ACCION VENTURE LAB

Software, Systems, & Tools

DECEMBER 2020



Overview

- Between August and September 2020, Venture Lab surveyed 21 early-stage fintech companies to understand what tools and systems they use to power their companies' operations
 - Respondents represent companies operating around the world, including the US, Latin America, Europe, Southeast
 and South Asia, and Africa
 - Respondents also represent various sectors of fintech, including MSME and Consumer Credit, Insurance, Payments,
 Neobank, and Personal Financial Management
- Respondents answered two surveys:
 - Business Operations ("biz ops") Survey: Answered by CEO, asked for information about overall spend on software and focused on specific business operations including sales, marketing, recruiting, compliance, and HR (N=17)
 - **Developer Survey:** Answered by Head of Technology/CTO, asked for information about software related to managing software development and teams (N=14)
- The following definitions and terminology are used throughout the materials:
 - **Customer satisfaction** is based on the Net Promoter Score: "Would you recommend this to a friend?" (0-10)
 - "Promoters" rate a system very highly must be either a 9 or 10
 - "Neutral" customers rate a system 7 or 8
 - "Detractors" rate a system 6 or less
 - Customers rated systems by their value for money on a score of 1-5
 - Excellent value for money (5.0), Good value (4.0), Average value (3.0), Fair value (2.0), Poor value (1.0)



Executive Summary: Survey Insights

- Later-stage companies tend to spend more on software; early-stage companies should plan for step-change increases in their IT budgets especially at the Series A+ stage
- Most companies, regardless of stage, more commonly use:
 - Internal communications, CRM, help desk, and document collaboration biz ops tools
 - Version control, cloud hosting, continuous integration, and data management tools
- Later-stage companies are more likely to use certain tools related to:
 - Talent management (e.g., employee management, recruiting tracking)
 - Marketing (e.g., social media management, email management)
 - Web domain management
 - User testing
 - Deployment orchestration
- Commonly used vendors for each type of tool and user satisfaction with those platforms is detailed in the materials that follow



Executive Summary: Most Commonly Used Tools

Business Operations Tools

CRM

Internal Comms.

Help Desk







Project Mgmt

Data Analytics

Recruiting







Employee Mgmt

Social Media

Email Mgmt

Various



Mailchimp

Doc Collaboration



Developer Tools

Version Control

Cloud Hosting

Web Domain







Continuous Int.

User Testing







Incident Mgmt



Deploy. Orch.



Config. Mgmt

Terraform









Business Operations Survey

Overall software spend increases with company fundraising stage

Approximately how much do you spend overall on a MONTHLY basis on software, systems, & tools? Please consider all monthly licensing fees and include both spend on developer and BizOps software, systems & tools.

Percentage of total software spend dedicated to Biz Ops tools varied significantly by company

Key Takeaways

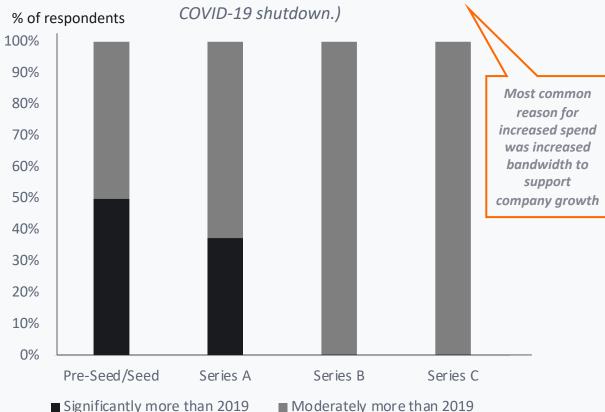
- Monthly software spend is consistently higher among later-stage companies
- Companies should plan for IT costs to increase considerably as they grow



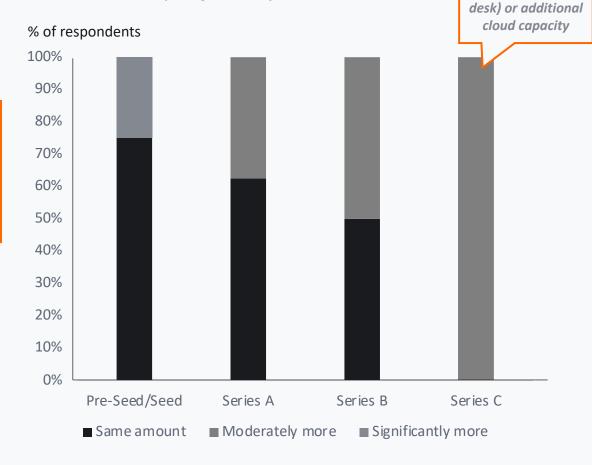


Later stage companies saw the largest increase in Biz Ops IT spend vs. 2020 plans due to COVID-19

Did you plan to spend more or less on BizOps software, systems & tools in 2020 compared to 2019? (Consider your 2020 plans as they were developed prior to the



How has COVID-19 impacted your planned 2020 spend on BizOps software, systems & tools?





