The Hartford Retirement Plan for U.S. Employees

Summary Plan Description

Applicable to individuals who are employees on or after January 1, 2004, or who are receiving long term disability benefits on or after January 1, 2004. Benefits applicable to individuals who terminated employment prior to 2004 are described in earlier booklets.

Rev. January 1, 2011

Introduction

This booklet explains your benefits under The Hartford Retirement Plan for U.S. Employees (the "Plan"), which is one Plan with two distinct benefit formulas: a final average pay formula and a cash balance formula. Depending on your original date of hire and the length of your career with The Hartford, you may be covered by: (a) the final average pay formula only; (b) the cash balance formula only; or (c) both the final average pay and cash balance formulas.

In general, you are covered by the final average pay formula (described in Section 1 of this booklet) if you were originally hired before January 1, 2001. All employees originally covered by the final average pay formula ceased accruing final average pay formula benefits effective December 31, 2008 and began to earn cash balance formula benefits on January 1, 2009. So, if you are an employee with an original hire date before January 1, 2001 who works for The Hartford beyond December 31, 2008, you are covered by both the final average pay and cash balance formulas.

If you were originally hired on or after January 1, 2001, you are covered by the cash balance formula (described in Section 2 of this booklet).

This booklet describes the benefits under each formula in separate sections, so be careful to note which section (or sections) applies to you. Section 3 (Tax Implications) and Section 4 (Other Important Facts) apply to all Plan participants – those covered under the final average pay formula, as well as those covered under the cash balance formula.

Section 1 — Final Average Pay Formula: The first section of this booklet explains your benefits only if you have an original hire date with The Hartford **before January 1, 2001**. This section details the provisions of the final average pay formula.

Section 2 — Cash Balance Formula: The second section of this booklet explains your benefits if: (1) you have an original hire date with The Hartford **on or after January 1, 2001;** or (2) you have an original hire date with The Hartford before January 1, 2001 and you work for The

Hartford beyond December 31, 2008. This section details the provisions of the cash balance formula.

Section 3 — Tax Implications: This section applies to all participants, regardless of which formula applies.

Section 4 — Other Information: This section applies to all participants, regardless of which formula applies.

Key features of both the final average pay and the cash balance formulas are:

- ***Income at Retirement* —** When combined with your Investment and Savings Plan savings, Social Security benefits and other sources of retirement income, the Plan can help provide the financial security you will need during retirement.
- ***No Cost to You* —** The Hartford pays the full cost of your Plan benefit. You make no contributions.
- ***Death Benefits* —** This Plan provides death benefits to your beneficiary if you die before payments begin.

The following information describes the provisions of your Plan. It is a "summary plan description" (SPD) as defined under the Employee Retirement Income Security Act (ERISA), and is designed to help you understand how your Retirement Plan works.

If you have any questions, please call The Hartford HR Service Center at 1.877.HR.AT.WORK, Monday through Friday (excluding New York Stock Exchange holidays) between 8:30 A.M. and Midnight, Eastern Time, to speak with a Customer Service Associate.

Table of Contents

This summary plan description highlights the main features of The Hartford Retirement Plan for U.S. Employees. Complete details of the Plan can be found in the official Plan document and Funding Agreements, which legally govern the operation of the Plan. This summary plan description applies to individuals who are employed by or are receiving long term disability benefits from The Hartford on or after January 1, 2004. Benefits for individuals who terminated employment with The Hartford prior to that date are described in earlier booklets. The explanations in this booklet cannot alter, modify or otherwise change these controlling legal documents in any way, nor can any rights accrue by reason of any statement or omission of any statement in this booklet. In the event of any conflict between the official documents and this booklet, the official documents will prevail.

To obtain the Plan document or summary plan description, log on to www.netbenefits.fidelity.com or call The Hartford HR Service Center at 1.877.HR.AT.WORK, Monday through Friday (excluding New York Stock Exchange holidays) between 8:30 A.M. and Midnight, Eastern Time, to speak with a Customer Service Associate.

This summary plan description is not a contract of employment.

Definition of the "Company." For purposes of this summary, the "Company" means The Hartford Financial Services Group, Inc., Hartford Fire Insurance Company, and certain affiliated companies who are specifically designated by the Board of Directors of The Hartford Financial Services Group, Inc. as participating in The Hartford Retirement Plan for U.S. Employees (referred to in this booklet as the Plan).

Definition of "The Hartford." For purposes of this summary, "The Hartford" means The Hartford Financial Services Group, Inc., Hartford Fire Insurance Company, and any of their affiliated companies.

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This section applies only to employees with an original hire date with The Hartford before January 1, 2001. If you have an original hire date after that date, Section 2 of this booklet applies to you.

SECTION 1 – Final Average Pay Formula for Employees with an Original Hire Date with The Hartford Before January 1, 2001

A. Final Average Pay Formula: Highlights

Here's a general overview of the highlights of the Final Average Pay Formula under the Plan.

If you have an original hire date before January 1, 2001 with The Hartford, you become a **participant** as soon as you have completed one Year of Service with the Company. (See definitions of the "Company" and "The Hartford" in Section 4 of this summary.)

Accruals under the Final Average Pay Formula ceased on December 31, 2008; which means that although you can continue to earn additional age and service credits beyond that date for benefit **eligibility** purposes, only earnings and service through December 31, 2008 will be recognized for purposes of calculating your actual benefit **amounts**. As you continue to work for The Hartford beyond December 31, 2008, you earn additional plan benefits under the cash balance formula beginning January 1, 2009 (as described in Section 2 of this summary) rather than under the final average pay formula.

You are **vested** when you have completed three years of Eligibility Service (five years of Eligibility Service if you do not earn Eligibility Service in 2009 or later).

You will **receive** a pension based on your years of Benefit Service, your Final Average Pay, and your Primary Social Security benefit, calculated as of the earlier of December 31, 2008 or the date your service ceases.

Your **benefit formula** is 2% of your Final Average Pay for each year of Benefit Service (to a maximum of 60%), reduced or "offset" by up to 50% of your Primary Social Security benefit.

This section applies only to employees with an original hire date with The Hartford or an affiliate before January 1, 2001. If you have an original hire date after that date, Section 2 of this booklet applies to you.

Normal retirement is generally at age 65 if you have at least five years of Eligibility Service. This is generally the age when you can retire and start to receive your full pension.

You can **retire early** at age 50 or later, if you have completed at least 10 years of Eligibility Service and your age plus years of Eligibility Service equal 70 or more—known as the “Rule of 70.” If you elect to begin receiving your pension at this time, you may receive a reduced amount each month because you will be receiving a benefit for a longer period of time.

You have **survivor benefits** for your spouse or other permissible beneficiary as soon as you are vested.

This section applies only to employees with an original hire date with The Hartford before January 1, 2001. If you have an original hire date after that date, Section 2 of this booklet applies to you.

B: Final Average Pay Formula: Service

Your service with the Company has a direct effect on your Plan eligibility and benefits. It is important, therefore, that you understand how, when, and to what extent your service counts under the Plan.

Benefit Service

Benefit Service — along with your pay — is used to compute the amounts payable under the Plan.

In general, your period of employment as a participant in this Plan and while actively at work with the Company as an eligible employee, up to your actual retirement date (to a maximum of 30 years), will count as Benefit Service. Also, employment as an eligible employee with the Company while you are waiting to become a Plan participant will generally count as Benefit Service after you become a participant. In addition, time on certain approved absences, as described later in this section, will count as Benefit Service. **However, effective December 31, 2008, Benefit Service under the Final Average Pay Formula was frozen; so any service rendered as an eligible employee of the Company on or after January 1, 2009 will not be included as Benefit Service under this formula. (See Section 2 for a summary of benefits applicable to service rendered on or after January 1, 2009.)**

If you are employed by a company that was acquired by The Hartford, generally only employment you complete on and after a specific date determined under special rules applicable to that company will be considered Benefit Service under the Plan and only if specifically approved by The Hartford. To find out whether your pre-acquisition service counts as Benefit Service, contact The Hartford HR Service Center at 1.877.HR.AT.WORK, Monday through Friday (excluding New York Stock Exchange holidays) between 8:30 A.M. and Midnight, Eastern Time, to speak with a Customer Service Associate.

This section applies only to employees with an original hire date with The Hartford before January 1, 2001. If you have an original hire date after that date, Section 2 of this booklet applies to you.

Eligibility Service

Eligibility Service is used to determine if you are vested. Eligibility Service is also used to determine if you are eligible for Early Retirement, for the Dependant Spouse/ Dependent Domestic Partner benefit, or for coverage under the Plan's Pre-Retirement Survivor's Benefit.

In general, Eligibility Service includes your entire period of employment with The Hartford including your employment beyond December 31, 2008. You will normally continue to earn Eligibility Service until the **earlier** of the date you retire or your employment otherwise ends for one of the following reasons:

- You resign;
- Your employment is terminated by The Hartford;
- It is the one-year anniversary of the date you started a continuous absence from work ;
- You die.

Special rules may apply if you were employed by a company that was acquired by The Hartford. You can get information about these special rules by calling The Hartford HR Service Center at 1.877.HR.AT.WORK, Monday through Friday (excluding New York Stock Exchange holidays) between 8:30 A.M. and Midnight, Eastern Time, to speak with a Customer Service Associate.

Years of Service

A Year of Service is used to determine if you are eligible to become a Plan participant.

If you are a full-time, eligible employee of the Company, you will generally have one Year of Service when you have been employed by The Hartford for 12 consecutive months.

If you are a part-time eligible employee of the Company, you will have one Year of Service at the end of the first 12-month period (beginning on the date you are employed by The Hartford) during which you complete at least 1,000 Hours of Service.

This section applies only to employees with an original hire date with The Hartford before January 1, 2001. If you have an original hire date after that date, Section 2 of this booklet applies to you.

Hours of Service are defined as all hours you have worked and for which you are compensated by The Hartford, including certain hours you have not worked, such as Paid Time Off.

Absences from Service

In general, approved leaves of absence for family leave, military service, or other approved leaves will count toward Benefit Service and Eligibility Service. In case of military service, this provision will apply only if you return to work, or die after 2006 while performing military service, within the period during which your re-employment rights are protected by law. In all other cases, the provision will apply only if you return to work immediately after the period of approved absence has ended. An absence during which you receive long term disability benefits will count toward Eligibility Service, but on and after January 1, 2010, will not count toward Benefit Service.

Breaks in Service

Generally, a Break in Service is any 12-month period during which you are not employed by The Hartford. However, if you return to work for The Hartford within the 12-month period following the date your Eligibility Service ends, you will not be considered to have a Break in Service. In such a case, the period of your absence will count for purposes of Eligibility Service (but not for Benefit Service). (In the case of a participant who does not have Company service after 2005, a period of absence will only count as Eligibility Service if the participant returned to work for The Hartford within 12 months of the last day actively at work.)

If your employment is interrupted and you are rehired by The Hartford, your Benefit Service and Eligibility Service dates will be adjusted to reflect your prior service.

Transfers between the United States and Canada

If you are a participant who has completed at least one Hour of Service with the Company on or after January 1, 2002, and transfer directly from a payroll of the Company maintained in the U.S. to the payroll of The Hartford maintained in Canada, your period of uninterrupted Canadian employment rendered immediately after the transfer (but not beyond December 31, 2008) shall be recognized as Benefit Service under the Final Average Pay Formula, provided you are not accruing a benefit under The Hartford Fire Insurance Company Retirement Plan for Employees in Canada (the "Canadian Retirement Plan") for that period of service.

If you transfer directly from a payroll of The Hartford maintained in Canada to a Company payroll maintained in the U.S., and complete an Hour of Service with the Company on or after January 1, 2002, effective as of January 1, 2003 or the date you become a Plan participant, if later, your Canadian Hartford service will count as Benefit Service to the extent such service is recognized under the Canadian Retirement Plan for purposes of calculating the amount of benefit under that plan. However, to avoid a duplication of benefits earned under another Hartford Plan for a single period of service, any benefit earned under the Canadian Retirement Plan during this period of service will be used as an offset against the benefit payable from this Plan for the same period of service.

Additional details about your Benefit Service, Eligibility Service, and Years of Service may be obtained by calling The Hartford HR Service Center at 1.877.HR.AT.WORK, Monday through Friday (excluding New York Stock Exchange holidays) between 8:30 A.M. and Midnight, Eastern Time, to speak with a Customer Service Associate.

This section applies only to employees with an original hire date with The Hartford before January 1, 2001. If you have an original hire date after that date, Section 2 of this booklet applies to you.

C: Final Average Pay Formula: Plan Eligibility and Membership

Who Is Eligible

In general, all regular full-time and part-time U.S. employees of the Company were eligible for membership in the final average pay portion of the Plan, provided such employees had an original hire date with The Hartford before January 1, 2001. (See definitions of the "Company" and "The Hartford" in Section 4 of this summary.) However, you were not an eligible employee and therefore not eligible to become a participant in the Plan if:

- You were a leased employee;
- You were classified by the Company or determined by the Company to be an independent contractor or fell within any other non-employee classification (regardless of whether you were characterized or determined by a governmental or regulatory authority or court to be an employee of the Company for tax or other purposes);
- You were identified as an Annuity and Mutual Fund Wholesaler or another ineligible group; or
- You were earning benefits under any other qualified pension or similar plan of the Company other than The Hartford Investment and Savings Plan.

When Membership Began

If you were an eligible employee as described above and you had an original hire date with The Hartford prior to January 1, 2001, you automatically became a Plan participant after you completed one Year of Service (defined in Section 1(B) of this booklet) — there was no need to enroll.

Once you became a Plan participant, the one-year period while you were waiting to be eligible for the Plan was generally counted toward your total Eligibility and Benefit Service under the Plan.

This section applies only to employees with an original hire date with The Hartford before January 1, 2001. If you have an original hire date after that date, Section 2 of this booklet applies to you.

D: Final Average Pay Formula: Vesting

To be eligible for future benefits under the Plan, you must first meet the Plan's vesting requirements. To become vested in the Plan under the Final Average Pay Formula, you must complete five years of Eligibility Service. (Eligibility Service is defined in Section 1(B) of this booklet.) However, if you work for The Hartford beyond December 31, 2008, you will be vested in your benefit determined under the Final Average Pay Formula if you complete three years of Eligibility Service.

Once you become vested in the Plan, you and/or your beneficiary are entitled to a future benefit under the Plan. The benefit may be a Pre-Retirement Survivor's Benefit, a vested benefit, an early, normal, or deferred retirement benefit, or one of the other benefits described in this booklet.

Descriptions regarding benefits in the remainder of Section 1 of this booklet assume that an employee has completed one Year of Service and at least three years of Eligibility Service (at least five years of Eligibility Service if not employed by The Hartford after December 31, 2008).

If you leave The Hartford before you are vested, you will not be entitled to any benefit under the Plan.

If your employment is interrupted and you are rehired by The Hartford, your service dates will be adjusted to reflect your prior service.

This section applies only to employees with an original hire date with The Hartford before January 1, 2001. If you have an original hire date after that date, Section 2 of this booklet applies to you.

