

# Eagan business owner named patriotic employer

Crutchfield Dermatology honored for supporting military staff member deployed overseas

by Erin Johnson  
DAKOTA COUNTY TRIBUNE

Crutchfield Dermatology in Eagan has received the Patriotic Employer Award for its support of an employee who is currently serving in Iraq.

The clinic received the award from the National Committee for the Employer Support of the Guard and Reserve, an organization that aims to promote a culture in which all American employers support and value the military service of their employees.

Crutchfield was nominated for the award by its administrator, Maj. Darrin Roshia of the Minnesota Army National Guard. Roshia, an attorney, was deployed to Iraq as a member of the Red Bull Infantry Division based in Rosemount about six months ago.

Dr. Charles Crutchfield III, owner of Crutchfield Dermatology, has known Roshia for about 10 years.

"We specifically hired him knowing he was in the reserve and was going to be deployed," Crutchfield said. "That gave him the perfect opportunity to wind his law practice down and serve as our interim administrator as we looked to hire an administrator full time. And it gave us the luxury of looking for almost a year."

In addition to a certificate, Crutchfield was presented with a U.S. flag that was flown over the Capitol in Washington, D.C., as well as congratulations from General John W. Vessey Jr. of the Association of the United States Army.

Crutchfield, who proudly displays the flag in his reception area, said he was honored and humbled to receive the award.

"We feel we owe a debt of gratitude both to our city and our country and if there is any way that we can support our fine troops, we are more than happy to oblige," he said.

While Crutchfield knew exactly what to expect when he hired Roshia, other employers face definite challenges when they hire reservists, said Major Elaine Gullotta, public affairs officer for ESGR.

"The number one challenge is there's always a possibility they will be called up for military deployment, so they will lose them for a period of time," she said. "They also spend time away each year training. Most employers struggle with managing those gaps in time."

National Guard and Reserve members have been called on more than ever in recent years to serve overseas,



Submitted photo

Dr. Charles Crutchfield III received a certificate and a flag that was flown over the U.S. Capitol as part of Crutchfield Dermatology's Patriotic Employer Award from the National Committee for the Employer Support of the Guard and Reserve. Major Darrin Roshia (right), an employee and member of the Minnesota Army National Guard, nominated him for the award.

which results in employers being increasingly asked to accommodate absences.

According to ESGR, the estimated number of employers who employ members of the National Guard and Reserve is 125,000.

While it is against the law to fire employees because they are being deployed, it is legal for employers to include them in layoffs when downsizing.

"That's a big problem we're seeing right now in this economy," Gullotta said. "We try to encourage our military personnel to be the one they want to keep."

Military employees are typically very disciplined and strategically focused, she said, and they are encouraged to work with employers to make these situations as easy as possible.

"We educate employers and reservists and try to get them to work together as a

partnership," she said.

Crutchfield said that while reservists do require more time off, it is a small price for employers to pay for those who protect and serve our country.

"We recognized the value and maturity and dedication level in such people and knew that our business would gain great benefit in the long run," he said.

There are many things employers can do to support their military employees, Gullotta said. For instance, assuring a

reservist that his or her job will still be there when they get back from deployment goes a long way toward making them feel more comfortable while serving.

In addition, sending letters and care packages and doing things for the reservist's family are always welcome gestures, she said.

"Everybody in the military wants to feel their service is appreciated," she said.

Crutchfield said that as an employee, Roshia led the search for his own replacement and found an excellent administrator who picked up right where he left off.

And even though Roshia will not return to Crutchfield Dermatology when he comes home from Iraq, Crutchfield said he would not hesitate to hire a reservist for a more permanent position and hold their job for them while they serve.

"I would do everything I could to make that happen," he said. "To be recognized for supporting our troops is nice, but it is even better to encourage other businesses to do the same."

Employers can find tool kits on ESGR's Web site to help them better deal with the challenges of managing reservist employees. Reservists can also find resources for help and support in dealing with employers on the Web site [www.esgr.org](http://www.esgr.org).

Erin Johnson is at [erin.johnson@ecm-inc.com](mailto:erin.johnson@ecm-inc.com).

## Calendar

To submit an item for the Calendar, e-mail it to [darcy.odd@ecm-inc.com](mailto:darcy.odd@ecm-inc.com) or fax (952) 846-2010.

