

Form **990-PF****Return of Private Foundation**
or Section 4947(a)(1) Trust Treated as Private Foundation

OMB No 1545-0052

2016Department of the Treasury
Internal Revenue Service▶ Do not enter social security numbers on this form as it may be made public.
▶ Information about Form 990-PF and its separate instructions is at www.irs.gov/form990pf.

Open to Public Inspection

For calendar year 2016 or tax year beginning 01/01, 2016, and ending 12/31, 2016

Name of foundation
Fossil Foundation

Number and street (or P O box number if mail is not delivered to street address) Room/suite
901 S Central Expressway

City or town, state or province, country, and ZIP or foreign postal code
Richardson, TX 75080

G Check all that apply. ☐ Initial return ☐ Initial return of a former public charity
☐ Final return ☐ Amended return
☐ Address change ☐ Name change

H Check type of organization. ☒ Section 501(c)(3) exempt private foundation
☐ Section 4947(a)(1) nonexempt charitable trust ☐ Other taxable private foundation

I Fair market value of all assets at end of year (from Part II, col. (c), line 16) ▶ \$ **31,172,745**

J Accounting method: ☐ Cash ☒ Accrual
☐ Other (specify) _____

A Employer identification number
46-1120769

B Telephone number (see instructions)
(469)587-2827

C If exemption application is pending, check here ☐

D 1. Foreign organizations, check here ☐
2. Foreign organizations meeting the 85% test, check here and attach computation ☐

E If private foundation status was terminated under section 507(b)(1)(A), check here ☐

F If the foundation is in a 60-month termination under section 507(b)(1)(B), check here ☐

Part I Analysis of Revenue and Expenses (The total of amounts in columns (b), (c), and (d) may not necessarily equal the amounts in column (a) (see instructions).)

	(a) Revenue and expenses per books	(b) Net investment income	(c) Adjusted net income	(d) Disbursements for charitable purposes (cash basis only)
Revenue				
1 Contributions, gifts, grants, etc., received (attach schedule)				
2 Check <input checked="" type="checkbox"/> if the foundation is not required to attach Sch. B				
3 Interest on savings and temporary cash investments	96,787	96,787		
4 Dividends and interest from securities				
5a Gross rents				
b Net rental income or (loss)				
6a Net gain or (loss) from sale of assets not on line 10				
b Gross sales price for all assets on line 6a				
7 Capital gain net income (from Part IV, line 2)				
8 Net short-term capital gain				
9 Income modifications				
10a Gross sales less returns and allowances				
b Less Cost of goods sold				
c Gross profit or (loss) (attach schedule)				
11 Other income (attach schedule)				
12 Total. Add lines 1 through 11	96,787	96,787		
Operating and Administrative Expenses				
13 Compensation of officers, directors, trustees, etc.				
14 Other employee salaries and wages				
15 Pension plans, employee benefits				
16a Legal fees (attach schedule)				
b Accounting fees (attach schedule)				
c Other professional fees (attach schedule)	229			229
17 Interest				
18 Taxes (attach schedule) (see instructions)	1,590			1,590
19 Depreciation (attach schedule) and depletion				
20 Occupancy				
21 Travel, conferences, and meetings				
22 Printing and publications				
23 Other expenses (attach schedule)				
24 Total operating and administrative expenses. Add lines 13 through 23	1,819			1,819
25 Contributions, gifts, grants paid	3,974,307			6,158,072
26 Total expenses and disbursements. Add lines 24 and 25	3,976,126			6,159,891
27 Subtract line 26 from line 12:				
a Excess of revenue over expenses and disbursements	-3,879,339			
b Net investment income (if negative, enter -0-)		96,787		
c Adjusted net income (if negative, enter -0-)				

For Paperwork Reduction Act Notice, see instructions.

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Part II Balance Sheets		Attached schedules and amounts in the description column should be for end-of-year amounts only (See instructions)		
		Beginning of year	End of year	
		(a) Book Value	(b) Book Value	(c) Fair Market Value
Assets	1 Cash—non-interest-bearing	2,081,480	821,589	821,589
	2 Savings and temporary cash investments	15,388,958	10,585,745	10,585,745
	3 Accounts receivable ▶			
	Less: allowance for doubtful accounts ▶			
	4 Pledges receivable ▶			
	Less: allowance for doubtful accounts ▶ 19,765,411	19,765,411	19,765,411	19,765,411
	5 Grants receivable			
	6 Receivables due from officers, directors, trustees, and other disqualified persons (attach schedule) (see instructions)			
	7 Other notes and loans receivable (attach schedule) ▶			
	Less: allowance for doubtful accounts ▶			
	8 Inventories for sale or use			
	9 Prepaid expenses and deferred charges			
	10a Investments—U.S. and state government obligations (attach schedule)			
	b Investments—corporate stock (attach schedule)			
	c Investments—corporate bonds (attach schedule)			
	11 Investments—land, buildings, and equipment, basis ▶			
	Less: accumulated depreciation (attach schedule) ▶			
Liabilities	12 Investments—mortgage loans			
	13 Investments—other (attach schedule)			
	14 Land, buildings, and equipment, basis ▶			
	Less: accumulated depreciation (attach schedule) ▶			
	15 Other assets (describe ▶)			
	16 Total assets (to be completed by all filers—see the instructions. Also, see page 1, item I)	37,235,849	31,172,745	31,172,745
Net Assets or Fund Balances	17 Accounts payable and accrued expenses			
	18 Grants payable	3,258,765	1,075,000	
	19 Deferred revenue			
	20 Loans from officers, directors, trustees, and other disqualified persons			
	21 Mortgages and other notes payable (attach schedule)			
	22 Other liabilities (describe ▶)			
	23 Total liabilities (add lines 17 through 22)	3,258,765	1,075,000	
Net Assets or Fund Balances	Foundations that follow SFAS 117, check here <input checked="" type="checkbox"/>			
	and complete lines 24 through 26 and lines 30 and 31.			
	24 Unrestricted	14,211,673	10,332,333	
	25 Temporarily restricted	19,765,411	19,765,411	
	26 Permanently restricted			
	Foundations that do not follow SFAS 117, check here ▶ <input type="checkbox"/>			
	and complete lines 27 through 31.			
	27 Capital stock, trust principal, or current funds			
	28 Paid-in or capital surplus, or land, bldg, and equipment fund			
	29 Retained earnings, accumulated income, endowment, or other funds			
	30 Total net assets or fund balances (see instructions)	33,977,084	30,097,745	
	31 Total liabilities and net assets/fund balances (see instructions)	37,235,849	31,172,745	

