

AMN HEALTHCARE CORPORATE SOCIAL RESPONSIBILITY REPORT

2018 HIGHLIGHTS



The Innovator in Healthcare Workforce Solutions and Staffing Services



AMN[®]
Healthcare

A photograph of a woman wearing a green baseball cap, smiling and looking towards a young girl. The woman is holding a foil-wrapped food item, possibly a burrito or taco. The girl is wearing a headband with orange and white flowers and is looking down at the food. The background is a textured wall. The image is framed by a dark purple overlay containing text.

"Inclusion for me is an action verb. I am proud that we have initiated a strategic action plan to promote and achieve true diversity, equality, and inclusion – to make our company, our industry, and the world around us better. "

—SUSAN SALKA, CHIEF EXECUTIVE OFFICER, AMN HEALTHCARE

A LETTER TO OUR STAKEHOLDERS



Dear Stakeholders,

At AMN Healthcare, we believe that doing good directly contributes to our doing well. We are proud of our commitment to making a positive impact for the communities where we live and work, and we see the results of our focus in our financial performance. As the industry leader in healthcare workforce solutions, we know that our work delivers exceptional value to our clients and shareholders. We also recognize the importance of providing our essential workforce solutions with fairness, sustainability, and social responsibility, and we welcome the opportunity to lead the healthcare staffing industry on issues such as corporate governance, community investment, and diversity, equality, and inclusion. We are thrilled to share our **2018 Corporate Social Responsibility (CSR) report** and, in doing so, to strengthen our commitment to continue and expand these efforts – for our clients, healthcare professionals, team members, shareholders, and community.

CSR has always been a core component of our culture and business at AMN. In 2018, we continued our record of growth while also advancing our work to improve the lives of our team members, clinicians, clients, and communities. In response to investor queries on Environmental, Social, and Governance (ESG) issues, we increased the frequency of our CSR reports and provided additional details in our proxy statement. Our team was honored to be recognized by the Corporate Governance Awards as the Best Ethics and Compliance Program and Corporate Governance Team of the Year.

We recognize that vendors, clinicians, clients, and investors want to partner with companies that share their values and commitment to the diverse communities we serve. We are proud to have one of the most diverse workforces in the healthcare industry. Our high standards for diversity, equality, and inclusion for our business and community have enabled us to create a strong company culture and attract the very best talent, from the widest pool of qualified candidates. As a result of our commitment, in both 2018 and 2019 AMN was named to the Bloomberg Gender-Equality Index and Human Rights Campaign Corporate Equality Index. While we are proud of our accomplishments, we also know we have more to do and recently signed on to the CEO Action for Diversity & Inclusion CEO Pledge, which is the largest CEO-driven business commitment to advance diversity, equality, and inclusion in the workplace.

At AMN, we work in a values-based culture that attracts and retains the best team in healthcare. In 2018, we reinvested a substantial portion of our benefits from federal tax reform in our people, providing new productivity tools and health and wellness programs, as well as improving training and development opportunities and benefits and compensation packages. AMN was named a National Best and Brightest Company to Work For and is also among the Best and Brightest Companies to Work For locally in our Dallas and San Diego headquarter locations.

Our purpose at AMN today, and every day, is to deliver on our commitment to serve the needs of healthcare organizations and professionals in providing quality patient care. We believe we have an incredible opportunity to make a positive impact through the responsible use of our talents, resources, and influence. We thank you for your interest and support in this work and look forward to sharing future updates on our CSR efforts with all of our stakeholders.

A handwritten signature in black ink that reads "Susan R. Salka". The signature is fluid and cursive, with a large loop at the beginning.

SUSAN R. SALKA
PRESIDENT & CHIEF EXECUTIVE OFFICER

TABLE OF CONTENTS

About AMN Healthcare	5
Diversity, Equality, and Inclusion	8
Community Engagement.....	13
Health and Wellness	20
Learning and Development.....	23
Corporate Governance.....	26
GRI Tables	30
Recognition and Awards	43

About AMN Healthcare

AMN Healthcare is the leader and innovator in healthcare workforce solutions and staffing services to healthcare facilities across the nation.



About AMN Healthcare

AMN Healthcare is the leader and innovator in healthcare workforce solutions and staffing services to healthcare facilities across the nation. Our workforce solutions enable healthcare providers to successfully reduce complexity, increase efficiency, and improve patient outcomes.

Since our inception in 1985, AMN has grown to be the **leading provider of healthcare workforce solutions** because we operate at the highest level of integrity, transparency, and fairness. We have a values-based ethical culture that inspires our team to meet their goals and allows us to make a positive impact on every client and community we serve, every day.

Our long-term corporate strategy is to become an essential strategic

partner through innovation and acquisition of workforce solutions and technologies for our clients and healthcare professionals, enabling them to do their best work caring for the health of our communities and promoting sustainable growth.

Learn more at
www.amnhealthcare.com.

AMN has a values-based ethical culture that inspires our team to meet their goals and allows us to make a positive impact on every healthcare organization, professional, and community we serve, every day.





Diversity, Equality, and Inclusion

AMN is committed to fostering and maintaining a diverse team that reflects the communities we serve. Our diversity, equality, and inclusion philosophy is grounded in the belief that we should respect all voices. We will achieve our personal and professional goals when we capitalize on our different backgrounds, experiences, and perspectives.



The AMN Healthcare Commitment to Diversity, Equality, and Inclusion

AMN Healthcare is committed to fostering and maintaining a diverse team that reflects the communities we serve. Our commitment to the inclusion of many different backgrounds, experiences, and perspectives enables our innovation and leadership in the healthcare services industry.

In 2018, AMN continued to grow our commitment to diversity, equality, and inclusion through launching new initiatives and building on our existing programs.

- AMN was named to the inaugural [Bloomberg 2018 Gender-Equality Index \(GEI\)](#), which measures gender equality across internal company statistics, employee policies, external community support and engagement, and gender-conscious product offerings.
- AMN implemented a comprehensive diversity measurement program that incorporates diversity metrics into our corporate talent acquisition strategy, promotions, compensation increases, equity grants, and terminations.
- AMN launched unconscious bias training designed to help team members understand the seemingly small ways that others can be unintentionally excluded, recognize how micro-messaging contributes to or combats unconscious bias, and practice the value and nuance of inclusive communication.
- AMN's Diversity Committee engages employees as Diversity Champions through three Employee Resource Groups (ERGs).
 - **Power and Value in Equity (PAVE)** champions an environment of gender diversity and equality that enables women to connect and develop professionally while creating a competitive advantage for AMN.
 - **VoA (Veterans of AMN)** provides a forum to address commonalities unique to the veteran population and a space to voice concerns and needs. VoA is focused on creating a strong network of resourceful veterans and allies at AMN and in the community.
 - **Strength Lies in Diversity & Equality (SLIDE)** offers minorities and people of color in the AMN workforce a way to connect, network, learn, and explore career paths and opportunities for advancement.

