

# REBECCA BOENICK



# Rebecca Boenigk and her mother, Jaye Congleton, set up shop in Rebecca's garage and began building chairs.

In 1989, when ergonomics was a relatively new applied science, and virtually unheard of in the corporate world, Rebecca Boenigk and her mother, Jaye Congleton, set up shop in Boenigk's garage and began building chairs based on the concepts developed by her inventor/engineering father, Dr. Jerome J. Congleton. Through a long and arduous process, Boenigk began educating customers on the health and safety advantages of ergonomic seating.

Initially, Boenigk was Neutral Posture's sales force, operations manager and marketing director all rolled into one. As the years passed and customers became more aware of their ergonomic needs, Neutral Posture became a driving force in the industry as the only woman owned chair manufacturer in the United States. Neutral Posture's space-age chairs are known for two key features: a patented, pressure-reducing seat design and more adjustable features than any other chair on the market! The adjustable features work with the contoured seat to disperse the body's weight over an increased surface area, thereby reducing pounds per square inch (psi).

Neutral Posture's commitment to manufacture truly ergonomic seating has created phenomenal growth, not only for the company, but for Boenigk as well. As Chairman of the Board and Chief Executive Officer, her role may have changed but her focus remains the same. Neutral Posture continues to be the foremost innovator of ergonomic seating solutions in the world.

Most recently, under Boenigk's leadership, Neutral Posture entered the systems furniture business and began manufacturing a complete line of office furniture. Boenigk's confidence and leadership through this process truly took Neutral Posture to the next level as a manufacturer. Under her guidance, the company continues to grow, hire and diversify, ensuring that the business will be around for generations to come.

## Highlights

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**Married to Bobby Boenigk for 30 years, with two children, Rachel 29 and Ryan 27**

*CEO of Neutral Posture, Inc. for 30 years*

**Only Certified Woman Owned Business to trade on a public stock market, NASDAQ:NTRL 1997–2001**

*Small Business Person of the Year for The State of Texas United States Small Business Association, 2005*

**Presidential Appointment to the National Women's Business Council, 2006–2009**

*President of the Business and Institutional Furniture Manufacturers Association, 2008–2009*

**Board Member, The Committee of 200 Foundation, 2007–2013**

*Board Member, Women's Business Enterprise National Council, 2000–2011*

**National Founding Partner, Women Impacting Public Policy, 2000–2010**

*Board Member, Ronald McDonald House Charities Central Texas, 2014–2016*

**Businesswoman of the Year, Office Depot, 2002**

*Testified for the House Small Business Committee and National Women's Business Council on Federal Prison Industries and Healthcare Costs, Respectively.*

**Entrepreneur of the Year, Manufacturing, Ernst and Young, Houston, 1997**

*Appointed to United States Small Business Administration's National Advisory Council, 2004–2007*

**Testified before Ways & Means Committee: How Tax Reform Will Affect Small Business, 2017**

*Advisory Board Member—Belizean Grove*



# AFFILIATIONS & ACTIVITIES

**2006 – 2013** C200 Foundation  
*Board Member | Auction Chair*

**2006 – 2008** American Cancer Society Cattle Baron's Ball  
*Co-chair '06 | Underwriting Chair '07 - '08*

**2006 – 2009** National Women's Business Council  
*Advisors to the President, Congress and the SBA*

**2006 – 2009** Institute for Economic Empowerment of Women  
*Board of Directors | Founding Member*

**2005 – 2006** Texas Governor's Business Council

**2004 – 2007** US Small Business Administration National Advisory Committee

**2004 – 2010** Business and Industrial Furniture Manufacturer's Association  
*Past President | Board of Directors | HR/Compensation Committee | Marketing Committee*

**2004 – 2006** Bryan/College Station Chamber of Commerce  
*Board of Directors*

**2003 – 2006** Texas Buildings and Procurement Commission  
*Vendor Advisory Committee*

**2002 – 2006** Enterprising Women Advisory Board

**2002 – Present** Women's Enterprise Leadership Forum  
*Chair '02 - '06 | Chair Emeritus '02 - Present*

**2001 – 2011** Women's Business Enterprise National Council  
*Board of Directors | Executive, Finance, Marketing & Development Committees | Auction Chair*

