



PeopleFluent Talent Management 21.07 Hardware and Software Requirements

Document Version: 1.0

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About This Document

This document describes end user system requirements for PeopleFluent Talent Management.

Audience

This document is intended for:

- System Administrators
- IT Staff
- End Users

 Note: This document assumes that you are familiar with the supported versions of the operating systems, web browsers, and typical office software.

Notice to Users

This document provides detailed information about the hardware and software you will need to use PeopleFluent Talent Management.

This document is subject to revision based on external hardware and software changes; it will be updated periodically to reflect those changes.

PeopleFluent supports and provides defect fixes for PeopleFluent products under valid Support and Maintenance Agreements on only those operating systems and browser environment distributions that have been certified and published by PeopleFluent. While it may be possible to run PeopleFluent products on other, non-certified operating system or browser environment distributions, PeopleFluent makes no such representations or warranties, either express or implied. Additionally, PeopleFluent will not be responsible for providing any defect fixes for any such non-certified distributions.

Document Revision

This section lists the initial publication and any changes or updates that follow.

Table 1: Revision Information

Revision Information	
Revision Date:	June 22, 2021
Revised Document Version Number:	1.0
Details of Revision:	Initial publication.

Hardware and Software System Requirements

The following sections describe system requirements and information about setting up your computer for use with PeopleFluent Talent Management.

Workstation Requirements

Table 2: Workstation Requirements

Requirement	Definition
Operating System	<ul style="list-style-type: none">• Microsoft Windows 10• Microsoft Windows 8.1• macOS 10.13 or later
Memory	Recommended: 2 GB RAM or more Minimum: 1 GB RAM
Processor Speed	Recommended: Dual Core, 1 GHz (or equivalent compatible processor) Minimum: Pentium 4, 1 GHz
Monitor Resolution	Recommended: 1280 x 1024 pixels or higher Minimum: 1024 x 768 pixels
Monitor Size	Recommended: 17 inch or larger Minimum: 15 inch

Mobile Device Requirements

To provide security and the best performance to our users, PeopleFluent clients who want to use mobile-enable features are recommended to use mobile devices with the latest stable release of Apple iOS or Google Android.

Unsupported older versions of those operating systems may have rendering or compatibility issues. When such issues are reported, PeopleFluent will attempt to recreate on fully supported operating systems and in the event this cannot be replicated, the remedy will likely be a recommendation for clients to upgrade to a supported operating system.

Web Browser Support Policy

To provide the best security and performance for our users, PeopleFluent recommends that clients use one of the following browsers to access PeopleFluent applications.

Older browser versions may have rendering or compatibility issues. When such issues are reported, PeopleFluent will attempt to recreate on recent browser versions and in the event this cannot be replicated, the remedy will likely be a recommendation for clients to upgrade to one of the following browsers.

Microsoft Edge (latest stable release)

PeopleFluent supports the latest stable release of Microsoft Edge browsers in accordance with Microsoft's support policy.

Microsoft Internet Explorer

PeopleFluent supports Microsoft Internet Explorer browsers in accordance with Microsoft's support policy: <https://support.microsoft.com/en-us/help/17454/lifecycle-faq-internet-explorer>

Mozilla Firefox (latest stable release)

PeopleFluent supports Firefox's latest stable release channel. PeopleFluent's support also extends to Firefox's specialized Extended Support Release (ESR). For Mozilla Firefox release notes, go to: <https://www.mozilla.org/en-US/firefox/releases/>

Google Chrome (latest stable release)

PeopleFluent supports Chrome's latest stable release from Google Stable Channel. For Chrome release updates, go to: <https://chromereleases.googleblog.com/search/label/Stable%20updates>

Apple Safari

PeopleFluent supports Safari browsers in accordance with Apple's support policy. For more information, see: <https://support.apple.com/en-us/HT204416>

Deprecated Browser Versions

Deprecated browser versions have been tested and found to have serious problems when used to access PeopleFluent Talent Management.



WARNING: Using any of the following deprecated browser versions may result in loss of functionality, data loss, or both:

- **Microsoft Internet Explorer 10 and below**
- **Microsoft Edge 14 and below**
- **Mozilla Firefox 59 and below**
- **Apple Safari 9 and below**
- **Google Chrome 66 and below**

PeopleFluent strongly recommends that all clients update the browsers used to access PeopleFluent Talent Management to the browser's latest stable release and to do so on a regular basis as the browser is updated.

Known Issues and Limitations


PeopleFluent *requires* the latest patches be installed for all supported web browser versions. The following are known issues or limitations of web browsers that may affect the use of PeopleFluent Talent Management:

- PeopleFluent Talent Management does not support printing from Apple Safari on any supported Microsoft Windows operating systems due to the browser's limited printing support.
- PeopleFluent Talent Management does not support PDF-based online job forms or PDF-based master online job forms on Mozilla Firefox for the macOS.
- PeopleFluent Talent Management has known issues when rendering information in PDF-based online job forms on Safari. For more information, see the known issue in the *Safari on the Mac* section of this document.
- PDF form digital signature fields created using Nitro Pro are not supported on Onboarding PDF forms.
- PeopleFluent Talent Management does not support using Compatibility mode with any version of Microsoft Internet Explorer.

- PeopleFluent Talent Management does not support using Enterprise mode with any version of Microsoft Internet Explorer.
- PeopleFluent Talent Management requires native XMLHTTP support be enabled when using Microsoft Internet Explorer to access PeopleFluent Compensation worksheets with a fixed header.
- PeopleFluent Talent Management does not support using the Undo function when editing text areas with any version of Microsoft Internet Explorer. This issue is caused by a functional limitation of the web browser.
- PeopleFluent Talent Management does not support browser-based or operating system-based magnification or zoom features due to inconsistencies in how browsers implement content and image scaling.
- Resizing dialog boxes to be smaller than the default size may occasionally result in some screen elements being cut off. For best results, keep the PeopleFluent Talent Management window maximized (to at least 1024 x 768), and do not resize dialog boxes smaller than they first appear.
- Candidates accessing PeopleFluent Recruiting Center career sites cannot upload files from Dropbox using Google Chrome on an Apple iPhone.
- Microsoft Edge does not support the ActiveX plug-in which is required to view PDFs with Adobe Acrobat and Adobe Reader in a web browser. As a workaround, use Microsoft Internet Explorer 11. For more information, see: <https://helpx.adobe.com/acrobat/using/display-pdf-in-browser.html#Edge>
- PeopleFluent Talent Management on Apple Safari does not support integration with PeopleFluent Learning.

Web Browser Configuration


Microsoft Edge

 Note: This section provides configuration instructions for clients using Microsoft Edge version 79 or later. If you are using Microsoft Edge version 44 (EdgeHTML 18), see *Microsoft Edge (Version 44)* in this document.

Clients need to make the following configuration changes to end-user browsers:


- [Configure Pop-up Blockers on page 6](#)
- [Enable Cookies on page 8](#)
- [Enable JavaScript on page 10](#)
- [Open PDF Files Externally on page 11](#)
- [Configure for Proxy Servers on page 12](#)

Administrator permissions may be required to perform browser configuration.

 Note: Microsoft Edge does not allow for modification of the browser cache size.

Configure Pop-up Blockers

Pop-up blockers must either be disabled or set to allow PeopleFluent sites. The required domain names provided in this section are subject to change based on your organization's implementation. Contact your PeopleFluent representative for more information.

 Note: Clients must also configure any third-party pop-up blockers such as NoScript.

To configure pop-up blockers

- 1 In the Edge address bar, type `edge://settings`.
- 2 Click **Site permissions**.
- 3 In Site permissions, click **Pop-ups and redirects**.

- 4 In Pop-ups and redirects, either:
 - Clear **Block**, then go to [step 9](#); or
 - Go to [step 5](#) to add PeopleFluent sites as exceptions.
- 5 In Allow, click **Add**.
- 6 In the Add a site box, type `[*.]peoplefluent.com`.
- 7 Click **Add**.
- 8 Repeat the process to add:
 - `https://[*.]peopleclick.com`
 - `https://[*.]peopleclick.eu.com`
 - `https://[*.]peoplefluent.eu.com`
 - `https://[*.]linkedin.com`
 - The KZO video public base URL
 - The PeopleFluent Talent Management base URL

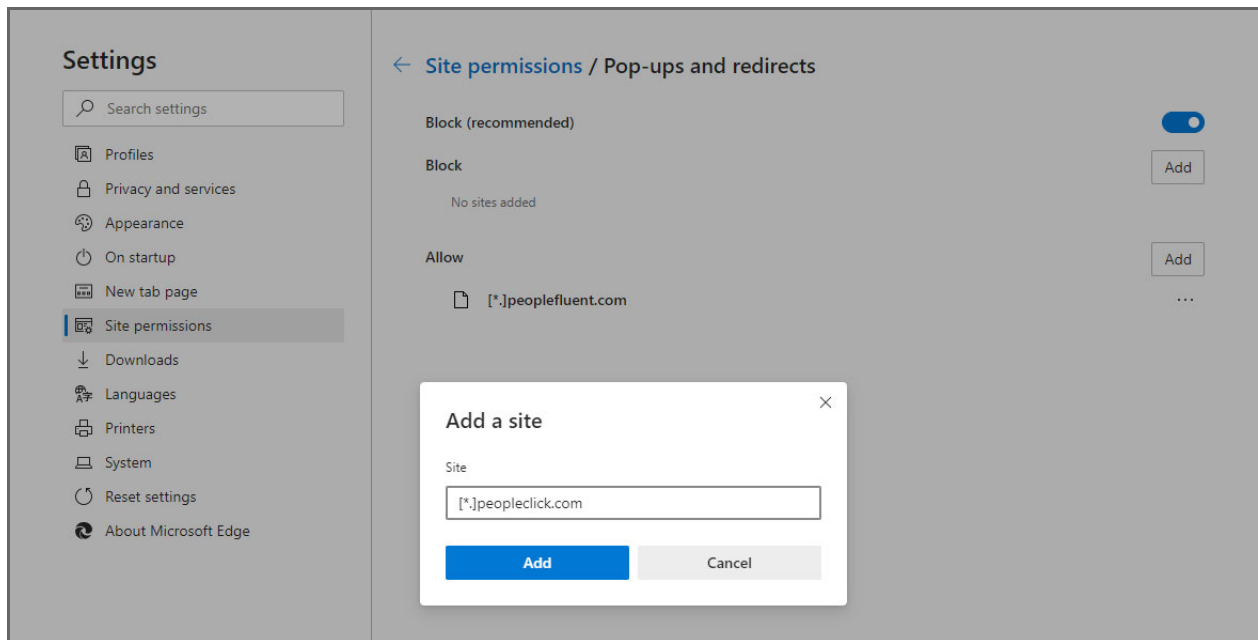


Figure 1: Pop-ups and redirects

- 9 If finished making changes to your browser's settings, close the tab.

Enable Cookies

The required domain names provided in this section are subject to change based on your organization's implementation. The LinkedIn domain name is only required if your organization is using LinkedIn integration features. The Google domain name is only required if your organization is using Google Analytics. Contact your PeopleFluent representative for more information.

To enable cookies

- 1 In the Edge address bar, type `edge://settings`.
- 2 Click **Site permissions**.
- 3 In Site permissions, click **Cookies and site data**.
- 4 In Cookies and site data, either:
 - Select **Allow sites to save and read cookie data**, then go to [step 9](#); or
 - Go to [step 5](#) to add PeopleFluent sites as exceptions.
- 5 In Allow, click **Add**.
- 6 In the Add a site box, type `[*.]peoplefluent.com`.
- 7 Click **Save**.
- 8 Repeat the process to add:
 - `[*].peopleclick.com`
 - `[*].peopleclick.eu.com`
 - `[*].peoplefluent.eu.com`
 - `[*].google.com`
 - `[*].linkedin.com`
 - The KZO video public base URL
 - The PeopleFluent Talent Management base URL

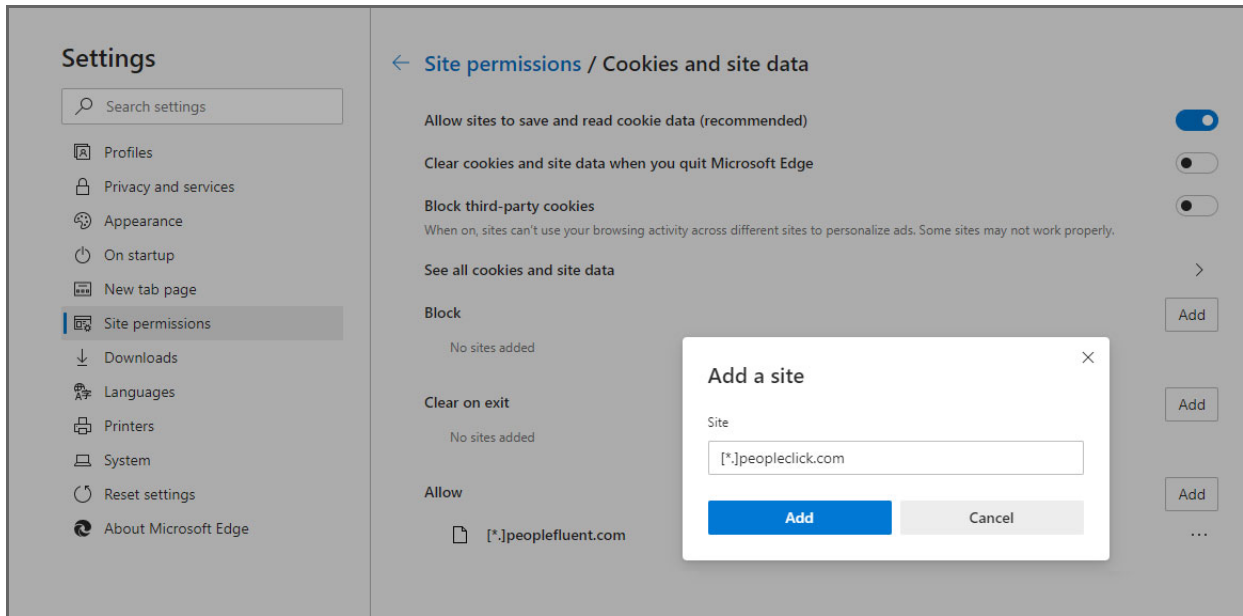


Figure 2: Cookie and site data

- 9 If finished making changes to your browser's settings, close the tab.

Enable JavaScript

JavaScript must be enabled in Edge. Clients must also configure any third-party Edge plug-ins that block JavaScript, such as NoScript.

To enable JavaScript

- 1 In the Edge address bar, type `edge://settings`.
- 2 Click **Site permissions**.
- 3 In Site permissions, click **JavaScript**.
- 4 In JavaScript, select **Allow all sites to run JavaScript (recommended)**.

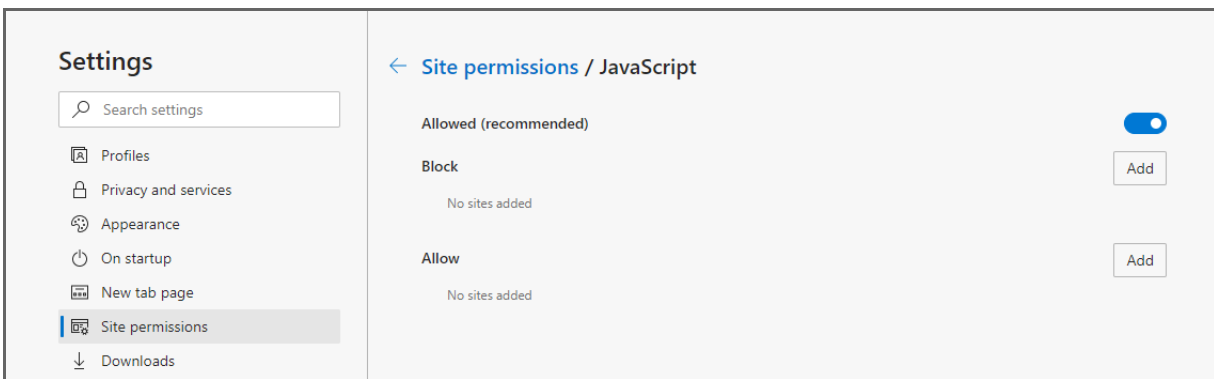


Figure 3: Site permissions / JavaScript

- 5 If finished making changes to your browser's settings, close the tab.

Open PDF Files Externally

For best results when using PDF-based documents with PeopleFluent Talent Management, the default Edge PDF Viewer must be disabled. This forces PDFs to open using the default application associated with the file format in Windows.

To open PDF files externally

- 1 In the Edge address bar, type `edge://settings`.
- 2 Click **Privacy and security**.
- 3 Click **Site permissions**.
- 4 In Site permissions, click **PDF documents**.
- 5 Select **Always open PDF files externally**.