E: Final Average Pay Formula: Retirement Ages

Normal Retirement

Your Normal Retirement Date is the first day of the month nearest your 65th birthday, as long as you have at least five years of Eligibility Service at that time. If you don't have five years of Eligibility Service at age 65, your Normal Retirement Date is the first day of the month nearest the earlier of the day you have five years of Eligibility Service or the fifth anniversary of the date you became a participant.

Early Retirement

You may retire between the ages of 50 and 65 if you have at least 10 years of Eligibility Service and your age plus years of Eligibility Service equals 70 or more (known as the "Rule of 70"). For example, an employee who is 50 years old with 20 years of Eligibility Service may retire and elect early retirement. An employee who is 57 years old with 13 or more years of Eligibility Service is also eligible for early retirement. See Section 1(B) of this booklet for more information about Eligibility Service.

Deferred Retirement

If you continue to work past age 65, you will not be able to begin receiving your retirement benefit from the Plan until the first of the month following the day on which you cease employment with The Hartford. Service after your normal retirement date will count toward your Benefit Service, up to a maximum of 30 years, as long as it is rendered prior to December 31, 2008. Your pensionable compensation earned after your normal retirement date will also be used to calculate your Final Average Pay, as long as it is paid to you by December 31, 2008.

If your employment with The Hartford ends for any reason before you are eligible for retirement as described above, you may still be entitled to benefits if you are a vested participant under the Plan. See Section 1(D) and Section 1(I) of this booklet for further details.

This section applies only to employees with an original hire date with The Hartford before January 1, 2001. If you have an original hire date after that date, Section 2 of this booklet applies to you.

F: Final Average Pay Formula: Normal Retirement Benefits

Your Plan pension benefits will depend on your Final Average Pay, your Benefit Service at retirement, and your Primary Social Security benefit. The amount of your monthly benefit will also depend on whether payments are made for your lifetime only, or if payments are to be continued to someone else after your death.

Please note: If you are married, the normal method of payment (unless you and your spouse elect otherwise) is a pension payable for your life, which is reduced because 50% of your benefit will continue to be paid to your spouse after your death. However, you and your spouse may elect one of the Plan's other payment methods described later in this booklet. See Section 1(M) of this booklet for details.

Basic Pension Benefit Formula

In general, your pension benefit is determined as follows:

2% of Final Average Pay for each year of Benefit Service prior to 2009, up to 30 years

minus

1 2/3% of your Primary Social Security benefit for every year of Benefit Service prior to 2009, up to 30 years, which is called the "Social Security Offset."

Determining Final Average Pay

Your **pensionable compensation** is used to calculate the amount of your pension benefit. Pensionable compensation includes most amounts paid to you for services rendered to The Hartford. These amounts include: your annual base salary (determined prior to any pre-tax benefit contributions); overtime; shift differentials; commissions; sales incentive payments; and annual bonuses paid in March. All types of compensation are considered pensionable only to the extent specifically approved by The Hartford's Executive Vice President, Human Resources. Special allowances are not recognized as pensionable compensation including (but not limited to): foreign service allowances, automobile allowances, and other allowances of a similar nature; and the cost of any public or private employee benefit plans. Pensionable compensation does not include severance pay or any other amounts paid to you after you terminate employment or while you are receiving periodic severance payments. Compensation earned while employed by a company subsequently acquired by The Hartford is not considered pensionable. Long term incentive payments are also not pensionable. The Federal government also has rules limiting the amount of pensionable compensation that can be taken into account under the Plan. For more information, log on to www.netbenefits.fidelity.com or call The Hartford HR Service Center at 1.877.HR.AT.WORK, Monday through Friday (excluding New York Stock Exchange holidays) between 8:30 A.M. and Midnight, Eastern Time, to speak with a Customer Service Associate.

The calculation of your **Final Average Pay** is done in three steps:

- The first step is to identify those sixty calendar months in the last 120 month period of Eligibility Service rendered prior to January 1, 2009 during which your annual base salary was the highest, and compute an annual average of these earnings.

- The second step is to identify those five calendar years during the last 10 calendar years of Eligibility Service, rendered prior to January 1, 2009 and before the date your employment ends, during which pensionable compensation, other than annual base salary, was the highest, and average these “other” amounts.

- Finally, these two averages are added together to produce the Final Average Pay on which your Plan benefit will be based.

Any compensation you receive on or after January 1, 2009 or after your employment with The Hartford ends will not be included in the determination of your Final Average Pay.

This section applies only to employees with an original hire date with The Hartford before January 1, 2001. If you have an original hire date after that date, Section 2 of this booklet applies to you.

Determining Your Social Security Offset

The offset for Social Security takes into account only the Primary Social Security benefit payable to you; it does not include any dependent's benefit. In addition, since the Final Average Pay Formula will freeze effective December 31, 2008, any Social Security Offsets calculated after December 31, 2008 will be determined on the basis of the Social Security Act in effect as of your date of termination or retirement, or December 31, 2008, if earlier. If you are employed by The Hartford after December 31, 2008 your Primary Social Security benefit will be determined assuming your rate of earnings in effect on December 31, 2008 will continue in effect until your date of retirement (or age 65 for employees who terminate before being eligible for early retirement).

If you are eligible for early retirement but continued to work beyond 2008, the increases in the Age 62 Primary Social Security benefit will not cause your Final Average Pay Formula benefit to be lower than if you had commenced your benefit as of any earlier date.

In calculating the Plan's Social Security Offset, The Hartford first calculates your Primary Social Security benefit. In many cases, the Company already has a complete record of your actual Social Security wage history on which to base this calculation. However, in some instances, this record is not complete.

For example, the Company may not have your earnings history for employment before you were hired by The Hartford. In this event, an estimated wage history will be developed in accordance with Federal Government regulations. This may produce a different Primary Social Security benefit than you actually receive, resulting in a different offset for Social Security than would have been produced by using your actual wage history on record with the Social Security Administration. This can give you a larger or smaller net pension benefit, especially if you were not covered by Social Security for any period of time.

If an estimated prior wage history was used to calculate your Primary Social Security benefit, within six months after the later of (a) the date you retire or terminate employment, or (b) the date you are notified of the benefit you will receive under the Plan, you may submit your actual

Social Security earnings and the Company will recalculate your benefit based on those actual earnings. Please note that submitting your actual earnings statement may either increase or decrease your benefits under the Plan. Contact your local Social Security Administration office for details on obtaining your earnings records.

You will always be entitled to your full Primary Social Security benefit from the Federal government, in addition to any Social Security dependent benefits that are payable to your spouse and/or children. Any increases in Social Security benefits that occur after you retire will not affect your Plan income in any way. Therefore, any such increases will only add to your total retirement income.

Remember: Social Security payments do not start automatically — you must apply for them.

This section applies only to employees with an original hire date with The Hartford before January 1, 2001. If you have an original hire date after that date, Section 2 of this booklet applies to you.

How Benefits Are Calculated

To illustrate a basic pension calculation, let's look at the following example. We'll assume this retiree has 30 years of Benefit Service earned prior to December 31, 2008, is single and payments are to be made for her lifetime only.

Retirement Age:	65
Years of Benefit Service:	30
Annual Final Average Pay:	$ 40,000
Annual Primary Social Security Benefit:	$ 10,800

<u>Step 1:</u>

Gross Annual Pension Benefit:	$ 24,000
($40,000 x 2% x 30)	

<u>Step 2:</u>

Social Security Offset:	$ 5,400
($10,800 x 1 2/3% x 30)	

<u>Step 3:</u>

Net Annual Pension Benefit	
Payable at Retirement:	$ 18,600 (per year)
($24,000 - $5,400)	

<u>Step 4:</u>

Monthly Pension Benefit Amount at	
Retirement:	$ 1,550 (per month)
($18,600 ÷ 12 months)	

In this example, the retiree would also receive a monthly Social Security benefit of $900 beginning at age 65 (or, $10,800/12).

This section applies only to employees with an original hire date with The Hartford before January 1, 2001. If you have an original hire date after that date, Section 2 of this booklet applies to you.

G: Final Average Pay Formula: Early Retirement Benefits

To be eligible for early retirement (i.e., before age 65), when you leave The Hartford you must meet the "Rule of 70," which means you must satisfy both of the following requirements:

- You are age 50 or older with at least 10 years of Eligibility Service; and
- Your age plus years of Eligibility Service equals 70 or more.

Your pension benefit will be based on your Benefit Service at retirement and earned up until December 31, 2008, your Final Average Pay determined at the time you retire or, if earlier, December 31, 2008, your Primary Social Security benefit and the age at which you start receiving your pension benefit.

The percentage of your pension benefit you will receive at various ages depends on which of the following criteria you satisfy at the time of your retirement:

- You completed at least 10 but less than 15 years of Eligibility Service
- You completed at least 15 years of Eligibility Service
- Age plus years of Eligibility Service equal 80 or more (known as the "Rule of 80").

This section applies only to employees with an original hire date with The Hartford before January 1, 2001. If you have an original hire date after that date, Section 2 of this booklet applies to you.

This chart shows the percentage of the accrued pension benefit payable at age 65 that is actually payable at the ages indicated, for each of the indicated categories.

Age When Payment Starts	Percentage of Your Accrued Pension Benefit Payable		
	At Least 10 But Less Than 15 Years of Eligibility Service	**At Least 15 Years of Eligibility Service**	**If You Satisfy the Rule of 80**
65	100%	100%	100%
64	97	100	100
63	94	100	100
62	91	100	100
61	88	100	100
60	85	100	100
59	80	95	95
58	75	90	90
57	70	85	85
56	65	80	80
55	60	75	75
54	N/A	68	75
53	|	61	75
52	|	54	75
51	|	47	75
50	↓	40	75

The actual percentage used will be calculated to the nearest month.

The Social Security Offset (defined earlier in Section 1(F)) is applied when you first become eligible for Social Security benefits — currently age 62 — whether or not you actually receive Social Security benefits.

This section applies only to employees with an original hire date with The Hartford before January 1, 2001. If you have an original hire date after that date, Section 2 of this booklet applies to you.

If you retire early but elect to defer receipt of your pension benefit to a later date, your pension benefit will still be based on your Benefit Service and your Final Average Pay at the time you retired from The Hartford (or December 31, 2008, if earlier), and your age when you start receiving your pension benefit, as shown in the previous table.

Determining Early Retirement Benefits

This section illustrates how early retirement pension benefits are determined.

For the sake of simplicity, the information on this page assumes that your pension benefit is payable for your life only. If you are married, your early retirement pension benefit ordinarily would be reduced, and 50% of this reduced amount would continue to your spouse after your death. However, you and your spouse may elect one of the Plan's other payment methods described later in this book, if so desired.

***Retiring Before Age 62* —** If you elect to receive an early retirement pension payment before age 62, it will be determined as shown in the steps in the following example:

Let's assume you retire in 2009 at age 58 with 20 years of Benefit Service under the Final Average Pay Formula. We'll also assume you have a Final Average Pay of $36,000 and you elect to begin receiving pension benefit payments right away.

This is what your Final Average Pay Formula benefit payments would be until you reach age 62:

Step 1:

Accrued Pension Amount	
$36,000 x 2% x 20 years:	$14,400

Step 2:

Percentage of Accrued Pension	
Benefit Payable at Age 58:	90%
(See chart on previous page)	

This section applies only to employees with an original hire date with The Hartford before January 1, 2001. If you have an original hire date after that date, Section 2 of this booklet applies to you.

<u>Step 3:</u>

Total Annual Pension payable
to age 62 ($14,400 x .90): $12,960

<u>Step 4:</u>

Monthly Pension payable to age 62: $1,080 (per month)
($12,960 ÷ 12 months)

Once you reach age 62, your Final Average Pay Formula benefit payments will be adjusted by the Social Security Offset described in Section 1(F) of this booklet. Therefore, assuming you are eligible at age 62 for a Social Security benefit of $9,000 per year, your pension benefit payment would be adjusted as follows:

<u>Step 5:</u>

Total Annual Pension
Benefit payable before age 62: $ 12,960

<u>Step 6:</u>

Social Security Offset: $ 3,000
(1 2/3% x 20 x $ 9,000)

<u>Step 7:</u>

Adjusted Annual Pension
Benefit payable beginning at age 62 for life: $ 9,960
($12,960 - $3,000)

<u>Step 8:</u>

Monthly Pension payable beginning at age 62: $ 830 (per month)
($9,960 ÷ 12 months)

Of course, you would still be entitled to your Social Security benefit, so your total monthly income from your Final Average Pay Formula pension and Social Security at age 62 would be as follows:

From the Plan:	$ 830
Plus Social Security:	$ 750
Total Monthly Pension Benefit plus Social Security Income:	$ 1,580 (per month)

***Retiring Between Ages 62 and 65* —** If you retire between the ages of 62 and 65 and elect to have your pension start as soon as you retire, your pension benefit will be based on your Benefit Service and Final Average Pay as described above, and your age when payments begin. In this case, the Social Security Offset (described in Section 1(F) of this booklet) is applied immediately in determining your pension benefit. These provisions will also apply if you retired earlier and postponed receiving your pension benefit until you were between the ages of 62 and 65.

***Deferring Payment Until Age 65* —** If you retire early but elect to defer your pension benefit payments until age 65, they will be calculated in the same way as for normal retirement, based on your Benefit Service and Final Average Pay at retirement (or December 31, 2008, if earlier), and the Social Security Offset calculated as described above.

Pre-Retirement Survivor Benefits

If you have elected to provide Pre-Retirement Survivor's Benefit coverage after you meet the eligibility requirements for early or normal retirement, the pension benefit to which you or your beneficiary will be entitled will be reduced to pay for the period this coverage was in effect prior to January 1, 2006. On and after January 1, 2006, there is no longer a charge for Pre-Retirement Survivor's Benefits coverage. Please see Section 1(K) of this booklet for details.

It's important to note that the early retirement provisions described in this section apply only if you leave The Hartford after attaining age 50, completing 10 years of Eligibility Service, and meeting the Rule of 70. These criteria may be satisfied either before or after January 1, 2009.

This section applies only to employees with an original hire date with The Hartford before January 1, 2001. If you have an original hire date after that date, Section 2 of this booklet applies to you.

If you leave The Hartford before you are eligible for early retirement, you may be entitled to a vested benefit as described in Sections 1(D) and 1(I) of this booklet.

This section applies only to employees with an original hire date with The Hartford before January 1, 2001. If you have an original hire date after that date, Section 2 of this booklet applies to you.

H: Final Average Pay Formula: Deferred Retirement Benefits

If you continue to work for The Hartford past age 65, you will begin receiving payments on the first of the month following the day you retire.

Your pension benefit will be based on the following: (1) your Benefit Service at retirement and earned prior to January 1, 2009 (including service after age 65 to an aggregate maximum of 30 years), (2) your Final Average Pay determined at the time you retire, but only using pay prior to January 1, 2009, and (3) your Primary Social Security benefit calculated as of your deferred retirement date, based on Social Security Administration Law in effect on your deferred retirement date, or December 31, 2008 if earlier, and based on the assumption that your rate of compensation as of December 31, 2008 continues.

