

GLATFELTER P H CO  
Form 8-K  
February 04, 2005

UNITED STATES  
SECURITIES AND EXCHANGE COMMISSION  
WASHINGTON, D.C. 20549

FORM 8-K

CURRENT REPORT

Pursuant to Section 13 or 15(d) of the Securities Exchange Act of 1934

Date of Report (Date of Earliest Event Reported):

January 31, 2005

P. H. Glatfelter Company

(Exact name of registrant as specified in its charter)

Pennsylvania

001-03560

23-0628360

(State or other jurisdiction  
of incorporation)

(Commission  
File Number)

(I.R.S. Employer  
Identification No.)

96 S. George Street, Suite 400, York,  
Pennsylvania

17401

(Address of principal executive offices)

(Zip Code)

Registrant's telephone number, including area code:

717 225 4711

Not Applicable

Former name or former address, if changed since last report

Check the appropriate box below if the Form 8-K filing is intended to simultaneously satisfy the filing obligation of the registrant under any of the following provisions:

- Written communications pursuant to Rule 425 under the Securities Act (17 CFR 230.425)
- Soliciting material pursuant to Rule 14a-12 under the Exchange Act (17 CFR 240.14a-12)
- Pre-commencement communications pursuant to Rule 14d-2(b) under the Exchange Act (17 CFR 240.14d-2(b))
- Pre-commencement communications pursuant to Rule 13e-4(c) under the Exchange Act (17 CFR 240.13e-4(c))



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**Item 1.01. Entry into a Material Definitive Agreement.**

On January 31, 2005, P. H. Glatfelter Company (the "Company") and C. Matthew Smith, Vice President and Treasurer of the Company entered into a Severance Agreement and General Release (the "Agreement"). Pursuant to the Agreement, the Company agreed to provide severance and related benefits to Mr. Smith generally consisting of one year's salary, vacation, health care continuation, outplacement services, and vested and unpaid incentive compensation previously granted under the Company's 1992 Key Employee Long-Term Incentive Plan. The foregoing description of the Agreement is not complete and is qualified in its entirety by reference to the Agreement, which is filed herewith as Exhibit 10.1.

**Item 9.01. Financial Statements and Exhibits.**

Severance Agreement and General Release, dated January 31, 2005, filed herewith.

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**SIGNATURES**

Pursuant to the requirements of the Securities Exchange Act of 1934, the registrant has duly caused this report to be signed on its behalf by the undersigned hereunto duly authorized.

P. H. Glatfelter Company

*February 4, 2005*

By: *John P. Jacunski*

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*Name: John P. Jacunski*

*Title: Vice President and Corporate Controller*

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Exhibit Index

<b><u>Exhibit No.</u></b>	<b><u>Description</u></b>
10.1	Severance Agreement and General Release dated January 31, 2005