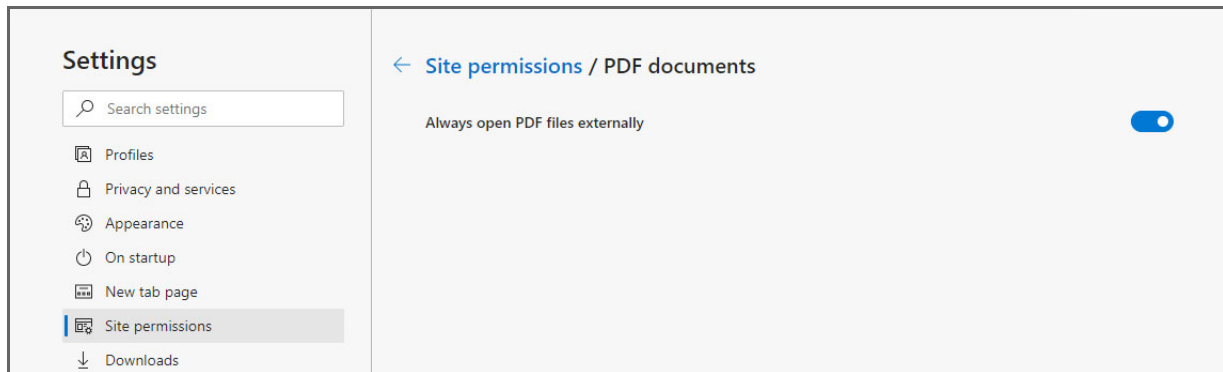



Figure 4: Site permissions / PDF documents

- 6 If finished making changes to your browser's settings, close the tab.

Configure for Proxy Servers


Microsoft Edge uses the same connection and proxy server settings as Windows.

 Note: If client organizations use a proxy server, they need to use the same proxy server for all protocols.

To configure for proxy servers

- 1 In the Edge address bar, type `edge://settings`.
- 2 Click **System**.
- 3 In System, click **Open your computer's proxy settings**.
- 4 Consult your operating system's instructions to configure the proxy settings for your organization's proxy server.


Microsoft Edge (Version 44)

 Note: This section provides configuration instructions for clients using Microsoft Edge version 44 (EdgeHTML 18). If you are using the new Chromium-based version 79 or later, see *Microsoft Edge* in this document.

In general, clients should experience no problems with Microsoft Edge using an Internet Zone security setting of **Medium**. Administrator permissions may be required to perform browser configuration.

Additional configuration changes to end user browsers and Microsoft Windows Internet Options are required. This lists the changes based on where they are made within Microsoft Windows 10:

- [Enable Cookies on page 14](#)
- [Configure Pop-up Blockers on page 17](#)
- [Add Trusted Sites on page 19](#)
- [Enable File Downloads on page 21](#)
- [Allow Saving of Encrypted Pages on page 23](#)
- [Enable HTTP 1.1 on page 25](#)
- [Enable TLS 1.1 and 1.2 on page 26](#)
- [Enable JavaScript on page 27](#)
- [Configure Browser Cache on page 28](#)
- [Configure for Printing on page 29](#)
- [Configure for Proxy Servers on page 30](#)

 Caution: Clients need to restart Microsoft Edge after completing the configuration changes listed in this section.

Enable Cookies

Users must configure Microsoft Edge to be allowed to store cookies.

To enable cookies

- 1 In the Windows Search Box, type `Internet Options`.
- 2 Click **Internet Options** when it appears in the search results menu.

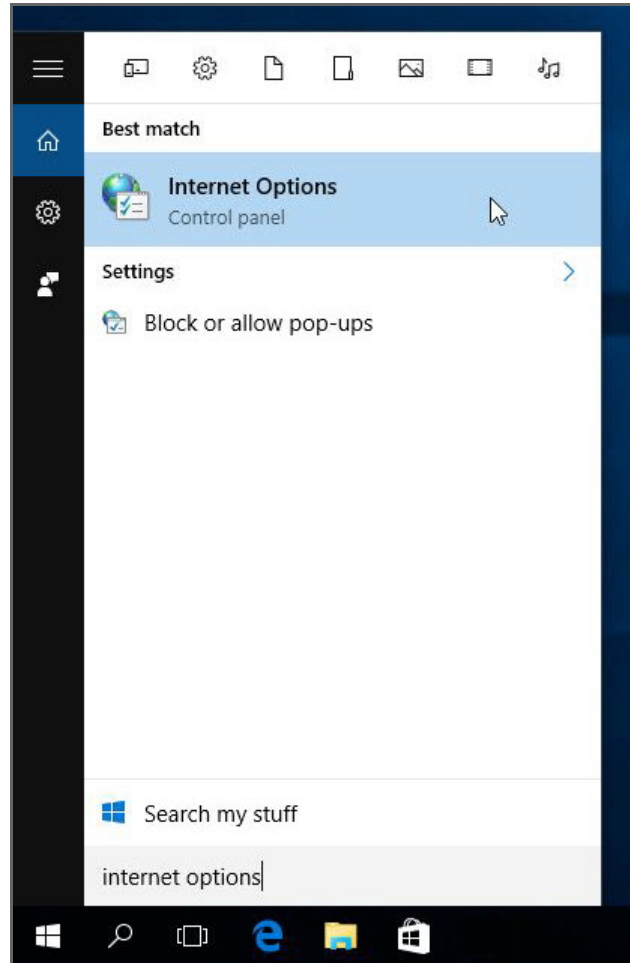


Figure 5: Search for Internet Options

3 On the Privacy tab, click **Advanced**.

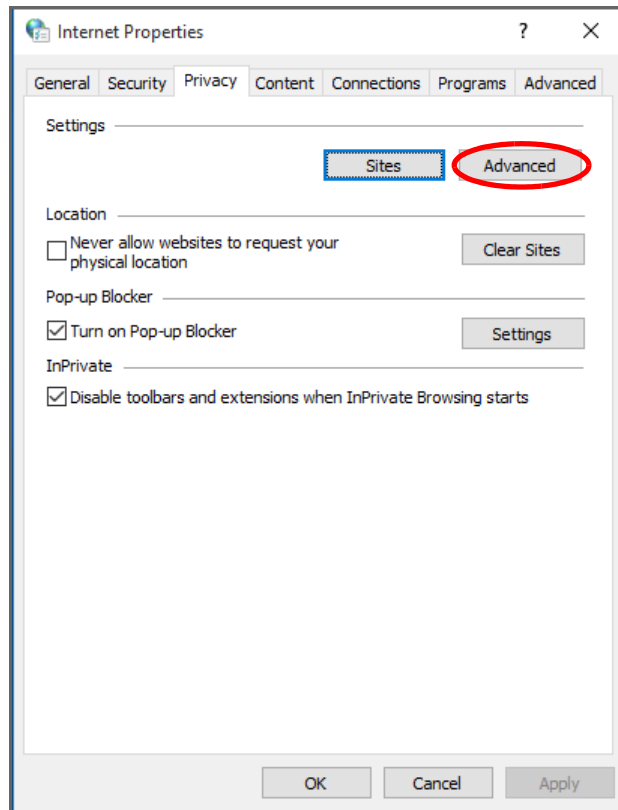


Figure 6: Internet Options - Privacy

4 In First-party Cookies, select **Accept**.

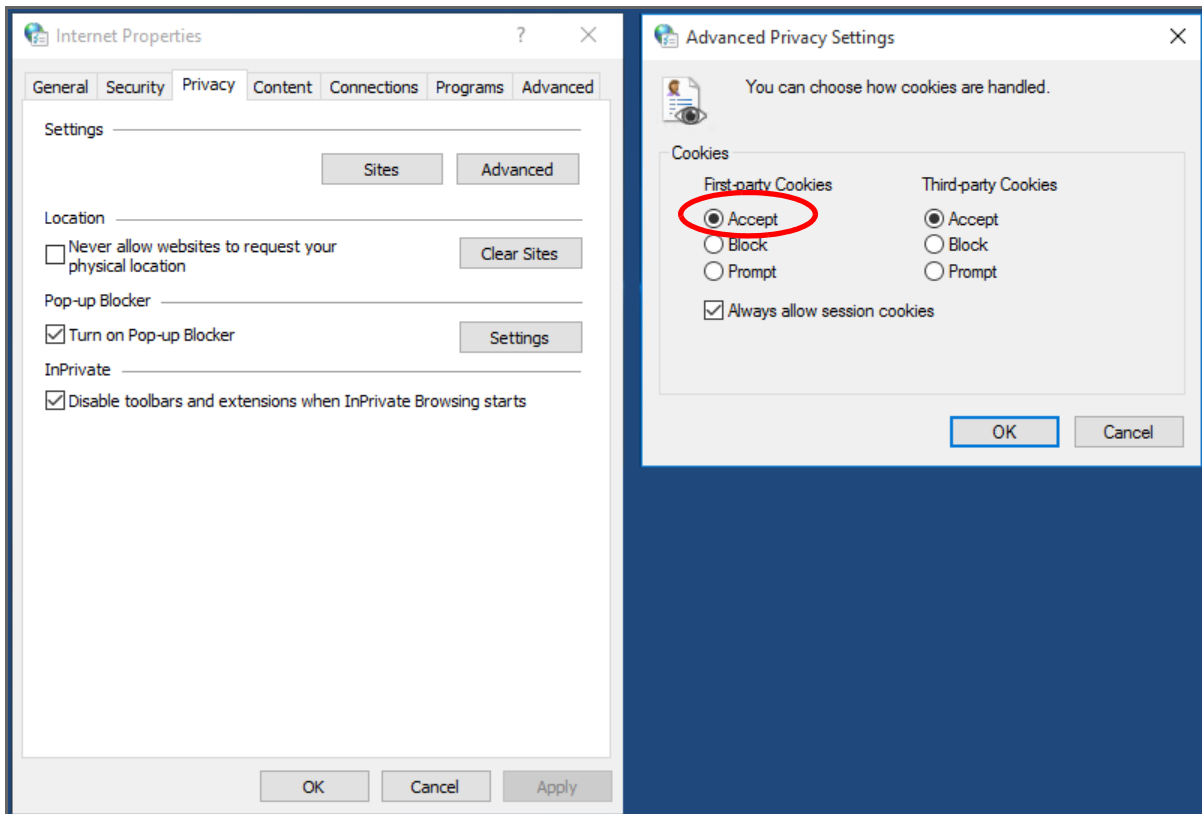


Figure 7: Internet Options - Privacy

- 5 Click **OK** to close the Advanced Privacy Settings window.
- 6 Click **OK**.

Configure Pop-up Blockers

The required domain names provided in this section are subject to change based on your organization's implementation. Contact your PeopleFluent representative for more information.

- ⊘ Caution: Pop-up blockers must either be disabled or set to allow PeopleFluent Talent Management-related sites.

To configure pop-up blockers

- 1 In the Windows Search Box, type `Internet Options`.
- 2 Click **Internet Options** when it appears in the search results menu.
- 3 On the Privacy tab, click **Settings**.

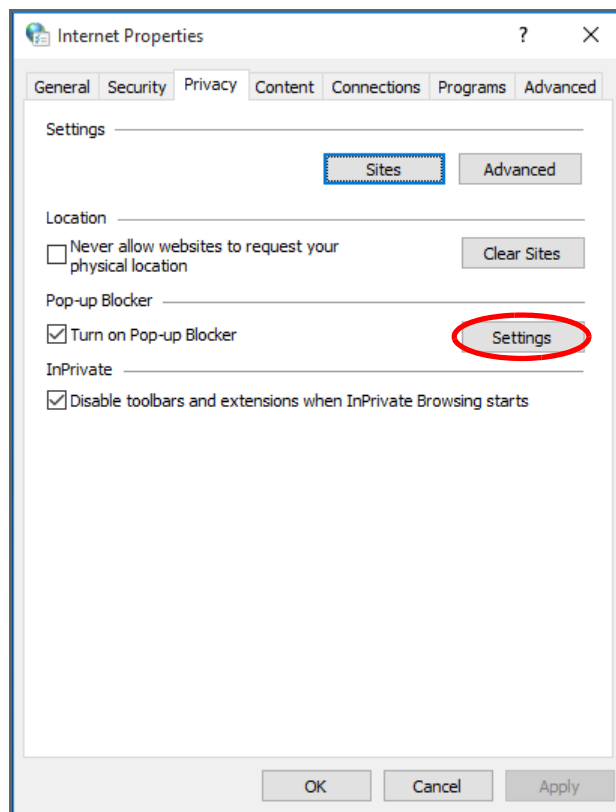


Figure 8: Internet Options - Privacy

4 In Address of website to allow, type `*.peoplefluent.com`, and then click **Add**.

5 Repeat the process to add:

- `*.peopleclick.com`
- `*.peopleclick.eu.com`
- `*.peoplefluent.eu.com`
- `*.linkedin.com`
- The KZO video public base URL
- The PeopleFluent Talent Management base URL

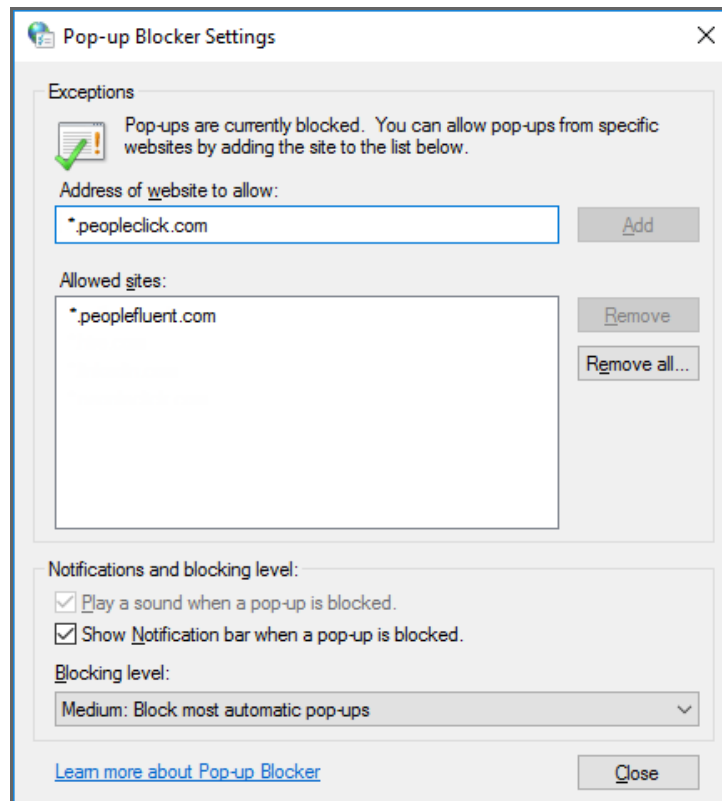


Figure 9: Pop-up Blocker Settings

6 Click **Close**.

7 Click **OK**.

Add Trusted Sites

The required domain names provided in this section are subject to change based on your organization's implementation. The LinkedIn domain name is only required if your organization is using LinkedIn integration features. The Google domain name is only required if your organization is using Google Analytics. Contact your PeopleFluent representative for more information.

To add trusted sites

- 1 In the Windows Search Box, type `Internet Options`.
- 2 Click **Internet Options** when it appears in the search results menu.
- 3 On the Security tab, click **Trusted sites** and then click **Sites**.

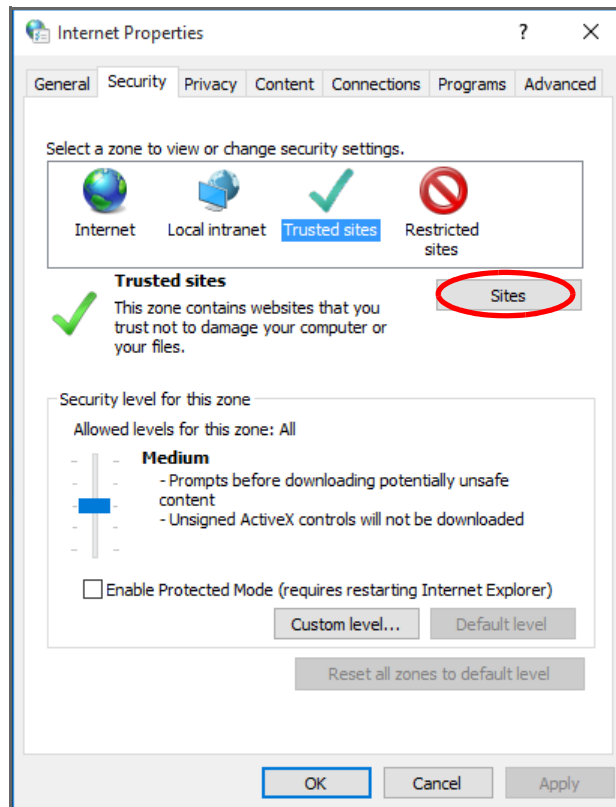


Figure 10: Internet Options - Security

4 In **Add this website to the zone**, type: `https://*.peoplefluent.com`, then click **Add**.

5 Repeat the process to add:

- `https://*.peopleclick.com`
- `https://*.peopleclick.eu.com`
- `https://*.peoplefluent.eu.com`
- `https://*.google.com`
- `https://*.linkedin.com`
- The KZO video public base URL
- The PeopleFluent Talent Management base URL

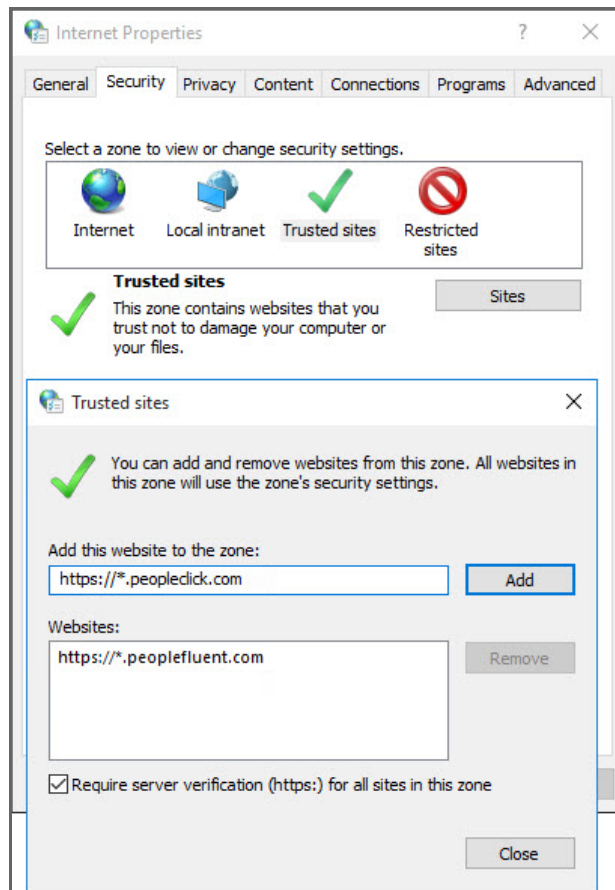


Figure 11: Trusted sites

6 Click **Close** to close the Trusted sites window.

7 Click **OK**.

Enable File Downloads

To enable file downloads

- 1 In the Windows Search Box, type `Internet Options`.
- 2 Click **Internet Options** when it appears in the search results menu.
- 3 On the Security tab, click **Trusted sites** and then click **Custom level**.