**2000 – 2010** Women Impacting Public Policy  
*National Founding Partner*

**1996 – 2006** Women President's Organization  
*Auction Chair*

1996 1997 1998 1999 2000 2001 2002 2003 2004 2005 2006 2007









# **AWARDS & ACCOMPLISHMENTS**



**2017**

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**Inaugural Women of Distinction**  
*Women's Business Enterprise National Council*

**Public Policy Award**  
*Women Impacting Public Policy*

**2016**

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**Community Builder of the Year**  
*Grand Lodge of Texas' Sul Ross Lodge No. 1300*

**Workplace of Distinction**  
*Girl Scouts of Central Texas*

**Texas Business Star**  
*Texas Economic Development Corporation*

**2014**

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**Teaming Contractor of the Year**  
*American Express OPEN*

**Acquisition of Equity® Product Line**

**Eclipse Triumph Award Gold Award**  
*National Women Business Owners Corporation*

**Eclipse Award For Outstanding Company Culture Bronze Award**  
*National Women Business Owners Corporation*

**Eclipse Award For Excellence in Innovation Gold Award**  
*National Women Business Owners Corporation*

**2012**

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**Top 100 Women Owned Businesses in Texas**  
*DiversityBusiness.com*

**Top 100 Privately-held Businesses in Texas**  
*DiversityBusiness.com*

**2011**

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**Women's Business Enterprise Star**  
*Women Business Enterprise National Council*

**2010**

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**Ascendancy Award for Business Women**  
*w2wlink*

**2007**

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**Compass Award**  
*Women's Leadership Exchange*

**Applause Award**  
*Women's Business Enterprise National Council*

**Listed in the Top 100 WBEs Impacting Supplier Diversity**  
*Women's Enterprise USA*

## 2006

**Presidential Appointment**  
*National Women's Business Council*

**WIPP Fast 5 Award**  
*Women Impacting Public Policy*

## 2005

**Top 50 Diversity Owned Businesses in Texas**  
*DiversityBusiness.com*

**Best Boss Finalist**  
*Winning Workplaces and FSB: Fortune Small Business*

**Listed 25 in Top Women Owned Businesses in Texas**  
*Women's Enterprise Magazine*

**Top 25 Women Business Builders**  
*Fast Company Magazine*

**Mary Lehman MacLachlan Award for Entrepreneurial Excellence**  
*Women Presidents' Organization*

**Small Business Person of the Year for the State of Texas**  
*United States Small Business Administration*

## 2004

**Appointment to the US Small Business Administration National Advisory Council**

**Top 50 Diversity Owned Businesses in Texas**  
*DiversityBusiness.com*

**Supplier of the Year**  
*UPS*

**Enterprising Women of the Year**  
*Enterprising Women Magazine*

**The Leading Woman Entrepreneurs of the World Award™**  
*Chosen by an International Selection Committee from hundreds of nominees worldwide.*

**Employer Excellence Award**  
*Business and Professional Women's Association of Texas, Category 51-99 Employees*

**Great Companies for Working Women**  
*Bryan-College Station Business and Professional Women's Club*

**Listed 25 in Top Women Owned Businesses in Texas**  
*Women's Enterprise Magazine*

## 2003

**Top 50 Diversity Owned Businesses in Texas**  
*DiversityBusiness.com*

**Businessman of the Year**  
*National Republican Congressional Committee's Business Advisory Council*

**Listed in Top Women Owned Businesses in Texas**  
*Women's Enterprise Magazine*

**Texas Family Business of the Year Finalist**  
*Baylor University*

**Community Impact Award**  
*Bryan-College Station Chamber of Commerce*

## 2002

**Business Woman of the Year**  
*Office Depot*

**Listed 25 in Top Women Owned Businesses in Texas**  
*Women's Enterprise Magazine*

## 2000

**Regional Winner in Socially Responsible and General Excellence Categories Regional Winner for Entrepreneurial Excellence**  
*Working Woman Magazine*



