

# Thanks for reviewing my cover letter!

Your job application process is kinda painful, if I'm honest! The form wouldn't allow me to enter my actual, correct address, which is in Minneapolis, not Brooklyn Center. But the form refuses to validate if the postal code is blank, and also will not allow me to enter my actual postal code no matter which of the 3 (??) Minneapolis choices I chose.

ADDRESS

Please enter your home address.

Country \*

United States

State

MN

City

Minneapolis

Postal Code \*

No matches found

55430

Address Line 2

ADDRESS

Please enter your home address.

Country \*

United States

State

MN

City

minnea

Minneapolis

Minneapolis

Minneapolis

I double-checked, too; this is really actually my postal code.

ZIP Code™ Lookup | USPS

https://tools.usps.com/zip-code-lookup.htm?byaddress

English Locations Support Informed Delivery Register / Sign In

USPS.COM Quick Tools Send Receive Shop Business International Help

Look Up a ZIP Code™

ZIP Code™ by Address ZIP Code™ by City and State Cities by ZIP Code™ FAQs

ZIP Code™ by Address

You entered:  
4940 BRYANT AVE N  
MINNEAPOLIS MN

If more than one address matches the information provided, try narrowing your search by entering a street address and, if applicable, a unit number. Edit and search again.

4940 BRYANT AVE N  
MINNEAPOLIS MN 55430-3539

## But also...

It's also kind of annoying that your cover letter field requires an upload! I hope you understand that folks are applying to hundreds of jobs (this one is row 145 of my spreadsheet for this month) and while a cover letter certainly isn't

*required* by your form, of course, implying an applicant must create a PDF specifically for one opening is a little frustrating! Usually what you see is a short text area expecting 2-3 sentences about why an applicant is excited for the role and interested in the work, or perhaps why they think they're a great fit for the position based on their hard-earned certifications ([like mine](#)) or their production experience in closely monitoring a high visibility, high value 24/7 news website ([like this one](#)). But my experience during this application makes me feel like I need to put in quite a lot of additional effort for the cover letter that will almost certainly be ignored!

Seriously: you almost certainly have had great applicants for your roles who, like me, have literally applied to hundreds of positions via a dizzying kaleidoscope of half-baked, broken, or outright hostile processes, who skipped the optional cover letter and were thus ranked lower in your candidate pool because they'd rather spend 6PM eating with their family instead of passive-aggressively taking screenshots and looking up postal codes to add to a ridiculous cover letter that no human being will ever actually read.

But: since you ARE a human being, think back on your last job application process, and really consider whether encountering tedious, broken barriers to hiring made you pass on an opportunity because it's all just so exhausting that it's not even worth it. Do you think things have gotten better or worse since you were last looking for work?

## Hey! You're not supposed to have a two page cover letter!

How's hiring been, recently? Have you onboarded any folks who looked great on paper, pulled through in interviews, and then maybe disappointed a bit after a few months in role? Maybe they settled in, got comfortable, started coasting?

That's who you select for when you have an arcane, byzantine, obtuse hiring process. You are optimizing for people who know how to play the game. They know all the right keywords to light up your ATS, they have all the optimal answers for "what are you looking for in a role" and "what made you leave your last company" that are carefully tuned to be vague but positive, typed up (or cribbed) in a word processor at the ready, the same thing for every interview. These people know they only need to coast for a while; if they get let go, they just fire it up again. They know termination is a slow process (not to mention embarrassing for the hiring manager), especially with larger companies staffed with competent HR folks (like yourself, I'm sure) who have to check every box to minimize risk.

Meanwhile, they're already interviewing for the next one, and it's a relief when they voluntarily leave (or no-show). You dust off the JD, re-post it in all the places (I found yours on LinkedIn, by the way) and slam-dunk great applicants click the link and ...

"oh, it's that broken oracle thing again. maybe i'll do this one tomorrow."

## Alright, alright, let's wrap this up.

Is this a pitch for a different hiring system? Am I secretly a recruiter in disguise, implying I have the magic method that applicants love? Nope. I'm just a programmer and a DevOps engineer that is very, very tired. I know there aren't any great solutions, but this one, that invalidates even my home address, is frustrating enough that I thought I'd at least type up my thoughts and submit that instead. I know – an unhinged rant (let alone in PDF form) is pretty disqualifying for an applicant. I'll submit it anyway, since setting the row in my spreadsheet to "applied" is a nice feeling, and I only ask myself to do a handful each day. So: even if I'll never know, and even if it never happens, I hope you know I appreciate you actually reading all the way down here through what was, I'm sure, the most Minnesotan Cover Letter you'll read all day.