

Zarro, Lda.



EDITORIAL CERTIFICATE

Review of the paper entitled 'Onboarding: A Key to Employee Retention and Workplace Well-Being'

To whom it may concern,

Declaration

We hereby certify that the following document has been proof edited for English language by a native English speaking translator.

Manuscript title

'Onboarding: A Key to Employee Retention and Workplace Well-Being'.

First author and affiliations

Pilar Mosquera, ISEG, Universidade de Lisboa, Portugal

Second and third authors and affiliations

Maria Eduarda Soares, ISEG, Universidade de Lisboa, Portugal

Date issued

13 February, 2025

Disclaimer

Zarro Lda is **NOT** responsible for any errors in content added to the proof edited version after the date of the issue of this certificate.

Mark Crathorne

Managing Partner, Zarro, Lda