

CERTIFICATION for the PEER REVIEW PROCESS &
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and ANTI-PLAGIARISM CONTROL

Name: Ewa Rollnik-Sadowska, Ewa Glińska, Urszula Ryciuk

Institution: Białystok University of Technology, Faculty of Engineering Management

City: Białystok

Country: Poland

Phone: +48 660 759 656, +48 608 440 312, +48 501 720 940

Academic Email: e.rollnik@pb.edu.pl e.glinska@pb.edu.pl u.ryciuk@pb.edu.pl

We declare, confirm, certify and sign that we received substantial, important, line by line peer review with several and substantial comments, important remarks and hints from, at least, 3 Reviewers and the Assistant Editor for my paper: *Model of communication effectiveness in the mentoring process*

with Authors: Ewa Rollnik-Sadowska, Ewa Glińska, Urszula Ryciuk

We would like to thank all the reviewers for their thoughtful comments and efforts towards improving our manuscript. We revised the manuscript with special attention to the comments that we received from **Three (3)** reviewers that were experts, specialists in the area of my paper.

We declare, confirm, certify and sign that WSEAS has checked my paper for possible plagiarism by Turnitin and my paper was found without plagiarism or self-plagiarism by Turnitin.

We also declare, confirm, certify and sign that also no Associate-Editor, no Editor-in-Chief, no member of the WSEAS Secretariat forced me in this Journal to add references (citations) to any previous publications of the journal. We also declare, confirm, certify and sign that we have made all the changes, modifications, additions, studies, corrections asked by the reviewers and we have fully complied with their instructions. We also understand that before the publication the 3 (or more than 3) reviewers will check my paper to see if all the changes, modifications, additions, studies, corrections etc. have been done and we authorize the WSEAS to publish our paper or to reject my paper even in the 2nd round of peer review or to continue with an additional round of peer review.

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We would like to thank the WSEAS because we received substantial, important, rigorous peer review with several and substantial comments, from 3 Reviewers and the Assistant Editor for the WSEAS Journal: WSEAS Transaction on Business and Economics. Implementation of those comments allowed for improvement of the quality of our paper. Moreover, it should be noted the excellent organization of the review process.

Signature (insert an image file with scanned signature or print out the whole page, sign and scan)

Ursula Ryjck

Ewa Kollnik-Sadowska

Ewa Gmble

Date: 23.02.2021