

PICE Qatar celebrates 10th founding anniversary Felipe Catinoy

The Philippine Institute of Civil Chapter Engineers Qatar (PICE—Q) successfully held its Founding Anniversary 10th celebration at Qatar Bowling Center, Doha, Qatar last May 19, The event showcased 2017. competitions on several sporting events that includes table tennis, billiards, dart, chess and table football. Raffle draws for the benefits of the distressed OFW were also held in the latter part of the program. It was attended by about 106 members and their families.

Founded on May 25, 2007, PICE Qatar is now considered as the biggest Filipino Organization in Qatar boasting a membership totalling to almost 3,000 to-date. It became a household name when it comes to catering to the of professional engineers and community services not only in the host country but to beloved Philippines as well. This year's anniversary celebration came early in anticipation of the forthcoming holy month Ramadan.

Engr. Allen L. Nacario, PICE-Q

President, warmly welcomed the participants in his opening remarks, while Engr. Roy Baquiran, PICE Qatar's Founding President reminisced on the beginnings humble of the organization 10 years ago starting with only 25 members.

Souvenir t-shirts were distributed to the participating members courtesy of GREEN INTERNATIONAL and HOLYWOOD FASHION, the Foundation Day principal sponsors.

Trophies and medals were also awarded to the following winners of various sporting events and other special awards:

Basketball

Champion: Black Team First Runner-Up: Maroon Team MVP: Christian Ed M. Maldia

Mythical Five:

John C. Canlass – SG Christian Ed M. Maldia – PG Pepito Q. Martinez – C Jeffrey D. Pedigloria – SF Christian Jad L. Caguioa – PF

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OPINION



PICE QATAR AT TEN

Alfonso Belito Betita

Chapter celebrates its 10th Founding Anniversary noble plan that is supported by the Board of this month. Though still budding at this stage, the Directors and the membership. organization is achieving its goal and continuously growing day by day - thanks to its dedicated and It is of great importance however that the fire is lend a helping hand.

With the current membership strength of about Qatar, there is no other way but to move forward three thousand, the area that can be explore is and this can only be achieved if we remain whole community of Filipinos, be it in the local passion and love for the organization alive. and international theatre. Worth mentioning are the green school building projects, the scholarship program and the quiz competition for high school students that are all designed to benefit the

The Philippine Institute of Civil Engineers - Qatar future generations of Filipino professionals - a

energetic leaders who are currently at the helm kept alive and burning. These worthy programs and the past leaders who are always available to need to be sustained with goals continuously achieved. And this can only be achieved with the undying full support of the members. For PICE limitless. The programs that are on the table right cohesive and remain supportive of our goal. We now targets not just the civil engineers but the can be the oil that fuels the fire and keep our

THE PRESIDENT'S LOUNGE

Message from the President

Allen Nacario
CEng, ACPEng, PMCE, M.ASEP, MMUP Grade A



PICE Qatar's Decade of Global and Sustainable Excellence

On May 25, 2017 marks the 10th year of PICE Qatar's existence. This provides us a platform to celebrate our achievements and also an opportunity to introspect and review as to how far we have been able to contribute to our beloved organization. I believe the organization has reached much success due to the principle that is implanted to us by our Founding President, Engr. Roy Baquiran; "Think not what we can get from the organization", but instead, "Focus on what can you offer to the organization".

PICE Qatar is very much comfortable to use the pronouns, we, our and ours instead of I, me and mine. In 1970 a very famous band group began work on a documentary intended to show how their music was made. But instead of revealing the process of musical creativity, the film pulled the curtain back on a display of

self-interest and bickering. The band members were more concerned about their own songs than the advancement of the group. Shortly after the project was completed, the group dissolved in disharmony and broken friendships.

Actually, it's an age-old problem. Many would fall into the trap of selfishness. It has been tested that when the desire for personal advancement overrides concern for one another, attitudes quickly become disruptive and divisive.

