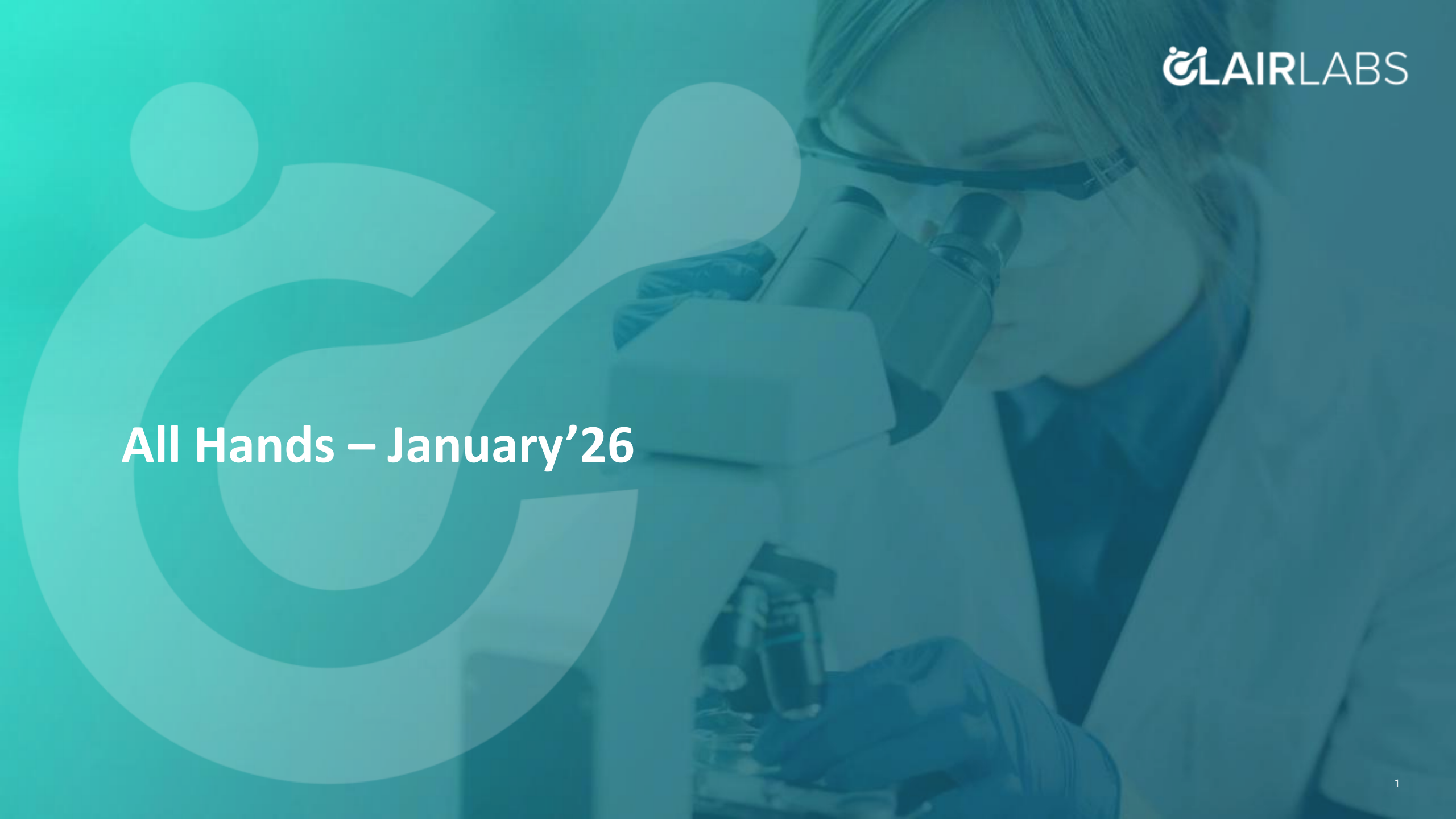
All Hands – January’26



FY 2026

A Breakout Year for Innovation, Creativity, and Leadership

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🚀 Quarterly Engineering Hackathon -Kickoff

🗓️ **Dates:** Feb 3 – Feb 5, 2026 (3 Days)
📍 **Location:** MedGenome Bangalore Office + Remote

👥 Who Can Join?