Part III Analysis of Changes in Net Assets or Fund Balances

1 Total net assets or fund balances at beginning of year—Part II, column (a), line 30 (must agree with end-of-year figure reported on prior year's return)	1	33,977,084
2 Enter amount from Part I, line 27a	2	-3,879,339
3 Other increases not included in line 2 (itemize) ▶	3	
4 Add lines 1, 2, and 3	4	30,097,745
5 Decreases not included in line 2 (itemize) ▶	5	
6 Total net assets or fund balances at end of year (line 4 minus line 5)—Part II, column (b), line 30	6	30,097,745

Part IV Capital Gains and Losses for Tax on Investment Income

(a) List and describe the kind(s) of property sold (e.g., real estate, 2-story brick warehouse, or common stock, 200 shs MLC Co.)		(b) How acquired P—Purchase D—Donation	(c) Date acquired (mo., day, yr.)	(d) Date sold (mo., day, yr.)
1a				
b				
c				
d				
e				
(e) Gross sales price	(f) Depreciation allowed (or allowable)	(g) Cost or other basis plus expense of sale	(h) Gain or (loss) (e) plus (f) minus (g)	
a				
b				
c				
d				
e				
Complete only for assets showing gain in column (h) and owned by the foundation on 12/31/69				
(i) FMV as of 12/31/69	(j) Adjusted basis as of 12/31/69	(k) Excess of col. (i) over col. (j), if any	(l) Gains (Col. (h) gain minus col. (k), but not less than -0-) or Losses (from col. (h))	
a				
b				
c				
d				
e				
2 Capital gain net income or (net capital loss)	If gain, also enter in Part I, line 7 If (loss), enter -0- in Part I, line 7		2	
3 Net short-term capital gain or (loss) as defined in sections 1222(5) and (6): If gain, also enter in Part I, line 8, column (c) (see instructions). If (loss), enter -0- in Part I, line 8			3	

Part V Qualification Under Section 4940(e) for Reduced Tax on Net Investment Income

(For optional use by domestic private foundations subject to the section 4940(a) tax on net investment income.)

If section 4940(d)(2) applies, leave this part blank.

Was the foundation liable for the section 4942 tax on the distributable amount of any year in the base period? ☐ Yes ☒ No
 If "Yes," the foundation does not qualify under section 4940(e). Do not complete this part.

1 Enter the appropriate amount in each column for each year; see the instructions before making any entries			
(a) Base period years Calendar year (or tax year beginning in)	(b) Adjusted qualifying distributions	(c) Net value of noncharitable-use assets	(d) Distribution ratio (col. (b) divided by col. (c))
2015	4,633,256	16,625,305	0.278687
2014	5,463,380	10,655,892	0.512710
2013	4,230,965	4,195,066	1.008557
2012			
2011			
2 Total of line 1, column (d)			2 1.799954
3 Average distribution ratio for the 5-year base period—divide the total on line 2 by 5, or by the number of years the foundation has been in existence if less than 5 years			3 0.599985
4 Enter the net value of noncharitable-use assets for 2016 from Part X, line 5			4 13,891,964
5 Multiply line 4 by line 3			5 8,334,970
6 Enter 1% of net investment income (1% of Part I, line 27b)			6 968
7 Add lines 5 and 6			7 8,335,938
8 Enter qualifying distributions from Part XII, line 4 If line 8 is equal to or greater than line 7, check the box in Part VI, line 1b, and complete that part using a 1% tax rate. See the Part VI instructions.			8 6,159,891

Part VI Excise Tax Based on Investment Income (Section 4940(a), 4940(b), 4940(e), or 4948—see instructions)

1a	Exempt operating foundations described in section 4940(d)(2), check here <input type="checkbox"/> and enter "N/A" on line 1 Date of ruling or determination letter _____ (attach copy of letter if necessary—see instructions)			
b	Domestic foundations that meet the section 4940(e) requirements in Part V, check here <input type="checkbox"/> and enter 1% of Part I, line 27b	1		1,936
c	All other domestic foundations enter 2% of line 27b. Exempt foreign organizations enter 4% of Part I, line 12, col. (b).			
2	Tax under section 511 (domestic section 4947(a)(1) trusts and taxable foundations only. Others enter -0-)	2		
3	Add lines 1 and 2	3		1,936
4	Subtitle A (income) tax (domestic section 4947(a)(1) trusts and taxable foundations only. Others enter -0-)	4		
5	Tax based on investment income. Subtract line 4 from line 3. If zero or less, enter -0-	5		1,936
6	Credits/Payments:			
a	2016 estimated tax payments and 2015 overpayment credited to 2016	6a		1,500
b	Exempt foreign organizations—tax withheld at source	6b		
c	Tax paid with application for extension of time to file (Form 8868)	6c		
d	Backup withholding erroneously withheld	6d		
7	Total credits and payments. Add lines 6a through 6d	7		1,500
8	Enter any penalty for underpayment of estimated tax. Check here <input type="checkbox"/> if Form 2220 is attached	8		
9	Tax due. If the total of lines 5 and 8 is more than line 7, enter amount owed	9		436
10	Overpayment. If line 7 is more than the total of lines 5 and 8, enter the amount overpaid	10		0
11	Enter the amount of line 10 to be: Credited to 2017 estimated tax <input type="checkbox"/> Refunded <input type="checkbox"/>	11		0

