67%	
103097	BOG			Piloto A320	#N/A	08/03/2012	100%	100%	100%	100%	100%	100%	100%	100%	92%	80%	100%	60%	94%	48.80%	0%	77.36%	77.36%	
103098	BOG			Piloto A320	#N/A	16/03/2012	80%	100%	100%	100%	100%	100%	96%	100%	100%	100%	40%	40%	88%	48.80%	0%	72.18%	72.18%	
103100	BOG			Piloto A320	#N/A	16/03/2012	100%	100%	100%	100%	100%	100%	80%	100%	100%	92%	100%	40%	93%	48.80%	0%	76.00%	76.00%	
103109	BOG			Piloto A320	#N/A	16/03/2012	100%	100%	100%	100%	100%	100%	80%	100%	92%	100%	100%	40%	93%	48.80%	0%	76.00%	76.00%	
103114	BOG			Piloto A320	#N/A	23/03/2012	40%	100%	100%	100%	0%	0%	0%	0%	0%	0%	0%	0%	28%	48.80%	0%	23.23%	23.23%	Egresado
103117	BOG			Piloto A320	#N/A	23/03/2012	100%	100%	100%	100%	100%	100%	96%	100%	100%	100%	40%	40%	90%	48.80%	0%	73.54%	73.54%	
103119	BOG			Piloto A320	#N/A	23/03/2012	100%	100%	100%	100%	100%	100%	100%	97%	100%	100%	100%	40%	95%	48.80%	0%	77.67%	77.67%	
103121	BOG			Piloto A320	#N/A	23/03/2012	100%	100%	100%	80%	100%	100%	100%	97%	100%	100%	100%	100%	98%	48.80%	0%	80.40%	80.40%	
103133	BOG			Piloto A320	#N/A	02/04/2012	92%	100%	100%	100%	100%	100%	100%	97%	100%	100%	100%	40%	94%	48.80%	0%	77.14%	77.14%	
103178	BOG			Piloto A320	#N/A	01/05/2012	100%	92%	100%	100%	100%	100%	100%	100%	92%	100%	100%	40%	94%	48.80%	0%	76.84%	76.84%	
103182	BOG			Piloto A320	#N/A	01/05/2012	80%	100%	96%	100%	100%	100%	100%	100%	100%	100%	100%	40%	93%	48.80%	0%	76.28%	76.28%	
103194	BOG			Piloto A320	#N/A	04/05/2012	100%	92%	100%	100%	80%	100%	100%	100%	80%	100%	90%	40%	90%	48.80%	0%	73.98%	73.98%	
103197	BOG			Piloto A320	#N/A	04/05/2012	100%	100%	100%	100%	100%	100%	100%	97%	100%	100%	60%	40%	91%	48.80%	0%	74.94%	74.94%	
103200	BOG			Piloto A320	#N/A	04/05/2012	100%	92%	100%	100%	100%	100%	100%	100%	92%	100%	40%	46%	89%	48.80%	0%	73.16%	73.16%	
103231	BOG			Piloto A320	#N/A	11/05/2012	100%	100%	96%	100%	100%	97%	100%	100%	100%	40%	100%	40%	89%	48.80%	0%	73.33%	73.33%	
103259	BOG			Piloto A320	#N/A	25/05/2012	100%	92%	100%	100%	100%	97%	100%	100%	100%	100%	100%	40%	94%	48.80%	0%	77.14%	77.14%	
103265	BOG			Piloto A320	#N/A	25/05/2012	100%	87%	100%	80%	100%	100%	100%	100%	92%	100%	100%	100%	97%	48.80%	0%	79.21%	79.21%	
103272	BOG			Piloto A320	#N/A	25/05/2012	100%	92%	100%	100%	100%	100%	100%	100%	92%	60%	100%	40%	90%	48.80%	0%	74.10%	74.10%	
103279	BOG			Piloto A320	#N/A	01/06/2012	100%	100%	100%	100%	100%	100%	100%	97%	100%	100%	100%	40%	95%	48.80%	0%	77.67%	77.67%	
103285	BOG			Piloto A320	#N/A	01/06/2012	100%	100%	96%	100%	100%	100%	96%	100%	100%	100%	100%	100%	99%	48.80%	0%	81.49%	81.49%	
103293	BOG			Piloto A320	#N/A	08/06/2012	100%	100%	98%	100%	100%	100%	100%	97%	40%	100%	100%	40%	90%	48.80%	0%	73.41%	73.41%	
103296	BOG			Piloto A320	#N/A	08/06/2012	40%	100%	85%	100%	80%	80%	80%	100%	92%	40%	60%	60%	76%	48.80%	0%	62.68%	62.68%	
103300	BOG			Piloto A320	#N/A	08/06/2012	100%	100%	76%	60%	100%	100%	100%	100%	100%	92%	100%	40%	89%	48.80%	0%	72.97%	72.97%	

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Employee ID	City	National ID	Name	Position	NOV	Date of entry	Apr-19	May-19	Jun-19	Jul-19	Aug-19	Sep-19	Oct-19	Nov-19	Dec-19	Jan-20	Feb-20	Mar-20	Average from April-19 to March-20	Result NPS AVH	MIN 60% AGREEMENT TARGET 64% AGREEMENT NPS 1,50 % (18%)	Fuel 4,50% (82%)	Final Achievement Factor	COMMENTS
103317	BOG			Piloto A320	#N/A	01/07/2012	100%	100%	100%	100%	100%	100%	96%	100%	100%	80%	100%	40%	93%	48.80%	0%	76.28%	76.28%	
103332	BOG			Piloto A320	#N/A	01/07/2012	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	40%	95%	48.80%	0%	77.90%	77.90%	
103338	BOG			Piloto A320	#N/A	01/07/2012	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	90%	40%	94%	48.80%	0%	77.24%	77.24%	
104428	BOG			Piloto A320	#N/A	07/09/2012	100%	100%	100%	100%	100%	97%	100%	100%	100%	100%	90%	40%	94%	48.80%	0%	77.01%	77.01%	
104430	BOG			Piloto A320	#N/A	07/09/2012	80%	100%	100%	100%	80%	97%	100%	100%	60%	100%	100%	40%	88%	48.80%	0%	72.20%	72.20%	
104521	BOG			Piloto A320	#N/A	21/09/2012	100%	100%	100%	100%	100%	97%	100%	100%	100%	93%	99%	40%	94%	48.80%	0%	77.12%	77.12%	
104617	BOG			Piloto A320	#N/A	05/10/2012	100%	100%	100%	100%	100%	97%	100%	80%	80%	100%	100%	46%	92%	48.80%	0%	75.36%	75.36%	
104943	BOG			Piloto A320	#N/A	25/04/2013	92%	100%	100%	100%	0%	0%	0%	0%	0%	0%	0%	0%	33%	48.80%	0%	26.80%	26.80%	Egresado
104946	BOG			Piloto A320	#N/A	25/04/2013	92%	100%	100%	80%	100%	100%	100%	80%	100%	92%	40%	40%	85%	48.80%	0%	70.00%	70.00%	
104948	BOG			Piloto A320	#N/A	25/04/2013	96%	96%	100%	100%	100%	100%	100%	100%	40%	100%	100%	60%	91%	48.80%	0%	74.64%	74.64%	
104951	BOG			Piloto A320	#N/A	25/04/2013	92%	100%	100%	100%	100%	100%	100%	100%	100%	92%	100%	40%	94%	48.80%	0%	76.83%	76.83%	
105017	BOG			Piloto A320	#N/A	01/06/2013	100%	100%	98%	100%	100%	100%	96%	100%	100%	100%	100%	40%	94%	48.80%	0%	77.48%	77.48%	
105026	BOG			Piloto A320	#N/A	01/06/2013	100%	92%	100%	100%	100%	100%	100%	97%	100%	100%	100%	100%	99%	48.80%	0%	81.24%	81.24%	
105044	BOG			Piloto A320	#N/A	07/06/2013	100%	100%	100%	100%	100%	100%	100%	97%	100%	100%	100%	60%	96%	48.80%	0%	79.04%	79.04%	
105089	BOG			Piloto A320	#N/A	05/07/2013	100%	100%	100%	100%	98%	100%	100%	100%	100%	100%	100%	64%	97%	48.80%	0%	79.41%	79.41%	
105104	BOG			Piloto A320	#N/A	12/07/2013	40%	100%	100%	100%	100%	100%	100%	100%	80%	100%	100%	40%	88%	48.80%	0%	72.43%	72.43%	
105120	BOG			Piloto A320	#N/A	19/07/2013	80%	100%	100%	100%	100%	97%	83%	100%	100%	100%	100%	40%	92%	48.80%	0%	75.16%	75.16%	
105121	BOG			Piloto A320	#N/A	19/07/2013	100%	100%	100%	100%	100%	100%	100%	100%	100%	92%	100%	40%	94%	48.80%	0%	77.36%	77.36%	
105124	BOG			Piloto A320	#N/A	19/07/2013	80%	100%	100%	100%	100%	100%	100%	97%	100%	100%	100%	100%	98%	48.80%	0%	80.40%	80.40%	
100552	CLO			Piloto A320	#N/A	01/12/1990	100%	100%	100%	100%	80%	100%	100%	100%	80%	92%	100%	40%	91%	48.80%	0%	74.63%	74.63%	
100573	CLO			Piloto A320	#N/A	02/05/1991	92%	100%	100%	100%	100%	100%	100%	100%	92%	100%	100%	40%	94%	48.80%	0%	76.83%	76.83%	
100788	CLO			Piloto A320	#N/A	21/06/1995	92%	100%	100%	100%	40%	100%	60%	100%	40%	80%	60%	40%	76%	48.80%	0%	62.34%	62.34%	
100801	CLO			Piloto A320	#N/A	29/09/1995	80%	100%	80%	100%	80%	40%	100%	100%	100%	100%	80%	40%	83%	48.80%	0%	68.33%	68.33%	
100886	CLO			Piloto A320	#N/A	10/01/1997	100%	100%	100%	100%	100%	40%	80%	100%	40%	40%	40%	100%	78%	48.80%	0%	64.23%	64.23%	
101020	CLO			Piloto A320	#N/A	22/12/1998	100%	100%	100%	100%	100%	100%	96%	100%	100%	40%	40%	40%	85%	48.80%	0%	69.44%	69.44%	
101045	CLO			Piloto A320	#N/A	16/02/1999	100%	100%	100%	100%	43%	40%	40%	40%	40%	40%	40%	40%	60%	48.80%	0%	49.40%	49.40%	
101460	CLO			Piloto A320	#N/A	01/09/2005	100%	94%	99%	100%	100%	100%	100%	100%	100%	40%	40%	46%	85%	48.80%	0%	69.65%	69.65%	
101518	CLO			Piloto A320	#N/A	01/12/2005	100%	100%	100%	100%	97%	100%	100%	80%	100%	100%	100%	40%	93%	48.80%	0%	76.32%	76.32%	
101523	CLO			Piloto A320	#N/A	15/12/2005	100%	100%	100%	100%	100%	98%	100%	100%	80%	100%	100%	40%	93%	48.80%	0%	76.39%	76.39%	
101760	CLO			Piloto A320	#N/A	16/12/2006	40%	100%	100%	40%	100%	100%	100%	100%	92%	40%	100%	40%	79%	48.80%	0%	65.06%	65.06%	
101772	CLO			Piloto A320	#N/A	02/01/2007	100%	100%	100%	100%	100%	100%	80%	100%	92%	100%	100%	60%	94%	48.80%	0%	77.36%	77.36%	
101777	CLO			Piloto A320	#N/A	01/02/2007	100%	100%	100%	100%	100%	97%	100%	100%	100%	40%	90%	40%	89%	48.80%	0%	72.95%	72.95%	
101807	CLO			Piloto A320	#N/A	01/04/2007	92%	100%	100%	100%	100%	100%	100%	100%	73%	100%	100%	40%	92%	48.80%	0%	75.53%	75.53%	
101823	CLO			Piloto A320	#N/A	09/05/2007	100%	92%	100%	100%	100%	100%	100%	60%	92%	100%	100%	40%	90%	48.80%	0%	74.10%	74.10%	
101824	CLO			Piloto A320	#N/A	11/05/2007	100%	92%	100%	100%	100%	100%	96%	100%	100%	100%	100%	60%	96%	48.80%	0%	78.48%	78.48%	
101825	CLO			Piloto A320	#N/A	16/05/2007	100%	100%	100%	100%	100%	100%	100%	100%	95%	100%	40%	60%	91%	48.80%	0%	74.83%	74.83%	
101844	CLO			Piloto A320	#N/A	21/06/2007	59%	100%	96%	60%	100%	100%	96%	100%	60%	100%	100%	40%	84%	48.80%	0%	69.13%	69.13%	
101884	CLO			Piloto A320	#N/A	01/09/2007	100%	100%	80%	100%	40%	97%	40%	100%	100%	40%	60%	40%	75%	48.80%	0%	61.27%	61.27%	
101934	CLO			Piloto A320	#N/A	10/12/2007	100%	100%	100%	100%	80%	100%	100%	100%	95%	40%	100%	100%	93%	48.80%	0%	76.19%	76.19%	
102007	CLO			Piloto A320	#N/A	05/07/2008	100%	95%	100%	100%	100%	100%	96%	100%	100%	100%	100%	40%	94%	48.80%	0%	77.31%	77.31%	
102048	CLO			Piloto A320	#N/A	01/08/2008	100%	100%	100%	100%	99%	100%	100%	100%	97%	92%	100%	64%	96%	48.80%	0%	78.76%	78.76%	
102058	CLO			Piloto A320	#N/A	16/08/2008	100%	100%	100%	100%	97%	100%	80%	100%	100%	100%	80%	40%	91%	48.80%	0%	74.95%	74.95%	
102068	CLO			Piloto A320	#N/A	16/08/2008	100%	92%	100%	100%	100%	100%	100%	100%	100%	92%	100%	40%	94%	48.80%	0%	76.84%	76.84%	
102130	CLO			Piloto A320	#N/A	05/12/2008	92%	97%	100%	80%	100%	60%	40%	40%	40%	92%	100%	40%	73%	48.80%	0%	60.21%	60.21%	
102171	CLO			Piloto A320	#N/A	16/02/2009	100%	60%	100%	100%	100%	100%	100%	97%	80%	100%	100%	40%	90%	48.80%	0%	73.57%	73.57%	
102222	CLO			Piloto A320	#N/A	08/07/2009	40%	40%	100%	100%	99%	100%	40%	100%	80%	40%	80%	46%	72%	48.80%	0%	59.14%	59.14%	
102427	CLO			Piloto A320	#N/A	16/01/2010	100%	100%	100%	100%	97%	100%	100%	100%	100%	100%	100%	40%	95%	48.80%	0%	77.69%	77.69%	
102430	CLO			Piloto A320	#N/A	22/01/2010	40%	100%	100%	40%	97%	100%	80%	100%	40%	92%	100%	40%	77%	48.80%	0%	63.49%	63.49%	
102443	CLO			Piloto A320	#N/A	17/03/2010	97%	100%	96%	100%	100%	0%	0%	0%	0%	0%	0%	0%	41%	48.80%	0%	33.72%	33.72%	Egresado
102447	CLO			Piloto A320	#N/A	03/05/2010	100%	92%	100%	100%	100%	100%	100%	100%	85%	82%	40%	60%	88%	48.80%	0%	72.37%	72.37%	
102449	CLO			Piloto A320	#N/A	03/05/2010	100%	92%	60%	100%	100%	80%	100%	97%	80%	100%	100%	40%	87%	48.80%	0%	71.67%	71.67%	
102594	CLO			Piloto A320	#N/A	03/01/2011	100%	100%	60%	100%	100%	100%	96%	100%	100%	100%	80%	40%	90%	48.80%	0%	73.54%	73.54%	
102956	CLO			Piloto A320	#N/A	01/12/2011	100%	100%	100%	100%	100%	100%	100%	97%	100%	100%	100%	40%	95%	48.80%	0%	77.67%	77.67%	
103107	CLO			Piloto A320	#N/A	16/03/2012	100%	100%	100%	80%	80%	100%	100%	97%	40%	100%	80%	40%	85%	48.80%	0%	69.47%	69.47%	
103116	CLO			Piloto A320	#N/A	23/03/2012	40%	100%	100%	100%	100%	100%	100%	97%	100%	100%	100%	100%	95%	48.80%	0%	77.67%	77.67%	
103229	CLO			Piloto A320	#N/A	11/05/2012	100%	100%	100%	100%	100%	100%	100%	80%	100%	60%	100%	40%	90%	48.80%	0%	73.80%	73.80%	
104391	CLO			Piloto A320	#N/A	03/09/2012	100%	100%	100%	100%	100%	97%	100%	100%	100%	100%	90%	40%	94%	48.80%	0%	77.01%	77.01%	
104431	CLO			Piloto A320	#N/A	07/09/2012	60%	80%	100%	100%	97%	100%	100%	100%	40%	100%	90%	40%	84%	48.80%	0%	68.87%	68.87%	
104950	CLO			Piloto A320	#N/A	25/04/2013	40%	100%	60%	100%	80%	97%	100%	100%	100%	100%	80%	100%	88%	48.80%	0%	72.20%	72.20%	
105021	CLO			Piloto A320	#N/A	01/06/2013	100%	100%	100%	100%	100%	100%	100%	100%	100%	60%	100%	40%	92%	48.80%	0%	75.16%	75.16%	
105024	CLO			Piloto A320	#N/A	01/06/2013	40%	40%	98%	100%	100%	100%	100%	100%	92%	80%	100%	40%	82%	48.80%	0%	67.64%	67.64%	
101577	CTG			Piloto A320	#N/A	16/02/2006	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	90%	40%	94%	48.80%	0%	77.24%	77.24%	
104940	CTG			Piloto A320	#N/A	25/04/2013	100%	100%	100%	100%	100%	100%	100%	100%	95%	97%	100%	40%	94%	48.80%	0%	77.36%	77.36%	
104949	CTG			Piloto A320	#N/A	25/04/2013	100%	100%	100%	100%	100%	100%	100%	97%	100%	40%	80%	60%	90%	48.80%	0%	73.56%	73.56%	
105018	CTG			Piloto A320	#N/A	01/06/2013	100%	100%	98%	100%	100%	100%	100%	100%	80%	100%	100%	46%	94%	48.80%	0%	76.80%	76.80%	
105023	CTG			Piloto A320	#N/A	01/06/2013	100%	100%	96%	100%	100%	99%	100%	98%	100%	100%	100%	40%	94%	48.80%	0%	77.42%	77.42%	
174770	CTG			Piloto A320	#N/A	02/01/2018	100%	100%	100%	100%	100%	97%	100%	100%	100%	0%	0%	0%	75%	48.80%	0%	61.27%	61.27%	Egresado -23/01/2020
175640	CTG			Piloto A320	#N/A	07/05/2018	60%	40%	80%	100%	100%	100%	80%	97%	100%	0%	0%	0%	63%	48.80%	0%	51.70%	51.70%	Egresado -23/01/2020
175641	CTG			Piloto A320	#N/A	07/05/2018	100%	100%	100%	100%	100%	100%	100%	100%	100%	0%	0%	0%	75%	48.80%	0%	61.50%	61.50%	Egresado -23/01/2020
175642	CTG			Piloto A320	#N/A	07/05/2018	100%	100%	100%	100%	100%	100%	100%	97%	100%	0%	0%	0%	75%	48.80%	0%	61.27%	61.27%	Egresado -23/01/2020
175693	CTG			Piloto A320	#N/A	07/05/2018	100%	100%	96%	100%	100%	100%	100%	100%	100%	100%	100%	40%	95%	48.80%	0%	77.65%	77.65%	
175694	CTG			Piloto A320	#N/A	07/05/2018	100%	100%	100%	100%	100%	100%	96%	100%	100%	100%	100%	40%	95%	48.80%	0%	77.64%	77.64%	
175700	CTG			Piloto A320	#N/A	07/05/2018	100%	100%	100%	100%	100%	97%	100%	100%	100%	0%	0%	0%	75%	48.80%	0%	61.27%	61.27%	Egresado -23/01/2020

Variable Compensation 2020-2021

Employee ID	City	National ID	Name	Position	NOV	Date of entry	Apr-19	May-19	Jun-19	Jul-19	Aug-19	Sep-19	Oct-19	Nov-19	Dec-19	Jan-20	Feb-20	Mar-20	Average from April-19 to March-20	Result NPS AVH	MIN 60% AGREEMENT TARGET 64% AGREEMENT NPS 1,50 % (18%)	Fuel 4,50% (82%)	Final Achievement Factor	COMMENTS
175735	CTG			Piloto A320	#N/A	07/05/2018	100%	100%	100%	100%	100%	100%	100%	100%	92%	60%	100%	40%	91%	48.80%	0%	74.63%	74.63%	
175786	CTG			Piloto A320	#N/A	07/05/2018	100%	100%	100%	100%	97%	100%	100%	100%	100%	0%	0%	0%	75%	48.80%	0%	61.29%	61.29%	Egresado -23/01/2020
176698	CTG			Piloto A320	#N/A	16/06/2018	100%	100%	100%	100%	100%	97%	100%	100%	100%	0%	0%	0%	75%	48.80%	0%	61.27%	61.27%	Egresado -23/01/2020
176702	CTG			Piloto A320	#N/A	16/06/2018	100%	80%	100%	100%	100%	97%	100%	100%	100%	100%	100%	40%	93%	48.80%	0%	76.30%	76.30%	
176705	CTG			Piloto A320	#N/A	16/06/2018	100%	100%	100%	100%	100%	100%	96%	100%	100%	0%	0%	0%	75%	48.80%	0%	61.24%	61.24%	Egresado -23/01/2020
177881	CTG			Piloto A320	#N/A	17/09/2018	100%	100%	100%	100%	100%	100%	96%	100%	100%	0%	0%	0%	75%	48.80%	0%	61.24%	61.24%	Egresado -23/01/2020
177915	CTG			Piloto A320	#N/A	17/09/2018	80%	100%	100%	60%	100%	100%	100%	100%	92%	0%	0%	0%	69%	48.80%	0%	56.86%	56.86%	Egresado -23/01/2020
178074	CTG			Piloto A320	#N/A	19/10/2018	100%	100%	100%	100%	100%	80%	100%	80%	100%	92%	0%	0%	79%	48.80%	0%	65.06%	65.06%	Egresado / 31/01/2020
100331	MDE			Piloto A320	Jubilado	01/12/1986	92%	60%	100%	100%	100%	100%	100%	100%	100%	92%	0%	0%	79%	48.80%	0%	64.53%	64.53%	Egresado / 21/02/2020
100357	MDE			Piloto A320	#N/A	01/12/1987	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	40%	95%	48.80%	0%	77.90%	77.90%	
100459	MDE			Piloto A320	#N/A	01/09/1989	100%	92%	100%	100%	100%	100%	100%	100%	100%	92%	40%	60%	90%	48.80%	0%	74.10%	74.10%	
100462	MDE			Piloto A320	#N/A	01/09/1989	100%	100%	100%	100%	100%	97%	100%	100%	100%	40%	80%	40%	88%	48.80%	0%	72.20%	72.20%	
100496	MDE			Piloto A320	#N/A	17/02/1990	100%	100%	100%	100%	100%	100%	100%	100%	92%	40%	100%	60%	91%	48.80%	0%	74.63%	74.63%	
100516	MDE			Piloto A320	#N/A	01/07/1990	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	40%	95%	48.80%	0%	77.90%	77.90%	
100574	MDE			Piloto A320	#N/A	10/05/1991	95%	100%	100%	100%	100%	100%	100%	100%	92%	100%	100%	60%	96%	48.80%	0%	78.40%	78.40%	
100806	MDE			Piloto A320	Activo/Reubicado Definitivo	01/11/1995	100%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	17%	48.80%	0%	13.67%	13.67%	Egresado
101032	MDE			Piloto A320	#N/A	06/01/1999	100%	100%	100%	100%	40%	40%	42%	40%	40%	40%	40%	40%	60%	48.80%	0%	49.35%	49.35%	
101489	MDE			Piloto A320	#N/A	12/11/2005	100%	100%	100%	100%	97%	100%	60%	100%	100%	100%	100%	60%	93%	48.80%	0%	76.32%	76.32%	
101494	MDE			Piloto A320	#N/A	19/11/2005	100%	100%	100%	100%	100%	100%	96%	100%	40%	92%	100%	40%	89%	48.80%	0%	73.01%	73.01%	
101504	MDE			Piloto A320	#N/A	01/12/2005	100%	100%	100%	100%	97%	100%	100%	100%	100%	100%	100%	100%	100%	48.80%	0%	81.79%	81.79%	
101510	MDE			Piloto A320	#N/A	01/12/2005	100%	100%	100%	80%	100%	100%	100%	100%	100%	100%	100%	60%	95%	48.80%	0%	77.90%	77.90%	
101520	MDE			Piloto A320	#N/A	13/12/2005	97%	40%	100%	100%	100%	0%	0%	0%	0%	0%	0%	0%	36%	48.80%	0%	29.87%	29.87%	Egresado
101521	MDE			Piloto A320	#N/A	13/12/2005	100%	100%	100%	100%	100%	100%	96%	80%	100%	100%	100%	46%	93%	48.80%	0%	76.66%	76.66%	
101526	MDE			Piloto A320	#N/A	24/12/2005	100%	100%	100%	100%	100%	100%	100%	100%	95%	100%	100%	40%	95%	48.80%	0%	77.56%	77.56%	
101534	MDE			Piloto A320	#N/A	02/01/2006	100%	100%	100%	100%	100%	97%	100%	100%	100%	100%	60%	40%	91%	48.80%	0%	74.94%	74.94%	
101565	MDE			Piloto A320	#N/A	06/02/2006	100%	100%	100%	100%	100%	100%	100%	97%	100%	100%	100%	40%	95%	48.80%	0%	77.66%	77.66%	
101574	MDE			Piloto A320	#N/A	16/02/2006	100%	100%	100%	100%	100%	100%	100%	100%	95%	100%	100%	40%	95%	48.80%	0%	77.56%	77.56%	
101584	MDE			Piloto A320	#N/A	23/02/2006	100%	100%	100%	100%	100%	100%	100%	100%	100%	92%	100%	40%	94%	48.80%	0%	77.36%	77.36%	
101598	MDE			Piloto A320	#N/A	16/03/2006	61%	60%	100%	100%	100%	100%	100%	97%	100%	100%	100%	46%	89%	48.80%	0%	72.70%	72.70%	
101600	MDE			Piloto A320	#N/A	08/04/2006	92%	100%	100%	100%	100%	100%	100%	100%	92%	100%	100%	40%	94%	48.80%	0%	76.83%	76.83%	
101614	MDE			Piloto A320	#N/A	08/05/2006	100%	92%	100%	100%	100%	100%	100%	80%	92%	100%	100%	40%	92%	48.80%	0%	75.47%	75.47%	
101622	MDE			Piloto A320	#N/A	01/06/2006	100%	95%	60%	100%	100%	100%	100%	100%	92%	100%	100%	60%	92%	48.80%	0%	75.66%	75.66%	
101639	MDE			Piloto A320	#N/A	01/07/2006	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	80%	40%	93%	48.80%	0%	76.53%	76.53%	
101641	MDE			Piloto A320	#N/A	01/07/2006	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	40%	95%	48.80%	0%	77.90%	77.90%	
101643	MDE			Piloto A320	#N/A	01/07/2006	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	46%	96%	48.80%	0%	78.33%	78.33%	
101716	MDE			Piloto A320	#N/A	18/10/2006	100%	92%	100%	100%	100%	100%	100%	100%	100%	100%	100%	40%	94%	48.80%	0%	77.37%	77.37%	
101719	MDE			Piloto A320	#N/A	18/10/2006	100%	100%	96%	100%	100%	100%	100%	0%	0%	0%	0%	0%	58%	48.80%	0%	47.58%	47.58%	Egresado
101720	MDE			Piloto A320	#N/A	18/10/2006	100%	100%	100%	100%	100%	0%	0%	0%	0%	0%	0%	0%	42%	48.80%	0%	34.17%	34.17%	Egresado
101727	MDE			Piloto A320	#N/A	01/11/2006	100%	100%	100%	100%	100%	97%	100%	100%	100%	100%	100%	60%	96%	48.80%	0%	79.04%	79.04%	
101739	MDE			Piloto A320	#N/A	16/11/2006	60%	92%	60%	100%	100%	100%	100%	100%	100%	100%	60%	40%	84%	48.80%	0%	69.17%	69.17%	
101763	MDE			Piloto A320	#N/A	22/12/2006	100%	100%	100%	100%	100%	100%	96%	100%	100%	0%	0%	0%	75%	48.80%	0%	61.24%	61.24%	Egresado el 31/12/2019
101764	MDE			Piloto A320	#N/A	22/12/2006	100%	100%	100%	100%	100%	100%	96%	100%	100%	100%	100%	40%	95%	48.80%	0%	77.64%	77.64%	
101768	MDE			Piloto A320	#N/A	02/01/2007	100%	100%	100%	100%	97%	100%	100%	100%	100%	100%	100%	40%	95%	48.80%	0%	77.69%	77.69%	
101821	MDE			Piloto A320	#N/A	02/05/2007	95%	100%	100%	100%	100%	100%	100%	100%	95%	100%	100%	40%	94%	48.80%	0%	77.23%	77.23%	
101848	MDE			Piloto A320	#N/A	03/07/2007	88%	100%	80%	100%	100%	100%	100%	100%	82%	98%	100%	40%	91%	48.80%	0%	74.34%	74.34%	
101862	MDE			Piloto A320	#N/A	06/07/2007	40%	80%	100%	100%	100%	100%	100%	40%	40%	100%	40%	40%	73%	48.80%	0%	60.13%	60.13%	
101883	MDE			Piloto A320	#N/A	01/09/2007	100%	100%	100%	100%	100%	0%	0%	0%	0%	0%	0%	0%	42%	48.80%	0%	34.17%	34.17%	Egresado
101897	MDE			Piloto A320	#N/A	19/09/2007	100%	100%	100%	100%	100%	97%	100%	100%	100%	100%	100%	40%	95%	48.80%	0%	77.67%	77.67%	
101921	MDE			Piloto A320	#N/A	16/11/2007	60%	95%	100%	100%	100%	100%	100%	100%	100%	92%	40%	60%	87%	48.80%	0%	71.56%	71.56%	
101843	PEI			Piloto A320	#N/A	21/06/2007	100%	100%	96%	100%	100%	100%	100%	100%	92%	100%	100%	100%	99%	48.80%	0%	81.21%	81.21%	
101849	PEI			Piloto A320	#N/A	03/07/2007	80%	80%	80%	100%	97%	60%	0%	0%	0%	0%	0%	0%	41%	48.80%	0%	33.95%	33.95%	Egresado
102086	PEI			Piloto A320	#N/A	16/09/2008	100%	100%	80%	100%	97%	100%	100%	100%	40%	92%	100%	40%	87%	48.80%	0%	71.69%	71.69%	
102431	PEI			Piloto A320	#N/A	01/02/2010	100%	100%	100%	100%	0%	0%	0%	0%	0%	0%	0%	0%	33%	48.80%	0%	27.33%	27.33%	Egresado
102506	PEI			Piloto A320	#N/A	05/08/2010	100%	100%	100%	100%	98%	99%	100%	100%	40%	100%	100%	40%	90%	48.80%	0%	73.58%	73.58%	
101842	SMR			Piloto A320	#N/A	21/06/2007	100%	100%	100%	100%	100%	100%	100%	97%	100%	100%	100%	40%	95%	48.80%	0%	77.71%	77.71%	
102933	SMR			Piloto A320	#N/A	01/12/2011	100%	100%	100%	100%	100%	100%	80%	97%	100%	100%	100%	46%	94%	48.80%	0%	76.73%	76.73%	
103261	SMR			Piloto A320	#N/A	25/05/2012	100%	92%	100%	100%	100%	100%	100%	97%	100%	100%	100%	60%	96%	48.80%	0%	78.51%	78.51%	
103288	SMR			Piloto A320	#N/A	01/06/2012	100%	100%	96%	100%	100%	100%	100%	100%	100%	100%	100%	60%	96%	48.80%	0%	79.01%	79.01%	
103302	SMR			Piloto A320	#N/A	16/06/2012	100%	100%	98%	100%	100%	100%	96%	100%	100%	40%	100%	40%	90%	48.80%	0%	73.41%	73.41%	
104437	SMR			Piloto A320	#N/A	07/09/2012	100%	100%	100%	80%	100%	97%	80%	100%	100%	100%	100%	45%	92%	48.80%	0%	75.28%	75.28%	
100906	BOG			Copiloto Fokker 100	#N/A	17/02/1997	40%	40%	40%	40%	40%	40%	40%	40%	40%	40%	40%	40%	40%	48.80%	0%	32.80%	32.80%	La flota del Fokker 100 se le garantiza el 40% como se viene aplicando en años anteriores.
102985	BAQ			Copiloto B787	#N/A	16/12/2011	75%	100%	100%	100%	100%	97%	100%	100%	100%	100%	100%	46%	93%	48.80%	0%	76.39%	76.39%	
100456	BOG			Copiloto B787	#N/A	09/08/1989	75%	75%	75%	75%	75%	75%	75%	75%	41%	75%	75%	40%	69%	48.80%	0%	56.80%	56.80%	
102339	BOG			Copiloto B787	#N/A	06/08/2009	75%	75%	75%	75%	75%	75%	75%	75%	41%	75%	75%	75%	72%	48.80%	0%	59.19%	59.19%	
102545	BOG			Copiloto B787	#N/A	16/10/2010	71%	75%	75%	75%	75%	75%	75%	60%	75%	75%	75%	75%	73%	48.80%	0%	60.16%	60.16%	
102925	BOG			Copiloto B787	#N/A	01/12/2011	75%	92%	100%	100%	100%	100%	100%	100%	100%	100%	80%	46%	91%	48.80%	0%	74.72%	74.72%	
102963	BOG			Copiloto B787	#N/A	01/12/2011	75%	75%	75%	75%	75%	75%	75%	75%	50%	48%	68%	75%	70%	48.80%	0%	57.48%	57.48%	
103011	BOG			Copiloto B787	#N/A	16/01/2012	75%	75%	75%	75%	75%	75%	75%	42%	75%	75%	75%	75%	72%	48.80%	0%	59.24%	59.24%	
103014	BOG			Copiloto B787	#N/A	16/01/2012	75%	100%	100%	100%	100%	100%	96%	100%	100%	100%	100%	100%	98%	48.80%	0%	80.03%	80.03%	
103017	BOG			Copiloto B787	#N/A	16/01/2012	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	0%	69%	48.80%	0%	56.38%	56.38%	Egresado / 29/02/2020

Variable Compensation 2020-2021

Employee ID	City	National ID	Name	Position	NOV	Date of entry	Apr-19	May-19	Jun-19	Jul-19	Aug-19	Sep-19	Oct-19	Nov-19	Dec-19	Jan-20	Feb-20	Mar-20	Average from April-19 to March-20	Result NPS AVH	MIN 60% AGREEMENT TARGET 64% AGREEMENT NPS 1,50 % (18%)	Fuel 4,50% (82%)	Final Achievement Factor	COMMENTS
103025	BOG			Copiloto B787	#N/A	16/01/2012	75%	75%	60%	100%	100%	100%	100%	80%	92%	100%	80%	40%	84%	48.80%	0%	68.48%	68.48%	
103030	BOG			Copiloto B787	#N/A	16/01/2012	75%	75%	75%	100%	100%	97%	40%	60%	60%	40%	40%	60%	68%	48.80%	0%	56.14%	56.14%	
103105	BOG			Copiloto B787	#N/A	16/03/2012	75%	75%	75%	100%	100%	100%	100%	97%	100%	100%	100%	40%	88%	48.80%	0%	72.54%	72.54%	
103115	BOG			Copiloto B787	#N/A	23/03/2012	75%	75%	75%	75%	100%	100%	100%	100%	100%	92%	100%	40%	86%	48.80%	0%	70.53%	70.53%	
103122	BOG			Copiloto B787	#N/A	23/03/2012	75%	75%	75%	100%	100%	97%	100%	100%	100%	100%	100%	46%	89%	48.80%	0%	72.97%	72.97%	
103132	BOG			Copiloto B787	#N/A	02/04/2012	75%	100%	100%	100%	98%	71%	100%	100%	100%	100%	100%	46%	91%	48.80%	0%	74.49%	74.49%	
103600	BOG			Copiloto B787	#N/A	03/07/2012	75%	75%	100%	100%	100%	100%	96%	100%	100%	100%	100%	40%	91%	48.80%	0%	74.23%	74.23%	
104429	BOG			Copiloto B787	#N/A	07/09/2012	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	48.80%	0%	61.50%	61.50%	
104434	BOG			Copiloto B787	#N/A	07/09/2012	75%	75%	75%	75%	75%	75%	75%	75%	75%	42%	75%	75%	72%	48.80%	0%	59.23%	59.23%	
104435	BOG			Copiloto B787	#N/A	07/09/2012	75%	75%	75%	75%	75%	75%	75%	42%	75%	75%	75%	75%	72%	48.80%	0%	59.24%	59.24%	
104614	BOG			Copiloto B787	#N/A	05/10/2012	46%	72%	75%	75%	75%	75%	75%	43%	74%	75%	75%	75%	70%	48.80%	0%	57.07%	57.07%	
104618	BOG			Copiloto B787	#N/A	05/10/2012	75%	75%	75%	75%	75%	75%	75%	42%	75%	75%	75%	75%	72%	48.80%	0%	59.24%	59.24%	
104620	BOG			Copiloto B787	#N/A	05/10/2012	75%	75%	75%	75%	43%	75%	75%	75%	41%	75%	75%	75%	70%	48.80%	0%	57.00%	57.00%	
104658	BOG			Copiloto B787	#N/A	26/10/2012	75%	75%	75%	75%	75%	75%	75%	75%	41%	75%	75%	75%	72%	48.80%	0%	59.19%	59.19%	
104945	BOG			Copiloto B787	#N/A	25/04/2013	75%	75%	75%	75%	75%	75%	75%	75%	41%	75%	75%	75%	72%	48.80%	0%	59.19%	59.19%	
104947	BOG			Copiloto B787	#N/A	25/04/2013	75%	75%	75%	75%	75%	75%	75%	75%	41%	75%	75%	75%	72%	48.80%	0%	59.19%	59.19%	
104952	BOG			Copiloto B787	#N/A	25/04/2013	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	48.80%	0%	61.50%	61.50%	
104973	BOG			Copiloto B787	#N/A	10/05/2013	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	48.80%	0%	61.50%	61.50%	
104974	BOG			Copiloto B787	#N/A	10/05/2013	75%	75%	49%	75%	75%	75%	75%	75%	75%	75%	75%	75%	73%	48.80%	0%	59.74%	59.74%	
105015	BOG			Copiloto B787	#N/A	01/06/2013	75%	75%	75%	75%	75%	75%	75%	75%	41%	75%	75%	75%	72%	48.80%	0%	59.19%	59.19%	
105059	BOG			Copiloto B787	#N/A	21/06/2013	75%	100%	100%	100%	100%	100%	96%	100%	100%	100%	80%	60%	93%	48.80%	0%	75.93%	75.93%	
105060	BOG			Copiloto B787	#N/A	21/06/2013	75%	75%	75%	75%	75%	75%	75%	45%	72%	75%	75%	75%	72%	48.80%	0%	59.24%	59.24%	
105061	BOG			Copiloto B787	#N/A	21/06/2013	75%	100%	100%	100%	100%	100%	100%	100%	60%	92%	100%	40%	89%	48.80%	0%	72.92%	72.92%	
105090	BOG			Copiloto B787	#N/A	05/07/2013	75%	75%	75%	75%	100%	100%	100%	97%	100%	100%	100%	60%	90%	48.80%	0%	73.91%	73.91%	
105091	BOG			Copiloto B787	#N/A	05/07/2013	75%	75%	75%	100%	100%	100%	100%	100%	100%	100%	90%	40%	88%	48.80%	0%	72.12%	72.12%	
105092	BOG			Copiloto B787	#N/A	05/07/2013	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	48.80%	0%	61.50%	61.50%	
105093	BOG			Copiloto B787	#N/A	05/07/2013	75%	75%	75%	100%	100%	100%	100%	97%	100%	100%	100%	40%	88%	48.80%	0%	72.54%	72.54%	
105094	BOG			Copiloto B787	#N/A	05/07/2013	75%	75%	75%	75%	75%	0%	0%	0%	0%	0%	0%	0%	31%	48.80%	0%	25.63%	25.63%	Egresado
105098	BOG			Copiloto B787	#N/A	12/07/2013	75%	75%	75%	75%	100%	100%	96%	100%	60%	100%	80%	40%	81%	48.80%	0%	66.71%	66.71%	
105122	BOG			Copiloto B787	#N/A	19/07/2013	75%	75%	75%	75%	75%	75%	75%	45%	72%	75%	75%	75%	72%	48.80%	0%	59.24%	59.24%	
105126	BOG			Copiloto B787	#N/A	19/07/2013	75%	75%	45%	75%	100%	100%	100%	100%	100%	92%	80%	60%	84%	48.80%	0%	68.50%	68.50%	
105129	BOG			Copiloto B787	#N/A	19/07/2013	75%	75%	75%	100%	100%	97%	100%	100%	100%	100%	100%	40%	88%	48.80%	0%	72.54%	72.54%	
105130	BOG			Copiloto B787	#N/A	19/07/2013	75%	75%	75%	75%	75%	75%	75%	42%	75%	75%	75%	75%	72%	48.80%	0%	59.24%	59.24%	
105132	BOG			Copiloto B787	#N/A	19/07/2013	75%	75%	45%	75%	75%	75%	75%	42%	75%	75%	75%	75%	70%	48.80%	0%	57.21%	57.21%	
105219	BOG			Copiloto B787	#N/A	09/08/2013	75%	75%	75%	75%	75%	75%	75%	42%	75%	75%	75%	75%	72%	48.80%	0%	59.24%	59.24%	
105220	BOG			Copiloto B787	#N/A	09/08/2013	43%	75%	75%	75%	75%	75%	75%	42%	75%	75%	75%	75%	70%	48.80%	0%	57.06%	57.06%	
105223	BOG			Copiloto B787	#N/A	16/08/2013	75%	45%	75%	75%	75%	75%	75%	42%	75%	75%	75%	75%	70%	48.80%	0%	57.20%	57.20%	
105232	BOG			Copiloto B787	#N/A	16/08/2013	75%	75%	75%	75%	75%	75%	75%	42%	75%	75%	75%	75%	72%	48.80%	0%	59.24%	59.24%	
105233	BOG			Copiloto B787	#N/A	16/08/2013	75%	75%	75%	75%	75%	75%	75%	42%	75%	75%	75%	75%	72%	48.80%	0%	59.24%	59.24%	
105242	BOG			Copiloto B787	#N/A	16/08/2013	72%	75%	75%	75%	75%	75%	75%	42%	75%	75%	75%	75%	72%	48.80%	0%	59.02%	59.02%	
105243	BOG			Copiloto B787	#N/A	16/08/2013	75%	75%	45%	75%	75%	75%	75%	42%	75%	75%	75%	75%	70%	48.80%	0%	57.21%	57.21%	
105251	BOG			Copiloto B787	#N/A	16/08/2013	75%	75%	75%	75%	75%	75%	75%	42%	75%	75%	75%	75%	72%	48.80%	0%	59.24%	59.24%	
105253	BOG			Copiloto B787	#N/A	16/08/2013	75%	45%	75%	75%	75%	75%	75%	42%	75%	75%	75%	75%	70%	48.80%	0%	57.20%	57.20%	
105254	BOG			Copiloto B787	#N/A	16/08/2013	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	48.80%	0%	61.50%	61.50%	
105268	BOG			Copiloto B787	#N/A	02/09/2013	60%	59%	75%	75%	75%	75%	75%	42%	75%	75%	75%	75%	70%	48.80%	0%	57.13%	57.13%	
105332	BOG			Copiloto B787	#N/A	04/10/2013	43%	75%	75%	75%	75%	75%	75%	75%	55%	62%	75%	75%	70%	48.80%	0%	57.02%	57.02%	
105333	BOG			Copiloto B787	#N/A	04/10/2013	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	40%	72%	48.80%	0%	59.11%	59.11%	
105337	BOG			Copiloto B787	#N/A	04/10/2013	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	44%	74%	72%	48.80%	0%	59.30%	59.30%	
105339	BOG			Copiloto B787	#N/A	04/10/2013	75%	75%	75%	75%	75%	75%	75%	42%	75%	75%	75%	75%	72%	48.80%	0%	59.24%	59.24%	
105350	BOG			Copiloto B787	#N/A	11/10/2013	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	40%	72%	48.80%	0%	59.11%	59.11%	
105351	BOG			Copiloto B787	#N/A	11/10/2013	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	40%	72%	48.80%	0%	59.11%	59.11%	
105352	BOG			Copiloto B787	#N/A	11/10/2013	75%	75%	75%	75%	75%	75%	75%	42%	75%	75%	75%	75%	72%	48.80%	0%	59.24%	59.24%	
105353	BOG			Copiloto B787	#N/A	11/10/2013	75%	75%	75%	75%	75%	75%	75%	75%	75%	42%	75%	75%	72%	48.80%	0%	59.23%	59.23%	
105354	BOG			Copiloto B787	#N/A	11/10/2013	75%	75%	75%	75%	75%	75%	75%	75%	75%	42%	75%	75%	72%	48.80%	0%	59.23%	59.23%	
105376	BOG			Copiloto B787	#N/A	25/10/2013	75%	75%	75%	75%	75%	75%	75%	50%	75%	75%	75%	75%	73%	48.80%	0%	59.77%	59.77%	
105378	BOG			Copiloto B787	#N/A	25/10/2013	75%	75%	75%	75%	75%	75%	75%	75%	41%	75%	75%	75%	72%	48.80%	0%	59.19%	59.19%	
105382	BOG			Copiloto B787	#N/A	25/10/2013	75%	75%	75%	75%	75%	75%	75%	75%	75%	42%	75%	75%	72%	48.80%	0%	59.23%	59.23%	
105383	BOG			Copiloto B787	#N/A	25/10/2013	75%	75%	75%	75%	75%	75%	75%	75%	41%	75%	75%	75%	72%	48.80%	0%	59.19%	59.19%	
105388	BOG			Copiloto B787	#N/A	01/11/2013	75%	75%	75%	75%	75%	75%	75%	42%	75%	75%	44%	74%	70%	48.80%	0%	57.05%	57.05%	
105390	BOG			Copiloto B787	#N/A	01/11/2013	75%	75%	75%	75%	75%	75%	75%	42%	75%	75%	44%	74%	70%	48.80%	0%	57.05%	57.05%	
105391	BOG			Copiloto B787	#N/A	01/11/2013	75%	75%	75%	75%	75%	75%	75%	42%	75%	75%	75%	75%	72%	48.80%	0%	59.24%	59.24%	
105400	BOG			Copiloto B787	#N/A	01/11/2013	43%	75%	75%	75%	75%	75%	75%	42%	75%	75%	75%	75%	70%	48.80%	0%	57.06%	57.06%	
105401	BOG			Copiloto B787	#N/A	01/11/2013	75%	75%	75%	75%	75%	75%	75%	42%	75%	75%	75%	75%	72%	48.80%	0%	59.24%	59.24%	
105402	BOG			Copiloto B787	#N/A	01/11/2013	75%	75%	75%	75%	75%	75%	75%	42%	75%	75%	75%	75%	72%	48.80%	0%	59.24%	59.24%	
105409	BOG			Copiloto B787	#N/A	16/11/2013	75%	75%	75%	75%	75%	75%	75%	75%	75%	42%	75%	75%	72%	48.80%	0%	59.23%	59.23%	
105411	BOG			Copiloto B787	#N/A	16/11/2013	75%	75%	75%	75%	75%	75%	75%	42%	75%	75%	75%	75%	72%	48.80%	0%	59.24%	59.24%	
105412	BOG			Copiloto B787	#N/A	16/11/2013	75%	75%	75%	75%	75%	75%	75%	75%	75%	42%	75%	75%	72%	48.80%	0%	59.23%	59.23%	
105422	BOG			Copiloto B787	#N/A	02/12/2013	75%	75%	45%	75%	75%	75%	75%	75%	41%	75%	75%	75%	70%	48.80%	0%	57.16%	57.16%	
105424	BOG			Copiloto B787	#N/A	02/12/2013	75%	75%	45%	75%	75%	75%	75%	75%	75%	75%	75%	40%	70%	48.80%	0%	57.08%	57.08%	
105425	BOG			Copiloto B787	#N/A	02/12/2013	75%	75%	75%	75%	75%	75%	75%	75%	41%	75%	75%	75%	72%	48.80%	0%	59.19%	59.19%	
105428	BOG			Copiloto B787	#N/A	02/12/2013	49%	69%	75%	75%	75%	75%	75%	75%	41%	75%	75%	75%	70%	48.80%	0%	57.03%	57.03%	
105438	BOG			Copiloto B787	#N/A	02/12/2013	75%	75%	75%	75%	75%	75%	75%	75%	41%	75%	75%	75%	72%	48.80%	0%	59.19%	59.19%	
105455	BOG			Copiloto B787	#N/A	02/12/2013	75%	75%	75%	75%	75%	75%	75%	75%	41%	75%	75%	75%	72%	48.80%	0%	59.19%	59.19%	

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Employee ID	City	National ID	Name	Position	NOV	Date of entry	Apr-19	May-19	Jun-19	Jul-19	Aug-19	Sep-19	Oct-19	Nov-19	Dec-19	Jan-20	Feb-20	Mar-20	Average from April-19 to March-20	Result NPS AVH	MIN 60% AGREEMENT TARGET 64% AGREEMENT NPS 1,50 % (18%)	Fuel 4,50% (82%)	Final Achievement Factor	COMMENTS
105456	BOG			Copiloto B787	#N/A	02/12/2013	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	40%	72%	48.80%	0%	59.11%	59.11%	
155379	BOG			Copiloto B787	#N/A	11/08/2014	75%	75%	75%	75%	75%	75%	75%	42%	75%	75%	75%	75%	72%	48.80%	0%	59.24%	59.24%	
155383	BOG			Copiloto B787	#N/A	25/07/2014	43%	75%	75%	75%	75%	75%	75%	75%	41%	75%	75%	75%	70%	48.80%	0%	57.00%	57.00%	
155428	BOG			Copiloto B787	#N/A	28/07/2014	75%	75%	75%	75%	75%	75%	75%	72%	75%	75%	75%	75%	75%	48.80%	0%	61.27%	61.27%	
155520	BOG			Copiloto B787	#N/A	11/08/2014	75%	45%	75%	75%	75%	75%	75%	72%	75%	75%	75%	75%	72%	48.80%	0%	59.23%	59.23%	
155546	BOG			Copiloto B787	#N/A	11/08/2014	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	48.80%	0%	61.50%	61.50%	
155550	BOG			Copiloto B787	#N/A	25/07/2014	43%	75%	75%	75%	75%	75%	75%	42%	75%	75%	75%	75%	70%	48.80%	0%	57.06%	57.06%	
155552	BOG			Copiloto B787	#N/A	25/07/2014	43%	75%	75%	75%	75%	75%	75%	42%	75%	75%	75%	75%	70%	48.80%	0%	57.06%	57.06%	
155554	BOG			Copiloto B787	#N/A	25/07/2014	43%	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	72%	48.80%	0%	59.31%	59.31%	
155592	BOG			Copiloto B787	#N/A	11/08/2014	75%	45%	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	73%	48.80%	0%	59.46%	59.46%	
155606	BOG			Copiloto B787	#N/A	11/08/2014	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	48.80%	0%	61.50%	61.50%	
156006	BOG			Copiloto B787	#N/A	21/07/2014	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	48.80%	0%	61.50%	61.50%	
156014	BOG			Copiloto B787	#N/A	06/06/2014	75%	75%	45%	75%	75%	75%	75%	42%	75%	75%	75%	75%	70%	48.80%	0%	57.21%	57.21%	
156015	BOG			Copiloto B787	#N/A	21/07/2014	75%	75%	75%	75%	75%	75%	75%	42%	75%	75%	75%	75%	72%	48.80%	0%	59.24%	59.24%	
156021	BOG			Copiloto B787	#N/A	16/04/2014	75%	75%	45%	75%	75%	75%	75%	75%	75%	75%	75%	75%	73%	48.80%	0%	59.47%	59.47%	
156077	BOG			Copiloto B787	#N/A	03/05/2014	75%	75%	45%	75%	75%	75%	75%	75%	75%	75%	75%	75%	73%	48.80%	0%	59.47%	59.47%	
156093	BOG			Copiloto B787	#N/A	19/09/2014	75%	75%	75%	75%	43%	75%	75%	42%	75%	75%	75%	75%	70%	48.80%	0%	57.05%	57.05%	
156451	BOG			Copiloto B787	#N/A	05/09/2014	75%	75%	75%	75%	75%	75%	75%	75%	75%	42%	75%	75%	72%	48.80%	0%	59.23%	59.23%	
156452	BOG			Copiloto B787	#N/A	19/08/2014	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	48.80%	0%	61.50%	61.50%	
156488	BOG			Copiloto B787	#N/A	06/06/2014	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	48.80%	0%	61.50%	61.50%	
156507	BOG			Copiloto B787	#N/A	19/09/2014	75%	75%	75%	75%	75%	75%	75%	75%	75%	42%	75%	75%	72%	48.80%	0%	59.23%	59.23%	
156512	BOG			Copiloto B787	#N/A	19/08/2014	75%	45%	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	73%	48.80%	0%	59.46%	59.46%	
156518	BOG			Copiloto B787	#N/A	18/07/2014	43%	75%	75%	75%	75%	75%	75%	42%	75%	75%	75%	75%	70%	48.80%	0%	57.06%	57.06%	
156520	BOG			Copiloto B787	#N/A	11/07/2014	75%	75%	45%	75%	75%	75%	75%	42%	75%	75%	75%	75%	70%	48.80%	0%	57.21%	57.21%	
156609	BOG			Copiloto B787	#N/A	19/08/2014	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	48.80%	0%	61.50%	61.50%	
156611	BOG			Copiloto B787	#N/A	19/09/2014	43%	75%	75%	75%	75%	75%	75%	75%	41%	75%	75%	75%	70%	48.80%	0%	57.00%	57.00%	
156702	BOG			Copiloto B787	#N/A	19/08/2014	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	48.80%	0%	61.50%	61.50%	
156730	BOG			Copiloto B787	#N/A	21/07/2014	75%	75%	75%	75%	75%	75%	75%	75%	41%	75%	75%	75%	72%	48.80%	0%	59.19%	59.19%	
157120	BOG			Copiloto B787	#N/A	18/10/2014	75%	75%	75%	75%	43%	75%	75%	42%	75%	75%	75%	75%	70%	48.80%	0%	57.05%	57.05%	
157125	BOG			Copiloto B787	#N/A	27/10/2014	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	40%	72%	48.80%	0%	59.11%	59.11%	
157127	BOG			Copiloto B787	#N/A	10/10/2014	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	40%	72%	48.80%	0%	59.11%	59.11%	
157188	BOG			Copiloto B787	#N/A	10/10/2014	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	44%	74%	72%	48.80%	0%	59.30%	59.30%	
157216	BOG			Copiloto B787	#N/A	17/10/2014	75%	75%	75%	75%	43%	75%	75%	75%	75%	75%	75%	75%	72%	48.80%	0%	59.31%	59.31%	
157241	BOG			Copiloto B787	#N/A	27/10/2014	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	44%	74%	72%	48.80%	0%	59.30%	59.30%	
157468	BOG			Copiloto B787	#N/A	18/10/2014	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	40%	72%	48.80%	0%	59.11%	59.11%	
157792	BOG			Copiloto B787	#N/A	23/11/2014	75%	75%	75%	75%	75%	75%	75%	49%	67%	75%	75%	75%	72%	48.80%	0%	59.15%	59.15%	
157833	BOG			Copiloto B787	#N/A	14/11/2014	75%	75%	75%	75%	75%	75%	75%	42%	75%	75%	75%	75%	72%	48.80%	0%	59.24%	59.24%	
157836	BOG			Copiloto B787	#N/A	16/11/2014	75%	75%	75%	75%	75%	75%	75%	42%	75%	75%	44%	74%	70%	48.80%	0%	57.05%	57.05%	
157875	BOG			Copiloto B787	#N/A	16/12/2014	75%	75%	75%	75%	75%	75%	75%	75%	41%	75%	75%	75%	72%	48.80%	0%	59.19%	59.19%	
157878	BOG			Copiloto B787	#N/A	14/11/2014	75%	75%	75%	75%	75%	75%	75%	42%	75%	75%	75%	75%	72%	48.80%	0%	59.24%	59.24%	
157884	BOG			Copiloto B787	#N/A	21/11/2014	75%	75%	75%	0%	0%	0%	0%	0%	0%	0%	0%	0%	19%	48.80%	0%	15.38%	15.38%	Egresado
157896	BOG			Copiloto B787	#N/A	14/11/2014	75%	75%	75%	75%	75%	75%	75%	42%	75%	75%	44%	74%	70%	48.80%	0%	57.05%	57.05%	
157897	BOG			Copiloto B787	#N/A	06/12/2014	75%	75%	75%	75%	75%	75%	75%	75%	41%	75%	75%	75%	72%	48.80%	0%	59.19%	59.19%	
158371	BOG			Copiloto B787	#N/A	06/02/2015	75%	75%	75%	75%	43%	75%	75%	75%	75%	75%	44%	74%	70%	48.80%	0%	57.11%	57.11%	
158412	BOG			Copiloto B787	#N/A	01/02/2015	75%	75%	75%	75%	43%	75%	75%	75%	75%	75%	44%	74%	70%	48.80%	0%	57.11%	57.11%	
158413	BOG			Copiloto B787	#N/A	23/01/2015	75%	75%	75%	75%	43%	75%	75%	75%	75%	75%	44%	74%	70%	48.80%	0%	57.11%	57.11%	
158414	BOG			Copiloto B787	#N/A	23/01/2015	75%	75%	75%	75%	75%	75%	75%	75%	75%	42%	75%	75%	72%	48.80%	0%	59.23%	59.23%	
158417	BOG			Copiloto B787	#N/A	23/01/2015	75%	75%	75%	75%	75%	75%	75%	75%	75%	42%	75%	75%	72%	48.80%	0%	59.23%	59.23%	
158421	BOG			Copiloto B787	#N/A	23/01/2015	75%	75%	75%	75%	75%	75%	75%	75%	75%	42%	75%	75%	72%	48.80%	0%	59.23%	59.23%	
158425	BOG			Copiloto B787	#N/A	23/01/2015	75%	75%	75%	75%	75%	75%	75%	75%	75%	42%	75%	75%	72%	48.80%	0%	59.23%	59.23%	
158429	BOG			Copiloto B787	#N/A	16/01/2015	75%	75%	75%	75%	75%	75%	75%	42%	75%	75%	75%	75%	72%	48.80%	0%	59.24%	59.24%	
158448	BOG			Copiloto B787	#N/A	16/01/2015	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	48.80%	0%	61.50%	61.50%	
158471	BOG			Copiloto B787	#N/A	01/01/2015	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	40%	72%	48.80%	0%	59.11%	59.11%	
158473	BOG			Copiloto B787	#N/A	16/01/2015	75%	75%	75%	75%	75%	75%	75%	72%	75%	75%	75%	75%	75%	48.80%	0%	61.27%	61.27%	
158478	BOG			Copiloto B787	#N/A	16/12/2014	75%	75%	75%	75%	75%	75%	75%	75%	41%	75%	49%	68%	69%	48.80%	0%	56.96%	56.96%	
158480	BOG			Copiloto B787	#N/A	19/12/2014	75%	75%	75%	75%	75%	75%	75%	75%	41%	75%	75%	75%	72%	48.80%	0%	59.19%	59.19%	
158493	BOG			Copiloto B787	#N/A	16/01/2015	43%	75%	75%	75%	75%	75%	75%	75%	75%	42%	75%	75%	70%	48.80%	0%	57.05%	57.05%	
158507	BOG			Copiloto B787	#N/A	01/01/2015	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	40%	72%	48.80%	0%	59.11%	59.11%	
158508	BOG			Copiloto B787	#N/A	16/12/2014	75%	75%	75%	75%	75%	75%	75%	75%	41%	75%	75%	75%	72%	48.80%	0%	59.19%	59.19%	
158511	BOG			Copiloto B787	#N/A	19/12/2014	75%	75%	75%	75%	75%	75%	75%	42%	75%	75%	44%	74%	70%	48.80%	0%	57.05%	57.05%	
158515	BOG			Copiloto B787	#N/A	16/01/2015	75%	75%	75%	75%	75%	75%	75%	75%	75%	42%	75%	75%	72%	48.80%	0%	59.23%	59.23%	
158517	BOG			Copiloto B787	#N/A	16/01/2015	75%	75%	75%	75%	75%	75%	75%	42%	75%	75%	75%	75%	72%	48.80%	0%	59.24%	59.24%	
156613	MDE			Copiloto B787	#N/A	19/09/2014	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	44%	74%	72%	48.80%	0%	59.30%	59.30%	
101446	BOG			Copiloto ATR 72	#N/A	01/09/2005	100%	100%	100%	100%	100%	100%	100%	100%	100%	40%	40%	40%	85%	48.80%	0%	69.70%	69.70%	
105118	BOG			Copiloto ATR 72	#N/A	18/07/2013	100%	100%	100%	100%	100%	100%	100%	100%	80%	100%	90%	40%	93%	48.80%	0%	75.88%	75.88%	
105119	BOG			Copiloto ATR 72	#N/A	18/07/2013	100%	100%	100%	100%	100%	75%	75%	42%	75%	75%	75%	75%	83%	48.80%	0%	67.78%	67.78%	
105127	BOG			Copiloto ATR 72	#N/A	19/07/2013	100%	100%	100%	100%	100%	100%	100%	100%	100%	40%	40%	40%	85%	48.80%	0%	69.70%	69.70%	
105225	BOG			Copiloto ATR 72	#N/A	16/08/2013	100%	100%	100%	100%	100%	100%	100%	100%	100%	40%	40%	40%	85%	48.80%	0%	69.70%	69.70%	
105239	BOG			Copiloto ATR 72	#N/A	16/08/2013	100%	100%	100%	100%	100%	100%	100%	100%	100%	40%	40%	40%	85%	48.80%	0%	69.70%	69.70%	
105375	BOG			Copiloto ATR 72	#N/A	22/10/2013	100%	100%	100%	100%	100%	100%	100%	100%	100%	42%	75%	75%	91%	48.80%	0%	74.61%	74.61%	
105393	BOG			Copiloto ATR 72	#N/A	01/11/2013	100%	100%	100%	100%	100%	100%	100%	100%	100%	40%	40%	40%	85%	48.80%	0%	69.70%	69.70%	
105407	BOG			Copiloto ATR 72	#N/A	16/11/2013	100%	100%	100%	100%	100%	100%	100%	100%	75%	75%	75%	75%	92%	48.80%	0%	75.17%	75.17%	
105414	BOG			Copiloto ATR 72	#N/A	16/11/2013	100%	100%	100%	100%	100%	75%	75%	75%	75%	42%	75%	75%	83%	48.80%	0%	67.77%	67.77%	

