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and cash flows in conformity with accounting principles generally accepted in the United States (the "GAAP"). Please refer to the Company's audited consolidated financial statements and the related notes for the fiscal year ended December 31, 2023, contained in the Company's Annual Report on Form 10-K for the fiscal year ended December 31, 2023, filed with the Securities and Exchange Commission on February 22, 2024 (the "2023 Annual Report"). The preparation of financial statements in conformity with U.S. GAAP requires management to make a number of estimates and assumptions relating to the reporting of assets and liabilities and the disclosure of contingent assets and liabilities at the dates of the financial statements and the reported amounts of revenue and expenses during the reporting periods. On an ongoing basis, the Company evaluates its estimates, including those related to goodwill and intangible assets purchased in a business combination, asset impairments, accruals for self-insurance, contingent liabilities such as legal accruals, and income taxes. The Company bases these estimates on the information that is currently available and on various other assumptions that it believes are reasonable under the circumstances. Actual results could differ from those estimates under different assumptions or conditions.

Cash, Cash Equivalents and Restricted Cash. The Company considers all highly liquid investments and restricted investments with an original maturity of three months or less to be cash equivalents and restricted cash equivalents, respectively. Cash and cash equivalents include currency on hand, deposits with financial institutions, money market funds and other highly liquid investments. Restricted cash and cash equivalents primarily include cash, corporate bonds and commercial paper that serve as collateral for the Company's captive insurance subsidiary claim payments. See Note (7), "Fair Value Measurement" for additional information. The following table provides a reconciliation of cash, cash equivalents and restricted cash reported within the accompanying condensed consolidated balance sheets and related notes to the amounts presented in the accompanying condensed consolidated statements of cash flows.

	September 30, 2024	December 31, 2023
Cash and cash equivalents	\$30,550A	\$32,935A
Restricted cash and cash equivalents (included in other current assets)	18,004A	22,056A
Restricted cash, cash equivalents and investments	72,167A	68,845A
Total cash, cash equivalents and restricted cash and investments	120,721A	123,836A
Less restricted investments (10,129)(15,563)		
Total cash, cash equivalents and restricted cash	110,592A	\$108,273A

The Company maintains its cash and restricted cash in bank deposit accounts primarily at large, national financial institutions, which typically exceed federally insured limits. The Company has not experienced any losses in such accounts. Accounts Receivable. The Company records accounts receivable at the invoiced amount. Accounts receivable are non-interest bearing. The Company maintains an allowance for expected credit losses based on the Company's historical write-off experience, an evaluation of the collectability of its customers' financial conditions and available information that is relevant to assessing the collectability of cash flows, which includes current conditions and forecasts about future economic conditions. The following table provides a reconciliation of activity in the allowance for credit losses for accounts receivable:

	2024	2023
Balance as of January 1	\$32,233A	\$31,910A
Provision for expected credit losses	5,664A	5,464A
Amounts written off charged against the allowance (for gains)	(6,698)	(2,948)
Balance as of September 30	\$31,199A	\$34,426A

ACQUISITIONS. The Company accounted for the acquisition set forth below using the acquisition method of accounting. Accordingly, the Company recorded the tangible and intangible assets acquired and liabilities assumed at their estimated fair values as of the date of acquisition. Since the date of acquisition, the Company has revised the allocation of the purchase price to the tangible and intangible assets acquired and liabilities assumed based on the analysis of the information that has been made available through September 30, 2024. The goodwill recognized for the acquisition is attributable to expected growth as the Company leverages its brand and diversifies its services offered to clients, including potential revenue growth and margin expansion. The Company did not incur any material acquisition-related costs. MSDR Acquisition. On November 30, 2023, the Company completed its acquisition of MSI Systems Corp. and DrWanted.com LLC (together, "MSDR"), two healthcare staffing companies that specialize in locum tenens and advanced practice. The initial purchase price of \$292,818 consisted entirely of cash consideration paid upon acquisition. The acquisition was funded through borrowings under the Company's \$750,000 secured revolving credit facility (the "Senior Credit Facility"). The results of MSDR have been included in the Company's physician and leadership solutions segment since the date of acquisition. During the second quarter of 2024, \$1,649 was returned to the Company in respect of the final working capital settlement. The preliminary allocation of the \$291,169 purchase price, which was reduced by the final working capital settlement during the second quarter of 2024, consisted of (1) \$43,323 of fair value of tangible assets acquired, which included \$643 cash received, (2) \$25,190 of liabilities assumed, (3) \$92,000 of identified intangible assets, and (4) \$181,036 of goodwill, of which \$92,208 is deductible for tax purposes. The provisional items include the final working capital settlement and the assessment of additional information to finalize the measurement of certain assets acquired and liabilities assumed, which primarily consist of income tax matters and operating leases. The intangible assets acquired have a weighted average useful life of approximately seven years. The following table summarizes the fair value and useful life of each intangible asset acquired as of the acquisition date:

	Fair Value	Useful Life (in years)
Identifiable intangible assets	\$54,300A	7 - 10
Trademarks and trademarks	26,400A	3
Staffing databases	11,300A	5
Revenue RECOGNITION	7	Table of Contents

REVENUE RECOGNITION. Revenue primarily consists of fees earned from the temporary staffing and permanent placement of healthcare professionals, executives, and leaders (clinical and operational). The Company also generates revenue from technology-enabled services, including language interpretation and vendor management systems, and talent planning and acquisition services, including recruitment process outsourcing. The Company recognizes revenue when control of its services is transferred to its customers, in an amount that reflects the consideration the Company expects to be entitled to receive in exchange for those services. Revenue from temporary staffing services is recognized as the services are rendered by clinical and non-clinical healthcare professionals. Under the Company's managed services program ("MSP") arrangements, the Company manages all or a part of a customer's supplemental workforce needs utilizing its own network of healthcare professionals along with those of third-party subcontractors. Revenue and the related direct costs are recorded in accordance with the accounting guidance on reporting revenue gross as a principal versus net as an agent. Revenue is recorded on a gross basis when the Company utilizes its own network of healthcare professionals (including nurses, allied healthcare professionals, locum tenens, and executive and leadership interim staff). Conversely, when the Company uses subcontractors under an MSP arrangement and acts as an agent, revenue is recorded net of the related subcontractor's expense. Revenue from permanent placement and recruitment process outsourcing services is recognized as the services are rendered. Depending on the arrangement, the Company's technology-enabled service revenue is recognized either as the services are rendered or ratably over the applicable arrangement's service period. Revenue for the language services business is recorded on a gross basis. Under vendor management systems arrangements, revenue is recorded on a net basis as an agent because other companies are primarily responsible for providing the staffing services, for which the Company is entitled a percentage fee. The Company's customers are primarily billed as services are rendered. Any fees billed in advance of being earned are recorded as deferred revenue. While payment terms vary by the type of customer and the services rendered, the term between invoicing and when payment is due is not significant. The Company has elected to apply the following practical expedients and optional exemptions related to contract costs and revenue recognition:

- Recognize incremental costs of obtaining a contract with amortization periods of one year or less as expense when incurred. These costs are recorded within selling, general and administrative expenses.
- Recognize revenue in the amount of consideration that the Company has a right to invoice the customer if that amount corresponds directly with the value to the customer of the Company's services completed to date.
- Exemptions from disclosing the value of unsatisfied performance obligations for (i) contracts with an original expected length of one year or less, (ii) contracts for which revenue is recognized in the amount of consideration that the Company has a right to invoice for services performed and (iii) contracts for which variable consideration is allocated entirely to a wholly unsatisfied performance obligation or to a wholly unsatisfied promise to transfer a distinct service that forms part of a single performance obligation.

See Note (5), "Segment Information," for additional information regarding the Company's revenue disaggregated by service type.

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NET INCOME PER COMMON SHARE	Basic net income per common share is calculated by dividing net income by the weighted average number of common shares outstanding during the reporting period. The following table sets forth the computation of basic and diluted net income per common share:	
Three Months Ended September 30, 2024	2023	2022
Net income	\$6,989A	\$53,174A
Weighted average common shares outstanding - basic	1,018A	1,394A
Weighted average common shares outstanding - diluted	1,061A	1,394A
Weighted average common shares outstanding - diluted	1,061A	1,394A

Anti-dilutive potential common shares excluded from diluted weighted average common shares outstanding: 411A, 43A, 392A, 84A. The dilutive effect of potential shares primarily includes outstanding share-based awards, which consists of restricted stock units, performance restricted stock units, and obligations under the Company's employee stock purchase plan (the "ESPP"). In the second quarter of 2023, the Company entered into an accelerated share repurchase ("ASR") agreement with a counterparty whereupon the Company prepaid \$200,000 and received an initial delivery of 1,760 shares of its common stock. In the third quarter of 2023, the Company received a final delivery of approximately 261 additional shares of its common stock, representing the final settlement of the ASR agreement. During the three months ended June 30, 2023, the prepayment was recognized as a reduction to stockholders' equity, consisting of (1) an increase in treasury stock, which reflected the fair value of the shares received upon initial delivery, and (2) a reduction in additional paid-in capital, which reflected the pending settlement of the ASR agreement. The reduction in additional paid-in capital was reclassified to treasury stock during the three months ended September 30, 2023 upon final settlement. Additional information regarding the Company's share repurchase program and the shares repurchased thereunder (including the ASR) is disclosed in Part II, Item 8, "Financial Statements and Supplementary Data," Notes to Consolidated Financial Statements, Note (b), "Capital Stock," "Treasury Stock" of the 2023 Annual Report.

5. SEGMENT INFORMATION. The Company's operating segments are identified in the same manner as they are reported internally and used by the Company's chief operating decision maker for the purpose of evaluating performance and allocating resources. The Company has three reportable segments: (1) nurse and allied solutions, (2) physician and leadership solutions, and (3) technology and workforce solutions. The nurse and allied solutions segment includes the Company's travel nurse staffing (including international nurse staffing and rapid response nurse staffing), labor disruption staffing, local staffing, international nurse permanent placement, and allied staffing (including revenue cycle solutions) businesses. The physician and leadership solutions segment includes the Company's locum tenens staffing, healthcare interim leadership staffing, executive search, and physician permanent placement businesses. The technology and workforce solutions segment includes the Company's language services, vendor management systems, workforce optimization, and outsourced solutions businesses. The Company's chief operating decision maker relies on internal management reporting processes that provide revenue and operating income by reportable segment for making financial decisions and allocating resources. Segment operating income represents income before income taxes plus depreciation, amortization of intangible assets, share-based compensation, interest expense, net, and other, and unallocated corporate overhead. The Company's management does not evaluate, manage or measure performance of segments using asset information; accordingly, asset information by segment is not prepared or disclosed. The following table provides a reconciliation of revenue and operating income by reportable segment to consolidated results and was derived from each segment's internal financial information as used for corporate management purposes:

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Three Months Ended September 30, 2024	2023	2022
Revenue	\$399,368A	\$573,426A
Nurse and allied solutions	\$1,361,064A	\$2,086,921A
Physician and leadership solutions	\$180,605A	\$159,554A
Technology and workforce solutions	\$107,536A	\$120,483A
Local staffing	\$382,541A	\$382,541A
Interim leadership staffing	\$687,509A	\$853,463A
Segment operating income	\$159,554A	\$155,467A
Unallocated corporate overhead	\$243,745A	\$243,745A
Depreciation and amortization	\$1,122A	\$1,122A
Share-based compensation	\$555,306A	\$19,651A
Interest expense, net, and other	\$14,444A	\$1,541A
Income before income taxes	\$75,385A	\$53,092A
Income tax expense	\$270,284A	\$270,284A
Net income	\$53,174A	\$53,174A

The following table summarizes the activity related to the carrying value of goodwill by reportable segment:

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Three Months Ended September 30, 2024	2023	2022
Goodwill	\$400,559A	\$1,111,549A
Goodwill adjustment for MSDR acquisition	\$	

Agreement of the 2023 Annual Report. 7. FAIR VALUE MEASUREMENTThe Company’s valuation techniques and inputs used to measure fair value and the definition of the three levels (Level 1, Level 2, and Level 3) of the fair value hierarchy are disclosed in Part II, Item 8, Financial Statements and Supplementary Data Notes to Consolidated Financial Statements Note (3), Fair Value Measurement of the 2023 Annual Report. The Company has not changed the valuation techniques or inputs it uses for its fair value measurement during the nine months ended September 30, 2024. Assets and Liabilities Measured on a Recurring Basis From time to time, the Company invests a portion of its cash and cash equivalents in non-federally insured money market funds that are measured at fair value based on quoted prices, which are Level 1 inputs. The Company has a deferred compensation plan for certain executives and employees, which is composed of deferred compensation and all related income and losses attributable thereto. The Company’s obligation under its deferred compensation plan is measured at fair value based on quoted market prices of the participants’ elected investments, which are Level 1 inputs. The Company’s restricted cash equivalents and investments that serve as collateral for the Company’s captive insurance company include commercial paper and corporate bonds. The commercial paper is measured at observable market prices for identical securities that are traded in less active markets, which are Level 2 inputs. The corporate bonds are measured using readily available pricing sources that utilize observable market data, including the current interest rate for comparable instruments, which are Level 2 inputs. The following table presents the fair value of commercial paper and corporate bonds issued and outstanding: As of September 30, 2024 As of December 31, 2023 Commercial paper \$55,101A \$48,206A Corporate bonds \$A \$A Total classified as restricted cash equivalents \$55,101A \$48,206A Commercial paper \$A \$A Corporate bonds \$10,129A \$15,563A Total classified as restricted investments \$10,129A \$15,563A The Company’s contingent consideration liabilities associated with acquisitions are measured at fair value using a probability-weighted discounted cash flow analysis or a simulation-based methodology for the acquired companies, which are Level 3 inputs. The Company recognizes changes to the fair value of its contingent consideration liabilities in selling, general and administrative expenses in the condensed consolidated statements of comprehensive income. There were no contingent consideration liabilities outstanding as of both September 30, 2024 and December 31, 2023. The following table presents information about the above-referenced assets and liabilities and indicate the fair value hierarchy of the valuation techniques utilized to determine such fair value: 13 Table of Contents A Fair Value Measurements as of September 30, 2024 Fair Value Measurements as of December 31, 2023 Assets (Liabilities) Level 1 Level 2 Level 3 Total Level 1 Level 2 Level 3 Total Deferred compensations (188,738) \$A \$A (188,738) \$(165,574) \$A \$A (165,574) Corporate bonds \$A \$A 10,129A \$A 15,563A \$A 15,563A Commercial paper \$A 55,101A \$A 55,101A \$A 48,206A \$A 48,206A Assets Measured on a Non-Recurring Basis The Company applies fair value techniques on a non-recurring basis associated with identifiable intangible assets acquired through acquisitions and valuing potential impairment losses related to its goodwill, indefinite-lived intangible assets, long-lived assets, and equity investments. The fair value of identifiable intangible assets is determined using either the income approach (the relief-from-royalty method, multi-period excess earnings method or with-and-without method) or the cost approach (replacement cost method). These valuation approaches use a combination of assumptions, including Level 3 inputs, such as (i) forecasted revenue, growth rates and customer attrition rates, (ii) forecasted operating expenses and profit margins, and (iii) royalty rates and discount rates used to present value the forecasted cash flows. The Company evaluates goodwill and indefinite-lived intangible assets annually for impairment and whenever events or changes in circumstances indicate that it is more likely than not that an impairment exists. The Company determines the fair value of its reporting units based on a combination of inputs, including the market capitalization of the Company, as well as Level 3 inputs such as discounted cash flows, which are not observable from the market, directly or indirectly. The Company determines the fair value of its indefinite-lived intangible assets using the income approach (relief-from-royalty method) based on Level 3 inputs. The Company’s equity investment represents an investment in a non-controlled corporation without a readily determinable market value. The Company has elected to measure the investment at cost minus impairment, if any, plus or minus changes resulting from observable price changes. The fair value is determined by using quoted prices for identical or similar investments of the same issuer, which are Level 2 inputs, and other information available to the Company such as the rights and obligations of the securities. The Company recognizes changes to the fair value of its equity investment in interest expense, net, and other in the condensed consolidated statements of comprehensive income. As of September 30, 2024, the Company has recognized cumulative upward adjustments and cumulative downward adjustments (including impairments) of \$14,033 and \$10,130, respectively. The balance of the equity investment was \$12,503 as of both September 30, 2024 and December 31, 2023. There were no material impairment charges recorded during the nine months ended September 30, 2024 and 2023. Fair Value of Financial Instruments The Company is required to disclose the fair value of financial instruments for which it is practicable to estimate the value, even though these instruments are not recognized at fair value in the consolidated balance sheets. The fair value of the Company’s 4.625% senior notes due 2027 (the 2027 Notes) and 4.000% senior notes due 2029 (the 2029 Notes) was estimated using quoted market prices in active markets for identical liabilities, which are Level 1 inputs. The carrying amounts and estimated fair value of the 2027 Notes and the 2029 Notes are presented in the following table. See additional information regarding the 2027 Notes and the 2029 Notes in Part II, Item 8, Financial Statements and Supplementary Data Notes to Consolidated Financial Statements Note (8), Notes Payable and Credit Agreement of the 2023 Annual Report. As of September 30, 2024 As of December 31, 2023 Carrying Amount Estimated Fair Value Carrying Amount Estimated Fair Value 2027 Notes \$500,000A \$486,875A \$500,000A \$468,750A 2029 Notes \$350,000A \$326,375A \$350,000A \$314,125A The fair value of the Company’s long-term self-insurance accruals cannot be estimated as the Company cannot reasonably determine the timing of future payments. 8. INCOME TAXES 14 Table of Contents The Company is subject to taxation in the U.S. and various states and foreign jurisdictions. With few exceptions, as of September 30, 2024, the Company is no longer subject to state, local or foreign examinations by tax authorities for tax years before 2011, and the Company is no longer subject to U.S. federal income or payroll tax examinations for tax years before 2020. The Company believes its liability for unrecognized tax benefits and contingent tax issues is adequate with respect to all open years. Notwithstanding the foregoing, the Company could adjust its provision for income taxes and contingent tax liability based on future developments. 9. COMMITMENTS AND CONTINGENCIES Legal Proceedings From time to time, the Company is involved in various lawsuits, claims, investigations, and proceedings that arise in the ordinary course of business. These matters typically relate to professional liability, tax, compensation, contract, competitor disputes and employee-related matters and include individual, representative and class action lawsuits, as well as inquiries and investigations by governmental agencies regarding the Company’s employment and compensation practices. Additionally, some of the Company’s clients may also become subject to claims, governmental inquiries and investigations, and legal actions relating to services provided by the Company’s healthcare professionals. Depending upon the particular facts and circumstances, the Company may also be subject to indemnification obligations under its contracts with such clients relating to these matters. The Company accrues for contingencies and records a liability when management believes an adverse outcome from a loss contingency is both probable and the amount, or a range, can be reasonably estimated. Significant judgment is required to determine both probability of loss and the estimated amount. The Company reviews its loss contingencies at least quarterly and adjusts its accruals and/or disclosures to reflect the impact of negotiations, settlements, rulings, advice of legal counsel, or other new information, as deemed necessary. The most significant matters for which the Company has established loss contingencies are class and representative actions related to wage and hour claims under California and Federal law. Specifically, among other claims in these lawsuits, it is alleged that certain expense reimbursements should be considered wages and included in the regular rate of pay for purposes of calculating overtime rates. On May 26, 2016, former travel nurse Verna Maxwell Clarke filed a complaint against AMN Services, LLC, in California Superior Court in Los Angeles County. The Company removed the case to the United States District Court for the Central District of California (Case No. 2:16-cv-04132-DSF-KC) (the Clarke Matter). The complaint asserts that, due to the Company’s per diem adjustment practices, traveling nurses’ per diem benefits should be included in their regular rate of pay for the purposes of calculating their overtime compensation. The Company reached an agreement to settle this matter in its entirety and accordingly recorded an accrual amounting to \$62,000. Final approval of the settlement was granted in the second quarter of 2024, and the Company disbursed the settlement amount in the third quarter of 2024. 15 Table of Contents 10. BALANCE SHEET DETAIL The consolidated balance sheets detail is as follows: September 30, 2024 December 31, 2023 Other current assets: Restricted cash and cash equivalents \$18,004A \$22,056A Income taxes receivable \$8,953A 5,350A Other 18,058A 18,264A Other current assets \$45,015A \$45,670A Fixed assets: Furniture and equipment \$86,776A \$71,815A Software \$435,064A 388,812A Leasehold improvements 16,102A 15,839A 537,942A 476,466A Accumulated depreciation (341,040) (285,081) Fixed assets, net \$196,902A \$191,385A Other assets: Life insurance cash surrender values \$193,736A \$162,780A Operating lease right-of-use assets \$33,689A 34,543A Other 39,841A 39,473A Other assets \$267,266A \$236,796A Accounts payable and accrued expenses: Trade accounts payable \$44,033A \$54,128A Subcontractor payable \$72,024A \$122,983A Accrued expenses \$75,928A 82,257A Loss contingencies \$7,963A 69,837A Professional liability reserve \$6,416A 7,761A Other 6,842A 6,881A Accounts payable and accrued expenses \$213,206A \$343,874A Accrued compensation and benefits: Accrued payroll \$52,437A \$53,633A Accrued bonuses and commissions 23,800A 31,236A ESPP contributions 53A 950A Workers compensation reserve 6,169A 12,130A Deferred compensation 188,738A 165,574A Other 10,486A 15,013A Accrued compensation and benefits \$281,683A \$278,536A Other current liabilities: Client deposits \$A \$8,707A Operating lease liabilities \$6,363A 7,993A Deferred revenue 12,738A 11,303A Other 4,556A 5,735A Other current liabilities \$23,657A \$33,738A Other long-term liabilities: Workers compensation reserve \$22,531A \$21,169A Professional liability reserve \$37,283A 36,891A Operating lease liabilities \$37,477A 37,603A Other 13,468A 13,316A Other long-term liabilities \$110,759A \$108,979A 16 Table of Contents Item 2. Management’s Discussion and Analysis of Financial Condition and Results of Operations The following discussion should be read in conjunction with our consolidated financial statements and the notes thereto and other financial information included elsewhere herein and in our Annual Report on Form 10-K for the fiscal year ended December 31, 2023, filed with the Securities and Exchange Commission (SEC) on February 22, 2024 (2023 Annual Report). Certain statements in this Management’s Discussion and Analysis of Financial Condition and Results of Operations are forward-looking statements. See Special Note Regarding Forward-Looking Statements. We undertake no obligation to update the forward-looking statements in this Quarterly Report. References in this Quarterly Report to AMN Healthcare, the Company, or we, or our, or our subsidiaries or our wholly owned subsidiaries. Overview of Our Business We provide technology-enabled healthcare workforce solutions and staffing services to healthcare organizations across the nation. The Company provides access to a comprehensive network of healthcare professionals through its recruitment strategies and breadth of career opportunities. The Company helps providers optimize their workforce to reduce complexity and increase efficiency. The Company’s total talent solutions include vendor neutral and managed services programs, clinical and interim healthcare leaders, temporary staffing, permanent placement, executive search, vendor management systems, recruitment process outsourcing, predictive modeling, language services, revenue cycle solutions, 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. We conduct business through three reportable segments: (1) nurse and allied solutions, (2) physician and leadership solutions, and (3) technology and workforce solutions. For the three months ended September 30, 2024, we recorded revenue of \$687.5 million, as compared to \$853.5 million for the same period last year. For the nine months ended September 30, 2024, we recorded revenue of \$2,249.1 million, as compared to \$2,971.0 million for the same period last year. Nurse and allied solutions segment revenue comprised 60% and 70% of total consolidated revenue for the nine months ended September 30, 2024 and 2023, respectively. Through our nurse and allied solutions segment, we provide hospitals, other healthcare facilities, and schools with a comprehensive set of staffing solutions, including direct, vendor neutral, and managed services solutions in which we manage and staff all the temporary and permanent nursing and allied staffing needs, as well as the revenue cycle management needs, of a client. A majority of our placements in this segment are under our managed services solution. A Physician and leadership solutions segment revenue comprised 25% and 17% of total consolidated revenue for the nine months ended September 30, 2024 and 2023, respectively. Through our physician and leadership solutions segment, we place physicians of all specialties, as well as dentists and advanced practice providers, with clients on a temporary basis, generally as independent contractors. We also recruit physicians and healthcare leaders for permanent placement and place interim leaders and executives across all healthcare settings. The interim healthcare leaders and executives we place are typically placed on contracts with assignment lengths ranging from a few days to one year. Technology and workforce solutions segment revenue comprised 15% and 13% of total consolidated revenue for both of the nine months ended September 30, 2024 and 2023, respectively. Through our technology and workforce solutions segment, we provide hospitals and other healthcare facilities with a range of workforce solutions, including: (1) language services, (2) software-as-a-service (SaaS)-based VMS technologies through which our clients can self-manage the procurement of contingent clinical labor and their internal float pool, (3) workforce optimization services that include consulting, data analytics, predictive modeling, and SaaS-based scheduling technology, and (4) recruitment process outsourcing services in which we recruit, hire and/or onboard permanent clinical and nonclinical positions on behalf of our clients. Operating Metrics In addition to our consolidated and segment financial results, we monitor the following key metrics to help us evaluate our results of operations and financial condition and make strategic decisions. We believe this information is useful in understanding our operational performance and trends affecting our businesses. Average travelers on assignment represents the average number of nurse and allied healthcare professionals on assignment during the period, which is used by management as a measure of volume in our nurse and allied solutions segment; Bill rates represent the hourly straight-time rates that we bill to clients, which are an indicator of labor market trends and costs within our nurse and allied solutions segment; 17 Table of Contents Billable hours represent the number of hours worked by our healthcare professionals that we are able to bill on client engagements, which are used by management as a measure of volume in our nurse and allied solutions segment; Days filled is calculated by dividing total locum tenens hours filled during the period by eight hours, which is used by management as a measure of volume in our locum tenens business within our physician and leadership solutions segment; Revenue per day filled is calculated by dividing revenue of our locum tenens business by days filled for the period, which is an indicator of labor market trends and costs in our locum tenens business within our physician and leadership solutions segment; and Minutes represent the time-based utilization of interpretation services that we are able to bill our clients, which are used by management as a measure of volume in our language services business within our technology and workforce solutions segment. Recent Trends Since the COVID-19 pandemic subsided, healthcare organizations have aggressively hired permanent staff and focused on cost containment and alternative staffing models that enabled them to reduce utilization of contingent labor. As a result, demand in our travel nurse business declined significantly and continues to remain below pre-pandemic levels. During the second quarter and through the third quarter, we have seen an increase in demand as measured by open orders, although it has not yet been realized in travelers on assignment. In our allied staffing business, demand continues to be above pre-pandemic levels and was up slightly on a quarter-over-quarter basis and was up significantly year over year primarily from high demand in therapy and imaging. For our nurse and allied solutions segment, in the third quarter we saw a decrease in overall staffing volume from prior year due to lower travel nurse demand in the second quarter and visa retrogression impacting international nurse staffing. Compared to the prior quarter, the average number of travelers on assignment in the third quarter was down due to the lower demand environment earlier in the year and schools seasonality. Bill rates in the third quarter were down modestly from the second quarter due to seasonal trends and continued client focus on cost savings. In our physician and leadership solutions segment, demand for our locum tenens staffing business declined from the prior year though it was higher compared with the prior quarter. Certified registered nurse anesthetists (CRNAs) continue to be the largest specialty for our locum tenens staffing business. Revenue per day filled increased in the third quarter as compared to the prior year. Demand for our interim leadership and search businesses continues to be below prior year as some healthcare organizations defer hiring decisions or increase insourcing. In our technology and workforce solutions segment, our language services business continued to experience an increase in minutes from our existing clients and growth from new clients. Volumes in our VMS business followed similar trends as our travel nurse business as compared to the prior year. VMS bill rates in the third quarter were down sequentially and year over year. Critical Accounting Policies and Estimates The preparation of our consolidated financial statements in conformity with United States generally accepted accounting principles (U.S. GAAP) requires us to make estimates and judgments that affect our reported amounts of assets and liabilities, revenue and expenses, and related disclosures of contingent assets and liabilities. On an ongoing basis, we evaluate our estimates, including those related to intangible assets purchased in a business combination, asset impairments, accruals for self-insurance, compensation and related benefits, accounts receivable, contingencies and litigation, contingent consideration (earn-out) liabilities associated with acquisitions, and income taxes. We base these estimates on the information that is currently available to us and on various other assumptions that we believe are reasonable under the circumstances. Actual results could vary from these estimates under different assumptions or conditions. If these estimates differ significantly from actual results, our consolidated financial

operations and future results of operations may materially impact our critical accounting policies and estimates as compared to the critical accounting policies and estimates described in our 2023 Annual Report. A table of contents follows.

The following table sets forth, for the periods indicated, selected unaudited condensed consolidated statements of operations data as a percentage of revenue. Our results of operations include three reportable segments: (1) a nurse and allied solutions, (2) a physician and leadership solutions, and (3) a technology and workforce solutions. The MSDR acquisition impacts the comparability of the results between the three and nine months ended September 30, 2024 and 2023. See additional information in the accompanying Note (2), "Acquisitions." Our historical results are not necessarily indicative of our future results of operations.

Three Months Ended September 30, Nine Months Ended September 30, 2024

Revenue: \$100.0% \$100.0% \$100.0% \$100.0%

Cost of revenue: 69.0% 66.1% 68.9% 66.7%

Gross profit: 31.0% 33.9% 31.1% 33.3%

Selling, general and administrative: 21.8% 19.1% 21.1% 19.2%

Depreciation and amortization: 6.0% 4.6% 5.6% 3.9%

Income from operations: 3.2% 10.2% 4.4% 10.2%

Interest expense, net, and other: 2.1% 1.4% 2.0% 1.1%

Income before income taxes: 1.1% 8.8% 2.4% 9.1%

Income tax expense: 0.1% 2.6% 0.6% 2.4%

Net income: 1.0% 6.2% 1.8% 7.7%

A comparison of Results for the Three Months Ended September 30, 2024 to the Three Months Ended September 30, 2023:

Revenue: Revenue decreased 19% to \$687.5 million for the three months ended September 30, 2024 from \$853.5 million for the same period in 2023, attributable to a decline in organic revenue across our segments with the greatest decline in our nurse and allied solutions segment. Nurse and allied solutions segment revenue decreased 30% to \$399.4 million for the three months ended September 30, 2024 from \$573.4 million for the same period in 2023. The \$174.0 million decrease was primarily attributable to a 24% decrease in the average number of travelers on assignment, an approximately 8% decrease in the average bill rate, and a less than 1% decrease in average billable hours. Physician and leadership solutions segment revenue increased 13% to \$180.6 million for the three months ended September 30, 2024 from \$159.6 million for the same period in 2023. The \$21.0 million increase was attributable to higher revenue in our locum tenens business, which was partially offset by lower revenue in our interim leadership, physician permanent placement and executive search businesses. Revenue in our locum tenens business grew \$29.2 million (or 26%) during the three months ended September 30, 2024 primarily due to additional revenue of \$32.8 million in connection with the MSDR acquisition and a 5% increase in the revenue per day filled on an organic basis, partially offset by an 8% decrease in the number of days filled on an organic basis. Our interim leadership business experienced a decline of \$2.0 million (or 7%) and our physician permanent placement and executive search businesses declined \$6.1 million (or 38%) during the three months ended September 30, 2024, primarily due to lower demand. Technology and workforce solutions segment revenue decreased 11% to \$107.5 million for the three months ended September 30, 2024 from \$120.5 million for the same period in 2023. The \$13.0 million decrease was primarily attributable to a decline within our VMS and outsourced solutions businesses, partially offset by growth within our language services business. Revenue for our VMS business declined \$13.1 million (or 34%) for similar reasons as nurse and allied solutions segment revenue and our outsourced solutions business experienced a decline of \$8.4 million (or 77%) primarily due to lower demand, while our language services business grew \$8.6 million (or 13%) primarily due to a 15% increase in minutes during the three months ended September 30, 2024.

Table of Contents for the three months ended September 30, 2024 and 2023, revenue under our MSP arrangements comprised approximately 44% and 51% of our consolidated revenue, 68% and 70% of our nurse and allied solutions segment revenue, 15% and 19% of our physician and leadership solutions segment revenue, and 3% and 2% of our technology and workforce solutions segment revenue, respectively.

Cost of Revenue. Cost of revenue, which consists predominantly of compensation, benefits, housing, travel and allowance costs for healthcare professionals and medically qualified interpreters, decreased 16% to \$474.5 million for the three months ended September 30, 2024 from \$564.0 million for the same period in 2023. The \$89.5 million decrease was attributable to a decline in our nurse and allied solutions segment, partially offset by increases in our physician and leadership solutions and technology and workforce solutions segments. The decrease in our nurse and allied solutions segment was primarily attributable to a \$115.7 million decrease in clinician pay package costs, including housing, travel and allowances, primarily due to the aforementioned decrease in the average number of travelers on assignment. The increase in our physician and leadership solutions segment was driven by a \$23.3 million increase in clinician pay package costs, primarily due to the MSDR acquisition. The increase in our technology and workforce solutions segment was primarily attributable to \$2.7 million of higher compensation and benefits primarily due to the aforementioned increase in minutes in our language services business. Cost of revenue broken down among the reportable segments is as follows: (In Thousands)

Three Months Ended September 30, 2024

Nurse and allied solutions: \$299,617

Physician and leadership solutions: \$129,570

Technology and workforce solutions: \$45,267

Unallocated corporate overhead: \$24,335

Share-based compensation: \$5,555

Gross Profit. Gross profit decreased 26% to \$213.1 million for the three months ended September 30, 2024 from \$289.5 million for the same period in 2023, representing gross margins of 31.0% and 33.9%, respectively. The decline in consolidated gross margin for the three months ended September 30, 2024, as compared to the same period in 2023, was primarily due to (1) lower margins in our nurse and allied solutions and physician and leadership solutions segments driven by compression in clinician pay packages, including housing, travel and allowances and (2) a lower margin in our technology and workforce solutions segment primarily due to a change in sales mix resulting from lower revenue in our higher-margin VMS business and higher revenue in our lower-margin language services business. The overall decline was partially offset by a change in sales mix resulting from lower revenue in our nurse and allied solutions segment. Gross margin by reportable segment for the three months ended September 30, 2024 and 2023 was 25.0% and 27.5% for nurse and allied solutions, 28.3% and 33.4% for physician and leadership solutions, and 57.9% and 65.0% for technology and workforce solutions, respectively.

Selling, General and Administrative Expenses. Selling, general and administrative expenses consist predominantly of compensation and benefits costs for corporate employees, in addition to professional service fees, legal matter accruals and other overhead costs. SG&A expenses were \$149.7 million, representing 21.8% of revenue, for the three months ended September 30, 2024, as compared to \$163.4 million, representing 19.1% of revenue, for the same period in 2023. The decrease in SG&A expenses was primarily due to a \$7.3 million decrease in professional services, legal and other expenses due to prudent expense management. The year-over-year increase in SG&A expenses in our physician and leadership solutions segment was driven by \$5.8 million of additional SG&A expenses from the MSDR acquisition, partially offset by \$4.6 million of lower segment expenses amid the decline in organic revenue. SG&A expenses broken down among the reportable segments, unallocated corporate overhead, and share-based compensation are as follows: (In Thousands)

Three Months Ended September 30, 2024

Nurse and allied solutions: \$64,641

Physician and leadership solutions: \$32,901

Technology and workforce solutions: \$22,494

Unallocated corporate overhead: \$24,335

Share-based compensation: \$5,555

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Depreciation and Amortization Expenses. A depreciation expense decreased 2% to \$22.1 million for the three months ended September 30, 2024 from \$22.6 million for the same period in 2023, primarily attributable to having more intangible assets fully amortized during the three months ended September 30, 2024, partially offset by additional amortization expense related to the intangible assets acquired in the MSDR acquisition. Depreciation expense (exclusive of depreciation included in cost of revenue) increased 14% to \$19.0 million for the three months ended September 30, 2024 from \$16.6 million for the same period in 2023, primarily attributable to an increase in purchased and developed hardware and software placed in service for our ongoing technology investments to support our tech-centric total talent solutions initiatives and to optimize our internal front and back-office systems. Additionally, \$1.9 million and \$1.6 million of depreciation expense for our language services business is included in cost of revenue for the three months ended September 30, 2024 and 2023, respectively.

Interest Expense, Net, and Other. Interest expense, net, and other was \$14.4 million during the three months ended September 30, 2024 as compared to \$11.5 million for the same period in 2023. The increase was primarily due to a higher average debt outstanding balance during the three months ended September 30, 2024.

Income Tax Expense. Income tax expense was \$0.8 million for the three months ended September 30, 2024 as compared to \$2.2 million for the same period in 2023, reflecting effective income tax rates of 10% and 29% for these periods, respectively. The decrease in the effective income tax rate was primarily attributable to the recognition of a net discrete tax benefit of \$2.2 million during the three months ended September 30, 2024 compared to a \$1.4 million net discrete tax expense during the same period in 2023, in relation to income before income taxes of \$7.8 million and \$75.4 million for the three months ended September 30, 2024 and 2023, respectively. We currently estimate our annual effective tax rate to be approximately 24% for 2024. The 10% effective tax rate for the three months ended September 30, 2024 differs from our estimated annual effective tax rate of 24% primarily due to certain discrete tax benefits recognized during the three months ended September 30, 2024, in relation to income before income taxes.

Comparison of Results for the Nine Months Ended September 30, 2024 to the Nine Months Ended September 30, 2023:

Revenue: Revenue decreased 24% to \$2,249.1 million for the nine months ended September 30, 2024 from \$2,971.0 million for the same period in 2023, attributable to a decline in organic revenue across our segments with the greatest decline in our nurse and allied solutions segment. Nurse and allied solutions segment revenue decreased 35% to \$1,361.1 million for the nine months ended September 30, 2024 from \$2,086.9 million for the same period in 2023. The \$725.8 million decrease was primarily attributable to a 24% decrease in the average number of travelers on assignment, an approximately 12% decrease in the average bill rate, and a 2% decrease in average billable hours. Physician and leadership solutions segment revenue increased 11% to \$555.5 million for the nine months ended September 30, 2024 from \$501.5 million for the same period in 2023. The \$54.0 million increase was attributable to higher revenue in our locum tenens business, which was partially offset by lower revenue in our interim leadership, physician permanent placement and executive search businesses. Revenue in our locum tenens business grew \$88.6 million (or 26%) during the nine months ended September 30, 2024 primarily due to additional revenue of \$104.0 million in connection with the MSDR acquisition and a 6% increase in the revenue per day filled on an organic basis, partially offset by a 10% decrease in the number of days filled on an organic basis. Our interim leadership business experienced a decline of \$18.2 million (or 17%) and our physician permanent placement and executive search businesses declined \$16.5 million (or 31%) during the nine months ended September 30, 2024, primarily due to lower demand. Technology and workforce solutions segment revenue decreased 13% to \$332.5 million for the nine months ended September 30, 2024 from \$382.5 million for the same period in 2023. The \$50.0 million decrease was primarily attributable to a decline within our VMS and outsourced solutions businesses, partially offset by growth within our language services business. Revenue for our VMS business declined \$57.2 million (or 41%) for similar reasons as nurse and allied solutions segment revenue and our outsourced solutions business experienced a decline of \$20.6 million (or 61%) primarily due to lower demand, while our language services business grew \$30.0 million (or 16%) primarily due to an 18% increase in minutes during the nine months ended September 30, 2024.

For the nine months ended September 30, 2024 and 2023, revenue under our MSP arrangements comprised approximately 46% and 55% of our consolidated revenue, 70% and 73% of our nurse and allied solutions segment revenue, 14% and 20% of our physician and leadership solutions segment revenue, and 3% and 2% of our technology and workforce solutions segment revenue, respectively.

