Investor Presentation

May 2024

AMN® Healthcare

THE LEADER AND INNOVATOR IN TOTAL TALENT SOLUTIONS

Non-GAAP Measures

This presentation contains certain financial measures that are not in accordance with generally accepted accounting principles in the United States (“GAAP”) or with rules adopted by the SEC that apply to registration statements under the Securities Act of 1933, as amended, and periodic reports under the Exchange Act. These “non-GAAP financial measures,” as defined under the rules of the SEC, are intended as supplemental measures of our operating performance that are not required by, or presented in accordance with GAAP, and are not intended be an alternative to the Company's condensed consolidated financial statements presented in accordance with GAAP. The non-GAAP financial measures included in this presentation consist of (1) Adjusted EBITDA, (2) Adjusted Net Income, (3) Adjusted EBITDA Margin, and (4) Free Cash Flow (which means cash flow from operations less capital expenditures) referenced throughout the presentation. Management believes that the items excluded from Adjusted EBITDA, Adjusted Net Income, Adjusted EBITDA Margin, and Free Cash Flow are significant components in understanding and assessing operating performance. Therefore, Adjusted EBITDA, Adjusted Net Income, Adjusted EBITDA Margin, and Free Cash Flow should not be considered a substitute for net income, cash flows from operating, investing or financing activities, operating margin, or cash flow from operations, as the case may be. Because Adjusted EBITDA, Adjusted Net Income, Adjusted EBITDA Margin, and Free Cash Flow are not measurements determined in accordance with GAAP and are thus susceptible to varying calculations, the Adjusted EBITDA, Adjusted Net Income, Adjusted EBITDA Margin, and Free Cash Flow numbers contained herein may not be comparable to other similarly titled measures of other companies. In addition, our management believes that Adjusted EBITDA and Adjusted EBITDA Margin serve as industry-wide financial measures. The non-GAAP measures contained in this presentation should not be used in isolation to evaluate the Company's performance. A quantitative reconciliation of the Adjusted EBITDA, Adjusted Net Income, Adjusted EBITDA Margin and Free Cash Flow non-GAAP measures identified in this presentation, along with further detail about the use and limitations of certain of these non-GAAP measures, to the most directly comparable GAAP financial measures may be found in the appendix slides to this presentation and on the Company's website at http://ir.amnhealthcare.com.

Forward-Looking Statements

This investor presentation 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 (the “Exchange Act”). Forward-looking statements include, among others, statements concerning the trajectory of the healthcare industry and economic recovery, future demand for our services and demand within the healthcare industry, duration and severity of labor shortages, our debt and leverage strategies, our capabilities related to our digital customer experience and technology-enabled solutions and analytics, our ability to attract and retain talent and continue to serve the needs of large and growing clients, our ability to deliver long-term profitable growth, our working capital needs and our capabilities to address challenges and trends in the healthcare industry. AMN Healthcare Services, Inc. (the “Company”) bases these forward-looking statements on its current beliefs, expectations, estimates, forecasts and projections about future events and the industry in which it operates. Forward-looking statements are identified by words such as “believe,” “anticipate,” “expect,” “intend,” “plan,” “will,” “should,” “would,” “project,” “may,” variations of such words and other similar expressions. In addition, statements that refer to performance; plans, objectives and strategies for future operations; and other characterizations of future events or circumstances, are forward-looking statements.

The Company’s actual results could differ materially from those discussed in, or implied by, these forward-looking statements. Factors and other cautionary statements that could cause actual results to differ from those discussed in or implied by the forward-looking statements contained in this presentation are set forth in (i) the Company’s Annual Report on Form 10-K for the year ended December 31, 2023, (ii) its subsequent periodic reports, current reports, and other SEC filings, and (iii) the cautionary statements included in the Company’s most recent earnings release issued on May 9, 2024, including our financial condition and our results of operations, future demand for staffing and other services, our ability to attract new clients and the opportunities ahead for AMN, the intensity, impact and duration of workforce shortages, our ability to anticipate and quickly respond to changing marketplace conditions, such as alternative modes of healthcare delivery, reimbursement, or client needs, our ability to implement our strategic plan and advancement in our technology platform and processes, our ability to effectively incorporate acquisitions into our business operations, and our ability to manage the pricing impact that the labor market and consolidation of healthcare delivery organizations may have on our business.

Be advised that developments subsequent to this presentation are likely to cause these statements to become outdated and the Company is under no obligation (and expressly disclaims any such obligation) to update or revise any forward-looking statements whether as a result of new information, future events, or otherwise.

Investment Highlights

We Innovate to Solve Problems in the Healthcare Labor Force Technology-Driven Solutions Enable Flexibility for Professionals and Their Employers

Unparalleled Breadth and Depth in Expertise 39 Years, Broad Solutions, High-Quality Leadership with Diverse Experience and Industry Knowledge

Well-Positioned to Generate Long-Term Profitable Growth with **Strong Balance Sheet and Cash Flow Generation**

Continued Opportunity for Disciplined and Strategic M&A to Deliver Higher Margins and More Resilient Revenues

Purpose-Driven, Values-Based Organization Committed to the Long-term Benefit of All Our Stakeholders

AMN Overview

#1

Leader in Healthcare Total Talent Solutions

3.6K

Corporate Employees

~200K

Healthcare Professional Placements in 2023

$3.5B

LTM Revenue

$2.3B

Market Cap

Nurse & Allied Solutions

WORKFORCE STAFFING

Travel Nursing
Local Staffing
International Staffing
Labor Disruption
Allied Healthcare
School Staffing
Revenue Cycle Solutions

Physician & Leadership Solutions

WORKFORCE STAFFING

Locum Tenens
Interim Leadership

LEADERSHIP SEARCH

Executive Search
Clinical Leadership

PHYSICIAN SEARCH

Retained Search for Physicians and AP

Technology & Workforce Solutions

TALENT MANAGEMENT

Vendor Management Systems
Recruitment Solutions
Float Pool Management
Scheduling & Staff Planning
Analytics & Assessment

VIRTUAL CARE

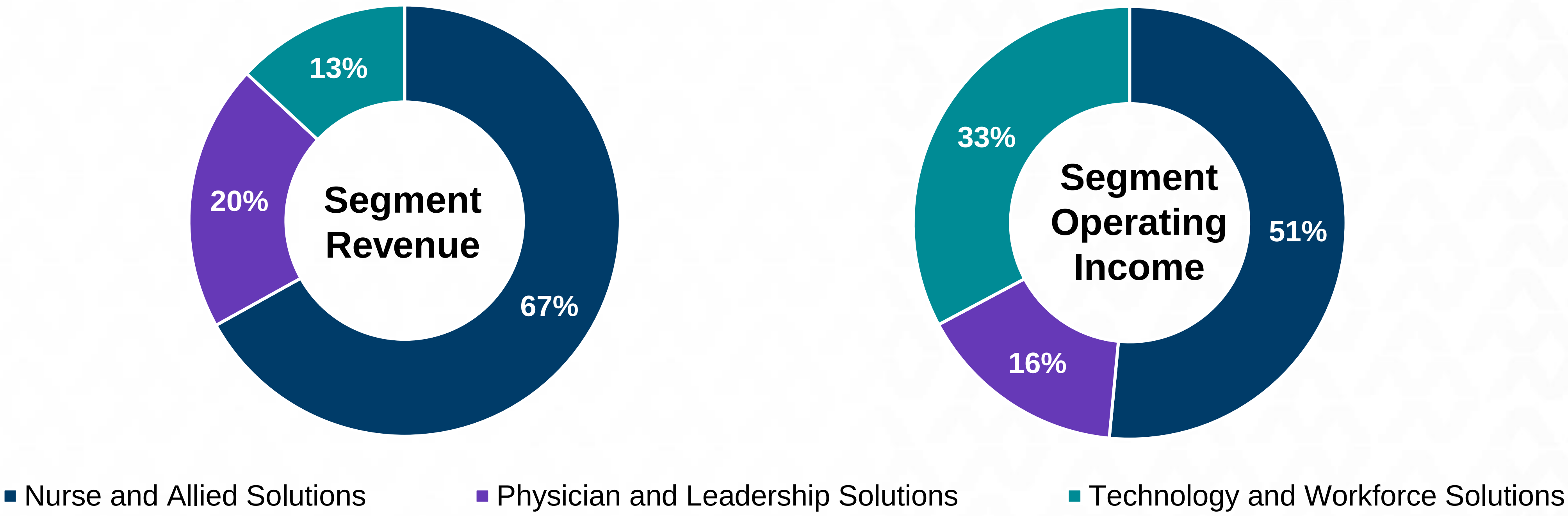
Language Services

Market leading spectrum of MSP, VMS, and staffing solutions that enable AMN to be a strategic partner to thousands of healthcare providers in various settings

