



Welcome to DigitalOcean

Employee Onboarding Part 1

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Welcome to DigitalOcean! Let's learn about DigitalOcean as a company, it's culture and core values, and our products.



CLOUDWAYS

Who Are We?

Since 2011, we have been taking care of all cloud hosting hassles while our customers continue to focus on growing their business and revenues while enjoying all the benefits of managed cloud hosting.

What do we do?

Cloudways is a managed cloud hosting platform that facilitates choice, simplicity, and performance for ecommerce, startups, agencies, and developers. Our customers have the choice of hosting their PHP powered applications on five leading IaaS providers – Amazon Web Services (AWS), Google Cloud Engine, DigitalOcean, Linode, and Vultr.

The Thunderstack, our custom-built hosting stack is designed to deliver lightening-fast response, low page load time and sustained performance for your apps. Our Platform ensures that you continue to focus on your business as our cloud engineers take care of your server.

digitalocean.com

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Welcome to the DigitalOcean family!!!

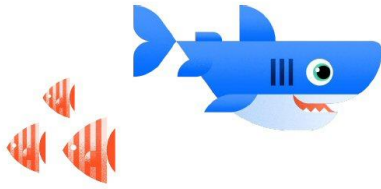
We are super excited to learn more about you and work with you every day. We want you to feel that being a part of DigitalOcean is a great thing and we're here to help you learn about our company and our culture. We will share things about our culture and help you understand all the great benefits and perks you get being a DO Shark! So, relax and ask your questions as we dive into DigitalOcean!



We are so excited to be expanding our DigitalOcean family and to have you join us. We'll see that so much of the Cloudways culture is reflected in the DigitalOcean culture and values- we're practically siblings already!

We know that this process can be a little frightening and that there are many questions you may have about what is coming next. The first thing we want to make sure of is that you know that there are very little changes to take place through the end of this year. Most important is that neither your pay or your benefits will change through December 31. If you have any questions, please reach out to your People Business Partners, Kirsty Ford or Danielle Traynor - one of them will hopefully be on this call!

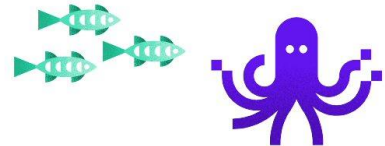
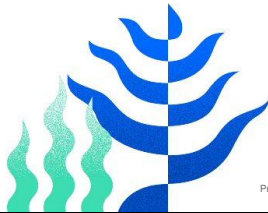
Now, let's learn about DigitalOcean and start swimming in the details!



Our Mission

We simplify cloud computing so **developers and businesses** can spend more time creating software that changes the world.

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"Our mission is core to everything that we do. Each AND every time I speak with one of our customers, our Mission comes through loud and clear We're focusing on BUILDERS. We're in the business of people building- individual developers, developers apart of a team, a small start-up company, a company who builds and grows with us, etc." - Yancey Spruill



Our Core Values



Innovative At Heart

Innovation coupled with curiosity lies in the heart of everything we do at Cloudways.



Simplicity at Everything

From solving complex hosting problems to daily operations, simplicity is always on our mind.



Customer Always Comes First

Our customers are the North Star that guides our priorities and drives us to deliver peace of mind.



Data-Driven Ideology

All our innovation and improvement is data-driven and based on customer feedback.



Win As A Team

Teamwork, within our teams and with us as your extended team, is behind all our successes.

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Let's take a look at Cloudways' core values! These are simple, clear, and meaningful. Now, let's compare those to the DigitalOcean values.

Our Values



Simplicity in all we DO

We make decisions that eliminate complexity and obstacles to enable our customer to focus on testing their ideas building their businesses, and realizing their dreams.

We are accountable for all we DO

Earning trust every day is our core value proposition to our customers and each other. We must be trustworthy, because the opportunity to serve our customers is larger than any of one of us.

Our community is bigger than just us

We foster the global developer and entrepreneurial communities because they are the source of our ideas and innovation and essential to our sustained growth.

We speak up when we have something to say and listen when others DO

We create an inclusive environment where we are transparent and respectful so we are confident in bringing our best selves on behalf of our customers and each other, every day.

Love is at our core

Underlying everything we do, love for our customers and our DigitalOcean is essential to realizing our fullest potential.