- AMN launched a supplier diversity program to extend our commitment to vendors, contractors, and suppliers. The program facilitates business partnerships with diverse contractors and suppliers, and with national diversity supplier councils such as the [National Minority Supplier Development Council \(NMSDC\)](#) and the [Women's Business Enterprise National Council \(WBENC\)](#). The program also seeks to identify business opportunities beyond the traditional minority, women, and veteran-owned businesses to the inclusion of LGBT-owned and disability-owned businesses. **In 2018, AMN spent close to \$44 million with diverse suppliers.**

AMN ADDRESSES UNITED NATIONS (UN) SUSTAINABLE DEVELOPMENT GOALS

In 2018, Merritt Hawkins, an AMN company, released [research that demonstrated the scale of pay inequality among physicians in the state of Maryland](#). The report found that, even when controlled for hours worked, female physicians earned 37% less than their male counterparts. Unfortunately, these findings are not confined to physicians, as female nurses make 10% less than their male counterparts, according to data from the [Bureau of Labor Statistics](#). The pay discrepancy in nursing exists even though women outnumber men ten to one in the profession.

Recognizing our unique ability to lead the healthcare industry on this issue, AMN is working to not only highlight the scale of the pay discrepancy problem, but also take action to address it.

Encouraged by an investment community that values holistic financial returns, such as [Hermes Investment Management](#), AMN is seeking ways to generate positive changes for three UN Sustainable Development Goals.

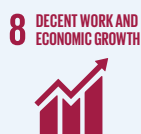
[The UN Sustainable Development Goals](#) are 17 calls to action that seek to promote global prosperity while addressing a range of social and environmental needs such as education, health, and climate change.



SDG Goal 3 – Good Health and Well-Being, which seeks to substantially increase the recruitment, development, training, and retention of the healthcare workforce in lesser developed countries



SDG Goal 5 – Gender Equality, which seeks to ensure women's full and effective participation and equal opportunities at all levels of decision-making in political, economic, and public life



SDG Goal 8 – Decent Work and Economic Growth, which seeks to achieve full and productive employment for everyone and equal pay for work of equal value by 2030.

- CEO Susan Salka joined over 450 other companies in signing the [CEO Action for Diversity & Inclusion CEO Pledge](#). This project is the largest CEO-driven business commitment to advance diversity and inclusion within the workplace. Leaders signing on to the Pledge commit to not only expanding their diversity and inclusion strategies, but also to engage in specific steps toward effective positive change by 1) continuing to make workplaces trusting environments in which to have complex, and sometimes difficult, conversations about diversity and inclusion; 2) implementing and expanding unconscious bias education; and 3) sharing best and unsuccessful practices. As part of the Pledge, we published our three best practices on engaging team members through ERGs and as Diversity Champions, supplier diversity programs, and reporting and measurement to meet diversity, equality, and inclusion goals.
- AMN was also named to the Human Rights Campaign Corporate Equality Index with a rating of 95 on a scale of 100.

Current information on the company's diversity, equality, and inclusion efforts is [available here](#).

Susan Salka joined over 450 other companies in signing the CEO Action for Diversity & Inclusion CEO Pledge. This project is the largest CEO-driven business commitment to advance diversity and inclusion within the workplace.

IMPACT

RESPECT + DIVERSITY + INCLUSION

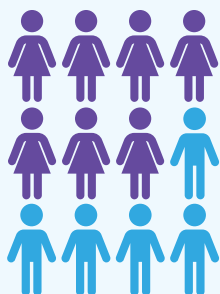
AMN is committed to fostering and maintaining a diverse team that reflects the communities we serve. Our diversity, equality, and inclusion philosophy is grounded in the belief that we should respect all voices. We will achieve our personal and professional goals when we capitalize on our differing backgrounds, experiences, and perspectives.

AMN HEALTHCARE WORKFORCE DEMOGRAPHIC 2018



62% WOMEN SUPERVISORS AND SENIOR MANAGERS

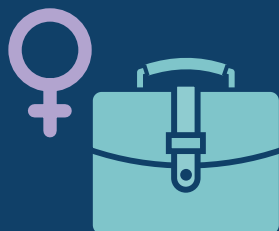
Executive team includes women as CEO, Chief Legal Officer, Chief Talent Officer, President of Leadership and Search Solutions, and divisional and brand presidents



68%
OF AMN TEAM
MEMBERS
ARE WOMEN

THE AMN CORPORATE TEAM 2,920 PEOPLE

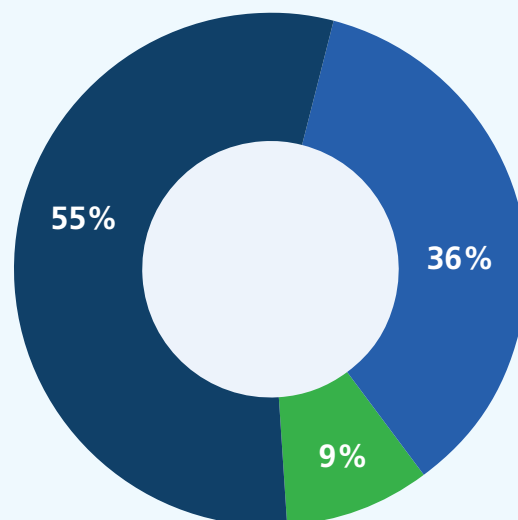
- 55% Millennials
- 36% Generation X
- 9% Baby Boomers



33%
OF THE BOARD
OF DIRECTORS
ARE WOMEN



35%
OF OUR
WORKFORCE
INCLUDES
SELF-REPORTED
DIVERSE TEAM
MEMBERS



Community Engagement

AMN Healthcare is deeply committed to the economic and social well-being of our team members, local and global communities, and the healthcare organizations and professionals we serve.



The AMN Healthcare Commitment to Community Engagement

AMN Healthcare is deeply committed to the economic and social well-being of our team members, local and global communities, and the healthcare organizations and professionals we serve. We seek to have a positive impact on the economic and social development of the world around us. We also hold ourselves to high standards that align to the AMN core values of

Passion, Trust, Respect, Customer Focus, Continuous Improvement, and Innovation. AMN supports nonprofits focusing on health and human services, women and children initiatives, education, and economic development. AMN also works to engage team members in our efforts through leadership opportunities, volunteerism, and grants.

