

## O'Charley's Announces Human Resources Organization Changes

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### Randy Harris Resigns as Chief Human Resources Officer

O'Charley's Inc. (NASDAQ/NM: CHUX), a leading casual-dining restaurant company, announced today that Dr. Steve McMillan has been promoted to the new position of Vice President of Training and Human Resource Development, and that Bob Luz has been promoted to the new position of Vice President of Field Human Resources. Both executives will report to Gregory L. Burns, the Company's Chairman and Chief Executive Officer. In his new position, McMillan will direct all of the Company's training and human resource development activities. McMillan, age 54, joined the Company in May of 2006 as Vice President of Human Resource Development. In his new position Luz will oversee human resource field operations for all three of the Company's restaurant concepts. Luz, age 47, joined Ninety Nine Restaurant in 1999, and has served as its Vice President of Human Resources.

The Company also announced that Randy Harris, Chief Human Resources Officer, has resigned effective October 5, 2007 to pursue other interests. The Company does not plan to replace him, but will instead reorganize the human resources function and divide his responsibilities between McMillan, Luz, and other executives. The Company expects that severance costs relating to Harris' departure and other changes to the human resources organization will impact third quarter results by \$0.03 per diluted share. This charge was not reflected in the fiscal year guidance issued by the Company with the release of its second quarter results on August 9, 2007.

'Since joining us in October of 2005, Randy Harris has made major contributions to the ongoing transformation of our Company,' said Burns. 'He helped me recruit our strong executive team, consolidated employee benefit plans, and began the process of evaluating, developing and training managers at all levels of the organization. With much of this work completed or underway, we wish Randy continued success as he pursues the next phase of his career. Along with Randy, Steve McMillan and Bob Luz have made major contributions to the development and implementation of our strategic initiative to build a winning team. With the changes announced today, Steve will continue to focus on training and developing our people at all levels of the organization, while Bob will focus on the efficiency and effectiveness of our field human resources operations.'

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