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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: <u>Linking Ethical Leadership to Work Engagement: The Effects of Person–Group Fit and Person–Job Fit</u>

with Authors: Jing-Fuh Yang, Chu-Chun Feng, Ping-Hsun Feng

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, at least, 3 reviewers that they were experts, specialist in the area of my paper.

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