

REBECCA BOENICK



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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

Married to Bobby Boenigk for 34 years, with two children, Rachel, 33, and Ryan, 31

CEO of Neutral Posture, Inc. for 34 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 and Board Member 2001–2009 and 2016–2022

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, 2000–2023

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 the 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

2008 – Present **The Belizean Grove**
Grover | Auction Chair

2007 – 2017 **The Committee of 200**
Membership Committee | Fundraising Chair

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**

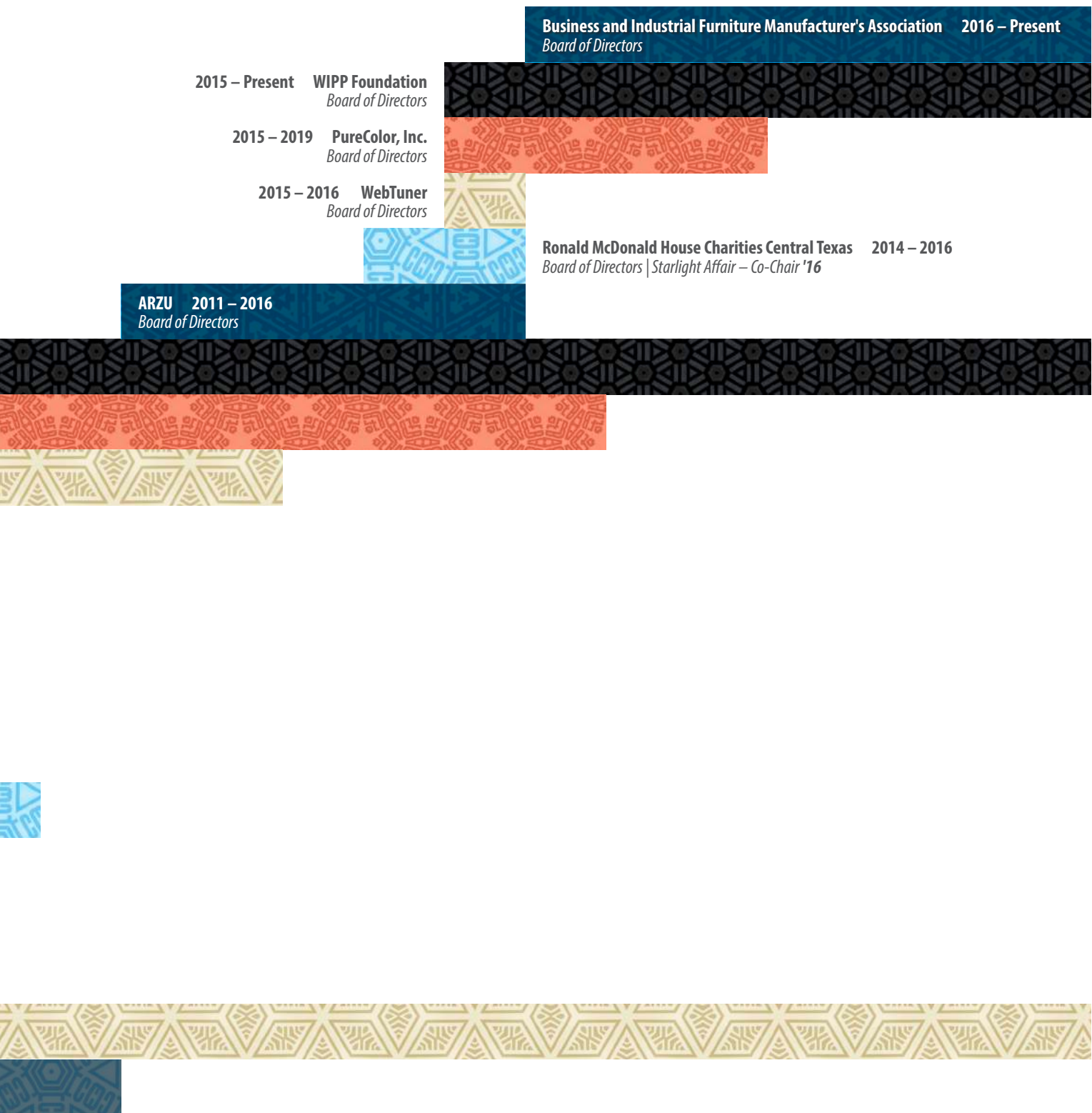
2002 – Present **Women's Enterprise Leadership Forum**
Chair '02 - '06 | Chair Emeritus '02 - Present

