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

#### FORM 10-Q

(Mark One)

| IXL OUARTERLY REPORT PURSUANT TO SECT | TION 13 OR 15(d) OF THE SECURITIES EXCHANGE A | CT OF 1934 |
|---------------------------------------|---|------------|
|---------------------------------------|---|------------|

| •   | ECTION 13 OR 15(d) OF THE SECURITIES EXCHANGE ACT OF 1934  |
|---|--|
| For the quarterly period ended June 30, 2008.                                       |  |
|   | OR   |
| ☐ TRANSITION REPORT PURSUANT TO SE  | ECTION 13 OR 15(d) OF THE SECURITIES EXCHANGE ACT OF 1934  |
| For the transition period from  | to   |
|   | Commission File Number: 333-72097  |
| NE  | OGENOMICS, INC.  |
|   | me of registrant as specified in its charter)  |
| Nevada  | 74-2897368   |
| (State or other jurisdiction of incorporation or organization)                      | (I.R.S. Employer Identification No.)   |
| (Address, inc<br>number of<br>Indicate by check mark whether the registrant (1) has | Tot Myers, FL 33913  (239)-768-0600  Cluding zip code, and area code and telephone of Registrant's principal executive offices)  filed all reports required to be filed by Section 13 or 15(d) of the Securities Exchange such shorter period that the registrant was required to file such reports), and (2) has 0 days. Yes ⊠ No □ |
|   | ge accelerated filer, an accelerated filer, a non-accelerated filer, or a smaller reporting er," "accelerated filer" and "smaller reporting company" in Rule 12b-2 of the  |
| Large accelerated filer □   | Accelerated filer □  |
| Non-accelerated filer □   | Smaller reporting company ⊠  |
| Indicate by check mark whether the registrant is a she                              | ell company (as defined in Rule 12b-2 of the Exchange Act). Yes□ No ⊠  |
| As of August 12, 2008, the registrant had 31,453,566                                | shares of Common Stock, par value \$0.001 per share outstanding  |
|   |  |

#### TABLE OF CONTENTS

#### FINANCIAL INFORMATION

| PA | RT I     |   |    |
|----|----------|---|----|
|    | Item 1.  | Financial Statements (unaudited)  | 2  |
|    | Item 2.  | Management's Discussion and Analysis of Financial Condition and Results of Operations | 12 |
|    | Item 3.  | Quantitative and Qualitative Disclosures About Market Risk                            | 10 |
|    | Item 4.  | Controls and Procedures   | 16 |
|    | Item 4T. | Controls and Procedures   | 10 |
|    |          | OTHER INFORMATION   |    |
|    |          |   |    |
| PA | RT II    |   |    |
|    | Item 1.  | Legal Proceedings   | 17 |
|    | Item 1A. | Risk Factors  | 17 |
|    | Item 2.  | Unregistered Sales of Equity Securities and Use of Proceeds                           | 17 |
|    | Item 3.  | Defaults Upon Senior Securities   | 17 |
|    | Item 4.  | Submission of Matters to a Vote of Security Holders                                   | 17 |
|    | Item 5.  | Other Information   | 17 |
|    | Item 6.  | Exhibits  | 18 |
| SI | GNATURE  | s   |    |
|    |          |   |    |
|    |          | 2   |    |

#### FORWARD-LOOKING STATEMENTS

This Form 10-Q contains "forward-looking statements" relating to NeoGenomics, Inc., a Nevada corporation (referred to individually as the "Parent Company" or collectively with all of its subsidiaries as "NeoGenomics" or the "Company" in this Form 10-Q), which represent the Company's current expectations or beliefs including, but not limited to, statements concerning the Company's operations, performance, financial condition and growth. For this purpose, any statements contained in this Form 10-Q that are not statements of historical fact are forward-looking statements. Without limiting the generality of the foregoing, words such as "may", "anticipation", "intend", "could", "estimate", or "continue" or the negative or other comparable terminology are intended to identify forward-looking statements. These statements by their nature involve substantial risks and uncertainties, such as credit losses, dependence on management and key personnel, variability of quarterly results, competition and the ability of the Company to continue its growth strategy, certain of which are beyond the Company's control. Should one or more of these risks or uncertainties materialize or should the underlying assumptions prove incorrect, actual outcomes and results could differ materially from those indicated in the forward-looking statements.

Any forward-looking statement speaks only as of the date on which such statement is made, and the Company undertakes no obligation to update any forward-looking statement or statements to reflect events or circumstances after the date on which such statement is made or to reflect the occurrence of unanticipated events. New factors emerge from time to time and it is not possible for management to predict all of such factors, nor can it assess the impact of each such factor on the business or the extent to which any factor, or combination of factors, may cause actual results to differ materially from those contained in any forward-looking statements.

#### **Item 1. Financial Statements**

# NEOGENOMICS, INC. CONDENSED CONSOLIDATED BALANCE SHEETS (unaudited)

|   |    | June 30,<br>2008 | D  | ecember 31,<br>2007 |
|---|----|------------------|----|---------------------|
| <u>ASSETS</u>   |    |                  |    |                     |
| CURRENT ACCETO  |    |                  |    |                     |
| CURRENT ASSETS  Cook and each equivalents   | ø  | 442 197          | ø  | 210.572             |
| Cash and cash equivalents Accounts receivable (net of allowance for doubtful accounts of \$390,638 and \$414,548, | \$ | 442,187          | \$ | 210,573             |
| respectively)   |    | 3,641,822        |    | 3,236,751           |
| Inventories   |    | 364,259          |    | 304,750             |
| Other current assets  |    | 746,209          |    | 400,168             |
| Total current assets  | _  | 5,194,477        | _  | 4,152,242           |
| Total current assets  |    | 3,171,177        |    | 1,132,212           |
| PROPERTY AND EQUIPMENT (net of accumulated depreciation of \$1,185,750 and  |    |                  |    |                     |
| \$862,030,respectively)   |    | 2,215,613        |    | 2,108,083           |
|   |    |                  |    |                     |
| OTHER ASSETS  |    | 255,566          |    | 260,575             |
|   |    |                  |    |                     |
| TOTAL ASSETS  | \$ | 7,665,656        | \$ | 6,520,900           |
|   | _  |                  | _  |                     |
| LIABILITIES AND STOCKHOLDERS' EQUITY  |    |                  |    |                     |
| ENDIETTIES MIND STOCKHOLDENS EQUITI   |    |                  |    |                     |
| CURRENT LIABILITIES   |    |                  |    |                     |
| Accounts payable  | \$ | 1,902,813        | \$ | 1,799,159           |
| Accrued expenses and other liabilities  | •  | 1,203,374        | -  | 1,319,580           |
| Revolving credit line   |    | 1,053,471        |    | -,2 -, ,2 -         |
| Short-term portion of equipment capital leases  |    | 320,682          |    | 242,966             |
| Total current liabilities   | _  | 4,480,340        |    | 3,361,705           |
| Total current interintes  |    | 1, 100,5 10      |    | 3,301,703           |
| LONG TERM LIABILITIES   |    |                  |    |                     |
| Long-term portion of equipment capital leases   |    | 854,293          |    | 837,081             |
| 2005 term portion of equipment express reacts   | _  | 654,275          | _  | 057,001             |
| TOTAL LIABILITIES   |    | 5,334,633        |    | 4,198,786           |
| STOCKHOLDERS' EQUITY  |    | 3,331,033        | _  | 1,170,700           |
| Common stock, \$.001 par value, (100,000,000 shares authorized; 31,368,256 and 31,391,660                         |    |                  |    |                     |
| shares issued and outstanding, respectively)  |    | 31,368           |    | 31,391              |
| Additional paid-in capital  |    | 17,022,971       |    | 16,820,954          |
| Accumulated deficit   |    | (14,723,316)     |    | (14,530,231)        |
| Total stockholders' equity  |    | 2,331,023        |    | 2,322,114           |
| 1   |    | 2,331,023        |    | 2,322,117           |
| TOTAL LIABILITIES AND STOCKHOLDERS' EQUITY  | \$ | 7,665,656        | \$ | 6,520,900           |
| TOTAL EMBERTIES AND STOCKHOLDERS EQUIT  | ψ  | 7,005,050        | ψ  | 0,520,700           |

The accompanying notes are an integral part of these unaudited condensed consolidated financial statements.

# NEOGENOMICS, INC. CONDENSED CONSOLIDATED STATEMENTS OF OPERATIONS (unaudited)

|   | _        | For the<br>Three-<br>Months<br>Ended<br>June 30,<br>2008 |          | For the<br>Three-<br>Months<br>Ended<br>June 30,<br>2007 |    | For the<br>Six-<br>Months<br>Ended<br>June 30,<br>2008 |    | For the<br>Six-<br>Months<br>Ended<br>June 30,<br>2007 |
|---|----------|--|----------|--|----|--|----|--|
| NET REVENUE                                   | \$       | 4,881,402  | \$       | 2,344,032  | \$ | 9,044,164  | \$ | 4,586,694  |
| COST OF REVENUE                               |          | 2,183,758  |          | 1,165,813  |    | 4,042,231  | _  | 2,102,546  |
| GROSS PROFIT                                  |          | 2,697,644  | _        | 1,178,219  |    | 5,001,933  |    | 2,484,148  |
| OPERATING EXPENSES                            |          |  |          |  |    |  |    |  |
| General and administrative                    |          | 2,556,121  |          | 2,059,166  |    | 5,070,676  |    | 3,485,713  |
| Interest expense, net                         |          | 69,246   |          | 92,556   |    | 124,342  |    | 191,480  |
| Total operating expenses                      | _        | 2,625,367  | _        | 2,151,722  | _  | 5,195,018  | _  | 3,677,193  |
| NET INCOME (LOSS)                             | \$       | 72,277   | \$       | (973,503)  | \$ | (193,085)  | \$ | (1,193,045)  |
| NET INCOME (LOSS) PER SHARE                   |          |  |          |  |    |  |    |  |
| - Basic                                       | \$       | 0.00   | \$       | (0.03)   | \$ | (0.01)   | \$ | (0.04)   |
| - Diluted                                     | \$       | 0.00   | \$       | (0.03)   | \$ | (0.01)   | \$ | (0.04)   |
| WEIGHTED AVERAGE NUMBER OF SHARES OUTSTANDING | <u>-</u> |  | <u> </u> |  |    |  |    |  |
| - Basic                                       |          | 31,367,144   |          | 28,941,466   |    | 31,383,824   |    | 28,160,643   |
| - Diluted                                     |          | 38,243,857   |          | 28,941,466   |    | 31,383,824   |    | 28,160,643   |

The accompanying notes are an integral part of these unaudited condensed consolidated financial statements.