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Employee ID	City	National ID	Name	Position	NOV	Date of entry	Apr-19	May-19	Jun-19	Jul-19	Aug-19	Sep-19	Oct-19	Nov-19	Dec-19	Jan-20	Feb-20	Mar-20	Average from April-19 to March-20	Result NPS AVH	MIN 60% AGREEMENT TARGET 64% AGREEMENT NPS 1,50 % (18%)	Fuel 4,50% (82%)	Final Achievement Factor	COMMENTS
136887	BOG			Copiloto ATR 72	#N/A	01/03/2014	100%	100%	100%	100%	100%	100%	100%	100%	100%	40%	40%	40%	85%	48.80%	0%	69.70%	69.70%	
137073	BOG			Copiloto ATR 72	#N/A	20/06/2014	100%	100%	100%	100%	100%	100%	100%	100%	100%	40%	75%	75%	91%	48.80%	0%	74.48%	74.48%	
137077	BOG			Copiloto ATR 72	#N/A	04/07/2014	100%	100%	100%	100%	100%	100%	100%	100%	100%	40%	40%	40%	85%	48.80%	0%	69.70%	69.70%	
137082	BOG			Copiloto ATR 72	#N/A	04/07/2014	100%	100%	100%	100%	100%	100%	100%	100%	100%	40%	40%	40%	85%	48.80%	0%	69.70%	69.70%	
137508	BOG			Copiloto ATR 72	#N/A	19/09/2014	100%	100%	100%	100%	100%	100%	100%	100%	100%	40%	40%	40%	85%	48.80%	0%	69.70%	69.70%	
137511	BOG			Copiloto ATR 72	#N/A	03/10/2014	100%	91%	100%	100%	100%	100%	100%	100%	100%	40%	40%	40%	84%	48.80%	0%	69.11%	69.11%	
137520	BOG			Copiloto ATR 72	#N/A	19/08/2014	100%	100%	100%	100%	100%	100%	100%	100%	100%	40%	40%	40%	85%	48.80%	0%	69.70%	69.70%	
137526	BOG			Copiloto ATR 72	#N/A	15/09/2014	100%	100%	100%	100%	100%	100%	100%	100%	100%	40%	40%	40%	85%	48.80%	0%	69.70%	69.70%	
137534	BOG			Copiloto ATR 72	#N/A	03/10/2014	100%	100%	100%	100%	100%	100%	100%	100%	100%	40%	40%	40%	85%	48.80%	0%	69.70%	69.70%	
137540	BOG			Copiloto ATR 72	#N/A	19/09/2014	100%	100%	100%	100%	100%	100%	100%	100%	100%	40%	40%	40%	85%	48.80%	0%	69.70%	69.70%	
137559	BOG			Copiloto ATR 72	#N/A	19/09/2014	100%	100%	100%	100%	100%	100%	100%	100%	100%	40%	40%	40%	85%	48.80%	0%	69.70%	69.70%	
155417	BOG			Copiloto ATR 72	#N/A	15/09/2014	100%	100%	100%	100%	100%	100%	100%	100%	100%	40%	40%	40%	85%	48.80%	0%	69.70%	69.70%	
157200	BOG			Copiloto ATR 72	#N/A	06/02/2015	100%	100%	100%	100%	100%	100%	100%	100%	100%	40%	40%	40%	85%	48.80%	0%	69.70%	69.70%	
158379	BOG			Copiloto ATR 72	#N/A	02/03/2015	100%	100%	100%	100%	100%	100%	100%	100%	100%	40%	40%	40%	85%	48.80%	0%	69.70%	69.70%	
158536	BOG			Copiloto ATR 72	#N/A	09/04/2015	100%	100%	100%	100%	100%	100%	100%	100%	100%	40%	40%	40%	85%	48.80%	0%	69.70%	69.70%	
158544	BOG			Copiloto ATR 72	#N/A	20/03/2015	100%	91%	100%	100%	100%	100%	100%	100%	100%	40%	40%	40%	84%	48.80%	0%	69.11%	69.11%	
158614	BOG			Copiloto ATR 72	#N/A	09/04/2015	100%	91%	100%	100%	100%	100%	100%	100%	100%	40%	40%	40%	84%	48.80%	0%	69.11%	69.11%	
158901	BOG			Copiloto ATR 72	#N/A	20/03/2015	100%	100%	100%	100%	100%	100%	100%	100%	100%	40%	40%	40%	85%	48.80%	0%	69.70%	69.70%	
158908	BOG			Copiloto ATR 72	#N/A	05/05/2015	100%	100%	100%	100%	100%	100%	100%	100%	100%	40%	40%	40%	85%	48.80%	0%	69.70%	69.70%	
161781	BOG			Copiloto ATR 72	#N/A	16/07/2016	100%	100%	100%	100%	100%	100%	100%	100%	100%	40%	40%	40%	85%	48.80%	0%	69.70%	69.70%	
102468	BAQ			Copiloto A330	#N/A	01/06/2010	75%	75%	100%	100%	97%	100%	100%	100%	100%	100%	100%	60%	92%	48.80%	0%	75.64%	75.64%	
100127	BOG			Copiloto A330	#N/A	28/07/1979	75%	75%	76%	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	48.80%	0%	61.58%	61.58%	
100620	BOG			Copiloto A330	#N/A	16/12/1992	58%	75%	76%	75%	75%	75%	75%	75%	75%	75%	75%	75%	74%	48.80%	0%	60.40%	60.40%	
100860	BOG			Copiloto A330	#N/A	21/08/1996	75%	75%	76%	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	48.80%	0%	61.58%	61.58%	
100967	BOG			Copiloto A330	#N/A	22/04/1998	75%	63%	76%	75%	75%	75%	75%	75%	75%	75%	75%	75%	74%	48.80%	0%	60.76%	60.76%	
101512	BOG			Copiloto A330	#N/A	01/12/2005	58%	75%	76%	75%	75%	75%	75%	75%	67%	40%	75%	75%	70%	48.80%	0%	57.48%	57.48%	
101576	BOG			Copiloto A330	#N/A	16/02/2006	75%	75%	76%	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	48.80%	0%	61.58%	61.58%	
102671	BOG			Copiloto A330	#N/A	18/04/2011	75%	63%	76%	75%	75%	75%	75%	75%	75%	75%	75%	75%	74%	48.80%	0%	60.76%	60.76%	
102883	BOG			Copiloto A330	#N/A	18/10/2011	75%	75%	76%	75%	75%	75%	75%	75%	75%	40%	75%	75%	72%	48.80%	0%	59.19%	59.19%	
103198	BOG			Copiloto A330	#N/A	04/05/2012	75%	75%	76%	100%	100%	97%	100%	100%	100%	100%	100%	40%	89%	48.80%	0%	72.63%	72.63%	
103254	BOG			Copiloto A330	#N/A	18/05/2012	75%	75%	66%	75%	75%	75%	75%	75%	75%	75%	75%	75%	74%	48.80%	0%	60.90%	60.90%	
103257	BOG			Copiloto A330	#N/A	24/05/2012	75%	75%	76%	75%	62%	75%	75%	75%	75%	75%	75%	75%	74%	48.80%	0%	60.67%	60.67%	
103266	BOG			Copiloto A330	#N/A	25/05/2012	75%	75%	66%	75%	75%	75%	75%	75%	75%	75%	75%	75%	74%	48.80%	0%	60.90%	60.90%	
103294	BOG			Copiloto A330	#N/A	08/06/2012	75%	75%	76%	75%	75%	75%	75%	75%	63%	75%	75%	75%	74%	48.80%	0%	60.74%	60.74%	
103295	BOG			Copiloto A330	#N/A	08/06/2012	75%	75%	76%	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	48.80%	0%	61.58%	61.58%	
103297	BOG			Copiloto A330	#N/A	08/06/2012	75%	75%	76%	75%	75%	75%	75%	75%	63%	75%	75%	75%	74%	48.80%	0%	60.74%	60.74%	
103336	BOG			Copiloto A330	#N/A	01/07/2012	75%	75%	76%	100%	100%	100%	100%	100%	100%	100%	100%	40%	89%	48.80%	0%	72.86%	72.86%	
104516	BOG			Copiloto A330	#N/A	21/09/2012	75%	75%	76%	75%	75%	75%	75%	75%	63%	75%	75%	75%	74%	48.80%	0%	60.74%	60.74%	
104524	BOG			Copiloto A330	#N/A	21/09/2012	75%	75%	76%	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	48.80%	0%	61.58%	61.58%	
105102	BOG			Copiloto A330	#N/A	12/07/2013	75%	75%	76%	75%	62%	75%	75%	75%	75%	75%	75%	75%	74%	48.80%	0%	60.67%	60.67%	
105103	BOG			Copiloto A330	#N/A	12/07/2013	75%	75%	76%	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	48.80%	0%	61.58%	61.58%	
105329	BOG			Copiloto A330	#N/A	04/10/2013	75%	75%	76%	75%	75%	75%	75%	62%	75%	75%	75%	75%	74%	48.80%	0%	60.72%	60.72%	
105387	BOG			Copiloto A330	#N/A	01/11/2013	75%	75%	76%	75%	75%	75%	75%	62%	75%	75%	75%	75%	74%	48.80%	0%	60.72%	60.72%	
105429	BOG			Copiloto A330	#N/A	02/12/2013	75%	75%	76%	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	48.80%	0%	61.58%	61.58%	
105432	BOG			Copiloto A330	#N/A	02/12/2013	75%	75%	76%	75%	75%	75%	75%	75%	75%	75%	60%	72%	74%	48.80%	0%	60.31%	60.31%	
105440	BOG			Copiloto A330	#N/A	02/12/2013	75%	75%	66%	75%	75%	75%	75%	75%	75%	40%	75%	75%	71%	48.80%	0%	58.51%	58.51%	
105446	BOG			Copiloto A330	#N/A	02/12/2013	75%	75%	66%	75%	75%	75%	75%	75%	63%	75%	75%	75%	73%	48.80%	0%	60.06%	60.06%	
105447	BOG			Copiloto A330	#N/A	02/12/2013	75%	75%	76%	75%	75%	75%	75%	75%	63%	75%	75%	75%	74%	48.80%	0%	60.74%	60.74%	
105449	BOG			Copiloto A330	#N/A	02/12/2013	75%	75%	76%	75%	75%	75%	75%	75%	63%	75%	75%	75%	74%	48.80%	0%	60.74%	60.74%	
105454	BOG			Copiloto A330	#N/A	02/12/2013	75%	75%	76%	75%	75%	75%	75%	75%	63%	75%	75%	75%	74%	48.80%	0%	60.74%	60.74%	
105462	BOG			Copiloto A330	#N/A	06/12/2013	75%	75%	66%	75%	75%	75%	75%	75%	75%	40%	72%	75%	71%	48.80%	0%	58.28%	58.28%	
105467	BOG			Copiloto A330	#N/A	06/12/2013	75%	75%	76%	75%	62%	75%	75%	75%	75%	40%	75%	75%	71%	48.80%	0%	58.28%	58.28%	
137548	BOG			Copiloto A330	#N/A	04/04/2014	75%	75%	76%	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	48.80%	0%	61.58%	61.58%	
155538	BOG			Copiloto A330	#N/A	25/07/2014	75%	75%	76%	75%	62%	75%	75%	75%	75%	75%	75%	75%	74%	48.80%	0%	60.67%	60.67%	
155686	BOG			Copiloto A330	#N/A	25/07/2014	74%	75%	76%	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	48.80%	0%	61.51%	61.51%	
155791	BOG			Copiloto A330	#N/A	25/07/2014	75%	75%	76%	75%	62%	75%	75%	75%	75%	75%	75%	75%	74%	48.80%	0%	60.67%	60.67%	
156016	BOG			Copiloto A330	#N/A	21/07/2014	75%	75%	76%	75%	62%	75%	75%	75%	75%	75%	75%	75%	74%	48.80%	0%	60.67%	60.67%	
156028	BOG			Copiloto A330	#N/A	25/04/2014	75%	75%	76%	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	48.80%	0%	61.58%	61.58%	
156078	BOG			Copiloto A330	#N/A	05/05/2014	75%	75%	66%	75%	75%	75%	75%	75%	75%	75%	75%	75%	74%	48.80%	0%	60.90%	60.90%	
156421	BOG			Copiloto A330	#N/A	06/06/2014	75%	75%	76%	75%	62%	75%	75%	75%	75%	75%	75%	75%	74%	48.80%	0%	60.67%	60.67%	
156450	BOG			Copiloto A330	#N/A	06/06/2014	75%	75%	76%	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	48.80%	0%	61.58%	61.58%	
156506	BOG			Copiloto A330	#N/A	20/06/2014	75%	68%	72%	75%	75%	75%	75%	75%	75%	75%	75%	75%	74%	48.80%	0%	60.82%	60.82%	
156511	BOG			Copiloto A330	#N/A	20/06/2014	75%	75%	76%	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	48.80%	0%	61.58%	61.58%	
156516	BOG			Copiloto A330	#N/A	26/09/2014	75%	75%	76%	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	48.80%	0%	61.58%	61.58%	
156521	BOG			Copiloto A330	#N/A	19/09/2014	75%	75%	66%	75%	75%	75%	75%	62%	75%	75%	75%	75%	73%	48.80%	0%	60.04%	60.04%	
156522	BOG			Copiloto A330	#N/A	24/06/2014	75%	75%	76%	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	48.80%	0%	61.58%	61.58%	
156581	BOG			Copiloto A330	#N/A	19/09/2014	75%	75%	76%	75%	75%	75%	75%	62%	75%	75%	75%	75%	74%	48.80%	0%	60.72%	60.72%	
156655	BOG			Copiloto A330	#N/A	21/07/2014	75%	75%	76%	75%	62%	75%	75%	75%	75%	75%	75%	75%	74%	48.80%	0%	60.67%	60.67%	
156677	BOG			Copiloto A330	#N/A	19/09/2014	75%	75%	76%	75%	75%	75%	75%	75%	75%	75%	75%	75%	75%	48.80%	0%	61.58%	61.58%	
156714	BOG			Copiloto A330	#N/A	19/09/2014	58%	75%	76%	75%	75%	75%	75%	75%	75%	75%	75%	75%	74%	48.80%	0%	60.40%	60.40%	
156960	BOG			Copiloto A330	#N/A	17/10/2014	75%	75%	76%	75%	75%	75%	75%	62%	75%	75%	75%	75%	74%	48.80%	0%	60.72%	60.72%	
157086	BOG			Copiloto A330	#N/A	17/10/2014	75%	75%	76%	75%	75%	75%	75%	69%	75%	75%	75%	75%	75%	48.80%	0%	61.15%	61.15%	
157187	BOG			Copiloto A330	#N/A	18/10/2014	75%	75%	76%	75%	75%	75%	75%	62%	75%	75%	75%	75%	74%	48.80%	0%	60.69%	60.69%	

Variable Compensation 2020-2021

Employee ID	City	National ID	Name	Position	NOV	Date of entry	Apr-19	May-19	Jun-19	Jul-19	Aug-19	Sep-19	Oct-19	Nov-19	Dec-19	Jan-20	Feb-20	Mar-20	Average from April-19 to March-20	Result NPS AVH	MIN 60% AGREEMENT TARGET 64% AGREEMENT NPS 1,50 % (18%)	Fuel 4,50% (82%)	Final Achievement Factor	COMMENTS
157204	BOG			Copiloto A330	#N/A	18/10/2014	75%	75%	76%	75%	75%	75%	75%	62%	75%	75%	75%	75%	74%	48.80%	0%	60.72%	60.72%	
157210	BOG			Copiloto A330	#N/A	17/10/2014	75%	75%	76%	75%	75%	75%	75%	62%	75%	75%	75%	75%	74%	48.80%	0%	60.72%	60.72%	
157783	BOG			Copiloto A330	#N/A	17/04/2015	75%	63%	76%	75%	75%	75%	75%	75%	75%	75%	75%	42%	71%	48.80%	0%	58.47%	58.47%	
157813	BOG			Copiloto A330	#N/A	05/12/2014	75%	75%	76%	75%	75%	75%	75%	75%	64%	40%	75%	75%	71%	48.80%	0%	58.41%	58.41%	
157832	BOG			Copiloto A330	#N/A	28/11/2014	75%	75%	76%	75%	75%	75%	75%	75%	63%	75%	75%	75%	74%	48.80%	0%	60.74%	60.74%	
103252	BAQ			Copiloto A320	#N/A	18/05/2012	92%	100%	100%	100%	100%	100%	100%	100%	95%	40%	100%	75%	92%	48.80%	0%	75.29%	75.29%	
128389	BAQ			Copiloto A320	#N/A	08/02/2014	100%	100%	100%	100%	100%	100%	100%	100%	92%	100%	100%	75%	97%	48.80%	0%	79.74%	79.74%	
156636	BAQ			Copiloto A320	#N/A	19/08/2014	100%	100%	100%	100%	100%	75%	75%	75%	75%	75%	75%	75%	85%	48.80%	0%	70.04%	70.04%	
159115	BAQ			Copiloto A320	#N/A	01/06/2015	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
159116	BAQ			Copiloto A320	#N/A	01/06/2015	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.27%	80.27%	
159298	BAQ			Copiloto A320	#N/A	01/06/2015	100%	92%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	97%	48.80%	0%	79.75%	79.75%	
160037	BAQ			Copiloto A320	#N/A	16/09/2015	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
163861	BAQ			Copiloto A320	#N/A	01/06/2017	100%	100%	100%	100%	100%	0%	0%	0%	0%	0%	0%	0%	42%	48.80%	0%	34.17%	34.17%	Egresado
174629	BAQ			Copiloto A320	#N/A	03/09/2018	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
174640	BAQ			Copiloto A320	#N/A	03/09/2018	100%	100%	100%	100%	100%	100%	100%	97%	100%	100%	100%	75%	98%	48.80%	0%	80.05%	80.05%	
174958	BAQ			Copiloto A320	#N/A	17/09/2018	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
174960	BAQ			Copiloto A320	#N/A	17/09/2018	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
174962	BAQ			Copiloto A320	#N/A	17/09/2018	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
174973	BAQ			Copiloto A320	#N/A	17/09/2018	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
174975	BAQ			Copiloto A320	#N/A	17/09/2018	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
174976	BAQ			Copiloto A320	#N/A	17/09/2018	100%	100%	100%	100%	100%	0%	0%	0%	0%	0%	0%	0%	42%	48.80%	0%	34.17%	34.17%	Egresado
174983	BAQ			Copiloto A320	#N/A	16/08/2018	100%	100%	100%	100%	100%	100%	100%	100%	92%	100%	100%	75%	97%	48.80%	0%	79.74%	79.74%	
174989	BAQ			Copiloto A320	#N/A	17/09/2018	100%	100%	100%	100%	100%	100%	100%	97%	100%	100%	100%	75%	98%	48.80%	0%	80.05%	80.05%	
175257	BAQ			Copiloto A320	#N/A	03/12/2018	100%	100%	100%	100%	100%	100%	100%	100%	92%	100%	100%	75%	97%	48.80%	0%	79.74%	79.74%	
175671	BAQ			Copiloto A320	#N/A	07/05/2018	100%	100%	100%	100%	97%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.07%	80.07%	
176316	BAQ			Copiloto A320	#N/A	01/06/2018	100%	100%	96%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.03%	80.03%	
176327	BAQ			Copiloto A320	#N/A	01/06/2018	100%	100%	96%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.03%	80.03%	
176358	BAQ			Copiloto A320	#N/A	01/06/2018	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
176423	BAQ			Copiloto A320	#N/A	01/06/2018	100%	100%	96%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.03%	80.03%	
176462	BAQ			Copiloto A320	#N/A	01/06/2018	100%	100%	96%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.03%	80.03%	
156678	BGA			Copiloto A320	#N/A	21/07/2014	92%	100%	100%	75%	75%	75%	75%	42%	75%	75%	75%	75%	78%	48.80%	0%	63.84%	63.84%	
160660	BGA			Copiloto A320	#N/A	16/01/2016	100%	100%	100%	100%	100%	100%	100%	100%	100%	40%	100%	75%	93%	48.80%	0%	76.18%	76.18%	
164238	BGA			Copiloto A320	#N/A	01/08/2017	100%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	17%	48.80%	0%	13.67%	13.67%	Egresado
164716	BGA			Copiloto A320	#N/A	18/09/2017	100%	100%	96%	100%	100%	100%	100%	100%	92%	100%	100%	75%	97%	48.80%	0%	79.49%	79.49%	
174970	BGA			Copiloto A320	#N/A	17/09/2018	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
174974	BGA			Copiloto A320	#N/A	17/09/2018	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
101048	BOG			Copiloto A320	#N/A	12/04/1999	100%	100%	100%	100%	100%	100%	100%	97%	100%	100%	100%	75%	98%	48.80%	0%	80.05%	80.05%	
101280	BOG			Copiloto A320	#N/A	16/12/2003	100%	92%	100%	100%	100%	100%	100%	100%	100%	40%	75%	75%	90%	48.80%	0%	73.96%	73.96%	
101302	BOG			Copiloto A320	#N/A	28/04/2004	100%	100%	100%	100%	100%	100%	100%	97%	99%	100%	100%	75%	98%	48.80%	0%	80.02%	80.02%	
101627	BOG			Copiloto A320	#N/A	01/06/2006	100%	75%	75%	75%	75%	75%	75%	42%	75%	75%	75%	75%	74%	48.80%	0%	60.95%	60.95%	
101941	BOG			Copiloto A320	#N/A	15/01/2008	100%	75%	75%	75%	75%	75%	75%	42%	75%	75%	75%	75%	74%	48.80%	0%	60.95%	60.95%	
102001	BOG			Copiloto A320	#N/A	15/05/2008	100%	100%	100%	100%	97%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.07%	80.07%	
102125	BOG			Copiloto A320	#N/A	16/11/2008	100%	92%	100%	100%	100%	100%	100%	100%	93%	40%	100%	75%	92%	48.80%	0%	75.15%	75.15%	
103550	BOG			Copiloto A320	#N/A	03/07/2012	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
105066	BOG			Copiloto A320	#N/A	03/12/2018	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
105507	BOG			Copiloto A320	#N/A	16/12/2013	100%	100%	100%	100%	100%	100%	100%	100%	100%	40%	100%	75%	93%	48.80%	0%	76.18%	76.18%	
132552	BOG			Copiloto A320	#N/A	18/10/2016	100%	100%	100%	100%	100%	100%	100%	97%	100%	100%	100%	75%	98%	48.80%	0%	80.05%	80.05%	
155801	BOG			Copiloto A320	#N/A	24/12/2015	100%	92%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	97%	48.80%	0%	79.75%	79.75%	
156024	BOG			Copiloto A320	#N/A	16/04/2014	92%	100%	100%	75%	75%	75%	75%	42%	75%	75%	75%	75%	78%	48.80%	0%	63.84%	63.84%	
157790	BOG			Copiloto A320	#N/A	16/11/2014	100%	100%	75%	75%	75%	75%	75%	42%	75%	75%	75%	75%	76%	48.80%	0%	62.66%	62.66%	
157825	BOG			Copiloto A320	#N/A	23/11/2014	100%	75%	75%	75%	75%	75%	75%	42%	75%	75%	75%	75%	74%	48.80%	0%	60.95%	60.95%	
157829	BOG			Copiloto A320	#N/A	21/11/2014	100%	100%	75%	75%	75%	75%	75%	42%	75%	75%	75%	75%	76%	48.80%	0%	62.66%	62.66%	
157839	BOG			Copiloto A320	#N/A	28/11/2014	100%	75%	75%	75%	75%	75%	75%	42%	75%	75%	75%	75%	74%	48.80%	0%	60.95%	60.95%	
157852	BOG			Copiloto A320	#N/A	23/11/2014	100%	75%	75%	75%	75%	75%	75%	42%	75%	75%	44%	74%	72%	48.80%	0%	58.75%	58.75%	
157877	BOG			Copiloto A320	#N/A	14/11/2014	100%	75%	75%	75%	75%	75%	75%	42%	75%	75%	75%	75%	74%	48.80%	0%	60.95%	60.95%	
158351	BOG			Copiloto A320	#N/A	16/01/2015	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	51%	96%	48.80%	0%	78.64%	78.64%	
158418	BOG			Copiloto A320	#N/A	18/01/2015	100%	75%	75%	75%	43%	75%	75%	75%	75%	75%	44%	74%	72%	48.80%	0%	58.82%	58.82%	
158419	BOG			Copiloto A320	#N/A	01/02/2015	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
158420	BOG			Copiloto A320	#N/A	01/02/2015	100%	100%	100%	100%	100%	100%	100%	100%	92%	100%	100%	75%	97%	48.80%	0%	79.74%	79.74%	
158428	BOG			Copiloto A320	#N/A	16/01/2015	100%	100%	100%	75%	43%	75%	75%	75%	75%	42%	75%	75%	76%	48.80%	0%	62.17%	62.17%	
158465	BOG			Copiloto A320	#N/A	23/01/2015	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.29%	80.29%	
158467	BOG			Copiloto A320	#N/A	16/12/2014	100%	100%	75%	75%	75%	75%	75%	75%	41%	75%	75%	75%	76%	48.80%	0%	62.61%	62.61%	
158474	BOG			Copiloto A320	#N/A	01/01/2015	92%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	97%	48.80%	0%	79.75%	79.75%	
158498	BOG			Copiloto A320	#N/A	19/12/2014	100%	75%	75%	75%	75%	75%	75%	75%	41%	75%	75%	75%	74%	48.80%	0%	60.90%	60.90%	
158543	BOG			Copiloto A320	#N/A	21/02/2015	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	46%	96%	48.80%	0%	78.31%	78.31%	
158546	BOG			Copiloto A320	#N/A	09/02/2015	100%	100%	100%	100%	97%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.07%	80.07%	
158571	BOG			Copiloto A320	#N/A	09/02/2015	100%	100%	100%	100%	97%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.07%	80.07%	
158574	BOG			Copiloto A320	#N/A	21/02/2015	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	48%	96%	48.80%	0%	78.42%	78.42%	
158575	BOG			Copiloto A320	#N/A	20/02/2015	100%	100%	100%	100%	97%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.07%	80.07%	
158576	BOG			Copiloto A320	#N/A	21/02/2015	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	46%	96%	48.80%	0%	78.31%	78.31%	
158577	BOG			Copiloto A320	#N/A	06/02/2015	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
158578	BOG			Copiloto A320	#N/A	06/02/2015	92%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	97%	48.80%	0%	79.75%	79.75%	
158598	BOG			Copiloto A320	#N/A	09/02/2015	100%	100%	100%	100%	97%	100%	100%	100%	100%	100%	91%	71%	97%	48.80%	0%	79.21%	79.21%	

Variable Compensation 2020-2021

Employee ID	City	National ID	Name	Position	NOV	Date of entry	Apr-19	May-19	Jun-19	Jul-19	Aug-19	Sep-19	Oct-19	Nov-19	Dec-19	Jan-20	Feb-20	Mar-20	Average from April-19 to March-20	Result NPS AVH	MIN 60% AGREEMENT TARGET 64% AGREEMENT NPS 1,50 % (18%)	Fuel 4,50% (82%)	Final Achievement Factor	COMMENTS
158896	BOG			Copiloto A320	#N/A	09/04/2015	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
158897	BOG			Copiloto A320	#N/A	20/03/2015	100%	100%	100%	100%	100%	100%	100%	97%	100%	100%	100%	46%	95%	48.80%	0%	78.08%	78.08%	
158899	BOG			Copiloto A320	#N/A	20/03/2015	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
158900	BOG			Copiloto A320	#N/A	09/04/2015	100%	92%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	97%	48.80%	0%	79.75%	79.75%	
158903	BOG			Copiloto A320	#N/A	20/03/2015	100%	100%	96%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.03%	80.03%	
158904	BOG			Copiloto A320	#N/A	20/03/2015	100%	100%	96%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.03%	80.03%	
158905	BOG			Copiloto A320	#N/A	16/03/2015	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
158906	BOG			Copiloto A320	#N/A	09/04/2015	92%	100%	100%	100%	100%	100%	100%	100%	92%	100%	100%	75%	97%	48.80%	0%	79.21%	79.21%	
158910	BOG			Copiloto A320	#N/A	17/04/2015	100%	100%	100%	100%	100%	100%	100%	100%	92%	100%	100%	75%	97%	48.80%	0%	79.74%	79.74%	
158911	BOG			Copiloto A320	#N/A	20/05/2015	100%	100%	100%	100%	100%	100%	100%	100%	100%	40%	100%	75%	93%	48.80%	0%	76.18%	76.18%	
158912	BOG			Copiloto A320	#N/A	20/03/2015	92%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	46%	95%	48.80%	0%	77.78%	77.78%	
158916	BOG			Copiloto A320	#N/A	09/04/2015	100%	92%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	97%	48.80%	0%	79.75%	79.75%	
159020	BOG			Copiloto A320	#N/A	05/05/2015	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
159021	BOG			Copiloto A320	#N/A	21/04/2015	99%	100%	100%	100%	100%	100%	100%	100%	92%	100%	100%	75%	97%	48.80%	0%	79.66%	79.66%	
159023	BOG			Copiloto A320	#N/A	05/05/2015	100%	100%	100%	100%	97%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.07%	80.07%	
159024	BOG			Copiloto A320	#N/A	21/04/2015	100%	100%	100%	100%	100%	100%	100%	98%	97%	100%	100%	75%	98%	48.80%	0%	79.96%	79.96%	
159025	BOG			Copiloto A320	#N/A	21/04/2015	100%	100%	100%	100%	97%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.07%	80.07%	
159032	BOG			Copiloto A320	#N/A	03/09/2018	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
159034	BOG			Copiloto A320	#N/A	21/04/2015	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
159037	BOG			Copiloto A320	#N/A	05/05/2015	100%	100%	96%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.03%	80.03%	
159046	BOG			Copiloto A320	#N/A	05/05/2015	100%	100%	100%	100%	97%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.07%	80.07%	
159047	BOG			Copiloto A320	#N/A	05/05/2015	100%	100%	100%	100%	100%	100%	100%	97%	100%	100%	100%	75%	98%	48.80%	0%	80.05%	80.05%	
159048	BOG			Copiloto A320	#N/A	21/04/2015	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.26%	80.26%	
159049	BOG			Copiloto A320	#N/A	05/05/2015	100%	100%	96%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.03%	80.03%	
159064	BOG			Copiloto A320	#N/A	23/01/2015	100%	100%	100%	100%	100%	100%	100%	100%	97%	100%	100%	64%	97%	48.80%	0%	79.34%	79.34%	
159262	BOG			Copiloto A320	#N/A	01/06/2015	100%	100%	100%	100%	97%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.07%	80.07%	
159279	BOG			Copiloto A320	#N/A	01/06/2015	100%	100%	100%	100%	100%	100%	100%	100%	92%	100%	100%	75%	97%	48.80%	0%	79.74%	79.74%	
159283	BOG			Copiloto A320	#N/A	01/06/2015	100%	100%	100%	100%	100%	100%	100%	97%	100%	100%	100%	75%	98%	48.80%	0%	80.05%	80.05%	
159284	BOG			Copiloto A320	#N/A	01/06/2015	100%	100%	100%	100%	100%	100%	100%	100%	92%	100%	100%	75%	97%	48.80%	0%	79.74%	79.74%	
159287	BOG			Copiloto A320	#N/A	08/05/2015	100%	100%	100%	100%	97%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.07%	80.07%	
159288	BOG			Copiloto A320	#N/A	01/06/2015	100%	100%	100%	100%	97%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.07%	80.07%	
159289	BOG			Copiloto A320	#N/A	01/06/2015	100%	92%	100%	100%	100%	100%	100%	97%	100%	100%	100%	75%	97%	48.80%	0%	79.52%	79.52%	
159290	BOG			Copiloto A320	#N/A	04/06/2015	100%	100%	97%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.05%	80.05%	
159291	BOG			Copiloto A320	#N/A	20/05/2015	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
159292	BOG			Copiloto A320	#N/A	01/06/2015	92%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	97%	48.80%	0%	79.74%	79.74%	
159296	BOG			Copiloto A320	#N/A	20/05/2015	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
159353	BOG			Copiloto A320	#N/A	16/06/2015	100%	92%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	97%	48.80%	0%	79.75%	79.75%	
159355	BOG			Copiloto A320	#N/A	01/07/2015	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.29%	80.29%	
159357	BOG			Copiloto A320	#N/A	01/07/2015	100%	100%	100%	100%	100%	100%	100%	100%	92%	100%	100%	75%	97%	48.80%	0%	79.74%	79.74%	
160038	BOG			Copiloto A320	#N/A	22/09/2015	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
160041	BOG			Copiloto A320	#N/A	22/09/2015	100%	92%	100%	100%	100%	100%	100%	100%	92%	100%	100%	75%	97%	48.80%	0%	79.22%	79.22%	
160042	BOG			Copiloto A320	#N/A	22/09/2015	100%	100%	96%	100%	100%	100%	100%	100%	92%	100%	100%	75%	97%	48.80%	0%	79.49%	79.49%	
160662	BOG			Copiloto A320	#N/A	24/12/2015	100%	100%	100%	100%	100%	100%	100%	100%	92%	100%	100%	75%	97%	48.80%	0%	79.74%	79.74%	
160663	BOG			Copiloto A320	#N/A	16/01/2016	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	91%	70%	97%	48.80%	0%	79.38%	79.38%	
160666	BOG			Copiloto A320	#N/A	24/12/2015	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
160668	BOG			Copiloto A320	#N/A	24/12/2015	100%	100%	96%	100%	100%	100%	100%	100%	100%	100%	90%	74%	97%	48.80%	0%	79.30%	79.30%	
160670	BOG			Copiloto A320	#N/A	24/12/2015	92%	100%	100%	100%	100%	100%	100%	100%	100%	40%	99%	75%	92%	48.80%	0%	75.61%	75.61%	
160672	BOG			Copiloto A320	#N/A	16/01/2016	100%	100%	100%	100%	97%	100%	100%	100%	100%	100%	90%	74%	97%	48.80%	0%	79.34%	79.34%	
162622	BOG			Copiloto A320	#N/A	01/07/2017	100%	100%	96%	100%	100%	100%	100%	100%	100%	100%	100%	46%	95%	48.80%	0%	78.06%	78.06%	
163308	BOG			Copiloto A320	#N/A	17/04/2017	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
163309	BOG			Copiloto A320	#N/A	17/04/2017	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
163310	BOG			Copiloto A320	#N/A	17/04/2017	100%	100%	100%	100%	97%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.07%	80.07%	
163311	BOG			Copiloto A320	#N/A	03/04/2017	100%	100%	100%	100%	100%	100%	100%	97%	100%	100%	100%	75%	98%	48.80%	0%	80.05%	80.05%	
163314	BOG			Copiloto A320	#N/A	03/04/2017	100%	92%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	97%	48.80%	0%	79.75%	79.75%	
163315	BOG			Copiloto A320	#N/A	03/04/2017	100%	100%	100%	100%	97%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.07%	80.07%	
163317	BOG			Copiloto A320	#N/A	03/04/2017	100%	92%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	97%	48.80%	0%	79.75%	79.75%	
163332	BOG			Copiloto A320	#N/A	03/04/2017	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
163333	BOG			Copiloto A320	#N/A	03/04/2017	100%	100%	96%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.03%	80.03%	
163334	BOG			Copiloto A320	#N/A	03/04/2017	100%	92%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	97%	48.80%	0%	79.75%	79.75%	
163335	BOG			Copiloto A320	#N/A	03/04/2017	100%	100%	96%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.03%	80.03%	
163336	BOG			Copiloto A320	#N/A	03/04/2017	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
163354	BOG			Copiloto A320	#N/A	03/04/2017	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
163612	BOG			Copiloto A320	#N/A	02/05/2017	100%	100%	100%	100%	100%	100%	100%	100%	92%	100%	100%	75%	97%	48.80%	0%	79.74%	79.74%	
163614	BOG			Copiloto A320	#N/A	02/05/2017	100%	96%	98%	100%	100%	100%	100%	100%	100%	100%	100%	75%	97%	48.80%	0%	79.88%	79.88%	
163616	BOG			Copiloto A320	#N/A	02/05/2017	100%	100%	96%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.03%	80.03%	
163619	BOG			Copiloto A320	#N/A	02/05/2017	100%	100%	96%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.03%	80.03%	
163620	BOG			Copiloto A320	#N/A	02/05/2017	100%	92%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	97%	48.80%	0%	79.75%	79.75%	
163623	BOG			Copiloto A320	#N/A	02/05/2017	100%	100%	100%	100%	97%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.07%	80.07%	
163624	BOG			Copiloto A320	#N/A	02/05/2017	100%	92%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	97%	48.80%	0%	79.75%	79.75%	
163651	BOG			Copiloto A320	#N/A	02/05/2017	100%	100%	100%	100%	100%	100%	100%	98%	97%	100%	100%	75%	97%	48.80%	0%	79.95%	79.95%	
163851	BOG			Copiloto A320	#N/A	01/06/2017	100%	100%	96%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.03%	80.03%	
163852	BOG			Copiloto A320	#N/A	01/06/2017	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
163853	BOG			Copiloto A320	#N/A	01/06/2017	100%	100%	96%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.03%	80.03%	

Variable Compensation 2020-2021

Employee ID	City	National ID	Name	Position	NOV	Date of entry	Apr-19	May-19	Jun-19	Jul-19	Aug-19	Sep-19	Oct-19	Nov-19	Dec-19	Jan-20	Feb-20	Mar-20	Average from April-19 to March-20	Result NPS AVH	MIN 60% AGREEMENT TARGET 64% AGREEMENT NPS 1,50 % (18%)	Fuel 4,50% (82%)	Final Achievement Factor	COMMENTS
163855	BOG			Copiloto A320	#N/A	01/06/2017	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
163856	BOG			Copiloto A320	#N/A	01/06/2017	100%	100%	96%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.03%	80.03%	
163857	BOG			Copiloto A320	#N/A	01/06/2017	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
163858	BOG			Copiloto A320	#N/A	01/06/2017	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
163859	BOG			Copiloto A320	#N/A	01/06/2017	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.27%	80.27%	
163942	BOG			Copiloto A320	#N/A	01/06/2017	100%	100%	100%	100%	100%	100%	100%	97%	100%	100%	100%	75%	98%	48.80%	0%	80.05%	80.05%	
163943	BOG			Copiloto A320	#N/A	01/06/2017	100%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	17%	48.80%	0%	13.67%	13.67%	Egresado
164206	BOG			Copiloto A320	#N/A	17/07/2017	100%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	17%	48.80%	0%	13.67%	13.67%	Egresado
164207	BOG			Copiloto A320	#N/A	01/08/2017	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
164208	BOG			Copiloto A320	#N/A	01/09/2017	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
164209	BOG			Copiloto A320	#N/A	01/07/2017	100%	100%	100%	100%	97%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.07%	80.07%	
164210	BOG			Copiloto A320	#N/A	01/07/2017	100%	100%	100%	100%	97%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.07%	80.07%	
164211	BOG			Copiloto A320	#N/A	01/08/2017	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
164213	BOG			Copiloto A320	#N/A	01/08/2017	100%	100%	100%	100%	97%	100%	100%	100%	92%	100%	100%	75%	97%	48.80%	0%	79.53%	79.53%	
164214	BOG			Copiloto A320	#N/A	01/07/2017	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
164239	BOG			Copiloto A320	#N/A	01/09/2017	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
164240	BOG			Copiloto A320	#N/A	01/09/2017	100%	100%	96%	100%	100%	100%	100%	100%	92%	100%	100%	75%	97%	48.80%	0%	79.49%	79.49%	
164242	BOG			Copiloto A320	#N/A	01/08/2017	100%	100%	100%	100%	97%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.07%	80.07%	
164243	BOG			Copiloto A320	#N/A	01/08/2017	100%	100%	100%	100%	97%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.07%	80.07%	
164244	BOG			Copiloto A320	#N/A	01/09/2017	100%	100%	100%	100%	100%	100%	100%	100%	92%	100%	100%	75%	97%	48.80%	0%	79.74%	79.74%	
164245	BOG			Copiloto A320	#N/A	01/08/2017	100%	100%	100%	100%	100%	100%	100%	97%	100%	100%	100%	75%	98%	48.80%	0%	80.05%	80.05%	
164246	BOG			Copiloto A320	#N/A	01/08/2017	100%	100%	100%	100%	97%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.07%	80.07%	
164247	BOG			Copiloto A320	#N/A	01/07/2017	92%	100%	100%	100%	100%	100%	100%	97%	100%	100%	100%	75%	97%	48.80%	0%	79.52%	79.52%	
164361	BOG			Copiloto A320	#N/A	03/04/2017	100%	100%	100%	100%	100%	100%	100%	100%	100%	40%	100%	75%	93%	48.80%	0%	76.18%	76.18%	
164442	BOG			Copiloto A320	#N/A	01/09/2017	100%	100%	100%	100%	100%	100%	100%	100%	92%	100%	100%	75%	97%	48.80%	0%	79.74%	79.74%	
164446	BOG			Copiloto A320	#N/A	18/09/2017	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
164447	BOG			Copiloto A320	#N/A	01/09/2017	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
164449	BOG			Copiloto A320	#N/A	01/09/2017	100%	92%	100%	100%	100%	100%	100%	97%	100%	100%	100%	75%	97%	48.80%	0%	79.52%	79.52%	
164450	BOG			Copiloto A320	#N/A	16/08/2017	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
164452	BOG			Copiloto A320	#N/A	18/09/2017	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
164463	BOG			Copiloto A320	#N/A	01/09/2017	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
164513	BOG			Copiloto A320	#N/A	01/09/2017	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
164516	BOG			Copiloto A320	#N/A	01/09/2017	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
164713	BOG			Copiloto A320	#N/A	18/09/2017	100%	100%	96%	100%	100%	100%	100%	100%	92%	100%	100%	75%	97%	48.80%	0%	79.49%	79.49%	
164715	BOG			Copiloto A320	#N/A	02/10/2017	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
164718	BOG			Copiloto A320	#N/A	02/10/2017	100%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	17%	48.80%	0%	13.67%	13.67%	Egresado
164719	BOG			Copiloto A320	#N/A	02/10/2017	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
164720	BOG			Copiloto A320	#N/A	18/09/2017	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
164721	BOG			Copiloto A320	#N/A	18/09/2017	100%	92%	100%	100%	100%	100%	100%	100%	92%	100%	100%	75%	97%	48.80%	0%	79.22%	79.22%	
164722	BOG			Copiloto A320	#N/A	18/09/2017	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
164723	BOG			Copiloto A320	#N/A	18/09/2017	92%	100%	100%	100%	100%	100%	100%	97%	100%	100%	100%	75%	97%	48.80%	0%	79.52%	79.52%	
164724	BOG			Copiloto A320	#N/A	02/10/2017	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
164725	BOG			Copiloto A320	#N/A	02/10/2017	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
164726	BOG			Copiloto A320	#N/A	02/10/2017	100%	100%	96%	100%	100%	100%	100%	100%	92%	100%	100%	75%	97%	48.80%	0%	79.49%	79.49%	
164729	BOG			Copiloto A320	#N/A	02/10/2017	100%	100%	100%	100%	100%	100%	100%	97%	100%	100%	100%	75%	98%	48.80%	0%	80.05%	80.05%	
164730	BOG			Copiloto A320	#N/A	02/10/2017	100%	100%	100%	100%	100%	100%	100%	100%	92%	100%	100%	75%	97%	48.80%	0%	79.74%	79.74%	
164750	BOG			Copiloto A320	#N/A	01/09/2017	100%	100%	97%	100%	100%	100%	100%	100%	92%	100%	100%	75%	97%	48.80%	0%	79.54%	79.54%	
165395	BOG			Copiloto A320	#N/A	03/12/2018	100%	100%	100%	100%	100%	100%	100%	100%	92%	100%	100%	75%	97%	48.80%	0%	79.74%	79.74%	
165561	BOG			Copiloto A320	#N/A	01/12/2017	100%	100%	100%	100%	100%	100%	100%	100%	92%	100%	100%	75%	97%	48.80%	0%	79.74%	79.74%	
165563	BOG			Copiloto A320	#N/A	01/12/2017	100%	100%	96%	100%	100%	100%	100%	100%	92%	100%	100%	75%	97%	48.80%	0%	79.49%	79.49%	
165566	BOG			Copiloto A320	#N/A	01/12/2017	100%	100%	100%	100%	100%	100%	100%	100%	92%	100%	100%	75%	97%	48.80%	0%	79.74%	79.74%	
165568	BOG			Copiloto A320	#N/A	01/12/2017	100%	100%	100%	100%	100%	100%	100%	100%	92%	100%	100%	75%	97%	48.80%	0%	79.74%	79.74%	
165570	BOG			Copiloto A320	#N/A	01/12/2017	92%	100%	100%	100%	100%	100%	100%	100%	92%	100%	100%	75%	97%	48.80%	0%	79.21%	79.21%	
168473	BOG			Copiloto A320	#N/A	16/08/2018	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
174532	BOG			Copiloto A320	#N/A	16/06/2018	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
174541	BOG			Copiloto A320	#N/A	16/08/2018	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
174627	BOG			Copiloto A320	#N/A	16/08/2018	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
174631	BOG			Copiloto A320	#N/A	16/08/2018	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
174632	BOG			Copiloto A320	#N/A	16/06/2018	100%	100%	100%	100%	97%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.07%	80.07%	
174642	BOG			Copiloto A320	#N/A	16/06/2018	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
174647	BOG			Copiloto A320	#N/A	16/06/2018	100%	100%	100%	100%	97%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.07%	80.07%	
174652	BOG			Copiloto A320	#N/A	03/09/2018	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
174713	BOG			Copiloto A320	#N/A	02/01/2018	100%	100%	100%	100%	100%	100%	100%	100%	100%	40%	100%	75%	93%	48.80%	0%	76.18%	76.18%	
174714	BOG			Copiloto A320	#N/A	02/01/2018	100%	100%	100%	100%	100%	100%	100%	100%	100%	40%	100%	75%	93%	48.80%	0%	76.18%	76.18%	
174715	BOG			Copiloto A320	#N/A	02/01/2018	100%	92%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	97%	48.80%	0%	79.75%	79.75%	
174716	BOG			Copiloto A320	#N/A	02/01/2018	100%	100%	100%	100%	100%	100%	100%	100%	100%	40%	100%	75%	93%	48.80%	0%	76.18%	76.18%	
174717	BOG			Copiloto A320	#N/A	02/01/2018	100%	100%	100%	100%	100%	100%	100%	100%	100%	40%	100%	75%	93%	48.80%	0%	76.18%	76.18%	
174718	BOG			Copiloto A320	#N/A	02/01/2018	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	46%	96%	48.80%	0%	78.31%	78.31%	
174719	BOG			Copiloto A320	#N/A	02/01/2018	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	90%	74%	97%	48.80%	0%	79.55%	79.55%	
174720	BOG			Copiloto A320	#N/A	02/01/2018	100%	100%	100%	100%	100%	100%	100%	100%	100%	40%	100%	75%	93%	48.80%	0%	76.18%	76.18%	
174721	BOG			Copiloto A320	#N/A	02/01/2018	100%	100%	100%	100%	97%	100%	100%	100%	100%	40%	99%	75%	93%	48.80%	0%	75.92%	75.92%	
174990	BOG			Copiloto A320	#N/A	01/11/2018	100%	100%	100%	100%	100%	100%	100%	97%	100%	100%	100%	75%	98%	48.80%	0%	80.05%	80.05%	
174991	BOG			Copiloto A320	#N/A	01/11/2018	100%	100%	100%	100%	100%	100%	100%	97%	100%	100%	100%	75%	98%	48.80%	0%	80.05%	80.05%	