In 2018, AMN strengthened our community relations program by expanding volunteer efforts and by offering a new employee gift matching program. Team members also have the opportunity to nominate a nonprofit of their choice to receive a quarterly grant from AMN.

Some highlights include:

- AMN offers up to eight hours of paid volunteer time annually to eligible team members. In 2018, we increased both the number of AMN volunteers and hours contributed, resulting in **922 volunteers** who provided an estimated **7,456 hours of community service**, all attributed to our paid volunteer time off policy. These hours delivered an estimated **\$184,089 in additional support** for community nonprofits such as [Ronald McDonald House Charities](#), [Susan G. Komen Race for the Cure](#), [Make-A-Wish](#), and the [American Heart Association](#).

AMN supports nonprofits focusing on health and human services, women and children initiatives, education, and economic development. AMN also works to engage team members in our efforts through leadership opportunities, volunteerism, and grants.

- AMN also increased community giving, delivering **\$550,000** in community grants, sponsorships, and donations. Additionally, AMN offers in-kind meeting space to nonprofits in San Diego. In 2018, AMN **donated 1,236 hours** of meeting space to 130 nonprofits.
- AMN expanded our philanthropy program by launching YourCause!, a platform that allows team members to record volunteer hours and financial donations. Last year, 30% of our team members participated in the new program, resulting in additional community support of more than \$18,700 and an AMN match of over \$14,000.
- As part of our commitment to help build the workforce of the future, AMN manages a scholarship program for students pursuing degrees in healthcare. In 2018, AMN distributed nearly \$15,000 in scholarships to support students at San Diego State University, University of Washington School of Nursing, and through the Healthcare Communicators Club of San Diego.

More information on our community programs is [available here](#).

LEADERS FOR TODAY HOST INAUGURAL “GIVE BACK” VOLUNTEER DAY

In 2018, AMN acquired Leaders For Today, a healthcare executive recruitment firm based in Boston, Massachusetts. Leaders For Today team held their first annual “Give Back” volunteer day in Boston, supporting the [New England Baptist Hospital](#) and [The Jimmy Fund](#) at the Dana-Farber Cancer Institute.

At the New England Baptist Hospital, the team decorated candy carts filled with healthy snacks and treats. Volunteers pushed the carts around the

hospital, passing out goodies to hardworking healthcare workers. At the Jimmy Fund Clinic, volunteers stuffed 50 gift bags together and then handed them out to children receiving treatment at the hospital.

Both teams were thrilled to take a day out of the office in support of the clinicians and patients that their work supports. Leaders For Today is already planning their 2019 event.

In 2018, AMN distributed scholarships to support students at San Diego State University, University of Washington School of Nursing, and through the Healthcare Communicators Club of San Diego.

AMN DALLAS FEEDS THE COMMUNITY FOR THANKSGIVING



AMN team members in Dallas, Texas spent Thanksgiving 2018 helping their community.

The event started with a friendly internal competition in which Dallas team members challenged each other to see who could raise the most funds to benefit the [North Texas Food Bank](#). Fundraising ideas were creative and varied, ranging from a fresh, hot gourmet waffle station to custom t-shirts.

After four fun-filled days of fundraising, a check for over \$22,800 was presented to the North Texas Food Bank to support their operations collecting and distributing food for families in need throughout the Dallas-Fort Worth region. AMN matched team member efforts with an additional grant of \$5,000.

The North Texas Food Bank is one of the largest hunger relief agencies in Texas and provides access to more than 190,000 meals annually for food insecure families, children, and seniors across 13 counties in North and Central Texas.



AMN SHOWS PRIDE!



As part of our commitment to diversity, equality, and inclusion, we participated as a key sponsor for [San Diego Pride 2018](#).

AMN team members, as well as family, friends, and dogs, were invited to join the celebration in support of the LGBTQ community of San Diego. The annual San Diego Pride Parade is one of the largest Pride events in the United States, attracting over 200,000 participants every July.

In 2018, AMN brought more than 400 team members to the event, which raises funds to distribute more than \$2.5 million in advancement of its mission to foster pride, equality, and respect for all lesbian, gay, bisexual, and transgender communities locally, nationally, and globally. The AMN Pride team handed out over 5,000 flags, rainbow leis, and lollipops along the parade route and an additional 30+ team members supported the two-day event by staffing the festival tent, which engaged the crowd with a prize wheel and over 10,000 individual prizes.

400+ TEAM MEMBERS ATTENDED INCLUDING FRIENDS AND FAMILY

Participation in San Diego Pride is part of our commitment to LGBTQ equality, which includes corporate team members, healthcare professionals, and their families, as well as the communities we serve.





AMN Completes 6th Annual Medical Mission Trip to Guatemala

Since 2013, AMN has partnered with [International Esperanza Project](#) to support an annual medical and community development mission trip to Guatemala. The trip engages AMN corporate team members and clinicians to provide healthcare services to the impoverished indigenous regions in Guatemala highlands.

The medical mission trip recruits volunteer physicians, nurses, and technicians to establish a community health clinic and hospital. In the week that the health centers are operational, the team **performs more than 100 surgeries and sees over 1,400 patients.**

In addition to providing emergency and preventative medical treatment, the clinical team also helps create and maintain medical records for each patient to help ensure continuity of care. For many people in Guatemala, this trip represents the one time each year when they can see a doctor to receive vital medical treatment and care for their family.

AMN also supports a community development mission in which teams of volunteers install safety stoves and water filters in the highland villages of Guatemala. The stoves are a critically important part of health and wellness for the village residents as they replace open flame stoves and vent toxic smoke out of the home. The stoves are not only more efficient, utilizing only a fraction of the wood required for open fires, but also help reduce respiratory and eye diseases often caused by toxic smoke in the home, as well as hernias and musculoskeletal injuries brought on from carting large, heavy loads of wood. The water filtration systems help reduce gastrointestinal illnesses.

AMN HAS LED SIX MISSIONS TO GUATEMALA THAT HAVE DIRECTLY HELPED MORE THAN 18,000 PEOPLE.

AMN plans to continue these missions for as long as needed. In the future, the team also plans to find ways to support local healthcare workforce education as part of our commitment to the UN Sustainable Development Goals.