#### NEOGENOMICS, INC.

## CONDENSED CONSOLIDATED STATEMENTS OF CASH FLOWS FOR THE SIX MONTHS ENDED JUNE 30, 2008 AND 2007

(unaudited)

| G L GYL TY ON 16 TRO O L O DED L'ENVO L GEN VIII-   | Jui | ne 30, 2008 | Ju       | ne 30, 2007 |
|---|-----|-------------|----------|-------------|
| CASH FLOWS FROM OPERATING ACTIVITIES  Net Loss  | \$  | (193,085)   | <b>©</b> | (1,193,045  |
| Adjustments to reconcile net loss to net cash used in operating activities:                         | Ф   | (193,003)   | Ф        | (1,193,043  |
| Provision for bad debts   |     | 815,011     |          | 278,000     |
| Depreciation Depreciation   |     | 323,720     |          | 180,455     |
| Impairment of assets  |     | 525,720     |          | 2,235       |
| Amortization of debt issue costs  |     | 22,076      |          | 15,615      |
| Amortization of credit facility warrants  |     | -           |          | 39,285      |
| Stock based compensation  |     | 124,539     |          | 140,240     |
| Non cash consulting expenses  |     | 67,042      |          | 84,608      |
| Changes in assets and liabilities, net:   |     |             |          |             |
| (Increase) decrease in accounts receivable, net of write-offs                                       |     | (1,220,083) |          | (1,000,147  |
| (Increase) decrease in inventories  |     | (59,508)    |          | (245,108    |
| (Increase) decrease in other current assets   |     | (368,117)   |          | (108,376    |
| (Increase) decrease in deposits   |     | 5,009       |          | (17,286     |
| Increase (decrease) in accounts payable and other liabilities                                       |     | (38,205)    |          | 255,703     |
| NET CASH USED IN OPERATING ACTIVITIES   |     | (521,601)   |          | (1,567,821  |
| CASH FLOWS FROM INVESTING ACTIVITIES  |     |             |          |             |
| Purchases of property and equipment   |     | (170,764)   |          | (221,264    |
| Purchase of convertible debenture   |     | <u>-</u>    | _        | (200,000    |
| NET CASH USED IN INVESTING ACTIVITIES   | _   | (170,764)   |          | (421,264    |
| CASH FLOWS FROM FINANCING ACTIVITIES  |     |             |          |             |
| Advances / (repayments) to affiliates, net  |     | -           |          | (1,675,000  |
| Advances / (repayments) on credit facility  |     | 1,053,471   |          | -           |
| Repayment of capital leases   |     | (139,905)   |          | (63,157     |
| Issuance of common stock and warrants for cash, net of transaction expenses                         |     | 10,413      |          | 5,224,856   |
| Repayment of notes payable  |     | <u> </u>    |          | (2,000      |
| NET CASH PROVIDED BY FINANCING ACTIVITIES   |     | 923,979     |          | 3,484,699   |
| NET INCREASE IN CASH AND CASH EQUIVALENTS   |     | 231,614     |          | 1,495,614   |
| CASH AND CASH EQUIVALENTS, BEGINNING OF PERIOD  |     | 210,573     |          | 126,264     |
| CASH AND CASH EQUIVALENTS, END OF PERIOD  | \$  | 442,187     | \$       | 1,621,878   |
|   |     | ,           |          | -,,         |
| SUPPLEMENTAL DISCLOSURE OF CASH FLOW INFORMATION  |     |             |          |             |
| Interest paid   | \$  | 107,820     | \$       | 163,282     |
| Income taxes paid   | \$  |             | \$       | -           |
| NON-CASH INVESTING AND FINANCING ACTIVITIES   |     |             |          |             |
| Equipment leased under capital leases, including \$140,000 in accrued expenses at December 31, 2007 | \$  | 234,833     | \$       | 272,265     |
| Equipment purchased and included in accounts payable at June 30, 2008                               | \$  | 165,653     | \$       | . , . ,     |
| Edilinment nilrengsed and incliided in accounts navanie at lime sti. /liux                          |     | 102,022     | Ψ        |             |

## NEOGENOMICS, INC. NOTES TO UNAUDITED CONDENSED CONSOLIDATED FINANCIAL STATEMENTS AS OF JUNE 30, 2008

#### NOTE A - NATURE OF BUSINESS AND BASIS OF FINANCIAL STATEMENT PRESENTATION

#### Nature of Business

NeoGenomics, Inc., a Nevada corporation, (the "Parent") and its subsidiary, NeoGenomics, Inc., a Florida corporation, doing business as NeoGenomics Laboratories ("NEO", "NeoGenomics" or the "Subsidiary") (collectively referred to as "we", "us", "our", or the "Company") operates as a certified "high complexity" clinical laboratory in accordance with the federal government's Clinical Laboratory Improvement Amendments of 1988 ("CLIA"), and is dedicated to the delivery of clinical diagnostic services to pathologists, oncologists, urologists, hospitals, and other laboratories throughout the United States.

#### **Basis of Presentation**

The accompanying condensed consolidated financial statements include the accounts of the Parent and the Subsidiary. All significant intercompany accounts and balances have been eliminated in consolidation.

The accompanying condensed consolidated financial statements of the Company are unaudited and include all adjustments, in the opinion of management, which are necessary to make the financial statements not misleading. Except as otherwise disclosed, all such adjustments are of a normal recurring nature. Interim results are not necessarily indicative of results for a full year.

The interim condensed consolidated financial statements and notes are presented in accordance with the rules and regulations of the Securities and Exchange Commission and do not contain certain information included in the Company's 2007 Annual Report on Form 10-KSB. Therefore, the interim condensed consolidated financial statements should be read in conjunction with the consolidated financial statements and notes thereto contained in the Company's annual report.

#### Net Income (Loss) Per Common Share

We compute net income (loss) per share in accordance with Financial Accounting Standards Statement No. 128 "Earnings per Share" ("SFAS 128") and SEC Staff Accounting Bulletin No. 98 ("SAB 98"). Under the provisions of SFAS No. 128 and SAB 98, basic net income (loss) per share is computed by dividing the net income (loss) available to common stockholders by the weighted average number of common shares outstanding during the period. Diluted net income (loss) per share is computed by dividing the net income (loss) for the period by the weighted average number of common and common equivalent shares outstanding during the period. Equivalent shares consist of employee stock options and certain warrants issued to consultants and other providers of financing to the Company. Common equivalent shares outstanding as of June 30, 2008 includes approximately 4.3 million equivalent shares for unexercised warrants and approximately 2.6 million shares for unexercised stock options, and these were included in the earnings per share calculation for the three months ended June 30, 2008. There were no common equivalent shares included in the calculation of diluted earnings per share for the six month period ended June 30, 2008 and for the three and six month periods ended June 30, 2007, because they were anti-dilutive for those periods.

#### Recently Issued Accounting Pronouncements

In September 2006, the FASB issued SFAS No. 157, "Fair Value Measurements" ("SFAS 157"). SFAS 157 provides a new single authoritative definition of fair value and provides enhanced guidance for measuring the fair value of assets and liabilities and requires additional disclosures related to the extent to which companies measure assets and liabilities at fair value, the information used to measure fair value, and the effect of fair value measurements on earnings. SFAS 157 was effective for the Company as of January 1, 2008 for financial assets and financial liabilities within its scope and did not have a material impact on our consolidated financial statements.

In February 2008, the FASB issued FASB Staff Position No. FAS 157-2 "Effective Date of FASB Statement No. 157" ("FSP FAS 157-2") which defers the effective date of SFAS 157 for all non-financial assets and non-financial liabilities, except those that are recognized or disclosed at fair value in the financial statements on a recurring basis (at least annually), to fiscal years beginning after November 15, 2008 and interim periods within those fiscal years for items within the scope of FSP FAS 157-2. The Company is currently assessing the impact, if any, of SFAS 157 and FSP FAS 157-2 for non-financial assets and non-financial liabilities on its consolidated financial statements.

In February 2007, the FASB issued SFAS No. 159 "The Fair Value Option for Financial Assets and Financial Liabilities - Including an Amendment of FASB Statement No. 115." ("SFAS 159"). SFAS 159 permits an entity to measure many financial instruments and certain other items at fair value that are not currently required to be measured at fair value. The Company adopted this Statement as of January 1, 2008 and has elected not to apply the fair value option to any of its financial instruments.

In December 2007, the FASB issued SFAS No. 160, "Noncontrolling Interests in Consolidated Financial Statements - an amendment of ARB No. 51." ("SFAS 160"). SFAS 160 requires all entities to report noncontrolling (minority) interests in subsidiaries as equity in the consolidated financial statements. Its intention is to eliminate the diversity in practice regarding the accounting for transactions between an entity and noncontrolling interests. This Statement is effective for the Company as of January 1, 2009 and currently, we do not expect it to have an impact on the Company's financial statements.

In May 2008, the FASB issued SFAS No. 162 ("SFAS 162"), "The Hierarchy of Generally Accepted Accounting Principles" ("SFAS 162"). This statement identifies the sources of accounting principles and the framework for selecting the principles to be used in the preparation of financial statements of nongovernmental entities that are presented in conformity with GAAP. While this statement formalizes the sources and hierarchy of GAAP within the authoritative accounting literature, it does not change the accounting principles that are already in place. This statement will be effective 60 days following the SEC's approval of the Public Company Accounting Oversight Board amendments to AU Section 411, "The Meaning of Present Fairly in Conformity With Generally Accepted Accounting Principles." SFAS 162 is not expected to have a material impact on the Company's financial statements.

#### **NOTE B – DEBT OBLIGATION**

#### Revolving Credit and Security Agreement

On February 1, 2008, our subsidiary, NeoGenomics, Inc., a Florida corporation ("Borrower"), entered into a Revolving Credit and Security Agreement (the "Credit Facility" or "Credit Agreement") with CapitalSource Finance LLC ("CapitalSource"), the terms of which provide for borrowings based on eligible accounts receivable up to a maximum borrowing of \$3,000,000, as defined in the Credit Agreement. Subject to the provisions of the Credit Agreement, CapitalSource shall make advances to us from time to time during the three (3) year term, and the Credit Facility may be drawn, repaid and redrawn from time to time as permitted under the Credit Agreement.

Interest on outstanding advances under the Credit Facility are payable monthly in arrears on the first day of each calendar month at an annual rate based on the one-month LIBOR plus 3.25%, subject to a LIBOR floor of 3.14%. At June 30, 2008, the effective rate of interest was 6.39%.

To secure the payment and performance in full of the Obligations (as defined in the Credit Agreement), we granted CapitalSource a continuing security interest in and lien upon, all of our rights, title and interest in and to our Accounts (as defined in the Credit Agreement), which primarily consist of accounts receivable and cash balances held in lock box accounts. Furthermore, pursuant to the Credit Agreement, the Parent guaranteed the punctual payment when due, whether at stated maturity, by acceleration or otherwise, of all of our obligations. The Parent guaranty is a continuing guarantee and shall remain in force and effect until the indefeasible cash payment in full of the Guaranteed Obligations (as defined in the Credit Agreement) and all other amounts payable under the Credit Agreement.

On June 30, 2008, the available credit under the Credit Facility was approximately \$589,000 and the outstanding borrowing was \$1,053,471 after netting of \$55,319 in compensating cash on hand.

