



Photo by Corey Allen



# CORPORATE SOCIAL RESPONSIBILITY REPORT 2019

## A LETTER TO OUR STAKEHOLDERS

Our aspiration at AMN Healthcare is to be the most trusted, innovative, and influential force in helping healthcare organizations provide a quality patient care experience that is more human, more effective, and more achievable. We are excited that 2019 enabled AMN to deliver another year of positive actions in achieving this goal. Our growth was realized through our attention to financial and business success, our unwavering commitment to investing in our communities, advancing our diversity, equality, and inclusion (DE&I) initiatives, and leading the industry conversation around environmental, social, and governance (ESG) issues.

We know our stakeholders care about the holistic value we deliver, including the values we put into practice through our culture. We are pleased to share details on how we approach our work in our **2019 Corporate Social Responsibility (CSR) Report**.

### COMMITTED TO OUR COMMUNITIES

AMN Healthcare is deeply committed to the well-being of our team members and to the healthcare organizations, professionals, and patients we serve. We pride ourselves on our values-based culture, which reaches beyond our offices and empowers our team members to engage with the causes that inspire them most, extending into local and global communities where we can make a positive impact. In 2019, we expanded our philanthropy programs to provide approximately \$700,000 in community grants, charitable donations, and sponsorships of diversity programs and events, along with nearly 8,000 paid volunteer hours for team members. At AMN locations throughout the country, team members actively support local organizations and events that advance DE&I, and good health and well-being.

In 2019, we also completed our 7th annual medical and community development mission trip to Guatemala, where we provided medical care to more than 1,500 patients and helped an estimated 100 families by

installing clean stoves and water filtration systems. We also increased our investment in education resources and opportunities for the children of this beautiful country. As a result, our team was honored to receive the American Staffing Association (ASA) Care Award in recognition of our partnership with International Esperanza Project and the life-changing, sustainable work we accomplish together, which we report annually at [www.amnhealthcare.com/guatemala](http://www.amnhealthcare.com/guatemala).

### INVESTING IN DIVERSITY, EQUALITY, AND INCLUSION



We believe that “inclusion” is an action verb, and we are proud to have a strategic action plan in place to promote and achieve true DE&I that extends beyond AMN to positively impact the world around us. DE&I are foundational elements of our culture and key sources of our competitive advantage. Our team needs to reflect the communities we serve, and we know we achieve more when we capitalize on the diverse backgrounds, experiences, and perspectives of our team members, clients, healthcare professionals, and the patients we all serve.

In 2019, AMN was named to the Bloomberg Gender-Equality Index for the third time, as well as the Human Rights Campaign Corporate Equality Index, which recognizes corporate policies and practices important to achieving equality for the LGBTQ community. We were also recognized by the Women’s Forum of New York and 2020 Women on Boards for advancing gender parity in the boardroom. The AMN Healthcare Board of Directors is comprised of 44% women, far exceeding the national average. As of January 2020, 65% of AMN team members are women; 62% of supervisor through senior manager roles are held by women; and the executive

team includes women as CEO, Chief Legal Officer, Chief Talent Officer, Group President and Chief Operating Officer of Strategic Talent Solutions, and divisional and brand presidents.

The commitment to DE&I is vital to our talent strategy. We have more progress to make to improve the ethnic diversity representation in our leadership team, and we are taking steps to move at a faster pace to achieve this goal. To ensure we meet our objectives, we include diverse candidates in job candidate slates for hiring and promotion decisions, and we will continue to provide transparent quarterly reporting on our team member demographics through our website at [www.amnhealthcare.com/diversity-equality-inclusion](http://www.amnhealthcare.com/diversity-equality-inclusion).

### LEADING ON CORPORATE GOVERNANCE ISSUES

As the nation’s leader in total talent solutions, we welcome the opportunity to lead the healthcare and staffing industries on important issues such as corporate governance and social responsibility. Our leadership team engages with our shareholders on a continuous basis to better understand their views and ideas. As a result of this collaboration and our proactive efforts, AMN has been recognized for our industry-leading corporate governance program by organizations like the New York Stock Exchange and Corporate Secretary.

Our holistic approach to corporate governance follows Investor Stewardship Group frameworks and is designed to deliver long-term shareholder value, maintain transparency and fairness in reporting, and continue to build on our strong ethical culture. Our programs are detailed and updated regularly at [www.amnhealthcare.investorroom.com/corporategovernance](http://www.amnhealthcare.investorroom.com/corporategovernance).

Corporate social responsibility is core to our business and who we are as people. While we are proud of our accomplishments in 2019, we are also inspired by the opportunities ahead, especially given the expected changes in healthcare over the next decade. In fact, AMN recently joined the World Health Organization and

the International Council of Nurses to sign the Nursing Now Pledge, a commitment to improve global health by raising the profile of nurses worldwide and engaging these important healthcare organizations to influence international policy and build a global movement for the profession. This collaboration was born out of shareholder engagement discussions and like-minded governance professionals seeking to make a greater impact through our resources and connections.

Our report this year features an expanded approach to the Global Reporting Initiatives. We also unveiled a new webpage on the company’s website to showcase our ongoing efforts around the issues that matter most to our stakeholders. Our long-term business strategy is centered on sustainable and responsible growth, and we invite you to learn more about our key programs and check in on our efforts throughout the year at [www.amnhealthcare.com/corporate-social-responsibility](http://www.amnhealthcare.com/corporate-social-responsibility).

Sincerely,

A handwritten signature in black ink that reads 'Susan R. Salka'.

**Susan R. Salka**  
Chief Executive Officer





## TABLE OF CONTENTS

Corporate Social Responsibility at AMN Healthcare	5
Diversity, Equality, and Inclusion	7
Community Engagement	12
Corporate Governance	19
GRI Tables	22

## CORPORATE SOCIAL RESPONSIBILITY AT AMN HEALTHCARE

At AMN Healthcare, Corporate Social Responsibility (CSR) represents our commitment to economic and social development and creating a positive impact on the health and development of our team members, healthcare providers, local and global communities, and stakeholders at large, while advancing the quality of our company through engagement in the world around us.



Our CSR mission is to deliver sustainable value to all stakeholders by promoting a diverse, engaging, and supportive culture at all levels of our organization and within our communities.

# Diversity, Equality, and Inclusion

AMN is committed to fostering and maintaining a diverse team that reflects the communities we serve.





## DIVERSITY, EQUALITY, AND INCLUSION

A longtime champion of diversity, equality, and inclusion (DE&I), AMN is proud to lead the industry through our initiatives to promote DE&I in the workplace, workforce, marketplace, and community.

Given our values-based ethical culture, DE&I is a powerful shared commitment that reaches all levels of our organization. We believe that by creating a truly diverse and inclusive workplace and workforce that reflects the communities we serve, we will fulfill our mission.

