

All-Hands Meeting Notes - January 2024

Date: January 18, 2024 **Time:** 10:00 AM CT / 4:00 PM GMT / 9:30 PM IST
Hosted By: Sarah Chen, CEO **Recording:** Available in Notion > Communications > All-Hands Recordings

Agenda

1. Q4 2023 Results & 2024 Outlook
 2. Product Updates
 3. People & Culture Updates
 4. Q&A Highlights
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Q4 2023 Results

Financial Highlights

Metric	Q4 2023	vs Q4 2022	vs Plan
ARR	\$127M	+34%	+3%
New Customers	423	+28%	+8%
Net Revenue Retention	118%	+5pts	On target
Gross Margin	78%	+2pts	+1pt

Key Wins: - Closed 3 enterprise deals over \$1M ARR - CloudForge 3.0 launched successfully - DataLens user base grew 45% QoQ

Full Year 2023

- ARR grew from \$82M to \$127M (55% growth)
- Employee count grew from 2,100 to 2,500
- Customer count exceeded 8,000
- NPS improved from 52 to 61

2024 Outlook

Targets: - ARR: \$180M (42% growth) - New customers: 2,000+ - Net Revenue Retention: >120%

Strategic Priorities: 1. **Enterprise expansion** - Focus on larger customers 2. **Platform depth** - Deeper integration between products 3. **Global presence** - Expand EMEA and APAC 4. **AI/ML capabilities** - AI-assisted features across products

Product Updates

CloudForge 3.0 (Shipped December 2023)

Highlights: - New visual infrastructure builder - Multi-region deployment improvements - 40% faster deployment times - SOC 2 Type II certified

Roadmap Preview (Q1-Q2 2024): - GPU workload support - Enhanced Kubernetes integration - Cost optimization recommendations - Edge deployment capabilities

DevPipeline

Recent Improvements: - Build time reduced by 25% - New marketplace with 200+ actions - Improved GitHub Enterprise integration

Coming Soon: - AI-powered test generation - Deployment insights dashboard

SecureVault

Shipped: - Dynamic secrets for PostgreSQL - Enhanced audit logging

Coming Soon: - Dynamic secrets for MongoDB - AWS IAM integration

DataLens

Shipped: - New dashboard editor - Improved query performance (2x faster)

Coming Soon: - AI-powered anomaly detection - Natural language querying

People & Culture Updates

Headcount

- Current: 2,500 employees
- 2023 hires: 400
- 2024 hiring plan: 300 (focused growth)

Key Hires

- **Marcus Thompson** - VP of Engineering, Platform
- **Priya Sharma** - VP of Customer Success
- **James Wilson** - Director of Security

Benefits Updates

New in 2024: - Increased L&D budget from \$1,500 to \$2,000 - New fertility benefit (up to \$25K lifetime) - Enhanced mental health coverage

Culture Initiatives

- **Q1 Company Offsite:** March 15-17 in Austin
- **DEI update:** New ERGs launching (Veterans, Parents)
- **Manager training:** New program launching February

Employee Survey Results

- **eNPS:** 62 (up from 55)
- **Top strengths:** Remote flexibility, team culture, growth opportunities
- **Areas to improve:** Internal communication, career clarity

Actions being taken: - Launching monthly “Ask Leadership Anything” sessions - Revamping career ladder documentation - Increasing cross-team collaboration events

Recognition

Quarterly Awards

MVP Award: Engineering - Platform Team - For delivering CloudForge 3.0 on time with exceptional quality

Customer Champion: Jessica Martinez, Customer Success - For turning around a churning enterprise account

Innovation Award: AI/ML Team - For prototyping the AI anomaly detection feature

Values Award: London Office Team - For exemplary collaboration on the EMEA expansion

Q&A Highlights

Q: What's the plan for AI across our products? > A (Sarah): AI is a major focus for 2024. We're investing in AI-assisted features across all products - intelligent scaling in CloudForge, AI test generation in DevPipeline, anomaly detection in DataLens. We're also hiring an AI/ML team to lead these efforts.

Q: Will there be another round of equity refresh this year? > A (HR): Yes, we'll do our annual equity refresh in Q1. High performers will be prioritized. Details coming in February.

Q: Any updates on the Austin office renovation? > A (Facilities): The new space will be ready in April. It includes more collaboration spaces, a larger event area, and upgraded AV for hybrid meetings.

Q: How are we thinking about competition from [Competitor X]? > A (Sarah): We're aware of the competitive landscape. Our differentiation is our integrated platform and developer experience. We're doubling down on what makes us unique rather than chasing feature parity.

Q: Will we return to in-person work? > A (Sarah): No. We remain committed to remote-first. Offices are available for those who want them, but there are no plans to require office attendance.

Action Items

Item	Owner	Due
Publish updated career ladders	HR	Feb 15
Launch AMA sessions	Comms	Feb 1
Announce offsite details	Events	Feb 1
Share Q1 roadmap details	Product	Feb 15

Upcoming Events

- **Feb 1:** AMA with Sarah Chen
- **Feb 15:** Q1 Roadmap Review (Product All-Hands)
- **Mar 15-17:** Company Offsite (Austin)

Resources

- Slides: Notion > Communications > All-Hands > Jan 2024
- Recording: Same location
- Questions: #all-hands-questions on Slack

Next All-Hands: February 15, 2024