



**FEBRUARY 2016 INFORMATION WEB RELEASE**

**Fastenal Company and Subsidiaries (Fastenal)**  
**(Dollar amounts in thousands)**

Release date: 3/4/16

	2016	2015	Change		
<b>Net sales</b>	\$ 321,254	298,189	<b>7.7%</b>		
Business days	21	20	5.0%		
<b>Daily sales</b>	\$ <b>15,298</b>	<b>14,909</b>	<b>2.6%</b>		
				<b>Historical</b>	
	<b>2016</b>	<b>2015</b>		<b>Average</b>	
Daily sales last month	\$ 15,418	14,927			
Change in daily sales since last month	-0.8%	-0.1%	2.2%		
<b>Daily sales growth by age of store and currency impacts</b>	<b>2016</b>	<b>2015</b>			
Stores more than 10 years old*	1.7%	7.1%			
Stores more than 5 years old*	1.3%	7.2%			
Stores more than 2 years old*	1.4%	7.8%			
* Age measured on the last day of the respective calendar year.					
All locations regardless of age	2.6%	8.6%			
Impact of currency fluctuations (primarily Canada)	-0.8%	-1.0%			
Impact of acquisitions	0.7%	0.2%			
<b>Daily sales growth by end market</b>	<b>2016</b>	<b>2015</b>			
Manufacturing	1.5%	6.4%			
Non-residential construction	0.0%	6.4%			
<b>Daily sales growth by product line</b>	<b>2016</b>	<b>2015</b>			
Fasteners	-0.5%	4.7%			
Other	4.8%	12.0%			
<b>Number of stores opened</b>	<b>2016</b>	<b>2015</b>			
Year-to-date	11	0			
Total store count	2,633	2,637			
<b>Employee headcount at month end</b>	<b>2016</b>	<b>2015</b>	<b>Change</b>	<b>Absolute Headcount Change-12M</b>	<b>Absolute Headcount Change-YTD</b>
Store personnel - FTE	11,460	10,554	8.6%	8.5%	-153
Non-store selling personnel - FTE	1,547	1,314	17.7%	17.6%	34
Selling personnel - FTE	13,007	11,868	9.6%	9.4%	-119
Distribution personnel - FTE	2,448	2,224	10.1%	10.2%	60
Manufacturing personnel - FTE	618	623	-0.8%	-0.3%	-12
Administrative personnel - FTE	1,035	959	7.9%	8.6%	15
Non-selling personnel - FTE	4,101	3,806	7.8%	8.5%	63
Total personnel - FTE	17,108	15,674	9.1%	9.2%	-56
<b>Total personnel - absolute</b>	<b>20,690</b>	<b>18,954</b>	<b>9.2%</b>		

**Comments:**

We added 171 FTE in October 2015 in connection with an acquisition. The majority were in store (125) or in distribution (41). Consistent with our message on our January 2016 earnings call, we are currently holding back on headcount additions in all areas except for vending support (the non-store selling increase) and our IT development center (the administrative increase). Our distribution increase was not planned and will be corrected over the next several months. Our trends improved in January and February 2016 versus the trends of the latter half of 2015. The 'Top 100' customer group, which we discussed in our fourth quarter earnings call, improved from about 50% of the group with sales growth in the fourth quarter to 59% and 53% with sales growth in January and in February, respectively.

**Definitions in release:**

Net sales - Net sales for the period indicated.  
Daily sales - Net sales divided by the number of business days in the United States.  
FTE - Full-time equivalent headcount.  
Change 12M - Twelve month change. / Change YTD - Year-to-date change.

Next monthly sales release date: **Tuesday, April 12, 2016 at 6:00 AM (central time)**

Next earnings release date: **Tuesday, April 12, 2016 at 6:00 AM (central time)**