### IMPACT

RESPECT + DIVERSITY + INCLUSION

AMN is committed to fostering and maintaining a diverse team that reflects the **communities we serve**. Our diversity 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.

## In 2019, we grew our commitment by

- Holding company leadership accountable to DE&I goals. Our team manages diversity metrics and tracks annual goals at both an enterprise and department level. Progress against these goals is considered when making discretionary compensation decisions for our leaders

- Completing unconscious bias training for all team managers, supporting our intent to create a truly diverse culture that practices inclusive communication. Starting in 2020, unconscious bias training will be required as part of our new hire onboarding process
- Expanding our talent sourcing efforts to ensure that we are attracting diverse candidates to our organization. We promote transparency of our team diversity by disclosing diversity metrics on our public website and by measuring our efforts through market surveys such as the Bloomberg Gender-Equality Index and the Human Rights Campaign Corporate Equality Index, both of which have recognized AMN as a leader in diversity since 2017
- Growing our supplier diversity program to ensure we are meeting both our company goals as well as supporting our clients' goals to achieve a more equitable, diverse, and inclusive marketplace
- Joining the U.S. 30% Club, which includes over 70 business leaders committed to achieving better gender balance across all levels of their organizations, including greater female representation in the boardroom
- Encouraging more team members to engage through our expanded network of Employee Resource Groups that seek to connect team members with shared experiences and those that support them

## AMN Advances Gender Parity in the Boardroom

In 2019, AMN was honored by both the Women's Forum of New York and 2020 Women on Boards for our work achieving and promoting a gender-balanced boardroom. For AMN, gender diversity in leadership is imperative, particularly as a company focused on supporting quality patient care. More than half of patients are female, yet women remain underrepresented in healthcare leadership. The AMN Board of Directors is 44% women, far above the national average of 23.4% of female-held board seats.

### 2020 WOMEN ON BOARDS – "WINNING" COMPANY

In recognition of efforts to achieve gender balance of 20% or more in the boardroom, AMN was named a Winning Company by 2020 Women on Boards (2020WOB). 2020WOB is a global education and advocacy campaign focused on increasing awareness and building momentum toward increasing women directors on corporate boards.







### WOMEN'S FORUM OF NEW YORK – CORPORATE CHAMPION

AMN was again recognized by the Women's Forum of New York for achieving at least 30% female board representation. Of the 2019 honorees, fewer than 100 companies in the S&P 500 and Fortune 1000 had over 40% of board seats held by women, placing AMN in the top tier of gender diversity in the boardroom. Women's Forum of New York is dedicated to the advancement of women's leadership both personally and professionally.



## AMN EMPLOYEE RESOURCE GROUPS

AMN engages team members in our work around DE&I through a Diversity Steering Committee, enterprise-wide Diversity Champions, and six Employee Resource Groups.

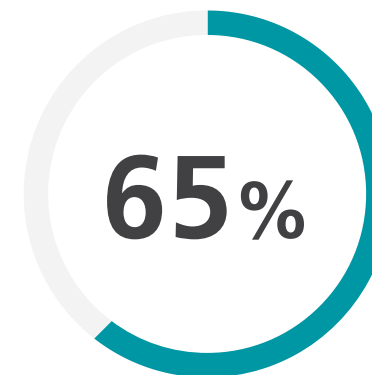
 <p><b>PAVE</b> Power and Value in Equality</p> <p><i>Champions an environment of gender diversity and equality</i></p>	 <p><b>SLIDE</b> Strength Lies in Diversity &amp; Equality</p> <p><i>Offers minorities and people of color a way to connect, network, and explore opportunities for advancement</i></p>	 <p><b>WISE</b> Wisdom - Insight - Sincerity - Experience</p> <p><i>Seeks to connect team members across generations to explore career paths and learn from one another</i></p>
 <p><b>PRIDE</b> LGBTQ + Allies</p> <p><i>Focuses on creating a strong network of LGBTQ team members and their allies in the community</i></p>	 <p><b>BRAVE</b> AMN Veterans Group</p> <p><i>Provides a forum to address commonalities unique to veterans and their families</i></p>	 <p><b>OPEN</b> Mental Health Advocacy &amp; Awareness</p> <p><i>Creates a safe space for voicing concerns and needs for team members and families interested in topics related to mental health and wellness</i></p>

## WORKFORCE DEMOGRAPHICS\*

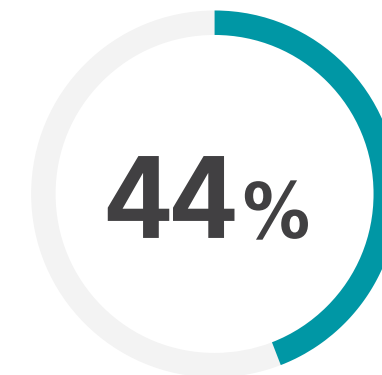


The AMN executive team includes women as CEO, Chief Legal Officer, Chief Talent Officer, Group President and Chief Operating Officer of Strategic Talent Solutions, and divisional and brand presidents.

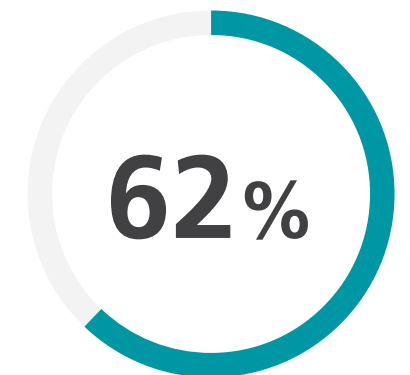
Women are...



of AMN team members



of the Board of Directors



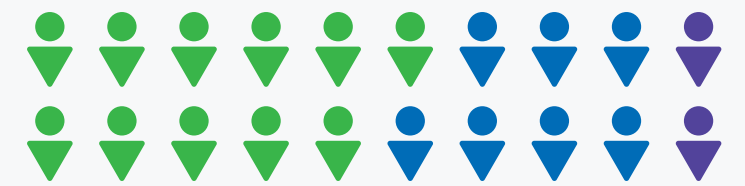
of supervisors and senior managers

Our workforce has...



diverse team members who are non-white

Our diverse team includes...



**56%**  
Millennials

**35%**  
Generation X

**9%**  
Baby Boomers

\*AMN Workforce Demographics Data as of January 2020

# 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.

## COMMUNITY ENGAGEMENT

AMN Healthcare remains committed to investing in the future of our local and global communities, which includes our team members, the healthcare organizations and professionals we support in delivering quality patient care, and the patients and families that we are all privileged to serve.

We believe community service helps create a stronger and more cohesive society and reinforces our company mission and core values.