Cost of Revenue. Cost of revenue decreased 22% to \$1,548.7 million for the nine months ended September 30, 2024 from \$1,982.4 million for the same period in 2023. The \$433.7 million decrease was attributable to a decline in our nurse and allied solutions segment, partially offset by increases in our physician and leadership solutions and technology and workforce segments. The decrease in our nurse and allied solutions segment was primarily attributable to a \$500.8 million decrease in clinician pay package costs, including housing, travel and allowances, primarily due to the aforementioned decrease in the average number of travelers on assignment. The increase in our physician and leadership solutions segment was driven by a \$59.9 million increase in clinician pay package costs, primarily due to the MSDR acquisition. The increase in our technology and workforce solutions segment was primarily attributable to \$11.4 million of higher compensation and benefits primarily due to the aforementioned increase in minutes in our language services business. Cost of revenue broken down among the reportable segments is as follows: (In Thousands)

Nine Months Ended September 30, 2024

Nurse and allied solutions: \$1,025,384

Physician and leadership solutions: \$388,141

Technology and workforce solutions: \$135,159

Unallocated corporate overhead: \$78,318

Share-based compensation: \$19,651

Gross Profit. Gross profit decreased 29% to \$700.4 million for the nine months ended September 30, 2024 from \$988.6 million for the same period in 2023, representing gross margins of 31.1% and 33.3%, respectively. The decline in

lease arrangements in Part II, Item 8, [“Notes to Consolidated Financial Statements”](#) Note (5), [Leases](#) of our 2023 Annual Report. We also have various obligations and working capital requirements, such as certain tax and legal matters, contingent consideration and other liabilities, that are recorded on our consolidated balance sheets. See additional information in the accompanying Note (7), [Fair Value Measurement](#), Note (8), [Income Taxes](#), Note (9), [Commitments and Contingencies](#), and Note (10), [Balance Sheet Details](#). In addition to our cash requirements, we have a share repurchase program authorized by our board of directors, which does not require the purchase of any minimum number of shares and may be suspended or discontinued at any time. See additional information in the accompanying Part II, Item 2, [Unregistered Sales of Equity Securities and Use of Proceeds](#). We believe that cash generated from operations and available borrowings under the Senior Credit Facility will be sufficient to fund our operations and liquidity requirements, including expected capital expenditures, for the next 12 months and beyond. We intend to finance potential future acquisitions with cash provided from operations, borrowings under the Senior Credit Facility or other borrowings under our Amended Credit Agreement, bank loans, debt or equity offerings, or some combination of the foregoing. The following discussion provides further details of our liquidity and capital resources.

Operating Activities	Net cash provided by operating activities for the nine months ended September 30, 2024
	\$247.6 million, compared to \$143.3 million for the same period in 2023. The decrease in net cash provided by operating activities was primarily attributable to (1) a decrease in net income excluding non-cash expenses of \$186.9 million primarily due to a decline in segment operating income across our segments, (2) a decrease in other liabilities between periods of \$62.8 million primarily due to prior year increases in income taxes payable (resulting from the timing of income tax payments) and accrued loss contingencies, (3) an increase in income taxes receivable between periods of \$12.5 million primarily due to an overpayment of estimated taxes during the year ended December 31, 2022, and (4) a decrease in accounts payable and accrued expenses between periods of \$9.0 million primarily due to payment of the legal settlement amount for the Clarke matter in the current year, partially offset by a larger decrease in the subcontractor payable balance in the prior year as compared to the current year primarily attributable to declines in associate vendor usage and timing of payments. The overall decrease in net cash provided by operating activities was partially offset by (1) an increase in accrued compensation and benefits between periods of \$62.2 million primarily due to bonuses and commissions that were paid during the three months ended March 31, 2023 and (2) a decrease in accounts receivable and subcontractor receivables between periods of \$41.8 million primarily due to a larger decrease in the receivables balance in the current year as compared to the prior year, which was primarily attributable to declines in revenue and associate vendor usage during the nine months ended September 30, 2024 along with timing of collections. Our Days Sales Outstanding (DSO) was 60 days at September 30, 2024, 70 days at December 31, 2023, and 61 days at September 30, 2023.
Investing Activities	Net cash used in investing activities for the nine months ended September 30, 2024 was \$65.7 million, compared to net cash used in investing activities of \$88.8 million for the same period in 2023. The decrease was primarily due to \$8.4 million of payments to fund the deferred compensation plan during the nine months ended September 30, 2024, as compared to \$24.9 million of payments during the nine months ended September 30, 2023. In addition, capital expenditures were \$64.7 million and \$73.8 million for the nine months ended September 30, 2024 and 2023, respectively. Financing Activities
Net cash used in financing activities during the nine months ended September 30, 2024 was \$179.6 million, due to repayments of \$260.0 million under the Senior Credit Facility and \$4.6 million in cash paid for shares withheld for payroll taxes resulting from the vesting of employee equity awards, partially offset by borrowings of \$85.0 million under the Senior Credit Facility. Net cash used in financing activities during the nine months ended September 30, 2023 was \$352.8 million, due to (1) \$424.7 million paid in connection with the repurchase of our common stock, (2) repayments of \$330.0 million under the Senior Credit Facility, (3) \$11.9 million in cash paid for shares withheld for payroll taxes resulting from the vesting of employee equity awards, (4) \$7.5 million for acquisition contingent consideration earn-out payments and (5) \$3.6 million payment of financing costs in connection with the Third Amendment (as defined below), all of which was partially offset by borrowings of \$425.0 million under the Senior Credit Facility.	

Amended Credit Agreement On February 10, 2023, we entered into the third amendment to our credit agreement (the [Third Amendment](#)). The Third Amendment (together with the credit agreement as amended to such date, collectively, the [Amended Credit Agreement](#)) provided for, among other things, an increase to the revolving commitments under the Senior Credit Facility to \$750.0 million and an extension of the maturity date of the Amended Credit Agreement to February 10, 2028. As reported in our Current Report on Form 8-K filed on November 7, 2024, on November 5, 2024, we entered into the fourth amendment to our credit agreement (the [Fourth Amendment](#)) which increased our consolidated net leverage ratio covenant for the year ending December 31, 2025. Our obligations under the Amended Credit Agreement are secured by substantially all of our assets. We describe in further detail the terms of the Amended Credit Agreement in Part II, Item 8, [Financial Statements and Supplementary Data](#) [“Notes to Consolidated Financial Statements”](#) Note (8), [Notes Payable and Credit Agreement](#) of our 2023 Annual Report.

Letters of Credit At September 30, 2024, we maintained outstanding standby letters of credit totaling \$20.9 million as collateral in relation to our workers’ compensation insurance agreements and a corporate office lease agreement. Of the \$20.9 million of outstanding letters of credit, we have collateralized approximately \$0.6 million in cash and cash equivalents and the remaining approximately \$20.4 million is collateralized by the Senior Credit Facility. Outstanding standby letters of credit at December 31, 2023 totaled \$21.3 million.

Recent Accounting Pronouncements

Table of Contents	In November 2023, the FASB issued Accounting Standards Update (ASU) 2023-07, Segment Reporting (Topic 280): Improvements to Reportable Segment Disclosures, which expands the breadth and frequency of reportable segment disclosure requirements, primarily through enhanced disclosures about significant segment expenses. The new guidance requires public entities to disclose, on an annual and interim basis, significant segment expenses that are regularly provided to the chief operating decision maker (CODM), the amount and composition of other segment items by reportable segment, any additional measures of a segment’s profit or loss used by the CODM when assessing performance and deciding how to allocate resources, and the CODM’s title and position. Additionally, public entities will be required to provide in interim periods all disclosures about a reportable segment’s profit or loss that are currently required annually by Topic 280. This standard is effective on a retrospective basis for fiscal years beginning after December 15, 2023 and interim periods within fiscal years beginning after December 15, 2024, with early adoption permitted. We are currently evaluating the impact of adopting this standard on our disclosures.
In November 2024, the FASB issued ASU 2024-03, Income Statement – Reporting Comprehensive Income – Expense Disaggregation Disclosures (Subtopic 220-40): Disaggregation of Income Statement Expenses, which is intended to improve disclosures about the expenses of public entities. The new guidance requires more detailed information about the types of expenses in commonly presented expense captions (such as cost of sales and selling, general, and administrative expenses) and requires public entities to disclose, on an annual and interim basis, the amounts of expenses included in each relevant expense caption presented on the face of the income statement within continuing operations, in a tabular format. Additionally, public entities will be required to disclose a qualitative description of the amounts remaining in relevant expense captions that are not separately disaggregated quantitatively, the total amount of selling expenses and, in annual reporting periods, the definition of selling expenses. This standard is effective on either a prospective or retrospective basis for fiscal years beginning after December 15, 2026 and interim periods within fiscal years beginning after December 15, 2027, with early adoption permitted. We are currently evaluating the impact of adopting this standard on our disclosures.	
There have been no other new accounting pronouncements issued but not yet adopted that are expected to materially affect our consolidated financial condition or results of operations.	

Special Note Regarding Forward-Looking Statements This Quarterly Report 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. We base these forward-looking statements on our expectations, estimates, forecasts, and projections about future events and about the industry in which we operate. Forward-looking statements are identified by words such as [believe](#), [anticipate](#), [expect](#), [intend](#), [plan](#), [could](#), [will](#), [should](#), [could](#), [may](#), [variations](#) of such words, and other similar expressions. In addition, any statements that refer to projections of demand or supply trends, financial items, anticipated growth, future growth and revenues, future economic conditions and performance, plans, objectives and strategies for future operations, expectations, or other characterizations of future events or circumstances are forward-looking statements. All forward-looking statements involve risks and uncertainties. Our actual results could differ materially from those discussed in, or implied by, these forward-looking statements. Factors that could cause actual results to differ materially from those implied by the forward-looking statements in this Quarterly Report are set forth in our 2023 Annual Report and include but are not limited to:

- the duration and extent to which hospitals and other healthcare entities adjust their utilization of temporary nurses and allied healthcare professionals, physicians, healthcare leaders and other healthcare professionals and workforce technology applications as a result of the labor market or economic conditions;
- the ability of our clients to increase the efficiency and effectiveness of their staffing management and recruiting efforts, through predictive analytics, online recruiting, telemedicine or otherwise, and successfully hire and retain permanent staff, which may negatively affect our revenue, results of operations, and cash flows;
- the effects of the COVID-19 pandemic or any future pandemic or health crisis on our business, financial condition and results of operations;

Table of Contents	the severity and duration of the impact of the COVID-19 pandemic or any future pandemic or health crisis, the Great Resignation, economic downturns, inflation, recession or slow recoveries have on the financial condition and cash flow of many hospitals and healthcare systems such that it impairs their ability to make payments to us, timely or otherwise, for services rendered;
the extent to which a resurgence in the COVID-19 pandemic may disrupt our operations due to the unavailability of our employees or healthcare professionals because of illness, risk of illness, quarantines, travel restrictions, mandatory vaccination requirements, desire to travel and work on temporary assignments or other factors that limit our existing or potential workforce and pool of candidates;	
the effects of economic downturns, inflation, recession or slow recoveries, which could result in less demand for our services, increased client initiatives designed to contain costs, including reevaluating their approach as it pertains to contingent labor and managed services programs;	
any inability on our part to anticipate and quickly respond to changing marketplace conditions, such as alternative modes of healthcare delivery, reimbursement, or client needs and requirements;	
the negative effects that intermediary organizations may have on our ability to secure new and profitable contracts;	
the level of consolidation and concentration of buyers of healthcare workforce, staffing and technology solutions, which could affect the pricing of our services and our ability to mitigate concentration risk;	
any inability on our part to recruit and retain sufficient quality healthcare professionals at reasonable costs, which could increase our operating costs and negatively affect our business and profitability;	
any inability on our part to grow and operate our business profitably in compliance with federal and state regulation, including privacy laws, conduct of operations, costs and payment for services and payment for referrals as well as laws regarding employment and compensation practices and government contracting;	
any challenge to the classification of certain of our healthcare professionals as independent contractors, which could adversely affect our profitability;	
the effect of investigations, claims, and legal proceedings alleging medical malpractice, anti-competitive conduct, violations of employment, privacy and wage regulations and other legal theories of liability asserted against us, which could subject us to substantial liabilities;	
any technology disruptions or our inability to implement new infrastructure and technology systems effectively may adversely affect our operating results and ability to manage our business effectively;	
any failure to further develop and evolve our current workforce solutions technology offerings and capabilities, an increase in competition, or the ability of our competitors to respond more quickly to new or emerging client needs and marketplace conditions, which may harm our business and/or impact our ability to compete;	
disruption to or failures of our SaaS-based or technology-enabled services, or our inability to adequately protect our intellectual property rights with respect to such technologies or sufficiently protect the privacy of personal information, could reduce client satisfaction, harm our reputation and negatively affect our business;	
security breaches and cybersecurity incidents, including ransomware, that could compromise our information and systems, which could adversely affect our business operations and reputation and could subject us to substantial liabilities;	
any inability on our part to quickly and properly credential and match quality healthcare professionals with suitable placements, which may adversely affect demand for our services;	
any inability on our part to continue to attract, develop and retain our sales and operations team members, which may deteriorate our operations;	
our increasing dependence on third parties, including offshore vendors, for the execution of certain critical functions;	
the loss of our key officers and management personnel, which could adversely affect our business and operating results;	
any inability to consummate and effectively incorporate acquisitions into our business operations, which may adversely affect our long-term growth and our results of operations;	
businesses we acquire may have liabilities or adverse operating issues, which could harm our operating results;	

Table of Contents	any increase to our business and operating risks as we develop new services and clients, enter new lines of business, and focus more of our business on providing a full range of client solutions;
any inability on our part to maintain our positive brand awareness and identity, which may adversely affect our results of operations;	
the expansion of social media platforms presents new risks and challenges, which could cause damage to our brand reputation;	
any recognition of an impairment to the substantial amount of goodwill or intangible assets on our balance sheet, which would adversely affect our results of operations;	
our indebtedness, which could adversely affect our ability to raise additional capital to fund operations, limit our ability to react to changes in the economy or our industry, and expose us to interest rate risk to the extent of any variable rate debt;	
the terms of our debt instruments that impose restrictions on us that may affect our ability to successfully operate our business; and	
the effect of significant adverse adjustments to our insurance-related accruals on our balance sheet, which could decrease our earnings or increase our losses and negatively impact our cash flows.	

Item 3. Quantitative and Qualitative Disclosures about Market Risk Market risk is the risk of loss arising from adverse changes in market rates and prices, such as interest rates, foreign currency exchange rates, and commodity prices. During the three and nine months ended September 30, 2024, our primary exposure to market risk was interest rate risk associated with our variable interest debt instruments and our investment portfolio. A 100 basis point increase in interest rates on our variable rate debt would not have resulted in a material effect on our unaudited condensed consolidated financial statements for the three and nine months ended September 30, 2024. A 100 basis point change in interest rates as of September 30, 2024 would not have resulted in a material effect on the fair value of our investment portfolio. For our investments that are classified as available-for-sale, unrealized gains or losses related to fluctuations in market volatility and interest rates are reflected within stockholders’ equity in accumulated other comprehensive loss in the consolidated balance sheets. Such unrealized gains or losses would be realized only if we sell the investments prior to maturity. During the three and nine months ended September 30, 2024, we generated substantially all of our revenue in the United States. Accordingly, we believe that our foreign currency risk is immaterial.

Item 4. Controls and Procedures We carried out an evaluation, under the supervision and with the participation of our management, including our Chief Executive Officer and Chief Financial Officer, of the effectiveness of our disclosure controls and procedures, as defined in Rules 13a-15(e) and 15d-15(e) of the Securities Exchange Act of 1934. Based on that evaluation, our Chief Executive Officer and Chief Financial Officer have concluded that our disclosure controls and procedures as of September 30, 2024 were effective to ensure that information required to be disclosed by us in reports that we file or submit under the Securities Exchange Act of 1934 is recorded, processed, summarized and reported within the time periods specified in the SEC’s rules and forms, and that such information is accumulated and communicated to management, including our Chief Executive Officer and Chief Financial Officer, as appropriate, to allow timely decisions regarding required disclosure. A There were no changes in our internal control over financial reporting that occurred during the quarter ended September 30, 2024 that have materially affected, or are reasonably likely to materially affect, our internal control over financial reporting.

Table of Contents	PART II - OTHER INFORMATION
Item 1. Legal Proceedings	Information with respect to this item may be found in the accompanying Note (9), Commitments and Contingencies , which is incorporated herein by reference.
Item 1A. Risk Factors	We do not believe that there have been any material changes to the risk factors disclosed in Part I, Item 1A of our 2023 Annual Report. The risk factors described in our 2023 Annual Report are not the only risks we face. Factors we currently do not know, factors that we currently consider immaterial or factors that are not specific to us, such as general economic conditions, may also materially adversely affect our business or our consolidated operating results, financial condition or cash flows.
Item 2. Unregistered Sales of Equity Securities and Use of Proceeds	From time to time, we may repurchase our common stock in the open market pursuant to programs approved by our board of directors (the Board). On November 1, 2016, our Board authorized us to repurchase up to \$150.0 million of our outstanding common stock in the open market. On November 10, 2021, February 17, 2022, June 15, 2022, and February 16, 2023, we announced increases to the repurchase program totaling \$1,200.0 million. These increases brought the total authorization of the repurchase program to \$1,350.0 million, of which \$226.7 million remained as of September 30, 2024. Under the repurchase program announced on November 1, 2016

[illegible]

means (i) the definition of "Restricted Stock" provided in the employment or severance agreement in effect between the Grantee and the Company or any Affiliate or (ii) if no such agreement exists, then the occurrence of any of the following events without the Grantee's express written consent: (A) a material reduction in the Grantee's base salary or target annual bonus compensation as in effect on the date immediately prior to a Change in Control, (B) the Company's assignment to the Grantee without the Grantee's consent of duties materially and adversely inconsistent with the Grantee's position, duties or responsibilities as in effect immediately before the Change in Control, including, but not limited to, any material reduction in such position, duties or responsibilities, or a change in the Grantee's title or office, as then in effect, or any removal of the Grantee from any of such positions, titles or offices, or (C) the Company's relocation of the Grantee's principal place of employment to a locale that is more than fifty (50) miles from the Grantee's principal place of employment immediately prior to the Change in Control. (h) "Grant Date" is the date the Committee authorized this RSU grant as set forth above. (i) "NQDC Plan" means the Company's 2005 Amended and Restated Executive Nonqualified Excess Plan, as may be amended from time to time. (j) "Protection Period" means the period beginning on the date that is six (6) months before the effective date of a Change in Control and ending on the second anniversary of the effective date of the Change in Control. (k) "Restricted Stock Unit(s)" or "RSU(s)" means the restricted stock unit granted under Section 2. (l) "Retirement" means termination of Grantee's Service (other than for Cause or due to a Change in Control Termination) on or after attainment of age 55 with at least 15 full years of aggregate Service and provided further that the Grantee does not subsequently obtain employment with another employer. For clarity, only twelve (12) months of continuous Service shall count as a full year of Service for purposes of determining if Grantee is eligible for Retirement. (m) "Service" means the performance of services for the Company (or any Affiliate) by a person in the capacity of an officer or other employee or key person (including consultants). 2. Grant of Restricted Stock Units. Subject to the terms and conditions set forth herein, the Company hereby grants to the Grantee an aggregate number of Restricted Stock Units (as defined in the NQDC Plan) as set forth above. Exhibit 10.1 Executive Version 3. Vesting Schedule. No RSUs may be settled until they shall have vested. Except as otherwise set forth in this Agreement or in the Plan, the RSUs will vest in two tranches on each of the first and second anniversaries of the Grant Date and the Grantee's provision of two periods of Credited Service. The first tranche, equal to 50% of the RSUs granted, will vest on the first anniversary of the Grant Date and the Grantee's provision of one period of Credited Service. The second tranche, equal to 50% of the RSUs granted, will vest on the second anniversary of the Grant Date and the Grantee's provision of a second period of Credited Service. 4. Settlement and Deferral of RSUs. (a) Each vested RSU entitles the Grantee to receive one share of Stock on the Settlement Date, which shall be the later of (i) the vesting date for such RSU, provided, however, if there is an accelerated vesting of all or a portion of the RSUs under Section 6 hereof, the Settlement Date for any such accelerated RSUs shall be the date on which it is determined that the conditions to acceleration have been met or (ii) the end of the deferral period specified by the Grantee. The deferral period shall be no less than four (4) years and five (5) days from the Grant Date. Such deferral election shall be made within 30 days of the Grant Date. The deferral of RSUs shall be subject to the NQDC Plan and the applicable deferral election. (b) Shares of Stock underlying the RSUs shall be issued and delivered to the Grantee in accordance with paragraph (a) and upon compliance to the satisfaction of the Committee with all requirements under applicable laws or regulations in connection with such issuance and with the requirements hereof and of the Plan. The determination of the Committee as to such compliance shall be final and binding on the Grantee. The shares of Stock delivered to the Grantee pursuant to this Section 4 shall be free and clear of all liens, fully paid and non-assessable. In no event shall fractional shares of Stock be issued. (c) Until such time as shares of Stock have been issued to the Grantee pursuant to paragraph (b) above, and except as set forth in Section 5 below regarding dividend equivalents, the Grantee shall not have any rights as a holder of the shares of Stock underlying this Grant including but not limited to voting rights. (d) The Grantee may be required to pay to the Company or any Affiliate, and the Company or any Affiliate shall have the right and is hereby authorized to withhold from any shares of Stock or other property deliverable under the RSU or from any compensation or other amounts owing to the Grantee the amount (in cash, Stock or other property) of any required tax withholding and payroll taxes in respect of an RSU vesting or settlement and to take such other action as may be necessary in the opinion of the Company to satisfy all obligations for the payment of such taxes. (e) Without limiting the generality of clause (d) above, in the Committee's sole discretion the Grantee may satisfy, in whole or in part, the foregoing withholding liability by having the Company withhold from the number of shares of Stock otherwise issuable pursuant to the settlement of the RSU a number of shares with a Fair Market Value equal to such withholding liability. Exhibit 10.1 Executive Version 5. Dividend Equivalents. If on any date the Company shall pay any cash dividend on shares of Stock of the Company, the number of RSUs credited to the Grantee shall, as of such date, be increased by an amount determined by the following formula: $W = (X \text{ multiplied by } Y) \text{ divided by } Z$, where: W = the number of additional RSUs to be credited to the Grantee on such dividend payment date; X = the aggregate number of RSUs (whether vested or unvested) credited to the Grantee as of the record date of the dividend; Y = the cash dividend per share amount; and Z = the Fair Market Value per share of Stock (as determined under the Plan) on the dividend payment date. 6. Termination of Service. (a) Except as provided below, if the Grantee's Service terminates for any reason prior to the Settlement Date, then all vested RSUs shall be settled in accordance with Section 4, and any unvested RSUs shall be forfeited. (b) If the Grantee's Service terminates due to a Change in Control Termination after the Grant Date but before the Settlement Date, then on the date of the Grantee's termination (or, if later, on the effective date of the Change in Control), 100% of the RSUs shall become immediately vested and settled according to Section 4 hereof. (c) In the event of the Grantee's death or if the Committee determines, in its sole discretion, that the Grantee has become Disabled, in each case, after the Grant Date and prior to second anniversary of the Grant Date, 100% of the RSUs shall become immediately vested and, regardless of the Grantee's deferral election, the Company as soon as reasonably practicable shall issue shares of Stock to the Grantee (or the Grantee's designated beneficiary or estate executor in the event of the Grantee's death) with respect to the RSUs that have vested hereunder but for which shares of Stock had not yet been issued to the Grantee. (d) If the Grantee's Service is terminated by the Company without Cause or by the Grantee for Good Reason, in each case after the Grant Date (other than due to a Change in Control Termination), then a pro-rata portion of the RSUs based on a fraction equal to the number of full calendar months that have elapsed from the Grant Date through and inclusive of the termination date divided by 24, less any RSUs that have previously vested and settled prior to the termination date, shall continue to vest according to the schedule established in Section 3 as though the Grantee's Service had not terminated (and, for the sake of clarity, as though the Grantee met all Credited Service requirements), and such RSUs shall be settled at the time specified in Section 4 hereof. Exhibit 10.1 Executive Version (e) If the Grantee's service terminates for Cause, then any outstanding RSUs, whether vested or unvested, shall be forfeited and cancelled as of the Grantee's termination date. If the Grantee's employment is terminated due to a reason specified in (b)-(d) above but, after such termination, the Committee determines that it would have had Cause to terminate the Grantee's Service if all the relevant facts had been known to the Committee as of the date of the Grantee's termination, then all outstanding RSUs shall immediately be forfeited and cancelled, whether or not vested, as of the date of the Committee's determination. 7. Company; Grantee. (a) The term "Company" as used in this Agreement with reference to employment shall include the Company, its Subsidiaries and its Affiliates, as appropriate. (b) Whenever the word "Grantee" is used in any provision of this Agreement under circumstances where the provision should logically be construed to apply to the beneficiaries, the executors, the administrators, or the person or persons to whom the RSUs may be transferred by will or by the laws of descent and distribution, the word "Grantee" shall be deemed to include such person or persons. 8. Non-Transferability. (a) The RSUs granted herein are not transferable by the Grantee other than to a designated beneficiary upon death, by will or the laws of descent and distribution, to a trust solely for the benefit of the Grantee or his/her immediate family or, in the case of the RSUs being held by such a trust, by the trustee. 9. Forfeiture for Violation of Restrictive Covenants. (a) (i) Non-Compete. The Grantee agrees that during the term of the Grantee's employment and for a period of two years thereafter (the "Coverage Period") the Grantee will not engage in, consult with, participate in, hold a position as shareholder, director, officer, consultant, employee, partner or investor, or otherwise assist any business entity (i) in any State of the United States of America or (ii) in any other country in which the Company (which, for the avoidance of doubt, includes for all purposes of this Section 9 any and all of its divisions, Affiliates or Subsidiaries) has business activities, in either case, that is engaged in (A) any activities that are competitive with the business of providing (I) healthcare or other personnel on a temporary or permanent placement basis to hospitals, healthcare facilities, healthcare provider practice groups or other entities, (II) managed services programs, workforce management systems, workforce consulting services, predictive modeling, staff scheduling, credentialing services, revenue cycle solutions, or language services or (III) healthcare workforce technology platforms, including language services, software-as-a-service vendor management solutions, workforce optimization services, recruitment process outsourcing services, telehealth services, credentialing services, and flex pool management and other outsourced solutions services, or (B) any other business in which the Company is then engaged, in each case, including any and all business activities reasonably related thereto. (b) (i) Non-Solicit. The Grantee agrees that during the Coverage Period, the Grantee shall not solicit, attempt to solicit or endeavor to entice away from the Company any 6 Exhibit 10.1 Executive Version person who, at any time during the term of the Grantee's employment was a healthcare professional (including a healthcare executive) of the Company, or an employee, customer, permanent placement candidate, client or supplier of the Company. (c) (i) Confidential and Proprietary Information. The Grantee agrees that the Grantee will not, at any time make use of or divulge to any other person, firm or corporation any confidential or proprietary information concerning the business or policies of the Company (which includes, for the avoidance of doubt, any and all of its divisions, Affiliates or Subsidiaries). For purposes of this Agreement, any confidential information shall constitute any information designated as confidential or proprietary by the Company or otherwise known by the Grantee to be confidential or proprietary information including, without limitation, customer information. The Grantee acknowledges and agrees that for purposes of this Agreement, "customer information" includes without limitation, customer lists, all lists of professional personnel, names, addresses, phone numbers, contact persons, preferences, pricing arrangements, requirements and practices. The Grantee's obligation under this Section 9(c) shall not apply to any information that (i) is known publicly; (ii) is in the public domain or hereafter enters the public domain without the fault of the Grantee; or (iii) is hereafter disclosed to the Grantee by a third party not under an obligation of confidence to the Company. The Grantee agrees not to remove from the premises of the Company, except as an employee of the Company in pursuit of the business of the Company or except as specifically permitted in writing by the Company, any document or other object containing or reflecting any such confidential or proprietary information. The Grantee recognizes that all such information, whether developed by the Grantee or by someone else, will be the sole exclusive property of the Company. Upon termination of employment, the Grantee shall forthwith deliver to the Company all such confidential or proprietary information, including without limitation all lists of customers, pricing methods, financial structures, correspondence, accounts, records and any other documents, computer disks, computer programs, software, laptops, modems or property made or held by the Grantee or under the Grantee's control in relation to the business or affairs of the Company, and no copy of any such confidential or proprietary information shall be retained by the Grantee. (d) Forfeiture for Violations. If the Grantee shall at any time violate the provisions of Section 9(a), (b), or (c), the Grantee shall immediately forfeit his/her RSUs (whether vested or unvested) and any issuance of shares of Stock that occurs after (or within six (6) months before) any such violation shall be void ab initio. (e) (i) Additional Agreement. For the avoidance of doubt, this Section 9 shall be in addition to and shall not supersede (or be superseded by) any other agreements related to the subject matter of this Section 9 contained in any confidentiality agreement, noncompetition agreement or any other agreement between the Grantee and the Company. (f) (i) Other. Nothing contained in this Agreement shall prevent Employee from exercising Employee's rights under applicable law to discuss wages, hours, working conditions, unionization, or the like, including any concerted activities for the purpose of collective bargaining or other mutual aid or protection. Additionally, nothing contained in this 7 Exhibit 10.1 Executive Version Agreement prohibits or prevents Employee from filing a charge with or participating, testifying, or assisting in any investigation, hearing, whistleblowing proceeding or other proceeding before any federal, state, or local government agency (e.g., EEOC, NLRB, SEC, etc.). 10. Rights as Stockholder. (a) The Grantee or a transferee of the RSUs shall have no rights as a stockholder with respect to any share of Stock covered by the RSUs until the Grantee shall have become the holder of record of such share of Stock and no adjustment shall be made for dividends or distributions or other rights in respect of such share of Stock for which the record date is prior to the date upon which Grantee shall become the holder of record thereof. 11. Successor. The obligations of the Company under this Agreement shall be binding upon any successor corporation or organization resulting from the merger, consolidation or other reorganization of the Company, or upon any successor corporation or organization succeeding to substantially all of the assets and business of the Company. The Company agrees that it will make appropriate provisions for the preservation of the Grantee's rights under this Agreement in any agreement or plan that it may enter into or adopt to effect any such merger, consolidation, reorganization or transfer of assets. 12. Notice. Every notice or other communication relating to this Agreement shall be in writing, and shall be mailed to or delivered by hand, by mail or electronic transmission (with confirmation of transmission) to the party for whom it is intended at such address as may from time to time be designated by it in a notice mailed or delivered to the other party as herein provided, provided that, unless and until some other address be so designated, all notices or communications by the Grantee to the Company shall be mailed or delivered to the Company at its principal executive office, and all notices or communications by the Company to the Grantee may be given to the Grantee personally or may be mailed or e-mailed to the Grantee at the Grantee's address or e-mail as recorded in the records of the Company. 13. No Right to Continued Employment. (a) This Agreement shall not be construed as giving the Grantee the right to be retained in the employ or service of the Company, a Subsidiary or an Affiliate. Further, the Company or an Affiliate may at any time dismiss the Grantee or discontinue any consulting relationship, free from any liability or any claim under this Agreement, except as otherwise expressly provided herein. 14. Binding Effect. Subject to Section 8 hereof, this Agreement shall be binding upon the heirs, executors, administrators and successors of the parties hereto. 15. Amendment of Agreement. The Committee may, to the extent consistent with the terms of this Agreement, waive any conditions or rights under, amend any terms of, or alter, suspend, discontinue, cancel or terminate, any portion of the RSUs heretofore granted, prospectively or retroactively; provided that any such waiver, amendment, alteration, suspension, discontinuance, cancellation or termination that would adversely impair the rights of the Grantee in respect of any RSUs already granted shall not to that extent be effective without the consent of the Grantee. 8 Exhibit 10.1 Executive Version 16. RSUs Subject to Plan and NQDC Plan. By entering into this Agreement, the Grantee agrees and acknowledges that the Grantee has received and read a copy of the Plan and a copy of the NQDC Plan. The RSUs are subject to the terms of Plan, and the NQDC Plan if the RSUs are deferred under the NQDC Plan. The terms and provisions of the plans as they may be amended from time to time

