

KENEXA CORPORATION
SHAREHOLDER RECOMMENDATION OF
NOMINEES FOR ELECTION AS DIRECTORS

The Nominating and Governance Committee of the Board of Directors of Kenexa Corporation considers suggestions from many sources, including shareholders, regarding possible candidates for the position of director. The Committee will give consideration to shareholder recommendations for positions on the Board if the Committee has not determined to re-nominate a qualified incumbent director. The Committee will only consider recommendations of candidates who satisfy at least the minimum qualifications prescribed by the Committee for board nominees, including that a director must represent the interests of all shareholders and not serve for the purpose of favoring or advancing the interests of any particular shareholder group or other constituency.

To be considered by the Committee, a shareholder recommendation must be submitted to the Secretary of the Company and include a complete description of the nominee's qualifications, experience and background, together with a statement signed by the nominee in which he or she consents to serve as a director if nominated and elected.

While the Committee has not established a minimum number of shares that a shareholder must own in order to suggest a candidate for consideration, or a minimum length of time during which the shareholder must own its shares, the Committee will take into account the size and duration of a recommending shareholder's ownership interest in the Company. The Committee will also consider the extent to which the shareholder making the suggestion intends to maintain its ownership interest in the Company.

Only those recommendations whose submission complies with this policy will be considered by the Committee.

Shareholders who wish to nominate director candidates for election by shareholders at the Company's Annual Meeting of Shareholders may do so in accordance with the provisions for nomination described in the Company's Bylaws.