

REBECCA BOENIGK

CEO and Chairman of the Board
Neutral Posture, Inc.



Highlights

- Married to Bobby Boenigk for 23 years, with two children, Rachel 21 and Ryan 19
- CEO of Neutral Posture, Inc. for 22 years
- Only Certified Woman Owned Business to trade on a public stock market, NASDAQ:NTRL 1997-2001
- Presidential Appointment to the National Women's Business Council, 2006-2009
- Immediate Past President of the Business and Institutional Furniture Manufacturers Association
- Board Member, The Committee of 200 (C200) Foundation
- Member, The Belizean Grove
- Board Member, Women's Business Enterprise National Council
- National Founding Partner, Women Impacting Public Policy
- Board Member, Institute for Economic Empowerment of Women, 2006-2010
- Office Depot, Businesswoman of the Year 2002
- Testified for the House Small Business Committee and National Women's Business Council on Federal Prison Industries and Healthcare costs, respectively.
- Ernst and Young, Entrepreneur of the Year, Manufacturing, Houston, 1997
- Appointed to United States Small Business Administration's National Advisory Council, 2004
- Small Business Person of the Year for The State of Texas United States Small Business Association 2005
- Fast Company Management Top 25 Women Business Builders, 2005
- Advisory Council for the Texas Buildings and Procurement Commission
- Featured in "The Martha Rules: 10 Essentials for Achieving Success as You Start, Grow or Manage a Business" by Martha Stewart, "Nine Lives" by Mary Cantando and Laurie Zuckerman, a book about women business owners, "The Women's Advantage: 20 Women Entrepreneurs Show You What it Takes to Grow Your Business" by Mary Cantando, "201 Great Ideas for Your Small Business" by Jane Applegate, "Breaking Through: Creating Opportunities for America's Women and Minority-Owned Businesses" by Susan Phillips Bari, "How She Does It: How Women Entrepreneurs are Changing the Rules of Business Success" by Margaret Heffernan, "Partnering for Profit: Success Strategies for Tomorrow's Supply Chain" by Susan Phillips Bari, "Seeds of Success: How a Few Women Changed the Landscape of American Business" by Vivian Castleberry with Brenda Matamoros, "The Girls' Guide to Building a Million-Dollar Business" by Susan Wilson Solovic, and "Management" by Griffin.



Biography

In 1989, when ergonomics was a relatively new applied science, and virtually unheard of in the corporate world, Rebecca Congleton Boenigk and her mother, Jaye Congleton, set up shop in Rebecca'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, Rebecca began educating customers on the health and safety advantages of ergonomic seating.

Initially, Rebecca 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 Rebecca 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.



Affiliations & Activities

2008 - Present

The Belizean Grove
Auction Chair

2004 - Present

**Business and Industrial
Furniture Manufacturer's
Association**

Immediate Past President Board of
Directors, HR/Compensation Committee,
Marketing Committee

2001 - Present

**Women's Business Enterprise
National Council**

Board of Directors, Executive Committee,
Finance Committee,
Marketing Committee, Development
Committee

2007 - Present

The Committee of 200

Membership Committee
C200 Foundation Board Member
Fund-raising Chair

2000 - Present

**Women Impacting Public
Policy**

2006 - 2009

**National Women's Business
Council**

Advisors to the President, Congress and
the SBA

2006 - 2010

**Institute for Economic
Empowerment of Women**
Board of Directors

2003

**Testified Before
Subcommittee of US House
of Representatives**

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

2004 - 2007

**US Small Business
Administration National
Advisory Committee**

1996 - 2006

**Women President
Organization**

2002 - 2006

**Women's Enterprise
Leadership Forum**
Chair

2003 - 2006

**Texas Buildings and
Procurement Commission**
Vendor Advisory Committee



Affiliations & Activities

2002 - 2006

Enterprising Women Advisory Board

2004 - 2006

Bryan-College Station Chamber of Commerce Board of Directors

2003

Participant in Roundtable on Affordable Healthcare Coverage for Small Businesses Hosted by NWBC on Capitol Hill

2002 - 2006

American Cancer Society Cattle Baron's Ball

Co-chair
Underwriting Chair
Underwriting Chair

2005 - 2006

Texas Governor's Business Council



Awards/Accomplishments

- 2010 **Ascendancy Award for Business Women**
w2wlink
- 2007 **Compass Award**
Women's Leadership Exchange
- Applause Award**
Women's Business Enterprise National Council
- Women's Enterprise USA**
Listed in the Top 100 WBEs Impacting Supplier Diversity
- 2006 **Presidential Appointment**
National Women's Business Council
- WIPP Fast 5 Award**
Women Impacting Public Policy
- 2005 **DiversityBusiness.com**
Top 50 Diversity Owned Businesses in Texas
- Best Boss Finalist**
Winning Workplaces and FSB: Fortune Small Business
- Women's Enterprise Magazine**
Listed 25 in Top Women Owned Businesses in Texas
- 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



Awards/Accomplishments

2004

Appointment to the US Small Business Administration National Advisory Council

DiversityBusiness.com
Top 50 Diversity Owned Businesses in Texas

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 & Professional Women's Club

