

Note: C12 is about community, and that is why we meet in our groups. However, there is a broader community of C12 members throughout North Texas. Look for a series of introductions that you can use to get to know others that share the bonds of C12. – Tom Hawes, Joe Galindo, Mike Gullatt, Tom O'Dwyer, Kevin Pate, Michelle Moore, Andrea Rodarte



Meet Chris Kambala

Chris and his wife, Kavitha, have been married twenty years. They met in Chennai, one of the big cities in India. In 2000, they migrated from India to the U.S. for Chris to work as a software engineer. They have three boys, Anush (16), Aashish (16), and Abish (13). They live in Plano and attend church at Calvary Chapel Plano. In 2012, Chris started two companies - [Aezion](#) (a high-performance software and digital transformation solutions company) and [CitronIT](#) (I.T. solutions and staffing company).



Where did you grow up? Where are your roots?

I am the third of four kids, have two elder sisters and one younger brother. I was born in a small remote village of 60 homes in South India. There was no electricity when I was growing up, and we used to study under kerosene lamps



and walk 6 miles every day to go to school. My father, a farmer, was the first Christian in my village. He followed Christ out of a miracle that happened to my mom, and then he began teaching the bible to the villagers. My grandmother left home because of my father's faith. My father passed away when I was three, and my brother was one year old due to sickness. My grandmother moved back and took care of us. I completed my Bachelor's and Master's degrees in engineering in India and moved to America on a tech job.

What are some of your favorite things? How do you like to spend your spare time?

I love to try different things in different ways and enjoy taking risks and succeeding. I draw energy from seeing my customers succeed, building up my employees, and setting them up for success. Teaching and spending hours talking to my employees about culture and technology is another favorite. Other things I love are traveling, eating in good restaurants, listening to books, watching movies, exploring technology trends, and spending a lot of time talking to my children and my wife.



What was the last 'outing' or trip that you took with your family?

Every year, one of our big trips is to visit India for four or five weeks to visit our family and spend time with my employees in India. During this period, we usually visit some hill stations in India. This summer, we went to Colorado Springs for a week with my family.

How did you start your business, and how did you get to where you are now?

I first built an I.T. consulting business for seven years, entered into a partnership, then sold the company in 2011. In 2012, I started Aezion, and CitronIT, with a mission of serving customers, employees, and the community with the love of Christ. We have a total of 100+ employees in the U.S. and India.

How do you describe your mission and values?

High-quality software that delivers is what we do. Making the world better by being vessels of the love that Christ shared with us, to our clients, our teammates, and our communities is why we do it.

We believe work is ministry, an expression of and the means to demonstrate our values. Our goal is to do meaningful and impactful work that honors our commitments to clients and the life energies of Aezion employees. We define good work as work that delivers

results that matter, makes a positive impact in our communities, and transforms clients into lifelong partners. Our Core Values are:

- *Dependability:* We keep our promises by taking ownership, initiative, and paying attention to detail.
- *Speed:* We learn fast, move fast, adapt quickly, and deliver with excellence.
- *Innovation:* We look for better ways by seeing what others see and daring to think differently.
- *Humility:* We sweep floors, strive to stay teachable, and learn from each other every day.
- **Inclusion:** Inclusion is fuel for innovation, so we embrace diverse skills, thought, culture and faith.
- *Love:* Love is our why, so we model Christ's love to lift our clients, teammates, families, and communities.

What service does your company provide?

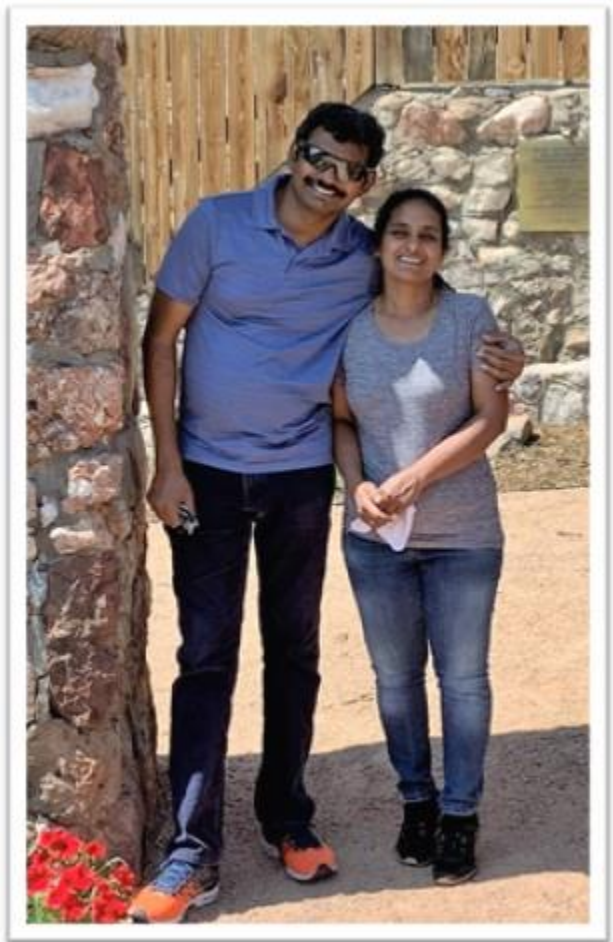
We at Aezion, architect, design, deliver, support, and sustain custom web, mobile, database, and cloud-based software that powers your business. We provide custom software, data and analytics, digital transformation, application support, application testing, and application hosting.

Who are your primary customers?

We serve small to large corporations through custom software and staff augmentation. Most of our customer base is in the healthcare domain and service industry.

How and why did you come to C12?

I came to know about C12 through one of my friends, who met Tom Hawes in Florida. When Tom met me in 2012, I was small and not ready. Since I am an engineer and do not have any business background, I wanted to learn how to run a God-centered business. I felt God



constantly reminding me about Tom and the C12 group, so I contacted him in 2013 and started attending the group in March 2013. As I look back, this is one of the best decisions I have made in my life.

What do you value about your group?

I have so much to say about my C12 experience. Tom is a great chair, and I am very thankful to God for bringing him into my life. He has helped me in many decisions and trusted me, as a friend, with what I am doing in Aezion. I can't say enough about my forum. Each member in the forum has a different experience to share, whether the issue is business or personal. I can trust all of them and be open with any issue. All the group members love the Lord and provide counseling aligned with biblical principles. I love C12 content on ministry every month. For me, C12 is not about business. It is mostly about life-changing learning.

How could you help other C12 members?

I have helped 21 C12 companies through building custom software and digital transformation services, and 80% of these companies are still my customers. Another way I help my group is through diversified culture and viewpoint in our daily discussion.

How do you use your business as a ministry?

We do church planting in India. So far, we have planted three churches in three different villages. In each of these churches, we also support the pastors. In addition, we launch crusades in various towns and bless visitors through sharing the love of Christ and by providing snacks and meals. Through Operation Care International, we support the homeless community by bringing their digital transformation and sponsoring pastors to teach the homeless.

