

# PBP September

📅 Thu, Sep 17, 2026 9:49AM ⌚ 36:00

## SUMMARY KEYWORDS

Ghost jobs, AI resumes, Job hunting, Recruitment, ATS systems, Compliance laws, Hiring cycle, Job seekers, Career advice, Artificial intelligence, Labor audits, Real jobs, Fake postings, Professionalism, Body of work

## SPEAKERS

Nick Schlemmer, Jack McFarlane

---



Nick Schlemmer 00:00

Nearly every HR leader knows the feeling. Teams stretch thin, priorities keep shifting, and it's getting harder to see what's really going on beneath the surface. That's the subject of Workhuman's new documentary spotlight, \*The Leadership Reset\* an investigation into why managers are losing visibility into their teams and what it takes to see them clearly again, featuring Harvard's professor Amy Edmondson, crisis leadership expert Dr. Syra Madad, and bakery owner turned business leader Joanne Chang. The leadership reset premieres September 29. Register for free today at [workhuman.com/spotlight](https://workhuman.com/spotlight). Workhuman is a proud supporter of the HR Happy Hour Network. Thank you for watching and enjoy the episode.



Jack McFarlane 01:00

Hi everyone, and welcome to the HR Happy Hour Network. This is The Play by Play podcast hosted by myself, Jack McFarlane, and Nick Schlemmer.



Nick Schlemmer 01:07

Hey guys, how's it going?

**J** Jack McFarlane 01:09

Nick, can you believe it's episode 46? We are so close to episode 50. We're gonna try and cook something up special for that. Like I just want to shout that out right away. We're almost 50 episodes in. It's kind of hard to believe.

**N** Nick Schlemmer 01:23

50, 50 is going to be a lot of fun. Definitely something we've never done before.

**J** Jack McFarlane 01:28

Let's let's do the math. So September, October, November, December, January 2027 will be episode 50. We're going to have to throw a party. So be there. Be there for January 2027. Um, I gotta say, you know, it's been a little bit since our last episode. Normally, we record earlier in the month. Now we're kind of doing a middle, so it's been a good six weeks since our last recording.

**N** Nick Schlemmer 01:53

It has been, yeah.

**J** Jack McFarlane 01:54

And there's been one thing I'm hearing a bunch about, Nick. And I don't know if it's because of my job at Humariso, I'm surrounded by HR all day long, so I hear everything that happens, and that is this new buzzword going around-a ghost job. Have you heard of ghost jobs? Like, do you know about what they are, Nick?

**N** Nick Schlemmer 02:18

Yeah, no, I've I've heard about it. You know, just through social media and things of that nature. But in my job that I'm doing, you know, during school, nothing like that comes comes up. So I'm glad you've heard all about it. I know a little bit about it, but I'm definitely looking forward to diving into it more.

J

Jack McFarlane 02:35

Yeah. So thank goodness you don't have to deal with it because I've dealt with these before. They are frustrating to say the least. For those that don't know, a ghost job is basically a job that is getting posted on any job site or whatever, but is not actually a real job. Like they're not actually hiring for it. They even if they found the best candidate, they don't have the money to hire for it, they are just purely posting the job just to have it posted, right? So there's a lot of negatives to that. If you're a job seeker, you might think, "Oh my gosh, this is perfect, and apply that wastes your time. It you would think to yourself, "Why do it? And some of the best defenses for posting a ghost job. I think they're horrible, first of all. But this is what companies will say: is like one. It can show that you know it signals growth or financial stability. Like, hey, we're financially able to hire more heat, hire more people. It signals that. That doesn't mean it's true. It also can show that overleveraged employees, you know, like if they're slacking, you know, like Nick, you work for my company, you you're slacking, and you see that I'm hiring someone for your job, you might be thinking, "Uh oh, I need to, I need to get my butt working. So that might change. It might motivate the employees, and then just just to be ready for if they're you know if they do want to fire a bunch of people because honestly a lot of companies that do this are major companies right. Yeah. Your golf course is not doing this, Humariso is not doing this. A big one that that is is known for doing this is Verizon, right, so Verizon every six months will fire a bunch of people all at once, and then a couple months later hire a whole new group of people for not the same job, but a job with the same responsibility. So it's a different title; it's the same job. And how do they do that? They have these 24/7, 365 job postings just at the ready, at the ready. A lot of sales jobs are like this. If you go on Indeed right now, you could find sales like like a cold calling sales job at any major company. We'll have them posted, even if they're not actually hiring. It's just to have them, a lot of cases like that in sales is like the high turnover. But I don't know. I mean, now Nick, your job hunting experience is different than most, right? You know, through the school, the the PGA has their own application and way to reach out to country clubs. So I'm not sure. Have you ever come across a ghost job?

