



February 2, 1999

Secretary of Labor
Top-Hat Plan Exemption
Pension and Welfare Benefits Administration
Room N-5644
U.S. Department of Labor
200 Constitution Avenue, N.W.
Washington, D.C. 20210

151-111-101

2520032904839

Re: Fossil, Inc. and Affiliates Deferred Compensation Plan

Dear Secretary:

Pursuant to Section 2520.104-23 of the Department of Labor's Regulations, this letter will serve as notice that, with respect to the Fossil, Inc. and Affiliates Deferred Compensation Plan (the "Plan"), the undersigned intends to utilize the alternative form of compliance with the reporting and disclosure requirements of Part 1 of Title I of the Employee Retirement Income Security Act of 1974 ("ERISA"), which alternative form of compliance is provided in the aforesaid Regulations Section.

Pursuant to Regulations Section 2520.104-23(b), the following information is provided:

1. Name and Address of Employer: Fossil, Inc. and each of its designated affiliates
2280 N. Greenville Ave.
Richardson, Texas 75082
2. Employer's Identification Number: 75-2018505

The Employer hereby declares that it maintains the Plan primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees and the number of employees in such Plan is as follows:

Fossil, Inc. and Affiliates Deferred Compensation Plan: 29

Pursuant to Regulations Section 2520.104-23(b)(2), the Employer will provided Plan documents, if any, to the Secretary of Labor upon request as required by Section 104(a)(1) of ERISA.

Very Truly Yours,

T.R. Tunnell
Title: Senior Vice President, Development
and Chief Legal Officer

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