respect his or her duties as an employee of the Company, (B)Â Granteeeâ€™s violation of the Exhibit 10.2 Executive VersionCompanyâ€™s Code of Business Conduct, Code of Ethics for Senior Financial Officers and Principal Executive Officer, and/or Securities Trading Policy, (C) the engaging by Grantee in willful misconduct or gross negligence which is injurious to the Company or any of its affiliates, monetarily or otherwise, (D)Â the commission by the Grantee of an act of fraud or embezzlement against the Company or any of its affiliates, (E)A the conviction of the Grantee of a crime which constitutes a felony or any lesser crime that involves Company property or a pleading of guilty or nolo contendere with respect to a crime which constitutes a felony or any lesser crime that involves Company property, or (F) violation of any of the restrictive covenants in Section 9 hereof.(d)â€œChange in Controlâ€ means:(i) the acquisition by any individual, entity or group (within the meaning of SectionÂ 13(d)(3) or 14(d)(2) of the Securities Exchange Act of 1934, as amended (the â€œExchange Actâ€)) (a â€œPersonâ€) of beneficial ownership (within the meaning of RuleÂ 13d-3 promulgated under the Exchange Act) of a majority of the combined voting power of the then outstanding voting securities of the Company entitled to vote generally in the election of directors;(ii) the sale of all or substantially all of the business or assets of the Company; or(iii) the consummation of a merger, consolidation or similar form of corporate transaction involving the Company that requires the approval of the Companyâ€™s stockholders, whether for such transaction or the issuance of securities in the transaction (a â€œBusiness Combinationâ€), if immediately following such Business Combination: (A) a Person is or becomes the beneficial owner, directly or indirectly, of a majority of the combined voting power of the outstanding voting securities eligible to elect directors of the Parent Corporation (or, if there is no Parent Corporation, the Surviving Corporation), or (B) the Companyâ€™s stockholders prior to theÂ Business Combination thereafterÂ cease to beneficially own, directly or indirectly, a majority of the combined voting power of the outstanding voting securities eligible to elect directors of the Parent Corporation (or, if there is no Parent Corporation, the Surviving Corporation), counting for this purpose only voting securities of the Parent Corporation (or, if there is no Parent Corporation, the Surviving Corporation) received byÂ such stockholders in connection with the Business Combination. â€œSurviving Corporationâ€ shall mean the corporation resulting from a Business Combination, and â€œParent Corporationâ€ shall mean the ultimate parent corporation that directly or indirectly has beneficial ownership of a majority of the combined voting power of the then outstanding voting securities of the Surviving Corporation entitled to vote generally in the election of directors.(e)â€œChange in Control Terminationâ€ means the occurrence of either of the following events during the Protection Period: (i) the Companyâ€™s termination of the Granteeeâ€™s Service without Cause (other than due to Death or Disability) or (ii) the Granteeeâ€™s termination of his or her Service with Good Reason at a time when the Grantee could not have been terminated for Cause.(f) â€œClosing Average Periodâ€ means the six (6) month period ending on the last day of the Performance Period or, in the case of a Change in Control prior to December 31, 2027, the effective date of the Change of Control. Exhibit 10.2 Executive Version(g)â€œClosing Average Share Valueâ€ means, for the Company, the average, over the days in the Closing Average Period, of the closing price of its common stock multiplied by the Accumulated Shares for each day during the Closing Average Period or, in the case of a Change in Control prior to December 31, 2027, the last trading price on the effective date of the Change of Control.(h) â€œDisabledâ€ has the meaning set forth in Section 13(c)(ii) of the Plan.(i) â€œGood Reasonâ€ means (i) the definition of â€œgood reasonâ€ provided in the employment or severance agreement in effect between the Grantee and the Company or any Affiliate or (ii) if no such agreement exists, then the occurrence of any of the following events without the Granteeeâ€™s express written consent: (A) a material reduction in the Granteeeâ€™s base salary or target annual bonus compensation as in effect on the date immediately prior to a Change in Control, (B) the Companyâ€™s assignment to the Grantee without the Granteeeâ€™s consent of duties materially and adversely inconsistent with the Granteeeâ€™s position, duties or responsibilities as in effect immediately before the Change in Control, including, but not limited to, any material reduction in such position, duties or responsibilities, or a change in the Granteeeâ€™s title or office, as then in effect, or any removal of the Grantee from any of such positions, titles or offices, or (C) the Companyâ€™s relocation of the Granteeeâ€™s principal place of employment to a locale that is more than fifty (50) miles from the Granteeeâ€™s principal place of employment immediately prior to the Change in Control.(j)â€œGrant Dateâ€ is the date the Committee authorized this PSU grant as set forth above.Â (k)â€œNQDC Planâ€ means the Companyâ€™s 2005 Amended and Restated Executive Nonqualified Excess Plan, as may be amended from time to time. (l)â€œOpening Average Periodâ€ means the ten (10) -day period leading up to the Grant Date.(m) â€œOpening Average Share Valueâ€ means, for each of the Company, the average during the Opening Average Period of the closing price of its common stock multiplied by the Accumulated Shares for each trading day during the Opening Average Period. (n)â€œPerformance Periodâ€ means the Grant Date through the earlier of December 31, 2027 or the effective date of a Change of Control.(o)â€œPerformance Restricted Stock Unit(s)â€ or â€œPRSU(s)â€ means the performance restricted stock units granted under SectionÂ 2.(p)â€œProtection Periodâ€ means the period beginning on the date that is six (6) months before the effective date of a Change in Control and ending on the second anniversary of the effective date of the Change in Control.(q)â€œServiceâ€ means the performance of services for the Company (or any Affiliate) by a person in the capacity of an officer or other employee or key person (including consultants).Exhibit 10.2 Executive Version(r)â€œTotal Shareholder Returnâ€ or â€œTSRâ€ means for each of the Company and the Peer Companies, the companyâ€™s total shareholder return, which will be calculated by dividing (i) the Closing Average Share Value by (ii) the Opening Average Share Value, and then subtracting one (1).(s)â€œVesting Dateâ€ means December 31, 2027.2. Grant of Performance Restricted Stock Units. Subject to the terms and conditions set forth herein, the Company hereby grants to the Grantee PRSUs, which shall be the target number. The actual number of PRSUs that can vest may be more or less than the target number, as determined in accordance with the table (the â€œVesting Tableâ€) set forth on Schedule I.3.Vesting Schedule. No PRSUs may be settled until they have vested, which shall occur, if at all, on the Vesting Date. Except as otherwise set forth in this Agreement or in the Plan, the PRSUs shall only vest on the Vesting Date if the Grantee has provided Service to the Company continuously from the Grant Date through the Vesting Date. Except as otherwise set forth in this Agreement or in the Plan, the number of PRSUâ€™s that shall vest on the Vesting Date will be determined in accordance with the Vesting Table, based on the Companyâ€™s achievement of Total Shareholder Return for the Performance Period. Any fractional share resulting from the application of the percentages in the Vesting Table shall be rounded to the nearest whole number of shares. The Committee shall determine the Total Shareholder Return within 60 days after the end of the Performance Period. On the Vesting Date, all PRSUs that do not vest shall be automatically cancelled and the right to receive any PRSUs that do not vest hereunder shall automatically expire.4.Settlement and Deferral of PRSUs. (a)Each vested PRSU entitles the Grantee to receive one share of Stock on the â€œSettlement Date,â€ which shall be the later of (i) the Vesting Date, and (ii) the end of the deferral period specified by the Grantee. The deferral period shall be no less than four (4) years and five (5) days from the Grant Date. Such deferral election shall be made within 30 days of the Grant Date. Any deferral of the PRSUs shall be subject to the NQDC Plan and the applicable deferral election form.(b)Shares of Stock underlying the PRSUs shall be issued and delivered to the Grantee in accordance with paragraph (a) and upon compliance to the satisfaction of the Committee with all requirements under applicable laws or regulations in connection with such issuance and with the requirements hereof and of the Plan. The determination of the Committee as to such compliance shall be final and binding on the Grantee. The shares of Stock delivered to the Grantee pursuant to this Section 4 shall be free and clear of all liens, fully paid and non-assessable. In no event shall fractional shares of Stock be issued.(c)Until such time as shares of Stock have been issued to the Grantee pursuant to paragraph (b) above, and except as set forth in Section 5 below regarding dividend equivalents, the Grantee shall not have any rights as a holder of the shares of Stock underlying this Grant including but not limited to voting rights.(d)The Grantee may be required to pay to the Company or any Affiliate, and the Company or any Affiliate shall have the right and is hereby authorized to withhold from any Exhibit 10.2 Executive Versionshares of Stock or other property deliverable under the PRSU or from any compensation or other amounts owing to the Grantee the amount (in cash, Stock or other property) of any required tax withholding and payroll taxes in respect of a PRSU vesting or settlement and to take such other action as may be necessary in the opinion of the Company to satisfy all obligations for the payment of such taxes.(e)Without limiting the generality of clause (d) above, in the Committeeâ€™s sole discretion the Grantee may satisfy, in whole or in part, the foregoing withholding liability by having the Company withhold from the number of shares of Stock otherwise issuable pursuant to the settlement of the PRSU a number of shares with a Fair Market Value equal to such withholding liability.5.Dividend Equivalents. If on any date the Company shall pay any cash dividend on shares of Stock of the Company, the number of PRSUs credited to the Grantee pursuant to the Vesting Table shall, as of such date, be increased by an amount determined by the following formula:W = (X multiplied by Y) divided by Z, where:W = the number of additional PRSUs to be credited to the Grantee on such dividend payment date;X = the aggregate number of PRSUs (whether vested or unvested) credited to the Grantee as of the record date of the dividend;Y = the cash dividend per share amount; and Z = the Fair Market Value per share of Stock (as determined under the Plan) on the dividend payment date.For the avoidance of doubt, no dividend equivalents shall be credited to PRSUs prior to the Committee determining the Total Shareholder Return (and thus the actual number of PRSUs subject to vesting).6.Termination of Service.(a)Except as provided below, if the Granteeeâ€™s Service terminates for any reason prior to the Settlement Date, then all unvested PRSUs shall be forfeited.(b)If the Granteeeâ€™s Service terminates due to a Change in Control Termination after the Grant Date but before the Vesting Date, then on the date of the Granteeeâ€™s termination (or, if later, on the effective date of the Change in Control), notwithstanding anything herein, the number of PRSUs that were earned based on actual performance according to the Vesting Table shall become immediately vested and settled according to Section 4 hereof. If the Granteeeâ€™s Service terminates due to a Change in Control Termination after the end of the Performance Period but before the Settlement Date, then on the date of the Granteeeâ€™s termination (or, if later, on the effective date of the Change in Control), the number of PRSUs that were earned based on actual performance according to the Vesting Table shall become immediately vested and settled according to Section 4 hereof.Exhibit 10.2 Executive Version(c)In the event of the Granteeeâ€™s death or if the Committee determines, in its sole discretion, that the Grantee has become Disabled, in each case, after the Grant Date and prior to the end of the Performance Period, (i) 100% of the target number of PRSUs shall become immediately vested and, regardless of the Granteeeâ€™s deferral election, the Company, as soon as reasonably practicable, shall issue shares of Stock to the Grantee (or the Granteeeâ€™s designated beneficiary or estate executor in the event of the Granteeeâ€™s death) with respect to the target number of PRSUs and (ii) any PRSUs in excess of the target number shall be forfeited. In the event the Grantee dies or becomes Disabled (as determined by the Committee in its sole discretion) on or after the end of the Performance Period and prior to (or on) the Settlement Date, the Grantee shall be entitled to receive shares of Stock underlying all vested PRSUs, and regardless of the Granteeeâ€™s deferral election, the Company, as soon as reasonably practicable, shall issue the applicable number of shares of Stock to the Grantee (or the Granteeeâ€™s designated beneficiary or estate executor in the event of the Granteeeâ€™s death). (d)If the Granteeeâ€™s Service is terminated by the Company without Cause or by the Grantee for Good Reason, in each case after the Grant Date but before the end of the Performance Period (other than due to a Change in Control Termination), then a pro-rata portion of the PRSUs based on a fraction equal to the number of full calendar months that have elapsed from the first day of the Performance Period through and inclusive of the termination date divided by 36 shall remain eligible to vest at the end of the Performance Period according to the Vesting Table based on actual performance, and such vested PRSUs shall be settled at the time specified in Section 4 hereof.(e)If the Granteeeâ€™s employment is terminated due to a reason specified in (b)-(d) above but, after such termination, the Committee determines that it would have had Cause to terminate the Granteeeâ€™s Service if all the relevant facts had been known to the Committee as of the date of the Granteeeâ€™s termination, then all PRSUs and Actual PRSUs shall immediately be forfeited and cancelled, whether or not vested, as of the date of the Committeeâ€™s determination. 7.Company; Grantee.(a)The term â€œCompanyâ€ as used in this Agreement with reference to employment shall include the Company, its Subsidiaries and its Affiliates, as appropriate.(b)Whenever the word â€œGranteeâ€ is used in any provision of this Agreement under circumstances where the provision should logically be construed to apply to the beneficiaries, the executors, the administrators, or the person or persons to whom the PRSUs may be transferred by will or by the laws of descent and distribution, the word â€œGranteeâ€ shall be deemed to include such person or persons.8.Non-Transferability.Â A The PRSUs granted herein are not transferable by the Grantee other than to a designated beneficiary upon death, by will or the laws of descent and distribution, to a trust solely for the benefit of the Grantee or his/her immediate family or, in the case of the PRSUs being held by such a trust, by the trustee.9.Forfeiture for Violation of Restrictive Covenants.(a)Non-Compete. The Grantee agrees that during the term of the Granteeeâ€™s employment and for a period of two years thereafter (the â€œCoverage Periodâ€) the Grantee will not Exhibit 10.2 Executive Versionengage in, consult with, participate in, hold a position as shareholder, director, officer, consultant, employee, partner or investor, or otherwise assist any business entity (i)Â in any State of the United States of America or (ii)Â in any other country in which the Company (which, for the avoidance of doubt, includes for all purposes of this Section 9 any and all of its divisions, Affiliates or Subsidiaries) has business activities, in either case, that is engaged in (A) any activities that are competitive with the business of providing (I) healthcare or other personnel on a temporary or permanent placement basis to hospitals, healthcare facilities, healthcare provider practice groups or other entities, (II) managed services programs, workforce management systems, workforce consulting services, predictive modeling, staff scheduling, credentialing services, revenue cycle solutions, or language services or (III) healthcare workforce technology platforms, including language services, software-as-a-service vendor management solutions, workforce optimization services, recruitment process outsourcing services, telehealth services, credentialing services, and flex pool management and other outsourced solutions services or (B) any other business in which the Company is then engaged, in each case, including any and all business activities reasonably related thereto.(b)Non-Solicit. The Grantee agrees that during the Coverage Period, the Grantee shall not solicit, attempt to solicit or endeavor to entice away from the Company any person who, at any time during the term of the Granteeeâ€™s employment was a healthcare professional (including a healthcare executive) of the Company, or an employee, customer, permanent placement candidate, client or supplier of the Company.(c)Confidential and Proprietary Information. The Grantee agrees that the Grantee will not, at any time make use of or divulge to any other person, firm or corporation any confidential or proprietary information concerning the business or policies of the Company (which includes, for the avoidance of doubt, any and all of its divisions, Affiliates or Subsidiaries). For purposes of this Agreement, any confidential information shall constitute any information designated as confidential or proprietary by the Company or otherwise known by the Grantee to be confidential or proprietary information including, without limitation, customer information. The Grantee acknowledges and agrees that for purposes of this Agreement, â€œcustomer informationâ€ includes without limitation, customer lists, all lists of professional personnel, names, addresses, phone numbers, contact persons, preferences, pricing arrangements, requirements and practices. The Granteeeâ€™s obligation under this Section 9(c) shall not apply to any information that (i)Â is known publicly; (ii)Â is in the public domain or hereafter enters the public domain without the fault of the Grantee; or (iii)Â is hereafter disclosed to the Grantee by a third party not under an obligation of confidence to the Company. The Grantee agrees not to remove from the premises of the Company, except as an employee of the Company in pursuit of the business of the Company or except as specifically permitted in writing by the Company, any document or other object containing or reflecting any such confidential or proprietary information. The Grantee recognizes that all such information, whether developed by the Grantee or by someone else, will be the sole exclusive property of the Company. Upon termination of employment, the Grantee shall forthwith deliver to the Company all such confidential or proprietary information, including without limitation all lists of customers, pricing methods, financial structures, correspondence, accounts, records and any other documents, computer disks, computer programs, software, laptops, modems or property made or held by the Grantee or under the Granteeeâ€™s control in relation to the business or affairs of the Company, and no copy of any such confidential or proprietary information shall be retained by the Grantee.(d)Forfeiture for Violations. If the Grantee shall at any time violate the provisions of Section 9(a), (b), or (c), the Grantee shall immediately forfeit his/her PRSUs (whether Exhibit 10.2 Executive Versionvested or unvested) and any issuance of shares of Stock that occurs after (or within six (6) months before) any such violation shall be void ab initio.(e)Additional Agreement. For the avoidance of doubt, this Section 9 shall be in addition to and shall not supersede (or be superseded by) any other agreements related to the subject matter of this Section 9 contained in any confidentiality agreement, noncompetition agreement or any other agreement between the Grantee and the Company.10.Rights as Stockholder.Â A The Granteee or a transferee of the PRSUs shall have no rights as a stockholder with respect to any share of Stock covered by the PRSUs until the Grantee shall have become the holder of record of such share of Stock and no adjustment shall be made for dividends or distributions or other rights in respect of such share of Stock for which the record date is prior to the date upon which Grantee shall become the holder of record thereof.11.Successor. The obligations of the Company under this Agreement shall be binding upon any successor corporation or organization resulting from the merger, consolidation or other reorganization of the Company, or upon any successor corporation or organization succeeding to substantially all of the assets and business of the Company. The Company agrees that it will make appropriate provisions for the preservation of the Granteeeâ€™s rights under this Agreement in any agreement or plan that it may enter into or adopt to effect any such merger, consolidation, reorganization or transfer of assets.12.Notice. Every notice or other communication relating to this Agreement shall be in writing, and shall be mailed to or delivered by hand, by mail or electronic transmission (with confirmation of transmission) to the party for whom it is intended at such address as may from time to time be designated by it in a notice mailed or delivered to the other party as herein provided, provided that, unless and until some other address be so designated, all notices or communications by the Grantee to the Company shall be mailed or delivered to the Company at its principal executive office, and all notices or communications

by the Company to the Grantee may be given to the Grantee personally or may be mailed or e-mailed to the Grantee at the Grantee’s address or e-mail as recorded in the records of the Company.13.No Right to Continued Employment.Â This Agreement shall not be construed as giving the Grantee the right to be retained in the employ or service of the Company, a Subsidiary or an Affiliate. Further, the Company or an Affiliate may at any time dismiss the Grantee or discontinue any consulting relationship, free from any liability or any claim under this Agreement, except as otherwise expressly provided herein.14.Binding Effect. Subject to Section 8 hereof, this Agreement shall be binding upon the heirs, executors, administrators and successors of the parties hereto.15.Amendment of Agreement. The Committee may, to the extent consistent with the terms of this Agreement, waive any conditions or rights under, amend any terms of, or alter, suspend, discontinue, cancel or terminate, any portion of the PRSUs heretofore granted, prospectively or retroactively; provided that any such waiver, amendment, alteration, suspension, discontinuance, cancellation or termination that would adversely impair the rights of the Grantee in respect of any PRSUs already granted shall not to that extent be effective without the consent of the Grantee.Exhibit 10.2 Executive Version16.PRSUs Subject to Plan and NQDC Plan. By entering into this Agreement, the Grantee agrees and acknowledges that the Grantee has received and read a copy of the Plan and a copy of the NQDC Plan. The PRSUs are subject to the terms of Plan, and the NQDC Plan if the PRSUs are deferred under the NQDC Plan. The terms and provisions of the plans as they may be amended from time to time are hereby incorporated herein by reference. In the event of a conflict between any term or provision contained herein and a term or provision of either the Plan or the NQDC Plan, the applicable terms and provisions of the applicable plan will govern and prevail.17.Governing Law.Â This Agreement shall be construed and interpreted in accordance with the internal laws of the State of Delaware without regard to the principles of conflicts of law thereof, or principles of conflicts of laws of any other jurisdiction that could cause the application of the laws of any jurisdiction other than the State of Delaware.IN WITNESS WHEREOF, the parties hereto have executed this Agreement as of the day and year first above written.AMN Healthcare Services, Inc.By: Cary GracePresident & Chief Executive OfficerGRANTEEBy: Name:Exhibit 10.2 Executive VersionSCHEDULE ITSr VESTING TABLE.Â A A EX-31.1 5 amn-ex311x20240930x10q.htm EX-31.1 DocumentExhibit 31.1A Certification Pursuant ToRule 13a-14(a) of the Securities Exchange Act of 1934A I, Caroline S. Grace, certify that:Â 1. I have reviewed this report on Form 10-Q of AMN Healthcare Services, Inc.;Â 2. Based on my knowledge, this report does not contain any untrue statement of a material fact or omit to state a material fact necessary to make the statements made, in light of the circumstances under which such statements were made, not misleading with respect to the period covered by this report;Â 3. Based on my knowledge, the financial statements, and other financial information included in this report, fairly present in all material respects the financial condition, results of operations and cash flows of the registrant as of, and for, the periods presented in this report;Â 4. The registrant’s other certifying officer and I are responsible for establishing and maintaining disclosure controls and procedures (as defined in Exchange Act Rules 13a-15(e) and 15d-15(e)) and internal control over financial reporting (as defined in Exchange Act Rules 13a-15(f) and 15d-15(f) for the registrant and have:Â a) Designed such disclosure controls and procedures, or caused such disclosure controls and procedures to be designed under our supervision, to ensure that material information relating to the registrant, including its consolidated subsidiaries, is made known to us by others within those entities, particularly during the period in which this report is being prepared;Â b) Designed such internal control over financial reporting, or caused such internal control over financial reporting to be designed under our supervision, to provide reasonable assurance regarding the reliability of financial reporting and the preparation of financial statements for external purposes in accordance with generally accepted accounting principles;Â c) Evaluated the effectiveness of the registrant’s disclosure controls and procedures and presented in this report our conclusions about the effectiveness of the disclosure controls and procedures, as of the end of the period covered by this report based on such evaluation; andÂ d) Disclosed in this report any change in the registrant’s internal control over financial reporting that occurred during the registrant’s most recent fiscal quarter (the registrant’s fourth fiscal quarter in the case of an annual report) that has materially affected, or is reasonably likely to materially affect, the registrant’s internal control over financial reporting; andÂ 5. The registrant’s other certifying officer and I have disclosed, based on our most recent evaluation of internal control over financial reporting, to the registrant’s auditors and the audit committee of the registrant’s board of directors (or persons performing the equivalent functions):Â a) All significant deficiencies and material weaknesses in the design or operation of internal control over financial reporting which are reasonably likely to adversely affect the registrant’s ability to record, process, summarize and report financial information; andÂ b) Any fraud, whether or not material, that involves management or other employees who have a significant role in the registrant’s internal control over financial reporting.Â A /S/Â A A CAROLINE S. GRACECaroline S. GraceDirector, President and Chief Executive Officer(Principal Executive Officer)Â Date: NovemberÂ 7, 2024 EX-31.2 6 amn-ex312x20240930x10q.htm EX-31.2 DocumentExhibit 31.2A Certification Pursuant ToRule 13a-14(a) of the Securities Exchange Act of 1934A I, Jeffrey R. Knudson, certify that:Â 1. I have reviewed this report on Form 10-Q of AMN Healthcare Services, Inc.;Â 2. Based on my knowledge, this report does not contain any untrue statement of a material fact or omit to state a material fact necessary to make the statements made, in light of the circumstances under which such statements were made, not misleading with respect to the period covered by this report;Â 3. Based on my knowledge, the financial statements, and other financial information included in this report, fairly present in all material respects the financial condition, results of operations and cash flows of the registrant as of, and for, the periods presented in this report;Â 4. The registrant’s other certifying officer and I are responsible for establishing and maintaining disclosure controls and procedures (as defined in Exchange Act Rules 13a-15(e) and 15d-15(e)) and internal control over financial reporting (as defined in Exchange Act Rules 13a-15(f) and 15d-15(f) for the registrant and have:Â a) Designed such disclosure controls and procedures, or caused such disclosure controls and procedures to be designed under our supervision, to ensure that material information relating to the registrant, including its consolidated subsidiaries, is made known to us by others within those entities, particularly during the period in which this report is being prepared;Â b) Designed such internal control over financial reporting, or caused such internal control over financial reporting to be designed under our supervision, to provide reasonable assurance regarding the reliability of financial reporting and the preparation of financial statements for external purposes in accordance with generally accepted accounting principles;Â c) Evaluated the effectiveness of the registrant’s disclosure controls and procedures and presented in this report our conclusions about the effectiveness of the disclosure controls and procedures, as of the end of the period covered by this report based on such evaluation; andÂ d) Disclosed in this report any change in the registrant’s internal control over financial reporting that occurred during the registrant’s most recent fiscal quarter (the registrant’s fourth fiscal quarter in the case of an annual report) that has materially affected, or is reasonably likely to materially affect, the registrant’s internal control over financial reporting; andÂ 5. The registrant’s other certifying officer and I have disclosed, based on our most recent evaluation of internal control over financial reporting, to the registrant’s auditors and the audit committee of the registrant’s board of directors (or persons performing the equivalent functions):Â a) All significant deficiencies and material weaknesses in the design or operation of internal control over financial reporting which are reasonably likely to adversely affect the registrant’s ability to record, process, summarize and report financial information; andÂ b) Any fraud, whether or not material, that involves management or other employees who have a significant role in the registrant’s internal control over financial reporting.Â A /S/Â A A JEFFREY R. KNUDSONJeffrey R. KnudsonChief Financial Officer(Principal Financial and Accounting Officer)Â Date: NovemberÂ 7, 2024 EX-32.1 7 amn-ex321x20240930x10q.htm EX-32.1 DocumentExhibit 32.1A AMN Healthcare Services, Inc.Â A CERTIFICATION PURSUANT TO 18 U.S.C. SECTION 1350, AS ADOPTED PURSUANT TO SECTION 906OF THE SARBANES-OXLEY ACT OF 2002Â In connection with the Quarterly Report of AMN Healthcare Services, Inc. (the “Company”) on Form 10-Q for the period ended SeptemberÂ 30, 2024 as filed with the Securities and Exchange Commission on the date hereof (the “Report”), I, Caroline S. Grace, President and Chief Executive Officer of the Company, certify, pursuant to 18 U.S.C. SectionÂ 1350, as adopted pursuant to SectionÂ 906 of the Sarbanes-Oxley Act of 2002, that:Â (1) The Report fully complies with the requirements of section 13(a) or 15(d) of the Securities Exchange Act of 1934; andÂ (2) The information contained in the Report fairly presents, in all material respects, the financial condition and results of operations of the Company.Â A /S/Â A A CAROLINE S. GRACECaroline S. GraceDirector, President and Chief Executive Officer(Principal Executive Officer)Â Date: NovemberÂ 7, 2024 EX-32.2 8 amn-ex322x20240930x10q.htm EX-32.2 DocumentExhibit 32.2A AMN Healthcare Services, Inc.Â A CERTIFICATION PURSUANT TO 18 U.S.C. SECTION 1350, AS ADOPTED PURSUANT TO SECTION 906OF THE SARBANES-OXLEY ACT OF 2002Â In connection with the Quarterly Report of AMN Healthcare Services, Inc. (the “Company”) on Form 10-Q for the period ended SeptemberÂ 30, 2024 as filed with the Securities and Exchange Commission on the date hereof (the “Report”), I, Jeffrey R. Knudson, Chief Financial Officer of the Company, certify, pursuant to 18 U.S.C. SectionÂ 1350, as adopted pursuant to SectionÂ 906 of the Sarbanes-Oxley Act of 2002, that:Â (1) The Report fully complies with the requirements of section 13(a) or 15(d) of the Securities Exchange Act of 1934; andÂ (2) The information contained in the Report fairly presents, in all material respects, the financial condition and results of operations of the Company.Â A /S/Â A A JEFFREY R. KNUDSONJeffrey R. KnudsonChief Financial Officer(Principal Financial and Accounting Officer)Â Date: NovemberÂ 7, 2024 EX-101.SCH 9 amn-20240930.sch XBRL TAXONOMY EXTENSION SCHEMA DOCUMENT 0000001 - Document - COVER link:presentationLink link:calculationLink link:definitionLink 9952151 - Statement - CONDENSED CONSOLIDATED BALANCE SHEETS link:presentationLink link:calculationLink link:definitionLink 9952152 - Statement - CONDENSED CONSOLIDATED BALANCE SHEETS (Parenthetical) link:presentationLink link:calculationLink link:definitionLink 9952153 - Statement - CONDENSED CONSOLIDATED STATEMENTS OF COMPREHENSIVE INCOME link:presentationLink link:calculationLink link:definitionLink 9952154 - Statement - CONDENSED CONSOLIDATED STATEMENTS OF STOCKHOLDERS’ EQUITY link:presentationLink link:calculationLink link:definitionLink 9952155 - Statement - CONDENSED CONSOLIDATED STATEMENTS OF CASH FLOWS link:presentationLink link:calculationLink link:definitionLink 9952156 - Statement - CONDENSED CONSOLIDATED STATEMENTS OF CASH FLOWS (Parenthetical) link:presentationLink link:calculationLink link:definitionLink 9952157 - Disclosure - BASIS OF PRESENTATION link:presentationLink link:calculationLink link:definitionLink 9952158 - Disclosure - ACQUISITIONS link:presentationLink link:calculationLink link:definitionLink 9952159 - Disclosure - REVENUE RECOGNITION link:presentationLink link:calculationLink link:definitionLink 9952160 - Disclosure - NET INCOME PER COMMON SHARE link:presentationLink link:calculationLink link:definitionLink 9952161 - Disclosure - SEGMENT INFORMATION link:presentationLink link:calculationLink link:definitionLink 9952162 - Disclosure - NOTES PAYABLE AND CREDIT AGREEMENT link:presentationLink link:calculationLink link:definitionLink 9952163 - Disclosure - FAIR VALUE MEASUREMENT link:presentationLink link:calculationLink link:definitionLink 9952164 - Disclosure - INCOME TAXES link:presentationLink link:calculationLink link:definitionLink 9952165 - Disclosure - COMMITMENTS AND CONTINGENCIES link:presentationLink link:calculationLink link:definitionLink 9952166 - Disclosure - BALANCE SHEET DETAILS link:presentationLink link:calculationLink link:definitionLink 9954471 - Disclosure - BASIS OF PRESENTATION (Policies) link:presentationLink link:calculationLink link:definitionLink 9954472 - Disclosure - BASIS OF PRESENTATION (Tables) link:presentationLink link:calculationLink link:definitionLink 9954473 - Disclosure - ACQUISITIONS (Tables) link:presentationLink link:calculationLink link:definitionLink 9954474 - Disclosure - NET INCOME PER COMMON SHARE (Tables) link:presentationLink link:calculationLink link:definitionLink 9954475 - Disclosure - SEGMENT INFORMATION (Tables) link:presentationLink link:calculationLink link:definitionLink 9954476 - Disclosure - FAIR VALUE MEASUREMENT (Tables) link:presentationLink link:calculationLink link:definitionLink 9954477 - Disclosure - BALANCE SHEET DETAILS (Tables) link:presentationLink link:calculationLink link:definitionLink 9954478 - Disclosure - BASIS OF PRESENTATION - Reconciliation of Cash, Cash Equivalents and Restricted Cash (Details) link:presentationLink link:calculationLink link:definitionLink 9954478 - Disclosure - BASIS OF PRESENTATION - Reconciliation of Cash, Cash Equivalents and Restricted Cash (Details) link:presentationLink link:calculationLink link:definitionLink 9954479 - Disclosure - BASIS OF PRESENTATION - Reconciliation of Activity in Allowance for Credit Losses for Accounts Receivable (Details) link:presentationLink link:calculationLink link:definitionLink 9954480 - Disclosure - ACQUISITIONS - MSDR Acquisition (Details) link:presentationLink link:calculationLink link:definitionLink 9954481 - Disclosure - ACQUISITIONS - Fair Value and Useful life of Intangible Assets Acquired (Details) link:presentationLink link:calculationLink link:definitionLink 9954482 - Disclosure - NET INCOME PER COMMON SHARE - Computation of Basic and Diluted Net Income Per Common Share (Details) link:presentationLink link:calculationLink link:definitionLink 9954483 - Disclosure - NET INCOME PER COMMON SHARE - Narrative (Details) link:presentationLink link:calculationLink link:definitionLink 9954484 - Disclosure - SEGMENT INFORMATION - Narrative (Details) link:presentationLink link:calculationLink link:definitionLink 9954485 - Disclosure - SEGMENT INFORMATION - Reconciliation of Revenue and Operating Income by Reportable Segment (Details) link:presentationLink link:calculationLink link:definitionLink 9954486 - Disclosure - SEGMENT INFORMATION - Goodwill by Reportable Segment (Details) link:presentationLink link:calculationLink link:definitionLink 9954487 - Disclosure - SEGMENT INFORMATION - Disaggregation of Revenue (Details) link:presentationLink link:calculationLink link:definitionLink 9954488 - Disclosure - NOTES PAYABLE AND CREDIT AGREEMENT (Details) link:presentationLink link:calculationLink link:definitionLink 9954489 - Disclosure - FAIR VALUE MEASUREMENT - Assets and Liabilities at Fair Value (Details) link:presentationLink link:calculationLink link:definitionLink 9954490 - Disclosure - FAIR VALUE MEASUREMENT - Narrative (Details) link:presentationLink link:calculationLink link:definitionLink 9954491 - Disclosure - FAIR VALUE MEASUREMENT - Financial Assets and Liabilities (Details) link:presentationLink link:calculationLink link:definitionLink 9954492 - Disclosure - FAIR VALUE MEASUREMENT - Fair Value of Financial Instruments (Details) link:presentationLink link:calculationLink link:definitionLink 9954493 - Disclosure - COMMITMENTS AND CONTINGENCIES (Details) link:presentationLink link:calculationLink link:definitionLink 9954494 - Disclosure - BALANCE SHEET DETAILS (Details) link:presentationLink link:calculationLink link:definitionLink EX-101.CAL 10 amn-20240930.cal.xml XBRL TAXONOMY EXTENSION CALCULATION LINKBASE DOCUMENT EX-101.DEF 11 amn-20240930.def.xml XBRL TAXONOMY EXTENSION DEFINITION LINKBASE DOCUMENT EX-101.LAB 12 amn-20240930.lab.xml XBRL TAXONOMY EXTENSION LABEL LINKBASE DOCUMENT Allied staffing Allied Staffing [Member] Allied Staffing Adjustments to reconcile net income to net cash provided by operating activities: Adjustments to Reconcile Net Income (Loss) to Cash Provided by (Used in) Operating Activities [Abstract] Statistical Measurement [Domain] Statistical Measurement [Domain] Prepaid expenses Increase (Decrease) in Prepaid Expense Cover [Abstract] Cover [Abstract] Net increase (decrease) in cash, cash equivalents and restricted cash Cash, Cash Equivalents, Restricted Cash, and Restricted Cash Equivalents, Period Increase (Decrease), Including Exchange Rate Effect Other current liabilities Other current liabilities Other Liabilities, Current Deferred compensation Deferred Compensation Liability, Current Trading Symbol Trading Symbol Segment Reporting Information [Line Items] Segment Reporting Information [Line Items] All Trading Arrangements All Trading Arrangements [Member] Compensation Actually Paid vs. Net Income Compensation Actually Paid vs. Net Income [Text Block] Non-NEOs Non-NEOs [Member] Schedule of Computation of Basic and Diluted Net Income Per Common Share Schedule of Earnings Per Share, Basic and Diluted [Table Text Block] Rule 10b5-1 Arrangement Adopted Rule 10b5-1 Arrangement Adopted [Flag] Increase in allowance for credit losses and sales credits Accounts Receivable And Sales Credits, Credit Loss Expense (Reversal) Accounts Receivable And Sales Credits, Credit Loss Expense (Reversal) Awards Close in Time to MNPI Disclosures Awards Close in Time to MNPI Disclosures [Table] Accrued bonuses and commissions Accrued Bonuses And Commissions Accrued Bonuses And Commissions Cash paid for income taxes Income Taxes Paid, Net Accounts receivable, net of allowances Accounts Receivable, Allowance for Credit Loss, Current Goodwill adjustment for MSDR acquisition Goodwill, Measurement Period Adjustment Pay vs Performance Disclosure [Line Items] Peer Group Total Shareholder Return Amount Peer Group Total Shareholder Return Amount Locum tenens staffing Local Tenens Staffing [Member] Local Tenens Staffing Accounts receivable Increase (Decrease) in Accounts Receivable Net Income per Common Share Earnings Per Share, Policy [Policy Text Block] Non-Rule 10b5-1 Arrangement Adopted Non-Rule 10b5-1 Arrangement Adopted [Flag] Life insurance cash surrender value Cash Surrender Value of Life Insurance FAIR VALUE MEASUREMENT Fair Value Disclosures [Text Block] Proceeds from sale of equity investment Proceeds from Sale, Debt Security, Trading, and Equity Security, FV-NI, Held-for-Investment Award Timing Disclosures [Line Items] Other Performance Measure, Amount Other Performance Measure, Amount Common stock, shares outstanding (in shares) Beginning balance (in shares) Ending balance (in shares) Common Stock, Shares, Outstanding Restricted Cash and Cash Equivalents [Axis] Restricted Cash and Cash Equivalents [Axis] Operating lease liabilities Operating Lease, Liability, Noncurrent Segment Information Segment Reporting, Policy [Policy Text Block] Revenue from Contract with Customer [Abstract] Revenue from Contract with Customer [Abstract] Deferred revenue Contract with Customer, Liability, Current Plus dilutive effect of potential common shares (in shares) Weighted Average Number of Shares Outstanding, Diluted, Adjustment Other assets Other assets Other Assets, Noncurrent Entity Tax Identification Number Entity Tax Identification Number Repurchase of common stock (in shares) Treasury Stock, Shares, Acquired Corporate bonds Corporate Bond Securities [Member] Operating segments Operating Segments [Member] Net cash provided by operating activities Net Cash Provided by (Used in) Operating Activities Cash flows from operating activities: Net Cash Provided by (Used in) Operating Activities [Abstract] Treasury Stock Treasury Stock, Common [Member] Talent planning and acquisition Talent, Planning and Acquisitions [Member] Talent, Planning and Acquisitions Prepaid expenses Prepaid Expense, Current Equity Components [Axis] Equity Components [Axis] Other current assets Other current assets Other Assets, Current Award Timing Method Award Timing Method [Text Block] Trading Arrangements, by Individual Trading Arrangements, by Individual

