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 BOSTON, MA 02210  
 UNITED STATES US

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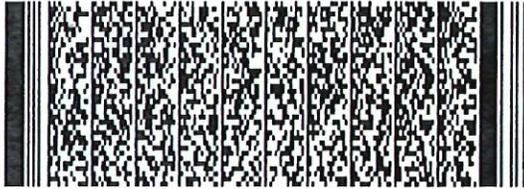
TO **KEN MESSINA**  
**MA DIVISION OF CAREER SERVICES**  
**19 STANIFORD STREET**  
**FIRST FLOOR**  
**BOSTON MA 02114**

58H141202259F2

(617) 946-4866  
 INV:  
 PO:

REF: 037433-000001

DEPT:



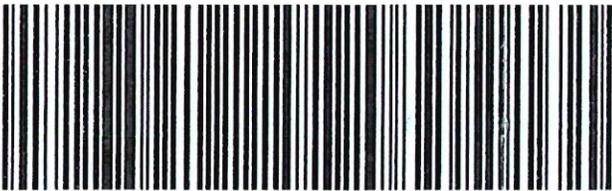
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December 2, 2025

Ken Messina  
Statewide Rapid Response Manager  
Massachusetts Division of Career Services  
19 Staniford Street, First Floor  
Boston, MA 02114  
[kmessina@detma.org](mailto:kmessina@detma.org)

Re: WARN Notice of Layoffs

Dear Mr. Messina:

We write to respectfully inform you that circumstances will require Eastern Bank to conduct a layoff in conjunction with our recent merger with HarborOne Bank. Pursuant to the Worker Adjustment and Retraining Notification Act of 1988, this letter serves to give you at least 60 days' advance notice of the layoff.

The layoff will affect employees at the former corporate offices of HarborOne Bank at 770 Oak Street Extension in Brockton. Eastern plans to maintain the 770 Oak Street building for its ongoing operations and to continue with its longstanding philanthropic support in the community through the Eastern Bank Foundation. Terminations associated with the layoff will take place beginning on February 21, 2026, to about May 31, 2026.

We expect the terminations associated with the layoff to be permanent in nature although we will continue to work to find positions for impacted employees from now until terminations begin on February 21, 2026.

A chart listing the positions affected and the number of people affected in each such position is attached.

The employees selected for layoff are not represented by any labor union and do not have bumping rights of any kind.

If you have any questions about this required notice, please contact me at [bmiller@seyfarth.com](mailto:bmiller@seyfarth.com) or (617) 946-4806.

Very truly yours,

SEYFARTH SHAW LLP



Barry J. Miller

BJM  
Enclosures

**Individuals Affected By February 21, 2026 Reduction in Force at Eastern Bank facility at 770 Oak Street Ext., Brockton MA**

<b>Title</b>	<b>Number of Individuals Affected</b>
Administrative Assistant	2
AVP, Credit Officer	1
AVP, Digital Product Manager	1
AVP, Field Operations Manager	1
AVP, Loan Review Officer	1
AVP, Risk Data and Reporting Analyst	1
AVP, Risk Officer	1
AVP, Senior Financial Analyst	1
AVP, Senior Treasury Analyst	1
AVP, Systems Security Officer	1
Benefits Analyst	1
BSA and AML Specialist II	3
Business Intelligence Consultant	1
Call Center Logistics Analyst	1
CML Loan Closing Analyst I	1
CML Loan Operations Analyst	1
CML Sr. Loan Closing Analyst	1
Consumer & Residential Portfolio Analyst	1
Consumer Asset Specialist	1
Credit Analyst III	1
Customer Experience Program Manager	1
Data Analyst-Managed Assets	1
Deposit Operations Senior Specialist	2
Desktop Analyst III	1
Desktop Manager	1
eBanking Product Support Specialist	1
EVP, Chief Financial Officer	1
EVP, Chief Risk Officer	1
Fraud Prevention Manager	1
Fraud Prevention Specialist	2
FVP, Regional Vice President	1
FVP, Technology Operations & Chief Project Officer	1
Lead Fraud Investigator	1
Loan Operations Specialist	3
Marketing Specialist	1
Operations Technology Specialist	1
Senior Administrative Assistant	1
SVP, Chief Information Officer	1
SVP, Chief Marketing Officer	1
SVP, Operations Transformation	1
Systems Engineer I	1
Systems Engineer II	1

VP, Cash Management Officer	1
VP, Compliance Officer	1
VP, Consumer & Residential Lending	1
VP, Consumer Lending Underwriting Manager	1
VP, Director of Cash Management	1
VP, Employee Experience & Talent Manager	1
VP, EPMO & IT Governance	1
VP, Systems Engineer III	1
VP, Technology Solutions	1
<b>Grand Total</b>	<b>58</b>

**Individuals Affected By March 27, 2026 Reduction in Force at Eastern Bank facility at 770 Oak Street Ext., Brockton MA**

<b>Title</b>	<b>Number of Individuals Affected</b>
AVP, Customer Relationship Management Analyst	1
FVP, BSA and Fraud Prevention Officer	1
Network Engineer II	1
Senior Accountant	2
Senior Accountant, Vendor Management	1
Staff Accountant	2
SVP, SEC and Regulatory Reporting Manager	1
VP, Business Intelligence & Reporting	1
VP, Corporate Controller	1
VP, Enterprise Solutions Architect	1
VP, Financial Reporting Senior Analyst	1
VP, General Ledger Controller	1
<b>Grand Total</b>	<b>14</b>

**Individuals Affected By April 24, 2026 Reduction in Force  
at Eastern Bank facility at 770 Oak Street Ext., Brockton  
MA**

Title	Number of Individuals Affected
FVP, Total Rewards	1
EVP, Chief Banking Officer	1
	<b>2</b>

**Individuals Affected By May 22, 2026 Reduction in Force  
at Eastern Bank facility at 770 Oak Street Ext., Brockton  
MA**

Title	Number of Individuals Affected
Payroll Specialist	1
<b>Grand Total</b>	<b>1</b>