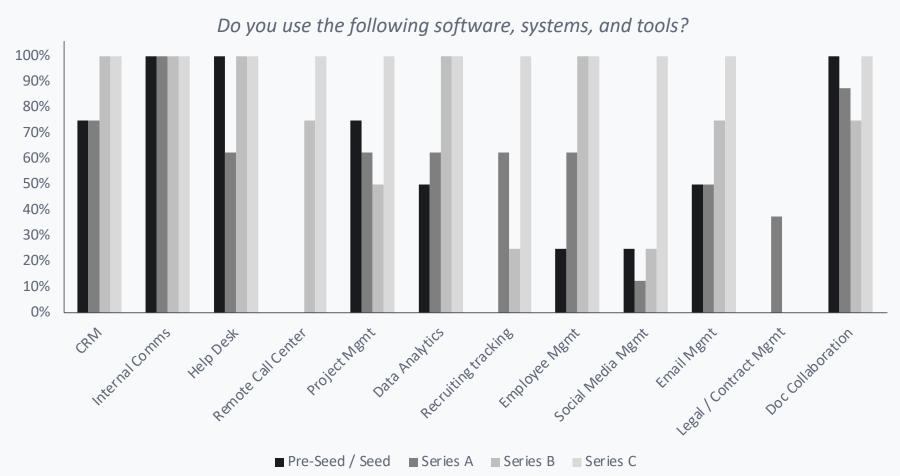
Companies that increased spend due to COVID typically added remote work tools

(e.g.,

conferencing, help

Later-stage companies are more likely to use various Biz Ops software systems





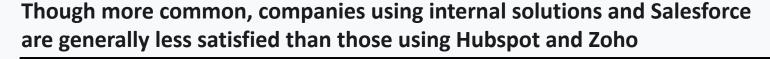
Key Takeaways

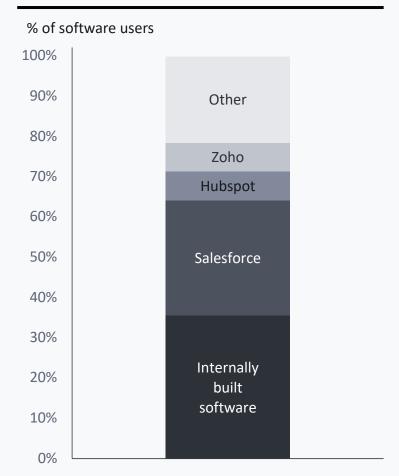
- Most companies, regardless of size, use internal comms, CRM, help desk, and document collaboration tools
- Later-stage companies are more likely to use certain tools related to:
 - Talent management (e.g., employee mgmt., recruiting tracking)
 - Marketing (e.g., social media mgmt., email mgmt.)



Customer relationship management (CRM)

Internally built solutions and Salesforce are most common CRMs





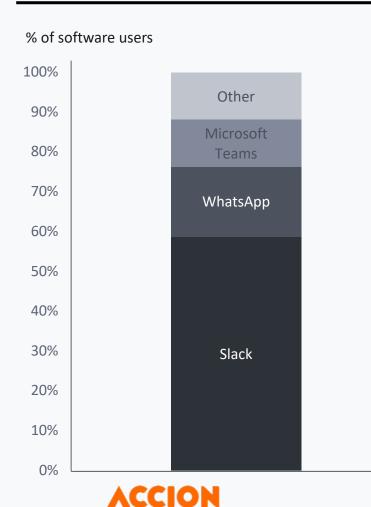
Company (# of users)	Satisfaction	Value for money	Pros	Cons
Internally built software (5)	40% of users are promoters60% of users are detractors	• 4.5 / 5.0	FlexibilityLow cost	 Slow / expensive to modify Requires significant tech resources
Salesforce (4)	• 50% of users are detractors	• 3.25 / 5.0	ReliabilityAdd-on/ upgrade availability	ExpensiveImplementation can be difficult
Other* (3)	33% of users are promoters	• 4.33 / 5.0	Value for money	Configuration requiredLack of major brand name
Hubspot (1)	 User is neutral 	• 4.0/5.0	 Reliability 	 Limited data comparison ability
Zoho (1)	 User is a promoter 	• 4.0/5.0	 Ease to use / implement 	 Limited customization



Internal Communications

Slack and WhatsApp are most common communication tools



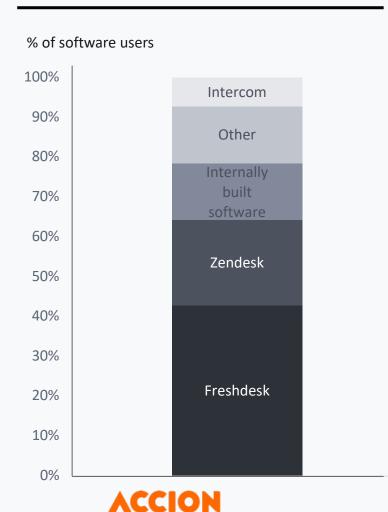


Companies are satisfied with their internal comms tools; none have negative experiences

