



EPAM JAPAN CAMPAIGN TERMS AND CONDITIONS

1. The External Referral Campaign (the “Campaign”) is organized by EPAM Systems Japan G.K. (“EPAM”). These terms and conditions supplement EPAM’s usual External Referral program terms and conditions (“**Refer to EPAM program – Japan**”) as found [here](#).
2. By referring an individual to EPAM via the Campaign, you confirm that you have read, understood and agree to be bound by both sets of terms and conditions, including any amendments (collectively referred to as the “T&Cs”).
3. EPAM reserves the right to amend the T&Cs from time to time, and modify or cancel or suspend, the Campaign at its sole discretion at any time. Notice of any such amendments, cancellations or suspensions will be posted on the Organizer’s communication channels (Facebook and email).

THE CAMPAIGN

4. The Campaign is open for submission of referrals from 23rd February 2024, 0:00 hours, UTC+9 to 23rd March 2024, 23:59 hours, UTC+9 (“Campaign Period”).
5. During the Campaign Period, EPAM’s regular referral bonus for successful hires will not apply. Instead, EPAM will pay a referral bonus of 3,000 USD only for the following position: “Project Manager” position (<https://www.epam.com/careers/job-listings/job.93848.project-manager-tokyo-japan>).
6. Refer people in your professional network to EPAM by submitting the form at <https://www.epam.com/careers/external-referral-program/japan>.
7. Entries must be submitted during the Campaign Period. Entries submitted outside of the stated Campaign Period will not be accepted as part of this Campaign. They will continue to be eligible for consideration under EPAM’s regular External Referral Program.
8. Questions, comments, or feedback relating to the Campaign are to be addressed to EPAM via wfatamarketingapac@epam.com.

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