N

Nick Schlemmer 05:20

You know, just scrolling through jobs, you know, within the PGA sector, nine times out of 10, those are legitimate postings. But whenever I would, you know, start at the Vitamin Shop here in Lincoln, scrolling through LinkedIn, Indeed, all looking for jobs, I definitely did see jobs where you just kind of tilt your head and you think about it, you're like, "Hmm, I wonder how true or real that could be.

J

Jack McFarlane 05:46

Yes.

N

Nick Schlemmer 05:47

And you see a lot of things online too, with like ads, or especially on social media, just little short videos where people are-you can earn 10,000 in one month. That are like that. It's kind of just to draw you in. Who knows if that's legitimate or you know exactly? Yeah, there's a lot of different avenues that you can take to make these jobs look real.

J

Jack McFarlane 06:11

Yeah, and it's frustrating, honestly. Like I've dealt with them a bunch when I was in my job search. I mean, I don't know an exact number. If I had to guess, 40% of the things I was applying for were one, just not a real job, or it's one of these ghost jobs where maybe maybe someone has that job, but they're not actively hiring for it. It's just posted. Important to note, it's very similar to an evergreen job posting, which is kind of that sales Verizon. They're very similar. It's basically the same word for for two different things, but.

N

Nick Schlemmer 06:42

Yeah.

J

Jack McFarlane 06:42

For those that know evergreen jobs, similar, very very similar. It's just usually the ghost jobs. There's not much hiring at all ever for it, so that's an important distinction that I need to make.

N

Nick Schlemmer 06:56

Yeah.

J

Jack McFarlane 06:57

So, so what? It's frustrating for the job seeker. It's frustrating for me. It's frustrating for Nick when he was looking for a non PGA job. But what's the big deal? Well, it's not fully legal. Obviously, why would that be a legal thing to do? A lot of states: California, New York, Colorado, Washington, Illinois. They all require this. It is strictly against the law. There, you must post legitimate, good faith salary range jobs with real descriptions on any public listing. So, like especially in those states, 100% against the law. Which is now anyone in HR listening, they know that those are the big hitters when it comes to compliance. So not much of a shock there, but like you, you throw in Michigan, New Jersey, anything in the Northeast, honestly, is super compliance heavy. It's just straight up illegal there. And then in in most other states, it might not be illegal in the sense where they spell it out, but it the parts are there. It's still shady. It's still against some sort of law in some form of you know you're against compliance in some form, yeah. So I don't know. Hopefully they start to enforce the laws. It's hard. I guess it's hard to enforce that.

N

Nick Schlemmer 08:12

It. I feel I definitely feel like it can be, especially when you're dealing with you know call it a Fortune 500 company, who you know, they've got great legal backup and lawyers and all of this. So even if a word is off or it sounds misleading, there's always, most always, a wiggle around that. A way to get around that. Yeah, nobody's going to take on Google over a over a sales.

J

Jack McFarlane 08:41

Google sales rep that I mean, and honestly, at that point, I just had the thought where, like, let's say it's a Google sales rep that's just this ghost job, they can get audited, say, "Hey, this is not a legitimate job. Well, I bet they got 700,000 applications. They would just hire someone right away and say, "Oop, we were waiting for our person.

N

Nick Schlemmer 08:59

That's what I'm saying like, it also is tough to, yeah.

J**Jack McFarlane 09:02**

Tough to get around. But if a company is caught, usually due to these like labor audits done by the state, even sometimes done by the city, it can get that microscopic on a map when it comes to these audits. But lots of, I mean, what's the word that I'm looking for, what's the word, Nick? What am I looking for? When fine, lots of fines, guys. You can get fined. You will lose money if you do this, and you you could face like actual fraud claims. So it's a pretty big deal if you get caught, and that's just making the job anyone out there applying for jobs? It's so difficult right now. It's so difficult. But that's only one piece of the story. There's another half of this story that they're kind of going hand in hand and making it impossible to not only find a job, but also if you're a recruiter, trying to find a candidate, and that is with the use of everyone's favorite AI. Why don't you tell us a little bit about this Nick?

