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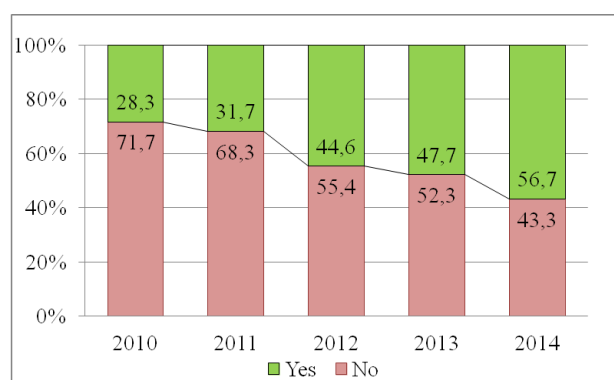
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**APPENDIX [FONT TIMES NEW ROMAN, SIZE 11, BOLD, ALL CAPS]**

Appendixes, if needed, appear before the acknowledgment.

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Antoncic, B., & Hisrich, R. D. (2001). Intrapreneurship: Construct refinement and cross-cultural validation. *Journal of Business Venturing*, 16(5), 495-527.

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