

JOIN THE EPAM TEAM



<epam>

May 5, 2021

Dear Aleksandr,

EPAM team congratulates you!

Your experience, skills and English level were highly evaluated during the interview with **Aliaksandr Bukhtseyeu, Rafael Khalilyullov** and **Pavel Pesetskiy**. We have been impressed with your background and are pleased to offer you a **Software Engineer** position at our Minsk office.

AFTER MEETING THE OUTLINED CONDITIONS, YOU ARE ENTITLED TO RECEIVE:

SALARY

1600 USD, the agreed gross amount that will be converted to (and paid in) BYN by applying the USD exchange rate of the Interbank Currency and Stock Exchange for the date prior to the date of payment.

* The Salary is paid in 2 installments – the Advance Payment (every 21st of the month of the working period) and the Salary Payment (every 7th of the month next to the one representing working period).

* The salary, position, and level may be revised within the ongoing Feedback, Assessment, and Promo campaigns at the initiative of an Employee to the extent and manner permissible under local law.

WORK SCHEDULE

While you are generally expected to be available 8 hours per day, 40 hours per week, your actual work schedule depends on your project time zone, workload, and individual productivity habits.

VACATION AND PAID SICK LEAVES

EPAM Employees can take two basic types of vacation: paid vacation and unpaid vacation. During paid vacation (24 calendar days according to Belarus employment laws) the salary remains unchanged.

If an Employee has worked on days-off and/or holidays due to the production needs (with the approval of a Resource Manager and a Project Manager), that Employee is granted an overtime paid vacation (OVT) for those worked days.

EPAM

1/1 Academician Kuprevicha Street, Suite 110, Minsk, 220141, Belarus | P: +375 17 3890100 F: +375 17 2686699

JOIN THE EPAM TEAM



As a benefit EPAM also provides 7 paid days per year of sick leave without a medical certificate.

BONUSES

Extra payments, that include on-the-spot project bonuses and annual bonuses, are rewarded for achieving strategic targets, showing outstanding results, going the extra mile, or making an impact.

PERFORMANCE REVIEW

Review of an employee's performance by peers, team leadership, and project stakeholders conducted every twelve months.

EMPLOYEE BENEFITS:

Education and mentoring programs

EPAM Employees get full access to EPAM's internal learning base, LinkedIn Learning, and skill-specific mentoring programs.

Career development opportunities

The Company provides personal Resource Management and Skill Advising services to support Employees' continuous career growth.

Certification opportunities

EPAM provides Employees with the learning resources that are necessary for the exam preparation, as well as financial support for completing certification programs.

Travel and relocation opportunities

With offices in over 30 countries, EPAM provides its employees with relocation support that also includes visa, transportation, and onboarding assistance.

Healthcare program

The Company has special agreements with a great number of country's leading medical institutions. All EPAMers receive high-quality medical services offered at these institutions for free or at a discount.

Other corporate benefits and discounts

The Company offers its Employees the opportunity to enjoy various discounts at travel agencies, cafes, shops, insurance companies, sport clubs, etc.

EPAM

1/1 Academician Kuprevicha Street, Suite 110, Minsk, 220141, Belarus | P: +375 17 3890100 F: +375 17 2686699

JOIN THE EPAM TEAM



Please, indicate your decision and share the preferred start date in case it is positive.
We will be happy to welcome you on board!

Best Regards,

Aliaksandr Bukhtseyeu

Senior Software Engineering Manager
EPAM Belarus

Rafael Khalilyullov

Software Engineering Manager
EPAM Belarus

Pavel Pesetskiy

Lead System Engineer
EPAM Belarus