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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: **Motivation Moderating the Influence of Organizational Culture and Leadership on Employment Performance** with Authors: AHMAD BADAWI SALUY, SANDHI ARMANSYAH, MASHYUDZULHAK DJAMIL, BAMBANG MULYANA, SRI MARTI PRAMUDENA, RACHMATULLAILY TINAKARTIKA RINDA, ENDRI ENDRI

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Date: 20/05/2022