

AMN Corporate Political Activity Policy

Overview

Policy overview

Required Advocacy and Lobbying Guidelines

Roles and responsible parties

Head of Government Relations

Chief Legal Officer

CEO Committee Members &

AMN Board of Directors

All AMN Team Members

POLICY

Advocacy and Lobbying Activity

AMN's Head of Government Relations leads our participation in the public policy-making process at the national, state, and local levels. Reporting to the Chief Legal Officer and working with the CEO Committee and with the business units, AMN focuses on public policy issues that affect our business goals and objectives.

From time to time we engage in discussions with all levels of governments, industry associations, and coalitions on public policy and regulatory issues. When we determine it is in the best interest of our company, we work with lobbyists, trade associations, and government officials to provide information and perspective to support our point of view.

Trade Associations and Other Tax-Exempt Organizations

As part of our engagement in the public policy process, AMN participates in certain industry trade organizations representing the interests of the healthcare, healthcare workforce, staffing industry, and the broader business community with purposes that include, but are not limited to education about the industry, issues affecting the industry, and industry best practices and standards. We may not always support every position taken by our trade associations or the other members, however we believe our participation in these organizations makes us more effective and broadens our perspective on policy issues critical to our industry, our company, our customers, and our communities.

Political Contributions

AMN complies with the provisions of the Federal Election Campaign Act, the Bipartisan Campaign Reform Act, and all applicable state laws regulating the activities of corporations in the political process.

Federal law prohibits corporations from making contributions to candidates for federal office, national political parties, and most federal political committees. We comply with all state laws, which vary as to the permissible activities of a corporation regarding candidates for state and local offices, political parties, and other political committees.

AMN makes limited direct political contributions to U.S. state and local candidates in accordance with our Corporate Political Activities Policy. AMN occasionally participates in the political process by providing financial support to state or local ballot initiatives relating to specific issues that have a direct impact on our businesses. As with every other aspect of our political involvement, AMN's participation is guided by our Corporate Core Purpose and Values and is fully reported in accordance with governing laws.

AMN does not make political contributions outside the United States.

Lobbying Oversight

From time-to-time AMN may directly engage external registered lobbyists to assist in monitoring governmental policy development, advising AMN, or communicating AMN's positions on various political issues that concern the long-term business interests of the company. Only the Head of Government Relations or others in the Legal department may engage external registered lobbyists or firms who advise on governmental affairs issues, with the approval of the Chief Legal Officer. AMN will make all public disclosures regarding lobbying activity required by state and federal law.

Political Activities of Team Members

AMN Team Members are free to support the political process as individual citizens in a variety of ways, such as through personal financial contributions or volunteering for candidates or organizations of their choice. Individual involvement must not be conducted on company time or involve any use of company resources; and must not suggest the company's endorsement. Team Members must not use their position with AMN to coerce or pressure other team members to make contributions to or support or oppose political candidates, elections, or ballot initiatives.

AMN Team Members who wish to participate in political activities on behalf of AMN must obtain prior approval from Head of Government Affairs or Chief Legal Officer. This includes taking positions on proposed legislation on behalf of AMN.

Board Oversight

AMN executive leadership will report annually to the Corporate Governance and Compliance Committee of the Board of Directors of AMN regarding compliance and overall strategic priorities for political and policy lobbying and political contributions that align with AMN’s long-term corporate strategy. Appendix

References to other Policy and Procedures, notes, or attachments

NA

Corporate Political Activities Policy	To ensure approved political expenditures compliance with local, state, and federal law(s) including registration and disclosure requirements and contribution limits.
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Document information

Department owner:	Legal
Distribute to:	All Departments
Applicable divisions:	*AMN Healthcare Inc. including all U.S. divisions and subsidiaries (*the Company)
Implemented:	February 1, 2022
Authored by:	Steve Wehn, Denise Jackson, Alexa Zanolli
Revised by:	
Revised date:	
Approved by:	Denise Jackson
JC or NCQA standards¹:	NA
Compliance Policy²:	Yes
Global or Department Policy³:	Global

¹ This field is intended to identify policies that include processes covered by the Joint Commission (JC) or National Committee for Quality Assurance (NCQA) standards. **If no such standards are applicable to this policy, put “N/A” in this field.** If standards are applicable, provide the appropriate standard, number, and performance element, e.g., JC.HSHR.5.EP.2 or NCQA.CVO1.EP2. For more information, refer to the regulatory standards posted by the JC and NCQA.

² This field is intended to identify whether the policy Compliance Policy or not. If applicable, list the relevant legislation, regulation, or legal requirement. See Key Terms & Definitions in the [Policy on Writing Policy](#) for definition of Compliance Policy. Consult the Legal Department if clarification is needed on whether a policy is considered a Compliance Policy.

³ This field is intended to identify whether the policy is a Global Policy or a Department Policy. See Key Terms & Definitions in the [Policy on Writing Policy](#) below for definitions.