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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: **Managerial Styles and Employee Performance. An Empirical Study from bank sector employees in Greece** with Authors: STAVROS KALOGIANNIDIS, STAMATIS KONTSAS and FOTIOS CHATZITHEODORIDIS. 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)....** (<-write the correct number) 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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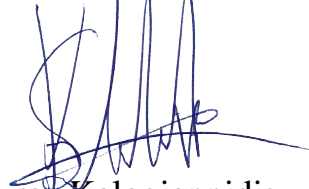
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A handwritten signature in blue ink, appearing to be 'Stavros Kalogiannidis', written over a horizontal line.

Stavros Kalogiannidis