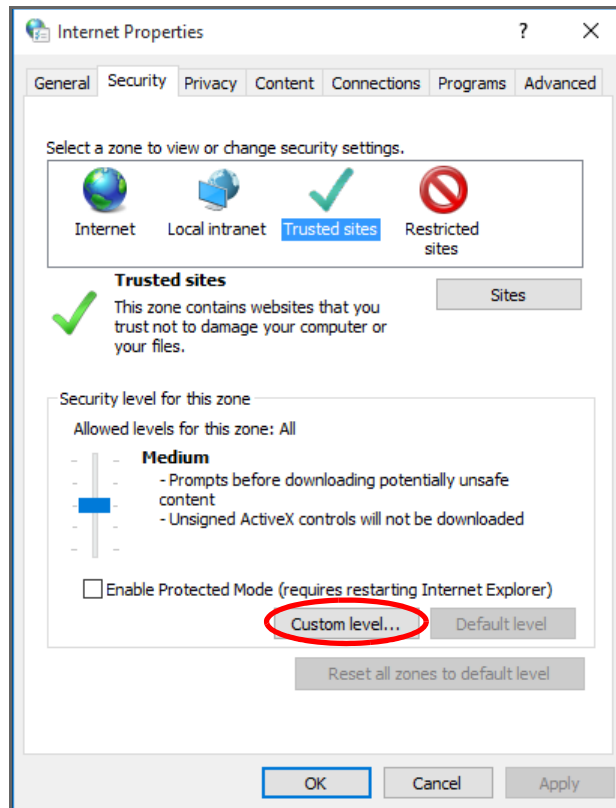


Figure 12: Internet Options - Security

4 Go to **Downloads > File download** and select **Enable**.

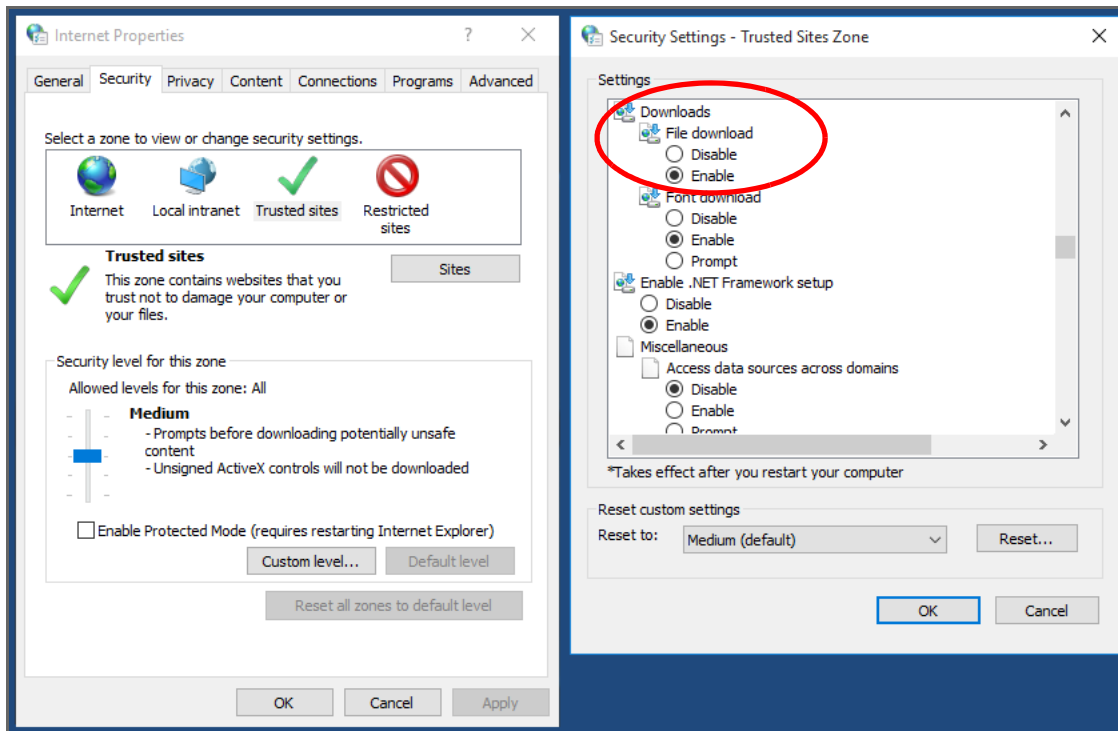


Figure 13: Security Settings - File download

- 5 Click **OK** to close the Security Settings window.
- 6 Click **OK**.

Allow Saving of Encrypted Pages

To allow saving of encrypted pages

- 1 In the Windows Search Box, type `Internet Options`.
 - 2 Click **Internet Options** when it appears in the search results menu.
 - 3 On the Advanced tab, go to **Security**.
 - 4 Clear the **Do not save encrypted pages to disk** option.
- ⊘ Caution: Using this feature will adversely affect page performance.

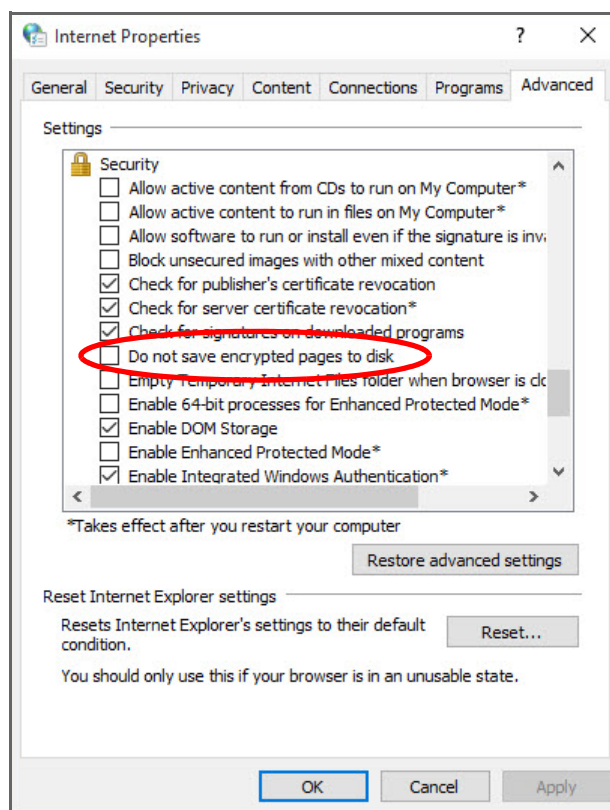


Figure 14: Do not save encrypted pages to disk

- 5 Click **OK**.

Enable Native XMLHTTP Support

PeopleFluent Talent Management requires native XMLHTTP support be enabled when using Microsoft Edge to view PeopleFluent Compensation worksheets with a fixed header.

To enable native XMLHTTP support

- 1 In the Windows Search Box, type `Internet Options`.
- 2 Click **Internet Options** when it appears in the search results menu.
- 3 On the Advanced tab, go to **Security**.
- 4 Select the **Enable native XMLHTTP support** option.

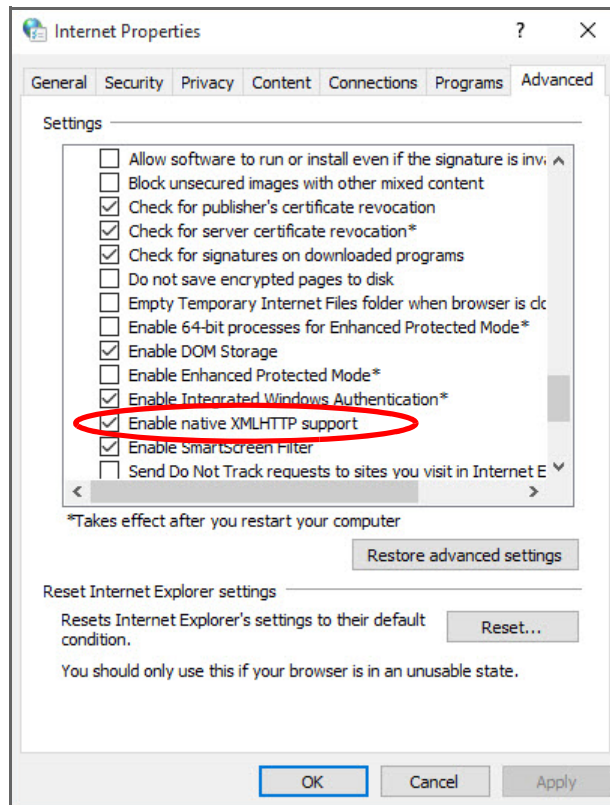


Figure 15: Enable native XMLHTTP support

- 5 Click **OK**.

Enable HTTP 1.1

To enable HTTP 1.1

- 1 In the Windows Search Box, type `Internet Options`.
- 2 Click **Internet Options** when it appears in the search results menu.
- 3 On the Advanced tab, go to **HTTP settings**.
- 4 Select **Use HTTP 1.1**.
- 5 Select **Use HTTP 1.1 through proxy connections**.

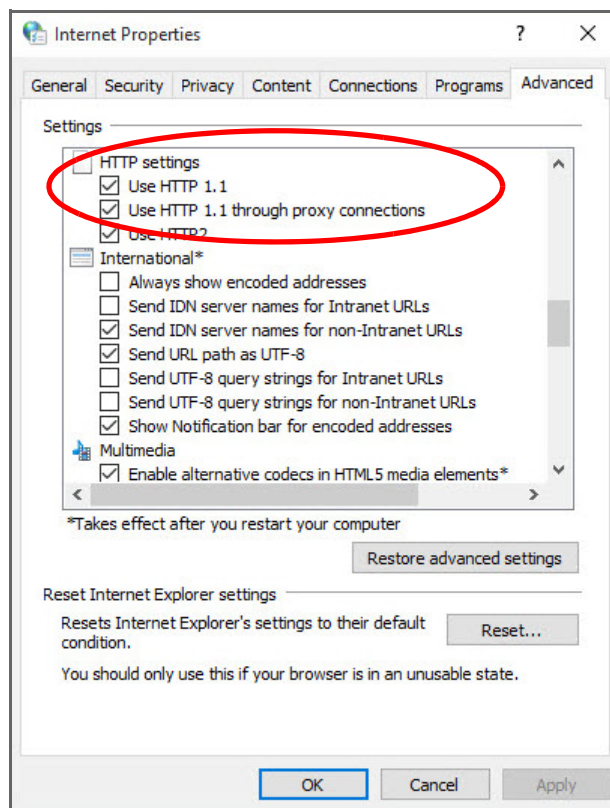


Figure 16: HTTP 1.1 Settings

- 6 Click **OK**.

Enable TLS 1.1 and 1.2

To enable TLS 1.1 and 1.2

- 1 In the Windows Search Box, type `Internet Options`.
- 2 Click **Internet Options** when it appears in the search results menu.
- 3 On the Advanced tab, go to **Security**.
- 4 Select **Use TLS 1.1**.
- 5 Select **Use TLS 1.2**.

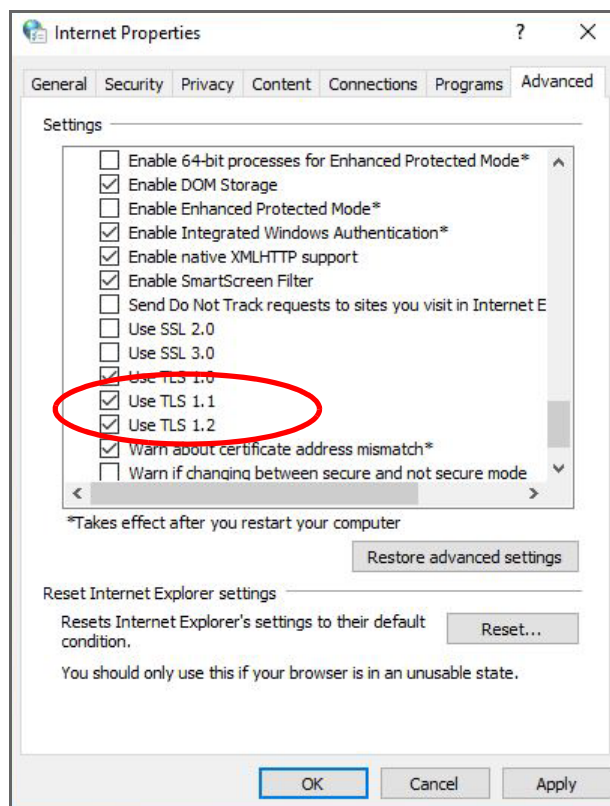


Figure 17: TLS 1.1 and 1.2 Settings

- 6 Click **OK**.

Enable JavaScript

JavaScript must be enabled in Microsoft Edge.

To enable JavaScript

- 1 In the Windows Search Box, type `Internet Options`.
- 2 Click **Internet Options** when it appears in the search results menu.
- 3 On the Security tab, click **Trusted sites** and then click **Custom level**.
- 4 Go to **Scripting > Active scripting** and select **Enable**.

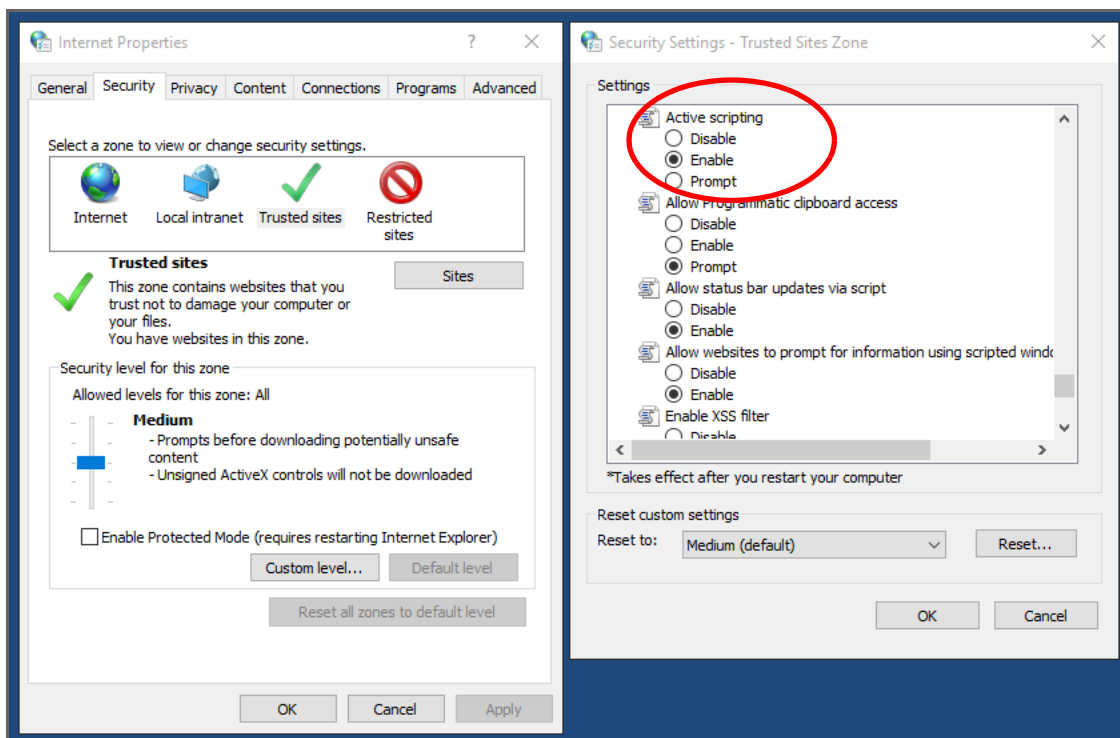


Figure 18: Active Scripting

- 5 Click **OK** to close the Security Settings window.
- 6 Click **OK**.

Configure Browser Cache

To configure browser cache

- 1 In the Windows Search Box, type `Internet Options`.
- 2 Click **Internet Options** when it appears in the search results menu.
- 3 On the General tab, in Browsing history, click **Settings**.
- 4 In Check for newer versions of stored pages, select **Automatically**.
- 5 Make sure that Disk space to use is set to at least 512 MB.

