



## **A NOTICE AND INVITATION TO ALL EMPLOYEES AND APPLICANTS**

**Douglas M. VanOort, Chairman and CEO**

### **AFFIRMATIVE ACTION AND EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT**

NeoGenomics, Inc. has been and will continue to be an equal opportunity employer. To assure full implementation of this equal employment policy (“EEO”), we are taking steps to assure that:

- a) Persons are recruited, hired, assigned and promoted without regard to race, national origin, religion, age, color, sex, sexual orientation, gender identity, disability, or protected veteran status, or any other characteristic protected by local, state, or federal laws, rules, or regulations.
- b) All other personnel actions, such as compensation, benefits, transfers, layoffs and recall from layoffs, access to training, education, tuition assistance and social recreation programs are administered without regard to race, national origin, religion, age, color, sex, sexual orientation, gender identity, disability, or protected veteran status, or any other characteristic protected by local, state, or federal laws, rules, or regulations.
- c) Employees and applicants shall not be subjected to harassment, intimidation, threats, coercion or discrimination because they have: (1) filed a complaint; (2) assisted or participated in an investigation, compliance review, hearing or any other activity related to the administration of any federal, state or local law requiring equal employment opportunity; (3) opposed any act or practice made unlawful by any federal, state or local law requiring equal opportunity or (4) exercised any other right protected by federal, state or local law requiring equal opportunity.

I have appointed Jennifer Balliet, Vice President & Chief Culture Officer, as EEO Coordinator, and her designee, Christian Placinta, Manager, Talent Engagement to take on the responsibilities for leading NeoGenomics’ affirmative action efforts and ensuring that the principle of equal employment opportunity is understood and followed. The HR Manager for each NeoGenomics, Inc. site is responsible for leading our local affirmative action efforts.

The EEO Coordinator, or designee, will be responsible for the day to day implementation and monitoring of the Company’s Affirmative Action Plan. As part of that responsibility, the EEO Coordinator, or designee, will periodically analyze the Company’s personnel actions and their effects to ensure compliance with our equal employment policy and administer the audit and reporting system.



If you, as one of our employees or as an applicant for employment, have any questions about this policy or would like to view portions of the Affirmative Action Plan, please contact our Human Resources department at 866.776.5907, option 0, during regular business hours. This is also a reminder that employees may update their disability status at any time by contacting our Human Resources department.

I have reviewed and fully endorse our Affirmative Action and Equal Employment Opportunity program. In closing, I ask the continued assistance and support of all of the Company's personnel to attain our objective of equal employment opportunity for all.

Sincerely,

A handwritten signature in blue ink, appearing to read 'Douglas M. VanOort', is written over a light blue rectangular background.

**Douglas M. VanOort**  
**Chairman and CEO**