## <u>CERTIFICATION FOR THE PEER REVIEW PROCESS &</u> <u>EVALUATION OF THE PEER REVIEW PROCESS</u>

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I certify that I received substantial, important, line by line peer review with several and substantial comments, important remarks and hints from 3 Reviewers and the Assistant Editor of the WSEAS Journal TRANSACTIONS ON ENVIRONMENT AND DEVELOPMENT for my paper «IDEF0-Technology of Modeling of Processes of Minimization the Resistance of the Personnel to Organizational Changes at the Enterprise».

The WSEAS peer review system confirms the high standards of scientific publication of articles. 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 3 reviewers that they were experts, specialist in the area of my paper. WSEAS is really a very good academic publisher.

New: Added for the authors that will send their final/revised version after May 7, 2020:

Also, I declare also that no reviewer, no Associate-Editor, no Editor-in-Chief, no member of the WSEAS Secretariat, nobody whatsover and never forced me in WSEAS Journals to add references / citations to any previous WSEAS Publications or any other publications

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Date: 5.05.2020