



EPAM Named to Newsweek's 2021 Top 100 Most Loved Workplaces

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The recognition honors EPAM's commitment to creating an inclusive and digitally-powered employee experience

NEWTOWN, Pa., Oct. 26, 2021 /PRNewswire/ -- EPAM Systems, Inc. (NYSE: EPAM), a leading global provider of digital platform engineering and development services, has earned recognition among Newsweek's 2021 list of Top 100 Most Loved Workplaces for employee happiness and satisfaction at work.

Learn more about EPAM's Commitment at www.epam.com/embracing-employee-culture

"We're honored to be recognized for fostering an entrepreneurial culture powered by a networked organizational structure where team members can openly voice their ideas and deliver creative solutions to help our customers digitally transform and succeed," said Larry Solomon, Chief People Officer, SVP, at EPAM Systems. "Our people are key to our success as a rapidly growing global company. We value emotional intelligence and regularly encourage feedback to make improvements and ensure our employees have the resources needed to engineer the future for our customers, and lead [community initiatives](#) to improve the world around us."

EPAM offers a flexible work environment with numerous tools to help team members develop new skills, find mentors, and connect with colleagues worldwide. From career development opportunities to volunteer programs and employee discounts, employees are given the resources to thrive both professionally and personally.



"In the wake of the pandemic, business hit hurdles in terms of retaining and attracting employees – but the companies that made this list are delivering the respect, care, and appreciation that it takes to create a positive workplace that nurtures talent," said Nancy Cooper, Global Editor in Chief, *Newsweek*.

In 2020, EPAM launched [#TogetherAsOne](#), an initiative to quickly mobilize, give back and help fight the pandemic. Significant measures were made to ensure both the well-being of employees and local and global communities by acting proactively and developing open-source solutions.

Produced in collaboration with the Best Practice Institute (BPI), a leadership development and benchmark research company, the *Newsweek* list results were determined after surveying more than 800,000 employees from businesses with workforces varying in size from 50 to more than 10,000.

To identify the top 100 companies for the *Newsweek* ranking, companies were evaluated and scored as follows: 35 percent of the initial score was based on employee survey responses; 25 percent was derived from analysis of external public ratings from sites such as Comparably, Careerbliss,

Glassdoor, Indeed and Google; and 40 percent came from direct interviews with and written responses from company officials. *Newsweek* then conducted additional research into every company on the list, as well as the top runners up, to determine the final list of 100 companies and their ranking.

The full *Newsweek* list of 2021's Most Loved Workplaces will be featured in the magazine's October 29 print edition and is currently available online at www.newsweek.com/americas-most-loved-workplaces-2021.

To view EPAM's Most Loved Workplace profile, visit <https://mostlovedworkplace.com/companies/epam-systems-inc/>

To learn more about careers at EPAM, visit epam.com/careers.

About Newsweek

Newsweek is the modern global digital news organization built around the iconic, over 85-year-old American magazine. *Newsweek* reaches 100 million people each month with its thought-provoking news, opinion, images, graphics, and video delivered across a dozen print and digital platforms. Headquartered in New York City, *Newsweek* also publishes international editions in EMEA and Asia.

About Best Practice Institute

Best Practice Institute is an award-winning leadership and organization development center, benchmark research company, think tank, and solutions provider. BPI is the certifying body for Most Loved Workplace® and conducted the original research to create the model and criteria for becoming a Most Loved Workplace®. BPI's research proves that Most Loved Workplaces produce 3-4 times better customer service, employee performance, and retention than companies not loved by their employees.

About EPAM Systems

Since 1993, EPAM Systems, Inc. (NYSE: EPAM) has leveraged its software engineering expertise to become a leading global product development, digital platform engineering, and top digital and product design agency. Through its 'Engineering DNA' and innovative strategy, consulting, and design capabilities, EPAM works in collaboration with its customers to deliver next-gen solutions that turn complex business challenges into real business outcomes. EPAM's global teams serve customers in more than 35 countries across North America, Europe, Asia and Australia. As a recognized market leader in multiple categories among top global independent research agencies, EPAM was one of only four technology companies to appear on Forbes 25 Fastest Growing Public Tech Companies list every year of publication since 2013 and ranked as the top IT services company on Fortune's 100 Fastest-Growing Companies list in 2019 and 2020. Learn more at www.epam.com and follow us on Twitter [@EPAMSYSTEMS](https://twitter.com/EPAMSYSTEMS) and [LinkedIn](https://www.linkedin.com/company/epam-systems).

Forward-Looking Statements

This press release includes statements which may constitute forward-looking statements made pursuant to the safe harbor provisions of the Private Securities Litigation Reform Act of 1995, the accuracy of which are necessarily subject to risks, uncertainties, and assumptions as to future events that may not prove to be accurate. Factors that could cause actual results to differ materially from those expressed or implied include general economic conditions and the factors discussed in our most recent Annual Report on Form 10-K and other filings with the Securities and Exchange Commission. EPAM undertakes no obligation to update or revise any forward-looking statements, whether as a result of new information, future events, or otherwise, except as may be required under applicable securities law.

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