Company (# of users)	Satisfaction	Value for money	Pros	Cons
Slack (10)	 70% of users are promoters 	• 4.5 / 5.0	User friendlyEasy collaborationIntegration with other tools	CostSome video/app bugs
WhatsApp (3)	 100% of users are promoters 	• 5.0 / 5.0	FreeWidely used by employees and customers	Limited integrationPrivacy concerns
Microsoft Teams (2)	• 100% of users are promoters	• 4.5 / 5.0	User friendlyEasy collaboration	• None
Other* (2)	• 100% of users are promoters	• 5.0 / 5.0	 Seamless integration with other G-Suite tools 	 Limited non- Google integrations

Help Desk

Freshdesk and Zendesk are most help desk tools

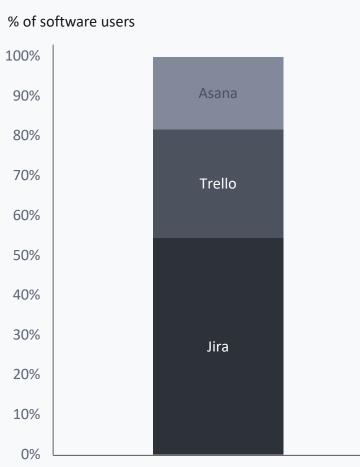


Companies are generally satisfied with their help desk tools; none have negative experience, though value for money varies

Company (# of users)	Satisfaction	Value for money	Pros	Cons
Freshdesk (6)	 83% of users are promoters 	• 4.33 / 5.0	Easy to useHelps with internal organization	Limited flexibility
Zendesk (3)	• 100% of users are promoters	• 4.0 / 5.0	 Easy to use / implement Integrates well with other tools 	 Relatively expensive
Internally built software (2)	 100% of users are promoters 	• 5.0 / 5.0	CustomizedInexpensive	 Difficult / time- consuming to develop
Other* (2)	 50% of users are promoters 	• 3.5 / 5.0	 Integration w/ other tools (e.g., same provider as CRM) 	 Limited functionality / customization
Intercom (1)	 User is neutral 	• 4.0 / 5.0	 Easily accessible in browser 	Less structured 11

Project Management

Jira is the most common project management tool

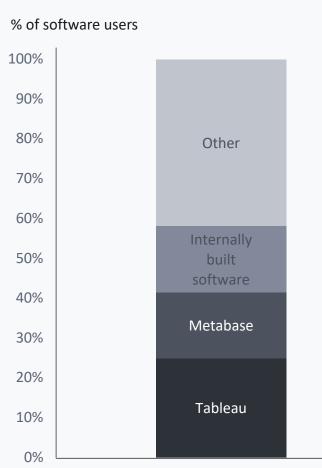


Companies are satisfied with their project management tools; none have negative experiences, though value for money varies

Company (# of users)	Satisfaction	Value for money	Pros	Cons
Jira (6)	 67% of users are promoters 	• 3.83 / 5.0	Comprehensive functionalityWidely used by Agile teams	 Less user friendly for non-tech teams Weak mobile app experience
Trello (3)	 100% of users are promoters 	• 4.33 / 5.0	Easy to useHelpful for stakeholder management	 More limited functionality
Asana (2)	 50% of users are promoters 	• 3.5 / 5.0	FlexibilityVisibility across different projects	 Not as applicable to waterfall projects Some features are less valuable

Data Analytics

Tableau is the most common project management tool



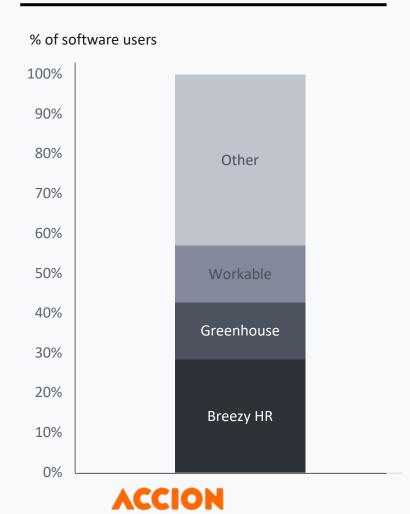
Companies' satisfaction with data analytics tools varies; though most common, Tableau users are least satisfied

Company (# of users)	Satisfaction	Value for money	Pros	Cons
Tableau (3)	33% of users are detractors	• 3.67 / 5.0	High power functionalityHelpful in visualizing data	ExpensiveDifficult to build
Metabase (2)	 50% of users are promoters 	• 4.0 / 5.0	 Easy to integrate with other tools Basic functionality is easy to use 	Functionality glitchesQuery mapping can be difficult
Internally built software (2)	 100% of users are neutral 	• 5.0 / 5.0	Customizable	 Limited functionality
Other* (5)	60% of users are promoters	• 5.0 / 5.0	Free / inexpensiveEasy to use	 Functionality can be limited