**1999**

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**Regional Winner  
in Socially  
Responsible and  
General Excellence  
Categories Regional  
Winner for  
Entrepreneurial  
Excellence**  
*Working Woman  
Magazine*

**Listed 25 in Top  
Women Owned  
Businesses in Texas**  
*Women's Enterprise  
Magazine*

**Top 25 Growing  
Companies**  
*Industry Week*

**1998**

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**Listed 25 in Top  
Women Owned  
Businesses in Texas**  
*Women's Enterprise  
Magazine*

**1997**

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**The Brazos Valley  
Business Star**  
*Bryan-College Sta-  
tion Chamber of  
Commerce*

**Entrepreneur  
of the Year in  
Manufacturing**  
*Ernst & Young,  
Houston*

**1996**

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**Newman  
10 Business  
Performance  
Awards**  
*Bryan Rotary*

**Listed in Top 500  
Fastest Growing  
Private Companies  
in America**  
*The Inc 500*

**1995**

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**Newman  
10 Business  
Performance  
Awards**  
*Bryan Rotary*

**1994**

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**Fastest Growing  
Family Business**  
*Baylor University  
and Ernst & Young  
LLP*

**Newman  
10 Business  
Performance  
Awards**  
*Bryan Rotary*

**1989**

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**Co-Founded  
Neutral Posture**