### In 2019, we continued our work to create a positive social and economic impact on the world around us by

- Expanding our philanthropy programs to provide nearly \$700,000 in funding to nonprofits focused on health and human services; women and children initiatives; diversity, equality, and inclusion; community and economic development; and civic initiatives
- Enabling our team members to volunteer more than 7,800 hours through our company Volunteer Time Off program, which provides up to eight hours of paid time off to support community nonprofits. This resulted in close to \$200,000 in additional community support
- Encouraging community engagement by providing matching grants to team members who donated to local, national, and international nonprofits
- In 2019, AMN team members volunteered an additional estimated 10,000+ hours of personal time in support of their communities
- Providing more than 2,400 hours of in-kind meeting space and services to more than 140 San Diego-based nonprofits, providing an estimated \$360,150 in additional support
- Creating a workforce for the future by providing scholarships to students pursuing healthcare degrees at San Diego University, University of San Diego, University of Washington, and through the Healthcare Communicators Club of San Diego
- Partnering with International Esperanza Project to complete our 7th annual medical mission and community development trip to Guatemala. To date, our work installing clean cooking stoves and water filtration systems and providing life-changing surgeries and healthcare has directly helped more than 20,000 people



## AMN Encourages Board Service

A core part of our mission is to help our team members achieve their personal and professional goals every day. AMN encourages board service as a fundamental act of individual citizenship for team members at all levels of our organization. In 2019, AMN supported the following team members in helping their communities through board service:

### **SUSAN SALKA, CHIEF EXECUTIVE OFFICER**

Cancer Support Community North Texas Red Tie Gala Co-Chair  
CEOs Against Cancer with the American Cancer Society  
Dallas Citizens Council Member  
Healthcare Leadership Council Executive Committee Member  
Texas Women's Foundation Economic Leadership Council Member

### **COLE EDMONSON, CHIEF CLINICAL OFFICER**

Federal Club in Dallas Member  
New Friends New Life Board Member

### **DAN WHITE, PRESIDENT, STRATEGIC WORKFORCE SOLUTIONS**

American Heart Association Board Member

### **ROBIN JOHNSON, DIVISION PRESIDENT, ALLIED**

North Texas Food Bank Advisory Council Member

### **CHRISTINA MINER, DIVISION VP, LOCUM TENENS**

Big Brothers Big Sisters LGBTQ Advisory Board Member

### **STEVE WEHN, VP, COMMUNITY & GOVERNMENT RELATIONS**

American Staffing Association Diversity & Inclusion Committee Member  
International Esperanza Project Board Member

### **JUSTIN TOMLIN, SVP, ENTERPRISE STRATEGIC CLIENTS**

Make-A-Wish Foundation Board Member

### **RACHEL STOLL, SVP, SALES**

Junior Achievement of Dallas Board Member

### **WHITNEY LAUGHLIN, DEPUTY GENERAL COUNSEL**

International Esperanza Project Board Member  
Safehaven of Tarrant County Board Member

### **TRENT HUGHES, MERRITT HAWKINS**

Big Brothers Big Sisters of Tarrant County Board Member  
Genesis Women's Shelter and Support HeROs (He Who Respects Others)  
Board Member  
Martin Luther King, Jr. Community Center Board Member

### **MICHELLE CLARK, ACCOUNT MANAGER**

Big Brothers Big Sisters Junior Board Member

### **MERCY GARY, COMMUNITY RELATIONS SPECIALIST**

American Staffing Association Community Committee Chair



## AMN partners with Kaiser Permanente to Support Make-A-Wish

More than 60 dedicated team members joined the AMN Healthcare team to run the Kaiser Permanente Thrive Half Marathon and 5K in support of Make-A-Wish San Diego. AMN runners not only completed the fitness challenge, but also captured several awards for the company, including Largest and Fastest Corporate Team.





# 90

NONPROFITS

# 7,800+

HOURS

In 2019, AMN supported over 90 nonprofits through grants and volunteering over 7,800 hours in communities across the U.S.

AMN supports community engagement through a network of Community Champions at offices throughout the U.S.





# Corporate Governance

## AMN Signs Nursing Now Pledge as Part of 2020 International Year of the Nurse and the Midwife

Recognizing the crucial role nurses play in health promotion and disease prevention and treatment, Nursing Now established a three-year global campaign to improve health standards by raising the status and profile of nursing. A collaboration between the World Health Organization (WHO), International Council of Nurses, and the Burdett Trust for Nursing, the Nursing Now Nightingale Challenge is focused on five key areas: ensuring that nurses and midwives have a more prominent voice in health policy-making; encouraging greater investment in the nursing workforce; recruiting more nurses into leadership positions; conducting research that helps determine where nurses can have the greatest impact; and sharing of best nursing practices.

The campaign was developed in response to a WHO Triple Impact Report that researched the

importance of midwives and nurses in developing new models of community-based care to improve health, promote gender equality, and support economic growth globally.

AMN joined the Nightingale Challenge to help develop the next generation of young nurses and midwives as leaders, practitioners, and advocates in health, and to demonstrate that nursing and midwifery are exciting and rewarding careers. AMN is now part of a global effort expected to grow to more than 20,000 nurses and midwives and supported by over 1,000 organizations as part of the 2020 International Year of the Nurse and the Midwife.



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.

## CORPORATE GOVERNANCE

We are proud to align our commitment to Corporate Social Responsibility programs with our investors' initiatives as we work together to elevate the healthcare and staffing industries while supporting all of our stakeholders.

We maintain regular communication with our investors throughout the year to learn more about the topics most important to them and share the progress we have made on our corporate governance and social responsibility programs. We evolve our governance practices in response to shareholder feedback and best practices.

A full discussion of our corporate governance programs is available in our Annual Report and Proxy Statement. Key updates for 2019 include:

### Adoption of a Human Rights Policy

Guided by the International Labour Organization Declaration of Human Rights and the United Nations (UN) Guiding Principles on Business and Human Rights, this policy outlines our commitment to maintaining fair employment and wages, suitable housing and living conditions, access to clean water, and freedom of association for our team members. As detailed in the policy, AMN also maintains a zero-tolerance stance against child labor, forced labor, slavery, and human trafficking. AMN is further committed to establishing a reasonable level of due diligence to identify adverse impacts on human rights as well as support appropriate and effective mechanisms for prevention and remediation.

### Establishment of a Vendor Code of Conduct that clearly outlines AMN's expectation that all of our vendors engage in lawful and ethical practices

Vendors are required to go beyond compliance with legal and regulatory standards and adhere to ethical business practices, privacy and data protection, and protection of labor and human rights. Aligned with our focus on DE&I, vendors are also expected to take proactive steps to provide fair and equal opportunities for business and maintain data to support the AMN Diverse Business Certification Program.

