



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.



PAVE

Power and Value
in Equality

*Champions an environment of
gender diversity and equality*



SLIDE

Strength Lies in
Diversity & Equality

*Offers minorities and people
of color a way to connect,
network, and explore opportunities
for advancement*



WISE

Wisdom - Insight -
Sincerity - Experience

*Seeks to connect team members
across generations to explore career
paths and learn from one another*



PRIDE

LGBTQ +
Allies

*Focuses on creating a strong
network of LGBTQ team members
and their allies in the community*



BRAVE

AMN Veterans
Group

*Provides a forum to address
commonalities unique to veterans
and their families*



OPEN

Mental Health Advocacy
& Awareness

*Creates a safe space for voicing
concerns and needs for team members
and families interested in topics related
to mental health and wellness*