

UNITED STATES
SECURITIES AND EXCHANGE COMMISSION
WASHINGTON, DC 20549

FORM 8-K

CURRENT REPORT
PURSUANT TO SECTION 13 OR 15(D) OF
THE SECURITIES EXCHANGE ACT OF 1934

Date of report (Date of earliest event reported): March 7, 2022

AMN HEALTHCARE SERVICES, INC.
(Exact name of registrant as specified in its charter)

Delaware
(State or other jurisdiction
of incorporation)

001-16753
(Commission
File Number)

06-1500476
(I.R.S. Employer
Identification No.)

8840 Cypress Waters Boulevard, Suite 300
Dallas, Texas 75019
(Address of principal executive offices) (Zip Code)

(866) 871-8519
(Registrant's Telephone Number, Including Area Code)

Not Applicable
(Former Name or Former Address, if Changed Since Last Report)

Check the appropriate box below if the Form 8-K filing is intended to simultaneously satisfy the filing obligation of the registrant under any of the following provisions (*see* General Instruction A.2. below):

- Written communications pursuant to Rule 425 under the Securities Act (17 CFR 230.425)
- Soliciting material pursuant to Rule 14a-12 under the Exchange Act (17 CFR 240.14a-12)
- Pre-commencement communications pursuant to Rule 14d-2(b) under the Exchange Act (17 CFR 240.14d-2(b))
- Pre-commencement communications pursuant to Rule 13e-4(c) under the Exchange Act (17 CFR 240.13e-4(c))

Securities registered pursuant to Section 12(b) of the Act:

Title of each class	Trading Symbol(s)	Name of each exchange on which registered
Common Stock, par value \$0.01 per share	AMN	NYSE

Indicate by check mark whether the registrant is an emerging growth company as defined in Rule 405 of the Securities Act of 1933 (17 CFR §230.405) or Rule 12b-2 of the Securities Exchange Act of 1934 (17 CFR §240.12b-2).

Emerging growth company

If an emerging growth company, indicate by check mark if the registrant has elected not to use the extended transition period for complying with any new or revised financial accounting standards provided pursuant to Section 13(a) of the Exchange Act.

Item 5.02. Departure of Directors or Certain Officers; Election of Directors; Appointment of Certain Officers; Compensatory Arrangements of Certain Officers.

On March 7, 2022, after a successful 32-year career with AMN Healthcare Services, Inc. (the “Company”), including 17 years as Chief Executive Officer, Susan R. Salka notified the Board of Directors of the Company (the “Board”) of her intention to retire by the end of the year ending December 31, 2022. Ms. Salka intends to continue to serve as President and Chief Executive Officer and as a member of the Board until the Company appoints her successor. The Board is grateful to Ms. Salka for her decades of service to the Company. In accordance with its CEO succession plan, the Board intends to engage an executive search firm to assist in its evaluation of both internal and external candidates.

On March 10, 2022, the Company issued a press release announcing Ms. Salka’s decision to retire. A copy of the press release is attached hereto as Exhibit 99.1 and is incorporated herein by reference.

Item 9.01. Financial Statements and Exhibits.

(d) Exhibits.

Exhibit No.	Description
99.1	Press Release
104	Cover Page Interactive Data File (embedded within the Inline XBRL document)

SIGNATURES

Pursuant to the requirements of the Securities Exchange Act of 1934, the registrant has duly caused this report to be signed on its behalf by the undersigned hereunto duly authorized.

AMN Healthcare Services, Inc.

Date: March 10, 2022

By: /s/ Jeffrey R. Knudson
Jeffrey R. Knudson
Chief Financial Officer

AMN Healthcare Announces CEO Susan Salka Intends to Retire by End of Year

DALLAS, March 10, 2022 – AMN Healthcare (NYSE: AMN), the leader and innovator in total talent solutions for healthcare organizations across the nation, today announced Susan Salka, its President and Chief Executive Officer, intends to retire by the end of the year upon the naming of her successor.

"AMN Healthcare today is financially and operationally strong, committed to quality and equality, and is led by an experienced and outstanding management team. The Company is well-positioned to continue its growth, industry leadership, and positive societal impact," Salka said.

"During my 32 years with the Company, I have had the privilege to collaborate with incredible people to strengthen America's health care system. The opportunities to build this amazing organization into the leader we are today have certainly been invigorating and rewarding. Now, I am excited to take that same energy and time to pursue my personal passions," Salka said. "I look forward to assisting our Board and team in transitioning the Company to our future CEO and cheering on the continued success and evolution of this great company."

AMN Healthcare Chairman Douglas D. Wheat said Salka will stand for reelection to AMN's board and remain as CEO and a director until a successor is hired. The AMN Healthcare Board of Directors has a CEO succession process in place and is engaging a search firm to evaluate internal and external candidates. Wheat will chair the search committee along with other independent directors Jeffrey Harris, Chairman of the Corporate Governance Committee, and Martha Marsh, Chairperson of the Compensation Committee.

"Susan has led AMN to become the largest total talent solutions and healthcare workforce solutions company in the nation," Wheat said. "Her relentless commitment and passion are recognized throughout the healthcare and staffing industries. As importantly, she has positively impacted many people and built a strong, inclusive culture that enables individuals to achieve their personal and professional goals. We thank her for the outstanding leadership of AMN and look forward to continuing to build upon the enduring, impactful organization she and the team have created."

Salka joined AMN in 1990, shortly after the Company's founding, and was selected to fill a full range of key positions, including chief operating officer, chief financial officer, executive vice president, and vice president of business development. She was named President and a member of the board of AMN in 2003.

She became CEO in 2005 when AMN posted revenue of \$706 million and had an enterprise value of about \$600 million. After 17 years as AMN's top leader, the Company is delivering over \$4 billion in annualized revenue and an enterprise value of over \$5 billion.

Since 2003, AMN maintained its position as the largest healthcare staffing company as ranked by Staffing Industry Analyst, and Salka successfully integrated over 20 acquisitions expanding AMN's portfolio to provide

the widest array of innovative, technology-enabled services to help healthcare and other organizations optimize their workforce and better serve their patients.

In addition to the financial growth, Salka and AMN became corporate leaders and received broad recognition for their commitment to Diversity, Equity, and Inclusion. She noted that AMN's commitment to social justice, equality, diversity, and inclusion has never been stronger or more active.

About AMN Healthcare

AMN Healthcare is the leader and innovator in total talent solutions for healthcare organizations across the nation. The Company provides 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 total talent solutions include managed services programs, clinical and interim healthcare leaders, temporary staffing, executive search solutions, vendor management systems, recruitment process outsourcing, predictive modeling, language interpretation services, revenue cycle solutions, credentialing and other services. Clients include acute-care hospitals, community health centers and clinics, physician practice groups, retail and urgent care centers, home health facilities, schools and many other healthcare settings. 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.

Forward-Looking Statements

This press release contains "forward-looking statements" within the meaning of Section 27A of the Securities Act of 1933, as amended, and Section 21E of the Securities Exchange Act of 1934, as amended. Forward-looking statements include, among others, statements concerning the Company's growth, industry leadership, evolution, societal impact, and the timing of Ms. Salka's retirement. The Company bases these forward-looking statements on its current expectations, estimates and projections about future events and the industry in which it operates using information currently available to it. Forward-looking statements are identified by words such as "believe," "anticipate," "expect," "intend," "plan," "will," "may," "estimates," variations of such words and other similar expressions. In addition, any statements that refer to expectations, projections or other characterizations of future events or circumstances are forward-looking statements.

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