



03/29/24

To Whom It May Concern,

This letter certifies that Noh Ibrahim Boiliu has successfully completed a peer-review report for an article under publication consideration by Common Ground Research Networks. We express gratitude for their contribution and expertise as a reviewer. Their feedback has enriched the value of *Organizational Cultures: An International Journal*.

This peer-review report was verified on 03/29/24. We have certified that Noh Ibrahim Boiliu's report is complete and that it satisfies the requirements of our evaluation rubric. Our approach to peer review seeks to be inclusive, founded on a rigorous, merit-based, two-way anonymous peer-review processes. Common Ground Research Networks takes intellectual integrity seriously. The publisher, editors, reviewers, and authors all agree upon a standard of expected ethical behavior, which is based on the Committee on Publication Ethics (COPE) Core Practices.

Yours Sincerely,

A handwritten signature in black ink, appearing to read 'P. Cope', written in a cursive style.

Dr. Phillip Kalantzis-Cope
Chief Social Scientist, Common Ground Research Networks

Common Ground Research Networks

Address: University of Illinois Research Park 2001 South First St, Suite 201L Champaign, IL 61820

Email: support@cgnetworks.org

Website: <https://cgnetworks.org>