#### **NOTE C – LIQUIDITY**

Our condensed consolidated financial statements are prepared using accounting principles generally accepted in the United States of America applicable to a going concern, which contemplate the realization of assets and liquidation of liabilities in the normal course of business. At June 30, 2008, we had stockholders' equity of \$2,331,023. On February 1, 2008, we entered into a revolving credit facility with CapitalSource Finance, LLC, which allows us to borrow up to \$3,000,000 based on a formula which is based upon our eligible accounts receivable, as defined in the Credit Agreement. As of June 30, 2008, we had approximately \$442,000 in cash on hand and \$589,000 of availability under our Credit Facility. As such, we believe we have adequate resources to meet our operating commitments for the next twelve months and accordingly our condensed consolidated financial statements do not include any adjustments relating to the recoverability and classification of recorded asset amounts or the amounts and classification of liabilities that might be necessary should we be unable to continue as a going concern.

#### NOTE D - COMMITMENTS AND CONTINGENCIES

#### **US Labs Settlement**

On October 26, 2006, Accupath Diagnostics Laboratories, Inc. d/b/a US Labs, a California corporation ("US Labs") filed a complaint in the Superior Court of the State of California for the County of Los Angeles (entitled Accupath Diagnostics Laboratories, Inc. v. NeoGenomics, Inc., et al., Case No. BC 360985) (the "Lawsuit") against the Company and Robert Gasparini, as an individual, and certain other employees and non-employees of NeoGenomics (the "Defendants") with respect to claims arising from discussions with current and former employees of US Labs. On March 18, 2008, we reached a preliminary agreement to settle US Labs' claims, and in accordance with SFAS No. 5, *Accounting For Contingencies*, as of December 31, 2007 we accrued a \$375,000 loss contingency, which consisted of \$250,000 to provide for the Company's expected share of this settlement, and \$125,000 to provide for the Company's share of the estimated legal fees up to the date of settlement.

On April 23, 2008, the Company and US Labs entered into a Settlement Agreement and Release (the "Settlement Agreement") whereby both parties agreed to settle and resolve all claims asserted in and arising out of the aforementioned lawsuit. Pursuant to the Settlement Agreement, the Defendants are required to pay \$500,000 to US Labs, of which \$250,000 was paid with funds from the Company's insurance carrier in May 2008 and the remaining \$250,000 is being paid by the Company in equal installments of \$31,250 commencing on May 31, 2008. Under the terms of the Settlement Agreement, there are certain provisions agreed to in the event of default. As of June 30, 2008, the remaining amount due was \$187,500, and no events of default had occurred.

#### Private Placement of Common Stock and Related SEC Review

During 2007, we received a comment letter from the SEC Staff questioning certain matters disclosed in our Form 10-KSB as of and for the year ended December 31, 2006. As a result, we were unable to effectively complete the Registration Statement filed in connection with the June 2007 Private Placement (the "Private Placement") of the Company's common stock. As of December 31, 2007 and pursuant to the terms of the Private Placement, the Company accrued \$282,000 in penalties as liquidated damages, which are expected to be incurred for the period commencing on the 120<sup>th</sup> day following the Private Placement through June 2008, the date we anticipated to be able to effectively complete the Registration Statement for the Private Placement shares.

On April 29, 2008, we filed an amended 2006 Form 10-KSB/A with the SEC, and on April 30, 2008 we received correspondence from the SEC that they have completed their review and that they had no further comments.

On June 3, 2008, we filed a Registration Statement on Form S-1/A, and received a notice of effectiveness for the Private Placement shares on July 1, 2008.

#### NOTE E - RELATED PARTY TRANSACTIONS

During the six month periods ended June 30, 2008 and 2007, Steven C. Jones, a director of the Company, earned \$106,775 and \$32,000, respectively, for various consulting work performed in connection with his duties as Acting Principal Financial Officer.

During the six month period ended June 30, 2008 and 2007, George O'Leary, a director of the Company, earned \$565 and \$9,500, respectively, in cash for various consulting work performed for the Company.

#### NOTE F - POWER 3 MEDICAL PRODUCTS, INC.

On April 2, 2007, we entered into an agreement (the "Letter Agreement") with Power3 Medical Products, Inc., a New York Corporation ("Power3") regarding the formation of a joint venture Contract Research Organization ("CRO") and the issuance of convertible debentures and related securities by Power3 to us. Power3 is an early stage company engaged in the discovery, development, and commercialization of protein biomarkers. Under the terms of the agreement, NeoGenomics and Power3 agreed to enter into a joint venture agreement pursuant to which the parties would jointly own a CRO and begin commercializing Power3's intellectual property portfolio of seventeen patents pending by developing diagnostic tests and other services around one or more of the more than 500 differentially expressed protein biomarkers that Power3 believes it has discovered to date. Power3 has agreed to license all of its intellectual property on a non-exclusive basis to the CRO for selected commercial applications as well as provide certain management personnel. We will provide access to cancer samples, management and sales & marketing personnel, laboratory facilities and working capital. Subject to final negotiation, we will own a minimum of 60% and up to 80% of the new CRO venture.

As part of the agreement, we provided \$200,000 of working capital to Power3 by purchasing a convertible debenture on April 17, 2007 pursuant to a Securities Purchase Agreement (the "Purchase Agreement") between us and Power3. The debenture has a term of two years and a 6% per annum interest rate which is payable quarterly on the last calendar day of each quarter. We were also granted two options to increase our stake in Power3 to up to 60% of Power3's fully diluted shares. The first option (the "First Option") is a fixed option to purchase convertible preferred stock of Power3 that is convertible into such number of shares of Power3 Common Stock, in one or more transactions, up to 20% of Power3's voting Common Stock at a purchase price per share, which will also equal the initial conversion price per share, equal to the lesser of (a) \$0.20 per share, or (b) \$20,000,000 divided by the fully-diluted shares outstanding on the date of the exercise of the First Option. This First Option is exercisable for a period starting on the date of purchase of the convertible debenture by NeoGenomics and extending until the day which is the later of (y) November 16, 2007 or (z) the date that certain milestones specified in the agreement have been achieved. As of June 30, 2008, the milestones described in the letter agreement had not been met. The First Option is exercisable in cash or NeoGenomics Common Stock at our option, provided, however, that we must include at least \$1.0 million of cash in the consideration if we elect to exercise this First Option. The second option (the "Second Option"), which is only exercisable to the extent that we have exercised the First Option, provides that we will have the option to increase our stake in Power3 to up to 60% of fully diluted shares of Power3 over the twelve month period beginning on the expiration date of the First Option in one or a series of transactions by purchasing additional convertible preferred stock of Power3 that is convertible into voting Common Stock and the right to receive additional warrants. The purchase price per share, and the initial conversion price of the Second Option convertible preferred stock will, to the extent such Second Option is exercised within six months of exercise of the First Option, be the lesser of (a) \$0.40 per share or (b) \$40,000,000 divided by the fully diluted shares outstanding on the date of exercise of the Second Option. The purchase price per share, and the initial conversion price of the Second Option convertible preferred stock will, to the extent such Second Option is exercised after six months, but within twelve months of exercise of the First Option, be the lesser of (y) \$0.50 per share or (z) an equity price per share equal to \$50,000,000 divided by the fully diluted shares outstanding on the date of any purchase. The exercise price of the Second Option may be paid in cash or in any combination of cash and our Common Stock at our option.

As of June 30, 2008, the parties were engaged in good faith negotiations to clarify and amend certain terms of the Letter Agreement. Until such time as an agreement can be reached with Power3 modifying the original terms of the Letter Agreement, it is the position of NeoGenomics that Power3 has not yet met the milestones outlined in the original agreement and, as a result, the First and Second Options are still valid.

The convertible debenture, because it is convertible into restricted shares of stock, is recorded under the fair value method at its initial cost of \$200,000 if the stock price of Power3 is less than \$0.20 per share or at fair value if the stock price of Power3 is greater than \$0.20 per share. As of June 30, 2008, the stock price of Power3 was less than \$0.20 per share and, accordingly, the convertible debenture is carried at cost and is included in Other Assets.

END OF FINANCIAL STATEMENTS.

## ITEM 2. MANAGEMENT'S DISCUSSION AND ANALYSIS OF FINANCIAL CONDITION AND RESULTS OF OPERATIONS

The following discussion and analysis should be read in conjunction with the Condensed Consolidated Financial Statements, and the Notes thereto included herein. The information contained below includes statements of the Company's or management's beliefs, expectations, hopes, goals and plans that, if not historical, are forward-looking statements subject to certain risks and uncertainties that could cause actual results to differ materially from those anticipated in the forward-looking statements. For a discussion on forward-looking statements, see the information set forth in the Introductory Note to this Quarterly Report under the caption "Forward Looking Statements", which information is incorporated herein by reference.

#### **Critical Accounting Policies**

The preparation of financial statements in conformity with accounting principles generally accepted in the United States requires us to make estimates and assumptions and select accounting policies that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements, as well as the reported amounts of revenues and expenses during the reporting period. Actual results could differ from those estimates.

While many operational aspects of our business are subject to complex federal, state and local regulations, the accounting for our business is generally straightforward with net revenues primarily recognized upon completion of the testing process. Our revenues are primarily comprised of a high volume of relatively low dollar transactions, and about one-half of total operating costs and expenses consist of employee compensation and benefits. Due to the nature of our business, several of our accounting policies involve significant estimates and judgments. These accounting policies have been described in our Annual Report on Form 10-KSB for the year ended December 31, 2007, and there have been no material changes in the six months ended June 30, 2008.

#### **Overview**

NeoGenomics operates a network of cancer testing laboratories that specifically target the rapidly growing genetic and molecular testing segment of the medical laboratory industry. We currently operate in three laboratory locations: Fort Myers, Florida, Nashville, Tennessee and Irvine, California. We currently offer throughout the United States the following types of testing services to oncologists, pathologists, urologists, hospitals, and other laboratories: a) cytogenetics testing, which analyzes human chromosomes, b) Fluorescence In-Situ Hybridization (FISH) testing, which analyzes abnormalities at the chromosome and gene levels, c) flow cytometry testing services, which analyzes gene expression of specific markers inside cells and on cell surfaces, d) morphological testing, which analyzes cellular structures and e) molecular testing which involves analysis of DNA and RNA and prediction of the clinical significance of various cancers. All of these testing services are widely used in the diagnosis and prognosis of various types of cancer.

Our common stock is listed on the NASDAQ Over-the-Counter Bulletin Board (the "OTCBB") under the symbol "NGNM."

## Results of Operations for the Three and Six Months Ended June 30, 2008 as Compared to the Three and Six Months Ended June 30, 2007

#### Revenue

Revenues increased 108%, or \$2.5 million, to \$4.9 million for the three months ended June 30, 2008 as compared to \$2.4 million for the three months ended June 30, 2007. For the six months ended June 30, 2008, revenues increased 97%, or \$4.5 million, to \$9.0 million as compared to \$4.6 million for the six months ended June 30, 2007. The increase in revenues for the three and six month periods ended June 30, 2008, as compared to the same periods in the prior year was primarily attributable to increases in case and testing volume resulting from wide acceptance of our bundled testing product offering and our industry leading turnaround times, which has resulted in new customers.

