

# Papa John's expands Dough & Degrees program to offer more team members opportunities to build fulfilling careers free of education debt

*Team members who work as few as 10 hours per week can now earn degrees at no cost, ranging from high school diplomas to master's degrees at a newly expanded range of schools, colleges and universities*

LOUISVILLE, Ky.--(BUSINESS WIRE)-- Papa John's International, Inc. (NASDAQ: PZZA) ("Papa John's") has begun extending the Dough & Degrees tuition benefit to more team members and offering them new ways they can further their education by earning degrees and professional certifications at no cost to them. Team members who work as few as 10 hours per week and have been employed for only 60 days at stores owned by Papa John's can now earn a degree at no cost. More than 80% of Dough & Degrees students are working on the frontline in Papa John's restaurants, and more than 60 Papa John's team members have earned associate's, bachelor's and master's degrees at no cost to them since Dough & Degrees launched in 2019. Many Dough & Degrees graduates are now applying their education in new roles across Papa John's in departments such as Operations Excellence, Marketing and Supply Chain. Team members can also benefit from a newly expanded range of learning programs available through Dough & Degrees, providing new opportunities for all eligible team members, no matter when their formal education ended or what course of study they wish to pursue.

"At Papa John's, 'People First' is one of our core values. That means helping our team members meet a broad range of needs – including equipping them for their future," said Marvin Boakye, Papa John's Chief People and Diversity Officer. "Through Dough & Degrees, our team members are preparing for rewarding careers, honing their expertise in a particular subject and pursuing their dreams, without taking on education debt. Since launching Dough & Degrees, Papa John's has invested more than \$3.5 million to help our team members reach their education goals, debt-free. These lowered eligibility requirements and expansion of education opportunities available will increase access to tuition benefits for more team members while embracing their many different backgrounds and experiences."

New education offerings added to Dough & Degrees include:

- **Career Online High School:** Team members who left high school prior to graduating can earn their high school diploma, opening up new career prospects and equipping them to take the next step in their education journey.
- **Academic & Guidance Coaches:** Dedicated academic advisors and coaches will help Dough & Degrees students review their education interests and goals.
- **English as a Second Language (ESL):** To further build a more inclusive workplace where team members from diverse backgrounds and experiences feel welcomed and

valued, Papa Johns is offering free courses designed for team members who are non-native English speakers.

- **New Professional Certificate Programs:** Team members now have access to more than 25 professional certificate programs to build expertise in their chosen field.
- **Extensive Catalog of Continuing Professional Education (CPE) Courses:** Nearly 200 professional development courses will empower team members to build proficiency in a wide range of subjects, including marketing, data science, ESG (Environmental, Social & Governance), leadership, diversity & inclusion, technology, project leadership, human resources, business and finance. Many of these courses will count as CPE (Continuing Professional Education) credit for various professional organizations.

Papa Johns has partnered with EdAssist by Bright Horizons, a leading provider of workforce education solutions, to administer the newly expanded Dough & Degrees program.

“Pursuing a postsecondary education is never easy, especially for working learners trying to balance career, family, and life obligations,” said Dr. Jill Buban, Vice President and General Manager of EdAssist by Bright Horizons. “Papa Johns has developed a best-in-class education benefits program that not only eliminates cost and access barriers for employees but also incorporates essential supports that are proven to positively impact the success of adult learners. We’re thrilled to partner with Papa Johns to bring this expanded program to life for thousands of hardworking employees around the country.”

More than 250 Papa Johns team members have become Dough & Degrees students – with no up-front financial contribution required of them – since the program began. Papa Johns covers tuition, books and fees – all paid for upfront by Papa Johns, so there are no out-of-pocket costs to team members. Dough & Degrees provides no-cost education benefits to Papa Johns corporate team members, including those who work in corporate-owned restaurants, corporate hubs, Quality Control Centers and at subsidiaries of Papa John’s International, Inc. In addition, Dough & Degrees provides education benefits at deeply discounted costs to team members working at restaurants owned by Papa Johns franchise partners. For more information about Dough & Degrees, please visit [doughanddegrees.com](https://doughanddegrees.com).

## About Papa Johns

Papa John’s International, Inc. (NASDAQ: PZZA) (“Papa Johns”) opened its doors in 1984 with one goal in mind: BETTER INGREDIENTS. BETTER PIZZA.® Papa Johns believes that using high quality ingredients leads to superior quality pizzas. Its original dough is made of only six ingredients and is fresh, never-frozen. Papa Johns tops its pizzas with real cheese made from mozzarella, pizza sauce made with vine-ripened tomatoes that go from vine to can in the same day and meat free of fillers. It was the first national pizza delivery chain to announce the removal of artificial flavors and synthetic colors from its entire food menu. Papa Johns is co-headquartered in Atlanta, Ga. and Louisville, Ky. and is the world’s third-largest pizza delivery company with more than 5,500 restaurants in 49 countries and territories as of June 26, 2022. For more information about the Company or to order pizza online, visit [www.PapaJohns.com](https://www.PapaJohns.com) or download the Papa Johns mobile app for iOS or Android.

## About Bright Horizons Family Solutions Inc.

Bright Horizons® is a leading global provider of high-quality early education and child care, back-up care, and workforce education services. For 35 years, we have partnered with

employers to support workforces by providing services that help working families and employees thrive personally and professionally. Bright Horizons operates approximately 1,100 early education and child care centers in the United States, the United Kingdom, the Netherlands, Australia and India, and serves more than 1,350 of the world's leading employers. Bright Horizons' early education and child care centers, back-up child and elder care, and workforce education programs help employees succeed at each life and career stage. For more information, go to [www.brighthorizons.com](http://www.brighthorizons.com).

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