Part VII-A Statements Regarding Activities

	Yes	No
1a During the tax year, did the foundation attempt to influence any national, state, or local legislation or did it participate or intervene in any political campaign?		✓
b Did it spend more than \$100 during the year (either directly or indirectly) for political purposes (see Instructions for the definition)? <i>If the answer is "Yes" to 1a or 1b, attach a detailed description of the activities and copies of any materials published or distributed by the foundation in connection with the activities.</i>		✓
c Did the foundation file Form 1120-POL for this year?		✓
d Enter the amount (if any) of tax on political expenditures (section 4955) imposed during the year: (1) On the foundation. ▶ \$ _____ (2) On foundation managers. ▶ \$ _____		
e Enter the reimbursement (if any) paid by the foundation during the year for political expenditure tax imposed on foundation managers. ▶ \$ _____		
2 Has the foundation engaged in any activities that have not previously been reported to the IRS? <i>If "Yes," attach a detailed description of the activities.</i>		✓
3 Has the foundation made any changes, not previously reported to the IRS, in its governing instrument, articles of incorporation, or bylaws, or other similar instruments? <i>If "Yes," attach a conformed copy of the changes.</i>		✓
4a Did the foundation have unrelated business gross income of \$1,000 or more during the year?		✓
b If "Yes," has it filed a tax return on Form 990-T for this year?		✓
5 Was there a liquidation, termination, dissolution, or substantial contraction during the year? <i>If "Yes," attach the statement required by General Instruction T.</i>		✓
6 Are the requirements of section 508(e) (relating to sections 4941 through 4945) satisfied either: • By language in the governing instrument, or • By state legislation that effectively amends the governing instrument so that no mandatory directions that conflict with the state law remain in the governing instrument?	✓	
7 Did the foundation have at least \$5,000 in assets at any time during the year? <i>If "Yes," complete Part II, col. (c), and Part XV</i>	✓	
8a Enter the states to which the foundation reports or with which it is registered (see instructions) ▶ TX		
b If the answer is "Yes" to line 7, has the foundation furnished a copy of Form 990-PF to the Attorney General (or designate) of each state as required by <i>General Instruction G</i> ? <i>If "No," attach explanation</i>	✓	
9 Is the foundation claiming status as a private operating foundation within the meaning of section 4942(j)(3) or 4942(j)(5) for calendar year 2016 or the taxable year beginning in 2016 (see instructions for Part XIV)? <i>If "Yes," complete Part XIV</i>		✓
10 Did any persons become substantial contributors during the tax year? <i>If "Yes," attach a schedule listing their names and addresses</i>		✓

Part VII-A Statements Regarding Activities (continued)

	Yes	No
11 At any time during the year, did the foundation, directly or indirectly, own a controlled entity within the meaning of section 512(b)(13)? If "Yes," attach schedule (see instructions)	11	✓
12 Did the foundation make a distribution to a donor advised fund over which the foundation or a disqualified person had advisory privileges? If "Yes," attach statement (see instructions)	12	✓
13 Did the foundation comply with the public inspection requirements for its annual returns and exemption application?	13	✓
Website address ► By Office Visitation or Form Request		
14 The books are in care of ► Randy Hyne Telephone no. ► (972) 699-2115		
Located at ► 901 S. Central Expressway, Richardson, TX ZIP+4 ► 75080		
15 Section 4947(a)(1) nonexempt charitable trusts filing Form 990-PF in lieu of Form 1041—Check here.	15	✓
and enter the amount of tax-exempt interest received or accrued during the year		
16 At any time during calendar year 2016, did the foundation have an interest in or a signature or other authority over a bank, securities, or other financial account in a foreign country?	16	✓
See the instructions for exceptions and filing requirements for FinCEN Form 114. If "Yes," enter the name of the foreign country ►		

Part VII-B Statements Regarding Activities for Which Form 4720 May Be Required**File Form 4720 if any item is checked in the "Yes" column, unless an exception applies.**

	Yes	No
1a During the year did the foundation (either directly or indirectly):		
(1) Engage in the sale or exchange, or leasing of property with a disqualified person? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
(2) Borrow money from, lend money to, or otherwise extend credit to (or accept it from) a disqualified person? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
(3) Furnish goods, services, or facilities to (or accept them from) a disqualified person? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No		
(4) Pay compensation to, or pay or reimburse the expenses of, a disqualified person? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
(5) Transfer any income or assets to a disqualified person (or make any of either available for the benefit or use of a disqualified person)? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
(6) Agree to pay money or property to a government official? (Exception. Check "No" if the foundation agreed to make a grant to or to employ the official for a period after termination of government service, if terminating within 90 days.) <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
b If any answer is "Yes" to 1a(1)–(6), did any of the acts fail to qualify under the exceptions described in Regulations section 53.4941(d)-3 or in a current notice regarding disaster assistance (see instructions)?	1b	✓
Organizations relying on a current notice regarding disaster assistance check here ► <input type="checkbox"/>		
c Did the foundation engage in a prior year in any of the acts described in 1a, other than excepted acts, that were not corrected before the first day of the tax year beginning in 2016?	1c	✓
2 Taxes on failure to distribute income (section 4942) (does not apply for years the foundation was a private operating foundation defined in section 4942(j)(3) or 4942(j)(5)).		
a At the end of tax year 2016, did the foundation have any undistributed income (lines 6d and 6e, Part XIII) for tax year(s) beginning before 2016? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
If "Yes," list the years ► 20____, 20____, 20____, 20____		
b Are there any years listed in 2a for which the foundation is not applying the provisions of section 4942(a)(2) (relating to incorrect valuation of assets) to the year's undistributed income? (If applying section 4942(a)(2) to all years listed, answer "No" and attach statement—see instructions.)	2b	
c If the provisions of section 4942(a)(2) are being applied to any of the years listed in 2a, list the years here. ► 20____, 20____, 20____, 20____		
3a Did the foundation hold more than a 2% direct or indirect interest in any business enterprise at any time during the year? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
b If "Yes," did it have excess business holdings in 2016 as a result of (1) any purchase by the foundation or disqualified persons after May 26, 1969; (2) the lapse of the 5-year period (or longer period approved by the Commissioner under section 4943(c)(7)) to dispose of holdings acquired by gift or bequest; or (3) the lapse of the 10-, 15-, or 20-year first phase holding period? (Use Schedule C, Form 4720, to determine if the foundation had excess business holdings in 2016.)	3b	
4a Did the foundation invest during the year any amount in a manner that would jeopardize its charitable purposes?	4a	✓
b Did the foundation make any investment in a prior year (but after December 31, 1969) that could jeopardize its charitable purpose that had not been removed from jeopardy before the first day of the tax year beginning in 2016?	4b	✓

Part VII-B Statements Regarding Activities for Which Form 4720 May Be Required (continued)**5a** During the year did the foundation pay or incur any amount to:(1) Carry on propaganda, or otherwise attempt to influence legislation (section 4945(e))? ☐ Yes ☒ No(2) Influence the outcome of any specific public election (see section 4955); or to carry on, directly or indirectly, any voter registration drive? ☐ Yes ☒ No(3) Provide a grant to an individual for travel, study, or other similar purposes? ☐ Yes ☒ No(4) Provide a grant to an organization other than a charitable, etc., organization described in section 4945(d)(4)(A)? (see instructions) ☐ Yes ☒ No(5) Provide for any purpose other than religious, charitable, scientific, literary, or educational purposes, or for the prevention of cruelty to children or animals? ☐ Yes ☒ No**b** If any answer is "Yes" to 5a(1)–(5), did **any** of the transactions fail to qualify under the exceptions described in Regulations section 53.4945 or in a current notice regarding disaster assistance (see instructions)? ☐ Yes ☒ NoOrganizations relying on a current notice regarding disaster assistance check here ☐**c** If the answer is "Yes" to question 5a(4), does the foundation claim exemption from the tax because it maintained expenditure responsibility for the grant? ☐ Yes ☒ No

If "Yes," attach the statement required by Regulations section 53.4945–5(d).

