

## Summary Annual Report

For

### GLATFELTER RETIREMENT PLAN FOR SALARIED EMPLOYEES

This is a summary of the annual report for the GLATFELTER RETIREMENT PLAN FOR SALARIED EMPLOYEES, (Employer Identification No. 23-0628360, Plan No. 020) for the period January 1, 2007 to December 31, 2007. The annual report has been filed with the Employee Benefits Security Administration, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

#### BASIC FINANCIAL STATEMENT

Benefits under the plan are provided by a trust (benefits are provided in whole from trust funds). Plan expenses were \$12,554,709. These expenses included \$2,092,633 in administrative expenses and \$10,462,076 in benefits paid to participants and beneficiaries. A total of 1,840 persons were participants in or beneficiaries of the plan at the end of the plan year, although not all of these persons had yet earned the right to receive benefits.

The value of plan assets, after subtracting liabilities of the plan, was \$313,239,237 as of December 31, 2007 compared to \$299,996,631 as of January 1, 2007. During the plan year the plan experienced an increase in its net assets of \$13,242,606. This increase includes unrealized appreciation or depreciation in the value of plan assets; that is, the difference between the value of the plan's assets at the end of the year and the value of the assets at the beginning of the year, or the cost of assets acquired during the year. The plan had total income of \$25,797,315, including earnings from investments of \$25,797,315.

#### MINIMUM FUNDING STANDARDS

An actuary's statement shows that enough money was contributed to the plan to keep it funded in accordance with the minimum funding standards of ERISA.

#### YOUR RIGHTS TO ADDITIONAL INFORMATION

You have the right to receive a copy of the full annual report, or any part thereof, on request. The items listed below are included in that report:

1. An accountant's report;
2. Financial information and information on payments to service providers;

3. Information regarding any common or collective trust, pooled separate accounts, master trusts or 103-12 investment entities in which the plan participates; and
4. Actuarial information regarding the funding of the plan.

To obtain a copy of the full annual report, or any part thereof, write or call the office of

P. H. Glatfelter Company  
Employee Benefits Department  
96 South George Street  
York, PA 17401  
23-0628360 (Employer Identification Number)  
717-225-4711

You also have the right to receive from the plan administrator, on request and at no charge, a statement of the assets and liabilities of the plan and accompanying notes, or a statement of income and expenses of the plan and accompanying notes, or both. If you request a copy of the full annual report from the plan administrator, these two statements and accompanying notes will be included as part of that report. These portions of the report are furnished without charge.

You also have the legally protected right to examine the annual report at the main office of the plan:

P. H. Glatfelter Company  
96 South George Street  
York, PA 17401

and at the U.S. Department of Labor in Washington, D.C., or to obtain a copy from the U.S. Department of Labor upon payment of copying costs. Requests to the Department should be addressed to: U.S. Department of Labor, Employee Benefits Security Administration, Public Disclosure Room, 200 Constitution Avenue, NW, Suite N-1513, Washington, D.C. 20210.