We are very grateful that our past leaders have demonstrated selflessness that continuously brings inspiration to each and every one of us. And even today they continue to show their support to our esteem organization.

When you switch your focus from the "we" to the "me", the goal from "team" to "self", you upset the balance of the whole.

Consequentially, that redistribution of effort impedes success.

- Carlos Wallace



PICE QATAR UPDATES



(continued...)

Lawn Tennis

Champion: Green Team First Runner-Up: Blue Team Second Runner-Up: Yellow Team Third Runner-Up: Red Team

Bowling

Champion - Henry Tugade, Wilfredo Lacbayan, Zaldy Alino, Mikhaela De Castro, Beth Tolentino

First Runner-Up - Mina De Castro, Lito De Castro,

Ejhay De Castro, Nina Jane De Castro

Second Runner-Up - Luisito Carlos, Antonio Sazon, Marcris Arcilla, Ric Tulagan

High Average Scratch (Men) - Sonny Obdin

High Average Scratch (Women) - Mina De Castro

High Game Scratch (Men) - Henry Tugano

High Game Scratch (Women) - Ejhay De Castro

High Game Scratch with Handicap (Men) - Antonio Sazon

High Game Scratch with Handicap (Women) - Aileen Abejero

High Series Scratch with Handicap (Men) - Alnovar

High Series Scratch with Handicap (Women) - Nina Jane De Castro

High Series Scratch (Men) - Rico Dela Rosa

Table Tennis

Champion: Dominique Yamas First Runner-Up: Adrian Jahulla Second Runner-Up: Paul Echavez

Billiards

Champion (Men): Gerome Gonzales First Runner-Up (Men): Manuel Baul Second Runner-Up (Men): Romeo Pasibe Champion (Women): Belinda Dela Cruz First Runner-Up (Women): Michelle Revilloza Second Runner-Up (Women): Rossele Estanol

Chess

Champion: Rolando Girao

First Runner-Up: Al Nazir Pakizam Second Runner-Up: Gerardo Tulay

Champion: Paul Echavez

First Runner-Up: Richard Manaor Second Runner-Up: Alvin Pantoja

Table Football

Champion: Fatima & Eileen

First Runner-Up: Henrick & Manny Baul

Second Runner-Up: Gerry Maniclang and Allen

Nacario Jr.

The winner of the Grand Raffle Draw is Engr. Elizabeth Beltran. She brought home a 55 inch. Flat TV.

Engr. Alfonso Belito C. Betita, PICE-Q Sqt.-At-Arms and current Chairman of the Committee on Sports, Leisure and Recreation, expresses his appreciation to the 2017 Board of Directors, Past Presidents, Committee Members and participants for the successful event in his closing remarks. The celebration officially ended at 5:00 PM.

Black Team demolishes Maroon, lifted the 2017 PICE **Q ICBL Crown**

Mark Anthony Abendan

The Black Team routed the Maroon Team via 16-point deficit, 65-49, to lift the 2017 Inter-Color Basketball League crown last May 5, 2017 at the Arab International Academy Gymnasium in Al Saad, Doha Qatar.

The Maroon Team who came to the floor with 7-1 record was considered a very strong contender for this year's crown against the Black Team that is sporting a 6-2 win loss record on the way to the 2017 championships.

It was a hard-fought game between two top teams that saw the Black Team employing fast drives, precise passing and accurate shooting against the man-to-man defence employed by the Maroon Team. It was a surprise attack on the basket by the black team that saw the Maroon Team trailing from the early part of the game though they tried hard to rally all throughout the game.

It would be recalled that the Black Team grabbed the Best Muse and Best Uniform awards during the opening ceremonies of this basketball tourney.

Our new CHAMPION - the Black Team is currently headed by Engr. Russel Flores and Engr. Medel Dalida.