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Employee ID	City	National ID	Name	Position	NOV	Date of entry	Apr-19	May-19	Jun-19	Jul-19	Aug-19	Sep-19	Oct-19	Nov-19	Dec-19	Jan-20	Feb-20	Mar-20	Average from April-19 to March-20	Result NPS AVH	MIN 60% AGREEMENT TARGET 64% AGREEMENT NPS 1,50 % (18%)	Fuel 4,50% (82%)	Final Achievement Factor	COMMENTS
174992	BOG			Copiloto A320	#N/A	01/11/2018	100%	100%	100%	100%	100%	100%	100%	97%	100%	100%	100%	75%	98%	48.80%	0%	80.05%	80.05%	
174993	BOG			Copiloto A320	#N/A	03/12/2018	100%	100%	100%	100%	100%	100%	100%	100%	100%	40%	100%	75%	93%	48.80%	0%	76.18%	76.18%	
175028	BOG			Copiloto A320	#N/A	01/02/2018	92%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	97%	48.80%	0%	79.75%	79.75%	
175030	BOG			Copiloto A320	#N/A	01/02/2018	100%	100%	100%	100%	100%	100%	100%	100%	92%	100%	100%	75%	97%	48.80%	0%	79.74%	79.74%	
175038	BOG			Copiloto A320	#N/A	01/02/2018	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	46%	96%	48.80%	0%	78.31%	78.31%	
175091	BOG			Copiloto A320	#N/A	01/02/2018	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	90%	74%	97%	48.80%	0%	79.55%	79.55%	
175092	BOG			Copiloto A320	#N/A	01/02/2018	100%	100%	100%	100%	97%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.07%	80.07%	
175100	BOG			Copiloto A320	#N/A	01/02/2018	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
175105	BOG			Copiloto A320	#N/A	01/02/2018	92%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	97%	48.80%	0%	79.75%	79.75%	
175118	BOG			Copiloto A320	#N/A	01/03/2018	92%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	97%	48.80%	0%	79.75%	79.75%	
175122	BOG			Copiloto A320	#N/A	01/03/2018	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
175123	BOG			Copiloto A320	#N/A	01/03/2018	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
175124	BOG			Copiloto A320	#N/A	01/03/2018	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
175125	BOG			Copiloto A320	#N/A	01/03/2018	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
175126	BOG			Copiloto A320	#N/A	01/03/2018	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	47%	96%	48.80%	0%	78.38%	78.38%	
175165	BOG			Copiloto A320	#N/A	01/03/2018	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
175166	BOG			Copiloto A320	#N/A	01/03/2018	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
175167	BOG			Copiloto A320	#N/A	01/03/2018	100%	100%	100%	100%	100%	100%	100%	100%	92%	100%	100%	75%	97%	48.80%	0%	79.74%	79.74%	
175168	BOG			Copiloto A320	#N/A	01/03/2018	100%	92%	100%	100%	0%	0%	0%	0%	0%	0%	0%	0%	33%	48.80%	0%	26.81%	26.81%	Egresado
175169	BOG			Copiloto A320	#N/A	01/03/2018	100%	100%	100%	100%	100%	0%	0%	0%	0%	0%	0%	0%	42%	48.80%	0%	34.17%	34.17%	Egresado
175170	BOG			Copiloto A320	#N/A	01/03/2018	100%	100%	96%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.03%	80.03%	
175171	BOG			Copiloto A320	#N/A	01/03/2018	92%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	97%	48.80%	0%	79.75%	79.75%	
175172	BOG			Copiloto A320	#N/A	01/03/2018	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
175253	BOG			Copiloto A320	#N/A	03/12/2018	100%	100%	100%	100%	100%	100%	100%	97%	100%	100%	100%	75%	98%	48.80%	0%	80.05%	80.05%	
175256	BOG			Copiloto A320	#N/A	03/12/2018	100%	100%	100%	100%	100%	100%	100%	100%	92%	100%	100%	75%	97%	48.80%	0%	79.74%	79.74%	
175259	BOG			Copiloto A320	#N/A	03/12/2018	100%	100%	100%	100%	100%	100%	100%	100%	100%	40%	100%	75%	93%	48.80%	0%	76.18%	76.18%	
175260	BOG			Copiloto A320	#N/A	03/12/2018	100%	100%	100%	100%	100%	100%	100%	100%	92%	100%	100%	75%	97%	48.80%	0%	79.74%	79.74%	
175261	BOG			Copiloto A320	#N/A	03/12/2018	100%	100%	100%	100%	100%	100%	100%	100%	92%	100%	100%	75%	97%	48.80%	0%	79.74%	79.74%	
175262	BOG			Copiloto A320	#N/A	03/12/2018	100%	100%	100%	100%	100%	100%	100%	100%	92%	100%	100%	75%	97%	48.80%	0%	79.74%	79.74%	
175265	BOG			Copiloto A320	#N/A	03/12/2018	100%	100%	100%	100%	100%	100%	100%	100%	92%	100%	100%	75%	97%	48.80%	0%	79.74%	79.74%	
175267	BOG			Copiloto A320	#N/A	03/12/2018	100%	100%	100%	100%	100%	100%	100%	100%	92%	100%	100%	75%	97%	48.80%	0%	79.74%	79.74%	
175269	BOG			Copiloto A320	#N/A	17/12/2018	100%	100%	100%	100%	100%	100%	100%	100%	92%	100%	100%	75%	97%	48.80%	0%	79.74%	79.74%	
175272	BOG			Copiloto A320	#N/A	03/12/2018	100%	100%	100%	100%	100%	100%	100%	100%	100%	40%	100%	75%	93%	48.80%	0%	76.18%	76.18%	
175342	BOG			Copiloto A320	#N/A	03/12/2018	100%	100%	100%	100%	100%	100%	100%	100%	92%	100%	100%	0%	91%	48.80%	0%	74.62%	74.62%	Egresado / 12/03/2020
175343	BOG			Copiloto A320	#N/A	03/12/2018	100%	100%	100%	100%	100%	100%	100%	100%	92%	100%	100%	75%	97%	48.80%	0%	79.74%	79.74%	
175346	BOG			Copiloto A320	#N/A	03/12/2018	100%	100%	100%	100%	100%	100%	100%	100%	100%	40%	0%	0%	78%	48.80%	0%	64.23%	64.23%	Egresado / 3/02/2020
175347	BOG			Copiloto A320	#N/A	03/12/2018	100%	100%	100%	100%	100%	100%	100%	100%	92%	100%	100%	75%	97%	48.80%	0%	79.74%	79.74%	
175348	BOG			Copiloto A320	#N/A	03/12/2018	100%	100%	100%	100%	100%	100%	100%	100%	92%	100%	0%	0%	83%	48.80%	0%	67.80%	67.80%	Egresado 7 18/02/2020
175351	BOG			Copiloto A320	#N/A	03/12/2018	100%	100%	100%	100%	100%	100%	100%	100%	92%	100%	0%	0%	83%	48.80%	0%	67.80%	67.80%	Egresado / 7/02/2020
175353	BOG			Copiloto A320	#N/A	03/12/2018	100%	100%	100%	100%	100%	100%	100%	100%	92%	100%	100%	75%	97%	48.80%	0%	79.74%	79.74%	
175354	BOG			Copiloto A320	#N/A	03/12/2018	100%	100%	100%	100%	100%	100%	100%	100%	92%	100%	100%	75%	97%	48.80%	0%	79.74%	79.74%	
175355	BOG			Copiloto A320	#N/A	03/12/2018	100%	100%	100%	100%	100%	100%	100%	100%	92%	100%	100%	75%	97%	48.80%	0%	79.74%	79.74%	
175358	BOG			Copiloto A320	#N/A	03/12/2018	100%	100%	100%	100%	100%	100%	100%	100%	92%	100%	100%	75%	97%	48.80%	0%	79.74%	79.74%	
175360	BOG			Copiloto A320	#N/A	03/12/2018	100%	100%	100%	100%	100%	100%	100%	100%	92%	100%	100%	75%	97%	48.80%	0%	79.74%	79.74%	
175361	BOG			Copiloto A320	#N/A	03/12/2018	100%	100%	100%	100%	100%	100%	100%	100%	92%	100%	100%	75%	97%	48.80%	0%	79.74%	79.74%	
175362	BOG			Copiloto A320	#N/A	03/12/2018	100%	100%	100%	100%	100%	100%	100%	100%	92%	100%	100%	75%	97%	48.80%	0%	79.74%	79.74%	
175365	BOG			Copiloto A320	#N/A	03/12/2018	100%	100%	100%	100%	100%	100%	100%	100%	92%	100%	100%	0%	91%	48.80%	0%	74.62%	74.62%	Egresado / 06/03/2020
175382	BOG			Copiloto A320	#N/A	01/04/2018	100%	92%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	97%	48.80%	0%	79.75%	79.75%	
175383	BOG			Copiloto A320	#N/A	01/04/2018	92%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	97%	48.80%	0%	79.75%	79.75%	
175384	BOG			Copiloto A320	#N/A	01/04/2018	100%	100%	96%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.03%	80.03%	
175385	BOG			Copiloto A320	#N/A	01/04/2018	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
175386	BOG			Copiloto A320	#N/A	01/04/2018	100%	100%	100%	100%	97%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.07%	80.07%	
175387	BOG			Copiloto A320	#N/A	01/04/2018	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	46%	96%	48.80%	0%	78.31%	78.31%	
175388	BOG			Copiloto A320	#N/A	01/04/2018	92%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	97%	48.80%	0%	79.75%	79.75%	
175389	BOG			Copiloto A320	#N/A	01/04/2018	100%	92%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	97%	48.80%	0%	79.75%	79.75%	
175390	BOG			Copiloto A320	#N/A	01/04/2018	92%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	97%	48.80%	0%	79.75%	79.75%	
175391	BOG			Copiloto A320	#N/A	01/04/2018	92%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	97%	48.80%	0%	79.75%	79.75%	
175393	BOG			Copiloto A320	#N/A	01/04/2018	100%	100%	96%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.03%	80.03%	
175396	BOG			Copiloto A320	#N/A	01/04/2018	100%	92%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	97%	48.80%	0%	79.75%	79.75%	
175397	BOG			Copiloto A320	#N/A	01/04/2018	92%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	97%	48.80%	0%	79.75%	79.75%	
175399	BOG			Copiloto A320	#N/A	01/04/2018	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
175498	BOG			Copiloto A320	#N/A	03/12/2018	100%	100%	100%	100%	100%	100%	100%	100%	100%	40%	100%	75%	93%	48.80%	0%	76.18%	76.18%	
175499	BOG			Copiloto A320	#N/A	03/12/2018	100%	100%	100%	100%	100%	100%	100%	100%	100%	40%	0%	0%	78%	48.80%	0%	64.23%	64.23%	Egresado / 3/02/2020
175500	BOG			Copiloto A320	#N/A	16/01/2019	100%	100%	100%	100%	100%	100%	100%	100%	100%	40%	100%	75%	93%	48.80%	0%	76.18%	76.18%	
175501	BOG			Copiloto A320	#N/A	17/12/2018	100%	100%	100%	100%	100%	100%	100%	100%	100%	40%	100%	75%	93%	48.80%	0%	76.18%	76.18%	
175502	BOG			Copiloto A320	#N/A	02/01/2019	100%	100%	100%	100%	100%	100%	100%	100%	100%	40%	100%	75%	93%	48.80%	0%	76.18%	76.18%	
175503	BOG			Copiloto A320	#N/A	03/12/2018	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
175504	BOG			Copiloto A320	#N/A	03/12/2018	100%	100%	100%	100%	100%	100%	100%	100%	100%	40%	100%	75%	93%	48.80%	0%	76.18%	76.18%	
175505	BOG			Copiloto A320	#N/A	03/12/2018	100%	100%	100%	100%	100%	100%	100%	100%	100%	40%	0%	0%	78%	48.80%	0%	64.23%	64.23%	Egresado / 3/02/2020
175506	BOG			Copiloto A320	#N/A	17/12/2018	100%	100%	100%	100%	100%	100%	100%	100%	100%	40%	0%	0%	78%	48.80%	0%	64.23%	64.23%	Egresado / 3/02/2020
175507	BOG			Copiloto A320	#N/A	03/12/2018	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
175509	BOG			Copiloto A320	#N/A	03/12/2018	100%	100%	100%	100%	100%	100%	100%	100%	100%	40%	100%	75%	93%	48.80%	0%	76.18%	76.18%	
175510	BOG			Copiloto A320	#N/A	03/12/2018	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	46%	96%	48.80%	0%	78.31%	78.31%	

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Employee ID	City	National ID	Name	Position	NOV	Date of entry	Apr-19	May-19	Jun-19	Jul-19	Aug-19	Sep-19	Oct-19	Nov-19	Dec-19	Jan-20	Feb-20	Mar-20	Average from April-19 to March-20	Result NPS AVH	MIN 60% AGREEMENT TARGET 64% AGREEMENT NPS 1,50 % (18%)	Fuel 4,50% (82%)	Final Achievement Factor	COMMENTS
175511	BOG			Copiloto A320	#N/A	17/12/2018	100%	100%	100%	100%	100%	100%	100%	100%	100%	0%	0%	0%	75%	48.80%	0%	61.50%	61.50%	Egresado -22/01/2020
175512	BOG			Copiloto A320	#N/A	03/12/2018	100%	100%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	25%	48.80%	0%	20.50%	20.50%	Egresado
175513	BOG			Copiloto A320	#N/A	03/12/2018	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
175514	BOG			Copiloto A320	#N/A	03/12/2018	100%	100%	100%	100%	100%	100%	100%	100%	92%	100%	100%	75%	97%	48.80%	0%	79.74%	79.74%	
175515	BOG			Copiloto A320	#N/A	03/12/2018	100%	100%	100%	100%	100%	100%	100%	100%	100%	40%	0%	0%	78%	48.80%	0%	64.23%	64.23%	Egresado / 3/02/2020
175517	BOG			Copiloto A320	#N/A	03/12/2018	100%	100%	100%	100%	100%	100%	100%	100%	92%	100%	100%	75%	97%	48.80%	0%	79.74%	79.74%	
175518	BOG			Copiloto A320	#N/A	17/12/2018	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	90%	74%	97%	48.80%	0%	79.55%	79.55%	
175519	BOG			Copiloto A320	#N/A	02/01/2019	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
175614	BOG			Copiloto A320	#N/A	07/05/2018	100%	100%	96%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.03%	80.03%	
175666	BOG			Copiloto A320	#N/A	07/05/2018	100%	100%	96%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.03%	80.03%	
176291	BOG			Copiloto A320	#N/A	01/06/2018	92%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	97%	48.80%	0%	79.75%	79.75%	
176343	BOG			Copiloto A320	#N/A	01/06/2018	100%	100%	96%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.03%	80.03%	
176405	BOG			Copiloto A320	#N/A	01/06/2018	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
176449	BOG			Copiloto A320	#N/A	01/06/2018	100%	100%	100%	100%	100%	100%	100%	97%	100%	100%	100%	75%	98%	48.80%	0%	80.05%	80.05%	
176466	BOG			Copiloto A320	#N/A	01/06/2018	100%	100%	100%	100%	100%	100%	100%	97%	100%	100%	100%	75%	98%	48.80%	0%	80.05%	80.05%	
176471	BOG			Copiloto A320	#N/A	01/06/2018	100%	100%	100%	100%	100%	100%	100%	97%	100%	100%	100%	75%	98%	48.80%	0%	80.05%	80.05%	
178650	BOG			Copiloto A320	#N/A	16/01/2019	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
101690	CLO			Copiloto A320	#N/A	01/09/2006	92%	100%	100%	100%	100%	100%	100%	97%	100%	100%	100%	75%	97%	48.80%	0%	79.52%	79.52%	
135828	CLO			Copiloto A320	#N/A	01/01/2017	100%	100%	96%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.03%	80.03%	
155869	CLO			Copiloto A320	#N/A	14/07/2014	92%	100%	100%	75%	75%	75%	75%	42%	75%	75%	75%	75%	78%	48.80%	0%	63.84%	63.84%	
156508	CLO			Copiloto A320	#N/A	05/09/2014	100%	92%	100%	100%	75%	75%	75%	75%	75%	75%	75%	75%	83%	48.80%	0%	67.81%	67.81%	
158423	CLO			Copiloto A320	#N/A	06/02/2015	100%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	17%	48.80%	0%	13.67%	13.67%	Egresado
158616	CLO			Copiloto A320	#N/A	06/02/2015	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
158898	CLO			Copiloto A320	#N/A	09/04/2015	100%	100%	96%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.03%	80.03%	
159118	CLO			Copiloto A320	#N/A	01/06/2015	100%	100%	100%	100%	100%	100%	100%	100%	92%	100%	100%	75%	97%	48.80%	0%	79.74%	79.74%	
159280	CLO			Copiloto A320	#N/A	01/06/2015	92%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	97%	48.80%	0%	79.75%	79.75%	
159295	CLO			Copiloto A320	#N/A	04/06/2015	100%	100%	97%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.05%	80.05%	
161782	CLO			Copiloto A320	#N/A	01/11/2018	100%	100%	100%	100%	100%	100%	100%	97%	100%	100%	100%	75%	98%	48.80%	0%	80.05%	80.05%	
163316	CLO			Copiloto A320	#N/A	03/04/2017	100%	100%	100%	100%	100%	100%	100%	100%	92%	100%	100%	75%	97%	48.80%	0%	79.74%	79.74%	
163617	CLO			Copiloto A320	#N/A	02/05/2017	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
163621	CLO			Copiloto A320	#N/A	02/05/2017	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
163939	CLO			Copiloto A320	#N/A	01/06/2017	100%	100%	96%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.03%	80.03%	
164237	CLO			Copiloto A320	#N/A	01/09/2017	100%	100%	100%	100%	100%	100%	100%	97%	100%	100%	100%	75%	98%	48.80%	0%	80.05%	80.05%	
164448	CLO			Copiloto A320	#N/A	01/09/2017	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
164453	CLO			Copiloto A320	#N/A	01/09/2017	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
164454	CLO			Copiloto A320	#N/A	01/09/2017	92%	100%	100%	100%	100%	100%	100%	97%	100%	100%	100%	75%	97%	48.80%	0%	79.52%	79.52%	
164456	CLO			Copiloto A320	#N/A	01/09/2017	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
164461	CLO			Copiloto A320	#N/A	18/09/2017	100%	100%	100%	100%	100%	100%	100%	100%	92%	100%	100%	75%	97%	48.80%	0%	79.74%	79.74%	
164462	CLO			Copiloto A320	#N/A	01/09/2017	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
164712	CLO			Copiloto A320	#N/A	16/11/2017	100%	100%	100%	100%	100%	100%	100%	100%	95%	40%	100%	75%	92%	48.80%	0%	75.84%	75.84%	
164717	CLO			Copiloto A320	#N/A	02/10/2017	100%	100%	100%	100%	100%	100%	100%	100%	92%	100%	100%	75%	97%	48.80%	0%	79.74%	79.74%	
164728	CLO			Copiloto A320	#N/A	18/09/2017	100%	100%	100%	100%	100%	100%	100%	100%	92%	100%	100%	75%	97%	48.80%	0%	79.74%	79.74%	
164733	CLO			Copiloto A320	#N/A	18/09/2017	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
165569	CLO			Copiloto A320	#N/A	01/12/2017	100%	100%	100%	100%	100%	100%	100%	100%	92%	100%	100%	75%	97%	48.80%	0%	79.74%	79.74%	
174636	CLO			Copiloto A320	#N/A	16/06/2018	100%	100%	100%	100%	97%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.07%	80.07%	
174645	CLO			Copiloto A320	#N/A	16/08/2018	100%	100%	100%	100%	100%	100%	100%	100%	92%	100%	100%	75%	97%	48.80%	0%	79.74%	79.74%	
174648	CLO			Copiloto A320	#N/A	03/09/2018	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
174711	CLO			Copiloto A320	#N/A	02/01/2018	100%	100%	100%	100%	100%	100%	100%	100%	100%	40%	100%	75%	93%	48.80%	0%	76.18%	76.18%	
174712	CLO			Copiloto A320	#N/A	02/01/2018	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	90%	74%	97%	48.80%	0%	79.55%	79.55%	
174955	CLO			Copiloto A320	#N/A	17/09/2018	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.27%	80.27%	
174961	CLO			Copiloto A320	#N/A	17/09/2018	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
174985	CLO			Copiloto A320	#N/A	01/11/2018	100%	100%	100%	100%	100%	100%	100%	97%	100%	100%	100%	75%	98%	48.80%	0%	80.05%	80.05%	
174998	CLO			Copiloto A320	#N/A	01/11/2018	100%	100%	100%	100%	100%	100%	100%	97%	100%	100%	100%	75%	98%	48.80%	0%	80.05%	80.05%	
174999	CLO			Copiloto A320	#N/A	03/12/2018	100%	100%	100%	100%	100%	100%	100%	97%	100%	100%	100%	75%	98%	48.80%	0%	80.05%	80.05%	
175349	CLO			Copiloto A320	#N/A	03/12/2018	100%	100%	100%	100%	100%	100%	100%	100%	100%	40%	100%	75%	93%	48.80%	0%	76.18%	76.18%	
175392	CLO			Copiloto A320	#N/A	01/04/2018	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
175394	CLO			Copiloto A320	#N/A	01/04/2018	92%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	97%	48.80%	0%	79.75%	79.75%	
175395	CLO			Copiloto A320	#N/A	01/04/2018	100%	100%	96%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.03%	80.03%	
174963	CTG			Copiloto A320	#N/A	17/09/2018	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
174965	CTG			Copiloto A320	#N/A	16/08/2018	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
174982	CTG			Copiloto A320	#N/A	01/11/2018	100%	100%	100%	100%	100%	100%	100%	100%	92%	100%	100%	75%	97%	48.80%	0%	79.74%	79.74%	
174984	CTG			Copiloto A320	#N/A	01/11/2018	100%	100%	100%	100%	100%	100%	100%	100%	92%	100%	100%	75%	97%	48.80%	0%	79.74%	79.74%	
174988	CTG			Copiloto A320	#N/A	01/11/2018	100%	100%	100%	100%	100%	100%	100%	97%	100%	100%	100%	75%	98%	48.80%	0%	80.05%	80.05%	
174995	CTG			Copiloto A320	#N/A	01/11/2018	100%	100%	100%	100%	100%	100%	100%	97%	100%	100%	100%	75%	98%	48.80%	0%	80.05%	80.05%	
174996	CTG			Copiloto A320	#N/A	01/11/2018	100%	100%	100%	100%	100%	100%	100%	97%	100%	100%	100%	75%	98%	48.80%	0%	80.05%	80.05%	
174997	CTG			Copiloto A320	#N/A	01/11/2018	100%	100%	100%	100%	100%	100%	100%	100%	92%	100%	100%	75%	97%	48.80%	0%	79.74%	79.74%	
175002	CTG			Copiloto A320	#N/A	01/11/2018	100%	100%	100%	100%	100%	100%	100%	97%	100%	100%	100%	75%	98%	48.80%	0%	80.05%	80.05%	
175004	CTG			Copiloto A320	#N/A	01/11/2018	100%	100%	100%	100%	100%	100%	100%	100%	92%	100%	100%	75%	97%	48.80%	0%	79.74%	79.74%	
175005	CTG			Copiloto A320	#N/A	01/11/2018	100%	100%	100%	100%	100%	100%	100%	100%	92%	100%	100%	75%	97%	48.80%	0%	79.74%	79.74%	
175006	CTG			Copiloto A320	#N/A	01/11/2018	100%	100%	100%	100%	100%	100%	100%	97%	100%	100%	100%	75%	98%	48.80%	0%	80.05%	80.05%	
175011	CTG			Copiloto A320	#N/A	01/11/2018	100%	100%	100%	100%	100%	100%	100%	97%	100%	100%	100%	75%	98%	48.80%	0%	80.05%	80.05%	
175012	CTG			Copiloto A320	#N/A	01/11/2018	100%	100%	100%	100%	100%	100%	100%	97%	100%	100%	100%	75%	98%	48.80%	0%	80.05%	80.05%	
175252	CTG			Copiloto A320	#N/A	03/12/2018	100%	100%	100%	100%	100%	100%	100%	100%	100%	40%	100%	75%	93%	48.80%	0%	76.18%	76.18%	

Variable Compensation 2020-2021

Employee ID	City	National ID	Name	Position	NOV	Date of entry	Apr-19	May-19	Jun-19	Jul-19	Aug-19	Sep-19	Oct-19	Nov-19	Dec-19	Jan-20	Feb-20	Mar-20	Average from April-19 to March-20	Result NPS AVH	MIN 60% AGREEMENT TARGET 64% AGREEMENT NPS 1,50 % (18%)	Fuel 4,50% (82%)	Final Achievement Factor	COMMENTS
175254	CTG			Copiloto A320	#N/A	03/12/2018	100%	100%	100%	100%	100%	100%	100%	100%	92%	100%	100%	75%	97%	48.80%	0%	79.74%	79.74%	
175264	CTG			Copiloto A320	#N/A	03/12/2018	100%	100%	100%	100%	100%	100%	100%	100%	92%	100%	100%	75%	97%	48.80%	0%	79.74%	79.74%	
175270	CTG			Copiloto A320	#N/A	03/12/2018	100%	100%	100%	100%	100%	100%	100%	100%	92%	100%	100%	75%	97%	48.80%	0%	79.74%	79.74%	
176263	CTG			Copiloto A320	#N/A	01/06/2018	100%	100%	96%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.03%	80.03%	
176368	CTG			Copiloto A320	#N/A	01/06/2018	100%	100%	96%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.04%	80.04%	
100294	MDE			Copiloto A320	Jubilado	19/12/1985	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	0%	0%	83%	48.80%	0%	68.33%	68.33%	Egresado / 15/02/2020
102219	MDE			Copiloto A320	#N/A	01/07/2009	92%	100%	100%	75%	62%	75%	75%	75%	75%	75%	75%	75%	79%	48.80%	0%	65.19%	65.19%	
156013	MDE			Copiloto A320	#N/A	24/06/2014	100%	100%	75%	75%	75%	75%	75%	75%	41%	75%	75%	75%	76%	48.80%	0%	62.61%	62.61%	
157362	MDE			Copiloto A320	#N/A	18/10/2014	100%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	17%	48.80%	0%	13.67%	13.67%	Egresado
157856	MDE			Copiloto A320	#N/A	14/11/2014	100%	75%	75%	75%	75%	75%	75%	42%	75%	75%	44%	74%	72%	48.80%	0%	58.75%	58.75%	
158415	MDE			Copiloto A320	#N/A	18/01/2015	100%	100%	100%	100%	100%	100%	100%	100%	100%	40%	100%	75%	93%	48.80%	0%	76.18%	76.18%	
158503	MDE			Copiloto A320	#N/A	01/01/2015	100%	100%	96%	100%	100%	100%	100%	100%	100%	40%	100%	75%	93%	48.80%	0%	75.93%	75.93%	
158547	MDE			Copiloto A320	#N/A	20/02/2015	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	46%	96%	48.80%	0%	78.31%	78.31%	
158572	MDE			Copiloto A320	#N/A	06/02/2015	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
158589	MDE			Copiloto A320	#N/A	06/02/2015	100%	92%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	97%	48.80%	0%	79.75%	79.75%	
158590	MDE			Copiloto A320	#N/A	20/02/2015	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
158591	MDE			Copiloto A320	#N/A	06/02/2015	100%	100%	96%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.03%	80.03%	
158615	MDE			Copiloto A320	#N/A	09/02/2015	92%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	97%	48.80%	0%	79.75%	79.75%	
158913	MDE			Copiloto A320	#N/A	16/03/2015	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
158914	MDE			Copiloto A320	#N/A	05/05/2015	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.27%	80.27%	
158917	MDE			Copiloto A320	#N/A	09/04/2015	100%	92%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	97%	48.80%	0%	79.75%	79.75%	
158918	MDE			Copiloto A320	#N/A	17/04/2015	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
159027	MDE			Copiloto A320	#N/A	17/04/2015	100%	100%	96%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.03%	80.03%	
159035	MDE			Copiloto A320	#N/A	17/04/2015	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
159038	MDE			Copiloto A320	#N/A	05/05/2015	100%	100%	100%	100%	97%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.07%	80.07%	
159050	MDE			Copiloto A320	#N/A	05/05/2015	100%	100%	100%	100%	100%	100%	100%	100%	92%	100%	100%	75%	97%	48.80%	0%	79.74%	79.74%	
159281	MDE			Copiloto A320	#N/A	01/06/2015	100%	100%	100%	100%	100%	100%	100%	100%	92%	100%	100%	75%	97%	48.80%	0%	79.74%	79.74%	
159286	MDE			Copiloto A320	#N/A	01/06/2015	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
159294	MDE			Copiloto A320	#N/A	01/09/2015	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
159356	MDE			Copiloto A320	#N/A	01/07/2015	100%	100%	96%	100%	100%	100%	100%	100%	92%	40%	100%	75%	92%	48.80%	0%	75.42%	75.42%	
160040	MDE			Copiloto A320	#N/A	22/09/2015	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
160669	MDE			Copiloto A320	#N/A	24/12/2015	100%	100%	100%	100%	100%	100%	100%	100%	100%	40%	100%	75%	93%	48.80%	0%	76.18%	76.18%	
163313	MDE			Copiloto A320	#N/A	03/04/2017	100%	100%	100%	100%	99%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.22%	80.22%	
163331	MDE			Copiloto A320	#N/A	17/04/2017	100%	92%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	97%	48.80%	0%	79.75%	79.75%	
163350	MDE			Copiloto A320	#N/A	03/04/2017	100%	100%	96%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.03%	80.03%	
163615	MDE			Copiloto A320	#N/A	02/05/2017	100%	100%	96%	100%	100%	100%	100%	100%	0%	0%	0%	0%	66%	48.80%	0%	54.41%	54.41%	Egresado
163618	MDE			Copiloto A320	#N/A	02/05/2017	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
163627	MDE			Copiloto A320	#N/A	02/05/2017	100%	92%	100%	100%	100%	100%	100%	97%	100%	100%	100%	75%	97%	48.80%	0%	79.52%	79.52%	
164241	MDE			Copiloto A320	#N/A	01/09/2017	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
164248	MDE			Copiloto A320	#N/A	17/07/2017	100%	100%	100%	100%	98%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.17%	80.17%	
164445	MDE			Copiloto A320	#N/A	01/09/2017	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
164455	MDE			Copiloto A320	#N/A	16/08/2017	100%	100%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	25%	48.80%	0%	20.50%	20.50%	Egresado
164711	MDE			Copiloto A320	#N/A	02/10/2017	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
164714	MDE			Copiloto A320	#N/A	02/10/2017	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
164731	MDE			Copiloto A320	#N/A	18/09/2017	100%	100%	100%	100%	100%	100%	100%	97%	100%	100%	100%	75%	98%	48.80%	0%	80.05%	80.05%	
164732	MDE			Copiloto A320	#N/A	02/10/2017	92%	100%	100%	100%	100%	100%	100%	100%	92%	100%	100%	75%	97%	48.80%	0%	79.21%	79.21%	
158909	PEI			Copiloto A320	#N/A	09/04/2015	100%	92%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	97%	48.80%	0%	79.75%	79.75%	
159030	PEI			Copiloto A320	#N/A	05/05/2015	100%	100%	96%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.03%	80.03%	
159031	PEI			Copiloto A320	#N/A	08/05/2015	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
159033	PEI			Copiloto A320	#N/A	21/04/2015	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
174637	PEI			Copiloto A320	#N/A	16/06/2018	100%	100%	100%	100%	97%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.07%	80.07%	
174646	SMR			Copiloto A320	#N/A	16/08/2018	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
174956	SMR			Copiloto A320	#N/A	16/08/2018	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
174959	SMR			Copiloto A320	#N/A	17/09/2018	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
174967	SMR			Copiloto A320	#N/A	17/09/2018	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.28%	80.28%	
175350	SMR			Copiloto A320	#N/A	03/12/2018	100%	100%	100%	100%	100%	100%	100%	100%	92%	0%	0%	0%	74%	48.80%	0%	60.95%	60.95%	Egresado -22/01/2020
176515	SMR			Copiloto A320	#N/A	01/06/2018	100%	100%	96%	100%	100%	100%	100%	100%	100%	100%	100%	75%	98%	48.80%	0%	80.03%	80.03%	
174618	BOG			Copiloto A320	#N/A	01/07/2019	0%	0%	0%	100%	100%	100%	100%	100%	100%	100%	100%	75%	97%	48.80%	0%	79.71%	79.71%	Fecha de ingreso: 01/07/2019 - Promedio desde julio 2019
174619	BOG			Copiloto A320	#N/A	01/07/2019	0%	0%	0%	100%	100%	100%	100%	100%	100%	100%	100%	75%	97%	48.80%	0%	79.71%	79.71%	Fecha de ingreso: 01/07/2019 - Promedio desde julio 2019
174620	BOG			Copiloto A320	#N/A	01/07/2019	0%	0%	0%	100%	100%	100%	100%	100%	100%	100%	100%	75%	97%	48.80%	0%	79.71%	79.71%	Fecha de ingreso: 01/07/2019 - Promedio desde julio 2019
174621	BOG			Copiloto A320	#N/A	01/07/2019	0%	0%	0%	100%	100%	100%	100%	100%	100%	100%	100%	75%	97%	48.80%	0%	79.71%	79.71%	Fecha de ingreso: 01/07/2019 - Promedio desde julio 2019
174622	BOG			Copiloto A320	#N/A	01/07/2019	0%	0%	0%	100%	100%	100%	0%	0%	0%	0%	0%	0%	33%	48.80%	0%	27.33%	27.33%	Egresado del 21 de octubre-19
174623	BOG			Copiloto A320	#N/A	01/07/2019	0%	0%	0%	100%	100%	100%	100%	100%	100%	100%	0%	75%	86%	48.80%	0%	70.61%	70.61%	Fecha de ingreso: 01/07/2019 - Promedio desde julio 2019 / no tiene programación en FEB
174641	BOG			Copiloto A320	#N/A	01/07/2019	0%	0%	0%	100%	100%	100%	100%	100%	100%	100%	0%	75%	86%	48.80%	0%	70.61%	70.61%	Fecha de ingreso: 01/07/2019 - Promedio desde julio 2019 / no tiene programación en FEB

Variable Compensation 2020-2021

Employee ID	City	National ID	Name	Position	NOV	Date of entry	Apr-19	May-19	Jun-19	Jul-19	Aug-19	Sep-19	Oct-19	Nov-19	Dec-19	Jan-20	Feb-20	Mar-20	Average from April-19 to March-20	Result NPS AVH	MIN 60% AGREEMENT TARGET 64% AGREEMENT NPS 1,50 % (18%)	Fuel 4,50% (82%)	Final Achievement Factor	COMMENTS
174643	BOG			Copiloto A320	#N/A	01/07/2019	0%	0%	0%	100%	100%	100%	100%	100%	100%	100%	0%	75%	86%	48.80%	0%	70.61%	70.61%	Fecha de ingreso: 01/07/2019 - Promedio desde julio 2019 / no tiene programación en FEB
174664	BOG			Copiloto A320	#N/A	01/07/2019	0%	0%	0%	100%	100%	100%	100%	100%	100%	100%	100%	75%	97%	48.80%	0%	79.71%	79.71%	Fecha de ingreso: 01/07/2019 - Promedio desde julio 2019
174665	BOG			Copiloto A320	#N/A	01/07/2019	0%	0%	0%	100%	100%	100%	100%	100%	100%	100%	100%	75%	97%	48.80%	0%	79.71%	79.71%	Fecha de ingreso: 01/07/2019 - Promedio desde julio 2019
178732	BOG			Copiloto A320	#N/A	01/07/2019	0%	0%	0%	100%	100%	100%	100%	100%	100%	100%	100%	75%	97%	48.80%	0%	79.71%	79.71%	Fecha de ingreso: 01/07/2019 - Promedio desde julio 2019
100833	BOG			Piloto B787	#N/A	13/02/1996	0%	0%	0%	41%	41%	40%	40%	40%	40%	40%	43%	40%	41%	48.80%	0%	33.24%	33.24%	Reintegrado 26/06/2019 - Promedio desde Julio 2019

Variable Compensation 2021-2022

City	Employee ID	National ID	Name	Position	LONG-TERM LNR START	LONG TERM END LNR	Date of entry	REVIEW LONG LNR P	LNR ABR21	Apr-21	LNR MAY21	May-21	LNR JUN21	Jun-21	LNR JUL21	Jul-21	LNR AGO21	Aug-21	LNR SEPT21	Sep-21	LNR OCT21	Oct-21	LNR NOV21	Nov-21	LNR DIC21	Dec-21	LNR ENE22	Jan-22	LNR FEB22	Feb-22	LNR MAR22	Mar-22	Average April-21 to March-22	Result NPS AVG 2021	MIN 60% AGREEMENT TARGET 64% AGREEMENT NPS 1,50 % (18%)	FUEL 4,50% (82%)	Final Achievement Factor	COMMENTS
BOG	103011			Piloto A320	#N/A	#N/A	1/16/2012	No aplica	0	75%	0	100%	0	76%	3	80%	0	91%	26	100%	0	90%	0	90%	0	89%	0	100%	0	100%	0	100%	91%	35.60%	0%	75%	75%	
BOG	105444			Copiloto B787	#N/A	#N/A	12/2/2013	No aplica	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	31	75%	31	75%	28	75%	31	75%	75%	35.60%	0%	62%	62%	Piloto reintegrado diciembre 2021
BOG	101025			Piloto A320	#N/A	#N/A	11/1/2018	No aplica	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	31	100%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	Piloto reintegrado diciembre 2021
BOG	102671			Piloto A320	#N/A	#N/A	4/18/2011	No aplica	0	68%	0	100%	0	76%	0	89%	0	91%	0	100%	0	90%	0	90%	0	89%	0	100%	0	100%	0	100%	91%	35.60%	0%	75%	75%	
BOG	102473			Piloto A320	#N/A	#N/A	6/1/2010	No aplica	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	100%	31	100%	28	100%	31	100%	100%	35.60%	0%	82%	82%	Piloto reintegrado diciembre 2021
BOG	105467			Copiloto A330	#N/A	#N/A	12/6/2013	No aplica	30	75%	0	100%	23	76%	0	89%	31	91%	0	100%	31	90%	0	90%	0	89%	0	100%	0	75%	0	75%	88%	35.60%	0%	72%	72%	
BOG	105454			Copiloto A330	#N/A	#N/A	12/2/2013	No aplica	30	75%	0	100%	30	76%	0	89%	31	91%	0	100%	31	90%	0	90%	0	89%	0	100%	0	75%	0	75%	88%	35.60%	0%	72%	72%	
CLO	101020			Piloto A320	#N/A	#N/A	12/22/1998	No aplica	28	100%	0	100%	30	100%	0	100%	0	100%	30	100%	0	100%	12	99%	0	100%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
MDE	156014			Copiloto A320	#N/A	#N/A	6/6/2014	No aplica	30	75%	31	75%	30	75%	31	75%	31	75%	0	75%	0	75%	0	75%	0	100%	0	99%	28	100%	0	100%	83%	35.60%	0%	68%	68%	
PEI	102086			Piloto A320	01 de diciembre de 2021	31 de diciembre de 2021	9/16/2008	OK	30	100%	0	100%	30	100%	0	100%	31	100%	4	98%	0	100%	0	100%	30	0%	0	100%	0	100%	0	100%	92%	35.60%	0%	75%	75%	
MDE	100357			Piloto A320	#N/A	#N/A	12/1/1987	No aplica	0	100%	0	100%	15	100%	3	99%	0	100%	0	100%	30	100%	0	100%	0	100%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	158896			Copiloto A320	#N/A	#N/A	4/9/2015	No aplica	29	100%	6	98%	0	100%	31	100%	0	100%	30	100%	0	100%	30	100%	0	100%	0	100%	28	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	105385			Copiloto B787	#N/A	#N/A	10/25/2013	No aplica	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	75%	31	75%	28	75%	31	75%	75%	35.60%	0%	62%	62%	Piloto reintegrado diciembre 2021
BOG	105133			Copiloto B787	#N/A	#N/A	7/19/2013	No aplica	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	31	75%	31	75%	28	75%	31	75%	75%	35.60%	0%	62%	62%	Piloto reintegrado diciembre 2021
BOG	100779			Piloto B787	#N/A	#N/A	3/16/1995	No aplica	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	30	60%	31	40%	28	40%	31	40%	45%	35.60%	0%	37%	37%	Piloto reintegrado diciembre 2021
BOG	104423			Copiloto B787	#N/A	#N/A	9/3/2012	No aplica	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	31	75%	0	75%	28	75%	31	75%	75%	35.60%	0%	62%	62%	Piloto reintegrado diciembre 2021
BOG	102454			Piloto A320	01 de abril de 2022	30 de abril de 2022	5/3/2010	OK	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	26	100%	31	100%	28	100%	31	100%	100%	35.60%	0%	82%	82%	Piloto reintegrado diciembre 2021
BOG	100798			Piloto A320	#N/A	#N/A	9/20/1995	No aplica	0	100%	31	100%	0	100%	31	100%	0	100%	0	100%	31	100%	0	100%	6	98%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	156488			Copiloto A320	#N/A	#N/A	6/6/2014	No aplica	30	75%	31	75%	30	75%	31	75%	31	75%	0	75%	0	75%	30	100%	0	100%	0	100%	0	100%	31	100%	85%	35.60%	0%	70%	70%	
BOG	102507			Piloto A320	#N/A	#N/A	8/5/2010	No aplica	0	100%	31	100%	0	100%	30	100%	0	100%	14	99%	0	100%	0	100%	30	100%	0	100%	0	100%	0	40%	95%	35.60%	0%	78%	78%	
BOG	102006			Piloto A320	#N/A	#N/A	7/5/2008	No aplica	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	10	99%	0	100%	0	100%	0	100%	0	100%	0	95%	100%	35.60%	0%	82%	82%	
BOG	100994			Piloto A320	#N/A	#N/A	7/24/1998	No aplica	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	175030			Copiloto A320	#N/A	#N/A	2/1/2018	No aplica	30	100%	0	100%	30	100%	0	100%	31	100%	0	100%	31	100%	0	100%	31	100%	0	100%	0	97%	0	100%	100%	35.60%	0%	82%	82%	
CTG	174963			Copiloto A320	#N/A	#N/A	9/17/2018	No aplica	0	100%	0	100%	0	100%	7	99%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	155550			Copiloto A320	#N/A	#N/A	7/25/2014	No aplica	30	75%	31	75%	30	75%	28	75%	31	75%	0	75%	0	75%	29	100%	0	100%	0	100%	0	100%	31	100%	85%	35.60%	0%	70%	70%	
BGA	100907			Piloto A320	#N/A	#N/A	2/17/1997	No aplica	2	98%	0	100%	0	100%	0	100%	0	100%	0	100%	30	80%	0	80%	0	100%	0	100%	0	100%	0	100%	97%	35.60%	0%	79%	79%	
BOG	175358			Copiloto A320	#N/A	#N/A	12/3/2018	No aplica	0	100%	0	100%	0	100%	31	100%	0	100%	30	100%	0	100%	6	99%	0	100%	0	100%	0	100%	27	100%	100%	35.60%	0%	82%	82%	
BOG	101601			Piloto A320	#N/A	#N/A	4/8/2006	No aplica	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	100477			Piloto A330	#N/A	#N/A	11/1/1989	No aplica	0	40%	0	40%	0	40%	0	100%	0	100%	0	100%	0	60%	0	60%	0	100%	0	96%	0	100%	0	60%	75%	35.60%	0%	61%	61%	
BOG	100471			Piloto A330	#N/A	#N/A	10/25/1989	No aplica	0	40%	0	100%	0	80%	0	100%	3	81%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	48%	87%	35.60%	0%	72%	72%	
BOG	102160			Piloto A320	#N/A	#N/A	1/16/2009	No aplica	0	100%	31	100%	0	100%	31	100%	0	100%	9	99%	0	100%	0	100%	0	100%	0	80%	0	100%	0	100%	98%	35.60%	0%	81%	81%	
BOG	100636			Piloto B787	#N/A	#N/A	7/21/1993	No aplica	0	40%	0	40%	0	40%	0	60%	0	40%	0	60%	0	100%	0	100%	0	80%	0	100%	0	40%	0	64%	64%	35.60%	0%	52%	52%	
BOG	100639			Piloto B787	#N/A	#N/A	7/21/1993	No aplica	0	64%	0	64%	0	40%	0	60%	0	40%	0	60%	0	100%	0	100%	0	80%	0	100%	0	64%	0	45%	68%	35.60%	0%	56%	56%	
BOG	156730			Copiloto A320	1 de diciembre de 2021	31 de diciembre de 2021	7/21/2014	OK	1	44%	26	75%	29	75%	31	75%	31	75%	0	75%	0	75%	30	100%	31	0%	0	100%	0	100%	31	100%	75%	35.60%	0%	61%	61%	
MDE	163331			Copiloto A320	#N/A	#N/A	4/17/2017	No aplica	0	100%	18	99%	0	100%	31	100%	0	100%	0	100%	31	100%	0	100%	31	100%	0	100%	0	100%	31	100%	100%	35.60%	0%	82%	82%	
BOG	100632			Piloto B787	#N/A	#N/A	7/17/1993	No aplica	1	43%	0	40%	0	40%	0	60%	0	80%	30	100%	0	100%	0	100%	0	80%	0	96%	0	48%	0	100%	74%	35.60%	0%	61%	61%	
BOG	158536			Copiloto A320	#N/A	#N/A	4/9/2015	No aplica	29	100%	8	98%	0	100%	31	100%	0	100%	30	100%	0	100%	29	100%	0	100%	0	100%	28	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	101576			Copiloto A330	#N/A	#N/A	2/16/2006	No aplica	0	75%	31	100%	0	76%	0	89%	0	91%	6	98%	0	90%	0	90%	0	89%	0	100%	0	75%	0	75%	87%	35.60%	0%	72%	72%	
BOG	100589			Piloto A320	#N/A	#N/A	7/2/1991	No aplica	30	100%	31	100%	30	100%	31	100%	27	100%	29	100%	31	100%	30	100%	31	100%	31	100%	28	100%	31	100%	100%	35.60%	0%	82%	82%	
BOG	101041			Piloto A320	#N/A	#N/A	1/25/1999	No aplica	30	100%	31	100%	0	100%	0	100%	31	100%	0	100%	14	99%	0	100%	0	100%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	101032			Piloto A320	#N/A	#N/A	1/6/1999	No aplica	30	100%	30	100%	0	100%	0	100%	31	100%	0	100%	13	99%	0	100%	0	80%	0	100%	0	100%	0	100%	98%	35.60%	0%	81%	81%	
BOG	157875			Copiloto A320	#N/A	#N/A	12/16/2014	No aplica	0	75%	0	100%	30	100%	31	100%	0	100%	30	100%	0	100%	29	100%	16	99%	0	100%	28	100%	0	100%	98%	35.60%	0%	80%	80%	
BOG	157839			Copiloto A320	#N/A	#N/A	11/28/2014	No aplica	0	75%	0	75%	0	100%	31	100%	0	100%	10	100%	0	100%	24	100%	0	100%	0	100%	25	100%	14	97%	96%	35.60%	0%	78%	78%	
BOG	101933			Piloto A320	#N/A	#N/A	12/7/2007	No aplica	0	100%	31	100%	0	100%	31	100%	0	100%	30	100%	3	99%	0	100%	0	100%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	100368			Piloto A330	#N/A	#N/A	12/9/1987	No aplica	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	31	80%	31	100%	28	60%	31	40%	70%	35.60%	0%	57%	57%	Piloto reintegrado diciembre 2021
BOG	100952			Piloto A320	#N/A	#N/A	2/16/1998	No aplica	0	60%	0	100%	0	100%	0	80%	0	80%	0	100%	3	99%	0	100%	0	100%	0	100%	0	100%	0	60%	90%	35.60%	0%	74%	74%	
BOG	100939			Piloto A320	#N/A	#N/A	8/27/1997	No aplica	0	40%	0	100%	0	40%	0	40%	0	80%	0	100%	31	100%	0	100%	0	100%	0	100%	0	100%	0	100%	83%	35.60%	0%	68%	68%	
MDE	101512			Piloto A320	#N/A	#N/A	12/1/2005	No aplica	0	75%	0	100%	0	100%	0	100%	0	100%	30	100%	0	40%	0	40%	3	97%	0	60%	0	100%	0	100%	84%	35.60%	0%	69%	69%	
BOG	105425			Copiloto B787	#N/A	#N/A	12/2/2013	No aplica	30	75%	31	75%	30	75%	31	75%	13	55%	30	75%	0	75%	0	75%	0	75%	0	68%	0	75%	0	75%	73%	35.60%	0%	60%	60%	
BOG	100479			Piloto A330	#N/A	#N/A	11/10/1989	No aplica	0	40%	31	100%	0	80%	0	100%	0	80%	0	100%	0	100%	0	100%	0	60%	0	96%	0	100%	0	100%	88%	35.60%	0%	72%	72%	
MDE	100931			Piloto A320	#N/A	#N/A	7/16/1997	No aplica	30	60%	0	100%	0	80%	0	100%	0	80%	0	100%	31	100%	0	100%	0	100%	0	40%	0	100%	6	96%	88%	35.60%	0%	72%	72%	
BOG	100929			Piloto A320	#N/A	#N/A	7/16/1997	No aplica	30	40%	2	97%	0	100%	0	100%	31	100%	0	100%	26	100%	0	100%	0	100%	0	100%	0	100%	0	100%	95%	35.60%	0%	78%	78%	
BOG	102933			Piloto A320	#N/A	#N/A	12/1/2011	No aplica	30	100%	0	100%	30	100%	0	100%	31	100%	0	100%	0	100%	25	100%	0	100%	0	100%	0	100%	13	97%	100%	35.60%	0%	82%	82%	
BOG	137082			Copiloto ATR 72 600	#N/A	#N/A	7/4/2014	No aplica	0	88%	0	75%	0	75%	0	75%	0	75%	0	75%	1	40%	0	75%	0	75%	0	75%	0	75%	0	75%	97%	35.60%	0%	79%	79%	Caso ATR: Se garantiza promedio COPA320 en indicador combustible
BOG	100450			Piloto A330	#N/A	#N/A	7/7/1989	No aplica	0	40%	0	40%	0	40%	0	60%	0	40%	0	100%	31	80%	0	80%	0	80%	0	100%	0	40%	0	80%	65%	35.60%	0%	53%	53%	
BOG	100531			Piloto A330	#N/A	#N/A	8/6/1990	No aplica	0	40%	0	40%	0	40%	0	100%	0	80%	0	100%	10	80%	0	80%	0	80%	0	100%	0	60%	0	40%	70%	35.60%	0%	57%	57%	
BOG	100456			Copiloto A330	#N/A	#N/A	8/9/1989	No aplica	0	75%	0	75%	0	75%	0	89%	0	91%	0	100%	31	90%	4	52%	0	89%	0	100%	0	75%	0	75%	82%	35.60%	0%	67%	67%	
BOG	104658			Copiloto A330	#N/A	#N/A	10/26/2012	No aplica	0	75%	0	75%	0	75%	0	89%	0	91%	30	100%	0	90%	4	52%	0	89%	0	100%	0	75%	27	75%	82%	35.60%	0%	67%	67%	
BOG	104620			Copiloto A330	#N/A	#N/A	10/5/2012	No aplica	0	75%	0	75%	0	75%	0	89%	0	91%	30	100%	3	81%	0	90%	0	89%	0	100%	0	64%	31	75%	84%	35.60%	0%	69%	69%	
BOG	100532			Piloto A330	#N/A	#N/A	8/11/1990	No aplica	0	40%	0	40%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	40%	0	100%	0	62%	0	100%	82%	35.60%	0%	67%	67%	
BOG	100522			Piloto A330	#N/A	#N/A	7/9/1990	No aplica	0	40%	0	40%	0	40%	0	80%	0	80%	0	40%	0	100%	0	100%	0	40%	0	96%	0	60%	0	100%	68%	35.60%	0%	56%	56%	
BOG	100481			Piloto A330	#N/A	#N/A	11/20/1989	No aplica	0	40%	0	40%	0	100%	0	40%	0	80%	0	100%	0	80%	0	80%	0	100%	0	96%	0	60%	0	40%	71%	35.60%	0%	58%	58%	
BOG	100526			Piloto A330	#N/A	#N/A	7/23/1990	No aplica	0	40%	0	40%	0	60%	0	100%	0	80%	0	100%	0	40%	7	69%	0	100%	0	40%	0	100%	0	40%	67%	35.60%	0%	55%	55%	
BOG	104614			Copiloto A330	#N/A	#N/A	10/5/2012	No aplica	0	75%	0	75%	0	75%	0	89%	0	91%	29	100%	1	80%	0	90%	0	89%	6	100%	0	75%	0	75%	84%	35.60%	0%	69%	69%	
BOG	100563			Piloto A330	#N/A	#N/A	1/21/1991	No aplica	0	40%	0	40%	0	40%	0	60%	0	80%	0	100%	27	80%	0	80%	0	80%	0	100%	0	63%	0	40%	67%	35.60%	0%	55%	55%	
BOG	100561			Piloto A330	#N/A	#N/A	1/17/1991	No aplica	0	40%	0	40%	0	40%	0	60%	0	80%	0	40%	31	80%	0	80%	0	80%	0	100%	0	60%	0	40%	62%	35.60%	0%	51%	51%	
BOG	104952			Copiloto A330	#N/A	#N/A	4/25/2013	No aplica	0	75%	0	75%	0	75%	0	89%	0	91%	17	100%	0	90%	0	90%	12	83%	0	100%	0	75%	0	75%	85%	35.60%	0%	70%	70%	
BOG	100533			Piloto A330	#N/A	#N/A	8/13/1990	No aplica	0	40%	0	40%	0	40%	0	40%	2	81%	0	100%	0	40%	0	40%	0	100%	0	75%	0	40%	0	40%	56%	35.60%	0%	46%	46%	
BOG	105060			Copiloto A330	#N/A	#N/A	6/21/2013	No aplica	0	75%	0	75%	0	75%	0	89%	0	91%	30	100%	0	90%	0	90%	13	83%	0	100%	0	75%	0	75%	85%	35.60%	0%	70%	70%	
BOG	100534			Piloto A330	#N/A	#N/A	8/14/1990	No aplica	0	40%	0	40%	0	40%	0	60%	0	100%	0	100%	0	80%	0	80%	0	100%	0	100%	0	62%	0	40%	70%	35.60%	0%	58%	58%	
BOG	101890			Piloto ATR 72 600	#N/A	#N/A	9/16/2007	No aplica	0	80%	0	40%	0	40%	0	40%	0	40%	0	40%	0	40%	0	40%	0	40%	0	40%	0	40%	0	40%	95%	35.60%	0%	78%	78%	Caso ATR: Se garantiza promedio CAPA320
BOG	101889			Piloto ATR 72 600	#N/A	#N/A	9/6/2007	No aplica	0	80%	0	40%	0	40%	0	40%	0	40%	0	40%	0	40%	0	40%	0	40%	0	40%	0	40%	0	40%	43%	35.60%	0%	36%	36%	Reubicado
BOG	100511			Piloto B787	#N/A	#N/A	5/16/1990	No aplica	30	40%	28	40%	0	40%	0	60%	0	40%	0	60%	0	40%	0	40%	20	61%	0	40%	0	40%	0	40%	45%	35.60%	0%	37%	37%	
BOG	100633			Piloto B787	#N/A	#N/A	7/21/1993	No aplica	30	40%	21	40%	0	40%	0	60%	0	40%	0	60%	0	40%	0	40%	0	40%	0	40%	0	100%	0	42%	49%	35.60%	0%	40%	40%	
BOG	100951			Piloto A320	1 de diciembre de 2021	31 de diciembre de 2021	2/16/1998	OK	30	40%	0	40%	15	99%	0	100%	31	100%	0	100%	27	100%	0	100%	23	0%	0	100%	0	100%	0	100%	82%	35.60%	0%	67%	67%	
BOG	100465			Piloto A330	#N/A	#N/A	9/18/1989	No aplica	0	40%	0	100%	0	65%	0	100%	0	100%	0	97%	0	100%	0	100%	0	80%	0	100%	0	86%	0	64%	86%	35.60%	0%	71%	71%	
BOG	104434			Copiloto A330	#N/A	#N/A	9/7/2012	No aplica	0	75%	0	100%	26	76%	0	89%	0	91%	30	100%	0	90%	2	49%	0	89%	0	100%	0	75%	31	75%	84%	35.60%	0%	69%	69%	
BOG	100412			Piloto A330	#N/A	#N/A	2/22/1989	No aplica	0	40%	0	100%	0	65%	0	100%	0	80%	0	100%	0	80%	0	80%	0	100%	0	100%	0	100%	0	100%	87%	35.60%	0%	71%	71%	
BOG	104435			Copiloto A330	#N/A	#N/A	9/7/2012	No aplica	0	75%	0	100%	30	76%	0	89%	0	91%	2	97%	0	90%	0	90%	0	89%	0	100%	0	64%	31	75%	86%	35.60%	0%	71%	71%	
BOG	102937			Piloto A320	#N/A	#N/A	12/1/2011	No aplica	0	91%	0	100%	30	100%	0	100%	0	100%	30	100%	0	100%	30	100%	0	100%	0	80%	0	100%	0	80%	96%	35.60%	0%	79%	79%	
BOG	101599			Piloto A320	#N/A	#N/A	4/3/2006	No aplica	0	99%	0	100%	0	100%	0	100%	0	100%	0	100%	0	99%	0	99%	0	100%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	105393			Copiloto B787	#N/A	#N/A	11/1/2013	No aplica	30	75%	0	75%	27	75%	0	75%	31	75%	0	70%	0	69%	0	75%	30	75%	0	62%	0	75%	0	75%	73%	35.60%	0%	60%	60%	
BOG	101899			Piloto A320	#N/A	#N/A	9/19/2007	No aplica	0	80%	23	100%	0	100%	31	100%	0	100%	5	98%	0	100%	0	100%	0	100%	0	100%	0	80%	0	80%	95%	35.60%	0%	78%	78%	
BOG	158544			Copiloto A320	#N/A	#N/A	3/20/2015	No aplica	30	100%	31	100%	0	100%	31	100%	7	98%	0	100%	0	100%	30	100%	0	100%	0	100%	28	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	102797			Piloto A320	#N/A	#N/A	8/16/2011	No aplica	2	78%	0	100%	30	100%	0	100%	0	40%	30	100%	0	100%	30	100%	0	100%	0	100%	0	100%	12	97%	93%	35.60%	0%	76%	76%	
BOG	102952			Piloto A320	#N/A	#N/A	12/1/2011	No aplica	0	80%	13	40%	0	40%	0	100%	0	100%	30	100%	0	100%	30	100%	0	100%	0	100%	0	100%	0	100%	88%	35.60%	0%	72%	72%	
BOG	102946			Piloto A320	#N/A	#N/A	12/1/2011	No aplica	0	80%	13	40%	0	40%	0	100%	0	100%	30	100%	0	100%	30	100%	0	100%	0	60%	0	100%	0	100%	95%	35.60%	0%	78%	78%	Caso ATR: Se le garantiza promedio de CAPA320
BOG	101812			Copiloto A330	#N/A	#N/A	4/1/2007	No aplica	0	99%	0	100%	0	100%	0	100%	0	100%	0	100%	31	90%	0	90%	0	89%	0	100%	0	75%	0	75%	93%	35.60%	0%	76%	76%	
BOG	101446			Copiloto B787	#N/A	#N/A	9/1/2005	No aplica	30	88%	0	75%	5	46%	0	75%	0	75%	30	75%	0	75%	0	75%	14	69%	0	75%	0	75%	0	75%	73%	35.60%	0%	60%	60%	
BOG	105239			Copiloto B787	#N/A	#N/A	8/16/2013	No aplica	0	88%	30	75%	0	75%	4	62%	0	75%	0	75%	0	75%	0	75%	15	69%	0	75%	0	75%	0	75%	75%	35.60%	0%	61%	61%	
BOG	101526			Piloto A320	#N/A	#N/A	12/24/2005	No aplica	0	100%	0	100%	0	97%	0	100%	0	100%	0	100%	0	100%	0	100%	0	98%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	100539			Piloto B787	#N/A	#N/A	9/3/1990	No aplica	0	64%	0	64%	0	64%	0	64%	0	64%	0	64%	0	64%	0	64%	0	64%	0	53%	0	64%	0	64%	63%	35.60%	0%	52%	52%	
BOG	102829			Piloto A320	#N/A	#N/A	9/1/2011	No aplica	30	100%	0	80%	0	97%	0	100%	0	100%	30	100%	0	100%	30	100%	0	100%	0	100%	0	100%	0	100%	98%	35.60%	0%	80%	80%	
BOG	102825			Piloto A320	#N/A	#N/A	9/1/2011	No aplica	0	100%	31	100%	30	100%	0	100%	0	100%	30	100%	0	100%	0	100%	31	100%	0	94%	0	100%	0	98%	99%	35.60%	0%	81%	81%	
BOG	103016			Piloto A320	#N/A	#N/A	1/16/2012	No aplica	30	100%	14	98%	0	100%	0	100%	31	100%	0	100%	0	100%	30	100%	0	80%	0	100%	0	100%	0	40%	93%	35.60%	0%	76%	76%	
BOG	103116			Piloto A320	#N/A	#N/A	3/23/2012	No aplica	27	100%	0	100%	30	100%	0	100%	31	100%	0	100%	0	100%	27	100%	0	100%	0	76%	0	100%	0	100%	98%	35.60%	0%	80%	80%	
BGA	100930			Piloto A320	#N/A	#N/A	7/16/1997	No aplica	0	100%	0	100%	1	97%	0	100%	0	100%	0	100%	0	100%	29	100%	0	100%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
CTG	104391			Piloto A320	#N/A	#N/A	9/3/2012	No aplica	0	100%	0	100%	0	100%	5	99%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	13	97%	100%	35.60%	0%	82%	82%	
CTG	104940			Piloto A320	#N/A	#N/A	4/25/2013	No aplica	0	98%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	18	99%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
CTG	104723			Piloto A320	#N/A	#N/A	12/1/2012	No aplica	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	13	99%	0	100%	0	100%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
CTG	104616			Piloto A320	#N/A	#N/A	10/5/2012	No aplica	0	100%	8	98%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
CTG	104431			Piloto A320	#N/A	#N/A	9/7/2012	No aplica	0	100%	6	98%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	80%	0	100%	0	100%	98%	35.60%	0%	80%	80%	
BOG	102956			Piloto A320	#N/A	#N/A	12/1/2011	No aplica	12	99%	0	100%	30	100%	0	100%	30	100%	0	100%	0	100%	29	100%	0	100%	0	100%	0	100%	0	60%	97%	35.60%	0%	79%	79%	
BOG	102985			Piloto A320	#N/A	#N/A	12/16/2011	No aplica	30	100%	0	100%	8	98%	0	100%	31	100%	0	100%	0	100%	29	100%	0	100%	0	100%	0	80%	12	97%	98%	35.60%	0%	80%	80%	
BOG	102468			Piloto A320	#N/A	#N/A	6/1/2010	No aplica	0	100%	31	100%	0	100%	31	100%	0	100%	30	100%	0	100%	0	100%	0	100%	31	100%	0	100%	20	98%	100%	35.60%	0%	82%	82%	
BOG	174970			Copiloto A320	#N/A	#N/A	9/17/2018	No aplica	26	100%	4	98%	0	100%	0	100%	31	100%	0	100%	31	100%	0	100%	29	100%	0	98%	0	100%	28	100%	100%	35.60%	0%	82%	82%	
CTG	104617			Piloto A320	#N/A	#N/A	10/5/2012	No aplica	0	100%	0	40%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	80%	0	100%	93%	35.60%	0%	77%	77%	
BAQ	159116			Copiloto A320	#N/A	#N/A	6/1/2015	No aplica	30	100%	0	100%	0	100%	25	100%	8	98%	0	100%	31	100%	0	100%	0	100%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	103261			Piloto A320	#N/A	#N/A	5/25/2012	No aplica	30	100%	0	80%	30	100%	0	100%	31	100%	0	100%	31	100%	22	100%	0	100%	0	100%	0	100%	31	100%	98%	35.60%	0%	81%	81%	
BOG	102008			Piloto A320	#N/A	#N/A	7/5/2008	No aplica	0	100%	0	100%	0	100%	0	100%	0	100%	29	100%	0	100%	0	100%	0	100%	0	100%	0	80%	0	100%	98%	35.60%	0%	81%	81%	
BOG	175394			Copiloto A320	#N/A	#N/A	4/1/2018	No aplica	30	100%	0	100%	30	100%	0	100%	31	100%	0	100%	30	100%	0	100%	31	100%	0	97%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	102594			Piloto A320	#N/A	#N/A	1/3/2011	No aplica	0	80%	30	100%	27	100%	0	100%	0	100%	30	100%	0	100%	0	100%	31	100%	0	96%	0	100%	0	100%	98%	35.60%	0%	80%	80%	
BOG	174973			Copiloto A320	#N/A	#N/A	9/17/2018	No aplica	30	100%	0	100%	30	100%	0	100%	30	100%	0	100%	31	100%	0	100%	31	100%	0	100%	0	100%	30	100%	100%	35.60%	0%	82%	82%	
BOG	176471			Copiloto A320	#N/A	#N/A	6/1/2018	No aplica	30	100%	0	100%	30	100%	0	100%	31	100%	0	100%	31	100%	0	100%	31	100%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	160037			Copiloto A320	01/01/21-30/06/21	1/11/21-30/11/21	9/16/2015	OK	30	0%	31	0%	30	0%	0	100%	7	98%	0	100%	31	100%	30	0%	0	100%	31	100%	0	100%	0	100%	67%	35.60%	0%	55%	55%	
BOG	103226			Piloto A320	01 de septiembre de 2021	31 de diciembre de 2021	5/11/2012	OK	26	100%	0	100%	30	100%	0	100%	31	100%	30	0%	19	0%	28	0%	31	0%	20	98%	0	100%	0	100%	66%	35.60%	0%	55%	55%	
BOG	175349			Copiloto A320	#N/A	#N/A	12/3/2018	No aplica	30	100%	0	100%	27	100%	31	100%	0	100%	30	100%	0	100%	25	100%	0	100%	6	97%	0	100%	31	100%	100%	35.60%	0%	82%	82%	
BOG	161782			Copiloto A320	#N/A	#N/A	11/1/2018	No aplica	30	100%	0	100%	30	100%	0	100%	31	100%	30	100%	0	100%	0	100%	28	100%	0	100%	0	100%	31	100%	100%	35.60%	0%	82%	82%	
BOG	174961			Copiloto A320	29/03/21-31/10/21	01/11/21-31/12/22	9/17/2018	OK	30	0%	31	0%	30	0%	23	0%	31	0%	28	0%	31	0%	30	0%	31	0%	31	0%	28	0%	31	0%	0%	35.60%	0%	0%	0%	
BOG	174636			Copiloto A320	#N/A	#N/A	6/16/2018	No aplica	30	100%	0	100%	30	100%	0	100%	31	100%	0	100%	31	100%	0	100%	31	100%	0	98%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	174648			Copiloto A320	#N/A	#N/A	9/3/2018	No aplica	30	100%	0	100%	20	100%	0	100%	31	100%	0	100%	31	100%	0	100%	31	100%	0	100%	0	98%	0	100%	100%	35.60%	0%	82%	82%	
BOG	175395			Copiloto A320	01 de noviembre de 2021	30 de noviembre de 2021	4/1/2018	OK	30	100%	0	100%	30	100%	0	100%	31	100%	0	100%	31	100%	30	0%	30	100%	0	100%	0	100%	18	98%	91%	35.60%	0%	75%	75%	
BOG	175392			Copiloto A320	#N/A	#N/A	4/1/2018	No aplica	30	100%	0	100%	30	100%	0	100%	31	100%	0	100%	31	100%	0	100%	31	100%	0	100%	0	100%	20	98%	100%	35.60%	0%	82%	82%	

