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12th October 2004

Dear Dr Seamus Phan,

Thank you very much for your contribution to the process of refereeing papers for publication in the proceedings of the Management Conference 2004, which are to be published as Volume 4 of the *International Journal of Knowledge, Culture and Change Management*. As part of the process of publishing the *Journal*, all submissions are sent for peer review prior to publication. Your assessment, comments and guidance are an essential part of the publication process and invaluable to the authors of the submitted papers.

In recognition of the important role of referees, the International Advisory Board would like to acknowledge your contribution by listing you as an Associate Editor of the *International Journal of Knowledge, Culture and Change Management*, Volume 4, 2004. This will be a general credit—your identity will not, of course, be associated with the particular paper or papers you refereed.

Volume 4 of the *International Journal of Knowledge, Culture and Change Management* is to be published in four formats—as separate monographs in printed and electronic formats, and as a combined volume in CD and hardback bound print formats. Conference presenters will be provided a complimentary printed copy of their paper as well as the full conference proceedings on CD. Additional copies of papers or the whole journal may be purchased from the Journal's online bookstore: <http://ManagementJournal.Publisher-Site.com>

Thank you once again for your valuable contribution to the process of refereeing the papers of the *International Journal of Knowledge, Culture and Change Management*.

Yours Sincerely,

Kathryn Otte
Publishing Editor, Management Conference Proceedings
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