## STRONG CORPORATE GOVERNANCE

 <p>Independent Board Chair</p>	 <p>3 of 4 Board Committees are 100% Independent</p>	 <p>Pay Aligned with Performance</p>
<p>10</p> <p>Average Tenure of Directors is Less than 10 Years</p>	 <p>Shareholder Right to Call Special Meeting</p>	
 <p>Proxy Access</p>	 <p>No Poison Pill</p>	 <p>Stock Ownership Guidelines</p>
 <p>Majority Voting Standard in Uncontested Elections</p>	 <p>Annual Board and Committee Evaluations</p>	
	 <p>No Material Audit Control Deficiencies</p>	



# GRI Tables

AMN reports on all components of our Corporate Social Responsibility program through our Global Reporting Initiative (GRI) Index. Ongoing updates on our work can be found at [www.amnhealthcare.com/corporate-social-responsibility](http://www.amnhealthcare.com/corporate-social-responsibility)

## GRI CONTENT INDEX

This report has been prepared in accordance to GRI Standards. GRI is a universally applicable, comparable framework that facilitates transparency and accuracy.

### GENERAL DISCLOSURES

#### ORGANIZATIONAL PROFILE

GRI CODE	BRIEF REQUIREMENT	REFERENCE/SHORT ANSWERS
102-1	Name of the organization	AMN Healthcare Services, Inc. (NYSE: AMN)
102-2	Activities, brands, products, and services	<a href="#">AMN Healthcare Network</a>
102-3	Location of headquarters	San Diego, CA and 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	<a href="#">AMN Healthcare 2019 Annual Report</a>
102-7	Scale of the organization	<a href="#">AMN Healthcare 2019 Annual Report</a>
102-8	Information on employees and other workers	3,188 team members AMN is led by a female CEO Board of Directors has 44% female representation 65% of the AMN corporate team are women 32% of the overall organization identifies as non-white The AMN corporate team is 56% Millennials, 35% Generation X, and 9% Baby Boomers

ORGANIZATIONAL PROFILE

GRI CODE	BRIEF REQUIREMENT	REFERENCE/SHORT ANSWERS
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 Western Regional Minority Supplier Development Council, the National Minority Supplier Diversity Council, and the Women’s Business Enterprise National Council. A key focus moving forward is identifying business opportunities beyond the traditional minority, women, and veteran-owned businesses to include LGBT-owned and disability-owned businesses.</p> <p>Additional details on this program are available through the <a href="#">AMN Healthcare Supplier Diversity Program</a>.</p>
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 <a href="#">AMN Healthcare 2019 Annual Report</a> .
102-12	External initiatives	AMN CEO Susan Salka signed the CEO Action for Diversity & Inclusion in 2018 and joined the 30% Club in 2019. Both of these organizations focus on diversity, equality, and inclusion in the workplace and in business leadership. In 2019, AMN also adopted a Human Rights Policy, which was guided by the International Labour Organization Declaration on Fundamental Principles, the Universal Declaration of Human Rights, and the United Nations Guiding Principles on Business and Human Rights.

ORGANIZATIONAL PROFILE

GRI CODE	BRIEF REQUIREMENT	REFERENCE/SHORT ANSWERS
102-13	Membership of associations	<p>AMN participates in a number of associations and organizations, including, but not limited to:</p> <ul style="list-style-type: none"> <li>- Accreditation Council for Pharmacy Education</li> <li>- Advisory Board</li> <li>- Alliance for Ethical International Recruitment Practices</li> <li>- American Academy of Addiction Psychiatry</li> <li>- American Association of Critical Care Nurses</li> <li>- American Association of International Healthcare Recruitment</li> <li>- American Case Management Association</li> <li>- American Health Information Management Association (AHIMA)</li> <li>- American Hospital Association (AHA)</li> <li>- American Nurses Credentialing Center (ANCC)</li> <li>- American Organization of Nurse Executives</li> <li>- American Psychiatric Nurses Association</li> <li>- American Staffing Association (ASA)</li> <li>- Association of California Nurse Leaders</li> <li>- Association of Pediatric Hematology/Oncology Nurses</li> <li>- Association of Perioperative Registered Nurses</li> <li>- Association of Rehabilitation Nurses</li> <li>- Biocom</li> <li>- California Health Information Association (CHIA)</li> <li>- California Staffing Professionals</li> <li>- Catalyst</li> <li>- Clinical Laboratory Management Association</li> <li>- Conference Board</li> <li>- Connecticut Healthcare Human Resources Association (CHHRA)</li> <li>- Corporate Directors Forum</li> <li>- Dallas Citizens Council</li> <li>- Dallas Regional Chamber</li> <li>- Dallas Society of Human Resources Management</li> <li>- Economic Research Institute</li> <li>- Fort Worth Chamber of Commerce</li> <li>- Gartner, Inc.</li> <li>- Greater Omaha Chamber of Commerce</li> <li>- Healthcare Financial Management Association (HFMA)</li> <li>- Healthcare Leadership Council (HLC)</li> </ul>

*to be continued on next page...*

ORGANIZATIONAL PROFILE

GRI CODE	BRIEF REQUIREMENT	REFERENCE/SHORT ANSWERS
102-13	Membership of associations	<p>...continued from previous page.</p> <ul style="list-style-type: none"> <li>- International Association of Privacy Professionals</li> <li>- Medical Group Management Association (MGMA)</li> <li>- Mid-Atlantic Physician Recruiter Alliance</li> <li>- National Association for Health Care Recruitment</li> <li>- National Association for Home Care &amp; Hospice (NAHC)</li> <li>- National Association of Business Resources</li> <li>- National Association of Clinical Nurse Specialists</li> <li>- National Association of Community Health Centers</li> <li>- National Association of Locum Tenens Organizations (NALTO)</li> <li>- National Association of Travel Healthcare Organizations (NATHO)</li> <li>- National Committee for Quality Assurance (NCQA)</li> <li>- National Minority Supplier Development Council (NMSDC)</li> <li>- Nebraska Hospital Association</li> <li>- New Mexico Organization of Nurse Leaders</li> <li>- Ohio Hospital Association</li> <li>- Oncology Nursing Society</li> <li>- Plano Chamber of Commerce</li> <li>- San Diego Coastal Chambers of Commerce</li> <li>- San Diego Grantmakers</li> <li>- San Diego Organization of Healthcare Leaders (SOHL)</li> <li>- San Diego Regional Chamber of Commerce</li> <li>- San Diego Society of Human Resource Management</li> <li>- Staffing Industry Analysts (SIA)</li> <li>- Texas Organization of Nurse Executives</li> <li>- Texas Organization of Rural &amp; Community Hospitals (TORCH)</li> <li>- Western Regional Minority Supplier Development Council</li> <li>- Wisconsin Hospital Association</li> <li>- Women Business Leaders of the U.S. Health Care Industry Foundation (WBL)</li> </ul>