DigitalOcean

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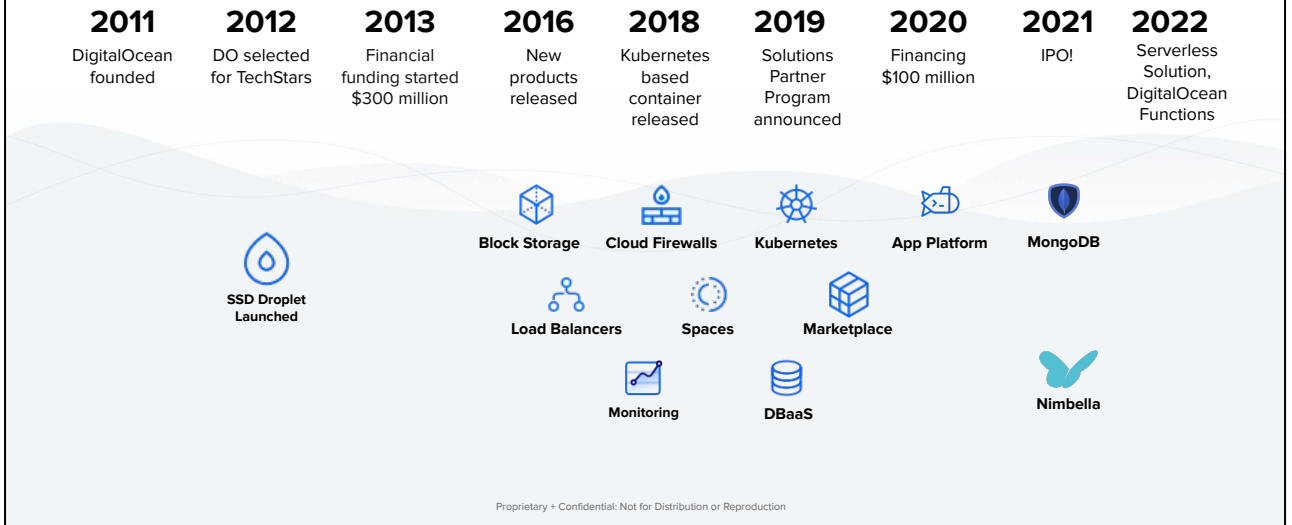
Our values are the backbone of our company.

Our values come through evidently when we interact with our customers, each other, and ourselves. Our values drive our performances, they allow us to come to work and achieve great things with clarity. And because of that, the way that we interact with our customers leaves an outstanding impression and impact. Living our Values is the key to us realizing our Mission and our potential as a company.

For us it starts with Community and Simplicity - without these, we are like everyone else.



DO Journey



DO began on June 24th, 2011, however it is based on a previous company base. In 2003 Ben and Moisey Uretsky; the founders of DigitalOcean, had already formed a company called Server Stack (still a part of DO today).

After surveying the cloud computing industry, they saw a void. Most companies were only targeting corporate clients who required a cloud infrastructure to manage their servers on a larger scale. There was no one focused individual software developers and small-scale companies as their potential customers. They decided to fill that gap. Ben and Moisey founded DigitalOcean with the vision to provide cloud hosting services and server provisioning for individual software developers and small-scale startups making it easy for them to host website with one-click solutions.

The company went through a series of funding rounds in 2013 through 2016 and again in 2020. Building data centers is an expensive undertaking! It also funded our operations as a startup. After our first release of the SSD Droplet in 2012, we paused for more than 3 years before releasing additional products starting in 2016. This also tells you about our method of product development. We took the time to talk with and listen to our customers. What did they want? What were their needs? What was the specification for those additional products? How much should these products cost? We did our research and developed products that work the first time. We don't "ship and patch" our products!

Info from CrunchBase: <https://www.crunchbase.com/organization/digitalocean/funding-rounds>

Our 2022 Strategy on a Page

Why we exist and the values we live by

Mission

Simplify cloud computing so **builders** can spend more time creating software that changes the world

Values

Our **community** is bigger than just us

Simplicity in all we DO

We **speak up** when we have something to say and **listen** when others DO

We are **accountable** to deliver on our commitments

Love is at our core

How we measure our progress

Customers

Customer NDR - **117%+**

People

Employee engagement - **75%+**

Investors

Revenue + Free Cash Flow % - **35+% revenue growth + FCF (double-digits %)**

Initiatives are **what** we DO to make our mission successful

Grow Faster to achieve \$1B in revenue by 2024

- **Sales Evolution** (Jeff)
- **Regional Expansion** (Jeff/Carly)
- **Retention and Expansion** (Jeff/Carly)
- **Product Acceleration** (Gabe)

Grow Smarter to reach 40+% EBITDA margins and 25% FCF in 2024

- **Build the Modern Cloud** (Jeff/Gabe)

Grow Together to attain 75% employee engagement as we transform to a high-growth company

- **Empower Career Success** (Matt/Alan)

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To bring us all together and focus our work on a few key initiatives, Yancey introduced the Strategy on a Page (SOAP). We update and review our progress on our SOAP every Shark Day. We hear a high-level overview of our initiatives and how they will help us grow faster, smarter, and together. We go into deep dives on these initiatives throughout each year, learning more about where we're going and the progress we've made. SOAP is all about execution consistency and velocity.