6a Did the foundation, during the year, receive any funds, directly or indirectly, to pay premiums on a personal benefit contract? ☐ Yes ☒ No**b** Did the foundation, during the year, pay premiums, directly or indirectly, on a personal benefit contract? ☐ Yes ☒ No

If "Yes" to 6b, file Form 8870.

7a At any time during the tax year, was the foundation a party to a prohibited tax shelter transaction? ☐ Yes ☒ No**b** If "Yes," did the foundation receive any proceeds or have any net income attributable to the transaction? ☐ Yes ☒ No**Part VIII Information About Officers, Directors, Trustees, Foundation Managers, Highly Paid Employees, and Contractors****1** List all officers, directors, trustees, foundation managers and their compensation (see instructions).

(a) Name and address	(b) Title, and average hours per week devoted to position	(c) Compensation (If not paid, enter -0-)	(d) Contributions to employee benefit plans and deferred compensation	(e) Expense account, other allowances
See Attached Statement				

2 Compensation of five highest-paid employees (other than those included on line 1—see instructions). If none, enter "NONE."

(a) Name and address of each employee paid more than \$50,000	(b) Title, and average hours per week devoted to position	(c) Compensation	(d) Contributions to employee benefit plans and deferred compensation	(e) Expense account, other allowances
NONE				

Total number of other employees paid over \$50,000 ☐

Part VIII Information About Officers, Directors, Trustees, Foundation Managers, Highly Paid Employees, and Contractors *(continued)*

3 Five highest-paid independent contractors for professional services (see instructions). If none, enter "NONE."

[illegible]

Total number of others receiving over \$50,000 for professional services

Part IX-A Summary of Direct Charitable Activities

List the foundation's four largest direct charitable activities during the tax year. Include relevant statistical information such as the number of organizations and other beneficiaries served, conferences convened, research papers produced, etc.

List the foundation's four largest direct charitable activities during the tax year. Include relevant statistical information such as the number of organizations and other beneficiaries served, conferences convened, research papers produced, etc.		Expenses
1	NONE	
2		
3		
4		

Part IX-B Summary of Program-Related Investments (see instructions)

Describe the two largest program-related investments made by the foundation during the tax year on lines 1 and 2

Describe the two largest program-related investments made by the foundation during the tax year on lines 1 and 2		Amount
1	NONE	
2		
All other program-related investments See instructions		
3		

Total. Add lines 1 through 3

Part X Minimum Investment Return (All domestic foundations must complete this part. Foreign foundations, see instructions.)

1	Fair market value of assets not used (or held for use) directly in carrying out charitable, etc., purposes:		
a	Average monthly fair market value of securities	1a	13,189,854
b	Average of monthly cash balances	1b	913,663
c	Fair market value of all other assets (see instructions)	1c	
d	Total (add lines 1a, b, and c)	1d	14,103,517
e	Reduction claimed for blockage or other factors reported on lines 1a and 1c (attach detailed explanation)	1e	
2	Acquisition indebtedness applicable to line 1 assets	2	
3	Subtract line 2 from line 1d	3	14,103,517
4	Cash deemed held for charitable activities. Enter 1½% of line 3 (for greater amount, see instructions)	4	211,553
5	Net value of noncharitable-use assets. Subtract line 4 from line 3. Enter here and on Part V, line 4	5	13,891,964
6	Minimum investment return. Enter 5% of line 5	6	694,598

Part XI Distributable Amount (see instructions) (Section 4942(j)(3) and (j)(5) private operating foundations and certain foreign organizations check here ☐ and do not complete this part.)

1	Minimum investment return from Part X, line 6	1	694,598
2a	Tax on investment income for 2016 from Part VI, line 5	2a	1,936
b	Income tax for 2016. (This does not include the tax from Part VI)	2b	
c	Add lines 2a and 2b	2c	1,936
3	Distributable amount before adjustments. Subtract line 2c from line 1	3	692,662
4	Recoveries of amounts treated as qualifying distributions	4	
5	Add lines 3 and 4	5	692,662
6	Deduction from distributable amount (see instructions)	6	
7	Distributable amount as adjusted. Subtract line 6 from line 5. Enter here and on Part XIII, line 1	7	692,662

Part XII Qualifying Distributions (see instructions)

1	Amounts paid (including administrative expenses) to accomplish charitable, etc., purposes:		
a	Expenses, contributions, gifts, etc.—total from Part I, column (d), line 26	1a	6,159,891
b	Program-related investments—total from Part IX-B	1b	
2	Amounts paid to acquire assets used (or held for use) directly in carrying out charitable, etc., purposes	2	
3	Amounts set aside for specific charitable projects that satisfy the:		
a	Suitability test (prior IRS approval required)	3a	
b	Cash distribution test (attach the required schedule)	3b	
4	Qualifying distributions. Add lines 1a through 3b. Enter here and on Part V, line 8, and Part XIII, line 4	4	6,159,891
5	Foundations that qualify under section 4940(e) for the reduced rate of tax on net investment income. Enter 1% of Part I, line 27b (see instructions)	5	
6	Adjusted qualifying distributions. Subtract line 5 from line 4	6	6,159,891

Note: The amount on line 6 will be used in Part V, column (b), in subsequent years when calculating whether the foundation qualifies for the section 4940(e) reduction of tax in those years.

