



Appian Corporation
7950 Jones Branch Dr
McLean, VA 22102

May 1st, 2020

Paaras Bhandari

Dear Paaras:

On behalf of everyone at Appian, it is my pleasure to extend an offer for you to join Appian as a Software Engineer Intern. This position is considered a full-time (40 hours/week), non-exempt level position for the purposes of federal wage-hour law. You will be paid at the hourly rate of \$40.00.

To reduce the spread of COVID-19, Appian has emphasized remote work for all employees until further notice. This internship will be conducted remotely. If relocation to Appian HQ becomes an option for completion of the internship, we will establish terms for a taxable lump sum relocation bonus at that time.

As a Software Engineer Intern, you will work alongside our Software Engineers on small sprint teams to design, code, and ship features that range from new web UIs, to mobile enhancements, to back-end and server features. In the course of your work, you will interact with the many different members and roles in Engineering, ranging from Product Managers to Quality Analysts to our Architecture team.

Appian reserves the right to conduct a background investigation and/or reference check on all of its potential employees. Your offer of employment is contingent upon satisfactory completion of such background investigation and/or reference check, if any, in the sole discretion of the Company. All such background investigations and/or reference checks shall be conducted in accordance with applicable state and federal laws.

Upon commencing your employment, you will be required to sign the Appian Employment Agreement. While we hope you will enjoy a long and rewarding career with Appian, employment with Appian is at-will, which means either you or Appian may terminate the employment relationship at any time, with or without cause. In accepting this offer of employment, you acknowledge that you have not relied on any statement made by Appian or any of its employees or representatives with regard to the terms of your employment unless such representation is specifically included in this written offer.

Appian is a fast-growing company, where dedication to clients is paramount, intellectual leadership is prized, and individual initiative rewarded. We all sincerely hope that you will accept this offer of employment. Should you have any questions or concerns, please contact Campus Recruiter, Vanesa Perez to discuss your offer at 571-421-5772 or by email at vanesa.perez@appian.com.

Sincerely,

A handwritten signature in black ink, appearing to read "Dawn Mitchell".

Dawn Mitchell
Vice President, Human Resources, Appian

I, Paaras Bhandari, hereby accept Appian Corporation's offer of employment made on May 1st, 2020.



Signature – Paaras Bhandari

05 / 01 / 2020

Today's Date

PB

Start Date & End Date – June 10th – August 21st, 2020

(contingent upon ability to present valid I-9 employment verification documents)