Variable Compensation 2021-2022

MIN 60% AGREEMENT / TARGET 64% AGREEMENT

City	Employee ID	National ID	Name	Position	LONG-TERM LNR START	LONG TERM END LNR	Date of entry	REVIEW LONG LNR P	LNR ABR21	Apr-21	LNR MAY21	May-21	LNR JUN21	Jun-21	LNR JUL21	Jul-21	LNR AGO21	Aug-21	LNR SEPT21	Sep-21	LNR OCT21	Oct-21	LNR NOV21	Nov-21	LNR DIC21	Dec-21	LNR ENE22	Jan-22	LNR FEB22	Feb-22	LNR MAR22	Mar-22	Average April-21 to March-22	Result NPS AVG 2021	NPS 1,50 % (18%)	FUEL 4,50% (82%)	Final Achievement Factor	COMMENTS
BOG	175507			Copiloto A320	#N/A	#N/A	12/3/2018	No aplica	0	100%	0	100%	30	100%	31	100%	0	100%	30	100%	0	100%	30	100%	15	98%	0	100%	0	100%	31	100%	100%	35.60%	0%	82%	82%	
BOG	175513			Copiloto A320	#N/A	#N/A	12/3/2018	No aplica	0	100%	0	100%	30	100%	31	100%	0	100%	30	100%	0	100%	30	100%	0	100%	0	100%	0	100%	31	100%	100%	35.60%	0%	82%	82%	
BOG	105066			Copiloto A320	#N/A	#N/A	12/3/2018	No aplica	0	100%	0	100%	30	100%	30	100%	0	100%	30	100%	0	100%	26	100%	0	100%	0	100%	0	100%	31	100%	100%	35.60%	0%	82%	82%	
BOG	103258			Piloto A320	#N/A	#N/A	5/24/2012	No aplica	30	100%	0	100%	30	100%	0	100%	31	100%	0	100%	30	100%	0	100%	0	100%	0	97%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	102061			Piloto A320	1 de diciembre de 2021	31 de diciembre de 2021	8/16/2008	OK	0	100%	0	100%	0	100%	1	99%	0	100%	30	100%	0	100%	0	100%	28	0%	0	100%	0	100%	0	100%	92%	35.60%	0%	75%	75%	
BOG	174975			Copiloto A320	#N/A	#N/A	9/17/2018	No aplica	30	100%	0	100%	30	100%	0	100%	31	100%	0	100%	31	100%	0	100%	31	100%	0	100%	0	100%	31	100%	100%	35.60%	0%	82%	82%	
BOG	175518			Copiloto A320	#N/A	#N/A	12/17/2018	No aplica	30	100%	0	100%	30	100%	31	100%	0	100%	30	100%	0	100%	26	100%	0	100%	5	97%	0	100%	31	100%	100%	35.60%	0%	82%	82%	
BOG	156520			Copiloto A320	#N/A	#N/A	7/11/2014	No aplica	30	75%	31	75%	30	75%	31	75%	31	75%	0	75%	0	75%	0	75%	0	100%	0	100%	0	100%	30	100%	83%	35.60%	0%	68%	68%	
BOG	101280			Copiloto A320	#N/A	#N/A	12/16/2003	No aplica	29	100%	14	98%	30	100%	31	100%	31	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	10	100%	100%	35.60%	0%	82%	82%	
CTG	104951			Piloto A320	01 de marzo de 2022	31 de marzo de 2023	4/25/2013	OK	0	100%	0	100%	0	100%	0	100%	0	100%	0	98%	0	100%	0	100%	0	100%	0	100%	0	100%	31	0%	92%	35.60%	0%	75%	75%	
BOG	100666			Piloto B787	#N/A	#N/A	12/30/1993	No aplica	0	40%	14	41%	0	40%	0	60%	0	40%	0	100%	0	100%	0	100%	0	80%	0	100%	0	40%	0	45%	65%	35.60%	0%	54%	54%	
BOG	100665			Piloto B787	#N/A	#N/A	12/30/1993	No aplica	30	40%	0	40%	0	40%	0	60%	0	40%	0	60%	0	40%	0	40%	0	80%	0	100%	0	40%	0	46%	52%	35.60%	0%	43%	43%	
BOG	100586			Piloto B787	#N/A	#N/A	6/27/1991	No aplica	0	40%	0	40%	0	40%	0	60%	0	80%	2	97%	0	40%	0	40%	0	80%	0	100%	0	64%	0	64%	62%	35.60%	0%	51%	51%	
MDE	157896			Copiloto A320	#N/A	#N/A	11/14/2014	No aplica	0	75%	0	75%	30	100%	31	100%	0	100%	30	100%	0	100%	30	100%	0	100%	30	100%	0	100%	0	100%	96%	35.60%	0%	79%	79%	
MDE	156006			Copiloto A320	#N/A	#N/A	7/21/2014	No aplica	30	75%	31	75%	30	75%	31	75%	31	75%	0	75%	0	75%	30	100%	0	100%	0	100%	28	100%	0	100%	85%	35.60%	0%	70%	70%	
BOG	156518			Copiloto A320	#N/A	#N/A	7/18/2014	No aplica	30	75%	2	42%	30	75%	31	75%	25	75%	0	75%	0	75%	29	100%	0	100%	0	100%	0	100%	31	100%	83%	35.60%	0%	68%	68%	
BOG	156016			Copiloto A320	#N/A	#N/A	7/21/2014	No aplica	30	75%	31	100%	0	76%	0	89%	31	91%	0	100%	0	90%	30	100%	0	100%	0	98%	0	100%	31	100%	93%	35.60%	0%	76%	76%	
BOG	102206			Piloto A320	1 de enero de 2021	31 de julio de 2021	6/24/2009	OK	30	0%	31	0%	30	0%	31	0%	0	100%	0	100%	0	81%	0	80%	0	40%	0	100%	0	100%	0	100%	58%	35.60%	0%	48%	48%	
BOG	155552			Copiloto A320	#N/A	#N/A	7/25/2014	No aplica	30	75%	31	75%	20	75%	31	75%	0	75%	0	75%	0	75%	29	100%	0	100%	0	100%	0	100%	30	100%	85%	35.60%	0%	70%	70%	
BOG	105018			Copiloto A330	#N/A	#N/A	6/1/2013	No aplica	0	100%	0	40%	0	60%	0	100%	0	100%	0	100%	0	100%	0	100%	31	89%	0	98%	0	75%	0	75%	86%	35.60%	0%	71%	71%	
BOG	156506			Copiloto A320	#N/A	#N/A	6/20/2014	No aplica	24	75%	31	100%	0	76%	0	89%	31	91%	0	100%	0	90%	30	90%	0	100%	0	100%	0	100%	31	100%	93%	35.60%	0%	76%	76%	
BOG	155520			Copiloto A320	#N/A	#N/A	8/11/2014	No aplica	30	75%	0	46%	25	74%	31	75%	31	75%	0	75%	0	75%	29	75%	0	100%	0	100%	0	100%	31	100%	81%	35.60%	0%	66%	66%	
BOG	156511			Copiloto A320	#N/A	#N/A	6/20/2014	No aplica	30	75%	31	100%	0	76%	0	89%	25	91%	0	100%	0	90%	30	90%	0	100%	0	100%	0	100%	20	98%	93%	35.60%	0%	76%	76%	
MDE	156013			Copiloto A320	#N/A	#N/A	6/24/2014	No aplica	30	75%	31	75%	30	75%	31	75%	31	75%	0	75%	0	75%	30	75%	0	100%	0	100%	18	100%	0	100%	83%	35.60%	0%	68%	68%	
BOG	100541			Piloto B787	#N/A	#N/A	9/7/1990	No aplica	0	40%	0	40%	0	40%	0	60%	0	80%	3	97%	0	80%	0	80%	0	80%	0	96%	0	50%	0	64%	67%	35.60%	0%	55%	55%	
CTG	176449			Copiloto A320	#N/A	#N/A	6/1/2018	No aplica	30	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	16	100%	0	100%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BAQ	174618			Copiloto A320	#N/A	#N/A	7/1/2019	No aplica	0	100%	31	100%	12	98%	0	100%	0	100%	0	100%	0	100%	29	100%	0	100%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	155606			Copiloto A320	#N/A	#N/A	8/11/2014	No aplica	3	46%	31	75%	30	75%	31	75%	0	75%	0	75%	0	100%	30	100%	0	100%	0	100%	0	100%	31	100%	85%	35.60%	0%	70%	70%	
BOG	155791			Copiloto A320	#N/A	#N/A	7/25/2014	No aplica	30	75%	31	100%	0	76%	0	89%	0	91%	0	100%	0	100%	30	100%	0	100%	0	100%	0	100%	31	100%	94%	35.60%	0%	77%	77%	
BOG	100739			Piloto B787	#N/A	#N/A	9/2/1994	No aplica	0	64%	0	64%	0	64%	0	64%	0	64%	0	64%	0	64%	0	40%	0	64%	0	100%	0	64%	0	64%	65%	35.60%	0%	53%	53%	
BOG	100740			Piloto B787	#N/A	#N/A	9/6/1994	No aplica	0	40%	0	40%	30	40%	6	61%	0	40%	0	64%	0	40%	0	40%	31	60%	0	40%	0	40%	0	43%	46%	35.60%	0%	37%	37%	
BOG	105332			Copiloto B787	#N/A	#N/A	10/4/2013	No aplica	0	75%	31	75%	7	48%	0	75%	0	75%	0	75%	0	75%	13	58%	31	75%	0	75%	0	75%	0	75%	71%	35.60%	0%	59%	59%	
BOG	100697			Piloto B787	#N/A	#N/A	4/17/1994	No aplica	30	40%	30	40%	0	40%	17	60%	0	40%	0	60%	0	64%	0	64%	0	64%	0	64%	0	64%	0	64%	55%	35.60%	0%	45%	45%	
BOG	105119			Copiloto B787	#N/A	#N/A	7/18/2013	No aplica	26	75%	24	75%	0	75%	30	75%	0	75%	0	75%	0	75%	20	65%	0	75%	31	75%	0	75%	0	75%	74%	35.60%	0%	61%	61%	
BOG	100700			Piloto B787	#N/A	#N/A	5/1/1994	No aplica	30	40%	30	40%	0	40%	20	60%	0	40%	0	60%	0	40%	0	40%	0	40%	0	100%	0	40%	0	40%	48%	35.60%	0%	40%	40%	
BOG	100699			Piloto B787	#N/A	#N/A	4/28/1994	No aplica	0	40%	25	40%	15	40%	0	40%	0	40%	0	60%	0	40%	0	40%	0	40%	0	40%	0	40%	0	40%	42%	35.60%	0%	34%	34%	
BOG	105127			Copiloto B787	#N/A	#N/A	7/19/2013	No aplica	0	88%	31	75%	0	75%	16	68%	0	75%	0	75%	0	75%	30	75%	0	75%	31	75%	0	75%	0	75%	75%	35.60%	0%	62%	62%	
BOG	105223			Copiloto B787	#N/A	#N/A	8/16/2013	No aplica	27	75%	31	75%	0	75%	31	75%	0	75%	0	75%	0	75%	19	64%	0	75%	30	75%	0	75%	0	75%	74%	35.60%	0%	61%	61%	
BOG	100710			Piloto B787	#N/A	#N/A	6/26/1994	No aplica	30	40%	31	40%	30	40%	23	60%	0	40%	0	60%	0	40%	0	40%	0	60%	0	40%	0	40%	0	40%	45%	35.60%	0%	37%	37%	
BOG	100694			Piloto B787	#N/A	#N/A	3/17/1994	No aplica	4	42%	0	64%	0	40%	0	60%	0	40%	0	60%	0	64%	0	64%	0	64%	0	100%	0	100%	0	46%	62%	35.60%	0%	51%	51%	
BOG	100685			Piloto B787	#N/A	#N/A	7/21/1993	No aplica	30	40%	21	40%	0	40%	0	60%	0	40%	0	40%	0	80%	0	80%	0	80%	0	100%	0	40%	0	42%	57%	35.60%	0%	47%	47%	
BOG	156512			Copiloto A320	#N/A	#N/A	8/19/2014	No aplica	2	45%	31	75%	30	75%	0	75%	0	75%	0	75%	0	100%	30	100%	0	100%	0	100%	0	100%	30	100%	85%	35.60%	0%	70%	70%	
BOG	156451			Copiloto A320	#N/A	#N/A	9/5/2014	No aplica	30	75%	31	75%	30	75%	31	75%	0	75%	0	75%	0	100%	30	100%	0	100%	0	100%	0	100%	31	100%	88%	35.60%	0%	72%	72%	
BOG	156093			Copiloto A320	#N/A	#N/A	9/19/2014	No aplica	6	49%	31	75%	30	75%	31	75%	0	75%	0	75%	0	100%	30	100%	0	100%	0	100%	0	100%	31	100%	85%	35.60%	0%	70%	70%	
CLO	156702			Copiloto A320	#N/A	#N/A	8/19/2014	No aplica	30	75%	31	75%	30	75%	0	75%	0	75%	0	75%	0	100%	30	100%	0	100%	0	100%	0	100%	23	99%	87%	35.60%	0%	72%	72%	
BOG	156521			Copiloto A320	#N/A	#N/A	9/19/2014	No aplica	0	75%	31	100%	0	76%	0	89%	0	100%	29	100%	0	100%	30	100%	0	100%	0	100%	0	100%	31	100%	95%	35.60%	0%	78%	78%	
BOG	155428			Copiloto A320	#N/A	#N/A	7/28/2014	No aplica	2	45%	31	75%	30	75%	31	75%	0	75%	0	75%	0	100%	30	100%	0	100%	0	100%	0	100%	31	100%	85%	35.60%	0%	70%	70%	
BOG	100726			Piloto B787	#N/A	#N/A	7/20/1994	No aplica	30	40%	31	40%	29	40%	2	61%	0	40%	0	60%	0	40%	0	40%	0	100%	0	40%	0	43%	0	40%	49%	35.60%	0%	40%	40%	
BOG	100738			Piloto B787	#N/A	#N/A	9/2/1994	No aplica	30	40%	30	40%	4	40%	0	60%	0	40%	0	60%	0	40%	0	40%	0	40%	0	100%	0	40%	0	43%	49%	35.60%	0%	40%	40%	
BOG	100757			Piloto B787	#N/A	#N/A	10/11/1994	No aplica	30	40%	0	40%	30	40%	0	60%	8	41%	0	60%	0	40%	0	40%	0	40%	0	100%	0	46%	0	40%	49%	35.60%	0%	40%	40%	
BOG	105243			Copiloto B787	#N/A	#N/A	8/16/2013	No aplica	0	75%	0	44%	0	75%	31	75%	14	57%	0	75%	0	75%	30	75%	30	75%	0	75%	0	75%	0	75%	71%	35.60%	0%	58%	58%	
BOG	105220			Copiloto B787	#N/A	#N/A	8/9/2013	No aplica	3	46%	24	75%	0	75%	31	75%	19	61%	0	75%	0	75%	26	75%	31	75%	0	75%	0	75%	0	75%	71%	35.60%	0%	59%	59%	
BOG	105251			Copiloto B787	#N/A	#N/A	8/16/2013	No aplica	2	45%	0	75%	0	75%	31	75%	16	58%	0	75%	0	75%	30	75%	31	75%	0	75%	0	75%	0	75%	71%	35.60%	0%	58%	58%	
BOG	105232			Copiloto B787	#N/A	#N/A	8/16/2013	No aplica	0	75%	31	75%	0	75%	31	75%	19	61%	0	75%	0	75%	30	75%	31	75%	0	75%	0	75%	0	75%	74%	35.60%	0%	61%	61%	
BOG	100695			Piloto B787	#N/A	#N/A	3/31/1994	No aplica	30	40%	31	40%	11	40%	0	60%	0	40%	0	60%	0	80%	0	80%	0	40%	0	64%	0	64%	0	64%	56%	35.60%	0%	46%	46%	
BOG	100832			Piloto B787	#N/A	#N/A	2/13/1996	No aplica	30	40%	31	40%	30	40%	0	60%	0	100%	26	100%	0	100%	0	100%	19	99%	0	100%	0	100%	0	40%	77%	35.60%	0%	63%	63%	
BOG	105023			Copiloto A330	#N/A	#N/A	6/1/2013	No aplica	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	31	89%	0	98%	0	75%	0	75%	95%	35.60%	0%	78%	78%	
BOG	155546			Copiloto A320	#N/A	#N/A	8/11/2014	No aplica	30	75%	31	75%	30	75%	31	75%	0	75%	0	75%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	88%	35.60%	0%	72%	72%	
BOG	105026			Copiloto A330	#N/A	#N/A	6/1/2013	No aplica	0	100%	0	100%	30	100%	0	100%	0	100%	0	100%	0	100%	0	100%	31	89%	0	98%	0	75%	0	75%	95%	35.60%	0%	78%	78%	
BOG	101501			Piloto A320	#N/A	#N/A	12/1/2005	No aplica	0	100%	0	100%	0	97%	3	99%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	105017			Copiloto A330	#N/A	#N/A	6/1/2013	No aplica	0	100%	0	100%	30	100%	0	100%	0	100%	0	100%	0	100%	0	100%	30	89%	0	98%	0	75%	0	75%	95%	35.60%	0%	78%	78%	
BOG	174720			Copiloto A320	#N/A	#N/A	1/2/2018	No aplica	0	100%	31	100%	27	100%	0	100%	31	100%	0	100%	30	100%	0	100%	31	100%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	174991			Copiloto A320	#N/A	#N/A	11/1/2018	No aplica	30	100%	10	98%	0	100%	0	100%	31	100%	0	100%	27	100%	0	100%	31	100%	0	100%	0	100%	31	100%	100%	35.60%	0%	82%	82%	
BOG	156452			Copiloto A320	#N/A	#N/A	8/19/2014	No aplica	4	47%	31	75%	30	75%	0	75%	0	75%	30	75%	0	100%	29	100%	0	100%	0	100%	0	100%	28	100%	85%	35.60%	0%	70%	70%	
BOG	163311			Copiloto A320	#N/A	#N/A	4/3/2017	No aplica	0	100%	31	100%	0	100%	31	100%	0	100%	30	100%	10	99%	0	100%	0	100%	13	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	156077			Copiloto A320	#N/A	#N/A	5/3/2014	No aplica	30	75%	23	66%	30	75%	28	75%	31	75%	30	75%	0	75%	0	75%	0	100%	0	100%	0	100%	0	100%	83%	35.60%	0%	68%	68%	
BOG	101779			Piloto A320	#N/A	#N/A	2/1/2007	No aplica	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	31	100%	31	100%	28	100%	0	100%	100%	35.60%	0%	82%	82%	Piloto reintegrado diciembre 2021
BGA	101877			Piloto A320	#N/A	#N/A	8/29/2007	No aplica	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	31	100%	28	100%	0	100%	100%	35.60%	0%	82%	82%	Piloto reintegrado enero 2022
BOG	101938			Piloto A320	#N/A	#N/A	1/11/2008	No aplica	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	31	100%	31	100%	28	100%	0	100%	100%	35.60%	0%	82%	82%	Piloto reintegrado diciembre 2021
BOG	102065			Piloto A320	#N/A	#N/A	8/16/2008	No aplica	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	31	100%	31	100%	28	100%	0	100%	100%	35.60%	0%	82%	82%	Piloto reintegrado diciembre 2021
BOG	102079			Piloto A320	#N/A	#N/A	8/20/2008	No aplica	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	100%	31	100%	28	100%	0	100%	100%	35.60%	0%	82%	82%	Piloto reintegrado diciembre 2021
BOG	157835			Copiloto A320	#N/A	#N/A	11/21/2014	No aplica	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	31	100%	31	100%	28	100%	0	100%	100%	35.60%	0%	82%	82%	Piloto reintegrado diciembre 2021
BOG	158485			Copiloto A320	#N/A	#N/A	1/1/2015	No aplica	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	31	100%	31	100%	28	100%	0	100%	100%	35.60%	0%	82%	82%	Piloto reintegrado diciembre 2021
BOG	101228			Copiloto A320	#N/A	#N/A	11/16/2003	No aplica	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	100%	31	100%	28	100%	0	100%	100%	35.60%	0%	82%	82%	Piloto reintegrado diciembre 2021
BGA	100956			Piloto A320	#N/A	#N/A	2/25/1998	No aplica	0	100%	0	40%	0	40%	0	100%	0	100%	0	100%	0	80%	2	80%	0	80%	0	100%	0	100%	0	100%	85%	35.60%	0%	70%	70%	
BOG	104945			Copiloto A330	#N/A	#N/A	4/25/2013	No aplica	0	75%	0	75%	0	75%	0	75%	0	75%	30	75%	8	82%	0	90%	0	89%	31	100%	0	75%	0	75%	80%	35.60%	0%	66%	66%	
BOG	104974			Copiloto A330	#N/A	#N/A	5/10/2013	No aplica	0	75%	0	75%	0	75%	0	89%	0	91%	30	100%	0	90%	0	90%	0	89%	22	100%	0	75%	10	56%	84%	35.60%	0%	69%	69%	
BOG	101460			Copiloto A330	#N/A	#N/A	9/1/2005	No aplica	30	100%	0	100%	2	98%	0	100%	0	100%	0	100%	0	100%	0	100%	0	89%	27	100%	0	69%	0	75%	94%	35.60%	0%	77%	77%	
BOG	104950			Copiloto A330	#N/A	#N/A	4/25/2013	No aplica	0	100%	0	100%	30	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	89%	31	100%	0	69%	0	75%	94%	35.60%	0%	77%	77%	
BOG	104946			Copiloto A330	#N/A	#N/A	4/25/2013	No aplica	0	100%	0	100%	30	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	89%	31	100%	0	70%	0	75%	94%	35.60%	0%	77%	77%	
BOG	104942			Copiloto A330	#N/A	#N/A	4/25/2013	No aplica	0	100%	18	99%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	31	89%	0	100%	0	75%	0	75%	95%	35.60%	0%	78%	78%	
BOG	104948			Copiloto A330	#N/A	#N/A	4/25/2013	No aplica	0	100%	0	100%	30	100%	0	100%	0	100%	0	100%	0	100%	0	100%	31	89%	0	100%	0	70%	0	75%	94%	35.60%	0%	77%	77%	
BOG	156703			Copiloto A320	01 de abril de 2022	31 de mayo de 2022	8/19/2014	OK	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	31	100%	28	100%	31	100%	100%	35.60%	0%	82%	82%	Piloto reintegrado enero 2022
BOG	174640			Copiloto A320	#N/A	#N/A	9/3/2018	No aplica	30	100%	0	100%	24	100%	0	100%	6	98%	0	100%	31	100%	0	100%	28	100%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	102001			Copiloto A320	01 de mayo de 2022	31 de mayo de 2022	5/15/2008	OK	0	100%	31	100%	0	100%	31	100%	30	100%	0	100%	19	100%	0	100%	0	100%	31	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	101808			Piloto A320	#N/A	#N/A	4/1/2007	No aplica	0	100%	31	100%	30	100%	0	100%	0	100%	30	100%	0	100%	0	100%	18	99%	0	100%	0	100%	0	80%	98%	35.60%	0%	81%	81%	
MDE	158913			Copiloto A320	#N/A	#N/A	3/16/2015	No aplica	0	100%	31	100%	0	100%	0	100%	31	100%	0	100%	31	100%	0	100%	8	98%	0	100%	0	100%	31	100%	100%	35.60%	0%	82%	82%	
BOG	160670			Copiloto A320	#N/A	#N/A	12/24/2015	No aplica	7	98%	31	100%	0	100%	28	100%	0	100%	30	100%	31	100%	0	100%	0	100%	31	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	105242			Copiloto B787	#N/A	#N/A	8/16/2013	No aplica	0	75%	31	75%	0	75%	31	75%	17	59%	0	75%	0	75%	29	75%	31	75%	0	75%	0	75%	0	75%	74%	35.60%	0%	60%	60%	
BOG	155554			Copiloto B787	01 de septiembre de 2021	31 de diciembre de 2021	7/25/2014	OK	30	75%	31	75%	30	75%	31	75%	30	74%	30	0%	31	0%	30	0%	31	0%	0	75%	0	75%	0	75%	50%	35.60%	0%	41%	41%	
BOG	103122			Piloto A320	#N/A	#N/A	3/23/2012	No aplica	30	100%	0	100%	16	99%	0	100%	31	100%	0	100%	0	100%	29	100%	0	100%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	101905			Piloto A320	#N/A	#N/A	10/20/2007	No aplica	25	100%	27	100%	0	100%	31	100%	9	99%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	40%	95%	35.60%	0%	78%	78%	
CLO	100884			Piloto A320	#N/A	#N/A	1/2/1997	No aplica	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	100%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	Piloto reintegrado diciembre 2021
BOG	100301			Piloto A320	#N/A	#N/A	3/31/1986	No aplica	16	99%	31	100%	30	100%	31	100%	31	100%	30	100%	31	100%	30	100%	31	100%	31	100%	28	100%	31	100%	100%	35.60%	0%	82%	82%	
BOG	102593			Piloto A320	#N/A	#N/A	1/3/2011	No aplica	0	100%	31	100%	0	100%	0	99%	0	100%	0	100%	30	100%	0	100%	0	100%	10	96%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	100705			Piloto B787	#N/A	#N/A	5/24/1994	No aplica	30	40%	30	40%	21	40%	0	60%	0	40%	0	60%	0	40%	0	40%	0	100%	0	100%	0	40%	0	40%	53%	35.60%	0%	44%	44%	
BOG	102831			Piloto A320	#N/A	#N/A	9/1/2011	No aplica	29	100%	0	100%	15	100%	0	100%	0	100%	30	100%	0	100%	29	100%	0	100%	0	100%	0	89%	0	100%	99%	35.60%	0%	81%	81%	
CLO	164717			Copiloto A320	19 de enero de 2021	30 de junio de 2022	10/2/2017	OK	30	0%	31	0%	30	0%	27	0%	23	0%	30	0%	31	0%	30	0%	29	0%	16	0%	0	0%	28	0%	0%	35.60%	0%	0%	0%	
CLO	101725			Piloto A320	#N/A	#N/A	11/1/2006	No aplica	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	31	100%	31	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	Piloto reintegrado diciembre 2021
CLO	101759			Piloto A320	#N/A	#N/A	12/8/2006	No aplica	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	31	100%	31	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	Piloto reintegrado diciembre 2021
BOG	100982			Piloto A320	#N/A	#N/A	6/10/1998	No aplica	0	100%	0	100%	0	60%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	60%	0	100%	0	100%	93%	35.60%	0%	77%	77%	
BOG	102968			Piloto A320	#N/A	#N/A	12/16/2011	No aplica	0	100%	1	97%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	97%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	100698			Piloto B787	#N/A	#N/A	4/18/1994	No aplica	0	43%	0	40%	0	40%	0	60%	0	40%	0	60%	0	40%	0	40%	0	100%	0	40%	0	40%	0	64%	51%	35.60%	0%	41%	41%	
BOG	100321			Piloto A330	#N/A	#N/A	10/6/1986	No aplica	30	60%	31	100%	30	60%	30	80%	31	80%	30	100%	31	80%	30	80%	31	80%	31	100%	25	60%	31	40%	77%	35.60%	0%	63%	63%	
BOG	102487			Piloto A320	#N/A	#N/A	6/23/2010	No aplica	0	100%	31	100%	0	80%	31	100%	0	100%	30	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	80%	97%	35.60%	0%	79%	79%	
BOG	100712			Piloto B787	#N/A	#N/A	6/27/1994	No aplica	0	43%	0	40%	0	40%	0	60%	0	64%	0	64%	0	64%	0	64%	0	100%	0	64%	0	100%	0	51%	63%	35.60%	0%	51%	51%	
BOG	102183			Piloto A320	#N/A	#N/A	4/3/2009	No aplica	0	100%	31	100%	0	100%	31	100%	0	100%	30	100%	0	100%	0	100%	11	98%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	100452			Piloto A330	#N/A	#N/A	7/21/1989	No aplica	0	65%	0	100%	0	100%	0	80%	0	80%	0	100%	0	40%	0	40%	0	80%	0	100%	0	63%	0	100%	79%	35.60%	0%	65%	65%	
BOG	157836			Copiloto A320	#N/A	#N/A	11/16/2014	No aplica	0	75%	0	75%	0	100%	31	100%	0	100%	30	100%	0	100%	30	100%	0	100%	0	100%	28	100%	0	100%	96%	35.60%	0%	79%	79%	
BOG	102012			Piloto A320	#N/A	#N/A	7/5/2008	No aplica	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	97%	0	80%	0	40%	0	100%	93%	35.60%	0%	76%	76%	
MDE	101504			Piloto A320	#N/A	#N/A	12/1/2005	No aplica	0	100%	0	100%	30	100%	0	100%	7	98%	0	100%	0	100%	0	100%	31	100%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
MDE	101821			Piloto A320	#N/A	#N/A	5/2/2007	No aplica	0	100%	0	100%	30	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	97%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
MDE	101574			Piloto A320	#N/A	#N/A	2/16/2006	No aplica	0	100%	31	100%	0	100%	0	100%	6	98%	0	100%	0	100%	0	100%	30	100%	0	100%	0	96%	0	100%	100%	35.60%	0%	82%	82%	
BOG	100350			Piloto A330	#N/A	#N/A	8/10/1987	No aplica	0	65%	0	100%	0	65%	0	100%	1	81%	0	100%	0	100%	0	100%	0	80%	0	100%	0	60%	0	60%	84%	35.60%	0%	69%	69%	
BOG	103133			Piloto A320	#N/A	#N/A	4/2/2012	No aplica	30	100%	0	100%	30	100%	0	100%	30	100%	0	100%	0	100%	14	100%	0	100%	0	100%	0	98%	0	100%	100%	35.60%	0%	82%	82%	
BOG	101627			Copiloto A320	#N/A	#N/A	6/1/2006	No aplica	30	75%	1	97%	0	100%	31	100%	0	100%	30	100%	0	100%	29	100%	0	100%	0	100%	28	100%	17	98%	97%	35.60%	0%	80%	80%	
BOG	102203			Piloto A320	#N/A	#N/A	6/19/2009	No aplica	0	98%	0	100%	10	98%	0	100%	0	100%	0	98%	0	100%	0	100%	31	100%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	101702			Piloto A320	#N/A	#N/A	9/1/2006	No aplica	0	100%	0	100%	5	98%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
CLO	101523			Piloto A320	#N/A	#N/A	12/15/2005	No aplica	19	100%	31	100%	0	100%	0	100%	0	100%	0	100%	0	100%	5	99%	0	100%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	102857			Piloto A320	#N/A	#N/A	9/16/2011	No aplica	30	100%	0	100%	30	100%	0	100%	0	100%	13	100%	0	100%	30	100%	0	100%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
MDE	157897			Copiloto A320	#N/A	#N/A	12/6/2014	No aplica	0	75%	0	75%	0	100%	31	100%	0	100%	30	100%	0	100%	29	100%	0	100%	31	100%	0	100%	0	100%	96%	35.60%	0%	79%	79%	
BOG	100349			Piloto A330	#N/A	#N/A	8/10/1987	No aplica	0	65%	0	95%	0	65%	0	80%	0	81%	0	100%	0	80%	0	80%	0	40%	0	100%	0	62%	0	40%	74%	35.60%	0%	61%	61%	
BOG	101597			Piloto A320	#N/A	#N/A	3/16/2006	No aplica	30	100%	28	100%	2	97%	0	100%	0	100%	0	40%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	95%	35.60%	0%	78%	78%	
BAQ	105396			Copiloto B787	#N/A	#N/A	11/1/2013	No aplica	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	31	75%	31	75%	28	75%	31	75%	75%	35.60%	0%	62%	62%	Piloto reintegrado diciembre 2021
MDE	101524			Piloto A320	#N/A	#N/A	12/21/2005	No aplica	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	31	100%	31	100%	13	100%	0	100%	100%	35.60%	0%	82%	82%	Piloto reintegrado diciembre 2021
BOG	101936			Piloto A320	#N/A	#N/A	1/2/2008	No aplica	0	100%	10	98%	0	100%	31	100%	0	100%	21	100%	0	100%	0	100%	0	100%	0	80%	0	100%	0	100%	98%	35.60%	0%	80%	80%	
PEI	100980			Piloto A320	#N/A	#N/A	6/10/1998	No aplica	0	60%	0	100%	0	100%	7	99%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	97%	35.60%	0%	79%	79%	

Variable Compensation 2021-2022

MIN 60% AGREEMENT
TARGET 64% AGREEMENT

City	Employee ID	National ID	Name	Position	LONG-TERM LNR START	LONG TERM END LNR	Date of entry	REVIEW LONG LNR P	LNR ABR21	Apr-21	LNR MAY21	May-21	LNR JUN21	Jun-21	LNR JUL21	Jul-21	LNR AGO21	Aug-21	LNR SEPT21	Sep-21	LNR OCT21	Oct-21	LNR NOV21	Nov-21	LNR DIC21	Dec-21	LNR ENE22	Jan-22	LNR FEB22	Feb-22	LNR MAR22	Mar-22	Average April-21 to March-22	Result NPS AVG 2021	NPS 1,50 % (18%)	FUEL 4,50% (82%)	Final Achievement Factor	COMMENTS
BOG	101896			Piloto A320	#N/A	#N/A	9/19/2007	No aplica	30	100%	31	100%	0	100%	28	100%	0	100%	29	100%	0	100%	0	100%	10	98%	0	100%	0	60%	0	100%	96%	35.60%	0%	79%	79%	
BOG	100290			Piloto A330	#N/A	#N/A	10/15/1985	No aplica	0	100%	0	100%	0	60%	0	100%	0	100%	0	100%	1	80%	0	80%	0	79%	0	100%	0	64%	0	64%	86%	35.60%	0%	70%	70%	
BOG	100693			Piloto B787	#N/A	#N/A	3/10/1994	No aplica	30	40%	14	41%	0	40%	0	60%	0	40%	0	60%	0	40%	0	40%	0	40%	0	40%	0	100%	0	45%	49%	35.60%	0%	40%	40%	
BOG	158574			Copiloto A320	#N/A	#N/A	2/21/2015	No aplica	30	100%	30	100%	4	97%	0	100%	0	100%	30	100%	0	100%	30	100%	0	100%	0	100%	27	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	105438			Copiloto B787	#N/A	#N/A	12/2/2013	No aplica	8	52%	27	75%	30	75%	31	75%	25	75%	0	75%	0	75%	0	68%	0	72%	0	75%	0	75%	0	75%	72%	35.60%	0%	59%	59%	
BOG	100631			Piloto B787	#N/A	#N/A	7/17/1993	No aplica	1	43%	0	40%	0	40%	0	60%	0	80%	30	100%	0	100%	0	100%	0	80%	0	100%	0	100%	0	45%	74%	35.60%	0%	61%	61%	
BOG	100257			Piloto A330	#N/A	#N/A	5/7/1984	No aplica	30	60%	31	100%	30	60%	31	80%	31	80%	30	100%	31	80%	30	80%	31	80%	31	100%	21	61%	31	40%	77%	35.60%	0%	63%	63%	
BOG	100696			Piloto B787	#N/A	#N/A	4/6/1994	No aplica	0	40%	0	64%	0	64%	0	64%	0	64%	0	64%	0	64%	0	64%	0	64%	0	64%	0	64%	0	64%	62%	35.60%	0%	51%	51%	
BOG	100742			Piloto B787	#N/A	#N/A	9/14/1994	No aplica	0	40%	0	40%	30	40%	7	61%	0	40%	0	60%	0	40%	0	40%	30	60%	0	60%	0	40%	0	43%	47%	35.60%	0%	39%	39%	
MDE	155383			Copiloto A320	#N/A	#N/A	7/25/2014	No aplica	0	75%	0	75%	0	75%	0	75%	0	75%	0	75%	0	75%	0	100%	0	100%	1	94%	0	100%	0	100%	85%	35.60%	0%	70%	70%	
BOG	100081			Piloto A330	#N/A	#N/A	12/11/1978	No aplica	0	65%	0	100%	0	65%	0	100%	0	100%	0	100%	27	80%	10	80%	25	80%	3	96%	28	60%	31	64%	83%	35.60%	0%	68%	68%	
CLO	158901			Copiloto A320	#N/A	#N/A	3/20/2015	No aplica	0	83%	0	99%	16	100%	0	100%	0	100%	0	100%	31	100%	0	100%	0	100%	0	100%	0	100%	31	100%	98%	35.60%	0%	81%	81%	
BOG	100537			Piloto B787	04 de marzo de 2021	31 de mayo de 2021	8/27/1990	OK	30	0%	31	0%	30	40%	0	60%	0	40%	0	60%	0	40%	0	40%	0	40%	0	40%	0	45%	0	40%	37%	35.60%	0%	30%	30%	
BOG	102429			Piloto A320	#N/A	#N/A	1/20/2010	No aplica	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	30	100%	6	98%	0	100%	0	100%	0	95%	99%	35.60%	0%	81%	81%	
BOG	103041			Piloto A320	#N/A	#N/A	2/1/2012	No aplica	30	100%	0	100%	15	99%	0	100%	31	100%	0	100%	0	80%	30	80%	0	100%	0	100%	0	100%	0	100%	97%	35.60%	0%	79%	79%	
MDE	101584			Piloto A320	#N/A	#N/A	2/23/2006	No aplica	0	100%	31	100%	0	100%	0	100%	30	100%	0	100%	0	100%	30	100%	0	100%	0	100%	0	97%	0	100%	100%	35.60%	0%	82%	82%	
BOG	159291			Copiloto A320	#N/A	#N/A	5/20/2015	No aplica	30	100%	31	100%	0	100%	12	99%	0	100%	30	100%	31	100%	0	100%	0	100%	31	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	105456			Copiloto B787	#N/A	#N/A	12/2/2013	No aplica	30	75%	31	75%	30	75%	16	75%	13	55%	30	75%	0	75%	0	75%	0	75%	23	75%	0	69%	0	75%	73%	35.60%	0%	60%	60%	
BOG	101713			Piloto A320	#N/A	#N/A	10/16/2006	No aplica	30	100%	31	100%	0	100%	8	99%	0	100%	30	100%	0	100%	0	100%	0	80%	0	100%	0	40%	0	100%	93%	35.60%	0%	76%	76%	
BOG	174665			Copiloto A320	#N/A	#N/A	7/1/2019	No aplica	0	100%	0	100%	30	100%	31	100%	0	100%	30	100%	20	100%	0	100%	0	100%	0	100%	0	100%	28	100%	100%	35.60%	0%	82%	82%	
BOG	102053			Piloto A320	#N/A	#N/A	8/9/2008	No aplica	0	100%	0	100%	0	100%	0	99%	0	100%	0	100%	0	100%	0	100%	0	100%	0	60%	0	60%	0	40%	88%	35.60%	0%	72%	72%	
BGA	156677			Copiloto A320	#N/A	#N/A	9/19/2014	No aplica	4	66%	31	100%	0	76%	0	89%	0	100%	30	100%	0	100%	0	100%	31	100%	0	100%	0	100%	0	100%	94%	35.60%	0%	77%	77%	
BOG	102075			Piloto A320	#N/A	#N/A	8/16/2008	No aplica	0	100%	5	97%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	100755			Piloto B787	#N/A	#N/A	10/11/1994	No aplica	0	40%	31	40%	30	40%	0	40%	0	40%	0	60%	0	40%	0	40%	13	62%	0	40%	0	40%	0	40%	44%	35.60%	0%	36%	36%	
CLO	158511			Copiloto A320	#N/A	#N/A	12/19/2014	No aplica	0	75%	0	100%	0	100%	23	100%	0	100%	0	100%	30	100%	0	100%	0	100%	0	96%	0	100%	0	100%	98%	35.60%	0%	80%	80%	
BOG	102147			Piloto A320	#N/A	#N/A	1/2/2009	No aplica	0	100%	0	100%	0	100%	0	100%	0	100%	5	98%	0	100%	0	100%	30	100%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	174647			Copiloto A320	#N/A	#N/A	6/16/2018	No aplica	29	100%	1	97%	0	100%	0	100%	31	100%	0	100%	31	100%	0	100%	31	100%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	155417			Copiloto A320	#N/A	#N/A	9/15/2014	No aplica	0	88%	0	75%	0	75%	0	89%	0	91%	0	100%	0	90%	0	90%	0	89%	0	100%	0	100%	0	100%	91%	35.60%	0%	74%	74%	
BOG	105219			Copiloto B787	#N/A	#N/A	8/9/2013	No aplica	0	75%	30	75%	0	75%	31	75%	17	59%	0	75%	0	75%	30	75%	31	75%	0	75%	0	75%	0	75%	74%	35.60%	0%	60%	60%	
BOG	100748			Piloto B787	#N/A	#N/A	10/1/1994	No aplica	0	40%	0	40%	30	40%	8	61%	0	40%	0	60%	0	40%	0	40%	31	60%	0	46%	0	100%	0	40%	51%	35.60%	0%	41%	41%	
BOG	103107			Piloto A320	#N/A	#N/A	3/16/2012	No aplica	0	98%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	95%	99%	35.60%	0%	82%	82%	
BOG	102915			Piloto A320	#N/A	#N/A	11/16/2011	No aplica	0	100%	0	60%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	97%	0	80%	0	100%	0	100%	95%	35.60%	0%	78%	78%	
BOG	159357			Copiloto A320	#N/A	#N/A	7/1/2015	No aplica	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	97%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	102446			Piloto A320	#N/A	#N/A	5/3/2010	No aplica	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	1	99%	0	100%	0	40%	0	100%	0	40%	0	100%	90%	35.60%	0%	74%	74%	
BOG	102789			Piloto A320	#N/A	#N/A	8/16/2011	No aplica	0	40%	0	100%	0	98%	0	100%	0	60%	4	99%	0	100%	30	100%	0	100%	0	100%	0	100%	0	100%	91%	35.60%	0%	75%	75%	
CLO	101884			Piloto A320	#N/A	#N/A	9/1/2007	No aplica	0	100%	0	60%	0	100%	6	99%	0	100%	0	98%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	96%	35.60%	0%	79%	79%	
BOG	102509			Piloto A320	#N/A	#N/A	8/17/2010	No aplica	0	100%	4	97%	30	100%	0	100%	0	100%	30	100%	0	100%	0	100%	30	100%	0	100%	0	80%	0	100%	98%	35.60%	0%	80%	80%	
BOG	100986			Piloto A320	#N/A	#N/A	6/16/1998	No aplica	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	30	80%	0	80%	0	60%	0	100%	0	100%	0	80%	92%	35.60%	0%	75%	75%	
BOG	104433			Piloto A320	#N/A	#N/A	9/7/2012	No aplica	0	100%	0	100%	0	100%	0	100%	31	100%	0	100%	31	100%	0	100%	0	100%	0	100%	0	97%	31	100%	100%	35.60%	0%	82%	82%	
BOG	104430			Piloto A320	#N/A	#N/A	9/7/2012	No aplica	0	100%	0	100%	0	100%	0	99%	0	100%	0	100%	31	100%	0	100%	0	100%	10	96%	0	60%	31	100%	96%	35.60%	0%	79%	79%	
BOG	102883			Piloto A320	#N/A	#N/A	10/18/2011	No aplica	0	75%	30	100%	0	76%	0	89%	0	91%	26	100%	0	90%	0	90%	0	89%	0	100%	0	100%	9	96%	91%	35.60%	0%	75%	75%	
BOG	100432			Piloto A330	#N/A	#N/A	4/28/1989	No aplica	2	65%	0	40%	0	80%	0	80%	0	40%	0	100%	0	40%	0	40%	0	80%	0	100%	0	40%	0	40%	62%	35.60%	0%	51%	51%	
BOG	102677			Piloto A320	#N/A	#N/A	5/2/2011	No aplica	0	100%	31	100%	30	100%	0	100%	0	100%	14	99%	0	100%	0	100%	30	100%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	101830			Piloto A320	#N/A	#N/A	6/8/2007	No aplica	30	100%	31	100%	0	100%	31	100%	0	80%	9	99%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	98%	35.60%	0%	81%	81%	
BOG	100363			Piloto A330	#N/A	#N/A	12/9/1987	No aplica	0	60%	0	100%	0	60%	0	79%	0	97%	0	100%	0	100%	0	100%	0	79%	0	96%	0	60%	0	40%	81%	35.60%	0%	66%	66%	
BOG	105225			Copiloto B787	#N/A	#N/A	8/16/2013	No aplica	29	75%	0	75%	30	75%	0	75%	31	75%	15	70%	0	75%	0	75%	31	75%	0	75%	0	75%	0	75%	75%	35.60%	0%	61%	61%	
BOG	100860			Copiloto A330	#N/A	#N/A	8/21/1996	No aplica	0	75%	0	100%	0	76%	0	89%	0	91%	0	97%	0	90%	0	90%	0	89%	0	100%	0	75%	0	75%	87%	35.60%	0%	72%	72%	
BOG	100703			Piloto B787	#N/A	#N/A	5/19/1994	No aplica	30	40%	28	40%	0	40%	21	60%	0	40%	0	60%	0	40%	0	40%	0	40%	0	40%	0	40%	0	40%	43%	35.60%	0%	36%	36%	
BOG	104947			Copiloto A330	#N/A	#N/A	4/25/2013	No aplica	0	75%	0	75%	0	75%	0	89%	0	91%	30	100%	0	90%	7	56%	0	89%	31	100%	0	75%	0	75%	83%	35.60%	0%	68%	68%	
BOG	104618			Copiloto A330	#N/A	#N/A	10/5/2012	No aplica	0	75%	0	75%	0	75%	0	89%	0	91%	30	100%	5	81%	0	90%	0	89%	31	100%	0	66%	0	75%	84%	35.60%	0%	69%	69%	
BOG	100800			Piloto A320	#N/A	#N/A	9/21/1995	No aplica	0	98%	0	100%	1	97%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
PEI	102171			Piloto A320	#N/A	#N/A	2/16/2009	No aplica	0	100%	0	60%	0	100%	0	100%	31	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	98%	0	80%	95%	35.60%	0%	78%	78%	
BOG	105329			Copiloto A330	#N/A	#N/A	10/4/2013	No aplica	30	75%	0	100%	30	76%	0	89%	31	91%	0	100%	31	90%	0	90%	0	89%	0	100%	0	75%	0	75%	88%	35.60%	0%	72%	72%	
BOG	100497			Piloto A320	#N/A	#N/A	2/17/1990	No aplica	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	31	100%	31	100%	28	100%	31	100%	100%	35.60%	0%	82%	82%	Piloto reintegrado diciembre 2021
BOG	102482			Piloto A320	#N/A	#N/A	6/23/2010	No aplica	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	31	100%	31	100%	28	100%	31	100%	100%	35.60%	0%	82%	82%	Piloto reintegrado diciembre 2021
BOG	102139			Piloto A320	01 de abril de 2022	30 de abril de 2022	12/16/2008	OK	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	31	100%	31	100%	28	100%	31	100%	100%	35.60%	0%	82%	82%	Piloto reintegrado diciembre 2021
BOG	102491			Piloto A320	#N/A	#N/A	7/2/2010	No aplica	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	31	100%	31	100%	28	100%	31	100%	100%	35.60%	0%	82%	82%	Piloto reintegrado diciembre 2021
BOG	102174			Piloto A320	01 de abril de 2022	31 de octubre de 2022	3/1/2009	OK	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	31	100%	31	100%	28	100%	31	100%	100%	35.60%	0%	82%	82%	Piloto reintegrado diciembre 2021
BOG	156017			Copiloto A320	#N/A	#N/A	7/21/2014	No aplica	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	31	100%	28	100%	31	100%	100%	35.60%	0%	82%	82%	Piloto reintegrado enero 2022
BOG	102811			Piloto A320	#N/A	#N/A	9/1/2011	No aplica	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	31	100%	28	100%	31	100%	100%	35.60%	0%	82%	82%	Piloto reintegrado enero 2022
BOG	101056			Piloto A320	#N/A	#N/A	6/1/1999	No aplica	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	22	100%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	Piloto reintegrado diciembre 2021
BOG	100458			Piloto A320	#N/A	#N/A	9/1/1989	No aplica	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	31	100%	31	100%	28	100%	31	100%	100%	35.60%	0%	82%	82%	Piloto reintegrado diciembre 2021
BOG	100278			Piloto A320	#N/A	#N/A	1/21/1985	No aplica	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	31	100%	31	100%	28	100%	31	100%	100%	35.60%	0%	82%	82%	Piloto reintegrado diciembre 2021
BOG	100933			Piloto A320	#N/A	#N/A	7/17/1997	No aplica	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	31	100%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	Piloto reintegrado diciembre 2021
BOG	100351			Piloto A330	#N/A	#N/A	8/10/1987	No aplica	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	31	80%	31	100%	28	60%	31	40%	70%	35.60%	0%	57%	57%	Piloto reintegrado diciembre 2021
BOG	100288			Piloto A330	#N/A	#N/A	10/15/1985	No aplica	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	31	80%	31	100%	28	60%	31	40%	70%	35.60%	0%	57%	57%	Piloto reintegrado diciembre 2021
BOG	100275			Piloto A330	#N/A	#N/A	1/21/1985	No aplica	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	31	80%	31	100%	28	60%	31	40%	70%	35.60%	0%	57%	57%	Piloto reintegrado diciembre 2021
BOG	100370			Piloto A330	#N/A	#N/A	12/9/1987	No aplica	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	31	80%	31	100%	28	60%	31	40%	70%	35.60%	0%	57%	57%	Piloto reintegrado diciembre 2021
BOG	100291			Piloto A330	#N/A	#N/A	10/15/1985	No aplica	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	31	100%	28	60%	31	40%	67%	35.60%	0%	55%	55%	Piloto reintegrado enero 2022
BOG	104419			Copiloto B787	#N/A	#N/A	9/3/2012	No aplica	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	31	75%	28	75%	31	75%	75%	35.60%	0%	62%	62%	Piloto reintegrado enero 2022
BOG	100273			Piloto A330	#N/A	#N/A	1/21/1985	No aplica	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	31	80%	31	100%	28	60%	31	40%	70%	35.60%	0%	57%	57%	Piloto reintegrado diciembre 2021
BOG	100223			Piloto A330	#N/A	#N/A	7/26/1982	No aplica	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	31	80%	31	100%	28	60%	31	40%	70%	35.60%	0%	57%	57%	Piloto reintegrado diciembre 2021
BOG	100857			Piloto B787	#N/A	#N/A	6/23/1996	No aplica	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	31	60%	0	40%	23	40%	11	40%	45%	35.60%	0%	37%	37%	Piloto reintegrado diciembre 2021
BOG	101898			Piloto A320	#N/A	#N/A	9/19/2007	No aplica	0	100%	0	100%	0	97%	0	100%	0	100%	0	100%	0	100%	0	100%	3	97%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	101780			Piloto A320	#N/A	#N/A	2/1/2007	No aplica	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	1	99%	0	100%	0	100%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	101846			Piloto A320	#N/A	#N/A	4/1/2019	No aplica	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	1	99%	0	100%	0	40%	0	100%	0	100%	0	40%	90%	35.60%	0%	74%	74%	
BOG	100292			Piloto A330	#N/A	#N/A	10/15/1985	No aplica	0	65%	0	100%	0	40%	0	79%	0	81%	8	98%	31	80%	30	80%	31	80%	6	97%	28	60%	30	64%	77%	35.60%	0%	63%	63%	
BOG	103229			Piloto A320	#N/A	#N/A	5/11/2012	No aplica	0	98%	0	100%	27	100%	0	100%	31	100%	0	100%	31	100%	0	100%	0	100%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	101917			Piloto A320	#N/A	#N/A	11/8/2007	No aplica	0	100%	31	100%	0	100%	30	100%	0	100%	30	100%	0	100%	0	100%	10	98%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	100659			Piloto B787	#N/A	#N/A	12/7/1993	No aplica	30	40%	0	40%	0	40%	0	60%	0	40%	0	100%	0	40%	0	40%	0	80%	0	100%	0	100%	0	45%	60%	35.60%	0%	50%	50%	
BOG	155592			Copiloto A320	#N/A	#N/A	8/11/2014	No aplica	30	75%	4	44%	30	75%	31	75%	0	75%	0	75%	0	75%	30	100%	0	100%	0	100%	0	100%	28	100%	83%	35.60%	0%	68%	68%	
BOG	158906			Copiloto A320	#N/A	#N/A	4/9/2015	No aplica	0	100%	0	100%	0	100%	0	100%	0	100%	2	98%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	100562			Piloto A330	#N/A	#N/A	1/18/1991	No aplica	0	40%	0	40%	0	40%	0	80%	0	80%	9	98%	0	40%	0	40%	0	80%	0	96%	0	100%	0	40%	65%	35.60%	0%	53%	53%	
BOG	100524			Piloto A330	#N/A	#N/A	7/12/1990	No aplica	0	40%	0	40%	0	40%	0	60%	0	100%	0	100%	0	80%	0	80%	0	100%	0	96%	0	60%	0	100%	75%	35.60%	0%	61%	61%	
BOG	103098			Piloto A320	#N/A	#N/A	3/16/2012	No aplica	0	100%	0	80%	0	100%	0	100%	0	100%	0	100%	1	99%	0	100%	0	100%	0	60%	0	100%	0	100%	95%	35.60%	0%	78%	78%	
BOG	164724			Copiloto A320	#N/A	#N/A	10/2/2017	No aplica	0	100%	29	100%	21	100%	0	100%	31	100%	0	100%	30	100%	0	100%	31	100%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	100745			Piloto B787	#N/A	#N/A	9/21/1994	No aplica	29	40%	0	40%	0	40%	0	60%	6	64%	0	60%	0	100%	0	100%	25	40%	0	100%	0	100%	0	100%	70%	35.60%	0%	58%	58%	
BOG	101781			Piloto A320	#N/A	#N/A	2/6/2007	No aplica	0	100%	0	100%	0	100%	0	100%	0	100%	2	98%	0	100%	0	100%	0	100%	0	100%	0	100%	0	95%	99%	35.60%	0%	82%	82%	
BOG	105021			Copiloto A330	#N/A	#N/A	6/1/2013	No aplica	0	100%	0	100%	30	100%	0	100%	0	100%	0	100%	0	100%	0	100%	31	89%	0	100%	0	69%	0	75%	94%	35.60%	0%	77%	77%	
BOG	102992			Piloto A320	#N/A	#N/A	1/2/2012	No aplica	0	100%	0	100%	0	100%	0	40%	0	98%	30	100%	0	100%	29	100%	0	97%	0	96%	0	80%	0	100%	93%	35.60%	0%	76%	76%	
BOG	100595			Piloto B787	#N/A	#N/A	8/23/1991	No aplica	2	43%	31	40%	30	40%	31	60%	0	40%	0	60%	0	40%	0	40%	0	60%	0	40%	0	46%	0	64%	48%	35.60%	0%	39%	39%	
BOG	157216			Copiloto A320	1 de diciembre de 2021	30 de noviembre de 2022	10/17/2014	OK	8	52%	31	75%	0	75%	0	75%	0	100%	29	100%	0	100%	30	100%	31	0%	31	0%	28	0%	31	0%	56%	35.60%	0%	46%	46%	
BOG	103254			Piloto A320	#N/A	#N/A	5/18/2012	No aplica	0	75%	0	100%	0	76%	3	80%	0	91%	0	100%	0	90%	0	90%	0	89%	0	100%	0	100%	0	100%	91%	35.60%	0%	75%	75%	
BOG	100736			Piloto B787	#N/A	#N/A	9/2/1994	No aplica	29	40%	31	40%	29	40%	0	60%	6	41%	0	60%	0	40%	0	40%	0	60%	0	40%	0	44%	0	80%	49%	35.60%	0%	40%	40%	
BOG	159292			Copiloto A320	#N/A	#N/A	6/1/2015	No aplica	27	100%	31	100%	11	98%	0	100%	0	100%	30	100%	30	100%	0	100%	0	100%	0	100%	28	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	158614			Copiloto A320	#N/A	#N/A	4/9/2015	No aplica	0	98%	31	100%	0	100%	31	100%	0	100%	30	100%	0	100%	30	100%	0	100%	8	96%	0	100%	0	100%	99%	35.60%	0%	82%	82%	
BOG	137526			Copiloto A320	#N/A	#N/A	9/15/2014	No aplica	30	88%	7	47%	30	75%	31	75%	31	75%	26	70%	31	75%	0	75%	0	75%	0	75%	0	75%	0	100%	97%	35.60%	0%	79%	79%	Caso ATR: Transición de ATR a A320 marzo 2022, se garantiza promedio última flota
BOG	137559			Copiloto A320	#N/A	#N/A	9/19/2014	No aplica	30	88%	31	75%	4	45%	31	75%	31	75%	30	75%	31	75%	0	75%	0	75%	0	75%	0	75%	0	100%	97%	35.60%	0%	79%	79%	Caso ATR: Transición de ATR a A320 marzo 2022, se garantiza promedio última flota
BOG	137520			Copiloto A320	#N/A	#N/A	8/19/2014	No aplica	30	88%	5	45%	30	75%	31	75%	27	70%	30	75%	31	75%	0	75%	0	75%	0	75%	0	75%	0	100%	97%	35.60%	0%	79%	79%	Caso ATR: Transición de ATR a A320 marzo 2022, se garantiza promedio última flota
BOG	137534			Copiloto A320	#N/A	#N/A	10/3/2014	No aplica	29	88%	8	48%	30	75%	31	75%	31	75%	30	75%	31	75%	0	75%	0	75%	0	75%	0	75%	0	100%	97%	35.60%	0%	79%	79%	Caso ATR: Transición de ATR a A320 marzo 2022, se garantiza promedio última flota
BOG	156021			Copiloto A320	#N/A	#N/A	4/16/2014	No aplica	30	75%	31	75%	30	75%	21	70%	31	75%	30	75%	0	75%	0	75%	0	100%	0	100%	0	97%	0	100%	83%	35.60%	0%	68%	68%	
BOG	100927			Piloto A320	#N/A	#N/A	6/26/1997	No aplica	0	80%	0	100%	0	97%	0	100%	27	100%	0	80%	30	100%	0	100%	0	100%	0	100%	0	80%	0	80%	93%	35.60%	0%	76%	76%	
BOG	101571			Piloto A320	#N/A	#N/A	2/16/2006	No aplica	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	2	97%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	104432			Piloto A320	#N/A	#N/A	9/7/2012	No aplica	0	100%	0	100%	30	100%	0	100%	31	100%	0	100%	30	100%	0	100%	0	100%	0	96%	0	100%	28	100%	100%	35.60%	0%	82%	82%	
BOG	102010			Piloto A320	#N/A	#N/A	7/5/2008	No aplica	0	40%	24	100%	0	100%	31	100%	15	99%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	95%	35.60%	0%	78%	78%	
BOG	100637			Piloto A320	#N/A	#N/A	7/21/1993	No aplica	0	100%	0	100%	0	100%	1	99%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	105015			Copiloto A330	#N/A	#N/A	6/1/2013	No aplica	0	75%	0	75%	0	75%	0	89%	0	91%	25	100%	0	90%	0	90%	8	84%	0	100%	0	75%	0	75%	85%	35.60%	0%	70%	70%	
BOG	137511			Copiloto A320	#N/A	#N/A	10/3/2014	No aplica	23	88%	4	47%	30	75%	31	75%	31	75%	30	75%	22	65%	0	75%	0	75%	0	75%	0	75%	0	100%	97%	35.60%	0%	79%	79%	Caso ATR: Transición de ATR a A320 marzo 2022, se garantiza promedio última flota
BOG	137508			Copiloto A320	#N/A	#N/A	9/19/2014	No aplica	30	88%	7	47%	29	75%	31	75%	31	75%	30	75%	25	68%	0	75%	0	75%	0	75%	0	75%	0	100%	97%	35.60%	0%	79%	79%	Caso ATR: Transición de ATR a A320 marzo 2022, se garantiza promedio última flota
BOG	137540			Copiloto A320	#N/A	#N/A	9/19/2014	No aplica	30	88%	7	47%	30	75%	31	75%	31	75%	26	70%	31	75%	0	75%	0	75%	0	75%	0	75%	0	100%	97%	35.60%	0%	79%	79%	Caso ATR: Transición de ATR a A320 marzo 2022, se garantiza promedio última flota
BOG	100770			Piloto A320	#N/A	#N/A	1/27/1995	No aplica	0	100%	0	100%	30	100%	3	99%	0	100%	0	100%	30	100%	0	100%	0	100%	0	100%	0	80%	0	60%	95%	35.60%	0%	78%	78%	
MDE	100574			Piloto A320	#N/A	#N/A	5/10/1991	No aplica	0	100%	31	100%	0	100%	4	99%	0	100%	30	100%	0	100%	0	100%	0	100%	0	80%	0	100%	0	80%	97%	35.60%	0%	79%	79%	
BOG	174955			Copiloto A320	#N/A	#N/A	9/17/2018	No aplica	30	100%	0	100%	29	100%	0	100%	24	100%	0	100%	31	100%	0	100%	31	100%	0	100%	0	100%	31	100%	100%	35.60%	0%	82%	82%	
BOG	100661			Piloto A320	#N/A	#N/A	12/27/1993	No aplica	0	40%	0	40%	0	40%	0	100%	0	100%	0	100%	0	100%	0	100%	0	97%	0	100%	0	100%	0	100%	85%	35.60%	0%	69%	69%	

