

Employee Meal Discount

Employees of Papa John's are entitled to purchase food products from the Company at a discounted price. Drink items are not included. Only the employee may receive the discount and must make all purchases in person. Under no circumstances should any company products be removed from the premises unless accompanied by a receipt from Papa John's.

Employees are not to prepare their own food items. Payment of food products must be made before consumption. Drink items may only be purchased from the Store Manager's vending machine. No drink items are to be purchased from the store's beverage inventory.

Employees are permitted to buy company food products at a discount for personal use. Employees may use this benefit both during work and after work. It is an abuse of the discount privilege to use the employee discount to buy items from Papa John's on behalf of other people – e.g., customers, family members, or friends. Papa John's considers such behavior a form of theft and violators will be treated accordingly.

Carryout Orders

All Papa John's employees receive a 50% discount when they place a carryout order for a food product. The discount applies to the full menu price; coupon offerings are excluded. Only the employee may receive the discount. All drink purchases are to be from Manager's vending machine.

Delivery Orders

No employee discount is offered. All delivered products are at normal menu prices.

Purchases Made During Shift for Consumption at Work

Papa John's employees may purchase a two topping small pizza at a discounted price of \$2.00 when they are working. Purchase of drinks must be from the Manager's vending machine or from an outside vendor and must be of a different size / oz than those provided to our customers. **All food and drinks consumed at work must be out of customer view.**

Customer Order Remakes, Bad Orders, and Mistake Orders

Employees must receive express, precise, and direct permission from the store manager on duty before removal, handling, and/or consumption of any remake, bad, or mistake order.

Complimentary Pizza Cards "Meet the Manager" Coupon – Fundraiser Cards

These Marketing sales incentives are not intended for employee use. Under **no** circumstances are employees to use Complimentary Pizza Cards or "Meet the Manager" coupons to purchase products.