[Table] Accounts Receivable Accounts Receivable [Policy Text Block] Acquired Finite-Lived Intangible Assets [Line Items] Acquired Finite-Lived Intangible Assets [Line Items] Measurement Frequency [Axis] Measurement Frequency [Axis] Share Repurchase Program [Table] Share Repurchase Program [Table] Entity Common Stock, Shares Outstanding (excluding treasury shares) Entity Common Stock, Shares Outstanding Insider Trading Policies and Procedures [Line Items] Use of Estimates Use of Estimates, Policy [Policy Text Block] Business Acquisition, Acquiree [Domain] Business Acquisition, Acquiree [Domain] Adjustment to Compensation, Amount Adjustment to Compensation Amount Compensation Amount Outstanding Recovery Compensation Amount Supplemental disclosures of non-cash investing and financing activities: Cash Flow, Noncash Investing and Financing Activities Disclosure [Abstract] Accounts receivable, subcontractor Accounts Receivable, Subcontractor Accounts Receivable, Subcontractor Aggregate Change in Present Value of Accumulated Benefit for All Pension Plans Reported in Summary Compensation Table Aggregate Change in Present Value of Accumulated Benefit for All Pension Plans Reported in Summary Compensation Table [Member] Unrealized gains on available-for-sale securities, net, and other Other Comprehensive Income (Loss), Available-for-Sale Securities Adjustment, Net of Tax, Portion Attributable to Parent Entity Small Business Entity Small Business Company Selected Measure Amount Company Selected Measure Amount Tabular List, Table Tabular List [Table Text Block] Accounts receivable, subcontractor Increase Decrease in Accounts Receivables, subcontractor Increase Decrease in Accounts Receivables, subcontractor Loss contingencies Loss Contingency, Accrual, Current Level 3 Fair Value, Inputs, Level 3 [Member] International nurse International Nurse [Member] International Nurse Aggregate Grant Date Fair Value of Equity Award Amounts Reported in Summary Compensation Table Aggregate Grant Date Fair Value of Equity Award Amounts Reported in Summary Compensation Table [Member] Schedule of Reconciliation of Activity in Allowance for Credit Losses for Accounts Receivable Accounts Receivable, Allowance for Credit Loss [Table Text Block] Accrued expenses Accrued Liabilities, Current Litigation matters accrual Loss Contingency Accrual Shares issued under employee stock purchase plan (in shares) Stock Issued During Period, Shares, Employee Stock Purchase Plans Anti-dilutive potential common shares excluded from diluted weighted average common shares outstanding (in shares) Antidilutive Securities Excluded from Computation of Earnings Per Share, Amount Credit Facility [Domain] Credit Facility [Domain] Cash, cash equivalents and restricted cash at beginning of period Cash, cash equivalents and restricted cash at end of period Total cash, cash equivalents and restricted cash Cash, Cash Equivalents, Restricted Cash, and Restricted Cash Equivalents Equity investment balance Equity Securities, FV-NI, Current Current assets: Other current assets: Assets, Current [Abstract] Goodwill Goodwill Goodwill, beginning balance Goodwill, ending balance Goodwill Consolidation Items [Axis] Consolidation Items [Axis] Beginning balance Ending balance Accounts Receivable, Allowance for Credit Loss Cash paid for shares withheld for taxes Payment, Tax Withholding, Share-Based Payment Arrangement Treasury stock (in shares) Beginning balance (in shares) Ending balance (in shares) Treasury Stock, Common, Shares Forgone Recovery due to Disqualification of Tax Benefits, Amount Forgone Recovery due to Disqualification of Tax Benefits, Amount Other Other Assets, Miscellaneous Product and Service [Domain] Product and Service [Domain] Employee Stock Option Share-Based Payment Arrangement, Option [Member] Reconciliation Of Revenue From Segments To Consolidated [Table] Reconciliation of Revenue from Segments to Consolidated [Table] Goodwill [Roll Forward] Goodwill [Roll Forward] Fair Value Disclosures [Abstract] Fair Value Disclosures [Abstract] Comprehensive income Comprehensive income Comprehensive Income (Loss), Net of Tax, Attributable to Parent Other technologies Other Technology [Member] Other Technology Preferred stock, shares outstanding (in shares) Preferred Stock, Shares Outstanding Payments on revolving credit facility Repayments of Lines of Credit Security Exchange Name Security Exchange Name Award Type Award Type [Axis] Corporate bonds Corporate Debt Securities [Member] Cash, Cash Equivalents and Restricted Cash Cash and Cash Equivalents, Restricted Cash and Cash Equivalents, Policy [Policy Text Block] Loss on disposal or impairment of long-lived assets Gain (Loss) On Disposal Or Impairment Of Long-lived Assets Gain (Loss) On Disposal Or Impairment Of Long-lived Assets Gain (Loss) On Disposal Or Impairment Of Long-lived Assets Fixed assets, net of accumulated depreciation of \$341,040 and \$285,081 at SeptemberÂ 30, 2024 and DecemberÂ 31, 2023, respectively Fixed assets, net Property, Plant and Equipment, Net Total liabilities Liabilities Common stock, par value (in dollars per share) Common Stock, Par or Stated Value Per Share Forgone Recovery, Explanation of Impracticability Forgone Recovery, Explanation of Impracticability [Text Block] Intangible assets acquired, weighted average useful life Acquired Finite-Lived Intangible Assets, Weighted Average Useful Life Revolving Credit Facility Revolving Credit Facility [Member] Expiration Date Trading Arrangement Expiration Date Fair Value, Measurements, Nonrecurring Fair Value, Nonrecurring [Member] Cash flows from investing activities: Net Cash Provided by (Used in) Investing Activities [Abstract] Other assets: Other Assets [Abstract] Operating lease liabilities Operating Lease, Liability, Current Total Shareholder Return Amount Total Shareholder Return Amount Common stock, shares issued (in shares) Common Stock, Shares, Issued Equity Awards Adjustments, Footnote Equity Awards Adjustments, Footnote [Text Block] Maximum borrowing capacity Line of Credit Facility, Maximum Borrowing Capacity Insider Trading Policies and Procedures Adopted Insider Trading Policies and Procedures Adopted [Flag] Accumulated depreciation Accumulated depreciation Accumulated Depreciation, Depletion and Amortization, Property, Plant, and Equipment Fixed assets, gross Property, Plant and Equipment, Gross Debt Instrument [Line Items] Debt Instrument [Line Items] Named Executive Officers, Footnote Named Executive Officers, Footnote [Text Block] Common stock, shares authorized (in shares) Common Stock, Shares Authorized Diluted (in shares) Weighted average common shares outstanding - diluted (in shares) Weighted Average Number of Shares Outstanding, Diluted Other comprehensive income: Other Comprehensive Income (Loss), Net of Tax, Portion Attributable to Parent [Abstract] Language services Language Services [Member] Language Services MNPI Disclosure Timed for Compensation Value MNPI Disclosure Timed for Compensation Value [Flag] Long-term Debt, Type [Axis] Long-Term Debt, Type [Axis] Total stockholdersâ€™ equity Beginning balance Ending balance Equity, Attributable to Parent Schedule of Reconciliation of Cash, Cash Equivalents and Restricted Cash Schedule of Cash Flow, Supplemental Disclosures [Table Text Block] Accounts payable and accrued expenses: Accounts Payable and Accrued Liabilities, Current [Abstract] Litigation Case [Axis] Litigation Case [Axis] Interest expense, net, and other Interest expense, net, and other Interest Expense, Nonoperating Provision for deferred income taxes Deferred Income Tax Expense (Benefit) Accrued payroll Accrued Salaries, Current Schedule of Goodwill by Reportable Segment Schedule of Goodwill [Table Text Block] Earn-out payments to settle contingent consideration liabilities for prior acquisitions Payment for Contingent Consideration Liability, Financing Activities Selling, general and administrative Selling, General and Administrative Expense 2027 Notes 4.625% Senior Notes Due 2027 [Member] 4.625% Senior Notes Due 2027 [Member] Nurse and allied solutions NurseÂ andÂ Allied Solutions Nurse and Allied Healthcare Staffing [Member] Nurse and allied healthcare staffing. Amounts written off charged against the allowance Accounts Receivable, Allowance for Credit Loss, Writeoff Other comprehensive income Other Comprehensive Income (Loss), Net of Tax, Portion Attributable to Parent Fair Value, Measurements, Recurring Fair Value, Recurring [Member] Accounts receivable, net of allowances of \$31,199 and \$3,223 at SeptemberÂ 30, 2024 and DecemberÂ 31, 2023, respectively Accounts Receivable, after Allowance for Credit Loss, Current Net gain on deferred compensation balances Gain (Loss) On Deferred Compensation Gain (Loss) On Deferred Compensation Asset impairment charges Asset Impairment Charges Other liabilities Increase (Decrease) in Other Operating Liabilities Pension Adjustments Prior Service Cost Pension Adjustments Prior Service Cost [Member] Document Fiscal Period Focus Document Fiscal Period Focus All Executive Categories All Executive Categories [Member] Changed Peer Group, Footnote Changed Peer Group, Footnote [Text Block] Goodwill expected to be deductible for tax purposes Business Acquisition, Goodwill, Expected Tax Deductible Amount ASSETS Assets [Abstract] Document Type Document Type Deferred compensation Deferred Compensation [Member] Deferred Compensation [Member] Commercial paper Commercial Paper [Member] Pension Benefits Adjustments, Footnote Pension Benefits Adjustments, Footnote [Text Block] Schedule of Reconciliation of Revenue and Operating Income by Reportable Segment Schedule of Segment Reporting Information, by Segment [Table Text Block] Total Shareholder Return Vs Peer Group Total Shareholder Return Vs Peer Group [Text Block] Labor disruption services Labor Disruption Services [Member] Labor Disruption Services BASIS OF PRESENTATION Basis of Accounting [Text Block] Maximum Maximum [Member] Cash received for working capital settlement of prior year acquisition Proceeds from Previous Acquisition Equity Valuation Assumption Difference, Footnote Equity Valuation Assumption Difference, Footnote [Text Block] Accumulated impairment loss Goodwill, Impaired, Accumulated Impairment Loss Payment of financing costs Payments of Financing Costs Accounts payable and accrued expenses Accounts payable and accrued expenses Accounts Payable, Current Fair Value of Assets and Liabilities Fair Value Measurement, Policy [Policy Text Block] ACQUISITIONS Business Combination Disclosure [Text Block] Current Fiscal Year End Date Current Fiscal Year End Date Statistical Measurement [Axis] Statistical Measurement [Axis] PEO Name PEO Name Non-Rule 10b5-1 Arrangement Terminated Non-Rule 10b5-1 Arrangement Terminated [Flag] Income before income taxes Income (Loss) from Continuing Operations before Income Taxes, Noncontrolling Interest Non-PEO NEO Average Total Compensation Amount Non-PEO NEO Average Total Compensation Amount All Award Types Award Type [Domain] Name Outstanding Recovery, Individual Name Cash received Business Combination, Recognized Identifiable Assets Acquired and Liabilities Assumed, Cash and Equivalents Equity awards vested, net of shares withheld for taxes (in shares) Shares Issued, Shares, Share-Based Payment Arrangement, after Forfeiture Compensation Actually Paid vs. Company Selected Measure Compensation Actually Paid vs. Company Selected Measure [Text Block] Non-PEO NEO Non-PEO NEO [Member] Useful Life Finite-Lived Intangible Asset, Useful Life Additional Paid-in Capital Additional Paid-in Capital [Member] Award Timing Predetermined Award Timing Predetermined [Flag] Accelerated share repurchases, final delivery, shares (in shares) Accelerated Share Repurchases, Final Delivery, Shares Accelerated Share Repurchases, Final Delivery, Shares Customer relationships Customer Relationships [Member] Diluted (in dollars per share) Net income per common share - diluted (in dollars per share) Earnings Per Share, Diluted Accelerated share repurchases, initial delivery, shares (in shares) Accelerated Share Repurchases, Initial Delivery, Shares Accelerated Share Repurchases, Initial Delivery, Shares Finite-Lived Intangible Assets by Major Class [Axis] Finite-Lived Intangible Assets by Major Class [Axis] Revenue Recognition Revenue from Contract with Customer [Policy Text Block] Accumulated amortization Finite-Lived Intangible Assets, Accumulated Amortization Name Measure Name Entity Interactive Data Current Entity Interactive Data Current Deferred revenue Increase (Decrease) in Contract with Customer, Liability Restatement does not require Recovery Restatement Does Not Require Recovery [Text Block] ESPP contributions Share-based Payment Arrangement, Employee Stock Purchase Program Contribution, Current Share-based Payment Arrangement, Employee Stock Purchase Program Contribution, Current Pending Litigation Pending Litigation [Member] Preferred stock, shares issued (in shares) Preferred Stock, Shares Issued Schedule of Financial Assets and Liabilities Measured at Fair Value on Recurring Basis Schedule of Fair Value, Assets and Liabilities Measured on Recurring Basis [Table Text Block] Statement of Financial Position [Abstract] Statement of Financial Position [Abstract] Share-based compensation Share-based compensation Share-Based Payment Arrangement, Noncash Expense Notes payable, net of unamortized fees and premium Notes Payable, Noncurrent Income tax expense Income Tax Expense (Benefit) Interest rate Debt Instrument, Interest Rate, Stated Percentage Unallocated corporate overhead Segment Reporting, Reconciling Item, Corporate Nonsegment [Member] Accounts Receivable, Allowance for Credit Loss [Roll Forward] Accounts Receivable, Allowance for Credit Loss [Roll Forward] Supplemental disclosures of cash flow information: Supplemental Cash Flow Information [Abstract] Net income - diluted Net Income (Loss) Available to Common Stockholders, Diluted Revenue Revenue from Contract with Customer, Excluding Assessed Tax Statement of Comprehensive Income [Abstract] Statement of Comprehensive Income [Abstract] Net cash used in investing activities Net Cash Provided by (Used in) Investing Activities Income from operations Segment operating income Operating Income (Loss) Business Acquisition [Line Items] Business Acquisition [Line Items] Other Other Employee-related Liabilities, Current Number of reportable segments Number of Reportable Segments Total liabilities and stockholdersâ€™ equity Liabilities and Equity Rule 10b5-1 Arrangement Terminated Rule 10b5-1 Arrangement Terminated [Flag] All Adjustments to Compensation All Adjustments to Compensation [Member] Fair Value Hierarchy and NAV [Axis] Fair Value Hierarchy and NAV [Axis] Accrued compensation and benefits Accrued compensation and benefits Employee-related Liabilities, Current Acquisition contingent consideration liabilities Contingent Consideration [Member] Contingent Consideration [Member] Additional paid-in capital Additional Paid in Capital Commitments and Contingencies Disclosure [Abstract] Commitments and Contingencies Disclosure [Abstract] Staffing databases Staffing Database [Member] Staffing Database Finite-Lived Intangible Assets, Major Class Name [Domain] Finite-Lived Intangible Assets, Major Class Name [Domain] Other current liabilities: Other Liabilities, Current [Abstract] Right-of-use assets obtained in exchange for operating lease liabilities Right-of-Use Asset Obtained in Exchange for Operating Lease Liability Underlying Security Market Price Change Underlying Security Market Price Change, Percent Individual: Individual [Axis] Accumulated Other Comprehensive Loss AOCl Attributable to Parent [Member] Balance Sheet Related Disclosures [Abstract] Balance Sheet Related Disclosures [Abstract] Product and Service [Axis] Product and Service [Axis] Long-term Debt, Type [Domain] Long-Term Debt, Type [Domain] Entity Address, State or Province Entity Address, State or Province Statement [Line Items] Statement [Line Items] Erroneous Compensation Analysis Erroneous Compensation Analysis [Text Block] Trade accounts payable Accounts Payable, Trade, Current Operating expenses: Operating Expenses [Abstract] Compensation Actually Paid vs. Total Shareholder Return Compensation Actually Paid vs. Total Shareholder Return [Text Block] Purchase price Business Combination, Consideration Transferred LIABILITIES AND STOCKHOLDERSâ€™ EQUITY Liabilities and Equity [Abstract] Interest capitalized Interest Paid, Capitalized, Investing Activities Local staffing Local Staffing [Member] Local Staffing Furniture and equipment Furniture and Fixtures, Gross Temporary staffing Temporary Staffing [Member] Temporary Staffing Share Repurchase Program [Line Items] Share Repurchase Program [Line Items] Minimum Minimum [Member] Restatement Determination Date Restatement Determination Date Adoption Date Trading Arrangement Adoption Date Pay vs Performance Disclosure Pay vs Performance Disclosure [Table] Permanent placement Permanent Placement [Member] Permanent Placement [Member] Income taxes receivable Increase (Decrease) in Income Taxes Receivable International nurse permanent placement International Nurse Permanent Placement [Member] International Nurse Permanent Placement Operating lease right-of-use assets Operating Lease, Right-of-Use Asset Erroneously Awarded Compensation Recovery Erroneously Awarded Compensation Recovery [Table] Provision for expected credit losses Accounts Receivable, Credit Loss Expense (Reversal) Segments [Axis] Segments [Axis] Change in Fair Value as of Vesting Date of Prior Year Equity Awards Vested in Covered Year Change in Fair Value as of Vesting Date of Prior Year Equity Awards Vested in Covered Year [Member] Exercise Price Award Exercise Price Net INCOME PER COMMON SHARE Earnings Per Share [Text Block] Accrued compensation and benefits Increase (Decrease) in Employee Related Liabilities Arrangement Duration Trading Arrangement Duration Stockholdersâ€™ equity: Equity, Attributable to Parent [Abstract] Net loss on investments in available-for-sale securities Gain (Loss) on Investments Peer Group Issuers, Footnote Peer Group Issuers, Footnote [Text Block] Leasehold improvements Leasehold Improvements, Gross Segments [Domain] Segments [Domain] Material Terms of Trading Arrangement Material Terms of Trading Arrangement [Text Block] Client deposits Deposit Liability, Current All Individuals All Individuals [Member] Proceeds from revolving credit facility Proceeds from Lines of Credit Tradenames and trademarks Trademarks and Trade Names [Member] PEO PEO [Member] Income Tax Disclosure [Abstract] Income Tax Disclosure [Abstract] Estimated Fair Value Debt Instrument, Fair Value Disclosure Name Trading Arrangement, Individual Name Statement of Stockholders' Equity [Abstract] Statement of Stockholders' Equity [Abstract] Intangible assets, net of accumulated amortization of \$513,785 and \$442,052 at SeptemberÂ 30, 2024 and DecemberÂ 31, 2023, respectively Intangible Assets, Net (Excluding Goodwill) Other assets Increase (Decrease) in Other Noncurrent Assets Shares purchased under employee stock purchase plan Stock Purchased During Period, Value, Employee Stock Purchase Plan Stock Purchased During Period, Value, Employee Stock Purchase Plan Treasury stock, at cost; 12,613 shares at SeptemberÂ 30, 2024 and DecemberÂ 31, 2023 Treasury Stock, Common, Value Business Combination, Asset Acquisition, and Joint Venture Formation [Abstract] Awards Close in Time to MNPI Disclosures, Table Awards Close in Time to MNPI Disclosures [Table Text Block] Prior Year End Fair Value of Equity Awards Granted in Any Prior Year that Fail to Meet Applicable Vesting Conditions During Covered Year Prior Year End Fair Value of Equity Awards Granted in Any Prior Year that Fail to Meet Applicable Vesting Conditions During Covered Year [Member] Aggregate Erroneous Compensation Amount Aggregate Erroneous Compensation Amount Schedule of Fair Value and Useful life of Intangible Assets Acquired Finite-Lived and Indefinite-Lived Intangible Assets Acquired as Part of Business Combination [Table Text Block] Local Phone Number Local Phone Number Accelerated share repurchases, prepaid amount Accelerated Share Repurchases, Settlement (Payment) or Receipt Liability Class [Axis] Liability Class [Axis] Other Other Assets, Miscellaneous, Current Aggregate Erroneous Compensation Not Yet Determined Aggregate Erroneous Compensation Not Yet Determined [Text Block] Liabilities assumed Business Combination, Recognized Identifiable Assets Acquired and Liabilities Assumed, Liabilities Total operating expenses Operating Expenses Deferred income taxes, net Deferred Income Tax Liabilities, Net Total cash, cash equivalents and restricted cash and investments Cash, Cash Equivalents, And Restricted Cash, Cash Equivalents, and Investments Subcontractor Accounts Payable to Subcontractor Accounts payable to subcontractor. Changes in assets and liabilities, net of effects from acquisitions: Increase (Decrease) in Operating Capital [Abstract] Schedule of Fair Value of Financial Instruments Schedule of Fair Value, off-Balance-Sheet Risks [Table Text Block] Non-cash lease expense Lessee, Operating Lease, Noncash Expense Lessee, Operating Lease, Noncash Expense PEO Total Compensation Amount PEO Total Compensation Amount Identifiable intangible assets Fair Value Business Combination, Recognized Identifiable Assets Acquired and Liabilities Assumed, Finite-Lived Intangibles 2029 Notes 4.000% Senior Notes Due 2029 [Member] 4.000% Senior Notes Due 2029 Share Repurchase Program [Domain] Share Repurchase Program [Domain] COMMITMENTS AND CONTINGENCIES Commitments and Contingencies Disclosure [Text Block]

Part Disclosure [Abstract] Debt Disclosure [Abstract] Common Stock Common Stock [Member] Measure: Measure [Axis] Equity awards vested, net of shares Issued for Taxes Issued, Value, Share-Based Payment Arrangement, after Forfeiture Asset Class [Domain] Asset Class [Domain] Preferred stock, shares authorized (in shares) Preferred Stock, Shares Authorized Forgone Recovery due to Expense of Enforcement, Amount Forgone Recovery due to Expense of Enforcement, Amount Schedule of Business Acquisitions, by Acquisition [Table] Schedule of Business Acquisitions, by Acquisition [Table] Software Capitalized Computer Software, Gross Line of Credit Line of Credit [Member] Entity Emerging Growth Company Entity Emerging Growth Company Other Sundry Liabilities, Current Segment Reporting [Abstract] Segment Reporting [Abstract] International nurse staffing International Nurse Staffing [Member] International Nurse Staffing Entity Central Index Key Entity Central Index Key Unallocated corporate overhead Unallocated Corporate Overhead Unallocated corporate overhead, Non-GAAP Measure Description Non-GAAP Measure Description [Text Block] Non-PEO NEO Average Compensation Actually Paid Amount Non-PEO NEO Average Compensation Actually Paid Amount Accounts payable and accrued expenses Increase (Decrease) in Accounts Payable and Accrued Liabilities Award Timing, How MNPI Considered Award Timing, How MNPI Considered [Text Block] Equity Component [Domain] Equity Component [Domain] Preferred stock, par value (in dollars per share) Preferred Stock, Par or Stated Value Per Share SEGMENT INFORMATION Segment Reporting Disclosure [Text Block] MSDR MSI Systems Corp. and DrWanted.com LLC [Member] MSI Systems Corp. and DrWanted.com LLC Additional 402(v) Disclosure Additional 402(v) Disclosure [Text Block] Change in fair value of contingent consideration liabilities Business Combination, Contingent Consideration Arrangements, Change in Amount of Contingent Consideration, Liability Share-based compensation APIC, Share-Based Payment Arrangement, Increase for Cost Recognition Entity Shell Company Entity Shell Company Entity Incorporation, State or Country Code Entity Incorporation, State or Country Code Title Trading Arrangement, Individual Title Statement [Table] Statement [Table] Measurement Frequency [Domain] Measurement Frequency [Domain] Consolidation Items [Domain] Consolidation Items [Domain] City Area Code City Area Code Current liabilities: Liabilities, Current [Abstract] Cash paid for interest (net of \$509 and \$1,026 capitalized for the nine months ended September 30, 2024 and 2023, respectively) Interest Paid, Excluding Capitalized Interest, Operating Activities Less restricted investments Restricted Investments Cumulative upward adjustments Equity Securities without Readily Determinable Fair Value, Upward Price Adjustment, Cumulative Amount Insider Trading Policies and Procedures Not Adopted Insider Trading Policies and Procedures Not Adopted [Text Block] Level 1 Fair Value, Inputs, Level 1 [Member] Total current assets Assets, Current Statement of Cash Flows [Abstract] Statement of Cash Flows [Abstract] Senior Notes Senior Notes [Member] Repurchase of common stock Payments for Repurchase of Common Stock Number of healthcare staffing companies Business Combination, Number Of Companies Acquired Business Combination, Number Of Companies Acquired Schedule of Long-term Debt Instruments [Table] Schedule of Long-Term Debt Instruments [Table] Workers compensation reserve Workers' Compensation Liability, Noncurrent Restricted Investments Restricted Investments [Member] Restricted Investments Schedule of Segment Reporting Information, by Segment [Table] Schedule of Segment Reporting Information, by Segment [Table] INCOME TAXES Income Tax Disclosure [Text Block] Net income per common share: Earnings Per Share [Abstract] Earnings Per Share [Abstract] Retained earnings Retained Earnings (Accumulated Deficit) Cumulative downward adjustments Equity Securities without Readily Determinable Fair Value, Downward Price Adjustment, Cumulative Amount Professional liability reserve Self Insurance Reserve, Noncurrent Organization, Consolidation and Presentation of Financial Statements [Abstract] Organization, Consolidation and Presentation of Financial Statements [Abstract] Aggregate Available Trading Arrangement, Securities Aggregate Available Amount Equity Awards Adjustments Equity Awards Adjustments [Member] Net cash used in financing activities Net Cash Provided by (Used in) Financing Activities Underlying Securities Award Underlying Securities Amount Workers compensation reserve Workers' Compensation Liability, Current Credit Facility [Axis] Credit Facility [Axis] Amendment Flag Amendment Flag Schedule of Supplemental Balance Sheet Disclosures Schedule of Supplemental Balance Sheet Disclosures [Table Text Block] Schedule of Supplemental Balance Sheet Disclosures [Table Text Block] Entity Registrant Name Entity Registrant Name Payments to fund deferred compensation plan Payment to Acquire Life Insurance Policy, Investing Activities Adjustment to Non-PEO NEO Compensation Footnote Adjustment to Non-PEO NEO Compensation Footnote [Text Block] Stock Appreciation Rights (SARs) Stock Appreciation Rights (SARs) [Member] Depreciation and amortization (inclusive of depreciation included in cost of revenue) Depreciation, Depletion and Amortization Other Other Accounts Payable and Accrued Liabilities Excise tax payable on share repurchases Excise Tax Payable, Share Repurchase Excise Tax Payable, Share Repurchase Gross profit Gross Profit Technology-enabled services Technology Enabled Services [Member] Technology Enabled Services Fair Value as of Grant Date Award Grant Date Fair Value Assets (liabilities) measured at fair value on a recurring basis Contingent consideration liabilities Fair Value, Net Asset (Liability) Level 2 Level 2 Fair Value, Inputs, Level 2 [Member] NOTES PAYABLE AND CREDIT AGREEMENT Debt Disclosure [Text Block] Fair Value Hierarchy and NAV [Domain] Fair Value Hierarchy and NAV [Domain] Recovery of Erroneously Awarded Compensation Disclosure [Line Items] Carrying Amount Debt Instrument, Face Amount Schedule of Disaggregation of Revenue Disaggregation of Revenue [Table Text Block] Entity Address, Postal Zip Code Entity Address, Postal Zip Code Restatement Determination Date: Restatement Determination Date [Axis] Title of 12(b) Security Title of 12(b) Security Other long-term liabilities: Other Liabilities, Noncurrent [Abstract] Common stock, \$0.01 par value; 200,000 shares authorized; 50,631 issued and 38,018 outstanding at September 30, 2024 and 50,423 issued and 37,810 outstanding at December 31, 2023 Common Stock, Value, Issued Accrued compensation and benefits: Employee-related Liabilities [Abstract] Restricted cash, cash equivalents and investments Restricted cash, cash equivalents and investments Restricted Cash and Investments, Noncurrent Cash and cash equivalents Cash and Cash Equivalents, at Carrying Value Income before income taxes Income (Loss) Attributable to Parent, before Tax Litigation Status [Axis] Litigation Status [Axis] Year-over-Year Change in Fair Value of Equity Awards Granted in Prior Years that are Outstanding and Unvested Year-over-Year Change in Fair Value of Equity Awards Granted in Prior Years that are Outstanding and Unvested [Member] Travel nurse staffing Travel Nurse Staffing [Member] Temporary Staffing [Member] Fair Value by Liability Class [Domain] Fair Value by Liability Class [Domain] Cash flows from financing activities: Net Cash Provided by (Used in) Financing Activities [Abstract] Year-end Fair Value of Equity Awards Granted in Covered Year that are Outstanding and Unvested Year-end Fair Value of Equity Awards Granted in Covered Year that are Outstanding and Unvested [Member] Preferred stock, \$0.01 par value; 10,000 shares authorized; none issued and outstanding at September 30, 2024 and December 31, 2023 Preferred Stock, Value, Issued Revolving credit facility Long-Term Line of Credit, Noncurrent Vendor management systems Vendor Management Systems [Member] Vendor Management Systems Proceeds from sale and maturity of investments Proceeds from Sale, Maturity and Collection of Investments Cash and Cash Equivalents [Domain] Cash and Cash Equivalents [Domain] Depreciation and amortization (exclusive of depreciation included in cost of revenue) Depreciation and amortization Depreciation, Depletion and Amortization, Nonproduction Basic (in dollars per share) Net income per common share - basic (in dollars per share) Earnings Per Share, Basic Cash returned to the company for final working capital settlement Cash Acquired from Acquisition Cash paid for amounts included in the measurement of operating lease liabilities Operating Lease, Payments Adjustment to PEO Compensation, Footnote Adjustment to PEO Compensation, Footnote [Text Block] Award Timing MNPI Disclosure Award Timing MNPI Disclosure [Text Block] Purchase of fixed assets recorded in accounts payable and accrued expenses Capital Expenditures Incurred but Not yet Paid Aggregate Pension Adjustments Service Cost Aggregate Pension Adjustments Service Cost [Member] Technology and workforce solutions Technology and Workforce Solutions Technology And Workforce Solutions [Member] Technology And Workforce Solutions [Member] Net income - basic Net Income (Loss) Available to Common Stockholders, Basic Compensation Actually Paid vs. Other Measure Compensation Actually Paid vs. Other Measure [Text Block] Total current liabilities Liabilities, Current Vesting Date Fair Value of Equity Awards Granted and Vested in Covered Year Vesting Date Fair Value of Equity Awards Granted and Vested in Covered Year [Member] Weighted average common shares outstanding: Weighted Average Number of Shares Outstanding, Diluted [Abstract] Share Repurchase Program [Axis] Share Repurchase Program [Axis] Total assets Assets Cost of revenue Cost of Goods and Services Sold Income taxes receivable Income Taxes Receivable, Current Purchase and development of fixed assets Payments to Acquire Property, Plant, and Equipment Other long-term liabilities Other long-term liabilities Other Liabilities, Noncurrent Forgone Recovery due to Violation of Home Country Law, Amount Forgone Recovery due to Violation of Home Country Law, Amount Commitments and contingencies Commitments and Contingencies Other Other Sundry Liabilities, Noncurrent Termination Date Trading Arrangement Termination Date Fair Value, Assets and Liabilities Measured on Recurring and Nonrecurring Basis [Line Items] Fair Value, Assets and Liabilities Measured on Recurring and Nonrecurring Basis [Line Items] Interim leadership staffing Interim Leadership Staffing [Member] Interim Leadership Staffing Entity Address, City or Town Entity Address, City or Town Debt Instrument [Axis] Debt Instrument [Axis] Net income Net income Net Income (Loss) Net Income (Loss) Attributable to Parent Trading Arrangement: Trading Arrangement [Axis] Segment Reporting, Revenue Reconciling Item [Line Items] Segment Reporting, Revenue Reconciling Item [Line Items] Pay vs Performance Disclosure, Table Pay vs Performance [Table Text Block] Loss Contingencies [Table] Loss Contingencies [Table] Business Acquisition [Axis] Business Acquisition [Axis] Equity Awards Adjustments, Excluding Value Reported in Compensation Table Equity Awards Adjustments, Excluding Value Reported in the Compensation Table [Member] Fixed assets: Property, Plant and Equipment, Net [Abstract] Dividends or Other Earnings Paid on Equity Awards not Otherwise Reflected in Total Compensation for Covered Year Dividends or Other Earnings Paid on Equity Awards not Otherwise Reflected in Total Compensation for Covered Year [Member] Entity File Number Entity File Number REVENUE RECOGNITION Revenue from Contract with Customer [Text Block] Document Fiscal Year Focus Document Fiscal Year Focus Entity Address, Address Line One Entity Address, Address Line One Restricted Cash Equivalents Restricted Cash Equivalents [Member] Restricted Cash Equivalents Repurchase of common stock Treasury Stock, Value, Acquired, Cost Method Entity Address, Address Line Two Entity Address, Address Line Two Debt Instrument, Name [Domain] Debt Instrument, Name [Domain] Fair value of tangible assets acquired Business Combination, Recognized Identifiable Assets Acquired And Liabilities Assumed, Tangible Assets Business Combination, Recognized Identifiable Assets Acquired And Liabilities Assumed, Tangible Assets Name Forgone Recovery, Individual Name Document Period End Date Document Period End Date Finite-Lived Intangible Assets Acquired as Part of Business Combination [Table] Finite-Lived Intangible Assets Acquired as Part of Business Combination [Table] Physician and leadership solutions Physician and Leadership Solutions Physician And Leadership Solutions [Member] Physician And Leadership Solutions [Member] Non-cash interest expense and other Other Noncash Income (Expense) Award Timing MNPI Considered Award Timing MNPI Considered [Flag] Asset Class [Axis] Asset Class [Axis] Insider Trading Arrangements [Line Items] BALANCE SHEET DETAILS Supplemental Balance Sheet Disclosures [Text Block] Outstanding Aggregate Erroneous Compensation Amount Outstanding Aggregate Erroneous Compensation Amount Other current assets Increase (Decrease) in Other Current Assets PEO Actually Paid Compensation Amount PEO Actually Paid Compensation Amount Adjustment to Compensation: Adjustment to Compensation [Axis] Document Transition Report Document Transition Report Depreciation (included in cost of revenue) Cost, Depreciation Document Quarterly Report Document Quarterly Report Litigation Case [Domain] Litigation Case [Domain] Fair Value, Recurring and Nonrecurring [Table] Fair Value, Assets and Liabilities Measured on Recurring and Nonrecurring Basis [Table] Fair Value, Recurring and Nonrecurring [Table] Accumulated other comprehensive loss Accumulated Other Comprehensive Income (Loss), Net of Tax Entity Current Reporting Status Entity Current Reporting Status Retained Earnings Retained Earnings [Member] Accelerated Share Repurchase Agreement Accelerated Share Repurchase Agreement [Member] Accelerated Share Repurchase Agreement Restricted cash and cash equivalents (included in other current assets) Restricted cash and cash equivalents Restricted Cash and Cash Equivalents Pension Adjustments Service Cost Pension Adjustments Service Cost [Member] Litigation Status [Domain] Litigation Status [Domain] Basic (in shares) Weighted average common shares outstanding - basic (in shares) Weighted Average Number of Shares Outstanding, Basic Stock Price or TSR Estimation Method Stock Price or TSR Estimation Method [Text Block] Professional liability reserve Self Insurance Reserve, Current Increase (Decrease) in Stockholders' Equity (Roll Forward) Increase (Decrease) in Stockholders' Equity (Roll Forward) Executive Category: Executive Category [Axis] Name Awards Close in Time to MNPI Disclosures, Individual Name Entity Filer Category Entity Filer Category Wage and Hour claims Wage And Hour Claims [Member] Wage And Hour Claims [Member] Commitments and Contingencies [Line Items] Loss Contingencies [Line Items] Company Selected Measure Name Company Selected Measure Name EX-101.PRE 13 20240930_pre.xml XBRL TAXONOMY EXTENSION PRESENTATION LINKBASE DOCUMENT GRAPHIC 14 amm-20240930_g1.jpg begin 644 amm-20240930_g1.jpg M JC X 02D9J1 @ ! 0 s # @ X 0 B17A19R @ 34T * @ @ 0 s2 , M ! \$ \$ X Q824+7UJ23T9J3\$4 0 Q3(ENP)0 ! M:G1R M4D=-@%A96B 'S @ ! D ! @ X A8W-P35 M!5 !J14 , 0 0 9 S58P 2D ! @ 'Z @ X " (4 M AT) @ (O C @ "00+ @ E0"70G G\$+> "S HX" F B J P M @ + ! L L "U @ @ N L " M , P L # + @ A R T # , " T # 6 @ F W F @ " * Y 8 H Y @ N [H # Q P 3 + ! [! P Y 1 M 8 \$ S P 0 ! " T \$ P 1 (! % 4 S P 1 Q " X C 2 " @ \$ M @ 3 S ! , X30P3 ! % 0 44 % @ 8 & ! A 8 & ! P 8 W ! D @ 6 0 9 J ! G L & C = M ! J P & J ! N , & ! 0 " ! Q D " P < ! J T " 8 0 " T X 8 F 0 " L ! @ T ? E ! , " (P " @ " ? " (! M 1 @ A " & X ! @ B 6 " H ! @ C 0 2 " , < " P 2 0 " D 4 " @ E " 6 0 " @ F " ! " 0 N @ G " F " 2 4 " @ P H 1 M " B " 0 ! 14 " F H " @ Q 8 J " F H " @ Q 0 K " < " @ " P L B " D 4 + 4 0 M ! X " F N P " @ " X 0 0 Y " ! (, M 0 " X # # # P = 0 R , * " # , P S 9 ! , " # U T F 4 - 6 @ U T # 8 X J 0 W # # = X < X3 # B X . 2 0 Y D M # G , F P Z V # M (, ! @) # R 4 / 0 0 ! > # W H / E @ " S # ! V ! ! " \$) 8 0 0 Q ! A \$ X 0 F Q " Y \$ < 0 M 1 \$ 3 \$ 3 1 3 0 % M \$ 8 P 1 J A " \$ > @ 2 ! Q (F \$ D 4 2 9 ! " \$ \$ J , 2 P Q + C \$ P , 3 Q @ # \$ V , 3 @ Q M \$ 4 3 Y 1 0 % & " < 4 2 1 1 J % (L 4 K 1 3 % / 5 8 A 4 T 5 8 5 ! > 1 6 % ; T 5 X 8 ! 6 % M \$ 8 B 6 2 1 9 L % H 6 M L A ; 6 % H 0 7 " 1 = 1 9 V 4 7 B 1 > N % (7 ! Q @ & " \$ 8 9 1 B " & " 8 U 1 C 2 & 2 9 1 ! E K & 9 8 9 M Q T = M @ & @ " A 1 ! & G & : G A K % G N P ! L ! & V , B A N R & ! H - A P J " % < @ Q R C " , P 1 7 " > 4 " = M A Z 4 K X > Z 1 3 X 3 " 1 " 4 " ! (7 Z B \$ 5 \$ @ " " " 8 , 0 " = M (4 @ A = 2 & A (B) K P J H " 2 0 " # S

[illegible]

[illegible]

Entity Small Business	false	
Entity Emerging Growth Company	false	
Entity Shell Company	false	
Entity Common Stock, Shares Outstanding (excluding treasury shares)		38,073,722
Entity Central Index Key	0001142750	
Current Fiscal Year End Date	--12-31	
Document Fiscal Year Focus	2024	
Document Fiscal Period Focus	Q3	
Amendment Flag	false	

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CONDENSED CONSOLIDATED BALANCE SHEETS - USD (\$) \$ in Thousands	Sep. 30, 2024	Dec. 31, 2023
Current assets:		
Cash and cash equivalents	\$ 30,550	\$ 32,935
Accounts receivable, net of allowances of \$31,199 and \$32,233 at September 30, 2024 and December 31, 2023, respectively	451,062	623,488
Accounts receivable, subcontractor	68,566	117,703
Prepaid expenses	17,073	21,889
Other current assets	45,015	45,670
Total current assets	612,266	841,685
Restricted cash, cash equivalents and investments	72,167	68,845
Fixed assets, net of accumulated depreciation of \$341,040 and \$285,081 at September 30, 2024 and December 31, 2023, respectively	196,902	191,385
Other assets	267,266	236,796
Goodwill	1,116,815	1,111,549
Intangible assets, net of accumulated amortization of \$513,785 and \$442,052 at September 30, 2024 and December 31, 2023, respectively	402,400	474,134
Total assets	2,667,816	2,924,394
Current liabilities:		
Accounts payable and accrued expenses	213,206	343,847
Accrued compensation and benefits	281,683	278,536
Other current liabilities	23,657	33,738
Total current liabilities	518,546	656,121
Revolving credit facility	285,000	460,000
Notes payable, net of unamortized fees and premium	845,576	844,688
Deferred income taxes, net	17,270	23,350
Other long-term liabilities	110,759	108,979
Total liabilities	1,777,151	2,093,138
Commitments and contingencies		
Stockholders' equity:		
Preferred stock, \$0.01 par value; 10,000 shares authorized; none issued and outstanding at September 30, 2024 and December 31, 2023	0	0
Common stock, \$0.01 par value; 200,000 shares authorized; 50,631 issued and 38,018 outstanding at September 30, 2024 and 50,423 issued and 37,810 outstanding at December 31, 2023	506	504
Additional paid-in capital	525,029	506,543
Treasury stock, at cost; 12,613 shares at September 30, 2024 and December 31, 2023	(1,127,043)	(1,127,043)
Retained earnings	1,492,229	1,451,675
Accumulated other comprehensive loss	(56)	(423)
Total stockholders' equity	890,665	831,256
Total liabilities and stockholders' equity	\$ 2,667,816	\$ 2,924,394

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CONDENSED CONSOLIDATED BALANCE SHEETS (Parenthetical) - USD (\$) \$ in Thousands	Sep. 30, 2024	Dec. 31, 2023
Statement of Financial Position [Abstract]		
Accounts receivable, net of allowances	\$ 31,199	\$ 32,233
Accumulated depreciation	341,040	285,081
Accumulated amortization	\$ 513,785	\$ 442,052
Preferred stock, par value (in dollars per share)	\$ 0.01	\$ 0.01
Preferred stock, shares authorized (in shares)	10,000,000	10,000,000
Preferred stock, shares issued (in shares)	0	0
Preferred stock, shares outstanding (in shares)	0	0
Common stock, par value (in dollars per share)	\$ 0.01	\$ 0.01
Common stock, shares authorized (in shares)	200,000,000	200,000,000
Common stock, shares issued (in shares)	50,631,000	50,423,000
Common stock, shares outstanding (in shares)	38,018,000	37,810,000
Treasury stock (in shares)	12,613,000	12,613,000

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CONDENSED CONSOLIDATED STATEMENTS OF COMPREHENSIVE INCOME - USD (\$) shares in Thousands, \$ in Thousands	3 Months Ended	9 Months Ended		
Statement of Comprehensive Income [Abstract]				
Revenue	\$ 687,509	\$ 853,463	\$ 2,249,072	\$ 2,970,985
Cost of revenue	474,454	563,957	1,548,684	1,982,352
Gross profit	213,055	289,506	700,388	988,633
Operating expenses:				
Selling, general and administrative	149,681	163,405	473,567	570,775
Depreciation and amortization (exclusive of depreciation included in cost of revenue)	41,122	39,175	126,942	113,599
Total operating expenses	190,803	202,580	600,509	684,374
Income from operations	22,252	86,926	99,879	304,259
Interest expense, net, and other	14,444	11,541	46,787	33,975
Income before income taxes	7,808	75,385	53,092	270,284
Income tax expense	819	22,211	12,538	72,094
Net income	6,989	53,174	40,554	198,190
Other comprehensive income:				
Unrealized gains on available-for-sale securities, net, and other	101	133	367	329
Other comprehensive income	101	133	367	329
Comprehensive income	\$ 7,090	\$ 53,307	\$ 40,921	\$ 198,519
Net income per common share:				
Basic (in dollars per share)	\$ 0.18	\$ 1.39	\$ 1.06	\$ 5.01
Diluted (in dollars per share)	\$ 0.18	\$ 1.39	\$ 1.06	\$ 4.99
Weighted average common shares outstanding:				
Basic (in shares)	38,200	38,147	38,163	39,547
Diluted (in shares)	38,287	38,325	38,247	39,734

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CONDENSED CONSOLIDATED STATEMENTS OF STOCKHOLDERS' EQUITY - USD (\$) shares in Thousands, \$ in Thousands	Total	Common Stock	Additional Paid-in Capital	Treasury Stock	Retained Earnings	Accumulated Other Comprehensive Loss
Beginning balance (in shares) at Dec. 31, 2022		50,109				
Beginning balance at Dec. 31, 2022	\$ 1,043,634	\$ 501	\$ 501,674	\$ (698,598) (8,230)	\$ 1,240,996	\$ (939)
Beginning balance (in shares) at Dec. 31, 2022						
Increase (Decrease) in Stockholders' Equity [Roll Forward]						
Repurchase of common stock	(176,300)			\$ (176,300) (1,768)		
Repurchase of common stock (in shares)						
Equity awards vested, net of shares withheld for taxes (in shares)		127				
Equity awards vested, net of shares withheld for taxes	(6,134)	\$ 1	(6,135)			
Share-based compensation	10,318		10,318			
Comprehensive income	84,256				84,110	146
Ending balance (in shares) at Mar. 31, 2023		50,236				
Ending balance at Mar. 31, 2023	955,774	\$ 502	505,857	\$ (874,898) (9,998)	1,325,106	(793)
Ending balance (in shares) at Mar. 31, 2023						
Beginning balance (in shares) at Dec. 31, 2022		50,109				
Beginning balance at Dec. 31, 2022	1,043,634	\$ 501	501,674	\$ (698,598) (8,230)	1,240,996	(939)
Beginning balance (in shares) at Dec. 31, 2022						
Increase (Decrease) in Stockholders' Equity [Roll Forward]						
Comprehensive income	198,519					
Ending balance (in shares) at Sep. 30, 2023		50,387				
Ending balance at Sep. 30, 2023	817,169	\$ 504	505,170	\$ (1,127,081) (12,613)	1,439,186	(610)
Ending balance (in shares) at Sep. 30, 2023						
Beginning balance (in shares) at Mar. 31, 2023		50,236				
Beginning balance at Mar. 31, 2023	955,774	\$ 502	505,857	\$ (874,898) (9,998)	1,325,106	(793)
Beginning balance (in shares) at Mar. 31, 2023						
Increase (Decrease) in Stockholders' Equity [Roll Forward]						
Repurchase of common stock	(251,964)		(40,000)	\$ (211,964) (2,354)		
Repurchase of common stock (in shares)						
Equity awards vested, net of shares withheld for taxes (in shares)		103				
Equity awards vested, net of shares withheld for taxes	(3,287)	\$ 1	(3,288)			
Share-based compensation	4,818		4,818			
Comprehensive income	60,956				60,906	50
Ending balance (in shares) at Jun. 30, 2023		50,339				
Ending balance at Jun. 30, 2023	766,297	\$ 503	467,387	\$ (1,086,862) (12,352)	1,386,012	(743)
Ending balance (in shares) at Jun. 30, 2023						
Increase (Decrease) in Stockholders' Equity [Roll Forward]						
Repurchase of common stock	(219)		40,000	\$ (40,219) (261)		
Repurchase of common stock (in shares)						
Equity awards vested, net of shares withheld for taxes (in shares)		48				
Equity awards vested, net of shares withheld for taxes	(2,522)	\$ 1	(2,523)			
Share-based compensation	306		306			
Comprehensive income	53,307				53,174	133
Ending balance (in shares) at Sep. 30, 2023		50,387				
Ending balance at Sep. 30, 2023	\$ 817,169	\$ 504	505,170	\$ (1,127,081) (12,613)	1,439,186	(610)
Ending balance (in shares) at Sep. 30, 2023						
Beginning balance (in shares) at Dec. 31, 2023	37,810	50,423				
Beginning balance at Dec. 31, 2023	\$ 831,256	\$ 504	506,543	\$ (1,127,043) (12,613)	1,451,675	(423)
Beginning balance (in shares) at Dec. 31, 2023	(12,613)					
Increase (Decrease) in Stockholders' Equity [Roll Forward]						
Equity awards vested, net of shares withheld for taxes (in shares)		114				
Equity awards vested, net of shares withheld for taxes	\$ (3,973)	\$ 1	(3,974)			
Shares purchased under employee stock purchase plan	1,757		1,757			
Share-based compensation	7,739		7,739			
Comprehensive income	17,412				17,328	84
Ending balance (in shares) at Mar. 31, 2024		50,537				
Ending balance at Mar. 31, 2024	\$ 854,191	\$ 505	512,065	\$ (1,127,043) (12,613)	1,469,003	(339)
Ending balance (in shares) at Mar. 31, 2024						
Beginning balance (in shares) at Dec. 31, 2023	37,810	50,423				
Beginning balance at Dec. 31, 2023	\$ 831,256	\$ 504	506,543	\$ (1,127,043) (12,613)	1,451,675	(423)
Beginning balance (in shares) at Dec. 31, 2023	(12,613)					
Increase (Decrease) in Stockholders' Equity [Roll Forward]						
Comprehensive income	\$ 40,921					
Ending balance (in shares) at Sep. 30, 2024	38,018	50,631				
Ending balance at Sep. 30, 2024	\$ 890,665	\$ 506	525,029	\$ (1,127,043) (12,613)	1,492,229	(56)
Ending balance (in shares) at Sep. 30, 2024	(12,613)					
Beginning balance (in shares) at Mar. 31, 2024		50,537				
Beginning balance at Mar. 31, 2024	\$ 854,191	\$ 505	512,065	\$ (1,127,043) (12,613)	1,469,003	(339)
Beginning balance (in shares) at Mar. 31, 2024						
Increase (Decrease) in Stockholders' Equity [Roll Forward]						
Equity awards vested, net of shares withheld for taxes (in shares)		43				
Equity awards vested, net of shares withheld for taxes	(108)	\$ 1	(109)			
Shares issued under employee stock purchase plan (in shares)		33				
Share-based compensation	6,357		6,357			
Comprehensive income	16,419				16,237	182
Ending balance (in shares) at Jun. 30, 2024		50,613				
Ending balance at Jun. 30, 2024	876,859	\$ 506	518,313	\$ (1,127,043) (12,613)	1,485,240	(157)
Ending balance (in shares) at Jun. 30, 2024						
Increase (Decrease) in Stockholders' Equity [Roll Forward]						
Equity awards vested, net of shares withheld for taxes (in shares)		18				
Equity awards vested, net of shares withheld for taxes	(469)	\$ 0	(469)			

Shares purchased under employee stock purchase plan	1,630	1,630				
Share-based compensation	5,555	5,555				
Comprehensive income	\$ 7,090			6,989	101	
Ending balance (in shares) at Sep. 30, 2024	38,018	50,631				
Ending balance at Sep. 30, 2024	\$ 890,665	\$ 506	\$ 525,029	\$ (1,127,043)	\$ 1,492,229	\$ (56)
Ending balance (in shares) at Sep. 30, 2024	(12,613)			(12,613)		

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CONDENSED
CONSOLIDATED
STATEMENTS OF
CASH FLOWS - USD
(\$)
\$ in Thousands

9 Months Ended

Sep. 30, 2024

Sep. 30, 2023

Cash flows from operating activities:

Net income

\$ 40,554

\$ 198,190

Adjustments to reconcile net income to net cash provided by operating activities:

Depreciation and amortization (inclusive of depreciation included in cost of revenue)

132,305

117,795

Non-cash interest expense and other

1,601

1,587

Change in fair value of contingent consideration liabilities

0

2,430

Increase in allowance for credit losses and sales credits

5,556

31,968

Provision for deferred income taxes

(5,908)

8,495

Share-based compensation

19,651

15,442

Loss on disposal or impairment of long-lived assets

42

1,793

Net loss on investments in available-for-sale securities

197

228

Net gain on deferred compensation balances

(1,189)

(300)

Non-cash lease expense

(903)

1,146

Changes in assets and liabilities, net of effects from acquisitions:

Accounts receivable

162,958

77,572

Accounts receivable, subcontractor

49,137

92,750

Income taxes receivable

(3,603)

8,875

Prepaid expenses

3,462

344

Other current assets

163

3,793

Other assets

365

(1,103)

Accounts payable and accrued expenses

(131,796)

(122,763)

Accrued compensation and benefits

(16,082)

(78,290)

Other liabilities

(10,301)

52,503

Deferred revenue

1,395

840

Net cash provided by operating activities

247,604

413,295

Cash flows from investing activities:

Purchase and development of fixed assets

(64,671)

(73,831)

Proceeds from sale and maturity of investments

5,699

9,894

Proceeds from sale of equity investment

0

77

Payments to fund deferred compensation plan

(8,412)

(24,902)

Cash received for working capital settlement of prior year acquisition

1,649

0

Net cash used in investing activities

(65,735)

(88,762)

Cash flows from financing activities:

Payments on revolving credit facility

(260,000)

(330,000)

Proceeds from revolving credit facility

85,000

425,000

Repurchase of common stock

[1] 0

(424,744)

Payment of financing costs

0

(3,579)

Earn-out payments to settle contingent consideration liabilities for prior acquisitions

0

(7,500)

Cash paid for shares withheld for taxes

(4,550)

(11,943)

Net cash used in financing activities

(179,550)

(352,766)

Net increase (decrease) in cash, cash equivalents and restricted cash

2,319

(28,233)

Cash, cash equivalents and restricted cash at beginning of period

108,273

137,872

Cash, cash equivalents and restricted cash at end of period

110,592

109,639

Supplemental disclosures of cash flow information:

Cash paid for amounts included in the measurement of operating lease liabilities

7,844

6,891

Cash paid for interest (net of \$509 and \$1,026 capitalized for the nine months ended September 30, 2024 and 2023, respectively)

38,125

25,087

Cash paid for income taxes

21,675

10,833

Supplemental disclosures of non-cash investing and financing activities:

Purchase of fixed assets recorded in accounts payable and accrued expenses

9,589

14,841

Excise tax payable on share repurchases

0

3,739

Right-of-use assets obtained in exchange for operating lease liabilities

\$ 4,969

\$ 25,794

[1] The difference between the amount reported for the nine months ended September 30, 2023 and the corresponding amounts presented in the condensed consolidated statements of stockholders' equity is due to accrued excise tax payable on share repurchases recorded within treasury stock.