N**Nick Schlemmer 10:08**

So the big thing that Jack mentioned is you know AI resumes and all the issues that can happen with using AI when promoting yourself via The resume, you know, applicants are using AI to AI tools and scripts to auto submit hundreds to 1000s of applications to companies. Straight away, that just doesn't sound like a great idea. But if it's at the touch of a button and you can submit it to that many people. I can see why most people are doing that, but yeah, definitely setting yourself behind the eight ball, I feel like.

J

Jack McFarlane 10:49

Yeah, I mean, you're basically shooting fish in a barrel. I the the thought behind it is like, hey, I have a better chance of of getting an interview if I have AI submit to 1000 jobs a day, which is a real thing we're seeing. If you are a recruiter, you see this. Every job you're posting, you're getting hundreds of just garbage applications. It's people that maybe their resume is not garbage, but it's people that are not qualified for the job. They have no idea. If you if you were to contact them, they couldn't answer anything about like, oh, what interests you in this? They have no idea. I get to see it firsthand. It's alarming. Like if you post a job right now today, I bet by tomorrow's 24 hours later, you'd have especially if it's like a buzzwordy job, you could have hundreds of applications. Right? Like let's say Nick and I were looking for a remote editor. Well, who doesn't want to edit a podcast remotely for their job? That is a pretty sweet gig. We would have hundreds of applications within 24 hours, and I would guarantee that 85% of those were submitted by AI and people that just are running these scripts. And then you know, it's also writing the resume itself. So I I saw a funny thing on LinkedIn where it was a recruiter had posted a screenshot of this person's resume, and the reason that it got through their check, right? So for companies, they get all these resumes, they're they're checking with AI usually like which ones match the best. Well, this person was not using AI; they were just skimming them through seeing what candidates to you know extend an interview to. And the whole reason this person got an interview, got the interview, was for a typo. That seems kind of counterproductive. A typo in your resume-that's a big no-no. What it showed is that they made it, right? AI didn't make it. A human made it. There's mistakes in it, so it's not to say that mistakes are good, but it shows that it's human, right? Because there's so much AI. I'm telling you, if you are a recruiter, I'm preaching to the choir. It is alarming. It is alarming, Nick. What is that? What is that like in the golf world? I mean, I'm sure you've seen some of the hiring process, even just like from afar. Is that an issue that you notice? I'm not sure. I really don't know.

N

Nick Schlemmer 13:14

No, I would say that's really not an issue at all within the PGA realm. So, for example, Jack, if we're hiring for a director of golf, that's a big position in the country club industry. You're going to want somebody who has the experience, and then a lot of times you're going to hire within the PGA a headhunter per se. There, that's works just for the PGA and themselves in that section, their sole job is to find candidates for you that are already within the PGA realm. So we already know from that that we're getting a candidate who's in the PGA. He's a member. He's done all of the schoolwork, playing ability, has all that. Yeah, and then we can just look at the real resumes that they have done because we can see where they've worked on just PGA.org on their website, you know.

J

Jack McFarlane 14:07

Yeah.

N

Nick Schlemmer 14:07

So in the in the golf realm, we're pretty solid in that component.

J

Jack McFarlane 14:12

That makes sense. I mean, there's a lot of qualification that goes into getting a PGA job, especially the playing ability test. Like an AI can't do that. So that makes sense. Also, side note: I actually don't think I told you, Nick, but the PGA is one of our biggest clients at Humareso. I just remembered that. I forgot to tell you, like I've got some golf connection. So that's a that's a side note. We don't do recruiting for them. But the overall gist that I'm trying to get at is that we're seeing a cycle, and it's this bot to bot cycle. So it's not only that companies are using AI to screen applications, right? On average, AI ATS application tracking system ATS rejects 95% of applicants right away screens it instantly. Boom, no. So not only are we seeing that, we're now seeing the job seekers using AI to apply for the jobs that are then getting denied by the AI. It's this vicious cycle of just garbage in, garbage out, and it really, really clogs the job market. Here's a stat I got for you: high volume listings regularly receive 3000 plus applications within 48 hours.

N

Nick Schlemmer 15:30

3000?

