# 📘 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.

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### 🌹 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.

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### ⚖️ 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.

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## 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)

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## 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

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## 4. Organizational Chart

\*\*Reporting Structure:\*\*

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CEO (Lightman Trust Group)

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├── CTO (GemX R&D)

│ ├── ML Lead (AI Models)

│ └── Product Design

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├── COO (La Vie En Rose Ops)

│ ├── Sales Director

│ ├── Supply Chain Manager

│ └── Client Services

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├── General Counsel (LexAstrea)

│ ├── Legal Analysts

│ └── Compliance Unit

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└── 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.