Test volume increased 76%, or 3,424, to 7,906 for the three months ended June 30, 2008 as compared to 4,482 for the three months ended June 30, 2007. For the six months ended June 30, 2008, test volume increased 69%, or 5,987, to 14,655 as compared to 8,678 for the six months ended June 30, 2007. Average revenue per test increased 18%, or \$94.44 to \$617.43 for the three months ended June 30, 2008 as compared to \$522.99 for the three months ended June 30, 2007. For the six months ended June 30, 2008, average revenue per test increased 17% or \$88.17 to \$616.72 as compared to \$528.54 for the six months ended June 30, 2007. The increase in average revenue per test is primarily attributable to an increase in certain Medicare reimbursements for 2008, and a modest increase in our test mix of flow cytometry testing, which has the highest reimbursement rate of any test we offer. Revenues per test are a function of both the nature of the test and the payer (Medicare, Medicaid, third party insurer, institutional client etc.).

Our policy is to record as revenue the amounts that we expect to collect based on published or contracted amounts and/or prior experience with the payer. We have established a reserve for uncollectible amounts based on estimates of what we will collect from a) third-party payers with whom we do not have a contractual arrangement or sufficient experience to accurately estimate the amount of reimbursement we will receive, b) co-payments directly from patients, and c) those procedures that are not covered by insurance or other third party payers. The Company's allowance for doubtful accounts decreased 5.8%, or approximately \$24,000 to \$391,000, as compared to \$415,000 at December 31, 2007. The allowance for doubtful accounts was approximately 9.7% and 11.4% of accounts receivables on June 30, 2008 and December 31, 2007, respectively. This decrease is primarily attributed to our new billing system that went live in the later part of the first quarter, and reflects the fact that we have resolved most of the billing issues we discussed in our December 31, 2007 Form 10-KSB and our previous quarterly report on Form 10-Q for the period ended March 31, 2008. We expect to return to an allowance level equal to 6%-7% of our gross receivables by the end of the year, as we continue to pursue claims that are greater than 150 days outstanding from our old billing system.

#### Cost of Revenue

Cost of revenue includes payroll and payroll related costs for performing tests, depreciation of laboratory equipment, rent for laboratory facilities, laboratory reagents, probes and supplies, and delivery and courier costs relating to the transportation of specimens to be tested.

Cost of revenue increased 87%, or \$1.0 million, to \$2.2 million for the three months ended June 30, 2008 as compared to \$1.2 million for the three months ended June 30, 2007. For the six months ended June 30, 2008, cost of revenue increased 92%, or \$1.9 million, to \$4.0 million as compared to \$2.1 million for the six months ended June 30, 2007. The increase in cost of revenue for the three and six month periods ended June 30, 2008, as compared to the same periods in the prior year was primarily attributable to increases in all areas of costs of revenue as the Company scaled its operations in order meet increasing demand. Cost of revenue as a percentage of revenue decreased to 44.7% for the three months ended June 30, 2008 as compared to 49.7% for the three months ended June 30, 2007. For the six months ended June 30, 2008 cost of revenue as a percentage of sales decreased to 44.7% as compared to 45.8% for the six months ended June 30, 2007.

Accordingly, this resulted in gross margin increasing to 55.3% and 55.3% for the three and six months ended June 30, 2008, respectively, as compared to gross margin of 50.3% and 54.2% for the three and six months ended June 30, 2007, respectively. The increase in gross margins is primarily attributable to the Company achieving economies of scale with volume increases. We anticipate that gross margins will continue at or near these levels as we more effectively utilize our capacity.

#### General and Administrative Expenses

General and administrative expenses increased 24%, or \$497,000, to \$2.6 million for the three months ended June 30, 2008 as compared to \$2.1 million for the three months ended June 30, 2007. For the six months ended June 30, 2008 general and administrative expenses increased 45%, or \$1.6 million, to \$5.1 million as compared to \$3.5 million for the six months ended June 30, 2007. The increases in general and administrative expenses are primarily a result of adding sales and marketing personnel as well as corporate personnel to generate and support revenue growth. We anticipate general and administrative expenses will continue to grow as a result of our expected revenue growth. However, we expect these expenses to decline as a percentage of revenue as our infrastructure costs stabilize.

General and administrative expenses as a percentage of revenue decreased to 52% for the three months ended June 30, 2008 as compared to 88% for the three months ended June 30, 2007. For the six months ended June 30, 2008 general and administrative expenses as a percentage of revenue decreased to 56% as compared to 76% for the six months ended June 30, 2007. These decreases as compared to the same periods last year were primarily a result of greater economies of scale in our business from spreading our wage expense over a greater revenue base as well as a decrease in professional fees as a result of settling the litigation with US Labs earlier this year.

Bad debt expense increased 132%, or \$222,000, to \$390,000 for the three months ended June 30, 2008 as compared to \$168,000 for the three months ended June 30, 2007. For the six months ended June 30, 2008 bad debt expense increased 193%, or \$537,000 to \$815,000 as compared to \$278,000 for the six months ended June 30, 2007. This increase was a result of the significant increases in revenue and to a lesser extent, from the issues with our old billing system, as noted in the revenue section above and in our December 31, 2007 Form 10-KSB and our March 31, 2008 Form 10-Q. Bad debt expense as a percentage of revenue was 8% and 9% for the three and six months ended June 30, 2008, respectively, as compared to 7% and 6% for the three and six months ended June 30, 2007, respectively. Even though bad debt expense as a percentage of revenue increased as compared to the same periods last year, on a sequential basis, bad debt expense as a percentage of revenue continues to fall. For the three months ended March 31, 2008, bad debt expense was 10% of revenues and for the three months ended December 31, 2007, it was 13%. We believe that these sequential decreases demonstrate that our billing issues, which peaked towards the end of last year, are now behind us, and we expect that bad debt expense as a percentage of revenue to continue to decrease and settle at normal historical levels of 5%-7% of revenue.

#### Interest Expense, net

Interest expense net, which primarily represents interest on borrowing arrangements, decreased 25%, or \$24,000 to \$69,000 for the three months ended June 30, 2008 as compared to \$93,000 for the three months ended June 30, 2007. For the six months ended June 30, 2008 interest expense, net decreased 35%, or \$67,000 to \$124,000 as compared to \$191,000 for the six months ended June 30, 2007. This decrease is primarily a result of a greater amount of indebtedness outstanding during the comparable periods last year as compared to this year. Interest expense for the three and six months ended June 30, 2008 is related to our new credit facility with Capital Source, while interest expense for the three and six months ended June 30, 2007 was related to our previous credit facility with Aspen Select Healthcare, which had a higher average balance.

#### Net Income (Loss)

As a result of the foregoing, we reported net income of \$72,000 for the three months ended June 30, 2008 as compared to a net loss of (\$973,000) for the three months ended June 30, 2007, an improvement of over \$1 million. For the six months ended June 30, 2008, we reported a net loss of (\$193,000) as compared to a net loss of (\$1.2 million) for the six months ended June 30, 3007, an improvement of almost \$1 million.

#### **Liquidity and Capital Resources**

During the six months ended June 30, 2008, our operating activities used approximately \$522,000 in cash compared with approximately \$1,568,000 used in the six months ended June 30, 2007. We invested approximately \$171,000 on new equipment during the six months ended June 30, 2008, compared with approximately \$421,000 for the six months ended June 30, 2007. At March 31, 2008 and March 31, 2007, we had cash and cash equivalents of approximately \$330,358 and \$575,393, respectively. As of June 30, 2008, we had approximately \$442,000 in cash on hand and \$589,000 of availability under the Credit Facility. At the present time, we anticipate that based on i) our current business plan and operations, ii) our existing cash balances, and iii) the availability of our accounts receivable line with CapitalSource, we will have adequate cash for at least the next twelve months. This estimate of our cash needs does not include any additional funding which may be required for growth in our business beyond that which is planned, strategic transactions, or acquisitions. In the event that the Company grows faster than we currently anticipate or we engage in strategic transactions or acquisitions and our cash on hand and/or our availability under the CapitalSource Credit Facility is not sufficient to meet our financing needs, we may need to raise additional capital from other resources. In such event, the Company may not be able to obtain such funding on attractive terms, or at all, and the Company may be required to curtail its operations. In the event that we do need to raise additional capital, we would seek to raise this additional money through issuing a combination of debt and/or equity securities primarily through banks and/or other large institutional investors. At June 30, 2008, we had stockholders' equity of \$2,331,023.

#### **Capital Expenditures**

We currently forecast capital expenditures in order to execute on our business plan. The amount and timing of such capital expenditures will be determined by the volume of business, but we currently anticipate that we will need to purchase approximately \$1.5 million to \$2.0 million of additional capital equipment during the next twelve months. We plan to fund these expenditures through capital lease financing arrangements. If we are unable to obtain such funding, we will need to pay cash for these items or we will be required to curtail our equipment purchases, which may have an impact on our ability to continue to grow our revenues.

#### ITEM 3 - Quantitative and Qualitative Disclosures About Market Risk

We are a smaller reporting company as defined by Rule 12b-2 of the Securities Exchange Act of 1934 and are not required to provide information under this item.

#### ITEM 4 - Controls and Procedures

#### Disclosure Controls and Procedures

We maintain disclosure controls and procedures designed to ensure that information required to be disclosed in reports filed under the Securities Exchange Act of 1934, as amended, is recorded, processed, summarized, and reported to our management, including our Principal Executive Officer, Principal Financial Officer, and Principal Accounting Officer, as appropriate, to allow timely decisions regarding required disclosure. Based on our evaluation completed as of December 31, 2007, our Principal Executive Officer and Principal Financial Officer concluded that our disclosure controls and procedures as of March 31, 2008, had material weaknesses that caused our controls and procedures to be ineffective. As detailed in the Company's Form 10-KSB for the fiscal year ended December 31, 2007, these weaknesses consisted of the lack of a formal anti-fraud program, inadequate controls over financial software systems and high risk spreadsheets, and proper controls over the timely resubmission of insurance claims. Since then we have remedied our controls over timely resubmission of insurance claims as of June 30, 2008. There have been no significant changes to our controls or other factors that could significantly affect internal controls subsequent to the period covered by this Quarterly Report.

A control system, no matter how well designed and operated, can provide only reasonable, not absolute, assurance that the control system's objectives will be met. Further, the design of a control system must reflect the fact that there are resource constraints, and the benefits of controls must be considered relative to their costs. Because of the inherent limitations in all control systems, no evaluation of controls can provide absolute assurance that all control issues and instances of fraud, if any, within our company have been detected. These inherent limitations include the realities that judgments in decision-making can be faulty, and that breakdowns can occur because of simple errors or mistakes. Controls can also be circumvented by the individual acts of some persons, by collusion of two or more people, or by management override of the controls. The design of any system of controls is based in part upon certain assumptions about the likelihood of future events, and there can be no assurance that any design will succeed in achieving its stated goals under all potential future conditions. Over time, controls may become inadequate because of changes in conditions or deterioration in the degree of compliance with our policies or procedures. Because of the inherent limitations in a cost-effective control system, misstatements due to error or fraud may occur and not be detected. We continuously evaluate our internal controls and make changes to improve them.

#### Changes in Internal Control Over Financial Reporting

There were no changes in our internal control over financial reporting that occurred during the last fiscal quarter that have materially affected, or are reasonably likely to materially affect, our internal control over financial reporting.

