



October 30, 2019

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 non-exempt level position for the purposes of federal wage-hour law. You will be paid at the hourly rate of \$40.00.

In addition, you will receive a taxable lump sum relocation bonus of \$3,000.00 in your first paycheck. Interns are paid on a semi-monthly basis in accordance with Appian's normal payroll procedure.

As a Software Engineer Intern, you will work alongside other 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 Program 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, Julia Ledwith, to discuss your offer at 1-703-232-2632 or by email at julia.ledwith@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 October 30, 2019.



Signature – Paaras Bhandari

11 / 17 / 2019

Offer Deadline – November 20, 2019

June 10

Start Date & End Date – June 10 – August, 2020

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

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Sent for signature to Paaras Bhandari
(paarasbhandari@gmail.com) from offers@appian.com
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VIEWED

10 / 30 / 2019

15:46:21 UTC-5

Viewed by Paaras Bhandari (paarasbhandari@gmail.com)
IP: 129.2.180.106



SIGNED

11 / 17 / 2019

12:47:16 UTC-5

Signed by Paaras Bhandari (paarasbhandari@gmail.com)
IP: 162.242.51.212



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The document has been completed.