

All-Hands Meeting Notes - July 2024

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

Agenda

1. Q2 Results Review
 2. Product Updates
 3. Company Milestones
 4. HR Announcements
 5. Q&A
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Q2 2024 Results

Financial Highlights

Presented by: Sarah Chen, CEO

Metric	Q2 2024	vs Q1 2024	vs Q2 2023
ARR	\$78M	+8%	+42%
New Customers	147	+12%	+35%
Net Revenue Retention	118%	+3pts	+5pts
Gross Margin	76%	+1pt	+2pts

Key Wins: - Closed 3 Fortune 500 deals worth \$4.2M total ARR - Expanded into Japan market with 12 new customers - Achieved 99.99% uptime across all products

Challenges: - Sales cycle lengthening in mid-market segment - Increased competition in DevOps tooling space - Hiring in APAC taking longer than planned

Customer Growth

By Segment: - Enterprise (>\$100K ARR): 89 customers (+15 Q2) - Mid-Market (\$25K-\$100K): 312 customers (+52 Q2) - SMB (<\$25K): 1,847 customers (+80 Q2)

Churn: 0.8% logo churn (industry avg: 5%)

Product Updates

CloudForge

Presented by: Marcus Johnson, VP Product

Shipped in Q2: - Multi-region deployment support - Advanced cost allocation tags - Terraform 1.5 support - New AWS regions: Mumbai, São Paulo

Coming Q3: - Azure Arc integration - Policy-as-code v2 - Enhanced drift detection

Customer Feedback Score: 4.6/5.0 (+0.2 vs Q1)

DevPipeline

Shipped in Q2: - Native GitHub Actions compatibility - Pipeline insights dashboard - 40% faster build times (cache improvements) - Security scanning improvements

Coming Q3: - Mobile SDK support - AI-assisted pipeline generation (beta) - SOC 2 Type II attestation for build environment

SecureVault

Shipped in Q2: - Dynamic secrets for PostgreSQL - OIDC authentication - Kubernetes secrets operator - Enhanced audit logging

Coming Q3: - AWS RDS integration - Secret sprawl detection - Self-hosted option (Enterprise)

DataLens

Shipped in Q2: - Real-time streaming dashboards - 15 new data connectors - Embedded analytics (beta) - Dark mode

Coming Q3: - AI-powered anomaly detection - Natural language queries - Advanced alerting rules

Company Milestones

2,500 Employees!

We've reached 2,500 employees globally: - Austin: 850 - Seattle: 420 - London: 380 - Bangalore: 650 - Remote: 200

New Office: Tokyo

Opening September 2024: - Supporting APAC expansion - 50-person capacity
- Looking for founding team members

Awards and Recognition

- G2 Leader: Cloud Infrastructure (3rd consecutive quarter)
 - Gartner Cool Vendor: DevOps Tools
 - Forbes Cloud 100: Ranked #47 (up from #72)
 - Best Places to Work: Austin Business Journal
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HR Announcements

Presented by: Lisa Martinez, VP People

Benefits Updates (Effective August 1)

New Mental Health Benefits: - Increased therapy coverage: \$3,000/year (was \$1,500) - Headspace subscription for all employees - Mental health days: 3 additional days per year

Parental Leave Enhancement: - Primary caregiver: 20 weeks (was 16 weeks)
- Secondary caregiver: 8 weeks (was 4 weeks) - Applies to birth, adoption, and foster placement

Learning & Development

New Programs: - Leadership Academy launching September - Technical certification reimbursement increased to \$3,000/year - Conference budget: \$2,000/year per employee

Performance Review Cycle

- Mid-year reviews: July 15 - August 15
- Focus on H1 achievements and H2 goals
- Promotion decisions communicated by September 1

Upcoming Events

Event	Date	Location
Company Offsite	September 15-17	Austin, TX
Hackathon	August 8-9	Virtual
Founder's Day	October 12	All offices

Q&A Highlights

Q: Any updates on IPO plans? A: (Sarah) We're focused on building a durable, profitable business. We'll explore public markets when the timing is right, but no specific timeline to share.

Q: Will we return to office? A: (Lisa) We remain committed to remote-first. No mandatory return to office. Offices available for those who prefer in-person work.

Q: Plans for AI features? A: (Marcus) AI is a major investment area. Expect AI-assisted features in all products by end of year. We're hiring aggressively for ML/AI roles.

Q: Status of 401k match increase? A: (Lisa) We're increasing the match from 4% to 6% starting January 2025. More details in open enrollment.

Q: Any new products planned? A: (Sarah) We're exploring adjacent areas but focused on making current products best-in-class. Any new products would be announced at Founder's Day.

Action Items

- ☐ All: Complete mid-year self-assessment by July 31
- ☐ Managers: Schedule review conversations by August 15
- ☐ All: Register for Company Offsite by August 1

- Interested parties: Apply for Tokyo founding team by August 15
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Resources

- Q2 Earnings Deck: [Internal Link]
 - Benefits Update FAQ: [Internal Link]
 - Offsite Registration: [Internal Link]
 - Feedback Form: [Anonymous Link]
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Next All-Hands: October 14, 2024