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CONDENSED
CONSOLIDATED
STATEMENTS OF
CASH FLOWS
(Parenthetical) - USD
(\$)
\$ in Thousands

9 Months Ended

Sep. 30, 2024

Sep. 30, 2023

Statement of Cash Flows [Abstract]

Interest capitalized

\$ 509

\$ 1,026

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BASIS OF
PRESENTATION

9 Months Ended
Sep. 30, 2024

Organization,
Consolidation and
Presentation of
Financial Statements
[Abstract]

BASIS OF
PRESENTATION

The condensed consolidated balance sheets and related condensed consolidated statements of comprehensive income, stockholders' equity and cash flows contained in this Quarterly Report on Form 10-Q (this "Quarterly Report"), which are unaudited, include the accounts of AMN Healthcare Services, Inc. and its wholly-owned subsidiaries (collectively, the "Company"). All significant intercompany balances and transactions have been eliminated in consolidation. In the opinion of management, all entries necessary for a fair presentation of such unaudited condensed consolidated financial statements have been included. These entries consisted of all normal recurring items. The results of operations for the interim period are not necessarily indicative of the results to be expected for any other interim period or for the entire fiscal year or for any future period.

The unaudited condensed consolidated financial statements do not include all information and notes necessary for a complete presentation of financial position, results of operations and cash flows in conformity with accounting principles generally accepted in the United States ("U.S. GAAP"). Please refer to the Company's audited consolidated financial statements and the related notes for the fiscal year ended December 31, 2023, contained in the Company's Annual Report on Form 10-K for the fiscal year ended December 31, 2023, filed with the Securities and Exchange Commission on February 22, 2024 (the "2023 Annual Report").

The preparation of financial statements in conformity with U.S. GAAP requires management to make a number of estimates and assumptions relating to the reporting of assets and liabilities and the disclosure of contingent assets and liabilities at the dates of the financial statements and the reported amounts of revenue and expenses during the reporting periods. On an ongoing basis, the Company evaluates its estimates, including those related to goodwill and intangible assets purchased in a business combination, asset impairments, accruals for self-insurance, contingent liabilities such as legal accruals, and income taxes. The Company bases these estimates on the information that is currently available and on various other assumptions that it believes are reasonable under the circumstances. Actual results could differ from those estimates under different assumptions or conditions.

Cash, Cash Equivalents and Restricted Cash

The Company considers all highly liquid investments and restricted investments with an original maturity of three months or less to be cash equivalents and restricted cash equivalents, respectively. Cash and cash equivalents include currency on hand, deposits with financial institutions, money market funds and other highly liquid investments. Restricted cash and cash equivalents primarily include cash,

corporate bonds and commercial paper that serve as collateral for the Company’s captive insurance subsidiary claim payments. See Note (7), “Fair Value Measurement” for additional information.

The following table provides a reconciliation of cash, cash equivalents and restricted cash reported within the accompanying condensed consolidated balance sheets and related notes to the amounts presented in the accompanying condensed consolidated statements of cash flows.

	September 30, 2024	December 31, 2023
Cash and cash equivalents	\$ 30,550	\$ 32,935
Restricted cash and cash equivalents (included in other current assets)	18,004	22,056
Restricted cash, cash equivalents and investments	72,167	68,845
Total cash, cash equivalents and restricted cash and investments	120,721	123,836
Less restricted investments	(10,129)	(15,563)
Total cash, cash equivalents and restricted cash	\$ 110,592	\$ 108,273

The Company maintains its cash and restricted cash in bank deposit accounts primarily at large, national financial institutions, which typically exceed federally insured limits. The Company has not experienced any losses in such accounts.

Accounts Receivable

The Company records accounts receivable at the invoiced amount. Accounts receivable are non-interest bearing. The Company maintains an allowance for expected credit losses based on the Company’s historical write-off experience, an

assessment of its customers’ financial conditions and available information that is relevant to assessing the collectability of cash flows, which includes current conditions and forecasts about future economic conditions.

The following table provides a reconciliation of activity in the allowance for credit losses for accounts receivable:

	2024	2023
Balance as of January 1,	\$ 32,233	\$ 31,910
Provision for expected credit losses	5,664	5,464
Amounts written off charged against the allowance	(6,698)	(2,948)
Balance as of September 30,	\$ 31,199	\$ 34,426

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ACQUISITIONS

Business
Combination, Asset
Acquisition, and Joint
Venture Formation
[Abstract]
ACQUISITIONS

9 Months Ended
Sep. 30, 2024

ACQUISITIONS

The Company accounted for the acquisition set forth below using the acquisition method of accounting. Accordingly, the Company recorded the tangible and intangible assets acquired and liabilities assumed at their estimated fair values as of the date of acquisition. Since the date of acquisition, the Company has revised the allocation of the purchase price to the tangible and intangible assets acquired and liabilities assumed based on the analysis of the information that has been made available through September 30, 2024. The goodwill recognized for the acquisition is attributable to expected growth as the Company leverages its brand and diversifies its services offered to clients, including potential revenue growth and margin expansion. The Company did not incur any material acquisition-related costs.

MSDR Acquisition

On November 30, 2023, the Company completed its acquisition of MSI Systems Corp. and DrWanted.com LLC (together, “MSDR”), two healthcare staffing companies that specialize in locum tenens and advanced practice. The initial purchase price of \$292,818 consisted entirely of cash consideration paid upon acquisition. The acquisition was funded through borrowings under the Company’s \$750,000 secured revolving credit facility (the “Senior Credit Facility”). The results of MSDR have been included in the Company’s physician and leadership solutions segment since the date of acquisition. During the second quarter of 2024, \$1,649 was returned to the Company in respect of the final working capital settlement.

The preliminary allocation of the \$291,169 purchase price, which was reduced by the final working capital settlement during the second quarter of 2024, consisted of (1) \$43,323 of fair value of tangible assets acquired, which included \$643 cash received, (2) \$25,190 of liabilities assumed, (3) \$92,000 of identified intangible assets, and (4) \$181,036 of goodwill, of which \$92,208 is deductible for tax purposes. The provisional items include the final working capital settlement and the assessment of additional information to finalize the measurement of certain assets acquired and liabilities assumed, which primarily consist of income tax matters and operating leases. The intangible assets acquired have a weighted average useful life of approximately seven years. The following table summarizes the fair value and useful life of each intangible asset acquired as of the acquisition date:

	Fair Value	Useful Life (in years)
Identifiable intangible assets		
Customer relationships	\$ 54,300	7 - 10
Tradenames and trademarks	26,400	3
Staffing databases	11,300	5
	\$ 92,000	

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REVENUE
RECOGNITION

Revenue from
Contract with
Customer [Abstract]
REVENUE
RECOGNITION

9 Months Ended
Sep. 30, 2024

REVENUE RECOGNITION

Revenue primarily consists of fees earned from the temporary staffing and permanent placement of healthcare professionals, executives, and leaders (clinical and operational). The Company also generates revenue from technology-enabled services, including language interpretation and vendor management systems, and talent planning and acquisition services, including recruitment process outsourcing. The Company recognizes revenue when control of its services is transferred to its customers, in an amount that reflects the consideration the Company expects to be entitled to receive in exchange for those services.

Revenue from temporary staffing services is recognized as the services are rendered by clinical and non-clinical healthcare professionals. Under the Company’s managed services program (“MSP”) arrangements, the Company manages all or a part of a customer’s supplemental workforce needs utilizing its own network of healthcare professionals along with those of third-party subcontractors. Revenue and the related direct costs are recorded in accordance with the accounting guidance on reporting revenue gross as a principal versus net as an agent. Revenue is recorded on a gross basis when the Company utilizes its own network of healthcare professionals (including nurses, allied healthcare professionals, locum tenens, and executive and leadership interim staff). Conversely, when the Company uses subcontractors under an MSP arrangement and acts as an agent, revenue is recorded net of the related subcontractor’s expense. Revenue from permanent placement and recruitment process outsourcing services is recognized as the services are rendered. Depending on the arrangement, the Company’s technology-enabled service revenue is recognized either as the services are rendered or ratably over the applicable arrangement’s service period. Revenue for the language services business is recorded on a gross basis. Under vendor management systems arrangements, revenue is recorded on a net basis as an agent because other companies are primarily responsible for providing the staffing services, for which the Company is entitled a percentage fee.

The Company’s customers are primarily billed as services are rendered. Any fees billed in advance of being earned are recorded as deferred revenue. While payment terms vary by the type of customer and the services rendered, the term between invoicing and when payment is due is not significant.

The Company has elected to apply the following practical expedients and optional exemptions related to contract costs and revenue recognition:

- Recognize incremental costs of obtaining a contract with amortization periods of one year or less as expense when incurred. These costs are recorded within selling, general and administrative expenses.
- Recognize revenue in the amount of consideration that the Company has a right to invoice the customer if that amount corresponds directly with the value to the customer of the Company’s services completed to date.
- Exemptions from disclosing the value of unsatisfied performance obligations for (i) contracts with an original expected length of one year or less, (ii) contracts for which revenue is recognized in the amount of consideration that the Company has a right to invoice for services performed and (iii) contracts for which variable consideration is allocated entirely to a wholly unsatisfied performance obligation or to a wholly unsatisfied promise to transfer a distinct service that forms part of a single performance obligation.

See Note (5), “Segment Information,” for additional information regarding the Company’s revenue disaggregated by service type.

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NET INCOME PER
COMMON SHARE
Earnings Per Share
[Abstract]
NET INCOME PER
COMMON SHARE

9 Months Ended
Sep. 30, 2024

NET INCOME PER COMMON SHARE

Basic net income per common share is calculated by dividing net income by the weighted average number of common shares outstanding during the reporting period. The following table sets forth the computation of basic and diluted net income per common share:

	Three Months Ended September 30,		Nine Months Ended September 30,	
	2024	2023	2024	2023
Net income	\$ 6,989	\$ 53,174	\$ 40,554	\$ 198,190
Net income per common share - basic	\$ 0.18	\$ 1.39	\$ 1.06	\$ 5.01
Net income per common share - diluted	\$ 0.18	\$ 1.39	\$ 1.06	\$ 4.99
Weighted average common shares outstanding - basic	38,200	38,147	38,163	39,547
Plus dilutive effect of potential common shares	87	178	84	187
Weighted average common shares outstanding - diluted	38,287	38,325	38,247	39,734
Anti-dilutive potential common shares excluded from diluted weighted average common shares outstanding	411	43	392	84

The dilutive effect of potential shares primarily includes outstanding share-based awards, which consists of restricted stock units, performance restricted stock units, and obligations under the Company’s employee stock purchase plan (the “ESPP”).

In the second quarter of 2023, the Company entered into an accelerated share repurchase (“ASR”) agreement with a counterparty whereupon the Company prepaid \$200,000 and received an initial delivery of 1,760 shares of its common stock. In the third quarter of 2023, the Company received a final delivery of approximately 261 additional shares of its common stock, representing the final settlement of the ASR agreement. During the three months ended June 30, 2023, the prepayment was recognized as a reduction to stockholders’ equity, consisting of (1) an increase in treasury stock, which reflected the fair value of the shares received upon initial delivery, and (2) a reduction in additional paid-in capital, which reflected the pending settlement of the ASR agreement. The reduction in additional paid-in capital was reclassified to treasury stock during the three months ended September 30, 2023 upon final settlement. Additional information regarding the Company’s share repurchase program and the shares repurchased thereunder (including the ASR) is disclosed in Part II, Item 8, “Financial Statements and Supplementary Data—Notes to Consolidated Financial Statements—Note (b), Capital Stock—Treasury Stock” of the 2023 Annual Report.

**SEGMENT
INFORMATION**

**9 Months Ended
Sep. 30, 2024**

[Segment Reporting
\[Abstract\]](#)
[SEGMENT
INFORMATION](#)

SEGMENT INFORMATION

The Company's operating segments are identified in the same manner as they are reported internally and used by the Company's chief operating decision maker for the purpose of evaluating performance and allocating resources. The Company has three reportable segments: (1) nurse and allied solutions, (2) physician and leadership solutions, and (3) technology and workforce solutions. The nurse and allied solutions segment includes the Company's travel nurse staffing (including international nurse staffing and rapid response nurse staffing), labor disruption staffing, local staffing, international nurse permanent placement, and allied staffing (including revenue cycle solutions) businesses. The physician and leadership solutions segment includes the Company's locum tenens staffing, healthcare interim leadership staffing, executive search, and physician permanent placement businesses. The technology and workforce solutions segment includes the Company's language services, vendor management systems, workforce optimization, and outsourced solutions businesses.

The Company's chief operating decision maker relies on internal management reporting processes that provide revenue and operating income by reportable segment for making financial decisions and allocating resources. Segment operating income represents income before income taxes plus depreciation, amortization of intangible assets, share-based compensation, interest expense, net, and other, and unallocated corporate overhead. The Company's management does not evaluate, manage or measure performance of segments using asset information; accordingly, asset information by segment is not prepared or disclosed.

The following table provides a reconciliation of revenue and operating income by reportable segment to consolidated results and was derived from each segment's internal financial information as used for corporate management purposes:

	Three Months Ended September 30,		Nine Months Ended September 30,	
	2024	2023	2024	2023
Revenue				
Nurse and allied solutions	\$ 399,368	\$ 573,426	\$ 1,361,064	\$ 2,086,921
Physician and leadership solutions	180,605	159,554	555,467	501,540
Technology and workforce solutions	107,536	120,483	332,541	382,524
	<u>\$ 687,509</u>	<u>\$ 853,463</u>	<u>\$ 2,249,072</u>	<u>\$ 2,970,985</u>
Segment operating income				
Nurse and allied solutions	\$ 35,110	\$ 82,882	\$ 134,659	\$ 299,320
Physician and leadership solutions	18,134	21,609	62,017	73,165
Technology and workforce solutions	41,948	50,664	133,477	173,297
	<u>95,192</u>	<u>155,155</u>	<u>330,153</u>	<u>545,782</u>
Unallocated corporate overhead	24,335	27,196	78,318	108,286
Depreciation and amortization	41,122	39,175	126,942	113,599
Depreciation (included in cost of revenue)	1,928	1,552	5,363	4,196
Share-based compensation	5,555	306	19,651	15,442
Interest expense, net, and other	14,444	11,541	46,787	33,975
Income before income taxes	<u>\$ 7,808</u>	<u>\$ 75,385</u>	<u>\$ 53,092</u>	<u>\$ 270,284</u>

The following table summarizes the activity related to the carrying value of goodwill by reportable segment:

	Nurse and Allied Solutions	Physician and Leadership Solutions	Technology and Workforce Solutions	Total
Balance, January 1, 2024	\$ 382,420	\$ 328,570	\$ 400,559	\$ 1,111,549
Goodwill adjustment for MSDR acquisition	—	5,266	—	5,266
Balance, September 30, 2024	<u>\$ 382,420</u>	<u>\$ 333,836</u>	<u>\$ 400,559</u>	<u>\$ 1,116,815</u>
Accumulated impairment loss as of December 31, 2023 and September 30, 2024	<u>\$ 154,444</u>	<u>\$ 60,495</u>	<u>\$ —</u>	<u>\$ 214,939</u>

Disaggregation of Revenue

The following tables present the Company's revenue disaggregated by service type:

	Three Months Ended September 30, 2024			
	Nurse and Allied Solutions	Physician and Leadership Solutions	Technology and Workforce Solutions	Total
Travel nurse staffing	\$ 243,745	\$ —	\$ —	\$ 243,745
Labor disruption services	486	—	—	486
Local staffing	10,494	—	—	10,494
Allied staffing	140,872	—	—	140,872
Locum tenens staffing	—	141,716	—	141,716
Interim leadership staffing	—	28,862	—	28,862
Temporary staffing	395,597	170,578	—	566,175
Permanent placement ⁽¹⁾	3,771	10,027	—	13,798
Language services	—	—	75,009	75,009
Vendor management systems	—	—	25,018	25,018
Other technologies	—	—	5,044	5,044
Technology-enabled services	—	—	105,071	105,071
Talent planning and acquisition	—	—	2,465	2,465
Total revenue	<u>\$ 399,368</u>	<u>\$ 180,605</u>	<u>\$ 107,536</u>	<u>\$ 687,509</u>

	Three Months Ended September 30, 2023			
	Nurse and Allied Solutions	Physician and Leadership Solutions	Technology and Workforce Solutions	Total
Travel nurse staffing	\$ 384,102	\$ —	\$ —	\$ 384,102
Labor disruption services	777	—	—	777
Local staffing	16,991	—	—	16,991
Allied staffing	167,622	—	—	167,622
Locum tenens staffing	—	112,514	—	112,514
Interim leadership staffing	—	30,910	—	30,910
Temporary staffing	569,492	143,424	—	712,916
Permanent placement ⁽¹⁾	3,934	16,130	—	20,064
Language services	—	—	66,406	66,406
Vendor management systems	—	—	38,116	38,116
Other technologies	—	—	5,052	5,052
Technology-enabled services	—	—	109,574	109,574
Talent planning and acquisition	—	—	10,909	10,909
Total revenue	<u>\$ 573,426</u>	<u>\$ 159,554</u>	<u>\$ 120,483</u>	<u>\$ 853,463</u>

	Nine Months Ended September 30, 2024			
	Nurse and Allied Solutions	Physician and Leadership Solutions	Technology and Workforce Solutions	Total
Travel nurse staffing	\$ 854,746	\$ —	\$ —	\$ 854,746
Labor disruption services	886	—	—	886
Local staffing	33,786	—	—	33,786
Allied staffing	462,001	—	—	462,001
Locum tenens staffing	—	429,700	—	429,700
Interim leadership staffing	—	89,373	—	89,373
Temporary staffing	1,351,419	519,073	—	1,870,492
Permanent placement ⁽¹⁾	9,645	36,394	—	46,039
Language services	—	—	221,749	221,749
Vendor management systems	—	—	81,671	81,671
Other technologies	—	—	15,993	15,993
Technology-enabled services	—	—	319,413	319,413
Talent planning and acquisition	—	—	13,128	13,128
Total revenue	<u>\$ 1,361,064</u>	<u>\$ 555,467</u>	<u>\$ 332,541</u>	<u>\$ 2,249,072</u>

	Nine Months Ended September 30, 2023			
	Nurse and Allied Solutions	Physician and Leadership Solutions	Technology and Workforce Solutions	Total
Travel nurse staffing	\$ 1,453,988	\$ —	\$ —	\$ 1,453,988
Labor disruption services	11,515	—	—	11,515
Local staffing	61,038	—	—	61,038
Allied staffing	545,959	—	—	545,959
Locum tenens staffing	—	341,129	—	341,129
Interim leadership staffing	—	107,553	—	107,553
Temporary staffing	2,072,500	448,682	—	2,521,182
Permanent placement ⁽¹⁾	14,421	52,858	—	67,279
Language services	—	—	191,732	191,732
Vendor management systems	—	—	138,843	138,843
Other technologies	—	—	18,191	18,191
Technology-enabled services	—	—	348,766	348,766
Talent planning and acquisition	—	—	33,758	33,758
Total revenue	<u>\$ 2,086,921</u>	<u>\$ 501,540</u>	<u>\$ 382,524</u>	<u>\$ 2,970,985</u>

The following table presents the Company's international nurse revenue by service type:

	Three Months Ended September 30,		Nine Months Ended September 30,	
	2024	2023	2024	2023
International nurse staffing ⁽¹⁾	\$ 41,376	\$ 53,990	\$ 129,668	\$ 155,454
International nurse permanent placement ⁽²⁾	3,771	3,934	9,645	14,421
Total international nurse revenue	<u>\$ 45,147</u>	<u>\$ 57,924</u>	<u>\$ 139,313</u>	<u>\$ 169,875</u>

(1) Included in "Travel nurse staffing" as presented in the preceding tables.

NOTES PAYABLE
AND CREDIT
AGREEMENT

[Debt Disclosure \[Abstract\]](#)
[NOTES PAYABLE AND CREDIT AGREEMENT](#)

NOTES PAYABLE AND CREDIT AGREEMENT

On February 10, 2023, the Company entered into the third amendment to its credit agreement (the "Third Amendment"). The Third Amendment provides for, among other things, the following: (i) an extension of the maturity date of the Senior Credit Facility to February 10, 2028, (ii) an increase of the Senior Credit Facility from \$400,000 to \$750,000, and (iii) a transition from LIBOR to a Secured Overnight Financing Rate ("SOFR")-based interest rate. As reported in the Company's Current Report on Form 8-K filed on November 7, 2024, on November 5, 2024, the Company entered into the fourth amendment to its credit agreement which increased the consolidated net leverage ratio covenant for the year ending December 31, 2025. Additional information regarding the Senior Credit Facility and the amended credit agreement is disclosed in Part II, Item 8, "Financial Statements and Supplementary Data—Notes to Consolidated Financial Statements—Note (8), Notes Payable and Credit Agreement" of the 2023 Annual Report.

FAIR VALUE
MEASUREMENT

[Fair Value Disclosures \[Abstract\]](#)
[FAIR VALUE MEASUREMENT](#)

FAIR VALUE MEASUREMENT

The Company's valuation techniques and inputs used to measure fair value and the definition of the three levels (Level 1, Level 2, and Level 3) of the fair value hierarchy are disclosed in Part II, Item 8, "Financial Statements and Supplementary Data—Notes to Consolidated Financial Statements—Note (3), Fair Value Measurement" of the 2023 Annual Report. The Company has not changed the valuation techniques or inputs it uses for its fair value measurement during the nine months ended September 30, 2024.

Assets and Liabilities Measured on a Recurring Basis

From time to time, the Company invests a portion of its cash and cash equivalents in non-federally insured money market funds that are measured at fair value based on quoted prices, which are Level 1 inputs.

The Company has a deferred compensation plan for certain executives and employees, which is composed of deferred compensation and all related income and losses attributable thereto. The Company's obligation under its deferred compensation plan is measured at fair value based on quoted market prices of the participants' elected investments, which are Level 1 inputs.

The Company's restricted cash equivalents and investments that serve as collateral for the Company's captive insurance company include commercial paper and corporate bonds. The commercial paper is measured at observable market prices for identical securities that are traded in less active markets, which are Level 2 inputs. The corporate bonds are measured using readily available pricing sources that utilize observable market data, including the current interest rate for comparable instruments, which are Level 2 inputs. The following table presents the fair value of commercial paper and corporate bonds issued and outstanding:

	As of September 30, 2024		As of December 31, 2023	
Commercial paper	\$	55,101	\$	48,206
Corporate bonds		—		—
Total classified as restricted cash equivalents	\$	55,101	\$	48,206
Commercial paper	\$	—	\$	—
Corporate bonds		10,129		15,563
Total classified as restricted investments	\$	10,129	\$	15,563

The Company's contingent consideration liabilities associated with acquisitions are measured at fair value using a probability-weighted discounted cash flow analysis or a simulation-based methodology for the acquired companies, which are Level 3 inputs. The Company recognizes changes to the fair value of its contingent consideration liabilities in selling, general and administrative expenses in the condensed consolidated statements of comprehensive income. There were no contingent consideration liabilities outstanding as of both September 30, 2024 and December 31, 2023.

The following table presents information about the above-referenced assets and liabilities and indicate the fair value hierarchy of the valuation techniques utilized to determine such fair value:

Assets (Liabilities)	Fair Value Measurements as of September 30, 2024					Fair Value Measurements as of December 31, 2023				
	Level 1	Level 2	Level 3	Total		Level 1	Level 2	Level 3	Total	
Deferred compensation	\$ (188,738)	\$ —	\$ —	\$ (188,738)		\$ (165,574)	\$ —	\$ —	\$ (165,574)	
Corporate bonds	—	10,129	—	10,129		—	15,563	—	15,563	
Commercial paper	—	55,101	—	55,101		—	48,206	—	48,206	

Assets Measured on a Non-Recurring Basis

The Company applies fair value techniques on a non-recurring basis associated with identifiable intangible assets acquired through acquisitions and valuing potential impairment losses related to its goodwill, indefinite-lived intangible assets, long-lived assets, and equity investments.

The fair value of identifiable intangible assets is determined using either the income approach (the relief-from-royalty method, multi-period excess earnings method or with-and-without method) or the cost approach (replacement cost method). These valuation approaches use a combination of assumptions, including Level 3 inputs, such as (i) forecasted revenue, growth rates and customer attrition rates, (ii) forecasted operating expenses and profit margins, and (iii) royalty rates and discount rates used to present value the forecasted cash flows.

The Company evaluates goodwill and indefinite-lived intangible assets annually for impairment and whenever events or changes in circumstances indicate that it is more likely than not that an impairment exists. The Company determines the fair value of its reporting units based on a combination of inputs, including the market capitalization of the Company, as well as Level 3 inputs such as discounted cash flows, which are not observable from the market, directly or indirectly. The Company determines the fair value of its indefinite-lived intangible assets using the income approach (relief-from-royalty method) based on Level 3 inputs.

The Company's equity investment represents an investment in a non-controlled corporation without a readily determinable market value. The Company has elected to measure the investment at cost minus impairment, if any, plus or minus changes resulting from observable price changes. The fair value is determined by using quoted prices for identical or similar investments of the same issuer, which are Level 2 inputs, and other information available to the Company such as the rights and obligations of the securities. The Company recognizes changes to the fair value of its equity investment in interest expense, net, and other in the condensed consolidated statements of comprehensive income. As of September 30, 2024, the Company has recognized cumulative upward adjustments and cumulative downward adjustments (including impairments) of \$14,033 and \$10,130, respectively. The balance of the equity investment was \$12,503 as of both September 30, 2024 and December 31, 2023.

There were no material impairment charges recorded during the nine months ended September 30, 2024 and 2023.

Fair Value of Financial Instruments

The Company is required to disclose the fair value of financial instruments for which it is practicable to estimate the value, even though these instruments are not recognized at fair value in the consolidated balance sheets. The fair value of the Company's 4.625% senior notes due 2027 (the "2027 Notes") and 4.000% senior notes due 2029 (the "2029 Notes") was estimated using quoted market prices in active markets for identical liabilities, which are Level 1 inputs. The carrying amounts and estimated fair value of the 2027 Notes and the 2029 Notes are presented in the following table. See additional information regarding the 2027 Notes and the 2029 Notes in Part II, Item 8, "Financial Statements and Supplementary Data—Notes to Consolidated Financial Statements—Note (8), Notes Payable and Credit Agreement" of the 2023 Annual Report.

	As of September 30, 2024		As of December 31, 2023	
	Carrying Amount	Estimated Fair Value	Carrying Amount	Estimated Fair Value
2027 Notes	\$ 500,000	\$ 486,875	\$ 500,000	\$ 468,750
2029 Notes	350,000	326,375	350,000	314,125

The fair value of the Company's long-term self-insurance accruals cannot be estimated as the Company cannot reasonably determine the timing of future payments.

INCOME TAXES

[Income Tax Disclosure \[Abstract\]](#)
[INCOME TAXES](#)

INCOME TAXES

The Company is subject to taxation in the U.S. and various states and foreign jurisdictions. With few exceptions, as of September 30, 2024, the Company is no longer subject to state, local or foreign examinations by tax authorities for tax years before 2011, and the Company is no longer subject to U.S. federal income or payroll tax examinations for tax years before 2020.

The Company believes its liability for unrecognized tax benefits and contingent tax issues is adequate with respect to all open years. Notwithstanding the foregoing, the Company could adjust its provision for income taxes and contingent tax liability based on future developments.

COMMITMENTS AND
CONTINGENCIES

[Commitments and Contingencies Disclosure \[Abstract\]](#)
[COMMITMENTS AND CONTINGENCIES](#)

COMMITMENTS AND CONTINGENCIES

Legal Proceedings

From time to time, the Company is involved in various lawsuits, claims, investigations, and proceedings that arise in the ordinary course of business. These matters typically relate to professional liability, tax, compensation, contract, competitor disputes and employee-related matters and include individual, representative and class action lawsuits, as well as inquiries and investigations by governmental agencies regarding the Company's employment and compensation practices. Additionally, some of the Company's clients may also become subject to claims, governmental inquiries and investigations, and legal actions relating to services provided by the Company's healthcare professionals. Depending upon the particular facts and circumstances, the Company may also be subject to indemnification obligations under its contracts with such clients relating to these matters. The Company accrues for contingencies and records a liability when management believes an adverse outcome from a loss contingency is both probable and the amount, or a range, can be reasonably estimated. Significant judgment is required to determine both probability of loss and the estimated amount. The Company reviews its loss contingencies at least quarterly and adjusts its accruals and/or disclosures to reflect the impact of negotiations, settlements, rulings, advice of legal counsel, or other new information, as deemed necessary. The most significant matters for which the Company has established loss contingencies are class and representative actions related to wage and hour claims under California and Federal law. Specifically, among other claims in these lawsuits, it is alleged that certain expense reimbursements should be considered wages and included in the regular rate of pay for purposes of calculating overtime rates.

On May 26, 2016, former travel nurse Verna Maxwell Clarke filed a complaint against AMN Services, LLC, in California Superior Court in Los Angeles County. The Company removed the case to the United States District Court for the Central District of California (Case No. 2:16-cv-04132-DSF-KS) (the "Clarke Matter"). The complaint asserts that, due to the Company's per diem adjustment practices, traveling nurses' per diem benefits should be included in their regular rate of pay for the purposes of calculating their overtime compensation. The Company reached an agreement to settle this matter in its entirety and accordingly recorded an accrual amounting to \$62,000. Final approval of the settlement was granted in the second quarter of 2024, and the Company disbursed the settlement amount in the third quarter of 2024.

BALANCE SHEET
DETAILS

9 Months Ended
Sep. 30, 2024

Balance Sheet Related Disclosures [Abstract]
BALANCE SHEET DETAILS

BALANCE SHEET DETAILS

The consolidated balance sheets detail is as follows:

	September 30, 2024	December 31, 2023
Other current assets:		
Restricted cash and cash equivalents	\$ 18,004	\$ 22,056
Income taxes receivable	8,953	5,350
Other	18,058	18,264
Other current assets	\$ 45,015	\$ 45,670
Fixed assets:		
Furniture and equipment	\$ 86,776	\$ 71,815
Software	435,064	388,812
Leasehold improvements	16,102	15,839
	537,942	476,466
Accumulated depreciation	(341,040)	(285,081)
Fixed assets, net	\$ 196,902	\$ 191,385
Other assets:		
Life insurance cash surrender value	\$ 193,736	\$ 162,780
Operating lease right-of-use assets	33,689	34,543
Other	39,841	39,473
Other assets	\$ 267,266	\$ 236,796
Accounts payable and accrued expenses:		
Trade accounts payable	\$ 44,033	\$ 54,128
Subcontractor payable	72,024	122,983
Accrued expenses	75,928	82,257
Loss contingencies	7,963	69,837
Professional liability reserve	6,416	7,761
Other	6,842	6,881
Accounts payable and accrued expenses	\$ 213,206	\$ 343,847
Accrued compensation and benefits:		
Accrued payroll	\$ 52,437	\$ 53,633
Accrued bonuses and commissions	23,800	31,236
ESPP contributions	53	950
Workers compensation reserve	6,169	12,130
Deferred compensation	188,738	165,574
Other	10,486	15,013
Accrued compensation and benefits	\$ 281,683	\$ 278,536
Other current liabilities:		
Client deposits	\$ —	\$ 8,707
Operating lease liabilities	6,363	7,993
Deferred revenue	12,738	11,303
Other	4,556	5,735
Other current liabilities	\$ 23,657	\$ 33,738
Other long-term liabilities:		
Workers compensation reserve	\$ 22,531	\$ 21,169
Professional liability reserve	37,283	36,891
Operating lease liabilities	37,477	37,603
Other	13,468	13,316
Other long-term liabilities	\$ 110,759	\$ 108,979

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Pay vs Performance Disclosure - USD (\$) \$ in Thousands	3 Months Ended Sep. 30, 2024	3 Months Ended Sep. 30, 2023	9 Months Ended Sep. 30, 2024	9 Months Ended Sep. 30, 2023
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Pay vs Performance Disclosure

Net Income (Loss)	\$ 6,989	\$ 53,174	\$ 40,554	\$ 198,190
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Insider Trading Arrangements	3 Months Ended Sep. 30, 2024
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Trading Arrangements, by Individual

Rule 10b5-1 Arrangement Adopted	false
Non-Rule 10b5-1 Arrangement Adopted	false
Rule 10b5-1 Arrangement Terminated	false
Non-Rule 10b5-1 Arrangement Terminated	false

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BASIS OF PRESENTATION (Policies)	9 Months Ended Sep. 30, 2024
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Organization, Consolidation and Presentation of Financial Statements [Abstract]
Use of Estimates

The preparation of financial statements in conformity with U.S. GAAP requires management to make a number of estimates and assumptions relating to the reporting of assets and liabilities and the disclosure of contingent assets and liabilities at the dates of the financial statements and the reported amounts of revenue and expenses during the reporting periods. On an ongoing basis, the Company evaluates its estimates, including those related to goodwill and intangible assets purchased in a business combination, asset impairments, accruals for self-insurance, contingent liabilities such as legal accruals, and income taxes. The Company bases these estimates on the information that is currently available and on various other assumptions that it believes are reasonable under the circumstances. Actual results could differ from those estimates under different assumptions or conditions.

Cash, Cash Equivalents and Restricted Cash

Cash, Cash Equivalents and Restricted Cash

The Company considers all highly liquid investments and restricted investments with an original maturity of three months or less to be cash equivalents and restricted cash equivalents, respectively. Cash and cash equivalents include currency on hand, deposits with financial institutions, money market funds and other highly liquid investments. Restricted cash and cash equivalents primarily include cash, corporate bonds and commercial paper that serve as collateral for the Company's captive insurance subsidiary claim payments. See Note (7), "Fair Value Measurement" for additional information.

The Company maintains its cash and restricted cash in bank deposit accounts primarily at large, national financial institutions, which typically exceed federally insured limits. The Company has not experienced any losses in such accounts.

Accounts Receivable

Accounts Receivable

The Company records accounts receivable at the invoiced amount. Accounts receivable are non-interest bearing. The Company maintains an allowance for expected credit losses based on the Company's historical write-off experience, an assessment of its customers' financial conditions and available information that is relevant to assessing the collectability of cash flows, which includes current conditions and forecasts about future economic conditions.