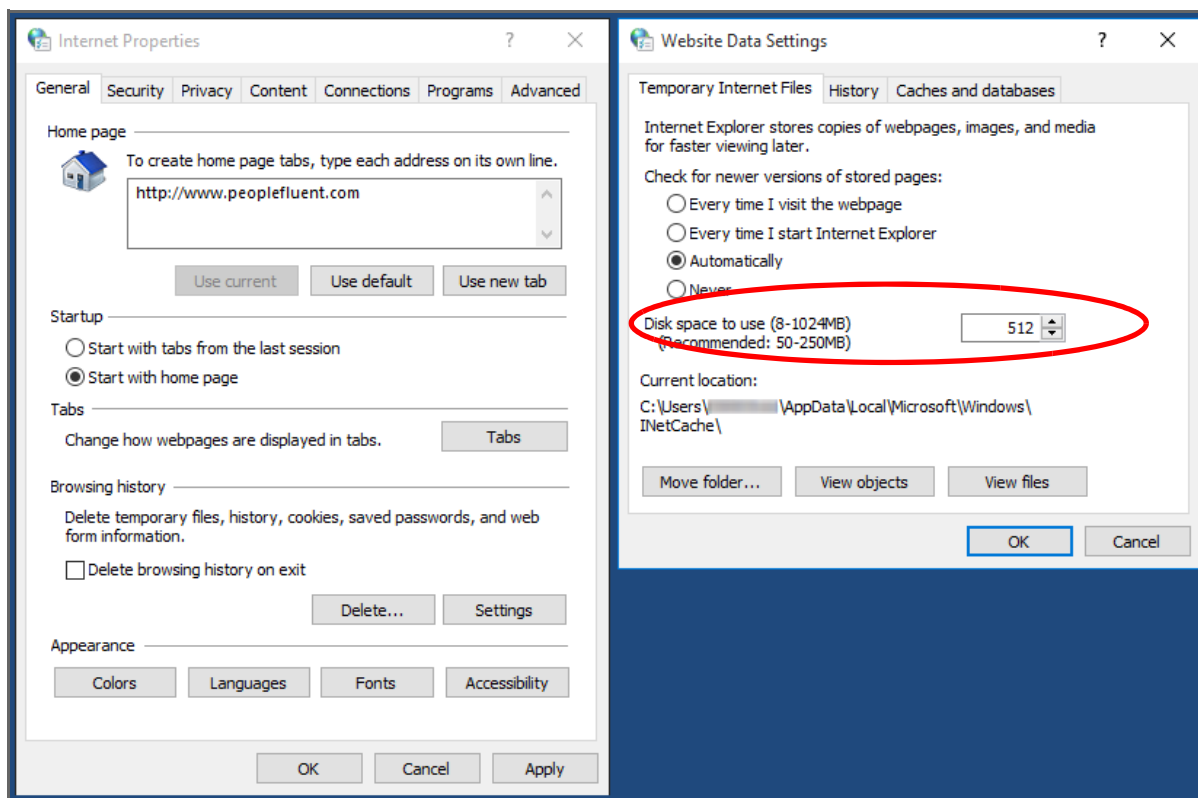


Figure 19: Disk space to use

- 6 Click **OK** to close the Website Data Settings window.
- 7 Click **OK**.

Configure for Printing

For best results, background colors and images should be included when printing from PeopleFluent Talent Management.

i Note: Page Setup for Microsoft Edge is configured in Microsoft Internet Explorer 11 because the configuration is shared across both browsers.

To configure for printing

- 1 In Microsoft Edge, go to **More Actions (...)**, then click **Open in Internet Explorer 11**.
- 2 In Internet Explorer 11, press ALT and go to **File > Page Setup**.

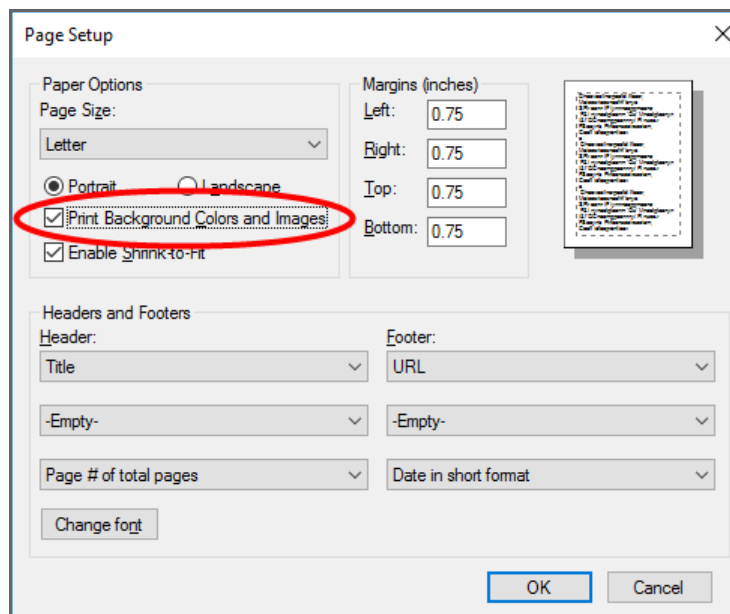


Figure 20: Configure IE 11 for Printing

- 3 Select **Print Background Colors and Images**.
- 4 Click **OK**.

Configure for Proxy Servers

- i** Note: If client organizations use a proxy server, they need to use the same proxy server for all protocols.

To configure for proxy servers

- 1 In the Windows Search Box, type `Internet Options`.
- 2 Click **Internet Options** when it appears in the Search Results menu.
- 3 On the Connections tab, click **LAN settings**.
- 4 Click **Advanced**, and select **Use the same proxy server for all protocols**.

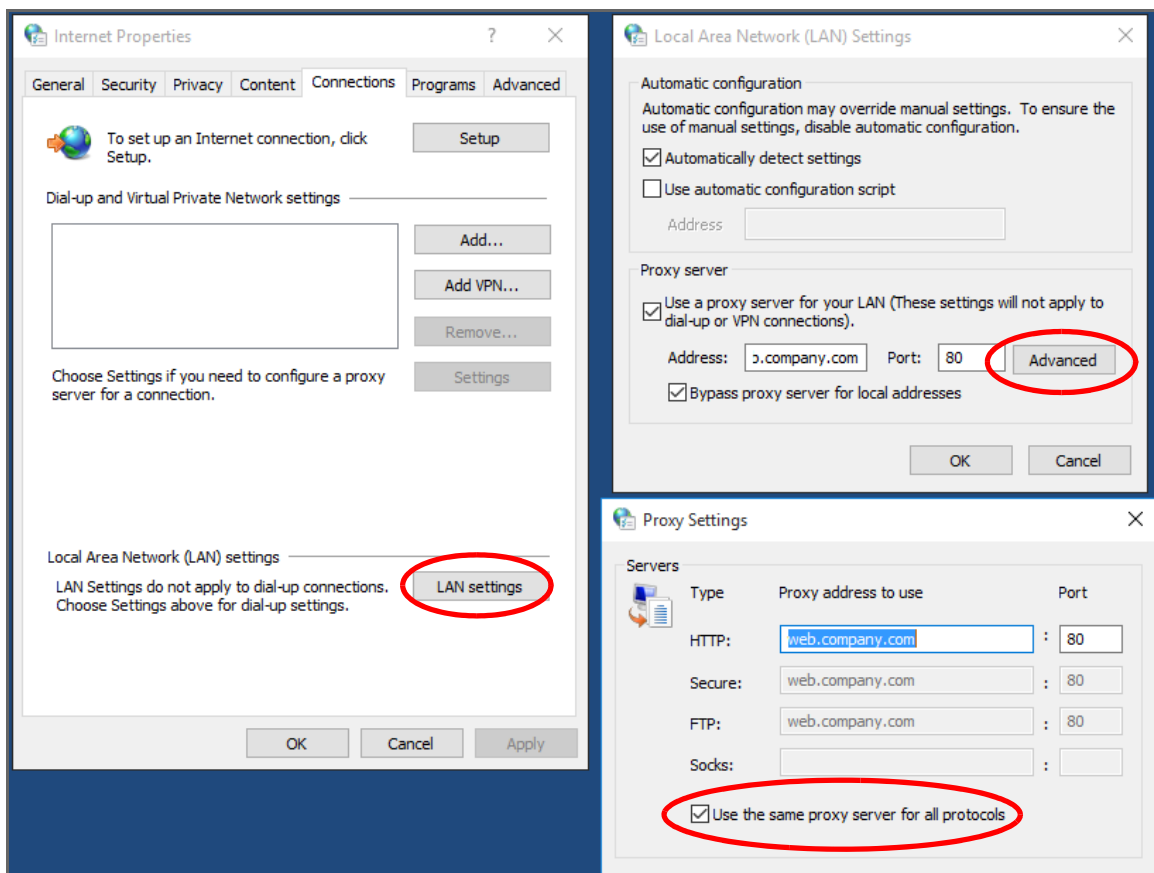



Figure 21: Proxy Settings

- 5 Click **OK** to close the Proxy Settings window.
- 6 Click **OK** to close the Local Area Network (LAN) Settings window.
- 7 Click **OK**.


Microsoft Internet Explorer

In general, clients should experience no problems with Internet Explorer using an Internet Zone security setting of **Medium**. (**Tools > Internet Options > Security**). Administrator permissions may be required to perform browser configuration.

 Note: Configuration of Internet Explorer on Windows 8 for PeopleFluent Talent Management can only be completed in Desktop mode.

Additionally, clients need to make the following configuration changes to end user browsers:

- [Add Trusted Sites on page 32](#)
- [Enable File Downloads on page 34](#)
- [Configure Pop-up Blockers on page 35](#)
- [Enable Cookies on page 37](#)
- [Allow Saving of Encrypted Pages on page 38](#)
- [Enable Native XMLHTTP Support on page 39](#)
- [Enable HTTP 1.1 on page 40](#)
- [Enable TLS 1.1 and 1.2 on page 41](#)
- [Enable JavaScript on page 42](#)
- [Configure Browser Cache on page 43](#)
- [Configure for Printing on page 44](#)
- [Configure for Proxy Servers on page 45](#)

 Caution: Clients need to restart Microsoft Internet Explorer after completing the configuration changes listed in this section.

Add Trusted Sites

The required domain names provided in this section are subject to change based on your organization's implementation. The LinkedIn domain name is only required if your organization is using LinkedIn integration features. The Google domain name is only required if your organization is using Google Analytics. Contact your PeopleFluent representative for more information.

To add trusted sites

- 1 Go to **Tools > Internet options**.
- 2 On the Security tab, click **Trusted sites** and then click **Sites**.
- 3 In Add this website to the zone, type:
`https://*.peoplefluent.com` and then click **Add**.
- 4 Repeat the process to add:
 - `https://*.peopleclick.com`
 - `https://*.peopleclick.eu.com`
 - `https://*.peoplefluent.eu.com`
 - `https://*.google.com`
 - `https://*.linkedin.com`
 - The KZO video public base URL
 - The PeopleFluent Talent Management base URL

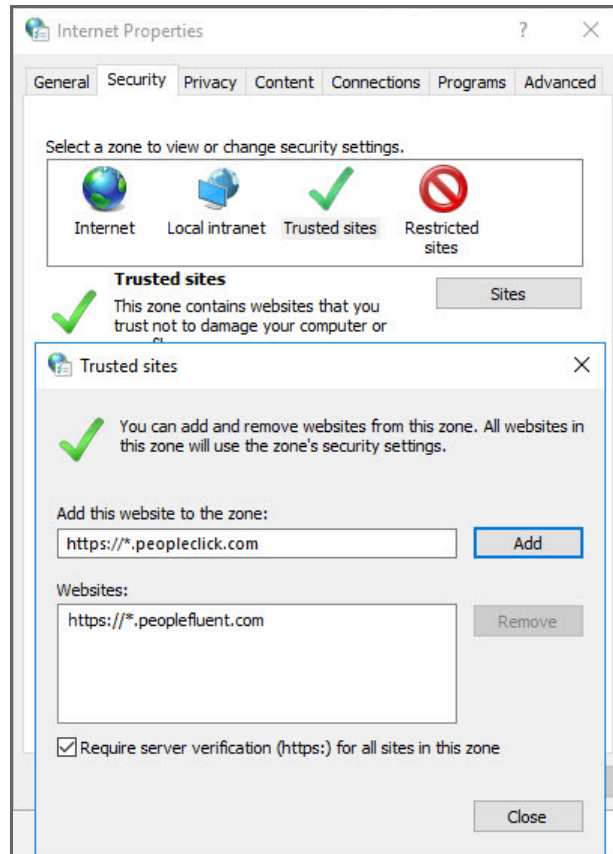


Figure 22: Trusted sites

- 5 Click **Close** to close the Trusted sites window.
- 6 Click **OK**.

Enable File Downloads

To enable file downloads

- 1 Go to **Tools > Internet options**.
- 2 On the Security tab, click **Trusted sites** and then click **Custom level**.
- 3 Go to **Downloads > File download** and select **Enable**.

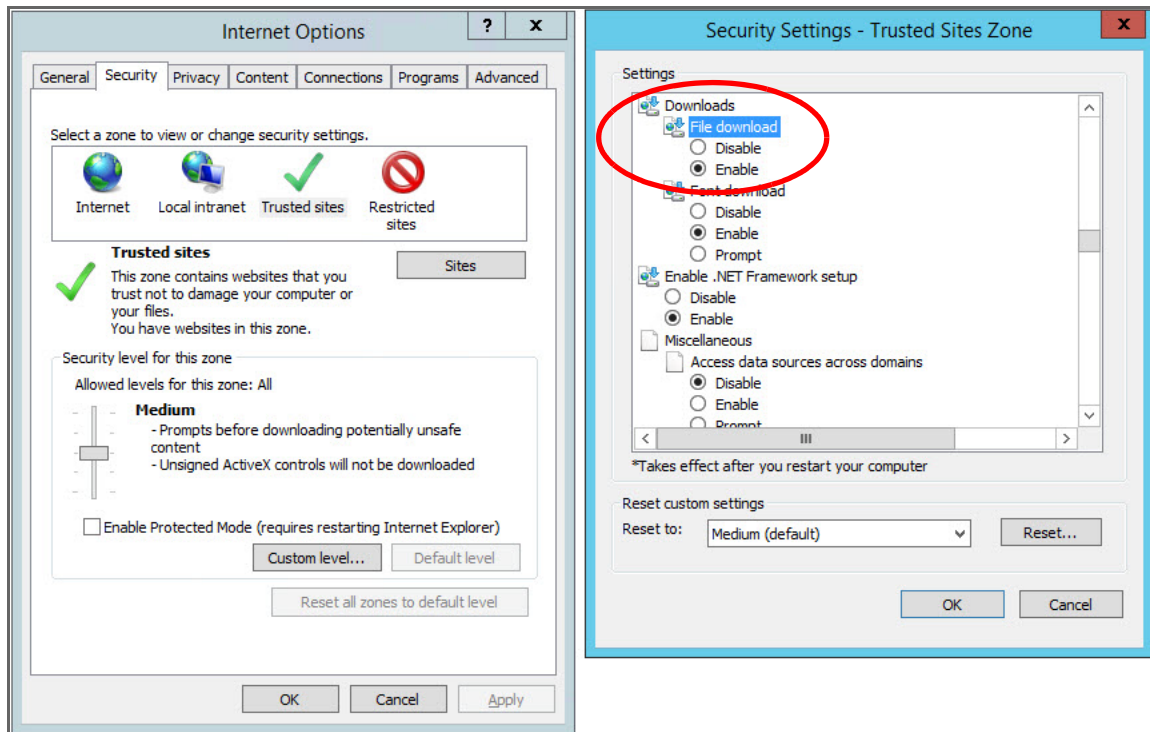



Figure 23: Security Settings - File download

- 4 Click **OK** to close the Security Settings window.
- 5 Click **OK**.

Configure Pop-up Blockers

The required domain names provided in this section are subject to change based on your organization's implementation. Contact your PeopleFluent representative for more information.

 **Caution:** Pop-up blockers must either be disabled or set to allow PeopleFluent Talent Management-related sites.

To configure pop-up blockers

- 1 Go to **Tools > Internet options**.
- 2 On the Privacy tab, click **Settings**.
- 3 In Address of website to allow, type `*.peoplefluent.com`, and then click **Add**.
- 4 Repeat the process to add:
 - `*.peopleclick.com`
 - `*.peopleclick.eu.com`
 - `*.peoplefluent.eu.com`
 - `*.linkedin.com`
 - The KZO video public base URL
 - The PeopleFluent Talent Management base URL

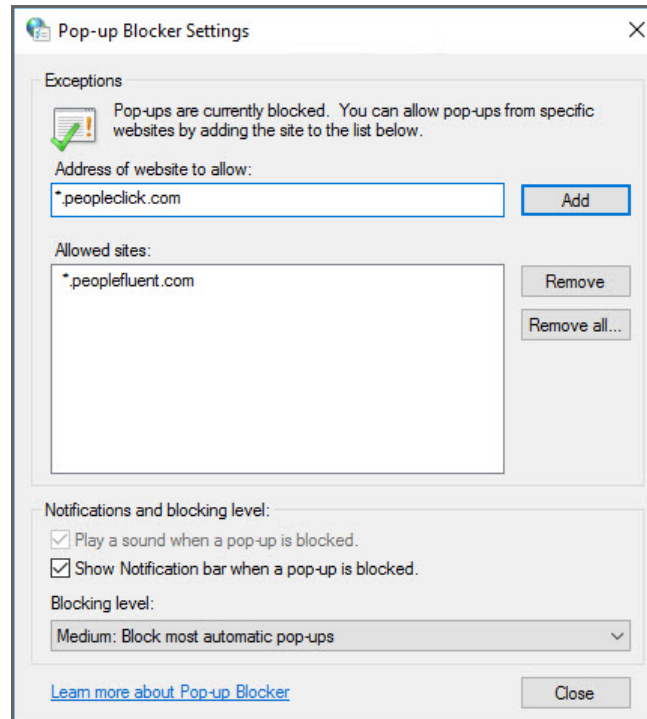


Figure 24: Pop-up Blocker Settings

- 5 Click **Close** to close the Pop-up Blocker Settings window.
- 6 Click **OK**.