**Data-specific Minnesota Valley Medical Network, MEDNET**, will hold a Networking Social Boat Trip on Tuesday, July 21, from 5:30 to 7:30 p.m. Meet at Wagon Bridge Marina, 15862 Eagle Creek Ave., Prior Lake. This event is sponsored by Froehling Anderson. The cost is \$20 per person and there is limited capacity seating, so register early. Go to the Web site [www.mnvalleymed.net.org](http://www.mnvalleymed.net.org) to register.

**Ongoing Dakota Business Partners** (networking group) meets every Tuesday at 8:30 a.m. at Enjoy! Restaurant in Apple Valley. For more information call at (651) 216-5406.

**Platinum Partners**, a chapter of BNI, welcomes one representative from each profession and meets every Wednesday morning from 7:30 to 9 a.m. at the Lakeville Green Mill. To learn more, call Amy at (952) 226-7741.

**Creative Networking Professionals (CNP)** is a nonprofit business networking organization established in November 2003. The group meets at Jo-Jo's Rise and Wine in Burnsville from 8 to 9 a.m. the first and third Tuesday of each month. CNP is currently looking to add members to its group of 16 members. Only one person from each professional specialty is permitted to join. All participants should represent their primary occupation, not a part-time business. First two visits are free; thereafter the cost is \$50 per year

to cover overhead expenses. Contact Jeffrey L. Rothmeyer at (651) 463-8300 to find out if your profession is still available.

**BNI - The Valley Networkers chapter of Business Networking Intl.** meets Thursdays at 11:30 a.m. at the DCTC Apple Valley Site at 14200 Cedar Ave. BNI is a networking group for business owners who are looking to increase their revenue. Only one person from each profession. Bring your own lunch. For more information, call Nicole Blasing at (651) 331-9238 or visit [www.bni-mn.com](http://www.bni-mn.com)

**BNI-Networking** will meet Wednesdays at 8:15 a.m. at Byerly's Cafe in Eagan. Open to all professionals for referrals. For more information, call (651) 247-3200.

**Professional Referral Exchange of Burnsville** meets every Wednesday for breakfast at Denny's Restaurant. Meetings begin at 7 a.m. For more information, contact Jo Baecker, area director, at (612) 618-5347 or visit the Web site [www.pro-ref.com](http://www.pro-ref.com).

**BNI - Business Networking Intl.** meets Wednesdays at 7:30 a.m. at Commons on Marice in Eagan. For more information call Christina Avery at (651) 247-2111 or check out the BNI Web site at [www.bni-mn.com](http://www.bni-mn.com).

**Beta Sigma Phi, Preceptor Alpha Delta Chapter**, meets the second Wednesday of every month at 7:30 at a member's home. For information, call (952) 894-8831.

**Network** meets every Wednesday for breakfast, 7-8:30 a.m. at Roasted Pear, 14200 Nicollet Ave. S., Burnsville. Call Michele Jennings for more information: (612) 581-0332.

**Networking coffee group** at Caribou Coffee will meet from 9:30-11:30 a.m. at Caribou Coffee, 14638 Cedar Ave., on the second and fourth Mondays of the month. Call (763) 783-4767 to register.

**Grapevine Network "Common Denominator" Group** meets Tuesdays from 7:30-8:45 a.m. at Coldwell Banker Burnet, 190 Cobblestone Lane, Burnsville. For information, call (952) 746-5611 or visit [www.thegrapevinenetwork.com](http://www.thegrapevinenetwork.com).

**Grapevine Network** Group meets Wednesday from 7:30-8:45 a.m. at Coldwell Banker Burnet, 190 Cobblestone Lane, Burnsville. For information, call (952) 746-5611 or visit [www.thegrapevinenetwork.com](http://www.thegrapevinenetwork.com).

**Kingdom Advisors** members meet monthly for fellowship, training, networking, prayer, and sharing of best practices. Ron Blue or other recognized speakers (via DVD) cover a topic each month helping members integrate and apply Biblical financial wisdom into their professional advice. Visitors welcome. The **S Metro Group** meets at Family Financial Services, 151 W. Burnsville Parkway, Burnsville, from 7:30 to 9 a.m. on the fourth Tuesday of each month. POC is Jeff Robinson at (952) 890-6611. The **SE Metro Group** meets at 2918 Upper 55th St., Inver Grove Heights, the first Thursday of each month (beginning July 2) from 12 noon to 1 p.m. (bring your lunch). POC is Ginger Ewing at (651) 389-1177.