

RECORDATION FORM COVER SHEET

08-08-2001

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To the Honorable Commissioner of F

attached original documents or copy thereof.

1. Name of conveying party(ies):

Kenexa Corporation

8-2-01

- Individual(s)
- General Partnership
- Corporation-State-Pennsylvania
- Other
- Association
- Limited Partnership

Additional name(s) of conveying party(ies) attached? Yes No

3. Nature of conveyance:

- Assignment
- Security Agreement
- Other
- Merger
- Change of Name

Execution Date: April 30, 2001

Name: Citicorp USA, Inc.

Internal Address:

Street Address: 153 East 53rd Street

City: New York State: NY ZIP: 10043

- Individual(s) citizenship
- Association
- General Partnership
- Limited Partnership
- Corporation-State Delaware
- Other

If assignee is not domiciled in the United States, a domestic representative designation is attached: Yes No

(Designations must be a separate document from assignment)

Additional name(s) & address(es) attached? Yes No

4. Application number(s) or patent number(s):

A. Trademark Application No.(s)

See attached

B. Trademark Registration No.(s)

See attached

Additional numbers attached? Yes No

5. Name and address of party to whom correspondence concerning document should be mailed:

Name: Rebecca C. Ambriz

Internal Address: Sonnenschein Nath & Rosenthal

8000 Sears Tower

Street Address: 233 South Wacker Drive

City: Chicago State: IL ZIP: 60606

6. Total number of applications and registrations involved: 35

7. Total fee (37 CFR 3.41).....\$890.00

- Enclosed
- Authorized to be charged to deposit account

8. Deposit account number:

(Attach duplicate copy of this page if paying by deposit account)

08/08/2001 TDI AZI 00000029 1546096

DO NOT USE THIS SPACE

01 FC:481 40.00 DP
902 Statement and signature. 850.00 DP

To the best of my knowledge and belief, the foregoing information is true and correct and any attached copy is a true copy of the original document.

Rebecca C. Ambriz
Name of Person Signing

Rebecca C. Ambriz
Signature

8/2/01
Date

Total number of pages including cover sheet, attachments, and document: 16

Mail documents to be recorded with required cover sheet information to:
Commissioner of Patents & Trademarks, Box Assignments

TRADEMARK
REEL: 002343 FRAME: 0213

U.S. Federal Trademark Registrations/Applications

<u>Registered Owner</u>	<u>Mark</u>	<u>Reg./Serial No.</u>
Kenexa Corporation	BANCASE	1,548,096
Kenexa Corporation	BANKERS ARE BUYERS	1,548,273
Kenexa Corporation	BANKERS ARE BUYERS	2,417,161
Kenexa Corporation	BANKING IS BUSINESS	2,160,467
Kenexa Corporation	BANKING IS BUSINESS	1,652,055
Kenexa Corporation	EXCELLENCE IN SERVICE	76/204,442
Kenexa Corporation	INTERVIEW BUILDER and Design	76/012,412
Kenexa Corporation	KENEXA	76/171,726
Kenexa Corporation	KENEXA and Design	76/191,190
Kenexa Corporation	KENEXA CAREERTRACKER	76/204,444
Kenexa Corporation	KENEXA HIRING FUNDAMENTALS	76/204,195
Kenexa Corporation	KENEXA IMPROVEIT!	76/204,445
Kenexa Corporation	KENEXA INSIGHT	76/204,192
Kenexa Corporation	KENEXA LIFE CYCLE	76/204,193
Kenexa Corporation	KENEXA LIFECYCLE	76/204,194
Kenexa Corporation	KENEXA MAP11	76/225,024
Kenexa Corporation	KENEXA MERGE	76/204,443
Kenexa Corporation	KENEXA NEXT GENERATION SELLING	76/204,197
Kenexa Corporation	KENEXA PHARAMCEUTICAL FUNDAMENTALS	76/204,196
Kenexa Corporation	KENEXA POLARIS	76/225,150
Kenexa Corporation	KENEXA PORTFOLIO	76/204,191
Kenexa Corporation	KENEXA PORTRAIT 360	76/204,198
Kenexa Corporation	KENEXA PROVEIT!	76/204,199
Kenexa Corporation	KENEXA RECRUITER	76/204,189
Kenexa Corporation	Miscellaneous Design	76/199,915
Kenexa Corporation	OPINIONQUEST (Stylized)	2,319,121
Kenexa Corporation	PEOPLEQUEST	2,268,978
Kenexa Corporation	PORTRAIT	2,267,182
Kenexa Corporation	PROVE IT!	2,144,575
Kenexa Corporation	TOUCHSCORE	2,268,977
Kenexa Corporation	WORLD OF INSURANCE	76/204,441
Kenexa Corporation	ENHANCED COMMUNICATIONS, INC.	1,378,502
Kenexa Corporation	EC ENHANCED COMMUNICATIONS, INC. (Stylized)	1,378,503
Kenexa Corporation	TALENT LIFE CYCLE	2,400,726
Kenexa Corporation	TALENT LIFECYCLE	2,406,987