Enable Cookies

To enable cookies

- 1 Go to **Tools > Internet options**.
- 2 On the Privacy tab, in Settings, click **Advanced**.
- 3 In First-party Cookies, select **Accept**.

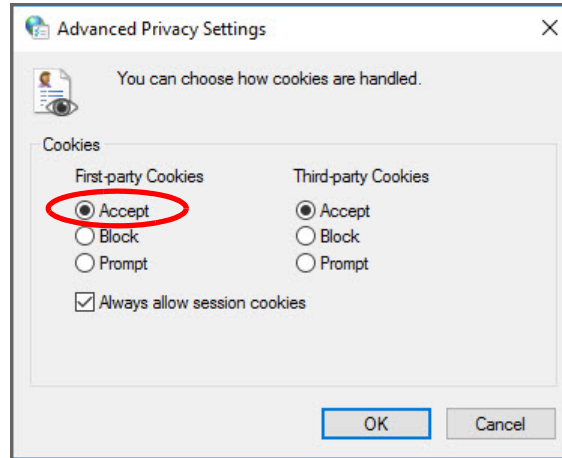


Figure 25: Advanced Privacy Settings

- 4 Click **OK** to close the Advanced Privacy Settings window.
- 5 Click **OK** to close the Internet Options window.

Allow Saving of Encrypted Pages

To allow saving of encrypted pages

- 1 Go to **Tools > Internet options**.
 - 2 On the Advanced tab, go to **Security**.
 - 3 Clear the **Do not save encrypted pages to disk** option.
- ⊘ Caution: Using this feature will adversely affect page performance.

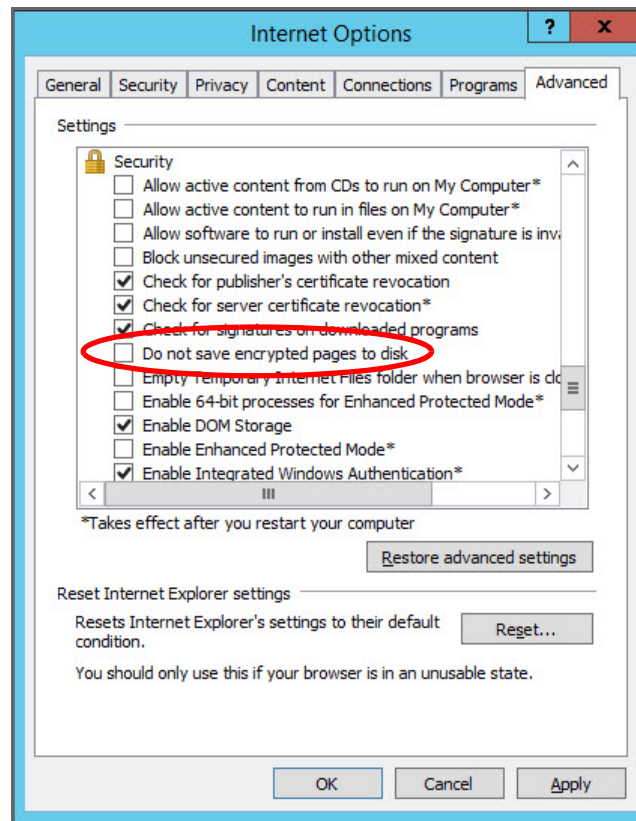


Figure 26: Do not save encrypted pages to disk

- 4 Click **OK**.

Enable Native XMLHTTP Support

PeopleFluent Talent Management requires native XMLHTTP support be enabled when using Microsoft Internet Explorer to view PeopleFluent Compensation worksheets with a fixed header.

To enable native XMLHTTP support

- 1 Go to **Tools > Internet options**.
- 2 On the Advanced tab, go to **Security**.
- 3 Select the **Enable native XMLHTTP support** option.

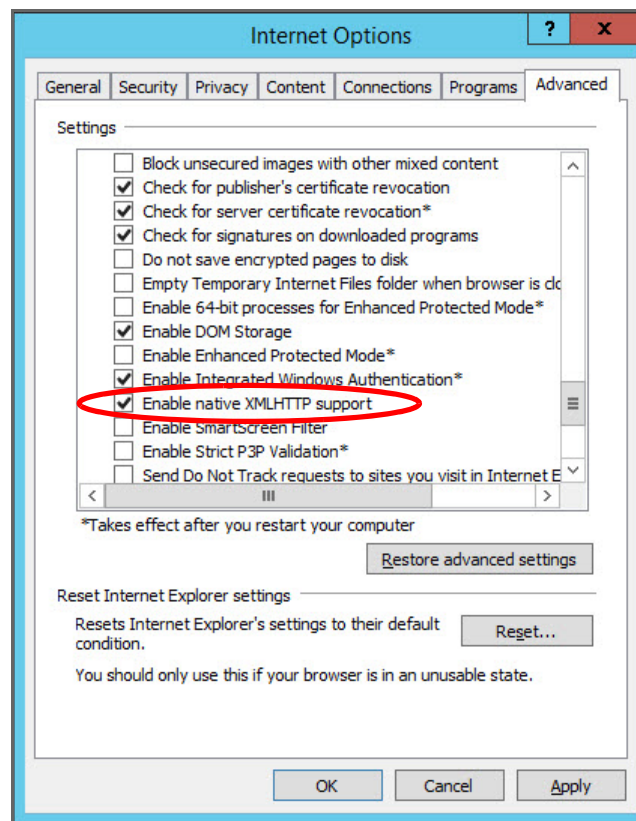


Figure 27: Enable native XMLHTTP support

- 4 Click **OK**.

Enable HTTP 1.1

To enable HTTP 1.1

- 1 Go to **Tools > Internet options**.
- 2 On the Advanced tab, go to **HTTP settings**.
- 3 Select **Use HTTP 1.1**.
- 4 Select **Use HTTP 1.1 through proxy connections**.

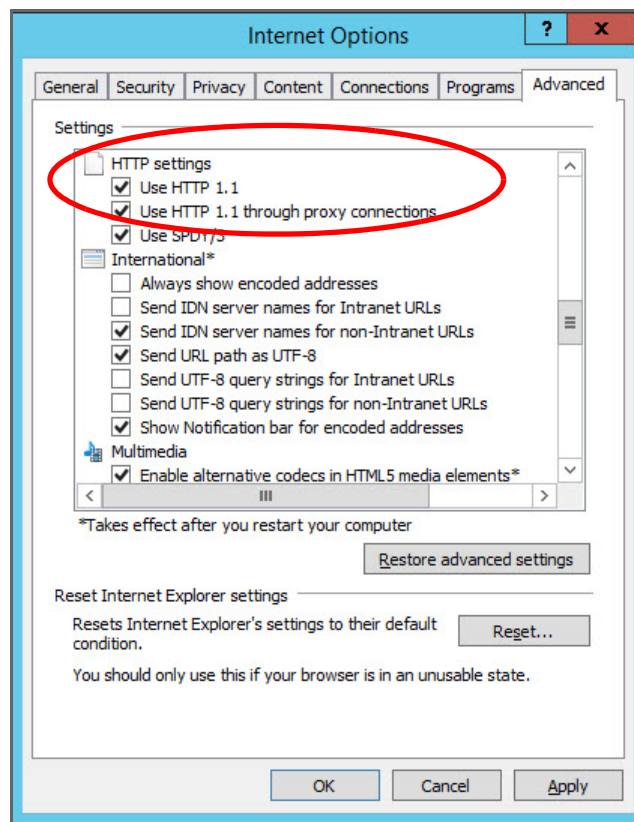


Figure 28: HTTP 1.1 Settings

- 5 Click **OK**.

Enable TLS 1.1 and 1.2

To enable TLS 1.1 and 1.2

- 1 Go to **Tools > Internet options**.
- 2 On the Advanced tab, go to **Security**.
- 3 Select **Use TLS 1.1**.
- 4 Select **Use TLS 1.2**.

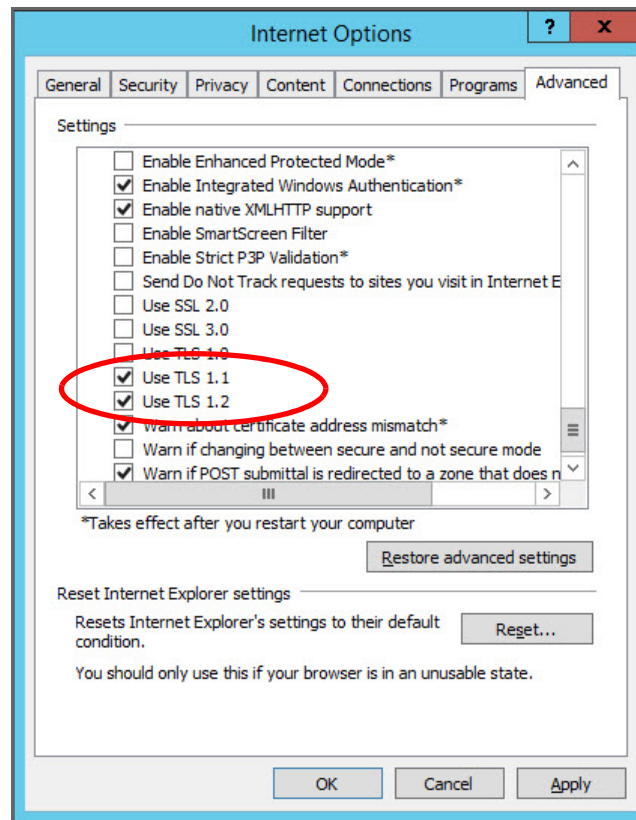


Figure 29: TLS 1.1 and 1.2 Settings

- 5 Click **OK**.

Enable JavaScript

JavaScript must be enabled in Internet Explorer. Clients must configure any third-party Internet Explorer add-ons that block JavaScript, such as NoScript.

To enable JavaScript

- 1 Go to **Tools > Internet options**.
- 2 On the Security tab, click **Trusted sites** and then click **Custom level**.
- 3 Go to **Scripting > Active scripting** and select **Enable**.

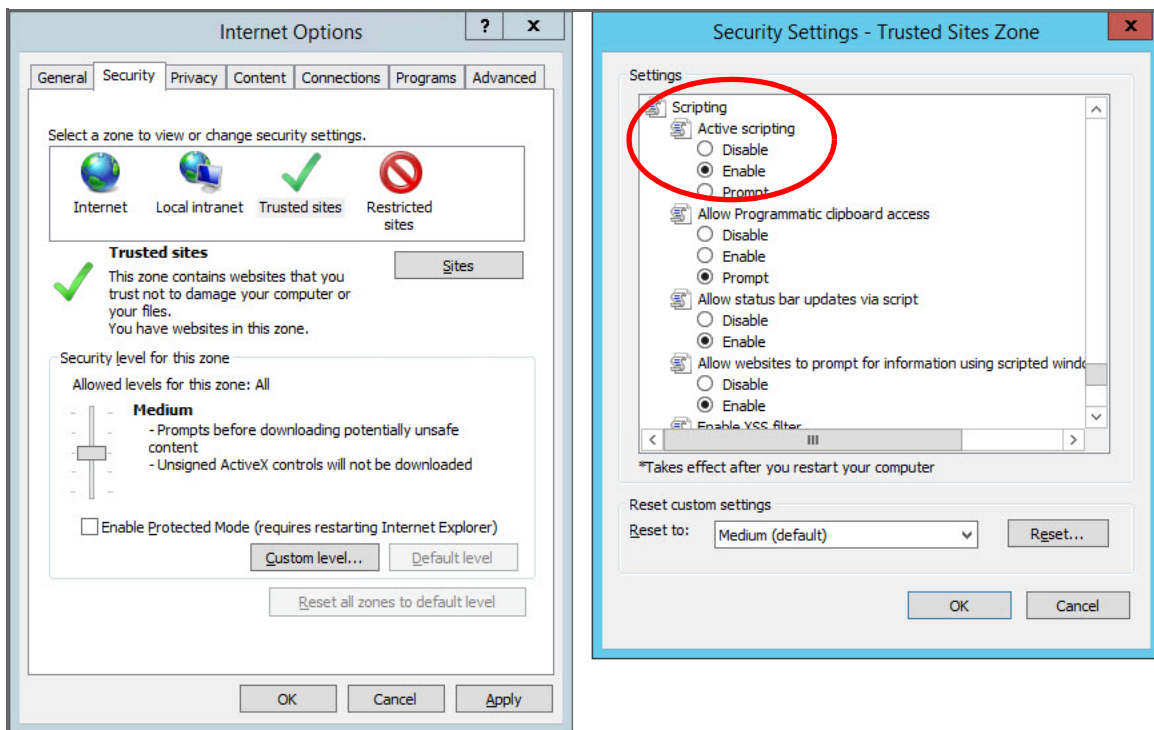


Figure 30: Active scripting

- 4 Click **OK** to close the Security Settings window.
- 5 Click **OK**.

Configure Browser Cache

To configure browser cache

- 1 Go to **Tools > Internet options**.
- 2 On the General tab, in Browsing history, click **Settings**.
- 3 In Check for newer versions of stored pages, select **Automatically**.
- 4 Make sure that Disk space to use is set to at least 512 MB.

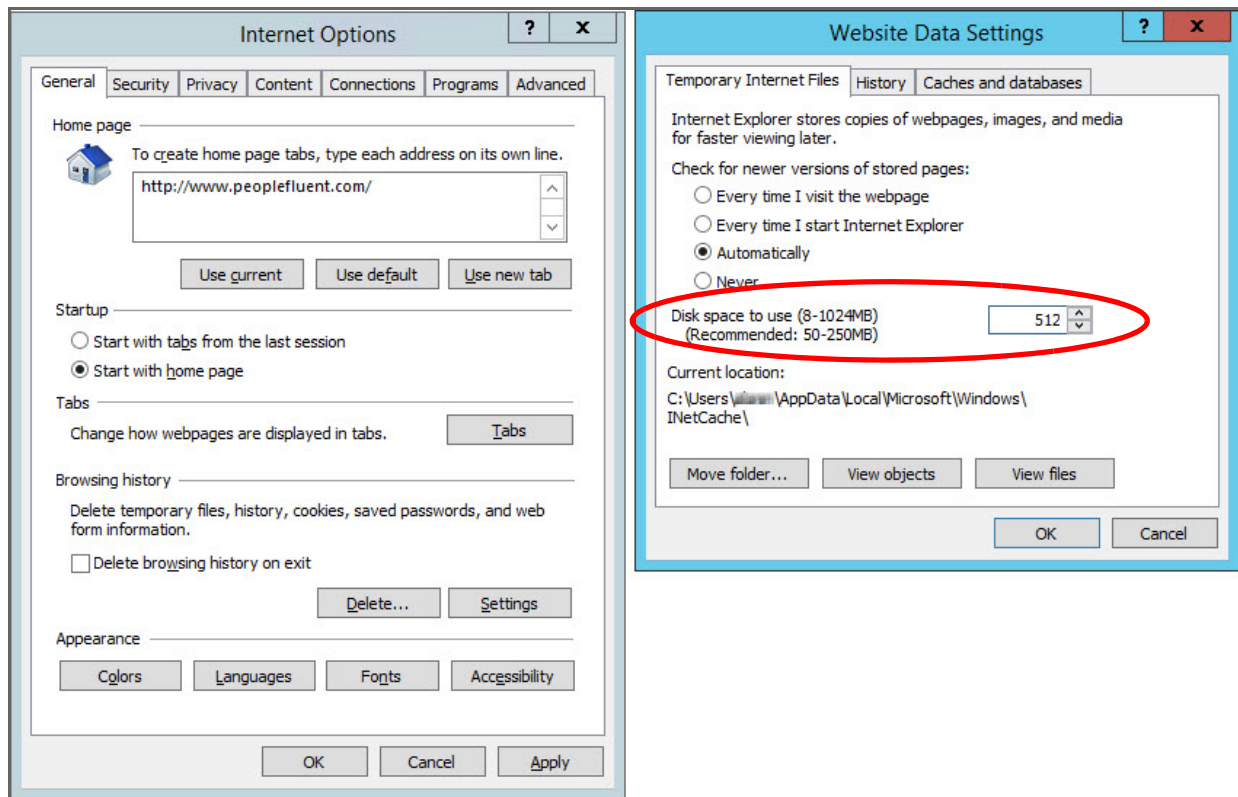


Figure 31: Disk space to use

- 5 Click **OK** to close the Website Data Settings window.
- 6 Click **OK**.

Configure for Printing

i Note: For best results, background colors and images should be included when printing from PeopleFluent Talent Management.

To configure for printing

- 1 Press ALT and go to **File > Page Setup**.

