



Papa John's Progress & Priorities for 2019

Papa John's is 120,000 strong and our people are the heart of this brand. We are your neighbors, your franchise small business owners, your drivers, your store managers and the people making your pizzas. We come from all walks of life and we are working together to live our values both within our stores and the communities in which we serve.

MESSAGE FROM CEO STEVE RITCHIE



There is little more important to me than making Papa John's a better place to work for our teams, a better member of our communities and a better experience for our customers – both online and in stores. We are in the midst of a transformative period as we continue to take meaningful action to move Papa John's forward. You will see a Better Papa John's, one we can all be proud of, and we are excited to tell our story.

SUPPORTING OUR COMMUNITIES



We are committed to communities across the country, and we want to make our presence matter by collaborating with organizations that promote fairness, equity, opportunity and respect.

- Launched **The Papa John's Foundation for Building Community** to provide funding and cultivate partnerships that empower communities as they work together for equality, fairness, respect and opportunity.
- Awarded all-female, historically black college and university, **Bennett College**, the first grant from the Foundation to support #StandwithBennett; additional grantees include the Boys & Girls Club of America, Lean Into Louisville and the Association of American Colleges & Universities.
- Embarked on a national partnership with Boys & Girls Club of America, which will include an annual investment in the Youth of the Year events, an annual volunteer day where franchisees will participate in service activities in their community's Clubs, and support for Clubs to attend MLB games.

REVITALIZING OUR MARKETING



We want quality, the fun of pizza and how our product brings people together to be front and center.

- Began to showcase the depth and diversity of our people by **highlighting** the many voices, backgrounds and experiences of our team members.
- Put weight behind the quality of our product by exploring delicious ingredient combinations and offering 13 unique specialty pizzas that meet the demands of America's ever-evolving and diverse taste palates, including Fiery Buffalo Chicken Pizza.
- Will be promoting the product quality realities that differentiate us (like our fresh, never frozen six ingredient dough) that are part of our \$100M Clean Label Initiative for clean products, development and research.

ENHANCING OUR CULTURE



We are cultivating a culture where all people are respected, welcomed and celebrated as their authentic selves.

- Conducted an **audit** of our culture and are implementing recommendations to ensure our commitment to diversity, equity and inclusion is represented throughout the company.
- Had nearly 100% participation in DEI training for employees in our corporate campus who rated the experience 4.5 out of 5. Workshops are rolling out to field teams and available at no cost for all franchisees.
- Formed DE&I Committee in 2017 and established Employee Resource groups that include: African-American, Hispanic, Women, LGBTQ and Multi-generational.

PRIORITIZING OUR PEOPLE



People are our most important ingredient, and we're taking strides to ensure that Papa John's is a great place to work for our team members.

- Announced a partnership with **Purdue University Global** to offer a fully funded college benefit program for corporate team members who work at least 20 hours per week and have been with the company at least 90 days (drivers and store employees too) with more than 180 degree options and flexible scheduling. This program is also available for franchise employees at a significantly reduced cost.
- Rolled out affordable health care coverage starting at \$9.95 per week for hourly corporate restaurant team members.

DIVERSIFYING OUR LEADERSHIP



We are cultivating a deep bench of talent with diverse experiences on our leadership team and the Board to drive our evolution.

- Grew the Executive Leadership Team to include five women since July. **Victoria Russell** was named the first Chief of Diversity, Equity & Inclusion at Papa John's and **Marvin Boakye** joined us as the first Chief People Officer, focused on driving forward our efforts to be become a better place to work.
- Appointed six new directors our Board of Directors: **Jeff Smith**, CEO of Starboard Value, Michael Dubin, CEO and Founder of Dollar Shave Club, Jocelyn Mangan, CEO and Founder of Him For Her, and Anthony Sanfilippo, former Chairman and Chief Executive Officer of Pinnacle Entertainment, **Shaquille O'Neal**, NBA Hall of Famer and restaurateur, and Steve Ritchie, President and CEO of Papa John's.

To keep up-to-date on Papa John's visit [Stories.PapaJohns.com](https://www.papajohns.com/stories)