Revenue Recognition

Revenue primarily consists of fees earned from the temporary staffing and permanent placement of healthcare professionals, executives, and leaders (clinical and operational). The Company also generates revenue from technology-enabled services, including language interpretation and vendor management systems, and talent planning and acquisition services, including recruitment process outsourcing. The Company recognizes revenue when control of its services is transferred to its customers, in an amount that reflects the consideration the Company expects to be entitled to receive in exchange for those services.

Revenue from temporary staffing services is recognized as the services are rendered by clinical and non-clinical healthcare professionals. Under the Company's managed services program ("MSP") arrangements, the Company manages all or a part of a customer's supplemental workforce needs utilizing its own network of healthcare professionals along with those of third-party subcontractors. Revenue and the related direct costs are recorded in accordance with the accounting guidance on reporting revenue gross as a principal versus net as an agent. Revenue is recorded on a gross basis when the Company utilizes its own network of healthcare professionals (including nurses, allied healthcare professionals, locum tenens, and executive and leadership interim staff). Conversely, when the Company uses subcontractors under an MSP arrangement and acts as an agent, revenue is recorded net of the related subcontractor's expense. Revenue from permanent placement and recruitment process outsourcing services is recognized as the services are rendered. Depending on the arrangement, the Company's technology-enabled service revenue is recognized either as the services are rendered or ratably over the applicable arrangement's service period. Revenue for the language services business is recorded on a gross basis. Under vendor management systems arrangements, revenue is recorded on a net basis as an agent because other companies are primarily responsible for providing the staffing services, for which the Company is entitled a percentage fee.

The Company's customers are primarily billed as services are rendered. Any fees billed in advance of being earned are recorded as deferred revenue. While payment terms vary by the type of customer and the services rendered, the term between invoicing and when payment is due is not significant.

The Company has elected to apply the following practical expedients and optional exemptions related to contract costs and revenue recognition:

- Recognize incremental costs of obtaining a contract with amortization periods of one year or less as expense when incurred. These costs are recorded within selling, general and administrative expenses.
- Recognize revenue in the amount of consideration that the Company has a right to invoice the customer if that amount corresponds directly with the value to the customer of the Company's services completed to date.
- Exemptions from disclosing the value of unsatisfied performance obligations for (i) contracts with an original expected length of one year or less, (ii) contracts for which revenue is recognized in the amount of consideration that the Company has a right to invoice for services performed and (iii) contracts for which variable consideration is allocated entirely to a wholly unsatisfied performance obligation or to a wholly unsatisfied promise to transfer a distinct service that forms part of a single performance obligation.

Net Income per

Basic net income per common share is calculated by dividing net income by the weighted average number of common shares outstanding during the reporting period.

Common Share
Segment Information

The Company's chief operating decision maker relies on internal management reporting processes that provide revenue and operating income by reportable segment for making financial decisions and allocating resources. Segment operating income represents income before income taxes plus depreciation, amortization of intangible assets, share-based compensation, interest expense, net, and other, and unallocated corporate overhead. The Company's management does not evaluate, manage or measure performance of segments using asset information; accordingly, asset information by segment is not prepared or disclosed.

Fair Value of Assets and
Liabilities

The Company's valuation techniques and inputs used to measure fair value and the definition of the three levels (Level 1, Level 2, and Level 3) of the fair value hierarchy are disclosed in Part II, Item 8, "Financial Statements and Supplementary Data—Notes to Consolidated Financial Statements—Note (3), Fair Value Measurement" of the 2023 Annual Report. The Company has not changed the valuation techniques or inputs it uses for its fair value measurement during the nine months ended September 30, 2024.

Assets and Liabilities Measured on a Recurring Basis

From time to time, the Company invests a portion of its cash and cash equivalents in non-federally insured money market funds that are measured at fair value based on quoted prices, which are Level 1 inputs.

The Company has a deferred compensation plan for certain executives and employees, which is composed of deferred compensation and all related income and losses attributable thereto. The Company's obligation under its deferred compensation plan is measured at fair value based on quoted market prices of the participants' elected investments, which are Level 1 inputs. The Company's restricted cash equivalents and investments that serve as collateral for the Company's captive insurance company include commercial paper and corporate bonds. The commercial paper is measured at observable market prices for identical securities that are traded in less active markets, which are Level 2 inputs. The corporate bonds are measured using readily available pricing sources that utilize observable market data, including the current interest rate for comparable instruments, which are Level 2 inputs. The Company's contingent consideration liabilities associated with acquisitions are measured at fair value using a probability-weighted discounted cash flow analysis or a simulation-based methodology for the acquired companies, which are Level 3 inputs. The Company recognizes changes to the fair value of its contingent consideration liabilities in selling, general and administrative expenses in the condensed consolidated statements of comprehensive income.

Assets Measured on a Non-Recurring Basis

The Company applies fair value techniques on a non-recurring basis associated with identifiable intangible assets acquired through acquisitions and valuing potential impairment losses related to its goodwill, indefinite-lived intangible assets, long-lived assets, and equity investments. The fair value of identifiable intangible assets is determined using either the income approach (the relief-from-royalty method, multi-period excess earnings method or with-and-without method) or the cost approach (replacement cost method). These valuation approaches use a combination of assumptions, including Level 3 inputs, such as (i) forecasted revenue, growth rates and customer attrition rates, (ii) forecasted operating expenses and profit margins, and (iii) royalty rates and discount rates used to present value the forecasted cash flows.

The Company evaluates goodwill and indefinite-lived intangible assets annually for impairment and whenever events or changes in circumstances indicate that it is more likely than not that an impairment exists. The Company determines the fair value of its reporting units based on a combination of inputs, including the market capitalization of the Company, as well as Level 3 inputs such as discounted cash flows, which are not observable from the market, directly or indirectly. The Company determines the fair value of its indefinite-lived intangible assets using the income approach (relief-from-royalty method) based on Level 3 inputs. The Company's equity investment represents an investment in a non-controlled corporation without a readily determinable market value. The Company has elected to measure the investment at cost minus impairment, if any, plus or minus changes resulting from observable price changes. The fair value is determined by using quoted prices for identical or similar investments of the same issuer, which are Level 2 inputs, and other information available to the Company such as the rights and obligations of the securities. The Company recognizes changes to the fair value of its equity investment in interest expense, net, and other in the condensed consolidated statements of comprehensive income.

Fair Value of Financial Instruments

The Company is required to disclose the fair value of financial instruments for which it is practicable to estimate the value, even though these instruments are not recognized at fair value in the consolidated balance sheets. The fair value of the Company's 4.625% senior notes due 2027 (the "2027 Notes") and 4.000% senior notes due 2029 (the "2029 Notes") was estimated using quoted market prices in active markets for identical liabilities, which are Level 1 inputs. The carrying amounts and estimated fair value of the 2027 Notes and the 2029 Notes are presented in the following table. See additional information regarding the 2027 Notes and the 2029 Notes in Part II, Item 8, "Financial Statements and Supplementary Data—Notes to Consolidated Financial Statements—Note (8), Notes Payable and Credit Agreement" of the 2023 Annual Report.

	As of September 30, 2024		As of December 31, 2023	
	Carrying Amount	Estimated Fair Value	Carrying Amount	Estimated Fair Value
2027 Notes	\$ 500,000	\$ 486,875	\$ 500,000	\$ 468,750
2029 Notes	350,000	326,375	350,000	314,125

The fair value of the Company's long-term self-insurance accruals cannot be estimated as the Company cannot reasonably determine the timing of future payments.

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BASIS OF
PRESENTATION
(Tables)
Organization, Consolidation and Presentation of
Financial Statements [Abstract]
Schedule of Reconciliation of Cash, Cash Equivalents
and Restricted Cash

9 Months Ended
Sep. 30, 2024

The following table provides a reconciliation of cash, cash equivalents and restricted cash reported within the accompanying condensed consolidated balance sheets and related notes to the amounts presented in the accompanying condensed consolidated statements of cash flows.

	September 30, 2024	December 31, 2023
Cash and cash equivalents	\$ 30,550	\$ 32,935
Restricted cash and cash equivalents (included in other current assets)	18,004	22,056
Restricted cash, cash equivalents and investments	72,167	68,845
Total cash, cash equivalents and restricted cash and investments	120,721	123,836
Less restricted investments	(10,129)	(15,563)
Total cash, cash equivalents and restricted cash	\$ 110,592	\$ 108,273

Schedule of Reconciliation of Activity in Allowance for
Credit Losses for Accounts Receivable

The following table provides a reconciliation of activity in the allowance for credit losses for accounts receivable:

	2024	2023
Balance as of January 1,	\$ 32,233	\$ 31,910
Provision for expected credit losses	5,664	5,464
Amounts written off charged against the allowance	(6,698)	(2,948)
Balance as of September 30,	\$ 31,199	\$ 34,426

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ACQUISITIONS
(Tables)
Business Combination, Asset Acquisition, and Joint Venture Formation
[Abstract]
Schedule of Fair Value and Useful life of Intangible Assets Acquired

9 Months Ended
Sep. 30, 2024

The following table summarizes the fair value and useful life of each intangible asset acquired as of the acquisition date:

	Fair Value	Useful Life (in years)
Identifiable intangible assets		
Customer relationships	\$ 54,300	7 - 10
Tradenames and trademarks	26,400	3
Staffing databases	11,300	5
	\$ 92,000	

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NET INCOME PER
COMMON SHARE
(Tables)
Earnings Per Share [Abstract]
Schedule of Computation of Basic and Diluted Net Income Per Common Share

9 Months Ended
Sep. 30, 2024

The following table sets forth the computation of basic and diluted net income per common share:

	Three Months Ended September 30,		Nine Months Ended September 30,	
	2024	2023	2024	2023
Net income	\$ 6,989	\$ 53,174	\$ 40,554	\$ 198,190
Net income per common share - basic	\$ 0.18	\$ 1.39	\$ 1.06	\$ 5.01
Net income per common share - diluted	\$ 0.18	\$ 1.39	\$ 1.06	\$ 4.99
Weighted average common shares outstanding - basic	38,200	38,147	38,163	39,547
Plus dilutive effect of potential common shares	87	178	84	187
Weighted average common shares outstanding - diluted	38,287	38,325	38,247	39,734
Anti-dilutive potential common shares excluded from diluted weighted average common shares outstanding	411	43	392	84

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SEGMENT
INFORMATION
(Tables)
Segment Reporting [Abstract]
Schedule of Reconciliation of Revenue and Operating
Income by Reportable Segment

9 Months Ended
Sep. 30, 2024

The following table provides a reconciliation of revenue and operating income by reportable segment to consolidated results and was derived from each segment's internal financial information as used for corporate management purposes:

	Three Months Ended September 30,		Nine Months Ended September 30,	
	2024	2023	2024	2023
Revenue				
Nurse and allied solutions	\$ 399,368	\$ 573,426	\$ 1,361,064	\$ 2,086,921
Physician and leadership solutions	180,605	159,554	555,467	501,540
Technology and workforce solutions	107,536	120,483	332,541	382,524
	<u>\$ 687,509</u>	<u>\$ 853,463</u>	<u>\$ 2,249,072</u>	<u>\$ 2,970,985</u>
Segment operating income				
Nurse and allied solutions	\$ 35,110	\$ 82,882	\$ 134,659	\$ 299,320
Physician and leadership solutions	18,134	21,609	62,017	73,165
Technology and workforce solutions	41,948	50,664	133,477	173,297
	95,192	155,155	330,153	545,782
Unallocated corporate overhead	24,335	27,196	78,318	108,286
Depreciation and amortization	41,122	39,175	126,942	113,599
Depreciation (included in cost of revenue)	1,928	1,552	5,363	4,196
Share-based compensation	5,555	306	19,651	15,442
Interest expense, net, and other	14,444	11,541	46,787	33,975
Income before income taxes	<u>\$ 7,808</u>	<u>\$ 75,385</u>	<u>\$ 53,092</u>	<u>\$ 270,284</u>

Schedule of Goodwill by Reportable Segment

The following table summarizes the activity related to the carrying value of goodwill by reportable segment:

	Nurse and Allied Solutions	Physician and Leadership Solutions	Technology and Workforce Solutions	Total
Balance, January 1, 2024	\$ 382,420	\$ 328,570	\$ 400,559	\$ 1,111,549
Goodwill adjustment for MS DR acquisition	—	5,266	—	5,266
Balance, September 30, 2024	<u>\$ 382,420</u>	<u>\$ 333,836</u>	<u>\$ 400,559</u>	<u>\$ 1,116,815</u>
Accumulated impairment loss as of December 31, 2023 and September 30, 2024	<u>\$ 154,444</u>	<u>\$ 60,495</u>	<u>\$ —</u>	<u>\$ 214,939</u>

Schedule of Disaggregation of Revenue

The following tables present the Company’s revenue disaggregated by service type:

	Three Months Ended September 30, 2024			
	Nurse and Allied Solutions	Physician and Leadership Solutions	Technology and Workforce Solutions	Total
Travel nurse staffing	\$ 243,745	\$ —	\$ —	\$ 243,745
Labor disruption services	486	—	—	486
Local staffing	10,494	—	—	10,494
Allied staffing	140,872	—	—	140,872
Locum tenens staffing	—	141,716	—	141,716
Interim leadership staffing	—	28,862	—	28,862
Temporary staffing	395,597	170,578	—	566,175
Permanent placement ⁽¹⁾	3,771	10,027	—	13,798
Language services	—	—	75,009	75,009
Vendor management systems	—	—	25,018	25,018
Other technologies	—	—	5,044	5,044
Technology-enabled services	—	—	105,071	105,071
Talent planning and acquisition	—	—	2,465	2,465
Total revenue	<u>\$ 399,368</u>	<u>\$ 180,605</u>	<u>\$ 107,536</u>	<u>\$ 687,509</u>

	Three Months Ended September 30, 2023			
	Nurse and Allied Solutions	Physician and Leadership Solutions	Technology and Workforce Solutions	Total
Travel nurse staffing	\$ 384,102	\$ —	\$ —	\$ 384,102
Labor disruption services	777	—	—	777
Local staffing	16,991	—	—	16,991
Allied staffing	167,622	—	—	167,622
Locum tenens staffing	—	112,514	—	112,514
Interim leadership staffing	—	30,910	—	30,910
Temporary staffing	569,492	143,424	—	712,916
Permanent placement ⁽¹⁾	3,934	16,130	—	20,064
Language services	—	—	66,406	66,406
Vendor management systems	—	—	38,116	38,116
Other technologies	—	—	5,052	5,052
Technology-enabled services	—	—	109,574	109,574
Talent planning and acquisition	—	—	10,909	10,909
Total revenue	<u>\$ 573,426</u>	<u>\$ 159,554</u>	<u>\$ 120,483</u>	<u>\$ 853,463</u>

	Nine Months Ended September 30, 2024			
	Nurse and Allied Solutions	Physician and Leadership Solutions	Technology and Workforce Solutions	Total
Travel nurse staffing	\$ 854,746	\$ —	\$ —	\$ 854,746
Labor disruption services	886	—	—	886
Local staffing	33,786	—	—	33,786
Allied staffing	462,001	—	—	462,001
Locum tenens staffing	—	429,700	—	429,700
Interim leadership staffing	—	89,373	—	89,373
Temporary staffing	1,351,419	519,073	—	1,870,492
Permanent placement ⁽¹⁾	9,645	36,394	—	46,039
Language services	—	—	221,749	221,749
Vendor management systems	—	—	81,671	81,671
Other technologies	—	—	15,993	15,993
Technology-enabled services	—	—	319,413	319,413
Talent planning and acquisition	—	—	13,128	13,128
Total revenue	<u>\$ 1,361,064</u>	<u>\$ 555,467</u>	<u>\$ 332,541</u>	<u>\$ 2,249,072</u>

	Nine Months Ended September 30, 2023			
	Nurse and Allied Solutions	Physician and Leadership Solutions	Technology and Workforce Solutions	Total
Travel nurse staffing	\$ 1,453,988	\$ —	\$ —	\$ 1,453,988
Labor disruption services	11,515	—	—	11,515
Local staffing	61,038	—	—	61,038
Allied staffing	545,959	—	—	545,959
Locum tenens staffing	—	341,129	—	341,129
Interim leadership staffing	—	107,553	—	107,553
Temporary staffing	2,072,500	448,682	—	2,521,182
Permanent placement ⁽¹⁾	14,421	52,858	—	67,279
Language services	—	—	191,732	191,732
Vendor management systems	—	—	138,843	138,843
Other technologies	—	—	18,191	18,191
Technology-enabled services	—	—	348,766	348,766
Talent planning and acquisition	—	—	33,758	33,758
Total revenue	<u>\$ 2,086,921</u>	<u>\$ 501,540</u>	<u>\$ 382,524</u>	<u>\$ 2,970,985</u>

(1) Includes revenue from international nurse permanent placement, physician permanent placement and executive search.

The following table presents the Company’s international nurse revenue by service type:

	Three Months Ended September 30,		Nine Months Ended September 30,	
	2024	2023	2024	2023
International nurse staffing ⁽¹⁾	\$ 41,376	\$ 53,990	\$ 129,668	\$ 155,454
International nurse permanent placement ⁽²⁾	3,771	3,934	9,645	14,421
Total international nurse revenue	<u>\$ 45,147</u>	<u>\$ 57,924</u>	<u>\$ 139,313</u>	<u>\$ 169,875</u>

(1) Included in “Travel nurse staffing” as presented in the preceding tables.

(2) Included in “Permanent placement” as presented in the preceding tables.

The following table presents the fair value of commercial paper and corporate bonds issued and outstanding:

	As of September 30, 2024	As of December 31, 2023
Commercial paper	\$ 55,101	\$ 48,206
Corporate bonds	—	—
Total classified as restricted cash equivalents	<u>\$ 55,101</u>	<u>\$ 48,206</u>
Commercial paper	\$ —	\$ —
Corporate bonds	10,129	15,563
Total classified as restricted investments	<u>\$ 10,129</u>	<u>\$ 15,563</u>

The following table presents information about the above-referenced assets and liabilities and indicate the fair value hierarchy of the valuation techniques utilized to determine such fair value:

Assets (Liabilities)	Fair Value Measurements as of September 30, 2024				Fair Value Measurements as of December 31, 2023			
	Level 1	Level 2	Level 3	Total	Level 1	Level 2	Level 3	Total
Deferred compensation	\$ (188,738)	\$ —	\$ —	\$ (188,738)	\$ (165,574)	\$ —	\$ —	\$ (165,574)
Corporate bonds	—	10,129	—	10,129	—	15,563	—	15,563
Commercial paper	—	55,101	—	55,101	—	48,206	—	48,206

[Schedule of Fair Value of Financial Instruments](#)

The carrying amounts and estimated fair value of the 2027 Notes and the 2029 Notes are presented in the following table. See additional information regarding the 2027 Notes and the 2029 Notes in Part II, Item 8, “Financial Statements and Supplementary Data—Notes to Consolidated Financial Statements—Note (8), Notes Payable and Credit Agreement” of the 2023 Annual Report.

	As of September 30, 2024		As of December 31, 2023	
	Carrying Amount	Estimated Fair Value	Carrying Amount	Estimated Fair Value
2027 Notes	\$ 500,000	\$ 486,875	\$ 500,000	\$ 468,750
2029 Notes	350,000	326,375	350,000	314,125

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BALANCE SHEET
DETAILS (Tables)

[Balance Sheet Related Disclosures \[Abstract\]](#)
[Schedule of Supplemental Balance Sheet Disclosures](#)

9 Months Ended
Sep. 30, 2024

The consolidated balance sheets detail is as follows:

	September 30, 2024	December 31, 2023
Other current assets:		
Restricted cash and cash equivalents	\$ 18,004	\$ 22,056
Income taxes receivable	8,953	5,350
Other	18,058	18,264
Other current assets	<u>\$ 45,015</u>	<u>\$ 45,670</u>
Fixed assets:		
Furniture and equipment	\$ 86,776	\$ 71,815
Software	435,064	388,812
Leasehold improvements	16,102	15,839
	<u>537,942</u>	<u>476,466</u>
Accumulated depreciation	(341,040)	(285,081)
Fixed assets, net	<u>\$ 196,902</u>	<u>\$ 191,385</u>
Other assets:		
Life insurance cash surrender value	\$ 193,736	\$ 162,780
Operating lease right-of-use assets	33,689	34,543
Other	39,841	39,473
Other assets	<u>\$ 267,266</u>	<u>\$ 236,796</u>
Accounts payable and accrued expenses:		
Trade accounts payable	\$ 44,033	\$ 54,128
Subcontractor payable	72,024	122,983
Accrued expenses	75,928	82,257
Loss contingencies	7,963	69,837
Professional liability reserve	6,416	7,761
Other	6,842	6,881
Accounts payable and accrued expenses	<u>\$ 213,206</u>	<u>\$ 343,847</u>
Accrued compensation and benefits:		
Accrued payroll	\$ 52,437	\$ 53,633
Accrued bonuses and commissions	23,800	31,236
ESPP contributions	53	950
Workers compensation reserve	6,169	12,130
Deferred compensation	188,738	165,574
Other	10,486	15,013
Accrued compensation and benefits	<u>\$ 281,683</u>	<u>\$ 278,536</u>
Other current liabilities:		
Client deposits	\$ —	\$ 8,707
Operating lease liabilities	6,363	7,993
Deferred revenue	12,738	11,303
Other	4,556	5,735
Other current liabilities	<u>\$ 23,657</u>	<u>\$ 33,738</u>
Other long-term liabilities:		
Workers compensation reserve	\$ 22,531	\$ 21,169
Professional liability reserve	37,283	36,891
Operating lease liabilities	37,477	37,603
Other	13,468	13,316
Other long-term liabilities	<u>\$ 110,759</u>	<u>\$ 108,979</u>

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BASIS OF PRESENTATION - Reconciliation of Cash, Cash Equivalents and Restricted Cash (Details) - USD (\$)
\$ in Thousands

[Organization, Consolidation and Presentation of Financial Statements \[Abstract\]](#)

Cash and cash equivalents	\$ 30,550	\$ 32,935		
Restricted cash and cash equivalents (included in other current assets)	18,004	22,056		
Restricted cash, cash equivalents and investments	72,167	68,845		
Total cash, cash equivalents and restricted cash and investments	120,721	123,836		
Less restricted investments	(10,129)	(15,563)		
Total cash, cash equivalents and restricted cash	\$ 110,592	\$ 108,273	\$ 109,639	\$ 137,872

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BASIS OF PRESENTATION - Reconciliation of Activity in Allowance for Credit Losses for Accounts Receivable (Details) - USD (\$)
\$ in Thousands

[Accounts Receivable, Allowance for Credit Loss \[Roll Forward\]](#)

Beginning balance	\$ 32,233	\$ 31,910
Provision for expected credit losses	5,664	5,464
Amounts written off charged against the allowance	(6,698)	(2,948)
Ending balance	\$ 31,199	\$ 34,426

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ACQUISITIONS - MSDR Acquisition (Details)

3 Months Ended					
Nov. 30, 2023	Jun. 30, 2024	Sep. 30, 2024	Dec. 31, 2023	Feb. 10, 2023	Feb. 09, 2023
USD (\$)	USD (\$)	USD (\$)	USD (\$)	USD (\$)	USD (\$)
company					

[Business Acquisition \[Line Items\]](#)

[Goodwill](#)

[Revolving Credit Facility | Line of Credit](#)

[Business Acquisition \[Line Items\]](#)

[Maximum borrowing capacity](#)

[MSDR](#)

[Business Acquisition \[Line Items\]](#)

[Number of healthcare staffing companies | company](#)

[Purchase price](#)

[Cash returned to the company for final working capital settlement](#)

Fair value of tangible assets acquired		43,323,000
Cash received		643,000
Liabilities assumed		25,190,000
Identifiable intangible assets	\$ 92,000,000	92,000,000
Goodwill		181,036,000
Goodwill expected to be deductible for tax purposes		\$ 92,208,000

Intangible assets acquired, weighted average useful life 7 years

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ACQUISITIONS - Fair Value and Useful life of Intangible Assets	Jun. 30, 2024	Nov. 30, 2023
Acquired (Details) - MSDR - USD (\$)		
\$ in Thousands		

Acquired Finite-Lived Intangible Assets [Line Items]

Fair Value	\$ 92,000	\$ 92,000
------------	-----------	-----------

Customer relationships

Acquired Finite-Lived Intangible Assets [Line Items]

Fair Value		\$ 54,300
------------	--	-----------

Customer relationships | Minimum

Acquired Finite-Lived Intangible Assets [Line Items]

Useful Life		7 years
-------------	--	---------

Customer relationships | Maximum

Acquired Finite-Lived Intangible Assets [Line Items]

Useful Life		10 years
-------------	--	----------

Tradenames and trademarks

Acquired Finite-Lived Intangible Assets [Line Items]

Fair Value		\$ 26,400
------------	--	-----------

Useful Life

		3 years
--	--	---------

Staffing databases

Acquired Finite-Lived Intangible Assets [Line Items]

Fair Value		\$ 11,300
------------	--	-----------

Useful Life

		5 years
--	--	---------

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NET INCOME PER COMMON SHARE - Computation of Basic and Diluted Net Income Per Common Share (Details) - USD (\$)	3 Months Ended	9 Months Ended
\$ / shares in Units, shares in Thousands, \$ in Thousands	Sep. 30, 2024	Sep. 30, 2023
	Sep. 30, 2024	Sep. 30, 2023

Earnings Per Share [Abstract]

Net income - basic	\$ 6,989	\$ 53,174	\$ 40,554	\$ 198,190
--------------------	----------	-----------	-----------	------------

Net income - diluted	\$ 6,989	\$ 53,174	\$ 40,554	\$ 198,190
----------------------	----------	-----------	-----------	------------

Net income per common share - basic (in dollars per share)	\$ 0.18	\$ 1.39	\$ 1.06	\$ 5.01
--	---------	---------	---------	---------

Net income per common share - diluted (in dollars per share)	\$ 0.18	\$ 1.39	\$ 1.06	\$ 4.99
--	---------	---------	---------	---------

Weighted average common shares outstanding - basic (in shares)	38,200	38,147	38,163	39,547
--	--------	--------	--------	--------

Plus dilutive effect of potential common shares (in shares)	87	178	84	187
---	----	-----	----	-----

Weighted average common shares outstanding - diluted (in shares)	38,287	38,325	38,247	39,734
--	--------	--------	--------	--------

Anti-dilutive potential common shares excluded from diluted weighted average common shares outstanding (in shares)	411	43	392	84
--	-----	----	-----	----

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NET INCOME PER COMMON SHARE - Narrative (Details) - Accelerated Share Repurchase Agreement - USD (\$)	3 Months Ended	
shares in Thousands, \$ in Thousands	Sep. 30, 2023	Jun. 30, 2023
	Sep. 30, 2023	May 08, 2023

Share Repurchase Program [Line Items]

Accelerated share repurchases, prepaid amount		\$ 200,000
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Accelerated share repurchases, initial delivery, shares (in shares)	1,760	
---	-------	--

Accelerated share repurchases, final delivery, shares (in shares)	261	
---	-----	--

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SEGMENT INFORMATION- Narrative (Details)	9 Months Ended	
	Sep. 30, 2024	
	segment	

Segment Reporting [Abstract]

Number of reportable segments 3

XML 49 R34.htm IDEA: XBRL DOCUMENT

SEGMENT INFORMATION - Reconciliation of Revenue and Operating Income by Reportable Segment (Details) - USD (\$)	3 Months Ended	9 Months Ended
\$ in Thousands	Sep. 30, 2024	Sep. 30, 2023
	Sep. 30, 2024	Sep. 30, 2023

Segment Reporting, Revenue Reconciling Item [Line Items]

Revenue	\$ 687,509	\$ 853,463	\$ 2,249,072	\$ 2,970,985
---------	------------	------------	--------------	--------------

Segment operating income	22,252	86,926	99,879	304,259
--------------------------	--------	--------	--------	---------

Depreciation and amortization	41,122	39,175	126,942	113,599
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Depreciation (included in cost of revenue)	1,928	1,552	5,363	4,196
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Share-based compensation	5,555	306	19,651	15,442
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Interest expense, net, and other	14,444	11,541	46,787	33,975
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Income before income taxes	7,808	75,385	53,092	270,284
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Nurse and allied solutions

Segment Reporting, Revenue Reconciling Item [Line Items]

Revenue	399,368	573,426	1,361,064	2,086,921
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Physician and leadership solutions

Segment Reporting, Revenue Reconciling Item [Line Items]

Revenue	180,605	159,554	555,467	501,540
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Technology and workforce solutions

Segment Reporting, Revenue Reconciling Item [Line Items]

Revenue	107,536	120,483	332,541	382,524
---------	---------	---------	---------	---------

Operating segments

Segment Reporting, Revenue Reconciling Item [Line Items]

Revenue	687,509	853,463	2,249,072	2,970,985
---------	---------	---------	-----------	-----------

Segment operating income	95,192	155,155	330,153	545,782
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[Operating segments | Nurse and allied solutions](#)

[Segment Reporting, Revenue Reconciling Item \[Line Items\]](#)

Revenue	399,368	573,426	1,361,064	2,086,921
Segment operating income	35,110	82,882	134,659	299,320

[Operating segments | Physician and leadership solutions](#)

[Segment Reporting, Revenue Reconciling Item \[Line Items\]](#)

Revenue	180,605	159,554	555,467	501,540
Segment operating income	18,134	21,609	62,017	73,165

[Operating segments | Technology and workforce solutions](#)

[Segment Reporting, Revenue Reconciling Item \[Line Items\]](#)

Revenue	107,536	120,483	332,541	382,524
Segment operating income	41,948	50,664	133,477	173,297

[Unallocated corporate overhead](#)

[Segment Reporting, Revenue Reconciling Item \[Line Items\]](#)

Unallocated corporate overhead	\$ 24,335	\$ 27,196	\$ 78,318	\$ 108,286
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SEGMENT INFORMATION - Goodwill by Reportable Segment (Details) - USD (\$) \$ in Thousands	9 Months Ended	
	Sep. 30, 2024	Dec. 31, 2023

[Goodwill \[Roll Forward\]](#)

Goodwill, beginning balance	\$ 1,111,549			
Goodwill, ending balance	1,116,815			
Accumulated impairment loss	214,939	\$ 214,939		

[MSDR](#)

[Goodwill \[Roll Forward\]](#)

Goodwill adjustment for MSDR acquisition	5,266			
Nurse and Allied Solutions				
Goodwill [Roll Forward]				
Goodwill, beginning balance	382,420			
Goodwill, ending balance	382,420			
Accumulated impairment loss	154,444	154,444		

[Nurse and Allied Solutions | MSDR](#)

[Goodwill \[Roll Forward\]](#)

Goodwill adjustment for MSDR acquisition	0			
Physician and Leadership Solutions				
Goodwill [Roll Forward]				
Goodwill, beginning balance	328,570			
Goodwill, ending balance	333,836			
Accumulated impairment loss	60,495	60,495		

[Physician and Leadership Solutions | MSDR](#)

[Goodwill \[Roll Forward\]](#)

Goodwill adjustment for MSDR acquisition	5,266			
Technology and Workforce Solutions				
Goodwill [Roll Forward]				
Goodwill, beginning balance	400,559			
Goodwill, ending balance	400,559			
Accumulated impairment loss	0	\$ 0		

[Technology and Workforce Solutions | MSDR](#)

[Goodwill \[Roll Forward\]](#)

Goodwill adjustment for MSDR acquisition	\$ 0			
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SEGMENT	3 Months Ended	9 Months Ended
INFORMATION -		
Disaggregation of		
Revenue (Details) -	Sep. 30, 2024	Sep. 30, 2023
USD (\$)	Sep. 30, 2024	Sep. 30, 2023
\$ in Thousands		

[Segment Reporting Information \[Line Items\]](#)

Revenue	\$ 687,509	\$ 853,463	\$ 2,249,072	\$ 2,970,985
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[Nurse and Allied Solutions](#)

[Segment Reporting Information \[Line Items\]](#)

Revenue	399,368	573,426	1,361,064	2,086,921
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[Physician and Leadership Solutions](#)

[Segment Reporting Information \[Line Items\]](#)

Revenue	180,605	159,554	555,467	501,540
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[Technology and Workforce Solutions](#)

[Segment Reporting Information \[Line Items\]](#)

Revenue	107,536	120,483	332,541	382,524
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[Travel nurse staffing](#)

[Segment Reporting Information \[Line Items\]](#)

Revenue	243,745	384,102	854,746	1,453,988
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[Travel nurse staffing | Nurse and Allied Solutions](#)

[Segment Reporting Information \[Line Items\]](#)

Revenue	243,745	384,102	854,746	1,453,988
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[Travel nurse staffing | Physician and Leadership Solutions](#)

[Segment Reporting Information \[Line Items\]](#)

Revenue	0	0	0	0
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[Travel nurse staffing | Technology and Workforce Solutions](#)

[Segment Reporting Information \[Line Items\]](#)

Revenue	0	0	0	0
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[Labor disruption services](#)

[Segment Reporting Information \[Line Items\]](#)

Revenue	486	777	886	11,515
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[Labor disruption services | Nurse and Allied Solutions](#)

[Segment Reporting Information \[Line Items\]](#)

Revenue	486	777	886	11,515
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[Labor disruption services | Physician and Leadership Solutions](#)

[Segment Reporting Information \[Line Items\]](#)

Revenue	0	0	0	0
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[Labor disruption services | Technology and Workforce Solutions](#)

[Segment Reporting Information \[Line Items\]](#)

Revenue	0	0	0	0
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[Local staffing](#)

[Segment Reporting Information \[Line Items\]](#)

Revenue	10,494	16,991	33,786	61,038
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[Local staffing | Nurse and Allied Solutions](#)

Segment Reporting Information [Line Items]				
Revenue	10,494	16,991	33,786	61,038
Local staffing Physician and Leadership Solutions				
Segment Reporting Information [Line Items]				
Revenue	0	0	0	0
Local staffing Technology and Workforce Solutions				
Segment Reporting Information [Line Items]				
Revenue	0	0	0	0
Allied staffing				
Segment Reporting Information [Line Items]				
Revenue	140,872	167,622	462,001	545,959
Allied staffing Nurse and Allied Solutions				
Segment Reporting Information [Line Items]				
Revenue	140,872	167,622	462,001	545,959
Allied staffing Physician and Leadership Solutions				
Segment Reporting Information [Line Items]				
Revenue	0	0	0	0
Allied staffing Technology and Workforce Solutions				
Segment Reporting Information [Line Items]				
Revenue	0	0	0	0
Locum tenens staffing				
Segment Reporting Information [Line Items]				
Revenue	141,716	112,514	429,700	341,129
Locum tenens staffing Nurse and Allied Solutions				
Segment Reporting Information [Line Items]				
Revenue	0	0	0	0
Locum tenens staffing Physician and Leadership Solutions				
Segment Reporting Information [Line Items]				
Revenue	141,716	112,514	429,700	341,129
Locum tenens staffing Technology and Workforce Solutions				
Segment Reporting Information [Line Items]				
Revenue	0	0	0	0
Interim leadership staffing				
Segment Reporting Information [Line Items]				
Revenue	28,862	30,910	89,373	107,553
Interim leadership staffing Nurse and Allied Solutions				
Segment Reporting Information [Line Items]				
Revenue	0	0	0	0
Interim leadership staffing Physician and Leadership Solutions				
Segment Reporting Information [Line Items]				
Revenue	28,862	30,910	89,373	107,553
Interim leadership staffing Technology and Workforce Solutions				
Segment Reporting Information [Line Items]				
Revenue	0	0	0	0
Temporary staffing				
Segment Reporting Information [Line Items]				
Revenue	566,175	712,916	1,870,492	2,521,182
Temporary staffing Nurse and Allied Solutions				
Segment Reporting Information [Line Items]				
Revenue	395,597	569,492	1,351,419	2,072,500
Temporary staffing Physician and Leadership Solutions				
Segment Reporting Information [Line Items]				
Revenue	170,578	143,424	519,073	448,682
Temporary staffing Technology and Workforce Solutions				
Segment Reporting Information [Line Items]				
Revenue	0	0	0	0
Permanent placement				
Segment Reporting Information [Line Items]				
Revenue	13,798	20,064	46,039	67,279
Permanent placement Nurse and Allied Solutions				
Segment Reporting Information [Line Items]				
Revenue	3,771	3,934	9,645	14,421
Permanent placement Physician and Leadership Solutions				
Segment Reporting Information [Line Items]				
Revenue	10,027	16,130	36,394	52,858
Permanent placement Technology and Workforce Solutions				
Segment Reporting Information [Line Items]				
Revenue	0	0	0	0
Language services				
Segment Reporting Information [Line Items]				
Revenue	75,009	66,406	221,749	191,732
Language services Nurse and Allied Solutions				
Segment Reporting Information [Line Items]				
Revenue	0	0	0	0
Language services Physician and Leadership Solutions				
Segment Reporting Information [Line Items]				
Revenue	0	0	0	0
Language services Technology and Workforce Solutions				
Segment Reporting Information [Line Items]				
Revenue	75,009	66,406	221,749	191,732
Vendor management systems				
Segment Reporting Information [Line Items]				
Revenue	25,018	38,116	81,671	138,843
Vendor management systems Nurse and Allied Solutions				
Segment Reporting Information [Line Items]				
Revenue	0	0	0	0
Vendor management systems Physician and Leadership Solutions				
Segment Reporting Information [Line Items]				
Revenue	0	0	0	0
Vendor management systems Technology and Workforce Solutions				
Segment Reporting Information [Line Items]				
Revenue	25,018	38,116	81,671	138,843
Other technologies				
Segment Reporting Information [Line Items]				
Revenue	5,044	5,052	15,993	18,191
Other technologies Nurse and Allied Solutions				
Segment Reporting Information [Line Items]				

Revenue	0	0	0	0
Other technologies Physician and Leadership Solutions				
Segment Reporting Information [Line Items]				
Revenue	0	0	0	0
Other technologies Technology and Workforce Solutions				
Segment Reporting Information [Line Items]				
Revenue	5,044	5,052	15,993	18,191
Technology-enabled services				
Segment Reporting Information [Line Items]				
Revenue	105,071	109,574	319,413	348,766
Technology-enabled services Nurse and Allied Solutions				
Segment Reporting Information [Line Items]				
Revenue	0	0	0	0
Technology-enabled services Physician and Leadership Solutions				
Segment Reporting Information [Line Items]				
Revenue	0	0	0	0
Technology-enabled services Technology and Workforce Solutions				
Segment Reporting Information [Line Items]				
Revenue	105,071	109,574	319,413	348,766
Talent planning and acquisition				
Segment Reporting Information [Line Items]				
Revenue	2,465	10,909	13,128	33,758
Talent planning and acquisition Nurse and Allied Solutions				
Segment Reporting Information [Line Items]				
Revenue	0	0	0	0
Talent planning and acquisition Physician and Leadership Solutions				
Segment Reporting Information [Line Items]				
Revenue	0	0	0	0
Talent planning and acquisition Technology and Workforce Solutions				
Segment Reporting Information [Line Items]				
Revenue	2,465	10,909	13,128	33,758
International nurse				
Segment Reporting Information [Line Items]				
Revenue	45,147	57,924	139,313	169,875
International nurse staffing				
Segment Reporting Information [Line Items]				
Revenue	41,376	53,990	129,668	155,454
International nurse permanent placement				
Segment Reporting Information [Line Items]				
Revenue	\$ 3,771	\$ 3,934	\$ 9,645	\$ 14,421

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NOTES PAYABLE
AND CREDIT
AGREEMENT
(Details) - USD (\$)

Nov. 30, 2023Feb. 10, 2023Feb. 09, 2023

[Revolving Credit Facility | Line of Credit](#)

[Debt Instrument \[Line Items\]](#)