This section applies only to employees with an original hire date with The Hartford before January 1, 2001. If you have an original hire date after that date, Section 2 of this booklet applies to you.

I: Final Average Pay Formula: Vested Benefit at Termination of Employment

If you leave The Hartford before qualifying for early or normal retirement but after completing three years of Eligibility Service (five years if you did not earn Eligibility Service in 2009 or later), you may still qualify for a monthly payment beginning on your Normal Retirement Date (defined in Section 1(E) of this booklet). This is known as your vested benefit.

The amount of your vested benefit will be based on your Benefit Service and Final Average Pay at the time your employment ended or December 31, 2008, if earlier.

Your vested benefit will be offset by 50% of your Primary Social Security benefit, multiplied by a fraction equal to your Benefit Service at the time you left The Hartford (and only including service rendered prior to December 31, 2008) over the greater of 30 years or the Benefit Service you would have had if you had remained with The Hartford until your Normal Retirement Date (for this purpose only, Benefit Service is assumed to continue to accrue past December 31, 2008). The amount of your Primary Social Security benefit is determined based on the law at the time you leave, or December 31, 2008 if earlier, and *on the assumption that your earnings for Social Security purposes remain the same from the date your employment ends or December 31, 2008 if earlier, until you reach age 65.*

If an estimated prior wage history was used to calculate your Primary Social Security benefit, you may submit your actual Social Security earnings record and the Company will recalculate your benefit based on your actual prior wage history. You must submit your Social Security earnings record to The Hartford HR Service Center within six months after the later of (a) the date you retire or terminate employment, or (b) the date you are notified of the benefit you will receive under the Plan,. Please note that submitting your actual earnings statement may either increase or decrease your benefits under the Plan. Contact your local Social Security Administration office for details on obtaining your earnings record.

This section applies only to employees with an original hire date with The Hartford before January 1, 2001. If you have an original hire date after that date, Section 2 of this booklet applies to you.

You may elect to receive your vested benefit as early as age 50. If you do, it will be reduced. The following table shows the percentage of your vested benefit payable at age 65 that would be payable at the ages listed below, which takes into account the reduction that applies because you are receiving your benefit before age 65.

Age When Payment Starts	% of Vested Benefit Payable	Age When Payment Starts	% of Vested Benefit Payable
65	100.00	57	56.67
64	93.33	56	53.33
63	86.67	55	50.00
62	80.00	54	46.67
61	73.33	53	43.33
60	66.67	52	40.00
59	63.33	51	36.67
58	60.00	50	33.33

The actual percentage used will be calculated to the nearest month.

Please note: If the present value of your vested benefit (including any benefits payable under the cash balance formula portion of the Plan, if applicable) is $1,000 or less at the time your benefit is calculated, you will receive your vested amount in a lump sum as soon as practicable after your employment terminates. If the present value of your vested benefit is greater than $1,000 and less than or equal to $5,000, you may elect to receive your vested amount in a lump sum, as soon as practicable after your employment terminates. In either case, no further benefits will be available to you under the Plan. See Section 1(M) in this booklet for more details.

This section applies only to employees with an original hire date with The Hartford before January 1, 2001. If you have an original hire date after that date, Section 2 of this booklet applies to you.

Survivor Benefits

After your employment ends, you will receive a vested benefit award letter. At that time you will receive information regarding Pre-Retirement Survivor's Benefit coverage. On and after January 1, 2006, there is no longer a charge for Pre-Retirement Survivor's Benefits coverage. Please see Section 1(K) of this booklet for more details.

If you are married when you apply to have your vested benefit payments begin, the normal method of payment will be a 50% Joint and Survivor Annuity, unless you and your spouse elect otherwise. Please see Section 1(M) of this booklet.

Delayed Payments

If you terminate employment and do not commence retirement benefits prior to your Normal Retirement Date, you will receive information about your Plan benefit and payment options prior to your Normal Retirement Date, along with the forms you will need to apply for benefits. If you do not receive the notification and forms prior to your Normal Retirement Date and your annuity starting date is delayed as a result, your pension benefit will be adjusted to reflect the late commencement.

This section applies only to employees with an original hire date with The Hartford before January 1, 2001. If you have an original hire date after that date, Section 2 of this booklet applies to you.

J. Final Average Pay Formula: Disability or Leave of Absence

Disability

If while employed by the Company, you can no longer work because you become disabled and are receiving benefits under The Hartford's Income Protection Plan, you will continue to earn Eligibility Service and Benefit Service toward your pension benefit; however, Benefit Service credits will not extend beyond December 31, 2008.

The Eligibility Service and Benefit Service earned during your disability will count toward eligibility and benefits for early retirement and vesting, as well as normal and deferred retirement.

While you are receiving short term disability benefits under the Income Protection Plan prior to January 1, 2009, your pensionable compensation will be based on the base pay actually paid to you as short term disability benefits during that period (your pensionable compensation for the period prior to July 1, 2006 is based on 100% of your rate of base pay prior to your absence). If you are disabled and receiving long term disability benefits under The Hartford's Income Protection Plan, 100% of your rate of base pay at the time you became disabled will be used to calculate your Final Average Pay for your period of long term disability, until December 31, 2008 when you would become covered under the Plan's cash balance formula. Effective January 1, 2009, while you are receiving long term disability benefits, you will earn Hartford credits under the Cash Balance Formula. Effective January 1, 2010, you will no longer earn Hartford credits while receiving long term disability benefits, but will continue to earn interest credits.

While you are disabled, you may, if you meet the eligibility requirements, elect to retire and start receiving early retirement income from the Plan. To elect early retirement, you must make a request to The Hartford HR Service Center. For additional information, call 1.877.HR.AT.WORK, Monday through Friday (excluding New York Stock Exchange holidays) between 8:30 A.M. and Midnight, Eastern Time, to speak with a Customer Service Associate.

This section applies only to employees with an original hire date with The Hartford before January 1, 2001. If you have an original hire date after that date, Section 2 of this booklet applies to you.

If you stop receiving Income Protection Plan benefits before you are vested and do not return to active employment with The Hartford, no benefits will be payable under this Plan.

Leave of Absence

If you are on an approved leave of absence you will continue to earn Eligibility Service and Benefit Service toward your pension benefit while on this leave of absence as long as you return to work on the agreed upon date; however, Benefit Service will not be credited beyond December 31, 2008. This Eligibility Service and Benefit Service will count toward eligibility and benefits for early retirement and vesting, as well as normal and deferred retirement.

K. Final Average Pay Formula: Pre-Retirement Survivor's Benefit

Eligibility for Survivor Benefit Coverage

Generally, you are eligible for this coverage if you are an active or terminated employee who is vested in the Plan and you die before pension payments begin.

Retirement Eligible Employees. If you qualify for early or normal retirement, you are eligible for survivor's benefit coverage for your spouse or other properly elected beneficiary. There is a cost for the period this coverage was in effect prior to January 1, 2006, as described below in this Section 1(K). Beginning January 1, 2006, this coverage is automatic and provided at no cost to you and, therefore, you may not waive coverage after this date.

Vested Active Employees Not Yet Eligible To Retire. If you are married and do not qualify for early or normal retirement, but you are an active employee with a vested benefit in the Plan, you are eligible for this coverage for your spouse or other properly elected beneficiary. If you are an active, unmarried employee who does not qualify for early or normal retirement but is entitled to a vested benefit in the Plan, you are also eligible for survivor's benefit coverage. This coverage is automatic and is provided at no cost to you. You may not waive coverage.

Vested Terminated Employees not Eligible to Retire. If you do not qualify for early or normal retirement, and you terminate employment with a vested benefit in the Plan, you continue to be eligible for survivor's benefit coverage for your spouse or other properly elected beneficiary. There is a cost for the period this coverage was in effect prior to January 1, 2006, as described below. Beginning January 1, 2006, this coverage is automatic and provided at no cost to you and, therefore, you may not waive coverage after this date.

Amount of Survivor Benefit

Generally, if you are eligible for this coverage, in the event of your death before your pension benefit payments begin, your spouse or other properly elected beneficiary (see below) will be entitled to a lifetime survivor's benefit equal to 50% of your adjusted pension benefit (as follows).

Your adjusted pension benefit is the retirement or vested benefit you would have been entitled to if you had:

- Terminated employment on the date of your death if you were an active employee at that time;
- Survived until the earliest date on which you could have begun receiving payments;
- Received payments on that date, *in the form of a 50% joint and survivor annuity*; and
- Died the day after you began receiving your retirement payments.

If your spouse is your beneficiary, he or she may elect to begin survivor's benefit payments on the first day of the month following your death. However, if your spouse is your beneficiary he or she must consent for the survivor’s benefits payments to begin before the date that would have been your Normal Retirement Date. In addition, your spouse may elect to defer payment to a later date up to what would have been your Normal Retirement Date.

If your beneficiary is not your spouse, survivor benefit payments will begin on the first day of the month following your date of death. However, your beneficiary may elect to defer payments for up to one year following your death.

If payments begin before the earliest date on which you could have begun to collect a benefit under the Plan, the survivor benefit payments payable to your beneficiary will be further reduced actuarially to reflect the earlier commencement date.

If the total value of the survivor benefit payable to your beneficiary, or to your alternate payee under a Qualified Domestic Relations Order (including any benefits payable under the cash balance formula portion of the Plan, if applicable), is $5,000 or less, the pre-retirement survivor benefit will automatically be paid, in the form of a lump sum, as soon as possible following your death.

Designating a Beneficiary

- **If you are married**, your spouse is automatically your beneficiary. However, you can elect to have survivor's benefit coverage for a different beneficiary (if you obtain your spouse's written, notarized consent).

- **If you are not married**, your estate is automatically your beneficiary, unless you properly elect an individual as your beneficiary.

Other Information about your Beneficiary

Your beneficiary designation generally remains in effect until you submit a new beneficiary election. However, a beneficiary designation of someone other than your spouse made prior to the first day of the calendar year in which you reach age 35 and while you are married and employed by The Hartford is automatically cancelled on the earlier of (i) the first day of the calendar year in which you reach age 35 or (ii) the date you terminate employment with The Hartford. As of that date your spouse will automatically be substituted as your beneficiary unless and until you file a new beneficiary designation.

If you are not married when you make your beneficiary designation, but you later marry, your beneficiary designation is canceled and your spouse will automatically be substituted as your beneficiary.

You may change your beneficiary designation at any time, subject to your spouse’s written notarized consent, by completing a beneficiary designation form. You may not name more than one person, nor may you name a trust, as your beneficiary. However, you may name your estate as your beneficiary. Unless a later date is specified, a new designation is effective on the first day of the month that falls on or follows the date your completed beneficiary designation form is received by The Hartford HR Service Center.

If your beneficiary dies before you, and you have not designated another beneficiary, or you do not have a valid beneficiary designation on file at the time of your death, your survivor benefit will automatically be paid to your spouse, if any, or otherwise to your estate.

If your spouse is your *named* beneficiary and your marriage is annulled or you are divorced, your beneficiary will remain your former spouse until you file a new beneficiary designation or you remarry.

You may obtain a form for designating a beneficiary by calling The Hartford HR Service Center at 1.877.HR.AT.WORK, Monday through Friday (excluding New York Stock Exchange holidays) between 8:30 A.M. and Midnight, Eastern Time, to speak with a Customer Service Associate.

Forms of Payments to Your Estate. If your beneficiary is your estate, the actuarial present value of the survivor's benefit will be payable to your estate as soon as practicable following your death. In determining the present value payable to your estate, the Plan will assume that you had elected a beneficiary who is the same age as yourself.

Cost of Coverage

Active Employees Eligible to Retire or Terminated Employees who have Retired but not yet Commenced their Benefits. If you are an active employee and you are eligible for early retirement (i.e., age 50 or older with at least 10 years of Eligibility Service and your age plus service equals 70 or more) or normal retirement (age 65) or you are a retired employee who has not yet commenced receiving benefits, there is a charge for the period the survivor's benefit coverage was in effect prior to January 1, 2006. Beginning January 1, 2006, this coverage is automatic and provided at no cost to you.

This section applies only to employees with an original hire date with The Hartford before January 1, 2001. If you have an original hire date after that date, Section 2 of this booklet applies to you.

This survivor's benefit coverage will provide a benefit to your spouse or your named beneficiary if you die under either of the following circumstances:

- You are working for The Hartford and have met the eligibility requirements for early or normal retirement; or
- You retire under the Plan's early retirement provisions and you do not elect to have your benefit payments begin immediately—that is, your payments have not begun when you die.

The retirement pension benefit to which you and your beneficiary would be entitled will be reduced by ½ of 1% for each year prior to January 1, 2006 during which this Pre-Retirement Survivor's Benefit coverage was in effect after you qualified for early or normal retirement.

For example, Donna is age 62 and married with 24 years of Eligibility Service on January 1, 2006. She is eligible for early retirement because she meets the minimum age and service requirements and the sum of her age and service equal at least 70.

Since she is eligible for early retirement there is a charge for the period the survivor's benefit coverage was in effect prior to January 1, 2006. That charge is paid in the form of a reduction in her retirement benefit of ½ of 1% for each year of coverage up to December 31, 2005. The period beginning January 1, 2006 is provided at no cost to Donna.

Let's assume Donna dies on December 31, 2006 at age 63 and did not waive pre-retirement survivor's coverage prior to January 1, 2006. Her spouse will be entitled to 50% of the reduced pension benefit (that is, after adjustment for the 50% joint and survivor annuity) Donna would have received had she retired at age 63. Donna and her spouse had been covered for the Pre-Retirement Survivor's Benefit for nine years after Donna became eligible for early retirement (i.e., from age 54 until age 63), however, since the charge for survivor's benefit coverage ceases effective December 31, 2005, Donna's basic pension benefit will be reduced by only 4% (i.e. ½ of 1% for the eight years of coverage prior to December 31, 2005).

This section applies only to employees with an original hire date with The Hartford before January 1, 2001. If you have an original hire date after that date, Section 2 of this booklet applies to you.

If we assume Donna's basic monthly pension benefit after adjustment for the 50% joint and survivor annuity would have been $1,000, then a 4% reduction would equal $40 per month. This would result in a monthly adjusted pension benefit of $960.

Under the Pre-Retirement Survivor's Benefit, her spouse would receive 50% of Donna's reduced adjusted pension benefit, or $480 per month.

Active Vested Employees Not Eligible to Retire. If you are an active employee and you are not yet eligible for early or normal retirement, but you are entitled to a vested benefit in the Plan, survivor's benefit coverage is available at no cost until you terminate employment or qualify for early or normal retirement. No charges are applicable for the coverage period after December 31, 2005.