Recruiting tracking

Breezy HR is the most common recruiting tracking tool

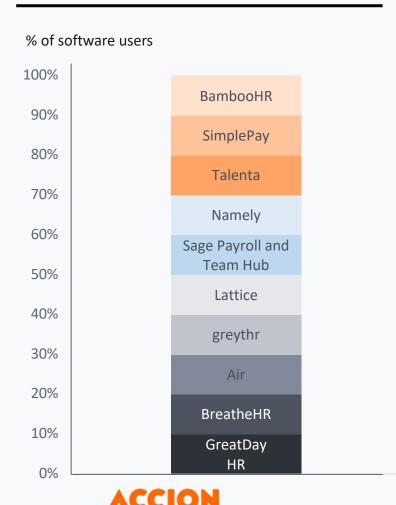


Companies' satisfaction with recruiting tracking tools varies, driven by lower value for money scores than other software systems

Company (# of users)	Satisfaction	Value for money	Pros	Cons
Breezy HR (2)	 50% of users are promoters 	• 3.5 / 5.0	Streamlines hiring processRelatively inexpensive	Limited functionalityUser interface isn't always intuitive
Greenhouse (1)	 User is neutral 	• 3.0 / 5.0	 Automated scorecard process 	Implementation was difficultRelatively expensive
Workable (1)	 User is a detractor 	• 3.0 / 5.0	Basic functionality meets needs	 Functionality is limited and not always reliable
Other* (3)	 33% of users are promoters 33% of users are detractors 	• 4.0 / 5.0	• Easy to use	 Manual management process

Employee Management

Companies use a variety of employee management tools

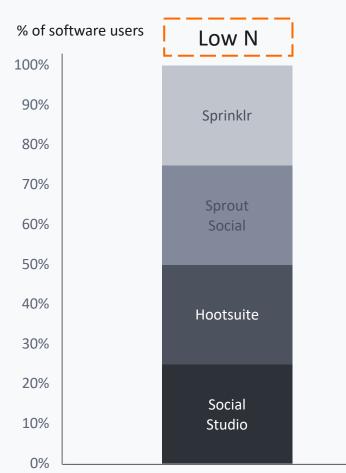


Companies' satisfaction with employee management tools varies; Lattice, Sage Payroll / Team Hub, and SimplePay users are most satisfied

Company (# of users)	Satisfaction	Value for money	Pros	Cons
GreatDay HR (1)	 Neutral 	• 4.0 / 5.0	Easy to use	Simple functionality
BreatheHR (1)	• Detractor	• 4.0 / 5.0	• n/a	• n/a
Air (1)	• Detractor	• 3.0 / 5.0	Easy to use	• None
Greythr (1)	• Detractor	• 3.0 / 5.0	Easy to use	Limited functionality
Lattice (1)	• Promoter	• 3.0 / 5.0	 Automated processes 	 Significant training required
Sage Payroll / Team Hub (1)	• Promoter	• 4.0 / 5.0	• n/a	• n/a
Namely (1)	• Neutral	• 4.0 / 5.0	 Meets basic needs 	Limited functionality
Talenta (1)	• Neutral	• 4.0 / 5.0	• Inexpensive	• None
SimplePay (1)	• Promoter	• 5.0 / 5.0	Easy to use	 Doesn't integrate
BambooHR (1)	• Neutral	• 3.0 / 5.0	Easy to use	Manual updates 15

Social Media Management

Companies use several different social media management tools



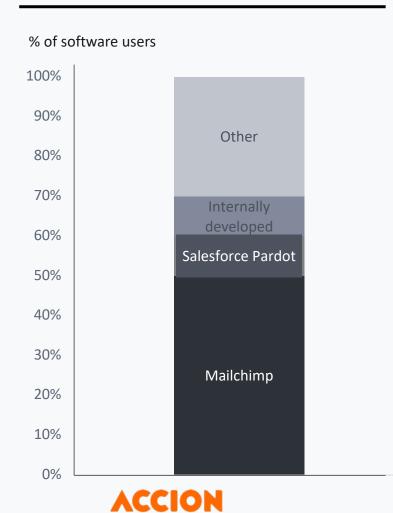
Companies' satisfaction with social media management tools varies; Hootsuite and Sprinklr users are most satisfied

Company (# of users)	Satisfaction	Value for money	Pros	Cons
Social Studio (1)	 User is neutral 	• 4.0 / 5.0	Integrates well with CRMAble to handle large query volume	• Expensive
Hootsuite (1)	 User is a promoter 	• 4.0 / 5.0	• n/a	• n/a
Sprout Social (1)	User is a detractor	• 3.0 / 5.0	 Meets basic functionality needs 	• Expensive
Sprinklr (1)	User is a promoter	• 5.0 / 5.0	• n/a	• n/a



Email Management

Mailchimp is the most common email management tool

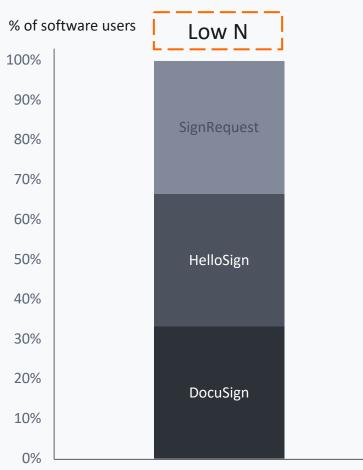


Though most common, Mailchimp users are least satisfied with their email management tool, likely driven by cost