GUATEMALA VOLUNTEER MEDICAL & COMMUNITY MISSION 2018

INTERNATIONAL
esperanza
PROJECT



115 TOTAL VOLUNTEERS

In under a week, AMN Healthcare and International Esperanza Project volunteers **changed the lives of 2,000 people**. The medical care made a powerful, immediate difference in people's lives, while the safety stoves made a long-range, significant improvement.

70 STOVES INSTALLED



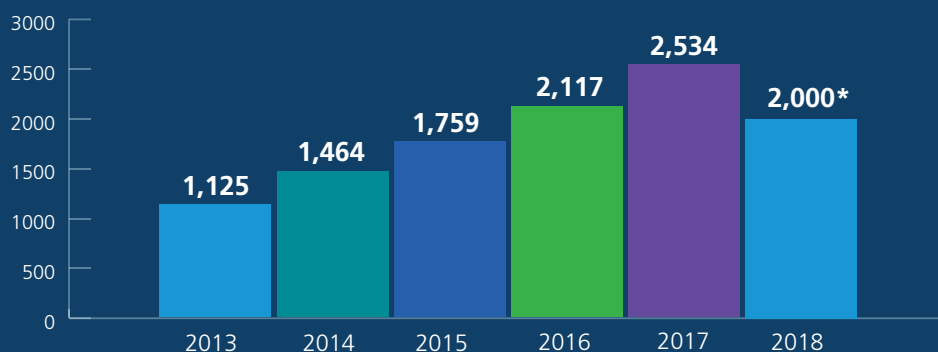
114 SURGERIES



1,401 PATIENTS TREATED



SINCE 2013 - WE HAVE HELPED 18,196 PEOPLE



*Fewer surgeries were performed in 2018 than usual due to greater complexity of cases.



Health and Wellness

AMN offers industry-leading benefits to address all aspects of well-being — from physical health and family care to financial support and community engagement.



The AMN Healthcare Commitment to Health and Wellness

AMN Healthcare offers a comprehensive and leading benefits program that includes a holistic approach to health and wellness. We regularly benchmark programs to ensure team members are offered comparable, and often industry-leading, benefits to address all aspects of well-being – from physical health and family care to financial support and community engagement.

Health Benefits

AMN provides comprehensive health insurance, including dental and vision plans. Additionally, we offer discounted medical premiums of up to \$350 when team members complete annual wellness incentives. To support balanced and healthy choices, AMN offers free tobacco cessation programs, free basic medical services

such as flu shots and biometric screenings, free fresh fruit in every break room, ergonomic workstations (including standing desks), and access to free mental health and legal counseling through the Employee Assistance Program.

Financial and Family Benefits

AMN regularly evaluates compensation packages across all levels, locations, and business units to ensure that we are competitively aligned with local and national markets. In 2018, AMN introduced a new bonus plan that ensures every team member with at least one year of service is eligible for additional compensation either through an incentive or commission plan. Team members can participate in an industry-leading 401k plan that provides a company match up to

50% of the first six percent of team member contributions and 100% for the next four percent of earnings. In support of team member families, AMN offers paid leave for new parents by birth, adoption, or foster care placement, as well as adoption assistance for qualified expenses and team members.

Community Benefits

AMN believes in building strong communities, so offers team members up to eight hours of paid time off to volunteer annually. We also provide team member-directed grant opportunities by offering quarterly grants of up to \$500 for nonprofits nominated by AMN team members.

More information on AMN employment benefits is [available here](#).

In support of team member families, AMN offers paid leave for new parents by birth, adoption, or foster care placement, as well as adoption assistance for qualified expenses and team members.

AMN TEAM MEMBERS STEP UP FOR A CAUSE



AMN understands the importance of social responsibility and believes that investing time and money in the communities in which we live and work helps advance the greater good.

AMN Cares is a program that encourages community engagement and wellness opportunities through several health and wellness events held at various office locations throughout the year.

In September 2018, AMN challenged team members to Step Up for a Cause! More than 50 team members signed up for the challenge, which asked team members to track steps toward the cause of their choice. [The American Cancer Society](#), [Feeding America](#), [Girls on the Run](#), [National Multiple Sclerosis Society](#), and the [National Alliance on Mental Illness](#) were the five health-focused charities selected for the challenge. Team members recorded over 1,565 miles in support of the nonprofits, which received a grant award based on their final ranking for the challenge. AMN provided grants to the five charities and team members received additional incentives if they reached a daily three-mile goal for the challenge, proving that health and wellness can extend beyond an individual to their team and community.



Learning and Development

AMN Healthcare offers extensive training opportunities that help our corporate team members broaden their industry and functional knowledge to help them excel in their current role, as well as advance their career.



The AMN Healthcare Commitment to Learning and Development

AMN is a critical partner for our clients in delivering effective patient care and we are committed to fostering industry excellence through competency and proficiency testing, as well as learning and development opportunities.

AMN also strives to help every team member and healthcare professional meet their professional and personal goals. To meet these objectives, AMN offers extensive training opportunities to broaden team member knowledge and skills to help them excel in their current role, as well as advance their career.

AMN also offers team members education assistance of up to \$5,250 per calendar year, based on years of service. **In 2018, AMN provided over \$78,700 in tuition reimbursement.**

Required Training

In order to create a values based culture of innovation, our team members complete a number of courses annually. These courses include:

- Review of AMN Code of Conduct and Ethics
- Security Awareness Essentials
- Workplace Harassment Prevention for Managers
- Antitrust and Competition Law Basics
- Speak Up: Reporting and Retaliation (Manager's Course)
- Speak Up: Reporting and Raising Questions
- Leadership Development

AMN invests in building talented leaders throughout the organization. All leaders, either newly promoted or hired as new team members at AMN, are required to participate in LEAD, a two and a half day, immersive workshop that covers topics ranging from leadership competencies and processes to company culture and business units. Upon completion of LEAD, new leaders are equipped with skills and resources to be a successful team manager at AMN. In 2018, 159 team members completed LEAD.

In addition to LEAD, managers at AMN are asked to complete courses on Leading Performance and Inclusive Communication.

Top performers are selected to participate in IGNITE!, a six-month program that carefully matches internal mentors and mentees. AMN also runs Key Talent, a selective year-long program to develop emerging executives. In 2018, 30 team members participated in IGNITE and 18 were selected for the Key Talent cohort.