TRADEMARK SECURITY AGREEMENT

THIS TRADEMARK SECURITY AGREEMENT ("Agreement") made as of the 30th day of April, 2001, by and between Kenexa Corporation ("Kenexa"), a Pennsylvania corporation, with its chief executive office located at 170 South Warner Road, Suite 110, Wayne, PA 19087 and Citicorp USA, Inc., a Delaware corporation, with its principal office located at 153 East 53rd Street, New York, NY 10043 ("Lender").

W I T N E S S E T H:

WHEREAS, Kenexa Financial, Inc. ("Borrower") has entered into a Loan and Security Agreement dated as of December 13, 2000 (as amended or otherwise modified from time to time, the "Loan Agreement") with the Lender, pursuant to which the Lender has agreed to make certain Advances to Borrower under the Facility; and

WHEREAS, Borrower is a wholly-owned subsidiary of Kenexa; and

WHEREAS, it is a condition precedent to the continuation to the credit available under the Loan Agreement by Lender that Kenexa shall have granted the security interest and made the collateral assignment contemplated by this Agreement;

NOW, THEREFORE, for and in consideration of any loan, advance or other financial accommodation heretofore or hereafter made to Borrower under or in connection with the Loan Agreement, from which Kenexa will derive substantial benefit, and for other good and valuable consideration, the receipt and sufficiency of which are hereby acknowledged, the parties agree as follows:

1. Defined Terms.

(a) Unless otherwise defined herein, each capitalized term used herein that is defined in the Loan Agreement shall have the meaning specified for such term in the Loan Agreement.

(b) The words "hereof," "herein" and "hereunder" and words of like import when used in this Agreement shall refer to this Agreement as a whole and not to any particular provision of this Agreement, and section references are to this Agreement unless otherwise specified.

(c) All terms defined in this Agreement in the singular shall have comparable meanings when used in the plural, and vice versa, unless otherwise specified.

2. Incorporation of Premises. The premises set forth above are incorporated into this Agreement by this reference hereto and are made a part hereof.

3. Incorporation of the Loan Agreement. The Loan Agreement and the terms and provisions thereof are hereby incorporated herein in their entirety by this reference thereto.

4. Security Interest in Trademarks. To secure the complete and timely payment, performance and satisfaction of all of the Obligations, Kenexa hereby grants to Lender a security interest in, as and by way of a first mortgage and security interest having priority over all other security interests, with power of sale to the extent permitted by applicable law, all of Kenexa's:

(a) now owned or existing and hereafter acquired or arising trademarks, registered trademarks, trademark applications, service marks, registered service marks and service mark applications, including, without limitation, the trademarks, registered trademarks, trademark applications, service marks, registered service marks and service mark applications listed on Schedule A attached hereto and made a part hereof, together with any good will connected with and symbolized by any such trademarks, trademark applications, service marks, registered service marks, service mark applications, and (i) all renewals thereof, (ii) all income, royalties, damages and payments now and hereafter due and/or payable under and with respect thereto, including, without limitation, payments under all licenses entered into in connection therewith and damages and payments for past or future infringements or dilutions thereof, (iii) the right to sue for past, present and future infringements and dilutions thereof, and (iv) all of Kenexa's rights corresponding thereto throughout the world (all of the foregoing trademarks, registered trademarks and trademark applications, and service marks, registered service marks and service mark applications, together with the items described in clauses (i)-(iv) in this paragraph 4(a), are sometimes hereinafter individually and/or collectively referred to as the "Trademarks");

(b) rights under or interest in any trademark license agreements or service mark license agreements with any other party, whether Kenexa is a licensee or licensor under any such license agreement, together with any goodwill connected with and symbolized by any such trademark license agreements or service marks license agreements, including, without limitation, those trademark license agreements and service mark license agreements listed on Schedule B attached hereto and made a part hereof, and the right to prepare for sale and sell any and all inventory now or hereafter owned by Kenexa and now or hereafter covered by such licenses (all of the foregoing are hereinafter referred to collectively as the "Licenses"); and

(c) any and all proceeds of the foregoing.

5. Restrictions on Future Agreements. Kenexa will not, without Lender's prior written consent, enter into any agreement, including, without limitation, any license agreement, which is inconsistent with this Agreement, and Kenexa further agrees that it will not take any action, and will use its best efforts not to permit any action to be taken by others, including, without limitation, licensees, or fail to take any action, which would in any respect affect the validity or enforcement of the rights transferred to Lender under this Agreement or the rights associated with those Trademarks or Licenses.

6. New Trademarks and Licenses. Kenexa represents and warrants that (a) the Trademarks listed on Schedule A include all of the trademarks, registered trademarks, trademark

applications, service marks, registered service marks and service mark applications now owned by Kenexa, (b) the Licenses listed on Schedule B include all of the trademark license agreements and service mark license agreements pursuant to which Kenexa is the licensee or licensor thereunder and (c) no other liens, claims or security interests have been granted by Kenexa to any other Person in such Trademarks and Licenses. If, prior to the termination of this Agreement, Kenexa shall (i) obtain rights to any new trademarks, registered trademarks, trademark applications, service marks, registered service marks or service mark applications, (ii) become entitled to the benefit of any trademarks, registered trademarks, trademark applications, trademark licenses, trademark license renewals, service marks, registered service marks, service mark applications, service mark licenses or service mark license renewals whether as licensee or licensor, or (iii) enter into any new trademark license agreement or service mark license agreement, the provisions of paragraph 4 above shall automatically apply thereto. Kenexa shall give to Lender written notice of events described in clauses (i), (ii) and (iii) of the preceding sentence on a quarterly basis. Kenexa hereby authorizes Lender to modify this Agreement by amending Schedule A to include any future trademarks, registered trademarks, trademark applications, service marks, registered service marks and service mark applications and by amending Schedule B to include any future trademark license agreements and service mark license agreements, which are Trademarks or Licenses under paragraph 4 above or under this paragraph 6.

7. Royalties. Kenexa hereby agrees that the use by Lender of the Trademarks and the Licenses as authorized hereunder in connection with the exercise of its remedies under paragraph 16 shall be coextensive with Kenexa's rights thereunder and with respect thereto and without any liability for royalties or other related charges from Lender to Kenexa.