Terminated Vested Employees Not Eligible to Retire. If you terminate employment on or after January 1, 2006 with a vested benefit, and before you are eligible for early or normal retirement, *your survivor's benefit coverage will continue to be available at no cost to you. However, if you terminated employment prior to January 1, 2006, there is a charge for coverage.* If you elected to continue your coverage after your termination and prior to January 1, 2006, you will be charged for the period beginning on the first day of the month after you left The Hartford. This means the vested benefit to which you or your beneficiary would be entitled will be reduced as shown below for each year up until December 31, 2005 that you continued to have survivor's benefit coverage after you terminated employment. Beginning January 1, 2006, coverage is automatic and provided at no cost to you; therefore, you may not waive coverage after this date.

Attained Age	Reduction Per Year of Coverage
Under Age 40	1/10 of 1% (.001)
40 – 49	3/10 of 1% (.003)
50 – 64	1/2 of 1% (.005)

For example, Tom leaves The Hartford at age 35 while married with 10 years of Eligibility Service. He elects to continue survivor's benefit coverage. On December 31, 2010, at age 60, Tom dies. This means he had 25 years of survivor's benefit coverage; however, only 20 of these years are prior to December 31, 2005, when charges cease.

Therefore, his vested benefit would be reduced as follows:

Age at Termination:	35
Earlier of Age at Death or December 31, 2005:	55

Reduction for Attained Ages:

Age 35 - 39 (.001 x 5 yrs.) =	.005
Age 40 - 49 (.003 x 10 yrs.) =	.030
Age 50 - 54 (.005 x 5 yrs.) =	+ .025
Total Reduction =	.060

If Tom’s pension benefit at age 60 (after adjustment for a 50% joint and survivor option) would have been $300 per month, his total reduction would equal $18 per month ($300 x .060), for a net benefit of $282 per month.

Tom’s spouse would receive 50% of his reduced adjusted pension benefit or $141 per month for her lifetime.

Waiver of Benefit

You could have decided to waive the Pre-Retirement Survivor’s Benefit at any time on or after you terminated employment and prior to January 1, 2006, or while employed by The Hartford after meeting the eligibility requirements for early or normal retirement coverage and prior to January 1, 2006 (i.e., elect no coverage). By doing so, you would have avoided the reduction in your pension benefit noted in the previous examples. However, since coverage is provided at no cost beginning on or after January 1, 2006, coverage is automatic and no waivers are permitted after this date. If you waived coverage prior to January 1, 2006 and have not commenced payment of your benefit as of yet, your coverage will be restored effective January 1, 2006.

This section applies only to employees with an original hire date with The Hartford before January 1, 2001. If you have an original hire date after that date, Section 2 of this booklet applies to you.

Unless you complete a new beneficiary form, if you are married, your spouse is your beneficiary; otherwise your beneficiary is your estate. You may obtain a beneficiary form by calling The Hartford HR Service Center at 1.877.HR.AT.WORK, Monday through Friday (excluding New York Stock Exchange holidays) between 8:30 A.M. and Midnight, Eastern Time, to speak with a Customer Service Associate.

L. Final Average Pay Formula: Dependent Spouse/Dependent Domestic Partner Benefit

The Dependent Spouse/Dependent Domestic Partner Benefit provides monthly income to surviving dependent spouses or dependent domestic partners. This benefit income is paid regardless of the payment method elected. (See Section 1(M) of this booklet.) There is no cost to you for this benefit.

Eligibility

A dependent spouse or dependent domestic partner of a deceased active employee or retiree will qualify for these benefits if the employee, or retiree, meets **all** of the following requirements:

- Was married to the dependent spouse (or was the domestic partner) for at least five years before death occurs;
- Was married to the dependent spouse (or was the domestic partner) before the employee or retiree reaches age 60; and
- Either:
  - had terminated employment after meeting the requirements for early or normal retirement and had attained age 50 with 20 years of Eligibility Service at termination; **or**
  - was still an active employee at the date of death and had either attained age 50 and completed 20 years of Eligibility Service, **or** completed 25 years of Eligibility Service, regardless of age.

A dependent spouse or dependent domestic partner is one who earns less than one-half of the total earned income of the couple during the three calendar years preceding the earliest of:

- The retirement of the spouse or domestic partner;
- The retirement of a retiree; or
- The death of the employee or retiree.

This section applies only to employees with an original hire date with The Hartford before January 1, 2001. If you have an original hire date after that date, Section 2 of this booklet applies to you.

A "domestic partner" is defined for Plan purposes in the same manner as under The Hartford Medical Plans.

Deceased Active Employees

The monthly income of your dependent spouse or dependent domestic partner (as described above) will equal 50% of your pension benefit computed as of the time of your death.

If your dependent spouse or dependent domestic partner is more than five years younger than you, this benefit will be less than 50% of your pension benefit. The amount of the decrease will depend on the difference in your ages.

Retirees

The monthly payment to your dependent spouse or dependent domestic partner will be equal to 50% of your earned pension benefit. If your dependent spouse or dependent domestic partner is more than five years younger than you, this benefit will be less than 50% of your earned pension benefit. The amount of the decrease will depend on the difference in your ages.

For more information, please contact The Hartford HR Service Center at 1.877.HR.AT.WORK, Monday through Friday (excluding New York Stock Exchange holidays) between 8:30 A.M. and Midnight, Eastern Time, to speak with a Customer Service Associate. **Income under the Dependent Spouse/Dependent Domestic Partner Benefit ceases when the dependent spouse or dependent domestic partner dies.**

This section applies only to employees with an original hire date with The Hartford before January 1, 2001. If you have an original hire date after that date, Section 2 of this booklet applies to you.

M. Final Average Pay Formula: Payment Methods

Normal Payment Methods

Your pension benefit will be paid using one of the methods described below, depending on whether or not you are married when your benefit payments begin. Whether you are single or married, however, you can elect one of the optional payment methods described later in this section.

- ***Life Annuity Option* – If you are not married** when your benefit payments begin, this is the normal method of benefit payment under the Plan. This means that your pension benefit will be paid for your lifetime only. No benefits are payable to anyone else after your death. If this is not what you want, you may provide survivor benefits for someone after your death by electing the "Contingent Annuity Option" described below.

- ***50% Joint and Survivor Annuity Option* – If you are married** when your pension benefit payments begin, this is the automatic method of benefit payment under the Plan unless you and your spouse elect otherwise. Under a 50% Joint and Survivor Annuity, your pension benefit is permanently reduced so that, following your death, 50% of your reduced monthly benefit will continue to be paid to your surviving spouse for his or her lifetime. The amount of the reduction in your monthly benefit will be based on actuarial factors in effect when your pension payments are scheduled to begin. These factors take into account the potential cost of providing additional lifetime income to your spouse.

For example, let's assume John Smith retires at age 65 with a monthly pension benefit of $500. He and his wife have decided that they want the 50% Joint and Survivor Annuity method of payment. This way, John's wife will continue to receive part of John's pension benefit in the event of his death.

At the time of John's retirement, his wife is 62 years old. After applying actuarial factors based on the life expectancies of both John and his wife, John's monthly benefit is reduced to $460.

This reduction pays for the 50% Joint and Survivor Annuity, which, in the event of John's death, will pay his wife $230 per month (50% of John's benefit) for the rest of her life.

If you and your spouse do not want the automatic 50% Joint and Survivor Annuity, you may elect, **with the written and notarized consent of your spouse**, one of the optional payment methods described below. If you elect the single life annuity option, you would receive your full pension benefit each month during your lifetime, but no benefits would be payable to anyone after your death.

If you and your spouse decide to waive the normal payment method in favor of another optional payment method, you must make this election during the 180-day period before your pension payments are scheduled to begin.

Optional Payment Methods

The Plan contains options that permit you to select a pension payment method that suits your personal situation. Because the Employee Retirement Income and Security Act (ERISA) and the Internal Revenue Code place limits on the benefits which may be paid to beneficiaries, all of the Contingent Annuity Options may not be available to you.

Contingent Annuity Option

This option is for participants who wish to provide a lifetime income to a beneficiary upon the death of the participant after pension payments begin. Options include 25%, 50%, 75%, and 100% Contingent Annuity elections. For example, if you elected the 75% option, your beneficiary would receive 75% of your reduced pension benefit each month for his or her lifetime in the event that you die before your beneficiary.

Under the Contingent Annuity Option, you agree to take a smaller income during your retirement in order to provide for continuing income to someone else after your death. The amount of the reduction in your pension benefit depends on the option you elect and the age of both you and your beneficiary at the time your benefits are scheduled to begin. If a married participant elects a Contingent Annuity Option with someone other than their spouse as the beneficiary (or the 25%

Contingent Annuity Option regardless of beneficiary), the participant's spouse must provide written and notarized consent to the election for it to be valid.

Life Annuity Option

This option provides monthly pension payments for the life of the participant only. This is the normal method of payment to a participant who is not married at the time his or her pension payments begin. However, it is an optional form of payment to a participant who is married at the time pension payments begin. A married participant must have the written and notarized consent of his or her spouse in order to elect the Life Annuity Option.

Choosing a Form of Payment

Within the 180-day period before your payments begin, you will receive a notice explaining:

- The forms of payment available to you;
- The terms and conditions of each payment form; and
- How each form affects the amount of your benefit payment(s).

Once you receive this information, you can make your election by completing and returning the Election Form to The Hartford HR Service Center indicating the form of your benefit payment. Your form must be received within the 180-day period following the date the above information is provided to you. If you do not return a completed form within this 180 day period and your elected benefit commencement date is prior to your Normal Retirement Date, your benefit commencement date will be changed to a later date. If your elected benefit commencement date is on or after your Normal Retirement Date and you do not return a completed form within the 180 day period, your benefit will be paid in the normal form of payment starting at your Normal Retirement Date or in the month following your termination of employment, if later.

You can elect, change or cancel a form of payment election at any time **before** its effective date — the first day of the month you are scheduled to receive your first Plan benefit payment, that is, your Benefit Commencement Date — by advance written notice to The Hartford HR Service

Center. If you or your beneficiary dies before your election becomes effective, it is automatically revoked. If your beneficiary dies before the date your election becomes effective, you may make another election. If you are married at the time pension payments begin, your spouse must provide written, notarized consent to any payment form other than 50%, 75% or 100% Contingent Annuity Option with your spouse as beneficiary. **Once payments begin, you cannot change your form of payment or beneficiary designation.**

Automatic Lump Sum Payment

If the present value of your vested benefit (including any benefits payable under the cash balance formula portion of the Plan, if applicable) is $1,000 or less at the time your employment ends, it will be paid to you in a lump sum, and no further payments will be due from the Plan. In this case you may not elect another form of payment.

In addition, if the present value of your vested pension benefit or retirement benefit (including any benefits payable under the cash balance formula portion of the Plan, if applicable) is greater than $1,000 and less than or equal to $5,000 at the time your employment ends, you may elect to receive the value of your benefits in the form of a single lump sum, and no further payments will be due from the Plan.

A lump sum payment is taxable to you in the year of payment and the Federal Government requires that The Hartford withhold 20% of your lump sum payment for tax purposes. In addition, you may be subject to a 10% “penalty” tax if you receive the lump sum payment prior to age 59½. However, if you directly transfer or “roll-over” your lump sum payment to another eligible retirement plan or an Individual Retirement Account (IRA), you may defer your tax liability until you receive an actual distribution of your funds.

For more information regarding the taxation of lump sum payments, see Section 3 of this booklet.

This section applies only to employees with an original hire date with The Hartford before January 1, 2001. If you have an original hire date after that date, Section 2 of this booklet applies to you.

N. Final Average Pay Formula: Special Service Rules

If You Leave and Are Later Rehired

If you leave The Hartford and are later rehired, the years of Benefit Service, Eligibility Service and Years of Service you earned prior to leaving will be reinstated.

If you were a Plan participant when your previous employment with The Hartford ended and you are rehired as an Eligible Employee, you shall immediately become a Plan participant.

Suspension of Retirement Benefits

If you are receiving pension payments from the Plan, under Company policy, you generally cannot be rehired within six months of your retirement date.

If you are rehired on or after September 1, 2005, your pension payments will continue to be paid while re-employed by The Hartford. Upon your subsequent retirement, your benefit will be recalculated, taking into account all of your service with The Hartford, including post-reemployment service. This recalculated benefit will be reduced by an amount deemed equivalent to the value of the pension payments you received from the Plan. This reduction will not reduce your pension benefit below the amount that you were previously receiving, prior to any adjustment for Pre-Retirement Survivor's Benefit Coverage. Special rules apply regarding the reduction for pension payments received if you continue to work past your Normal Retirement Date.

If you were rehired prior to September 1, 2005, your pension payments stopped, unless (1) you were rehired on or after January 1, 2000 and more than one year following the date your retirement began or (2) you were rehired less than one year following the date your retirement began and are scheduled to work less than 80 hours per month or work less than 90 hours per month. In either case, upon your subsequent retirement, your benefit will be recalculated as described in the paragraph above.

If you have an original hire date with The Hartford on or after January 1, 2001, this Section applies to you. If you have an original hire date before that date, Section 1 of this booklet applies to you. If you are an employee with an original hire date before January 1, 2001 and you work for The Hartford beyond December 31, 2008, both Section 1 of this booklet and this Section will apply to you.

SECTION 2 – Cash Balance Formula for Employees with either: (1) an Original Hire Date with The Hartford on or after January 1, 2001 or (2) an Original Hire Date with The Hartford before January 1, 2001 and who work for The Hartford beyond December 31, 2008

A: Cash Balance Formula: Highlights

Here's a general overview of the highlights of the Cash Balance Formula portion of the Plan. Note that for employees with an original hire date with The Hartford before January 1, 2001 and who continue to work beyond December 31, 2008, any Cash Balance Formula benefits earned for service rendered **on or after** January 1, 2009 will be in addition to benefits earned under the Final Average Pay portion of the Plan for service prior to January 1, 2009, which are described in Section 1 of this summary.

If you have an original hire date on or after January 1, 2001 with The Hartford, you become a **participant** on your date of hire with the Company. (See definitions of the "Company" and "The Hartford" in Section 4 of this summary.) If you have an original hire date before January 1, 2001, membership requirements are as described in Section I of this summary.

If you earn Eligibility Service under the Plan after January 1, 2008, you are **vested** under the Cash Balance Formula when you have completed three years of Eligibility Service. If you do not earn Eligibility Service under the Plan in 2008 or later, you are **vested** when you have completed five years of Eligibility Service.

You will receive a **pension** based on your account balance as of the day your employment with The Hartford ends.

If you have an original hire date with The Hartford on or after January 1, 2001, this Section applies to you. If you have an original hire date before that date, Section 1 of this booklet applies to you. If you are an employee with an original hire date before January 1, 2001 and you work for The Hartford beyond December 31, 2008, both Section 1 of this booklet and this Section will apply to you.

Your **benefit formula** is determined by your account balance at the end of the payroll period (including all Hartford credits and interest credits added to your account for prior periods), plus any interest credits and Hartford credits not already added to your account.

You may have **survivor benefits** for your spouse or other permissible beneficiary as soon as you are vested.

Here's an overview of how the Cash Balance Formula portion of the Plan works.