#### ITEM 4T – Controls and Procedures

Not applicable.

#### **PART II – OTHER INFORMATION**

#### ITEM 1 – LEGAL PROCEEDINGS

#### US Labs Settlement

On October 26, 2006, Accupath Diagnostics Laboratories, Inc. d/b/a US Labs, a California corporation ("US Labs") filed a complaint in the Superior Court of the State of California for the County of Los Angeles (entitled Accupath Diagnostics Laboratories, Inc. v. NeoGenomics, Inc., et al., Case No. BC 360985) (the "Lawsuit") against the Company and Robert Gasparini, as an individual, and certain other employees and non-employees of NeoGenomics (the "Defendants") with respect to claims arising from discussions with current and former employees of US Labs. On March 18, 2008, we reached a preliminary agreement to settle US Labs' claims, and in accordance with SFAS No. 5, *Accounting For Contingencies*, as of December 31, 2007 we accrued a \$375,000 loss contingency, which consisted of \$250,000 to provide for the Company's expected share of this settlement, and \$125,000 to provide for the Company's share of the estimated legal fees up to the date of settlement.

On April 23, 2008, the Company and US Labs entered into a Settlement Agreement and Release (the "Settlement Agreement") whereby both parties agreed to settle and resolve all claims asserted in and arising out of the aforementioned lawsuit. Pursuant to the Settlement Agreement, the Defendants are required to pay \$500,000 to US Labs, of which \$250,000 was paid with funds from the Company's insurance carrier in May 2008 and the remaining \$250,000 shall be paid by the Company in equal installments of \$31,250 commencing on May 31, 2008. Under the terms of the Settlement Agreement, there are certain provisions agreed to in the event of default. As of June 30, 2008 the remaining amount due was \$187,500, and no events of default had occurred.

#### ITEM 1A - RISK FACTORS

We are a smaller reporting company as defined by Rule 12b-2 of the Securities Exchange Act of 1934 and are not required to provide information under this item.

#### ITEM 2 – UNREGISTERED SALES OF EQUITY SECURITIES AND USE OF PROCEEDS

Not Applicable

#### ITEM 3 – DEFAULTS UPON SENIOR SECURITIES

Not Applicable

#### ITEM 4 – SUBMISSION OF MATTERS TO A VOTE OF SECURITY HOLDERS

Not Applicable

#### ITEM 5 – OTHER INFORMATION

Not Applicable

#### ITEM 6 - EXHIBITS

| EXHIBIT<br>NO. | DESCRIPTION   | FILING<br>REFERENCE |
|----------------|---|---------------------|
| 3.1            | Articles of Incorporation, as amended   | (i)                 |
| 3.2            | Amendment to Articles of Incorporation filed with the Nevada Secretary of State on January 3, 2003.   | (ii)                |
| 3.3            | Amendment to Articles of Incorporation filed with the Nevada Secretary of State on April 11, 2003.  | (ii)                |
| 3.4            | Amended and Restated Bylaws, dated April 15, 2003.  | (ii)                |
| 10.1           | Amended and Restated Loan Agreement between NeoGenomics, Inc. and Aspen Select Healthcare, L.P., dated March 30, 2006   | (iii)               |
| 10.2           | Amended and Restated Registration Rights Agreement between NeoGenomics, Inc. and Aspen Select Healthcare, L.P. and individuals dated March 23, 2005   | (iv)                |
| 10.3           | Guaranty of NeoGenomics, Inc., dated March 23, 2005   | (iv)                |
| 10.4           | Stock Pledge Agreement between NeoGenomics, Inc. and Aspen Select Healthcare, L.P., dated March 23, 2005  | (iv)                |
| 10.5           | Warrants issued to Aspen Select Healthcare, L.P., dated March 23, 2005  | (iv)                |
| 10.6           | Securities Equity Distribution Agreement with Yorkville Advisors, LLC (f/k/a Cornell Capital Partners, L.P.) dated June 6, 2005   | (iv)                |
| 10.7           | Employment Agreement, dated December 14, 2005, between Mr. Robert P. Gasparini and the Company  | (v)                 |
| 10.8           | Standby Equity Distribution Agreement with Yorkville Advisors, LLC (f/k/a Cornell Capital Partners, L.P.) dated June 6, 2005  | (vi)                |
| 10.9           | Registration Rights Agreement with Yorkville Yorkville Advisors, LLC (f/k/a Cornell Capital Partners, L.P.)Capital partners, L.P. related to the Standby Equity Distribution dated June 6, 2005 | (vi)                |
| 10.10          | Placement Agent with Spartan Securities Group, Ltd., related to the Standby Equity Distribution dated June 6, 2005  | (vi)                |
| 10.11          | Amended and restated Loan Agreement between NeoGenomics, Inc. and Aspen Select Healthcare, L.P., dated March 30, 2006   | (iii)               |
| 10.12          | Amended and Restated Warrant Agreement between NeoGenomics, Inc. and Aspen Select Healthcare, L.P., dated January 21, 2006  | (iii)               |
| 10.13          | Amended and Restated Security Agreement between NeoGenomics, Inc. and Aspen Select Healthcare, L.P., dated March 30, 2006   | (iii)               |
| 10.14          | Registration Rights Agreement between NeoGenomics, Inc. and Aspen Select Healthcare, L.P., dated March 30, 2006   | (iii)               |
| 10.15          | Warrant Agreement between NeoGenomics, Inc. and SKL Family Limited Partnership, L.P. issued January 23, 2006  | (iii)               |
|                | 18  |                     |

| 10.16            | Warrant Agreement between NeoGenomics, Inc. and Aspen Select Healthcare, L.P. issued March 14, 2006  | (iii)               |
|------------------|--|---------------------|
| 10.17            | Warrant Agreement between NeoGenomics, Inc. and Aspen Select Healthcare, L.P. issued March 30, 2006  | (iii)               |
| 10.18            | Agreement with Power3 Medical Products, Inc regarding the Formation of Joint Venture & Issuance of Convertible Debenture and Related Securities  | (vii)               |
| 10.19            | Securities Purchase Agreement by and between NeoGenomics, Inc. and Power3 Medical Products, Inc.   | (viii)              |
| 10.20            | Power3 Medical Products, Inc. Convertible Debenture  | (viii)              |
| 10.21            | Agreement between NeoGenomics and Noble International Investments, Inc.  | (xiv)               |
| 10.22            | Subscription Document  | (xiv)               |
| 10.23            | Investor Registration Rights Agreement   | (xiv)               |
| 10.24            | Revolving Credit and Security Agreement, dated February 1, 2008, by and between NeoGenomics, Inc., the Nevada corporation, NeoGenomics, Inc., the Florida corporation and CapitalSource Finance LLC                | (xii)               |
| 10.25            | Employment Agreement, dated March 12, 2008, between Mr. Robert P. Gasparini and the Company  | (xiii)              |
| 10.26            | Employment Agreement, dated June 24, 2008, between Mr. Jerome Dvonch and the Company   | (Provided herewith) |
| 31.1             | Certification by Principal Executive Officer pursuant to 15 U.S.C. Section 7241, as adopted pursuant to Section 302 of the Sarbanes-Oxley Act of 2002  | (Provided herewith) |
| 31.2             | Certification by Principal Financial Officer pursuant to 15 U.S.C. Section 7241, as adopted pursuant to Section 302 of the Sarbanes-Oxley Act of 2002  | (Provided herewith) |
| 31.3             | Certification by Principal Accounting Officer pursuant to 15 U.S.C. Section 7241, as adopted pursuant to Section 302 of the Sarbanes-Oxley Act of 2002   | (Provided herewith) |
| 32.1             | Certification by Principal Executive Office, Principal Financial Officer and Principal Accounting Officer pursuant to 18 U.S.C. Section 1350, as adopted pursuant to Section 906 of the Sarbanes-Oxley Act of 2002 | (Provided herewith) |
| <b>Footnotes</b> |  |                     |
| (i)              | Incorporated by reference to the Company's Registration Statement on Form SB-2, filed February 10, 1999.   |                     |
| (ii)             | Incorporated by reference to the Company's Annual Report on Form 10-KSB for the year ended December 31, 2002, filed May 20, 2003.  |                     |
| (iii)            | Incorporated by reference to the Company's Annual Report on Form 10-KSB for the year ended December 31, 2005, filed April 3, 2006.   |                     |
| (iv)             | Incorporated by reference to the Company's Report on Form 8-K, filed March 30, 2005.   |                     |

December 31, 2004, filed April 15, 2005. (vi) Incorporated by reference to the Company's Report on Form 8-K for the SEC filed June 8, 2005. Incorporated by reference to the Company's Annual Report on Form 10-KSB for the year ended (vii) December 31, 2006 filed April 2, 2007 amended on Form 10-K/A filed September 11, 2007. Incorporated by reference to the Company's Quarterly Report on Form 10-QSB for the quarter (viii) ended March 31, 2007, filed May 15, 2007. Incorporated by reference to the Company's Registration statement on Form SB-2 filed July 6, (ix) 2007, amended on Form SB-2/A filed July 12, 2007 and amended on Form SB-2/A filed September 14, 2007. Incorporated by reference to the Company's Quarterly Report on Form 10-QSB for the quarter **(x)** ended June 30, 2007, filed August 17, 2007. Incorporated by reference to the Company's Quarterly Report on Form 10-QSB for the quarter (xi) ended September 30, 2007, filed November 19, 2007. Incorporated by reference to the Company's Report on Form 8-K for the SEC filed February 7, (xii) 2008. (xiii) Incorporated by reference to the Company's Annual Report on Form 10-KSB for the year ended December 31, 2007 filed April 14, 2008

**(v)** 

Incorporated by reference to the Company's Annual Report on Form 10-KSB for the year ended

#### **SIGNATURES**

In accordance with Section 13 or 15(d) of the Exchange Act, the registrant has caused this report to be signed on its behalf by the undersigned, thereunto duly authorized.

Date: August 13, 2008 NEOGENOMICS, INC.

By: /s/Robert P. Gasparini

Name: Robert P. Gasparini

Title: President and Principal Executive Officer

By: /s/ Steven C. Jones

Name: Steven C. Jones

Title: Acting Principal Financial Officer and Director

By: /s/Jerome J. Dvonch

Name: Jerome J. Dvonch

Title: Principal Accounting Officer

#### EMPLOYMENT AGREEMENT

THIS EMPLOYMENT AGREEMENT ("<u>Agreement</u>") is made this 24th day of June, 2008 by and between NeoGenomics, Inc. a Nevada corporation ("<u>Employer</u>" and collectively with any entity that is wholly or partially owned by the Employer, the "<u>Company</u>"), 12701 Commonwealth Drive, Suite #5, Fort Myers, Florida 33913 and Jerome J. Dvonch ("<u>Employee</u>"), an individual who resides at 11169 Lakeland Circle, Fort Myers, FL 33913, and is effective as of the date set forth below.