AMN HEALTHCARE CAREER GROWTH PATH 2018



EDUCATION ASSISTANCE

Up to \$5,250 per
calendar year, based on
years of service



SELF-GUIDED TRAINING

Online Learning Hub
helps you succeed
in your role



LEARNING LIBRARY

Unlimited access
to check out business
books and resources



CAREER COACHING

Explore your career options
at AMN during a 1-on-1 session
with a certified career coach



CAREER TOOLS

Discover new career paths
at AMN with informational
interviews and job shadow guides



INDIVIDUAL DEVELOPMENT PLAN

Meet with your
supervisor to map out
your career at AMN

LEADERSHIP DEVELOPMENT

Ignite: Mentoring program for nominated team members

Key Talent: 1-year program to develop emerging executives

LEAD: 2 1/2-day immersive workshop for leaders



Corporate Governance

Our holistic approach to Corporate Governance focuses on delivering long-term shareholder value and includes a strong ethical culture, a comprehensive enterprise risk management program, an ongoing shareholder engagement program, sound financial and legal compliance functions, and a commitment to environmental and social responsibility.



The AMN Healthcare Commitment to Corporate Governance

AMN Healthcare believes that Board of Directors and executive leaders are stewards of the interests of our shareholders and that strong, effective corporate governance is essential to our success. We strive to provide transparent disclosure to our shareholders consistently throughout the year, not just at our Annual Meeting or through our Proxy Statement.

Our holistic approach to corporate governance focuses on delivering long-term shareholder value and includes a strong ethical culture,

a comprehensive enterprise risk management program, an ongoing shareholder engagement program, sound financial and legal compliance functions, and a commitment to environmental and social responsibility

AMN supports and follows the [Investor Stewardship Group's \(ISG\) Corporate Governance Framework](#) for U.S. Listed Companies. ISG was formed by investors to establish a framework for investment stewardship and corporate governance standards. The ISG corporate governance framework went into effect on January 1, 2018 and includes six principles that guide each member's proxy voting and engagement guidelines. AMN abides by these principles and details company governance practices in its proxy statement.

In 2018, AMN reviewed and revised our Executive Compensation Philosophy to clearly articulate our commitment to equal pay principles and promoting a values-based culture.

Last year, our Corporate Governance Committee also revised our Corporate Governance Guidelines to articulate what diversity means to the Board, highlight why it matters, and reaffirm our commitment to a diverse Board. In response to investor requests, we highlighted these practices and showcased the experience and qualifications of each member of our board in our proxy statement.

The Board also migrated oversight of all ethics and compliance programs (excluding financial compliance and technology security risks) from the Audit Committee to the Corporate Governance Committee. This move

will continue to ensure that AMN delivers long-term shareholder value by identifying and implementing best practices for the highest standards of governance and compliance.

AMN continually evaluates the company's annual proxy statement to find ways to better present and share key information. In 2018, AMN was awarded the 2018 Corporate

Secretary prize for Best Proxy Statement (Small to Mid-Cap) for our clear presentation of our definition of ESG, how these actors tie to AMN business strategy, and the actions we were taking to address ESG risks. In order to more regularly address ESG issues, we also changed our Corporate Social Responsibility reporting timeline from biennial to annual.

Our commitment to building an industry-leading CSR program is demonstrated by AMN's overall "AA" ESG rating from [MSCI ESG Research](#). This rating places AMN in the top 15% of companies within our industry.

All current policies and programs for Corporate Governance are [available here](#).

AMN HEALTHCARE CORPORATE AWARDS



**BEST PROXY
STATEMENT
(SMALL TO MID-CAP)**

2018



**BEST SHAREHOLDER
ENGAGEMENT
FINALIST**

2017 & 2018



Governance Services

**EXEMPLARY
COMPENSATION
DISCUSSION AND
ANALYSIS (CD&A)**

2016



Governance Services

**BEST GOVERNANCE,
RISK AND COMPLIANCE
PROGRAM**

2015



**BEST COMPLIANCE
AND ETHICS
PROGRAM**

2015



**CORPORATE
GOVERNANCE
TEAM OF THE YEAR**

2015

AMN HEALTHCARE CORPORATE SOCIAL RESPONSIBILITY 2018



Our CSR Efforts



SOCIAL & ENVIRONMENTAL STEWARDSHIP

Diversity, Equality, and Inclusion
Sustainable Communities
Global Health
Education



HUMAN CAPITAL

Corporate Social
Responsibility
Brand Reputation
Company Culture



EFFECTIVE GOVERNANCE

Governance
Board Accountability
Compliance and Ethics
Shareholder Rights
Executive Compensation

Our CSR Results

- Bloomberg Gender Equality Index (2018)
- HRC Corporate Equality Index (2018)
- HRO Today's Diversity and Inclusion Excellence Award
- Becker's 150 Top Places to work in Healthcare
- International Community
- Resource Conservation

- Best and Brightest Company to Work For (2018)
- Achiever's 50 Most Engaged Workplaces
- 150 Top Places to Work in Healthcare
- Leading Ethics and Compliance Programs
- Community Service Partnerships
- Volunteer Time Off for Employees
- Community Gift Matching

- Independent Board Chair
- Three Board Committees are 100% independent
- Annual Board and Committee Evaluations
- Majority Voting Standard in Uncontested Elections
- Shareholder Right to Call Special Meeting
- Shareholder Right to Act by Written Consent
- Proxy Access
- No Poison Pill
- No Significant Audit Control Deficiencies
- Pay Aligned with Performance

GRI Tables

All components of our Corporate Social Responsibility program are presented through our Global Reporting Initiative (GRI) content index. On-going updates on our work can be found at amnhealthcare.com/csr.

Global Reporting Initiative (GRI) Content Index

This report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards: Core option. GRI is a universally applicable, comparable framework that facilitates transparency and accuracy.

GRI Code	Brief Requirement	Reference or Short Answer
ORGANIZATIONAL PROFILE		
102-1	Name of the organization	AMN Healthcare Services, Inc. (NYSE: AMN)
102-2	Activities, brands, products, and services	AMN Healthcare Network
102-3	Location of headquarters	San Diego, CA & Dallas, TX
102-4	Location of operations	United States of America
102-5	Ownership and legal form	AMN Healthcare was incorporated in 1985
102-6	Markets served	AMN Healthcare 2018 Annual Report (Page 5)
102-7	Scale of the organization	AMN Healthcare 2018 Annual Report (Page 5)
102-8	Information on employees and other workers	<p>2,920 team members</p> <p>AMN is led by a female CEO and has a Board of Directors with 33% female representation</p> <p>68% of the AMN corporate team are women</p> <p>35% of the overall organization identifies as non-white</p> <p>The AMN corporate team is 55% Millennials, 36% Generation X, and 9% Baby Boomers</p>
102-9	Supply chain	<p>Our commitment to diversity extends to our associate vendors, contractors, and suppliers. We work to facilitate business partnerships with diverse associate vendors, contractors and suppliers, and partner with national diversity supplier councils including the National Minority Supplier Diversity Council (NMSDC) and the Women's Business Enterprise National Council (WBENC). A key focus moving forward is on identifying business opportunities beyond the traditional minority, women, and veteran-owned businesses to inclusion of LGBT-owned and disability-owned businesses.</p> <p>AMN Healthcare Associate Vendor & Supplier Diversity Program</p>

GRI Code	Brief Requirement	Reference or Short Answer
102-10	Significant changes to the organization and its supply chain	No changes
102-11	Precautionary Principle or approach	AMN documents and updates Business Continuity Plans every six months and undergoes a comprehensive tabletop risk assessment exercise every other year. All Risk Factors are disclosed in the AMN Healthcare 2018 Annual Report (Page 7).