STRATEGY AND ANALYSIS

GRI CODE	BRIEF REQUIREMENT	REFERENCE/SHORT ANSWERS
102-14	Statement from the most senior decision-maker of the organization	<a href="#">AMN Healthcare 2019 CSR Report CEO letter</a>
102-15	Key impacts, risks, and opportunities	<a href="#">AMN Healthcare 2019 Annual Report</a>

ETHICS AND INTEGRITY

GRI CODE	BRIEF REQUIREMENT	REFERENCE/SHORT ANSWERS
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	<a href="#">AMN Healthcare Code of Conduct</a>

GOVERNANCE

GRI CODE	BRIEF REQUIREMENT	REFERENCE/SHORT ANSWERS
102-18	Governance structure	<a href="#">AMN Healthcare Corporate Governance</a>



GOVERNANCE

GRI CODE	BRIEF REQUIREMENT	REFERENCE/SHORT ANSWERS
102-19	Delegating authority	Per AMN Corporate Governance Guidelines, one of the primary functions of the Board of Directors is instilling management accountability for creating and fostering a culture that reflects the company's values, ethics, purpose, vision, and social responsibility in order to advance the company's strategy. Additional information can be found on the <a href="#">AMN Healthcare Corporate Governance website</a> .
102-20	Executive-level responsibility for economic, environmental and social topics	AMN Healthcare CEO Susan Salka joined over 450 other companies in signing the <a href="#">CEO Pledge for Diversity &amp; Inclusion</a> in 2018. The pledge continues to influence AMN diversity, equality, and inclusion strategy and states that 1) AMN will continue to make our workplaces trusting places to have complex, and sometimes difficult, conversations about diversity and inclusion; 2) we will implement and expand unconscious bias education; 3) we will share best and unsuccessful practices.
102-21	Consulting stakeholders on economic, environmental, and social topics	The AMN Corporate Governance and Compliance Committee engages with shareholders regularly to oversee the company's CSR program and consider CSR-related feedback and recommendations provided by the shareholders. Additional information can be found on the <a href="#">AMN Healthcare Corporate Governance website</a> .
102-22	Composition of the highest governance body and its committees	Details on the AMN Board of Directors can be found in the <a href="#">AMN Healthcare 2020 Proxy Statement</a> .
102-23	Chair of highest governance body	Douglas D. Wheat serves as Chair of the Board of Directors for AMN Healthcare. He is an independent director of AMN Healthcare and a Managing Partner at Wheat Investments, LLC.

GOVERNANCE

GRI CODE	BRIEF REQUIREMENT	REFERENCE/SHORT ANSWERS
102-24	Nominating and selecting the highest governance body	Per AMN Healthcare Corporate Governance Guidelines, the Board of Directors is committed to fostering and maintaining a diverse board and seeks members from a variety of professional and personal backgrounds who combine a broad spectrum of experience and expertise with a reputation for integrity. In its pursuit of diversity and inclusion, the Corporate Governance and Compliance Committee annually reviews with the Board the applicable skills and characteristics needed for director nominees based on the context of the current composition of the Board and company circumstances. This assessment should include consideration of a candidate's judgment, business and management experience (including financial literacy), leadership, strategic planning, diversity, understanding of the healthcare industry, and independence from management.
102-25	Conflicts of interest	Per AMN Corporate Governance Guidelines, all directors shall avoid any action, position or interest that conflicts with an interest of AMN, or gives the appearance of a conflict. AMN annually solicits information from directors and executive officers in order to monitor potential conflicts of interest and comply with any requirements regarding disclosure of "related person transactions" as defined by the SEC. Any potential conflicts of interest involving directors must be reported immediately to the Chair of the Board and the company's Chief Legal Officer. Further, the company does not permit, without approval of the Board or a committee of the Board, any director, director nominee, executive officer, or security holder who is known to the company to be the beneficial owner of more than five percent of any class of the company's voting securities or any of the foregoing person's immediate family members (i.e., child, stepchild, parent, stepparent, spouse, sibling, mother-in-law, father-in-law, son-in-law, daughter-in-law, brother-in-law, sister-in-law), or any person sharing a household (other than a tenant or employee), or any other person meeting the definition of "related person" under Item 404 of Regulation S-K (a "related person") to enter into a transaction in which the company is a participant, where (a) the amount involved exceeds \$120,000; and (b) the related person had or will have a direct or indirect material interest. All team members are provided guidance on identifying conflicts of interest and a process for reviewing any potential conflicts through the AMN Code of Conduct.

GOVERNANCE

GRI CODE	BRIEF REQUIREMENT	REFERENCE/SHORT ANSWERS
102-26	Role of highest governance body in setting purpose, values, and strategy	The AMN Healthcare Board of Directors demonstrates and promotes the company's values and sets a standard of ethical leadership. The AMN Leadership team is accountable for creating and fostering a culture that reflects the company's values, ethics, purpose, vision, and social responsibility programs to execute corporate strategy and support sustainable business growth.
102-27	Collective knowledge of highest governance body	The AMN Corporate Governance and Compliance committee oversees the company's shareholder engagement program as it relates to CSR issues.
102-28	Evaluating the highest governance body's performance	The AMN Corporate Governance and Compliance committee oversees the company's shareholder engagement program as it relates to CSR issues and evaluates performance through an annual Board Committee evaluation.
102-29	Identifying and managing economic, environmental, and social impacts	The AMN Corporate Governance and Compliance committee oversees the company's shareholder engagement program as it relates to CSR issues.
102-30	Effectiveness of risk management process	The AMN Corporate Governance and Compliance committee oversees the company's shareholder engagement program as it relates to CSR issues.
102-31	Review of economic, environmental, and social topics	The Corporate Governance and Compliance Committee reviews the company's business strategy and related economic, environmental, and social issues to identify relevant risks and opportunities.
102-32	Highest governance body's role in sustainability reporting	The Corporate Governance and Compliance Committee of the company's Board of Directors oversees the company's CSR strategy to ensure the company is monitoring and mitigating material risks.