Part XIII Undistributed Income (see instructions)

	(a) Corpus	(b) Years prior to 2015	(c) 2015	(d) 2016
1 Distributable amount for 2016 from Part XI, line 7				692,662
2 Undistributed income, if any, as of the end of 2016:				
a Enter amount for 2015 only				
b Total for prior years: 20____, 20____, 20____				
3 Excess distributions carryover, if any, to 2016:				
a From 2011				
b From 2012				
c From 2013			4,022,490	
d From 2014			4,931,094	
e From 2015			3,802,801	
f Total of lines 3a through e	12,756,385			
4 Qualifying distributions for 2016 from Part XII, line 4. ► \$ 6,159,891				
a Applied to 2015, but not more than line 2a				
b Applied to undistributed income of prior years (Election required—see instructions)				
c Treated as distributions out of corpus (Election required—see instructions)				
d Applied to 2016 distributable amount				692,662
e Remaining amount distributed out of corpus	5,467,228			
5 Excess distributions carryover applied to 2016 (If an amount appears in column (d), the same amount must be shown in column (a).)				
6 Enter the net total of each column as indicated below:				
a Corpus. Add lines 3f, 4c, and 4e. Subtract line 5	18,223,613			
b Prior years' undistributed income. Subtract line 4b from line 2b				
c Enter the amount of prior years' undistributed income for which a notice of deficiency has been issued, or on which the section 4942(a) tax has been previously assessed				
d Subtract line 6c from line 6b. Taxable amount—see instructions				
e Undistributed income for 2015. Subtract line 4a from line 2a. Taxable amount—see instructions				
f Undistributed income for 2016. Subtract lines 4d and 5 from line 1. This amount must be distributed in 2017				
7 Amounts treated as distributions out of corpus to satisfy requirements imposed by section 170(b)(1)(F) or 4942(g)(3) (Election may be required—see instructions)				
8 Excess distributions carryover from 2011 not applied on line 5 or line 7 (see instructions)				
9 Excess distributions carryover to 2017. Subtract lines 7 and 8 from line 6a	18,223,613			
10 Analysis of line 9:				
a Excess from 2012				
b Excess from 2013			4,022,490	
c Excess from 2014			4,931,094	
d Excess from 2015			3,802,801	
e Excess from 2016			5,467,228	

Part XIV Private Operating Foundations (see instructions and Part VII-A, question 9)

1a If the foundation has received a ruling or determination letter that it is a private operating foundation, and the ruling is effective for 2016, enter the date of the ruling **N/A**

b Check box to indicate whether the foundation is a private operating foundation described in section ☐ 4942(j)(3) or ☒ 4942(j)(5)

	Tax year	Prior 3 years			(e) Total
	(a) 2016	(b) 2015	(c) 2014	(d) 2013	
2a Enter the lesser of the adjusted net income from Part I or the minimum investment return from Part X for each year listed					
b 85% of line 2a					
c Qualifying distributions from Part XII, line 4 for each year listed					
d Amounts included in line 2c not used directly for active conduct of exempt activities					
e Qualifying distributions made directly for active conduct of exempt activities. Subtract line 2d from line 2c					
3 Complete 3a, b, or c for the alternative test relied upon:					
a "Assets" alternative test—enter:					
(1) Value of all assets					
(2) Value of assets qualifying under section 4942(j)(3)(B)(i)					
b "Endowment" alternative test—enter 2/3 of minimum investment return shown in Part X, line 6 for each year listed					
c "Support" alternative test—enter:					
(1) Total support other than gross investment income (interest, dividends, rents, payments on securities loans (section 512(a)(5)), or royalties)					
(2) Support from general public and 5 or more exempt organizations as provided in section 4942(j)(3)(B)(iii)					
(3) Largest amount of support from an exempt organization					
(4) Gross investment income					

Part XV Supplementary Information (Complete this part only if the foundation had \$5,000 or more in assets at any time during the year—see instructions.)**1 Information Regarding Foundation Managers:**

- a** List any managers of the foundation who have contributed more than 2% of the total contributions received by the foundation before the close of any tax year (but only if they have contributed more than \$5,000). (See section 507(d)(2).)

NONE

- b** List any managers of the foundation who own 10% or more of the stock of a corporation (or an equally large portion of the ownership of a partnership or other entity) of which the foundation has a 10% or greater interest.

NONE

2 Information Regarding Contribution, Grant, Gift, Loan, Scholarship, etc., Programs:

Check here ☐ if the foundation only makes contributions to preselected charitable organizations and does not accept unsolicited requests for funds. If the foundation makes gifts, grants, etc. (see instructions) to individuals or organizations under other conditions, complete items 2a, b, c, and d.

- a** The name, address, and telephone number or e-mail address of the person to whom applications should be addressed:

See Attached Application Form

- b** The form in which applications should be submitted and information and materials they should include:

See Attached Application Form

- c** Any submission deadlines.

N/A

- d** Any restrictions or limitations on awards, such as by geographical areas, charitable fields, kinds of institutions, or other factors:

See Attached Application Form

Part XV Supplementary Information *(continued)***3 Grants and Contributions Paid During the Year or Approved for Future Payment**

Recipient Name and address (home or business)	If recipient is an individual, show any relationship to any foundation manager or substantial contributor	Foundation status of recipient	Purpose of grant or contribution	Amount
a <i>Paid during the year</i> See Attached				
Total			▶ 3a	3,599,307
b <i>Approved for future payment</i> See Attached				
Total			▶ 3b	375,000

Part XVI-A Analysis of Income-Producing Activities

Enter gross amounts unless otherwise indicated.

Enter gross amounts unless otherwise indicated.		Unrelated business income		Excluded by section 512, 513, or 514		(e) Related or exempt function income (See instructions)
		(a) Business code	(b) Amount	(c) Exclusion code	(d) Amount	
1	Program service revenue.					
a						
b						
c						
d						
e						
f						
g	Fees and contracts from government agencies					
2	Membership dues and assessments					
3	Interest on savings and temporary cash investments			14	96,787	
4	Dividends and interest from securities					
5	Net rental income or (loss) from real estate					
a	Debt-financed property					
b	Not debt-financed property					
6	Net rental income or (loss) from personal property					
7	Other investment income					
8	Gain or (loss) from sales of assets other than inventory					
9	Net income or (loss) from special events					
10	Gross profit or (loss) from sales of inventory					
11	Other revenue: a					
b						
c						
d						
e						
12	Subtotal. Add columns (b), (d), and (e)				96,787	
13	Total. Add line 12, columns (b), (d), and (e)				96,787	96,787

(See worksheet in line 13 instructions to verify calculations)

Part XVI-B Relationship of Activities to the Accomplishment of Exempt Purposes

[illegible]

Part XVII Information Regarding Transfers To and Transactions and Relationships With Noncharitable Exempt Organizations