Congratulations to the **NEW Champion...The BLACK TEAM.**

CE LICENSURE EXAM UPDATE

Source: http://www.prc.gov.ph/news/?id=6540&page=9&maxrows=10

John Cromwell Esclanda

SCHOOL

The Professional Regulation Commission Members. (PRC) announces that 2,514 out of 6,998

The results were released in three (3) duly accomplished Oath I working days after the last day of Panunumpa ng Propesyonal, examination.

The members of the Board of Civil 2 Engineering who examination are Bernardo, Chairman; Engr. Pericles P. Registered Professionals. Dakay and Engr. Romeo A. Estañero,

NAME

RANK

passed the Civil Engineer Licensure From May 19, 2017 to May 25, 2017, Examination given by the Board of Civil registration for the issuance of Engineering in the cities of Manila, Professional Identification Card (ID) and Iloilo, Legazpi, Lucena, Pagadian, -line. Please go to www.prc.gov.ph and Tacloban, Tuguegarao and Zamboanga follow instructions for initial registration. Those who will registration. Baguio, Cagayan de Oro, Cebu, Davao, Certificate of Registration will be done on bring the following: Notice of admission, Form passport size pictures (colored with white background and complete name tag) and of sets documentary gave the licensure Successful examinees should personally Engr. Praxedes P. register and sign in the Roster





The successful examinees who garnered the ten (10) highest places in the May 2017 Civil Engineer Licensure Examination are the following:

RATING (%) FEU-INSTITUTE OF TECHNOLOGY HISHAM ADIONG SACAR 94.60 1 (FOR. FEU-EAST ASIA COLL) MAPUA INSTITUTE OF TECHNOLOGY-2 CHRISTIAN PAUL DELA CRUZ SANGUYO 93.55 MANILA MAPUA INSTITUTE OF TECHNOLOGY-93.20 3 JERICSON HERNANDEZ ADVINCULA MANII A UNIVERSITY OF THE PHILIPPINES-LOS JAN CARLO MARCELO CASTRO 93.20 BAÑOS MAPUA INSTITUTE OF TECHNOLOGY-4 DANIELLE CASURAO TUPAS 93.10 MANILA CENTRAL COLLEGES OF THE 5 ROBERT PIÑERO ARAGO JR 92.90 **PHILIPPINES** MAPUA INSTITUTE OF TECHNOLOGY-92.90 DUSTIN GLENN CUEVAS CUEVAS MANILA MAPUA INSTITUTE OF TECHNOLOGY-ALLAN DAVE ABBARIAO DELA CRUZ 92.90 MANILA CEBU TECHNOLOGICAL UNIVERSITY-92.85 6 RUSTY VILLADOLID LAPUS MAIN (for.CSCST) PAMANTASAN NG LUNGSOD NG 7 MARY JOY GALVEZ ARITA 92.75 MAYNILA 8 92.65 ARCHIMEDES UMBLAS MARTINEZ MANUEL L. QUEZON UNIVERSITY 9 JOEL BATOON ZULUETA UNIVERSITY OF BAGUIO 92.55 MAPUA INSTITUTE OF TECHNOLOGY-10 VINZON PAUL SAPLALA DAVID 92.50 MANILA

NOTHING FOLLOWS-----

FEATURE

How long should I work abroad? Henrik Gal De Ocampo

Total population 10.2 million (including descendants of Filipinos and persons of partial Filipino ancestry [1] figures are for various years, per individual supporting sources cited. Regions with significant populations United States 3.898.739[2] 1.020.000[3] Saudi Arabia 679.819[4] United Arab Emirates Canada 662.600[5] 325.089[6] Malaysia 209.373[7] Japan Qatar 195.558[3] Australia Australia 171.233[8] 139.802[3] Kuwait 130.810^[9] Hong Kong 128,060^[10] Italy 115.362[11] Spain 112,000[3] United Kingdom 108.520[12] Taiwan 63,464[13] : South Korea 40.347[14] New Zealand 31.000[15] Israel 25.000[16] Papua New Guinea 20.589[17] Germany 16,719[18] Netherlands 14.830[19] Thailand 14.544[20] Macau 13.000[21] Sweden 12,791[22] Ireland 12,474[23] Austria 12.262^[24] Norway 12,254[25] China 10.000 [26] Switzerland $7.000^{[27]}$ Kazakhstan Palau 7.000[28]

They recent survey says that there are about 10 million Filipinos abroad and about 200 Thousand Filipinos in Oatar and it is growing.