GOVERNANCE

GRI CODE	BRIEF REQUIREMENT	REFERENCE/SHORT ANSWERS
102-33	Communicating critical concerns	The company has a formal shareholder outreach program that allows management to solicit feedback from stakeholders and share with the Corporate Governance and Compliance Committee. Details can be found in our annual shareholder outreach summary in the <a href="#">AMN Healthcare 2020 Proxy Statement</a> .
102-34	Nature and total number of critical concerns	AMN has not had any critical concerns to report. This process will become part of the company's governance materials in future years.
102-35	Remuneration policies	Information on compensation analysis and executive compensation is included in the <a href="#">AMN Healthcare 2020 Proxy Statement</a> .
102-36	Process for determining remuneration	Independent Directors of AMN Healthcare receive compensation for their service in the form of cash and equity. All compensation is evaluated by the Compensation Committee on an annual basis. Details on the Board Compensation process, policies, and composition is available in the <a href="#">AMN Healthcare 2020 Proxy Statement</a> .
102-37	Stakeholders' involvement in remuneration	Stakeholders' views regarding remuneration are sought by management through our formal shareholder outreach program and considered by the Compensation Committee. The proposal to approve the compensation of our named executive officers, as described in the company's 2019 Proxy Statement, was approved by 98.72% of all shares entitled to vote in 2019.
102-38	Annual total compensation ratio	Details on AMN named executive officer compensation is provided in the <a href="#">AMN Healthcare 2020 Proxy Statement</a> .
102-39	Percentage increase in annual total compensation ratio	A complete discussion and analysis of the AMN Healthcare compensation program is available in the <a href="#">AMN Healthcare 2020 Proxy Statement</a> .

STAKEHOLDER ENGAGEMENT

GRI CODE	BRIEF REQUIREMENT	REFERENCE/SHORT ANSWERS
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, local and global communities, local and federal governments, media, and NGOs. Additional details can be found at <a href="http://www.amnhealthcare.com/corporate-social-responsibility/">www.amnhealthcare.com/corporate-social-responsibility/</a> .
102-41	Collective bargaining agreements	Teams executing AMN Healthcare business strategy from office locations in the United States are not affiliated with or covered by collective bargaining agreements. The AMN Human Rights Policy provides for freedom of association, which respects employees' right to join, form, or not join a labor union without fear of retaliation, intimidation, or harassment.
102-42	Identifying and selecting stakeholders	AMN engages stakeholders through channels relevant to each audience: <b>Board of Directors</b> - Five annual meetings <b>Team Members</b> - Annual employee engagement survey, in-person meetings, webcasts, intranet, newsletters, and internal presentations from colleagues and leaders <b>Healthcare Professionals</b> - Surveys, videos, email, social media, and in-person meetings <b>Clients</b> - Procurement standards, quarterly business reviews, CSR practices integrated into contracting, email, social media <b>Local &amp; Federal Government</b> - Maintain close interactions with local, state, and federal government on healthcare and employment regulatory and legal matters <b>Shareholders</b> - 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 Corporate Governance and Compliance Committee <b>Media</b> - Ongoing healthcare research and insights, general communications such as interviews, phone calls, email, and social media <b>NGOs</b> - General communications such as phone calls, email, and social media

STAKEHOLDER ENGAGEMENT

GRI CODE	BRIEF REQUIREMENT	REFERENCE/SHORT ANSWERS
102-43	Approach to stakeholder engagement	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.
102-44	Key topics and concerns raised	Economic & Governance Financial Integrity Governance, Ethics & Accountability Impact on Economic Development Strategy Labor Practices Equal Pay Talent Recruitment Talent Retention Talent Engagement Our People Training & Skills Management Diversity & Equal Opportunity Community Engagement Community Investments (Voluntary donations & philanthropy) Volunteerism Product / Service Responsibility Client Satisfaction, Trust & Credibility Business Loyalty Data Security & Customer Privacy Environment Materials Use Resource Conservation Emissions Travel Additional details available in the <a href="#">AMN Healthcare 2020 Proxy Statement</a> and <a href="#">AMN Healthcare 2019 Annual Report</a>



**GENERAL DISCLOSURES**

**REPORTING PRACTICE**

GRI CODE	BRIEF REQUIREMENT	REFERENCE/SHORT ANSWERS
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, memberships, workforce data, governance, and other financial details are provided at the overall company level.
102-46	Defining report content and topic boundaries	<a href="#">AMN Healthcare 2020 Proxy Statement</a>
102-47	List of material topics	<a href="#">AMN Healthcare 2020 Proxy Statement</a>
102-48	Restatements of information	None
102-49	Changes in reporting	Report covers activities from Calendar Year 2019
102-50	Reporting Period	Calendar Year 2019
102-51	Date of most recent report	May 2019
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 GRI reporting framework and standards.

**GENERAL DISCLOSURES**

**REPORTING PRACTICE**

GRI CODE	BRIEF REQUIREMENT	REFERENCE/SHORT ANSWERS
102-55	GRI content index	<a href="#">GRI Content Index</a>
102-56	External assurance	KPMG LLP 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. <a href="#">AMN Healthcare 2019 Annual Report.</a>

**MANAGEMENT APPROACH**

GRI CODE	BRIEF REQUIREMENT	REFERENCE/SHORT ANSWERS
103-1	Explanation of the material topic and its boundaries	<a href="#">AMN Healthcare 2019 Annual Report</a>
103-2	The management approach and its components	<a href="#">AMN Healthcare 2019 Annual Report</a>
103-3	Evaluation of approach	<a href="#">AMN Healthcare 2019 Annual Report</a>

**ECONOMIC STANDARDS**

**ECONOMIC PERFORMANCE**

GRI CODE	BRIEF REQUIREMENT	REFERENCE/SHORT ANSWERS
201-1	Direct economic value generated and distributed	<a href="#">AMN Healthcare 2019 Annual Report</a>
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 <a href="#">AMN Healthcare 2019 Annual Report</a>
201-3	Defined benefit plan obligations and other retirement plans	AMN offers team members Deferred Compensation Plans and a 401(k) as retirement savings options. Team members elect to contribute to these plans up to the maximum allowed by law. All liabilities and assets for retirement plans are valued on a daily basis per market rate. At the time of this report, all plans were fully-funded. AMN offers an employer match for both retirement savings plans of 50% on first 6% of employee contributions and 100% on next 4% of employee contributions. In 2019, 81% of eligible team members participated in the deferred compensation plan and 23% participated in the company's 401(k) retirement plan.
201-4	Financial assistance received from the government	AMN Healthcare did not receive financial assistance from the government in 2019.

**ECONOMIC STANDARDS**

**MARKET PRESENCE**

GRI CODE	BRIEF REQUIREMENT	REFERENCE/SHORT ANSWERS
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	AMN regularly reviews wages and compensation packages across all levels of the organization by gender, geography, and ethnicity to ensure employment options with the company are competitive and fair. AMN also participates in the Bloomberg Gender-Equality Index. In our last year of reporting, we reported a global median raw gender pay gap of 17%. Additional details can be found through the <a href="#">Bloomberg Gender-Equality Index</a> .