#### **RECITALS:**

WHEREAS, The Company is engaged in the business of providing genetic and molecular diagnostic testing services to doctors, hospitals and other healthcare institutions; and

**WHEREAS**, The Employee has been employed by the Employer for the last three years and the parties desire to renew the Employee's employment contract, and the Employee is willing to continue to be employed by the Employer, and the Employer is willing to continue to employ the Employee, in accordance with the terms, covenants, and conditions as set forth in this Agreement.

Now, therefore, in consideration of the mutual promises set forth herein and other good and valuable consideration, the receipt and sufficiency of which are hereby acknowledged, the Employer and the Employee agree as follows:

- 1. <u>Employment Period</u>. Subject to the terms and conditions set forth herein and unless sooner terminated as hereinafter provided, Company shall employ Employee and Employee agrees to serve as an employee of Company for a four-year period, beginning on July 1, 2008 (the "<u>Effective Date</u>") to and including the 4<sup>th</sup> anniversary of the Effective Date (the "<u>Initial Employment Term</u>"), and after the Initial Employment Term, the Agreement shall automatically renew for consecutive one year periods ("<u>renewal term</u>"), unless a written notice of a party's intention to terminate this Agreement at the expiration of the Initial Employment Term (or any renewal term) is delivered by either party at least one (1) month prior to the expiration of the Initial Employment Term or any renewal term, as applicable. For purposes of this Agreement, the Initial Employment Term and any renewal term thereof are collectively referred to herein as the "<u>Employment Period</u>" or the "<u>Term</u>". This Agreement shall supersede all previous agreements between the Employer and the Employee and shall take priority over all previous agreements relating to the subject matter of this Agreement, provided, however, that all prohibitions against Employee misappropriating or misusing confidential information, trade secrets and soliciting clients of Employer and/or competing with Employer after termination shall continue to be enforceable back to the original date of execution of such other agreements.
- 2. <u>Employment and Duties.</u> The Employer shall employ the Employee as an employee at will, as such term is construed under Florida law in the capacity of Director of Finance and Principle Accounting Officer. The Employee accepts this employment, subject to the general supervision of and pursuant to the orders and direction of the Employer. The Employee shall perform such duties as are customarily performed by one holding such positions in the same or similar businesses or enterprises as that engaged in by the Employer. The Employee shall also render such other and unrelated services and duties as the Employer may assign from time to time. The Employee will report to the Company's Chief Financial Officer and if there is no Chief Financial Officer, then to the Chief Executive Officer, and if there is not Chief Executive Officer, then to the President.

- **3.** <u>Compensation and Benefits of the Employee.</u> The Employer shall compensate Employee for Employee's services rendered under this Agreement as follows:
  - a. **Base Salary**. Unless otherwise adjusted by the Employee's supervisor or the Compensation Committee of the Board of Directors of the Company (the "Board"), beginning on the Effective Date, Employee shall be paid a base salary by Employer equating to \$150,000 per annum. Such Base Salary will be paid at such times as is consistent with normal Company policy. Employee understands that he will not be eligible for a further increase in Base Salary until 24 months from the Effective Date.
  - b. <u>Bonus</u>. Employee will be eligible for an annual cash bonus based on performance. The amount of such bonus shall be based on the available resources of the Company and shall be at the discretion of the Compensation Committee of the Board of Directors.
  - c. <u>Benefits</u>. Employee will be entitled to participate in and the Company shall pay for all medical and other benefits that the Company has established for employees of the Company, including, but not limited to one hundred percent (100%) of any health insurance premium for the Employee in accordance with the Company's policy for such reimbursement as well as any other benefits established for officers of the Company by the Board of Directors. All benefits that may be payable by the Company are identified in the Employee Handbook and are subject to change without notice or explanation.
  - d. <u>Stock Options</u>. On the Effective Date, the Employee will be granted an option to purchase 100,000 shares of the Company's common stock (the "<u>Options</u>") on the terms and conditions listed below. Such Options will have a strike price of \$1.01/share and the vesting and other terms of such Options shall be as outlined below.
    - 1.) <u>Time-based Options</u> 48,000 of such options will be time-based options and will vest 1,000 options per month on the last day of each month over the four years of the Initial Employment Term.
    - 2.) <u>Performance-based Options</u> 52,000 of such options will be performance-based options and will vest according to the schedule outlined below. Employee understands and acknowledges that if the performance metrics for any given year are not met, then such options shall be forfeited and may not be rolled into successive years.

#### **Vesting of Performance-Based Options**

- 6,500 if the Company achieves the consolidated revenue goal for FY 2008 outlined by the Board of Directors as part of the Company's FY 2008 budget after excluding the effects of any Revenue Exclusions for such fiscal year and;
- 6,500 if the Company achieves the consolidated net income goal for FY 2008 outlined by the Board of Directors as part of the Company's FY 2008 budget after excluding the effects of any Net Income Exclusions for such fiscal year;
- 6,500 if the Company achieves the consolidated revenue goal for FY 2009 outlined by the Board of Directors as part of the Company's FY 2009 budget after excluding the effects of any Revenue Exclusions for such fiscal year and;

- 6,500 if the Company achieves the consolidated net income goal for FY 2009 outlined by the Board of Directors as part of the Company's FY 2009 budget after excluding the effects of any Net Income Exclusions for such fiscal year;
- 6,500 if the Company achieves the consolidated revenue goal for FY 2010 outlined by the Board of Directors as part of the Company's FY 2010 budget after excluding the effects of any Revenue Exclusions for such fiscal year and;
- 6,500 if the Company achieves the consolidated net income goal for FY 2010 outlined by the Board of Directors as part of the Company's FY 2010 budget after excluding the effects of any Net Income Exclusions for such fiscal year;
- 6,500 if the Company achieves the consolidated revenue goal for FY 2011 outlined by the Board of Directors as part of the Company's FY 2011 budget after excluding the effects of any Revenue Exclusions for such fiscal year and;
- 6,500 if the Company achieves the consolidated net income goal for FY 2011 outlined by the Board of Directors as part of the Company's FY 2011 budget after excluding the effects of any Net Income Exclusions for such fiscal year;

All Options awarded pursuant to this paragraph will be Incentive Stock Options (ISOs) to the extent allowable under current SEC and IRS guidelines, and that the remainder, if any, will be in the form of non-qualified stock options. The grant of these time-based options will be made pursuant to the Company Stock Option Plan and will be evidenced by a separate Option Agreement, which the Company will execute within sixty (60) days of the date of this Agreement, provided that it has received an executed copy of the Company's Confidentiality, Non-Competition and Non-Solicitation Agreement from the Employee. So long as the Employee remains employed by the Company, such time-based options will have a seven-year term with which to be exercised from the grant date. The Employee understands that upon termination of his employment, he will only have up to ninety (90) days to exercise any vested options.

- e. **Revenue and Net Income Exclusions Defined.** For the purposes of Section 3d above, to the extent the Company acquires any companies or businesses during any given fiscal year and the financial impact of such acquisition was not previously factored into the annual operating budget approved by the Board of Directors, the following revenue and net income adjustments shall be made to the Company's fiscal results in measuring whether or not the Company has met or exceeded the specific performance targets outlined in Sections 3d.
  - 1.) "Revenue Exclusions" shall be defined as the pro rated annualized quarterly GAAP revenue of any company or business acquired by the Company for the most recent fiscal quarter prior to the date such company or business is acquired by the Company. Such annualized quarterly revenue shall be prorated by multiplying the total annualized quarterly revenue described above by a fraction, the numerator of which is the number of days of the financial results of the acquired business or company that are included in the Company's financial results during the fiscal year in question, and the denominator of which is 365.

- 2.) "Net Income Exclusions" shall be defined as the pro rated annualized quarterly GAAP net income of any company or business acquired by the Company for the most recent fiscal quarter prior to the date such company or business is acquired by the Company. Such annualized quarterly net income shall be prorated by multiplying the total annualized quarterly net income described above by a fraction, the numerator of which is the number of days of the financial results of the acquired business or company that are included in the Company's financial results during the fiscal year in question, and the denominator of which is 365. Net income exclusions shall also include a) any non-cash stock compensation expenses over and above what was included in any budget, and b) any extraordinary or non-recurring expenses that were not included in the budget for any given year and in the reasonable judgment of the Compensation Committee could not have been foreseen by Management during the process to set the budget for such year.
- f. Paid Time-Off and Holidays. Employee's paid time-off ("PTO") and holidays shall be consistent with the standards set forth in the Employee Handbook, as revised from time to time or as otherwise published by the Company. Notwithstanding the previous sentence, Employee will be eligible for four (4) weeks of paid time off (PTO)/year (160 hours), which will accrue on a pro-rata basis throughout the year, provided, however, that it is the Company's policy that no more than forty (40) hours of paid time-off can be accrued and carried forward for any given employee as of the anniversary of their employment date in any given year. Thus, when accrued PTO reaches two hundred (200) hours, Employee will cease accruing PTO until accrued PTO is one hundred sixty (160) hours or less at which point Employee will again accrue PTO until he reaches two hundred (200) hours. In addition to paid time off, there are also six (6) paid national holidays and two (2) "floater" days available to Company employees. Employee agrees to schedule such paid time-off so that it minimally interferes with the Company's operations. Such PTO does not include Board of Directors excused absences.
- g. <u>Reimbursement of Normal Business Expenses</u>. The Company will reimburse all normal business expenses of the Employee not covered by the above paragraphs, including, but not limited to, cell phone expenses and business related travel, meals and entertainment expenses in accordance with the Company's polices for such reimbursement.
- **4.** Best Efforts of the Employee and Place of Employment. Employee agrees to perform all of the duties pursuant to the express and implicit terms of this contract to the reasonable satisfaction of Employer. Employee further agrees to perform such duties faithfully and to the best of his ability, talent, and experience, and devote his full-working time and attention on Employer's business (at least forty (40) hours per week). Employee shall render such duties at the Employer's primary place of business in Fort Myers, FL or such other place or places as the interest, needs, business, or opportunity of Employer shall require.
- 5. <u>Termination.</u> The parties agree that any termination of the Employee under this Agreement will be governed as follows:
  - a. <u>By the Company for Cause</u>. The Company shall have the right to terminate this Agreement and to discharge the Employee for Cause (as defined below), at any time during the Employment Period. For the purposes of this Agreement, the Company shall have "Cause" to terminate the Employee's employment hereunder upon:

- (i) failure to materially perform and discharge the duties and responsibilities of Employee under this Agreement after receiving written notice and allowing Employee ten (10) business days to create a plan to cure such failure(s), such plan being acceptable to the Board of Directors, and a further thirty (30) days to cure such failure(s), if so curable, *provided, however*, that after one such notice has been given to Employee and the thirty (30) day cure period has lapsed, the Company is no longer required to provide time to cure subsequent failures under this provision, or
- (ii) any breach by Employee of the material provisions of this Agreement; or
- (iii) misconduct which, in the good faith opinion and sole discretion of the Board of Directors, is injurious to the Company; or
- (iv) felony conviction involving the personal dishonesty or moral turpitude of Employee; or a determination by the Board, after consideration of all available information, that Employee has willfully and knowingly violated Company policies or procedures involving discrimination, harassment, or work place violence; or
- (v) engagement in illegal drug use or alcohol abuse which prevents Employee from performing his duties in any manner, or
- (vi) any misappropriation, embezzlement or conversion of the Company's opportunities or property by the Employee; or
- (vii) willful misconduct, recklessness or gross negligence by the Employee in respect of the duties or obligations of the Employee under this Agreement and/or the Confidentiality, Non-Solicitation or Non-Competition Agreement.

