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Name: Nhan Truong Thanh Dang

Institution: Banking University Hochiminh city

City Hochiminh city

Country Vietnam

Phone: +84912097489

Academic Email: nhandtt@hub.edu.vn

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: Emergent Talent Management Model and Industry Toolkit During a Pandemic (ID: 5107-2340)

with Authors: Nhan Truong Thanh Dang, Nhat Minh Nguyen, Van Dung Ha, Thi Anh Tuyet Le.

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 **Three (3)** reviewers that were experts, specialists in the area of my paper.

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I would like to thank the WSEAS for conducting a substantial, important, constructive peer review process and providing me with several comments, from 3 Reviewers for the WSEAS Journal: WSEAS Transactions on Computer Research, Special Issue: "Computational Science and Statistics for Business Analytics". I am glad that I have the opportunity to publish one of my good papers in WSEAS transactions.

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

A scanned image of a handwritten signature in blue ink on a light-colored background. The signature appears to be 'Nhan' followed by a long, sweeping horizontal stroke.

Nhan Truong Thanh Dang

Date: 29th June 2023