4S FOUR SOFT LIMITED
Internet Solutions for Logistics

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November 16, 2012

The Manager
Listing Department
National Stock Exchange of India Ltd.
Exchange Plaza,
Bandra Kurla Complex, Bandra (E)
Mumbai – 400 051.
Ph: 022 26598100

Kind Attn: Mr. Nithin – Listing Dept.

Dear Sir,

Sub: Four Soft Ranks 18th in the DQ-CMR Best Employer Survey 2012

16th November'12, Hyderabad: **Four Soft®** (4S®) (NSE: "FOURSOFT", BSE: 532521), a global leader offering software solutions for the logistics, transportation and supply-chain industries is pleased to announce that it has been ranked 18th in the *Dataquest-CMR Best Employer Survey 2012* in the IT Sector that was conducted across major cities in India. This is the first time that Four Soft has participated in the survey and was successfully ranked.

In the DQ-CMR Best Employer Survey 2012, the survey questionnaires were sent to around 200 IT Companies and information was sought on various parameters. Four Soft successfully marked its entry in most of the major categories which include *'Preferred Employer', 'Managing Slowdown', 'Company Image', and 'HR Ranking'* for Companies under 2000 employee base.

These results are Four Soft's attributes in strong HR policies, job satisfaction, training & development, and performance management system.

Please find alongside, the complete press release titled **"Four Soft Ranks 18th in the DQ-CMR Best Employer Survey 2012"** in this regard.

We request you to kindly take the same into records.

Thanking You,
Yours truly,
For Four Soft Limited

FOUR SOFT LIMITED ★ HYDERABAD ★

Partha P. Patnaik
AVP-Global HR & Admin

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Biju Nair, COO & CFO, Four Soft Limited, said: "We are pleased to mark a successful debut in the DQ-CMR Best Employer Survey 2012. The results are outcome of our long-term business plans and investments in building *"Employee Driven Technology"* organization and putting in place a strong "employee engagement programs". **He further added,** I am confident that we will continue our investments in building Four Soft an "Employer of Choice" and enabling our associates to fulfill their career aspirations."

Partha P. Patnaik, AVP- Global HR & Admin, Four Soft Limited, said: "This is the first major step that Four Soft has executed in debuting into the Top 20 employer survey rankings. This is an important milestone for us and it validates our continuous efforts in implementing world-class employee focused HR policies and creating an atmosphere of "fun at work". **He further added,** "We will continue to strengthen our policies to enable us to improve our rankings in such industry leading surveys in the years ahead."

About DQ-CMR Best Employers Survey 2012

The DQ-CMR Best Employers Survey 2012 was designed and carried out in 2 phases. In the first phase, HR questionnaires were sent to around 200 IT companies. These spanned systems to software companies, both domestic and exports players. The questionnaire sought information on areas such as employee strength, salary structure, training days, tenure of top management, etc. In order to achieve balance and better coverage, DQ-CMR had then decided to have two top 20 lists - first for companies with employee base of 2000 and above, and the second for employee base less than 2000.

About Four Soft Limited

Four Soft® is a public listed company which provides innovative software solutions, IT consultancy and BPO services exclusively for the logistics and supply-chain management market place. It is the market leader in the transportation and logistics segment with a large international client base including the majority of the top logistics & transportation companies in the world. With regional offices strategically located worldwide, it supports customers including DHL, CEVA, DB Schenker, Panasonic, Flyjac, and Geodis Wilson. Additional information about Four Soft® is available at www.four-soft.com.

Four Soft® offers a full suite of web-native products across the logistics supply chain. This includes 4S eTrans® for freight forwarding and logistics, 4S eLog® for extended warehouse management, 4S VisiLog® & 4S VisiLog plus® for track & trace, visibility and supply-chain management, 4S eCustoms® for customs brokerage, 4S iShipping™ for shipping line execution, 4S eConnect™ for business-to-business connectivity and 4S Infotips™ for informed decision making.

For more information please contact:

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