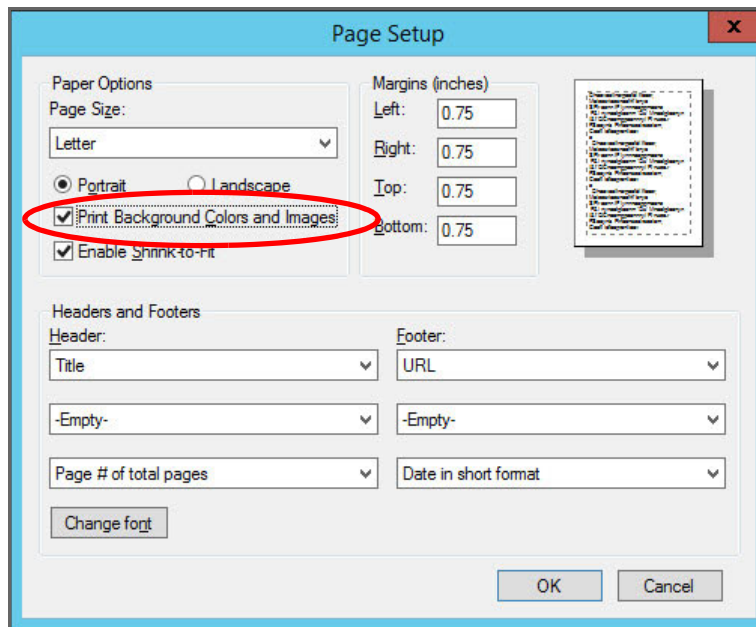


Figure 32: Configure Internet Explorer for Printing

- 2 Select **Print Background Colors and Images**.
- 3 Click **OK**.

Configure for Proxy Servers

i Note: If client organizations use a proxy server, they need to use the same proxy server for all protocols.

To configure for proxy servers

- 1 Go to **Tools > Internet Options**.
- 2 On the Connections tab, click **LAN settings**.
- 3 Click **Advanced**, and select **Use the same proxy server for all protocols**.

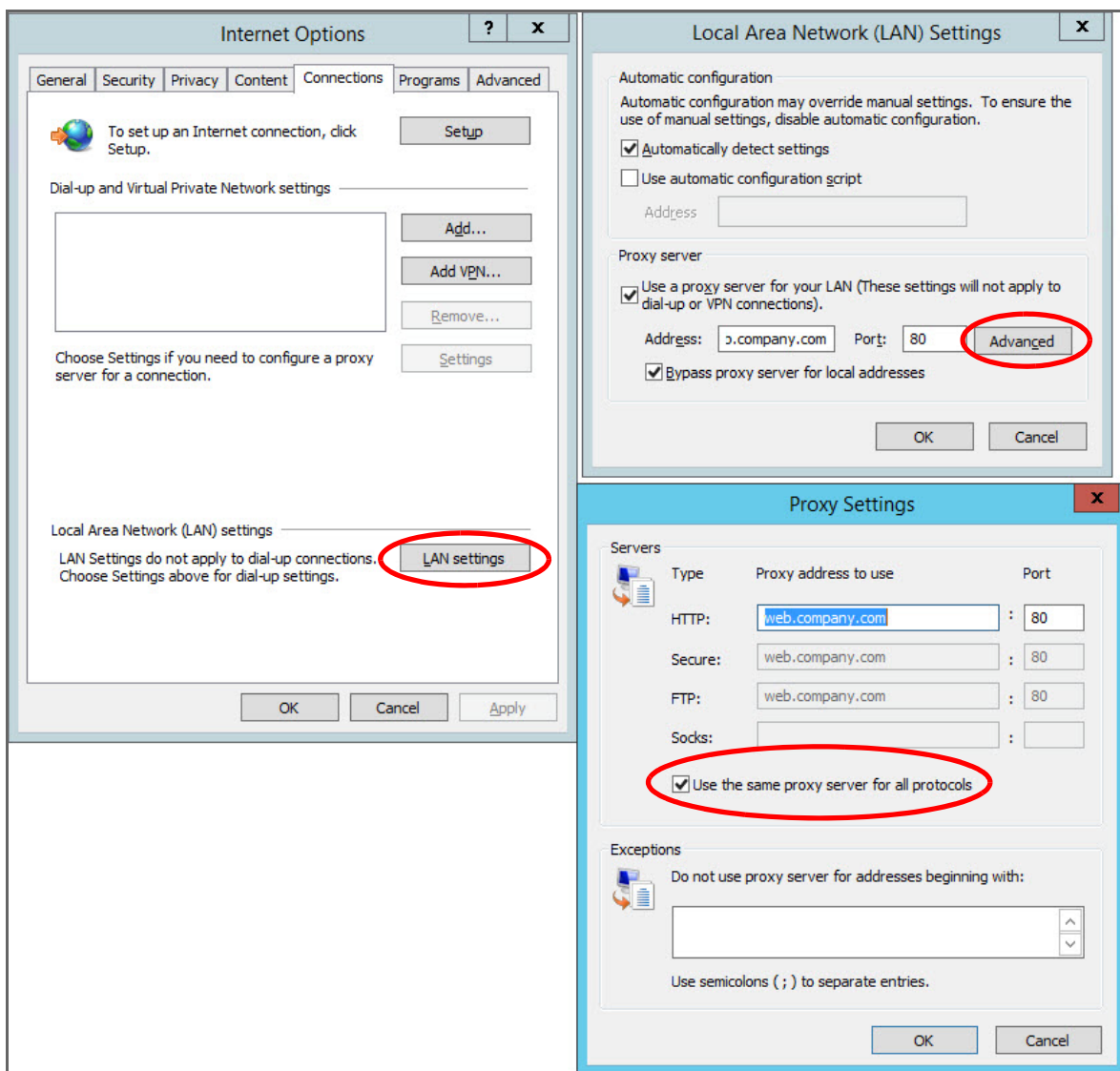


Figure 33: Proxy Settings


- 4 Click **OK** to close the Proxy Settings window.
- 5 Click **OK** to close the Local Area Network (LAN) Settings window.
- 6 Click **OK**.

Google Chrome

Clients need to make the following configuration changes to end-user browsers:


- [Configure Pop-up Blockers on page 47](#)
- [Enable Cookies on page 49](#)
- [Enable JavaScript on page 51](#)
- [Open PDF Files Externally on page 52](#)
- [Configure for Proxy Servers on page 53](#)

Administrator permissions may be required to perform browser configuration.

 Note: Google Chrome does not allow for modification of the browser cache size.

Configure Pop-up Blockers

Pop-up blockers must either be disabled or set to allow PeopleFluent sites. The required domain names provided in this section are subject to change based on your organization's implementation. Contact your PeopleFluent representative for more information.

 Note: Clients must also configure any third-party pop-up blockers such as NoScript.

To configure pop-up blockers

- 1 In the Chrome address bar, type `chrome://settings`.
- 2 Click **Privacy and security**.
- 3 Click **Site Settings**.
- 4 In Site Settings, click **Pop-ups and redirects**.
- 5 Either:
 - In Pop-ups, select **Allowed**, then go to [step 10](#); or
 - Go to [step 6](#) to add PeopleFluent sites as exceptions.
- 6 In Allow, click **Add**.
- 7 In the Add a site box, type `[*.]peoplefluent.com`.

8 Click **Add**.

9 Repeat the process to add:

- [https://\[*.\]peopleclick.com](https://[*.]peopleclick.com)
- [https://\[*.\]peopleclick.eu.com](https://[*.]peopleclick.eu.com)
- [https://\[*.\]peoplefluent.eu.com](https://[*.]peoplefluent.eu.com)
- [https://\[*.\]linkedin.com](https://[*.]linkedin.com)
- The KZO video public base URL
- The PeopleFluent Talent Management base URL

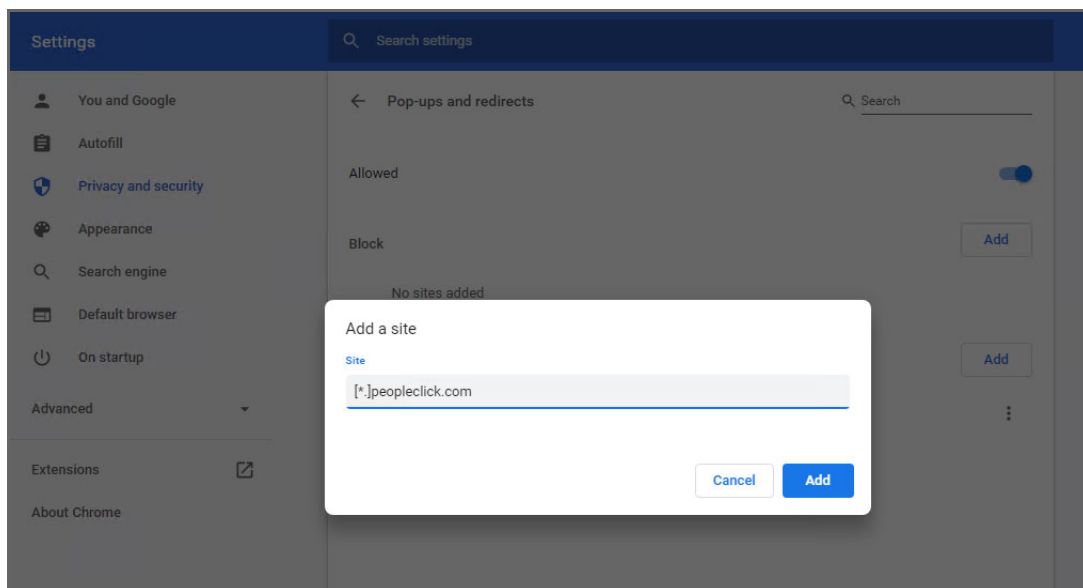


Figure 34: Add a site

10 If finished making changes to your browser's settings, close the tab.

Enable Cookies

The required domain names provided in this section are subject to change based on your organization's implementation. The LinkedIn domain name is only required if your organization is using LinkedIn integration features. The Google domain name is only required if your organization is using Google Analytics. Contact your PeopleFluent representative for more information.

To enable cookies

- 1 In the Chrome address bar, type `chrome://settings`.
- 2 Click **Privacy and security**.
- 3 Click **Site Settings**.
- 4 In Site Settings, click **Cookies and site data**.
- 5 In Cookies and site data, either:
 - Select **Allow sites to save and read cookie data**, then go to [step 10](#); or
 - Go to [step 6](#) to add PeopleFluent sites as exceptions.
- 6 In Allow, click **Add**.
- 7 In the Add a site box, type `[*.]peoplefluent.com`.
- 8 Click **Save**.
- 9 Repeat the process to add:
 - `[*].peopleclick.com`
 - `[*].peopleclick.eu.com`
 - `[*].peoplefluent.eu.com`
 - `[*].google.com`
 - `[*].linkedin.com`
 - The KZO video public base URL
 - The PeopleFluent Talent Management base URL

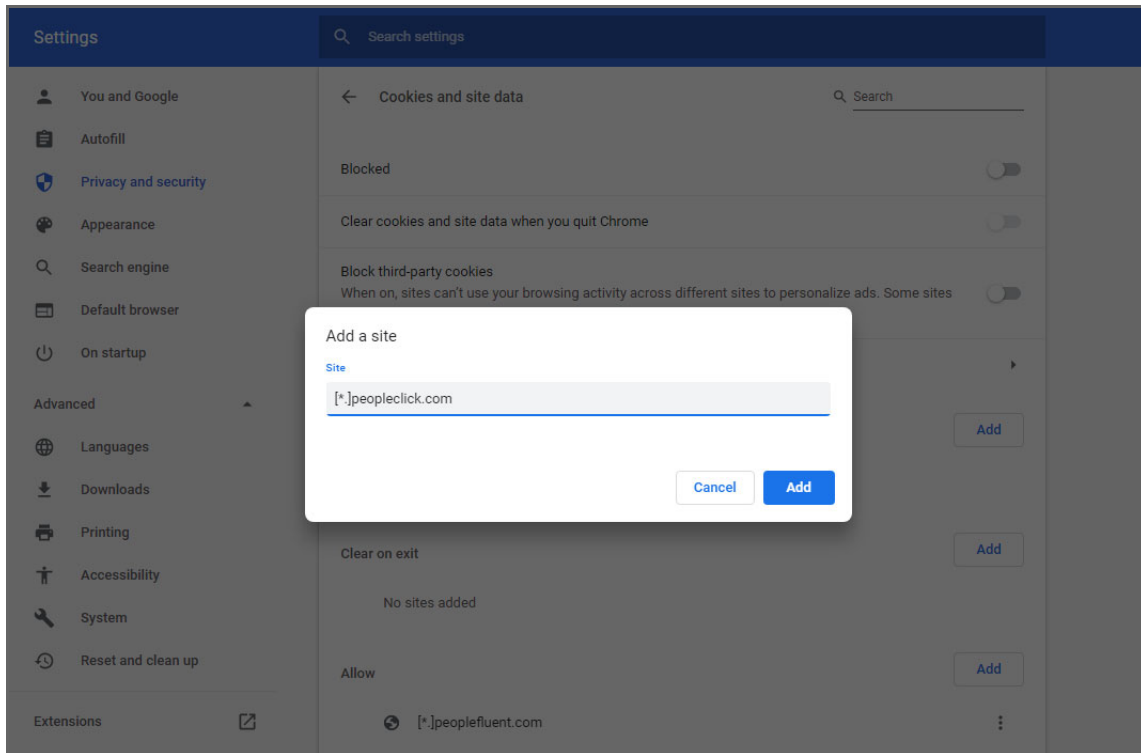


Figure 35: Cookie and site data

10 If finished making changes to your browser's settings, close the tab.

Enable JavaScript

JavaScript must be enabled in Chrome. Clients must also configure any third-party Chrome plug-ins that block JavaScript, such as NoScript.

To enable JavaScript

- 1 In the Chrome address bar, type `chrome://settings`.
- 2 Click **Privacy and security**.
- 3 Click **Site Settings**.
- 4 In Site Settings, click **JavaScript**.
- 5 In JavaScript, select **Allowed (recommended)**.

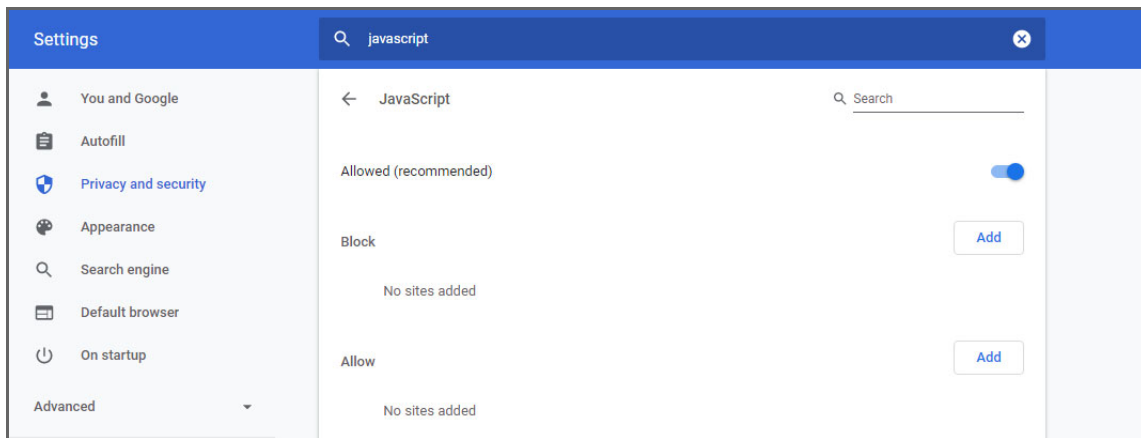


Figure 36: Site Settings / JavaScript

- 6 If finished making changes to your browser's settings, close the tab.

Open PDF Files Externally

For best results when using PDF-based documents with PeopleFluent Talent Management, the default Chrome PDF Viewer must be disabled. This forces PDFs to open using the default application associated with the file format in the operating system.

To open PDF files externally

- 1 In the Chrome address bar, type `chrome://settings`.
- 2 Click **Privacy and security**.
- 3 Click **Site Settings**.
- 4 In Site Settings, click **PDF documents**.
- 5 Select **Download PDF files instead of automatically opening them in Chrome**.

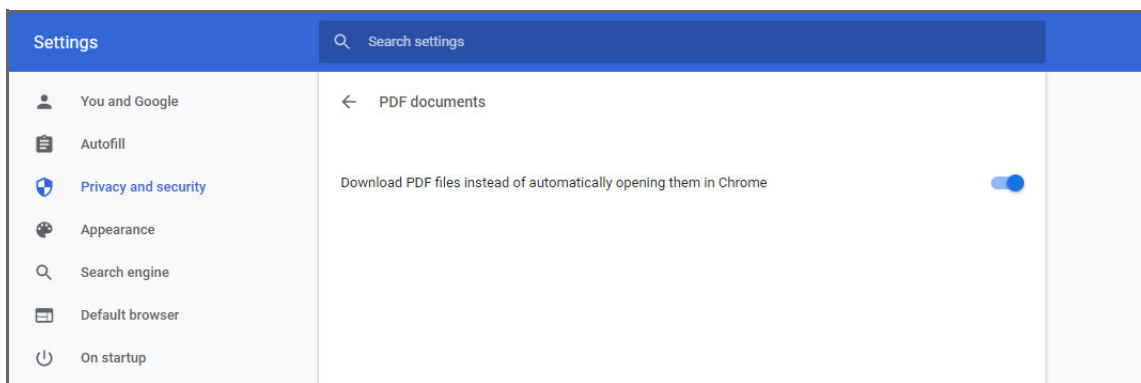



Figure 37: Site Settings / PDF documents

- 6 If finished making changes to your browser's settings, close the tab.

Configure for Proxy Servers

Google Chrome uses the same connection and proxy server settings as the operating system.

 Note: If client organizations use a proxy server, they need to use the same proxy server for all protocols.

To configure for proxy servers

- 1 In the Chrome address bar, type `chrome://settings`.
- 2 Click **System**.
- 3 In System, click **Open your computer's proxy settings**.
- 4 Consult your operating system's instructions to configure the proxy settings for your organization's proxy server.

