

<epam>

EPAM BELARUS IS WAITING FOR YOU!

MAY, 2016



AGENDA

- 1 Opportunities with EPAM
- 2 EPAM Belarus offices
- 3 Why Belarus?
- 4 Country's overview
- 5 Relocation to EPAM BELARUS

EPAM AT A GLANCE

FOUNDED IN

1993

US BASED
PUBLIC COMPANY
(NYSE:EPAM)

2016 Revenue
Guidance

\$1.15B

2015 Revenue

\$914M



16,000

Engineers, designers
and consultants

**CONSTANT
GROWTH**

20

Consecutive Quarters

20+%

growth



4

Continents

25

Countries

GEOGRAPHY FOCUS

North America

53%

Europe/APAC

41%

CIS

5%

INDUSTRY FOCUS

27%



Financial Services

24%



Travel & Consumer

20%



Software & Hi-tech

3%



Emerging

14%



Media &
Entertainment

9%



Life sciences &
Healthcare

SERVICE MIX

Software Engineering &

Product/Platform
Development

QA and Test Automation

Managed Services

Infrastructure & Licensing

OPPORTUNITIES WITH EPAM



FINANCIAL SERVICES

Deep Domain Expertise, + 4000 Strong
Award-winning WM Platform
Deep Expertise in Current and
Emerging FinTech
*Working with 5/10 Largest
Investment Banks*



TRAVEL & HOSPITALITY

+1000 Experts
+100 Platforms Deployed
4 EPAM Accelerators
*Working with largest OTA & largest
global hospitality company, and the
top 5 of the low cost airlines*



RETAIL & DISTRIBUTION

+1500 Experts
7 Industry Accelerators
Leading Commerce, Content and
Marketing Platforms
*Leading Digital Transformation for
4 of the top 10 Global Retailers*



MEDIA & ENTERTAINMENT

+1000 Experts
3 EPAM Accelerators
*Working with 7/10 Top TV Networks to
transform consumer-driven media*



LIFE SCIENCES AND HEALTHCARE

R&D Domain Experts
3 Blueprints, 100+ Open Source Projects
3 Industry Awards
Working with 9/10 Top Pharma Companies



ISV & TECHNOLOGY

23 Year History of Leading Product
Development
Deep Engineering Productivity
Skills and Tools
Working with 30/top 100 ISV's

OUR CLIENTS



EPAM BELARUS OFFICES



EPAM MINSK

- Established - 1993
- Employees - 6000+
- Skillset - Java, .NET, C/C++, Embedded, JavaScript, iOS, Functional testing, Automated Testing, Oracle BI, Business Analysis, Android, UX Development, Python, Perl, Adobe, DevOps, Oracle
- Open positions - 120+

[Map Minsk](#)



EPAM MOGILEV

- Established - 2003
- Employees - 140+
- Skillset - .NET, Java, Functional testing, Automation testing, Oracle
- Open positions - 15+

[Map Mogilev](#)



EPAM GOMEL

- Established - 2000
- Employees - 490+
- Skillset - Java, .NET, C++, JavaScript, iOS Objective-C, Functional testing, Automated Testing, Oracle BI, Business Analysis, Android, UX Development, Python, Perl, Adobe, RubyOnRails, DevOps
- Open positions - 10+

[Map Gomel](#)

EPAM BELARUS OFFICES



EPAM BREST

- Established - 2007
- Employees - 150+
- Skillset --.NET, Java, Functional testing, Automation testing, Front-end development, Windows mobile development
- Open positions - 10+

[Map Brest](#)



EPAM GRODNO

- Established - 2000
- Employees - 250+
- Skillset - Java, Cloud computing, Hybris, .NET, Mobile (Android, iOS, WinPhone), JS (mark up), Testing, Automated testing, Management
- Open positions - 10+

[Map Grodno](#)



EPAM VITEBSK

- Established - 2006
- Employees - 120+
- Skillset - Java, .NET, Testing, Automation, UI

[Map Vitebsk](#)

A wide-angle photograph of a vast, golden-yellow field, likely a grain field, stretching towards a line of trees in the distance. The sun is low on the horizon, creating a bright, hazy glow and long, soft shadows. The sky is a clear, pale blue. The overall mood is peaceful and serene.

