



EPAM Systems Kft., Hungary
www.epam.com

Corvin Offices V.
1083 Budapest
Bokay Janos street 44-46.
tel: +36-1-327-7400
fax: +36-1-577-2384

20th April 2022

Dear Karthikeyan Rajendran,

EPAM Systems Kft. ("EPAM"/"the Company") is pleased to offer you employment with our Company on the terms described below. We consider that your skills and background will be a valuable asset to our Company.

Role/Responsibility

You will join EPAM in a full-time position as a **Senior Software Test Automation Engineer**. You will initially report to **József Iván**.

Terms of employment

You will have full-time employment (40 hours/week) for a fixed term - period in alignment with the validity of your work- and residence permit, which is going to be renewed upon mutual consent in line with the extensions of your residence- and work-permit.

Location

You will be based in Budapest and travel as required to customer sites, offshore development centres directed by your manager.

Compensation and Employee Benefits

Your monthly salary will be **gross 1 100 000 HUF** which is payable on the Company's regular payroll dates.

Taxes and deductions

All forms of compensation referred to in this letter are subject to applicable withholding of Hungarian taxes and social security contributions. You shall be responsible for the payment of all applicable state taxes and fees.

Cafeteria Benefits

EPAM provides an extended cafeteria system to its employees. The cafeteria yearly limit for 2022 is a **gross HUF 443.568,-** per employee or **gross HUF 36.964,-** per month. New starters joining us during the year will receive a time-proportional amount.

Furthermore, EPAM provides each employee a standard private health insurance package (Private Med) of the Union Insurance Group, Dental package at MindentMent Dental Clinics, Employee assistance program, Life and accident insurance.



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Work permit application support

If applicable, the Company will pay on a one-time basis for the work authorization and employment related documentation (tax card, social security card application) costs for you based on the Company's Global Relocation Policy.

Contingencies

Your employment will be subject to you providing us legal proof of your identity and documents required to establish your employment, including obtaining authorization to work in Hungary. If your application for a work permit is unsuccessful, your employment with the Company will not become effective.

Employment failure

If the employment relationship between you and the Company does not become effective because you failed to provide sufficient cooperation as is necessary for your permit application or due to another fault by you, you agree that you will refund the Company the work authorization related costs spent by the Company.

Early employment termination

In the event of your voluntary resignation or the involuntary termination of your employment for serious misconduct or poor performance within 12 months from the start of your employment, you agree that you will refund to the Company the work authorization costs incurred by EPAM no later than at the last day of employment with the Company. Failing which, the Company will deduct such costs from your final month's salary or take other steps to recover the sums from you.

Return of documents

If you accept this employment offer, please sign and date both the enclosed duplicate original of this letter and return it to me. By signing this letter, you are confirming to EPAM that you are under no contractual or other legal obligation that would prohibit you from performing your duties or commencing employment with EPAM.

We also include for your information, the Company's draft Contract of Employment which you will be required to enter into once the relevant work permit has been obtained.

EPAM reserves the right to rescind this offer of employment any time, provided that you do not accept it within reasonable time. EPAM also reserves the right to withdraw from the establishment of the employment relationship any time between the time of acceptance and the first day of work, if it obtains any information based on which your employment at EPAM would be impossible or unreasonably detrimental to the employer, or if it becomes aware that you do not fulfil applicable employment conditions.



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We look forward to you joining EPAM!

Your sincerely,

Vinkó Bence
EPAM Systems Kft.,

AGREED BY CANDIDATE:

Karthikeyan Rajendran

Signature: 

Date: 26/04/2022