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



Awards/Accomplishments

2003

DiversityBusiness.com
Top 50 Diversity Owned Businesses in Texas

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

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

Baylor University
Texas Family Business of the Year Finalist

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

2002

Office Depot Business Woman of the Year

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

1999 – 2000

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



Awards/Accomplishments

- 1999 **Industry Week**
Top 25 Growing Companies
- Women's Enterprise Magazine**
Listed 25 in Top Women Owned Businesses in Texas
- Working Woman Magazine**
Regional Winner in Socially Responsible and General Excellence Categories
- 1998 **Women's Enterprise Magazine**
Listed 25 in Top Women Owned Businesses in Texas
- 1997 **Ernst & Young LLP Entrepreneur of the Year in Manufacturing**
Neutral Posture Ergonomics was recognized by Ernst & Young's Entrepreneur of the Year awards program as Houston's Leading Entrepreneur in Manufacturing.
- Bryan-College Station Chamber of Commerce**
The Brazos Valley Business Star
- 1995, 1996 **The Inc 500**
Listed in Top 500 Fastest Growing Private Companies in America
- 1994 – 1996 **Newman 10 Business Performance Awards**
- 1994 **Baylor University and Ernst & Young LLP**
Fastest Growing Family Business



Featured In:

BOOKS

November 2007

Management, 9th Edition
By Ricky W. Griffin

October 2007

The Girls' Guide to Building a Million-Dollar Business
By Susan Wilson Solovic

January 2007

How She Does It: How Women Entrepreneurs are Changing the Rules of Business Success
By Margaret Heffernan

June 2006

Partnering for Profit: Success Strategies for Tomorrow's Supply Chain
By Susan Phillips Bari

May 2006

The Woman's Advantage
By Mary Cantando

March 2006

Seeds of Success: How a Few Women Changed the Landscape of American Business
By Vivian Castleberry
with Brenda Matamoros

October 2005

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

June 2004

Breaking Through: Creating Opportunities for America's Women and Minority-Owned Businesses
By Susan Phillips Bari

July 2003

Nine Lives: Stories of Women Business Owners Landing on Their Feet
By Mary Cantando and Laurie Zuckerman

June 2002

201 Great Ideas for Your Small Business
By Jane Applegate



Articles

May/June 2010

Minority Business Entrepreneur (MBE)

All in the Family
By Laura Weiner

January 2010

Smart Business Houston

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

Winter 2008

Success for Women Magazine

Stepping into the Boss's Shoes
By Erin Casey

June 2007

Los Angeles Times

Pushing Woman Power in Business
By Andrea Chang

May/June 2007

Success Magazine

Success Stories: How to Lead a Rich Life

June 2007

Women's Enterprise USA

Neutral Posture CEO Helping Corporate America Work Comfortably
By Suzanne Squyres

June 2007

Long Beach Business Journal

Getting Expert Advice at the Women's Leadership Exchange Conference
By Jennifer Wang

June 2006

The Miami Herald

Business Women Seek Clout
By Amy Martinez

May 2006

The Dallas Morning News

Tackling Higher Energy Costs
By Joyce M. Rosenberg

March 2006

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 2006

U.S. News & World Report

Hostage to Oil
By Marianne Lavelle

November 2004

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

October 4, 2001

Small Business Computing

Set the Course
By Joanne Cleaver



Articles

Summer 2004

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

September 2003

Fortune Small Business

These Women Mean Business The Second Time Around
By Susan Caminiti

July 2003

Inside UPS

Meeting High Standards

July 1999

Industry Week

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

1999

Wall Street Reporter

Rebecca E. Boenigk's Interview

Winter 1997

Smart Business

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

July 1, 1997

Houston Chronicle

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

October 14, 1994

Dallas Business Journal

Ergonomic Work Chairs Brings Family Success – and Challenges
By Angela Genusa

February 10, 1994

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

American Express Open Forum Webcast, 2010

The New York Times - Networks and Female
Entrepreneurs Webcast, 2008

The Women's Congress, 2008

Women's Leadership Exchange, 2007
Keynote Speaker

Women's Enterprise Alliance
Keynote Speaker

American Business Women's Association
Keynote Speaker

Center for Women in Business

Women in Business, 2002 and 2003

Women President's Organization

Office Depot Success Strategies Conference, 2005



US Patents

US Patent # 5,961,134 —
Apparatus for Housing and Supporting
and furnishing an Adjustable User-
Platform for a portable Computer (Issued
15 October, 1999)

US Patent # 6,220,663 —
Lumbar Pump Assembly for Chair (Issued
24 April, 2001)

US Patent # 6,296,312 —
Ergonomic Armrest Assembly
(Issued 2 October, 2001)

US Patent #6,290,295 —
Air Pump Assembly for a Chair (Issued 18
September, 2001)

US Patent #6,877,812 —
Support for a seating device, AbStool®
(Issued 12 April, 2005)

US Patent #7,104,606 —
Support for a seating device, AbStool®
dual use, 4 position, rotating support
cushion (Issued September, 2006)



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