

All-Hands Meeting Notes - April 2024

Date: April 15, 2024 **Time:** 10:00 AM PT **Attendees:** All employees (Virtual)
Recording: [Available on Notion]

Agenda

1. Q1 Results
 2. Product Roadmap Update
 3. People Updates
 4. Q&A
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Q1 2024 Results

Financial Performance

Presented by: Sarah Chen, CEO

Metric	Q1 2024	Q1 2023	YoY Growth
ARR	\$72M	\$48M	+50%
New Customers	131	95	+38%
Net Revenue Retention	115%	112%	+3pts

Highlights: - Strongest Q1 in company history - Enterprise segment growing fastest (+65% YoY) - International revenue now 28% of total

Customer Wins

Notable new customers: - 2 Fortune 500 companies - First federal government contract (FedRAMP in progress) - Expansion into financial services vertical

Product Roadmap

CloudForge

Shipped Q1: - Kubernetes 1.29 support - Cost anomaly detection - Performance monitoring dashboard

Coming Q2: - Multi-region deployments - Azure support improvements - Policy-as-code enhancements

DevPipeline

Shipped Q1: - Faster build caching (30% improvement) - GitHub App integration - Test parallelization

Coming Q2: - GitHub Actions compatibility - Security scanning improvements - Mobile build support (beta)

SecureVault

Shipped Q1: - Kubernetes secrets operator - Improved audit logging - CLI improvements

Coming Q2: - Dynamic secrets for PostgreSQL - OIDC authentication - Self-hosted option (Enterprise)

DataLens

Shipped Q1: - 10 new data connectors - Improved query performance - Scheduled reports

Coming Q2: - Streaming dashboards - Embedded analytics - Natural language queries (beta)

People Updates

Headcount

We reached **2,400 employees** in Q1: - Engineering: 380 - Sales & Marketing: 420 - Customer Success: 180 - G&A: 220 - Product: 85

New Executives

Welcome our new leaders: - **David Park**, VP Engineering - **Rachel Kim**, VP Customer Success

Culture Initiatives

- Launched employee resource groups (ERGs)
- New mentorship program (120 participants)
- Updated remote work policy with increased stipends

Benefits Updates

Effective May 1: - Mental health coverage increased to \$3,000/year - New fitness reimbursement program (\$100/month) - Expanded parental leave (details in HR announcement)

Looking Ahead to Q2

Company Priorities

1. **Execute on enterprise** - Close Fortune 500 pipeline
2. **Ship product innovation** - Multi-region, streaming, AI
3. **Scale operations** - Improve efficiency across teams
4. **Strengthen culture** - Maintain what makes us great

Key Events

- **May 15:** Product launch event (virtual)
 - **June 10-12:** Company hackathon
 - **June 28:** Q2 close
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Q&A Highlights

Q: What's the plan for AI features? A: We're exploring AI across all products. Expect announcements at our May product event. We're hiring ML engineers now.

Q: When will we have more international offices? A: We're evaluating locations in APAC. Japan is a priority. More details later this year.

Q: Any update on equity refresh program? A: We're reviewing the program. Expect updates during the mid-year review cycle.

Q: How are we thinking about profitability? A: We're focused on efficient growth. Our burn rate is decreasing while revenue grows. Path to profitability is within sight.

Next All-Hands: July 15, 2024