When you become eligible to participate in this portion of the Plan, a bookkeeping account is set up to keep track of your Cash Balance Formula benefit. Your benefit is expressed as your current account balance, so it's easy to determine its value.

You earn a **Hartford credit** for each payroll period of Benefit Service, based on your age at the end of each payroll period.

Your account balance is also credited with interest. Interest is credited daily but is posted at the end of each payroll period.

When you stop working for The Hartford, you can:

- Receive payment of your Cash Balance Formula vested benefit right away; or
- Delay payment to any time up until you reach age 65.

You can choose from a variety of payment options, including a single lump sum and three types of monthly payments.

If you have an original hire date with The Hartford on or after January 1, 2001, this Section applies to you. If you have an original hire date before that date, Section 1 of this booklet applies to you. If you are an employee with an original hire date before January 1, 2001 and you work for The Hartford beyond December 31, 2008, both Section 1 of this booklet and this Section will apply to you.

B. Cash Balance Formula: Service

Benefit Service

Pensionable compensation earned during a period of Benefit Service is used to compute the amount of your benefit payable under the Plan.

In general, your entire period of employment as a participant in this Plan and while actively at work with the Company as an eligible employee, up to your actual date of termination, will count as Benefit Service. For employees with an original hire date with The Hartford before January 1, 2001 and who work for The Hartford beyond December 31, 2008, only service with the Company rendered on or after January 1, 2009 will count as Benefit Service under the Cash Balance Formula portion of the Plan. Also, time on certain approved absences, as described later in this section, will count as Benefit Service.

If you are employed by a company that was acquired by The Hartford, generally only employment you complete on and after a specific date determined under special rules applicable to that company will be considered Benefit Service under the Plan.

Employees of other affiliated and acquired companies with questions regarding service computations should contact The Hartford HR Service Center at 1.877.HR.AT.WORK, Monday through Friday (excluding New York Stock Exchange holidays) between 8:30 A.M. and Midnight, Eastern Time, to speak with a Customer Service Associate.

Eligibility Service

Eligibility Service is used to determine whether you are vested.

In general, Eligibility Service includes your entire period of employment with The Hartford or its affiliates. You will normally continue to earn Eligibility Service until the date your employment with The Hartford otherwise ends for whichever of the following events occurs first:

- You resign;
- Your employment is terminated by The Hartford;
- It is the one-year anniversary of the date you started a continuous absence from work; or
- You die.

Special rules may apply if you were employed by a company that was acquired by The Hartford. You can get information about these special rules by calling The Hartford HR Service Center at 1.877.HR.AT.WORK, Monday through Friday (excluding New York Stock Exchange holidays) between 8:30 A.M. and Midnight, Eastern Time, to speak with a Customer Service Associate.

Absences from Service

In general, approved leaves of absence for family leave or military service, or other approved leaves of absence, will count toward Benefit Service and Eligibility Service. In the case of military service, this provision will apply only if you return to work, or die after 2006 while performing military service, within the period during which your re-employment rights are protected by law. In all other cases, the provision will apply only if you return to work immediately after the period of approved absence has ended. An absence for disability during which you receive a benefit under The Hartford's Income Protection Plan will also count toward Benefit Service and Eligibility Service.

Breaks in Service

Generally, a Break in Service is any 12-month period during which you are not employed by The Hartford. However, if you return to work for The Hartford within the 12-month period following the date your Eligibility Service ends, you will not be considered to have a break in service. In such a case, the period of your absence will count for purposes of Eligibility Service.

If you have an original hire date with The Hartford on or after January 1, 2001, this Section applies to you. If you have an original hire date before that date, Section 1 of this booklet applies to you. If you are an employee with an original hire date before January 1, 2001 and you work for The Hartford beyond December 31, 2008, both Section 1 of this booklet and this Section will apply to you.

Transfers between the United States and Canada

If you are a participant who has completed at least one Hour of Service with the Company on or after January 1, 2002, and transfers directly from a payroll of the Company maintained in the U.S. to the payroll of The Hartford maintained in Canada, your period of uninterrupted Canadian employment rendered immediately after the transfer shall be recognized as Benefit Service, provided you are not accruing a benefit under The Hartford Fire Insurance Company Retirement Plan for Employees in Canada (the "Canadian Retirement Plan") for that period of service.

If you transfer directly from a payroll of The Hartford maintained in Canada to a Company payroll maintained in the U.S., and complete an Hour of Service with the Company on or after January 1, 2002, effective as of January 1, 2003 or the date you become a Plan participant, if later, your Canadian Hartford service will count as Benefit Service to the extent such service is recognized under the Canadian Retirement Plan for purposes of calculating the amount of benefit under that plan. However, to avoid a duplication of benefits earned under another Hartford Plan for a single period of service, any benefit earned under the Canadian Retirement Plan during this period of service will be used as an offset against the benefit payable from this Plan for the same period of service.

Additionally, if you have an original hire date with the Company before January 1, 2001 and you work for The Hartford beyond December 31, 2008, only service with The Hartford rendered on or after January 1, 2009 will count as Benefit Service under the Cash Balance Formula portion of the Plan.

C. Cash Balance Formula: Plan Eligibility and Membership

Who Is Eligible

In general, all regular full-time and part-time U.S. employees of the Company are eligible for membership in the Cash Balance portion of the Plan, provided such employees have an original hire date with The Hartford on or after January 1, 2001. (See definitions of the "Company" and

"The Hartford" in Section 4 of this summary.) In addition, if you were hired before January 1, 2001 and continue to work for the Company beyond December 31, 2008, you will be eligible for membership in the Cash Balance portion of the Plan effective beginning January 1, 2009. However, you are not an eligible employee, that is, not eligible to become a participant in the Plan, if:

- You are a leased employee;
- You are classified by the Company or determined by the Company to be an independent contractor or fall within any other non-employee classification (regardless of whether you are characterized or determined by a governmental or regulatory authority or court to be an employee of the Company for tax or other purposes);
- You are identified as an Annuity and Mutual Fund Wholesaler or another ineligible group; or
- You are currently earning benefits under any other qualified pension or similar plan of the Company, other than Hartford Investment and Savings Plan.

When Membership Begins

If you meet the eligibility requirements described above, and you were originally hired by The Hartford on or after January 1, 2001, you automatically become a Plan participant on your date of hire — there is no need to enroll. For employees hired before January 1, 2001, membership requirements are as described in Section I of this summary; however, if you are already a participant of the Final Average Pay portion of the Plan, you will automatically become eligible for the Cash Balance portion of the Plan on January 1, 2009 if you are still employed by The Hartford or in receipt of benefits under the Income Protection Plan at that time – there is no need to enroll.

If you have an original hire date with The Hartford on or after January 1, 2001, this Section applies to you. If you have an original hire date before that date, Section 1 of this booklet applies to you. If you are an employee with an original hire date before January 1, 2001 and you work for The Hartford beyond December 31, 2008, both Section 1 of this booklet and this Section will apply to you.

D. Cash Balance Formula: Vesting

To be eligible for benefits under the Plan, you must first meet the Plan's vesting requirements. If you earn Eligibility Service under the Plan after January 1, 2008, you must complete three years of Eligibility Service with The Hartford to become vested in the Plan.

Once you become vested in the Plan, you or your beneficiary are entitled to a future benefit under the Plan. The benefit may be a Pre-Retirement Survivor's Benefit, a pension benefit, or one of the other benefits described in this booklet.

Descriptions regarding benefits in the remainder of this booklet assume that an employee has completed at least three years of Eligibility Service.

If you leave The Hartford before you have completed three years of Eligibility Service (five years of Eligibility Service if you do not earn Eligibility Service in 2008 or later), you will not be entitled to any Plan benefit.

If your employment is interrupted and you are rehired by The Hartford, your Eligibility Service dates will be adjusted to reflect your prior service.

If you have an original hire date with The Hartford on or after January 1, 2001, this Section applies to you. If you have an original hire date before that date, Section 1 of this booklet applies to you. If you are an employee with an original hire date before January 1, 2001 and you work for The Hartford beyond December 31, 2008, both Section 1 of this booklet and this Section will apply to you.

E. Cash Balance Formula: How Your Benefit Is Calculated

When you become a participant in the Plan, a bookkeeping account is set up to keep track of your Plan balance.

During each year in which you are credited with all or a portion of a year of Benefit Service, your account will earn Hartford credits based on your pensionable compensation and age. In addition, your account will earn interest credits.

Your account balance at the end of each payroll period is determined by the following formula:

Account Balance at the End of the Prior Payroll Period
Plus
Interest Credits for the Current Payroll Period
Plus
Hartford Credits for the Current Payroll Period
Equals
Account Balance at the End of the Current Payroll Period

Let's take a detailed look at how your Plan account balance grows over the years through Hartford credits and interest credits**.**

Hartford Credits

The amount of your Hartford credit depends on your age and your pensionable compensation.

For purposes of this Plan, pensionable compensation includes most remuneration paid to you for services rendered to The Hartford. These amounts include: your annual base salary (determined prior to any pre-tax benefit contributions); overtime; shift differentials; commissions; sales incentive payments; and annual bonuses paid in March. All types of compensation are considered pensionable only to the extent specifically approved by The Hartford's Executive Vice President, Human Resources. Special allowances are not recognized as pensionable compensation including (but not limited to): foreign service allowances, automobile allowances, and other allowances of a similar nature; and the cost of any public or private employee benefit plans. Pensionable compensation does not include severance pay or any other amounts paid to you after you terminate employment or while you are receiving periodic severance payments. Long term incentive payments are also not pensionable.

The total amount of your pensionable compensation taken into account in determining your benefit is limited by federal law. For more information, contact The Hartford HR Service Center at 1.877.HR.AT.WORK, Monday through Friday (excluding New York Stock Exchange holidays) between 8:30 A.M. and Midnight, Eastern Time, to speak with a Customer Service Associate.

Hartford credits can be calculated by using the chart on the next page. The chart shows you the percentage of your pensionable compensation received during each payroll period of Benefit Service that will be credited to your account at the end of the payroll period. Hartford credits are based on your age as of the end of the payroll period, and your pensionable compensation received during that payroll period of Benefit Service. Hartford credits are added to your account at the end of each payroll period.

Your Hartford credits for each payroll period also depend on whether your aggregate pensionable compensation for the year has reached the Social Security Taxable Wage Base (SSTWB).

For any calendar year, the Social Security Taxable Wage Base is the maximum amount of annual earnings subject to Social Security tax for the year. Any earnings above the SSTWB are not subject to Social Security taxes (but are subject to Medicare Taxes). Because you do not receive a Social Security benefit based on the earnings you receive above the SSTWB, The Hartford credits a higher percentage of those “additional” earnings to your Plan account. The SSTWB is set by the Social Security Administration and is updated annually. For 2011, the SSTWB is $ 106,800.

If you have an original hire date with The Hartford on or after January 1, 2001, this Section applies to you. If you have an original hire date before that date, Section 1 of this booklet applies to you. If you are an employee with an original hire date before January 1, 2001 and you work for The Hartford beyond December 31, 2008, both Section 1 of this booklet and this Section will apply to you.

Your Hartford credits are generally calculated using the following formula:

Pensionable Compensation Before Reaching SSTWB *times* Applicable Percentage of Pensionable Compensation Up To SSTWB

Plus

Pensionable Compensation After Reaching SSTWB *times* Applicable Percentage of Pensionable Compensation Over SSTWB

Equals

Total Hartford Credit

Calculating Hartford Credit For Each Payroll Period		
	The Hartford will credit this percentage of your aggregate Pensionable Compensation	
Your Age as of the End of the Payroll Period	**Up to the Social Security Taxable Wage Base**	**Above the Social Security Taxable Wage Base***
Under 30	2.50%	3.750%
30-34	3.25%	4.875%
35-39	4.00%	6.000%
40-44	4.75%	7.125%
45-49	5.50%	8.250%
50-54	6.25%	9.375%
55-59	7.00%	10.500%
60 & Over	7.75%	11.625%

*You do not earn the higher percentage until your *aggregate* pensionable compensation for the calendar year exceeds the Social Security Taxable Wage Base.

If you have an original hire date with The Hartford on or after January 1, 2001, this Section applies to you. If you have an original hire date before that date, Section 1 of this booklet applies to you. If you are an employee with an original hire date before January 1, 2001 and you work for The Hartford beyond December 31, 2008, both Section 1 of this booklet and this Section will apply to you.

Your Hartford credit will be posted to your account on the last day of each payroll period. If you stop working for The Hartford before the end of a payroll period, you will receive a Hartford credit based on the pensionable compensation you received from The Hartford for that payroll period. This Hartford credit will be added to your account balance on the last day of the payroll period during which your employment ends.

Interest Credits

In addition to your Hartford credits, your account will grow with interest credits. Interest credits for a calendar year are based on the greater of: (a) the prevailing 10-year Treasury rate (that is, the rate published in the December preceding the beginning of the calendar year), or (b) 3.3%. Your account is increased daily by crediting the balance in your account as of the preceding day with an interest credit equal to $1/365^{th}$ ($1/366^{th}$ in a calendar year in which February 29 occurs) of the annual interest credit for such year.

Interest credits are added to your account whether or not you are an active participant. Interest credits stop on your Benefit Commencement Date. Your Benefit Commencement Date is the first day of the month in which your Plan benefit payment is scheduled to begin.

Credits During Military Leave

If you are on military leave and receive Benefit Service for that leave, upon your return to employment with the Company, your account will be credited with The Hartford credits you would have received if you had remained employed during that period. Interest credits will continue to be posted to your account during your leave. Special rules apply with regard to the pensionable compensation that is used to determine your Hartford credits during military leave. You can contact The Hartford HR Service Center at 1.877.HR.AT.WORK, Monday through Friday (excluding New York Stock Exchange holidays) between 8:30 A.M. and Midnight, Eastern Time, for more information about these special rules.

If you have an original hire date with The Hartford on or after January 1, 2001, this Section applies to you. If you have an original hire date before that date, Section 1 of this booklet applies to you. If you are an employee with an original hire date before January 1, 2001 and you work for The Hartford beyond December 31, 2008, both Section 1 of this booklet and this Section will apply to you.

Credits for Period of Canadian Employment

If you receive Benefit Service for a period of Hartford employment rendered in Canada as described in Section 2(B), your account will be credited with The Hartford credits for that period of Benefit Service based on your pensionable compensation received during that period of Benefit Service.

How Benefits Are Calculated

Let’s look at some examples of how to calculate your account balance. The steps used to calculate your account balance at the end of each payroll period are as follows:

<u>Step 1</u> — Determine Account Balance at the End of the Prior Payroll Period
<u>Step 2</u> — Calculate Amount of Interest Credit for the Payroll Period
<u>Step 3</u> — Calculate Amount of Hartford Credit for the Payroll Period
<u>Step 4</u> — Determine Account Balance at the End of the Payroll Period

Example I – Employee Earning less than the Social Security Taxable Wage Base.

