

OMB APPROVAL	
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STATEMENT OF CHANGES IN BENEFICIAL OWNERSHIP

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

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

1. Name and Address of Reporting Person* <u>Peterson Jason D.</u> (Last) (First) (Middle) 41 UNIVERSITY DRIVE SUITE 202 (Street) NEWTOWN PA 18940 (City) (State) (Zip)	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) Director <input type="checkbox"/> 10% Owner Officer (give title below) <input checked="" type="checkbox"/> Other (specify below) Chief Financial Officer
	3. Date of Earliest Transaction (Month/Day/Year) 11/20/2020	
4. If Amendment, Date of Original Filed (Month/Day/Year)		

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	11/20/2020		M		2,000	A	\$74.44	13,557	D	
EPAM Common Stock	11/20/2020		S		1,000	D	\$336.01 ⁽¹⁾	12,557	D	
EPAM Common Stock	11/20/2020		S		1,000	D	\$336.5	11,557	D	
EPAM Common Stock	11/23/2020		M		659	A	\$74.44	12,216	D	
EPAM Common Stock	11/20/2020		M		141	A	\$112.62	12,357	D	
EPAM Common Stock	11/23/2020		S		800	D	\$345	11,557	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)	\$74.44	11/20/2020		M		2,000		(2)	04/05/2027	EPAM Common Stock	2,000	\$0	9,016	D	
Employee Stock Option (right to buy)	\$74.44	11/23/2020		M		659		(2)	04/05/2027	EPAM Common Stock	659	\$0	8,357	D	
Employee Stock Option (right to buy)	\$112.62	11/23/2020		M		141		(3)	03/23/2028	EPAM Common Stock	141	\$0	6,345	D	

Explanation of Responses:

- The price reported in Column 4 is a weighted average price. These shares were sold in multiple transactions at prices ranging from \$335.61 to \$336.38, inclusive. The reporting person undertakes to provide the Issuer, any security holder of the Issuer, or the staff of the Securities and Exchange Commission, upon request, full information regarding the number of shares sold at each separate price within the range set forth in this footnote to the Form 4.
- The option, representing a right to purchase 11,738 shares, became exercisable as to 25% of the shares on each of April 5, 2018, 2019 and 2020 and will become exercisable as to 25% of the shares on April 5, 2021.
- The option became exercisable as to 25% of the shares on each of March 23, 2019 and March 23, 2020, and will become exercisable as to 25% of the shares on each of March 23, 2021 and 2022.

Remarks:

/s/ Kate Pytlewski as Attorney- in-Fact 11/23/2020

** 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.

Persons who respond to the collection of information contained in this form are not required to respond unless the form displays a currently valid OMB Number.