8. Right to Inspect; Further Assignments and Security Interests. The Lender may at all reasonable times (and at any time when a Default or an Event of Default exists) have access to, examine, audit, make copies (at Kenexa's expense) and extracts from and inspect Kenexa's premises and examine Kenexa's books, records and operations relating to the Trademarks and the Licenses, including, without limitation, Kenexa's quality control processes; provided that, in conducting such inspections and examinations, Lender shall use reasonable efforts not to unnecessarily disturb the conduct of Kenexa's ordinary business operations. From and after the occurrence of an Event of Default, Kenexa agrees that Lender, or a conservator appointed by Lender, shall have the right to establish such reasonable additional product quality controls as Lender or such conservator, in its sole and absolute judgment, may deem necessary to assure maintenance of the quality of products sold by Kenexa under the Trademarks and the Licenses. Kenexa agrees (a) not to sell or assign its interest in, or grant any license under, the Trademarks or the Licenses without the prior and express written consent of Lender which consent will not be unreasonably withheld, (b) to maintain the quality of said products as of the date hereof, and (c) not to change the quality of such products in any material respect without Lender's prior and express written consent which consent will not be unreasonably withheld.

9. Termination of Lender's Security Interest. This Agreement is made for collateral security purposes only. Upon payment in full of all of the Obligations, this Agreement shall terminate and Lender shall promptly execute and deliver to Kenexa, at Kenexa's expense, all termination statements and other instruments as may be necessary or proper to terminate Lender's security interest in the Trademarks and the Licenses, subject to any disposition thereof which may have been made by Lender pursuant to this Agreement or the Loan Agreement.

10. Duties of Kenexa. Kenexa shall have the duty, to the extent desirable in the normal conduct of Kenexa's business, to: (a) prosecute diligently any trademark application or service mark application that is part of the Trademarks pending as of the date hereof or thereafter until the termination of this Agreement, and (b) make application for trademarks or service marks. Kenexa further agrees (i) not to abandon any Trademark or License without the prior written consent of Lender and (ii) to use its best efforts to maintain in full force and effect the Trademarks and Licenses, that are or shall be necessary or economically desirable in the operation of Kenexa's business. Any expenses incurred in connection with the foregoing shall be borne by Kenexa.

11. Lender's Right to Sue. From and after the occurrence of an Event of Default, Lender shall have the right, but shall in no way be obligated, to bring suit in its own name to enforce the Trademarks and Licenses and, if Lender shall commence any such suit, Kenexa shall, at the request of Lender, do any and all lawful acts and execute any and all proper documents required by Lender in aid of such enforcement. Kenexa shall, upon demand, promptly reimburse Lender for all costs and expenses incurred by Lender in the exercise of its rights under this paragraph 11 (including, without limitation, reasonable fees and expenses of attorneys and paralegals for Lender).

12. Waivers. Lender's failure, at any time or times hereafter, to require strict performance by Kenexa of any provision of this Agreement shall not waive, affect or diminish any right of Lender thereafter to demand strict compliance and performance therewith nor shall any course of dealing between Kenexa and Lender have such effect. No single or partial exercise of any right hereunder shall preclude any other or further exercise thereof or the exercise of any other right. None of the undertakings, agreements, warranties, covenants and representations of Kenexa contained in this Agreement shall be deemed to have been suspended or waived by Lender unless such suspension or waiver is in writing signed by an officer of Lender and directed to Kenexa specifying such suspension or waiver.

13. Lender's Exercise of Rights and Remedies upon an Event of Default. Notwithstanding anything set forth herein to the contrary, it is hereby expressly agreed that upon the occurrence of an Event of Default, Lender may exercise any of the rights and remedies provided by applicable law and in this Agreement, the Loan Agreement and any other Loan Documents.

14. Severability. Whenever possible, each provision of this Agreement shall be interpreted in such manner as to be effective and valid under applicable law, but the provisions of this Agreement are severable, and if any clause or provision shall be held invalid and unenforceable in whole or in part in any jurisdiction, then such invalidity or unenforceability shall affect only such clause or provision, or part hereof, in such jurisdiction, and shall not in any manner affect such clause or provision in any other jurisdiction, or any other clause or provision of this Agreement in any jurisdiction.

15. Modification. This Agreement cannot be altered, amended or modified in any way, except as specifically provided in paragraphs 4 and 6 hereof or by a writing signed by the parties hereto.