Tom was hired as a full-time Hartford employee on April 1, 2011. He began participating in the Plan as soon as he was hired. This example shows how to calculate his account balance for his first two payroll periods.

Date of Birth: January 14, 1972
Age as of April 15, 2011: 39
Pensionable Compensation: $1,675 per payroll period ($40,200 per annum)
Interest factor for each of his first two payroll periods: 0.1336% (3.30% per annum or 0.0089% compounded daily.)

If you have an original hire date with The Hartford on or after January 1, 2001, this Section applies to you. If you have an original hire date before that date, Section 1 of this booklet applies to you. If you are an employee with an original hire date before January 1, 2001 and you work for The Hartford beyond December 31, 2008, both Section 1 of this booklet and this Section will apply to you.

Payroll Period Calculation — April 1 – April 15

Step 1 — Determine Account Balance at the End of the Prior Payroll Period.

Tom's account balance is $0 because he just joined the Plan so he has not yet earned any Hartford credits.

Step 2 — Calculate Amount of Interest Credit for the Payroll Period.

Tom has no account balance at the end of the prior payroll period, so there is no interest credit.

Step 3 — Calculate Amount of Hartford Credit for the Payroll Period.

Tom's Hartford credit for the first payroll period of April is calculated by multiplying his pensionable compensation for that payroll period ($1,675) by the applicable percentage in the chart "Calculating Hartford Credits for Each Payroll Period" in Subsection E of this Section 2. Tom's age on April 15 is between 35 and 39, so the applicable percentage is 4.00%. In addition, his pensionable compensation for the year so far is less than the 2011 SSTWB of $106,800. Therefore, his Hartford credit for the payroll period will be equal to 4.00% of his pensionable compensation, or $67 ($1,675 x 4.00%).

Step 4 — Determine Account Balance at the End of the Payroll Period.

To calculate Tom's account balance as of the end of the payroll period, we add the amounts determined in Steps 1, 2 and 3, as shown below.

If you have an original hire date with The Hartford on or after January 1, 2001, this Section applies to you. If you have an original hire date before that date, Section 1 of this booklet applies to you. If you are an employee with an original hire date before January 1, 2001 and you work for The Hartford beyond December 31, 2008, both Section 1 of this booklet and this Section will apply to you.

Step 1: **Account Balance at End of the Prior Payroll Period**				$ 0.00
Step 2: Interest Credit	$ 0.00	x	0.1336%	$ 0.00
Step 3: Hartford Credit	$1,675.00	x	4.00%	$ 67.00
Step 4: **Account Balance at End of the First Payroll Period of April** (Step 1 + Step 2 + Step 3)				$ 67.00

Payroll Period Calculation — April 15 – April 30

Now, let's follow the activity in Tom's account for the next payroll period.

Step 1 — Determine Account Balance at the Beginning of the Payroll Period.
This is the balance from Step 4 in the previous section, at the end of the prior payroll period. His account balance equals $67.

Step 2 — Calculate Amount of Interest Credit for the Payroll Period.
Multiply Tom's beginning account balance of $67 by the interest factor of 0.1336%. Tom's interest credit is $0.09.

Step 3 — Calculate Amount of Hartford Credit for the Payroll Period.
Tom also earned $1,675 this payroll period, so his Hartford credit is calculated by multiplying $1,675 by the appropriate percentage — 4.00% again — for a Hartford credit of $67.

If you have an original hire date with The Hartford on or after January 1, 2001, this Section applies to you. If you have an original hire date before that date, Section 1 of this booklet applies to you. If you are an employee with an original hire date before January 1, 2001 and you work for The Hartford beyond December 31, 2008, both Section 1 of this booklet and this Section will apply to you.

Step 4 — Determine Account Balance at the End of this Payroll Period.

At the end of this payroll period, Tom has $134.09 in his account. This total comes from the account balance at the end of the prior payroll period of $67, plus the interest on that balance of $.09, plus this payroll period's Hartford credit of $67. This calculation is illustrated in the table below.

Step 1: **Account Balance at End of the Prior Payroll Period (April 15)**				$ 67.00
Step 2: Interest Credit	$ 67.00	X	.1336%	$ .09
Step 3: Hartford Credit	$1,675.00	X	4.00%	$ 67.00
Step 4: **Account Balance at End of This Payroll Period (April 30)** (Step 1 + Step 2 + Step 3)				$134.09

If you have an original hire date with The Hartford on or after January 1, 2001, this Section applies to you. If you have an original hire date before that date, Section 1 of this booklet applies to you. If you are an employee with an original hire date before January 1, 2001 and you work for The Hartford beyond December 31, 2008, both Section 1 of this booklet and this Section will apply to you.

Example II – Employee Earning More Than The Social Security Taxable Wage Base

Susan was hired on January 1, 2011. In 2011, she will have total pensionable compensation of $120,000, which is more than the 2011 Social Security Taxable Wage Base of $106,800. Through the end of the first payroll period in November 2011 (November 15), Susan earns a total of $105,000, which is less than the 2011 Social Security Taxable Wage Base. However, during the second payroll period of November 2011, Susan's aggregate pensionable compensation for the year exceeds the 2011 Social Security Taxable Wage Base. As noted in the "Hartford Credits" section, Hartford credits are calculated at different rates for pay up to and pay over the Social Security Taxable Wage Base. This example shows how to calculate Susan's credits for the second payroll period of November 2011 and her ending account balance for that payroll period, based on the following assumptions.

Date of Birth: April 5, 1958

Age as of November 30, 2011: 53

Pensionable Compensation: $5,000 per payroll period ($120,000 per annum)

Account Balance at November 15: $6,652.50

Interest factor for this payroll period: 0.1336% (3.30% per annum or 0.0089% compounded daily)

Step 1 — Determine Account Balance at the End of the Prior Payroll Period.

Susan has $6,652.50 in her account as of November 15, 2011. This amount is the number of Hartford credits and interest credits for the first 21 payroll periods of 2011.

Step 2 — Calculate Interest Credit.

Interest on Susan's account balance is calculated by multiplying $6,652.50 by the interest factor of .1336%, for a total of $8.89.

Step 3 — Calculate Hartford Credit.

Because Susan's pensionable compensation reaches the Social Security Taxable Wage Base during the second payroll period of November, her Hartford credit for that payroll period is calculated in two parts: Pensionable Compensation before reaching the Social Security Taxable Wage Base and Pensionable Compensation over the Social Security Taxable Wage Base.

> ***Pay Before Reaching the SSTWB —*** To calculate the amount of Susan's pensionable compensation up to the Social Security Taxable Wage Base, subtract her pensionable compensation for the first 21 payroll periods of 2011 ($105,000) from the 2011 Social Security Taxable Wage Base of $106,800. This portion of Susan's pensionable compensation for the second payroll period of November ($1,800) represents compensation up to the SSTWB. Based on the chart, "Calculating Hartford Credits for Each Payroll Period," the applicable percentage is 6.25%. Therefore, Susan's Hartford credit for this payroll period will be equal to 6.25% of her pensionable compensation up to the SSTWB or $112.50 ($1,800 x 6.25%).

> ***Pay After Reaching the SSTWB —*** To calculate the amount of Susan's 2011 pensionable compensation over the Social Security Taxable Wage Base, subtract the 2011 Social Security Taxable Wage Base ($106,800) from her aggregate year to date 2011 earnings of $110,000. Susan earned $3,200 in this payroll period over the Social Security Taxable Wage Base. Again, go to the chart called "Calculating Hartford Credits for Each Payroll Period". 9.375% of Susan's pensionable compensation over the Social Security Taxable Wage Base will be credited to her account, or $300.00 ($3,200 x 9.375%).

> ***Total Hartford Credit —*** To find Susan's total Hartford credit, add the credit for her pensionable compensation up to the Social Security Taxable Wage Base ($112.50) and the credit for her pensionable compensation over the Social Security Taxable Wage Base ($300.00). The total is $412.50.

If you have an original hire date with The Hartford on or after January 1, 2001, this Section applies to you. If you have an original hire date before that date, Section 1 of this booklet applies to you. If you are an employee with an original hire date before January 1, 2001 and you work for The Hartford beyond December 31, 2008, both Section 1 of this booklet and this Section will apply to you.

Step 4 — Determine Account Balance at the End of November.

Susan's account balance at the end of November 2011 is $7,073.89. This amount comes from her account balance as of the end of the prior payroll period, plus interest on her balance, plus her total Hartford credit for the second payroll period of November.

Step 1: **Account Balance at End of Prior Payroll Period (November 15)**				$ 6,652.50
Step 2: Interest Credit	$6,652.50	X	.1336%	$ 8.89
Step 3: Hartford Credits				
Pay up to SSTWB ($106,800 minus $105,500)	$1,800.00	X	6.25%	$ 112.50
Pay over SSTWB ($110,000 minus $106,800)	$3,200.00	X	9.375%	$ 300.00
Total Hartford Credits	($112.50 + $300.00)			$ 412.50
Step 4: **Account Balance at End of the Payroll Period (November 30)** (Step 1 + Step 2 + Step 3)				$ 7,073.89

Remember, your own situation will be different from these examples, since it will depend on your age and pensionable compensation, and the interest rate at the time of calculation.

If you have an original hire date with The Hartford on or after January 1, 2001, this Section applies to you. If you have an original hire date before that date, Section 1 of this booklet applies to you. If you are an employee with an original hire date before January 1, 2001 and you work for The Hartford beyond December 31, 2008, both Section 1 of this booklet and this Section will apply to you.

F. Cash Balance Formula: When You Can Receive Payments

While You Are Still Working for The Hartford

Generally, you cannot receive a benefit from the Plan until your employment with The Hartford ends.

When You Leave The Hartford

If you leave before age 65 **—** If you leave The Hartford when you are vested, but before you are age 65, you can elect to begin receiving your benefit on the first day of any month before turning 65. When you turn 65, you must begin receiving your benefit. If you leave your benefit in the Plan, your account balance will continue to grow with interest credits until your Benefit Commencement Date.

If you leave after age 65 **—** If you leave The Hartford and its affiliates when you are vested but after age 65, payment of your Plan benefit will begin as soon as possible after you leave, effective as of the first day of the month after your employment ends.

If you are not vested **—** If you aren't vested when you leave The Hartford, you will forfeit the balance in your Plan account. However, if you return to The Hartford within five years, your account will be restored along with any interest credits (but not any Hartford credits) you would have received if you had stayed with The Hartford. If you return to The Hartford after more than five years have passed, once you again become a participant of the Plan, your account will be restored at the value it was as of your earlier termination of employment, but without any interest credits.

If you have an original hire date with The Hartford on or after January 1, 2001, this Section applies to you. If you have an original hire date before that date, Section 1 of this booklet applies to you. If you are an employee with an original hire date before January 1, 2001 and you work for The Hartford beyond December 31, 2008, both Section 1 of this booklet and this Section will apply to you.

If You Become Disabled

If you become disabled while working for the Company and are receiving either short term or long term disability benefits under The Hartford's Income Protection Plan, you will continue to earn both Eligibility Service and interest credits while receiving disability benefits.

While receiving short term disability benefits, you also will continue to receive Hartford credits. Your Hartford credits during the period you are receiving short term disability benefits under the Income Protection Plan will be based on the base pay actually paid to you as short term disability benefits during that period.

If you are receiving long term disability benefits under The Hartford's Income Protection Plan on December 31, 2008 and continue to receive benefits under that plan after that date, then effective as of January 1, 2009 and thereafter you will cease accruing Final Average Pay Formula benefits. Rather, during 2009, while you are receiving long term disability benefits, you will earn Hartford credits under the Cash Balance Formula. Prior to January 1, 2010, for the period during which you receive long term disability benefits, your Hartford Credits are based on 100% of the rate of base pay in effect immediately prior to the date you first become disabled. Special rules apply to sales employees who receive sales incentives as part of their compensation. Contact The Hartford HR Service Center for more details.

On and after January 1, 2010, however, you will no longer earn Hartford credits while receiving long term disability benefits, but will continue to earn interest credits

While you are disabled, you may, if you are vested, elect to retire and start receiving benefit payments from the Plan. However, once you elect to retire and begin payments, you are no longer eligible to receive additional credits. To elect to retire, you must make a request to The Hartford HR Service Center. For additional information, please call 1.877.HR.AT.WORK, Monday through Friday (excluding New York Stock Exchange holidays) between 8:30 A.M. and Midnight, Eastern Time, to speak with a Customer Service Associate.

If you have an original hire date with The Hartford on or after January 1, 2001, this Section applies to you. If you have an original hire date before that date, Section 1 of this booklet applies to you. If you are an employee with an original hire date before January 1, 2001 and you work for The Hartford beyond December 31, 2008, both Section 1 of this booklet and this Section will apply to you.

If you stop receiving Income Protection Plan benefits before you are vested and do not return to active employment with The Hartford, no benefits will be payable under this Plan.

If you have an original hire date with The Hartford on or after January 1, 2001, this Section applies to you. If you have an original hire date before that date, Section 1 of this booklet applies to you. If you are an employee with an original hire date before January 1, 2001 and you work for The Hartford beyond December 31, 2008, both Section 1 of this booklet and this Section will apply to you.

G. Cash Balance Formula: Pre-Retirement Survivor's Benefit

If You Die Before Benefit Payments Begin

Although the Plan is designed mainly to provide a retirement benefit to you, it can also be a valuable source of income for your spouse or other beneficiary in the event you die before your benefit payments begin. The Plan automatically provides this protection if you die:

- After you are vested; and
- Before your benefit payments begin.

Amount and Form of Pre-Retirement Survivor Benefit

The amount of your pre-retirement survivor benefit depends on your account balance at the time of your death. The form of payment for death benefits depends on your marital status at your time of death and who your beneficiary is. However, if your vested account balance (plus the value of any benefits payable under the final average pay portion of the Plan, if applicable) is $5,000 or less, your beneficiary will automatically receive a lump sum payment.

If your vested account balance (plus the value of any benefits payable under the final average pay portion of the Plan, if applicable) is greater than $5,000, your pre-retirement survivor benefit will be paid as follows:

- **If you are single**, and you were vested at the time of death, your designated beneficiary will receive your full account balance as a lump sum payment. Or, he or she can elect to receive a single life annuity based on your full account value.
- **If you are married and *your beneficiary is your spouse***, your spouse will receive a life annuity based on your full account value. Your spouse may elect to receive a lump sum payment, equal to your full account balance, instead.

- **If you are married and *your beneficiary is NOT your spouse***, your beneficiary will receive your full account balance as a lump sum payment. Or, he or she can elect to receive a single life annuity based on your full account value.
- **If your beneficiary is your estate,** your full account balance will be paid in a lump sum.

The amount of any life annuity will be determined by converting your full vested Plan account into an actuarially equivalent annuity for your beneficiary or spouse's life, using the same actuarial assumptions used to determine a participant's Life Annuity.

Payments will begin as soon as administratively possible after your death. However, if your spouse is your beneficiary, he or she must consent for benefit payments to begin before the first day of the month on or next following the day you reach age 65. In addition, your spouse may elect to defer payments to a later date, but not later than the first day of the month coincident with or next following your 65th birthday.

