

4 - 2011-10-05

Form: 4

Filing date: 2011-10-05

Accession: 0001432093-11-000650

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X0304 4 2011-10-01 0 0001309082 LUCAS ENERGY, INC. AMEX:LEI 0001376883 Sawyer William Alexander 3555 TIMMONS LANE SUITE 1550 HOUSTON TX 77027 1 1 0 0 Chief Executive Officer Common Stock 2011-10-01 4 A 0 10061 1.3 A 374507 D Effective April 1, 2011, the Issuer entered into an employment agreement with Mr. Sawyer. Pursuant to the agreement, Mr. Sawyer's base salary is \$250,000 per year, of which \$175,000 is payable in cash and \$75,000 is payable in shares of the Company's common stock in pro-rata, quarterly installments, each equal to \$18,750 in aggregate value, on every April 1st, July 1st, October 1st, and January 1st of each year during the term of the agreement. The shares described above equal one quarterly installment of \$18,750 in shares, net of applicable payroll taxes, issuable to Mr. Sawyer pursuant to the agreement. On October 7, 2010, the Issuer's Board of Directors approved the issuance to Mr. Sawyer of 17,500 shares of common stock under the Issuer's 2010 Long Term Incentive Plan ("the Plan") in the event the net production of the Issuer averages over 10,000 barrels of oil per month for a period of six months (which shares have not been issued or earned by Mr. Sawyer to date, and therefore have not been included in the table above). /s/ William A. Sawyer 2011-10-05