

THE EASTERN COMPANY

EXECUTIVE OFFICE

March 10, 2015
**CERTIFIED MAIL/
RETURN RECEIPT REQUESTED**

U.S. Department of Labor
Employee Benefits Security Administration
Top Hat Plan Exemption
Room N-1513
200 Constitution Avenue, N.W.
Washington, DC 20210

2015 MAR 16 PM 3:00
U.S. MAIL

Re: Change in Control Agreements between The Eastern Company and Certain Executive Officers effective as of January 1, 2015

Dear Sir or Madam:

In order to comply with the reporting and disclosure requirements of Part 1 of Title I of the Employee Retirement Income Security Act of 1974, and pursuant to Regulation Section 2520.104-23 of the Department of Labor, the undersigned hereby submits the following:

- (1) Name of Plan:

Change in Control Agreements between The Eastern Company and Certain Executive Officers effective as of January 1, 2015 (collectively, the "Agreements")
- (2) Name and Address of Employer:

The Eastern Company
112 Bridge Street
P.O. Box 460
Naugatuck, CT 06770
- (3) Employer ID No.: 06-0330020
- (4) The Employer maintains the Agreements to provide deferred compensation to members of a select group of management or highly compensated employees.
- (5) Number of Such Plans Maintained by Employer: Four (4)
- (6) Number of Employees Participating in All Such Plans: Ten (10)

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The Employer maintains three other nonqualified deferred compensation arrangements in addition to the Agreements. The Employer maintains the Employment Agreement between The Eastern Company and its Chief Executive Officer and the Supplemental Retirement Plan for the Chief Executive Officer of The Eastern Company in order to provide deferred compensation to the chairman, president and chief executive officer of the Employer. The Employer also maintains another deferred compensation arrangement to provide deferred compensation to the former chief executive officer of the Employer. The arrangements are maintained solely for the purpose of providing deferred compensation to a select group of management or highly compensated employees of the Employer.

Very truly yours,
THE EASTERN COMPANY

By: Theresa P. Dews
Name: Theresa P. Dews
Title: Secretary

CERTIFIED MAIL



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