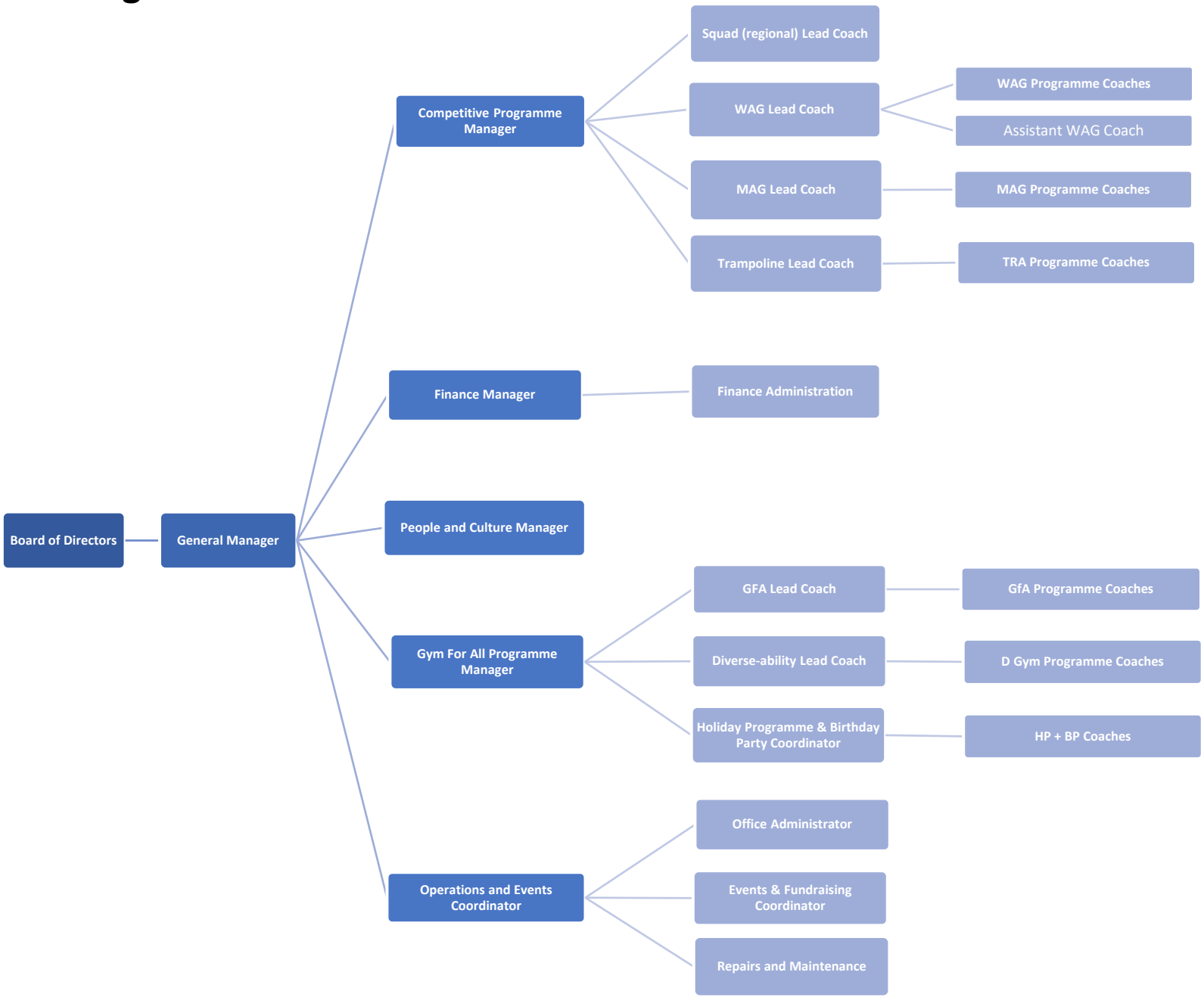Tri Star Organisational Structure