By the Numbers

620,000

Global Accounts

\$133.9 million

Revenue (an increase of 29% year-over-year)

\$544.1 million

Annual Run-Rate Revenue (ARR)

\$86.6 million

Gross profit equalling 65% of revenue

112%

Net Dollar Retention Rate (NDR)

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* Data from Q2 2022

We separate accounts from users at DO. An account is our term for the paid service holder - the customer. Many of our customers use our Teams feature, which lets multiple people share the resources with other users but has a single billing name for the team. So yes, we have over 1 million users on our platform, but they are part of these accounts. We measure our company growth by the account, not the user.

Revenue continues to grow. We have a Go to Market (GTM) team who focus on partnerships and certain verticals. But most of our growth and revenue come from direct referrals.

"We are taking a number of actions in the second half to deliver 30% growth with improving profitability and cash flow despite an uncertain environment driven by macroeconomic factors beyond our control." - Yancey Spruill

Read more - [DigitalOcean Announces Second Quarter 2022 Financial Results](#)

Our Leadership Team



Yancey Spruill
Chief Executive Officer



Carly Brantz
Chief Marketing Officer



Jeff Guy
Chief Operations Officer



Gabe Monroy
Chief Product Officer



Matt Norman
Chief People Officer



Alan Shapiro
General Counsel



Bill Sorenson
Chief Financial Officer



Megan Wood
Chief Strategy Officer

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Our leadership team provides the vision and the guides to help us reach our goals together. They are responsible for the long-term strategy of the company and also in setting our Strategy on a Page (SOAP) which provides everyone at DigitalOcean and clear set of goals that contribute to the total company vision.

Each functional team manages specific aspects of the company.

CEO - Brings the vision to life. It includes the CEO office and the Executive Assistant team.

CMO - Designs and deliver our marketing vision. It includes our Content & Communications team as well as our Product & Program, Revenue, Strategic, and Social Impact marketing teams.

COO - Manages our company operational systems. It encompasses our Information Technology, Global Sales and Partnerships, Procurement, Security, and Infrastructure teams.

CPO - Is our product and engineering group. It includes our Serverless, IaaS, Kubernetes, User Experience, Product Strategy, Architecture, and DBaaS teams.

People - Focuses on our employees. It is made up of our Talent Acquisition, People Operations & Business Partner, and Total Rewards teams.

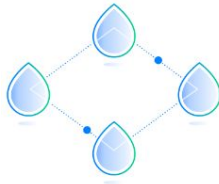
Legal - Consult and protect DO in all things legal.

Finance - Manages our money. They include our Investor Relations, Accounting, Financial Planning, and Internal audit teams.

Strategy - Designs and manages our leadership team's strategic vision. It includes our Program Management, Sales Operations, Data & Analytics, Business Operations and Technical Program Management teams.



Who Are Our Customers?



Web Apps



Websites



Machine Learning and AI



Hosted Services



Developer Tools

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We love our customers! Let's look at a few profiles which we commonly see on our platform.

- **Web Apps** - Build your web or mobile applications for production with multiple compute and storage options, high availability services, and your configuration and orchestration tools of choice.
- **Websites** - Build and manage multiple client websites, blogs, and other static web pages using our user-friendly control panel or simple API, all with a 99.99% uptime SLA.
- **Machine Learning and AI** - Deploy your AI or machine learning applications to process and analyze massive datasets using our API and SSD-based virtual machines. We provide the flexibility your team needs to process and manage big data, offering resources to get you started with distributed processing, database and storage, data streams and pipelines, monitoring and metrics, and data visualization and intelligence.
- **Hosted Services** - Deploy and integrate your PaaS, DBaaS, or CMS-as-a-Service with our API and know exactly what you'll pay with our predictable pricing model.
- **Developer Tools** - Host and run automated testing of your code on DigitalOcean servers. Deploy Droplets in less than a minute to run CI for your environments with tools like JenkinsCI, TravisCI, and Drone.

Learn more about our customers at <https://www.digitalocean.com/customers/>

DigitalOcean Data Centers



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*2023 sites are not publicly announced

We have data centers around the world. Although each data center is leased property, the equipment and staff are all DO! This is a key difference from some of our competitors, we own the data center, we aren't resellers of other vendor's resources. We chose these locations based on customer location and infrastructure support. We need to keep our data centers up and running 24X7! You can view our regional data center status here

<https://status.digitalocean.com/>

- Singapore (1)
- Bangalore (1)
- Frankfurt (1)
- Amsterdam (2)
- London (1)
- New York (3)
- Toronto (1)
- San Francisco (3)
- Australia (coming soon)