Diverse career options for care professionals in disciplines across the spectrum of healthcare

Market capitalization as of May 8, 2024

Diversified Solutions Mix Enables Superior Operating Leverage



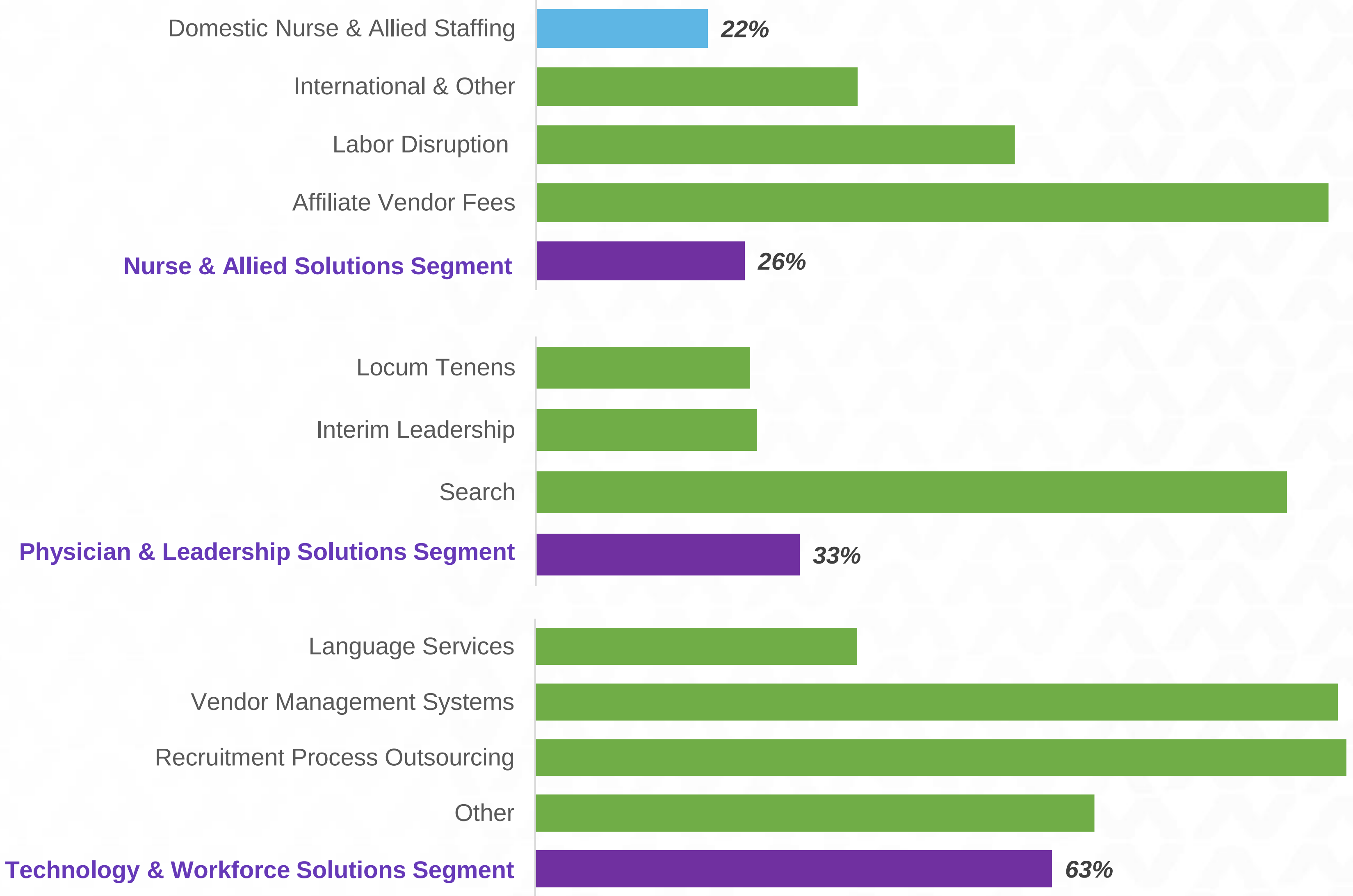
- Our business revenue mix provides a range of benefits including, better revenue growth and operating leverage compared to traditional staffing companies
- Technology & Workforce Solutions segment accounted for 13% of LTM revenue, but translated into 1/3 of segment operating income, illustrating the strength of our fee based and tech-enabled services

Revenue and segment operating income mix are for LTM as of March 31, 2024

Diversity of Revenue Mix Improves Gross Margin Profile

AMN business segments have a blend of high- and lower-margin business lines

- The blend between specialty staffing and fee-based technology services delivers greater value-add than staffing-only vendors
- Core nurse and allied staffing gross margin is in line with the market average
- Search businesses provide a margin boost to the PLS segment
- Technology and Workforce Solutions exemplifies the benefits of the tech-enabled services model



Gross margin figures are for LTM as of March 31, 2024

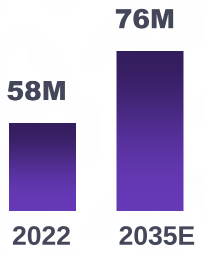
Well-Positioned Amid Long-Term U.S. Secular Trends

Aging Population

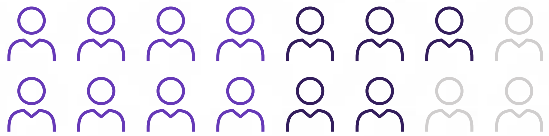
U.S. Population Aged 65+

More Days Spent in Hospital

- **3x** for 65+
- **4x** for 75+



U.S. Population Aged 65+



~50% RNs and physicians are 50+

~33% physicians will be 65+ by 2030

Job Openings / Turnover

~124,000 Shortage
of U.S. physicians by 2034

~900,000 RNs anticipated to leave the workforce by the end of 2027

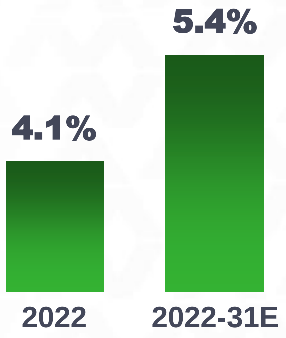
Regional & Specialty Nurse Shortage
is expected by 2032

30% Turnover
in 2023 – ahead of pre-pandemic levels

Healthcare Spend

Annual Growth in Healthcare Spend

Is projected to average +5.4% per year for 2022-2031, while growth in Medicare spending is projected to reach **+7.5% per year for 2022–31**, reflecting **faster expected growth in healthcare costs**



Sources: U.S. Census, Population Surveys; National Health Expenditure Projections - 12/23; "The Complexities of Physician Supply and Demand," AAMC, 6/21; "Examining the Impact of the COVID-19 Pandemic on Burnout & Stress Among U.S. Nurses", NCSBN, April 2023

We Are Proactively Addressing These Trends

- Working with clients to develop a long-term vision to build a flexible, sustainable workforce
- Providing flexible work opportunities, permanent and temporary, for workers throughout the career life cycle
- Helping clients optimize their labor mix across all work settings and terms
- Bringing tech-enabled solutions that drive labor force optimization
- Continuing to build the industry's most powerful healthcare recruiting engine
- Focusing on unparalleled capabilities to serve large health systems gaining share by consolidation
- Investing more heavily in digital recruiting, job marketing and career management to increase value proposition and efficiency

Significant Opportunity with a Large, Fragmented Market

Total Addressable Market: ~$43B

Reaching Our Market Potential

- Evolving to serve more diverse needs driven by increasingly complexity of large, growing health systems expanding health care settings
- Proactively anticipating needs driven by dramatic changes in care delivery and value-based reimbursement
- Other addressable markets we serve:
  - Language Interpretation
  - Permanent Placement / Search
  - Recruitment Process Outsourcing
  - Healthcare VMS

1 Source: AMN internal estimates.

AMN Competitive Advantage: Solving Healthcare Workforce Problems

SEAMLESS INTEGRATIONS to make it easier to manage your workforce with your existing systems

