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I declare, I confirm, I certify and I sign that I 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: The Impact of Organizational Culture and Transformational Leadership on Job Stress and Burnout in Oil Palm Plantation Companies: Moderating Role of Job Demands and Coworker Trust in Paser Regency, Indonesia with Authors: REZA JEHAN LESMANA, DJOKO SETYADI, SRI MINTARTI, DIRGA LESTARI, DODDY ADHIMURSANDI. I 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 4 reviewers that were experts, specialists in the area of my paper. I 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. I also declare, confirm, certify and sign that also that 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.

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

A handwritten signature in black ink, appearing to be 'Doddy Adhimursandi', written in a cursive style.

Dr. Doddy Adhimursandi

Date: 03/05/2025