

# Submission Outline **Example:**

**Company Name**

Papa Johns

**Number of Hourly Workers Employed?**

9,000

**Industry**

Pizza

**Perk/Policy Introduced:**

Introduced: Dough & Degrees tuition benefit program

Contribute to Report

**Reason Introduced:**

We introduced this to equip our team members to build fulfilling careers — whether at Papa Johns or elsewhere.

**Reason Introduced:**

Dough & Degrees gives Papa Johns team members the opportunity to attend college and earn their degree at absolutely no cost to them. Papa Johns covers tuition, books, and fees — all paid for upfront by Papa Johns, so there are no out-of-pocket expenses to team members. Team members can get high school diplomas, earn college credit for on-the-job training, get various degrees from Associate's to Master's, take professional certificate courses in business-relevant areas, and gain access to academic advising and guidance from learning experts.

As of December 2023, 600 team members have enrolled in Dough & Degrees, and 110 have earned a high school diploma, college degree, or a continuing professional education certificate. More than 80% of Dough & Degrees students are working on the frontline in Papa Johns restaurant. 78% of graduates remain employed with Papa Johns, and many Dough & Degrees graduates are now applying their education in new roles across Papa Johns in departments such as Operations Excellence, Marketing, and Supply Chain. Corporate team members who average ten or more hours per week and are employed for at least two months at any Papa Johns-owned restaurant, Quality Control Center, or corporate campus are eligible. Beginning in 2024, Papa Johns franchisees can elect to offer Dough & Degrees to their team members.

**"Join us in redefining hiring excellence with Sprockets and hourly workforce.** Click below to learn how you can contribute to this transformative journey."



— AJ Richichi, CEO of Sprockets