ADVANCED COMPLIANCE MANAGEMENT to ensure a high-quality workforce

PREDICTIVE ANALYTICS to forecast needs and fill orders in advance

ANALYTICS & **DASHBOARDS** to right-size labor mix

ENGAGED TALENT NETWORK at the ready

STREAMLINED & AUTOMATED FULFILLMENT for increased speed to fill

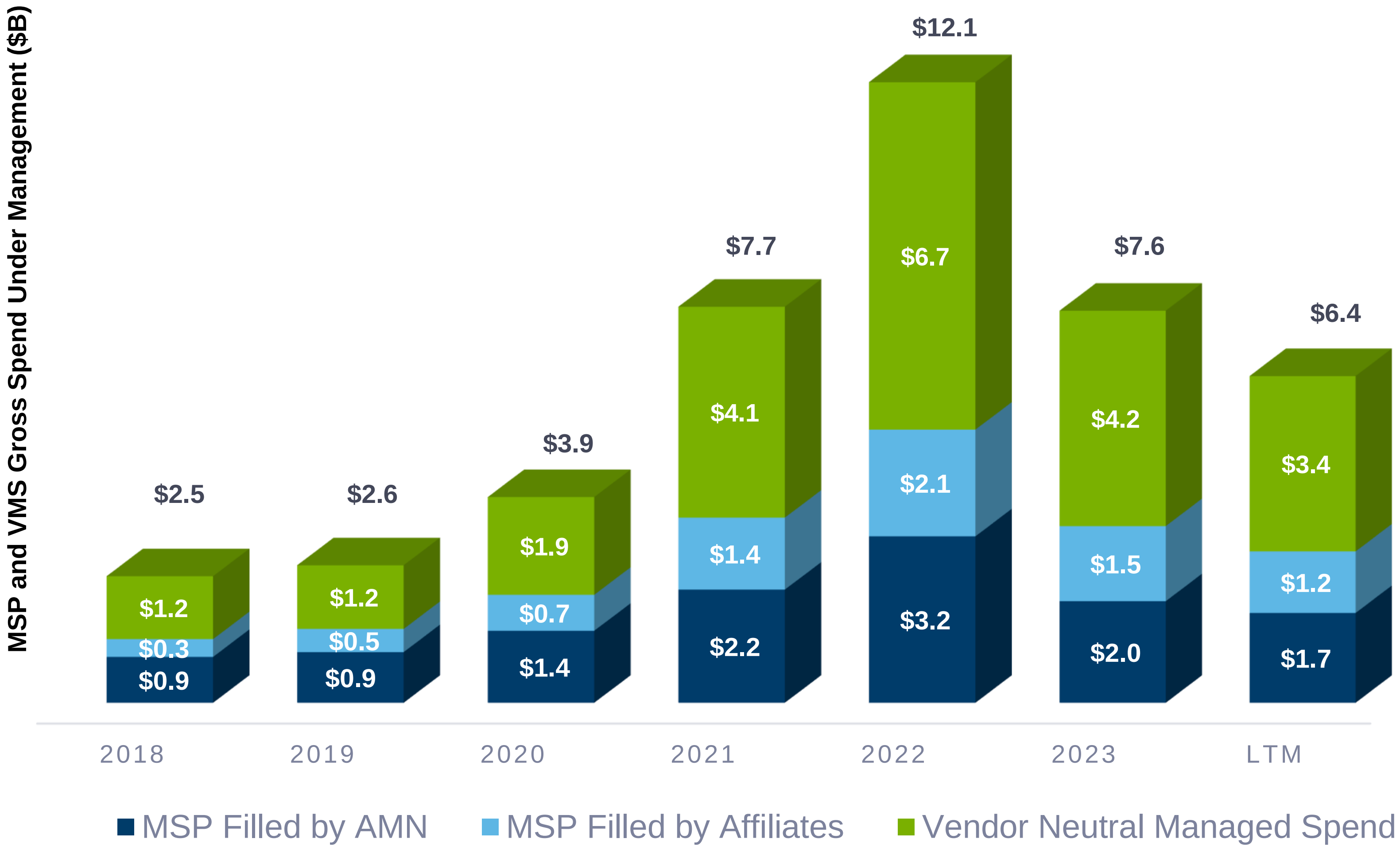
SELF-SERVICE enabled workforce reduces the cost of doing business

AMN provides a comprehensive set of workforce solutions at scale for healthcare across the care spectrum with $6.4B Spend Under Management

Spend Under Management is LTM as of March 31, 2024

MSP and VMS Lead Our Value Proposition

$6.4 Billion of Spend Under Management



AMN® Healthcare brings together people, processes and technology to deliver better care. We offer a complete range of managed services solutions, from technology-only VMS to vendor-neutral and staffing-led MSP

LTM as of March 31, 2024

Diverse, Industry-Leading Talent

Cary Grace
President &
Chief Executive Officer
Joined: 2022

Jeff Knudson
Chief Financial Officer
Joined: 2021

Meredith Lapointe
Chief Business Officer
Joined: 2023

Patrick McCall
Chief Growth Officer
Joined: 2023

Robin Johnson
Group President,
Nursing & Allied Solutions
Joined: 2017

Whitney Laughlin
Chief Legal Officer & Corporate Secretary
Joined: 2006

Mark Hagan
Chief Information & Digital Officer
Joined: 2018

Carolyn Kenny
Chief People Officer
Joined: 2021

Jeff Decker
Division President, Physician & Leadership Solutions
Joined: 2002

Nishan Sivathasan
Division President, Technology & Workforce Solutions
Joined: 2019

Culture of Accountability and Continuous Improvement

Sustainability & Impact: Doing Good by Being Good

Health & DEI

200K+
placements at our client facilities in 2023

148K+
unique healthcare professionals placed in 2023

4K+ language services interpreters drove health equity in 2023

20M+ patient interactions and

24% YOY increase in min. of interpretation, improving access, health outcomes, and saving lives

Investing in the Healthcare Workforce

Over $2 million
dispersed in 2023 to drive healthcare workforce diversity, resilience, and pipeline

Team Member Diversity*

69% Women
71% of Individual Contributors
63% of Leaders

39% BIPOC
41% of Individual Contributors
30% of Leaders

Governance

Artificial Intelligence
Enterprise Artificial Intelligence Adoption Committee established

Ethisphere
Earned Compliance Leader Verification for best-in-class Ethics and Compliance program

Industry-Leading MSCI Score of AAA+
Among the top 4% of Heath Care Providers & Services

Board of Directors Diversity*

56% Women

33% BIPOC

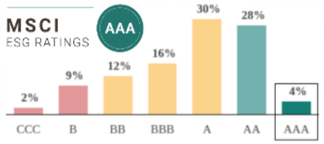
Environmental

37% reduction
in Scope 3 GHG emissions from 2022 - 2023

100% Renewable Energy for our operations, and offset remaining Scopes 1 & 2 emissions

CDP Score: B-
in our inaugural 2023 response

Science-Based Targets
set for Scopes 1, 2,& 3 GHG emissions and submitted to SBTi for validation



Learn More in Our
[2023 Sustainability & Social Impact Report]

GOVERNANCE QUALITYSCORE HIGHEST RANKED BY ISS ESG 1
SOCIAL QUALITYSCORE HIGHEST RANKED BY ISS ESG 1
ENVIRONMENTAL QUALITYSCORE ISS ESG 2

Bloomberg Gender-Equality Index 2023

America's Most Responsible Companies 2024 Newsweek statista

America's Greatest Workplaces for Diversity 2024 Newsweek

CDP DISCLOSURE INSIGHT ACTION

TCFD TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES

GRI

SASB SUSTAINABILITY ACCOUNTING STANDARDS BOARD

* As of 12/31/2023

Key Pillars To Our Long-Term Growth

INVEST
in
Innovation

LEVERAGE
Total Talent
Solutions

SUSTAIN
Financial
Discipline

BE A HOLISTIC PARTNER FOR OUR CLIENTS AND CLINCIANS

Invest in Innovation

How We Are Addressing Current Challenges

Integrating our broader set of solutions together from Advisory to technology platforms and workforce management to make it easier for clients to do business with AMN