J

Jack McFarlane 15:31

Where do you begin? How if you're a recruiter? How do you go through 3000 applications after just two days?

N

Nick Schlemmer 15:40

You like you can't. You you have to use some sort of technology AI. You.

J

Jack McFarlane 15:46

And and even if it rejects 95% of that, that's a lot to manually go through. Especially when you start noticing, oh, Jack's resume got through. We're hiring um a golf professional. This dude's never golfed a day in his life. All his experiences in marketing, how did he even get through, right? And I just used AI to apply to 1000 jobs a day, and boom, that was one of them, right? Because it's just like apply, apply, apply, apply, apply. So it is just-it's a mess.

N

Nick Schlemmer 16:14

I can imagine, and it makes me wonder too. Like, you know, it's AI versus AI. How often, like, do they not catch each other? Yeah.

J

Jack McFarlane 16:24

I mean, it's got to be, it's got to be a low chance that the the the ATS AI doesn't catch a candidate, but it definitely happens. I mean, it gets through, and that's just because ATSs are set up with filters, and so if you have the right buzzwords or filter words in your resume, you'll get pushed through. So if it could match up, yeah. But yeah, it's it's shocking to see firsthand. So it it can be, you know, a little demoralizing, especially if you're a job seeker. So you might be thinking to yourself, well, what the heck actually works? Like, how do I get out of this bot to bot funnel of garbage? We've got a couple tips, a couple stats here for you. I don't know. Do you want to take it away, Nick? Show the people the way to the light.

N

Nick Schlemmer 17:14

I'd be happy to. And and I and I love this. I love this first one that that I'm going to talk about, and that is simply cold applying, you know, online they have less than a 1% response rate whenever you're submitting these applications via online. Whereas if you are directly reaching out, cold calling, emailing, whatever it may be, you're getting a yield of like 15 to a 20% chance higher of getting a response, and then they know you're actually looking for said job, and you were willing to send them your resume after you get off the phone with them. So it's like everybody would always shy away from just directly reaching out to a company. I feel like a lot of times that can be intimidating, depending on

J

Jack McFarlane 17:59

It is.

N

Nick Schlemmer 17:59

If it's your first job or whatever market you may be going into, but that's giving you what it seems like the best opportunity.

 Jack McFarlane 18:08

Yeah, and I think it's simply because they know you're real. You really are interested, right? Like if if you reach out to a manager, especially if you're calling them, that is probably the hardest thing to do, but the most rewarding, if you're calling them saying, "Look, I I saw you guys posted this job. I'm extremely interested. Just want to know, even if it's just something simple as I want to know where to send my resume, right? Then they can at least know you are a real person.

 Nick Schlemmer 18:33  
100%

J

Jack McFarlane 18:34

It's 20x or more because it's less than 1% on cold applying, and I can attest to that. I applied. I lost count of 1000s over the span of a year. Literally 1000s of jobs. I would do 10 a day at least. Maybe I should have had AI do it because that was a total waste of time. Total waste of time did not work. I got interviews left and right, but not left and right. That makes it sound like I had a bunch. Every now and then is probably the better way to say it. Maybe one a week, but the job ended up when was a connection. Yeah, someone we had on the podcast. That is where it started. Like for those that don't know, we had that episode with John right after the episode. He was like, "Well, I noticed you guys on your LinkedIn said, you know, open, open to work, looking for work, and then the conversation went from there, and boom, now I'm in Florida working for him. So that is, in my opinion, the best way to get a job, and I think most people's is having an in with the company. But if not, call seriously. It's tough. I know I have to call a couple times a day, like like cold calls, I have to do a little bit of cold calling. It's it's nerve wracking, but it's the most rewarding, especially when it comes to the job. The other thing we've noticed is that companies are shifting away from traditional resume bullet points of like, oh, I have Excel skill or blah blah blah. You know, just your traditional and more of just looking at like what has Nick actually done? Let's look at Nick's body of work. We can go on his LinkedIn and see, boom, here's those accomplishments. Boom, here's a picture of him doing something at X company. Blah blah blah. That's what they're starting to look at more, just because the resumes are fluff, right? Made by AI. It's impossible to actually tell what's real, 100% So those are kind of your three ways: are referrals, being active on on your social media, and with your just building yourself a brand that shows you have a body of work that is worth at least getting an interview. Right, LinkedIn is a huge one, and then yeah, reaching out directly to hiring managers, bosses, just even anyone in HR. Like if you if you call a company, I'm telling you this because I this is a good way if you want to reach HR for any company. So you call the company, you get the AI answer. Hey, press one for this. Press two for this. Right. Eventually, there's going to be an option for HR. If you find the HR option, just say, "Hey, I noticed you guys are hiring. I would really like to apply. They will point you in the right direction. So those are the best ways to do it, and hopefully that helps you guys. If you're a job seeker, we're going to take a quick break. Maybe go apply for a couple 1000 jobs while we're at it using my AI script, and then we'll be right back. We're gonna see if Nick can decipher real and fake job postings in this game time. We'll be right back.