1	Did the organization directly or indirectly engage in any of the following with any other organization described in section 501(c) of the Code (other than section 501(c)(3) organizations) or in section 527, relating to political organizations?		Yes	No
a	Transfers from the reporting foundation to a noncharitable exempt organization of:			
(1)	Cash	1a(1)		✓
(2)	Other assets	1a(2)		✓
b	Other transactions:			
(1)	Sales of assets to a noncharitable exempt organization	1b(1)		✓
(2)	Purchases of assets from a noncharitable exempt organization	1b(2)		✓
(3)	Rental of facilities, equipment, or other assets	1b(3)		✓
(4)	Reimbursement arrangements	1b(4)		✓
(5)	Loans or loan guarantees	1b(5)		✓
(6)	Performance of services or membership or fundraising solicitations	1b(6)		✓
c	Sharing of facilities, equipment, mailing lists, other assets, or paid employees	1c		✓
d	If the answer to any of the above is "Yes," complete the following schedule. Column (b) should always show the fair market value of the goods, other assets, or services given by the reporting foundation. If the foundation received less than fair market value in any transaction or sharing arrangement, show in column (d) the value of the goods, other assets, or services received.			

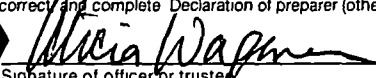
(a) Line no	(b) Amount involved	(c) Name of noncharitable exempt organization	(d) Description of transfers, transactions, and sharing arrangements

2a Is the foundation directly or indirectly affiliated with, or related to, one or more tax-exempt organizations described in section 501(c) of the Code (other than section 501(c)(3)) or in section 527? ☐ Yes ☒ No

b If "Yes," complete the following schedule.

(a) Name of organization	(b) Type of organization	(c) Description of relationship

Sign Here



Signature of officer or trustee

Under penalties of perjury, I declare that I have examined this return, including accompanying schedules and statements, and to the best of my knowledge and belief, it is true, correct, and complete. Declaration of preparer (other than taxpayer) is based on all information of which preparer has any knowledge.

Date 11/10/2017

Title TREASURER

May the IRS discuss this return with the preparer shown below (see instructions)? ☐ Yes ☒ No

Paid Preparer Use Only	Print/Type preparer's name	Preparer's signature	Date	Check <input type="checkbox"/> if self-employed	PTIN
	Firm's name ▶	Firm's EIN ▶			
	Firm's address ▶	Phone no			

Part I, Line 16c - Other Professional Fees

Description		Revenue and Expenses per Books	Net investment Income	Adjusted Net Income	Disbursements for Charitable Purposes
1	Advisor Fees	229			229

Part VIII, Line 1
Compensation of Officers, Directors, Trustees and Foundation Managers

Name	Check "X" if Business	Street	City	State	Zip Code	Foreign Country	Title	Avg Hrs Per Week	Compensation	Benefits	Expense Account
Evans-Page, Janiece	X	901 S Central Expressway	Richardson	TX	75080		Director	30	0	0	0
Frey, Martin	X	901 S Central Expressway	Richardson	TX	75080		Director	1	0	0	0
Hynes, Randy S	X	901 S Central Expressway	Richardson	TX	75080		Director	1	0	0	0
Lapiska, Lisa	X	901 S Central Expressway	Richardson	TX	75080		Director	1	0	0	0
Street, Steve	X	901 S Central Expressway	Richardson	TX	75080		Director	1	0	0	0
Von Ahnen, Mary	X	901 S Central Expressway	Richardson	TX	75080		Director	1	0	0	0
Belcher, Randy Charles	X	901 S Central Expressway	Richardson	TX	75080		Director and President	8	0	0	0
Foster, Heather	X	901 S Central Expressway	Richardson	TX	75080		Assistant Secretary	1	0	0	0
Hynes, Randy S	X	901 S Central Expressway	Richardson	TX	75080		Secretary	1	0	0	0
Wagoner, Alicia	X	901 S Central Expressway	Richardson	TX	75080		Director and Treasurer	1	0	0	0

Part XV

3. Grants and Contributions Paid During the Year or Approved for Future Payment
a. Paid during the year

Recipient - Name and address	Relationship to any foundation manager	Foundation status of recipient	Purpose of grant or contribution	Amount
All Stars Project, Inc 543 West 42nd Street, New York, NY 10036	Unrelated	PC	Launch and expansion of the DSY leadership training program in NY & Dallas for underserved youth.	50,000
Alley's House 4113 Junius, Dallas, TX 75246	Unrelated	PC	Pathway to Independence program and community outreach efforts for teenage mothers	15,000
Assist The Officer Foundation 1412 Griffin Street East, Dallas, TX 75215	Unrelated	PC	To provide financial assistance to Dallas officers (and their families) who are facing the loss of income due to a serious injury, life-threatening illness or other catastrophic event	20,000
Bill Crews Foundation LTD 1 Matheson St , Causeway Bay, Hong Kong	Unrelated	PC	To develop a music learning program and other interest classes for underprivileged children in Hong Kong	36,827
Breakthrough Miami 3250 SW 3rd Avenue, 6th Floor, Miami FL 33129	Unrelated	PC	Provides an academic enrichment program that uses a student-teaching-students model to ensure that motivated, under resourced middle-school students have access to excellent high-school opportunities, graduate from high school on time and attend college	35,000
Canadian Red Cross 170 Metcalfe Street, Ottawa, ON K2P 2P2	Unrelated	PC	To support disaster relief efforts during Canadian wildfires.	15,000
Children Are Us Social Welfare Foundation 11F-2, No 306, Zhongzheng 1st Rd , Koahsiung City 802, 886 Taiwan	Unrelated	PC	To support job training for youth with disabilities	40,000
College Summit, Inc 1763 Columbia Rd NW, Washington, DC 20009	Unrelated	PC	FutureCorps and Peer Leadership programs for underserved youth	400,000
Dallas Arboretum & Botanical Society 8525 Garland Road, Dallas, TX 75218	Unrelated	PC	Children's Adventure Garden educational programming.	10,000
Dallas Symphony Association 2301 Flora St , Dallas, TX 75201	Unrelated	PC	To support the Young Strings program	25,000
Dallas Urban Debate Alliance, PO Box 670564 Dallas, TX 75367	Unrelated	PC	Rigorous academic policy debate program for Dallas ISD students	20,000