Designating a Beneficiary

If you are married:

- your spouse is automatically your beneficiary; or
- if you are vested, you can name someone other than your spouse as your beneficiary, but you *must* have your spouse's written and notarized consent.

If you are not married, your beneficiary is automatically your estate, unless you properly elect an individual as your beneficiary.

Other Information About Beneficiaries

Your beneficiary designation generally remains in effect until you submit a new beneficiary election. However, any beneficiary designation of someone other than your spouse made prior to the first day of the calendar year in which you reach age 35 and while you are married and employed by The Hartford is automatically cancelled on the earlier of (i) the first day of the calendar year in which you reach age 35 or (ii) the date you terminate employment with The Hartford. As of that date your spouse will be automatically substituted as your beneficiary until you file a new beneficiary designation.

If you are not married and you marry in the future, your beneficiary designation is canceled and by law your spouse automatically becomes your beneficiary.

You may change your beneficiary elections at any time, subject to your spouse's written, notarized consent. You may not name more than one person, nor may you name a trust, as your beneficiary. However, you may name your estate as your beneficiary. Unless a later date is specified, a new designation is effective on the first day of the month that falls on or follows the date your completed beneficiary designation form is received by The Hartford HR Service Center.

If your beneficiary dies before you, and you have not designated another beneficiary, or you do not have a valid beneficiary designation on file at the time of your death, your survivor benefit will automatically be paid to your spouse, if any, otherwise to your estate.

If your spouse is your named beneficiary and your marriage is annulled or you are divorced, your beneficiary will remain your former spouse until you file a new beneficiary designation or you remarry.

You may obtain a form for designating a beneficiary from The Hartford HR Service Center by calling 1.877.HR.AT.WORK, Monday through Friday (excluding New York Stock Exchange holidays) between 8:30 A.M. and Midnight, Eastern Time, to speak with a Customer Service Associate.

If you have an original hire date with The Hartford on or after January 1, 2001, this Section applies to you. If you have an original hire date before that date, Section 1 of this booklet applies to you. If you are an employee with an original hire date before January 1, 2001 and you work for The Hartford beyond December 31, 2008, both Section 1 of this booklet and this Section will apply to you.

H. Cash Balance Formula: How Your Benefit Is Paid

The Cash Balance Formula under the Plan is designed to pay you a single lump sum benefit that you can take with you when you leave The Hartford. However, you can choose to have your vested account balance converted into monthly payments as described below.

Automatic Single Lump Sum Payment

If the value of your vested account balance (plus the value of any benefits payable under the final average pay portion of the Plan, if applicable) is $1,000 or less, you will receive a lump sum payment as soon as administratively possible after you leave The Hartford, and no further payments will be due from the Plan. In this case you may not elect another form of payment.

Normal Forms of Payment

According to current Internal Revenue Service (IRS) rules, and except for amounts subject to the automatic lump sum payment rule described above, pension plan benefits must automatically be paid in certain specified forms depending on whether or not you are married when your benefit payments begin. These are called the "normal forms of payment." The normal forms of payment are:

- ***Life Annuity Option* — If you are not married** when your benefit payments begin, this is the normal method of benefit payment under the Plan unless you elect otherwise. This means that your account balance will be converted to a life annuity which will pay a monthly pension benefit over your lifetime. No benefits are payable to anyone else after your death. The amount of your monthly payments will depend on your account balance and on the interest rate and mortality rate determined under federal law at the time your annuity is scheduled to begin.

  Unless you elect an optional payment form, your benefits will be paid in the normal form.

- ***50% Joint and Survivor Annuity* — If you are married** when your pension benefit payments begin, this will be the normal method of payment, unless you and your spouse elect otherwise. Under a Joint and Survivor Annuity, your earned monthly pension benefit is permanently reduced so that, following your death, 50% of your reduced monthly benefit will continue to be paid to your surviving spouse for his or her lifetime. The amount to be paid will be the actuarial equivalent of the amount payable to you as a single life annuity, using the Plan factors in effect when your pension payments are scheduled to begin. These factors take into account the potential cost of providing additional lifetime income to your spouse. The amount available to you will depend on the amount of the single life annuity at the time you are scheduled to begin to receive your annuity, as well as your and your spouse's ages.

  Unless you elect an optional payment form with your spouse's written notarized consent, your benefits will be payable in the normal form.

Optional Forms of Payment

The following optional payment forms are available:

- ***Lump Sum Payment* —** This option gives you the full value of your account balance in one payment. No further benefits will be payable from the Plan to you or on your behalf. Note that if you take your account balance as a lump sum, you can either:

  - "Roll it over" into an Individual Retirement Account (IRA) or another eligible retirement plan and postpone paying income tax until the money is paid to you, or
  - Take some or all of the money in cash, in which case you will owe income taxes and possibly a 10% penalty tax for that year on the amount you take, if you receive it prior to age 59½.

  For more information regarding the taxation of lump sum payments, see Section 3 of this booklet.

Your exact tax situation will depend on the tax laws at the time you take the money.

A married participant must have the written consent of his or her spouse in order to elect a lump sum payment.

- ***Life Annuity Option* —** This option provides monthly pension payments for the life of the participant only. This is the normal method of payment to a participant who is not married at the time his or her pension payments begin. However, it is an optional form of payment to a participant who is married at the time pension payments begin. A married participant must have the written consent of his or her spouse in order to elect the Life Annuity Option.

- ***Contingent Annuity Option* —** This option is for participants who wish to provide a lifetime income to a beneficiary upon the death of the participant after pension payments begin. Options include 50% and 75% Contingent Annuity elections. For example, if you elected the 50% Contingent Annuity Option, your beneficiary would receive 50% of your reduced pension benefit each month for his or her lifetime in the event that you die before your beneficiary.

  Under the Contingent Annuity Option, you agree to take a smaller income during your retirement in order to provide for continuing income to someone else after your death. The amount of the reduction in your pension benefit depends on the option you elect and the age of both you and your beneficiary at the time your benefits are scheduled to begin. If a married participant elects a Contingent Annuity Option with someone other than his or her spouse as the beneficiary, the participant's spouse must provide written and notarized consent to the election for it to be valid.

If you have an original hire date with The Hartford on or after January 1, 2001, this Section applies to you. If you have an original hire date before that date, Section 1 of this booklet applies to you. If you are an employee with an original hire date before January 1, 2001 and you work for The Hartford beyond December 31, 2008, both Section 1 of this booklet and this Section will apply to you.

Examples of Benefit Amounts

Let's look at an example of how benefit amounts vary. This example shows the different forms of payment and benefit amounts for a vested employee who is married and leaves The Hartford and its affiliates at age 50.

Marilyn, a married Plan participant, leaves The Hartford on June 30, 2016, at age 50 with an account balance of $115,000. She has 15 years of Eligibility Service. Because she is vested, Marilyn can receive her account balance right away. As an alternative, she can leave her account balance in the Plan, where it will continue to grow with interest credits until she elects to receive her benefit. However, she must start receiving her benefit no later than her Normal Retirement Date.

If she wants to begin receiving her benefit immediately, Marilyn can choose from the following payment options.

Option	Amount Starting July 1, 2016	
	To Participant	**To Beneficiary**
50% Joint & Survivor Annuity*	$514.46 per month**	$257.23 per month**
75% Joint & Survivor Annuity*	$506.66 per month**	$380.00 per month**
Lump Sum	$115,000	$ 0
Life Annuity*	$530.81 per month	$ 0

* Monthly annuity amounts are dependent on the interest rate and mortality table in effect at the time your payments are scheduled to begin. This example is based upon the interest rate and mortality table in effect for 2011.

** Amount assumes Marilyn's spouse is also age 50.

If you have an original hire date with The Hartford on or after January 1, 2001, this Section applies to you. If you have an original hire date before that date, Section 1 of this booklet applies to you. If you are an employee with an original hire date before January 1, 2001 and you work for The Hartford beyond December 31, 2008, both Section 1 of this booklet and this Section will apply to you.

Choosing a Form of Payment

Within the 180-day period before your payments begin, you will receive a notice explaining:

- The forms of payment available to you;
- The terms and conditions of each payment form; and
- How each form affects the amount of your benefit payment(s).

Once you receive this information, you can make your election by completing and returning the Election Form to The Hartford HR Service Center indicating the form of your benefit payment. Your form must be received within the 180-day period following the date the above information is provided to you. If you do not return a completed form within this 180 day period and your elected benefit commencement date is prior to your Normal Retirement Date, your benefit commencement date will be changed to a later date. If your elected benefit commencement date is on or after your Normal Retirement Date and you do not return a completed form within the 180 day period, your benefit will be paid in the normal form of payment starting at your Normal Retirement Date or in the month following your termination of employment, if later.

You can elect, change or cancel a form of payment at any time **before** its effective date — the first day of the month you are scheduled to receive your first Plan benefit payment, that is, your Benefit Commencement Date — by advance written notice to The Hartford HR Service Center. If you or your beneficiary dies before your election becomes effective, it is automatically revoked. If your beneficiary dies before the date your election becomes effective, you may make another election. If you are married at the time Plan payments are scheduled to begin, your spouse must provide written, notarized consent to any payment form other than the 50% Joint and Survivor annuity with your spouse as beneficiary. **Once payments begin, you may not change your form of payment or your designated beneficiary.**

If you have an original hire date with The Hartford on or after January 1, 2001, this Section applies to you. If you have an original hire date before that date, Section 1 of this booklet applies to you. If you are an employee with an original hire date before January 1, 2001 and you work for The Hartford beyond December 31, 2008, both Section 1 of this booklet and this Section will apply to you.

I. Cash Balance Formula: Special Service Rules

If You Leave and Are Later Rehired

If you leave The Hartford and are later rehired, the years of Eligibility Service you earned prior to leaving will be reinstated.

If you were a vested Plan participant when your previous employment with The Hartford ended and you are an eligible employee when you are rehired, you will immediately become a Plan participant. If you received a lump sum payment when you left representing the total value of all Plan benefits due you (including any final average pay benefits, if applicable) or are receiving monthly payments from the Plan, your account balance generally will not be restored. However, you will begin to earn new credits as of your date of rehire as an eligible employee. If you were vested but did not receive a lump sum or did not begin to receive your benefit payments after you left The Hartford, and you return as an eligible employee, the credits you receive for your new employment will be added to your account balance when you left (plus any interest credits earned after you left). If you were originally hired prior to January 1, 2001 and received a lump sum for your Cash Balance Formula benefits only and not for your Final Average Pay Formula benefits, when you return as an eligible employee, you have the right to re-pay the amount of lump sum previously received (with interest) in order to re-instate your prior account balance.

If you are not vested when you leave The Hartford and return before your Break in Service equals or exceeds five years, your account balance will also be restored and increased by any interest credits earned after you left The Hartford. If you are not vested when you left the Hartford and your Break in Service equals or exceeds five years, upon your return, your account balance will be restored at the value as of the date you left.

If you are receiving pension annuity payments and you are an eligible employee when you are rehired, your monthly payments will continue during your period of re-employment and your prior account balance will not be restored. You will resume earning new credits under the Plan from your date of rehire as an eligible employee. You should note that, under Company policy, if you are receiving pension payments from the Plan, you generally cannot be rehired within six months of your retirement date.

SECTION 3 – Tax Implications

Income Tax Withholding

THE FOLLOWING INFORMATION IS APPLICABLE TO ALL PARTICIPANTS

For Payments Other than Lump Sum: Federal law requires that payments you receive from the Plan be subject to federal income tax withholding UNLESS YOU ELECT NOT TO HAVE WITHHOLDING APPLY. Before benefit payments are made under the Plan, you or your beneficiary will be given a form on which you must indicate whether or not you want federal income tax withheld from your benefit payment. If you do not complete and return this form, The Hartford is required by law to withhold from your payment the default amount of federal income tax required to be withheld by IRS rules. It is important to remember that, if you elect not to have income tax withholding apply to your payment or if the amount withheld plus any other payments of estimated tax are insufficient to satisfy your overall tax liability, you may incur penalties under the IRS estimated tax rules.

Lump Sum Payments or IRA "Roll-overs": Under certain circumstances, a Plan benefit may be commuted and paid in one lump sum payment. This will automatically apply if the total value of all benefits payable from the Plan (Final Average Pay portion plus Cash Balance portion, if applicable) is $1,000 or less. If you or your beneficiary receives a lump sum payment, no further payments or benefits are due from the Plan.

The Federal Government requires The Hartford to withhold 20% of your lump sum payment for federal income tax purposes. However, you may be able to defer your tax by directly "rolling over" the distribution from the Plan into an Individual Retirement Account (IRA) or into an eligible retirement plan of a new employer.

Before you receive any lump sum payment from the Plan, you will be given a special tax notice. It will provide you with additional details about the requirement for mandatory withholding of Federal taxes and your ability to have the taxable portion of your lump sum directly rolled over to an IRA or other eligible retirement plan.

This section applies to all participants.

You should consult with your tax advisor or the IRS on the tax rules governing a lump sum distribution from a tax-qualified plan like the Plan.

10% Penalty Tax

Because the Plan is designed primarily to supplement your retirement and Social Security benefits, the IRS imposes a 10% early withdrawal penalty tax on certain taxable distributions. The 10% penalty tax will not apply to a lump sum distribution if:

- the payment is made due to your death or disability,
- the payment is transferred directly to an IRA or another eligible retirement plan,
- the payment is rolled over to an IRA or another eligible retirement plan within 60 days of the distribution,
- the payment is made to your spouse or dependent as required under the terms of a qualified domestic relations order,
- the payment is made after you attain age 59½, or
- you terminate employment in or after the year you reach age 55 and then receive the payment.

Your exact tax situation will depend on the tax laws at the time of distribution. At that time, you will receive a notice explaining the tax rules that apply to you. Since tax laws governing such payments are complex and subject to change, you should consult your tax advisor for assistance.

SECTION 4 – Other Important Facts

THE FOLLOWING INFORMATION IS APPLICABLE TO ALL EMPLOYEES.

Type of Plan

The Plan is known as a "defined benefit" type of pension plan under the Employee Retirement Income Security Act of 1974.

The Company

The term the "Company," as used in this booklet, means The Hartford Financial Services Group, Inc., Hartford Fire Insurance Company, and certain affiliated companies who are specifically designated by the Board of Directors of The Hartford Financial Services Group, Inc. as participating in The Hartford Retirement Plan for U.S. Employees (referred to in this booklet as the Plan).

The Hartford

The term "The Hartford," as used in this booklet, means The Hartford Financial Services Group, Inc., Hartford Fire Insurance Company, and any of their affiliated companies.

The Hartford HR Service Center

The Hartford HR Service Center means the duly appointed plan administration representatives of the Plan Administrator.

Plan Administrator

Plan Administrator means the Pension Administration Committee, The Hartford, One Hartford Plaza, Hartford, Connecticut 06155 (telephone: 860-547-5361).