J

Jack McFarlane 21:41

Guys, we are back. Like I said, we applied for a couple 1000 jobs. Sadly, we got rejected for all of them. So instead, we're going to continue on with the podcast. And Nick is going to be playing the newest game time. This is a game all about real versus fake. Nick, there are five job postings. I'm not gonna. I almost just told you how many are real, how many are fake. That might be too much of a hint. I think you've got this. I I trust in you. For those not watching on YouTube, come on over to YouTube. You can read these job descriptions. I've got the screenshots right here on the screen. It's very interactive. You can see our beautiful faces. If not, I'll read them out for you. All right. So whenever you're ready, Nick, let me know, and we'll get into this.

N

Nick Schlemmer 22:25

I'm ready, Jack. I'm excited to see if I can decipher real versus fake. Considering I haven't done this too much, so it seems to be.

J

Jack McFarlane 22:33

It's going to be a little difficult. Some of these are crazy. I'm just going to warn you. Here we go. First description. I will read it out for those that are not watching on YouTube. Me and my husband are looking to hire another employee. Pay is based off experience, and no, I'm not going to start you off at \$20 an hour if you send me photos of your work you've done two years ago. Pay period is every Friday. Give me a call or send me a text, and I'll gladly reply. Don't message or call if you want to start working in the next two weeks or next month. If we come to an agreement on pay and all other minor stuff, then we would like you to start Monday. Let's sink in. Must have reliable transportation requirements. Need to show up to work on time. Must be able to work by yourself on a job site if required. Can't be scared of heights. Muscle up after yourself. What should you expect on a day-to-day basis? Interior, exterior painting, pressure washing, deck repair, deck insulation, flooring, tile work, gutter, trash. All right, there's your job description. This is a labor job. Yeah, is this real or fake? The part that stands out to me, you need to start on Monday.

N

Nick Schlemmer 23:34

Yeah.

J

Jack McFarlane 23:36

That's that's pretty quick.

N

Nick Schlemmer 23:38

That is quick, and I feel like somebody just typed this up on their phone in a matter of a couple minutes, and I feel like I have a good judgment on the type of person who I may or may not be working for, just based on how they how they wrote this. But I'm leaning. I don't know. This could be really real. Somebody could talk like this, and they actually need some help. But on the other hand, this would not be anything professional.

**J** Jack McFarlane 24:09

It's not professional. That's for sure. If this is real, this is bad. So.

**N** Nick Schlemmer 24:13

I feel like this is a mom and pop company, privately owned, small. They need a part-time worker. This could be legit. That's my guess.

**J** Jack McFarlane 24:25

Nick. You're one for one. Want to start? This is a real posting. This is Nick's right. Someone typed this up on their phone. There is no HR involved. There is no level of professionalism, and I guarantee they are not good bosses. If you see a job like this, don't apply. On to the next next one for one. All right, next job description. It starts with compensation and perks. Salary, zero to \$12,000 a year.

**N** Nick Schlemmer 24:52

Okay.

**J** Jack McFarlane 24:52

Investing at 0.005% over eight years. Compensation philosophy. Looking for a true workaholic engineer who views sleep as a competitor must be willing to work 90 hours a week in our founder's garage. If you ask about work-life balance during the interview, you are automatically disqualified. What are the perks? Unlimited PTO strictly prohibited during product launch quarters q1 through q4, free tap water and a ping pong table that cannot be used during business hours. They've got some perks.

**N** Nick Schlemmer 25:32

Some water, I mean, unlimited PTO. We love that.

**J** Jack McFarlane 25:36  
But you can't use it in the first year, and you can't use the ping pong table during business hours.

