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X0304 4 2012-02-21 0 0001309082 LUCAS ENERGY, INC. AMEX:LEI 0001444463 Lai Kwongyip Andrew 3555 TIMMONS LN. SUITE 1550 HOUSTON TX 77027 0 1 0 0 CFO Common Stock 2012-02-21 4 A 0 884 2.57 A 13113 D Effective February 18, 2011, the Issuer entered into an employment agreement with Mr. Lai. Pursuant to the agreement, \$40,000 of Mr. Lai's base salary is payable in shares of the Company's common stock in equal quarterly installments on every May 18th, August 18th, November 18th, and February 18th of each year during the term of the agreement. The shares described above represent the quarterly installment of \$10,000 in shares, net of applicable payroll taxes associated with the issuance described above and prior issuances, issued to Mr. Lai on February 21, 2012 (the first business day following February 18, 2012). /s/ K. Andrew Lai 2012-02-22