Commuting Through the Web

A robust remote working culture

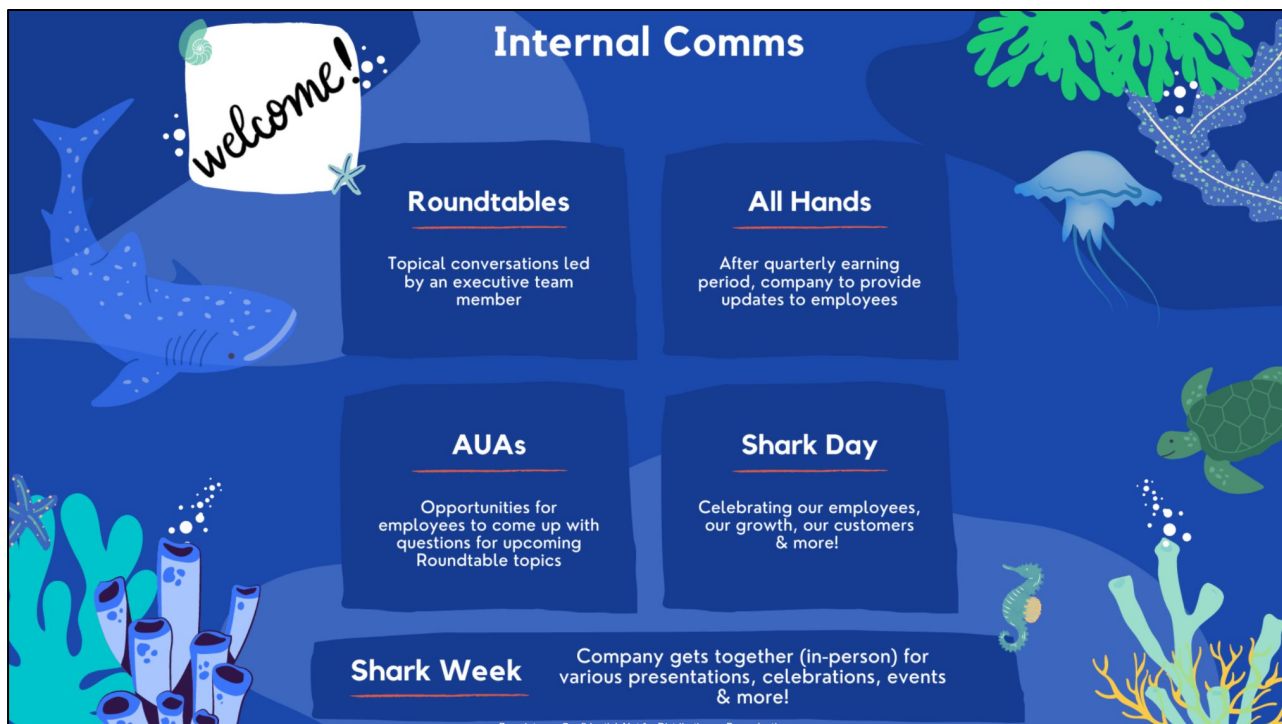


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We embrace remote work as a way to attract the best people and we trust them to do their work from wherever they are. Remote work is also different from Work-from-home. We provide the tools and connection to truly work as a global team. You won't be sitting on an uncomfortable chair with a small laptop on your lap. A monitor, mouse, keyboard, and other items to turn your home office into the real things are part of the answer. But mostly it's the open and active communications and the tools to support your working together is what makes us special.

We maintain a map of all our Remotees. Add yourself to the map!

<https://tinyurl.com/2ru4d4k8>



We believe that communication is an important part of a remote-first culture. Keeping us all aligned on goals and our company vision as well as offering a place to ask our questions makes DigitalOcean contribute to an open and inclusive culture. There are multiple ways our leadership stays in touch with each of us especially our All Hands, Ask Us Anything (AUA), and Shark Day events.



DO Impact

DigitalOcean's social impact program empowers changemakers around the globe through our products and philanthropy, enables our people to do good in their communities, and ensures our footprint is sustainable.

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Officially launched in April 2021, DO Impact is the name for DigitalOcean's social impact initiatives. DO has been doing amazing work with its communities since Day 1, ensuring that changemakers around the world can leverage the benefits of our technology and this initiative formalizes and expands our efforts so we can have a deeper, more sustained impact!

DO Impact Pillars



PRODUCT

Harness DO technology, open source and technical expertise for good

Hollie's Hub for Good
(product donation)

Nonprofit and
education engagement
strategy

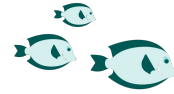


PHILANTHROPY

Deploy DO philanthropy for good

Cash grants to social
good organizations

Employee
volunteering and
donation matching



PLANET

Build a sustainable
footprint for DO

Ongoing carbon
accounting

Sustainability
commitments

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The Social Impact team works with key internal and external stakeholders to determine the best way to organize our many social impact efforts in a strategic way. Currently, our key efforts fall into three key pillars: Product, Philanthropy, and Planet.