GRI Code Brief Requirement**Reference or Short Answer****102-13****Membership of associations**

AMN participates in a number of associations and organizations, including, but not limited to:

- Accreditation Council for Pharmacy Education
- American Academy of Addiction Psychiatry
- American Association of Critical Care Nurses
- American Association of International Healthcare Recruitment
- American Case Management Association
- American Hospital Association (AHA)
- American Nurses Credentialing Center
- American Organization of Nurse Executives
- American Psychiatric Nurses Association
- American Staffing Association (ASA)
- Association of California Nurse Leaders
- Association of Pediatric Hematology/Oncology Nurses
- Association of Perioperative Registered Nurses
- Association of Rehabilitation Nurses
- Athena San Diego
- Biocom
- Boston College Center for Corporate Citizenship
- California Staffing Professionals
- Catalyst
- Clinical Laboratory Management Association
- Conference Board
- Corporate Directors Forum
- Corporate Executive Board
- Dallas Citizens Council
- Dallas Regional Chamber
- Economic Research Institute
- Fort Worth Chamber of Commerce
- Greater Omaha Chamber of Commerce
- Healthcare Financial Management Association (HFMA)
- Healthcare Leadership Council (HLC)
- International Association of Privacy Professionals
- MidAtlantic Physician Recruiter Alliance
- National Association for Healthcare Quality
- National Association for Health Care Recruitment
- National Association for Home Care & Hospice (NAHC)
- National Association of Business Resources
- National Association of Clinical Nurse Specialists
- National Association of Community Health Centers
- National Association of Locums Tenens Organizations (NALTO)
- National Association of Travel Healthcare Organizations (NATHO)
- National Committee for Quality Assurance (NCQA)
- New Mexico Organization of Nurse Leaders
- Ohio Hospital Association
- Oncology Nursing Society
- San Diego Coastal Chambers of Commerce
- San Diego Grantmakers
- San Diego Regional Chamber of Commerce
- Staffing Industry Analysts (SIA)
- Texas Organization of Nurse Executives
- Western Regional Minority Supplier Development Council

GRI Code	Brief Requirement	Reference or Short Answer
STRATEGY AND ANALYSIS		
102-14	Statement from the most senior decision-maker of the organization	AMN Healthcare 2018 CSR Report CEO Letter
ETHICS AND INTEGRITY		
102-16	Values, principles, standards, and norms of behavior	AMN Healthcare Code of Conduct provides guidance to our team members, vendors, and partners on the conduct of business according to the highest ethical standards and aligned to AMN company values of Respect, Passion, Trust, Continuous Improvement, Customer Focus, and Innovation.
102-17	Mechanisms for advice and concerns about ethics	AMN Healthcare Code of Conduct (Page 8)
GOVERNANCE		
102-18	Governance structure	AMN Healthcare Corporate Governance
102-38	Annual total compensation ratio	Details on AMN named executive officer compensation are provided in the AMN Healthcare 2019 Proxy Statement (starting on Page 56).
102-39	Percentage increase in annual total compensation ratio	A complete discussion and analysis of the AMN compensation program is available in the AMN Healthcare 2019 Proxy Statement (Pages 32-69).
STAKEHOLDER ENGAGEMENT		
102-40	List of stakeholder groups	AMN identifies important stakeholders as those who directly influence daily activities or challenge the company's ability to effectively drive long-term strategy and growth. For this report, those stakeholders include the Board of Directors, team members (full and contract), healthcare professionals, clients, shareholders/investors, local communities, local and federal governments, media, and NGOs.
102-41	Collective bargaining agreements	Due to the nature of their work, teams executing AMN business strategy from office locations in the United States are not affiliated with or covered by collective bargaining agreements.

GRI Code	Brief Requirement	Reference or Short Answer
102-42	Identifying and selecting stakeholders	<p>AMN engages stakeholders through channels relevant to each audience:</p> <p>Board of Directors - Quarterly meetings</p> <p>Team Members - Annual employee engagement survey, company intranet, newsletters, and internal presentations from colleagues and leaders</p> <p>Healthcare Professionals - Surveys, email, and social media</p> <p>Clients - Procurement standards, quarterly business reviews, CSR practices integrated into contracting, email, social media</p> <p>Local & Federal Government - Maintain close interactions with local, state, and federal government on healthcare and employment regulatory and legal matters</p> <p>Shareholders/Investors - Quarterly and annual earnings call, investor presentations and conferences, annual shareholders meeting. And through our formal shareholder engagement program where we take a proactive approach to maintain ongoing dialogue that is overseen by our Board of Directors' Corporate Governance and Compliance Committee.</p> <p>Media/NGOs - Ongoing healthcare research and insights, general communications such as interviews, phone calls, email, and social media.</p>
102-43	Approach to stakeholder engagement	<p>AMN believes that engaging and building productive working partnerships with our stakeholders is a core part of our commitment to being a responsible and responsive partner. To that end, AMN seeks to engage our stakeholders in an open and constructive dialogue and develop activities in response to what we hear.</p>

GRI Code	Brief Requirement	Reference or Short Answer
----------	-------------------	---------------------------