Digital Divide Data 115 W 30th Street, Suite 400 New York, NY 10001	Unrelated	PC	Innovative work/study program for disadvantaged youth in Southeast Asia and East Africa	250,000
Equal Opportunity Schools 130 Nickerson St Suite 200, Seattle, WA 98109	Unrelated	PC	Accelerating achievement of underserved high school students in advanced placement courses	350,000
Eva's Initiatives For Homeless Youth 425 Adelaide St W, Suite 402, Toronto ON MSV 3C1	Unrelated	PC	To provide shelter, transitional housing, and programming to help homeless and at-risk youth reach their potential to lead productive, self-sufficient, and healthy lives	20,000
Family Links 401 N Highland Ave , Pittsburgh, PA 15206	Unrelated	PC	To support the Nurturing Programme and the launch of the Nurturing Schools Network	30,000
Gift Foundation LTD Suite 1111, 11/F Cityplaza One, 1111 King's Road, Taikoo Shing Hong Kong	Unrelated	PC	To support The Other Hundred Educators photo book project and the Hong Kong Young Leaders Program (YLP)	20,000
Fine Arts Chamber Players 3630 Harry Hines Blvd , Ste 302, Dallas, TX 75219	Unrelated	PC	To support four teaching artists (and aspiring student vocalists) at Carter High School	15,000
Foundation to Educate Girls Reliable Bus Centre, New Link Road, Mumbai 400053 India	Unrelated	PC	Improvement of the quality of girls' education and infrastructure in government schools in India	300,000
Friends International Inc 29 Rue Vaneau 75007 Paris, France	Unrelated	PC	To support vocational training programs and the Futures Employment Centers in Phnom Penh and Siem Reap, Cambodia	400,000
Girls in the Game 1401 S Sacramento Dr , Chicago, IL 60623	Unrelated	PC	Athletic opportunities, health education, and leadership development for young girls	60,000
Giving Hand LTD (Teach for Hong Kong) 5 Wai Chi Street Shek kip Mei Hong Kong	Unrelated	PC	To support the Extra-Curricular Learning projects and Life and Career Education projects	9,270
Helen Keller International 352 Park Avenue South, 12th Floor New York, NY 10010	Unrelated	PC	To support a pilot program for inclusive vocational education targeting children with disabilities (ages 12-18) in Indonesia	49,447
Hetrick-Martin Institute Inc 2 Astor Place, New York, NY 10003	Unrelated	PC	To support the Job Readiness/Training and Arts & Culture for underserved and at-risk youth	50,000
JA Worldwide Inc 745 Atlantic Avenue Boston, MA 02111	Unrelated	PC	To inspire and prepare young people to succeed in a global economy	35,039

Juma Ventures 131 Steuart Street, Suite 201 San Francisco, CA 94105	Unrelated	PC	To break the cycle of poverty by paving the way to work, education, and financial capability for youth across America	40,000
Magic Bus USA 2200 Geng Road Suite 100, Palo Alto, CA 94303	Unrelated	PC	To lift communities in India out of poverty by creating youth leaders while utilizing the power of play	26,000
Mi Escuelita Preschool 4031 W Clarendon Dr , Dallas, TX 75211	Unrelated	PC	Early childhood education for low income at-risk children in the Dallas area	15,000
Mooreland Community Services 250 Merton St , Suite 501 Toronto, ON M4S 1B1, Canada	Unrelated	PC	To teach kids from low-income, Toronto neighbourhoods the 21st Century skills they need to be outstanding leaders and engaged citizens	20,000
New Story Inc 870 Market St Suite 1246 San Francisco CA 94102	Unrelated	PC	Hurricane Matthew Disaster Relief	15,000
One Acre Fund 1742 Tatum St , Falcon Heights, MN 55113	Unrelated	PC	Resources for young farmers under 25 years old to run their farms like profit-generating enterprises	200,000
Pravah C-24 B, Second Floor, Kalkaji New Delhi 110019, India	Unrelated	PC	Inspiring youth and changing mindsets	20,000
Pro Juventute Thurgauerstrasse 39 8050 Zurich, Switzerland	Unrelated	PC	To support the MyFutureJob program for underserved and at- risk youth	40,000
Ride High Limited Galley Lane, Great Brickhill, Milton Keynes, MK17 9AA, UK	Unrelated	PC	To support the Ride High programme, including riding lessons, mentorship, and interactive educational activities	40,000
Roadtripnations Org LTD 1626 Placentia Ave , Costa Mesa, CA 92627	Unrelated	PC	To foster authentic career exploration through interactive lessons and engaging multimedia content	115,000
Room to Read 465 California St #1000, San Francisco, CA 94104	Unrelated	PC	To ensure that primary school children can become independent readers and girls can complete secondary school with the skills necessary to negotiate key life decisions	200,000
Shine 1 Cheam Road, Ewell Surrey, KT17 1SP, UK	Unrelated	PC	To support the Secondary Saturday numeracy and literacy program for underserved youth	30,000
Silicon Valley Community Foundation 2440 West El Camino Real, Suite 300 Mountain View, California 94040-1498	Unrelated	PC	Matching donation processing	183
Stiftung Job Training Bordeauxstrasse 5 4053 Basel, Switzerland	Unrelated	PC	To support the development of the six-month internship and job training program for underserved youth.	30,000

Team Rubicon 1209 W Carrier Pkwy, Grand Prairie, TX 75050	Unrelated	PC	Hurricane Matthew disaster relief Utilizes the skills and experiences of military veterans with first responders to rapidly deploy emergency response teams	20,000
The University of Toledo (SAAB) 2801 West Bancroft St , MS455 Toledo, OH 43606	Unrelated	PC	To support ongoing local Dallas area leadership development training and community engagement opportunities for students in addition to monthly leadership workshops	40,000
Unlimited Hong Kong Foundation 23/F Admiralty Centre Tower II, 18 Harcourt Road Hong Kong	Unrelated	PC	To support the Maker Apprenticeship Program for underprivileged youth	49,600
Verein Amie (Amie Basel) Wettsteinallee 25 CH-4058 Basel, Switzerland	Unrelated	PC	To expand the education and job solutions program for young mothers	10,000
WE Charity 4301 Highway 7, Suite 120 Minneapolis, MN 55416	Unrelated	PC	To support WE Schools programming in Texas and youth group programming in Kenya and Ecuador	375,000
West Africa Vocational Education 51 Hughes Avenue Yaba, Lagos 101212 Nigeria	Unrelated	PC	To support career skills training program for West African youth	50,000
Yourcause LLC 6111 W Plano Pkwy #1000YC, Plano, TX 75093	Unrelated	PC	Employee disaster relief matching donations	7,942
				<u>3,599,307</u>

b. Approved for future payment

WE Charity 4301 Highway 7, Suite 120 Minneapolis, MN 55416	Unrelated	PC	To empower communities to lift themselves out of poverty through our holistic, sustainable international development model	<u>375,000</u> 375,000
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Fossil Foundation 2017 Grant Program Overview and Guidelines

The **Fossil Foundation** partners with innovators to unleash the power of youth around the world. We support programs that put young people in charge of their own learning. When underserved youth take an active role in charting their own paths, they go on to chart their own futures.