All Engineering team members

🎯 Objective:

- Build **AI-driven features** to enhance intelligence, automation & UX
- Deliver **high-impact, long-pending product features**
- Foster **innovation, rapid prototyping & cross-team collaboration**

🔧 What to Expect :

- Freedom to **innovate & experiment**
- Strong **cross-team collaboration**
- **Demo day** to showcase outcomes
- **Recognition** for impactful ideas & implementations

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📢 Coursera Access

ClairLabs has subscribed to Coursera for Teams! All employees now have free access to thousands of courses, specializations, and guided projects.

Take advantage of this opportunity:

- Dedicate 15-20 hours/month to learning.
- Submit your monthly learning plan to your manager.
- Complete courses and certifications that align with ClairLabs' vision.
- Use Cloud Playground Labs for hands-on practice.

Eligibility & Support:

- All full-time and contractor employees.
- Company provides laptops, Coursera access, and certification reimbursement (post-approval).

Let's grow together—learn, upskill, and excel! 🚀

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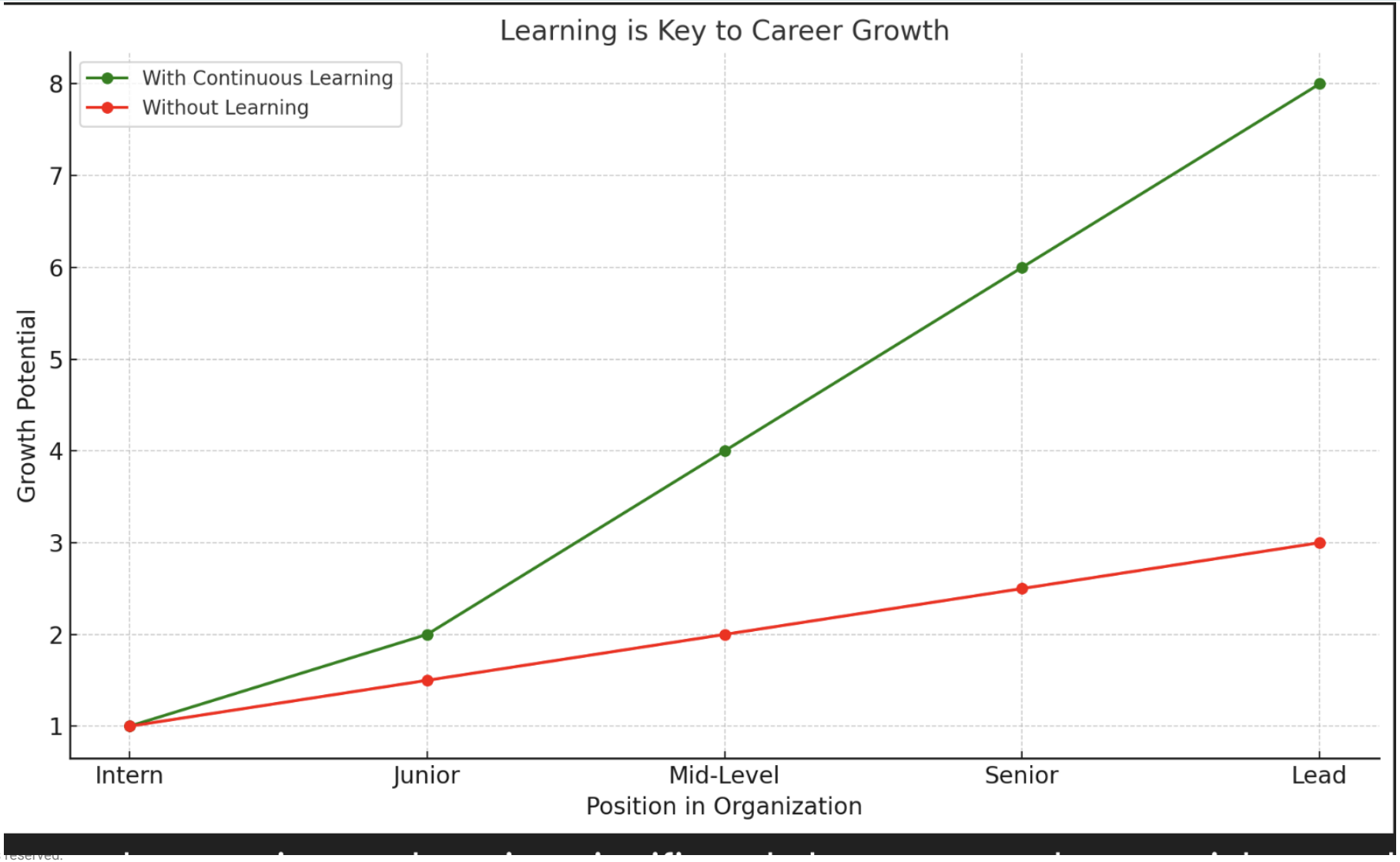
Continuous Learning



