Edgar Filing: Subbotin Alexey - Form 4

| Subbotin Alex Form 4 | key | | | | | | | | | | |
|---------------------------------------------------------------------------------------------|-----------------------------------|--------------------------|-------------------------------------------------------------------------------------------|----------------------------------------|--------------------------------------------------|------------------------------|--------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------|-------------------------------------------------------------------|--|
| August 03, 20 | 07 | | | | | | | | | | |
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| FORM 4 UNITED STATES SECURITIES AND EXCHANGE CON Washington, D.C. 20549 | | | | | | OMMISSION | OMB 3235-028 | | | | |
| Check this if no longe subject to Section 16 Form 4 or Form 5 obligations | Section 16 | SECURI (a) of the | Expires: January 31, 2005 Estimated average burden hours per response 0.5 | | | | | | | | |
| may contir <i>See</i> Instruct 1(b). | iue. | | of the Inv | • | . | | | 1935 or Section | | | |
| (Print or Type Re | esponses) | | | | | | | | | | |
| 1. Name and Address of Reporting Person <u>*</u> Subbotin Alexey | | | 2. Issuer Name and Ticker or Trading Symbol GOLDEN TELECOM INC [GLDN] | | | | | 5. Relationship of Reporting Person(s) to Issuer | | | |
| (Last) | (First) | (Middle) | 3. Date of Earliest Transaction | | | | | | neck all applicable) | | |
| 2831 29TH STREET, NW (Street) | | | (Month/Day/Year) 08/01/2007 4. If Amendment, Date Original Filed(Month/Day/Year) | | | | | Director 10% Owner X Officer (give title Other (specify below) Director, Investor Relations 6. Individual or Joint/Group Filing(Check Applicable Line) X_ Form filed by One Reporting Person Form filed by More than One Reporting | | | |
| | | | | | | | | | | | |
| (City) | (State) | (Zip) | Table | I - Non-De | rivative S | ecuri | ties Acqu | iired, Disposed of, | or Beneficiall | y Owned | |
| 1.Title of Security (Instr. 3) | 2. Transaction E (Month/Day/Ye | ar) Execut any | emed ion Date, if n/Day/Year) | 3. Transactio Code (Instr. 8) | 4. Securi on(A) or Di (Instr. 3, Amount | ispose 4 and (A) or | d of (D) | 5. Amount of Securities Beneficially Owned Following Reported Transaction(s) (Instr. 3 and 4) | 6. Ownership Form: Direct (D) or Indirect (I) (Instr. 4) | 7. Nature of Indirect Beneficial Ownership (Instr. 4) | |
| Acquisition of Common Stock | 08/01/2007 | | | M | 5,000 | A | \$ 24.890 | 5 000 | D | | |
| Sale of Common Stock | 08/01/2007 | | | S | 5,000 | D | \$ 28.904 | 4 0 | D | | |

Reminder: Report on a separate line for each class of securities beneficially owned directly or indirectly.

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Table II - Derivative Securities Acquired, Disposed of, or Beneficially Owned (e.g., puts, calls, warrants, options, convertible securities)

| 1. Title of Derivative Security (Instr. 3) | 2. Conversion or Exercise Price of Derivative Security | 3. Transaction Date (Month/Day/Year) | 3A. Deemed Execution Date, if any (Month/Day/Year) | 4. Transactic Code (Instr. 8) | onof Derivative Securities | | 6. Date Exercisable and Expiration Date (Month/Day/Year) | | 7. Title and Amount of Underlying Securities (Instr. 3 and 4) | |
|-----------------------------------------------------|-----------------------------------------------------------------------|-----------------------------------------|-------------------------------------------------------------|----------------------------------------|-------------------------------|-------|----------------------------------------------------------------|--------------------|---------------------------------------------------------------------|----------------------------------------|
| | | | | Code V | (A) | (D) | Date Exercisable | Expiration Date | Title | Amount or Number of Shares |
| Stock Appreciation Rights (1) | \$ 24.896 | 08/01/2007 | | М | | 5,000 | (2) | 08/01/2011 | Common Stock | 5,000 |

Reporting Owners

| Reporting Owner Name / Addre | SS | Relationships | | | | | | |
|-----------------------------------------------------------------|------------|---------------|------------------------------|-------|--|--|--|--|
| | Director | 10% Owner | Officer | Other | | | | |
| Subbotin Alexey 2831 29TH STREET, NW WASHINGTON, DC 20008 | | | Director, Investor Relations | | | | | |
| Signatures | | | | | | | | |
| /s/ Alexey Subbotin (|)8/03/2007 | | | | | | | |

<u>**</u>Signature of Reporting Person Date

Explanation of Responses:

- * If the form is filed by more than one reporting person, see Instruction 4(b)(v).
- ** Intentional misstatements or omissions of facts constitute Federal Criminal Violations. See 18 U.S.C. 1001 and 15 U.S.C. 78ff(a).

Owing to ambiguities and inconsistencies in the legislation of the countries in which some of the Issuer's employees live, the Compensation Committee of the Board of Directors decided not to issue stock to the Issuer's Russian employees, including Mr. Subbotin. Instead, as part of the Issuer's key employee incentive and retention policy, the Issuer established the Golden Telecom Incentive Bonus Program, whereby the Issuer issues stock to a trust in numbers corresponding to the level of financial incentive the Issuer wishes to award

(1) If orgram, whereby the issuer issues stock to a trust in humbers corresponding to the rever of inflateral incentive the issuer where to a water is eligible employees. When eligible employees, including Mr. Subbotin, desire and are eligible to receive the economic benefits of the stock, they inform the Issuer and the Issuer, in turn, advises the trustee, who sells an appropriate number for contribution to the trust. Upon request of the Issuer and the employee, the funds available in the trust may be disbursed to eligible employees in the form of incentive bonuses.

10,000 shares are fully vested. The remaining shares will vest in increments of 5,000 each on August 1, 2008 and August 1, 2009,(2) respectively. The undersigned has agreed that the maximum amount of cash that he can receive upon exercise of the SAR is the difference between \$53.80 and the exercise price (\$24.896).

Note: File three copies of this Form, one of which must be manually signed. If space is insufficient, *see* Instruction 6 for procedure. Potential persons who are to respond to the collection of information contained in this form are not required to respond unless the form displays a currently valid OMB number.