Our community is bigger than just us



Bright Funds



Hatch
by DigitalOcean

Hacktober
20 fest 21

SPONSORSHIPS



tachyons

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Bright Funds - Our employees around the world generously support many causes close to their hearts, and DigitalOcean is committed to amplifying those efforts. DO's donation matching program through Bright Funds will match each employee's donations up to \$15,000/year (maximum of \$200K/year). With hundreds of thousands of participating organizations, Bright Funds enables employees to support nonprofits, connect with causes through vetted organizations, and find new volunteer opportunities.

Hatch - The Hatch program is DigitalOcean's way of giving back to the startup community. Customers that are part of a qualified venture capital firm or incubator may qualify for 1 year of Hatch credits to help them try out and use our platform. More information on the program can be found on our [Public-facing Hatch Page](#).

Hacktoberfest - Our annual virtual hackathon takes place in October. In 2021, this free event had ~150K registrations.

Sponsorships

- **Octotree** - Octotree is a browser extension that makes it very simple to explore code on GitHub. <https://opencollective.com/octotree/>.
- **PUG** - Pug (formerly known as Jade) is a preprocessor which simplifies the task of writing HTML.
- **Ruby on Rails Atlanta** - Provides tools and a community for women to understand technology and to build their ideas. <http://railsgirls.com/atl>.
- **Tachyons** - Tachyons allows you to design gorgeous interfaces in the browser with little effort. <https://opencollective.com/tachyons>.

DEIB at DigitalOcean



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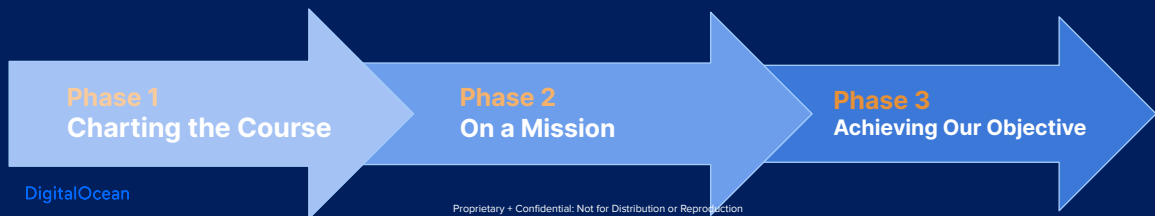
At DigitalOcean, we believe our community is bigger than just us. We are committed to creating and serving a diverse, equitable, and inclusive environment that supports and elevates all employees, especially those who are often the most underrepresented and historically marginalized in our communities. We believe in speaking up when we have something to say and listening when others do, which means fostering a curious and accountable culture in which we can all bring our full and best selves to work.

- **Diversity:** A mixture of demographics psychographics, and experiences reflected in the workforce
- **Equity:** Fairness and justice in policies, programs, processes, and resources across the organization
- **Inclusion:** The practice of recognizing all perspectives and contributions and creating opportunities for all voices to be heard to inform organizational processes
- **Belonging:** The feeling of acceptance, as a member of a group, feeling valued and connected with the company

DEIB Strategic Focus Areas

- | | |
|---|--|
| 1 Leadership and Accountability | 4 Diversity Equity Inclusion Belong Committee |
| 2 Diversity Training Across the Organization | 5 Attract, Hire and Develop Talent |
| 3 Diversity Advisory Council | 6 Employee Resource Groups (ERGs) |

DEIB in Progress: *Phased Approach to Inclusivity*



Our DEIB Strategy

1. Leaders own and regularly discuss the DEIB mission, goals, and the value of diversity and inclusion
2. Identifying the DEIB training needs and implementing additional DEIB training throughout the company
3. Align leaders from each department to take responsibility for refining the DEIB strategy and its execution
4. Champion supporting identified areas to drive DEIB initiatives and change across the company
5. Mature partnerships to progressively identify diverse talent to hire and develop within DO
Mature partnerships to progressively identify diverse talent to hire and develop within DO
6. Developing additional ERGs to support our employees access to community within DO

Employee Resource Groups at DigitalOcean

Shark Tank



Emerging Sharks



Rainbow Dolphins



Women of DO



Afro Sharks



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We have five employee resource groups at DO:

- **Shark Tank** aims to support and assist our people in uniform as they transition to post-military life, as well as to provide them with opportunities to grow. The military experience provides a unique set of skills that strengthens and enriches tech companies like DigitalOcean – we want to embrace that unique perspective.
- **The Emerging Sharks** Employee Resource Group (ERG) is meant to support those who are just starting out in their career or industry. Any DigitalOcean employee that identifies with this group or is looking to support people early in their careers is welcome to join.
- **The Rainbow DOLphins** Employee Resource Group (ERG) provides a safe space for LGBTQIA+ DigitalOcean employees to bring their authentic selves to work, celebrate what makes each of us unique, and continuously learn from our predecessors.
- **Women of DO** stands for the empowerment of women in the organization and amplifies the progress of women in every step of their journey. It also strives to create a safe place for women and folks from other gender groups to come together, collaborate, and be a part of a meaningful symbiotic environment.
- **The Afro Sharks** ERG aims to Support, amplify, and uplift Black communities both within and outside DigitalOcean through community building, mentorship, communication and recruiting efforts.