Variable Compensation 2021-2022

MIN 60% AGREEMENT
TARGET 64% AGREEMENT

City	Employee ID	National ID	Name	Position	LONG-TERM LNR START	LONG TERM END LNR	Date of entry	REVIEW LONG LNR P	LNR ABR21	Apr-21	LNR MAY21	May-21	LNR JUN21	Jun-21	LNR JUL21	Jul-21	LNR AGO21	Aug-21	LNR SEPT21	Sep-21	LNR OCT21	Oct-21	LNR NOV21	Nov-21	LNR DIC21	Dec-21	LNR ENE22	Jan-22	LNR FEB22	Feb-22	LNR MAR22	Mar-22	Average April-21 to March-22	Result NPS AVG 2021	NPS 1,50 % (18%)	FUEL 4,50% (82%)	Final Achievement Factor	COMMENTS
PEI	100877			Piloto A320	#N/A	#N/A	11/14/1996	No aplica	11	42%	0	40%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	8	98%	0	100%	0	100%	0	100%	90%	35.60%	0%	74%	74%	
MDE	100849			Piloto A320	#N/A	#N/A	5/13/1996	No aplica	30	40%	0	40%	0	40%	0	100%	0	100%	22	99%	0	100%	0	100%	0	60%	0	100%	0	100%	0	100%	82%	35.60%	0%	67%	67%	
MDE	100671			Piloto A320	#N/A	#N/A	1/6/1994	No aplica	30	40%	0	40%	0	100%	0	100%	0	100%	0	100%	31	100%	0	100%	16	99%	0	100%	0	40%	0	100%	85%	35.60%	0%	70%	70%	
BAQ	100883			Piloto A320	#N/A	#N/A	12/17/1996	No aplica	14	42%	0	40%	0	100%	31	100%	0	100%	30	100%	0	100%	0	100%	0	100%	0	100%	0	80%	0	100%	88%	35.60%	0%	73%	73%	
BAQ	100576			Piloto A320	#N/A	#N/A	6/17/1991	No aplica	12	40%	0	40%	0	40%	23	100%	0	100%	30	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	85%	35.60%	0%	70%	70%	
CTG	104949			Piloto A320	#N/A	#N/A	4/25/2013	No aplica	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	98%	0	100%	100%	35.60%	0%	82%	82%	
BOG	105268			Copiloto A330	#N/A	#N/A	9/2/2013	No aplica	0	75%	0	75%	0	75%	0	75%	0	91%	0	100%	26	90%	0	90%	0	89%	0	100%	0	70%	0	70%	83%	35.60%	0%	68%	68%	
BOG	105061			Copiloto A330	#N/A	#N/A	6/21/2013	No aplica	0	100%	0	100%	0	100%	0	100%	0	100%	30	100%	0	90%	30	90%	0	89%	0	98%	0	75%	0	75%	93%	35.60%	0%	76%	76%	
BOG	105059			Copiloto A330	#N/A	#N/A	6/21/2013	No aplica	0	100%	0	100%	26	100%	0	100%	0	100%	0	100%	0	100%	15	73%	0	89%	0	100%	0	75%	0	75%	93%	35.60%	0%	76%	76%	
BOG	105044			Copiloto A330	#N/A	#N/A	6/7/2013	No aplica	0	100%	0	100%	30	100%	0	100%	0	100%	0	100%	0	100%	30	100%	0	89%	0	98%	0	75%	0	75%	95%	35.60%	0%	78%	78%	
BOG	105024			Copiloto A330	#N/A	#N/A	6/1/2013	No aplica	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	30	100%	0	89%	0	98%	0	75%	0	75%	95%	35.60%	0%	78%	78%	
BOG	175353			Copiloto A320	#N/A	#N/A	12/3/2018	No aplica	0	100%	0	100%	30	100%	0	100%	31	100%	29	100%	0	100%	27	100%	0	100%	0	100%	0	100%	30	100%	100%	35.60%	0%	82%	82%	
BOG	102148			Piloto A320	#N/A	#N/A	1/2/2009	No aplica	9	99%	0	100%	0	100%	0	100%	0	100%	30	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	103231			Piloto A320	#N/A	#N/A	5/11/2012	No aplica	30	100%	0	100%	30	100%	0	100%	31	100%	0	80%	31	100%	19	100%	0	100%	0	40%	0	100%	0	100%	93%	35.60%	0%	77%	77%	
BOG	100704			Piloto B787	#N/A	#N/A	5/24/1994	No aplica	30	40%	28	40%	0	40%	31	60%	0	40%	0	60%	0	40%	0	40%	0	100%	0	40%	0	44%	0	40%	49%	35.60%	0%	40%	40%	
BOG	105091			Copiloto A330	#N/A	#N/A	7/5/2013	No aplica	0	100%	0	100%	0	100%	0	100%	31	91%	0	100%	26	90%	0	90%	18	85%	0	100%	0	75%	0	75%	92%	35.60%	0%	76%	76%	
BOG	105126			Copiloto A330	01 de octubre de 2021	31 de octubre de 2021	7/19/2013	OK	0	100%	0	100%	0	100%	0	100%	31	91%	0	100%	31	0%	0	90%	15	84%	0	100%	0	75%	0	75%	85%	35.60%	0%	69%	69%	
BOG	105093			Copiloto A330	#N/A	#N/A	7/5/2013	No aplica	0	100%	0	100%	0	100%	0	100%	31	91%	0	100%	27	90%	0	90%	17	84%	0	100%	0	75%	0	75%	92%	35.60%	0%	76%	76%	
BOG	103279			Piloto A320	#N/A	#N/A	6/1/2012	No aplica	30	100%	1	97%	0	100%	0	100%	31	100%	0	100%	21	100%	0	100%	0	100%	0	100%	0	99%	31	100%	100%	35.60%	0%	82%	82%	
BOG	102159			Piloto A320	#N/A	#N/A	1/16/2009	No aplica	0	100%	31	100%	0	100%	31	100%	0	100%	7	98%	0	100%	0	100%	0	80%	0	100%	0	100%	0	100%	98%	35.60%	0%	81%	81%	
BOG	105129			Copiloto A330	#N/A	#N/A	7/19/2013	No aplica	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	31	90%	0	90%	16	84%	0	100%	0	75%	0	75%	93%	35.60%	0%	76%	76%	
BOG	105090			Copiloto A330	#N/A	#N/A	7/5/2013	No aplica	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	28	90%	0	90%	13	84%	0	100%	0	75%	0	75%	93%	35.60%	0%	76%	76%	
BOG	100083			Piloto A330	#N/A	#N/A	12/11/1978	No aplica	0	100%	0	80%	0	100%	0	79%	0	100%	10	98%	31	80%	30	80%	31	80%	31	100%	28	60%	31	64%	85%	35.60%	0%	70%	70%	
BOG	103600			Copiloto A330	#N/A	#N/A	7/3/2012	No aplica	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	30	90%	0	90%	18	85%	0	100%	0	75%	0	75%	93%	35.60%	0%	76%	76%	
BOG	102470			Piloto A320	#N/A	#N/A	6/1/2010	No aplica	0	100%	31	100%	0	100%	31	100%	0	100%	30	100%	0	100%	0	100%	17	99%	0	80%	0	100%	0	100%	98%	35.60%	0%	81%	81%	
BOG	100620			Copiloto A330	#N/A	#N/A	12/16/1992	No aplica	0	75%	31	100%	0	76%	0	89%	0	91%	2	97%	0	90%	0	90%	0	89%	0	97%	0	75%	0	75%	87%	35.60%	0%	71%	71%	
BOG	102923			Piloto A320	#N/A	#N/A	12/1/2011	No aplica	30	100%	0	60%	26	100%	0	100%	0	100%	30	100%	0	100%	30	100%	13	98%	0	100%	0	100%	0	100%	97%	35.60%	0%	79%	79%	
BOG	105120			Copiloto A330	#N/A	#N/A	7/19/2013	No aplica	0	100%	0	100%	0	100%	0	100%	0	91%	30	100%	0	90%	30	90%	0	89%	0	98%	0	75%	0	75%	92%	35.60%	0%	76%	76%	
BOG	105104			Copiloto A330	#N/A	#N/A	7/12/2013	No aplica	0	100%	0	100%	0	100%	0	100%	0	100%	30	100%	0	90%	29	90%	0	89%	0	98%	0	75%	0	75%	93%	35.60%	0%	76%	76%	
BOG	105124			Copiloto A330	#N/A	#N/A	7/19/2013	No aplica	0	100%	0	100%	0	40%	0	100%	0	100%	30	100%	0	90%	30	90%	0	89%	0	98%	0	75%	0	75%	88%	35.60%	0%	72%	72%	
BOG	105102			Copiloto A330	#N/A	#N/A	7/12/2013	No aplica	0	75%	26	100%	30	76%	0	89%	0	91%	30	100%	0	90%	30	90%	0	89%	0	98%	0	75%	0	75%	87%	35.60%	0%	72%	72%	
BOG	105121			Copiloto A330	#N/A	#N/A	7/19/2013	No aplica	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	90%	30	90%	0	89%	0	98%	0	75%	0	75%	93%	35.60%	0%	76%	76%	
PEI	102506			Piloto A320	#N/A	#N/A	8/5/2010	No aplica	0	100%	0	100%	30	100%	0	80%	31	100%	0	100%	0	100%	30	100%	0	100%	0	100%	0	100%	0	100%	98%	35.60%	0%	81%	81%	
CTG	174620			Copiloto A320	01 de septiembre de 2021	31 de diciembre de 2021	7/1/2019	OK	0	100%	0	100%	0	100%	0	100%	31	100%	30	0%	31	0%	30	0%	31	0%	0	100%	0	100%	0	100%	67%	35.60%	0%	55%	55%	
BOG	101527			Piloto A320	#N/A	#N/A	12/24/2005	No aplica	30	100%	31	100%	0	100%	28	100%	3	98%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	100438			Piloto A330	#N/A	#N/A	6/1/1989	No aplica	0	40%	0	100%	0	60%	0	40%	0	80%	0	100%	0	100%	0	100%	0	60%	0	96%	0	80%	0	40%	75%	35.60%	0%	61%	61%	
BOG	102168			Piloto A320	#N/A	#N/A	2/5/2009	No aplica	0	100%	7	99%	0	100%	31	100%	0	100%	30	100%	0	80%	0	80%	0	60%	0	100%	0	100%	0	100%	93%	35.60%	0%	76%	76%	
BAQ	102154			Piloto A320	#N/A	#N/A	1/2/2009	No aplica	0	100%	31	100%	0	100%	0	100%	30	100%	0	100%	31	100%	0	100%	0	100%	0	95%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	101580			Piloto A320	#N/A	#N/A	2/16/2006	No aplica	0	100%	1	97%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	100362			Piloto A330	#N/A	#N/A	12/9/1987	No aplica	30	60%	31	100%	30	60%	31	80%	31	80%	29	100%	31	80%	30	80%	31	80%	31	100%	25	60%	31	40%	77%	35.60%	0%	63%	63%	
PEI	101843			Piloto A320	#N/A	#N/A	6/21/2007	No aplica	0	100%	1	97%	0	100%	31	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	95%	0	80%	0	100%	98%	35.60%	0%	80%	80%	
BOG	105339			Copiloto B787	#N/A	#N/A	10/4/2013	No aplica	30	75%	30	75%	0	75%	0	75%	31	75%	0	75%	15	60%	0	75%	31	75%	0	75%	0	75%	0	75%	74%	35.60%	0%	60%	60%	
BOG	103014			Piloto A320	#N/A	#N/A	1/16/2012	No aplica	30	100%	0	100%	30	100%	0	100%	31	100%	0	100%	0	100%	30	100%	0	100%	0	100%	0	40%	0	100%	95%	35.60%	0%	78%	78%	
BOG	100384			Piloto A330	#N/A	#N/A	11/8/1988	No aplica	30	60%	31	100%	30	60%	31	80%	31	80%	30	100%	31	80%	30	80%	31	80%	31	100%	25	60%	31	40%	77%	35.60%	0%	63%	63%	
BOG	100778			Piloto B787	#N/A	#N/A	3/3/1995	No aplica	30	40%	0	40%	0	40%	14	60%	0	40%	0	100%	0	40%	30	40%	0	40%	0	100%	0	40%	0	44%	52%	35.60%	0%	43%	43%	
BOG	100330			Piloto A320	#N/A	#N/A	12/1/1986	No aplica	30	100%	11	98%	30	100%	31	100%	31	100%	30	100%	31	100%	30	100%	31	100%	31	100%	28	100%	30	100%	100%	35.60%	0%	82%	82%	
MDE	100496			Piloto A320	#N/A	#N/A	2/17/1990	No aplica	28	100%	23	100%	30	100%	12	99%	31	100%	30	100%	6	100%	24	100%	31	100%	31	100%	28	100%	31	100%	100%	35.60%	0%	82%	82%	
BOG	158908			Copiloto A320	#N/A	#N/A	5/5/2015	No aplica	30	100%	9	98%	0	100%	31	100%	0	100%	29	100%	0	100%	30	100%	0	100%	0	100%	28	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	155686			Copiloto A320	#N/A	#N/A	7/25/2014	No aplica	30	75%	28	100%	0	76%	0	89%	0	91%	0	100%	0	100%	29	100%	0	100%	0	100%	0	100%	31	100%	94%	35.60%	0%	77%	77%	
BOG	101767			Piloto A320	#N/A	#N/A	12/23/2006	No aplica	30	100%	31	100%	0	100%	31	100%	7	98%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	9	96%	100%	35.60%	0%	82%	82%	
BOG	105422			Copiloto B787	#N/A	#N/A	12/2/2013	No aplica	23	75%	31	75%	30	75%	13	67%	25	75%	0	75%	0	75%	17	62%	0	75%	0	75%	28	75%	0	75%	73%	35.60%	0%	60%	60%	
BOG	100453			Piloto A330	#N/A	#N/A	7/24/1989	No aplica	29	40%	0	100%	0	100%	0	40%	0	80%	0	100%	0	100%	0	100%	0	80%	0	97%	0	60%	0	100%	83%	35.60%	0%	68%	68%	
BOG	101030			Piloto A320	#N/A	#N/A	1/5/1999	No aplica	30	100%	0	100%	29	100%	0	100%	31	100%	13	99%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	101800			Piloto A320	#N/A	#N/A	3/24/2007	No aplica	30	100%	31	100%	0	100%	31	100%	5	98%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	102958			Piloto A320	#N/A	#N/A	12/1/2011	No aplica	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	31	100%	31	100%	28	100%	31	100%	100%	35.60%	0%	82%	82%	Piloto reintegrado diciembre 2021
BOG	103006			Piloto A320	01 de mayo de 2022	31 de diciembre de 2022	1/16/2012	OK	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	31	100%	31	100%	28	100%	31	100%	100%	35.60%	0%	82%	82%	Piloto reintegrado diciembre 2021
BOG	100374			Piloto A330	#N/A	#N/A	5/2/1988	No aplica	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	31	100%	31	100%	28	60%	31	40%	75%	35.60%	0%	62%	62%	Piloto reintegrado diciembre 2021
BOG	103009			Piloto A320	#N/A	#N/A	1/16/2012	No aplica	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	31	100%	28	100%	31	100%	100%	35.60%	0%	82%	82%	Piloto reintegrado enero 2022
BOG	103005			Piloto A320	#N/A	#N/A	1/16/2012	No aplica	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	31	100%	31	100%	28	100%	31	100%	100%	35.60%	0%	82%	82%	Piloto reintegrado diciembre 2021
BOG	100789			Piloto B787	#N/A	#N/A	6/21/1995	No aplica	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	31	100%	0	100%	28	40%	31	40%	70%	35.60%	0%	57%	57%	Piloto reintegrado diciembre 2021
CLO	156378			Copiloto B787	#N/A	#N/A	7/14/2014	No aplica	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	31	100%	31	100%	28	75%	31	75%	88%	35.60%	0%	72%	72%	Piloto reintegrado diciembre 2021
BOG	157188			Copiloto A320	01 de enero de 2022	31 de diciembre de 2022	10/10/2014	OK	30	75%	0	75%	0	100%	31	100%	0	100%	30	100%	0	100%	30	100%	20	99%	31	0%	28	0%	31	0%	71%	35.60%	0%	58%	58%	
BOG	155538			Copiloto A320	#N/A	#N/A	7/25/2014	No aplica	26	75%	31	100%	0	76%	0	89%	0	91%	0	100%	0	100%	29	100%	0	100%	0	100%	0	100%	31	100%	94%	35.60%	0%	77%	77%	
BOG	105103			Copiloto A330	#N/A	#N/A	7/12/2013	No aplica	0	75%	31	100%	30	76%	0	89%	0	91%	29	100%	0	90%	12	64%	0	89%	0	100%	0	75%	0	75%	85%	35.60%	0%	70%	70%	
BOG	105130			Copiloto A330	#N/A	#N/A	7/19/2013	No aplica	0	75%	0	75%	0	75%	0	89%	0	91%	11	98%	0	90%	30	90%	0	89%	0	100%	0	75%	0	75%	85%	35.60%	0%	70%	70%	
BOG	105122			Copiloto A330	01 de julio de 2021	31 de julio de 2021	7/19/2013	OK	0	75%	0	75%	0	75%	31	0%	0	75%	0	75%	14	58%	0	75%	0	75%	0	100%	0	75%	0	75%	69%	35.60%	0%	57%	57%	
BOG	105349			Copiloto B787	#N/A	#N/A	10/11/2013	No aplica	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	31	75%	31	75%	28	75%	30	75%	75%	35.60%	0%	62%	62%	Piloto reintegrado diciembre 2021
BOG	104972			Copiloto B787	#N/A	#N/A	5/10/2013	No aplica	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	31	75%	31	75%	28	75%	31	75%	75%	35.60%	0%	62%	62%	Piloto reintegrado diciembre 2021
BOG	105453			Copiloto B787	#N/A	#N/A	12/2/2013	No aplica	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	31	75%	31	75%	28	75%	31	75%	75%	35.60%	0%	62%	62%	Piloto reintegrado diciembre 2021
BOG	100995			Piloto A320	1 de enero de 2022	31 de enero de 2022	8/13/1998	OK	30	40%	0	100%	3	97%	0	100%	31	100%	0	100%	30	100%	0	100%	0	100%	31	0%	0	40%	0	100%	81%	35.60%	0%	67%	67%	
CTG	103288			Piloto A320	#N/A	#N/A	6/1/2012	No aplica	30	100%	1	97%	0	100%	0	100%	28	100%	0	100%	30	100%	0	100%	0	100%	0	100%	0	55%	0	100%	96%	35.60%	0%	79%	79%	
BOG	105375			Copiloto B787	#N/A	#N/A	10/22/2013	No aplica	30	75%	0	75%	30	75%	0	75%	0	75%	30	75%	0	75%	0	75%	14	69%	0	75%	0	75%	0	75%	74%	35.60%	0%	61%	61%	
BOG	102114			Piloto A320	#N/A	#N/A	11/1/2008	No aplica	0	100%	31	100%	0	80%	28	100%	0	100%	27	100%	11	99%	0	100%	0	100%	0	100%	0	100%	0	100%	98%	35.60%	0%	81%	81%	
BOG	136887			Copiloto B787	#N/A	#N/A	3/1/2014	No aplica	29	75%	0	75%	30	75%	0	75%	0	75%	14	69%	0	75%	0	75%	31	75%	0	75%	0	75%	0	57%	73%	35.60%	0%	60%	60%	
BOG	102474			Piloto A320	#N/A	#N/A	6/1/2010	No aplica	0	100%	31	100%	0	100%	14	99%	0	100%	30	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	102451			Piloto A320	#N/A	#N/A	5/3/2010	No aplica	0	100%	23	100%	0	100%	31	100%	0	100%	12	99%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	137073			Copiloto B787	#N/A	#N/A	6/20/2014	No aplica	29	75%	31	75%	30	75%	31	75%	31	75%	23	72%	31	75%	30	75%	0	75%	0	75%	0	75%	0	75%	75%	35.60%	0%	61%	61%	
BAQ	161781			Copiloto A320	#N/A	#N/A	7/16/2016	No aplica	0	88%	0	100%	0	100%	1	99%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	95%	0	100%	98%	35.60%	0%	81%	81%	
CTG	102188			Piloto A320	#N/A	#N/A	5/16/2009	No aplica	0	100%	31	100%	0	100%	31	100%	0	100%	30	100%	0	80%	0	80%	19	99%	0	100%	0	100%	0	100%	97%	35.60%	0%	79%	79%	
BOG	100366			Piloto A330	#N/A	#N/A	12/9/1987	No aplica	30	60%	31	100%	30	60%	31	80%	31	80%	30	100%	30	80%	30	80%	31	80%	29	100%	28	60%	31	40%	77%	35.60%	0%	63%	63%	
CTG	103020			Piloto A320	#N/A	#N/A	1/16/2012	No aplica	30	100%	0	80%	27	100%	0	100%	31	100%	0	100%	0	100%	29	100%	0	100%	0	97%	0	100%	0	100%	98%	35.60%	0%	80%	80%	
BOG	100236			Piloto A330	#N/A	#N/A	7/6/1983	No aplica	30	60%	31	100%	30	60%	31	80%	30	80%	30	100%	31	80%	30	80%	31	80%	31	100%	28	60%	31	40%	77%	35.60%	0%	63%	63%	
MDE	156611			Copiloto A320	01 de junio de 2022	31 de agosto de 2022	9/19/2014	OK	5	48%	31	75%	0	75%	0	75%	0	100%	29	100%	0	100%	29	100%	0	100%	31	100%	0	100%	0	100%	89%	35.60%	0%	73%	73%	
BOG	100588			Piloto B787	#N/A	#N/A	6/27/1991	No aplica	0	40%	0	40%	0	40%	0	60%	0	80%	0	100%	3	80%	0	80%	0	80%	0	64%	0	64%	0	64%	66%	35.60%	0%	54%	54%	
BOG	100968			Piloto A320	#N/A	#N/A	4/22/1998	No aplica	0	98%	0	100%	30	100%	0	100%	31	100%	0	100%	25	100%	0	100%	0	100%	0	100%	0	80%	0	100%	98%	35.60%	0%	80%	80%	
BOG	100972			Piloto A320	1 de enero de 2022	31 de enero de 2022	4/24/1998	OK	30	100%	0	100%	30	100%	0	100%	31	100%	0	100%	31	100%	0	100%	0	100%	31	0%	0	100%	0	100%	92%	35.60%	0%	75%	75%	
MDE	100970			Piloto A320	#N/A	#N/A	4/24/1998	No aplica	0	60%	1	95%	0	60%	0	100%	0	80%	0	100%	0	100%	0	100%	0	100%	0	40%	0	100%	0	100%	86%	35.60%	0%	71%	71%	
BOG	100971			Piloto A320	#N/A	#N/A	4/24/1998	No aplica	0	100%	11	97%	0	40%	0	80%	0	60%	0	100%	31	100%	0	100%	0	100%	0	100%	0	100%	0	100%	90%	35.60%	0%	74%	74%	
BOG	100963			Piloto A320	#N/A	#N/A	4/20/1998	No aplica	3	65%	0	100%	0	60%	0	80%	0	100%	0	100%	31	100%	0	100%	0	100%	0	80%	0	100%	0	100%	90%	35.60%	0%	74%	74%	
BOG	100099			Piloto A330	#N/A	#N/A	3/20/1979	No aplica	30	60%	31	100%	30	60%	31	80%	31	80%	30	100%	31	80%	30	80%	31	80%	31	100%	13	62%	31	40%	77%	35.60%	0%	63%	63%	
BOG	103266			Copiloto A330	#N/A	#N/A	5/25/2012	No aplica	0	75%	31	100%	9	68%	0	89%	0	91%	30	100%	0	90%	0	90%	0	89%	0	100%	0	75%	0	75%	87%	35.60%	0%	71%	71%	
BOG	103294			Copiloto A330	#N/A	#N/A	6/8/2012	No aplica	0	75%	31	100%	0	76%	0	89%	0	91%	30	100%	0	90%	7	56%	0	89%	0	100%	0	75%	0	75%	85%	35.60%	0%	69%	69%	
BOG	100157			Piloto A330	#N/A	#N/A	8/27/1979	No aplica	30	60%	31	100%	30	60%	31	80%	31	80%	30	100%	31	80%	29	80%	9	80%	31	100%	28	60%	31	40%	77%	35.60%	0%	63%	63%	
BOG	103295			Copiloto A330	#N/A	#N/A	6/8/2012	No aplica	0	75%	31	100%	0	76%	0	89%	0	91%	30	100%	8	82%	0	90%	0	89%	0	100%	0	75%	0	75%	87%	35.60%	0%	71%	71%	
BOG	103297			Copiloto A330	#N/A	#N/A	6/8/2012	No aplica	0	75%	31	100%	0	76%	0	89%	0	91%	30	100%	0	90%	9	59%	0	89%	0	100%	0	75%	0	75%	85%	35.60%	0%	70%	70%	
BOG	100161			Piloto A330	#N/A	#N/A	7/7/1980	No aplica	30	60%	31	100%	30	60%	31	80%	31	80%	30	100%	31	80%	22	80%	31	80%	31	100%	28	60%	30	40%	77%	35.60%	0%	63%	63%	
BOG	104524			Copiloto A330	#N/A	#N/A	9/21/2012	No aplica	0	75%	31	100%	30	76%	0	89%	0	91%	30	100%	0	90%	12	64%	0	89%	0	100%	0	75%	0	75%	85%	35.60%	0%	70%	70%	
BOG	100173			Piloto A330	#N/A	#N/A	9/16/1980	No aplica	30	60%	31	100%	30	60%	31	80%	31	80%	30	100%	31	80%	30	80%	31	80%	26	99%	28	60%	31	40%	77%	35.60%	0%	63%	63%	
BOG	100174			Piloto A330	#N/A	#N/A	9/17/1980	No aplica	0	65%	0	100%	0	65%	7	79%	0	81%	0	100%	28	80%	30	80%	31	80%	31	100%	27	60%	31	64%	80%	35.60%	0%	65%	65%	
BOG	100184			Piloto A330	#N/A	#N/A	8/18/1980	No aplica	30	60%	31	100%	30	60%	31	80%	31	80%	30	100%	31	80%	30	80%	22	80%	25	100%	28	60%	31	40%	77%	35.60%	0%	63%	63%	
BOG	100254			Piloto A330	#N/A	#N/A	5/7/1984	No aplica	0	65%	0	100%	0	100%	0	100%	0	100%	0	100%	31	80%	30	80%	31	80%	31	100%	12	62%	31	64%	86%	35.60%	0%	70%	70%	
BOG	100289			Piloto A330	#N/A	#N/A	10/15/1985	No aplica	30	60%	31	100%	30	60%	31	80%	31	80%	30	100%	31	80%	28	80%	31	80%	31	100%	28	60%	31	40%	77%	35.60%	0%	63%	63%	
BOG	100298			Piloto A330	#N/A	#N/A	2/19/1986	No aplica	0	40%	0	100%	0	80%	0	100%	0	80%	0	100%	0	100%	0	100%	0	100%	0	100%	0	63%	0	41%	84%	35.60%	0%	69%	69%	
BOG	100299			Piloto A330	#N/A	#N/A	2/19/1986	No aplica	30	60%	31	100%	30	60%	31	80%	31	80%	30	100%	31	80%	16	80%	31	80%	31	100%	25	60%	31	40%	77%	35.60%	0%	63%	63%	
BOG	100367			Piloto A330	#N/A	#N/A	12/9/1987	No aplica	0	40%	0	100%	0	100%	0	100%	0	81%	0	100%	31	80%	10	80%	31	80%	31	100%	28	60%	31	64%	82%	35.60%	0%	67%	67%	
BOG	100371			Piloto A330	#N/A	#N/A	12/9/1987	No aplica	3	60%	10	100%	29	60%	31	80%	31	80%	30	100%	31	80%	30	80%	31	80%	31	100%	19	61%	19	40%	77%	35.60%	0%	63%	63%	
BOG	100381			Piloto A330	#N/A	#N/A	12/9/1987	No aplica	0	60%	0	100%	0	60%	0	100%	0	100%	0	100%	0	100%	0	100%	0	80%	0	97%	0	60%	0	100%	88%	35.60%	0%	72%	72%	
BOG	100985			Piloto A320	#N/A	#N/A	6/16/1998	No aplica	0	65%	0	100%	0	40%	0	100%	0	100%	0	100%	30	80%	0	80%	0	80%	0	100%	0	100%	0	80%	85%	35.60%	0%	70%	70%	
BOG	105253			Copiloto B787	#N/A	#N/A	8/16/2013	No aplica	3	46%	0	75%	0	75%	31	75%	16	58%	0	75%	0	75%	29	75%	31	75%	0	75%	0	75%	0	75%	71%	35.60%	0%	58%	58%	
BOG	100893			Piloto A320	#N/A	#N/A	2/6/1997	No aplica	30	40%	31	40%	0	40%	0	60%	0	40%	0	60%	0	40%	0	40%	0	100%	0	100%	0	100%	0	100%	63%	35.60%	0%	52%	52%	
BOG	103300			Piloto A320	#N/A	#N/A	6/8/2012	No aplica	29	100%	0	100%	30	100%	0	100%	31	100%	0	100%	31	100%	20	100%	0	100%	0	100%	0	100%	31	100%	100%	35.60%	0%	82%	82%	
BOG	103296			Piloto A320	#N/A	#N/A	6/8/2012	No aplica	0	100%	0	100%	30	100%	0	80%	31	100%	0	100%	30	100%	0	100%	0	80%	0	100%	0	98%	31	100%	97%	35.60%	0%	79%	79%	
CLO	100973			Piloto A320	#N/A	#N/A	4/24/1998	No aplica	0	100%	10	97%	0	60%	0	100%	0	100%	30	100%	0	100%	29	100%	0	100%	0	100%	0	100%	0	100%	96%	35.60%	0%	79%	79%	
BOG	100984			Piloto A320	01 de diciembre de 2021	30 de enero de 2022	6/11/1998	OK	0	60%	30	100%	0	60%	0	80%	0	100%	0	80%	31	100%	0	100%	31	0%	31	0%	0	100%	0	100%	73%	35.60%	0%	60%	60%	
BOG	105391			Copiloto B787	#N/A	#N/A	11/1/2013	No aplica	30	75%	21	75%	10	52%	0	75%	0	75%	0	75%	0	75%	7	55%	0	75%	0	75%	28	75%	0	75%	71%	35.60%	0%	59%	59%	
BOG	105337			Copiloto B787	#N/A	#N/A	10/4/2013	No aplica	27	75%	31	75%	0	75%	0	75%	31	75%	0	75%	17	61%	0	75%	30	75%	0	75%	0	75%	0	75%	74%	35.60%	0%	61%	61%	
BOG	105424			Copiloto B787	#N/A	#N/A	12/2/2013	No aplica	30	75%	31	75%	30	75%	31	75%	25	75%	0	75%	0	75%	26	75%	0	75%	0	68%	28	75%	0	75%	74%	35.60%	0%	61%	61%	
BOG	103272			Piloto A320	#N/A	#N/A	5/25/2012	No aplica	30	100%	0	100%	30	100%	0	100%	31	100%	0	100%	31	100%	0	100%	0	100%	0	100%	0	98%	0	100%	100%	35.60%	0%	82%	82%	
BOG	104521			Piloto A320	#N/A	#N/A	9/21/2012	No aplica	0	100%	0	100%	30	100%	0	100%	31	100%	0	100%	30	100%	0	100%	0	100%	0	97%	0	100%	28	100%	100%	35.60%	0%	82%	82%	
BOG	103332			Piloto A320	#N/A	#N/A	7/1/2012	No aplica	30	100%	0	100%	30	100%	0	100%	31	100%	0	100%	30	100%	0	100%	0	100%	0	100%	0	99%	31	100%	100%	35.60%	0%	82%	82%	
BOG	102450			Piloto A320	01 de mayo de 2022	31 de agosto de 2022	5/3/2010	OK	0	40%	31	100%	0	100%	31	100%	0	100%	30	100%	14	99%	0	100%	0	100%	0	100%	0	100%	0	100%	95%	35.60%	0%	78%	78%	
BOG	103293			Piloto A320	#N/A	#N/A	6/8/2012	No aplica	30	100%	0	40%	29	100%	0	100%	29	100%	0	100%	31	100%	0	100%	0	100%	23	98%	0	100%	31	100%	95%	35.60%	0%	78%	78%	
BOG	103285			Piloto A320	#N/A	#N/A	6/1/2012	No aplica	30	100%	0	100%	30	100%	0	100%	31	100%	0	100%	31	100%	19	100%	0	100%	0	100%	0	100%	31	100%	100%	35.60%	0%	82%	82%	
BOG	100969			Piloto A320	#N/A	#N/A	11/1/2018	No aplica	30	100%	0	100%	30	100%	0	100%	31	100%	0	100%	31	100%	0	100%	17	99%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	100853			Piloto B787	#N/A	#N/A	5/21/1996	No aplica	30	40%	31	40%	26	40%	0	60%	0	100%	25	100%	0	80%	0	80%	30	100%	0	100%	0	100%	0	40%	73%	35.60%	0%	60%	60%	
BOG	105446			Copiloto A330	#N/A	#N/A	12/2/2013	No aplica	29	75%	0	100%	30	76%	0	89%	31	91%	0	100%	31	90%	0	90%	0	89%	0	100%	0	75%	0	75%	88%	35.60%	0%	72%	72%	
BOG	100560			Piloto B787	#N/A	#N/A	1/15/1991	No aplica	0	40%	0	40%	0	40%	0	80%	0	40%	0	100%	30	80%	0	80%	0	80%	0	97%	0	60%	0	40%	65%	35.60%	0%	53%	53%	