Where We Are Making Investments Internally

Over 50% of Our Annual Capex is for Innovation and Digital Enhancements

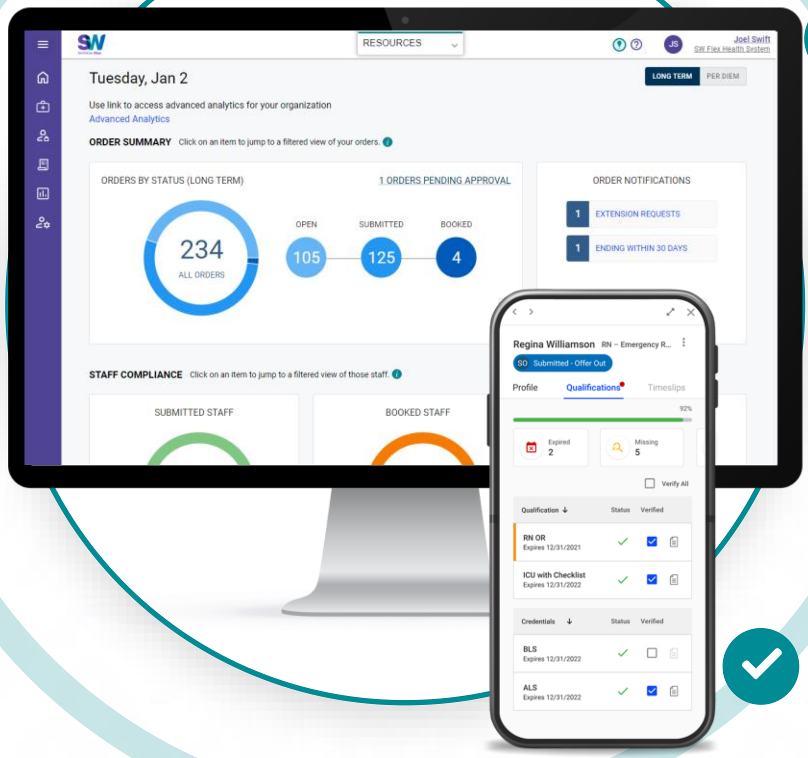
- **Mobile Applications**
- **Data Analytics Platform**
- **Augmented Human Intelligence**
- **Personalized Digital Experience**

Continue To Expand Our Solutions Into More Stages Of Talent Lifecycle

Our Industry Leading VMS Solution ShiftWise Flex

ShiftWise Flex

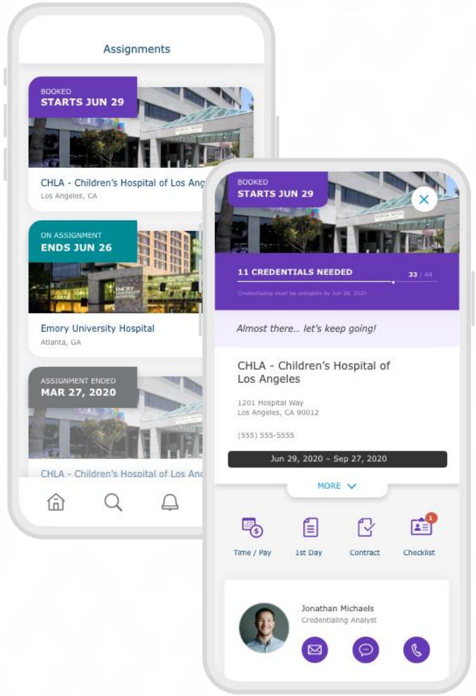
- Order Management
- Submission Workflow
- Compliance Automation
- Spend Management
- Time and Invoice
- Supplier Network



- Instant Access to Talent Network
- Strong App Based Clinician Engagement
- Auto Order Distribution
- Sourcing Excellence with AI
- Self Service Booking
- Enhance Supplier Experience
- Data & Analytics
- Bill Rate Transparency
- Industry Leading Quality & Compliance
- Cutting Edge, Secure, Integrated Technology
- Automated Credentialing Tracking

100k+	2000+	96%
Submissions/month	Supplier Network	Order Fill Rate

Innovation in Action: AMN Passport



AMN Passport

- Personalized Top Jobs
- Timely Notifications
- Self-Service Capabilities
- AMN Contact List
- Time & Pay Details
- Profile Management

Our Technology Roadmap

Candidate Engagement	Client Experience	Total Talent Solutions	AMN Operations
• More mobile, two-way, seamless • Mobile apps for recruiting and engagement	• Insightful reporting and predictive analytics • Data integrations for speed and accuracy	• Shifting to an integrated tech ecosystem • Help clients manage/ optimize total workforce • Investing in AI	• Creating new big-data assets • 360° view of clients and candidates

Continuing Our Long Track Record of Innovation

Leverage Tech-Enabled Total Talent Solutions - OneAMN

Our tech enabled total talent solutions enable high quality, flexible workforce and care delivery for clients

- Solutions range from traditional staffing to holistic workforce management platform
- Easy to use platform for talent: reliable, fast, and transparent
- Available for all healthcare settings (physical and virtual)
- Entire spectrum of workforce resources available (employed, temp, per diem / flex)
- Talent network includes all roles (nurse, physician, allied, interpreters, leaders)
- Seamless integration of technology enabling flexible deployment across healthcare spectrum

Top 30 MSP clients use an average of 9 AMN solutions

Strong Acquisition History

Strategic Acquisitions

Long successful history of integrating acquisitions to enhance and grow our total talent solutions

Physician Solutions
2023: MSDR
2015: Locum Leaders

Nurse & Allied Staffing
2022: Connetics
2019: Advanced Medical
2015: Onward

Language Interpretation
2020: Stratus Video

Vendor Management Systems
2019: b4health
2015: Medefis
2013: ShiftWise

Teletherapy and Virtual Care
2019: Advanced Medical

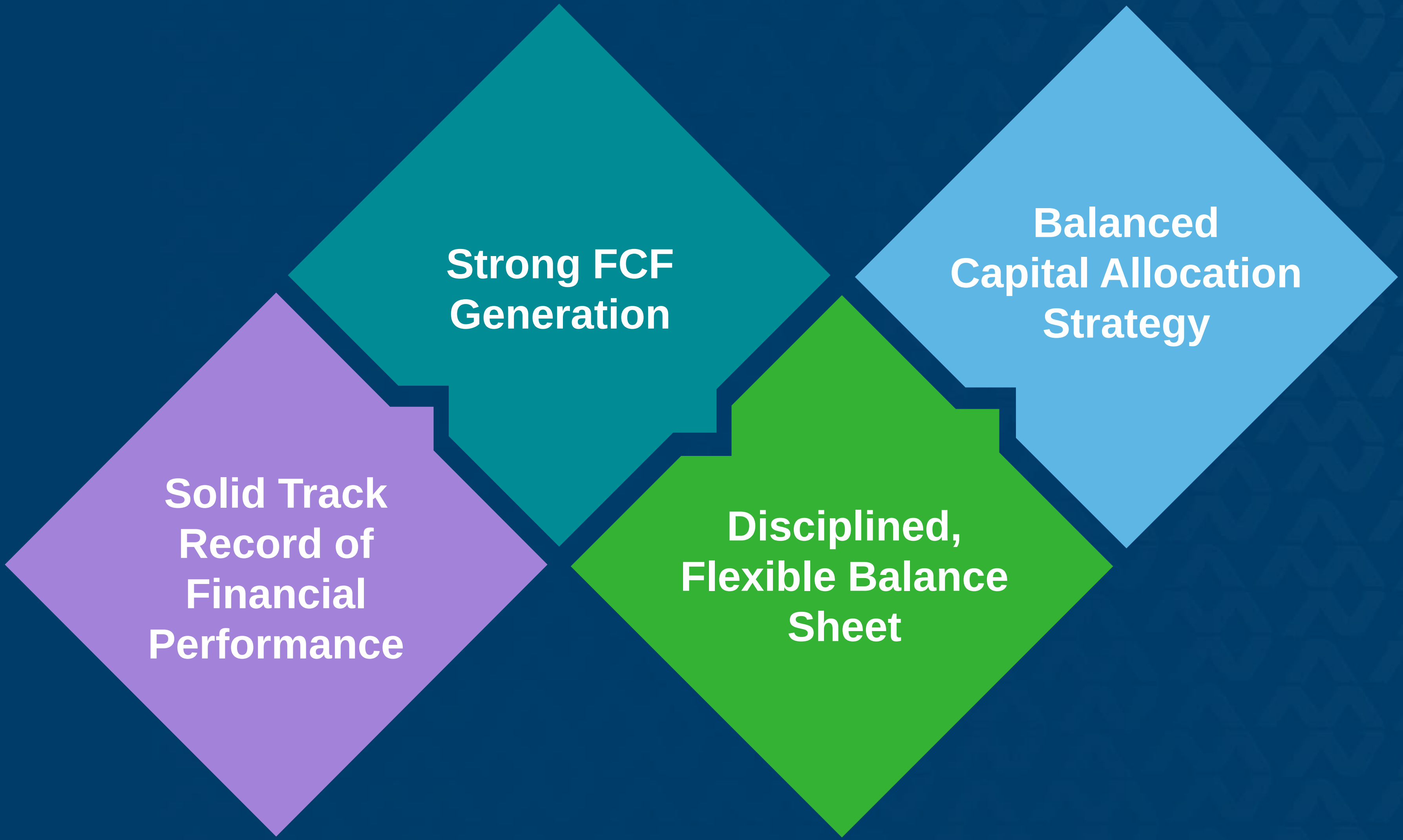
Leadership Solutions
2018: Phillips DiPisa/Leaders For Today
2016: B.E. Smith
2015: The First String

