



## **Meet Matthew Sharpe, Director of HR and Sales for Cameron Manufacturing & Design...**

### **1. Describe Your Business:**

Cameron Manufacturing & Design is a custom metal fabricating, welding and machine shop located in Horseheads, New York. We specialize in process equipment, food and dairy, transportation and new energy. We are a total solutions provider with an internal engineering department, fabrication, weld and machine services, paint shop, quality department and installation services.

### **2. Tell us your story:**

I am from the small town of Youngstown, NY. It is on the point where the Niagara River meets Lake Ontario. I started work as a teen, wiring houses with my father. My wife is from Niagara Falls and we moved to Horseheads, NY in 2011. I have worked in the helicopter tour business, call centers, big box retail, hospitality and currently manufacturing. I have experience in sale & marketing, operations management, training and human

resources. Having starting my career in a small business has been a big influence on my career; I have seen and been a part of all areas of a business. This experience has helped me to become a true business partner and seeing the impact all areas of the business have on the whole.

### **3. What has helped you succeed and gain experience?**

There are several influences on me that have helped me succeed. The first influence was my first boss, my father. He instilled in me a work ethic to get the job done as timely and efficiently as possible. We could do the job over the course of several days or weeks or we could work hard and get it done in a day and have more free time, at the time baseball. The second influence is two great mentors in my life, one took a chance on a young person to be vital part of a business and the second really brought all my experience together and shaped the leader I am today. The third influence is having people in my career/life that allowed me to take a risk and know that if I succeed or fail I would learn something and be better next time.

### **4. What inspires you?**

As I turned 50 this past year I have had the chance to really reflect and think about things. You ask what inspires me; at this point in my career and life my inspiration comes from making a difference at work, in the community or in person's life. On a recent trip I was browsing the bios of influential people and many of them had a personal mission statement. I decided to create one of my own.

My mission is:

- To learn
- To teach
- To burn brightly within my sphere of influence
- To leave a legacy

### **5. What keeps you up at night? What are your challenges?**

There are currently three things that keep me up at night. The first is the local talent pool. Cameron is always searching for qualified people to hire. We are having a very difficult time finding qualified people that want to go into the trades. Second is the future business environment in New York State, it is becoming difficult to do business in NYS. Lastly is our youth, they seem to be uninspired and without direction.

### **6. What is your favorite local activity?**

When we have the time my wife and I like to explore the area. We can be spotted around Watkins Friday on Franklin, at the local restaurants, in the State park and for the first time at the race track in 2017. Whether in the local creeks or on the lakefront, I like to fishing.

### **7. Is there anything else we should know about you?**

My favorite kind of ice cream is... vanilla. And I have tried all the local stops and they are all great.