**INDIRECT ECONOMIC IMPACTS**

GRI CODE	BRIEF REQUIREMENT	REFERENCE/SHORT ANSWERS
203-1	Infrastructure investments and services supported	AMN provides in-kind meeting space and services to nonprofits convening near the San Diego offices. Last year, AMN donated 2,401 hours of community meeting space to support over 141 nonprofits. This contributed an estimated \$360,150 of additional community support.
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 States, AMN Healthcare connected more than 11,000 healthcare 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. <a href="#">AMN Healthcare 2019 Annual Report</a>

**ECONOMIC STANDARDS**

**ANTI-CORRUPTION**

GRI CODE	BRIEF REQUIREMENT	REFERENCE/SHORT ANSWERS
205-1	Operations assessed for risks related to corruption	Per the company's Global Anti-Corruption Policy, AMN regularly assesses operations for instances of corruption.
205-2	Communication and training about anti-corruption policies and procedures	AMN Healthcare trains all team members on anti-corruption policies annually.

**ANTI-COMPETITIVE BEHAVIOR**

GRI CODE	BRIEF REQUIREMENT	REFERENCE/SHORT ANSWERS
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	<a href="#">AMN Healthcare 2019 Annual Report</a>

**ENVIRONMENTAL STANDARDS**

**ENERGY**

GRI CODE	BRIEF REQUIREMENT	REFERENCE/SHORT ANSWERS
302-1	Energy consumption within the organization	In 2019, AMN Healthcare consumed an estimated 3,666,852 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.
302-3	Energy intensity	In 2019, AMN measured energy intensity for the Dallas, TX and San Diego, CA offices as 12.88 (calculated as energy intensity over square feet of office space).
302-4	Reduction of energy consumption	Energy use increased by a little less than 1% in 2019.

**WATER**

GRI CODE	BRIEF REQUIREMENT	REFERENCE/SHORT ANSWERS
303-1	Water withdrawal by source	In 2019, our Dallas, TX and San Diego, CA offices used an estimated 1,007,698 gallons of water.

**ENVIRONMENTAL STANDARDS**

**EMISSIONS**

GRI CODE	BRIEF REQUIREMENT	REFERENCE/SHORT ANSWERS
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 energy purchased from the local utility. In 2019, AMN Healthcare emissions were estimated at 2,727,978 lbs of CO2, based on calculations for the <a href="#">EPA Power Profiler</a> .
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 2019, AMN Healthcare estimated GHG Emissions Intensity as 9.59 (calculated as GHG emissions over square feet of office space).
305-5	Reduction of GHG emissions	AMN reports environmental data for office locations in San Diego, CA and Dallas, TX. More information on the company's environmental initiatives is available at <a href="http://www.amnhealthcare.com/corporate-social-responsibility">www.amnhealthcare.com/corporate-social-responsibility</a> .

**ENVIRONMENTAL STANDARDS**

**EFFLUENTS AND WASTE**

GRI CODE	BRIEF REQUIREMENT	REFERENCE/SHORT ANSWERS
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, and most forms of hard plastics and paper are recycled. Additionally, the company shreds and responsibly recycles most paper waste. In 2019 AMN Healthcare produced an estimated 1,066 tons of trash of which approximately 50% was recycled.

**ENVIRONMENTAL COMPLIANCE**

GRI CODE	BRIEF REQUIREMENT	REFERENCE/SHORT ANSWERS
307-1	Non-compliance with environmental laws and regulations	AMN Healthcare was fully compliant with all environmental regulations in 2019.

**SOCIAL STANDARDS**

**EMPLOYMENT**

GRI CODE	BRIEF REQUIREMENT	REFERENCE/SHORT ANSWERS
401-1	New employee hires and employee turnover	In 2019, AMN hired 888 new external hires. The organization also supported 788 internal transfers and promotions. The turnover rate for 2018 was 26%.



EMPLOYMENT

GRI CODE	BRIEF REQUIREMENT	REFERENCE/SHORT ANSWERS
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	AMN Healthcare offers a comprehensive, cost-effective benefits package for team members and their families. The HR team regularly benchmarks benefits 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 Parental Leave. Some of these benefits may also be available to professionals on assignment with AMN.
401-3	Parental leave	AMN offers paid leave that adheres to local standards and regulations for new parents by birth, adoption, or foster care placement.

OCCUPATIONAL HEALTH & SAFETY

GRI CODE	BRIEF REQUIREMENT	REFERENCE/SHORT ANSWERS
403-2	Hazard identification, risk assessment, and incident investigation	AMN corporate team members reported 19 injury claims in 2019, resulting in 217 lost days at work and no fatalities.
403-5	Worker training on occupational health and safety	In 2019, AMN introduced an OSHA-compliant interactive health and safety training program. This training will be required of all team members in 2020.

OCCUPATIONAL HEALTH AND SAFETY

GRI CODE	BRIEF REQUIREMENT	REFERENCE/SHORT ANSWERS
403-6	Promotion of worker health	AMN offers a comprehensive and leading benefits program that includes a holistic approach to health and wellness. Discounted medical premiums are provided to team members when they complete annual wellness incentives. AMN also offers free tobacco cessation programs and free basic medical services such as flu shots and biometric screenings. Fresh fruit is available in every company break room, and team members are offered the option of an ergonomic and standing desk. Team members are also able to access free mental health and legal counseling through the company's Employee Assistance Program.

TRAINING AND EDUCATION

GRI CODE	BRIEF REQUIREMENT	REFERENCE/SHORT ANSWERS
404-1	Average hours of training per year per employee	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 2 hours and 40 minutes of training per team member, although many team members choose to take additional hours of training and professional development. Managers at AMN complete an additional 8 hours and 50 minutes of training with an expanded course on Speak Up! Reporting & Raising Questions, Workplace Harassment Prevention for Managers, and Unconscious Bias training.

TRAINING AND EDUCATION

GRI CODE	BRIEF REQUIREMENT	REFERENCE/SHORT ANSWERS
404-2	Programs for upgrading employee skills and transition assistance programs	AMN Healthcare seeks to actively prepare managers for their role through an extensive leadership development curriculum. In 2019, 1,231 team members completed leadership training at AMN, which can include one or all of the following courses: Behavior Based Interview Training Change Management Practitioner Workshop Inclusive Communications Workshop for Leaders Key Talent LEAD: Leadership Excellence through Accountability and Development Developing Emotional Intelligence Driving Employee Engagement Leading Virtual Teams Managing Effective Meetings Managing Time for Priorities in Leadership
404-3	Percentage of employees receiving regular performance and career development reviews	AMN Healthcare actively supports and encourages career growth and development for team members through an annual review process known as Performance Success Plan. 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.

DIVERSITY AND EQUAL OPPORTUNITY

GRI CODE	BRIEF REQUIREMENT	REFERENCE/SHORT ANSWERS
405-1	Diversity of governance bodies and employees	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.

