



ACCEPTANCE OF TERMS AND CONDITIONS

1. The EPAM Vietnam Hiring Week Program (the “Program”) is organized by EPAM Vietnam (the “Organizer”).
2. By submitting your CV to EPAM Vietnam, you confirm that you have read, understood and agree to be bound by these terms and conditions, including any amendments thereto (the “T&Cs”).
3. This T&C will regulate the terms and conditions related to the rules related to the cash bonus.
4. The Organizer reserves the right to amend the T&Cs from time to time and modify the Program 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 newsletter).
5. The Organizer reserves the right to cancel or suspend the Program before the Program Period as set forth in Article 8 of this T&Cs. Notice of any such cancellations or suspensions will be posted on the Organizer's communication channels (Facebook and Email newsletter).

ELIGIBILITY

6. The Program is open to people who are:
 - (a) residing in Vietnam
 - (b) above 18 years of age; and
 - (c) who are not employees of the Organizer.

SUBMISSION OF PROGRAM ENTRIES

7. The Program is open for submission of entries from 1st August 2026 to 14th August 2026, 23:59 hours, UTC+7 (“Program Period”).
8. The list of accepted vacancies:
 - a. Software Engineer (Java): https://careers.epam.com/en/vacancy/hiring-week-java-engineer-bl4ovk5rcbhakvu6bl_en
 - b. Senior Java Engineer: https://careers.epam.com/en/vacancy/hiring-week-senior-java-engineer-bltpn84g6zmt6ll3c7_en
9. The bonus payment is a gross amount based on 1 month’s base salary and will be subject to all applicable taxes and statutory deductions as per Vietnamese law (“Sign-on Bonus”).
10. To be eligible for the Sign-on Bonus, you must:
 - a) Accept our offer within 48 hours of receiving it.
 - b) Be assigned to the specific end client project (“the Project”) within the first 2 months from your onboarding date (“the Probation Period”).
11. The Sign-on bonus payment will be included in your pay slip after 2 months of working on the Project, upon successful completion of the probation period.
12. The right to participate in the Program and any associated Sign-on Bonus is personal to the participant and may not be assigned or transferred.
13. The above bonuses are subject to repayment in full to EPAM Vietnam should an employee who received it:



- a. Resigns from his/her employment with EPAM within the first 6 months of employment , calculated from their start date.
 - b. Takes a long-term, continuous absence from work of 30 calendar days or more, except for absences beyond the control or influence of the employee within the first 6 months of employment with EPAM.
14. Questions, comments, or feedback relating to the Program are to be addressed to the Organizer only (wfatamarketingapac@epam.com).

JUDGING ENTRIES AND PRIZES

15. The Organizer reserves the right to disqualify any entry which does not comply with the T&Cs.
16. All decisions by the Organizer relating to the Program are final. The Organizer is not obliged to provide reasons concerning the selection of the winning entries or entertain any appeals whatsoever.

PERSONAL INFORMATION

17. You agree that the Organizer may collect, use, process and disclose your personal data and/or the referral personal data (including but not limited to the name, LinkedIn and/or Facebook handles and profile pictures) as provided to the Organizer in accordance with EPAM's Applicant Privacy Notice found at <https://www.epam.com/applicant-privacy-notice>

Version dated 1st August, 2026.