WHY BELARUS?

COUNTRY'S OVERVIEW

BELARUS IN FACTS

- Capital - **Minsk**
- National languages - **Belarusian, Russian**
- Population **≈10 mln. people**
- GDP - **\$54,8 bn**
- Currency - **BYR**
- Air company - **Belavia**



WHY BELARUS?

- Strong IT market focused on European clientele
- Well-paid positions in IT and development opportunities
- European values - you will not feel like a foreigner
- Hospitable and welcoming people
- Pictural nature
- Quality goods
- Private and family security around the streets and the city
- High level of medical services
- Convenient transport infrastructure: taxi, public transport
- Smooth roads for driving and no traffic jams
- Closeness to European capitals and access to low cost flies
- Entertainment set-ups and infrastructure for children
- Easy accommodation - to live legally in the country you only need work and apartment lease agreements
- Quick opening of banking and foreign currency accounts



APPROXIMATE BUDGET FOR A FAMILY

Category	Cost per month, \$	% of avg. family budget
Accommodation incl. utilities (2 rooms apartment)	400	20,9
Food	300	15,7
FMCG	150	7,6
Transport		
Monthly pass for all family members OR	30	1,6
Fuel	50	2,6
Public kindergarten	36	1,9
Public school - only additional coasts (additional courses, excursions, etc.)	30	1,6
Sport (monthly pass for 2-3 training a week)	100	5,2
Mobile	20	1
Internet + TV	15	0,8
Entertainment (restaurants, trips, active leisure)	250	12,7
Total per month	1341	70

*Can be partially covered by benefit system

FAMILY MEMBERS: 4 PPL.

- 2 adults
- 2 kids (e.g. 4 and 10 years)

AVERAGE FAMILY INCOME, NET: \$1915

- net:\$1578 - average salary in IT*, Belarus, Q1 2016 +
- net: \$337 - average salary in Belarus**, Q1 2016

All the calculation is very approximate and shall not be considered as an official source

*dev.by, **myfin.by

APPROXIMATE BUDGET FOR A SINGLE

Category	Cost per month, \$	% of avg. family budget
Accommodation incl. utilities (1 room apartment)	230	14,6
Food	200	12,7
FMCG	100	6,3
Transport		
Monthly pass for all family members OR	15	0,9
Fuel	40	2,5
Sport (monthly pass for 2-3 training a week)	35	2,2
Mobile	10	0,6
Internet + TV	15	0,9
Entertainment (restaurants, trips, active leisure)	150	9,5
Total per month	795	50,4

*Can be partially covered by benefit system

AVERAGE INCOME, NET: \$1578

- net:\$1578 -average salary in IT*, Belarus, Q1 2016

All the calculation is very approximate and shall not be considered as an official source

*dev.by, **myfin.by

AVERAGE COSTS – MINSK

Rent Per Month (Utilities included)

- 1 Bedroom \$230-350
- 2 Bedroom \$400-550

Transport

- One Way Ticket \$0.26
- Monthly Pass \$15

Sport and Leisure

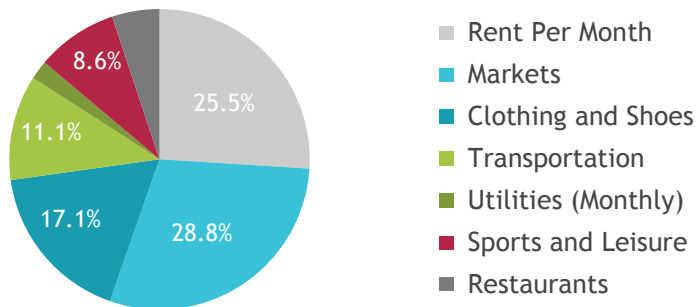
- Fitness Club(Monthly) \$35
- Cinema Ticket \$3,76

Restaurant(3 courses)