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

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

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

1996 1997 1998 1999 2000 2001 2002 2003 2004 2005 2006 2007 2008 2009





AWARDS & ACCOMPLISHMENTS

2019

Women in Sustainability Leadership Award

President's Award
Women Impacting Public Policy (WIPP)

2017

Inaugural Women of Distinction
Women's Business Enterprise National Council

Public Policy Award
Women Impacting Public Policy

2016

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

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

Top 100 Women Owned Businesses in Texas
DiversityBusiness.com

Top 100 Privately-held Businesses in Texas
DiversityBusiness.com

2011

Women's Business Enterprise Star
Women Business Enterprise National Council

2010

Ascendancy Award for Business Women
w2wlink

2007

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

**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

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

1997

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

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

1996

**Newman
10 Business
Performance
Awards**
Bryan Rotary

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

1995

**Newman
10 Business
Performance
Awards**
Bryan Rotary

1994

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

**Newman
10 Business
Performance
Awards**
Bryan Rotary

1989

**Co-Founded
Neutral Posture**



**BOOKS
FEATURED IN**

2016

MAY

**Above and Beyond
the Glass Ceiling**

By Michael Caldwell

2007

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

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

OCTOBER

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

By Martha Stewart

2004

JUNE

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

By Susan Phillips Bari

2003

JULY

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

*By Mary Cantando and Laurie
Zuckerman*

2002

JUNE

**201 Great Ideas for
Your Small Business**

By Jane Applegate

ARTICLES FEATURED IN

2022

MAY

WBENC

*WBE Champions: Supporting
One Another- In The Beginning*
Biddie Webb

2017

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

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
BusinessContracts*
By Stacy Cowley

2015

MARCH

Business News Daily

*Female Entrepreneurs Share
Startup Advice for Women*
By Nicole Fallon

2014

NOVEMBER

BusinessWire

*Neutral Posture Promotes
Worker Friendly Offices*
September

BUSINESSWIRE

**The Rebecca Quotient
for Room At The Top**

2013

JUNE

Chicago Tribune

*Office Furniture Expo Also
Includes Bulletproof Vest*
By Mugambl Mutegl

2011

APRIL

Forbes

*Small Business & The Wonderful
World of Niches*
Jim Blasingame

2010

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

WINTER

Success for Women Magazine
Stepping into the Boss's Shoes
By Erin Casey

2007

JUNE

Los Angeles Times
Pushing Woman Power in Business
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 Comfortably
By Suzanne Squyres

JUNE

Long Beach Business Journal
Getting Expert Advice at the Women's Leadership Exchange Conference
By Jennifer Wang

2006

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

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

Leading Ladies Magazine
Give Her a Sitting Ovation
By Allison Honea

2003

SEPTEMBER

Fortune Small Business
These Women Mean Business The Second Time Around
By Susan Caminiti

JULY

Inside UPS
Meeting High Standards

2001

OCTOBER 4

Small Business Computing
Set the Course
By Joanne Cleaver

1999

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

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

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

2018

DECEMBER

ChallengeHER GSA
Washington D.C.

JUNE

ChallengeHER GSA
Austin, TX

2017

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

2016

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.

2015

OCTOBER

NWBOC Decades of
Excellence Conference
Panelist

JUNE

New York WIPP ChallengeHER

2014

Business Matchmaking
Oakland

Business Matchmaking
Washington D.C.

2012

OCTOBER

WBEC-Great Lakes Annual
Women's Business Conference

2011

APRIL

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

2010

American Express Open
Forum Webcast

The New York Times -
Networks and Female

2008

Entrepreneurs Webcast

The Women's Congress
Panelist

2007

Women's Leadership Exchange
Keynote Speaker

Women's Enterprise Alliance
Keynote Speaker

American Business
Women's Association
Keynote Speaker

Center for Women in Business

2005

Office Depot Success
Strategies Conference

2003

Women in Business

Roundtable on Affordable
Healthcare Coverage
for Small Business

2002

Women in Business

Women President's
Organization

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, sky blue.

**TESTIFIED
BEFORE**

2017

JULY

**Testified before Ways &
Means Subcommittee**

*The Need for Tax Reform to
Boost Business*

2016

JUNE

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

2012

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

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

2003

**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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