

FASTENAL CO  
Form 3  
May 06, 2014

**FORM 3 UNITED STATES SECURITIES AND EXCHANGE COMMISSION**  
**Washington, D.C. 20549**

OMB APPROVAL

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**INITIAL STATEMENT OF BENEFICIAL OWNERSHIP OF SECURITIES**

Filed pursuant to Section 16(a) of the Securities Exchange Act of 1934,  
Section 17(a) of the Public Utility Holding Company Act of 1935 or Section  
30(h) of the Investment Company Act of 1940

(Print or Type Responses)

<p>1. Name and Address of Reporting Person *</p> <p>Å Soderberg John Lewis</p> <p>(Last) (First) (Middle)</p> <p>1757 SNOWFLAKE PLACE</p> <p>(Street)</p> <p>ONALASKA, Å WI Å 54650</p> <p>(City) (State) (Zip)</p>	<p>2. Date of Event Requiring Statement</p> <p>(Month/Day/Year)</p> <p>05/01/2014</p>	<p>3. Issuer Name and Ticker or Trading Symbol</p> <p>FASTENAL CO [FAST]</p>	<p>4. Relationship of Reporting Person(s) to Issuer</p> <p>(Check all applicable)</p> <p><input type="checkbox"/> Director <input type="checkbox"/> 10% Owner</p> <p><input checked="" type="checkbox"/> Officer <input type="checkbox"/> Other</p> <p>(give title below) (specify below)</p> <p>Executive Vice President</p>	<p>5. If Amendment, Date Original Filed(Month/Day/Year)</p>	<p>6. Individual or Joint/Group Filing(Check Applicable Line)</p> <p><input checked="" type="checkbox"/> Form filed by One Reporting Person</p> <p><input type="checkbox"/> Form filed by More than One Reporting Person</p>
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**Table I - Non-Derivative Securities Beneficially Owned**

1. Title of Security (Instr. 4)	2. Amount of Securities Beneficially Owned (Instr. 4)	3. Ownership Form: Direct (D) or Indirect (I) (Instr. 5)	4. Nature of Indirect Beneficial Ownership (Instr. 5)
Common Stock	174	I	Held in custodial account for Daughter
Common Stock	142	I	Held in custodial account for Daughter
Common Stock	157	I	Held in custodial account for Son
Common Stock	2,734 <sup>(3)</sup>	I	Held in issuer 401(K) Plan

Reminder: Report on a separate line for each class of securities beneficially owned directly or indirectly.

SEC 1473 (7-02)

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**Table II - Derivative Securities Beneficially Owned (e.g., puts, calls, warrants, options, convertible securities)**

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1. Title of Derivative Security (Instr. 4)	2. Date Exercisable and Expiration Date (Month/Day/Year)		3. Title and Amount of Securities Underlying Derivative Security (Instr. 4)		4. Conversion or Exercise Price of Derivative Security	5. Ownership Form of Derivative Security: Direct (D) or Indirect (I) (Instr. 5)	6. Nature of Indirect Beneficial Ownership (Instr. 5)
	Date Exercisable	Expiration Date	Title	Amount or Number of Shares			
Employee Stock Option (Right to Buy)	Â (1)	05/31/2016	Common Stock	35,000	\$ 22.5	D	Â
Employee Stock Option (Right to Buy)	Â (1)	05/31/2021	Common Stock	10,000	\$ 54	D	Â
Employee Stock Option (Right to Buy)	Â (2)	05/31/2023	Common Stock	30,000	\$ 56	D	Â

## Reporting Owners

Reporting Owner Name / Address	Relationships			
	Director	10% Owner	Officer	Other
Soderberg John Lewis 1757 SNOWFLAKE PLACE ONALASKA, WI 54650	Â	Â	Â Executive Vice President	Â

## Signatures

John J.  
Milek-Attorney-in-Fact  
Date: 05/06/2014

\*\*Signature of Reporting Person

Date

## Explanation of Responses:

\* If the form is filed by more than one reporting person, see Instruction 5(b)(v).

\*\* Intentional misstatements or omissions of facts constitute Federal Criminal Violations. See 18 U.S.C. 1001 and 15 U.S.C. 78ff(a).

(1) These options fully vest and become exercisable over a period of eight years, with 50% vesting and becoming exercisable half way through the vesting period and the remainder vesting and becoming exercisable proportionately on each anniversary of the option grant date thereafter.

(2) These options fully vest and become exercisable over a period of five years, with 50% vesting and becoming exercisable half way through the vesting period and the remainder vesting and becoming exercisable incrementally (20%, 20% and 10%) on each anniversary of the initial vesting date (with the final 10% vesting and becoming exercisable on May 1).

(3) Shares attributed to reporting person's account with issuer's 401(K) Plan as of May 2, 2014.

Note: File three copies of this Form, one of which must be manually signed. If space is insufficient, See Instruction 6 for procedure.

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