Company (# of users)	Satisfaction	Value for money	Pros	Cons
Mailchimp (5)	 20% of users are promoters 40% of users are detractors 	• 3.2 / 5.0	 Easy to use, simple user interface Integrates well with other tools 	ExpensiveScalability
Salesforce Pardot (1)	 User is neutral 	• 4.0 / 5.0	 Strong functionality 	• Expensive
Internally developed solution (1)	 User is a promoter 	• 5.0 / 5.0	 Customized to company's needs 	Difficult to develop
Other* (3)	100% of users are neutral	• 4.0 / 5.0	Integration with other toolsComprehensive data capture	 Expensive Complex to implement effectively

Legal / Contract Management

Companies use several different contract management tools

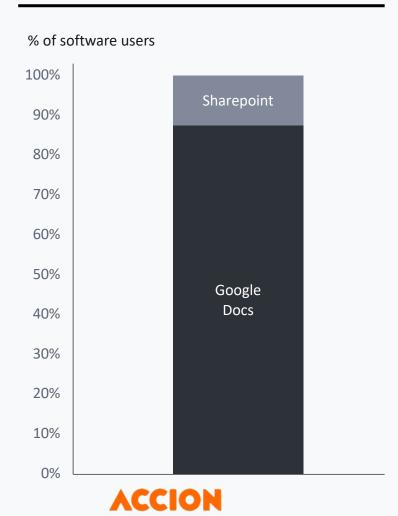


Companies are generally satisfied with their contract management tools; none have had negative experiences

Company (# of users)	Satisfaction	Value for money	Pros	Cons
DocuSign (1)	 User is neutral 	• 4.0 / 5.0	Easy to use	Somewhat expensive
HelloSign (1)	User is a promoter	• 4.0 / 5.0	Easy to use	• None
SignRequest (1)	User is a promoter	• 4.0 / 5.0	Solid functionalityCost effective	 Functionality is fairly basic

Document Collaboration

Google Docs is the most common document collaboration tool



Companies are satisfied with their document collaboration tools, especially Google Docs; none have had negative experiences

Company (# of users)	Satisfaction	Value for money	Pros	Cons
Google Docs (14)	 71% of users are promoters 	• 4.64 / 5.0	 Easy to use Seamless integration with other G-Suite tools 	 Limited functionality, especially offline
Sharepoint (2)	• 100% of users are neutral	• 4.0 / 5.0	Integration with other Microsoft toolsEasy collaboration	• Expensive

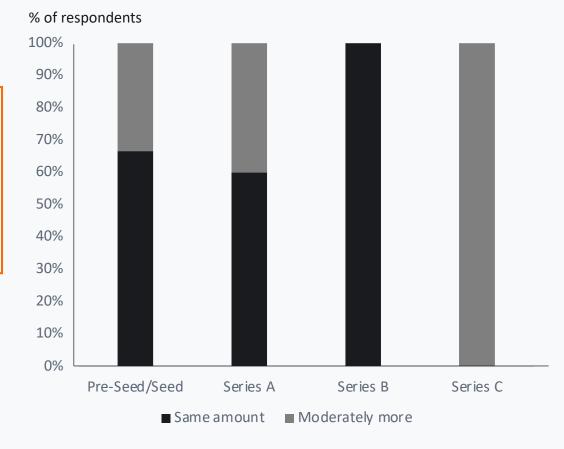
Developer Survey

Most companies did not see significant change in developer spend vs. 2020 plans due to COVID-19

software, systems & tools in 2020 compared to 2019? (Consider your 2020 plans as they were developed prior to the COVID-19 shutdown.) % of respondents 100% 90% Most common 80% reasons for increased spend 70% were spending on new systems 60% and increasing 50% bandwidth / number of 40% licenses as company grows 30% 20% 10% 0% Pre-Seed/Seed Series A Series B Series C ■ Moderately more ■ Significantly more ■ Same amount

Did you plan to spend more or less on developer

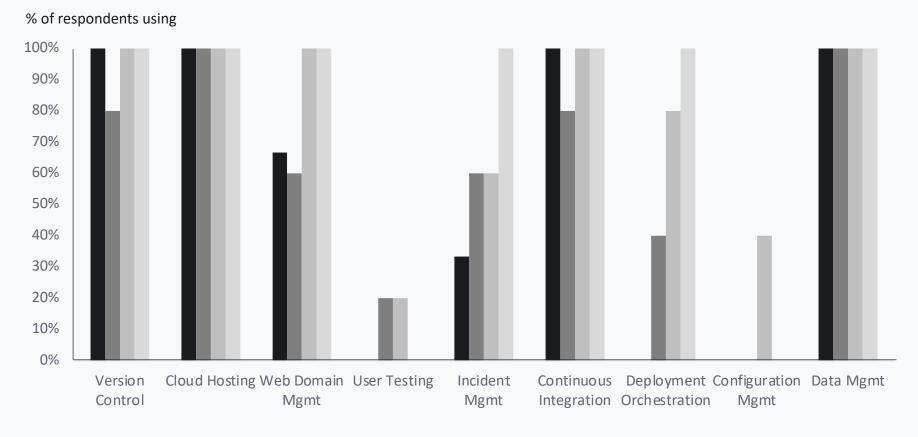
How has COVID-19 impacted your planned 2020 spend on developer software, systems & tools?





