

From: Jason Touns me@jasontouns.com
Subject: Re: Invitation: Peter and Jason: Front End Engineer Interview for Matt's ... @ Thu Oct 21, 2021 4pm - 4:45pm (PDT) (me@jasontouns.com)
Date: October 26, 2021 at 2:46 PM
To: Glenn Vandenbroeck glennv@yohana.com



I believe most of the interviews went well. I represented my work & experience, and most of the team understood where I was coming from and my career journey.

The first technical interview, I didn't have any working code, but I did write a lot of pseudocode and instructions about how I would solve it. Probably was a case of nerves, but I became more confident the more challenges I tackled.

The only interview I felt that went really poorly was the 4th interview with Alex.

He presented me the following memoization coding challenge with little to no explanation. And when I mentioned repeatedly that I didn't understand what he wanted me to return, he didn't provide much context.

This is a memoization challenge, which I've done before. But for context, all I needed was some kind of real-world application of this technique and it would have helped. Such as, "We've made a call to an api, and got a json response that we want to cache, and then process before returning it to be rendered on the DOM." Or something like that.

When he realized I wasn't making any progress, he decided to start coding the answer in Coderpad, and then realized in the moment that Coderpad doesn't support the "...arguments" syntax, so we couldn't complete the challenge on Coderpad.

He didn't have a backup challenge for me to take, so we looked through some of my older projects that I completed before I had started working professionally with Vue & React. So then it seems like I was being evaluated on code I wrote a while ago.

I'm not sure if I received a different test from him than the other candidates, or what happened there. I would hope that the same challenge would be submitted across candidates for an equal evaluation of skillsets.

Here's a link to the Coderpad sandbox, with the test that he submitted to me.

To see how the script responds to Coderpad, just copy everything between the script start / script end tags.

The "...arguments" syntax will throw an error.

<https://app.coderpad.io/sandbox>

This is the technical challenge Alex presented to me:

```
<— — script start
// create a memoize function that caches arguments and result

const add = (n1, n2) => {
  console.log('not cached');

  return n1 + n2;
};

function memo(fn) {
  const cache = {};

  return function (...arguments) {
    console.log(arguments);
  }
}

const memoizedAdd = memo(add);

console.log(memoizedAdd(2, 3)); // first time should process
console.log(memoizedAdd(2, 3)); // second time should output cached result

// sum of two numbers
// we want to memoize the function

// memoization -
// if I call a function add, with two and three, it should return 5.
// when you memoize add with two and three, it returns 5.

script end —>
```

I just wanted to pass this info along. I'm not looking for anything out of this, but I feel like that interview really hurt my chances, and it wasn't presented in a way that set me up for success.

Thanks for all of your support with setting up the interviews and coordinating with the team. Overall, this was a positive experience, so I don't want you to think I'm walking away with ingratitude.

Thanks again,
Jason

On Oct 26, 2021, at 2:17 PM, Glenn Vandebroek <glennv@yohana.com> wrote:

Sure, feel free to tell me more about that if you'd like, Jason. They seem to have liked you personally but had a technical concern....

On Tue, Oct 26, 2021 at 2:15 PM Jason Touns <me@jasontouns.com> wrote:

Hi Glen,

Thanks for reaching back out about my application status. I enjoyed meeting with the team too, and was wondering if you would like to sync up about my interview experience.

One of the coding challenges I had was not supported on the Coderpad platform, which hurt my chances to present myself to the best of my abilities.

Cheers,
Jason

On Oct 26, 2021, at 12:59 PM, Glenn Vandebroek <glennv@yohana.com> wrote:

Hi Jason,

Thank you for taking the time to meet our team. It was a close call but they decided to move forward with another candidate who they feel is currently a closer technical match for this role at this time. We enjoyed meeting with you regardless and I hope you and I can keep in touch for future opportunities.

Wish you all the best,
Glenn

On Tue, Oct 19, 2021 at 2:50 PM Glenn Vandebroek <glennv@yohana.com> wrote:

I moved it to tomorrow at 1 PM. Is that ok for you?

On Tue, Oct 19, 2021 at 2:44 PM Jason Touns <me@jasontouns.com> wrote:

Hey Glen, I have a conflict this Thursday, I need to go into the office, so I can't make the 4pm interview this thursday.

I could reschedule it tomorrow or next week, if that works.

Let me know what works for you.

On Oct 18, 2021, at 5:24 PM, glennv@yolabs.io wrote:

You have been invited to the following event.

Peter and Jason: Front End Engineer Interview for Matt's Team

When Thu Oct 21, 2021 4pm – 4:45pm Pacific Time - Los Angeles

Where <https://yolabs-io.zoom.us/j/85843021934?pwd=RjdFQS91dVBNZitobkltSDFOQWh0QT09> ([map](#))

Calendar me@jasontouns.com

Who

- glennv@yolabs.io - organizer
- peter.zenger@yolabs.io