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January 5, 2021

CERTIFICATION

To whom it may concern

We hereby certify that Dr. Zoran Mastilo was invited for peer-reviewing of the manuscript submitted for the consideration of **Business and Management Studies**. Business and Management Studies (BMS; ISSN: 2374-5916; E-ISSN: 2374-5924) is an internationally online journal, peer-reviewed, published quarterly in March, June, September, December by Redfame Publishing.

Dr. Zoran Mastilo has became a member of the editorial board and regular reviewer of the Business and Management Studies (BMS) 2 years since July 2018. Dr. Zoran Mastilo completed the review in time and submitted academically important review comments, which helped to maintain the high peer review standards of this international journal. Also, his comments and suggestions were of great help to the authors in improving the quality of their papers.

We appreciate his rigorous and conscientious effort, and we look forward to continuing to work with him.

Thank you, Sincerely,

Ellery Willianms Editorial Assistant

Sherry Williamens

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On behalf of, The Editorial Board of Business and Management Studies Redfame Publishing



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