While most companies use core developer tools, laterstage companies are more likely to use certain systems





Key Takeaways

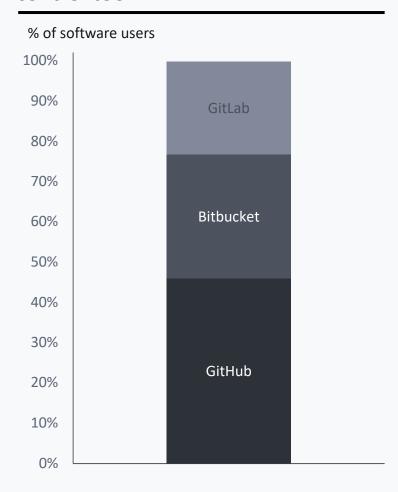
- Most companies, regardless of stage, use version control, cloud hosting, continuous integration, and data management tools
- Later-stage companies are more likely to use web domain management, incident management, and deployment orchestration tools

■ Pre-Seed/Seed ■ Series A ■ Series B ■ Series C



Version Control

GitHub is the most common version control tool



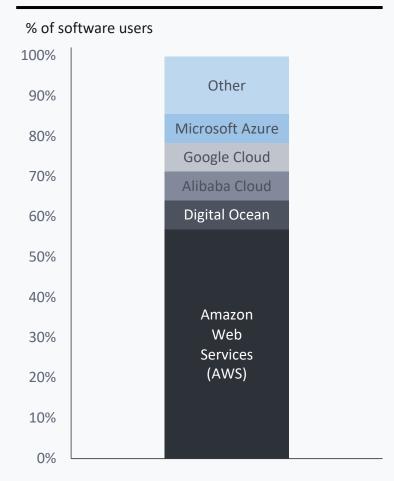
Companies are generally satisfied with their version control tools; none have had negative experiences

Company (# of users)	Satisfaction	Value for money	Pros	Cons
GitHub (6)	 67% of users are promoters 	• 4.5 / 5.0	 Universally known / used Integrates well with other systems 	Somewhat frequent downtime
Bitbucket (4)	 50% of users are promoters 	• 4.5 / 5.0	 Integrates well with JIRA 	 Slow in adding new features compared to other options
GitLab (3)	• 100% of users are neutral	• 4.0 / 5.0	 Straightforward to implement and maintain Flexibility in feature set 	Some reliability concerns



Cloud Hosting

AWS is the most common cloud hosting platform



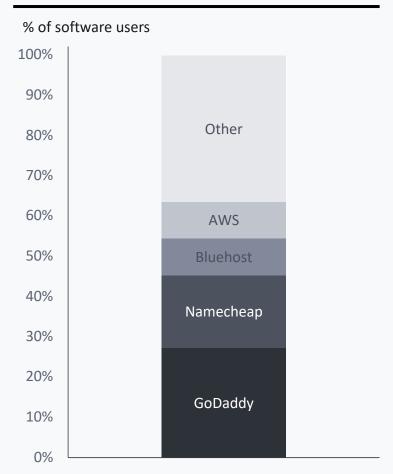
Though most customers have had positive experience with their cloud hosting platforms, value for money drives some variation in satisfaction

Company (# of users)	Satisfaction	Value for money	Pros	Cons
Amazon Web Services (8)	50% of users promoters12% of users detractors	• 3.88 / 5.0	Highly reliableBroad familiarity and access to support	• Expensive
Digital Ocean (1)	 User is a promoter 	• 4.0 / 5.0	 Easy to implement 	• Expensive
Alibaba Cloud (1)	 User is neutral 	• 3.0 / 5.0	 Limited set-up required 	ExpensiveLess widespread familiarity
Google Cloud (1)	 User is a promoter 	• 4.0 / 5.0	Simple to useDeveloper- focused	 Limited support available
Microsoft Azure (1)	 User is a promoter 	• 5.0 / 5.0	 Integrates well with other systems 	Less widely used
Other (2)	• 100% of users detractors	• 2.5 / 5.0	Easy to use	• Limited functionality 24



Web Domain Management

GoDaddy and Namecheap are most common cloud hosting tools



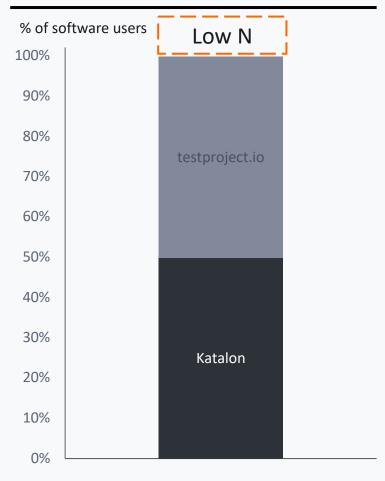
Companies are largely satisfied with their web domain management tools, especially the most common, GoDaddy and Namecheap