Variable Compensation 2021-2022

MIN 60% AGREEMENT / TARGET 64% AGREEMENT

City	Employee ID	National ID	Name	Position	LONG-TERM LNR START	LONG TERM END LNR	Date of entry	REVIEW LONG LNR P	LNR ABR21	Apr-21	LNR MAY21	May-21	LNR JUN21	Jun-21	LNR JUL21	Jul-21	LNR AGO21	Aug-21	LNR SEPT21	Sep-21	LNR OCT21	Oct-21	LNR NOV21	Nov-21	LNR DIC21	Dec-21	LNR ENE22	Jan-22	LNR FEB22	Feb-22	LNR MAR22	Mar-22	Average April-21 to March-22	Result NPS AVG 2021	NPS 1,50 % (18%)	FUEL 4,50% (82%)	Final Achievement Factor	COMMENTS
BOG	104973			Copiloto B787	#N/A	#N/A	5/10/2013	No aplica	0	75%	0	75%	0	75%	0	89%	0	91%	30	100%	9	83%	0	90%	0	89%	0	100%	0	75%	0	95%	86%	35.60%	0%	71%	71%	
BOG	105330			Copiloto B787	#N/A	#N/A	10/4/2013	No aplica	0	100%	0	100%	0	100%	0	100%	0	91%	0	100%	26	90%	0	90%	0	89%	0	100%	0	75%	0	75%	92%	35.60%	0%	76%	76%	
BOG	102963			Piloto A320	#N/A	#N/A	12/1/2011	No aplica	0	75%	0	75%	0	75%	0	89%	0	55%	0	100%	0	90%	0	90%	0	89%	0	100%	0	75%	0	100%	84%	35.60%	0%	69%	69%	
BOG	103257			Piloto A320	#N/A	#N/A	5/24/2012	No aplica	0	75%	31	100%	0	76%	0	89%	7	62%	0	100%	0	90%	0	90%	0	89%	0	100%	0	75%	0	100%	87%	35.60%	0%	72%	72%	
BOG	102339			Piloto A320	#N/A	#N/A	8/6/2009	No aplica	0	75%	0	75%	0	75%	1	79%	0	91%	26	100%	0	90%	0	90%	0	89%	0	100%	0	75%	0	100%	87%	35.60%	0%	71%	71%	
PEI	100923			Piloto A320	#N/A	#N/A	6/18/1997	No aplica	0	40%	0	100%	0	80%	0	100%	0	81%	0	97%	3	80%	0	80%	0	80%	0	100%	0	100%	0	100%	87%	35.60%	0%	71%	71%	
MDE	101771			Piloto A320	#N/A	#N/A	1/2/2007	No aplica	0	100%	0	100%	0	97%	0	100%	0	98%	0	100%	0	99%	0	99%	0	100%	0	100%	0	100%	1	95%	99%	35.60%	0%	81%	81%	
BOG	100835			Piloto B787	1 de diciembre de 2021	31 de diciembre de 2021	2/16/1996	OK	30	40%	30	40%	0	40%	0	100%	30	100%	0	100%	16	100%	0	100%	31	0%	0	100%	0	100%	0	40%	72%	35.60%	0%	59%	59%	
BOG	100475			Piloto B787	#N/A	#N/A	11/1/1989	No aplica	30	40%	0	40%	0	40%	0	100%	31	100%	0	100%	31	100%	0	100%	11	98%	0	100%	0	100%	0	40%	80%	35.60%	0%	65%	65%	
BOG	100847			Piloto B787	#N/A	#N/A	5/9/1996	No aplica	30	40%	31	40%	0	40%	0	100%	29	100%	0	100%	31	100%	0	100%	24	99%	0	100%	0	100%	0	40%	80%	35.60%	0%	66%	66%	
BOG	100854			Piloto B787	#N/A	#N/A	5/22/1996	No aplica	0	40%	0	40%	0	40%	0	60%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	40%	77%	35.60%	0%	63%	63%	
CLO	100953			Piloto A320	#N/A	#N/A	2/16/1998	No aplica	0	100%	0	40%	0	100%	0	100%	0	81%	0	100%	5	83%	0	100%	0	80%	0	100%	0	100%	0	100%	90%	35.60%	0%	74%	74%	
BOG	105462			Copiloto A330	#N/A	#N/A	12/6/2013	No aplica	30	75%	0	100%	30	76%	0	89%	31	91%	0	100%	31	90%	0	90%	0	89%	0	100%	0	75%	0	75%	88%	35.60%	0%	72%	72%	
BOG	105455			Copiloto B787	#N/A	#N/A	12/2/2013	No aplica	12	56%	31	75%	30	75%	31	75%	25	75%	0	75%	0	75%	18	63%	0	75%	0	75%	28	75%	0	75%	72%	35.60%	0%	59%	59%	
BOG	105089			Piloto A320	01 de mayo de 2021	31 de diciembre de 2022	7/5/2013	OK	30	100%	31	0%	30	0%	31	0%	31	0%	30	0%	31	0%	30	0%	31	0%	31	0%	28	0%	31	0%	8%	35.60%	0%	7%	7%	
BOG	103200			Piloto A320	#N/A	#N/A	5/4/2012	No aplica	30	100%	0	80%	30	100%	0	100%	31	100%	0	100%	30	100%	0	100%	0	100%	0	98%	0	100%	0	80%	97%	35.60%	0%	79%	79%	
BOG	103178			Piloto A320	#N/A	#N/A	5/1/2012	No aplica	30	100%	0	100%	30	100%	0	100%	31	100%	0	100%	30	100%	0	100%	0	100%	0	98%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	103336			Piloto A320	#N/A	#N/A	7/1/2012	No aplica	30	100%	1	97%	0	100%	0	100%	31	100%	0	100%	30	100%	0	100%	0	100%	0	40%	0	99%	31	100%	95%	35.60%	0%	78%	78%	
BOG	103338			Piloto A320	#N/A	#N/A	7/1/2012	No aplica	0	100%	0	100%	30	100%	0	100%	31	100%	0	100%	31	100%	0	100%	0	80%	0	100%	0	98%	31	100%	98%	35.60%	0%	81%	81%	
BOG	103198			Piloto A320	#N/A	#N/A	5/4/2012	No aplica	30	100%	0	100%	30	100%	0	100%	31	100%	0	100%	31	100%	0	100%	0	100%	0	100%	0	98%	0	100%	100%	35.60%	0%	82%	82%	
BOG	105387			Copiloto A330	#N/A	#N/A	11/1/2013	No aplica	29	75%	0	100%	30	76%	0	89%	31	91%	0	100%	31	90%	0	90%	12	83%	0	100%	0	75%	0	75%	87%	35.60%	0%	71%	71%	
BOG	158909			Copiloto A320	#N/A	#N/A	4/9/2015	No aplica	0	100%	3	97%	0	100%	31	100%	31	100%	0	100%	0	100%	0	100%	0	100%	0	100%	28	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	105449			Copiloto A330	#N/A	#N/A	12/2/2013	No aplica	27	75%	0	100%	0	76%	0	89%	31	91%	0	100%	30	90%	0	90%	0	89%	0	100%	0	75%	0	75%	88%	35.60%	0%	72%	72%	
CTG	104615			Piloto A320	#N/A	#N/A	10/5/2012	No aplica	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	1	97%	0	100%	0	100%	0	80%	98%	35.60%	0%	80%	80%	
CTG	157200			Copiloto A320	#N/A	#N/A	2/6/2015	No aplica	0	88%	15	56%	0	75%	0	75%	0	75%	0	75%	0	100%	30	100%	0	100%	0	100%	28	100%	0	100%	97%	35.60%	0%	79%	79%	Caso ATR: Transición de ATR a A320 marzo 2022, se garantiza promedio última flota
BOG	101635			Piloto A320	#N/A	#N/A	7/1/2006	No aplica	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	100%	31	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	Piloto reintegrado diciembre 2021
MDE	156015			Copiloto A320	#N/A	#N/A	7/21/2014	No aplica	0	75%	0	75%	0	75%	0	75%	0	43%	0	74%	0	75%	0	75%	0	100%	0	100%	0	100%	0	100%	81%	35.60%	0%	66%	66%	
BOG	102449			Piloto A320	#N/A	#N/A	5/3/2010	No aplica	25	100%	0	100%	29	100%	0	80%	0	100%	0	100%	0	100%	0	100%	31	100%	0	100%	0	100%	0	100%	98%	35.60%	0%	81%	81%	
BOG	158429			Copiloto A320	#N/A	#N/A	1/16/2015	No aplica	0	75%	0	100%	30	100%	22	100%	0	100%	16	99%	0	100%	27	100%	0	100%	0	100%	28	100%	10	97%	98%	35.60%	0%	80%	80%	
PEI	158493			Copiloto A320	#N/A	#N/A	1/16/2015	No aplica	30	75%	28	100%	15	99%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	98%	35.60%	0%	80%	80%	
BOG	158916			Copiloto A320	#N/A	#N/A	4/9/2015	No aplica	0	100%	0	100%	0	100%	0	100%	0	100%	30	100%	0	100%	30	100%	7	98%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	158478			Copiloto A320	01 de enero de 2022	31 de diciembre de 2022	12/16/2014	OK	0	75%	0	100%	30	100%	31	100%	0	100%	30	100%	0	100%	29	100%	0	100%	31	0%	28	0%	31	0%	73%	35.60%	0%	60%	60%	
BOG	158471			Copiloto A320	#N/A	#N/A	1/1/2015	No aplica	0	75%	0	100%	21	100%	30	100%	0	100%	30	100%	0	100%	29	100%	0	100%	0	100%	28	100%	0	100%	98%	35.60%	0%	80%	80%	
MDE	158517			Copiloto A320	#N/A	#N/A	1/16/2015	No aplica	0	75%	0	100%	15	99%	0	100%	31	100%	0	100%	0	100%	26	100%	0	100%	0	96%	0	100%	0	100%	97%	35.60%	0%	80%	80%	
BOG	158379			Copiloto A320	#N/A	#N/A	3/2/2015	No aplica	30	88%	31	75%	0	100%	8	99%	0	100%	30	100%	0	100%	30	100%	0	100%	0	100%	28	100%	0	100%	97%	35.60%	0%	79%	79%	
BOG	101036			Piloto A320	#N/A	#N/A	1/12/1999	No aplica	30	100%	27	40%	0	100%	0	80%	28	100%	12	99%	0	100%	0	100%	0	100%	0	40%	0	100%	0	100%	88%	35.60%	0%	72%	72%	
BOG	174619			Copiloto A320	#N/A	#N/A	7/1/2019	No aplica	30	100%	0	100%	0	100%	31	100%	0	100%	0	100%	0	100%	0	100%	18	99%	0	100%	0	100%	31	100%	100%	35.60%	0%	82%	82%	
CLO	100954			Piloto A320	#N/A	#N/A	2/16/1998	No aplica	0	65%	0	100%	0	40%	0	80%	0	81%	0	100%	0	80%	0	80%	0	80%	0	100%	0	89%	0	95%	82%	35.60%	0%	68%	68%	
CTG	174718			Copiloto A320	#N/A	#N/A	1/2/2018	No aplica	0	100%	31	100%	27	100%	0	100%	31	100%	0	100%	31	100%	13	99%	0	100%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
CTG	174664			Copiloto A320	#N/A	#N/A	7/1/2019	No aplica	30	100%	0	100%	30	100%	31	100%	0	100%	29	100%	0	100%	26	100%	0	100%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
CTG	174621			Copiloto A320	#N/A	#N/A	7/1/2019	No aplica	0	100%	0	100%	30	100%	31	100%	0	100%	30	100%	0	100%	30	100%	0	100%	0	100%	0	98%	0	100%	100%	35.60%	0%	82%	82%	
CTG	165563			Copiloto A320	#N/A	#N/A	12/1/2017	No aplica	0	100%	29	100%	11	98%	0	100%	31	100%	0	100%	31	100%	0	100%	31	100%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	175006			Copiloto A320	1 de febrero de 2022	31 de julio de 2022	11/1/2018	OK	0	100%	0	100%	9	98%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	96%	28	0%	31	0%	83%	35.60%	0%	68%	68%	
BOG	158371			Copiloto A320	1 de febrero de 2022	31 de julio de 2022	2/6/2015	OK	0	75%	31	100%	0	100%	31	100%	0	100%	16	99%	0	100%	0	100%	0	100%	0	100%	28	0%	31	0%	81%	35.60%	0%	67%	67%	
PEI	159032			Copiloto A320	#N/A	#N/A	9/3/2018	No aplica	30	100%	0	100%	0	100%	0	100%	0	100%	5	98%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
MDE	101716			Piloto A320	#N/A	#N/A	10/18/2006	No aplica	0	100%	0	100%	0	100%	0	100%	9	99%	0	100%	0	100%	30	100%	0	100%	0	100%	0	80%	0	100%	98%	35.60%	0%	81%	81%	
CLO	100573			Piloto A320	#N/A	#N/A	5/2/1991	No aplica	0	80%	4	97%	0	100%	0	100%	0	100%	28	100%	0	100%	30	100%	0	100%	0	100%	0	60%	0	100%	95%	35.60%	0%	78%	78%	
CLO	100886			Piloto A320	#N/A	#N/A	1/10/1997	No aplica	0	100%	31	100%	0	100%	0	100%	0	100%	30	100%	0	100%	30	100%	3	97%	0	100%	0	100%	0	80%	98%	35.60%	0%	80%	80%	
MDE	101489			Piloto A320	#N/A	#N/A	11/12/2005	No aplica	0	100%	0	100%	30	100%	0	100%	0	100%	30	100%	0	100%	0	100%	31	100%	0	80%	0	100%	0	100%	98%	35.60%	0%	81%	81%	
MDE	101727			Piloto A320	#N/A	#N/A	11/1/2006	No aplica	6	98%	0	100%	0	100%	0	100%	31	100%	0	100%	0	100%	30	100%	0	100%	0	96%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
MDE	101639			Piloto A320	#N/A	#N/A	7/1/2006	No aplica	30	100%	1	97%	0	100%	0	100%	31	100%	0	100%	0	100%	30	100%	0	100%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
MDE	101565			Piloto A320	01 de noviembre de 2021	30 de enero de 2022	2/6/2006	OK	30	100%	0	100%	0	100%	0	100%	31	100%	0	100%	0	100%	30	0%	31	0%	27	0%	0	98%	0	100%	75%	35.60%	0%	61%	61%	
CLO	102068			Piloto A320	#N/A	#N/A	8/16/2008	No aplica	0	100%	31	100%	3	97%	0	100%	0	100%	0	100%	10	100%	0	100%	0	80%	0	100%	0	100%	29	100%	98%	35.60%	0%	80%	80%	
BGA	101857			Piloto A320	1 de diciembre de 2021	31 de diciembre de 2021	7/6/2007	OK	0	100%	30	100%	0	40%	6	99%	0	100%	30	100%	0	100%	0	100%	31	0%	0	100%	0	100%	30	100%	87%	35.60%	0%	71%	71%	
CLO	101823			Piloto A320	#N/A	#N/A	5/9/2007	No aplica	0	100%	26	40%	0	100%	31	100%	0	100%	0	100%	31	100%	0	100%	0	100%	0	100%	0	98%	31	100%	95%	35.60%	0%	78%	78%	
CLO	101772			Piloto A320	#N/A	#N/A	1/2/2007	No aplica	0	100%	30	60%	0	100%	0	100%	31	100%	0	100%	30	100%	0	100%	0	100%	0	96%	0	100%	0	100%	96%	35.60%	0%	79%	79%	
CLO	101825			Piloto A320	#N/A	#N/A	5/16/2007	No aplica	0	100%	1	97%	0	60%	31	100%	0	100%	0	100%	31	100%	0	100%	0	100%	0	100%	0	100%	0	100%	96%	35.60%	0%	79%	79%	
MDE	100462			Piloto A320	#N/A	#N/A	9/1/1989	No aplica	0	100%	0	100%	30	100%	0	100%	0	100%	0	98%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
CLO	101934			Piloto A320	#N/A	#N/A	12/10/2007	No aplica	0	100%	0	100%	0	100%	22	100%	0	100%	0	80%	31	100%	0	100%	13	98%	0	100%	0	100%	31	40%	93%	35.60%	0%	76%	76%	
MDE	101764			Piloto A320	#N/A	#N/A	12/22/2006	No aplica	0	100%	0	100%	0	40%	31	100%	0	100%	0	100%	0	100%	30	100%	0	100%	0	100%	0	100%	0	100%	95%	35.60%	0%	78%	78%	
BAQ	101888			Piloto A320	#N/A	#N/A	9/6/2007	No aplica	30	100%	0	100%	5	98%	0	100%	31	100%	0	100%	31	100%	0	100%	0	100%	0	100%	0	97%	0	100%	100%	35.60%	0%	82%	82%	
CLO	102007			Piloto A320	1 de enero de 2021	31 de diciembre de 2022	7/5/2008	OK	30	0%	31	0%	30	0%	31	0%	31	0%	30	0%	31	0%	30	0%	31	0%	31	0%	28	0%	31	0%	0%	35.60%	0%	0%	0%	
BAQ	100335			Piloto A320	#N/A	#N/A	1/20/1987	No aplica	0	100%	31	100%	0	100%	31	100%	0	100%	29	100%	0	100%	4	99%	0	100%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
CLO	100552			Piloto A320	#N/A	#N/A	12/1/1990	No aplica	0	100%	0	100%	27	100%	0	100%	0	60%	29	100%	0	100%	30	100%	0	100%	0	40%	0	100%	0	100%	92%	35.60%	0%	75%	75%	
MDE	102137			Piloto A320	#N/A	#N/A	12/16/2008	No aplica	0	100%	0	100%	30	100%	0	100%	0	100%	0	100%	31	100%	0	100%	11	98%	0	100%	0	100%	27	100%	100%	35.60%	0%	82%	82%	
MDE	101768			Piloto A320	#N/A	#N/A	1/2/2007	No aplica	0	80%	0	100%	0	100%	31	100%	13	99%	0	100%	31	100%	0	100%	0	100%	0	100%	0	60%	0	100%	95%	35.60%	0%	78%	78%	
MDE	101897			Piloto A320	#N/A	#N/A	9/19/2007	No aplica	0	100%	0	100%	0	100%	31	100%	0	60%	0	80%	31	100%	0	100%	0	80%	0	40%	0	100%	0	60%	85%	35.60%	0%	70%	70%	
MDE	101921			Piloto A320	#N/A	#N/A	11/16/2007	No aplica	0	100%	0	100%	0	100%	30	100%	0	100%	0	100%	31	100%	0	100%	0	100%	4	96%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
CLO	102427			Piloto A320	#N/A	#N/A	1/16/2010	No aplica	30	100%	0	100%	0	100%	31	100%	0	80%	16	99%	0	100%	0	100%	0	100%	0	100%	0	100%	31	100%	98%	35.60%	0%	81%	81%	
MDE	101848			Piloto A320	#N/A	#N/A	7/3/2007	No aplica	0	100%	1	97%	0	100%	31	100%	0	100%	0	100%	31	100%	0	100%	0	100%	0	40%	0	100%	0	100%	95%	35.60%	0%	78%	78%	
CLO	101824			Piloto A320	#N/A	#N/A	5/11/2007	No aplica	0	100%	31	100%	0	100%	0	100%	14	99%	0	100%	31	100%	0	100%	0	100%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BGA	102177			Piloto A320	1 de diciembre de 2021	31 de diciembre de 2021	3/21/2009	OK	0	100%	31	100%	0	100%	0	100%	31	100%	0	100%	0	100%	0	100%	31	0%	0	100%	0	97%	0	100%	91%	35.60%	0%	75%	75%	
BAQ	100807			Piloto A320	#N/A	#N/A	11/1/1995	No aplica	0	40%	31	100%	0	100%	26	100%	5	98%	0	100%	0	100%	30	100%	0	100%	0	100%	0	100%	6	96%	95%	35.60%	0%	77%	77%	
MDE	101534			Piloto A320	#N/A	#N/A	1/2/2006	No aplica	0	100%	31	100%	0	100%	0	80%	0	100%	6	98%	0	100%	0	100%	30	100%	0	40%	0	100%	0	100%	93%	35.60%	0%	76%	76%	
MDE	101925			Piloto A320	#N/A	#N/A	11/23/2007	No aplica	0	100%	0	100%	0	80%	31	100%	0	40%	0	100%	12	99%	0	100%	0	40%	0	100%	0	100%	0	40%	83%	35.60%	0%	68%	68%	
MDE	101598			Piloto A320	#N/A	#N/A	3/16/2006	No aplica	30	100%	0	80%	0	100%	0	100%	31	100%	0	100%	0	100%	30	100%	0	100%	0	100%	0	100%	13	97%	98%	35.60%	0%	80%	80%	
BAQ	101741			Piloto A320	#N/A	#N/A	11/16/2006	No aplica	30	100%	0	100%	30	60%	31	100%	0	100%	0	80%	31	100%	0	100%	12	98%	0	80%	0	100%	0	100%	93%	35.60%	0%	76%	76%	
BOG	102674			Piloto A320	#N/A	#N/A	5/2/2011	No aplica	0	100%	31	100%	30	100%	0	100%	0	100%	30	100%	0	100%	0	100%	31	100%	0	97%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	102690			Piloto A320	#N/A	#N/A	5/16/2011	No aplica	0	100%	31	100%	26	60%	0	100%	0	100%	30	100%	0	100%	3	100%	31	100%	0	97%	0	100%	0	100%	96%	35.60%	0%	79%	79%	
BOG	101827			Piloto A320	#N/A	#N/A	5/16/2007	No aplica	0	100%	13	100%	0	100%	0	100%	0	100%	0	100%	0	99%	0	100%	0	100%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	102666			Piloto A320	01 de noviembre de 2021	31 de marzo de 2022	4/18/2011	OK	0	100%	31	100%	30	100%	0	100%	0	100%	14	99%	0	80%	30	0%	31	0%	31	0%	28	0%	31	0%	57%	35.60%	0%	46%	46%	
BOG	102668			Piloto A320	1 de enero de 2022	31 de marzo de 2022	4/18/2011	OK	0	100%	31	100%	30	100%	0	100%	0	60%	30	100%	0	100%	12	99%	0	100%	31	0%	28	0%	30	0%	72%	35.60%	0%	59%	59%	
BAQ	102124			Piloto A320	#N/A	#N/A	11/16/2008	No aplica	0	100%	0	100%	30	100%	0	100%	31	100%	0	100%	31	100%	0	100%	0	100%	0	100%	0	100%	0	80%	98%	35.60%	0%	81%	81%	
BGA	101603			Piloto A320	#N/A	#N/A	4/10/2006	No aplica	30	100%	31	100%	30	100%	31	100%	31	100%	30	100%	31	100%	30	100%	31	100%	31	100%	28	100%	31	100%	100%	35.60%	0%	82%	82%	
BAQ	101608			Piloto A320	#N/A	#N/A	4/18/2006	No aplica	11	100%	0	80%	0	100%	18	100%	0	100%	10	99%	0	100%	30	100%	0	100%	0	100%	0	100%	0	100%	98%	35.60%	0%	81%	81%	
BAQ	101932			Piloto A320	#N/A	#N/A	12/5/2007	No aplica	30	100%	0	100%	30	100%	0	100%	31	100%	0	100%	30	100%	0	100%	13	98%	0	80%	0	100%	0	100%	98%	35.60%	0%	81%	81%	
MDE	101494			Piloto A320	#N/A	#N/A	11/19/2005	No aplica	0	100%	31	100%	0	60%	0	40%	0	100%	30	100%	12	99%	0	100%	31	100%	0	100%	0	100%	0	40%	87%	35.60%	0%	71%	71%	
BOG	156524			Copiloto A320	#N/A	#N/A	9/22/2014	No aplica	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	30	100%	31	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	Piloto reintegrado diciembre 2021
BOG	101518			Piloto A320	#N/A	#N/A	12/1/2005	No aplica	30	100%	31	100%	0	40%	0	100%	3	98%	0	100%	0	100%	30	100%	0	100%	0	100%	0	100%	11	97%	95%	35.60%	0%	78%	78%	
MDE	158917			Copiloto A320	01 de mayo de 2022	31 de diciembre de 2022	4/9/2015	OK	30	100%	8	98%	0	100%	0	100%	31	100%	0	100%	31	100%	0	100%	31	100%	0	100%	0	100%	31	100%	100%	35.60%	0%	82%	82%	
CLO	158898			Copiloto A320	#N/A	#N/A	4/9/2015	No aplica	30	100%	0	100%	30	100%	0	100%	0	100%	0	100%	31	100%	0	100%	0	100%	0	100%	0	96%	0	100%	100%	35.60%	0%	82%	82%	
MDE	159035			Copiloto A320	#N/A	#N/A	4/17/2015	No aplica	30	100%	0	100%	0	100%	31	100%	10	99%	0	100%	30	100%	0	100%	31	100%	0	100%	0	100%	31	100%	100%	35.60%	0%	82%	82%	
MDE	158918			Copiloto A320	#N/A	#N/A	4/17/2015	No aplica	0	100%	5	97%	0	100%	0	100%	31	100%	0	100%	31	100%	0	100%	31	100%	0	100%	0	100%	30	100%	100%	35.60%	0%	82%	82%	
MDE	159027			Copiloto A320	#N/A	#N/A	4/17/2015	No aplica	30	100%	0	100%	0	100%	0	100%	31	100%	0	100%	25	100%	0	100%	3	98%	0	100%	0	100%	30	100%	100%	35.60%	0%	82%	82%	
MDE	158589			Copiloto A320	#N/A	#N/A	2/6/2015	No aplica	0	100%	31	100%	0	100%	0	100%	16	100%	7	98%	0	100%	0	100%	31	100%	0	100%	0	96%	0	100%	100%	35.60%	0%	82%	82%	
MDE	159286			Copiloto A320	#N/A	#N/A	6/1/2015	No aplica	25	100%	0	100%	11	98%	31	100%	0	100%	0	100%	31	100%	0	100%	31	100%	0	100%	0	100%	23	100%	100%	35.60%	0%	82%	82%	
CLO	159118			Copiloto A320	#N/A	#N/A	6/1/2015	No aplica	24	100%	0	100%	30	100%	0	100%	0	100%	0	100%	30	100%	4	99%	0	100%	0	100%	0	100%	31	100%	100%	35.60%	0%	82%	82%	
MDE	160669			Copiloto A320	#N/A	#N/A	12/24/2015	No aplica	0	100%	0	100%	0	100%	31	100%	0	100%	0	100%	31	100%	0	100%	31	100%	0	100%	0	100%	31	100%	100%	35.60%	0%	82%	82%	
PEI	158503			Copiloto A320	#N/A	#N/A	1/1/2015	No aplica	0	100%	31	100%	3	97%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
MDE	158415			Copiloto A320	#N/A	#N/A	1/18/2015	No aplica	0	100%	0	100%	25	100%	0	100%	31	100%	0	100%	31	100%	0	100%	0	100%	31	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
MDE	100808			Piloto A320	#N/A	#N/A	11/9/1995	No aplica	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	31	100%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	Piloto reintegrado diciembre 2021
CLO	100964			Piloto A320	#N/A	#N/A	4/21/1998	No aplica	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	31	100%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	Piloto reintegrado diciembre 2021
CLO	101619			Piloto A320	#N/A	#N/A	6/1/2006	No aplica	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	31	100%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	Piloto reintegrado diciembre 2021
BOG	101922			Piloto A320	#N/A	#N/A	11/16/2007	No aplica	0	98%	0	100%	0	80%	0	100%	8	98%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	98%	35.60%	0%	80%	80%	
BOG	102175			Piloto A320	1 de enero de 2021	30 de junio de 2022	3/16/2009	OK	30	0%	31	0%	30	0%	31	0%	31	0%	30	0%	31	0%	30	0%	31	0%	31	0%	28	0%	31	0%	0%	35.60%	0%	0%	0%	
BOG	101766			Piloto A320	#N/A	#N/A	12/23/2006	No aplica	30	100%	31	100%	0	100%	31	100%	0	100%	30	100%	2	99%	0	100%	0	40%	0	100%	0	60%	0	100%	92%	35.60%	0%	75%	75%	
BOG	101516			Piloto A320	#N/A	#N/A	12/1/2005	No aplica	30	100%	31	100%	0	100%	30	100%	0	100%	0	100%	31	100%	2	99%	0	80%	0	100%	0	60%	0	100%	95%	35.60%	0%	78%	78%	
BOG	102113			Piloto A320	01 de enero de 2022	31 de julio de 2022	11/1/2008	OK	0	100%	31	100%	0	100%	31	100%	8	98%	0	100%	0	100%	0	100%	0	100%	31	0%	28	0%	31	0%	75%	35.60%	0%	61%	61%	
BOG	101112			Piloto A320	#N/A	#N/A	4/2/2001	No aplica	0	100%	31	100%	0	100%	31	100%	0	100%	30	100%	0	100%	0	100%	0	100%	0	96%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	102508			Piloto A320	01 de octubre de 2021	30 de junio de 2022	8/12/2010	OK	0	100%	27	40%	0	100%	31	100%	0	100%	30	100%	31	0%	30	0%	31	0%	31	0%	28	0%	31	0%	45%	35.60%	0%	37%	37%	
BOG	101892			Piloto A320	#N/A	#N/A	9/16/2007	No aplica	0	100%	31	100%	0	60%	31	100%	0	100%	9	99%	0	100%	0	100%	0	100%	0	100%	0	100%	0	60%	93%	35.60%	0%	76%	76%	
BOG	102426			Piloto A320	#N/A	#N/A	1/16/2010	No aplica	0	98%	0	100%	0	100%	0	100%	0	100%	4	98%	31	100%	0	100%	0	100%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	102200			Piloto A320	01 de enero de 2022	30 de enero de 2022	6/16/2009	OK	0	100%	14	100%	18	99%	0	100%	0	100%	30	100%	0	100%	0	100%	0	100%	31	0%	0	100%	0	100%	92%	35.60%	0%	75%	75%	
BOG	100760			Piloto B787	#N/A	#N/A	11/9/1994	No aplica	0	64%	0	40%	0	40%	0	64%	0	64%	10	63%	0	64%	0	64%	0	64%	0	64%	0	49%	0	64%	59%	35.60%	0%	48%	48%	
BOG	100786			Piloto B787	#N/A	#N/A	4/29/1995	No aplica	30	40%	31	40%	0	40%	0	60%	25	40%	0	40%	0	40%	30	40%	0	80%	0	40%	0	40%	0	40%	45%	35.60%	0%	37%	37%	
BOG	100741			Piloto B787	#N/A	#N/A	9/8/1994	No aplica	0	40%	31	40%	30	40%	0	60%	4	41%	0	40%	0	40%	0	40%	30	60%	0	40%	0	100%	0	64%	50%	35.60%	0%	41%	41%	
BOG	100784			Piloto B787	#N/A	#N/A	4/27/1995	No aplica	30	40%	0	40%	0	40%	31	40%	25	40%	0	40%	0	100%	30	100%	0	60%	0	80%	0	40%	0	60%	57%	35.60%	0%	46%	46%	
BOG	100785			Piloto B787	#N/A	#N/A	4/27/1995	No aplica	30	40%	0	40%	0	40%	29	60%	0	40%	0	60%	0	40%	21	42%	0	60%	0	40%	0	40%	0	40%	45%	35.60%	0%	37%	37%	
BOG	100776			Piloto B787	#N/A	#N/A	2/22/1995	No aplica	30	40%	0	40%	0	40%	0	60%	0	40%	19	61%	0	40%	0	40%	31	60%	0	40%	0	40%	0	44%	45%	35.60%	0%	37%	37%	
BOG	100752			Piloto B787	#N/A	#N/A	10/5/1994	No aplica	0	40%	0	64%	0	64%	0	64%	0	64%	0	64%	0	64%	0	64%	0	64%	0	47%	0	64%	0	64%	61%	35.60%	0%	50%	50%	
BOG	100765			Piloto B787	#N/A	#N/A	12/22/1994	No aplica	4	43%	0	40%	0	40%	0	60%	0	40%	0	60%	0	100%	30	100%	0	60%	0	49%	0	40%	0	40%	56%	35.60%	0%	46%	46%	
BOG	100730			Piloto B787	01 de abril de 2021	30 de junio de 2022	8/23/1994	OK	30	0%	31	0%	30	0%	31	0%	31	0%	30	0%	31	0%	30	0%	31	0%	31	0%	28	0%	31	0%	0%	35.60%	0%	0%	0%	
BOG	100737			Piloto B787	#N/A	#N/A	9/2/1994	No aplica	30	40%	0	40%	0	64%	0	40%	5	41%	0	100%	0	64%	0	40%	0	100%	0	100%	0	40%	0	80%	62%	35.60%	0%	51%	51%	
BOG	100764			Piloto B787	#N/A	#N/A	12/17/1994	No aplica	30	40%	0	40%	0	40%	14	61%	0	40%	0	100%	0	40%	2	43%	0	40%	0	60%	0	40%	0	40%	49%	35.60%	0%	40%	40%	

Variable Compensation 2021-2022

MIN 60% AGREEMENT
TARGET 64% AGREEMENT

City	Employee ID	National ID	Name	Position	LONG-TERM LNR START	LONG TERM END LNR	Date of entry	REVIEW LONG LNR P	LNR ABR21	Apr-21	LNR MAY21	May-21	LNR JUN21	Jun-21	LNR JUL21	Jul-21	LNR AGO21	Aug-21	LNR SEPT21	Sep-21	LNR OCT21	Oct-21	LNR NOV21	Nov-21	LNR DIC21	Dec-21	LNR ENE22	Jan-22	LNR FEB22	Feb-22	LNR MAR22	Mar-22	Average April-21 to March-22	Result NPS AVG 2021	NPS 1,50 % (18%)	FUEL 4,50% (82%)	Final Achievement Factor	COMMENTS
BOG	100796			Piloto B787	#N/A	#N/A	8/24/1995	No aplica	0	40%	5	41%	0	40%	25	60%	0	64%	0	64%	0	64%	0	64%	0	64%	0	64%	0	64%	0	64%	58%	35.60%	0%	47%	47%	
BOG	100793			Piloto B787	#N/A	#N/A	8/16/1995	No aplica	30	40%	31	40%	2	40%	0	60%	0	40%	0	60%	0	40%	22	41%	0	60%	0	40%	0	40%	0	100%	50%	35.60%	0%	41%	41%	
BOG	100787			Piloto B787	#N/A	#N/A	5/19/1995	No aplica	30	40%	31	40%	0	40%	0	60%	24	40%	0	60%	0	40%	30	40%	0	80%	0	40%	0	40%	0	40%	47%	35.60%	0%	38%	38%	
BOG	101842			Piloto A320	#N/A	#N/A	6/21/2007	No aplica	30	100%	31	100%	0	100%	13	99%	0	100%	30	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	101739			Piloto A320	#N/A	#N/A	11/16/2006	No aplica	7	98%	31	100%	0	100%	31	100%	0	100%	29	100%	0	100%	0	100%	0	100%	0	80%	0	100%	0	100%	98%	35.60%	0%	81%	81%	
BOG	105390			Copiloto B787	#N/A	#N/A	11/1/2013	No aplica	30	75%	30	75%	27	75%	0	75%	0	75%	0	75%	0	75%	14	59%	0	75%	0	75%	28	75%	0	75%	74%	35.60%	0%	60%	60%	
BOG	105402			Copiloto B787	#N/A	#N/A	11/1/2013	No aplica	9	53%	0	75%	0	75%	30	75%	0	75%	0	75%	0	75%	0	75%	11	68%	0	75%	28	75%	0	75%	73%	35.60%	0%	59%	59%	
BOG	103265			Piloto A320	#N/A	#N/A	5/25/2012	No aplica	30	100%	0	100%	29	100%	0	100%	26	100%	0	100%	30	100%	0	100%	0	100%	0	100%	0	99%	0	80%	98%	35.60%	0%	81%	81%	
BOG	105352			Copiloto B787	#N/A	#N/A	10/11/2013	No aplica	27	75%	31	75%	0	75%	0	75%	31	75%	0	75%	16	60%	0	75%	22	75%	0	75%	0	75%	0	75%	74%	35.60%	0%	60%	60%	
BOG	105233			Copiloto B787	#N/A	#N/A	8/16/2013	No aplica	3	46%	0	75%	0	75%	29	75%	0	75%	0	75%	31	75%	0	75%	16	70%	0	75%	0	75%	0	75%	72%	35.60%	0%	59%	59%	
BOG	105254			Copiloto B787	#N/A	#N/A	8/16/2013	No aplica	0	75%	25	75%	29	75%	0	75%	0	75%	0	75%	31	75%	0	75%	14	69%	0	75%	0	75%	0	75%	74%	35.60%	0%	61%	61%	
BOG	105383			Copiloto B787	#N/A	#N/A	10/25/2013	No aplica	9	53%	31	75%	30	75%	31	75%	25	75%	0	75%	0	75%	21	66%	0	75%	0	75%	28	75%	0	75%	72%	35.60%	0%	59%	59%	
BOG	105411			Copiloto B787	#N/A	#N/A	11/16/2013	No aplica	30	75%	31	75%	0	75%	12	66%	0	75%	0	75%	0	75%	14	59%	0	75%	0	75%	27	75%	0	75%	73%	35.60%	0%	60%	60%	
BOG	101742			Piloto A320	#N/A	#N/A	11/22/2006	No aplica	30	100%	31	100%	0	100%	31	100%	0	60%	0	100%	0	100%	6	99%	0	100%	0	100%	0	100%	0	100%	97%	35.60%	0%	79%	79%	
BOG	100529			Piloto A320	#N/A	#N/A	8/1/1990	No aplica	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	100538			Piloto A320	#N/A	#N/A	9/1/1990	No aplica	0	40%	30	100%	0	100%	30	100%	0	100%	0	100%	6	99%	0	100%	0	100%	0	100%	0	100%	0	100%	95%	35.60%	0%	78%	78%	
BOG	101498			Piloto A320	#N/A	#N/A	11/25/2005	No aplica	28	100%	31	100%	0	100%	30	100%	0	100%	0	100%	31	100%	7	99%	0	100%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	101592			Piloto A320	#N/A	#N/A	3/2/2006	No aplica	30	100%	28	100%	0	100%	6	99%	0	100%	0	100%	31	100%	0	100%	0	100%	0	100%	0	100%	0	80%	98%	35.60%	0%	81%	81%	
BOG	101644			Piloto A320	#N/A	#N/A	7/1/2006	No aplica	30	100%	31	100%	0	100%	31	100%	10	99%	0	100%	0	100%	0	100%	0	40%	0	80%	0	40%	0	100%	88%	35.60%	0%	72%	72%	
BOG	101765			Piloto A320	#N/A	#N/A	12/23/2006	No aplica	27	100%	31	100%	0	100%	31	100%	0	100%	5	98%	0	100%	0	100%	0	80%	0	100%	0	100%	0	80%	97%	35.60%	0%	79%	79%	
BOG	102471			Piloto A320	#N/A	#N/A	6/1/2010	No aplica	0	100%	12	100%	0	100%	0	99%	0	99%	0	100%	0	100%	0	100%	29	100%	8	97%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	102176			Piloto A320	#N/A	#N/A	3/21/2009	No aplica	11	99%	0	100%	0	100%	31	100%	0	100%	30	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	101740			Piloto A320	#N/A	#N/A	11/16/2006	No aplica	30	100%	31	100%	0	100%	26	100%	5	98%	0	80%	0	100%	0	100%	0	100%	0	80%	0	100%	0	100%	97%	35.60%	0%	79%	79%	
BOG	100797			Piloto A320	#N/A	#N/A	9/13/1995	No aplica	0	100%	31	100%	0	100%	31	100%	0	100%	0	100%	30	100%	0	100%	8	98%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	101616			Piloto A320	#N/A	#N/A	5/19/2006	No aplica	30	100%	30	100%	0	100%	31	100%	0	60%	6	98%	0	100%	0	100%	0	40%	0	100%	0	100%	0	100%	92%	35.60%	0%	75%	75%	
BOG	101893			Piloto A320	#N/A	#N/A	9/16/2007	No aplica	0	40%	31	100%	0	100%	31	100%	0	100%	6	98%	0	100%	0	100%	0	100%	0	40%	0	40%	0	100%	85%	35.60%	0%	70%	70%	
BOG	101490			Piloto A320	#N/A	#N/A	11/15/2005	No aplica	30	100%	28	100%	0	97%	0	100%	0	100%	0	100%	0	100%	0	100%	0	97%	31	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	102179			Piloto A320	#N/A	#N/A	3/21/2009	No aplica	0	100%	31	100%	0	100%	31	100%	0	100%	30	100%	0	100%	11	99%	0	40%	0	40%	0	100%	0	80%	88%	35.60%	0%	72%	72%	
BOG	101507			Piloto A320	#N/A	#N/A	12/1/2005	No aplica	30	100%	31	100%	0	100%	31	100%	3	98%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	101500			Piloto A320	#N/A	#N/A	12/1/2005	No aplica	0	100%	0	97%	0	100%	0	100%	0	98%	2	98%	0	100%	0	100%	0	100%	0	94%	0	100%	0	100%	99%	35.60%	0%	81%	81%	
BOG	102172			Piloto A320	#N/A	#N/A	2/16/2009	No aplica	0	100%	31	100%	0	100%	31	100%	0	100%	30	100%	11	99%	0	100%	0	100%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	102081			Piloto A320	#N/A	#N/A	9/1/2008	No aplica	0	100%	31	100%	5	98%	0	100%	0	100%	30	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	100773			Piloto A320	#N/A	#N/A	2/14/1995	No aplica	0	100%	3	97%	0	100%	30	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	101776			Piloto A320	#N/A	#N/A	2/1/2007	No aplica	30	100%	31	100%	0	100%	31	100%	0	100%	30	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	102011			Piloto A320	#N/A	#N/A	7/5/2008	No aplica	0	100%	31	100%	0	100%	31	100%	0	100%	0	100%	13	99%	0	100%	0	100%	0	100%	0	100%	31	100%	100%	35.60%	0%	82%	82%	
BOG	101735			Piloto A320	#N/A	#N/A	11/1/2006	No aplica	30	100%	31	100%	0	80%	5	99%	0	100%	30	100%	0	100%	0	100%	0	100%	0	100%	0	80%	0	100%	97%	35.60%	0%	79%	79%	
BOG	101533			Piloto A320	#N/A	#N/A	1/2/2006	No aplica	0	98%	0	100%	0	80%	0	100%	1	98%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	98%	35.60%	0%	80%	80%	
BOG	102497			Piloto A320	#N/A	#N/A	8/2/2010	No aplica	0	100%	31	100%	0	100%	30	100%	0	100%	30	100%	0	100%	0	100%	28	100%	0	100%	0	100%	0	80%	98%	35.60%	0%	81%	81%	
BOG	101590			Piloto A320	#N/A	#N/A	3/2/2006	No aplica	0	100%	1	97%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	100327			Piloto A320	#N/A	#N/A	12/1/1986	No aplica	30	100%	31	100%	30	100%	31	100%	31	100%	30	100%	31	100%	30	100%	31	100%	31	100%	27	100%	30	100%	100%	35.60%	0%	82%	82%	
BOG	102220			Piloto A320	#N/A	#N/A	7/3/2009	No aplica	0	100%	31	100%	0	100%	31	100%	0	100%	25	100%	0	100%	0	100%	0	100%	0	88%	0	100%	0	100%	99%	35.60%	0%	81%	81%	
BOG	101532			Piloto A320	#N/A	#N/A	1/2/2006	No aplica	30	100%	31	100%	0	100%	1	99%	0	100%	0	100%	31	100%	0	100%	0	100%	0	60%	0	100%	0	100%	97%	35.60%	0%	79%	79%	
BOG	102129			Piloto A320	#N/A	#N/A	12/5/2008	No aplica	0	100%	8	98%	0	100%	0	100%	0	100%	0	100%	0	99%	0	99%	31	100%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	102224			Piloto A320	#N/A	#N/A	7/24/2009	No aplica	0	100%	31	100%	0	100%	31	100%	0	100%	12	99%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	100461			Piloto A320	#N/A	#N/A	9/1/1989	No aplica	0	100%	31	100%	0	100%	31	100%	0	100%	0	100%	31	100%	0	100%	6	98%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	102132			Piloto A320	#N/A	#N/A	12/16/2008	No aplica	0	100%	31	100%	0	100%	31	100%	0	100%	30	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	80%	98%	35.60%	0%	81%	81%	
BOG	102184			Piloto A320	#N/A	#N/A	4/20/2009	No aplica	0	100%	31	100%	0	100%	31	100%	8	99%	0	100%	0	100%	0	100%	0	100%	0	60%	0	100%	0	60%	93%	35.60%	0%	76%	76%	
BOG	102196			Piloto A320	#N/A	#N/A	6/5/2009	No aplica	0	100%	31	100%	0	100%	31	100%	0	100%	30	100%	0	99%	0	99%	16	99%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	102505			Piloto A320	1 de abril de 2021	30 de junio de 2022	8/2/2010	OK	30	0%	31	0%	2	0%	31	0%	31	0%	30	0%	31	0%	30	0%	31	0%	31	0%	28	0%	31	0%	0%	35.60%	0%	0%	0%	
BOG	101602			Piloto A320	#N/A	#N/A	4/8/2006	No aplica	30	100%	31	100%	0	100%	3	99%	0	100%	29	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	100802			Piloto A320	#N/A	#N/A	10/10/1995	No aplica	0	100%	31	100%	0	100%	30	100%	0	100%	0	80%	31	100%	0	100%	0	80%	0	40%	0	60%	0	100%	88%	35.60%	0%	72%	72%	
BOG	102032			Piloto A320	#N/A	#N/A	7/25/2008	No aplica	0	40%	28	100%	0	100%	31	100%	0	100%	1	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	95%	35.60%	0%	78%	78%	
BOG	102138			Piloto A320	#N/A	#N/A	12/16/2008	No aplica	0	100%	30	100%	0	100%	31	100%	0	100%	7	98%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	100572			Piloto A320	1 de enero de 2021	31 de diciembre de 2022	4/23/1991	OK	30	0%	31	0%	30	0%	31	0%	31	0%	30	0%	31	0%	30	0%	31	0%	31	0%	28	0%	31	0%	0%	35.60%	0%	0%	0%	
BOG	102607			Piloto A320	#N/A	#N/A	1/17/2011	No aplica	11	99%	0	100%	29	100%	0	100%	0	100%	30	100%	0	100%	0	100%	30	100%	0	100%	0	100%	0	80%	98%	35.60%	0%	81%	81%	
BOG	102057			Piloto A320	#N/A	#N/A	8/16/2008	No aplica	0	100%	22	100%	0	40%	15	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	95%	35.60%	0%	78%	78%	
BOG	101594			Piloto A320	#N/A	#N/A	3/16/2006	No aplica	30	100%	31	100%	0	40%	24	100%	0	100%	0	80%	13	100%	0	100%	0	100%	0	60%	0	80%	3	95%	88%	35.60%	0%	72%	72%	
BOG	102170			Piloto A320	01 de noviembre de 2021	30 de noviembre de 2021	2/16/2009	OK	0	100%	31	100%	0	100%	31	100%	0	100%	30	100%	0	100%	30	0%	0	80%	0	60%	0	97%	0	100%	86%	35.60%	0%	71%	71%	
BOG	101496			Piloto A320	#N/A	#N/A	11/21/2005	No aplica	30	100%	31	100%	0	60%	31	100%	3	98%	0	100%	31	100%	0	100%	0	100%	0	100%	0	100%	0	100%	97%	35.60%	0%	79%	79%	
BOG	100777			Piloto A320	#N/A	#N/A	3/1/1995	No aplica	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	101612			Piloto A320	#N/A	#N/A	5/8/2006	No aplica	30	100%	31	100%	0	100%	9	99%	0	100%	29	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	101613			Piloto A320	#N/A	#N/A	5/8/2006	No aplica	19	100%	10	98%	0	100%	31	100%	0	100%	29	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	80%	98%	35.60%	0%	80%	80%	
BOG	102131			Piloto A320	#N/A	#N/A	12/16/2008	No aplica	0	100%	31	100%	0	100%	31	100%	0	60%	30	100%	0	100%	0	100%	0	80%	0	96%	0	100%	0	100%	95%	35.60%	0%	78%	78%	
BOG	101717			Piloto A320	#N/A	#N/A	10/18/2006	No aplica	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	31	100%	31	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	Piloto reintegrado diciembre 2021
BOG	100906			Copiloto Fokker 100	#N/A	#N/A	2/17/1997	No aplica	30	40%	31	40%	30	40%	31	40%	31	40%	30	40%	31	40%	30	40%	31	40%	1	40%	28	40%	31	40%	40%	35.60%	0%	33%	33%	
BOG	158576			Copiloto A320	#N/A	#N/A	2/21/2015	No aplica	4	98%	31	100%	0	100%	31	100%	0	100%	30	100%	0	100%	26	100%	0	100%	0	100%	28	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	159034			Copiloto A320	15 de octubre de 2021	31 de diciembre de 2022	4/21/2015	OK	27	100%	31	100%	0	100%	31	100%	0	100%	6	98%	0	100%	30	0%	29	0%	31	0%	28	0%	31	0%	58%	35.60%	0%	48%	48%	
BOG	159064			Copiloto A320	31 de mayo de 2022	31 de diciembre de 2022	1/23/2015	OK	0	100%	0	100%	0	99%	0	100%	0	100%	0	100%	0	100%	0	100%	0	98%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	159049			Copiloto A320	#N/A	#N/A	5/5/2015	No aplica	0	100%	0	100%	0	100%	31	100%	0	100%	5	98%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	159048			Copiloto A320	#N/A	#N/A	4/21/2015	No aplica	29	100%	31	100%	0	100%	7	99%	0	100%	30	100%	30	100%	0	100%	0	100%	0	100%	26	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	158577			Copiloto A320	#N/A	#N/A	2/6/2015	No aplica	30	100%	31	100%	0	100%	31	100%	3	98%	0	100%	0	100%	30	100%	0	100%	0	100%	28	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	159021			Copiloto A320	#N/A	#N/A	4/21/2015	No aplica	30	100%	31	100%	0	100%	23	100%	0	100%	30	100%	30	100%	0	100%	6	98%	0	100%	27	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	159289			Copiloto A320	#N/A	#N/A	6/1/2015	No aplica	30	100%	31	100%	0	100%	31	100%	13	99%	0	100%	30	100%	0	100%	0	100%	0	100%	27	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	158546			Copiloto A320	#N/A	#N/A	2/9/2015	No aplica	30	100%	31	100%	0	100%	31	100%	6	98%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	160672			Copiloto A320	#N/A	#N/A	1/16/2016	No aplica	30	100%	31	100%	0	100%	24	100%	7	98%	0	100%	31	100%	0	100%	0	100%	31	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	160663			Copiloto A320	#N/A	#N/A	1/16/2016	No aplica	30	100%	31	100%	0	100%	9	99%	0	100%	29	100%	31	100%	0	100%	0	100%	31	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	158903			Copiloto A320	#N/A	#N/A	3/20/2015	No aplica	5	98%	31	100%	0	100%	31	100%	0	100%	30	100%	0	100%	30	100%	0	100%	0	100%	28	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	158897			Copiloto A320	#N/A	#N/A	3/20/2015	No aplica	30	100%	31	100%	0	100%	31	100%	0	100%	30	100%	0	100%	1	99%	0	100%	0	100%	28	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	158904			Copiloto A320	#N/A	#N/A	3/20/2015	No aplica	2	98%	30	100%	0	100%	31	100%	0	100%	30	100%	0	100%	23	100%	0	100%	0	100%	1	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	158351			Copiloto A320	#N/A	#N/A	1/16/2015	No aplica	30	100%	31	100%	0	100%	31	100%	0	100%	1	98%	0	100%	30	100%	0	100%	0	100%	28	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	158465			Copiloto A320	#N/A	#N/A	1/23/2015	No aplica	0	100%	0	100%	0	100%	0	99%	0	100%	0	100%	0	100%	0	100%	0	100%	0	94%	0	100%	0	100%	99%	35.60%	0%	82%	82%	
BOG	100966			Piloto A320	#N/A	#N/A	4/22/1998	No aplica	0	100%	0	95%	0	80%	0	40%	0	100%	0	100%	11	80%	0	80%	0	100%	0	40%	0	100%	0	80%	83%	35.60%	0%	68%	68%	
MDE	155379			Copiloto A320	#N/A	#N/A	8/11/2014	No aplica	30	75%	31	75%	30	75%	31	75%	0	75%	0	75%	0	75%	26	100%	0	100%	0	100%	28	100%	0	100%	85%	35.60%	0%	70%	70%	
CLO	100981			Piloto A320	#N/A	#N/A	6/10/1998	No aplica	0	60%	0	95%	0	100%	0	40%	0	100%	0	100%	8	80%	0	80%	0	100%	0	100%	0	100%	0	100%	88%	35.60%	0%	72%	72%	
BOG	157883			Copiloto A320	#N/A	#N/A	11/21/2014	No aplica	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	31	100%	31	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	Piloto reintegrado diciembre 2021
BOG	101509			Copiloto B787	#N/A	#N/A	12/1/2005	No aplica	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	31	75%	31	75%	28	75%	31	75%	75%	35.60%	0%	62%	62%	Piloto reintegrado diciembre 2021
BOG	100965			Piloto A320	#N/A	#N/A	4/22/1998	No aplica	0	60%	0	100%	0	80%	0	100%	0	100%	7	98%	31	80%	0	80%	0	80%	0	100%	0	100%	0	100%	90%	35.60%	0%	74%	74%	
BOG	105333			Copiloto B787	#N/A	#N/A	10/4/2013	No aplica	0	75%	0	75%	0	75%	0	75%	0	91%	0	100%	30	90%	0	90%	0	89%	0	97%	0	75%	0	75%	84%	35.60%	0%	69%	69%	
BOG	100587			Piloto B787	#N/A	#N/A	6/27/1991	No aplica	0	40%	0	40%	0	40%	0	60%	0	80%	30	100%	0	100%	16	91%	0	100%	0	100%	0	60%	0	40%	71%	35.60%	0%	58%	58%	
BOG	100591			Piloto B787	#N/A	#N/A	7/26/1991	No aplica	0	40%	0	40%	0	40%	0	60%	0	80%	30	100%	0	80%	0	80%	0	40%	0	98%	0	60%	0	40%	63%	35.60%	0%	52%	52%	
BOG	100521			Piloto B787	#N/A	#N/A	7/9/1990	No aplica	0	42%	0	40%	0	40%	0	60%	0	80%	0	100%	31	80%	0	80%	0	40%	0	40%	0	60%	0	40%	59%	35.60%	0%	48%	48%	
BOG	100279			Piloto A320	#N/A	#N/A	1/21/1985	No aplica	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	31	100%	31	100%	28	100%	31	100%	100%	35.60%	0%	82%	82%	Piloto reintegrado diciembre 2021
BOG	100635			Piloto B787	#N/A	#N/A	7/21/1993	No aplica	1	43%	0	40%	0	40%	0	60%	0	40%	0	60%	0	100%	0	100%	0	100%	0	98%	0	60%	0	40%	65%	35.60%	0%	53%	53%	
BOG	100513			Piloto B787	#N/A	#N/A	5/23/1990	No aplica	0	40%	0	40%	0	40%	0	100%	0	60%	0	100%	27	80%	0	80%	0	80%	0	60%	0	60%	0	43%	65%	35.60%	0%	54%	54%	
BOG	100634			Piloto B787	#N/A	#N/A	7/21/1993	No aplica	10	42%	0	40%	0	40%	0	60%	0	40%	0	60%	0	40%	0	40%	0	80%	0	100%	0	60%	0	40%	54%	35.60%	0%	44%	44%	
BOG	100925			Piloto A320	#N/A	#N/A	6/18/1997	No aplica	0	100%	0	100%	30	100%	0	100%	31	100%	0	100%	31	100%	0	100%	0	100%	2	97%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	100435			Piloto A330	#N/A	#N/A	5/15/1989	No aplica	0	65%	0	100%	0	40%	0	100%	0	80%	0	100%	0	100%	0	100%	0	40%	0	100%	0	100%	0	40%	80%	35.60%	0%	66%	66%	
BOG	164361			Copiloto A320	#N/A	#N/A	4/3/2017	No aplica	0	98%	0	100%	24	100%	31	100%	0	100%	30	100%	0	100%	30	100%	0	100%	16	98%	0	100%	31	100%	100%	35.60%	0%	82%	82%	
BOG	164211			Copiloto A320	#N/A	#N/A	8/1/2017	No aplica	0	100%	3	97%	25	100%	0	100%	31	100%	0	100%	31	100%	0	100%	0	100%	31	100%	0	100%	13	97%	100%	35.60%	0%	82%	82%	
BOG	164245			Copiloto A320	#N/A	#N/A	8/1/2017	No aplica	0	100%	31	100%	29	100%	0	100%	31	100%	0	100%	31	100%	0	100%	0	100%	31	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
CLO	164728			Copiloto A320	#N/A	#N/A	9/18/2017	No aplica	29	100%	7	98%	0	100%	30	100%	0	100%	0	100%	0	100%	30	100%	0	100%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	164446			Copiloto A320	#N/A	#N/A	9/18/2017	No aplica	0	100%	7	98%	30	100%	0	100%	31	100%	0	100%	17	100%	0	100%	0	100%	31	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	163350			Copiloto A320	#N/A	#N/A	4/3/2017	No aplica	8	99%	0	100%	0	100%	31	100%	0	100%	30	100%	16	100%	0	100%	0	100%	24	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BGA	164716			Copiloto A320	#N/A	#N/A	9/18/2017	No aplica	0	100%	31	100%	0	100%	0	100%	0	100%	6	98%	0	100%	30	100%	0	100%	0	96%	28	100%	0	100%	100%	35.60%	0%	82%	82%	
CLO	163617			Copiloto A320	#N/A	#N/A	5/2/2017	No aplica	0	100%	13	98%	0	100%	0	100%	0	100%	30	100%	0	100%	0	100%	0	100%	29	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	163623			Copiloto A320	#N/A	#N/A	5/2/2017	No aplica	0	100%	31	100%	0	100%	28	100%	0	100%	12	99%	31	100%	0	100%	0	100%	31	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	164722			Copiloto A320	1 de enero de 2022	31 de diciembre de 2022	9/18/2017	OK	0	100%	21	100%	30	100%	0	100%	31	100%	0	100%	31	100%	0	100%	31	100%	24	0%	28	0%	31	0%	75%	35.60%	0%	62%	62%	
BOG	163620			Copiloto A320	#N/A	#N/A	5/2/2017	No aplica	0	100%	31	100%	12	98%	0	100%	0	100%	29	100%	31	100%	0	100%	0	100%	31	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
CLO	163621			Copiloto A320	#N/A	#N/A	5/2/2017	No aplica	0	100%	0	100%	29	100%	0	100%	0	100%	30	100%	10	99%	0	100%	0	100%	0	100%	27	100%	0	100%	100%	35.60%	0%	82%	82%	
CLO	164461			Copiloto A320	#N/A	#N/A	9/18/2017	No aplica	0	100%	30	100%	0	100%	0	100%	0	100%	5	98%	0	100%	30	100%	0	100%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	164452			Copiloto A320	#N/A	#N/A	9/18/2017	No aplica	0	100%	31	100%	30	100%	0	100%	31	100%	6	98%	0	100%	0	100%	0	100%	31	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
CLO	163939			Copiloto A320	1 de febrero de 2022	28 de febrero de 2022	6/1/2017	OK	0	100%	31	100%	17	99%	0	100%	0	100%	29	100%	0	100%	0	100%	0	100%	26	100%	28	0%	0	100%	92%	35.60%	0%	75%	75%	
BOG	163857			Copiloto A320	#N/A	#N/A	6/1/2017	No aplica	0	100%	31	100%	0	100%	12	99%	0	100%	30	100%	30	100%	0	100%	0	100%	31	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	163855			Copiloto A320	#N/A	#N/A	6/1/2017	No aplica	0	100%	30	100%	0	100%	31	100%	0	100%	30	100%	31	100%	0	100%	0	100%	0	97%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	163942			Copiloto A320	#N/A	#N/A	6/1/2017	No aplica	0	100%	31	100%	0	100%	29	100%	30	100%	0	100%	30	100%	0	100%	0	100%	31	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	164713			Copiloto A320	#N/A	#N/A	9/18/2017	No aplica	0	100%	31	100%	2	97%	0	100%	11	100%	0	100%	31	100%	0	100%	31	100%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	164208			Copiloto A320	#N/A	#N/A	9/1/2017	No aplica	0	100%	30	100%	30	100%	0	100%	31	100%	4	98%	0	100%	0	100%	0	100%	31	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
CLO	164237			Copiloto A320	#N/A	#N/A	9/1/2017	No aplica	0	100%	30	100%	0	100%	0	100%	0	100%	29	100%	0	100%	0	100%	31	100%	13	96%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	163853			Copiloto A320	#N/A	#N/A	6/1/2017	No aplica	0	100%	30	100%	0	100%	31	100%	30	100%	0	100%	27	100%	0	100%	0	100%	31	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	164240			Copiloto A320	#N/A	#N/A	9/1/2017	No aplica	0	100%	31	100%	29	100%	0	100%	15	100%	0	100%	31	100%	0	100%	0	100%	29	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	163859			Copiloto A320	#N/A	#N/A	6/1/2017	No aplica	0	100%	31	100%	0	100%	31	100%	30	100%	12	99%	0	100%	0	100%	0	100%	31	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	100344			Piloto A330	#N/A	#N/A	7/1/1987	No aplica	30	60%	31	100%	30	60%	31	80%	28	80%	30	100%	31	80%	30	80%	30	80%	31	100%	28	60%	27	41%	77%	35.60%	0%	63%	63%	
MDE	156092			Copiloto A320	#N/A	#N/A	9/22/2014	No aplica	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	31	100%	31	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	Piloto reintegrado diciembre 2021
BOG	100352			Piloto A330	#N/A	#N/A	8/10/1987	No aplica	30	60%	31	100%	30	60%	31	80%	31	80%	30	100%	31	80%	28	80%	31	80%	31	100%	18	61%	31	40%	77%	35.60%	0%	63%	63%	
BOG	100364			Piloto A330	#N/A	#N/A	12/9/1987	No aplica	0	60%	0	100%	0	60%	0	80%	0	81%	0	100%	0	80%	0	80%	0	80%	0	100%	0	60%	0	40%	77%	35.60%	0%	63%	63%	
BOG	100379			Piloto A330	#N/A	#N/A	8/8/1988	No aplica	30	60%	31	100%	30	60%	31	80%	31	80%	30	100%	30	80%	30	80%	31	80%	31	100%	25	60%	31	40%	77%	35.60%	0%	63%	63%	
BOG	100445			Piloto A330	#N/A	#N/A	6/16/1989	No aplica	30	60%	31	100%	30	60%	31	80%	30	80%	30	100%	31	80%	30	80%	31	80%	31	100%	24	60%	31	40%	77%	35.60%	0%	63%	63%	

Variable Compensation 2021-2022

MIN 60% AGREEMENT / TARGET 64% AGREEMENT (NPS column)