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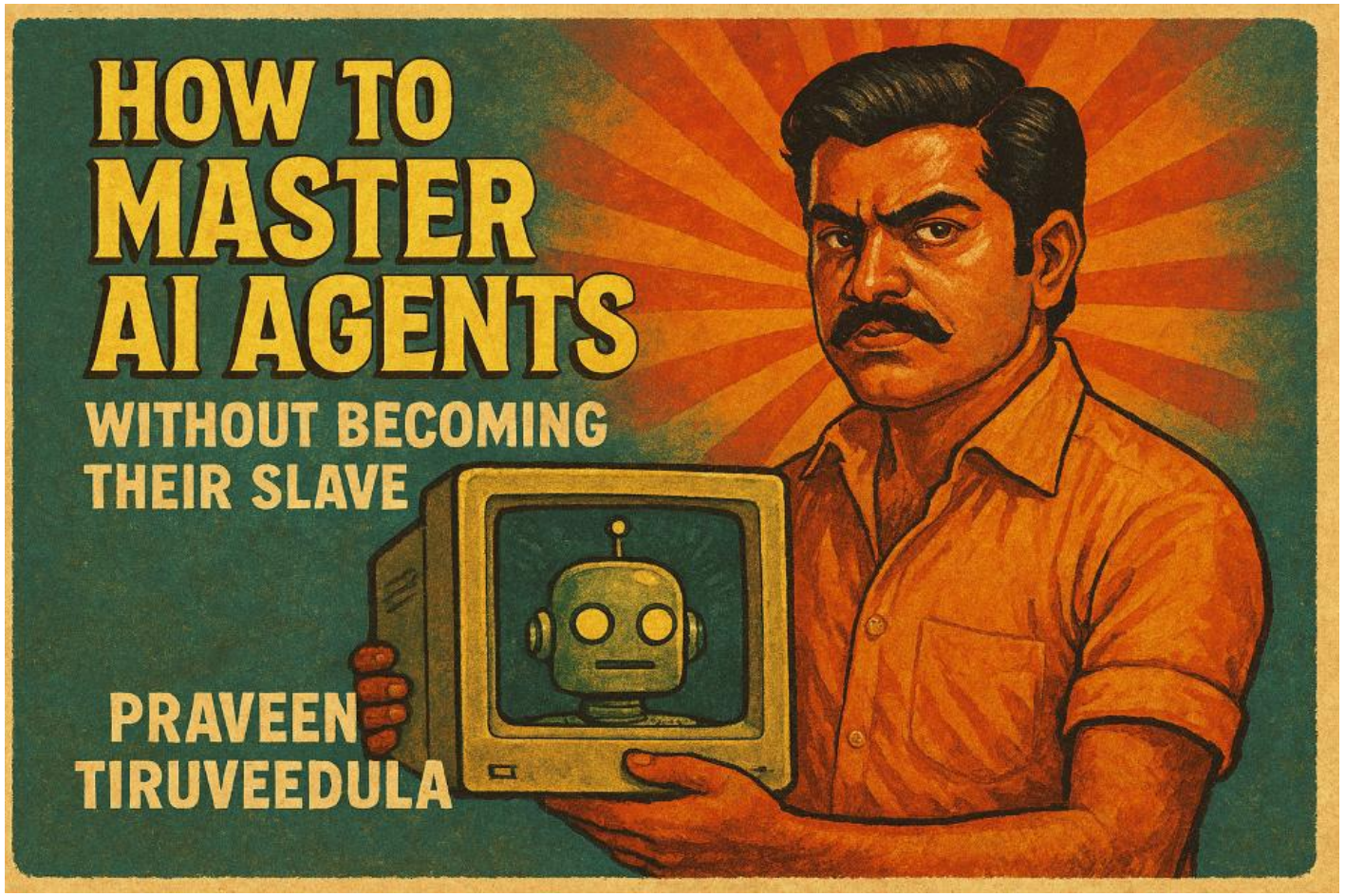
ClairLabs Learning Program

