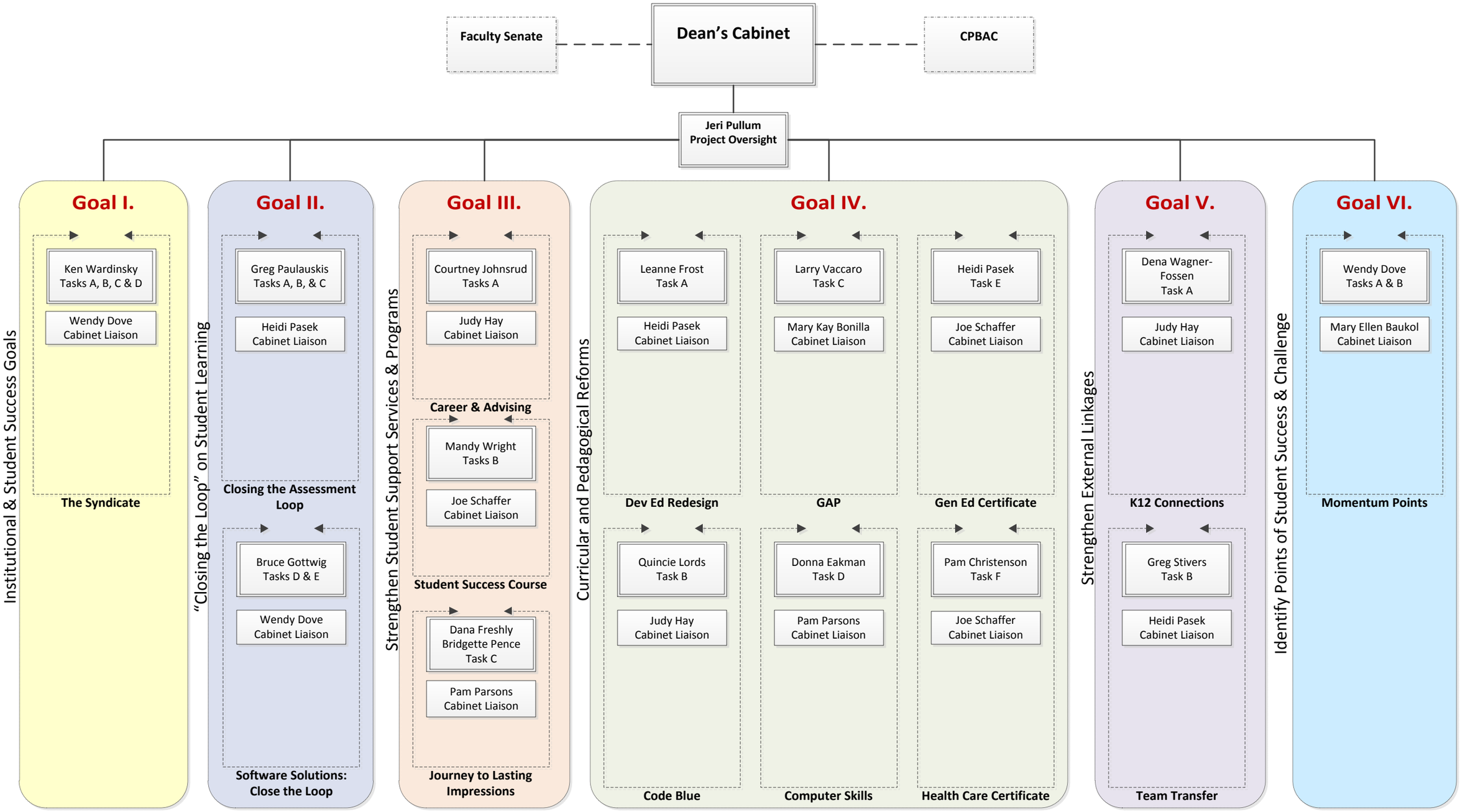Common Ground Organizational Structure