Any termination for Cause pursuant to this Section shall be given to the Employee in writing and shall set forth in detail all acts or omissions upon which the Company is relying to terminate the Employee for Cause. If an Employee is terminated for Cause, the Employee shall only be entitled to receive his accrued and unpaid Salary, bonus and other benefits through the termination date and the Company shall have no further obligations under this Agreement from and after the date of termination.

b. Termination by Company Without Cause. At any time during the Employment Period, the Company shall have the right to terminate this Agreement and to discharge the Employee without Cause effective upon delivery of written notice to the Employee. If the Company terminates the Employee without "Cause" for any reason, then the Company agrees that as severance it will continue to pay the Executive's Base Salary in accordance with Section 3a. and maintain the Executive's employee benefits in accordance with Section 3c. (the "Severance Payments") for six (6) months from the notice of termination. Employee further agrees that in the event that he obtains employment during any period where Severance Payments are being made, he will promptly notify the Company. Provided that such employment does not violate the terms of the Confidentiality, Non-Solicitation and Non-Competition Agreement, such severance payments will continue to be paid. If a termination of the Employee by the Company Without Cause shall occur at anytime, than the pro rata portion of any unvested Time-based options (as specified in Section 3d(1)) up until the date of the Employee's termination that were due to vest in the year of the Employee's termination shall vest. Other than as set forth in the immediately preceding three sentences, the Company shall have no further salary or bonus payment or other benefits obligations under this Agreement after the date of termination; provided, however, that the Employee shall only be entitled to continuation of the Severance Payments as long as he is in compliance with the provisions of the Confidentiality, Non-Compete and Non-Solicit Agreement, which is part of this Agreement.

The Employee acknowledges and agrees that any and all payments to which he would be entitled under this Paragraph 5b are conditioned upon and subject to his execution of a general waiver and release, in such reasonable form as counsel for the Company shall determine, of all claims the Employee has or may have against the Company.

- c. **By Resignation of the Employee**. The Employee may terminate his employment hereunder, upon giving sixty (60) days written notice to the Company. The Employee agrees that during such sixty (60) day period no more than one week of unused vacation may be utilized and that all other unused vacation up to the time of termination shall be forfeited. In the event of such a termination, the Employee shall comply with any reasonable request of the Company to assist in providing for an orderly transition of authority, but such assistance shall not delay the Employee's termination of employment longer than sixty (60) days beyond the Employee's original notice of termination. Upon such a termination, the Employee shall become entitled to any accrued but unpaid salary and other benefits up to and including the date of termination.
- d. **Disability of the Employee.** This Agreement may be terminated by the Company upon the Disability of the Employee. "Disability" shall mean any mental or physical illness, condition, disability or incapacity which prevents the Employee from reasonably discharging his duties and responsibilities under this Agreement for a period of ninety (90) days in any one hundred eighty (180) day period. In the event that any disagreement or dispute shall arise between the Company and the Employee as to whether the Employee suffers from any Disability, then, in such event, the Employee shall submit to the physical or mental examination of a physician licensed under the laws of the State of Florida, who is agreeable to the Company and the Employee, and such physician shall determine whether the Employee suffers from any Disability. In the absence of fraud or bad faith, the determination of such physician shall be final and binding upon the Company and the Employee. The entire cost of such examination shall be paid solely by the Company. In the event the Company has purchased disability insurance for Employee, the Employee shall be deemed disabled if he is disabled as defined by the terms of the disability policy. On the date that the Employee is deemed to have a Disability, this Agreement will be deemed to have been terminated and the Employee shall be entitled to receive from the Company his accrued and unpaid Base Salary, bonus and other benefits through the termination date. If a termination of the Employee by Disability shall occur at anytime, than the pro rata portion of any unvested Time-based options (as specified in Section 3d(1)) up until the date of the Employee's termination that were due to vest in the year of the Employee's termination shall vest. Other than as set forth in the immediately preceding two sentences, the Company shall have no further salary or bonus payment or other benefits obligations under this Agreement from and after the date of termination due to Disability.

- e. **Death of the Employee.** In the event of the death of Employee, the employment of the Employee by the Company shall automatically terminate on the date of the Employee's death and the Company shall be obligated to pay Employee's estate (i) the Employee's accrued and unpaid Base Salary, bonus and other benefits through the termination date. If the death of the Employee shall occur at anytime, than the pro rata portion of any unvested Time-based options up until the date of the Employee's death that were due to vest in the year of the Employee's death shall vest. Other than as set forth in the immediately preceding two sentences, the Company shall have no further obligations under this Agreement from and after the date of termination due to the death of the Employee.
- **6.** <u>Confidentiality, Non-Compete & Non-Solicitation Agreement.</u> Employee agrees to the terms of the Confidentiality, Non-Compete and Non-Solicitation Agreement attached hereto as <u>Addendum A</u> and has signed that Agreement. Such Confidentiality, Non-Compete & Non-Solicitation Agreement is hereby incorporated into and part of this Agreement.
- 7. Importance of Certain Clauses. Employee and Employer state that the covenants contained in the Confidentiality, Non-Compete and Non-Solicitation Agreement attached hereto and incorporated into this Agreement are material terms of this Agreement and all parties understand the importance of such provisions to the ongoing business of Employer. As such, because Employer's continued business and viability depend on the protection of such secrets and non-competition, these clauses are interpreted by the parties to have the widest and most expansive applicability as may be allowed by law and Employee understands and acknowledges his or her understanding of same.
- **8.** Consideration. Employee acknowledges and agrees that the provision of employment under this Agreement and the execution by the Employer of this Agreement constitute full, adequate and sufficient consideration to Employee for the Employee's duties, obligations and covenants under this Agreement and under the Confidentiality, Non-Competition & Non-Solicit Agreement incorporated into this Agreement.
- 9. Exit Interview. Upon the effective date of termination of employment (unless due to Employee's death), the Employee shall participate in an exit interview with Employer and certify in writing that the Employee has complied with his contractual obligations and intends to comply with his continuing obligations under this Agreement, including, but not limited to, the terms of the Confidentiality, Non-Compete and Non-Solicit Agreement. The Employee shall also provide the Employer with information concerning the Employee's subsequent employer and the capacity in which the Employee will be employed. The Employee's failure to comply shall be a material breach of this Agreement, for which the Employer, in addition to any other civil remedy, may seek equitable relief.
- **10.** <u>Withholding</u>. All payments made to the Employee shall be made net of any applicable withholding for income taxes and the Employee's share of FICA, FUTA or other taxes. The Company shall withhold such amounts from such payments to the extent required by applicable law and remit such amounts to the applicable governmental authorities in accordance with applicable law.
- 11. Representations of Employee. Employee represents and warrants to the Company that (a) nothing in his past legal and/or work and/or personal experiences, which if became broadly known in the marketplace, would impair his ability to serve as the Principle Accounting Officer of a publicly-traded company or materially damage his credibility with public shareholders; (b) that there are no restrictions, agreements, or understandings whatsoever to which he is a party which would prevent or make unlawful his execution of this Agreement or employment hereunder, (c) that Employee's execution of this Agreement and employment hereunder shall not constitute a breach of any contract, agreement or understanding, oral or written, to which he is a party or by which he is bound, (d) that Employee is free and able to execute this Agreement and to continue employment with the Company, and (e) that Employee has not used and will not use confidential information or trade secrets belonging to any prior employers to perform services for Company.

- 12. Effect of Partial Invalidity. The invalidity of any portion of this Agreement shall not affect the validity of any other provision. In the event that any provision of this Agreement is held to be invalid, the parties agree that the remaining provisions shall remain in full force and effect
- 13. Entire Agreement. This Agreement including Addendum A reflects the complete agreement between the parties regarding the subject matter identified herein and shall supersede all other previous agreements, either oral or written, between the parties. The parties stipulate that neither of them, nor any person acting on their behalf has made any representations except as are specifically set forth in this Agreement and each of the parties acknowledges that it or he has not relied upon any representation of any third party in executing this Agreement, but rather have relied exclusively on his own judgment in entering into this Agreement.
- 14. <u>Assignment.</u> Employer may assign its interest and rights under this Agreement at its sole discretion and without approval of Employee to a successor in interest by Employer's merger, consolidation or other form of business combination with or into a third party where Employer's stockholders before such event do not control a majority of the resulting business entity after such event. All rights and entitlements arising from this Agreement, including but not limited to those protective covenants and prohibitions set forth in the Confidentiality, Non-Compete and Non-Solicitation Agreement attached as Addendum A and incorporated into this Agreement shall inure to the benefit of any purchaser, assignor or transferee of this Agreement and shall continue to be enforceable to the extent allowable under applicable law. Neither this Agreement, nor the employment status conferred with its execution is assignable or subject to transfer in any manner by Employee.
- 15. <u>Notices.</u> All notices, requests, demands, and other communications shall be in writing and shall be given by registered or certified mail, postage prepaid, i) if to the Company, at the Company's then current headquarters location, and ii) if to the Employee, at the most recent address on file with the Company for the Employee or to such subsequent addresses as either party shall so designate in writing to the other party.
- **16.** <u>Remedies.</u> If any action at law, equity or in arbitration, including an action for declaratory relief, is brought to enforce or interpret the provisions of this Agreement, the prevailing party may, if the court or arbitrator hearing the dispute, so determines, have its reasonable attorneys' fees and costs of enforcement recouped from the non-prevailing party.
- 17. <u>Amendment/Waiver.</u> No waiver, modification, amendment or change of any term of this Agreement shall be effective unless it is in a written agreement signed by both parties. No waiver by Employer of any breach or threatened breach of this Agreement shall be construed as a waiver of any subsequent breach unless it so provides by its terms.
- 18. Governing Law, Venue and Jurisdiction. This Agreement and all transactions contemplated by this Agreement shall be governed by, construed, and enforced in accordance with the Laws of the State of Florida without regard to any conflicts of laws, statutes, rules, regulations or ordinances. Employee consents to personal jurisdiction and venue in the Circuit Court in and for Lee County, Florida regarding any action arising under the terms of this Agreement and any and all other disputes between Employee and Employer.