City	Employee ID	National ID	Name	Position	LONG-TERM LNR START	LONG TERM END LNR	Date of entry	REVIEW LONG LNR P	LNR ABR21	Apr-21	LNR MAY21	May-21	LNR JUN21	Jun-21	LNR JUL21	Jul-21	LNR AGO21	Aug-21	LNR SEPT21	Sep-21	LNR OCT21	Oct-21	LNR NOV21	Nov-21	LNR DIC21	Dec-21	LNR ENE22	Jan-22	LNR FEB22	Feb-22	LNR MAR22	Mar-22	Average April-21 to March-22	Result NPS AVG 2021	NPS 1,50 % (18%)	FUEL 4,50% (82%)	Final Achievement Factor	COMMENTS
BOG	175167			Copiloto A320	#N/A	#N/A	3/1/2018	No aplica	14	99%	0	100%	30	100%	0	100%	0	100%	30	100%	0	100%	30	100%	0	100%	0	100%	24	100%	12	97%	100%	35.60%	0%	82%	82%	
CLO	102130			Piloto A320	#N/A	#N/A	12/5/2008	No aplica	0	100%	0	100%	0	80%	30	100%	0	40%	0	100%	31	100%	0	100%	0	100%	0	80%	0	60%	31	100%	88%	35.60%	0%	72%	72%	
BOG	100169			Piloto A330	#N/A	#N/A	8/18/1980	No aplica	0	65%	0	100%	0	40%	0	79%	0	81%	0	99%	31	80%	30	80%	31	80%	9	97%	28	60%	31	64%	77%	35.60%	0%	63%	63%	
BOG	100287			Piloto A330	#N/A	#N/A	10/15/1985	No aplica	30	60%	31	100%	30	60%	31	80%	31	81%	30	100%	31	80%	30	80%	31	80%	31	100%	21	61%	31	40%	77%	35.60%	0%	63%	63%	
BOG	100419			Piloto A330	#N/A	#N/A	3/22/1989	No aplica	0	100%	0	100%	0	60%	0	79%	0	100%	0	97%	31	80%	30	80%	31	80%	31	100%	28	60%	31	64%	83%	35.60%	0%	68%	68%	
BOG	163317			Copiloto A320	#N/A	#N/A	4/3/2017	No aplica	30	100%	31	100%	0	100%	31	100%	9	99%	0	100%	27	100%	0	100%	0	100%	30	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BGA	163313			Copiloto A320	#N/A	#N/A	4/3/2017	No aplica	3	99%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	30	100%	0	100%	0	100%	28	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	164242			Copiloto A320	01 de marzo de 2022	31 de diciembre de 2022	8/1/2017	OK	2	98%	0	100%	29	100%	0	100%	30	100%	0	100%	31	100%	0	100%	0	100%	30	100%	0	100%	31	0%	92%	35.60%	0%	75%	75%	
BOG	158910			Copiloto A320	#N/A	#N/A	4/17/2015	No aplica	30	100%	31	100%	0	100%	31	100%	0	100%	30	100%	0	100%	30	100%	7	98%	0	100%	27	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	164213			Copiloto A320	#N/A	#N/A	8/1/2017	No aplica	0	100%	30	100%	0	100%	3	99%	31	100%	0	100%	31	100%	0	100%	0	100%	31	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	100876			Piloto B787	#N/A	#N/A	11/2/1996	No aplica	23	40%	0	40%	0	40%	0	100%	31	100%	0	100%	31	100%	7	99%	0	100%	0	80%	0	100%	0	100%	83%	35.60%	0%	68%	68%	
BOG	174645			Copiloto A320	#N/A	#N/A	8/16/2018	No aplica	30	100%	0	100%	30	100%	0	100%	4	98%	0	100%	31	100%	0	100%	31	100%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	159020			Copiloto A320	#N/A	#N/A	5/5/2015	No aplica	30	100%	31	100%	0	100%	5	99%	0	100%	29	100%	0	100%	29	100%	0	100%	0	100%	28	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	162622			Copiloto A320	#N/A	#N/A	7/1/2017	No aplica	0	100%	31	100%	0	100%	13	99%	30	100%	0	100%	30	100%	0	100%	0	100%	31	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
PEI	159030			Copiloto A320	#N/A	#N/A	5/5/2015	No aplica	0	100%	0	100%	30	100%	15	99%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	158420			Copiloto A320	#N/A	#N/A	2/1/2015	No aplica	27	100%	31	100%	0	100%	29	100%	0	100%	30	100%	3	99%	0	100%	0	100%	0	100%	28	100%	0	100%	100%	35.60%	0%	82%	82%	
MDE	158914			Copiloto A320	#N/A	#N/A	5/5/2015	No aplica	30	100%	0	100%	5	98%	0	100%	29	100%	0	100%	31	100%	0	100%	21	100%	0	100%	0	100%	31	100%	100%	35.60%	0%	82%	82%	
BOG	159023			Copiloto A320	#N/A	#N/A	5/5/2015	No aplica	30	100%	8	98%	0	100%	31	100%	0	100%	30	100%	0	100%	30	100%	0	100%	0	100%	28	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	158419			Copiloto A320	#N/A	#N/A	2/1/2015	No aplica	0	100%	31	100%	0	100%	25	100%	0	100%	29	100%	0	100%	29	100%	0	100%	0	100%	28	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	164214			Copiloto A320	#N/A	#N/A	7/1/2017	No aplica	0	100%	31	100%	0	100%	13	99%	30	100%	0	100%	31	100%	0	100%	0	100%	31	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	159047			Copiloto A320	#N/A	#N/A	5/5/2015	No aplica	27	100%	31	100%	0	100%	31	100%	0	100%	30	100%	0	100%	30	100%	8	98%	0	100%	28	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	159046			Copiloto A320	#N/A	#N/A	5/5/2015	No aplica	27	100%	5	97%	0	100%	29	100%	0	100%	22	100%	14	100%	0	100%	0	100%	0	100%	19	100%	0	100%	100%	35.60%	0%	82%	82%	
CLO	158616			Copiloto A320	#N/A	#N/A	2/6/2015	No aplica	30	100%	0	100%	0	100%	3	99%	0	100%	0	100%	31	100%	0	100%	0	100%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	164247			Copiloto A320	#N/A	#N/A	7/1/2017	No aplica	0	100%	31	100%	0	100%	31	100%	28	100%	15	99%	0	100%	0	100%	0	100%	31	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	159050			Copiloto A320	#N/A	#N/A	5/5/2015	No aplica	30	100%	31	100%	0	100%	31	100%	6	98%	0	100%	0	100%	30	100%	0	100%	0	100%	28	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	158578			Copiloto A320	#N/A	#N/A	2/6/2015	No aplica	0	100%	6	98%	0	100%	30	100%	0	100%	30	100%	0	100%	30	100%	0	100%	0	100%	28	100%	0	100%	100%	35.60%	0%	82%	82%	
MDE	164248			Copiloto A320	#N/A	#N/A	7/17/2017	No aplica	0	100%	0	100%	30	100%	0	100%	0	100%	30	100%	0	100%	0	100%	18	99%	0	100%	28	100%	0	100%	100%	35.60%	0%	82%	82%	
MDE	159038			Copiloto A320	#N/A	#N/A	5/5/2015	No aplica	30	100%	0	100%	0	100%	13	99%	0	100%	0	100%	31	100%	0	100%	31	100%	0	100%	0	100%	31	100%	100%	35.60%	0%	82%	82%	
BOG	159024			Copiloto A320	#N/A	#N/A	4/21/2015	No aplica	30	100%	31	100%	0	100%	31	100%	0	100%	30	100%	0	100%	4	99%	0	100%	0	100%	28	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	163851			Copiloto A320	#N/A	#N/A	6/1/2017	No aplica	0	100%	31	100%	0	100%	31	100%	30	100%	12	99%	0	100%	0	100%	0	100%	31	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	164442			Copiloto A320	01 de enero de 2022	30 de junio de 2022	9/1/2017	OK	0	100%	31	100%	30	100%	0	100%	31	100%	0	100%	18	100%	0	100%	0	100%	31	0%	28	0%	31	0%	75%	35.60%	0%	61%	61%	
CLO	101690			Copiloto A320	#N/A	#N/A	9/1/2006	No aplica	0	100%	31	100%	0	100%	0	100%	0	98%	0	100%	0	100%	0	100%	0	100%	15	97%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
CLO	164453			Copiloto A320	#N/A	#N/A	9/1/2017	No aplica	0	100%	31	100%	0	100%	0	100%	0	100%	30	100%	0	100%	0	100%	30	100%	0	100%	0	100%	13	97%	100%	35.60%	0%	82%	82%	
BOG	102125			Copiloto A320	#N/A	#N/A	11/16/2008	No aplica	0	100%	31	100%	9	98%	0	100%	27	100%	0	100%	31	100%	0	100%	0	100%	11	96%	0	100%	0	100%	99%	35.60%	0%	82%	82%	
BOG	101048			Copiloto A320	#N/A	#N/A	4/12/1999	No aplica	0	100%	31	100%	0	100%	12	99%	0	100%	30	100%	31	100%	0	100%	0	100%	29	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	164447			Copiloto A320	#N/A	#N/A	9/1/2017	No aplica	0	100%	31	100%	30	100%	0	100%	31	100%	4	98%	0	100%	0	100%	0	100%	31	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	132552			Copiloto A320	#N/A	#N/A	10/18/2016	No aplica	0	100%	31	100%	0	100%	31	100%	0	100%	30	100%	9	99%	0	100%	0	100%	0	96%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
CLO	164448			Copiloto A320	#N/A	#N/A	9/1/2017	No aplica	0	100%	30	100%	0	100%	0	100%	0	100%	30	100%	0	100%	29	100%	0	100%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
CLO	164454			Copiloto A320	#N/A	#N/A	9/1/2017	No aplica	0	100%	29	100%	0	100%	0	100%	0	100%	30	100%	0	100%	0	100%	31	100%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	164463			Copiloto A320	#N/A	#N/A	9/1/2017	No aplica	0	100%	31	100%	30	100%	0	100%	30	100%	0	100%	31	100%	0	100%	0	100%	31	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
CLO	164462			Copiloto A320	1 de enero de 2021	31 de julio de 2021	9/1/2017	OK	30	0%	31	0%	30	0%	31	0%	0	100%	5	98%	0	100%	0	100%	31	100%	0	100%	0	100%	0	100%	66%	35.60%	0%	55%	55%	
BOG	164750			Copiloto A320	#N/A	#N/A	9/1/2017	No aplica	0	100%	31	100%	4	97%	0	100%	31	100%	0	100%	31	100%	0	100%	0	100%	31	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
MDE	159356			Copiloto A320	#N/A	#N/A	7/1/2015	No aplica	0	100%	0	100%	0	100%	31	100%	0	100%	0	100%	29	100%	0	100%	16	99%	0	100%	0	100%	31	100%	100%	35.60%	0%	82%	82%	
MDE	164445			Copiloto A320	1 de enero de 2021	30 de junio de 2022	9/1/2017	OK	30	0%	31	0%	30	0%	31	0%	31	0%	30	0%	31	0%	30	0%	31	0%	31	0%	28	0%	31	0%	0%	35.60%	0%	0%	0%	
PEI	174652			Copiloto A320	#N/A	#N/A	9/3/2018	No aplica	0	100%	27	100%	0	100%	31	100%	0	100%	0	100%	0	100%	0	100%	0	100%	12	97%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	163624			Copiloto A320	#N/A	#N/A	5/2/2017	No aplica	0	100%	31	100%	12	98%	0	100%	0	100%	30	100%	31	100%	0	100%	0	100%	31	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	158905			Copiloto A320	01/10/21-31/10/21	01/12/21-31/01/22	3/16/2015	OK	20	100%	8	98%	0	100%	31	100%	0	100%	30	100%	31	0%	29	100%	31	0%	31	0%	0	100%	0	100%	75%	35.60%	0%	61%	61%	
MDE	163618			Copiloto A320	#N/A	#N/A	5/2/2017	No aplica	0	100%	0	100%	0	100%	31	100%	0	100%	17	99%	0	100%	0	100%	31	100%	0	100%	0	100%	31	100%	100%	35.60%	0%	82%	82%	
CLO	163316			Copiloto A320	#N/A	#N/A	4/3/2017	No aplica	0	100%	0	100%	30	100%	0	100%	0	100%	0	100%	31	100%	0	100%	10	98%	0	100%	28	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	163315			Copiloto A320	#N/A	#N/A	4/3/2017	No aplica	8	99%	31	100%	0	100%	31	100%	0	100%	30	100%	30	100%	0	100%	0	100%	30	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	163354			Copiloto A320	#N/A	#N/A	4/3/2017	No aplica	0	100%	31	100%	0	100%	9	99%	0	100%	30	100%	31	100%	0	100%	0	100%	31	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	163333			Copiloto A320	#N/A	#N/A	4/3/2017	No aplica	30	100%	10	98%	0	100%	31	100%	0	100%	30	100%	30	100%	0	100%	0	100%	31	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	163308			Copiloto A320	#N/A	#N/A	4/17/2017	No aplica	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
MDE	159022			Copiloto A320	#N/A	#N/A	4/21/2015	No aplica	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	100%	31	100%	28	100%	31	100%	100%	35.60%	0%	82%	82%	Piloto reintegrado diciembre 2021
BOG	102197			Piloto A320	#N/A	#N/A	6/5/2009	No aplica	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	31	100%	31	100%	28	100%	31	100%	100%	35.60%	0%	82%	82%	Piloto reintegrado diciembre 2021
CLO	102436			Piloto A320	#N/A	#N/A	2/9/2010	No aplica	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	31	100%	31	100%	28	100%	31	100%	100%	35.60%	0%	82%	82%	Piloto reintegrado diciembre 2021
BOG	102472			Piloto A320	#N/A	#N/A	6/1/2010	No aplica	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	31	100%	31	100%	28	100%	29	100%	100%	35.60%	0%	82%	82%	Piloto reintegrado diciembre 2021
CLO	159117			Copiloto A320	#N/A	#N/A	6/1/2015	No aplica	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	31	100%	28	100%	31	100%	100%	35.60%	0%	82%	82%	Piloto reintegrado enero 2022
BOG	101515			Piloto A320	#N/A	#N/A	12/1/2005	No aplica	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	31	100%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	Piloto reintegrado diciembre 2021
MDE	159354			Copiloto A320	#N/A	#N/A	5/16/2015	No aplica	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	31	100%	31	100%	28	100%	31	100%	100%	35.60%	0%	82%	82%	Piloto reintegrado diciembre 2021
BAQ	156516			Copiloto A320	#N/A	#N/A	9/26/2014	No aplica	0	75%	31	100%	0	76%	0	89%	0	91%	29	100%	0	100%	30	100%	0	100%	0	100%	0	100%	31	100%	94%	35.60%	0%	77%	77%	
BOG	100179			Piloto A330	#N/A	#N/A	7/7/1980	No aplica	0	65%	31	100%	30	60%	31	80%	31	80%	30	100%	31	80%	30	80%	31	80%	31	100%	19	61%	31	40%	77%	35.60%	0%	63%	63%	
BOG	100259			Piloto A330	#N/A	#N/A	5/7/1984	No aplica	0	100%	0	100%	0	80%	0	100%	0	100%	0	100%	15	80%	30	80%	30	80%	31	100%	28	60%	31	64%	87%	35.60%	0%	71%	71%	
BOG	160041			Copiloto A320	01 de mayo de 2022	31 de julio de 2022	9/22/2015	OK	0	100%	0	100%	30	100%	0	100%	0	100%	30	100%	0	100%	0	100%	0	100%	0	100%	0	100%	5	96%	100%	35.60%	0%	82%	82%	
MDE	100516			Piloto A320	#N/A	#N/A	7/1/1990	No aplica	0	100%	0	100%	30	100%	1	99%	0	100%	30	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	163336			Copiloto A320	#N/A	#N/A	4/3/2017	No aplica	0	100%	31	100%	0	100%	9	99%	0	100%	30	100%	31	100%	0	100%	0	100%	11	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	174992			Copiloto A320	#N/A	#N/A	11/1/2018	No aplica	30	100%	0	100%	10	98%	0	100%	31	100%	30	100%	0	100%	0	100%	30	100%	0	100%	0	100%	31	100%	100%	35.60%	0%	82%	82%	
BOG	175005			Copiloto A320	#N/A	#N/A	11/1/2018	No aplica	30	100%	11	99%	0	100%	0	100%	31	100%	30	100%	0	100%	0	100%	30	100%	0	100%	0	100%	30	100%	100%	35.60%	0%	82%	82%	
BOG	175262			Copiloto A320	#N/A	#N/A	12/3/2018	No aplica	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	30	100%	0	95%	0	100%	31	100%	100%	35.60%	0%	82%	82%	
BOG	165395			Copiloto A320	#N/A	#N/A	12/3/2018	No aplica	30	100%	0	100%	30	100%	0	100%	31	100%	30	100%	0	100%	0	100%	28	100%	0	100%	0	100%	31	100%	100%	35.60%	0%	82%	82%	
BOG	174984			Copiloto A320	#N/A	#N/A	11/1/2018	No aplica	0	100%	0	100%	29	100%	0	100%	31	100%	30	100%	0	100%	0	100%	27	100%	0	100%	0	100%	31	100%	100%	35.60%	0%	82%	82%	
BOG	174985			Copiloto A320	#N/A	#N/A	11/1/2018	No aplica	30	100%	0	100%	30	100%	0	100%	11	99%	30	100%	0	100%	0	100%	28	100%	0	100%	0	100%	31	100%	100%	35.60%	0%	82%	82%	
BOG	175265			Copiloto A320	#N/A	#N/A	12/3/2018	No aplica	30	100%	0	100%	23	100%	0	100%	31	100%	30	100%	0	100%	12	99%	0	100%	0	100%	0	100%	31	100%	100%	35.60%	0%	82%	82%	
BOG	175267			Copiloto A320	#N/A	#N/A	12/3/2018	No aplica	30	100%	13	98%	0	100%	0	100%	31	100%	30	100%	0	100%	28	100%	0	100%	18	98%	0	100%	31	100%	100%	35.60%	0%	82%	82%	
BOG	174997			Copiloto A320	#N/A	#N/A	11/1/2018	No aplica	30	100%	10	98%	0	100%	0	100%	31	100%	0	100%	27	100%	0	100%	30	100%	0	100%	0	100%	31	100%	100%	35.60%	0%	82%	82%	
BOG	175269			Copiloto A320	#N/A	#N/A	12/17/2018	No aplica	0	100%	0	100%	22	100%	0	100%	31	100%	30	100%	0	100%	11	99%	0	100%	0	100%	0	100%	31	100%	100%	35.60%	0%	82%	82%	
CTG	175011			Copiloto A320	#N/A	#N/A	11/1/2018	No aplica	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	6	96%	100%	35.60%	0%	82%	82%	
BOG	174993			Copiloto A320	#N/A	#N/A	12/3/2018	No aplica	30	100%	0	100%	30	100%	0	100%	31	100%	30	100%	0	100%	10	99%	0	100%	0	100%	0	100%	31	100%	100%	35.60%	0%	82%	82%	
BOG	174990			Copiloto A320	#N/A	#N/A	11/1/2018	No aplica	30	100%	0	100%	24	100%	11	99%	0	100%	30	100%	0	100%	0	100%	31	100%	0	100%	0	100%	30	100%	100%	35.60%	0%	82%	82%	
BOG	175270			Copiloto A320	#N/A	#N/A	12/3/2018	No aplica	30	100%	0	100%	12	98%	0	100%	31	100%	30	100%	0	100%	0	100%	30	100%	0	100%	0	98%	0	100%	100%	35.60%	0%	82%	82%	
BOG	175347			Copiloto A320	#N/A	#N/A	12/3/2018	No aplica	30	100%	0	100%	30	100%	31	100%	0	100%	30	100%	0	100%	30	100%	0	100%	0	100%	0	100%	31	100%	100%	35.60%	0%	82%	82%	
BAQ	174623			Copiloto A320	#N/A	#N/A	7/1/2019	No aplica	0	100%	31	100%	0	100%	31	100%	0	100%	0	100%	0	100%	30	100%	0	100%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BAQ	175519			Copiloto A320	#N/A	#N/A	1/2/2019	No aplica	30	100%	31	100%	0	100%	0	100%	31	100%	0	100%	0	100%	0	100%	19	100%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	105092			Copiloto B787	#N/A	#N/A	7/5/2013	No aplica	0	75%	0	75%	0	75%	0	75%	0	91%	8	98%	31	90%	0	90%	0	89%	0	100%	0	75%	0	75%	84%	35.60%	0%	69%	69%	
BOG	105132			Copiloto B787	#N/A	#N/A	7/19/2013	No aplica	0	75%	0	75%	0	75%	0	89%	0	91%	12	98%	0	90%	29	90%	0	89%	0	100%	0	75%	0	75%	85%	35.60%	0%	70%	70%	
BOG	100407			Piloto A330	#N/A	#N/A	8/8/1988	No aplica	0	65%	0	100%	0	65%	0	79%	3	81%	0	100%	31	80%	30	80%	2	80%	29	100%	28	60%	31	64%	79%	35.60%	0%	65%	65%	
CLO	164712			Copiloto A320	#N/A	#N/A	11/16/2017	No aplica	26	100%	0	100%	0	100%	0	100%	31	100%	0	100%	0	100%	30	100%	11	98%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	159355			Copiloto A320	#N/A	#N/A	7/1/2015	No aplica	0	100%	0	100%	0	100%	0	100%	1	98%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	158598			Copiloto A320	#N/A	#N/A	2/9/2015	No aplica	29	100%	10	100%	5	98%	0	100%	0	100%	30	100%	0	100%	29	100%	0	100%	0	100%	25	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	174716			Copiloto A320	#N/A	#N/A	1/2/2018	No aplica	0	100%	31	100%	27	100%	0	100%	31	100%	0	100%	31	100%	0	100%	31	100%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	158571			Copiloto A320	#N/A	#N/A	2/9/2015	No aplica	30	100%	30	100%	0	98%	0	100%	0	100%	30	100%	0	100%	26	100%	0	100%	0	100%	28	100%	0	100%	100%	35.60%	0%	82%	82%	
MDE	158615			Copiloto A320	24 de marzo de 2021	31 de diciembre de 2022	2/9/2015	OK	30	0%	31	0%	30	0%	31	0%	31	0%	30	0%	31	0%	30	0%	31	0%	31	0%	28	0%	31	0%	0%	35.60%	0%	0%	0%	
BOG	174719			Copiloto A320	#N/A	#N/A	1/2/2018	No aplica	0	100%	31	100%	27	100%	0	100%	31	100%	0	100%	7	99%	0	100%	31	100%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	158590			Copiloto A320	01 de mayo de 2022	31 de diciembre de 2022	2/20/2015	OK	30	100%	31	100%	0	100%	31	100%	0	100%	6	98%	0	100%	26	100%	0	100%	0	96%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	174717			Copiloto A320	#N/A	#N/A	1/2/2018	No aplica	0	100%	30	100%	15	100%	13	99%	0	100%	0	100%	23	100%	0	100%	31	100%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
MDE	174715			Copiloto A320	#N/A	#N/A	1/2/2018	No aplica	0	100%	0	100%	30	100%	0	100%	15	99%	0	100%	0	100%	30	100%	0	100%	0	100%	28	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	174714			Copiloto A320	#N/A	#N/A	1/2/2018	No aplica	0	100%	31	100%	27	100%	0	100%	31	100%	14	99%	0	100%	0	100%	28	100%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	174631			Copiloto A320	#N/A	#N/A	8/16/2018	No aplica	30	100%	0	100%	30	100%	0	100%	4	98%	0	100%	31	100%	0	100%	31	100%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	174721			Copiloto A320	#N/A	#N/A	1/2/2018	No aplica	0	100%	31	100%	29	100%	0	100%	31	100%	10	99%	0	100%	0	100%	28	100%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	174713			Copiloto A320	#N/A	#N/A	1/2/2018	No aplica	0	100%	31	100%	2	98%	0	100%	31	100%	0	100%	31	100%	0	100%	28	100%	13	96%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	158474			Copiloto A320	01 de abril de 2022	30 de abril de 2022	1/1/2015	OK	0	100%	0	100%	25	100%	29	100%	0	100%	30	100%	0	100%	30	100%	0	100%	0	100%	28	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	175118			Copiloto A320	#N/A	#N/A	3/1/2018	No aplica	11	99%	0	100%	30	100%	0	100%	31	100%	0	100%	31	100%	0	100%	28	100%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	175124			Copiloto A320	#N/A	#N/A	3/1/2018	No aplica	30	100%	0	100%	30	100%	0	100%	14	99%	0	100%	31	100%	0	100%	31	100%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	175123			Copiloto A320	#N/A	#N/A	3/1/2018	No aplica	30	100%	0	100%	30	100%	0	100%	31	100%	0	100%	31	100%	13	99%	0	100%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	175122			Copiloto A320	#N/A	#N/A	3/1/2018	No aplica	27	100%	0	100%	30	100%	0	100%	31	100%	0	100%	31	100%	14	99%	0	100%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	175125			Copiloto A320	#N/A	#N/A	3/1/2018	No aplica	29	100%	17	99%	0	100%	0	100%	31	100%	0	100%	31	100%	0	100%	31	100%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	175126			Copiloto A320	#N/A	#N/A	3/1/2018	No aplica	30	100%	0	100%	26	100%	0	100%	14	99%	0	100%	31	100%	0	100%	31	100%	0	100%	0	100%	14	97%	100%	35.60%	0%	82%	82%	
BOG	175105			Copiloto A320	#N/A	#N/A	2/1/2018	No aplica	30	100%	0	100%	30	100%	0	100%	31	100%	0	100%	31	100%	0	100%	30	100%	0	100%	0	97%	0	100%	100%	35.60%	0%	82%	82%	
BOG	175091			Copiloto A320	#N/A	#N/A	2/1/2018	No aplica	29	100%	16	99%	0	100%	0	100%	31	100%	0	100%	31	100%	0	100%	31	100%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
MDE	158572			Copiloto A320	#N/A	#N/A	2/6/2015	No aplica	0	100%	31	100%	0	100%	0	100%	30	100%	0	100%	8	99%	0	100%	31	100%	0	100%	0	96%	0	100%	100%	35.60%	0%	82%	82%	
BOG	159025			Copiloto A320	#N/A	#N/A	4/21/2015	No aplica	26	100%	31	100%	0	100%	31	100%	7	98%	0	100%	0	100%	30	100%	0	100%	0	100%	27	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	160038			Copiloto A320	#N/A	#N/A	9/22/2015	No aplica	30	100%	31	100%	0	100%	31	100%	7	98%	0	100%	31	100%	0	100%	0	100%	31	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	175393			Copiloto A320	#N/A	#N/A	4/1/2018	No aplica	30	100%	0	100%	30	100%	0	100%	30	100%	0	100%	17	100%	0	100%	31	100%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
PEI	159031			Copiloto A320	#N/A	#N/A	5/8/2015	No aplica	29	100%	0	100%	21	100%	0	100%	12	99%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	159296			Copiloto A320	#N/A	#N/A	5/20/2015	No aplica	27	100%	31	100%	0	100%	0	100%	0	100%	8	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	175390			Copiloto A320	#N/A	#N/A	4/1/2018	No aplica	30	100%	0	100%	30	100%	0	100%	31	100%	0	100%	31	100%	0	100%	31	100%	0	100%	0	98%	0	100%	100%	35.60%	0%	82%	82%	
BOG	175385			Copiloto A320	#N/A	#N/A	4/1/2018	No aplica	30	100%	0	100%	27	100%	0	100%	31	100%	0	100%	31	100%	0	100%	31	100%	0	97%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	175387			Copiloto A320	#N/A	#N/A	4/1/2018	No aplica	27	100%	0	100%	30	100%	0	100%	17	99%	0	100%	30	100%	0	100%	30	100%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	175399			Copiloto A320	#N/A	#N/A	4/1/2018	No aplica	30	100%	0	100%	30	100%	0	100%	31	100%	0	100%	31	100%	17	100%	0	100%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	159283			Copiloto A320	#N/A	#N/A	6/1/2015	No aplica	30	100%	31	100%	0	100%	31	100%	0	100%	9	99%	30	100%	0	100%	0	100%	31	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BAQ	159115			Copiloto A320	#N/A	#N/A	6/1/2015	No aplica	30	100%	0	100%	30	100%	0	100%	0	100%	30	100%	6	99%	0	100%	0	100%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	175386			Copiloto A320	#N/A	#N/A	4/1/2018	No aplica	30	100%	0	100%	23	100%	0	100%	31	100%	0	100%	16	100%	0	100%	28	100%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	175384			Copiloto A320	#N/A	#N/A	4/1/2018	No aplica	24	100%	0	100%	30	100%	0	100%	31	100%	0	100%	31	100%	0	100%	31	100%	0	97%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	175391			Copiloto A320	#N/A	#N/A	4/1/2018	No aplica	30	100%	0	100%	0	100%	0	100%	31	100%	0	100%	30	100%	0	100%	31	100%	0	100%	0	98%	0	100%	100%	35.60%	0%	82%	82%	
BOG	103550			Copiloto A320	#N/A	#N/A	7/3/2012	No aplica	29	100%	31	100%	0	100%	31	100%	0	100%	30	100%	5	99%	0	100%	0	100%	0	100%	28	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	159279			Copiloto A320	#N/A	#N/A	6/1/2015	No aplica	30	100%	28	100%	9	98%	0	100%	0	100%	30	100%	31	100%	0	100%	0	100%	31	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
MDE	159281			Copiloto A320	#N/A	#N/A	6/1/2015	No aplica	30	100%	0	100%	0	100%	15	99%	0	100%	0	100%	31	100%	0	100%	31	100%	0	100%	0	100%	12	100%	100%	35.60%	0%	82%	82%	
BOG	175172			Copiloto A320	#N/A	#N/A	3/1/2018	No aplica	30	100%	0	100%	30	100%	0	100%	31	100%	13	99%	0	100%	0	100%	16	100%	0	100%	0	100%	9	97%	100%	35.60%	0%	82%	82%	

Variable Compensation 2021-2022

																																			MIN 60% AGREEMENT / TARGET 64% AGREEMENT			
City	Employee ID	National ID	Name	Position	LONG-TERM LNR START	LONG TERM END LNR	Date of entry	REVIEW LONG LNR P	LNR ABR21	Apr-21	LNR MAY21	May-21	LNR JUN21	Jun-21	LNR JUL21	Jul-21	LNR AGO21	Aug-21	LNR SEPT21	Sep-21	LNR OCT21	Oct-21	LNR NOV21	Nov-21	LNR DIC21	Dec-21	LNR ENE22	Jan-22	LNR FEB22	Feb-22	LNR MAR22	Mar-22	Average April-21 to March-22	Result NPS AVG 2021	NPS 1,50 % (18%)	FUEL 4,50% (82%)	Final Achievement Factor	COMMENTS
BOG	175165			Copiloto A320	#N/A	#N/A	3/1/2018	No aplica	30	100%	0	100%	30	100%	0	100%	31	100%	14	99%	0	100%	0	100%	23	100%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	175170			Copiloto A320	#N/A	#N/A	3/1/2018	No aplica	30	100%	0	100%	30	100%	0	100%	15	99%	0	100%	31	100%	0	100%	31	100%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
CLO	159280			Copiloto A320	#N/A	#N/A	6/1/2015	No aplica	0	100%	0	100%	30	100%	0	100%	0	100%	0	100%	31	100%	4	99%	0	100%	0	100%	0	100%	31	100%	100%	35.60%	0%	82%	82%	
BOG	175166			Copiloto A320	#N/A	#N/A	3/1/2018	No aplica	30	100%	0	100%	28	100%	0	100%	14	99%	0	100%	30	100%	0	100%	31	100%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	175171			Copiloto A320	#N/A	#N/A	3/1/2018	No aplica	24	100%	0	100%	30	100%	0	100%	31	100%	0	100%	30	100%	14	99%	0	100%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	100833			Piloto B787	#N/A	#N/A	2/13/1996	No aplica	0	40%	0	40%	0	40%	0	60%	0	100%	0	100%	0	100%	0	100%	0	97%	0	100%	0	100%	0	100%	81%	35.60%	0%	67%	67%	
BOG	159290			Copiloto A320	#N/A	#N/A	6/4/2015	No aplica	30	100%	31	100%	0	100%	13	99%	0	100%	30	100%	31	100%	0	100%	0	100%	21	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	176368			Copiloto A320	#N/A	#N/A	6/1/2018	No aplica	30	100%	0	100%	24	100%	0	100%	31	100%	0	100%	31	100%	17	100%	0	100%	0	100%	0	100%	31	100%	100%	35.60%	0%	82%	82%	
BOG	176466			Copiloto A320	#N/A	#N/A	6/1/2018	No aplica	30	100%	1	97%	0	100%	0	100%	31	100%	0	100%	27	100%	0	100%	31	100%	0	98%	0	100%	30	100%	100%	35.60%	0%	82%	82%	
BOG	164244			Copiloto A320	#N/A	#N/A	9/1/2017	No aplica	0	100%	31	100%	0	100%	31	100%	28	100%	4	98%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	159037			Copiloto A320	#N/A	#N/A	5/5/2015	No aplica	29	100%	31	100%	7	98%	0	100%	0	100%	30	100%	0	100%	29	100%	0	100%	31	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	176327			Copiloto A320	#N/A	#N/A	6/1/2018	No aplica	30	100%	0	100%	30	100%	0	100%	31	100%	0	100%	31	100%	0	100%	21	99%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	159287			Copiloto A320	#N/A	#N/A	5/8/2015	No aplica	30	100%	8	98%	0	100%	31	100%	0	100%	20	100%	31	100%	0	100%	0	100%	31	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	174541			Copiloto A320	#N/A	#N/A	8/16/2018	No aplica	30	100%	0	100%	30	100%	0	100%	31	100%	0	100%	31	100%	0	100%	31	100%	0	100%	0	98%	0	100%	100%	35.60%	0%	82%	82%	
BOG	159353			Copiloto A320	#N/A	#N/A	6/16/2015	No aplica	30	100%	31	100%	0	100%	31	100%	11	99%	0	100%	31	100%	0	100%	0	100%	31	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	158912			Copiloto A320	#N/A	#N/A	3/20/2015	No aplica	0	100%	0	100%	0	100%	0	100%	5	98%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	176462			Copiloto A320	#N/A	#N/A	6/1/2018	No aplica	29	100%	1	97%	0	100%	0	100%	31	100%	0	100%	31	100%	0	100%	31	100%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	174532			Copiloto A320	#N/A	#N/A	6/16/2018	No aplica	30	100%	0	100%	30	100%	0	100%	31	100%	0	100%	31	100%	0	100%	28	100%	0	100%	0	98%	0	100%	100%	35.60%	0%	82%	82%	
BOG	174632			Copiloto A320	#N/A	#N/A	6/16/2018	No aplica	29	100%	1	97%	0	100%	0	100%	31	100%	0	100%	31	100%	0	100%	31	100%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	165568			Copiloto A320	#N/A	#N/A	12/1/2017	No aplica	0	100%	31	100%	11	98%	0	100%	31	100%	0	100%	31	100%	0	100%	14	98%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	165570			Copiloto A320	#N/A	#N/A	12/1/2017	No aplica	0	100%	31	100%	11	98%	0	100%	31	100%	0	100%	31	100%	0	100%	31	100%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	160668			Copiloto A320	#N/A	#N/A	12/24/2015	No aplica	0	100%	22	100%	0	100%	31	100%	0	100%	30	100%	30	100%	0	100%	0	100%	31	100%	0	100%	10	97%	100%	35.60%	0%	82%	82%	
BOG	168473			Copiloto A320	#N/A	#N/A	8/16/2018	No aplica	22	100%	0	100%	27	100%	0	100%	31	100%	0	100%	31	100%	0	100%	31	100%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	155801			Copiloto A320	#N/A	#N/A	12/24/2015	No aplica	30	100%	18	100%	0	100%	8	99%	0	100%	30	100%	30	100%	0	100%	0	100%	31	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	135828			Copiloto A320	#N/A	#N/A	1/1/2017	No aplica	30	100%	0	100%	30	100%	0	100%	30	100%	0	100%	15	99%	0	100%	30	100%	0	100%	0	100%	31	100%	100%	35.60%	0%	82%	82%	
BGA	160660			Copiloto A320	#N/A	#N/A	1/16/2016	No aplica	0	100%	31	100%	0	100%	0	100%	0	100%	0	100%	5	99%	0	100%	28	100%	0	100%	0	100%	4	96%	100%	35.60%	0%	82%	82%	
BOG	160666			Copiloto A320	#N/A	#N/A	12/24/2015	No aplica	30	100%	31	100%	0	100%	6	99%	0	100%	30	100%	31	100%	0	100%	0	100%	11	96%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	160662			Copiloto A320	#N/A	#N/A	12/24/2015	No aplica	30	100%	31	100%	0	100%	31	100%	7	98%	0	100%	31	100%	0	100%	0	100%	31	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
MDE	159294			Copiloto A320	#N/A	#N/A	9/1/2015	No aplica	30	100%	0	100%	0	100%	31	100%	0	100%	4	98%	0	100%	0	100%	30	100%	0	100%	0	100%	31	100%	100%	35.60%	0%	82%	82%	
BOG	174629			Copiloto A320	#N/A	#N/A	9/3/2018	No aplica	29	100%	6	98%	0	100%	0	100%	31	100%	0	100%	31	100%	0	100%	31	100%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
MDE	160040			Copiloto A320	01 de mayo de 2022	31 de julio de 2022	9/22/2015	OK	0	100%	0	100%	0	100%	30	100%	0	100%	0	100%	31	100%	0	100%	26	100%	0	100%	0	100%	30	100%	100%	35.60%	0%	82%	82%	
BOG	160042			Copiloto A320	#N/A	#N/A	9/22/2015	No aplica	0	100%	31	100%	0	100%	31	100%	0	100%	20	100%	26	100%	0	100%	0	100%	31	100%	0	100%	8	96%	100%	35.60%	0%	82%	82%	
BOG	175092			Copiloto A320	#N/A	#N/A	2/1/2018	No aplica	30	100%	0	100%	30	100%	0	100%	30	100%	0	100%	30	100%	0	100%	28	100%	0	100%	0	97%	0	100%	100%	35.60%	0%	82%	82%	
BOG	175100			Copiloto A320	#N/A	#N/A	2/1/2018	No aplica	30	100%	0	100%	30	100%	0	100%	31	100%	0	100%	31	100%	0	100%	28	100%	0	100%	0	98%	0	100%	100%	35.60%	0%	82%	82%	
BOG	175028			Copiloto A320	#N/A	#N/A	2/1/2018	No aplica	30	100%	0	100%	30	100%	0	100%	14	99%	0	100%	31	100%	0	100%	31	100%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	175038			Copiloto A320	#N/A	#N/A	2/1/2018	No aplica	30	100%	0	100%	29	100%	0	100%	31	100%	0	100%	15	99%	0	100%	31	100%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	158575			Copiloto A320	#N/A	#N/A	2/20/2015	No aplica	29	100%	31	100%	0	100%	31	100%	0	100%	30	100%	4	99%	0	100%	0	100%	0	100%	28	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	175666			Copiloto A320	01 de mayo de 2022	31 de mayo de 2022	5/7/2018	OK	27	100%	0	100%	30	100%	0	100%	31	100%	0	100%	31	100%	0	100%	31	100%	0	98%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	175671			Copiloto A320	01 de febrero de 2021	31 de enero de 2022	5/7/2018	OK	30	0%	31	0%	30	0%	31	0%	31	0%	30	0%	31	0%	30	0%	31	0%	31	0%	0	100%	0	100%	17%	35.60%	0%	14%	14%	
BOG	128389			Copiloto A320	#N/A	#N/A	2/8/2014	No aplica	30	100%	0	100%	30	100%	0	100%	31	100%	0	100%	31	100%	0	100%	31	100%	0	100%	0	98%	0	100%	100%	35.60%	0%	82%	82%	
BOG	175614			Copiloto A320	#N/A	#N/A	5/7/2018	No aplica	5	100%	0	100%	30	100%	0	100%	30	100%	0	100%	29	100%	0	100%	31	100%	0	100%	0	98%	0	100%	100%	35.60%	0%	82%	82%	
BOG	174960			Copiloto A320	#N/A	#N/A	9/17/2018	No aplica	30	100%	7	98%	0	100%	0	100%	31	100%	0	100%	31	100%	0	100%	30	100%	0	100%	0	100%	17	98%	100%	35.60%	0%	82%	82%	
BOG	175397			Copiloto A320	#N/A	#N/A	4/1/2018	No aplica	27	100%	0	100%	30	100%	0	100%	31	100%	0	100%	18	100%	0	100%	28	100%	0	100%	0	97%	0	100%	100%	35.60%	0%	82%	82%	
BOG	175388			Copiloto A320	#N/A	#N/A	4/1/2018	No aplica	30	100%	0	100%	30	100%	0	100%	31	100%	0	100%	31	100%	0	100%	31	100%	17	97%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	174959			Copiloto A320	#N/A	#N/A	9/17/2018	No aplica	30	100%	7	98%	0	100%	0	100%	31	100%	0	100%	29	100%	0	100%	31	100%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
MDE	101531			Piloto A320	#N/A	#N/A	1/2/2006	No aplica	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	31	100%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	Piloto reintegrado diciembre 2021
BOG	174962			Copiloto A320	#N/A	#N/A	9/17/2018	No aplica	30	100%	7	98%	0	100%	0	100%	31	100%	0	100%	31	100%	0	100%	30	100%	0	100%	0	98%	0	100%	100%	35.60%	0%	82%	82%	
BOG	164725			Copiloto A320	#N/A	#N/A	10/2/2017	No aplica	0	100%	31	100%	7	98%	0	100%	31	100%	0	100%	31	100%	0	100%	31	100%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	174967			Copiloto A320	#N/A	#N/A	9/17/2018	No aplica	27	100%	7	98%	0	100%	0	100%	31	100%	0	100%	31	100%	0	100%	31	100%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	164730			Copiloto A320	#N/A	#N/A	10/2/2017	No aplica	0	100%	31	100%	7	98%	0	100%	31	100%	0	100%	31	100%	0	100%	31	100%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	164726			Copiloto A320	#N/A	#N/A	10/2/2017	No aplica	0	100%	31	100%	30	100%	0	100%	30	100%	6	98%	0	100%	0	100%	0	100%	31	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BAQ	176316			Copiloto A320	#N/A	#N/A	6/1/2018	No aplica	26	100%	0	100%	30	100%	0	100%	31	100%	12	99%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	164715			Copiloto A320	#N/A	#N/A	10/2/2017	No aplica	0	100%	27	100%	7	98%	0	100%	31	100%	0	100%	31	100%	0	100%	31	100%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	164729			Copiloto A320	#N/A	#N/A	10/2/2017	No aplica	0	100%	31	100%	7	98%	0	100%	31	100%	0	100%	30	100%	0	100%	28	100%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	176423			Copiloto A320	#N/A	#N/A	6/1/2018	No aplica	0	100%	0	100%	30	100%	0	100%	31	100%	0	100%	31	100%	18	100%	0	100%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
CTG	176263			Copiloto A320	#N/A	#N/A	6/1/2018	No aplica	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	13	99%	0	100%	0	100%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	100380			Piloto A330	#N/A	#N/A	8/8/1988	No aplica	30	60%	31	100%	30	60%	25	80%	31	80%	30	100%	31	80%	30	80%	31	80%	31	100%	23	61%	30	40%	77%	35.60%	0%	63%	63%	
BOG	105098			Copiloto A330	01 de noviembre de 2021	17 de abril de 2022	7/12/2013	OK	30	100%	0	100%	0	100%	0	100%	0	91%	0	100%	31	90%	30	0%	31	0%	31	0%	28	0%	31	0%	57%	35.60%	0%	47%	47%	
CLO	100924			Piloto A320	#N/A	#N/A	6/18/1997	No aplica	0	100%	0	100%	30	100%	0	100%	0	100%	30	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	102938			Piloto A320	03 de marzo de 2021	31 de mayo de 2021	12/1/2011	OK	30	0%	31	0%	0	80%	0	100%	0	80%	30	100%	0	100%	30	100%	0	100%	0	100%	0	100%	13	97%	80%	35.60%	0%	65%	65%	
CLO	101844			Piloto A320	01 de marzo de 2022	31 de mayo de 2022	6/21/2007	OK	0	100%	31	100%	0	97%	0	100%	31	100%	0	100%	31	100%	0	100%	0	100%	0	98%	0	60%	31	0%	88%	35.60%	0%	72%	72%	
BOG	100932			Piloto A320	#N/A	#N/A	7/17/1997	No aplica	0	100%	0	80%	29	100%	2	99%	0	100%	0	100%	31	100%	0	100%	0	80%	0	80%	0	100%	0	100%	95%	35.60%	0%	78%	78%	
BOG	157120			Copiloto A320	#N/A	#N/A	10/18/2014	No aplica	29	75%	0	75%	0	100%	31	100%	0	100%	30	100%	0	100%	30	100%	0	100%	0	100%	28	100%	0	100%	96%	35.60%	0%	79%	79%	
BOG	102545			Copiloto A320	#N/A	#N/A	10/16/2010	No aplica	30	75%	9	98%	0	100%	31	100%	0	100%	30	100%	0	100%	29	100%	0	100%	0	100%	27	100%	10	97%	97%	35.60%	0%	80%	80%	
BOG	157204			Copiloto A320	#N/A	#N/A	10/18/2014	No aplica	25	75%	26	100%	0	76%	0	100%	0	100%	29	100%	0	100%	30	100%	0	100%	0	100%	28	100%	0	100%	96%	35.60%	0%	79%	79%	
MDE	157856			Copiloto A320	#N/A	#N/A	11/14/2014	No aplica	0	75%	0	100%	30	100%	0	100%	0	100%	30	100%	0	100%	30	100%	0	100%	31	100%	0	100%	0	100%	98%	35.60%	0%	80%	80%	
BOG	157241			Copiloto A320	#N/A	#N/A	10/27/2014	No aplica	9	53%	31	75%	0	75%	0	100%	0	100%	29	100%	0	100%	30	100%	0	100%	0	100%	28	100%	0	100%	92%	35.60%	0%	75%	75%	
BOG	156581			Copiloto A320	#N/A	#N/A	9/19/2014	No aplica	4	66%	31	100%	0	76%	0	89%	0	100%	29	100%	0	100%	30	100%	0	100%	0	100%	0	100%	30	100%	94%	35.60%	0%	77%	77%	
BOG	157825			Copiloto A320	#N/A	#N/A	11/23/2014	No aplica	0	75%	0	100%	30	100%	30	100%	7	98%	0	100%	0	100%	30	100%	0	100%	0	100%	28	100%	0	100%	98%	35.60%	0%	80%	80%	
BOG	101037			Piloto A320	#N/A	#N/A	1/13/1999	No aplica	30	100%	31	100%	0	100%	0	100%	31	100%	0	100%	30	40%	0	40%	0	100%	0	76%	0	60%	0	100%	85%	35.60%	0%	69%	69%	
BAQ	156636			Copiloto A320	#N/A	#N/A	8/19/2014	No aplica	28	75%	31	100%	0	76%	0	89%	0	100%	0	100%	31	100%	0	100%	0	100%	0	97%	0	100%	0	100%	95%	35.60%	0%	78%	78%	
BOG	100989			Piloto A320	#N/A	#N/A	6/19/1998	No aplica	30	100%	0	80%	30	100%	0	100%	29	100%	0	100%	31	100%	0	100%	0	40%	16	97%	0	100%	0	100%	93%	35.60%	0%	76%	76%	
BOG	157877			Copiloto A320	#N/A	#N/A	11/14/2014	No aplica	0	75%	0	100%	30	100%	31	100%	0	100%	29	100%	0	100%	30	100%	16	99%	0	100%	28	100%	0	100%	98%	35.60%	0%	80%	80%	
BOG	158428			Copiloto A320	#N/A	#N/A	1/16/2015	No aplica	0	75%	0	100%	20	100%	17	100%	0	100%	15	100%	0	100%	30	100%	0	100%	0	100%	28	100%	0	100%	98%	35.60%	0%	80%	80%	
BOG	158418			Copiloto A320	#N/A	#N/A	1/18/2015	No aplica	22	100%	31	100%	0	100%	31	100%	0	100%	30	100%	0	100%	25	100%	13	98%	0	100%	27	100%	0	100%	100%	35.60%	0%	82%	82%	
MDE	156613			Copiloto A320	#N/A	#N/A	9/19/2014	No aplica	6	49%	31	75%	30	75%	0	75%	0	100%	29	100%	0	100%	23	100%	0	100%	28	100%	0	100%	0	100%	90%	35.60%	0%	73%	73%	
MDE	158421			Copiloto A320	#N/A	#N/A	1/23/2015	No aplica	0	100%	31	100%	0	100%	0	100%	31	100%	14	99%	0	100%	0	100%	0	100%	31	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	156507			Copiloto A320	#N/A	#N/A	9/19/2014	No aplica	6	49%	31	75%	30	75%	0	75%	0	100%	30	100%	0	100%	30	100%	0	100%	0	98%	28	100%	0	100%	89%	35.60%	0%	73%	73%	
MDE	102219			Copiloto A320	#N/A	#N/A	7/1/2009	No aplica	27	75%	26	100%	0	76%	0	89%	0	100%	30	100%	0	100%	30	100%	0	100%	0	100%	0	98%	0	100%	95%	35.60%	0%	78%	78%	
BOG	157086			Copiloto A320	#N/A	#N/A	10/17/2014	No aplica	28	75%	0	100%	0	76%	31	100%	0	100%	30	100%	0	100%	30	100%	0	100%	0	100%	28	100%	0	100%	96%	35.60%	0%	79%	79%	
MDE	156609			Copiloto A320	#N/A	#N/A	8/19/2014	No aplica	3	46%	31	75%	30	75%	0	75%	0	100%	29	100%	0	100%	30	100%	0	100%	31	100%	0	99%	0	100%	89%	35.60%	0%	73%	73%	
BOG	157829			Copiloto A320	#N/A	#N/A	11/21/2014	No aplica	30	75%	0	75%	0	75%	31	100%	0	100%	30	100%	0	100%	30	100%	0	100%	0	100%	27	100%	0	100%	94%	35.60%	0%	77%	77%	
BOG	157187			Copiloto A320	#N/A	#N/A	10/18/2014	No aplica	30	75%	31	100%	0	76%	0	100%	0	100%	29	100%	0	100%	30	100%	0	100%	0	97%	28	100%	0	100%	96%	35.60%	0%	79%	79%	
BOG	102935			Piloto ATR 72 600	#N/A	#N/A	12/1/2011	No aplica	0	80%	0	40%	0	40%	0	40%	0	40%	0	40%	0	40%	0	40%	0	40%	22	40%	0	40%	0	40%	95%	35.60%	0%	78%	78%	Caso ATR: Se garantiza promedio CAPA320
CLO	158515			Copiloto A320	#N/A	#N/A	1/16/2015	No aplica	0	75%	0	100%	0	100%	20	100%	0	100%	0	100%	30	100%	0	100%	0	100%	0	100%	0	100%	0	100%	98%	35.60%	0%	80%	80%	
BOG	100987			Piloto A320	01 de marzo de 2022	31 de mayo de 2022	6/16/1998	OK	30	100%	0	100%	0	97%	0	100%	31	100%	0	100%	31	100%	0	100%	0	100%	0	100%	0	100%	31	0%	91%	35.60%	0%	75%	75%	
MDE	158412			Copiloto A320	#N/A	#N/A	2/1/2015	No aplica	0	75%	0	100%	9	99%	0	100%	31	100%	0	100%	0	100%	30	100%	0	100%	31	100%	0	100%	0	100%	98%	35.60%	0%	80%	80%	
BOG	158467			Copiloto A320	#N/A	#N/A	12/16/2014	No aplica	0	75%	0	100%	30	100%	30	100%	13	99%	0	100%	0	100%	30	100%	0	100%	0	100%	28	100%	0	100%	98%	35.60%	0%	80%	80%	
BOG	157792			Copiloto A320	01 de mayo de 2022	31 de julio de 2022	11/23/2014	OK	14	58%	31	75%	30	75%	0	75%	0	100%	29	100%	0	100%	30	100%	0	100%	0	100%	24	100%	0	100%	90%	35.60%	0%	74%	74%	
BOG	158473			Copiloto A320	#N/A	#N/A	1/16/2015	No aplica	0	75%	0	100%	12	99%	24	100%	0	100%	30	100%	0	100%	30	100%	0	100%	0	100%	28	100%	0	100%	98%	35.60%	0%	80%	80%	
BOG	158498			Copiloto A320	#N/A	#N/A	12/19/2014	No aplica	0	75%	0	100%	29	100%	31	100%	0	100%	11	99%	0	100%	29	100%	0	100%	0	100%	28	100%	0	100%	98%	35.60%	0%	80%	80%	
MDE	158448			Copiloto A320	#N/A	#N/A	1/16/2015	No aplica	0	75%	0	100%	30	100%	17	100%	0	100%	30	100%	0	100%	30	100%	0	100%	31	100%	0	100%	0	100%	98%	35.60%	0%	80%	80%	
BOG	158507			Copiloto A320	#N/A	#N/A	1/1/2015	No aplica	0	75%	0	100%	30	100%	15	99%	0	100%	30	100%	0	100%	30	100%	0	100%	0	100%	28	100%	0	100%	98%	35.60%	0%	80%	80%	
CLO	158425			Copiloto A320	#N/A	#N/A	1/23/2015	No aplica	0	75%	0	100%	7	98%	0	100%	0	100%	0	100%	31	100%	0	100%	0	100%	0	100%	0	100%	0	100%	98%	35.60%	0%	80%	80%	
MDE	157852			Copiloto A320	#N/A	#N/A	11/23/2014	No aplica	0	75%	0	100%	30	100%	0	100%	0	100%	29	100%	0	100%	30	100%	0	100%	31	100%	0	100%	0	100%	98%	35.60%	0%	80%	80%	
BOG	157878			Copiloto A320	01 de octubre de 2021	31 de diciembre de 2021	11/14/2014	OK	30	75%	0	75%	0	100%	31	100%	0	100%	30	100%	31	0%	16	0%	31	0%	0	100%	28	100%	0	100%	71%	35.60%	0%	58%	58%	
BOG	157813			Copiloto A320	#N/A	#N/A	12/5/2014	No aplica	0	75%	0	100%	0	100%	31	100%	0	100%	30	100%	0	100%	30	100%	0	100%	0	100%	28	100%	0	100%	98%	35.60%	0%	80%	80%	
BOG	102926			Piloto A320	#N/A	#N/A	12/1/2011	No aplica	0	98%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	95%	99%	35.60%	0%	82%	82%	
BOG	101042			Piloto A320	#N/A	#N/A	1/28/1999	No aplica	30	100%	31	100%	0	100%	0	100%	31	100%	0	100%	30	100%	0	100%	0	100%	0	96%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	157790			Copiloto A320	#N/A	#N/A	11/16/2014	No aplica	0	75%	0	75%	0	100%	31	100%	0	100%	30	100%	0	100%	30	100%	0	100%	0	100%	27	100%	0	100%	96%	35.60%	0%	79%	79%	
BOG	157833			Copiloto A320	#N/A	#N/A	11/14/2014	No aplica	0	75%	0	75%	30	100%	31	100%	0	100%	30	100%	0	100%	30	100%	0	100%	0	100%	25	100%	0	100%	96%	35.60%	0%	79%	79%	
BOG	158414			Copiloto A320	#N/A	#N/A	1/23/2015	No aplica	0	75%	30	100%	0	100%	27	100%	0	100%	30	100%	16	100%	0	100%	0	100%	0	100%	28	100%	0	100%	98%	35.60%	0%	80%	80%	
BOG	157125			Copiloto A320	#N/A	#N/A	10/27/2014	No aplica	6	49%	31	75%	0	75%	0	75%	0	100%	30	100%	0	100%	30	100%	0	100%	0	100%	28	100%	0	100%	90%	35.60%	0%	73%	73%	
BOG	158480			Copiloto A320	#N/A	#N/A	12/19/2014	No aplica	0	75%	0	100%	30	100%	31	100%	0	100%	30	100%	0	100%	29	100%	0	100%	0	100%	28	100%	0	100%	98%	35.60%	0%	80%	80%	
BOG	101045			Piloto A320	#N/A	#N/A	2/16/1999	No aplica	30	100%	30	100%	0	40%	0	100%	31	100%	0	100%	11	99%	0	100%	0	100%	0	100%	0	100%	0	100%	95%	35.60%	0%	78%	78%	
BOG	157468			Copiloto A320	#N/A	#N/A	10/18/2014	No aplica	30	75%	0	75%	0	100%	31	100%	0	100%	30	100%	0	100%	30	100%	0	100%	0	100%	23	100%	0	100%	96%	35.60%	0%	79%	79%	
MDE	163856			Copiloto A320	01 de diciembre de 2021	31 de diciembre de 2021	6/1/2017	OK	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	99%	10	99%	31	0%	0	100%	0	100%	31	100%	92%	35.60%	0%	75%	75%	
BOG	156714			Copiloto A330	01 de abril de 2021	31 de diciembre de 2022	9/19/2014	OK	30	0%	31	0%	30	0%	31	0%	31	0%	30	0%	31	0%	30	0%	31	0%	31	0%	28	0%	31	0%	0%	35.60%	0%	0%	0%	
BOG	105447			Copiloto B787	01 de julio de 2021	31 de julio de 2021	12/2/2013	OK	29	75%	0	100%	30	76%	25	0%	30	91%	0	100%	31	90%	0	90%	0	89%	0	100%	0	75%	0	75%	80%	35.60%	0%	66%	66%	
BOG	105429			Copiloto B787	#N/A	#N/A	12/2/2013	No aplica	30	75%	0	100%	23	76%	0	89%	31	91%	0	100%	31	90%	0	90%	0	89%	0	100%	0	75%	0	75%	88%	35.60%	0%	72%	72%	
BOG	101040			Piloto A320	#N/A	#N/A	1/19/1999	No aplica	30	40%	0	100%	30	40%	0	100%	31	40%	0	100%	31	40%	0	40%	0	100%	0	77%	0	100%	0	100%	73%	35.60%	0%	60%	60%	
BOG	158413			Copiloto A320	#N/A	#N/A	1/23/2015	No aplica	30	75%	31	75%	0	75%	31	75%	0	75%	14	69%	0	75%	27	75%	0	75%	0	75%	28	75%	0	75%	75%	35.60%	0%	61%	61%	
BOG	158417			Copiloto A320	#N/A	#N/A	1/23/2015	No aplica	14	58%	30	75%	0	75%	31	75%	0	75%	30	75%	0	75%	30	75%	0	75%	0	75%	28	75%	0	75%	74%	35.60%	0%	60%	60%	
BOG	100978			Piloto A320	#N/A	#N/A	6/10/1998	No aplica	0	43%	0	40%	30	40%	0	100%	31	40%	0	80%	31	40%	0	40%	0	100%	0	47%	0	100%	0	80%	62%	35.60%	0%	51%	51%	
BOG	159293			Copiloto A320	#N/A	#N/A	6/16/2015	No aplica	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	31	100%	31	100%	28	100%	0	100%	100%	35.60%	0%	82%	82%	Piloto reintegrado diciembre 2021
BOG	164732			Copiloto A320	#N/A	#N/A	10/2/2017	No aplica	0	100%	17	100%	26	100%	0	100%	8	98%	0	100%	31	100%	0	100%	27	100%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	100790			Piloto A320	01 de mayo de 2022	31 de diciembre de 2022	6/21/1995	OK	0	40%	0	40%	0	40%	8	60%	0	40%	0	60%	0	40%	0	40%	0	60%	31	40%	28	100%	31	100%	55%	35.60%	0%	45%	45%	
MDE	100811			Piloto A320	01 de septiembre de 2021	31 de diciembre de 2022	11/22/1995	OK	0	40%	0	40%	0	40%	0	60%	0	100%	30	0%	31	0%	30	0%	31	0%	31	0%	28	0%	31	0%	23%	35.60%	0%	19%	19%	
BOG	100683			Piloto A320	#N/A	#N/A	2/8/1994	No aplica	0	40%	0	40%	30	100%	0	100%	31	100%	0	100%	31	100%	0	100%	0	100%	0	100%	0	97%	0	100%	90%	35.60%	0%	74%	74%	
BOG	100901			Piloto A320	#N/A	#N/A	2/6/1997	No aplica	0	40%	0	100%	0	100%	0	99%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	95%	35.60%	0%	78%	78%	
BOG	100903			Piloto A320	#N/A	#N/A	2/6/1997	No aplica	0	40%	0	100%	11	100%	0	100%	31	100%	0	100%	31	100%	0	100%	0	100%	0	100%	0	100%	0	100%	95%	35.60%	0%	78%	78%	
MDE	163627			Copiloto A320	#N/A	#N/A	5/2/2017	No aplica	0	100%	0	100%	0	100%	31	100%	0	100%	0	100%	31	100%	0	100%	31	100%	0	100%	0	100%	15	97%	100%	35.60%	0%	82%	82%	
BOG	163332			Copiloto A320	#N/A	#N/A	4/3/2017	No aplica	11	99%	0	100%	0	100%	31	100%	0	100%	30	100%	31	100%	0	100%	0	100%	31	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	100896			Piloto A320	#N/A	#N/A	2/6/1997	No aplica	0	40%	0	100%	30	100%	0	100%	31	100%	0	100%	31	100%	0	100%	0	100%	0	97%	0	100%	0	100%	95%	35.60%	0%	78%	78%	
BOG	100894			Piloto A320	#N/A	#N/A	2/6/1997	No aplica	0	40%	0	100%	30	100%	0	100%	12	99%	0	100%	31	100%	0	100%	0	100%	0	60%	0	100%	0	100%	92%	35.60%	0%	75%	75%	

