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

FORM 8-K

**CURRENT REPORT
Pursuant to Section 13 or 15(d) of
The Securities Exchange Act of 1934**

Date of Report (Date of earliest event reported) October 17, 2024

FASTENAL COMPANY
(Exact name of registrant as specified in its charter)

Minnesota
(State or other jurisdiction
of incorporation)

0-16125
(Commission File Number)

41-0948415
(IRS Employer Identification No.)

2001 Theurer Boulevard, Winona, Minnesota 55987-1500
(Address of principal executive offices) (Zip Code)

(507) 454-5374
(Registrant's telephone number, including area code)

Not Applicable
(Former name or former address, if changed since last report)

Check the appropriate box below if the Form 8-K filing is intended to simultaneously satisfy the filing obligation of the registrant under any of the following provisions:

- Written communications pursuant to Rule 425 under the Securities Act (17 CFR 230.425)
- Soliciting material pursuant to Rule 14a-12 under the Exchange Act (17 CFR 240.14a-12)
- Pre-commencement communications pursuant to Rule 14d-2(b) under the Exchange Act (17 CFR 240.14d-2(b))
- Pre-commencement communications pursuant to Rule 13e-4(c) under the Exchange Act (17 CFR 240.13e-4(c))

Securities registered pursuant to Section 12(b) of the Act:

Title of each class	Trading Symbol(s)	Name of each exchange on which registered
Common stock, par value \$.01 per share	FAST	The Nasdaq Stock Market LLC

Indicate by check mark whether the registrant is an emerging growth company as defined in Rule 405 of the Securities Act of 1933 (17 CFR 230.405) or Rule 12b-2 of the Securities Exchange Act of 1934 (17 CFR 240.12b-2).

Emerging Growth Company

If an emerging growth company, indicate by check mark if the registrant has elected not to use the extended transition period for complying with any new or revised financial accounting standards provided pursuant to Section 13(a) of the Exchange Act.

Item 7.01. Regulation FD Disclosure.

On October 17, 2024, the Company issued a press release, a copy of which is furnished as Exhibit 99.1 and is incorporated herein by reference.

Item 9.01. Financial Statements and Exhibits.

INDEX TO EXHIBITS

Exhibit Number	Description of Document
99.1	Press release dated October 17, 2024
104	The cover page from the Current Report on Form 8-K formatted in Inline XBRL.

SIGNATURE

Pursuant to the requirements of the Securities Exchange Act of 1934, the Registrant has duly caused this report to be signed on its behalf by the undersigned hereunto duly authorized.

Fastenal Company

(Registrant)

October 17, 2024

(Date)

By:

/s/ **SHERYL A. LISOWSKI**

Sheryl A. Lisowski

Executive Vice President - Chief Accounting Officer and Treasurer



Fastenal Names New Executive Vice President of Strategy and Communications

WINONA, Minn., October 17, 2024 (BUSINESS WIRE) – Fastenal Company (Nasdaq: FAST) (herein 'Fastenal') has promoted Donnalee K. Papenfuss to the position of Executive Vice President of Strategy and Communications effective November 1, 2024. In this newly created role, Ms. Papenfuss will lead marketing and drive strategic initiatives in the areas of technology, sales, and environmental, social, and governance (ESG). Additionally, she will enhance communication efforts to support these initiatives and ensure alignment with overall business objectives.

Ms. Papenfuss has served as Fastenal's Vice President of Contract Development and Support from February 2014 to October 2024. In this role, she has led teams responsible for various sales enablement, sales development, and sales support functions – from providing tools and resources to help sellers in the field succeed in their roles to developing proposals and facilitating workflows for contract negotiations. In recent years, her role has expanded to include oversight of *Blue* (Fastenal's internal chatbot and digital assistant) as well as leadership of Fastenal's ESG Community of Practice. In the past year, Ms. Papenfuss has also facilitated the corporate strategic planning process with company executives. From July 2006 to February 2014, Ms. Papenfuss was our Director of Government and Diversity Affairs. Ms. Papenfuss joined Fastenal in 1999 and, prior to July 2006, served in various roles of increasing responsibility.

"Congratulations to Donnalee, her teams, and everyone who has helped her develop her skill set over the course of her 25-year career at Fastenal," said Fastenal CEO Dan Florness. "We're excited for the vision and leadership she'll bring as we continue to evolve as a technology-focused supply chain partner to our customers."

About Fastenal

Fastenal provides a broad offering of industrial supplies, including fastener, safety, and metal cutting products, to manufacturing, construction, and state and local government customers through more than 3,500 in-market locations (branches and customer-specific Onsite locations) spanning 25 countries. With continual investment in tailored local inventory, dedicated local experts, and flexible FMI® (Fastenal Managed Inventory) and digital solutions, we help our business partners achieve product and process savings across the supply chain – a "high-touch, high-tech" approach encapsulated by our tagline, *Where Industry Meets Innovation*™. Our local service teams are supported by 17 regional distribution centers, a captive logistics fleet, multiple teams of industry specialists and support personnel, and robust sourcing, quality, and manufacturing resources, enabling us to grow by getting closer to customers and providing innovative and comprehensive solutions to customer supply chain challenges.

Additional information regarding Fastenal is available on the Fastenal Company website at www.fastenal.com.

FAST-G

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