Revenue Cycle Solutions
2018: MedPartners
2016: Peak

Scheduling & Predictive Workforce Analytics
2014: Avantas

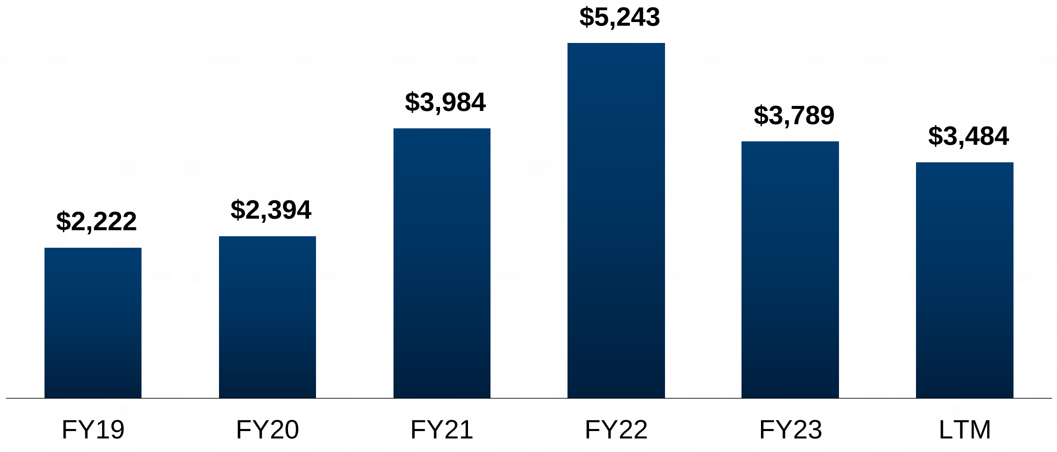
Enhancing Existing Capabilities and Adding New Tech Enabled Solutions

Sustainable Financial Discipline

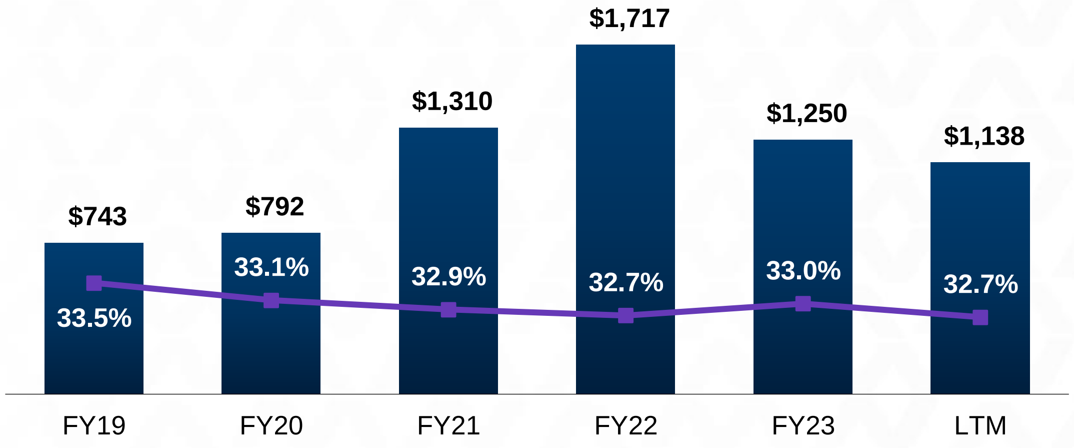


AMN Historical Financial Summary

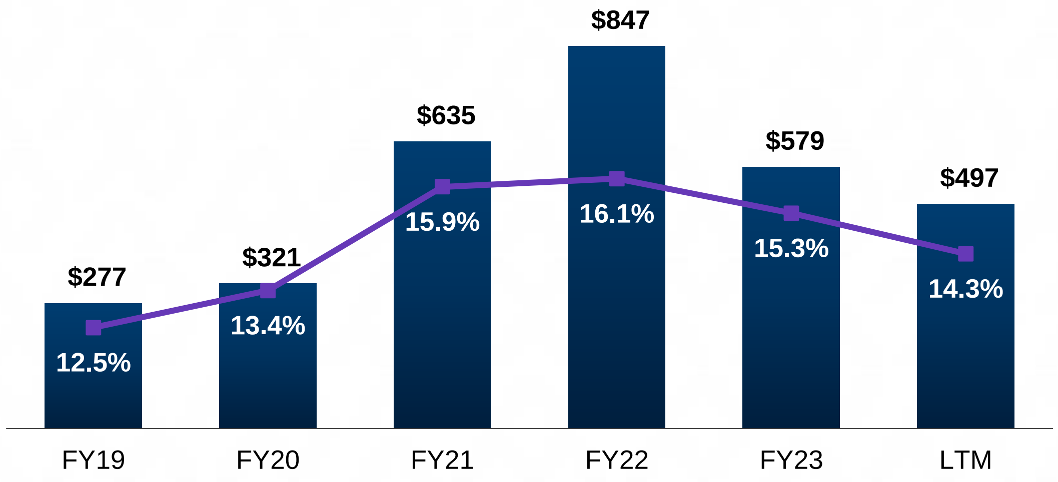
Total Revenue ($M)



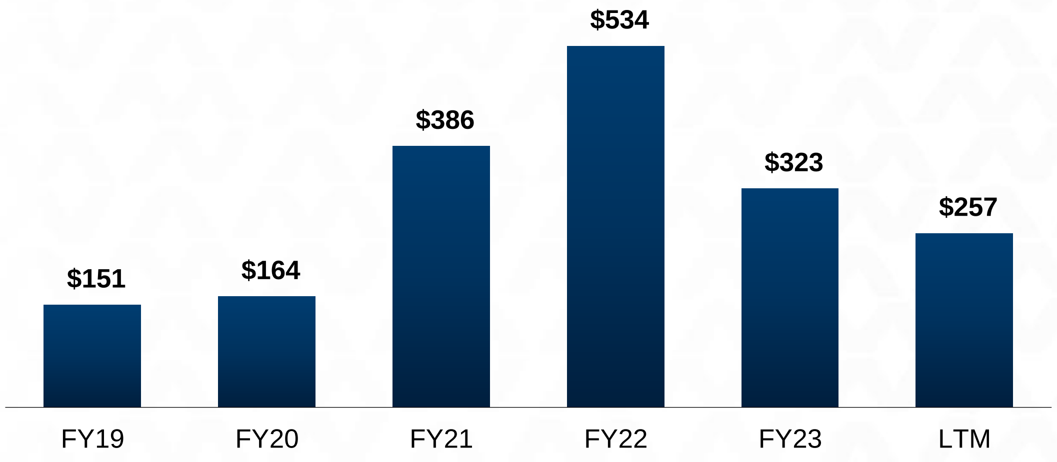
Gross Profit ($M) and Margin (%)



Adjusted EBITDA ($M) and Margin (%)



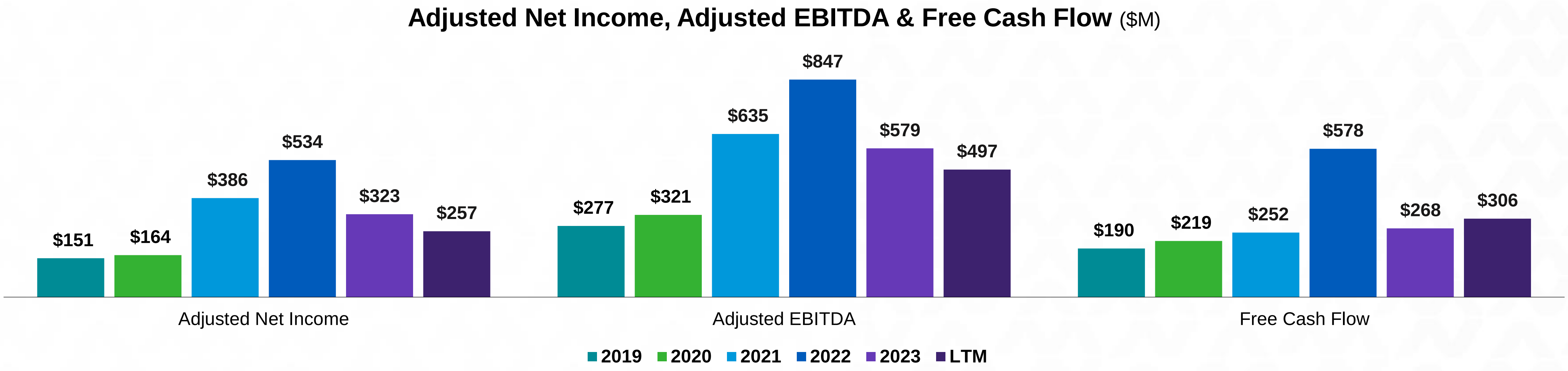
Adjusted Net Income ($M)



LTM as of March 31, 2024

Please refer to non-GAAP reconciliations in the appendix of this presentation.

