



News Release

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FOR IMMEDIATE RELEASE

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A.O. SMITH RECEIVES FACET OF HR EXCELLENCE AWARD FROM MTSHRM AND NACC

ASHLAND CITY, Tenn. (June 2, 2008) – A. O. Smith has announced it has been awarded the 2008 Facet of HR Excellence Award for Human Resource Management Practices from the Middle Tennessee Society for Human Resource Management (MTSHRM) and the Nashville Area Chamber of Commerce (NACC).

The Facet of HR Excellence award is designed to recognize quality human resources policies and practices in Nashville-based organizations. Now in its seventh year, judging is based on excellence in any one of the following five categories: HR strategy; HR management practices; employee education, training and development; measurement of the HR performance and employee well-being and engagement.

A. O. Smith will be recognized at an awards luncheon on Thursday, June 12, at the Cool Springs Embassy Suites. Steve Harrison, author and chairman of Lee Hecht Harrison, a global career management services company, will be the keynote speaker. A.O. Smith will also have the opportunity to present their best practices at a community work shop in September sponsored by MTSHRM.

Previous winners of the Facet award include: Barge Waggoner Sumner and Cannon, Metro Nashville Airport Authority, Renel Care Group, State Farm Insurance, RJ Young, Genesco and KraftCPAs.

About A. O. Smith:

Headquartered in Ashland City, Tenn., A. O. Smith Water Products Company is a leading manufacturer and marketer of residential and commercial water heaters and hydronic boilers. A. O. Smith offers contractors an additional competitive advantage in that the

company designs, builds, distributes and field supports the world's broadest and deepest line of residential and commercial water heaters, as well as commercial boilers. This single-source concept simplifies ordering, installation and service and is backed by more than 70 years of research and innovation.

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