And we are always looking for ways to expand our ERGs into other communities.

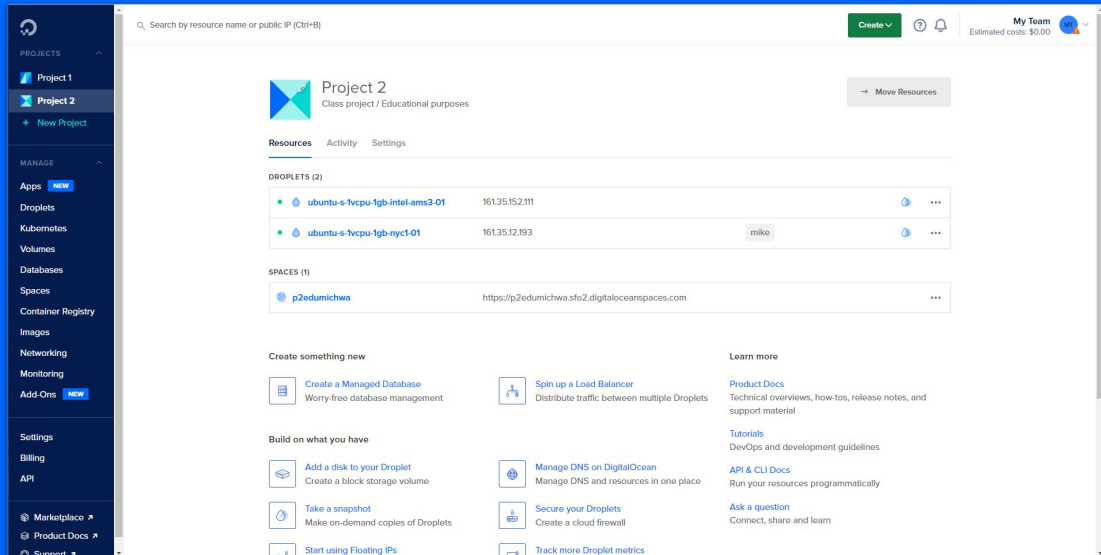
Our Products and Services

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Now let's take a dive into the products and services DigitalOcean provides to our customers.

The Cloud Panel



The Cloud Panel is the entire interface for our customers to create and manage their DigitalOcean resources. You can create droplets, attach volumes, and build Kubernetes clusters from this one simple place. As you create a Droplet, you are presented with a Wizard that shows you the cost for an entire month of use as well as options to increase or decrease your cost vs the specification of the droplet. DO customers often cite this “cost transparency” as a differentiator from our competition.

You can get credits through referrals, some of our customers have never paid a cent, every month they find referrals and pay for their systems that way.

You also have full access to your billing information, security settings, and referral links here. Remember, we want to keep things SIMPLE and this is a very easy way for our customers to deploy the resources they need and be able to monitor the performance and cost of their infrastructure.

Compute



A **Droplet** is a Virtual Machine - a “computer”. Every Droplet is open-source Linux, resizable and runs on SSDs.



Basic - Standard virtual machines with a mix of memory and compute resources. Best for small projects that can handle variable levels of CPU performance, like blogs, web apps and dev/test environments.



Dedicated - More robust systems with component specialization for production work.

- General Purpose
- CPU-Optimized
- Memory-Optimized
- Storage-Optimized



DigitalOcean **Functions** is a serverless computing solution that runs on-demand, enabling you to focus on your code, scale instantly with confidence, and save costs by eliminating the need to maintain servers.

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A Droplet is a Virtual Machine - a “computer”. Every Droplet is open-source Linux, resizable, and runs on SSDs.

- **Basic** - Standard virtual machines with a mix of memory and compute resources. Best for small projects that can handle varying levels of CPU performance, like blogs, web apps, and dev/test environments.
- **Dedicated** - More robust systems with component specialization for production work.
 - **General Purpose** - A great choice for a wide range of mainstream, production workloads, like web app hosting, e-commerce sites, medium-sized databases, and enterprise applications.
 - **CPU-Optimized** - Best for CPU-intensive applications like CI/CD, video encoding and transcoding, machine learning, ad serving, batch processing, and active front-end web and application servers.
 - **Memory-Optimized** - Ideal for RAM-intensive applications like high-performance databases, web scale in-memory caches, and real-time big data processing.
 - **Storage-Optimized** - Droplets with large amounts of NVMe SSD storage and memory, along with 100% dedicated vCPU for extra-large NoSQL databases or monitoring platforms.
- **Functions** - DigitalOcean Functions is a serverless computing solution that runs on-demand, enabling you to focus on your code, scale instantly with confidence, and save costs by eliminating the need to maintain servers.