Strong Free Cash Flow Generation



Commentary

- Scalable operating model – ability to flex cost structure and create operating leverage to drive attractive cash flow and earnings growth
- Strong free cash generation supports balanced capital allocation strategy and future growth
- 61% growth in FCF since 2019 as revenue grew and operating leverage improved
- We project annual capital expenditures of approximately 2% - 3% of annual revenue
- Capex budget is approximately 30% - 40% maintenance, more than half innovation and digital enhancements

LTM as of March 31, 2024

Cash Flows Enable Multi-faceted Growth Strategy

Disciplined, Flexible Balance Sheet

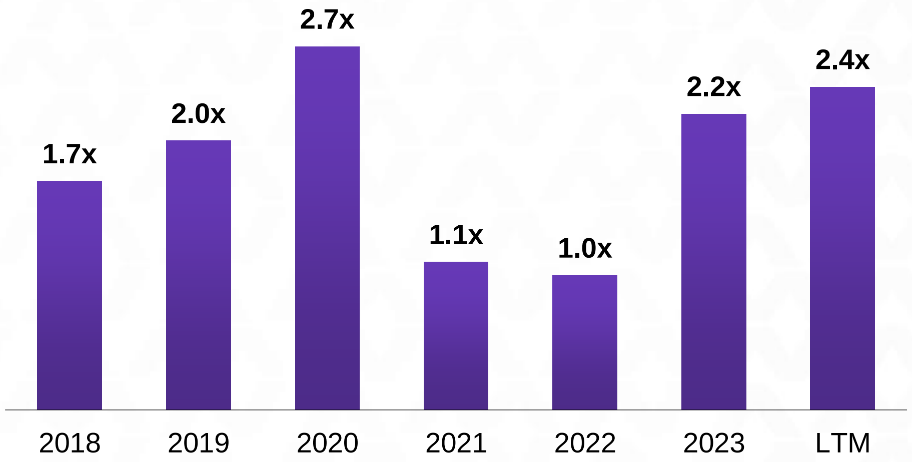
Summary Balance Sheet ($M, 3/31/24)

Cash and Cash Equivalents	**$ 51**
Total Current Assets	**$ 791**
Total Assets	**$ 2,874**
Total Current Liabilities	**$ 624**
Total Debt	**$ 1,275**
Total Equity	**$ 854**

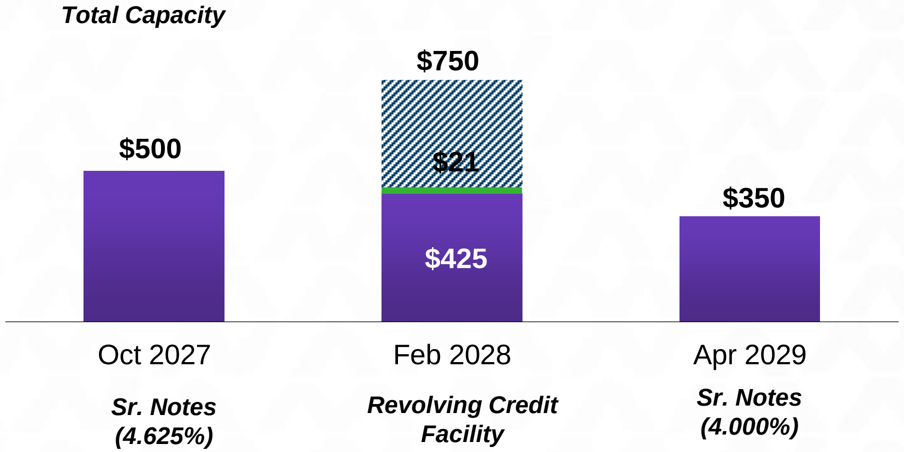
($M, 3/31/24)

Cash and Cash Equivalents	**$ 51**
Available Credit[2]	**$ 304**
Total Available Liquidity	**$ 355**

Net Leverage Ratio[1]



Debt Maturity Schedule ($M)



1 Leverage ratio represents the ratio of the consolidated funded indebtedness (as calculated per the Company's credit agreement) at the end of the subject period to the consolidated adjusted EBITDA (as calculated per the Company's credit agreement) for the 12-month period ended at the end of the subject period.

2 Available credit is net of $20.8 million used as collateral for letters of credit (in green in chart on right).

LTM as of March 31, 2024

Total Leverage Ratio Objective Is In Range Of 2-2.5x

Balanced Capital Allocation Strategy

Historical Use of Capital
(2018 – Q1 2024)

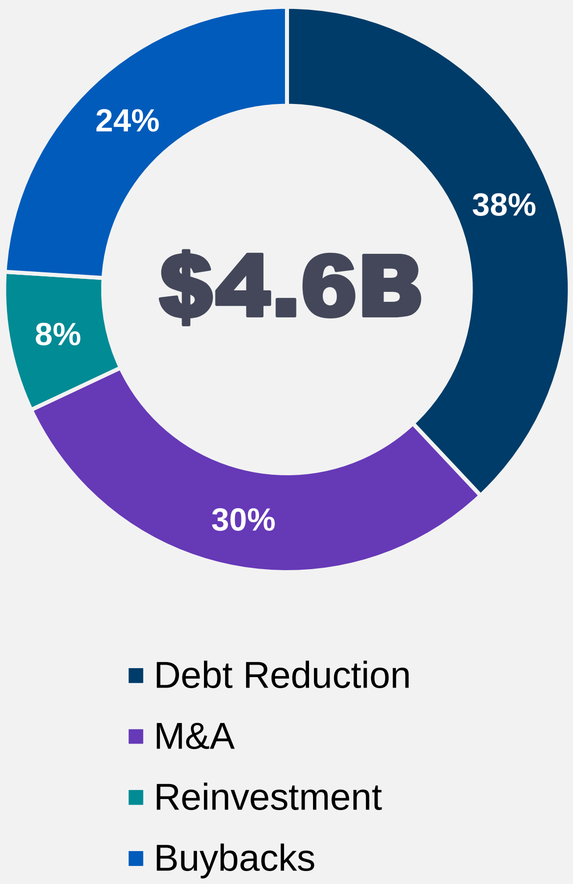


Chart totals are through March 31, 2024

Reinvestment

- Development to drive future growth
- Making IT systems smarter and more integrated

M&A

- Acquisitions remain a high priority in uses of capital
- Seek tech-enabled and staffing solutions that deepen our expertise and solves client's workforce challenges

Debt Reduction

- Target net leverage ratio of 2-2.5x
- Current leverage ratio opens borrowing capacity for future investments

Share Buybacks

- Since 2016, AMN repurchased 12.6 million shares for $1.1 billion (1)
- As of March 31, 2024, $227M remained authorized for buybacks

1) As of March 31, 2024

Our Strategic Approach to M&A

ADDRESSES current and future needs of our clients and talent network

ALIGNS with our emphasis on strength of company culture and quality of management talent

DEEPENS and broadens client and healthcare professional relationships

REDUCES sensitivity to economic cycles

TECHNOLOGY-ENABLED services that have a component of recurring revenue

FINANCIAL FILTERS

Accretive to Profit Margins and Revenue Growth	**ROIC >** Cost of Capital	**Adjusted EPS Accretion** in First Full Year

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Well-Positioned to Generate Long-Term Profitable Growth with **Strong Balance Sheet and Cash Flow Generation**

Continued Opportunity for Disciplined and Strategic M&A to Deliver Higher Margins and More Resilient Revenues