[Maximum borrowing capacity](#) \$ 750,000,000 \$ 750,000,000 \$ 400,000,000

XML 53 R38.htm IDEA: XBRL DOCUMENT

FAIR VALUE
MEASUREMENT -
Assets and Liabilities
at Fair Value (Details)
- Fair Value,
Measurements,
Recurring - USD (\$)
\$ in Thousands

Sep. 30, 2024Dec. 31, 2023

[Commercial paper](#)

[Fair Value, Assets and Liabilities Measured on Recurring and Nonrecurring Basis \[Line Items\]](#)

[Assets \(liabilities\) measured at fair value on a recurring basis](#) \$ 55,101 \$ 48,206

[Level 2 | Commercial paper](#)

[Fair Value, Assets and Liabilities Measured on Recurring and Nonrecurring Basis \[Line Items\]](#)

[Assets \(liabilities\) measured at fair value on a recurring basis](#) 55,101 48,206

[Level 2 | Restricted Cash Equivalents](#)

[Fair Value, Assets and Liabilities Measured on Recurring and Nonrecurring Basis \[Line Items\]](#)

[Assets \(liabilities\) measured at fair value on a recurring basis](#) 55,101 48,206

[Level 2 | Restricted Cash Equivalents | Commercial paper](#)

[Fair Value, Assets and Liabilities Measured on Recurring and Nonrecurring Basis \[Line Items\]](#)

[Assets \(liabilities\) measured at fair value on a recurring basis](#) 55,101 48,206

[Level 2 | Restricted Cash Equivalents | Corporate bonds](#)

[Fair Value, Assets and Liabilities Measured on Recurring and Nonrecurring Basis \[Line Items\]](#)

[Assets \(liabilities\) measured at fair value on a recurring basis](#) 0 0

[Level 2 | Restricted Investments](#)

[Fair Value, Assets and Liabilities Measured on Recurring and Nonrecurring Basis \[Line Items\]](#)

[Assets \(liabilities\) measured at fair value on a recurring basis](#) 10,129 15,563

[Level 2 | Restricted Investments | Commercial paper](#)

[Fair Value, Assets and Liabilities Measured on Recurring and Nonrecurring Basis \[Line Items\]](#)

[Assets \(liabilities\) measured at fair value on a recurring basis](#) 0 0

[Level 2 | Restricted Investments | Corporate bonds](#)

[Fair Value, Assets and Liabilities Measured on Recurring and Nonrecurring Basis \[Line Items\]](#)

[Assets \(liabilities\) measured at fair value on a recurring basis](#) \$ 10,129 \$ 15,563

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FAIR VALUE
MEASUREMENT -
Narrative (Details) -
USD (\$)

9 Months Ended
Sep. 30, 2024Sep. 30, 2023Dec. 31, 2023Oct. 20, 2020Aug. 13, 2020

[Fair Value, Assets and Liabilities Measured on Recurring and Nonrecurring Basis \[Line Items\]](#)

[Asset impairment charges](#) \$ 0 \$ 0

[2027 Notes | Senior Notes](#)

[Fair Value, Assets and Liabilities Measured on Recurring and Nonrecurring Basis \[Line Items\]](#)

[Interest rate](#) 4.625%

[2029 Notes | Senior Notes](#)

[Fair Value, Assets and Liabilities Measured on Recurring and Nonrecurring Basis \[Line Items\]](#)

[Interest rate](#) 4.00%

[Fair Value, Measurements, Nonrecurring | Level 2](#)

[Fair Value, Assets and Liabilities Measured on Recurring and Nonrecurring Basis \[Line Items\]](#)

[Cumulative upward adjustments](#) 14,033,000

[Cumulative downward adjustments](#) 10,130,000

[Equity investment balance](#) 12,503,000 \$ 12,503,000

Acquisition contingent consideration liabilities		
Fair Value, Assets and Liabilities Measured on Recurring and Nonrecurring Basis [Line Items]		
Contingent consideration liabilities	\$ 0	\$ 0
XML 55 R40.htm IDEA: XBRL DOCUMENT		
FAIR VALUE		
MEASUREMENT -		
Financial Assets and		
Liabilities (Details) -		
Fair Value,		
Measurements,		
Recurring - USD (\$)		
\$ in Thousands		
Corporate bonds		
Fair Value, Assets and Liabilities Measured on Recurring and Nonrecurring Basis [Line Items]		
Assets (liabilities) measured at fair value on a recurring basis	\$ 10,129	\$ 15,563
Corporate bonds Level 1		
Fair Value, Assets and Liabilities Measured on Recurring and Nonrecurring Basis [Line Items]		
Assets (liabilities) measured at fair value on a recurring basis	0	0
Corporate bonds Level 2		
Fair Value, Assets and Liabilities Measured on Recurring and Nonrecurring Basis [Line Items]		
Assets (liabilities) measured at fair value on a recurring basis	10,129	15,563
Corporate bonds Level 3		
Fair Value, Assets and Liabilities Measured on Recurring and Nonrecurring Basis [Line Items]		
Assets (liabilities) measured at fair value on a recurring basis	0	0
Commercial paper		
Fair Value, Assets and Liabilities Measured on Recurring and Nonrecurring Basis [Line Items]		
Assets (liabilities) measured at fair value on a recurring basis	55,101	48,206
Commercial paper Level 1		
Fair Value, Assets and Liabilities Measured on Recurring and Nonrecurring Basis [Line Items]		
Assets (liabilities) measured at fair value on a recurring basis	0	0
Commercial paper Level 2		
Fair Value, Assets and Liabilities Measured on Recurring and Nonrecurring Basis [Line Items]		
Assets (liabilities) measured at fair value on a recurring basis	55,101	48,206
Commercial paper Level 3		
Fair Value, Assets and Liabilities Measured on Recurring and Nonrecurring Basis [Line Items]		
Assets (liabilities) measured at fair value on a recurring basis	0	0
Deferred compensation		
Fair Value, Assets and Liabilities Measured on Recurring and Nonrecurring Basis [Line Items]		
Assets (liabilities) measured at fair value on a recurring basis	(188,738)	(165,574)
Deferred compensation Level 1		
Fair Value, Assets and Liabilities Measured on Recurring and Nonrecurring Basis [Line Items]		
Assets (liabilities) measured at fair value on a recurring basis	(188,738)	(165,574)
Deferred compensation Level 2		
Fair Value, Assets and Liabilities Measured on Recurring and Nonrecurring Basis [Line Items]		
Assets (liabilities) measured at fair value on a recurring basis	0	0
Deferred compensation Level 3		
Fair Value, Assets and Liabilities Measured on Recurring and Nonrecurring Basis [Line Items]		
Assets (liabilities) measured at fair value on a recurring basis	\$ 0	\$ 0
XML 56 R41.htm IDEA: XBRL DOCUMENT		

FAIR VALUE		
MEASUREMENT -		
Fair Value of		
Financial Instruments		
(Details) - Senior		
Notes - USD (\$)		
\$ in Thousands		
Sep. 30, 2024 Dec. 31, 2023		

2027 Notes		
Fair Value, Assets and Liabilities Measured on Recurring and Nonrecurring Basis [Line Items]		
Carrying Amount	\$ 500,000	\$ 500,000
Estimated Fair Value	486,875	468,750
2029 Notes		
Fair Value, Assets and Liabilities Measured on Recurring and Nonrecurring Basis [Line Items]		
Carrying Amount	350,000	350,000
Estimated Fair Value	\$ 326,375	\$ 314,125

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COMMITMENTS AND		
CONTINGENCIES		
(Details)		
\$ in Thousands		
Sep. 30, 2024		
USD (\$)		
Wage and Hour claims Pending Litigation		
Commitments and Contingencies [Line Items]		
Litigation matters accrual	\$ 62,000	

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BALANCE SHEET		
DETAILS (Details) -		
USD (\$)		
Sep. 30, 2024 Dec. 31, 2023		
\$ in Thousands		
Other current assets:		
Restricted cash and cash equivalents	\$ 18,004	\$ 22,056
Income taxes receivable	8,953	5,350
Other	18,058	18,264
Other current assets	45,015	45,670
Fixed assets:		
Furniture and equipment	86,776	71,815
Software	435,064	388,812
Leasehold improvements	16,102	15,839
Fixed assets, gross	537,942	476,466
Accumulated depreciation	(341,040)	(285,081)
Fixed assets, net	196,902	191,385
Other assets:		
Life insurance cash surrender value	193,736	162,780
Operating lease right-of-use assets	33,689	34,543
Other	39,841	39,473
Other assets	267,266	236,796
Accounts payable and accrued expenses:		
Trade accounts payable	44,033	54,128
Subcontractor payable	72,024	122,983
Accrued expenses	75,928	82,257
Loss contingencies	7,963	69,837
Professional liability reserve	6,416	7,761
Other	6,842	6,881

OCGL 59 Financial Data: XBRL Document begin 644 Financial Report.XLS4\$1\$!0! (#19UD:04UB0@ 0 + 0 9&K(C4)O~C,0871P+GAM M; \$V, /OL, 11\$ UQO;=IP4)B0-I2L+ (UQLOD&1.LD)~OCGICVXZ;QA&WPIG M*N*1B*V85& C(UID 147BK97;7=N)=H16-Y #OGDK7A.YNJOQ+64GP24A0UW=J0=URU;UEA 6#M7E1+ P04 M" Vd6=9X7~1/ K=I\$0 &108U;R;WIS+V-O&ULS9+~ M3L,P5\$ 157F7(P/\$%::=5577"%1<3.LJ>M1?R02CIWY.8-A6"#V#IF>LS M9Z1I51#*1WR,F D@~EJm,U+U+0H45.Q #9#4 .U.Y91P4W/GHY4T/>,>@E0? MB+G?D?S9W(2V8S)+~AB&GQY>V,F%<M(ND43K~2\$70,M+N+GR:-PWJ[85W-Z~NBJ@~I~MZT;P%>~%<N~PNPA;KW.M /&CLV/7P]~Z[X+4\$1\$!10 (<:19UF97)PC\$ 8 JPG 3> &PO M+=AE;640=&AE;640+GAM;U~6W;~11 "IZ 0=>?V;00&~H&VMI~5?M]F\$ M4XQ?A1#68C9QY&6?J]~A#F+@E WMDWDZFSP& .G[SD5Y~U>X?Z?N+P+HABH4 MGAU6?Z;UKNW+> [55[DD4\$3P&:>O, 140Q+M511 ,X?&A T2116F1?]+3E\$SY/F/723H=,H?N,M18"(.Z?D3E)(X53?Q,IJ95I6 M?;?1TDB @LE1E 62Z2?CTQ4,@T1J,U8S9G143MGX\$~VGOT;1K&X.X.+~+ MTHMP 3(4;N=PIWT;+>D00FTHVG09~CVJ1J]~4T 3JWW?Z?YMHG J-6T 3 M?W=TXZJQW0> V~4" PZZJQJ00=MJ)B?KFNZD19H0D;CZW2H2;7E0..O M%AP=M;T@.67BGZ 90%V1V[W4% %?CN.RD1 1%;-91TAF6~\$9RG9 #@@ W MQ.%4;R00;.*2TERUOLIM\$:?K[?5?B?W~M?]J9>R[0S>UJ].LYK M6E1]JPG&G[N;S\A/<~CDGZ~3UTU"SG"+ GQ~R- ;88C(CN1JW6VW3T=N[>I+P, BUY1&?6? MR~VZYXSM4D.A, "JV&F&10? *D?3&6H&X.M.L\$> 3?>~".C7C8CWJV~: M/5>A6\$G.A@.01AKBG/F~C~J~P~E1M?V5;SCFED)0816?1JAS0~J]JXR~@?QN1X~Y71X~K<60QK0UHY? ? 1VCV?J" B" MP#E +GW/6~Y]~VATK]~WZV22\$KYI9+2,6DSN1LTSDN/R+RO JQ HG9%LE?0AMNZU2177Y?~Y+@<6 3P%TZ/T/BS?3 Q?Y13("S~M#W)+ZK-40K4F M.KS<CL@37J]EQUVJ".E.70@<0KX;J~J=W+HXGIB1 MN0K341!OP_GIQ?@:XCG9!+E]F%=MY]C1T? OGP5&PH~EAEW/B"BI>(ZAAIC;P?>7M?P&F>50E T?K&ULK~0L1K=@N~Q?+I3+9&L MH >+<FKU\$~E]58%Q;@.K M D?3Q1Q%Z?GEUQ? X1&X2]JN9;5NKRWE&6T34C9?>3920~WF60P4S=U5; M?K~<:CV?64;J] FEMR);M4XQ?J(0Y87YD)BQ/E3ON<@;GMYZD;G MEW?7J+L;E'~#~4YU_T74.N?0=>X_IND\$M3(3)QYQ1!=\$4" (Y4U)~VTF\$S0D;X91ZSAW;~>K<1\$ 6-8>+3?+7.F;MX# M?7N83+5.D?L?B]BHR;54B6QJ03 DEC~NTB> &!(O)UMZD]MW@~#S4J]J9E1" M/TL?1~21F.6 0T74X48JFVL+WVC\$>818PBAK?CAT6&C/5BZPYCO10 M=0 Y3 .Y UH]@T]T\$?7&9MC.CYX\$~S~[~PVPPL2.X>V+OP%02P,\$% M /<=6G68~@~@ !@ SQ !@ !@ J;]~W;WOF~K~U4J84Y M~BZ7[H\$],ZEBRKN~4SS01A@D>Y*(X~C~Z;1B~B~?]J9Z/GJ?SS\$SDR] M~L=<~6Y\$?>~#K87QBQ(X4Y6UKV1+Q5SCHWY~"/Y:AA4LQ0)Y0D6?7 MC0Q? [1F\$N>1?/G.GUQ3 \$5.10YN0N~X&XD0B\$KX\$K~AQL5L3462 ?;?YIG~CP5H\$?>~.JN&Y~D<@9C&R1&BXN/XH~4-OX~3? M]D]0M?V P[.6I0E1~">[P?Y]RUUOQ1]X3H6 [03LC81>5 CYICU~<!(DZ8)KD9; M&CS-C9; T]JL]@?Q?T4~R4004C, A&U&K>+>+S61V+U~PPU(O?E.7&=<(< M=FSBNCX~?3JG&AMF Q5<=>R0B7MSP5[4X~&X\$Y]S(JX,NJLEDLQ0V M4EQ.G>9G&Q~J]HG4+I#~.QR%J]SKC20D4;A;J~0~!/?2*K5BH>J;N)U"KS. M<7A/0H4R,+V0P#A@;3SAWEIT/U>7D[!~H?7*&B0U)UAMR&D2 /63P5R&:>S>@<=).M~W.X%I!3;BK N] M&+B1F+=F&(5?P?."Q11W?0?>L?K1~>1~M\$S;C9D/Q1N?&X\$S~J~>=VZ1 MNYKUQ?PG5N<8!+O\$EPI>56]>V~3~M~R B53\$DUFBU09~VM~#_~+01XZ"Z MR" 21#T&<~>*7R5T 36>BV[RHN?Z0~SD9XGKF+P~CQ1*X3~*J1K.CBD/L1MX<+ MZW?6&8GB,>+?7Y?A?P? D]CIGI, K~6Z\$T2C~X43CSQ009]DJEG\$ @J7 MU4,R]MAM. 3*2GJ? [S3+3\$3Q].@/XRJ]@PPTN.;1]Q2]B9;1B>]YUJZ T M?Y?Y"YE/F R 6667.B ;%I/ M960?F 2=&Z~G~>3~*~3P*+003]J~A~F80~>S.Z.KV(K~<=>E=OC~ (ML/2D)30]]J95Y<~.ZUKDEYN~HN9EYV]J9]10FW7(5D8>=E3D.1~E+D~H.6 NE77X~>SSQ6P2P?G~V \$~6 M?TD]B0~#R0~#C@H XQC2&4;G4KB=VMJ;W*~RCO?7U>4K,P]U(O,8Z?FIF~(M~YZ, \$@70>4~\$WKZ8387H?2(*R,P/Q+OB\$7 AH2PZ9453KZNN*5T8<=M5T M~EX?YVOXY~?3\$&23?]]Y]J]~L~>2~.W\$+~S.]~>Z]9S]U=6I=V]F;V MDU9]]~INEW&~J]V5C;1.NNRH?241EL&G?>M~<O\$5~4W8FBQW[F1X9C5P1T10+M~O?]~&B~>?0]8%UG~H+U>C~6]L6+&U&R~4YR2GR0U<=2VN%K05@WR/M&~@ MOMWJ_L3~7]]22.Q ZIQW8NXXO.J%L@Q[?H M]M]D;+<GVG?2 M~W&V&8. GPF]J%G%6%1 F2Q?TQJ<[L&S&Q1&6U~K~\$X5AB CB&A%Y] T@P M.#(N1M#G#F1).P]M\$76A?7%#9?~?F E+4&;~BRAT\$J+~?SN- Z]@UQS&M?W?G?GEA =7U~7UU<+<K&?7?GJW=7\$+~V0?QXJ?W?F~\$>7]]N?T?G1U?QWKT]L7&B&X&XAB~GB&7X%OQ(9 M~P~?<8X?>1~=>3+GS<~&~X?=>B?9.) M,M];<5D N,]]O)?%] (V<L.(NS5C;F77)]J1K1K",7HA ZG\$+~PC>_XNM M]ZAJ0A01!>LYP&."SV78 "(535G861W~#~#J%]U+9+4;NQ.H1?F35 GCSX18X@;1#5F1 DGS)NZS]76F\$1~?>1 M]ZJ0IS\$M01- 2BB>?/EK(XS20D4AP1~X21D)E 5X]J(L&J?D?E=V7R\$SK2A)DMO+~?@Q;P/IBU4U+>]O>~>+V~LF75.PB.[L]HQGQZ(2094.1LVN613P]0R4?FHR]OIA&8J]SXOHFKA2.W~FLNK+>B5 M0ZTF=;~%\$E3Q40~N99DMPO1~>GOZP2.1~>@E?>OV07V7.RK? MXNUX~.59 MSAO1T2?>@QYQ~NF0Y~PBA/R0;K~O\$S!&DFC!~V~>=&8432.4 7G&O4RNM MOMPW~>4906Q1~>O8%?1 [?>ODH9%Q\$U\$U~#8H>F5X=5]#>[UQ,9X?9E]~UK+~<1L&B=A6V~10\$S+~JVG&V&XQZU2AP.*\$7Y.4Q1P~(AB#W DO;S1K.'M~5U>~>M7X]U(1GG6I&6QW6D1~+JG<+>+XWJVF] GWEOP51F4K.K%+3\$Y,9B]J~2>[9X\$J?J?E]Z MMWIV.R<>O?P?AJAOC1THDZ3C)WXBUM~+9Y.4R9Y.Y02N~6.9>2D1A~>@66 MQBTJ~J]@Q~=>ZW.T3;JEXPT.8% MN13&QTFGWV~(71T).% [NVLQYCYZ?P\$E<5?1~+3.4Y3TXYTKH~8QD[273R M]5#>~JYFH\$S~+OV~EG~CQJARB]5~6YD1..CXS052EFF?>2O_VZ~%VK+~.194.8?X~MSD]>DY,~<~PYIXW.3QJX&A9&91.6LE~*F7~<(\$D?M LB6?>D>D]P\$E[S]B4+PL8&71~5%&C[Q&~U~<M]M~#CDNBR4P.@ZZ~VB.DTKU~&~SGT0R]0C~<@<9.1~8X2@<L16~4~]MV+CVN%

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Disclosure - Pay vs Performance Disclosure Sheet http://xbrl.sec.gov/ecd/role/PvpDisclosure Pay vs Performance Disclosure Notes 18 false false R19.htm 995445 -
Disclosure - Insider Trading Arrangements Sheet http://xbrl.sec.gov/ecd/role/InsiderTradingArrangements Insider Trading Arrangements Notes 19 false false R20.htm
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Reconciliation of Revenue and Operating Income by Reportable Segment (Details) Details 34 false false R35.htm 9954486 - Disclosure - SEGMENT INFORMATION -
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These concepts are used to disclose reportable information associated with domain members defined in one or many axes to the table." } } },"auth_ref":{"r433"} },"us-gaap_BusinessAcquisitionPurchasePriceAllocationGoodwillExpectedTaxDeductibleAmount":{"xbrltype":"monetaryItemType","nsuri":"http://fasb.org/us-gaap/2024","localname":"BusinessAcquisitionPurchasePriceAllocationGoodwillExpectedTaxDeductibleAmount","crdr":"debit","presentation":{"http://www.amnhealthcare.com/role/ACQUISITIONSMSDRAcquisitionDetails"},"lang":{"en-us":{"role":{"terseLabel":"Goodwill expected to be deductible for tax purposes","label":"Business Acquisition, Goodwill, Expected Tax Deductible Amount","documentation":"The amount of goodwill arising from a business combination that is expected to be deductible for tax purposes." } } },"auth_ref":{"r62"} },"us-gaap_BusinessCombinationAndAssetAcquisitionAbstract":{"xbrltype":"stringItemType","nsuri":"http://fasb.org/us-gaap/2024","localname":"BusinessCombinationAndAssetAcquisitionAbstract","lang":{"en-us":{"role":{"label":"Business Combination, Asset Acquisition, and Joint Venture Formation [Abstract]"} } },"auth_ref":{"us-gaap_BusinessCombinationConsiderationTransferred1":{"xbrltype":"monetaryItemType","nsuri":"http://fasb.org/us-gaap/2024","localname":"BusinessCombinationConsiderationTransferred1","crdr":"credit","presentation":{"http://www.amnhealthcare.com/role/ACQUISITIONSMSDRAcquisitionDetails"},"lang":{"en-us":{"role":{"terseLabel":"Purchase price","label":"Business Combination, Consideration Transferred","documentation":"Amount of consideration transferred, consisting of acquisition-date fair value of assets transferred by the acquirer, liabilities incurred by the acquirer, and equity interest issued by the acquirer." } } },"auth_ref":{"r1","r2","r11"} },"us-gaap_BusinessCombinationContingentConsiderationArrangementsChangeInAmountOfContingentConsiderationLiability1":{"xbrltype":"monetaryItemType","nsuri":"http://fasb.org/us-gaap/2024","localname":"BusinessCombinationContingentConsiderationArrangementsChangeInAmountOfContingentConsiderationLiability1","crdr":"debit","calculation":{"http://www.amnhealthcare.com/role/CONDENSEDCONSOLIDATEDSTATEMENTSOFCASHFLOWS":{"parentTag":"us-gaap_NetCashProvidedByUsedInOperatingActivities","weight":1.0,"order":8.0},"presentation":{"http://www.amnhealthcare.com/role/CONDENSEDCONSOLIDATEDSTATEMENTSOFCASHFLOWS"},"lang":{"en-us":{"role":{"terseLabel":"Change in fair value of contingent consideration liabilities","label":"Business Combination, Contingent Consideration Arrangements, Change in Amount of Contingent Consideration, Liability","documentation":"Amount of increase (decrease) in the value of a contingent consideration liability, including, but not limited to, differences arising upon settlement." } } },"auth_ref":{"r435","r784"} },"us-gaap_BusinessCombinationDisclosureTextBlock":{"xbrltype":"textBlockItemType","nsuri":"http://fasb.org/us-gaap/2024","localname":"BusinessCombinationDisclosureTextBlock","presentation":{"http://www.amnhealthcare.com/role/ACQUISITIONS"},"lang":{"en-us":{"role":{"verboseLabel":"ACQUISITIONS","label":"Business Combination Disclosure [Text Block]","documentation":"The entire disclosure for a business combination (or series of individually immaterial business combinations) completed during the period, including background, timing, and recognized assets and liabilities. The disclosure may include leverage buyout transactions (as applicable)."} } },"auth_ref":{"r112","r434"} },"amn_BusinessCombinationNumberOfCompaniesAcquired":{"xbrltype":"integerItemType","nsuri":"http://www.amnhealthcare.com/20240930","localname":"BusinessCombinationNumberOfCompaniesAcquired","presentation":{"http://www.amnhealthcare.com/role/ACQUISITIONSMSDRAcquisitionDetails"},"lang":{"en-us":{"role":{"terseLabel":"Number of healthcare staffing companies","label":"Business Combination, Number Of Companies Acquired","documentation":"Business Combination, Number Of Companies Acquired"} } },"auth_ref":{"us-gaap_BusinessCombinationRecognizedIdentifiableAssetsAcquiredAndLiabilitiesAssumedCashAndEquivalents":{"xbrltype":"monetaryItemType","nsuri":"http://fasb.org/us-gaap/2024","localname":"BusinessCombinationRecognizedIdentifiableAssetsAcquiredAndLiabilitiesAssumedCashAndEquivalents","crdr":"debit","presentation":{"http://www.amnhealthcare.com/role/ACQUISITIONSMSDRAcquisitionDetails"},"lang":{"en-us":{"role":{"terseLabel":"Cash received","label":"Business Combination, Recognized Identifiable Assets Acquired and Liabilities Assumed, Cash and Equivalents","documentation":"Amount of currency on hand as well as demand deposits with banks or financial institutions, acquired at the acquisition date. Includes other kinds of accounts that have the general characteristics of demand deposits. Also includes short-term, highly liquid investments that are both readily convertible to known amounts of cash and so near their maturity that they present insignificant risk of changes in value because of changes in interest rates." } } },"auth_ref":{"r59"} },"us-gaap_BusinessCombinationRecognizedIdentifiableAssetsAcquiredAndLiabilitiesAssumedIntangibles":{"xbrltype":"monetaryItemType","nsuri":"http://fasb.org/us-gaap/2024","localname":"BusinessCombinationRecognizedIdentifiableAssetsAcquiredAndLiabilitiesAssumedIntangibles","crdr":"debit","presentation":{"http://www.amnhealthcare.com/role/ACQUISITIONSMSDRAcquisitionDetails"},"lang":{"en-us":{"role":{"terseLabel":"Identifiable intangible assets","verboseLabel":"Fair Value","label":"Business Combination, Recognized Identifiable Assets Acquired and Liabilities Assumed, Finite-Lived Intangibles","documentation":"The amount of identifiable intangible assets recognized as of the acquisition date." } } },"auth_ref":{"r58","r59"} },"us-gaap_BusinessCombinationRecognizedIdentifiableAssetsAcquiredAndLiabilitiesAssumedLiabilities":{"xbrltype":"monetaryItemType","nsuri":"http://fasb.org/us-gaap/2024","localname":"BusinessCombinationRecognizedIdentifiableAssetsAcquiredAndLiabilitiesAssumedLiabilities","crdr":"credit","presentation":{"http://www.amnhealthcare.com/role/ACQUISITIONSMSDRAcquisitionDetails"},"lang":{"en-us":{"role":{"terseLabel":"Liabilities assumed","label":"Business Combination, Recognized Identifiable Assets Acquired and Liabilities Assumed, Liabilities","documentation":"Amount of liabilities assumed at the acquisition date." } } },"auth_ref":{"r59"} },"amn_BusinessCombinationRecognizedIdentifiableAssetsAcquiredAndLiabilitiesAssumedTangibleAssets":{"xbrltype":"monetaryItemType","nsuri":"http://www.amnhealthcare.com/20240930","localname":"BusinessCombinationRecognizedIdentifiableAssetsAcquiredAndLiabilitiesAssumedTangibleAssets","crdr":"debit","presentation":{"http://www.amnhealthcare.com/role/ACQUISITIONSMSDRAcquisitionDetails"},"lang":{"en-us":{"role":{"terseLabel":"Fair value of tangible assets acquired","label":"Business Combination, Recognized Identifiable Assets Acquired and Liabilities Assumed, Tangible Assets","documentation":"Business Combination, Recognized Identifiable Assets Acquired and Liabilities Assumed, Tangible Assets"} } },"auth_ref":{"us-gaap_CapitalExpendituresIncurredButNotYetPaid":{"xbrltype":"monetaryItemType","nsuri":"http://fasb.org/us-gaap/2024","localname":"CapitalExpendituresIncurredButNotYetPaid","crdr":"credit","presentation":{"http://www.amnhealthcare.com/role/CONDENSEDCONSOLIDATEDSTATEMENTSOFCASHFLOWS"},"lang":{"en-us":{"role":{"terseLabel":"Purchase of fixed assets recorded in accounts payable and accrued expenses","label":"Capital Expenditures Incurred but Not yet Paid","documentation":"Future cash outflow to pay for purchases of fixed assets that have occurred." } } },"auth_ref":{"r27","r28","r29"} },"us-gaap_CapitalizedComputerSoftwareGross":{"xbrltype":"monetaryItemType","nsuri":"http://fasb.org/us-gaap/2024","localname":"CapitalizedComputerSoftwareGross","crdr":"debit","calculation":{"http://www.amnhealthcare.com/role/BALANCESHEETDETAILSDetails":{"parentTag":"us-gaap_PropertyPlantAndEquipmentGross","weight":1.0,"order":2.0},"presentation":{"http://www.amnhealthcare.com/role/BALANCESHEETDETAILSDetails"},"lang":{"en-us":{"role":{"terseLabel":"Software","label":"Capitalized Computer Software, Gross","documentation":"Amount before accumulated amortization of capitalized costs for computer software, including but not limited to, acquired and internally developed computer software." } } },"auth_ref":{"r288","r619"} },"us-gaap_CashAcquiredFromAcquisition":{"xbrltype":"monetaryItemType","nsuri":"http://fasb.org/us-gaap/2024","localname":"CashAcquiredFromAcquisition","crdr":"debit","presentation":{"http://www.amnhealthcare.com/role/ACQUISITIONSMSDRAcquisitionDetails"},"lang":{"en-us":{"role":{"terseLabel":"Cash returned to the company for final working capital settlement","label":"Cash Acquired from Acquisition","documentation":"The cash inflow associated with the acquisition of business during the period (for example, cash that was held by the acquired business)."} } },"auth_ref":{"r21"} },"us-gaap_CashAndCashEquivalentsAtCarryingValue":{"xbrltype":"monetaryItemType","nsuri":"http://fasb.org/us-gaap/2024","localname":"CashAndCashEquivalentsAtCarryingValue","crdr":"debit","calculation":{"http://www.amnhealthcare.com/role/CONDENSEDCONSOLIDATEDBALANCESHEETS":{"parentTag":"us-gaap_AssetsCurrent","weight":1.0,"order":1.0}}