Company (# of users)	Satisfaction	Value for money	Pros	Cons
GoDaddy (3)	• 67% of users are promoters	• 4.0 / 5.0	 Easy to use, including for non-tech talent 	• None
Namecheap (2)	• 100% of users are promoters	• 3.5 / 5.0	Easy to use	• Expensive
Bluehost (1)	 User is a promoter 	• 4.0 / 5.0	Value for money"One-stop" solution	• None
AWS (1)	 User is a promoter 	• 5.0 / 5.0	 Comprehensive functionality 	 Must be using AWS for hosting too
Other* (4)	25% of users are promoters25% of users are detractors	• 4.5 / 5.0	Free options availableEasy to use	 Limited integrations



User Testing

GoDaddy and Namecheap are most common cloud hosting tools



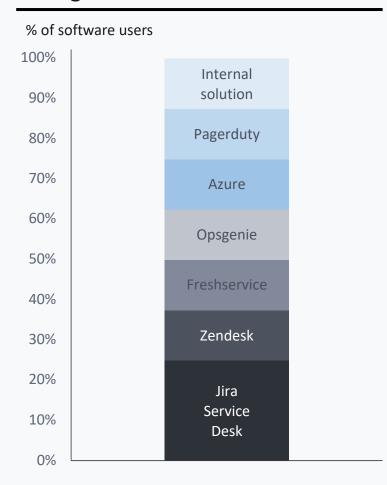
Companies are neutral on their user testing tools, seeing strong value for money and no negative experiences

Company (# of users)	Satisfaction	Value for money	Pros	Cons
Katalon (1)	 User is neutral 	• 4.0 / 5.0	Easy to use	Time consuming
Testproject.io (1)	User is neutral	• 4.0 / 5.0	 Open-source, free Community support available 	 Learning curve Dependent on community for functionality help



Incident Management

Companies use a variety of incident management tools



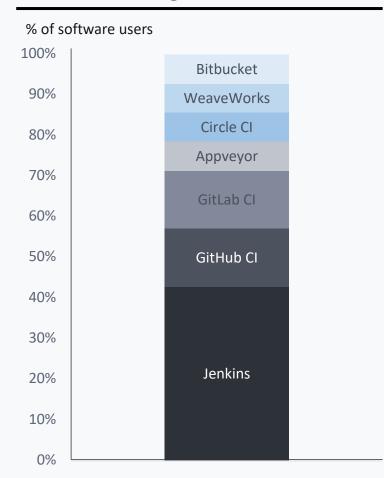
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Companies are largely neutral on their incident management tools; Freshservice user is most satisfied

• 50% detractor Zendesk (1) • Neutral • 4.0 / 5.0 • Easy to use Freshservice (1) • Promoter • N/A (free) • Easy to implement • Difficulty working with sub-domain with sub-domain of the box." Pagerduty (1) • Neutral • 5.0 / 5.0 • Easy to opening in the sub-domain of the box. None * None * None * None * None * Limited integrations (especially used) * Limited integrations (especially used) * Difficulty working with sub-domain or implement * None * None	Company (# of users)	Satisfaction	Value for money	Pros	Cons
Freshservice (1) Promoter (free) Easy to implement with sub-domain Opsgenie (1) Neutral • 4.0 / 5.0 • Wide integration capabilities Azure (1) Neutral • 5.0 / 5.0 • Easy to use "out of the box" Pagerduty (1) • Neutral • 3.0 / 5.0 • Widely used • Limited integrations (especially with Jira)	Jira (2)		• 3.5 / 5.0		
(1)	Zendesk (1)	• Neutral	• 4.0 / 5.0	Easy to use	• Expensive
Azure (1) Neutral 5.0 / 5.0 Easy to use "out of the box" Pagerduty (1) Neutral 3.0 / 5.0 Widely used Limited integrations (especially with Jira)		• Promoter	•	•	 Difficulty working with sub-domains
Pagerduty (1) • Neutral • 3.0 / 5.0 • Widely used • Limited integrations (especially with Jira)	Opsgenie (1)	• Neutral	• 4.0 / 5.0	•	• None
integrations (esp with Jira)	Azure (1)	• Neutral	• 5.0 / 5.0	•	• None
194-99-1 Potentin 20/50 - Highly T. I	Pagerduty (1)	• Neutral	• 3.0 / 5.0	Widely used	integrations (esp.
solution (1) • Detractor • 3.0 / 5.0 • Highly customized required	Internal solution (1)	• Detractor	• 3.0 / 5.0	 Highly customized 	·

