## Golden Executive Bonus Arrangement (GEBA) (With Restrictive Cash Access Schedule)

Policy Number <u>VL00000001</u> (the Policy), issued by Hartford Life Insurance Company, Hartford Life & Accident or Hartford Life & Annuity (The Hartford).

Insured: John Hart			
THIS AGREEMENT is entered into by and between _ (Employee).	ABC Inc.	_ (Employer) and _	John Hart
WHEREAS, the Employer wishes to retain the Employ	yee in its empl	oy; and	

WHEREAS, as an inducement to the Employees continued employment, the Employer may, from time to time, desire to provide a bonus to the Employee as additional compensation for services rendered; and

WHEREAS, it is the intention of the Employer and Employee that such bonus be used to pay premiums on the subject policy.

NOW THEREFORE, the Employer and Employee agree as follows:

- 1. The Employee will be the Owner of the Policy.
- 2. During the period in which this Agreement is in effect, the Employee will not (a) execute a complete surrender of the Policy for its cash value, nor, if applicable, a partial surrender, except as provided in Paragraph 3 hereof, (b) assign the Policy as collateral security or (c) change ownership of the Policy by endorsement or assignment.
- 3. The Employee may access the cash surrender values of the Policy determined in accordance with the Schedule designate in Exhibit A, attached hereto and made a part hereof. Any such distribution may take the form of a Policy loan, withdrawal or surrender in an amount not to exceed an amount that will cause the Policy to lapse.
- 4. Other than specifically stated above, there are no restrictions on Employees rights as Owner of the Policy.
- 5. This Agreement will automatically be released upon the occurrence of the earlier of (a) the Employees attainment of age 65, or (b) the Employees attainment of the right to access 100% of the Policy's cash surrender value, as determined in accordance with Schedule A hereof. The Employees date of birth is 1/01/1956.
- 6. The Employer may release the Employee from his/her obligations under this Agreement at any time prior to the dates specified in Paragraph 5 above.
- 7. Nothing contained in this Agreement shall be construed as a denial or restriction of the Employees right to (a) obtain an automatic premium loan from The Hartford Life Insurance Company in order to keep the Policy in-force, or (b) obtain reduced paid-up coverage for the life of the insured, under policy provisions applicable to the contract chosen, or (c) designate or change the policy beneficiary(ies).

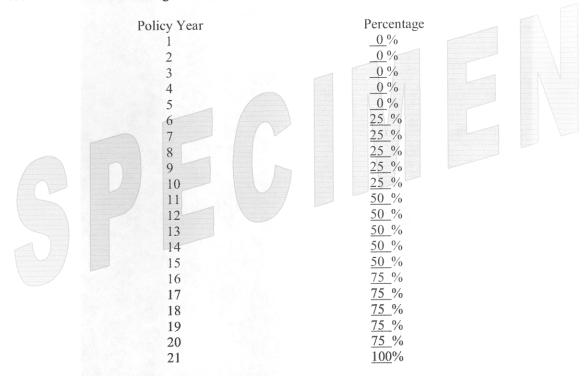
8.	Nothing contained in this Agreement will be construed as granting the Employer any right to receive any benefits of the Policy including any death benefit proceeds payable under the Policy, nor to exercise any incidents of ownership over the Policy.							
9.	The parties understand and agree that The Hartford will recognize full ownership rights of the Owner of Record. The Hartford is not a party to this Agreement and is in no way bound by its provisions.							
10.		ord does not purport to give tax or legal advice and that they counsel as to the tax consequences of this Agreement.						
Dated	this 1st day of January,	2001						
Signat	ure of Witness	Signature of Employee						
Signat	ure of Witness	Employer						
		Ву:						
		Its						

(Corporate Seal)

## **SCHEDULE A**

## CASH ACCESS SCHEDULE

The Employee may access the cash surrender values of The Hartford Policy Number <u>VL00000001</u> in accordance with the following schedule:



The percentages in a given year represent a percentage of the Policy's total cash surrender value on the first day of that Policy year.

Dated this day of January	,
Signature of Witness	Signature of Employee
Signature of Witness	Employer
	Ву:
	Its
	(Corporate Seal)

## GOLDEN EXECUTIVE BONUS ENDORSEMENT

Policy Number <u>VL0000000</u> (the Insured) by The Hartford				
(the insured) by The Hartford	Ene msurance Compan	y(ICS).		
OWNER/EMPLOYEE JO	ohn Hart			
and				
EMPLOYER ABC Inc.				
have entered into a Golden Exe Notwithstanding any other state the administrator of, the agreen	ements herein, The Hart			
The Hartford Life is directed by Owner as to the designation of However, The Hartford Life is but not limited to, the right to (a cash withdrawals, (c) assign the further endorsement or assignment	and changes to the bene further directed that the a) surrender the policy to e policy as collateral sec	eficiary(ies) for the exercise of all other for its cash value, (burity, (d) change th	death benefit of the or ownership right of arrange policy le ownership of the	his policy. s including, loans or make he policy by
On or after the first to occur of cash access schedule), dated Jar Owner may exercise and enjoy sole signature. Notification and writing by an authorized Office	nuary 1, 2001 or (2) every right, privilege, of d evidence of bankrupto	the bankruptcy or doption and benefit g	issolution of the larger ranted by this Pol	Employer, the icy on his/her
The Employer shall not be entire		e benefits or avails	of the policy.	
Employee/Owner Signature	Witness Signa	nture l	Date	
Employer Signature	Witness Signa	ature l	Date	
This Endorsement was acknow	ledged and recorded by	The Hartford on	, 20	·
By:				