I have previously set a time frame for myself for working abroad. At first I set it at 5 years, then recently I have moved it by another 5 years and probably I will move it

I have a chance to meet Mr. Vince Rapisura on one of the Financial Literacy program here in Doha and in his lecture he asked us this Question - How Long Should I Work Abroad?.... This question has been in my mind for so long and I really do not know the answer. One thing in my mind is - I WANT TO GO HOME!

Vince called us OFW's in the Middle East as economic migrants - this means we go abroad to find a job and help us financially to fund our dreams - house, car, children's education, savings etc. He mentioned that the maximum number of years for economic migration is **10 years**. Wow... I am already in my 9th year this means I should have one more year.

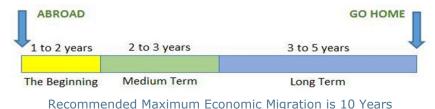
He also discusses the 3 stages of economic migration:

- 1. The Beginning 1 to 2 years This stage an OFW pays off his debts.
- 2. Medium Term 2 to 3 years This stage provides needs of the Family.
- 3. Long Term 3 to 5 years This stage where the OFW saves for financial goals/dreams.

He also provides tips/suggestion for an OFW to go home early or on time as describe above as are follows:

- Family to talk, agree and set clear financial goals.
- Check and watch out all expenses.
- It is better that all basic need such water, electricity, food should be taken from the income in the Philippines.
- For the dreams such as children's tuition, house, car, business should come from income abroad.

This should result in family's lifestyle will be controlled and will not go out of hand. This is usually the case of an OFW family where the remittance provided every month were expended and usually end with minimal or no savings. This results to an increase in lifestyle and the migration process was extended.



FEATURE/MEMBERS' PAGE

You can watch his video about this on YouTube - <u>Usapang Pera S01E06 Working Abroad</u>. If you want to know about Vince, try googling his name or you can read all about him. You can also go to his website - http://vincerapisura.com/ who-is-vince/.

Vince's timeline can serve as a guide to all OFW's. The recommended timeframe of maximum ten years (that's a century) seems like a long time but in reality time flies fast... really fast. It is really up to us if we want to go home and be with our family and friends as soon as possible. We should have focused on our goals and not be tempted to things that we want. It is our needs and our dreams really matter. I know that most of the OFW's prefer to be at home in the Philippines including me. This opens u

What do you think? How long have you been an OFW? Do you really want to go home and be with your families and friends soon?



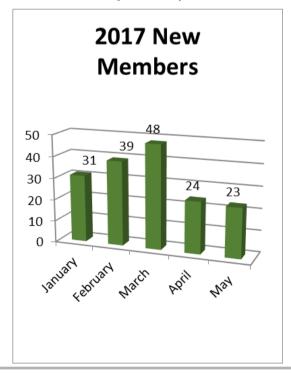
Membership Watch

Belinda Dela Cruz

As of 31 May 2017, our last issued Chapter Membership ID No. was 2993 with a cumulative total of 165 new members for 2017. Indeed, PICE Qatar membership is constantly growing. Surely the 3000th member will be joining next month.

We hope that everybody can participate in the activities and affairs of the organization.

Again, welcome to PICE Qatar Chapter!