Name	Certifications Completed	Certifications Planned/In Progress
Amit Parhar	AWS – AI Fundamentals and the cloud	
Tejaswine Kantu		AI for Medical Diagnosis
Vijaya Lakshmi	Google AI essentials	Start Writing Prompts like a Pro
Raja K		Generative AI & Data Science with Real World Data in Pharma
Divya Jeevan Rao	Databricks Accredited Generative AI Fundamentals & AWS Cloud Practitioner Essentials & Introduction to Genomic Technologies	-
Tauseef Shaikh	Serverless Architectures on AWS	AWS Certification
Peram Chakravarthi	Professional in Human Resources & Employer Branding to Attract Talent	
Praveen Tiruveedula	Introduction to Genomic Technologies	
Guru Raja Rao M	Genomics & Bioinformatics (Data / ML Engineering focus) & Healthcare Data & Informatics (Backend / Data Engineering focus)	



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OnPrem & Cloud Project update

Varminer

- UAT sign off-18th Dec'25
- Released-22nd, Dec'25

Key Features:

- Dashboard revamp (AAS + VARTK)
- CNV filters (common + default)
- NMID for additional tables
- Test methodology in VCF
- Pseudogene statement addition
- Modified master filter (with/without OMIM)
- Mito recommendation bullet points
- CNV variant description automation
- Auto-add benign/likely benign variants
- Fetus sample secondary checklist fix
- Auto ACMG classification rename
- PGX indel variants visibility issue

Oncominer

- UAT Sign off-3rd Dec'25
- Planned Release- 3rd wk, Jan'26

Key Features:

- MSI rejection dropdown
- Template updates
- HRD status logic
- AZ-PH template mapping
- MSI graphics & disclaimer update
- Added disclaimers or methodology
- Dynamic TMB enhancement
- RareCan customization
- TMB disclaimer
- Gene count update
- MET gene addition
- Fusion button addition
- Heme designation update
- PMID enablement
- Treatment detail's view
- Fusion filter enhancements
- Heme hotspot & 361-gene panel addition

MySQL Upgrade

- MySQL upgrade-3rd WK, Feb'26 (Tentative)

Key Features:

- **Enterprise Security:** TDE, Firewall, Audit, External Authentication, Oracle Key Vault.
- **Backups**: Hot + Incremental backups using MySQL Enterprise Backup.
- Better performance & scalability
- **High Availability:** ClusterSet, Enhanced InnoDB Cluster, automatic failover.
- **Monitoring:** Enterprise Monitor, Query Analyzer.
- **Support:** 24×7 Oracle support with early security patches.
- **Compliance:** PCI, HIPAA, GDPR-ready features.

LinC V1

- MVP Release-1st WK, Feb'26 (Tentative)

Key Features:

- Patient & Sample Management
- Clinical Synopsis
- Carrier & trio
- CNV Analysis & Reporting
- Germline Analysis & Reporting
- IGV Viewer, Ideogram
- IAM: Account Management, User Management, RBAC
- Auto ACMG
- Oncology

LinC V2

- UAT-4th WK, Dec'25
- MVP Release-3rd WK, Jan'26

Key Features:

- Patient & Sample Management
- Clinical Synopsis
- Bulk Import
- QC Stats- HRD,HRR
- Variant interpretation: CNV, Fusion, Coverage, MH integration, IGV viewer etc.
- Diagnostic Report: report Tab, All reports page with AI Agents etc.
- IAM: Account management Tenant Management, User Management, Role Management

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The Perform or Perish Mindset

What helps us thrive

- Proactive ownership
- Bias for innovation
- Speed + quality
- Lifelong learning
- Customer obsession

What Won't Survive:

- Mediocrity
- Hand-holding
- Overthinking without output
- Lack of curiosity
- 'Not my job' mentality

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The culture we are building

- Extreme clarity + extreme trust
- High accountability
- Transparent metrics
- Customer-first, science-first mindset

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Thank You

Let’s continue building ClairLabs together