- Meal for 1 \$10-15
- Meal for 2 \$20-30

- Milk (1 liter) \$0,62
- Bread (500g) \$0,53
- Rice (1kg) \$0,94
- Eggs (10) \$0,93
- Meat (1 kg) \$6,09
- Chicken Breast (1 kg) \$3,43
- Local cheese (1 kg) \$5,28
- Beef round (1 kg) \$6,02
- Butter \$0,9
- Potato (1kg) \$0,53
- Apples (1kg) \$1,09
- Tomato (1 kg) \$1,86
- Bottle of wine \$5,48

DISTRIBUTION OF EXPENSES USING OUR STATISTICAL MODEL



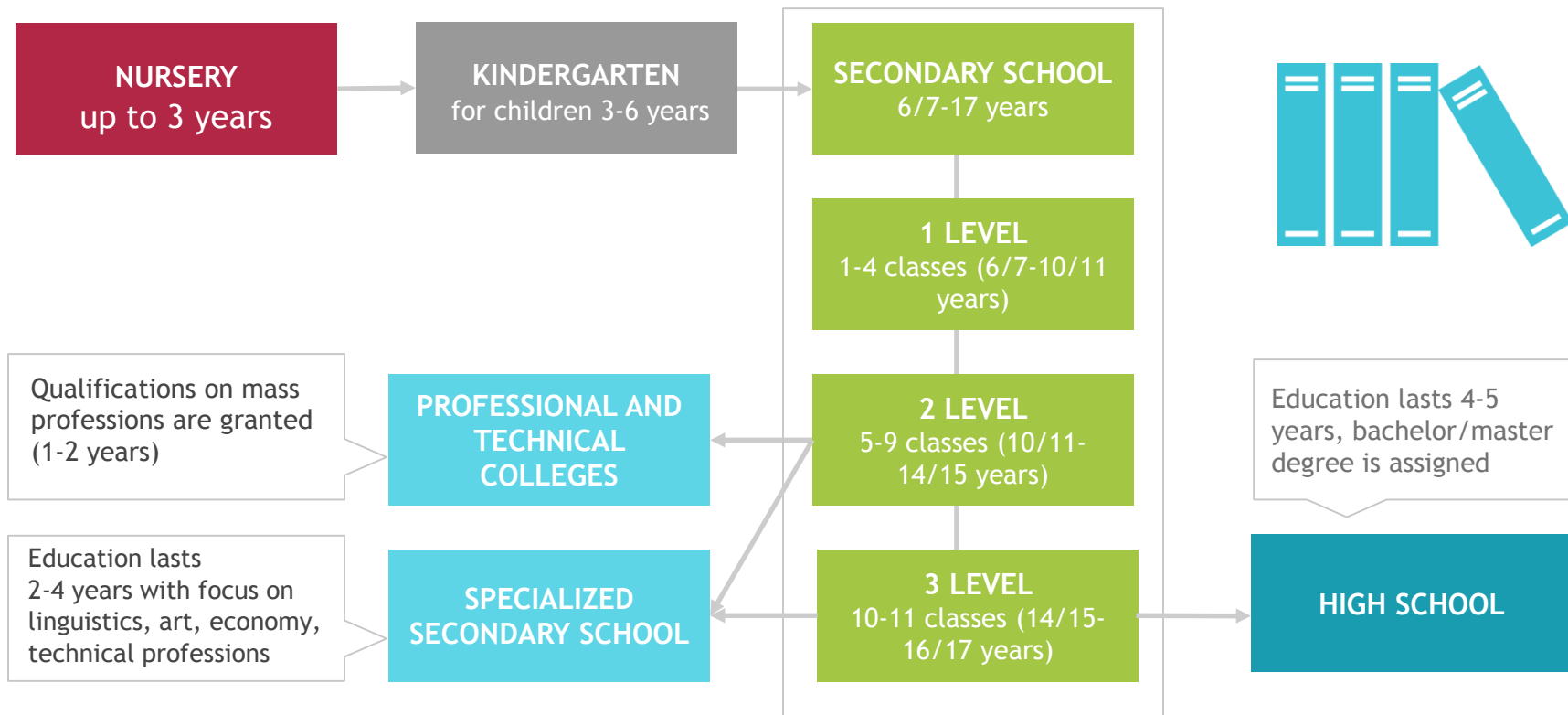
TRANSPORT INFRASTRUCTURE

MINSK AND KM TO EUROPEAN CITIES

Vilnius 185,3	Warsaw 545,5	Gdansk 685,9
Krakow 758,9	Kiev 552,2	Lvov 631,7
Moscow 719	St Petersburg 785,7	Riga 468,8
Munich 1603	Prague 1172	Paris 2140
Barcelona 2884,2	Sofia 1870	Berlin 1135
Tallinn 777,7	Budapest 1127,2	