Firefox


Clients need to make the following configuration changes to end-user browsers:

- [Configure Pop-up Blockers on page 54](#)
- [Enable Cookies on page 56](#)
- [Enable JavaScript on page 58](#)
- [Enable Adobe Acrobat in Firefox on page 59](#)
- [Configure for Printing on page 60](#)
- [Configure for Proxy Servers on page 62](#)

Administrator permissions may be required to perform browser configuration.


Configure Pop-up Blockers

The required domain names provided in this section are subject to change based on your organization's implementation. Contact your PeopleFluent representative for more information.

 Note: Pop-up blockers must either be disabled or set to allow PeopleFluent sites.

To configure pop-up blockers

- 1 Click the menu icon and choose **Options**.
- 2 Click **Privacy & Security**.
- 3 Either:
 - Clear **Block pop-up windows** to turn off Firefox's pop-up blocker, then go to [step 8](#); or
 - Go to [step 4](#) to add PeopleFluent sites as exceptions.

 Note: Clients must also configure any third-party pop-up blockers such as NoScript.

- 4 To the right of Block pop-up windows, click **Exceptions**.

- 5 In Address of website, type `https://peoplefluent.com`, and then click **Allow**.
- 6 Repeat the process to add:
 - `https://peopleclick.com`
 - `https://peopleclick.eu.com`
 - `https://peoplefluent.eu.com`
 - `https://linkedin.com`
 - The KZO video public base URL
 - The PeopleFluent Talent Management base URL

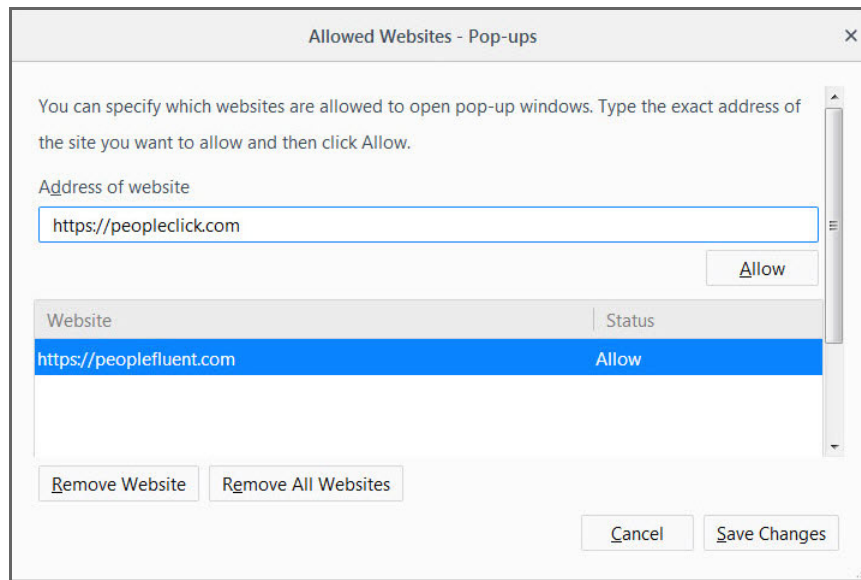


Figure 38: Allowed Websites - Pop-ups

- 7 Click **Save Changes** to close the Allowed Sites - Pop-ups window.
- 8 Close the Options browser tab.

Enable Cookies

The required domain names provided in this section are subject to change based on your organization's implementation. The LinkedIn domain name is only required if your organization is using LinkedIn integration features. The Google domain name is only required if your organization is using Google Analytics. Contact your PeopleFluent representative for more information.

To enable cookies

- 1 Click the menu icon and choose **Options**.
- 2 Click **Privacy & Security**.
- 3 In the History section, select Firefox will **Use custom settings for history**.

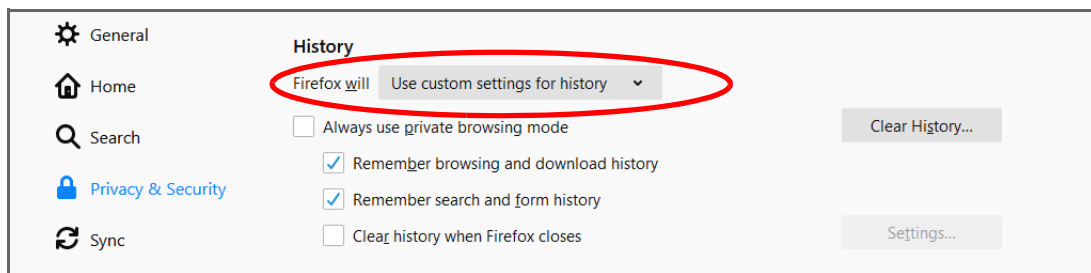


Figure 39: Privacy & Security - History

- 4 In the Cookies and Site Data section, click **Manage Permissions**.
- 5 Click **Manage Exceptions**.
- 6 In Address of website, type `https://peoplefluent.com`, and then click **Allow**.
- 7 Repeat the process to add:
 - `https://peopleclick.com`
 - `https://peopleclick.eu.com`
 - `https://peoplefluent.eu.com`
 - `https://google.com`
 - `https://linkedin.com`
 - The KZO video public base URL
 - The PeopleFluent Talent Management base URL

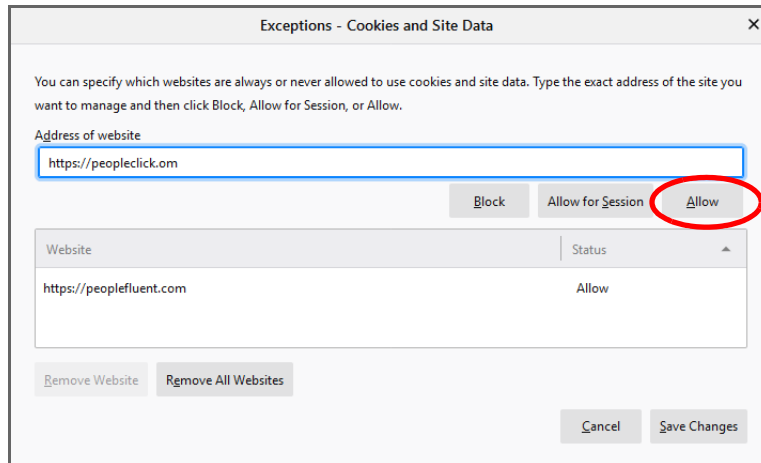


Figure 40: Exceptions - Cookies and Site Data

- 8 Click **Save Changes** to close the Exceptions - Cookies window.
- 9 Close the Options browser tab.

Enable JavaScript

JavaScript must be enabled in Firefox. Clients must configure any third-party Firefox plug-ins that block JavaScript, such as NoScript.

To enable JavaScript

- 1 In the address bar, type `about:config`. A security warning appears.

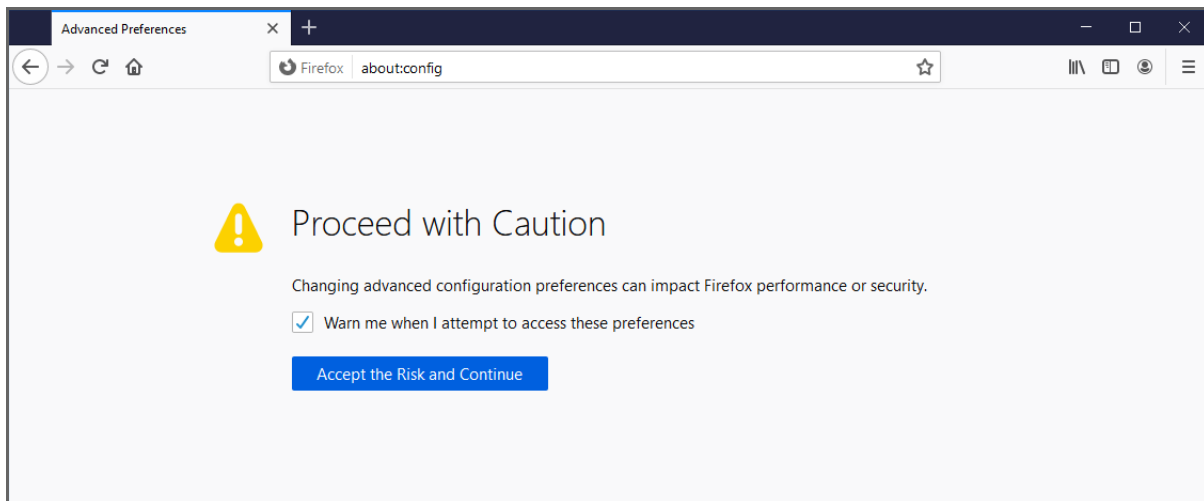


Figure 41: about:config Warning

- 2 Click **Accept the Risk and Continue**. The advanced configuration page appears.
- 3 In Search, type `javascript` and press ENTER. The filtered Preferences appear.
- 4 Verify that the value for `javascript.enabled` is set to **true**.

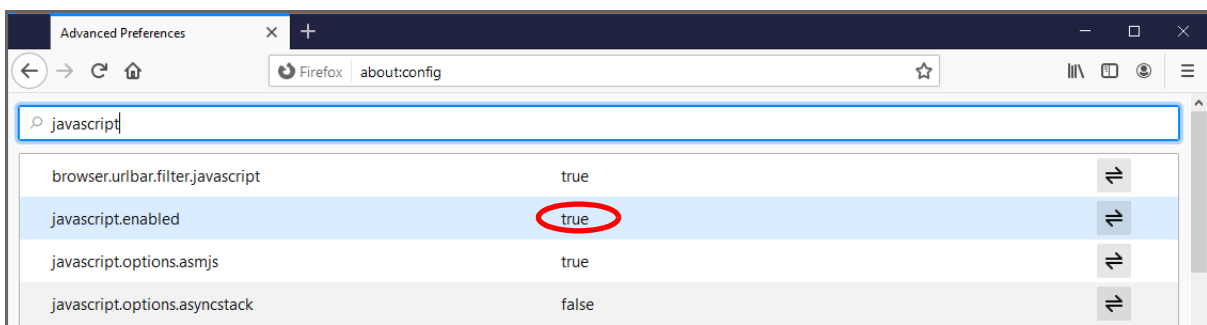


Figure 42: javascript.enabled Preference Set to True

- 5 If the value is false, then click the **Toggle** icon to change the value to true.
- 6 Close the `about:config` browser tab.

Enable Adobe Acrobat in Firefox

For best results when using PDF-based documents with PeopleFluent Talent Management, Adobe Acrobat in Firefox must be enabled.

To enable Adobe Acrobat in Firefox

- 1 Click the menu icon and choose **Options**.
- 2 Click **General**.
- 3 In Applications, type pdf in the search box. Portable Document Format (PDF) appears in the Content Type list.
- 4 In the Actions list, select **Save File**.

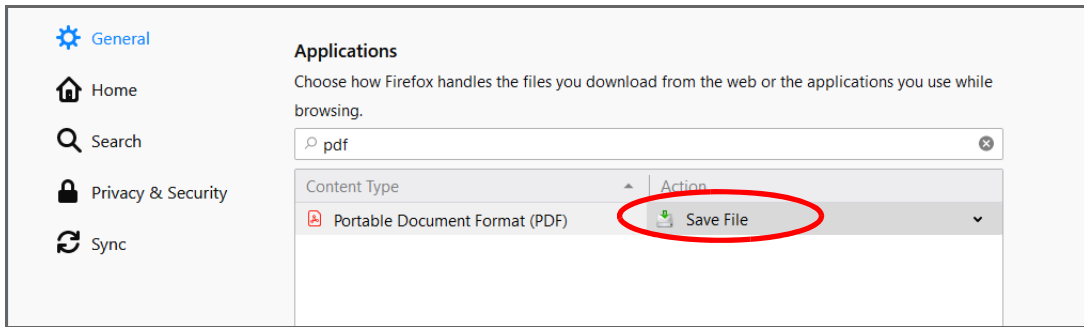


Figure 43: General - Applications

- 5 Close the Options browser tab.

Configure for Printing

For best results, background colors and images should be included when printing from PeopleFluent Talent Management.

To configure for printing from Firefox on Windows

- 1 Press ALT, then go to **File > Page Setup**.
- 2 Click **Format & Options**.
- 3 In **Options**, select **Print Background (colors & images)**.

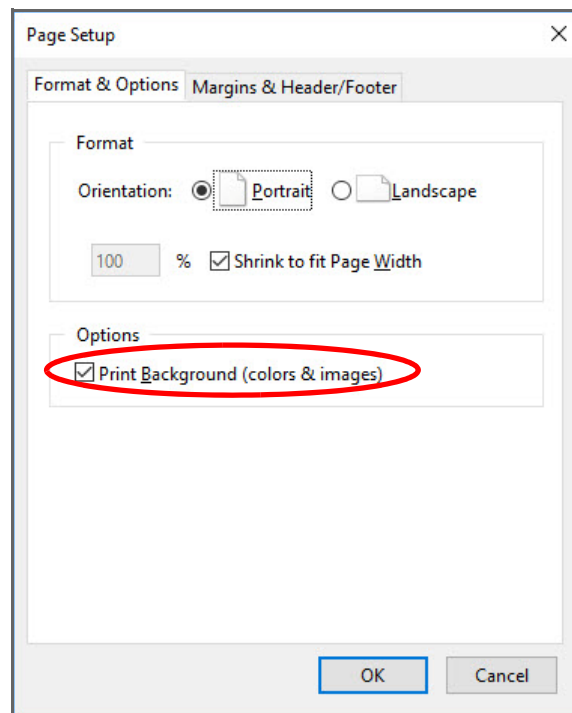


Figure 44: Format & Options

- 4 Click **OK**.

To print from Firefox on the Mac

- 1 When ready to print from PeopleFluent Talent Management, go to **File > Print** (or **⌘-p**).
- 2 In Appearance, select **Print Background Colors** and **Print Background Images**.

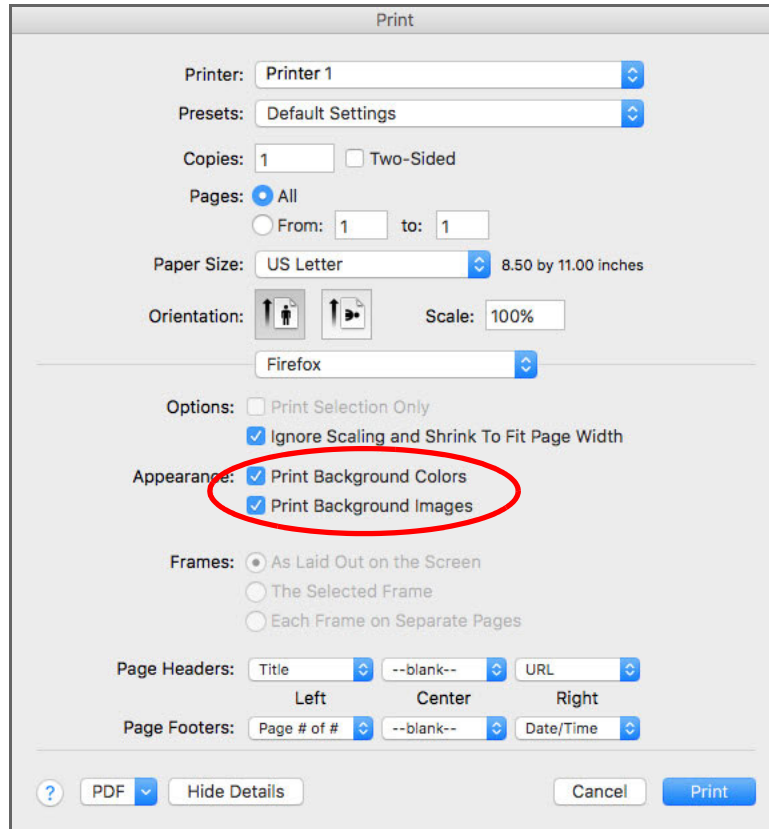


Figure 45: Print

- 3 Click other options as desired.
- 4 Click **Print**.

Configure for Proxy Servers

If client organizations use a proxy server, they need to use the same proxy server for all protocols.

To configure for proxy servers

- 1 Click the menu icon and choose **Options**.
- 2 Click **General**.
- 3 In Network Settings, click **Settings**.

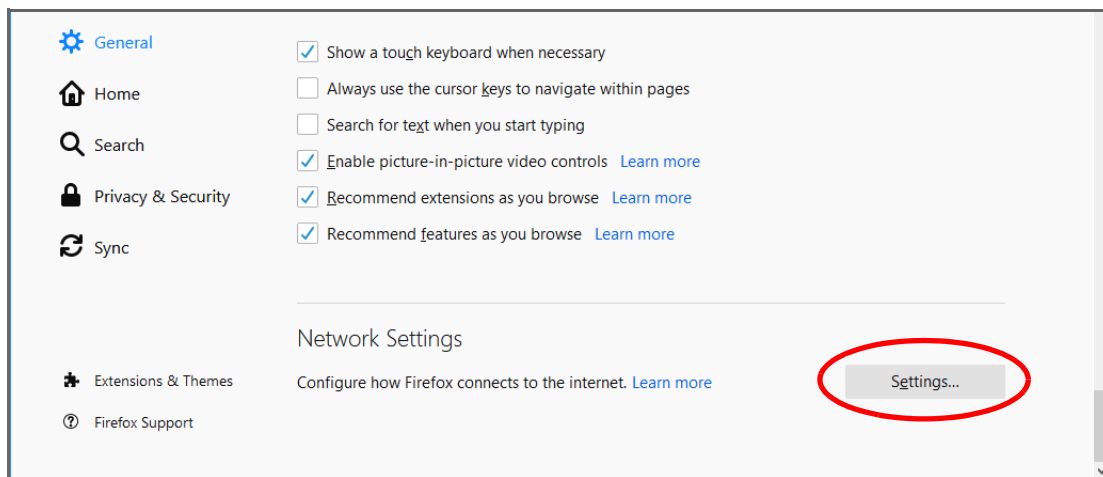


Figure 46: General - Network Settings

- 4 Enter the information appropriate for your organization's proxy server.
- 5 Click **OK** to close the Connection Settings dialog box.
- 6 Close the Options browser tab.