102-44	Key topics and concerns raised	<p>Economic & Governance:</p> <ul style="list-style-type: none"> - Financial Integrity - Governance, Ethics & Accountability - Impact on Economic Development <p>Labor Practices:</p> <ul style="list-style-type: none"> - Talent Recruitment - Talent Retention - Talent Engagement <p>Our People:</p> <ul style="list-style-type: none"> - Training & Skills Management - Diversity & Equal Opportunity <p>Community Engagement</p> <ul style="list-style-type: none"> - Community Investments <p>(Voluntary donations & philanthropy)</p> <ul style="list-style-type: none"> - Volunteerism: <p>Product / Service Responsibility:</p> <ul style="list-style-type: none"> - Client Satisfaction, Trust & Credibility - Business Loyalty - Data Security & Customer Privacy <p>Environment:</p> <ul style="list-style-type: none"> - Materials Use - Resource Conservation - Emissions - Travel <p>Additional details available in the AMN Healthcare 2019 Proxy Statement and AMN Healthcare 2018 Annual Report</p>

REPORTING PRACTICE

102-45	Entities included in the consolidated financial statements	This report covers activities occurring from our co-headquarter locations in San Diego, CA and Dallas, TX. However, members, workforce data, governance, and other financial details are provided at the overall company level.
102-46	Defining report content and topic boundaries	AMN Healthcare 2019 Proxy Statement
102-47	List of material topics	AMN Healthcare 2019 Proxy Statement
102-48	Restatements of information	AMN is restating energy usage for 2017 as corrected and more accurate numbers were provided in this reporting year. All restatements are included in the Energy & Emissions categories.

GRI Code	Brief Requirement	Reference or Short Answer
102-49	Changes in reporting	Report covers activities from 2018
102-50	Reporting Period	2018
102-51	Date of most recent report	Sept. 2018
102-52	Reporting cycle	Annual
102-53	Contact point for questions regarding the report	csr@amnhealthcare.com
102-54	Claims of reporting in accordance with the GRI Standards	This report is self-declared to be in accordance with the Global Reporting Initiative (GRI) reporting framework and standards.
102-56	External assurance	KPMG LLP ("KPMG") is responsible for performing an independent audit of the consolidated financial statements and expressing an opinion on the conformity of those financial statements with accounting principles generally accepted in the United States of America, as well as expressing an opinion on the effectiveness of internal control over financial reporting - AMN Healthcare 2018 Annual Report .
MANAGEMENT APPROACH		
103-2	The management approach and its components	AMN Healthcare 2018 Annual Report
103-3	Evaluation of approach	AMN Healthcare 2018 Annual Report
ECONOMIC PERFORMANCE		
201-1	Direct economic value generated and distributed	AMN Healthcare 2018 Annual Report
201-2	Financial implications and other risks and opportunities due to climate change	Climate change does not present significant risks or opportunities in the short-term. A full discussion of risks and opportunities is included in the AMN Healthcare 2018 Annual Report .
201-4	Financial assistance received from the government	AMN Healthcare did not receive financial assistance from the government in 2018.

GRI Code	Brief Requirement	Reference or Short Answer
203-2	Examples of significant identified indirect economic impacts of the organization, including positive and negative impacts	As the largest provider of nurse and allied healthcare staff in the United State, AMN Healthcare connected more than 11,000 health care professionals to jobs in the healthcare sector. Our employment opportunities included nurses, allied and other clinical professions, executive and clinical leadership interim staff, and medical coding and case management professionals. 2018 Annual Report
205-2	Communication and training about anti-corruption policies and procedures	AMN trains team members on Anti-Corruption Policy annually.
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	AMN Healthcare 2018 Annual Report (Page 16 & 33)
ENERGY		
302-1	Energy consumption within the organization	In 2018, AMN consumed an estimated 3,632,676 kWh of energy, based on consumption data provided by local utility providers and property management teams in the company's co-headquarter locations in San Diego, CA and Dallas, TX. In 2017, AMN offices in San Diego, CA and Dallas, TX consumed an estimated 3,246,074 kWh of electricity, based on direct consumption data provided in early 2018.
302-3	Energy intensity	In 2018, AMN measured energy intensity for the Dallas, TX and San Diego, CA offices as 12.77 (calculated as energy intensity over square feet of office space). Energy intensity for 2017 is restated as 11.41.
302-4	Reduction of energy consumption	Energy use increased by an estimated 12%, consistent with growth at the organization. However, the organization is pursuing a number of initiatives focused on reducing energy use. For example, in San Diego, AMN is actively reducing HVAC usage during non-peak office hours to reduce overall energy consumption. In the San Diego offices, energy consumption year over year was reduced by an estimated 3%.

GRI Code	Brief Requirement	Reference or Short Answer
----------	-------------------	---------------------------

WATER		
-------	--	--

303-1	Water withdrawal by source	AMN tracks water usage for both indoor spaces (including kitchens, restrooms, and our on-site café in San Diego) as well as outdoor water for landscaping. In 2018, our Dallas, TX and San Diego, CA offices used an estimated 921,971 gallons of water.
-------	----------------------------	--

EMISSIONS		
-----------	--	--

305-1	Direct (Scope 1) GHG emissions	The largest portion of AMN GHG Emissions are from the energy we purchase. AMN does not track Scope 1 GHG Emissions.
-------	--------------------------------	---

305-2	Energy indirect (Scope 2) GHG emissions	The company's reporting of this metric is limited to the conversion of electricity purchased from the local utility. In 2018, AMN emissions are estimated at 2,888,536 lbs of CO ₂ (based on calculations from the EPA Power Profiler). GHG Emissions for 2017 are restated at 2,453,970 lbs of CO ₂ .
-------	---	---

305-3	Other indirect (Scope 3) GHG emissions	AMN does track business-related travel spend, however the company does not track GHG emissions related to business travel or team member commutes. The company hopes to track this metric in the future.
-------	--	--

305-4	GHG emissions intensity	In 2018, AMN Healthcare estimated GHG Emissions Intensity as 10.15 lbs CO ₂ /Square Feet. GHG Emissions Intensity for 2017 is restated as 8.62 lbs CO ₂ /Square Feet.
-------	-------------------------	---

305-5	Reduction of GHG emissions	Starting with the 2017 CSR Report, and including this update for 2018, AMN reports environmental data for office locations in both San Diego, CA and Dallas, TX. While we did not reduce overall GHG emissions in 2018, AMN hopes to report reductions in future years.
-------	----------------------------	---

EFFLUENTS AND WASTE		
---------------------	--	--

306-2	Waste by type and disposal method	AMN offices in both San Diego, CA and Dallas, TX offer a mixed commercial recycling program in which glass, metals, as well as most forms of hard plastics and paper are recycled. In 2018, AMN Healthcare produced an estimated 1,336 tons of trash, of which approximately 388 tons was recycled.
-------	-----------------------------------	---

GRI Code	Brief Requirement	Reference or Short Answer
----------	-------------------	---------------------------