Notable Member



Angel A. Lazaro, III

PICE National Past President (1983) - He is the receiver of Certificates of Recognition as Structural Engineer and Civil Engineering Educator from the Board of Civil Engineering. He was acknowledged as the Most Outstanding Civil Engineer Awardee from the Professional Regulation Commission in 1994. He is also Past President of the Confederation of Filipino Consulting Organizations (COFILCO), National Society for Seismology and Earthquake Engineering of the Philippines (NSSEEP), Philippine Federation of Professional Associations (PFPA), Road Engineering Association of the Philippines (REAP), Philippine Association for Technological Education (PATE), American Concrete Institute, Philippine Chapter (ACI-RP) and Council of Filipino Consultants (COFIC).

Source:

https://en.wikipedia.org/wiki/Philippine_Institute_ of_Civil_Engineers

PICE QATAR ACTIVITIES





























PICE QATAR ACTIVITIES







FEATURE

Important tips you must know before you start investing

Spring Sison

According to source, "INVESTING GUIDE FOR BEGINNERS" book written by Mr. Julius Espina, below are the misconception about investing with the very common conversation we may encounter inside the mall or anywhere else;

"Sir/Ma"am, pwede ko po ba kayong makausap? Kahit 5 minutes lang."

Then you answered "No."

"Sir/Ma"am kahit 3 minutes lang po please?"

You"ll say "Ano ba kasi yan?"

"Sir/Ma"am gusto ko lang po mag invest kayo and this is the reason why"

Maybe your answer will be, "Next time na lang."

Does this situation sound familiar to you?

Are you one of those who becomes a great reasoner when an insurance agent or investment agent approaches you?

But why do we always choose to refuse them particularly if we don"t know the agent?

Dahil ba alam natin na isang klaseng pagkakagastusan na naman yan.

Dahil ba sa ayaw nating magkaroon ng commission ang

O baka isa na namang investment scam.

These are just some of our many reasons why we don"t want to invest our money. Some of these could be a real reason to other people, but this could also be a scapegoat to some people.

"Pero ano nga ba talaga ang dahilan kung bakit ayaw mong mag invest?"

Here are some of the myths about investing.

Myth #1

Investing Is Only Limited To The Rich

Now let me ask you, why do people say that investing is only for the rich?

Ibig bang sabihin "walang karapatan ang mga middle class at mga mahihirap na mag invest?"

It might have been true long time ago, pero hindi na ngayon.

Dami nang nagbago, pwede na halos lahat.

If you still have this myth until today, it is time to update yourself. Because this is the truth:

Investing is now for everybody, as long as you have a regular income.

You can start investing in the stock market or mutual fund for as low as 5,000 pesos. Akala mo lang mahal pero affordable pala!

Myth #2

Investing Is Too Complicated

Before entering college, I was very weak in math because I thought it was a very complicated thing. But my dream is to become an engineer. So I pursued my dream, I failed many times; I studied harder until I passed, and it became easy for me.

Same thing is true with investing; you just have to study and do your research. No person on his/her first attempt becomes a master or an expert right away; it will take time and experience to master a complex thing.

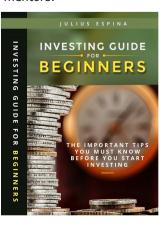
Myth #3

Investing Is Too Risky

In life, there is always a risk. There is no such thing as risk free in this world. If someone approaches you and offered an investment without a risk, definitely that's a scam. You will never know if that investment will still exist tomorrow.

And if you cross the street with your eyes closed, absolutely it's very risky. It's the same way when you are investing.

Always keep in mind, whatever kind of investment you choose; there is always the existence of risk. You can never remove it, but you can minimize or manage it by attending seminars, training and finding trust-worthy mentors.