Safari

Clients need to make the following configuration changes to end-user browsers:

- [Configure Pop-up Blockers on page 63](#)
- [Enable JavaScript on page 64](#)
- [Accept Cookies on page 65](#)
- [Configure Proxy Servers on page 66](#)
- [About Printing from Safari on page 67](#)

Configure Pop-up Blockers

Pop-up blockers must either be disabled or set to allow PeopleFluent sites.

To configure pop-up blockers

- 1 Go to **Safari > Preferences** (or ⌘-),).
- 2 Click **Security**.
- 3 Clear **Block pop-up windows** to turn off Safari's pop-up blocker.



Figure 47: Preferences - Security

- 4 Close the Preferences window.

Enable JavaScript

PeopleFluent Talent Management requires JavaScript be allowed to run in Safari.

To enable JavaScript

- 1 Go to **Safari > Preferences** (or ⌘-,).
- 2 Click **Security**.
- 3 Select **Enable JavaScript**.



Figure 48: Preferences - Security

- 4 Close the Preferences window.

i Note: Clients must also configure any third-party extensions that block JavaScript.

Accept Cookies

PeopleFluent Talent Management requires Safari be allowed to store cookies.

To enable cookies

- 1 Go to **Safari > Preferences** (or ⌘-),).
- 2 Click **Privacy**.
- 3 In Cookies and website data, clear **Block all cookies**.

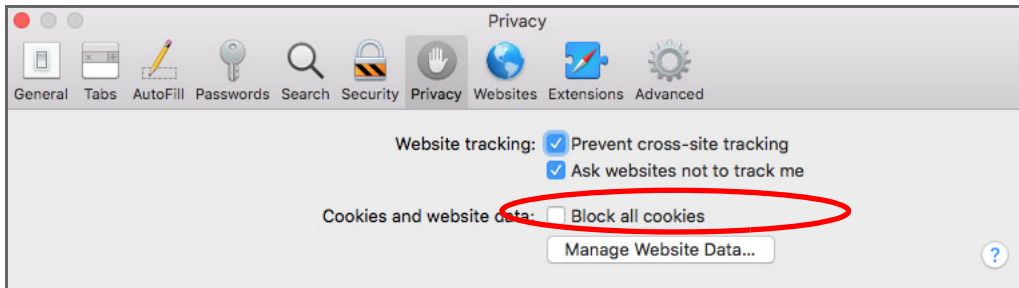


Figure 49: Preferences - Privacy

- 4 Close the Preferences window.

Configure Proxy Servers

If client organizations use a proxy server, they need to use the same proxy server for all protocols.

To configure proxy servers

- 1 Go to **Safari > Preferences** (or ⌘-).
- 2 Click **Advanced**.
- 3 In Proxies, click **Change Settings**. The macOS Network window appears.
- 4 Enter the information appropriate for your organization's proxy server.
- 5 Close the Network window.
- 6 Close the Preferences window.

About Printing from Safari

For best results, background colors and images should be included when printing from PeopleFluent Talent Management.

To print from Safari

- 1 When ready to print from PeopleFluent Talent Management, go to **File > Print** (or ⌘-p).
- 2 Click the disclosure triangle next to the Printer pop-up menu to expand the Print window.
- 3 Select **Safari**.
- 4 Select **Print backgrounds**.

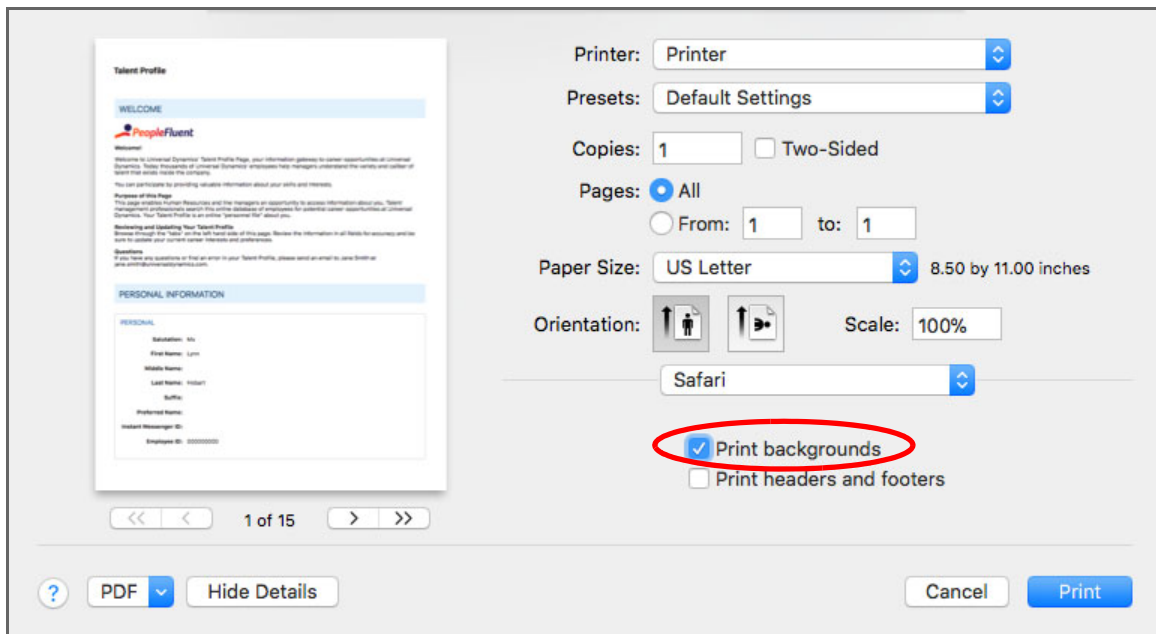



Figure 50: Print

- 5 Select other options as desired.
- 6 Click **Print**.

Use of Multiple Browser Tabs and Windows

Many web browsers allow users to open multiple windows and some web browsers support tabbed browsing. For best results, PeopleFluent recommends accessing PeopleFluent Talent Management in only one browser tab within a single browser window per user session.

-  Caution: Accessing PeopleFluent Talent Management in multiple browser windows or tabs may produce unexpected results.

Email

Anti-Spamming

Many organizations use email anti-spamming technology to filter out unwanted or suspect emails. Parts of PeopleFluent Talent Management use built in email functionality to send information to PeopleFluent Talent Management users. Some enterprise email anti-spamming technology may interpret this type of email as suspect and therefore not deliver the message. This issue is due to the email message containing the organization's domain name (...@organization.com), yet having a corresponding IP address signature that is outside the organization's IP address range.

If your organization has implemented this anti-spam technology or if you are experiencing email difficulties using PeopleFluent Talent Management, the remainder of this section should be reviewed.

Email Domain Whitelisting

PeopleFluent recommends that all clients whitelist emails from any PeopleFluent server. Any email sent from a server with the following reverse DNS look-up values should be whitelisted based on the location of PeopleFluent datacenter where your organization's application is hosted:

Table 3: Datacenter Locations and Email Server Domains

PeopleFluent Datacenter Location	Email Server Domain
Atlanta	pc-mail.peopleclick.com
London	pc-mail.peopleclick.eu.com
Toronto	pc-mail.peoplefluent-ca.com

IP Address Whitelisting

If your organization's spam filtering software is unable to whitelist domains, PeopleFluent can provide the IP addresses from which production email messages are currently sent. PeopleFluent will normally have a primary set of IP address ranges from which emails can be sent, although additional ranges may be used to accommodate load balancing, redundancy, and future expansion. Additionally, PeopleFluent may change one or more of the IP address ranges to accommodate changes in our engineering, architecture or infrastructure. PeopleFluent may also remove or add IP address ranges for the same purpose.

Non-production PeopleFluent environments may send email from separate IP addresses. These IP addresses are subject to change and therefore need to be requested separately. Whitelists and other anti-spam management tools should be configured to accept mail from both production and non-production sources.

PeopleFluent will provide as much notice as possible to clients regarding changes to the IP address ranges.

For these reasons, PeopleFluent recommends that clients whitelist the PeopleFluent domains rather than individual IP addresses.

Desktop Management

Anti-spamming technology can reside on an individual's device as well as at the enterprise level. If your organization relies on anti-spamming technology using an email client, you may also need to modify the policies of these email applications to accommodate the published IP address ranges PeopleFluent uses for email communication.

Sender Policy Framework

Email recipients that have external email addresses may have spam prevention that prevents email from being sent from a domain that does not match the domain that is sending the email. This is especially important for applicants, which recruiters may be sending email about application status, interviews, offer letters, onboarding and opportunities. To validate that an email is valid, PeopleFluent recommends adding Sender Policy Framework (SPF) records to the client's public Domain Naming System (DNS) infrastructure. An SPF record enables email servers to validate that the sender is allowed to send emails from the client's domain. An SPF record needs to be added to the client's public DNS to allow any potential recipient's email server to query DNS and validate that the IP address of the sending server is valid for the client's domain. These public SPF records will need to be added by the client's DNS administrator.

PeopleFluent maintains a record in public DNS called `spf.peopleclick.com` that has all the addresses that are used to send email from PeopleFluent applications. To avoid client DNS administrators from having to keep up with PeopleFluent IP addresses and host names, and to limit the number of DNS queries required for SPF validation, PeopleFluent recommends adding just this hostname to the SPF record.

Example:

```
company.com IN TXT "v=spf1 a:spf.peopleclick.com ?all"
```

This record is an example for an organization that currently does not do any SPF validation for their own email but would like to allow external email addresses to validate SPF and show that PeopleFluent email servers are allowed to send from the `company.com` domain. The `?all` qualifier at the end of the SPF record treats all other email as if there were no SPF policy in place and thereby allows email sent from other sources to continue to be received.

Clients who experience issues with emails not being received due to SPF validation reasons may already have an SPF entry with the `-all` qualifier which rejects all email senders not specified in the policy.

Contact your PeopleFluent representative to request assistance with any questions about SPF validation.

Supporting Applications

This section describes the supporting applications that are recommended for use with PeopleFluent Talent Management.


Mail Client/Calendar System

PeopleFluent Talent Management sends email in text and HTML format, and meeting invitations in iCAL (.ics) format. Check with your mail client/calendar system vendor for compatibility.

Word Processor

PeopleFluent Talent Management supports over 100 file formats for attachments, resume search, and resume parsing, including:

- ANSI text
- ASCII text
- HTML
- Adobe Portable Document Format (PDF)
- Microsoft Rich Text Format (RTF)
- Microsoft Word 2013
- Microsoft Word 2016
- Open Office Word Processing

 Caution: Please be aware of the following:

- PeopleFluent Talent Management does not support parsing image files such as a resume scanned (without OCR) and saved as a PDF.
- The wide selection of tools available for generating PDFs and their varying support for the PDF file format make it impossible to identify a single version of PDF that PeopleFluent Talent Management supports for resume parsing and preview.
- While PeopleFluent Talent Management can generate a preview of most resumes, if you cannot preview one, you can always view the original file attached to the candidate or contact document. Alternatively, users can upload the resume in another format, such as HTML, text, Microsoft Word, or Open Office, as those formats are more likely to be rendered correctly in a preview.

SmartGrid Export


PeopleFluent Talent Management provides the ability to export any SmartGrid as a comma separated value (.csv) file. While many applications support this format, PeopleFluent tested this feature using Microsoft Excel 2013 and Microsoft Excel 2016.

Report Output

PeopleFluent Talent Management provides the ability to save report results in several file formats. The following table lists the file formats and the versions of applications with which they were tested:

Table 4: Report Output Formats and Tested Applications

Format	Tested Applications
Excel	<ul style="list-style-type: none">◆ Microsoft Excel 2016◆ Microsoft Excel 2013
PDF	<ul style="list-style-type: none">◆ Adobe Reader DC 2019
Word	<ul style="list-style-type: none">◆ Microsoft Word 2016◆ Microsoft Word 2013
PPT	<ul style="list-style-type: none">◆ Microsoft PowerPoint 2016◆ Microsoft PowerPoint 2013


 Note the following:

- PeopleFluent Talent Management also exports to XML and comma-separated value (CSV) data formats.
- Reports exported to Microsoft Excel do not include charts or graphics, such as logos.
- Report output in PPT format may be opened and viewed in a limited presentation mode in a web browser, but must be saved to a file before opening in Microsoft PowerPoint for editing or printing.


Report Customizations

PeopleFluent Talent Management provides the ability to customize reports and statements using Business Intelligence and Reporting Tools (BIRT). BIRT is an open-sourced, Java-based visual report development plug-in to the Eclipse SDK. Users customizing reports will need the following applications:

- OpenJDK Version 8
- BIRT 3.7.2
- Eclipse SDK 3.7.2 RC4

 Note the following:

- BIRT is only required for those few administrators who are responsible for customizing reports and statements. It is not a requirement for every end user.
- PeopleFluent recommends downloading the BIRT All-in-One Package which includes BIRT and Eclipse.
<http://download.eclipse.org/birt/downloads>

 **Caution:** Clients who want to customize reports must contact PeopleFluent Support before installing and using BIRT.

Online Job Forms

PeopleFluent Talent Management supports the use of Adobe Acrobat PDF-based online job forms. Clients can attach these forms to job postings and require candidates to complete them when they submit their resumes.

- Form Authors: Adobe LiveCycle Designer 8.2.1 ES or later
- Candidates: Adobe Acrobat Reader 8.1 or later with JavaScript enabled and set to display PDF in browser

To enable JavaScript in Adobe Reader

- 1 Open Adobe Reader.
- 2 Click **Edit > Preferences**.
- 3 In Categories, click **JavaScript**.
- 4 In the JavaScript section, select **Enable Acrobat JavaScript**.

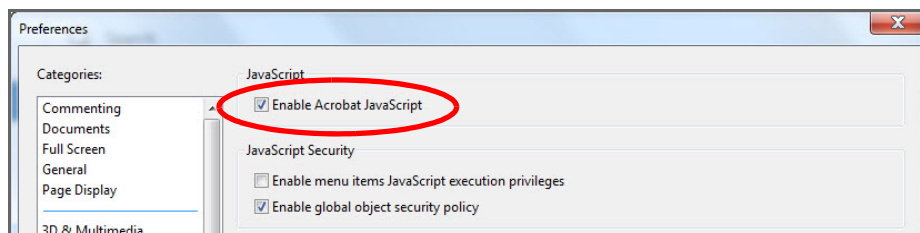


Figure 51: Preferences - JavaScript

- 5 Click **OK**.

Onboarding Forms

HTML-Based Forms

PeopleFluent Onboarding allows onboarding administrators to create HTML forms which can then be mapped to Adobe Acrobat PDF-based forms. Authors of HTML-based forms that want to map them to PDF forms must install Adobe LiveCycle Designer 8.2.1 ES or later (to create a PDF form) or Adobe Acrobat Pro (to scan an existing hard copy form).

PDF-Based Forms

PeopleFluent Onboarding allows onboarding administrators to create PDF forms which can then be mapped to fields in PeopleFluent Onboarding. Authors of PDF-based forms should install Adobe Acrobat Pro to design PDF-based forms.

HTML Forms


PeopleFluent Recruiting allows recruiting administrators to create HTML forms which can then be mapped to Adobe Acrobat PDF-based forms. PDF form authors must install Adobe LiveCycle Designer 8.2.1 ES or later to create a PDF form.

Integration with Other PeopleFluent Applications

This section lists the requirements for integrations between PeopleFluent Talent Management and other PeopleFluent applications.

PeopleFluent OrgPublisher

PeopleFluent Talent Management supports integration with PeopleFluent OrgPublisher. This requires PeopleFluent Talent Management 11.3 or later and PeopleFluent OrgPublisher 11.3 or later.

 Note: Occasionally, PeopleFluent adds or modifies columns on the SmartGrids used by this integration. If client-specific modifications have been made to any of these SmartGrids, they may need to be manually reapplied by a trained PeopleFluent representative after upgrading to PeopleFluent Talent Management 21.07. For more information, see the PeopleFluent Talent Management Release Notes.

PeopleFluent iPaaS

PeopleFluent Talent Management supports integration with PeopleFluent iPaaS. Contact your PeopleFluent representative for more information.

PeopleFluent Learning

PeopleFluent Talent Management supports integration with PeopleFluent Learning, except on the Apple Safari browser. Integrated features in this update require PeopleFluent Learning 11.18.0.x and are not compatible with previous updates.

Productivity Platform

PeopleFluent Talent Management supports integration with the PeopleFluent Productivity Platform. The user interface refresh changes for existing Talent Management microapps and the Onboarding Task microapp added in the PeopleFluent Talent Management 21.07 update are only compatible with the dashboard in PeopleFluent Productivity Platform 2.0 update.

Socialtext

PeopleFluent Talent Management supports integration with Socialtext 8.10.0.0.

Configuring User Keyboards for Multilingual Content

The QWERTY keyboard layout is required for PeopleFluent Talent Management. If users are required to enter or manage multilingual data in PeopleFluent Talent Management, clients should consult the operating system's documentation to configure their users' keyboards to generate special characters and accents relevant to additional or alternate languages.

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