**BOOKS  
FEATURED IN**



2016

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**MAY**

**Above and Beyond  
the Glass Ceiling**

*By Michael Caldwell*

2007

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**NOVEMBER**

**Management, 9th Edition**

*By Ricky W. Griffin*

**OCTOBER**

**The Girls' Guide to Building  
a Million-Dollar Business**

*By Susan Wilson Solovic*

**JANUARY**

**How She Does It: How Women  
Entrepreneurs  
are Changing the Rules  
of Business Success**

*By Margaret Heffernan*

2006

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**JUNE**

**Partnering for Profit:  
Success Strategies for  
Tomorrow's Supply Chain**

*By Susan Phillips Bari*

**MAY**

**The Woman's Advantage**

*By Mary Cantando*

**MARCH**

**Seeds of Success: How a Few  
Women Changed  
the Landscape of  
American Business**

*By Vivian Castleberry  
with Brenda Matamoros*

2005

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**OCTOBER**

**The Martha Rules: 10  
Essentials for Achieving  
Success as You Start, Grow  
or Manage a Business**

*By Martha Stewart*

2004

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**JUNE**

**Breaking Through: Creating  
Opportunities for America's  
Women and Minority-  
Owned Businesses**

*By Susan Phillips Bari*

2003

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**JULY**

**Nine Lives: Stories of  
Women Business Owners  
Landing on Their Feet**

*By Mary Cantando and Laurie  
Zuckerman*

2002

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**JUNE**

**201 Great Ideas for  
Your Small Business**

*By Jane Applegate*

# ARTICLES FEATURED IN

## 2017

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**AUGUST**

**Reuters**

*Blocking Abuse of Lower Small  
Business Rate Slows U.S. Tax  
Overhaul*

By David Morgan

**MARCH**

**Washington Examiner**

*Pass Tax Reform to Empower  
American Businesses and  
Workers*

By Rebecca Boenigk

## 2016

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**MAY**

**Fort Worth Star Telegram**

*How Can Lawmakers Help  
Small Businesses? Fix the Tax  
Code*

By Rebecca Boenigk

**MARCH**

**Business of Furniture**

*Boenigk Diversifies to Grow  
Neutral Posture*

By Bruce Buursma

**MARCH**

**New York Times**

*Government Meets Goal Set In  
1994 For Women's Business-  
Contracts*

By Stacy Cowley

## 2015

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**MARCH**

**Business News Daily**

*Female Entrepreneurs Share  
Startup Advice for Women*

By Nicole Fallon

## 2014

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**NOVEMBER**

**BusinessWire**

*Neutral Posture Promotes  
Worker Friendly Offices*

**SEPTEMBER**

**BusinessWire**

*The Rebecca Quotient for Room  
At The Top*

## 2013

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**JUNE**

**Chicago Tribune**

*Office Furniture Expo Also  
Includes Bulletproof Vest*

By Mugambi Mutegi

## 2011

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**APRIL**

**Forbes**

*Small Business & The Wonder-  
ful World of Niches*  
**Jim Blasingame**

## 2010

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**MAY/JUNE**

**Minority Business  
Entrepreneur (MBE)**

*All in the Family —  
Cover Story*

By Laura Weiner

**JANUARY**

**Smart Business Houston**

*Sitting Pretty: How to Know  
Your Strengths and Weaknesses*  
By Brian Horn

## 2008

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**WINTER**

**Success for Women Magazine**

*Stepping into the Boss's Shoes*

By Erin Casey

## 2007

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**JUNE**

**Los Angeles Times**

*Pushing Woman Power in Busi-  
ness*

By Andrea Chang

**MAY/JUNE**

**Success Magazine**

*Success Stories: How to Lead a  
Rich Life*

**JUNE**

**Women's Enterprise USA**

*Neutral Posture CEO Helping  
Corporate America Work Com-  
fortably*

By Suzanne Squyres

**JUNE**

**Long Beach Business Journal**

*Getting Expert Advice at the  
Women's Leadership Exchange  
Conference*

By Jennifer Wang



## 2006

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### JUNE

#### The Miami Herald

*Business Women Seek Clout*  
By Amy Martinez

### MAY

#### The Dallas Morning News

*Tackling Higher Energy Costs*  
By Joyce M. Rosenberg

### MARCH

#### Enterprising Women Vol.2

*An Up-Close Look at Why One Woman-Owned Manufacturing Firm's CEO Won't Scrimp on Healthcare Coverage for Their Employees*  
By Sara Bansal

### JANUARY

#### U.S. News & World Report

*Hostage to Oil*  
By Marianne Lavelle

## 2004

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### NOVEMBER

#### Exchange

*It's Official; Getting Certified as a Women-Owned Business is a Great Way to Open Up New Opportunities -- and Take Your Company to the Next Level*  
By Wendy Lyons Sunshine

### SUMMER

#### Enterprising Women

*Enterprising Women Shines the Spotlight on Six Outstanding Women Entrepreneurs and Inducts Seven Women into the Enterprising Women Hall of Fame*

## 2003-2004

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#### Leading Ladies Magazine

*Give Her a Sitting Ovation*  
By Allison Honea

## 2003

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### SEPTEMBER

#### Fortune Small Business

*These Women Mean Business The Second Time Around*  
By Susan Caminiti

### JULY

#### Inside UPS

*Meeting High Standards*

## 2001

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### OCTOBER 4

#### Small Business Computing

*Set the Course*  
By Joanne Cleaver

## 1999

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### JULY

#### Industry Week

*No Ceilings: How Female Entrepreneurs Achieve Success in Male-dominated Industries*  
By Traci Purdum

#### Wall Street Reporter

*Rebecca E. Boenigk's Interview*

## 1997

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### WINTER

#### Smart Business

*Mother-and-Daughter Duo Takes a Swift Ride to Success*  
By John Halbrooks

### JULY 1

#### Houston Chronicle

*Houston's Leading Entrepreneurs for 1997*  
By Andrea Ahles and Charles Boisseau

## 1994

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### OCTOBER 14

#### Dallas Business Journal

*Ergonomic Work Chairs Brings Family Success -- and Challenges*

By Angela Genusa

### FEBRUARY 10

#### The Bryan/College Station Eagle

*You'd Better Sit Down for This: Mother-daughter Team Leads Chair Company to \$7 million in Sales*

