

KENEXA CORPORATION
SHAREHOLDER COMMUNICATIONS TO THE BOARD OF DIRECTORS

Kenexa Corporation's Board of Directors welcomes communications from our shareholders. Shareholders are invited to communicate directly with the Board of Directors or any individual director in the manner described in this policy. Kenexa's acceptance and forwarding of communications to the directors does not imply that the directors owe or assume duties to persons submitting the communications, the duties of the directors being only those prescribed by applicable law. All communications should be delivered either by e-mail to shareholdercommunications@kenexa.com or in writing addressed to:

Cynthia Pyle Dixon, General Counsel
Kenexa Corporation
650 East Swedesford Road
2nd Floor
Wayne, PA 19087

Communications should not exceed 500 words in length. All communications must be accompanied by the following information:

- a statement of the type and amount of Kenexa securities that the person holds;
- any special interest, meaning an interest not in the capacity as a shareholder of the company, of the person in the subject matter of the communication; and
- the name, address, telephone number and e-mail address, if any, of the person submitting the communication.

E-mails from shareholders to the Board cannot contain attachments, and any attachments will be deleted. If you wish to provide additional materials with your communications, please use regular mail, sent to the address shown above.

Shareholder communications will be reviewed by Kenexa to determine whether a response by the Board is appropriate. Concerns relating to accounting, internal controls or auditing matters are immediately brought to the attention of our Audit Committee chairman and handled in accordance with procedures established by the Audit Committee with respect to such matters.

The Board of Directors will receive a summary of all correspondence and copies of all correspondence that deal with the functions of the Board or committees thereof or that otherwise require the Board's attention. Directors may at any time review a log of all correspondence received by Kenexa that is addressed to members of the Board and request copies of any such correspondence.

All communications that comply with the procedural requirements that are described here will be relayed to the directors, except for the following types of communications:

- communications regarding individual grievances or other interests that are personal to the party submitting the communication and could not reasonably be construed to be of concern to our security holders or other constituencies generally;
- communications that advocate our engaging in illegal activities;
- communications that, under community standards, contain offensive, scurrilous or abusive content; and
- communications that have no rational relevance to our business or operations.

While the Board oversees management, it does not participate in day-to-day management functions or business operations. If you wish to submit questions or comments relating to these matters, please use the "Contact Us" facility on our Web site, Kenexa.com, which will help you to direct your message to the appropriate area of the Company. If we receive certain other types of communications that are not appropriate, such as mass mailings and spam, they will not be forwarded to or reviewed by the Board.

Communications addressed to directors may, at the direction of the directors, be shared with Kenexa management.