16. Cumulative Remedies; Power of Attorney. All of Lender's rights and remedies with respect to the Trademarks and the Licenses, whether established hereby, by any other agreements or by law, shall be cumulative and may be exercised singularly or concurrently. From and after the occurrence of an Event of Default and the giving of written notice by Lender to Kenexa of Lender's intention to enforce its rights and claims against Kenexa, Kenexa hereby irrevocably designates, constitutes and appoints Lender (and all Persons designated by Lender in its sole and absolute discretion) as Kenexa's true and lawful attorney-in-fact, and authorizes Lender and any of Lender's designees, in Kenexa's or Lender's name, from and after the occurrence of an Event of Default, to (a) endorse Kenexa's name on all applications, documents, papers and instruments necessary or desirable for Lender in the use of the Trademarks or the Licenses, (b) assign, pledge, convey or otherwise transfer title in or dispose of the Trademarks or the Licenses to anyone on commercially reasonable terms, (c) grant or issue any exclusive or nonexclusive license under the Trademarks or, to the extent permitted, under the Licenses, to anyone on commercially reasonable terms, and (d) take any other actions with respect to the Trademarks or the Licenses as Lender deems in its best interest. Lender shall take no action pursuant to subparagraphs (a), (b), (c) or (d) of this paragraph 16 without taking like action with respect to the entire goodwill of Kenexa's business connected with the use of, and symbolized by, such Trademarks or Licenses. Kenexa hereby ratifies all that such attorney shall lawfully do or cause to be done by virtue hereof. This power of attorney is coupled with an interest and shall be irrevocable until all of the Obligations shall have been paid in full. Kenexa acknowledges and agrees that this Agreement is not intended to limit or restrict in any way the rights and remedies of Lender under the Loan Agreement, but rather is intended to facilitate the exercise of such rights and remedies. Lender shall have, in addition to all other rights and remedies given it by the terms of this Agreement, all rights and remedies allowed by law and the rights and remedies of a secured party under the Uniform Commercial Code as enacted in any jurisdiction in which the Trademarks or the Licenses may be located or deemed located.

17. Successors and Assigns. This Agreement shall be binding upon Kenexa and its successors and assigns, and shall inure to the benefit of Lender and its successors and assigns. Kenexa's successors and assigns shall include, without limitation, a receiver, trustee or debtor-in-possession to the extent that any of the foregoing are considered to be a successor or assign of or for the Kenexa; provided, however, that Kenexa shall not voluntarily assign or transfer its rights or obligations hereunder without Lender's prior written consent.

18. Governing Law. This Agreement shall be construed and enforced and the rights and duties of the parties shall be governed by in all respects in accordance with the internal laws (as opposed to conflicts of law provisions) and decisions of the State of New York.


19. Notices. All notices or other communications hereunder shall be given in the manner and to the addresses set forth in the Loan Agreement.

20. Lender's Duty. Lender shall not have any duty with respect to the Trademarks or the Licenses. Without limiting the generality of the foregoing, Lender shall not be under any obligation to take any steps necessary to preserve rights in the Trademarks or the Licenses against any other parties, but may do so at its option, and all expenses incurred in connection therewith shall be for the sole account of Kenexa and added to the Obligations secured hereby.

21. Section Titles. The section titles herein are for convenience of reference only, and shall not affect in any way the interpretation of any of the provisions hereof.

IN WITNESS WHEREOF, the parties hereto have duly executed this Agreement
as of the 30th day of April, 2001.

KENEXA CORPORATION, a Pennsylvania
corporation

By: 
Name: ELLIOTT H. CLARK
Title: COO

Accepted and agreed to as of the
___ day of April, 2001, by:

CITICORP USA, INC.

By: _____
Name:
Title:

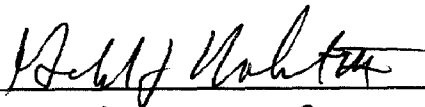
IN WITNESS WHEREOF, the parties hereto have duly executed this Agreement
as of the 30th day of April, 2001.