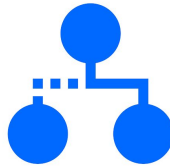
Read more about Droplets at <https://docs.digitalocean.com/products/droplets/>

Network



DNS services on DigitalOcean are totally free, and they don't even require an active Droplet.

Virtual Private Cloud provides users with isolated private networks for intercommunication between users' resources.



Reserved IPs provide an easy way for customers to start implementing high availability practices on their infrastructure.

Load Balancers distribute incoming traffic across your infrastructure to increase your application's availability.



DigitalOcean **Cloud Firewalls** provide a network-based, explicit firewall service for Droplets.

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DNS is completely free and doesn't require an active Droplet. Adding a domain you own to your DigitalOcean account lets you manage the domain's DNS records with the control panel and API. Read more at <https://docs.digitalocean.com/products/networking/dns/>.

A **Virtual Private Cloud (VPC)** is a private network interface for collections of DigitalOcean resources. VPC networks provide a more secure connection between resources because the network is inaccessible from the public internet and other VPC networks and you can decide who gets access to your resources and who does not. Read more at <https://docs.digitalocean.com/products/networking/vpc/>.

Reserved IPs let you redirect network traffic between any of your Droplets within the same datacenter. DigitalOcean Reserved IPs are publicly-accessible static IP addresses that you can assign to Droplets and instantly remap between other Droplets in the same datacenter allowing you to build a high availability infrastructure. Read more about Reserved IPs at [here](#).

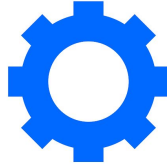
DigitalOcean **Load Balancers** are a fully-managed, highly available network load balancing service. Load balancers distribute traffic to groups of Droplets, which decouples the overall health of a backend service from the health of a single server to ensure that your services stay online. Read more about Load Balancers at <https://docs.digitalocean.com/products/networking/load-balancers/>.

Firewalls place a barrier between your servers and other machines on the network to protect them from external attacks. We put these in place recently to ensure that our customers were not naked on the internet. Read more about Cloud Firewalls at <https://docs.digitalocean.com/products/networking/firewalls/>.

Developer Experience



DigitalOcean **Insights Monitoring** provides a simple and **free** way to track and alert statuses for Droplets.



Our **API** empowers users to manage resources within the DigitalOcean cloud in a simple, programmatic way using conventional HTTP requests.



Manage your DigitalOcean infrastructure through your terminal with our open source **Command Line Interface (CLI)**.

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DigitalOcean **Monitoring** is a free, opt-in service that gathers metrics about Droplet-level resource utilization. It provides additional Droplet graphs and supports configurable metrics alert policies with integrated email Slack notifications to help you track the operational health of your infrastructure. Read more about Monitoring at <https://docs.digitalocean.com/products/monitoring/>.

The DigitalOcean **API** allows you to manage Droplets and resources within the DigitalOcean cloud in a simple, programmatic way using conventional HTTP requests. The endpoints are intuitive and powerful, allowing you to easily make calls to retrieve information or execute actions. Read more about the API at <https://developers.digitalocean.com/documentation/v2/>.

Storage



Volumes is block storage, similar to an external SSD hard drive that you plug in (attach) to your Droplet.



Spaces is the DigitalOcean name for "Object Storage". The Amazon equivalent (an industry standard) is Amazon S3.



Backups and **Snapshots** are services which allow users to take an exact image of their Droplet to recreate the Droplet from that point at a later time.

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Block storage **Volumes** are network-based block devices that provide additional data storage for Droplets. You can move them between Droplets and resize them at any time. Read more about Block Storage at <https://docs.digitalocean.com/products/volumes/>.

Spaces is an S3-compatible object storage service that lets you store and serve large amounts of data. Each Space is a bucket for you to store and serve files. The free, built-in Spaces CDN minimizes page load times, improves performance, and reduces bandwidth and infrastructure costs. Object storage is often used for unstructured data and/or data that grows quickly such as images, audio, and video files. Read more about Spaces at <https://docs.digitalocean.com/products/spaces/>.

Backups are automatically-created disk images of Droplets. Backups are taken once per week, and each backup is retained for four weeks. Read more about Backups at <https://docs.digitalocean.com/products/images/backups/>.