Purpose-Driven, Values-Based Organization Committed to the Long-term Benefit of All Our Stakeholders

Appendix

Reconciliation of Non-GAAP Items (Unaudited)

(Dollars in thousands)	Second Quarter 2023	Third Quarter 2023	Fourth Quarter 2023	First Quarter 2024	Twelve Months Ended
	For the Twelve Months Ended March 31, 2024				
Net income	$ 60,906	$ 53,174	$ 12,489	$ 17,328	$ 143,897
Income tax expense	18,582	22,211	1,516	5,989	48,298
Income before income taxes	79,488	75,385	14,005	23,317	192,195
Interest expense, net, and other (1)	12,175	11,541	20,165	16,628	60,509
Income from operations	91,663	86,926	34,170	39,945	252,704
Depreciation and amortization	36,847	39,175	41,315	42,719	160,056
Depreciation (included in cost of revenue) (2)	1,387	1,552	1,817	1,798	6,554
Share-based compensation	4,818	306	2,578	7,739	15,441
Acquisition, integration, and other costs (3)	6,103	5,771	24,124	5,465	41,463
Legal settlement accrual changes (4)	21,000	—	—	—	21,000
Adjusted EBITDA (5)	$ 161,818	$ 133,730	$ 104,004	$ 97,666	$ 497,218
Revenue	$ 991,299	$ 853,463	$ 818,269	$ 820,878	$ 3,483,909
Gross profit	$ 330,281	$ 289,506	$ 260,948	$ 257,506	$ 1,138,241
Gross margin	33.3 %	33.9 %	31.9 %	31.4 %	32.7 %
Net income	$ 60,906	$ 53,174	$ 12,489	$ 17,328	$ 143,897
Net income as a % of revenue	6.1 %	6.2 %	1.5 %	2.1 %	4.1 %
Adjusted EBITDA (5)	$ 161,818	$ 133,730	$ 104,004	$ 97,666	$ 497,218
Adjusted EBITDA margin (6)	16.3 %	15.7 %	12.7 %	11.9 %	14.3 %

Reconciliation of Non-GAAP Items (Unaudited)

(Dollars in thousands)	For the Years Ended December 31, 2019	2020	2021	2022	2023
Net income	$ 113,988	$ 70,665	$ 327,388	$ 444,050	$ 210,679
Income tax expense	34,500	20,858	116,533	162,653	73,610
Income before income taxes	148,488	91,523	443,921	606,703	284,289
Interest expense, net, and other [(1)]	28,427	57,742	34,077	40,398	54,140
Income from operations	176,915	149,265	477,998	647,101	338,429
Depreciation and amortization	58,520	92,766	101,152	133,007	154,914
Depreciation (included in cost of revenue) [(2)]	—	1,421	2,545	4,104	6,013
Share-based compensation	16,241	20,465	25,217	30,066	18,020
Acquisition, integration, and other costs [(3)]	25,723	56,756	28,514	32,409	40,740
Legal settlement accrual changes [(4)]	—	—	—	—	21,000
Adjusted EBITDA [(5)]	$ 277,399	$ 320,673	$ 635,426	$ 846,687	$ 579,116
Revenue	$ 2,222,107	$ 2,393,714	$ 3,984,235	$ 5,243,242	$ 3,789,254
Gross profit	$ 743,465	$ 791,778	$ 1,309,601	$ 1,716,684	$ 1,249,581
Gross margin	33.5 %	33.1 %	32.9 %	32.7 %	33.0 %
Net income	$ 113,988	$ 70,665	$ 327,388	$ 444,050	$ 210,679
Net income as a % of revenue	5.1 %	3.0 %	8.2 %	8.5 %	5.6 %
Adjusted EBITDA [(5)]	$ 277,399	$ 320,673	$ 635,426	$ 846,687	$ 579,116
Adjusted EBITDA margin [(6)]	12.5 %	13.4 %	15.9 %	16.1 %	15.3 %

Reconciliation of Non-GAAP Items (Unaudited)

(Dollars in thousands)	For the Twelve Months Ended March 31, 2024				
	Second Quarter 2023	Third Quarter 2023	Fourth Quarter 2023	First Quarter 2024	Twelve Months Ended
Revenue					
Nurse and allied solutions	$ 689,015	$ 573,426	$ 537,588	$ 519,297	$ 2,319,326
Physician and leadership solutions	176,229	159,554	168,161	188,797	692,741
Technology and workforce solutions	126,055	120,483	112,520	112,784	471,842
	$ 991,299	$ 853,463	$ 818,269	$ 820,878	$ 3,483,909
Segment operating income [7]					
Nurse and allied solutions	$ 102,993	$ 82,882	$ 62,838	$ 53,342	$ 302,055
Physician and leadership solutions	26,456	21,609	21,801	22,222	92,088
Technology and workforce solutions	55,623	50,664	41,439	44,270	191,996
	$ 185,072	$ 155,155	$ 126,078	$ 119,834	$ 586,139
Unallocated corporate overhead [8]	23,254	21,425	22,074	22,168	88,921
Adjusted EBITDA [5]	$ 161,818	$ 133,730	$ 104,004	$ 97,666	$ 497,218

Reconciliation of Non-GAAP Items (Unaudited)

(Dollars in thousands)	For the Years Ended December 31, 2019	2020	2021	2022	2023
Revenue					
Nurse and allied solutions	$ 1,562,588	$ 1,699,311	$ 2,990,103	$ 3,982,453	$ 2,624,509
Physician and leadership solutions	562,762	466,622	594,243	697,946	669,701
Technology and workforce solutions	96,757	227,781	399,889	562,843	495,044
	$ 2,222,107	$ 2,393,714	$ 3,984,235	$ 5,243,242	$ 3,789,254
Segment operating income (7)					
Nurse and allied solutions	$ 219,862	$ 232,005	$ 461,311	$ 576,226	$ 362,158
Physician and leadership solutions	71,378	62,342	81,439	92,331	94,966
Technology and workforce solutions	43,899	93,212	187,578	299,390	214,736
	$ 335,139	$ 387,559	$ 730,328	$ 967,947	$ 671,860
Unallocated corporate overhead (8)	57,740	66,886	94,902	121,260	92,744
Adjusted EBITDA (5)	$ 277,399	$ 320,673	$ 635,426	$ 846,687	$ 579,116

Reconciliation of Non-GAAP Items (Unaudited)

(Dollars in thousands)	For the Twelve Months Ended March 31, 2024				
	Second Quarter 2023	Third Quarter 2023	Fourth Quarter 2023	First Quarter 2024	Twelve Months Ended
Net income	$ 60,906	$ 53,174	$ 12,489	$ 17,328	$ 143,897
Adjustments:					
Amortization of intangible assets	22,120	22,563	23,416	24,886	92,985
Acquisition, integration, and other costs (3)	6,103	5,771	24,124	5,465	41,463
Legal settlement accrual changes (4)	21,000	—	—	—	21,000
Fair value changes of equity investments and instruments (1)	—	—	6,701	—	6,701
Tax effect of above adjustments	(12,798)	(7,367)	(14,103)	(7,891)	(42,159)
Tax effect of COLI fair value changes (9)	(1,744)	1,227	(3,446)	(2,734)	(6,697)
Excess tax deficiencies (benefits) related to equity awards (10)	(1,798)	134	1,174	174	(316)
Adjusted net income (11)	$ 93,789	$ 75,502	$ 50,355	$ 37,228	$ 256,874

Reconciliation of Non-GAAP Items (Unaudited)

(Dollars in thousands)	For the Years Ended December 31, 2019	2020	2021	2022	2023
Net income	$ 113,988	$ 70,665	$ 327,388	$ 444,050	$ 210,679
Adjustments:					
Amortization of intangible assets	36,493	63,817	63,015	83,078	89,756
Acquisition, integration, and other costs (3)	25,723	56,756	28,514	32,409	40,740
Legal settlement accrual changes (4)	—	—	—	—	21,000
Fair value changes of equity investments and instruments (1)	—	1,891	(6,683)	3,429	6,701
Debt financing related costs	594	13,286	158	—	—
Cumulative effect of change in accounting principle (12)	—	—	—	—	2,974
Tax effect of above adjustments	(16,331)	(35,711)	(22,101)	(30,918)	(41,905)
Tax effect of COLI fair value changes (9)	(3,266)	(2,622)	(2,767)	4,665	(5,770)
Excess tax benefits related to equity awards (10)	(5,915)	(2,840)	(1,820)	(2,971)	(1,172)
Restructuring tax benefits (13)	—	(1,615)	—	—	—
Adjusted net income (11)	$ 151,286	$ 163,627	$ 385,704	$ 533,742	$ 323,003

