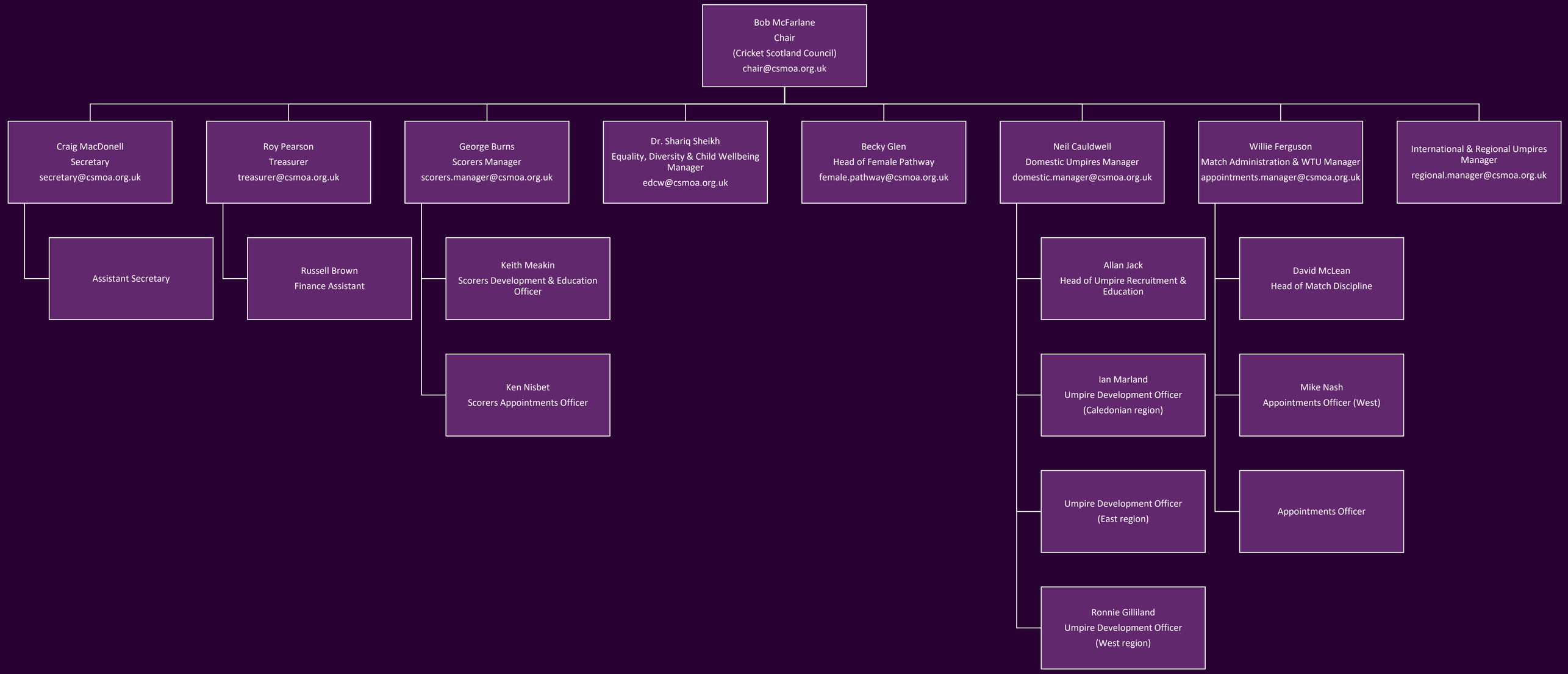CSMOA Organisation Structure