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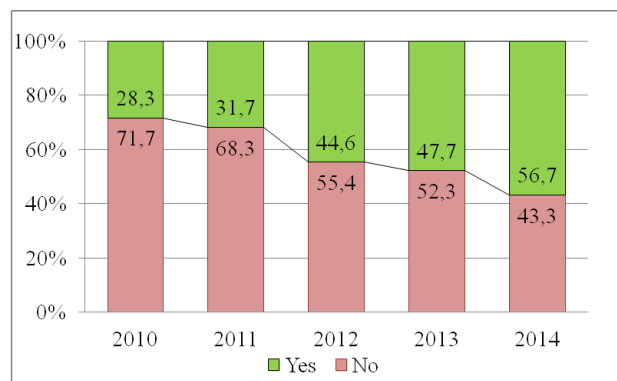
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**APPENDIX [FONT TIMES NEW ROMAN, SIZE 11, BOLD, ALL CAPS]**

Appendixes, if needed, appear before the acknowledgment.

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

Use the singular heading even you have many acknowledgments. Also put in this section sponsor and financial support acknowledgments.

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Please use last names of authors and the publication year in citations in the text (for three or more authors use et al.). Examples: Managerial issues (including HR issues) need to be considered in the firm growth (Antoncic et al., 2004; Hisrich et al., 2008). Antoncic and Hisrich (2001) examined the intrapreneurship construct and model in two countries. References to Internet materials should be treated as other references in the text. In the reference list, they should be dated and sufficiently identified for readers to be able to find the material unambiguously.

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