**N** Nick Schlemmer 25:42  
So, so this sounds like maybe Jack. When we're in high school and we're in our garage playing ping pong, we decided to create a job. That's what this sounds like. I would really hope this is not real. That's going to be my guess. It again, it's hard.

**J** Jack McFarlane 26:02  
Workaholic, views sleep as a competitor.

**N** Nick Schlemmer 26:05  
Yeah, that that just sounds like a laughing point. I'm gonna say this is not a real job listing.

**J** Jack McFarlane 26:13  
Aw, Nick, it's two for two. This one is fake. Thank goodness. Thank goodness. This is a fake job posting. I made this one up, but I kind of I even make myself laugh. I'm so stupid. Workaholic views competitor asleep. I'm sitting here chuckling like that is the funniest thing ever. On to the next. All right, job description, cost and pay structure. One, this is an unpaid position. Two, the employee is required to pay \$500 per week to After Flea to maintain access to the job data and responsibilities. Failure to make timely payments will result in termination. I'm going to let that sink in.

**N** Nick Schlemmer 26:57  
And let that sink in. We're not getting paid. Unpaid. We are paying them \$500.

**J** Jack McFarlane 27:02  
We are paying them to work, \$500 a week.

N

Nick Schlemmer 27:07

At After Flea. I'm not sure what company what they're dealing with at After Flea. Um, I'm gonna. I don't think this is real.

J

Jack McFarlane 27:21

Going not real.

N

Nick Schlemmer 27:23

I, I, I know the answer now. I think, but I'm going not real anyway.

J

Jack McFarlane 27:28

Okay, yeah, I'm gonna say this is real. I swear to you, this is a real job description. You are unpaid. In fact, you are losing 500 a week to work for them. I can't imagine they hired anybody. No one would work for this after flea. I don't. They have to be out of business. So on to the next. Here we go. This is number four. Here we go. You're two for three. You're doing pretty good. I say if you go three for five, boom, you crush it, you win. Next job description: This opportunity is not for people who who need a stable and well-paying job. We have a deep compassion for those in need of financial stability, as we are in the same situation. But money is not all of our motivator at this company. When we when we are successful, money will be successful byproduct. Our goal is to fundraise soon, but in the beginning, the salaries will be tight. I mean, real or fake. This job description is actively saying we are not. We don't want to pay you. We don't want to pay you. Some other things of note is that they are looking for someone with fire in their eyes who wants to help build a legendary company, someone who's willing to live the ramen and instant coffee lifestyle before they raise the venture capital. Oh, and you must have a doctorate or at least a master's in either material science and engineering, fiber and polymer science, chemical engineering, electrical engineering, chemistry, or physics. So yeah.

N

Nick Schlemmer 29:10

So I'm I'm trying to figure out exactly what I'll be doing when I take this job.

J

Jack McFarlane 29:16

Well, you'll be eating ramen and drinking instant coffee with your doctorate.

N

Nick Schlemmer 29:24

It's tough. Another, another great, you know, great job to whoever put this together. But I, I don't think it's real.

J

Jack McFarlane 29:32

This one's real. It's this one is real. I, I promise you, this is real. They are actually looking for someone with a doctorate or master's in a very intensive field like chemistry or or engineering, but they don't want to pay them, and they'll be living off ramen.

N

Nick Schlemmer 29:48

What really threw me off was that they put the smiley face at the end.

J

Jack McFarlane 29:56

For those that can't see, there there's the little like, colon and then capital D smiley face. Not even the emoji, the emoticon smiley face. Yeah, this is real. I don't even know what to say. On to the last one, Nick. This is for all the all the marbles. All right, got to lock in two two and four.

N

Nick Schlemmer 30:18

Two and four.

J

Jack McFarlane 30:18

Two and four. This for all the marbles, real or fake. Job description: Looking to hire immediately, no time wasters. Me and my cousin need a reliable assistant for our mobile auto detailing and lawn care business. Do not apply if you expect to be paid for travel time between job sites. Driving is not work. You have a bad attitude or expect breaks when it's 90 degrees out. We work until the job is done. Period. Three. If you don't have your own truck, their truck is currently in the shop, and they will need you to haul the mowers to the sites. Starting pay 11.50 an hour cash, in all capitals cash. If you ask for 15 an hour before proving you can handle hard labor, they'll block your number. Must be able to lift 80 pounds over your head and pass a vibe check. Starts tomorrow 530 a.m. sharp. So this is ah the second time we've seen this must start immediately type of job.