To help partner organizations accelerate impact, the Fossil Foundation leverages Fossil Group's industry expertise. Many of our learnings as a global company can be leveraged by our grant partners, from supply chain expertise to branding knowledge and beyond.

Grant Making Priorities

The Fossil Foundation supports organizations that meet the following criteria:

Focused On Underserved Youth

Organization is focused on serving youth ages 12-24 who are underserved, especially those often excluded from rights and services (e.g. low-income, underrepresented minorities, youth with disabilities and/or otherwise disadvantaged youth).

Youth-Driven Approach

Organization is focused on interventions whereby the youth themselves take an active role in charting their paths.

High Impact

Organization has strong evidence of impact, is actively measuring its impact and is on an ongoing path to grow its impact.

Innovative

Organization operates around a core innovation that is disruptive, scalable and involves systemic change. Preference will be given to organizations led by a social entrepreneur with a bold vision.

Strong Organizational Health

Organization has strong leadership, robust internal systems and controls, as well as a viable plan for securing its necessary funding.

As a standard practice, the Fossil Foundation does not support:

- Organizations without 501(c)(3) status or the foreign country equivalent
- Organizations that do not comply with the Fossil Foundation's Non-Discrimination Policy
- Individuals
- Advertising, special events, dinners, telethons, benefits or similar fundraising events
- Religious or fraternal organizations for religious purposes
- Political causes, candidates or legislative lobbying efforts
- Organizations that operate or support activities that are counter to Fossil Foundation's values



Proposal Cover Sheet

Please submit Proposal Cover Sheet, Proposal Narrative of **no more than 5 pages**, and Attachments via email to the Fossil Foundation to grants@fossilfoundation.org, and cc your main foundation contact. Please title email as **"Fossil Foundation Proposal – ORGANIZATION NAME."**

Organization Information

Legal name of organization (as stated on U S 501 (c)(3) or other official tax exempt status notification)

EIN # (if applicable)

Address

City, State, Zip

Phone number

Fax

Web address

Individual Contact

Name of CEO, Executive Director/Board President Title

Direct dial phone # E-mail address

Contact person (if different from above) Title

Direct dial phone # E-mail address

Fossil Foundation has a Non-Discrimination Policy that is in alignment with the policy of Fossil Group, Inc. (the "Corporation") Organizations, projects or programs funded by the Foundation or by the Corporation's charitable giving programs must comply with the policy Please affirm the following on behalf of your organization.

The tax exempt or charity organization that is receiving the grant/contribution does not discriminate on the basis of race, religion, age, gender, sexual orientation, national origin, disability, veteran status, marital status, or other prohibited factors and will use the Foundation's and/or Corporation's grant to support projects and programs consistent with the foregoing

No part of such grant monies will be utilized to further corruption, directly or indirectly, or used to pay a bribe, in any location where the recipient of the grant operates Grant monies will not be used to influence public official's decisions on Fossil Foundation or Fossil Group's behalf (Please check one)

- ☐ Yes, we affirm the non-discrimination and non-corruption policy
- ☐ No, we do not affirm the policy

Is your organization an IRS 501(c)(3) not-for-profit or an organization that is exempt from paying taxes? (Attach copy of current ruling letter)

_____ Yes _____ No

If no, is your organization a public agency/unit of a government or religious institution?

_____ Yes _____ No

If your organization is located outside the US and does not have US 501(c)(3) status, do you have an affiliated US 501(c)(3) organization ?

_____ Yes _____ No If yes, please include contact name, phone and email _____

Were you referred to Fossil Foundation by an existing or former Fossil employee?

_____ Yes _____ No

If yes, please state the name of the employee or former employee and your relationship to him or her _____

Amount and Type of Support Requested

The dollar amount of requested grant funds

\$ _____

Funds are being requested for

☐ General operating support ☐ Project support

☐ Both (please specify budget breakdown)

Please provide the preferred duration of support

_____ Month _____ Year to _____ Month _____ Year

Authorization

Name of Chief Executive Officer, Executive Director and/or Board Chair

Signature



Proposal Narrative Attachment (Not to exceed 4 pages)

1. Organization Mission

2. Problem the organization is addressing, and the method or approach it uses to address this problem

3. Goals and Objectives

Please identify the top goals and objectives of the organization for the current fiscal year. Please include the number of young people who will be directly impacted by this grant.

4. Major Accomplishments, Impacts and Challenges

- Summarize the organization's major accomplishments and challenges in the previous fiscal year.
- Include **three to five core metrics** that are used to measure your organization's effectiveness and impact. Also include any metrics specific to this grant application. Your organization will be asked to report the status of your outcomes relative to these metrics twice a year. Please submit to grants@fossilfoundation.org with a copy to drothschild@fossil.com.
- Please include how you are collaborating/partnering or plan to collaborate with other organizations to scale the social impact of your work/program.

5. Engagement Summary

Please describe how Fossil Group employees can accelerate the impact of the proposed program through skills-based volunteerism, a pro-bono engagement or other opportunities. **Please include a brief statement describing any Fossil Group employee engagement prior to this application. Please include the name of the main Fossil Group employee currently involved in your organization.**

6. Summary of how the requested funds will be used

7. Program Summary (relevant only if the grant is program related, not operational)

Please include a summary of the program's impact and implementation plan.

8. International charities/organizations, please indicate whether your organization carries a U.S.501(c)(3) status and/or if you have a current 501(c)(3) equivalency determination. Please note that organizations that do not carry a 501(c)(3) status or that have not established 501(c)(3) equivalency in the previous 12 months will be required to go through the equivalency determination process Grants awarded will be paid to the U.S. bank when an organization does carry a 501(c)(3) status

ATTACHMENTS REQUIRED

- a. List of current officers and Board members
- b. 2 years of most recent audited financial statements
- c. Annual budget for organization, as well as project budget (if project support is requested)
- d. List of top ten major donors (excluding individual support)
- e. Copy of IRS tax exemption letter under Section 501(c)(3), or foreign equivalent