DIVERSITY AND EQUAL OPPORTUNITY

GRI CODE	BRIEF REQUIREMENT	REFERENCE/SHORT ANSWERS
405-2	Ratio of basic salary and remuneration of women to men	Women comprise 33% of AMN Healthcare's top 10% compensated employees. Additionally, women comprise 48% of top pay quartile, 63% of upper middle pay quartile, 74% of lower middle pay quartile, and 75% of lower pay quartile. AMN Healthcare reports gender pay data through the <a href="#">Bloomberg Gender-Equality Index</a> .

NON-DISCRIMINATION

GRI CODE	BRIEF REQUIREMENT	REFERENCE/SHORT ANSWERS
406-1	Incidents of discrimination and corrective actions taken	AMN had zero reports of systemic workforce discrimination in 2019.

CHILD LABOR

GRI CODE	BRIEF REQUIREMENT	REFERENCE/SHORT ANSWERS
408-1	Operations and suppliers at significant risk for incidents of child labor	In 2019, AMN adopted a Human Rights policy, which holds a zero-tolerance policy for child labor for both the company as well as our vendors.

**FORCED OR COMPULSORY LABOR**

GRI CODE	BRIEF REQUIREMENT	REFERENCE/SHORT ANSWERS
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	In 2019, AMN adopted a Human Rights policy, which holds a zero-tolerance policy for forced labor, slavery, or human trafficking for both the company as well as our vendors.

**SECURITY PRACTICES**

GRI CODE	BRIEF REQUIREMENT	REFERENCE/SHORT ANSWERS
410-1	Security personnel trained in human rights policies or procedures	AMN Healthcare adopted a Human Rights policy in 2019, which is shared with all team members and contractors, including security personnel.

**RIGHTS OF INDIGENOUS PEOPLES**

GRI CODE	BRIEF REQUIREMENT	REFERENCE/SHORT ANSWERS
411-1	Incidents of violations involving rights of indigenous peoples	AMN has not had any incidents of violating rights of indigenous peoples in 2019 or in the history of operations.

**HUMAN RIGHTS ASSESSMENT**

GRI CODE	BRIEF REQUIREMENT	REFERENCE/SHORT ANSWERS
412-1	Operations that have been subject to human rights reviews or impact assessments	AMN has not had any incidents or human rights reviews or impact assessments in 2019 or in the history of operations. The company did adopt a Human Rights policy in 2019, which is acknowledged by all team members annually.
412-2	Employee training on human rights policies or procedures	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 should contact HR or Legal with any reports of suspected misconduct, including harassment and discrimination.

**LOCAL COMMUNITIES**

GRI CODE	BRIEF REQUIREMENT	REFERENCE/SHORT ANSWERS
413-1	Operations with local community engagement, impact assessments, and development programs	In 2019, AMN philanthropy programs provided nearly \$700,000 to support community nonprofits. In addition to funding, AMN Team Members volunteered 7,843 hours through the paid Volunteer Time Off benefit, resulting in close to \$200,000 in additional support, based on the 2019 Independent Sector published value of a volunteer hour of \$25.43. AMN Healthcare also provides San Diego nonprofits with access to meeting space at the San Diego location. In 2019, 141 nonprofits took advantage of this in-kind donation and hosted an estimated 2,401 hours of meetings.

**SOCIAL STANDARDS**

**SUPPLIER SOCIAL ASSESSMENT**

GRI CODE	BRIEF REQUIREMENT	REFERENCE/SHORT ANSWERS
414-1	New suppliers that were screened using social criteria	All new suppliers are assessed for social criteria per the AMN Healthcare Supplier Diversity Program and commitment to increasing diverse spending in the company's supply chain.

**PUBLIC POLICY**

GRI CODE	BRIEF REQUIREMENT	REFERENCE/SHORT ANSWERS
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 2019, AMN did not make any contributions to any political candidate, party, or party official. As appropriate, AMN Healthcare does contribute to Political Action Committees (PACs).

**CUSTOMER HEALTH AND SAFETY**

GRI CODE	BRIEF REQUIREMENT	REFERENCE/SHORT ANSWERS
416-1	Assessment of the health and safety impacts of product and service categories	Every healthcare provider within the AMN network undergoes screening, referencing, and quality control processes that adhere to the same standards as hospitals and healthcare facilities, including credential review, background checks and drug tests, and health screening standards that meet and often exceed Joint Commission and National Committee for Quality Assurance standards. AMN screens 100% of physicians and clinicians against the National Practitioner Data Bank, an electronic database created by the U.S. Congress in 1986 to document payments in connection with liability judgments and settlements, as well as peer review actions affecting licenses, clinical privileges, and other factors. <a href="#">AMN Clinician Screening Process</a>

**SOCIAL STANDARDS**

**CUSTOMER HEALTH AND SAFETY**

GRI CODE	BRIEF REQUIREMENT	REFERENCE/SHORT ANSWERS
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	AMN Healthcare had no incidences of non-compliance concerning the health and safety impacts of our products and services in 2019.

**MARKETING AND LABELING**

GRI CODE	BRIEF REQUIREMENT	REFERENCE/SHORT ANSWERS
417-2	Information and labeling	AMN received no incidents of non-compliance concerning product and service information and labeling in 2019.
417-3	Incidents of non-compliance concerning marketing communications	AMN Healthcare ensures accuracy and truthfulness in marketing communications. In 2019, AMN received no incidents of non-compliance concerning marketing communications.

**CUSTOMER PRIVACY**

GRI CODE	BRIEF REQUIREMENT	REFERENCE/SHORT ANSWERS
418-1	Substantiated complaints regarding concerning breaches of customer privacy and losses of customer data	In 2019, 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.



## AMN HEALTHCARE BRANDS



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, 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](http://www.AMNHealthcare.com).

## OUR MISSION



Deliver the best talent and insights to help healthcare organizations optimize their workforce



Give healthcare professionals opportunities to do their best work towards quality patient care



Create a values-based culture of innovation where our team members can achieve their goals

## OUR VALUES



Continuous Improvement



Trust



Customer Focus



Innovation



Passion



Respect

## OUR ASPIRATION

We strive to be recognized as the most trusted, innovative, and influential force in **helping healthcare organizations** provide a **quality patient care experience** that is more human, more effective, and more achievable.

## AWARDS LIST

2019 Bloomberg Gender-Equality Index  
 2019 Human Rights Campaign Foundation Corporate Equality Index  
 2019 Women's Forum of New York Corporate Champion  
 2019 Pillar World Awards Corporate Diversity Achievement  
 2019 American Staffing Association Care Award  
 2020 Women on Boards  
 Texas Diversity Council Corporate DiversityFIRST Award

### 2019 STAFFING INDUSTRY ANALYSTS

Largest US Healthcare Staffing Firm  
 Largest US Travel Nurse Firm  
 Largest US Allied Healthcare Staffing Firm  
 Third Largest US Locum Tenens Firm  
 Ninth Largest US Per Diem Nurse Staffing Firm