Normal Retirement Date

Your Normal Retirement Date is the first day of the month nearest your 65th birthday, as long as you have at least five years of Eligibility Service at that time. If you don't have five years of

This section applies to all participants.

Eligibility Service at age 65, your Normal Retirement Date is the first day of the month nearest the earlier of the date you complete five years of Eligibility Service or the fifth anniversary of the date you become a participant of the Plan.

Plan Sponsor

The sponsor of The Hartford Retirement Plan for U.S. Employees is The Hartford Financial Services Group, Inc., One Hartford Plaza, Hartford, Connecticut 06155. Telephone: (860) 547-5000.

Plan Administration

A Pension Administration Committee is responsible for administering the Plan and resolving all questions about the operation of the Plan on a fair and equitable basis for all Plan participants. This Committee's address is The Hartford Financial Services Group, Inc., One Hartford Plaza, Hartford, Connecticut 06155.

Fund Management

The Hartford Pension Fund Trust and Investment Committee is responsible for the management of the assets of the Plan. This Committee's address is The Hartford Financial Services Group, Inc., One Hartford Plaza, Hartford, Connecticut 06155.

Plan Funding Agreements

Plan assets and liabilities are evaluated periodically and The Hartford Financial Services Group, Inc. makes contributions based on actuarial calculations to keep the Plan funded on a sound basis. The Plan assets are held by Hartford Life Insurance Company, a subsidiary of The Hartford Financial Services Group, Inc., pursuant to a group annuity contract. The address of the Executive Offices of both The Hartford Financial Services Group, Inc. and Hartford Life Insurance Company is One Hartford Plaza, Hartford, Connecticut 06155.

This section applies to all participants.

Other Information

Plan Records

The Plan and all of its records are kept on a calendar year basis, beginning January 1 and ending December 31 of each year. This period is known as the Plan Year.

Procedure to Obtain Benefits

You must make a request to receive any benefits under the Plan as well as to elect an option. In addition, you (or your beneficiary) must furnish certain information to receive any benefits under the Plan. Appropriate forms are available from The Hartford HR Service Center by calling 1.877.HR.AT.WORK, Monday through Friday (excluding New York Stock Exchange holidays) between 8:30 A.M. and Midnight, Eastern Time, to speak with a Customer Service Associate. Ordinarily, you can make a request any time before you retire. However, you should return any required forms to The Hartford HR Service Center within the 60-day period before you want benefits to start to allow time for your claim to be processed. You should also submit satisfactory evidence of your birth date and your spouse's, if applicable.

If you retire early or leave The Hartford with vested benefits and want your pension benefits to start after you leave but before age 65, you must file a request within the 180-day period before you want payments to begin.

Appealing Denial of Benefits

If you feel your benefit amount has been miscalculated or your right to a Plan benefit has been wrongfully denied, you may file a claim for benefits by submitting the required application to the Director, Retirement Plans, at the Plan Administrator's address. You must be notified within 90 days if any claim for benefits is denied. In special cases where more time is needed to decide, you may be notified that it will take up to 90 additional days. You will receive a written statement explaining in detail the reasons for any denial. The denial notice will also (i) state the Plan provisions or documents on which the denial is based, (ii) provide a description of any information or material required to reverse the denial and explain the need for such material or information, and (iii) describe the procedures you must follow to have your claim reviewed and the time limits applicable, including a statement that you have the right to bring a civil action following an adverse determination or review.

You would then have the right to ask the Pension Administration Committee to review your claim. You must make your request in writing to the Pension Administration Committee within 60 days after your claim was denied. You may have a representative at this review. The Pension Administration Committee will give you a written notice of its decision, which is final, within 60 days. In special cases, the Pension Administration Committee may notify you of the reasons why additional time is needed to resolve your appeal.

Unless you receive notice of a claim or appeal decision within the time limits above, you may proceed as if the claim or appeal has been denied.

You can only bring an action in court after you have completed the Plan’s appeals process. Any such action must be filed in a court no later than twelve (12) months following the date you began receiving benefits from the Plan, or, if earlier, the date you should have begun receiving benefits. Such twelve (12) month period (the “limitation period”) shall be measured without regard to any period of time during which a claim for such benefits is being considered by the Plan. This limitation period is intended to apply without regard to any state or federal statute of limitations that might otherwise apply to an individual’s claim for benefits from the Plan if the Plan were silent on the limitation of claims. Any claim filed after this limitation period has run will be time-barred.

Legal Service

Process can be served on the Company by directing such legal service to the Corporate Secretary, The Hartford Financial Services Group, Inc., One Hartford Plaza, Hartford, Connecticut 06155. Service of process may also be made upon the Pension Administration Committee at The Hartford Financial Services Group, Inc., One Hartford Plaza, Hartford, Connecticut 06155.

This section applies to all participants.

Qualified Domestic Relations Order (QDRO)

In general, benefits under the Plan cannot be assigned to anyone else. However, as required by law, the payment of pensions or vested benefits is subject to compliance with any properly executed and submitted Domestic Relations Order arising out of the dissolution of any Plan participant's marriage. Authority to determine the qualified status of an Order has been delegated to The Hartford HR Service Center. Following a careful review of the Order, The Hartford HR Service Center will determine whether an Order is a Qualified Domestic Relations Order for Plan purposes. A copy of the Plan's procedures for reviewing Domestic Relations Orders is available, at no cost, from The Hartford HR Service Center.

Plan Identification Numbers

The Plan is identified by the following numbers under Internal Revenue Service rules.

Employer Identification Number:

13-3317783 (assigned by the IRS to the Plan sponsor)

Plan Number:

001 (assigned by The Hartford under IRS instructions)

Plan Continuance

The Company expects and intends to continue the Plan indefinitely. However, the Company reserves the right (i) to amend, modify, alter or change the Plan at any time and for any reason, at the sole discretion of the Board of Directors of Hartford Fire Insurance Company or the Board of Directors of The Hartford Financial Services Group, Inc. and (ii) to terminate the Plan at any time and for any reason at the sole discretion of the Board of Directors of The Hartford Financial Services Group, Inc. In addition, the Pension Administration Committee has been delegated the authority to make amendments or changes to the Plan that do not involve a material additional cost to The Hartford. If the Plan is terminated or contributions completely discontinued, Plan participants will be fully vested in their rights under the Plan to the extent then funded, in the order of preference specified in the Plan or by law — subject to certain IRS limitations which may be imposed on higher paid employees under certain specified conditions.

This section applies to all participants.

Certain Insured Benefits

Prior to retirement, and for retirees since January 1, 2004, your benefits under the Plan are insured by the Pension Benefit Guarantee Corporation (PBGC), a federal insurance agency. If the Plan terminates (ends) without enough money to pay all benefits, the PBGC will step in to pay pension benefits. Most people receive all of the pension benefits they would have received under their plan, but some people may lose certain benefits.

Generally, the PBGC guarantees normal retirement benefits, early retirement benefits, certain disability benefits if you become disabled before the Plan terminates and certain survivor benefits. The PBGC also guarantees vested benefits at the level in effect on the date of Plan termination. However, the PBGC does not guarantee all types of benefits under covered plans, and the amount of benefit protection is subject to certain limitations.

The PBGC guarantee generally does not cover:

1. Benefits greater than the maximum guaranteed amount set by law for the year in which the Plan terminates;
2. Some or all of the benefit increases and new benefits based on Plan provisions that have been in place for fewer than five years at the time the Plan terminates;
3. Benefits that are not vested because you have not worked long enough for the company;
4. Benefits for which you have not met all of the requirements at the time the Plan terminates;
5. Certain early retirement payments (such as supplemental benefits that stop when you become eligible for Social Security) that result in an early retirement monthly benefit greater than your monthly benefit at the Plan's normal retirement age; and
6. Non-pension benefits, such as health insurance, life insurance, certain death benefits, vacation pay and severance pay.

Even if some of your benefits are not guaranteed, you still may receive some of those benefits from the PBGC, depending on how much money the Plan has and how much the PBGC collects from the employers. However, if there are any Plan benefits above the limitations described above which are not provided because of insufficient Plan assets or lack of PBGC guarantees, such benefits may not be payable by the Plan, The Hartford, or the PBGC.

For more information about the PBGC and the benefits it guarantees, contact the Pension Administration Committee or the PBGC. Inquiries to the PBGC should be addressed to:

PBGC
Technical Assistance Division
1200 K Street, N.W.
Suite 930
Washington, D.C. 20005-4026

You can also call the PBGC at (202) 326-4000 (not a toll-free number). TTY/TDD users may call the federal relay service toll-free at 1 (800) 877-8339 and ask to be connected to (202) 326-4000. Additional information about the PBGC's pension insurance program is available through the PBGC website on the Internet at http://www.pbgc.gov.

Benefits from Other Plans

If you are entitled to retirement benefits for the same period of service under both this Plan and another Plan to which The Hartford or any of its affiliated companies has contributed, benefits under this Plan will be offset by benefits payable under the other Plan. However, you will receive no less from both Plans than the full amount payable under the benefit provisions of this Plan.

Social Security

The retirement benefits provided by Social Security supplement your Plan income. It is important, therefore, to know some key facts about Social Security. You can get more information — and apply for benefits when the time comes — at your local Social Security office.

If you were born before January 1, 1938, full Social Security benefits begin at age 65. If you were born on or after that date, full benefits begin between age 65 and 67, depending on your date of birth. You can elect to begin receiving reduced benefits at any time after age 62. Your spouse will also receive benefits at the retirement ages described above, based on your earnings, unless he or she is entitled to higher benefits based on his or her own earnings.

To cover the cost of Social Security, each year you and The Hartford pay equal taxes on your earnings up to the Social Security taxable wage limit. The amount of your benefits depends, in general, on your average monthly earnings covered by Social Security taxes.

In addition to retirement benefits, Social Security provides:

- Full benefits for disability;
- Survivor benefits; and
- Hospital-surgical benefits under Medicare.

Social Security Benefit Payments Are Not Automatic
Social Security benefits and Medicare coverage are not automatically payable. You must apply for them. You can contact your local Social Security office for details.

Maximum Benefits/Legal Limitations

Internal Revenue Service (IRS) regulations impose certain limitations on the amount of benefits that may be paid under qualified retirement plans. These limitations normally apply only to the highest paid employees. The limitations are subject to periodic change by the IRS.

In addition, other government rules apply if the value of benefits payable to certain key employees exceeds 60% of the total benefits under all Company defined benefit and defined contribution benefit plans. Normally, these rules do not apply to plans of large organizations like The Hartford. In the unlikely event they would ever apply, certain steps would have to be taken to keep these plans qualified. These steps include acceleration of vesting and the application of special minimum benefits for non-key employees. If this should ever occur, which we do not anticipate, you will be notified if your benefits are affected.

This section applies to all participants.

Plan Documents

This booklet describes only the highlights of the Plan and does not attempt to cover all of its details. Complete details of the Plan can be found in the official Plan document and Funding Agreements, which legally govern the operation of the Plan. In the event of any conflict between the official documents and this booklet, the official documents will prevail. These documents, as well as the annual report of Plan operations as filed with the U.S. Department of Labor, are available for review during normal working hours at the office of the Plan Administrator, The Hartford, One Hartford Plaza, Hartford, Connecticut 06155. Upon written request to The Hartford HR Service Center, copies of any of these documents will be furnished to any Plan participant or beneficiary within 30 days. A nominal cost may be charged for this.

Your Rights Under ERISA

The following is a statement of your rights under Federal pension law, as required by the U.S. Department of Labor.

As a participant in The Hartford Retirement Plan for U.S. Employees, you are entitled to certain rights and protections under the Employee Retirement Income Security Act of 1974 (ERISA). ERISA provides that all Plan participants are entitled to:

Receive Information About Your Plan and Benefits

- Examine, without charge, at the Plan Administrator’s office and at other specified locations, all documents governing the Plan, including Plan documents, insurance contracts and a copy of the latest annual report (Form 5500 Series) filed by the Plan with the U.S. Department of Labor and available at the Public Disclosure Room of the Employee Benefits Security Administration.
- Obtain copies of documents governing the operation of the Plan, including insurance contracts and copies of the latest annual report (Forms 5500 Series) and updated summary plan description on written request to the Plan Administrator. The Plan Administrator will make a reasonable charge for the copies.

This section applies to all participants.

- Receive a summary of the Plan's annual financial report. The Plan Administrator is required by law to furnish each participant with a copy of this summary annual report.
- Obtain a statement telling you whether you have a right to receive a pension at normal retirement age (generally age 65), and if so, what your benefits would be at normal retirement age if you stop working under the Plan now. If you do not have a right to a pension, the statement will tell you how many more years you have to work to get a right to a pension. This statement must be requested in writing and is not required to be given more than once every twelve (12) months. The Plan must provide the statement free of charge.

Prudent Actions by Plan Fiduciaries

In addition to creating rights for Plan participants, ERISA imposes duties on the people who are responsible for the operation of the Plan. The people who operate the Plan, called "fiduciaries," have a duty to do so prudently and in the interest of you and other Plan participants and beneficiaries.

No one, including your employer or any other person, may fire you or otherwise discriminate against you in any way to prevent you from obtaining a pension benefit or exercising your rights under ERISA.

Enforce Your Rights

If your claim for a pension benefit is denied or ignored, in whole or in part, you must receive a written explanation of the reason for the denial and you have the right to obtain copies of documents relating to the decision without charge. You have the right to have the Plan review and reconsider your claim (i.e. to appeal the denial), all within certain time schedules.

Under ERISA, there are steps you can take to enforce the above rights. For instance, if you request a copy of the Plan documents or the latest annual report from the Plan and do not receive them within 30 days, you may file suit in a Federal court. In such a case, the court may require the Plan Administrator to provide the materials and pay you up to $110 a day until you receive the materials, unless the materials were not sent because of reasons beyond the control of the Plan Administrator. If you have a claim for benefits which is denied or ignored, in whole or in part, you may file suit in a state or Federal court. In addition, if you disagree with the Plan's decision or lack thereof concerning the qualified status of a domestic relations order, you may file suit in Federal court. If it should happen that Plan fiduciaries misuse the Plan's money, or if you are discriminated against for asserting your rights, you may seek assistance from the U.S. Department of Labor, or you may file suit in a Federal court.

The court will decide who should pay court costs and legal fees. If you are successful, the court may order the person you have sued to pay these costs and fees. If you lose, the court may order you to pay these costs and fees, if, for example, it finds your claim is frivolous.

Assistance with Your Questions

If you have any questions about the Plan, you should contact the Plan Administrator. If you have any questions about this statement or about your rights under ERISA, or if you need assistance in obtaining documents from the Plan Administrator, you should contact the nearest area office of the Employee Benefits Security Administration, U.S. Department of Labor listed in your telephone directory, or you can write to:

Division of Technical Assistance and Inquiries
Employee Benefits Security Administration
U.S. Department of Labor
200 Constitution Avenue, N.W.
Washington, D.C. 20210

You may also obtain certain publications about your rights and responsibilities under ERISA by calling the publications hotline of the Employee Benefits Security Administration.