By Joe Toland





# **SPEAKING ENGAGEMENTS**



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## 2018

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**DECEMBER**  
ChallengeHER GSA  
*Washington D.C.*

**JUNE**  
ChallengeHER GSA  
*Austin, TX*

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## 2017

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**OCTOBER**  
Women Impacting Public Policy  
Congressional Luncheon  
*Washington D.C.*

**OCTOBER**  
Texas A&M Mays Business  
School's Women's Leadership  
Initiative Conference  
*College Station, TX*

**SEPTEMBER**  
Press Conference on Capitol Hill  
*Washington D.C.*

**MARCH**  
WBENC Summit & Salute  
*New Orleans, LA*

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## 2016

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**JUNE**  
American Express Open's  
Grow Your Business Through  
Government Contracting  
*Washington D.C.*

American Express Open for  
Government Contracting:  
Summit for Success  
*Washington D.C.*

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## 2015

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**OCTOBER**  
NWBOC Decades of  
Excellence Conference  
*Panelist*

**JUNE**  
New York WIPP ChallengeHER

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## 2014

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Business Matchmaking  
*Oakland*

Business Matchmaking  
*Washington D.C.*

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## 2012

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**OCTOBER**  
WBEC-Great Lakes Annual  
Women's Business Conference

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## 2011

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**APRIL**  
Women Entrepreneurs  
INSPIRE Conference  
*Riata Center for Entrepreneur-  
ship, Oklahoma State University*

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## 2010

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American Express Open  
Forum Webcast

The New York Times -  
Networks and Female

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## 2008

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Entrepreneurs Webcast

The Women's Congress  
*Panelist*

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## 2007

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Women's Leadership Exchange  
*Keynote Speaker*

Women's Enterprise Alliance  
*Keynote Speaker*

American Business  
Women's Association  
*Keynote Speaker*

Center for Women in Business

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## 2005

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Office Depot Success  
Strategies Conference

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## 2003

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Women in Business

Roundtable on Affordable  
Healthcare Coverage  
for Small Business

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## 2002

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Women in Business

Women President's  
Organization

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The background of the entire image is a repeating geometric pattern in shades of blue. The pattern consists of interlocking triangles and squares, creating a complex, tessellated effect. The colors range from a deep navy blue to a lighter, medium blue.

**TESTIFIED  
BEFORE**



## 2017

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**JULY**

**Testified before Ways &  
Means Subcommittee**

*The Need for Tax Reform to  
Boost Business*

## 2016

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**JUNE**

**Testified before Ways  
& Means Committee's  
Comprehensive Tax Reform  
Panel on Tax Reform**

## 2012

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**The Small Business  
Subcommittee on Contracting  
and Workforces**

*Unlocking Opportunities: Re-  
cidivism versus Fair Competition  
in Federal Contracting*

## 2003

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**Subcommittee of US House  
of Representatives**

*Small Business Committee on  
Federal Prison Industry's Effects  
on the US Economy and the  
Small Business Environment*





# PATENTS



**US Patent # 5,961,134**

*Apparatus for Housing and Supporting and furnishing  
an Adjustable User-Platform for a portable Computer  
(Issued October 5, 1999)*

**US Patent # 6,220,663**

*Lumbar Pump Assembly for Chair  
(Issued April 24, 2001)*

**US Patent #6,290,295**

*Air Pump Assembly for a Chair  
(Issued September 18, 2001)*

**US Patent # 6,296,312**

*Ergonomic Armrest Assembly  
(Issued October 2, 2001)*

**US Patent #6,877,812**

*Support for a Seating Device, AbStool®  
(Issued April 12, 2005)*

**US Patent #7,104,606**

*Support for a Seating Device, AbStool® dual use, 4 posi-  
tion, rotating support cushion  
(Issued September 12, 2006)*

**US Patent #D647,353**

*Cover for a Seating Device  
(Issued October 25, 2011)*

**U.S. Patent #8,955,905**

*Connexion® Arm (Issued February 17, 2015)*

# Rebecca Boenigk

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