



November 2007

TO: All U.S. Employees, Retirees and their Families

FROM: George H. Glatfelter II
Chairman & Chief Executive Officer

SUBJECT: Wellness & Health Management: Your Health - Your Life

You've heard the saying, "If you don't have your health, you don't have anything." There is a lot of truth in that. Healthy lifestyles allow us to spend quality time with our family and friends, doing the things we enjoy most. Learning and practicing healthy choices will not only improve our quality of life today but can extend that quality of life well into our retirement years.

Beginning in 2008, Glatfelter is making a financial commitment to create wellness and health management programs to provide stronger tools to promote healthy lifestyles for Glatfelter PEOPLE and their families. We believe this investment is the right thing to do and will be designed to provide strong educational information and programs to help improve the quality of your health by encouraging changes to promote a healthier lifestyle.

Specifically the wellness programs will be designed to provide regular health information venues for our employees and to provide the tools necessary to make better and informed health-care decisions. Health management programs will be put in place to support employees who are currently dealing with a chronic disease or illnesses. These programs will be managed by the experts at CHD Meridian Healthcare (the same company that manages our on-site medical center in Ohio). More specific details will be provided during the first quarter of 2008.

Health care costs across the U.S. continue to grow at an alarming rate. While Glatfelter PEOPLE have helped to address this challenge by using the tools provided through our various medical and prescription programs, medical experts suggest that wellness and health management programs provide employees' additional tools to address their health needs while keeping medical spending in better control.

Improving your personal health is a WIN-WIN for your family and the Company. You and your family win by improving the quality of your life and reducing your out-of-pocket costs for health care. The Company wins because when you are healthier, you are more productive while at work and we pay less in health care costs too.

Our goal is to actively involve all Glatfelter PEOPLE and their families in improving their health. Watch for more information on these important programs and consider the steps you can take to improve your health and your life.

To a healthier 2008!