

OMB APPROVAL	
OMB Number:	3235-0287
Estimated average burden hours per response:	0.5

**STATEMENT OF CHANGES IN BENEFICIAL OWNERSHIP**

Filed pursuant to Section 16(a) of the Securities Exchange Act of 1934 or Section 30(h) of the Investment Company Act of 1940

Check this box if no longer subject to Section 16. Form 4 or Form 5 obligations may continue. See Instruction 1(b).

1. Name and Address of Reporting Person* <u>Harman Jason</u>			2. Issuer Name and Ticker or Trading Symbol <u>EPAM Systems, Inc. [ EPAM ]</u>			5. Relationship of Reporting Person(s) to Issuer (Check all applicable) <input checked="" type="checkbox"/> Director 10% Owner <input checked="" type="checkbox"/> Officer (give title below) Other (specify below) <u>SVP/Co-Head of Global Business</u>		
(Last)	(First)	(Middle)	3. Date of Earliest Transaction (Month/Day/Year) <u>05/18/2020</u>			6. Individual or Joint/Group Filing (Check Applicable Line) <input checked="" type="checkbox"/> Form filed by One Reporting Person <input type="checkbox"/> Form filed by More than One Reporting Person		
C/O EPAM SYSTEMS, INC. 41 UNIVERSITY DRIVE, SUITE 202			4. If Amendment, Date of Original Filed (Month/Day/Year)					
(Street)	NEWTOWN PA 18940							
(City)	(State)	(Zip)						

**Table I - Non-Derivative Securities Acquired, Disposed of, or Beneficially Owned**

1. Title of Security (Instr. 3)	2. Transaction Date (Month/Day/Year)	2A. Deemed Execution Date, if any (Month/Day/Year)	3. Transaction Code (Instr. 8)		4. Securities Acquired (A) or Disposed Of (D) (Instr. 3, 4 and 5)			5. Amount of Securities Beneficially Owned Following Reported Transaction(s) (Instr. 3 and 4)	6. Ownership Form: Direct (D) or Indirect (I) (Instr. 4)	7. Nature of Indirect Beneficial Ownership (Instr. 4)
			Code	V	Amount	(A) or (D)	Price			
EPAM Common Stock	05/18/2020		M		3,077	A	\$70.52	10,614	D	
EPAM Common Stock	05/18/2020		M		2,970	A	\$73.27	13,584	D	
EPAM Common Stock	05/18/2020		M		1,874	A	\$112.62	15,458	D	
EPAM Common Stock	05/18/2020		M		1,384	A	\$169.13	16,842	D	
EPAM Common Stock	05/18/2020		S		11,098	D	\$222	5,744	D	

**Table II - Derivative Securities Acquired, Disposed of, or Beneficially Owned (e.g., puts, calls, warrants, options, convertible securities)**

1. Title of Derivative Security (Instr. 3)	2. Conversion or Exercise Price of Derivative Security	3. Transaction Date (Month/Day/Year)	3A. Deemed Execution Date, if any (Month/Day/Year)	4. Transaction Code (Instr. 8)		5. Number of Derivative Securities Acquired (A) or Disposed of (D) (Instr. 3, 4 and 5)		6. Date Exercisable and Expiration Date (Month/Day/Year)		7. Title and Amount of Securities Underlying Derivative Security (Instr. 3 and 4)	8. Price of Derivative Security (Instr. 5)	9. Number of derivative Securities Beneficially Owned Following Reported Transaction(s) (Instr. 4)	10. Ownership Form: Direct (D) or Indirect (I) (Instr. 4)	11. Nature of Indirect Beneficial Ownership (Instr. 4)	
				Code	V	(A)	(D)	Date Exercisable	Expiration Date						Title
Employee Stock Option (right to buy)	\$70.52	05/18/2020		M		3,077		(1)	03/25/2026	EPAM Common Stock	3,077	\$0	0	D	
Employee Stock Option (right to buy)	\$73.27	05/18/2020		M		2,970		(2)	03/24/2027	EPAM Common Stock	2,970	\$0	2,969	D	
Employee Stock Option (right to buy)	\$112.62	05/18/2020		M		1,874		(3)	03/23/2028	EPAM Common Stock	1,874	\$0	3,748	D	
Employee Stock Option (right to buy)	\$169.13	05/18/2020		M		1,384		(4)	03/29/2029	EPAM Common Stock	1,384	\$0	4,151	D	

**Explanation of Responses:**

- The option became exercisable as to 25% of the shares on each of March 25, 2017, 2018, 2019, and 2020.
- The option became exercisable as to 25% of the shares on March 24, 2018, 2019 and 2020, and will become exercisable as to 25% of the shares on March 24, 2021.
- The option became exercisable as to 25% of the shares on each of March 23, 2019 and 2020, and will become exercisable as to 25% of the shares on each of March 23, 2021 and 2022.
- The option became exercisable as to 25% of the shares on March 29, 2020, and will become exercisable as to 25% of the shares on each of March 29, 2021, 2022 and 2023.

**Remarks:**

/s/ Kate Pytlewski as Attorney- 05/18/2020  
in-Fact

\*\* Signature of Reporting Person Date

Reminder: Report on a separate line for each class of securities beneficially owned directly or indirectly.

\* If the form is filed by more than one reporting person, see Instruction 4 (b)(v).

\*\* Intentional misstatements or omissions of facts constitute Federal Criminal Violations See 18 U.S.C. 1001 and 15 U.S.C. 78ff(a).

Note: File three copies of this Form, one of which must be manually signed. If space is insufficient, see Instruction 6 for procedure.