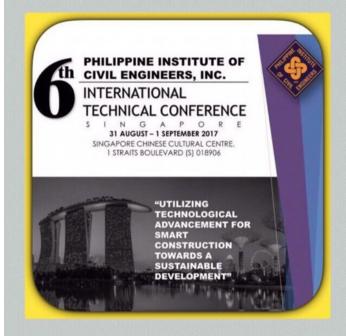
Source (website): www.thinksmartpinoy.com

6th PICE International Technical Conference (ITC) to be held in SINGAPORE

Christine Diosan

The 6th PICE International Technical Conference (ITC) is fast approaching. The general membership is hereby invited! Let's go to Singapore, PICE Qatar, for professional advancement and at the same time to unwind.











PICE Qatar Chapter Presidents

Roy Baquiran

'PICE Qatar's Decade of Global and Sustainable Excellence"



2007-2008

2008-2009

2010

2011

2012

2013

2014

2015

2016

2017

Pres. ALLEN NACARIO



FP ROY BAQUIRAN



PP ERIC GARCIA



PP JOE PANGANIBAN



PP GERRY MANAGUELOD



PP DEL DE LEON



PP ARNEL PUNSALAN



PP NOEL JUMAWAN



PP RON NILO

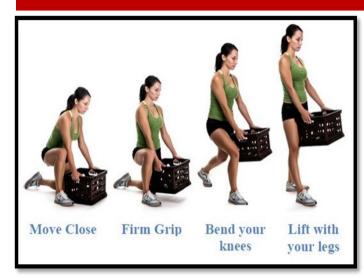


PP BERT LORENZANO



SAFETY MATTERS

Alex Habal



MANUAL HANDLING ACTIVITIES

Source:

http://www.hse.gov.uk/msd/manualhandling.htm

WHAT IS MANUAL HANDLING?

Manual handling relates to the moving of items either by lifting, lowering, carrying, pushing or pulling. The weight of the item is an important factor, but many other factors can create a risk of injury, for example the number of times you have to pick up or carry an item, the distance you are carrying it, where you are picking it up from or putting it down (picking it up from the floor, putting it on a shelf above shoulder level) and any twisting, bending, stretching or other awkward posture you may adopt while doing a task.

KNOW THE RISK

Work that involves manual handling activities is the leading cause of back injury in the workplace. Back injuries at work are the most frequent and some of the most severe injuries amongst workers; accounting for a large number of workers' compensation costs.

HOW DOES MANUAL HANDLING AFFECT WORKERS?

Manual handling of loads may cause:

- Cumulative disorders due to gradual and cumulative deterioration of the musculoskeletal system through continuous lifting/handling activities, e.g., low back pain.
- Acute trauma, such as cuts or fractures due to accidents.

WHAT MAKES MANUAL HANDLING HAZARDOUS?

There are several risk factors that make manual handling hazardous and thereby, increase the possibility of injury. Particularly for back injury, they are related to four aspects of manual handling (TILE):

1. THE TASK

The risk of back injury increases if the task is:

- Too strenuous
- Involves awkward postures or movements
- Involves repetitive handling

2. THE INDIVIDUAL

Some individual factors might affect the risk of back injury:

- Lack of experience, training and familiarity with the job
- Age
- Physical dimensions and capacity such as height, weight and strength
- · Prior history of back disorders

3. THE LOAD

The risk of back injury increases if the load is: Too heavy

- Too large
- Difficult to grasp
- Unbalance or unstable

4. THE ENVIRONMENT

The following characteristics of the work environment may increase the risk of back injury:

- Insufficient space for manual handling
- An uneven, unstable or slippery floor
- Insufficient lighting

HIGH RISK WORK PRACTICES:

- Handling awkward shapes or big loads
- Handling weights that are beyond the worker's capacity
- •Over-reaching position (lifting from below mid-thigh or above shoulder height)
- Handling where the work surface is unstable
- Repetitive or long duration manual handling
- Carrying objects away from the body
- Awkward twisting of the body
- Obstructed pathways
- Insecure grip and poor lifting position with the feet too close together

WHAT TO DO IF YOU INJURE YOUR BACK?