Reconciliation of Non-GAAP Items (Unaudited)

(Dollars in thousands)	For the Twelve Months Ended March 31, 2024				
	Second Quarter 2023	Third Quarter 2023	Fourth Quarter 2023	First Quarter 2024	Twelve Months Ended
Net cash provided by (used in) operating activities	$ 197,667	$ 172,194	$ (41,130)	$ 81,386	$ 410,117
Purchase and development of fixed assets	(26,449)	(29,895)	(29,856)	(18,145)	(104,345)
Free cash flow [14]	$ 171,218	$ 142,299	$ (70,986)	$ 63,241	$ 305,772

(Dollars in thousands)	For the Years Ended December 31,				
	2019	2020	2021	2022	2023
Net cash provided by operating activities	$ 224,862	$ 256,826	$ 305,356	$ 653,733	$ 372,165
Purchase and development of fixed assets	(35,218)	(37,702)	(53,573)	(75,831)	(103,687)
Free cash flow [14]	$ 189,644	$ 219,124	$ 251,783	$ 577,902	$ 268,478

Reconciliation of Non-GAAP Items (Unaudited)

(1) Changes in the fair value of equity investments and instruments are recognized in interest expense, net, and other. Since the changes in fair value are unrelated to the Company's operating performance, we exclude the impact from the calculations of adjusted net income and adjusted diluted EPS.
(2) A portion of depreciation expense for AMN Language Services (formerly known as Stratus Video, which was acquired in February 2020 and has since been rebranded) is included in cost of revenue. We exclude the impact of depreciation included in cost of revenue from the calculation of adjusted EBITDA.
(3) **Acquisition, integration, and other costs** include acquisition and integration costs, net changes in the fair value of contingent consideration liabilities for recently acquired companies, certain legal expenses, restructuring expenses, and certain nonrecurring expenses, which we exclude from the calculation of adjusted EBITDA, adjusted net income, and adjusted diluted EPS because we believe that these expenses are not indicative of the Company's operating performance. For the three months ended March 31, 2024, acquisition and integration costs were approximately $0.8 million, expenses related to the closures of certain office leases were approximately $0.5 million, certain legal expenses of approximately $1.2 million, restructuring expenses and other costs associated with exit or disposal activities were approximately $1.0 million, and other nonrecurring expenses were approximately $2.0 million. For the three and twelve months ended December 31, 2023, acquisition and integration costs were approximately $10.4 million and $13.7 million, respectively, expenses related to the closures of certain office leases were approximately $1.1 million and $4.8 million, respectively, certain legal expenses were approximately $(0.1) million and $2.1 million, respectively, restructuring expenses and other costs associated with exit or disposal activities were approximately $10.2 million and $13.9 million, respectively, and other nonrecurring expenses were approximately $2.5 million and $3.7 million, respectively. Additionally, acquisition, integration, and other costs for the year ended December 31, 2023 included increases in contingent consideration liabilities for recently acquired companies of approximately $2.4 million. For the year ended December 31, 2022, acquisition and integration costs were approximately $4.4 million, expenses related to the closures of certain office leases were approximately $15.3 million, certain legal expenses were approximately $13.8 million, and other nonrecurring expenses were approximately $1.8 million. Additionally, the aforementioned costs for the year ended December 31, 2022 were partially offset by net decreases in contingent consideration liabilities for recently acquired companies of approximately $2.9 million. For the year ended December 31, 2021, acquisition and integration costs were approximately $7.3 million, expenses related to the closures of certain office leases were approximately $11.5 million, certain legal expenses were approximately $7.0 million, and other nonrecurring expenses were approximately $0.4 million. Additionally, acquisition, integration, and other costs for the year ended December 31, 2021 included an adjustment of $2.3 million to correct an immaterial out-of-period error.
(4) During the second quarter of 2023, the Company recorded an increase to its legal accrual for a wage and hour claim in connection with reaching an agreement to settle the matter in its entirety. Since the settlement is largely unrelated to the Company's operating performance, we excluded its impact in the calculations of adjusted EBITDA and adjusted net income.
(5) **Adjusted EBITDA** represents net income plus interest expense (net of interest income) and other, income tax expense (benefit), depreciation and amortization, depreciation (included in cost of revenue), acquisition, integration, and other costs, restructuring expenses, certain legal expenses, and share-based compensation. Management believes that adjusted EBITDA provides an effective measure of the Company's results, as it excludes certain items that management believes are not indicative of the Company's operating performance. Adjusted EBITDA is not intended to represent cash flows for the period, nor has it been presented as an alternative to income from operations or net income as an indicator of operating performance. Although management believes that some of the items excluded from adjusted EBITDA are not indicative of the Company's operating performance, these items do impact the statement of comprehensive income, and management therefore utilizes adjusted EBITDA as an operating performance measure in conjunction with GAAP measures such as net income.
(6) **Adjusted EBITDA margin** represents adjusted EBITDA divided by revenue.

Reconciliation of Non-GAAP Items (Unaudited)

(7) **Segment operating income** represents net income plus interest expense (net of interest income) and other, income tax expense (benefit), depreciation and amortization, depreciation (included in cost of revenue), unallocated corporate overhead, acquisition, integration, and other costs, legal settlement accrual changes, and share-based compensation.

(8) **Unallocated corporate overhead** (as presented in the tables above) consists of unallocated corporate overhead (as reflected in our quarterly and annual financial statements filed with the SEC) less acquisition, integration, and other costs and legal settlement accrual changes.

(9) The Company records net tax expense (benefit) related to the income tax treatment of the fair value changes in the cash surrender value of its company owned life insurance. Since this change in fair value is unrelated to the Company's operating performance, we excluded the impact on adjusted net income.

(10) The consolidated effective tax rate is affected by the recording of excess tax benefits and tax deficiencies relating to equity awards vested during the period. As a result of the adoption of a new accounting pronouncement on January 1, 2017, the Company no longer records excess tax benefits and tax deficiencies to additional paid-in capital, but such excess tax benefits and tax deficiencies are now recognized in income tax expense. The magnitude of the impact of excess tax benefits and tax deficiencies generated in the future, which may be favorable or unfavorable, is dependent upon the Company's future grants of share-based compensation and the Company's future stock price on the date awards vest in relation to the fair value of the awards on the grant date. Since these excess tax benefits and tax deficiencies are largely unrelated to our income before taxes and are unrepresentative of our normal effective tax rate, we excluded their impact in the calculation of adjusted net income and adjusted diluted EPS.

(11) **Adjusted net income** represents GAAP net income excluding the impact of the (A) amortization of intangible assets, (B) acquisition, integration, and other costs, (C) certain legal expenses, (D) changes in fair value of equity investments and instruments, (E) deferred financing related costs, (F) cumulative effect of change in accounting principle, (G) tax effect, if any, of the foregoing adjustments, (H) excess tax benefits and tax deficiencies relating to equity awards vested and exercised since January 1, 2017, and (I) net tax expense (benefit) related to the income tax treatment of fair value changes in the cash surrender value of its company owned life insurance, and (J) restructuring tax benefits. Management included this non-GAAP measure to provide investors and prospective investors with an alternative method for assessing the Company's operating results in a manner that is focused on its operating performance and to provide a more consistent basis for comparison between periods. However, investors and prospective investors should note that this non-GAAP measure involves judgment by management (in particular, judgment as to what is classified as a special item to be excluded in the calculation of adjusted net income). Although management believes the items in the calculation of adjusted net income are not indicative of the Company's operating performance, these items do impact the statement of comprehensive income, and management therefore utilizes adjusted net income as an operating performance measure in conjunction with GAAP measures such as GAAP net income.

(12) As a result of a change in accounting principle on January 1, 2023 related to forfeitures of share-based awards, the Company recognized the cumulative effect of the change in share-based compensation expense during the first quarter of 2023. The cumulative effect of the change in accounting principle is immaterial to prior periods and, therefore, was recognized in the current period. Since the cumulative effect is unrelated to the Company's operating performance for the year ended December 31, 2023, we excluded its impact in the calculation of adjusted net income and adjusted diluted EPS.

(13) The Company recorded a restructuring tax benefit during the year ended December 31, 2020, which was related to the acquisition of Stratus Video. Since this benefit is largely unrelated to our income before taxes and is unrepresentative of our normal effective tax rate, we excluded its impact in the calculation of adjusted net income.

(14) **Free cash flow** represents cash flow from operations less capital expenditures.