**N** Nick Schlemmer 31:24  
Immediately.

**J** Jack McFarlane 31:25  
I mean, they're asking for tomorrow. What do we think this is?

**N** Nick Schlemmer 31:30  
They want me to start tomorrow. They need my car. They're including gas money, which you know.

**J** Jack McFarlane 31:36  
Yes, yeah. I think that's the real reason behind the posting. They really just need a car.

**N** Nick Schlemmer 31:43  
Yeah, they. This is written by maybe a 13-year-old.

**J** Jack McFarlane 31:50  
Yeah, right. The the lawn and auto detailing. This is definitely a young, younger vibe check. Hmm.

**N** Nick Schlemmer 32:03  
This is real.

**J** Jack McFarlane 32:06

For all the marbles, Nick says it's real. It's fake. This is a fake job posting. That it's a tough one. It's pretty tough. Like, I mean, for those that that are watching, it looks fairly legit. It's a little blurry, but it looks fairly legit set up. And honestly, I think the worst ones on this list were the real ones. I don't even think I made the fake ones bad enough.

**N** Nick Schlemmer 32:31

I was I was about to say the same thing. This has me worried for the next generation that is going to be applying for jobs. They're not going to know what to look at.

**J** Jack McFarlane 32:42

Exactly. It's um, I I feel bad for them, man. It's going to be tough with all of this ghost jobs, fake jobs, AI screening, AI applications. Just got to follow our advice, you know. Follow our advice, and you guys will succeed.

**N** Nick Schlemmer 33:02

Very interesting. Jack. That was a fun. Yes

**J** Jack McFarlane 33:04

Well, well, good job, Nick. I'm sorry you didn't win. Next time, you've got it for sure. We're gonna take another quick break. We'll be right back. Everyone's favorite quote of the show coming right up.

**N** Nick Schlemmer 33:24

All right, everyone. We are back wrapping up today's awesome episode. Jack, may I point that out there too, with the quote of the show. Thank you.

J

Jack McFarlane 33:32

It's something that, yeah. Let me just say, this is not the most interesting topic for Nick. I'll be honest; he does not deal with this in this is all every. This is something I have to deal with all the time, and I had to get it off my chest. So thank you, Nick, for being a good sport about it. I promise the next one will do something that's related more to both of our experiences. So.

N

Nick Schlemmer 33:55

No, this was great, and I think for everybody listening, I think what we got out of today was leave a typo on the resume, and you're good to go. That's what job, right?

J

Jack McFarlane 34:05

Exactly. Make mistakes. Make mistakes. Be human. Be human.

N

Nick Schlemmer 34:09

But we'll wrap it up with a quote today. And Jack, I have a quote for you from Steve Jobs. The only way to do great work is to love what you do. If you haven't found it yet? Keep looking, and don't settle. Going back to what we talked about with all the job listings and all the fake resumes you may see, keep looking. You're gonna have to keep looking, is what it sounds like. But keep looking, don't settle. Find something that you enjoy. That's the end goal.

J

Jack McFarlane 34:39

Yeah, and I think I think that can also go for if you're applying for jobs and let's say you do get the a job offer, but it's something you really hate. It might be best to to keep going, keep pushing through the hard times because we know firsthand it is difficult out there. It really is. So just keep going. Keep. Pushing on, you guys got this. All right. Well, thank, thank you everyone for joining once again. Four episodes away from number 50. That is going to be a big one. I don't know what we're going to do yet. We're going to have to throw a huge party though. We'll we'll think of something. We would not be here without you guys. So the most sincere thank you of all time that I can extend. Yeah. Yeah. Thank you.

N

Nick Schlemmer 35:22

Thank you everybody, for tuning in. We're gonna work hard to make episode 50, like Jack said, one of a kind. Leading up to that episode 47 through 49, they're gonna be great. The 50 is gonna be awesome.

J

Jack McFarlane 35:36

Maybe we'll tune those down a bit to make 50 really good. You guys will just have to see.

N

Nick Schlemmer 35:40

Thank you, everyone, for tuning in. We really appreciate all the listen and the support. And bye for now.