- If you suffer from symptoms of back injury, seek medical treatment immediately.
- Describe your work task to the doctor.
- Inform your employer and also the health and safety representative at work.
- Early reporting allows the workplace to take action to prevent further complaints and can reduce the likelihood of long term disability.

PPO-Q / UFOQ Corner

PRC sets deadline for SPLE 2017 online application

Alden Cayaga



Representatives from different professional organizations in Qatar during the PPO-Q meeting held at new POLO Office at Westbay, Qatar

The Professional Regulation Commission (PRC) had sent an email to all Middle East POLOs last May 11, 2017, informing all those planning to take the 2017 SPLE that the deadline of filing for online application will be until June 9, 2017 only.

This was disclosed by PPO-Q Chairman, Ar. Michael Garcia during meeting held at the new POLO office at the 20th Floor, Al Jazeera Tower, Conference Center Street, Westbay on May 17, 2017 evening.

The specified deadline was as per Resolution No. 2017-1038 for the Time Table of Activities for the 2017 SPLE, along with the prescribed May 8, 2017 as the start date of online application.

However, as of this writing, the Online Application System (OAS) intended for the 2017-SPLE using the "Enhanced LERIS" is not yet available. All heads of concerned organizations of the various disciplines are advised to prepare and be ready with the required documents (original and soft copies) and to disseminate this important information to all concerned.

In addition to this, Chairman Mike requested all

organizations to create database and a master list of all their applicants, including non-members of the respective professional organizations.

PICE Qatar Chapter representatives during the meeting were Pres. Allen Nacario and 1st VP Aileen Abejero.



POTPOURRI

Katrina Magsino

Know your Bridges



Longest suspension bridge span

Akashi-Kaikyo Bridge, Kobe, Japan Length: 6,532 feet



Longest canopy walkway

Taman Negara Canopy Walkway, Kuala Lumpur, Malaysia

Length: 1,509 feet



Longest covered bridge
The Hartland Bridge, New
Brunswick, Canada
Length: 1,283 feet



Longest natural bridge span

The Fairy Bridge, Guangxi, China

Length: 400 feet



Longest inhabited bridge

Krämerbrücke (Merchant's Bridge), Erfurt, Germany

Length: 259 feet



Evergreen Point Bridge, Seattle Length: 7,580 feet





Longest bridge over water (continuous)

Lake Pontchartrain Causeway, Louisiana

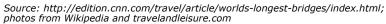
Length: 23.87 miles



Longest masonry arch bridge span Pont de la Libération, Villeneuve-sur-Lot, France Length: 315 feet



Longest ice bridge **Beaufort Sea Road, Alaska**Length: 68 miles



WHAT'S TRENDING?

DEAL WITH IT...

Aurora Asda

Have you ever experienced when one problem goes and another problem comes or if you are not lucky enough, it will come together?? Here's a guide on how are you going to deal with such situations.

Give yourself some space.

Bouncing back after a devastating life event is not easy—it's going to take you some time before you can go back to your usual routine. Don't force yourself to go to work, but try to finish any loose ends or turn some of your pending tasks over to your immediate superior. You don't want to come across as irresponsible. File for a leave if needed and deal with your personal issues, so that you can work more efficiently when you get back to the office. Just remember to talk with your boss about it so she understands why you're behaving that way.

Practice self-compassion.

It's only normal to take things slow once you've decided to get back on the saddle. If you're struggling with a task which you had no trouble completing so easily before, don't fret or get mad at yourself. Experiencing a major life shock can catch you off-guard-remember; you're human, too, and you need time to regroup.

Set boundaries with family.

When you're going through a tough time, it's possible that your family and close relatives would want to check up on you every now and then. To avoid having to field calls and texts the entire day, politely tell them that while you appreciate their concern, you have to concentrate on your job. Set a date when you can sit down and talk with them, and set all minds at ease.

Source: Ana C. Pascual of Female Network



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