Snapshots are on-demand disk images of DigitalOcean Droplets and volumes saved to your account. Use them to create new Droplets and volumes with the same contents. Snapshots provide a full copy of a DigitalOcean Droplet or volume. Read more about Snapshots at <https://docs.digitalocean.com/products/images/snapshots/>.

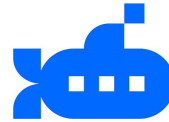
Managed Services



Managed Kubernetes includes a control plane which provides an endpoint to use with the kubectl CLI or any K8S ecosystem tool.



Managed Databases provide a fully managed MongoDB, MySQL, Redis, and PostgreSQL database engine to give your application the performance it needs.



App Platform automatically analyze your code on GitHub, create build artifacts (in the form of containers), and publish your application to the cloud.

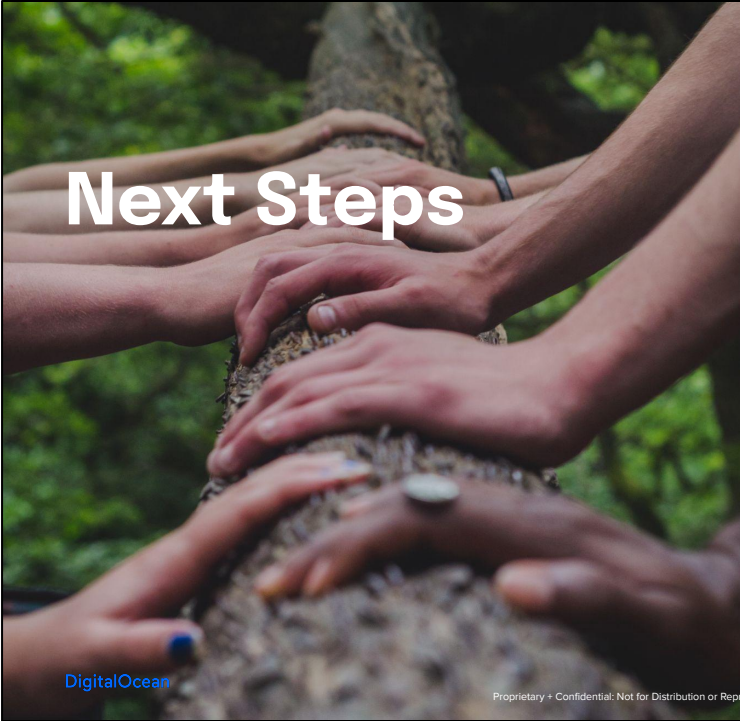
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Kubernetes is a powerful open-source system for managing containerized applications in a clustered environment. DigitalOcean Kubernetes (DOKS) is a managed Kubernetes service that lets you deploy Kubernetes clusters without the complexities of handling the control plane and containerized infrastructure. Read more about Managed Kubernetes at <https://docs.digitalocean.com/products/kubernetes/>.

DigitalOcean's **Managed Databases** (DBaaS) are a fully managed, high-performance database cluster service. Using managed databases is a powerful alternative to installing, configuring, maintaining, and securing databases by hand. Clusters include daily backups with point-in-time recovery (PITR), standby nodes for high availability, and end-to-end SSL encryption. Read more about Managed Databases at <https://docs.digitalocean.com/products/databases/>.

App Platform is a Platform-as-a-Service (PaaS) offering that allows developers to publish code directly to DigitalOcean servers without worrying about the underlying infrastructure. App Platform can either automatically analyze and build code from your GitHub, GitLab or public Git repositories and publish your application to the cloud or publish a container image you have already uploaded to DigitalOcean Container Registry or Docker Hub. Read more about App Platform at <https://docs.digitalocean.com/products/app-platform/>.



Next Steps

- 01 Complete your Sapling Tasks this week
- 02 Managers have an additional onboarding session this week
- 03 Details on perks and benefits coming in our next session by the beginning of 2023

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We're done with your introduction to DigitalOcean onboarding! Over the next few months, till the end of 2022 or beginning of 2023, there are some steps you should take next.

- Complete Sapling Tasks - You've been assigned some onboarding steps in the Sapling app (<https://digitalocean.saplingapp.io/>) Log in via Okta and complete the Tasks assigned to you.
- If you are a Manager, you should have received an invitation to register for a Manager Onboarding session. As we come together this information will help you to understand our leadership philosophy and explain terms such as Continuous Performance Management and Talent Planning. Even though you may still be using your current methods, it's a good thing to understand how DigitalOcean approached the manager's duties.
- We are working hard to define the exact perks and benefits for everyone in the DigitalOcean family. Sometimes this is more difficult as local laws and regulations need to be met too. As soon as we have these worked out, we'll schedule an Onboarding Session 2 for you and we'll review all of these great benefits in detail.



We are so happy you are part of DigitalOcean! Thank you for sharing your time with us today, we are always here to answer your questions!