Variable Compensation 2021-2022

MIN 60% AGREEMENT
TARGET 64% AGREEMENT

City	Employee ID	National ID	Name	Position	LONG-TERM LNR START	LONG TERM END LNR	Date of entry	REVIEW LONG LNR P	LNR ABR21	Apr-21	LNR MAY21	May-21	LNR JUN21	Jun-21	LNR JUL21	Jul-21	LNR AGO21	Aug-21	LNR SEPT21	Sep-21	LNR OCT21	Oct-21	LNR NOV21	Nov-21	LNR DIC21	Dec-21	LNR ENE22	Jan-22	LNR FEB22	Feb-22	LNR MAR22	Mar-22	Average April-21 to March-22	Result NPS AVG 2021	NPS 1,50 % (18%)	FUEL 4,50% (82%)	Final Achievement Factor	COMMENTS
BOG	105376			Copiloto B787	1 de enero de 2021	31 de diciembre de 2021	10/25/2013	OK	30	0%	31	0%	30	0%	31	0%	31	0%	30	0%	31	0%	29	0%	31	0%	0	60%	0	75%	0	75%	17%	35.60%	0%	14%	14%	
BOG	105388			Copiloto B787	#N/A	#N/A	11/1/2013	No aplica	29	75%	0	75%	0	75%	0	67%	0	72%	0	75%	0	75%	11	56%	0	75%	0	75%	28	75%	0	75%	72%	35.60%	0%	59%	59%	
BOG	105400			Copiloto B787	#N/A	#N/A	11/1/2013	No aplica	27	75%	23	75%	0	75%	31	75%	0	75%	0	75%	13	57%	0	75%	31	75%	0	75%	0	75%	0	75%	74%	35.60%	0%	60%	60%	
BOG	105401			Copiloto B787	#N/A	#N/A	11/1/2013	No aplica	30	75%	0	75%	0	75%	31	75%	11	52%	0	75%	0	75%	15	60%	0	75%	0	75%	21	75%	0	75%	72%	35.60%	0%	59%	59%	
BOG	105350			Copiloto B787	#N/A	#N/A	10/11/2013	No aplica	30	75%	20	75%	0	75%	9	65%	0	75%	0	75%	14	58%	0	75%	31	75%	0	75%	28	75%	0	75%	73%	35.60%	0%	60%	60%	
BOG	105412			Copiloto B787	#N/A	#N/A	11/16/2013	No aplica	11	55%	29	75%	0	75%	29	75%	0	75%	0	75%	0	75%	11	56%	0	75%	0	75%	28	75%	0	75%	72%	35.60%	0%	59%	59%	
BOG	101941			Copiloto B787	#N/A	#N/A	1/15/2008	No aplica	30	75%	31	75%	30	75%	31	75%	31	75%	30	75%	13	57%	30	75%	0	75%	0	70%	0	75%	0	75%	73%	35.60%	0%	60%	60%	
BOG	105414			Copiloto B787	#N/A	#N/A	11/16/2013	No aplica	0	75%	25	75%	27	75%	0	75%	12	53%	0	75%	0	75%	0	75%	9	68%	0	75%	0	75%	0	75%	73%	35.60%	0%	60%	60%	
BOG	105409			Copiloto B787	#N/A	#N/A	11/16/2013	No aplica	0	75%	31	75%	29	75%	0	75%	0	75%	25	75%	0	75%	0	75%	6	68%	0	75%	0	75%	0	75%	74%	35.60%	0%	61%	61%	
BOG	105378			Copiloto B787	#N/A	#N/A	10/25/2013	No aplica	30	75%	31	75%	30	75%	0	75%	0	75%	0	75%	0	75%	16	61%	0	75%	0	75%	27	75%	0	75%	74%	35.60%	0%	61%	61%	
BOG	105353			Copiloto B787	#N/A	#N/A	10/11/2013	No aplica	30	75%	29	75%	0	75%	0	75%	31	75%	0	75%	14	58%	0	75%	31	75%	0	75%	0	75%	0	75%	74%	35.60%	0%	60%	60%	
BOG	105354			Copiloto B787	#N/A	#N/A	10/11/2013	No aplica	30	75%	29	75%	7	48%	0	75%	31	75%	0	75%	16	60%	0	75%	30	75%	0	75%	0	75%	0	75%	72%	35.60%	0%	59%	59%	
BOG	105351			Copiloto B787	#N/A	#N/A	10/11/2013	No aplica	7	50%	30	75%	0	75%	31	75%	0	75%	0	75%	15	59%	0	75%	31	75%	0	75%	0	75%	0	75%	72%	35.60%	0%	59%	59%	
BOG	102819			Piloto A320	#N/A	#N/A	9/1/2011	No aplica	30	100%	0	100%	30	100%	0	100%	0	80%	30	100%	0	80%	0	80%	30	100%	0	100%	0	97%	0	100%	95%	35.60%	0%	78%	78%	
BOG	102489			Piloto A320	#N/A	#N/A	7/2/2010	No aplica	0	100%	31	100%	0	100%	31	100%	0	100%	30	100%	0	100%	0	100%	0	100%	0	100%	0	60%	0	100%	97%	35.60%	0%	79%	79%	
BOG	102586			Piloto A320	#N/A	#N/A	1/3/2011	No aplica	0	80%	26	100%	27	100%	0	80%	0	80%	30	100%	0	100%	9	99%	0	100%	0	96%	0	40%	0	80%	88%	35.60%	0%	72%	72%	
BOG	102928			Piloto A320	#N/A	#N/A	12/1/2011	No aplica	30	100%	0	100%	30	100%	0	100%	31	100%	0	80%	0	100%	30	100%	0	100%	0	100%	0	80%	0	100%	97%	35.60%	0%	79%	79%	
BOG	102868			Piloto A320	01 de agosto de 2021	30 de junio de 2022	10/3/2011	OK	30	100%	0	100%	30	100%	0	100%	30	0%	30	0%	31	0%	30	0%	31	0%	31	0%	28	0%	31	0%	33%	35.60%	0%	27%	27%	
BOG	102850			Piloto A320	#N/A	#N/A	9/16/2011	No aplica	30	100%	0	100%	30	100%	0	100%	0	100%	30	100%	0	100%	29	100%	0	100%	7	96%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	103004			Piloto A320	#N/A	#N/A	1/16/2012	No aplica	30	100%	0	100%	25	100%	0	100%	31	100%	0	40%	0	80%	29	80%	13	98%	0	100%	0	100%	0	40%	87%	35.60%	0%	71%	71%	
BOG	103039			Piloto A320	#N/A	#N/A	2/1/2012	No aplica	30	100%	0	100%	30	100%	0	100%	31	100%	0	100%	0	100%	14	99%	0	100%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	103033			Piloto A320	01 de diciembre de 2021	31 de diciembre de 2021	2/1/2012	OK	0	100%	0	100%	30	100%	0	100%	31	100%	0	100%	15	99%	0	100%	14	0%	0	100%	0	60%	0	100%	88%	35.60%	0%	72%	72%	
BOG	102959			Piloto A320	#N/A	#N/A	12/1/2011	No aplica	29	100%	12	98%	0	100%	0	100%	0	100%	30	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	97%	100%	35.60%	0%	82%	82%	
BOG	102501			Piloto A320	1 de enero de 2021	30 de junio de 2022	8/2/2010	OK	30	0%	31	0%	30	0%	31	0%	31	0%	30	0%	31	0%	30	0%	31	0%	31	0%	28	0%	31	0%	0%	35.60%	0%	0%	0%	
BOG	102838			Piloto A320	#N/A	#N/A	9/1/2011	No aplica	4	98%	0	100%	0	100%	0	100%	0	100%	30	100%	0	100%	30	100%	0	100%	0	100%	0	100%	13	97%	100%	35.60%	0%	82%	82%	
BOG	103117			Piloto A320	#N/A	#N/A	3/23/2012	No aplica	30	100%	0	80%	28	100%	0	100%	31	100%	0	100%	30	100%	0	100%	0	60%	0	97%	0	100%	0	100%	95%	35.60%	0%	78%	78%	
BOG	102837			Piloto A320	#N/A	#N/A	9/1/2011	No aplica	28	100%	4	97%	0	100%	0	100%	0	100%	30	100%	0	100%	30	100%	0	100%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	103097			Piloto A320	#N/A	#N/A	3/8/2012	No aplica	30	100%	0	100%	30	100%	0	100%	30	100%	0	100%	0	100%	30	100%	0	100%	0	100%	0	100%	9	97%	100%	35.60%	0%	82%	82%	
BOG	101728			Piloto A320	#N/A	#N/A	11/1/2006	No aplica	0	100%	31	100%	0	100%	31	100%	0	100%	30	100%	0	100%	0	100%	0	100%	0	80%	0	100%	0	100%	98%	35.60%	0%	81%	81%	
BOG	103026			Piloto A320	#N/A	#N/A	1/16/2012	No aplica	29	100%	15	99%	0	100%	0	100%	31	100%	0	60%	0	100%	30	100%	0	100%	0	40%	0	100%	0	100%	92%	35.60%	0%	75%	75%	
BOG	103018			Piloto A320	#N/A	#N/A	1/16/2012	No aplica	30	100%	0	100%	30	100%	0	100%	31	100%	0	100%	0	100%	30	100%	0	100%	0	96%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	102822			Piloto A320	#N/A	#N/A	9/1/2011	No aplica	30	100%	0	100%	30	100%	0	100%	0	100%	30	100%	0	100%	30	100%	0	60%	0	100%	0	100%	15	97%	96%	35.60%	0%	79%	79%	
BOG	100805			Piloto B787	01 de enero de 2022	30 de junio de 2022	10/30/1995	OK	0	40%	30	40%	0	40%	0	60%	0	64%	0	60%	10	44%	0	64%	0	64%	27	0%	28	0%	31	0%	40%	35.60%	0%	33%	33%	
BOG	100794			Piloto B787	#N/A	#N/A	8/16/1995	No aplica	30	40%	31	40%	3	40%	0	100%	0	40%	0	60%	0	40%	24	41%	0	100%	0	40%	0	40%	0	40%	52%	35.60%	0%	42%	42%	
BOG	100775			Piloto B787	#N/A	#N/A	2/21/1995	No aplica	0	40%	31	40%	0	40%	0	60%	0	64%	21	61%	0	64%	30	60%	0	100%	0	47%	0	40%	0	64%	57%	35.60%	0%	46%	46%	
BOG	100469			Piloto B787	#N/A	#N/A	10/5/1989	No aplica	0	40%	0	40%	0	40%	0	60%	0	40%	0	60%	1	45%	0	40%	0	60%	0	40%	0	40%	0	40%	45%	35.60%	0%	37%	37%	
BOG	100749			Piloto B787	#N/A	#N/A	10/1/1994	No aplica	0	40%	0	40%	0	40%	0	64%	8	64%	0	64%	0	64%	0	64%	0	64%	0	64%	0	64%	0	64%	58%	35.60%	0%	48%	48%	
BOG	100702			Piloto B787	01 de mayo de 2021	30 de junio de 2022	5/19/1994	OK	0	64%	31	0%	30	0%	31	0%	31	0%	30	0%	31	0%	30	0%	31	0%	31	0%	28	0%	31	0%	5%	35.60%	0%	4%	4%	
BOG	105407			Copiloto B787	#N/A	#N/A	11/16/2013	No aplica	30	75%	0	75%	30	75%	0	75%	0	75%	8	67%	0	75%	0	75%	31	75%	0	61%	0	75%	0	75%	73%	35.60%	0%	60%	60%	
BOG	157127			Copiloto B787	#N/A	#N/A	10/10/2014	No aplica	12	75%	0	75%	0	75%	0	75%	0	75%	0	75%	0	75%	0	75%	0	69%	0	75%	0	75%	0	75%	74%	35.60%	0%	61%	61%	
BOG	137077			Copiloto B787	#N/A	#N/A	7/4/2014	No aplica	30	75%	31	75%	30	75%	28	74%	28	75%	30	75%	31	75%	30	75%	0	75%	0	75%	0	75%	0	75%	75%	35.60%	0%	61%	61%	
BAQ	101629			Piloto A320	#N/A	#N/A	6/3/2006	No aplica	0	100%	29	100%	0	100%	31	100%	0	100%	30	100%	13	99%	0	100%	0	100%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	101637			Piloto A320	#N/A	#N/A	7/1/2006	No aplica	30	100%	28	100%	0	100%	31	100%	0	100%	30	100%	10	99%	0	100%	0	100%	0	100%	0	60%	0	100%	97%	35.60%	0%	79%	79%	
MDE	101600			Piloto A320	#N/A	#N/A	4/8/2006	No aplica	0	100%	31	100%	0	100%	0	100%	0	100%	30	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	102073			Piloto A320	#N/A	#N/A	8/16/2008	No aplica	0	40%	31	100%	0	100%	31	100%	0	100%	30	100%	0	80%	0	80%	0	100%	0	40%	0	100%	0	60%	83%	35.60%	0%	68%	68%	
BOG	102484			Piloto A320	#N/A	#N/A	6/23/2010	No aplica	0	100%	31	100%	0	100%	31	100%	0	100%	30	100%	0	100%	0	100%	0	100%	0	100%	0	100%	16	98%	100%	35.60%	0%	82%	82%	
MDE	101641			Piloto A320	#N/A	#N/A	7/1/2006	No aplica	30	100%	1	97%	0	100%	0	100%	31	100%	0	100%	0	100%	29	100%	0	100%	0	100%	0	100%	15	97%	100%	35.60%	0%	82%	82%	
BOG	101778			Piloto A320	#N/A	#N/A	2/1/2007	No aplica	30	100%	31	100%	0	100%	31	100%	0	100%	7	98%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
CLO	102058			Piloto A320	#N/A	#N/A	8/16/2008	No aplica	3	98%	0	100%	0	100%	31	100%	0	100%	0	100%	31	100%	0	100%	19	99%	0	40%	0	60%	0	100%	91%	35.60%	0%	75%	75%	
BOG	101770			Piloto A320	#N/A	#N/A	1/2/2007	No aplica	30	100%	31	100%	0	100%	31	100%	0	100%	0	98%	0	100%	0	100%	0	100%	0	60%	0	100%	0	100%	97%	35.60%	0%	79%	79%	
BOG	102173			Piloto A320	#N/A	#N/A	2/20/2009	No aplica	0	100%	11	98%	0	97%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	95%	99%	35.60%	0%	81%	81%	
BOG	100218			Piloto A320	#N/A	#N/A	10/28/1981	No aplica	30	100%	31	100%	30	100%	31	100%	31	100%	30	100%	10	99%	30	100%	31	100%	31	100%	28	100%	31	100%	100%	35.60%	0%	82%	82%	
CLO	100788			Piloto A320	#N/A	#N/A	6/21/1995	No aplica	0	100%	0	100%	30	100%	4	99%	0	100%	30	100%	0	100%	30	100%	0	80%	0	40%	0	40%	0	100%	88%	35.60%	0%	72%	72%	
BOG	102486			Piloto A320	#N/A	#N/A	6/23/2010	No aplica	0	80%	31	100%	0	97%	0	100%	0	100%	30	100%	0	100%	0	100%	0	100%	0	60%	0	100%	0	40%	90%	35.60%	0%	74%	74%	
BOG	102221			Piloto A320	#N/A	#N/A	7/6/2009	No aplica	0	100%	31	100%	0	100%	31	100%	0	100%	30	100%	0	100%	0	100%	16	99%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
CTG	101577			Piloto A320	#N/A	#N/A	2/16/2006	No aplica	0	100%	0	100%	30	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	7	95%	0	60%	0	80%	95%	35.60%	0%	78%	78%	
CLO	102430			Piloto A320	#N/A	#N/A	1/22/2010	No aplica	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	94%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	101497			Piloto A320	#N/A	#N/A	11/21/2005	No aplica	30	100%	31	100%	0	100%	31	100%	0	100%	2	98%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	101591			Piloto A320	01 de noviembre de 2021	31 de diciembre de 2022	3/2/2006	OK	30	100%	31	100%	0	100%	3	99%	0	100%	30	40%	0	100%	30	0%	31	0%	31	0%	28	0%	31	0%	53%	35.60%	0%	44%	44%	
BOG	101762			Piloto A320	#N/A	#N/A	12/16/2006	No aplica	0	100%	0	97%	2	97%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	100553			Piloto A320	#N/A	#N/A	12/6/1990	No aplica	0	100%	31	100%	0	100%	25	100%	0	100%	0	100%	31	100%	0	100%	8	98%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
CLO	100801			Piloto A320	#N/A	#N/A	9/29/1995	No aplica	0	100%	0	100%	30	100%	0	100%	1	98%	0	80%	0	100%	30	100%	0	80%	0	100%	0	100%	0	100%	97%	35.60%	0%	79%	79%	
BOG	101803			Piloto A320	#N/A	#N/A	4/1/2007	No aplica	30	100%	30	100%	7	98%	0	100%	0	100%	30	100%	0	100%	0	100%	0	100%	0	98%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	103302			Piloto A320	01 de abril de 2021	30 de junio de 2022	6/16/2012	OK	30	0%	31	0%	30	0%	31	0%	31	0%	30	0%	31	0%	30	0%	31	0%	31	0%	28	0%	31	0%	0%	35.60%	0%	0%	0%	
BOG	103259			Piloto A320	#N/A	#N/A	5/25/2012	No aplica	30	100%	0	100%	30	100%	0	100%	31	100%	0	100%	21	100%	0	100%	0	100%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	103317			Piloto A320	#N/A	#N/A	7/1/2012	No aplica	0	100%	1	97%	0	100%	0	100%	31	100%	0	100%	30	100%	0	100%	0	100%	0	100%	0	98%	31	100%	100%	35.60%	0%	82%	82%	
BOG	103194			Piloto A320	#N/A	#N/A	5/4/2012	No aplica	30	100%	0	60%	30	100%	0	100%	31	100%	0	100%	31	100%	0	100%	0	100%	0	80%	0	98%	0	100%	95%	35.60%	0%	78%	78%	
BOG	103182			Piloto A320	#N/A	#N/A	5/1/2012	No aplica	30	100%	0	80%	30	100%	0	100%	31	100%	0	100%	31	100%	0	100%	0	100%	0	56%	0	100%	0	100%	95%	35.60%	0%	78%	78%	
BOG	102971			Piloto A320	#N/A	#N/A	12/16/2011	No aplica	30	100%	0	100%	30	100%	0	100%	27	100%	0	100%	0	100%	28	100%	0	100%	0	40%	0	100%	0	100%	95%	35.60%	0%	78%	78%	
BOG	104437			Piloto A320	#N/A	#N/A	9/7/2012	No aplica	0	99%	0	100%	29	100%	0	100%	31	100%	0	60%	31	100%	0	100%	0	100%	0	98%	0	100%	31	100%	96%	35.60%	0%	79%	79%	
BOG	103115			Piloto A320	#N/A	#N/A	3/23/2012	No aplica	30	100%	0	80%	30	100%	0	100%	31	100%	0	100%	0	100%	29	100%	0	40%	2	97%	0	100%	0	100%	93%	35.60%	0%	76%	76%	
PEI	103105			Piloto A320	#N/A	#N/A	3/16/2012	No aplica	0	100%	31	100%	0	100%	31	100%	0	100%	0	100%	31	100%	0	100%	0	100%	0	100%	0	100%	13	97%	100%	35.60%	0%	82%	82%	
BOG	103025			Piloto A320	#N/A	#N/A	1/16/2012	No aplica	30	100%	0	100%	13	99%	0	80%	31	100%	0	40%	0	100%	13	100%	0	100%	0	100%	0	75%	0	40%	86%	35.60%	0%	71%	71%	
BOG	102936			Piloto A320	#N/A	#N/A	12/1/2011	No aplica	11	99%	0	80%	20	100%	0	100%	28	100%	0	100%	0	100%	30	100%	0	100%	0	100%	0	100%	0	100%	98%	35.60%	0%	81%	81%	
BOG	103030			Piloto A320	#N/A	#N/A	1/16/2012	No aplica	30	100%	0	60%	30	100%	0	100%	31	100%	0	100%	0	100%	0	100%	0	100%	0	96%	0	100%	0	100%	96%	35.60%	0%	79%	79%	
BOG	103013			Piloto A320	#N/A	#N/A	1/16/2012	No aplica	30	100%	0	100%	30	100%	0	100%	31	100%	0	100%	0	100%	30	100%	0	100%	0	100%	0	97%	0	100%	100%	35.60%	0%	82%	82%	
BOG	103132			Piloto A320	#N/A	#N/A	4/2/2012	No aplica	30	100%	0	60%	30	100%	0	100%	31	100%	0	100%	0	100%	26	100%	0	100%	0	97%	1	100%	0	100%	96%	35.60%	0%	79%	79%	
BOG	102925			Piloto A320	01 de octubre de 2021	30 de junio de 2022	12/1/2011	OK	29	100%	13	98%	0	100%	0	100%	0	100%	30	100%	31	0%	30	0%	31	0%	31	0%	28	0%	31	0%	50%	35.60%	0%	41%	41%	
BOG	100285			Piloto A320	#N/A	#N/A	9/24/1985	No aplica	30	100%	31	100%	30	100%	31	100%	4	98%	30	100%	27	100%	30	100%	31	100%	31	100%	28	100%	31	100%	100%	35.60%	0%	82%	82%	
BOG	101517			Piloto A320	01 de octubre de 2021	30 de noviembre de 2021	12/1/2005	OK	30	100%	30	100%	5	98%	0	60%	0	100%	0	100%	31	0%	30	0%	0	100%	0	100%	0	100%	0	80%	78%	35.60%	0%	64%	64%	
CLO	101760			Piloto A320	01 de mayo de 2022	31 de diciembre de 2022	12/16/2006	OK	0	100%	29	100%	0	40%	0	80%	31	100%	0	100%	31	100%	0	100%	8	98%	0	40%	0	60%	0	80%	83%	35.60%	0%	68%	68%	
BOG	102136			Piloto A320	#N/A	#N/A	12/16/2008	No aplica	13	99%	0	100%	0	100%	31	100%	0	100%	30	100%	0	100%	0	100%	0	100%	0	80%	0	100%	0	100%	98%	35.60%	0%	81%	81%	
BOG	102824			Piloto A320	#N/A	#N/A	9/1/2011	No aplica	0	100%	13	100%	30	100%	0	100%	0	100%	30	100%	0	100%	0	100%	29	100%	0	100%	0	100%	12	97%	100%	35.60%	0%	82%	82%	
BAQ	100334			Piloto A320	#N/A	#N/A	1/20/1987	No aplica	28	100%	31	100%	30	100%	30	100%	31	100%	30	100%	31	100%	30	100%	31	100%	31	100%	28	100%	31	100%	100%	35.60%	0%	82%	82%	
BOG	101642			Piloto A320	#N/A	#N/A	7/1/2006	No aplica	30	100%	31	100%	0	80%	10	99%	0	100%	29	100%	0	100%	0	100%	0	100%	0	40%	0	100%	0	40%	88%	35.60%	0%	72%	72%	
BOG	102478			Piloto A320	#N/A	#N/A	6/4/2010	No aplica	0	100%	31	100%	0	100%	31	100%	0	100%	30	100%	0	100%	0	100%	30	100%	0	97%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	101493			Piloto A320	#N/A	#N/A	11/19/2005	No aplica	0	100%	0	100%	0	100%	0	100%	0	100%	2	98%	0	100%	0	100%	0	100%	0	94%	0	100%	0	100%	99%	35.60%	0%	81%	81%	
BOG	100958			Piloto A320	#N/A	#N/A	3/10/1998	No aplica	0	65%	0	100%	0	60%	0	79%	0	81%	0	100%	1	80%	30	80%	0	80%	0	100%	0	100%	0	100%	85%	35.60%	0%	70%	70%	
BOG	102587			Piloto A320	#N/A	#N/A	1/3/2011	No aplica	0	100%	0	100%	0	100%	31	100%	0	100%	0	100%	31	100%	0	100%	0	100%	0	96%	0	100%	0	95%	99%	35.60%	0%	81%	81%	
BOG	101567			Piloto A320	#N/A	#N/A	2/8/2006	No aplica	30	100%	1	97%	0	100%	31	100%	0	100%	0	100%	31	100%	0	100%	0	100%	0	80%	0	80%	0	100%	96%	35.60%	0%	79%	79%	
CLO	102447			Piloto A320	#N/A	#N/A	5/3/2010	No aplica	30	100%	0	100%	30	100%	0	80%	0	100%	0	100%	31	100%	0	100%	0	100%	0	100%	0	100%	19	98%	98%	35.60%	0%	80%	80%	
BOG	100341			Piloto A320	#N/A	#N/A	6/5/1987	No aplica	30	100%	31	100%	30	100%	19	100%	31	100%	30	100%	31	100%	30	100%	31	100%	30	100%	28	100%	31	100%	100%	35.60%	0%	82%	82%	
MDE	101510			Piloto A320	#N/A	#N/A	12/1/2005	No aplica	0	100%	0	100%	4	97%	0	100%	0	100%	30	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
MDE	101521			Piloto A320	#N/A	#N/A	12/13/2005	No aplica	0	100%	0	100%	30	100%	0	100%	0	100%	3	98%	0	100%	0	100%	0	100%	0	100%	0	80%	0	100%	98%	35.60%	0%	81%	81%	
BOG	102189			Piloto A320	#N/A	#N/A	5/16/2009	No aplica	0	100%	26	100%	0	100%	31	100%	0	100%	30	100%	0	100%	0	100%	14	98%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BAQ	102428			Piloto A320	#N/A	#N/A	1/16/2010	No aplica	0	80%	0	100%	14	98%	0	100%	0	100%	30	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	98%	35.60%	0%	81%	81%	
BOG	101724			Piloto A320	#N/A	#N/A	11/1/2006	No aplica	29	100%	31	100%	0	100%	0	99%	0	100%	30	100%	0	100%	0	100%	0	80%	0	60%	0	100%	0	100%	95%	35.60%	0%	78%	78%	
BOG	103109			Piloto A320	#N/A	#N/A	3/16/2012	No aplica	23	100%	0	100%	30	100%	0	100%	23	100%	0	100%	0	100%	26	100%	0	100%	0	65%	0	100%	0	100%	97%	35.60%	0%	80%	80%	
BOG	101902			Piloto A320	#N/A	#N/A	10/4/2007	No aplica	0	100%	0	100%	0	100%	0	100%	0	98%	0	98%	0	100%	0	100%	0	100%	0	100%	0	95%	0	100%	99%	35.60%	0%	81%	81%	
BOG	103121			Piloto A320	#N/A	#N/A	3/23/2012	No aplica	30	100%	0	100%	30	100%	0	40%	30	100%	0	100%	31	100%	0	100%	0	100%	0	97%	0	100%	0	100%	95%	35.60%	0%	78%	78%	
BOG	103119			Piloto A320	#N/A	#N/A	3/23/2012	No aplica	30	100%	0	100%	30	100%	0	100%	31	100%	0	100%	0	100%	30	100%	0	100%	0	78%	0	100%	0	100%	97%	35.60%	0%	79%	79%	
CLO	101777			Piloto A320	#N/A	#N/A	2/1/2007	No aplica	10	99%	0	100%	0	100%	0	100%	0	100%	30	100%	30	100%	0	100%	0	100%	0	100%	0	96%	0	60%	96%	35.60%	0%	79%	79%	
BOG	102485			Piloto A320	#N/A	#N/A	6/23/2010	No aplica	0	100%	19	100%	17	99%	0	100%	0	100%	30	100%	0	100%	0	100%	0	100%	0	40%	0	100%	0	100%	95%	35.60%	0%	78%	78%	
BOG	102054			Piloto A320	#N/A	#N/A	8/9/2008	No aplica	0	100%	0	100%	0	100%	0	100%	0	100%	4	98%	0	100%	0	100%	31	100%	0	100%	0	100%	0	95%	99%	35.60%	0%	82%	82%	
BOG	100358			Piloto A320	#N/A	#N/A	12/1/1987	No aplica	30	100%	31	100%	30	100%	31	100%	31	100%	30	100%	31	100%	30	100%	29	100%	31	100%	28	100%	31	100%	100%	35.60%	0%	82%	82%	
BOG	101564			Piloto A320	#N/A	#N/A	2/6/2006	No aplica	30	100%	31	100%	0	100%	31	100%	0	100%	0	100%	1	99%	0	100%	0	100%	0	60%	0	82%	0	100%	95%	35.60%	0%	78%	78%	
BAQ	102437			Piloto A320	#N/A	#N/A	2/16/2010	No aplica	0	98%	0	100%	30	100%	0	100%	0	99%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	100280			Piloto A320	#N/A	#N/A	2/25/1985	No aplica	30	100%	31	100%	30	100%	31	100%	31	100%	30	100%	31	100%	30	100%	14	98%	31	100%	28	100%	31	100%	100%	35.60%	0%	82%	82%	
BOG	101722			Piloto A320	#N/A	#N/A	11/1/2006	No aplica	0	100%	0	100%	0	100%	0	100%	0	98%	0	100%	3	99%	0	100%	0	100%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
MDE	101622			Piloto A320	#N/A	#N/A	6/1/2006	No aplica	0	98%	0	100%	0	100%	0	100%	31	100%	0	100%	0	40%	28	40%	0	100%	0	100%	0	80%	0	100%	88%	35.60%	0%	72%	72%	
MDE	101862			Piloto A320	#N/A	#N/A	7/6/2007	No aplica	0	100%	0	100%	0	100%	31	100%	0	100%	0	100%	30	100%	0	100%	0	100%	0	100%	0	100%	15	97%	100%	35.60%	0%	82%	82%	
BOG	102169			Piloto A320	#N/A	#N/A	2/16/2009	No aplica	0	100%	31	100%	0	100%	31	100%	0	100%	30	100%	8	99%	0	100%	0	80%	0	80%	0	100%	0	100%	97%	35.60%	0%	79%	79%	
BOG	101852			Piloto A320	1 de diciembre de 2021	31 de diciembre de 2022	7/3/2007	OK	0	100%	0	100%	0	100%	0	99%	0	100%	0	100%	0	100%	0	100%	31	0%	31	0%	28	0%	31	0%	67%	35.60%	0%	55%	55%	
CLO	101807			Piloto A320	#N/A	#N/A	4/1/2007	No aplica	0	100%	31	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	1	95%	0	80%	0	100%	98%	35.60%	0%	80%	80%	
BOG	100672			Piloto A320	#N/A	#N/A	1/10/1994	No aplica	0	100%	31	100%	0	100%	30	100%	0	100%	0	100%	26	100%	2	99%	0	100%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	101818			Piloto A320	#N/A	#N/A	4/16/2007	No aplica	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	99%	0	100%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	100677			Piloto A320	#N/A	#N/A	1/14/1994	No aplica	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	31	100%	0	100%	2	97%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
MDE	102115			Piloto A320	#N/A	#N/A	11/1/2008	No aplica	0	100%	0	100%	0	100%	31	100%	0	100%	9	99%	0	100%	0	100%	0	100%	0	40%	0	100%	31	100%	95%	35.60%	0%	78%	78%	
BOG	175509			Copiloto A320	#N/A	#N/A	12/3/2018	No aplica	0	100%	0	100%	29	100%	31	100%	0	100%	30	100%	25	100%	0	100%	0	100%	0	100%	0	100%	31	100%	100%	35.60%	0%	82%	82%	
BOG	175501			Copiloto A320	#N/A	#N/A	12/17/2018	No aplica	0	100%	0	100%	30	100%	31	100%	0	100%	30	100%	0	100%	29	100%	0	100%	0	100%	0	100%	28	100%	100%	35.60%	0%	82%	82%	
MDE	100459			Piloto A320	#N/A	#N/A	9/1/1989	No aplica	0	100%	0	100%	30	100%	0	100%	0	100%	29	100%	0	100%	0	100%	3	97%	0	100%	0	40%	0	80%	93%	35.60%	0%	76%	76%	
BOG	101894			Piloto A320	#N/A	#N/A	9/16/2007	No aplica	30	100%	27	100%	0	100%	31	100%	0	100%	29	100%	10	99%	0	100%	0	100%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	101916			Piloto A320	#N/A	#N/A	11/1/2007	No aplica	30	100%	31	100%	0	100%	31	100%	9	99%	0	100%	0	100%	0	100%	0	100%	0	100%	0	40%	0	40%	90%	35.60%	0%	74%	74%	
BOG	163309			Copiloto A320	#N/A	#N/A	4/17/2017	No aplica	30	100%	31	100%	0	100%	10	99%	0	100%	30	100%	31	100%	0	100%	0	100%	31	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	164513			Copiloto A320	#N/A	#N/A	9/1/2017	No aplica	0	100%	31	100%	5	98%	0	100%	31	100%	0	100%	31	100%	0	100%	0	100%	31	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	100365			Piloto A330	#N/A	#N/A	12/9/1987	No aplica	0	65%	0	100%	0	77%	0	94%	0	100%	0	97%	0	100%	0	100%	0	80%	0	100%	0	40%	0	100%	88%	35.60%	0%	72%	72%	
BOG	101302			Copiloto A320	#N/A	#N/A	4/28/2004	No aplica	0	100%	31	100%	30	100%	0	100%	31	100%	0	100%	25	100%	0	100%	29	100%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	

Variable Compensation 2021-2022

MIN 60% AGREEMENT
TARGET 64% AGREEMENT

City	Employee ID	National ID	Name	Position	LONG-TERM LNR START	LONG TERM END LNR	Date of entry	REVIEW LONG LNR P	LNR ABR21	Apr-21	LNR MAY21	May-21	LNR JUN21	Jun-21	LNR JUL21	Jul-21	LNR AGO21	Aug-21	LNR SEPT21	Sep-21	LNR OCT21	Oct-21	LNR NOV21	Nov-21	LNR DIC21	Dec-21	LNR ENE22	Jan-22	LNR FEB22	Feb-22	LNR MAR22	Mar-22	Average April-21 to March-22	Result NPS AVG 2021	NPS 1,50 % (18%)	FUEL 4,50% (82%)	Final Achievement Factor	COMMENTS
BOG	101514			Piloto A320	01 de enero de 2022	31 de diciembre de 2022	12/1/2005	OK	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	1	97%	30	0%	28	0%	31	0%	75%	35.60%	0%	61%	61%	
BOG	104428			Piloto A320	#N/A	#N/A	9/7/2012	No aplica	5	98%	0	100%	30	100%	0	100%	31	100%	0	100%	31	100%	0	100%	0	100%	0	100%	0	98%	31	100%	100%	35.60%	0%	82%	82%	
BOG	163614			Copiloto A320	#N/A	#N/A	5/2/2017	No aplica	0	100%	28	100%	0	100%	31	100%	0	100%	30	100%	28	100%	12	99%	0	100%	31	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	163852			Copiloto A320	#N/A	#N/A	6/1/2017	No aplica	0	100%	31	100%	0	100%	31	100%	30	100%	0	100%	13	99%	0	100%	0	100%	31	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	164449			Copiloto A320	#N/A	#N/A	9/1/2017	No aplica	0	100%	31	100%	4	97%	0	100%	31	100%	0	100%	31	100%	0	100%	0	100%	31	100%	0	100%	16	98%	100%	35.60%	0%	82%	82%	
BOG	164450			Copiloto A320	#N/A	#N/A	8/16/2017	No aplica	0	100%	31	100%	30	100%	0	100%	31	100%	0	100%	31	100%	0	100%	0	100%	31	100%	0	100%	13	97%	100%	35.60%	0%	82%	82%	
BOG	164516			Copiloto A320	#N/A	#N/A	9/1/2017	No aplica	0	100%	31	100%	30	100%	0	100%	31	100%	0	100%	16	100%	0	100%	0	100%	31	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	164719			Copiloto A320	#N/A	#N/A	10/2/2017	No aplica	0	100%	27	100%	26	100%	0	100%	31	100%	0	100%	31	100%	14	99%	30	100%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	164720			Copiloto A320	#N/A	#N/A	9/18/2017	No aplica	0	100%	30	100%	30	100%	0	100%	31	100%	6	98%	0	100%	0	100%	31	100%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	164723			Copiloto A320	#N/A	#N/A	9/18/2017	No aplica	0	100%	31	100%	30	100%	0	100%	27	100%	6	98%	0	100%	0	100%	31	100%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
MDE	164731			Copiloto A320	#N/A	#N/A	9/18/2017	No aplica	0	100%	0	100%	30	100%	7	99%	0	100%	30	100%	0	100%	30	100%	0	100%	0	100%	28	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	165561			Copiloto A320	#N/A	#N/A	12/1/2017	No aplica	0	100%	31	100%	27	100%	8	99%	0	100%	0	100%	30	100%	0	100%	31	100%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
CLO	174711			Copiloto A320	#N/A	#N/A	1/2/2018	No aplica	30	100%	0	100%	0	100%	31	100%	0	100%	0	100%	0	100%	30	100%	15	98%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
CLO	174712			Copiloto A320	#N/A	#N/A	1/2/2018	No aplica	30	100%	0	100%	0	100%	31	100%	0	100%	0	100%	15	99%	0	100%	0	100%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	174956			Copiloto A320	#N/A	#N/A	8/16/2018	No aplica	30	100%	0	100%	23	100%	0	100%	4	98%	0	100%	31	100%	0	100%	31	100%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	100803			Piloto A320	#N/A	#N/A	10/11/1995	No aplica	0	98%	0	100%	0	100%	3	99%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	102134			Piloto A320	#N/A	#N/A	12/16/2008	No aplica	0	100%	0	100%	0	100%	20	100%	0	100%	0	100%	2	99%	0	100%	0	100%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	103100			Piloto A320	#N/A	#N/A	3/16/2012	No aplica	30	100%	0	100%	30	100%	0	100%	31	100%	0	100%	0	100%	26	100%	0	100%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	104516			Copiloto A330	#N/A	#N/A	9/21/2012	No aplica	0	75%	31	100%	0	76%	0	89%	0	91%	30	100%	0	90%	6	55%	0	89%	0	100%	0	75%	0	75%	85%	35.60%	0%	69%	69%	
MDE	175382			Copiloto A320	#N/A	#N/A	4/1/2018	No aplica	0	100%	0	100%	0	100%	0	100%	0	100%	30	100%	0	100%	30	100%	0	100%	0	96%	28	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	175383			Copiloto A320	#N/A	#N/A	4/1/2018	No aplica	30	100%	0	100%	30	100%	0	100%	31	100%	0	100%	31	100%	0	100%	31	100%	0	100%	0	100%	19	98%	100%	35.60%	0%	82%	82%	
BOG	174627			Copiloto A320	#N/A	#N/A	8/16/2018	No aplica	30	100%	0	100%	30	100%	0	100%	31	100%	0	100%	31	100%	0	100%	31	100%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	175503			Copiloto A320	#N/A	#N/A	12/3/2018	No aplica	0	100%	0	100%	30	100%	27	100%	0	100%	30	100%	0	100%	29	100%	0	100%	0	100%	0	100%	31	100%	100%	35.60%	0%	82%	82%	
MDE	101643			Piloto A320	#N/A	#N/A	7/1/2006	No aplica	30	100%	0	100%	0	97%	0	100%	31	100%	0	100%	0	100%	29	100%	0	100%	0	97%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	159262			Copiloto A320	#N/A	#N/A	6/1/2015	No aplica	24	100%	25	100%	9	98%	0	100%	0	100%	30	100%	30	100%	0	100%	0	100%	0	100%	28	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	163858			Copiloto A320	#N/A	#N/A	6/1/2017	No aplica	0	100%	31	100%	0	100%	31	100%	31	100%	0	100%	13	99%	0	100%	0	100%	31	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	175498			Copiloto A320	#N/A	#N/A	12/3/2018	No aplica	0	100%	0	100%	30	100%	31	100%	0	100%	30	100%	25	100%	0	100%	0	100%	0	100%	0	100%	31	100%	100%	35.60%	0%	82%	82%	
BOG	175502			Copiloto A320	#N/A	#N/A	1/2/2019	No aplica	0	100%	0	100%	30	100%	30	100%	0	100%	30	100%	0	100%	30	100%	0	100%	0	99%	0	100%	31	100%	100%	35.60%	0%	82%	82%	
BAQ	175500			Copiloto A320	#N/A	#N/A	1/16/2019	No aplica	0	100%	31	100%	0	100%	31	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	175260			Copiloto A320	#N/A	#N/A	12/3/2018	No aplica	30	100%	13	98%	0	100%	0	100%	31	100%	30	100%	0	100%	30	100%	0	100%	0	100%	0	100%	31	100%	100%	35.60%	0%	82%	82%	
BOG	174995			Copiloto A320	#N/A	#N/A	11/1/2018	No aplica	30	100%	0	100%	30	100%	0	100%	11	99%	0	100%	30	100%	0	100%	30	100%	0	100%	0	100%	31	100%	100%	35.60%	0%	82%	82%	
BOG	175514			Copiloto A320	#N/A	#N/A	12/3/2018	No aplica	0	100%	0	100%	22	100%	31	100%	0	100%	30	100%	0	100%	29	100%	0	100%	0	97%	0	100%	31	100%	100%	35.60%	0%	82%	82%	
BOG	175504			Copiloto A320	#N/A	#N/A	12/3/2018	No aplica	0	100%	0	100%	30	100%	30	100%	0	100%	30	100%	25	100%	0	100%	0	100%	0	97%	0	100%	31	100%	100%	35.60%	0%	82%	82%	
BOG	175259			Copiloto A320	#N/A	#N/A	12/3/2018	No aplica	29	100%	0	100%	30	100%	13	99%	0	100%	30	100%	0	100%	0	100%	30	100%	0	100%	0	100%	29	100%	100%	35.60%	0%	82%	82%	
CTG	175012			Copiloto A320	#N/A	#N/A	11/1/2018	No aplica	10	99%	0	100%	0	100%	0	100%	31	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
CTG	178732			Copiloto A320	#N/A	#N/A	7/1/2019	No aplica	30	100%	1	97%	0	100%	29	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	31	100%	100%	35.60%	0%	82%	82%	
BOG	100967			Copiloto A330	#N/A	#N/A	4/22/1998	No aplica	0	75%	8	96%	0	76%	0	89%	0	91%	0	100%	31	90%	0	90%	0	89%	0	100%	0	75%	0	75%	87%	35.60%	0%	72%	72%	
BOG	100799			Piloto A320	#N/A	#N/A	9/21/1995	No aplica	0	40%	31	100%	0	80%	31	100%	0	100%	0	100%	31	100%	0	100%	6	98%	0	100%	0	100%	0	80%	91%	35.60%	0%	75%	75%	
BOG	102156			Piloto A320	#N/A	#N/A	1/5/2009	No aplica	0	100%	31	100%	0	100%	0	100%	0	100%	0	100%	0	100%	10	99%	0	100%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	102448			Piloto A320	#N/A	#N/A	5/3/2010	No aplica	0	100%	31	100%	0	100%	27	100%	0	100%	11	99%	0	100%	0	100%	0	80%	0	100%	0	100%	0	100%	98%	35.60%	0%	81%	81%	
BOG	105382			Copiloto B787	1 de diciembre de 2021	1 de julio de 2022	10/25/2013	OK	30	75%	0	75%	0	75%	31	75%	10	51%	0	75%	0	75%	16	61%	31	0%	31	0%	28	0%	31	0%	47%	35.60%	0%	38%	38%	
BGA	156678			Copiloto A320	#N/A	#N/A	7/21/2014	No aplica	30	75%	2	42%	30	75%	31	75%	31	75%	0	75%	0	75%	0	100%	0	100%	31	100%	0	100%	0	100%	83%	35.60%	0%	68%	68%	
BOG	100638			Piloto B787	#N/A	#N/A	7/21/1993	No aplica	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	31	40%	28	40%	31	40%	40%	35.60%	0%	33%	33%	Piloto reintegrado enero 2022
BOG	101016			Piloto A320	#N/A	#N/A	12/10/1998	No aplica	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	31	100%	31	100%	28	100%	31	100%	100%	35.60%	0%	82%	82%	Piloto reintegrado diciembre 2021
BOG	100895			Piloto A320	#N/A	#N/A	2/6/1997	No aplica	0	40%	0	60%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	92%	35.60%	0%	75%	75%	
CLO	100900			Piloto A320	1 de diciembre de 2021	31 de diciembre de 2021	2/6/1997	OK	0	100%	0	100%	30	100%	16	100%	0	100%	30	100%	0	100%	30	100%	31	0%	0	60%	0	40%	0	100%	83%	35.60%	0%	68%	68%	
BOG	102155			Piloto A320	#N/A	#N/A	1/5/2009	No aplica	0	100%	31	100%	0	100%	31	100%	0	100%	30	100%	0	100%	0	100%	10	98%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	158911			Copiloto A320	#N/A	#N/A	5/20/2015	No aplica	30	100%	31	100%	0	100%	31	100%	0	100%	30	100%	7	99%	0	100%	0	100%	0	100%	28	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	164209			Copiloto A320	#N/A	#N/A	7/1/2017	No aplica	0	100%	31	100%	0	100%	30	100%	30	100%	11	99%	0	100%	0	100%	0	100%	31	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	163310			Copiloto A320	#N/A	#N/A	4/17/2017	No aplica	0	100%	30	100%	0	100%	9	99%	0	100%	30	100%	31	100%	0	100%	0	100%	31	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	163616			Copiloto A320	#N/A	#N/A	5/2/2017	No aplica	0	100%	31	100%	11	98%	0	100%	0	100%	30	100%	31	100%	0	100%	0	100%	29	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	163619			Copiloto A320	#N/A	#N/A	5/2/2017	No aplica	0	100%	31	100%	0	100%	31	100%	0	100%	30	100%	30	100%	0	100%	0	100%	31	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
MDE	164241			Copiloto A320	#N/A	#N/A	9/1/2017	No aplica	5	98%	0	100%	30	100%	0	100%	0	100%	29	100%	0	100%	0	100%	31	100%	0	97%	28	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	165566			Copiloto A320	#N/A	#N/A	12/1/2017	No aplica	11	99%	0	100%	30	100%	0	100%	31	100%	0	100%	31	100%	0	100%	26	100%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	176291			Copiloto A320	#N/A	#N/A	6/1/2018	No aplica	27	100%	0	100%	30	100%	0	100%	31	100%	0	100%	31	100%	0	100%	31	100%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	100127			Copiloto A330	#N/A	#N/A	7/28/1979	No aplica	29	75%	30	100%	2	66%	31	89%	31	91%	30	100%	25	88%	29	90%	31	89%	31	100%	28	75%	31	75%	87%	35.60%	0%	71%	71%	
BOG	100810			Piloto A320	#N/A	#N/A	11/19/1995	No aplica	0	60%	0	100%	30	100%	2	99%	0	100%	0	100%	31	60%	0	60%	0	100%	0	100%	0	100%	0	80%	88%	35.60%	0%	72%	72%	
BOG	158915			Copiloto A320	#N/A	#N/A	4/9/2015	No aplica	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	31	100%	31	100%	28	100%	31	100%	100%	35.60%	0%	82%	82%	Piloto reintegrado diciembre 2021
BOG	176405			Copiloto A320	#N/A	#N/A	6/1/2018	No aplica	26	100%	0	100%	27	100%	0	100%	31	100%	0	100%	31	100%	0	100%	31	100%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	100902			Piloto A320	#N/A	#N/A	2/6/1997	No aplica	0	100%	0	100%	30	100%	0	100%	2	98%	0	100%	31	100%	0	100%	0	100%	0	40%	0	100%	0	80%	93%	35.60%	0%	76%	76%	
BOG	101491			Copiloto B787	#N/A	#N/A	11/15/2005	No aplica	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	31	75%	31	75%	28	75%	31	75%	75%	35.60%	0%	62%	62%	Piloto reintegrado diciembre 2021
BOG	102182			Piloto A320	#N/A	#N/A	4/3/2009	No aplica	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	31	100%	31	100%	28	100%	31	100%	100%	35.60%	0%	82%	82%	Piloto reintegrado diciembre 2021
PEI	102469			Piloto A320	#N/A	#N/A	6/1/2010	No aplica	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	31	100%	0	100%	28	100%	31	100%	100%	35.60%	0%	82%	82%	Piloto reintegrado diciembre 2021
BOG	101801			Piloto A320	#N/A	#N/A	4/1/2007	No aplica	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	3	99%	0	100%	0	100%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	101743			Piloto A320	#N/A	#N/A	11/22/2006	No aplica	26	100%	31	100%	0	100%	31	100%	0	100%	30	100%	5	99%	0	100%	0	40%	0	100%	0	60%	0	100%	92%	35.60%	0%	75%	75%	
BOG	102195			Piloto A320	#N/A	#N/A	6/5/2009	No aplica	0	100%	31	100%	0	100%	31	100%	0	80%	30	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	98%	35.60%	0%	81%	81%	
BOG	100814			Piloto A320	#N/A	#N/A	12/12/1995	No aplica	0	40%	0	100%	30	100%	0	100%	31	100%	0	100%	31	100%	0	100%	0	100%	0	100%	0	100%	0	100%	95%	35.60%	0%	78%	78%	
BAQ	100911			Piloto A320	#N/A	#N/A	4/1/1997	No aplica	0	40%	0	100%	0	100%	15	100%	0	100%	30	100%	0	100%	0	100%	31	100%	0	100%	0	60%	0	100%	92%	35.60%	0%	75%	75%	
BOG	163335			Copiloto A320	#N/A	#N/A	4/3/2017	No aplica	0	100%	31	100%	0	100%	31	100%	0	100%	30	100%	12	99%	0	100%	0	100%	31	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	175389			Copiloto A320	#N/A	#N/A	4/1/2018	No aplica	30	100%	0	100%	30	100%	0	100%	31	100%	0	100%	31	100%	0	100%	31	100%	0	100%	0	98%	0	100%	100%	35.60%	0%	82%	82%	
CLO	164456			Copiloto A320	#N/A	#N/A	9/1/2017	No aplica	30	100%	0	100%	4	97%	0	100%	0	100%	30	100%	0	100%	30	100%	0	100%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	163314			Copiloto A320	#N/A	#N/A	4/3/2017	No aplica	0	100%	31	100%	0	100%	9	100%	0	100%	30	100%	31	100%	0	100%	0	100%	27	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
CLO	164733			Copiloto A320	#N/A	#N/A	9/18/2017	No aplica	30	100%	0	100%	0	100%	0	100%	6	98%	0	100%	0	100%	30	100%	0	100%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
MDE	164714			Copiloto A320	#N/A	#N/A	10/2/2017	No aplica	0	100%	0	100%	30	100%	0	100%	0	100%	30	100%	8	99%	0	100%	0	100%	0	100%	27	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	156421			Copiloto A320	#N/A	#N/A	6/6/2014	No aplica	30	75%	20	100%	0	76%	0	89%	31	91%	0	100%	0	90%	0	90%	0	100%	0	100%	0	100%	17	98%	92%	35.60%	0%	76%	76%	
BOG	156655			Copiloto A320	#N/A	#N/A	7/21/2014	No aplica	26	75%	31	100%	0	76%	0	89%	31	91%	0	100%	0	90%	0	90%	0	100%	0	97%	0	100%	31	100%	92%	35.60%	0%	76%	76%	
BOG	101707			Piloto A320	#N/A	#N/A	9/9/2006	No aplica	0	100%	0	100%	0	97%	0	99%	0	100%	0	100%	0	100%	0	100%	0	100%	0	99%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
CLO	102048			Piloto A320	#N/A	#N/A	8/1/2008	No aplica	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	100%	0	99%	0	100%	0	100%	0	95%	99%	35.60%	0%	82%	82%	
BOG	103197			Piloto A320	#N/A	#N/A	5/4/2012	No aplica	23	100%	0	100%	30	100%	0	100%	31	100%	0	100%	22	100%	0	100%	0	100%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
MDE	164711			Copiloto A320	#N/A	#N/A	10/2/2017	No aplica	0	100%	0	100%	30	100%	0	100%	8	98%	0	100%	0	100%	30	100%	0	100%	0	100%	28	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	102810			Piloto A320	#N/A	#N/A	9/1/2011	No aplica	0	100%	31	100%	30	100%	0	100%	0	100%	30	100%	0	100%	30	100%	0	100%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	102949			Piloto A320	#N/A	#N/A	12/1/2011	No aplica	0	79%	0	86%	30	100%	0	100%	0	100%	30	100%	0	100%	29	100%	0	100%	0	80%	0	100%	0	100%	95%	35.60%	0%	78%	78%	
BAQ	103252			Copiloto A320	#N/A	#N/A	5/18/2012	No aplica	30	100%	0	100%	0	100%	22	100%	0	100%	0	100%	31	100%	0	100%	5	98%	0	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	
BOG	137548			Copiloto A320	#N/A	#N/A	4/4/2014	No aplica	12	69%	0	100%	30	76%	0	89%	31	91%	0	100%	0	90%	0	90%	0	100%	0	100%	0	100%	31	100%	92%	35.60%	0%	76%	76%	
CLO	155869			Copiloto A320	#N/A	#N/A	7/14/2014	No aplica	30	75%	31	75%	30	75%	31	75%	31	75%	30	75%	0	75%	0	75%	0	100%	0	100%	0	100%	0	100%	83%	35.60%	0%	68%	68%	
BOG	156522			Copiloto A320	#N/A	#N/A	6/24/2014	No aplica	30	75%	20	100%	0	76%	0	89%	27	91%	0	100%	0	90%	0	90%	0	89%	0	100%	0	100%	21	98%	92%	35.60%	0%	75%	75%	
BOG	100684			Piloto A320	#N/A	#N/A	2/11/1994	No aplica	30	40%	0	40%	0	100%	0	60%	16	99%	0	60%	28	100%	0	100%	0	60%	0	100%	0	40%	0	40%	70%	35.60%	0%	57%	57%	
CLO	100792			Piloto A320	#N/A	#N/A	8/8/1995	No aplica	0	40%	0	40%	0	40%	0	100%	3	98%	0	100%	0	100%	0	100%	29	100%	0	100%	0	100%	0	100%	85%	35.60%	0%	70%	70%	
BOG	156078			Copiloto A320	#N/A	#N/A	5/5/2014	No aplica	27	75%	14	97%	0	76%	0	89%	31	91%	0	100%	0	90%	0	90%	0	100%	0	100%	0	100%	31	100%	92%	35.60%	0%	76%	76%	
PEI	156028			Copiloto A320	#N/A	#N/A	4/25/2014	No aplica	30	75%	0	100%	15	71%	0	89%	31	91%	0	100%	0	90%	0	90%	0	89%	0	100%	0	100%	5	96%	91%	35.60%	0%	75%	75%	
BOG	156024			Copiloto A320	#N/A	#N/A	4/16/2014	No aplica	30	75%	24	67%	30	75%	31	75%	31	75%	30	75%	0	75%	0	75%	0	100%	0	100%	0	100%	31	100%	83%	35.60%	0%	68%	68%	
BOG	101511			Piloto A320	#N/A	#N/A	12/1/2005	No aplica	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	0	#N/A	31	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	Reintegrado enero-22 y retiro en abril-22
CTG	104436			Piloto A320	01/11/21-30/11/21	01/01/22-31/03/22	9/7/2012	OK	0	100%	0	100%	30	100%	0	100%	6	98%	0	100%	31	100%	30	0%	0	100%	31	0%	28	0%	31	0%	67%	35.60%	0%	55%	55%	Retirado en abril-22
BOG	105440			Copiloto A330	#N/A	#N/A	12/2/2013	No aplica	28	75%	0	100%	30	76%	0	89%	31	91%	0	100%	30	90%	0	90%	0	89%	0	100%	0	75%	0	75%	88%	35.60%	0%	72%	72%	Retirado en abril-22
BOG	164207			Copiloto A320	#N/A	#N/A	8/1/2017	No aplica	0	100%	31	100%	0	100%	20	100%	0	100%	0	100%	0	99%	0	100%	0	100%	31	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	Retirado en abril-22
BOG	102143			Piloto A320	#N/A	#N/A	1/2/2009	No aplica	30	100%	0	100%	8	98%	0	100%	31	100%	0	60%	0	100%	0	100%	0	100%	0	100%	0	100%	6	96%	96%	35.60%	0%	79%	79%	Retirado en abril-22
BOG	163612			Copiloto A320	#N/A	#N/A	5/2/2017	No aplica	0	100%	28	100%	0	100%	11	99%	0	100%	30	100%	31	100%	0	100%	0	100%	31	100%	0	100%	0	100%	100%	35.60%	0%	82%	82%	Retirado en abril-22