- 19. <u>Arbitration.</u> Any and all controversies and disputes between Employee and Employer arising from this Agreement or regarding any other matter whatsoever shall be submitted to arbitration before a single unbiased arbitrator skilled in arbitrating such disputes under the American Arbitration Association, utilizing its Commercial Rules. Any arbitration action brought pursuant to this section shall be heard in Fort Myers, Lee County, Florida. The Circuit Court in and for Lee County, Florida shall have concurrent jurisdiction with any arbitration panel for the purpose of entering temporary and permanent injunctive relief, but only with respect to any alleged breach of the Confidentiality, Non-Compete and Non-Solicitation Agreement.
- 20. <u>Headings.</u> The titles to the paragraphs of this Agreement are solely for the convenience of the parties and shall not affect in any way the meaning or interpretation of this Agreement.
- 21. Miscellaneous Terms. The parties to this Agreement declare and represent that:
  - a. They have read and understand this Agreement;
  - b. They have been given the opportunity to consult with an attorney if they so desire;
  - c. They intend to be legally bound by the promises set forth in this Agreement and enter into it freely, without duress or coercion;
  - d. They have retained signed copies of this Agreement for their records; and
  - e. The rights, responsibilities and duties of the parties hereto, and the covenants and agreements contained herein, shall continue to bind the parties and shall continue in full force and effect until each and every obligation of the parties under this Agreement has been performed.
- **22.** <u>Counterparts.</u> This Agreement may be executed in counterparts and by facsimile, or by pdf, each of which shall be deemed an original for all intents and purposes.

IN WITNESS WHEREOF, the parties have executed this Agreement as of the date first written above.

#### **EMPLOYEE:**

/s/ Jerome J. Dvonch

Jerome J. Dvonch

#### NEOGENOMICS, INC.

/s/ Steven C. Jones

Steven C. Jones

Acting Principal Financial Officer

#### Addendum A

Form of Confidentiality, Non-Compete and Non-Solicitation Agreement

#### **EXHIBIT 31.1**

## CERTIFICATION PURSUANT TO SECTION 302 OF THE SARBANES-OXLEY ACT OF 2002

- I, Robert P. Gasparini, certify that:
- 1. I have reviewed this quarterly report on Form 10-Q of NeoGenomics, Inc.;
- 2. Based on my knowledge, this report does not contain any untrue statement of a material fact or omit to state a material fact necessary to make the statements made, in light of the circumstances under which such statements were made, not misleading with respect to the period covered by this quarterly report;
- 3. Based on my knowledge, the financial statements, and other financial information included in this report, fairly present in all material respects the financial condition, results of operations and cash flows of the registrant as of, and for, the periods presented in this report;
- 4. The registrant's other certifying officer(s) and I are responsible for establishing and maintaining disclosure controls and procedures (as defined in Exchange Act Rules 13a-15(e) and 15d-15(e)) and internal control over financial reporting (as defined in Exchange Act rules 13a-15(f) and 15d-15(f) for the registrant and have:
  - (a) Designed such disclosure controls and procedures, or caused such disclosure controls and procedures to be designed under our supervision, to ensure that material information relating to the registrant, including its consolidated subsidiaries, is made known to us by others within those entities, particularly during the period in which this report is being prepared;
  - (b) Designed such internal control over financial reporting, or caused such internal control over financial reporting to be designed under our supervision, to provide reasonable assurance regarding the reliability of financial reporting and the preparation of financial statements for external purposes in accordance with generally accepted accounting principles;
  - (c) Evaluated the effectiveness of the registrant's disclosure controls and procedures and presented in this report our conclusions about the effectiveness of the disclosure controls and procedures, as of the end of the period covered by this report based on such evaluation; and
  - (d) Disclosed in this report any change in the registrant's internal control over financial reporting that occurred during the registrant's most recent fiscal quarter (the registrant's fourth fiscal quarter in the case of an annual report) that has materially affected, or is reasonably likely to materially affect, the registrant's internal control over financial reporting; and
- 5. The registrant's other certifying officer(s) and I have disclosed, based on our most recent evaluation of internal control over financial reporting, to the registrant's auditors and the audit committee of the registrant's board of directors (or persons performing the equivalent functions):
  - (a) All significant deficiencies and material weaknesses in the design or operation of internal control over financial reporting which are reasonably likely to adversely affect the registrant's ability to record, process, summarize and report financial information; and
  - (b) Any fraud, whether or not material, that involves management or other employees who have a significant role in the registrant's internal control over financial reporting.

Date: August 13, 2008 By: /s/ Robert P. Gasparini

Name: Robert P. Gasparini

Title: President and Principal Executive Officer

#### **EXHIBIT 31.2**

## CERTIFICATION PURSUANT TO SECTION 302 OF THE SARBANES-OXLEY ACT OF 2002

- I, Steven C. Jones, certify that:
- 1. I have reviewed this quarterly report on Form 10-Q of NeoGenomics, Inc.;
- 2. Based on my knowledge, this report does not contain any untrue statement of a material fact or omit to state a material fact necessary to make the statements made, in light of the circumstances under which such statements were made, not misleading with respect to the period covered by this quarterly report;
- 3. Based on my knowledge, the financial statements, and other financial information included in this report, fairly present in all material respects the financial condition, results of operations and cash flows of the registrant as of, and for, the periods presented in this report;
- 4. The registrant's other certifying officer(s) and I are responsible for establishing and maintaining disclosure controls and procedures (as defined in Exchange Act Rules 13a-15(e) and 15d-15(e)) and internal control over financial reporting (as defined in Exchange Act rules 13a-15(f) and 15d-15(f) for the registrant and have:
  - (a) Designed such disclosure controls and procedures, or caused such disclosure controls and procedures to be designed under our supervision, to ensure that material information relating to the registrant, including its consolidated subsidiaries, is made known to us by others within those entities, particularly during the period in which this report is being prepared;
  - (b) Designed such internal control over financial reporting, or caused such internal control over financial reporting to be designed under our supervision, to provide reasonable assurance regarding the reliability of financial reporting and the preparation of financial statements for external purposes in accordance with generally accepted accounting principles;
  - (c) Evaluated the effectiveness of the registrant's disclosure controls and procedures and presented in this report our conclusions about the effectiveness of the disclosure controls and procedures, as of the end of the period covered by this report based on such evaluation; and
  - (d) Disclosed in this report any change in the registrant's internal control over financial reporting that occurred during the registrant's most recent fiscal quarter (the registrant's fourth fiscal quarter in the case of an annual report) that has materially affected, or is reasonably likely to materially affect, the registrant's internal control over financial reporting; and
- 5. The registrant's other certifying officer(s) and I have disclosed, based on our most recent evaluation of internal control over financial reporting, to the registrant's auditors and the audit committee of the registrant's board of directors (or persons performing the equivalent functions):
  - (a) All significant deficiencies and material weaknesses in the design or operation of internal control over financial reporting which are reasonably likely to adversely affect the registrant's ability to record, process, summarize and report financial information; and
  - (b) Any fraud, whether or not material, that involves management or other employees who have a significant role in the registrant's internal control over financial reporting.

Date: August 13, 2008 By: /s/ Steven C. Jones

Name: Steven C. Jones

Title: Acting Principal Financial Officer

#### **EXHIBIT 31.3**

## CERTIFICATION PURSUANT TO SECTION 302 OF THE SARBANES-OXLEY ACT OF 2002

- I, Jerome J. Dvonch, certify that:
- 1. I have reviewed this quarterly report on Form 10-Q of NeoGenomics, Inc.;
- 2. Based on my knowledge, this report does not contain any untrue statement of a material fact or omit to state a material fact necessary to make the statements made, in light of the circumstances under which such statements were made, not misleading with respect to the period covered by this quarterly report;
- 3. Based on my knowledge, the financial statements, and other financial information included in this report, fairly present in all material respects the financial condition, results of operations and cash flows of the registrant as of, and for, the periods presented in this report;
- 4. The registrant's other certifying officer(s) and I are responsible for establishing and maintaining disclosure controls and procedures (as defined in Exchange Act Rules 13a-15(e) and 15d-15(e)) and internal control over financial reporting (as defined in Exchange Act rules 13a-15(f) and 15d-15(f) for the registrant and have:
  - (a) Designed such disclosure controls and procedures, or caused such disclosure controls and procedures to be designed under our supervision, to ensure that material information relating to the registrant, including its consolidated subsidiaries, is made known to us by others within those entities, particularly during the period in which this report is being prepared;
  - (b) Designed such internal control over financial reporting, or caused such internal control over financial reporting to be designed under our supervision, to provide reasonable assurance regarding the reliability of financial reporting and the preparation of financial statements for external purposes in accordance with generally accepted accounting principles;
  - (c) Evaluated the effectiveness of the registrant's disclosure controls and procedures and presented in this report our conclusions about the effectiveness of the disclosure controls and procedures, as of the end of the period covered by this report based on such evaluation; and
  - (d) Disclosed in this report any change in the registrant's internal control over financial reporting that occurred during the registrant's most recent fiscal quarter (the registrant's fourth fiscal quarter in the case of an annual report) that has materially affected, or is reasonably likely to materially affect, the small business issuer's internal control over financial reporting; and
- 5. The small business issuer's other certifying officer(s) and I have disclosed, based on our most recent evaluation of internal control over financial reporting, to the small business issuer's auditors and the audit committee of the registrant's board of directors (or persons performing the equivalent functions):
  - (a) All significant deficiencies and material weaknesses in the design or operation of internal control over financial reporting which are reasonably likely to adversely affect the registrant's ability to record, process, summarize and report financial information; and
  - (b) Any fraud, whether or not material, that involves management or other employees who have a significant role in the registrant's internal control over financial reporting.

Date: August 13, 2008 By: /s/Jerome J. Dvonch

Name: Jerome J. Dvonch

Title: Principal Accounting Officer

# CERTIFICATION PURSUANT TO 18 U.S.C. SECTION 1350 AS ADOPTED PURSUANT TO SECTION 906 OF THE SARBANES-OXLEY ACT OF 2002

In connection with the Quarterly Report of NeoGenomics, Inc. (the "Company") on Form 10-Q for the period ended June 30, 2008 as filed with the Securities and Exchange Commission on the date hereof (the "Report"), the undersigned, hereby certify pursuant to 18 U.S.C. Section 1350, as adopted pursuant to Section 906 of the Sarbanes-Oxley Act of 2002, that to each's knowledge:

- 1. The Report fully complies with the requirements of Section 13(a) or 15(d) of the Securities Exchange Act of 1934; and
- 2. The information contained in the Report fairly presents, in all material respects, the financial condition and results of operations of the Company.

| Date: August 13, 2008 | /s/ Robert P. Gasparini            |  |  |
|-----------------------|------------------------------------|--|--|
|                       | Robert P. Gasparini                |  |  |
|                       | President and                      |  |  |
|                       | Principal Executive Officer        |  |  |
|                       |                                    |  |  |
| Date: August 13, 2008 | /s/ Steven C. Jones                |  |  |
|                       | Steven C. Jones                    |  |  |
|                       | Acting Principal Financial Officer |  |  |
| Date: August 13, 2008 | /s/ Jerome J. Dvonch               |  |  |
|                       | Jerome J. Dvonch                   |  |  |
|                       | Principal Accounting Officer       |  |  |

The foregoing certification is being furnished solely to accompany the Report pursuant to 18 U.S.C. § 1350, and is not being filed for purposes of Section 18 of the Securities Exchange Act of 1934, as amended, and is not to be incorporated by reference into any filing of the Company, whether made before or after the date hereof, regardless of any general incorporation language in such filing. A signed original of this written statement required by Section 906, or other document authenticating, acknowledging, or otherwise adopting the signature that appears in typed form within the electronic version of this written statement required by Section 906, has been provided to the Company and will be retained by the Company and furnished to the Securities and Exchange Commission or its staff upon request.