KENEXA CORPORATION, a Pennsylvania
corporation

By: _____
Name:
Title:

Accepted and agreed to as of the
30th day of April, 2001, by:

CITICORP USA, INC.

By: 
Name: GERALD ROBERTS
Title: VP

STATE OF Pennsylvania)
) SS
COUNTY OF Montgomery)

The foregoing Trademark Security Agreement was executed and acknowledged before me this 30th day of April, 2001, by Elliot Clark, personally known to me to be the COO of KENEXA CORPORATION, on behalf of such corporation.

(SEAL)

Notary Public Michele Camacho
County Montgomery
My commission expires: _____

NOTARIAL SEAL
Michele Camacho, Notary Public
Wayne Twp., Montgomery County
My Commission Expires Nov. 15, 2004

STATE OF New York)
COUNTY OF Nassau) SS

The foregoing Trademark Security Agreement was executed and acknowledged before me this 16th day of April, 2001, by Gerald Roberts, personally known to me to be the Vice President of CITICORP USA, INC., on behalf of such corporation.

(SEAL)



Notary Public _____
County, _____
My commission expires: _____

PENELOPE RIDDICK
NOTARY PUBLIC, State of New York
No. 01R18007648
Qualified in Nassau County
Cert. Filed in Nassau County
Commission Expires May 26 02

Schedule A
to
Trademark Security Agreement

Dated as of April 30, 2001

Trademarks

U.S. Federal Trademark Registrations/Applications

<u>Registered Owner</u>	<u>Mark</u>	<u>Reg./Serial No.</u>
Kenexa Corporation	BANCASE	1,548,096
Kenexa Corporation	BANKERS ARE BUYERS	1,548,273
Kenexa Corporation	BANKERS ARE BUYERS	2,417,161
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Kenexa Corporation	TALENT LIFECYCLE	2,406,987

Foreign Trademark Registrations/Applications

<u>Registered Owner</u>	<u>Mark</u>	<u>Country</u>	<u>Application No.</u>
Kenexa Corporation	EXCELLENCE IN SERVICE	European Community	Pending
Kenexa Corporation	KENEXA	European Community	Pending
Kenexa Corporation	KENEXA and Design	European Community	Pending
Kenexa Corporation	KENEXA CAREERTRACKER	Australia	871062
Kenexa Corporation	KENEXA CAREERTRACKER	European Community	Pending
Kenexa Corporation	KENEXA HIRING FUNDAMENTALS	European Community	Pending
Kenexa Corporation	KENEXA IMPROVEIT!	European Community	Pending
Kenexa Corporation	KENEXA INSIGHT	European Community	Pending
Kenexa Corporation	KENEXA LIFE CYCLE	European Community	Pending
Kenexa Corporation	KENEXA LIFECYCLE	European Community	Pending
Kenexa Corporation	KENEXA MAP11	European Community	Pending
Kenexa Corporation	KENEXA MERGE	European Community	Pending
Kenexa Corporation	KENEXA NEXT GENERATION SELLING	European Community	Pending
Kenexa Corporation	KENEXA PHARAMCEUTICAL FUNDAMENTALS	European Community	Pending
Kenexa Corporation	KENEXA POLARIS	European Community	Pending
Kenexa Corporation	KENEXA PORTFOLIO	European Community	Pending
Kenexa Corporation	KENEXA PORTRAIT 360	European Community	Pending
Kenexa Corporation	KENEXA PROVEIT!	European Community	Pending
Kenexa Corporation	KENEXA RECRUITER	Australia	871063
Kenexa Corporation	KENEXA RECRUITER	European Community	Pending
Kenexa Corporation	KENEXA SELECTOR	Australia	871061
Kenexa Corporation	KENEXA SELECTOR	European Community	Pending
Kenexa Corporation	Miscellaneous Design	European Community	Pending
Kenexa Corporation	WORLD OF INSURANCE	European Community	Pending

Schedule B
to
Trademark Security Agreement

Dated as of April 30, 2001

Licenses

None