

**CONSENT TO RECEIVE, REVIEW, ACCESS, SIGN, &  
AUTHENTICATE CERTAIN DOCUMENTS, FORMS,  
LETTERS, & OTHER INFORMATION ELECTRONICALLY  
("E-Signature Disclosures & Consent")**

**PLEASE READ THE FOLLOWING CAREFULLY**

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By choosing to click the Apply Now button, you are agreeing to electronically access, receive, review, sign, and authenticate certain documents, forms, and/or letters ("Materials") covered by the federal Electronic Signatures in Global and National Commerce Act ("E-SIGN"), various state electronic transactions acts ("ETAs"), and/or the separate state laws of Illinois, New York, and Washington, including but not limited to the following Materials:

- (a) Disclosure & Authorization form(s);
- (b) New York Article 23-A;
- (c) Pre-Adverse Action letter;
- (d) Summary of Rights under the federal Fair Credit Reporting Act;
- (e) Summary of Rights under applicable state law;
- (f) A copy of your background check/report;
- (g) Adverse Action letter;
- (h) Any other background check communication or disclosure;
- (i) Offer letter;
- (j) I-9 form; and/or
- (k) Any other employment-related documents (e.g., wage statements, commission plans, etc.).

These E-Signature Disclosures & Consent apply to all Materials, both current and future, related to your application for or possible employment with Papa John's International, Inc. on behalf of itself and its subsidiaries ("Papa John's").

You are also agreeing that your electronic signature is the equivalent of your handwritten (or wet) signature, with all the same legal and binding effect. In certain cases throughout your employment, you may be asked to click buttons labeled "I Agree," "I Acknowledge," or using similar words, or otherwise electronically to acknowledge, accept, review, etc. Materials. These E-Signature Disclosures & Consent apply to those instances as well. You also understand that,

in its sole discretion, Papa John's may mail, hand-deliver, communicate, or otherwise send you hard-copy Materials.

You may obtain a paper copy of any electronic Materials, including ones already or to be accessed, received, reviewed, and/or signed electronically, by sending a written request to Attn: Global Human Resources Department at 2002 Papa John's Blvd., Louisville, KY 40299. You will be charged a reasonable fee to cover the costs of providing a paper copy.

You may withdraw your consent to receive, review, access, sign, and authenticate any additional electronic Materials at any time by canceling these E-Signature Disclosures & Consent. You may cancel these E-Signature Disclosures & Consent and withdraw your consent now by not choosing to click the Apply Now button and exiting the system. You may cancel these E-Signature Disclosures & Consent and withdraw your consent in the future by sending a written cancellation request to Papa John's at Attn: Global Human Resources Department at 2002 Papa John's Blvd., Louisville, KY 40299. Any withdrawal of your consent will be effective after a reasonable period of time in order for Papa John's to process your withdrawal. Withdrawal of your consent will have no legal effect on the validity, effectiveness, or enforceability of (a) any authorization, consent, or e-signature provided by you prior to the effective date of your withdrawal or (b) any document, form, letter, etc. that was provided or made available to you in electronic format prior to the effective date of your withdrawal. Withdrawal of your consent (i.e., canceling these E-Signature Disclosures & Consent) also will not relieve you from the obligation to complete all required Materials. Withdrawal/canceling will require you to receive, review, access, sign, and authenticate these Materials in hard copy instead of electronically. Receiving, reviewing, accessing, signing, and authenticating certain Materials in either electronic or hard copy is a condition of initial and/or continued employment.

You must update Papa John's regarding the information necessary to contact you electronically (including your personal email address) by sending a written request to Papa John's at Attn: Global Human Resources Department at 2002 Papa John's Blvd., Louisville, KY 40299. If you are employed, Papa John's may electronically send Materials to your Papa John's email address or your personal email address, in its discretion.

To access these electronic Materials, you must have (a) a personal computer or mobile device and an operating system capable of receiving, accessing, displaying, and either printing or storing information, (b) an Internet connection, and (c) Internet Browser Software such as Internet Explorer®, Google Chrome®, Safari®, or Firefox®. Your Internet Browser Software must support 128-bit encryption and Secure Sockets Layer (SSL) protocol. If you are able to see these E-

Signature Disclosures & Consent, your hardware and software should allow you to access these electronic Materials.

To retain any of these electronic Materials, you may either print or download them. To print these Materials on your computer, you will need a printer connected to your computer with adequate paper. To download these Materials on your computer, you will need an available storage medium, like a hard drive on your computer or a removable thumb drive. To print these Materials on your mobile device, you will need a printer linked with your device (e.g., via Wi-Fi, Bluetooth®, etc.) and/or an application (app) that allows for printing. To store these Materials on your mobile device you will need (1) sufficient storage space on your mobile device and (2) an app or function that allows for the capture of electronic data (e.g., a screenshot). Please follow the instructions for your particular computer operating system and/or software to print and/or to download these Materials. Each individual screen may need to be printed and/or downloaded separately. If you have trouble printing and/or downloading, please contact the manufacturer of your personal computer or mobile device, computer operating system, web browser, app, or other relevant software or another information source of your choosing.

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By choosing to click the Apply Now button, I understand that I am:

1. Confirming that I can access these E-Signature Disclosures & Consent.
2. Confirming that I have an email address and that the computer I intend to use to access documents electronically has the hardware and software requirements described in these E-Signature Disclosures & Consent, to access and to retain these electronic Materials.
3. Agreeing to electronically access, receive, review, sign, and authenticate Materials related in any way to my employment with Papa John's, in place of hard copy/paper documents and handwritten signatures.
4. Confirming that I understand how to cancel these E-Signature Disclosures & Consent, should I ever want to do so.
5. Consenting to update Papa John's regarding the information necessary to contact me electronically (including my personal email address) by sending a written request to Papa John's at Attn: Global Human Resources Department at 2002 Papa John's Blvd., Louisville, KY 40299.
6. Agreeing that I have read, understand, and agree to all statements, agreements, and acknowledgements in these E-Signature Disclosures & Consent.