

Lightman Trust Group Fullstack Business & HR Framework

1. Executive Business Overview

GemX AI-Powered Gemological Platform

An advanced AI-driven platform designed for precision in gemological research, training, and trading.

Core Features:

- **Training Modules:** Gemology, inclusion detection, tanzanite specialization.
- **Investment Suite:** Portfolio diversification, gemstone valuation modeling.
- **Excel Tools:** Integrated pivot tables, carat calculators, color-grading matrix.
- **Professional Certification:** AI-verifiable credentialing in gemological sciences.
- **Utilities:** Digital loupe, UV analysis guide, origin-mapping overlay.

La Vie En Rose International Jewelry & Experience Platform

A luxury commerce and experience brand for high-net-worth clients.

Core Features:

- **E-commerce Store:** Exclusive curated gemstone jewelry.
- **VIP Program:** Access to private gemstone events and rare collections.
- **Tokenization:** Convert purchases into LTM Token credits (discounts + rewards).
- **Private Shopping:** Concierge-style virtual and physical viewing appointments.

LexAstrea LegalSync Legal-Tech Platform

AI-powered legal management SaaS for internal compliance, contracts, and due diligence.

Key Functions:

- **Smart Workflows:** Task tracking, reporting, legal calendar automation.
- **Document Control:** Versioning, secure access, clause-library.
- **AI Analytics:** Predictive modeling for risk and time estimation.
- **Collaboration:** Chat-integrated workspace between legal teams and stakeholders.

2. Employment & Contracts

Sample Contract Types

- Permanent Employment Contract
- Consultancy Agreement
- Internship Contract
- Remote/Global Compliance Addendum

Key Inclusions:

- Role expectations & KPIs
- IP & confidentiality clauses
- Token-based performance bonuses
- Compliance with FinCEN & UK GDPR

- Arbitration & jurisdiction clauses (default: UK + Singapore)

3. HR & Operations Dashboard (Internal)

****HR Dashboard Modules:****

- ****Recruitment Tracker:**** Position status, source, interviews, hire outcome.
- ****KPI Dashboard:**** Live performance vs. target with AI insights.
- ****Leave Management:**** Auto-notification + leave balance calculation.
- ****Payroll System:**** Supports fiat & crypto (ETH, USDT, LTM Token).

****AI Automations:****

- Onboarding workflows
- Background check triggers
- Auto-updating CV bank with scoring
- Chatbot support for employee FAQs

4. Organizational Chart

****Reporting Structure:****

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CEO (Lightman Trust Group)

CTO (GemX R&D)

ML Lead (AI Models)

Product Design

COO (La Vie En Rose Ops)

Sales Director

Supply Chain Manager

Client Services

General Counsel (LexAstrea)

Legal Analysts

Compliance Unit

HR Director

HR Ops

Talent & Recruitment

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Compliance & Legal Notes

- All employees must complete AML/KYC modules.
- IP rights fully assigned to Lightman Trust unless exception granted.
- Bonus structure tied to company-wide KPIs and token appreciation.
- All systems aligned with GDPR, FinCEN, and UK Corporate Governance Code.