EDUCATION



HEALTHCARE

HEALTHCARE SYSTEM

- Foreign employees and their family members (official spouses and children) can receive medical care free of charge in medical centers assigned in EPAM corporate program (EPAM cooperates with more than 22 healthcare centers)
- Private medical services discounts under EPAM healthcare benefits program
- Online booking or via phone service



An aerial photograph of a city, likely Minsk, Belarus, showing a mix of residential and industrial buildings, green spaces, and a large blue text overlay. The text is in white, bold, sans-serif font. The background shows a dense urban landscape with various building styles, including multi-story apartment blocks and industrial structures. Green trees are interspersed throughout the city. The sky is clear and blue.

RELOCATION TO EPAM BELARUS

RELOCATION & EMPLOYMENT

EPAM WILL SUPPORT YOU AND YOUR FAMILY:

- **Travel and accommodation assistance:**
 - One-way tickets for Employee and Employee's family, or if you choose a car, the company will compensate the petrol
 - 1 extra bag per person or 2 checked bags total per person
 - Transfer from/to airport/railway station
 - Up to 1 month accommodation
- **Relocation bonus in the amount of 1000 USD**
- **Visa**
 - for foreigners from countries with which Belarus has visa regime initially the visa of **business type** is needed, after your arrival and starting the employment the working visa should be arranged
- **Work permit support**
- **Adaptation program**

REGISTRATION AND WORK PERMIT

GETTING TO THE APARTMENT

Upon your arrival in Belarus EPAM provides the apartments for a period of one month

REGISTRATION (you should go in person to the Department of Citizenship and Migration)

Since you are a foreign citizen, you should register at the place of your temporary stay within 5 days, except the citizens of Lithuania, Latvia, Kazakhstan, Ukraine, Russia, Armenia, Kyrgyz Republic (for them the termination period differs)

FIRST DAYS WITH EPAM

Your Personal Assistant from the Department of Human Resources and your Resource Manager will help you adapt to your new workplace and get all the necessary information for the first and subsequent days.

WORK CONDITIONS

WORK AGREEMENT: permanent

WORK HOURS: 9 a.m. till 6 p.m.
including lunch time

VACATION PER YEAR:

- 18 workdays (24 calendar) a year - for Employees who have worked less than 3 years
- 20 workdays (28 calendar days) a year - for Employees who worked 3 years and more

TAXES: 10%

SALARY: gross, BYR (pegging to the dollar)



EPAM BENEFITS SYSTEM

- A decent official salary
- Free of charge medical care
- Family care programs
- Kids care programs (development, events, gifts)
- Life events bonuses
- Referral bonuses
- Corporate Mobile Plan
- Free of charge trainings and language classes
- Sport and fitness programs
- Corporate clubs (choir, dancing)
- Corporate events and gifts
- Corporate discounts



USEFUL LINKS

- <http://guvd.gov.by/migration/>
- http://minzdrav.gov.by/ru/static/international_cooperation/med_care_foreigners
- <http://airport.by/>
- http://www.sb.by/raspisanie_transporta/
- <http://www.rw.by/>
- <http://baraholka.onliner.by/viewforum.php?f=62&cat=5&sk=up&start=150>
- <http://www.103.by/cat/med/medicinskie-centry/>
- <http://neagent.by/kvartira/snyat/13>
- <http://maps.interfax.by/>
- <http://realt.by/>
- <http://kvartirant.by>
- <http://www.hatu.by/>

A stylized world map in a light blue color, centered on the Atlantic Ocean, serving as a background for the text.

WELCOME TO EPAM BELARUS!