Continuous Integration

Jenkins is the most common continuous integration tool



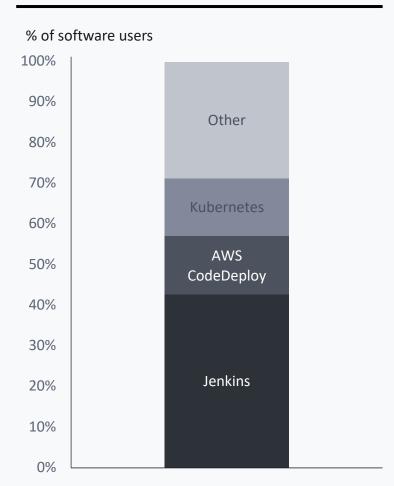
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Companies' satisfaction with their continuous integration tools varies, likely driven but differing value for money perception

Company (# of users)	Satisfaction	Value for money	Pros	Cons
Jenkins (6)	33% of users are promoters	• 4.2 / 5.0	Easy to useSeamless integrations	 Initial configuration / learning curve is difficult
GitHub CI (2)	 50% of users are promoters 	• 4.0 / 5.0	End-to-end solutionCustomizable	 Relies on using other Git tools
GitLab (2)	 100% of users are neutral 	• 4.5 / 5.0	 Broad feature set and integrations 	Reliability concerns
Appveyor (1)	 User is neutral 	• 4.0 / 5.0	 Easy configuration 	Limited integrations
Circle CI (1)	 User is neutral 	• 3.0 / 5.0	 Parallel build functionality 	• Cost
WeaveWorks (1)	 User is promoter 	• 4.0 / 5.0	 Fast deployment time 	Cost scales quickly
Bitbucket (1)	 User is detractor 	• 3.0 / 5.0	 Easy integration 	• Limited functionality 28

Deployment Orchestration

Jenkins is the most common deployment orchestration tool



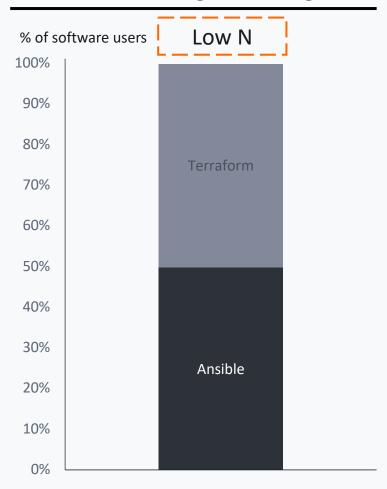
Companies are generally satisfied with their deployment orchestration tools; none have had negative experiences

Company (# of users)	Satisfaction	Value for money	Pros	Cons
Jenkins (3)	67% of users are promoters	• 4.5 / 5.0	Variety of add-on customizationsFree	 Initial configuration / learning curve is difficult
AWS CodeDeploy (1)	 User is a promoter 	• 5.0 / 5.0	Customer serviceData security	• None
Kubernetes (1)	 User is a promoter 	• 4.0 / 5.0	 Integrates with full ecosystem 	 Operations are complex for simple deployments
Other* (2)	 User is neutral 	• 4.5 / 5.0	Broad feature setEasy implementation	 Some reliability concerns Can be difficult to maintain



Configuration Management

Companies use Ansible and Terraform for configuration mgmt.



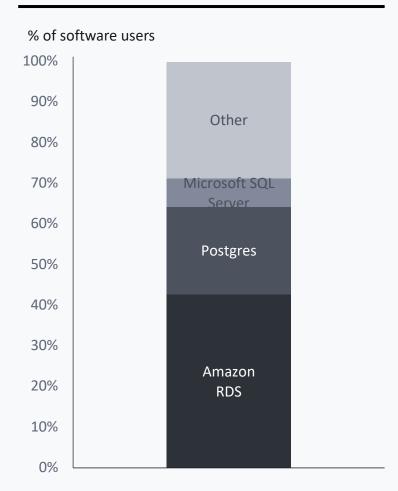
Companies are satisfied with their configuration management tools; all are promoters

Company (# of users)	Satisfaction	Value for money	Pros	Cons
Ansible (1)	 User is a promoter 	• N/A (free)	 Broad, relevant feature set 	• None
Terraform (1)	User is a promoter	• 4.0 / 5.0	 Easy to maintain after initial configuration 	• None



Data Management

Amazon RDS is the most common data management tool



Companies' satisfaction with data management tools varies

(# of users)	Satisfaction	Value for money	Pros	Cons
Amazon RDS (6)	 33% of users are promoters 17% of users are detractors 	• 3.83 / 5.0	 Seamless to use alongside AWS Reliable security and support 	 Expensive Dependent on AWS ecosystem
Postgres (3)	33% of users are promoters	• 4.0 / 5.0	Wide variety of use casesEasy to use	 Initial configuration can be time- consuming
Microsoft SQL Server (1)	 User is a promoter 	• 4.0 / 5.0	 Integrates well with rest of stack 	 Limited relational databases
Other* (4)	 25% of users are promoters 	• 3.75 / 5.0	 Limited maintenance Open source options have strong community support 	 Limited functionality Commercial support can be expensive



Thank you.