EMPLOYMENT		
------------	--	--

GRI 401-1	New employee hires and employee turnover	In 2018, AMN hired 809 new, external hires. The organization also supported 238 internal transfers and promotions. The turnover rate for 2018 was 29%.
-----------	--	--

GRI 401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	AMN offers a comprehensive, cost-effective benefits package for team members and their families. The HR team regularly benchmarks benefit programs to ensure the company is offering comparable benefits programs that meet, and in some cases exceed, local guidelines and industry standards. Benefits can include: (Medical, Prescription, Health and Flexible Savings Accounts, Dependent Care, Health & Wellness Initiatives, Dental, Vision, Long and Short-Term Disability, Life and Accidental Death & Dismemberment Insurance, Retirement Programs (401(k) and Executive Deferred Compensation), Training & Development, Paid Time Off (including Volunteer Time Off), Tuition Reimbursement, Leadership/Professional Development, Adoption Assistance, and Health & Wellness initiatives. Some of these benefits may also be available to professionals on assignment with AMN.
-----------	--	---

GRI 403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	AMN corporate team members reported 19 injury claims in 2018, resulting in zero lost days at work and no fatalities.
-----------	---	--

TRAINING AND EDUCATION		
------------------------	--	--

GRI 404-1	Average hours of training per year per employee	All team members at AMN Healthcare are required to take the following courses annually: AMN Healthcare Code of Conduct & Ethics, Security Awareness Fundamentals, Speak Up! Reporting & Raising Questions, Antitrust & Competition Law, and HIPAA Fundamentals for Business Associates. The courses account for a minimum of two hours and 40 minutes of training per team member, although many team members opt-in to additional hours of training and professional development. Managers at AMN complete an additional two hours and 50 minutes of training with an expanded course on Speak Up! Reporting & Raising Questions and Workplace Harassment Prevention for Managers.
-----------	---	---

GRI Code	Brief Requirement	Reference or Short Answer
GRI 404-2	Programs for upgrading employee skills and transition assistance programs	<p>AMN seeks to actively prepare managers for their role through an extensive leadership development curriculum. In 2018, 374 individuals completed leadership training at AMN, which can include one or all of the following courses:</p> <ul style="list-style-type: none"> • LEAD @ AMN Healthcare Leadership Development Program • IGNITE! Mentoring Program • Key Talent
GRI 404-3	Percentage of employees receiving regular performance and career development reviews	<p>AMN actively supports and encourages career growth and development for team members through an annual review process known as Performance Success Plan (PSP). Annual reviews are provided at least once a year to 100% of our team members. Leaders are encouraged to conduct check-ins and support team development throughout the year.</p>
DIVERSITY AND EQUAL OPPORTUNITY		
GRI 405-1	Diversity of governance bodies and employees	<p>AMN is committed to fostering and maintaining a diverse team that reflects the communities we serve. Our commitment to the inclusion of many different backgrounds, experiences, and perspectives enables our innovation and leadership in the healthcare services industry.</p>
NON-DISCRIMINATION		
GRI 406-1	Incidents of discrimination and corrective actions taken	<p>AMN had zero reports of systemic workforce discrimination.</p>
HUMAN RIGHTS ASSESSMENT		
GRI 412-2	Operations that have been subject to human rights reviews or impact assessments	<p>AMN requires all leaders to complete sexual harassment prevention training annually. The organization also promotes the value of respect for colleagues and has a zero tolerance policy for workplace harassment. Team members are advised to contact HR or Legal with any reports of suspected misconduct, including harassment and discrimination.</p>

GRI Code	Brief Requirement	Reference or Short Answer
----------	-------------------	---------------------------

LOCAL COMMUNITIES

GRI 413-1

Operations with local community engagement, impact assessments, and development programs

In 2018, AMN provided \$550,000 in grant funding to support community nonprofits. In addition to grant funding, 922 AMN Team Members volunteered 7,456 hours through the paid Volunteer Time Off benefit, resulting in an additional, estimated \$184,089 in support, based on the Independent Sector 2018 published value of a volunteer hour of \$24.64. AMN also provides San Diego nonprofits with access to meeting space at the San Diego location. In 2018, 130 nonprofits took advantage of this in-kind donation and hosted an estimated 1,236 hours of meetings.

PUBLIC POLICY

GRI 415-1

Political contributions

Company policy prohibits the use of company funds, property, or other resources to make any contribution or provide a thing of value to any political candidate, political party, or party official. During 2018, AMN did not make any contributions to any political candidate, party or party official. As appropriate, AMN does contribute to Political Action Committees.

CUSTOMER HEALTH AND SAFETY

GRI 416-2

Incidents of non-compliance concerning the health and safety impacts of products and services

AMN had no incidences of non-compliance concerning the health and safety impacts of our products and services in 2018.

MARKETING AND LABELING

GRI 417-2

Incidents of non-compliance concerning product and service information and labeling

AMN had no reported incidents of non-compliance concerning product and service information and labeling in 2018.

GRI 417-3

Incidents of non-compliance concerning marketing communications

AMN Healthcare ensures accuracy and truthfulness in marketing communications. In 2018, AMN received no incidents of non-compliance concerning marketing communications.

CUSTOMER PRIVACY

GRI 418-1

Substantiated complaints regarding concerning breaches of customer privacy and losses of customer data

In 2018, AMN had no data or privacy breaches that triggered disclosure under state or federal law and no substantiated complaints regarding breaches of customer privacy or data.

Recognition and Awards:

2018 Human Rights Campaign Corporate Equality Index

Bloomberg 2018 Gender-Equality Index

Best Proxy Statement (Small to Mid-Cap) 2018

Forbes' Best Midsize Employers 2018

Fortune 1000

HRO Today's Diversity and Inclusion Excellence Award



AMN Healthcare is the leader and innovator in healthcare workforce solutions and staffing services to healthcare facilities across the nation. The Company provides unparalleled access to the most comprehensive network of quality healthcare professionals through its innovative recruitment strategies and breadth of career opportunities. With insights and expertise, AMN Healthcare helps providers optimize their workforce to successfully reduce complexity, increase efficiency and improve patient outcomes. AMN delivers managed services programs, healthcare executive search solutions, vendor management systems, recruitment process outsourcing, predictive labor analytics, mid-revenue cycle management, credentialing solutions, and other services. AMN Healthcare is committed to fostering and maintaining a diverse team that reflects the communities we serve. Our commitment to the inclusion of many different backgrounds, experiences and perspectives enables our innovation and leadership in the healthcare services industry. For more information about AMN Healthcare, visit www.amnhealthcare.com.