EQUAL EMPLOYMENT OPPORTUNITY POLICY

It is the continuing policy of Glatfelter and its subsidiaries, including the Glatfelter Pulp Wood Company, that all persons are entitled to equal employment opportunities, regardless of race, color, age, religion, gender, marital status, national origin, ancestry, disability, membership in the uniformed services, status as a disabled veteran, Armed Forces service medal veteran, recently separated veteran, or other protected veteran. In this context, it is the policy of the company to seek and employ the best qualified people available to fill established job openings and to provide equal opportunities for the advancement of all employees. Glatfelter is committed to complying with all federal, state and local laws and regulations pertaining to equal employment opportunity.

As a U.S. government contractor, Glatfelter takes affirmative action to insure the implementation of this policy. The policy of non-discrimination shall prevail throughout every aspect of the employment relationship including but not limited to: recruitment, selection, placement, Company-sponsored training, education, compensation, benefits, promotion, transfer, layoff, recall, and termination.

The administration, control, and coordination of the Company’s Equal Employment Opportunity Policy and Affirmative Action Program are the responsibilities of the Company’s Human Resources Department. Any questions, concerns, complaints concerning this policy should be addressed to the Human Resources Department, the Company Legal Department, or the Integrity Helpline, (800) 346-1676.

__________________________

Dante C. Parrini
Chairman and Chief Executive Officer

William T. Yanavitch II
Vice President, Human Resources & Administration

DO NOT REMOVE FROM BULLETIN BOARDS

Updated 05/04/2011