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Excludes cash and cash equivalents within disposal group and discontinued operation." } }, "auth_ref": { "r24", "r145", "r622" } }, "us-gaap_CashAndCashEquivalentsRestrictedCashAndCashEquivalentsPolicy": { "xbrltype": "textBlockItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "CashAndCashEquivalentsRestrictedCashAndCashEquivalentsPolicy", "presentation": { "http://www.amnhealthcare.com/role/BASISOPFPRESENTATIONPolicies": { "lang": { "en-us": { "role": { "terseLabel": "Cash, Cash Equivalents and Restricted Cash", "label": "Cash and Cash Equivalents, Restricted Cash and Cash Equivalents, Policy [Policy Text Block]", "documentation": "Entity's cash and cash equivalents accounting policy with respect to restricted balances. Restrictions may include legally restricted deposits held as compensating balances against short-term borrowing arrangements, contracts entered into with others, or company statements of intention with regard to particular deposits; however, time deposits and short-term certificates of deposit are not generally included in legally restricted deposits." } } }, "auth_ref": { "r25", "r115" } }, "amn_CashCashEquivalentsAndRestrictedCashCashEquivalentsAndInvestments": { "xbrltype": "monetaryItemType", "nsuri": "http://www.amnhealthcare.com/20240930", "localname": "CashCashEquivalentsAndRestrictedCashCashEquivalentsAndInvestments", "crdr": "debit", "calculation": { "http://www.amnhealthcare.com/role/BASISOPFPRESENTATIONReconciliationofCashCashEquivalentsandRestrictedCashDetails": { "parentTag": "null", "weight": null, "order": null, "root": true }, "http://www.amnhealthcare.com/role/BASISOPFPRESENTATIONReconciliationofCashCashEquivalentsandRestrictedCashDetails_1": { "parentTag": "null", "weight": null, "order": null, "root": true }, "presentation": { "http://www.amnhealthcare.com/role/BASISOPFPRESENTATIONReconciliationofCashCashEquivalentsandRestrictedCashDetails": { "lang": { "en-us": { "role": { "totalLabel": "Total cash, cash equivalents and restricted cash and investments", "label": "Cash, Cash Equivalents, And Restricted Cash, Cash Equivalents, and Investments", "documentation": "Cash, Cash Equivalents, And Restricted Cash, Cash Equivalents, and Investments" } } }, "auth_ref": { "us-gaap_CashCashEquivalentsRestrictedCashAndRestrictedCashEquivalents": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "CashCashEquivalentsRestrictedCashAndRestrictedCashEquivalents", "crdr": "debit", "calculation": { "http://www.amnhealthcare.com/role/BASISOPFPRESENTATIONReconciliationofCashCashEquivalentsandRestrictedCashDetails_1": { "parentTag": "amn_CashCashEquivalentsAndRestrictedCashCashEquivalentsAndInvestments", "weight": 1.0, "order": 1.0 }, "presentation": { "http://www.amnhealthcare.com/role/BASISOPFPRESENTATIONReconciliationofCashCashEquivalentsandRestrictedCashDetails": { "http://www.amnhealthcare.com/role/CONDENSEDCONSOLIDATEDSTATEMENTSOFCASHFLOWS": { "lang": { "en-us": { "role": { "periodStartLabel": "Cash, cash equivalents and restricted cash at beginning of period", "periodEndLabel": "Cash, cash equivalents and restricted cash at end of period", "verboseLabel": "Total cash, cash equivalents and restricted cash", "label": "Cash, Cash Equivalents, Restricted Cash, and Restricted Cash Equivalents", "documentation": "Amount of cash and cash equivalents, and cash and cash equivalents restricted to withdrawal or usage. Excludes amount for disposal group and discontinued operations. Cash includes, but is not limited to, currency on hand, demand deposits with banks or financial institutions, and other accounts with general characteristics of demand deposits. Cash equivalents include, but are not limited to, short-term, highly liquid investments that are both readily convertible to known amounts of cash and so near their maturity that they present insignificant risk of changes in value because of changes in interest rates." } } }, "auth_ref": { "r24", "r98", "r176" } }, "us-gaap_CashCashEquivalentsRestrictedCashAndRestrictedCashEquivalentsPeriodIncreaseDecreaseIncludingExchangeRateEffect": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "CashCashEquivalentsRestrictedCashAndRestrictedCashEquivalentsPeriodIncreaseDecreaseIncludingExchangeRateEffect", "crdr": "debit", "calculation": { "http://www.amnhealthcare.com/role/CONDENSEDCONSOLIDATEDSTATEMENTSOFCASHFLOWS": { "parentTag": "null", "weight": null, "order": null, "root": true }, "presentation": { "http://www.amnhealthcare.com/role/CONDENSEDCONSOLIDATEDSTATEMENTSOFCASHFLOWS": { "lang": { "en-us": { "role": { "totalLabel": "Net increase (decrease) in cash, cash equivalents and restricted cash", "label": "Cash, Cash Equivalents, Restricted Cash, and Restricted Cash Equivalents, Period Increase (Decrease), Including Exchange Rate Effect", "documentation": "Amount of increase (decrease) in cash, cash equivalents, and cash and cash equivalents restricted to withdrawal or usage; including effect from exchange rate change. Cash includes, but is not limited to, currency on hand, demand deposits with banks or financial institutions, and other accounts with general characteristics of demand deposits. Cash equivalents include, but are not limited to, short-term, highly liquid investments that are both readily convertible to known amounts of cash and so near their maturity that they present insignificant risk of changes in value because of changes in interest rates." } } }, "auth_ref": { "r3", "r98" } }, "us-gaap_CashFlowNoncashInvestingAndFinancingActivitiesDisclosureAbstract": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "CashFlowNoncashInvestingAndFinancingActivitiesDisclosureAbstract", "presentation": { "http://www.amnhealthcare.com/role/CONDENSEDCONSOLIDATEDSTATEMENTSOFCASHFLOWS": { "lang": { "en-us": { "role": { "verboseLabel": "Supplemental disclosures of non-cash investing and financing activities", "label": "Cash Flow, Noncash Investing and Financing Activities Disclosure [Abstract]" } } }, "auth_ref": { "us-gaap_CashSurrenderValueOfLifeInsurance": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": 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These shares represent capital invested by the firm's shareholders and owners, and may be all or only a portion of the number of shares authorized. Shares issued include shares outstanding and shares held in the treasury." } } }, "auth_ref": { "r78" } }, "us-gaap_CommonStockSharesOutstanding": { "xbrltype": "sharesItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "CommonStockSharesOutstanding", "presentation": { "http://www.amnhealthcare.com/role/CONDENSEDCONSOLIDATEDBALANCESHEETSParenthetical": { "lang": { "en-us": { "role": { "verboseLabel": "Common stock, shares outstanding (in shares)", "label": "Common Stock, Shares, Outstanding", "documentation": "Number of shares of common stock outstanding. 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issued nonredeemable common stock (or common stock redeemable solely at the option of the issuer). This item includes treasury stock repurchased by the entity. Note: elements for number of nonredeemable common shares, par value and other disclosure concepts are in another section within stockholders' equity." } } }, "auth_ref": { "r78", "r514", "r668" } }, "ecd_CompActuallyPaidVsCoSelectedMeasureTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://xbrl.sec.gov/ecd/2024", "localname": "CompActuallyPaidVsCoSelectedMeasureTextBlock", "presentation": { "http://xbrl.sec.gov/ecd/role/PvpDisclosure", "lang": { "en-us": { "role": { "terseLabel": "Compensation Actually Paid vs. Company Selected Measure", "label": "Compensation Actually Paid vs. Company Selected Measure [Text Block]" } } }, "auth_ref": { "r740" } } }, "ecd_CompActuallyPaidVsNetIncomeTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://xbrl.sec.gov/ecd/2024", "localname": "CompActuallyPaidVsNetIncomeTextBlock", "presentation": { "http://xbrl.sec.gov/ecd/role/PvpDisclosure", "lang": { "en-us": { "role": { "terseLabel": "Compensation Actually Paid vs. Net Income", "label": "Compensation Actually Paid vs. Net Income [Text Block]" } } }, "auth_ref": { "r739" } } }, "ecd_CompActuallyPaidVsOtherMeasureTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://xbrl.sec.gov/ecd/2024", "localname": "CompActuallyPaidVsOtherMeasureTextBlock", "presentation": { "http://xbrl.sec.gov/ecd/role/PvpDisclosure", "lang": { "en-us": { "role": { "terseLabel": "Compensation Actually Paid vs. Other Measure", "label": "Compensation Actually Paid vs. Other Measure [Text Block]" } } }, "auth_ref": { "r741" } } }, "ecd_CompActuallyPaidVsTotalShareholderRtnTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://xbrl.sec.gov/ecd/2024", "localname": "CompActuallyPaidVsTotalShareholderRtnTextBlock", "presentation": { "http://xbrl.sec.gov/ecd/role/PvpDisclosure", "lang": { "en-us": { "role": { "terseLabel": "Compensation Actually Paid vs. Total Shareholder Return", "label": "Compensation Actually Paid vs. Total Shareholder Return [Text Block]" } } }, "auth_ref": { "r738" } } }, "us-gaap_ComprehensiveIncomeNetOfTax": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "ComprehensiveIncomeNetOfTax", "crdr": "credit", "calculation": { "http://www.amnhealthcare.com/role/CONDENSEDCONSOLIDATEDSTATEMENTSOFCOMPREHENSIVEINCOME": { "parentTag": null, "weight": null, "order": null, "root": true } }, "presentation": { "http://www.amnhealthcare.com/role/CONDENSEDCONSOLIDATEDSTATEMENTSOFCOMPREHENSIVEINCOME", "http://www.amnhealthcare.com/role/CONDENSEDCONSOLIDATEDSTATEMENTSOFOCKHOLDERSEQUITY", "lang": { "en-us": { "role": { "totalLabel": "Comprehensive income", "terseLabel": "Comprehensive income", "label": "Comprehensive Income (Loss), Net of Tax, Attributable to Parent", "documentation": "Amount after tax of increase (decrease) in equity from transactions and other events and circumstances from net income and other comprehensive income, attributable to parent entity. Excludes changes in equity resulting from investments by owners and distributions to owners." } } }, "auth_ref": { "r19", "r160", "r162", "r166", "r505", "r523", "r524" } }, "srt_ConsolidationItemsAxis": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/srt/2024", "localname": "ConsolidationItemsAxis", "presentation": { "http://www.amnhealthcare.com/role/SEGMENTINFORMATIONReconciliationofRevenueandOperatingIncomebyReportableSegmentDetails", "lang": { "en-us": { "role": { "terseLabel": "Consolidation Items [Axis]", "label": "Consolidation Items [Axis]" } } }, "auth_ref": { "r126", "r180", "r214", "r222", "r243", "r244", "r245", "r246", "r247", "r249", "r250", "r251", "r311", "r312", "r313", "r314", "r316", "r317", "r318", "r319", "r320", "r635", "r636", "r842", "r843" } } }, "srt_ConsolidationItemsDomain": { "xbrltype": "domainItemType", "nsuri": "http://fasb.org/srt/2024", "localname": "ConsolidationItemsDomain", "presentation": { 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arrangements and any other contractual agreement to repay funds, and about the underlying arrangements, rationale for a classification as long-term, including repayment terms, interest rates, collateral provided, restrictions on use of assets and activities, whether or not in compliance with debt covenants, and other matters important to users of the financial statements, such as the effects of refinancing and noncompliance with debt covenants." } } }, "auth_ref": { "r105", "r177", "r294", "r295", "r296", "r297", "r298", "r309", "r310", "r322", "r328", "r329", "r330", "r331", "r332", "r333", "r338", "r345", "r346", "r348", "r482" } } }, "us-gaap_DebtInstrumentAxis": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "DebtInstrumentAxis", "presentation": { "http://www.amnhealthcare.com/role/FAIRVALUEMEASUREMENTFairValueofFinancialInstrumentsDetails", "http://www.amnhealthcare.com/role/FAIRVALUEMEASUREMENTNarrativeDetails", "lang": { "en-us": { "role": 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liabilities. Such disclosures about the financial instruments, assets, and liabilities would include: (1) the fair value of the required items together with their carrying
amounts (as appropriate); (2) for items for which it is not practicable to estimate fair value, disclosure would include: (a) information pertinent to estimating fair value
(including, carrying amount, effective interest rate, and maturity, and (b) the reasons why it is not practicable to estimate fair value; (3) significant concentrations of
credit risk including: (a) information about the activity, region, or economic characteristics identifying a concentration, (b) the maximum amount of loss the entity is
exposed to based on the gross fair value of the related item, (c) policy for requiring collateral or other security and information as to accessing such collateral or security,
and (d) the nature and brief description of such collateral or security; (4) quantitative information about market risks and how such risks are managed; (5) for items
measured on both a recurring and nonrecurring basis information regarding the inputs used to develop the fair value measurement; and (6) for items presented in the
financial statement for which fair value measurement is elected: (a) information necessary to understand the reasons for the election, (b) discussion of the effect of fair
value changes on earnings, (c) a description of [similar groups] items for which the election is made and the relation thereof to the balance sheet, the aggregate carrying
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Examples of items that might be included in the application of this element may consist of letters of credit, standby letters of credit, and revolving credit arrangements, under which borrowings can be made up to a maximum amount as of any point in time conditional on satisfaction of specified terms before, as of and after the date of drawdowns on the line. Includes short-term obligations that would normally be classified as current liabilities but for which (a) postbalance sheet date issuance of a long-term obligation to refinance the short-term obligation on a long-term basis, or (b) the enterprise has entered into a financing agreement that clearly permits the enterprise to refinance the short-term obligation on a long-term basis and the following conditions are met (1) the agreement does not expire within 1 year and is not cancelable by the lender except for violation of an objectively determinable provision, (2) no violation exists at the BS date, and (3) the lender has entered into the financing agreement is expected to be financially capable of honoring the agreement." } } }, "auth_ref": { "r15", "r45", "r46" } }, "us-gaap_LongTermNotesPayable": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "LongTermNotesPayable", "crdr": "credit", "calculation": { "http://www.amnhealthcare.com/role/CONDENSEDCONSOLIDATEDBALANCESHEETS": { "parentTag": "us-gaap_Liabilities", "weight": 1.0, "order": 2.0 }, "presentation": { "http://www.amnhealthcare.com/role/CONDENSEDCONSOLIDATEDBALANCESHEETS": { "lang": { "en-us": { "role": { "verboseLabel": "Notes payable, net of unamortized fees and premium", "label": "Notes Payable, Noncurrent", "documentation": "Carrying value as of the balance sheet date of notes payable (with maturities initially due after one year or beyond the operating cycle if longer), excluding current portion." } } }, "auth_ref": { "r15" } }, "us-gaap_LongtermDebtTypeAxis": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "LongtermDebtTypeAxis", "presentation": { "http://www.amnhealthcare.com/role/ACQUISITIONSMSDRAcquisitionDetails": { "http://www.amnhealthcare.com/role/FAIRVALUEMEASUREMENTFairValueoffFinancialInstrumentsDetails": { "http://www.amnhealthcare.com/role/FAIRVALUEMEASUREMENTNarrativeDetails": { "http://www.amnhealthcare.com/role/NOTESPAYABLEANDCREDITAGREEMENTDetails": { "lang": { "en-us": { "role": { "terseLabel": "Long-term Debt, Type [Axis]", "label": "Long-Term Debt, Type [Axis]", "documentation": "Information by type of long-term debt." } } }, "auth_ref": { "r15", "r830", "r831", "r832" } }, "us-gaap_LongtermDebtTypeDomain": { "xbrltype": "domainItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "LongtermDebtTypeDomain", "presentation": { "http://www.amnhealthcare.com/role/ACQUISITIONSMSDRAcquisitionDetails": { "http://www.amnhealthcare.com/role/FAIRVALUEMEASUREMENTFairValueoffFinancialInstrumentsDetails": { "http://www.amnhealthcare.com/role/FAIRVALUEMEASUREMENTNarrativeDetails": { "http://www.amnhealthcare.com/role/NOTESPAYABLEANDCREDITAGREEMENTDetails": { "lang": { "en-us": { "role": { "terseLabel": "Long-term Debt, Type [Domain]", "label": "Long-Term Debt, Type [Domain]", "documentation": "Type of long-term debt arrangement, such as notes, line of credit, commercial paper, asset-based financing, project financing, letter of credit financing. 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Financing activity cash flows include obtaining resources from owners and providing them with a return on, and a return of, their investment; borrowing money and repaying amounts borrowed, or settling the obligation; and obtaining and paying for other resources obtained from creditors on long-term credit." } } }, "auth_ref": {"r172"} }, "us-gaap_NetCashProvidedByUsedInFinancingActivitiesAbstract": {"xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "NetCashProvidedByUsedInFinancingActivitiesAbstract", "presentation": {"http://www.annhealthcare.com/role/CONDENSEDCONSOLIDATEDSTATEMENTSOFCASHFLOWS"}, "lang": {"en-us": {"role": {"terseLabel": "Cash flows from financing activities", "label": "Net Cash Provided by (Used in) Financing Activities [Abstract]"} } }, "auth_ref": {"r11", "us-gaap_NetCashProvidedByUsedInInvestingActivities": {"xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "NetCashProvidedByUsedInInvestingActivities", "crdr": "debit", "calculation": {"http://www.annhealthcare.com/role/CONDENSEDCONSOLIDATEDSTATEMENTSOFCASHFLOWS": {"parentTag": "us-gaap_CashCashEquivalentsRestrictedCashAndRestrictedCashEquivalentsPeriodIncreaseDecreaseIncludingExchangeRateEffect", "weight": 1.0, "order": 2.0 } }, "presentation": {"http://www.annhealthcare.com/role/CONDENSEDCONSOLIDATEDSTATEMENTSOFCASHFLOWS"}, "lang": {"en-us": {"role": {"totalLabel": "Net cash used in investing activities", "label": "Net Cash Provided by (Used in) Investing Activities", "documentation": "Amount of cash inflow (outflow) from investing activities, including discontinued operations. 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preferred stock redeemable solely at the option of the issuer) held by stockholders. Does not include preferred shares that have been repurchased." } }, "auth_ref": {"r77","r569","r587","r899","r900"} }, "us-gaap_PreferredStockValue": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024/", "localname": "PreferredStockValue", "crdr": "credit", "calculation": { "http://www.amnhealthcare.com/role/CODENSEDCONSOLIDATEDBALANCESHEETS": { "parentTag": "us-gaap_StockholdersEquity", "weight": 1.0, "order": 5.0 } }, "presentation": { "http://www.amnhealthcare.com/role/CODENSEDCONSOLIDATEDBALANCESHEETS": { "en-us": { "role": { "verboseLabel": "Preferred stock, $0.01 par value; 10,000 shares authorized; none issued and outstanding at September u00a030, 2024 and December u00a031, 2023", "label": "Preferred Stock, Value, Issued", "documentation": "Aggregate par or stated value of issued nonredeemable preferred stock (or preferred stock redeemable solely at the option of the issuer). This item includes treasury stock repurchased by the entity. Note: elements for number of nonredeemable preferred shares, par value and other disclosure concepts are in another section within stockholders' equity." } }, "auth_ref": { "r77","r513","r668"} }, "us-gaap_PrepaidExpenseCurrent": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024/", "localname": "PrepaidExpenseCurrent", "crdr": "debit", "calculation": { "http://www.amnhealthcare.com/role/CODENSEDCONSOLIDATEDBALANCESHEETS": { "parentTag": "us-gaap_AssetsCurrent", "weight": 1.0, "order": 4.0 } }, "presentation": { "http://www.amnhealthcare.com/role/CODENSEDCONSOLIDATEDBALANCESHEETS": { "en-us": { "role": { "verboseLabel": "Prepaid expenses", "label": "Prepaid Expense, Current", "documentation": "Amount of asset related to consideration paid in advance for costs that provide economic benefits within a future period of one year or the normal operating cycle, if longer." } }, "auth_ref": { "r155","r269","r270","r624"} }, "us-gaap_ProceedsFromLinesOfCredit": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024/", "localname": "ProceedsFromLinesOfCredit", "crdr": "debit", "calculation": { "http://www.amnhealthcare.com/role/CODENSEDCONSOLIDATEDSTATEMENTSOFCASHFLOWS": { "parentTag": "us-gaap_NetCashProvidedByUsedInFinancingActivities", "weight": 1.0, "order": 6.0 } }, "presentation": { "http://www.amnhealthcare.com/role/CODENSEDCONSOLIDATEDSTATEMENTSOFCASHFLOWS": { "en-us": { "role": { "verboseLabel": "Proceeds from revolving credit facility", "label": "Proceeds from Lines of Credit", "documentation": "Amount of cash inflow from contractual arrangement with the lender, including but not limited to, letter of credit, standby letter of credit and revolving credit arrangements." } }, "auth_ref": { "r22","r786"} }, "us-gaap_ProceedsFromPreviousAcquisition": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024/", "localname": "ProceedsFromPreviousAcquisition", "crdr": "debit", "calculation": { "http://www.amnhealthcare.com/role/CODENSEDCONSOLIDATEDSTATEMENTSOFCASHFLOWS": { "parentTag": "us-gaap_NetCashProvidedByUsedInInvestingActivities", "weight": 1.0, "order": 3.0 } }, "presentation": { "http://www.amnhealthcare.com/role/CODENSEDCONSOLIDATEDSTATEMENTSOFCASHFLOWS": { "en-us": { "role": { "terseLabel": "Cash received for working capital settlement of prior year acquisition", "label": "Proceeds from Previous Acquisition", "documentation": "Cash inflow representing an adjustment to the purchase price of a previous acquisition." } }, "auth_ref": { "r75"} }, "us-gaap_ProceedsFromSaleMaturityAndCollectionsOffinvestments": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024/", "localname": "ProceedsFromSaleMaturityAndCollectionsOffinvestments", "crdr": "debit", "calculation": { "http://www.amnhealthcare.com/role/CODENSEDCONSOLIDATEDSTATEMENTSOFCASHFLOWS": { "parentTag": "us-gaap_NetCashProvidedByUsedInInvestingActivities", "weight": 1.0, "order": 1.0 } }, "presentation": { "http://www.amnhealthcare.com/role/CODENSEDCONSOLIDATEDSTATEMENTSOFCASHFLOWS": { "en-us": { "role": { "terseLabel": "Proceeds from sale and maturity of investments", "label": "Proceeds from Sale, Maturity and Collection of Investments", "documentation": "The cash inflow associated with the sale, maturity and collection of all investments such as debt, security and so forth during the period." } }, "auth_ref": { "r20"} }, "us-gaap_ProceedsFromSaleOfTradingSecuritiesHeldforinvestment": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024/", "localname": "ProceedsFromSaleOfTradingSecuritiesHeldforinvestment", "crdr": "debit", "calculation": { "http://www.amnhealthcare.com/role/CODENSEDCONSOLIDATEDSTATEMENTSOFCASHFLOWS": { "parentTag": "us-gaap_NetCashProvidedByUsedInInvestingActivities", "weight": 1.0, "order": 4.0 } }, "presentation": { "http://www.amnhealthcare.com/role/CODENSEDCONSOLIDATEDSTATEMENTSOFCASHFLOWS": { "en-us": { "role": { "terseLabel": "Proceeds from sale of equity investment", "label": "Proceeds from Sale, Debt Security, Trading, and Equity Security, FV-NI, Held-for-Investment", "documentation": "The cash inflow associated with the sale of securities classified as trading securities and held for investment purposes. Excludes proceeds from trading securities purchased and held principally for the purpose of selling them in the near term (thus held for only a short period of time)." } }, "auth_ref": {} }, "srt_ProductOrServiceAxis": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/srt/2024/", "localname": "ProductOrServiceAxis", "presentation": { "http://www.amnhealthcare.com/role/SEGMENTINFORMATIONDisaggregationofRevenueDetails": { "en-us": { "role": { "terseLabel": "Product and Service [Axis]", "label": "Product and Service [Axis]", "auth_ref": { "r253","r500","r538","r539","r540","r541","r542","r543","r544","r621","r651","r670","r671","r672","r674","r676","r838","r839","r846","r867","r868","r869","r870","r871","r872","r873","r874","r875","r876","r877","r878","r879","r880","r881","r882","r883","r884","r885","r886","r887","r888","r889","r890","r891","r892","r893","r895","r896"} }, "srt_ProductsAndServicesDomain": { "xbrltype": "domainItemType", "nsuri": "http://fasb.org/srt/2024/", "localname": "ProductsAndServicesDomain", "presentation": { "http://www.amnhealthcare.com/role/SEGMENTINFORMATIONDisaggregationofRevenueDetails": { "en-us": { "role": { "terseLabel": "Product and Service [Domain]", "label": "Product and Service [Domain]", "auth_ref": { "r253","r500","r538","r539","r540","r541","r542","r543","r544","r621","r651","r670","r671","r672","r674","r676","r838","r839","r846","r867","r868","r869","r870","r871","r872","r873","r874","r875","r876","r877","r878","r879","r880","r881","r882","r883","r884","r885","r886","r887","r888","r889","r890","r891","r892","r893","r895","r896"} }, "us-gaap_PropertyPlantAndEquipmentGross": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024/", "localname": "PropertyPlantAndEquipmentGross", "crdr": "debit", "calculation": { "http://www.amnhealthcare.com/role/BALANCESHEETDETAILSDetails": { "parentTag": "us-gaap_PropertyPlantAndEquipmentNet", "weight": 1.0, "order": 1.0 } }, "presentation": { "http://www.amnhealthcare.com/role/BALANCESHEETDETAILSDetails": { "en-us": { "role": { "totalLabel": "Fixed assets, gross", "label": "Property, Plant and Equipment, Gross", "documentation": "Amount before accumulated depreciation, depletion and amortization of physical assets used in the normal conduct of business and not intended for resale. Examples include, but are not limited to, land, buildings, machinery and equipment, office equipment, and furniture and fixtures." } }, "auth_ref": { "r103","r146","r519"} }, "us-gaap_PropertyPlantAndEquipmentNet": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024/", "localname": "PropertyPlantAndEquipmentNet", "crdr": "debit", "calculation": { "http://www.amnhealthcare.com/role/CODENSEDCONSOLIDATEDBALANCESHEETS": { "parentTag": "us-gaap_Assets", "weight": 1.0, "order": 5.0 }, "http://www.amnhealthcare.com/role/BALANCESHEETDETAILSDetails": { "parentTag": null, "weight": null, "order": null, "root": true } }, "presentation": { "http://www.amnhealthcare.com/role/BALANCESHEETDETAILSDetails": { "en-us": { "role": { "verboseLabel": "Fixed assets, net of accumulated depreciation of $341,040 and $285,081 at September u00a030, 2024 and December u00a031, 2023, respectively", "totalLabel": "Fixed assets, net", "label": "Property, Plant and Equipment, Net", "documentation": "Amount after accumulated depreciation, depletion and amortization of physical assets used in the normal conduct of business to produce goods and services and not intended for resale. 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limited to, short-term, highly liquid investments that are both readily convertible to known amounts of cash and so near their maturity that they present insignificant risk of changes in value because of changes in interest rates." } } }, "auth_ref": { "r24", "r115", "r145", "r176", "r512" } } }, "us-gaap_RestrictedCashAndCashEquivalentsCashAndCashEquivalentsAxis": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "RestrictedCashAndCashEquivalentsCashAndCashEquivalentsAxis", "presentation": { "http://www.ammhealthcare.com/role/FAIRVALUEMEASUREMENTAssetsandLiabilitiesatFairValueDetails": { "lang": { "en-us": { "role": { "terseLabel": "Restricted-Cash-and-Cash-Equivalents [Axis]", "label": "Restricted Cash and Cash Equivalents [Axis]", "documentation": "Information by category of cash or cash equivalent items which are restricted as to withdrawal or usage." } } }, "auth_ref": { "r65" } } }, "us-gaap_RestrictedCashAndCashEquivalentsCashAndCashEquivalentsMember": { "xbrltype": "domainItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "RestrictedCashAndCashEquivalentsCashAndCashEquivalentsMember", "presentation": { "http://www.ammhealthcare.com/role/FAIRVALUEMEASUREMENTAssetsandLiabilitiesatFairValueDetails": { "lang": { "en-us": { "role": { "terseLabel": "Cash and Cash Equivalents {Domain}", "label": "Cash and Cash Equivalents {Domain}", "documentation": "Type of cash and cash equivalent. Cash is currency on hand as well as demand deposits with banks or financial institutions. Includes other kinds of accounts that have the general characteristics of demand deposits. 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Restrictions may include legally restricted deposits held as compensating balances against borrowing arrangements, contracts entered into with others, or entity statements of intention with regard to particular deposits classified as long-term; that is not expected to be released from such existing restrictions within one year of the balance sheet date or operating cycle, whichever is longer. Excludes compensating balance arrangements that are not agreements which legally restrict the use of cash amounts shown on the balance sheet. 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For use in an unclassified balance sheet." } } }, "auth_ref": { "r614", "r615" } } }, "amn_RestrictedInvestmentsMember": { "xbrltype": "domainItemType", "nsuri": "http://www.ammhealthcare.com/20240930", "localname": "RestrictedInvestmentsMember", "presentation": { "http://www.ammhealthcare.com/role/FAIRVALUEMEASUREMENTAssetsandLiabilitiesatFairValueDetails": { "lang": { "en-us": { "role": { "terseLabel": "Restricted Investments", "label": "Restricted Investments [Member]", "documentation": "Restricted Investments" } } }, "auth_ref": { } } }, "us-gaap_RetainedEarningsAccumulatedDeficit": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "RetainedEarningsAccumulatedDeficit", "crdr": "credit", "calculation": { "http://www.ammhealthcare.com/role/CONDENSEDCONSOLIDATEDBALANCESHEETS": { "parentTag": "us-gaap_StockholdersEquity", "weight": 1.0, "order": 1.0 } }, "presentation": { "http://www.ammhealthcare.com/role/CONDENSEDCONSOLIDATEDBALANCESHEETS": { "lang": { "en-us": { "role": { "verboseLabel": "Retained earnings", "label": "Retained Earnings (Accumulated Deficit)", "documentation": "Amount of accumulated undistributed earnings (deficit)." } } }, "auth_ref": { "r80", "r109", "r516", "r550", "r552", "r555", "r570", "r668" } } }, "us-gaap_RetainedEarningsMember": { "xbrltype": "domainItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "RetainedEarningsMember", "presentation": { "http://www.ammhealthcare.com/role/CONDENSEDCONSOLIDATEDSTATEMENTSOFCOMPREHENSIVEINCOME": { "parentTag": "us-gaap_GrossProfit", "weight": 1.0, "order": 1.0 } }, "presentation": { "http://www.ammhealthcare.com/role/CONDENSEDCONSOLIDATEDSTATEMENTSOFCOMPREHENSIVEINCOME": { "lang": { "en-us": { "role": { "terseLabel": "Retained Earnings", "label": "Retained Earnings [Member]", "documentation": "Accumulated undistributed earnings (deficit)." } } }, "auth_ref": { "r140", "r181", "r182", "r183", "r185", "r190", "r192", "r194", "r262", "r263", "r292", "r421", "r422", "r428", "r429", "r430", "r432", "r436", "r437", "r442", "r444", "r445", "r447", "r448", "r484", "r485", "r547", "r549", "r557", "r899" } } }, "us-gaap_RevenueFromContractWithCustomerAbstract": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "RevenueFromContractWithCustomerAbstract", "lang": { "en-us": { "role": { "terseLabel": "Revenue from Contract with Customer [Abstract]", "label": "Revenue from Contract with Customer [Abstract]" } } }, "auth_ref": { } } }, "us-gaap_RevenueFromContractWithCustomerExcludingAssessedTax": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "RevenueFromContractWithCustomerExcludingAssessedTax", "crdr": "credit", "calculation": { "http://www.ammhealthcare.com/role/CONDENSEDCONSOLIDATEDSTATEMENTSOFCOMPREHENSIVEINCOME": { "parentTag": "us-gaap_GrossProfit", "weight": 1.0, "order": 1.0 } }, "presentation": { "http://www.ammhealthcare.com/role/CONDENSEDCONSOLIDATEDSTATEMENTSOFCOMPREHENSIVEINCOME": { "lang": { "en-us": { "role": { "terseLabel": "Revenue", "label": "Revenue", "documentation": "Revenue from Contract with Customer, Including Assessed Tax", "documentation": "Amount, excluding tax collected from customer, of revenue from satisfaction of performance obligation by transferring promised good or service to customer. Tax collected from customer is tax assessed by governmental authority that is both imposed on and concurrent with specific revenue-producing transaction, including, but not limited to, sales, use, value added and excise." } } }, "auth_ref": { "r125", "r126", "r214", "r221", "r222", "r243", "r249", "r253", "r255", "r256", "r369", "r370", "r500" } } }, "us-gaap_RevenueFromContractWithCustomerPolicyTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "RevenueFromContractWithCustomerPolicyTextBlock", "presentation": { "http://www.ammhealthcare.com/role/BASISOFPRESENTATIONPolicies": { "lang": { "en-us": { "role": { "terseLabel": "Revenue Recognition", "label": "Revenue from Contract with Customer [Policy Text Block]", "documentation": "Disclosure of accounting policy for revenue from contract with customer." } } }, "auth_ref": { "r139", "r361", "r362", "r363", "r364", "r365", "r366", "r367", "r368", "r620" } } }, "us-gaap_RevenueFromContractWithCustomerTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "RevenueFromContractWithCustomerTextBlock", "presentation": { "http://www.ammhealthcare.com/role/REVENUECOGNITION": { "lang": { "en-us": { "role": { "terseLabel": "REVENUE RECOGNITION", "label": "Revenue from Contract with Customer [Text Block]", "documentation": "The entire disclosure of revenue from contract with customer to transfer good or service and to transfer nonfinancial asset. Includes, but is not limited to, disaggregation of revenue, credit loss recognized from contract with customer, judgment and change in judgment related to contract with customer, and asset recognized from cost incurred to obtain or fulfill contract with customer. Excludes insurance and lease contracts." } } }, "auth_ref": { "r139", "r353", "r354", "r355", "r356", "r357", "r358", "r359", "r360", "r372" } } }, "us-gaap_RevolvingCreditFacilityMember": { "xbrltype": "domainItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "RevolvingCreditFacilityMember", "presentation": { "http://www.ammhealthcare.com/role/ACQUISITIONSMISDRAcquisitionDetails": { "lang": { "en-us": { "role": { "terseLabel": "Revolving Credit Facility", "label": "Revolving Credit Facility [Member]", "documentation": "Arrangement in which loan proceeds can continuously be obtained following repayments, but the total amount borrowed cannot exceed a specified maximum amount." } } }, "auth_ref": { } } }, "us-gaap_RightOfUseAssetObtainedInExchangeForOperatingLeaseLiability": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "RightOfUseAssetObtainedInExchangeForOperatingLeaseLiability", "crdr": "debit", "presentation": { "http://www.ammhealthcare.com/role/CONDENSEDCONSOLIDATEDSTATEMENTSOFCASHFLOWS": { "lang": { "en-us": { "role": { "terseLabel": "Right-of-use assets obtained in exchange for operating lease liabilities", "label": "Right-of-Use Asset Obtained in Exchange for Operating Lease Liability", "documentation": "Amount of increase in right-of-use asset obtained in exchange for operating lease liability." } } }, "auth_ref": { "r490", "r667" } } }, "ecd_Rule10b51ArrAdoptedFlag": { "xbrltype": "booleanItemType", "nsuri": "http://xbrl.sec.gov/ecd/2024", "localname": "Rule10b51ArrAdoptedFlag", "presentation": { "http://xbrl.sec.gov/ecd/role/InsiderTradingArrangements": { "lang": { "en-us": { "role": { "terseLabel": "Rule 10b5-1 Arrangement Adopted", "label": "Rule 10b5-1 Arrangement Adopted [Flag]", "documentation": "Arrangement in which loan proceeds can continuously be obtained following repayments, but the total amount borrowed cannot exceed a specified maximum amount." } } }, "auth_ref": { "r762" } } }, "ecd_Rule10b51ArrTrmtnFlag": { "xbrltype": "booleanItemType", "nsuri": "http://xbrl.sec.gov/ecd/2024", "localname": "Rule10b51ArrTrmtnFlag", "presentation": { "http://xbrl.sec.gov/ecd/role/InsiderTradingArrangements": { "lang": { "en-us": { "role": { "terseLabel": "Rule 10b5-1 Arrangement Terminated", "label": "Rule 10b5-1 Arrangement Terminated [Flag]", "documentation": "Arrangement in which loan proceeds can continuously be obtained following repayments, but the total amount borrowed cannot exceed a specified maximum amount." } } }, "auth_ref": { "r762" } } }, "us-gaap_ScheduleOfBusinessAcquisitionsByAcquisitionTable": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "ScheduleOfBusinessAcquisitionsByAcquisitionTable", "presentation": { "http://www.ammhealthcare.com/role/ACQUISITIONSMISDRAcquisitionDetails": { "lang": { "en-us": { "role": { "terseLabel": "Schedule of Business Acquisitions, by Acquisition [Table]", "label": "Schedule of Business Acquisitions, by Acquisition [Table]", "documentation": "Disclosure of information about business combination. 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The disclosures contemplated herein include the fair value measurements at the reporting date by the level within the fair value hierarchy in which the fair value measurements in their entirety fall, segregating fair value measurements using quoted prices in active markets for identical assets (Level 1), significant other observable inputs (Level 2), and significant unobservable inputs (Level 3)." } } }, "auth_ref": { "r848", "r849" } } }, "us-gaap_ScheduleOffairValueOffBalanceSheetRisksTableTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "ScheduleOffairValueOffBalanceSheetRisksTableTextBlock", "presentation": { "http://www.ammhealthcare.com/role/FAIRVALUEMEASUREMENTTables": { "lang": { "en-us": { "role": { "terseLabel": "Schedule of Fair Value of Financial Instruments", "label": "Schedule of Fair Value, off-Balance-Sheet Risks [Table Text Block]", "documentation": "Tabular disclosure of the fair value of financial instruments (as defined), including financial assets and financial liabilities (collectively, as defined) which are not recognized in the financial statements (off-balance sheet) because they fail to meet some other criterion for recognition." } } }, "auth_ref": { "r63", "r114" } } }, "us-gaap_ScheduleOfGoodwillTableTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "ScheduleOfGoodwillTableTextBlock", "presentation": { "http://www.ammhealthcare.com/role/SEGMENTINFORMATIONTables": { "lang": { "en-us": { "role": { "terseLabel": "Schedule of Goodwill by Reportable Segment", "label": "Schedule of Goodwill [Table Text Block]", "documentation": "Tabular disclosure of goodwill by reportable segment and in total which includes a rollforward schedule." } } }, "auth_ref": { "r642", "r807", "r808", "r809", "r810", "r811", "r812", "r813", "r814", "r815", "r816", "r817" } } }, "us-

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An entity discloses certain information on each reportable segment if the amounts (a) are included in the measure of segment profit or loss reviewed by the chief operating decision maker or (b) are otherwise regularly provided to the chief operating decision maker, even if not included in that measure of segment profit or loss." } } }, "auth_ref": { "r35", "r36", "r37" } }, "amn_ScheduleOfSupplementalBalanceSheetDisclosuresTableTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://www.ammhealthcare.com/20240930", "localname": "ScheduleOfSupplementalBalanceSheetDisclosuresTableTextBlock", "presentation": { "http://www.ammhealthcare.com/role/BALANCESHEETDETAILSTables", "lang": { "en-us": { "role": { "terseLabel": "Schedule of Supplemental Balance Sheet Disclosures", "label": "Schedule of Supplemental Balance Sheet Disclosures [Table Text Block]", "documentation": "Schedule of Supplemental Balance Sheet Disclosures [Table Text Block]", "auth_ref": { "dei_Security12bTitle": { "xbrltype": "securityTitleItemType", "nsuri": "http://xbrl.sec.gov/dei/2024", "localname": "Security12bTitle", "presentation": { "http://www.ammhealthcare.com/role/COVER", "lang": { "en-us": { "role": { "terseLabel": "Title of 12(b) Security", "label": "Title of 12(b) Security", "documentation": "Title of a 12(b) registered security." } } }, "auth_ref": { "r687" } }, "dei_SecurityExchangeName": { "xbrltype": "edgarExchangeCodeItemType", "nsuri": "http://xbrl.sec.gov/dei/2024", "localname": "SecurityExchangeName", "presentation": { "http://www.ammhealthcare.com/role/COVER", "lang": { "en-us": { "role": { "terseLabel": "Security Exchange Name", "label": "Security Exchange Name", "documentation": "Name of the Exchange on which a security is registered." } } }, "auth_ref": { "r689" } } }, "us-gaap_SegmentDomain": { "xbrltype": "domainItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "SegmentDomain", "presentation": { "http://www.ammhealthcare.com/role/SEGMENTINFORMATIONDisaggregationOfRevenueDetails", "http://www.ammhealthcare.com/role/SEGMENTINFORMATIONGoodwillByReportableSegmentDetails", "http://www.ammhealthcare.com/role/SEGMENTINFORMATIONReconciliationOfRevenueandOperatingIncomebyReportableSegmentDetails", "lang": { "en-us": { "role": { "terseLabel": "Segments [Domain]", "label": "Segments [Domain]", "documentation": "Components of an entity that engage in business activities from which they may earn revenue and incur expenses, including transactions with other components of the same entity." } } }, "auth_ref": { "r125", "r126", "r127", "r128", "r214", "r217", "r220", "r221", "r222", "r223", "r224", "r225", "r226", "r227", "r228", "r229", "r230", "r231", "r233", "r234", "r235", "r243", "r244", "r245", "r246", "r247", "r249", "r250", "r251", "r256", "r273", "r274", "r275", "r276", "r277", "r278", "r279", "r280", "r281", "r291", "r293", "r300", "r527", "r528", "r529", "r530", "r531", "r532", "r533", "r534", "r535", "r536", "r537", "r632", "r635", "r636", "r642", "r673", "r667", "r668", "r669", "r670", "r671", "r672", "r673", "r674", "r675", "r676", "r677", "r678", "r679", "r680", "r681", "r682", "r683", "r684", "r685", "r686", "r687", "r688", "r689", "r690", "r691", "r692", "r693", "r695", "r696" } } }, "us-gaap_SegmentReportingAbstract": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "SegmentReportingAbstract", "lang": { "en-us": { "role": { "terseLabel": "Segment Reporting [Abstract]", "label": "Segment Reporting [Abstract]", "auth_ref": { "us-gaap_SegmentReportingDisclosureTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "SegmentReportingDisclosureTextBlock", "presentation": { "http://www.ammhealthcare.com/role/SEGMENTINFORMATION", "lang": { "en-us": { "role": { "verboseLabel": "SEGMENT INFORMATION", "label": "Segment Reporting Disclosure [Text Block]", "documentation": "The entire disclosure for reporting segments including data and tables. 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Direct selling expenses (for example, credit, warranty, and advertising) are expenses that can be directly linked to the sale of specific products. Indirect selling expenses are expenses that cannot be directly linked to the sale of specific products, for example telephone expenses, Internet, and postal charges. General and administrative expenses include salaries of non-sales personnel, rent, utilities, communication, etc." } } }, "auth_ref": { "r91" } }, "us-gaap_SeniorNotesMember": { "xbrltype": "domainItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "SeniorNotesMember", "presentation": { "http://www.ammhealthcare.com/role/FAIRVALUEMEASUREMENTFairValueOfFinancialInstrumentsDetails", "http://www.ammhealthcare.com/role/FAIRVALUEMEASUREMENTNarrativeDetails", "lang": { "en-us": { "role": { "terseLabel": "Senior Notes", "label": "Senior Notes [Member]", "documentation": "Bond that takes priority over other debt securities sold by the issuer. In the event the issuer goes bankrupt, senior debt holders receive priority for (must receive) repayment prior to (relative to) junior and unsecured (general) creditors." } } }, "auth_ref": { "us-gaap_ShareBasedCompensation": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "ShareBasedCompensation", "crdr": "debit", "calculation": { "http://www.ammhealthcare.com/role/SEGMENTINFORMATIONReconciliationOfRevenueandOperatingIncomebyReportableSegmentDetails": { "parentTag": "us-gaap_IncomeLossFromContinuingOperationsBeforeIncomeTaxesExtraordinaryItemsNoncontrollingInterest", "weight": 1.0, "order": 5.0 } }, "http://www.ammhealthcare.com/role/CONDENSEDCONSOLIDATEDSTATEMENTSOF CASH FLOWS": { "parentTag": "us-gaap_NetCashProvidedByUsedInOperatingActivities", "weight": 1.0, "order": 12.0 } }, "presentation": { "http://www.ammhealthcare.com/role/CONDENSEDCONSOLIDATEDSTATEMENTSOF CASH FLOWS", "http://www.ammhealthcare.com/role/SEGMENTINFORMATIONReconciliationOfRevenueandOperatingIncomebyReportableSegmentDetails", "lang": { "en-us": { "role": { "netLabel": "Share-based compensation", "verboseLabel": "Share-based compensation", "label": "Share-Based Payment Arrangement, Noncash Expense", "documentation": "Amount of noncash expense for share-based payment arrangement." } } }, "auth_ref": { "r8" } }, "us-gaap_ShareBasedCompensationArrangementsByShareBasedPaymentAwardAwardTypeAndPlanNameDomain": { "xbrltype": "domainItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "ShareBasedCompensationArrangementsByShareBasedPaymentAwardAwardTypeAndPlanNameDomain", "presentation": { "http://xbrl.sec.gov/edc/role/AwardTimingDisclosure", "lang": { "en-us": { "role": { "terseLabel": "All Award Types", "label": "Award Type [Domain]", "documentation": "Award under share-based payment arrangement." } } }, "auth_ref": { "r382", "r383", "r384", "r385", "r386", "r387", "r388", "r389", "r390", "r391", "r392", "r393", "r394", "r395", "r396", "r397", "r398", "r399", "r400", "r401", "r402", "r403", "r404", "r405", "r406", "r407" } } }, "amn_ShareBasedPaymentArrangementEmployeeStockPurchaseProgramContributionCurrent": { "xbrltype": "monetaryItemType", "nsuri": "http://www.ammhealthcare.com/20240930", "localname": "ShareBasedPaymentArrangementEmployeeStockPurchaseProgramContributionCurrent", "crdr": "credit", "calculation": { "http://www.ammhealthcare.com/role/BALANCESHEETDETAILSDetails": { "parentTag": "us-gaap_EmployeeRelatedLiabilitiesCurrent", "weight": 1.0, "order": 6.0 } }, "presentation": { "http://www.ammhealthcare.com/role/BALANCESHEETDETAILSDetails", "lang": { "en-us": { "role": { "terseLabel": "ESPP contributions", "label": "Share-based Payment Arrangement, Employee Stock Purchase Program Contribution, Current", "documentation": "Share-based Payment Arrangement, Employee Stock Purchase Program Contribution, Current", "auth_ref": { "srt_ShareRepurchaseProgramAxis": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/srt/2024", "localname": "ShareRepurchaseProgramAxis", "presentation": { "http://www.ammhealthcare.com/role/NETINCOMEPERCOMMONSHARENarrativeDetails", "lang": { "en-us": { "role": { "terseLabel": "Share Repurchase Program [Axis]", "label": "Share Repurchase Program [Axis]", "auth_ref": { "r845" } }, "srt_ShareRepurchaseProgramDomain": { "xbrltype": "domainItemType", "nsuri": "http://fasb.org/srt/2024", "localname": "ShareRepurchaseProgramDomain", "presentation": { "http://www.ammhealthcare.com/role/NETINCOMEPERCOMMONSHARENarrativeDetails", "lang": { "en-us": { "role": { "terseLabel": "Share Repurchase Program [Domain]", "label": "Share Repurchase Program [Domain]", "auth_ref": { "r845" } }, "srt_ShareRepurchaseProgramLineItems": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/srt/2024", "localname": "ShareRepurchaseProgramLineItems", "presentation": { "http://www.ammhealthcare.com/role/NETINCOMEPERCOMMONSHARENarrativeDetails", "lang": { "en-us": { "role": { "terseLabel": "Share Repurchase Program [Line Items]", "label": "Share Repurchase Program [Line Items]", "auth_ref": { "r845" } }, "srt_ShareRepurchaseProgramTable": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/srt/2024", "localname": "ShareRepurchaseProgramTable", "presentation": { "http://www.ammhealthcare.com/role/NETINCOMEPERCOMMONSHARENarrativeDetails", "lang": { "en-us": { "role": { "terseLabel": "Share Repurchase Program [Table]", "label": "Share Repurchase Program [Table]", "auth_ref": { "r845" } } }, "amn_StaffingDatabaseMember": { "xbrltype": "domainItemType", "nsuri": "http://www.ammhealthcare.com/20240930", "localname": "StaffingDatabaseMember", "presentation": {

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requires management to make a number of estimates and assumptions relating to the reporting of assets and liabilities and the disclosure of contingent assets and liabilities at the dates of the financial statements and the reported amounts of revenue and expenses during the reporting periods. On an ongoing basis, the Company evaluates its estimates, including those related to goodwill and intangible assets purchased in a business combination, asset impairments, accruals for self-insurance, contingent liabilities such as legal accruals, and income taxes. The Company bases these estimates on the information that is currently available and on various other assumptions that it believes are reasonable under the circumstances. Actual results could differ from those estimates under different assumptions or conditions.

Cash, Cash Equivalents and Restricted Cash

The following table provides a reconciliation of cash, cash equivalents and restricted cash reported within the accompanying condensed consolidated balance sheets and related notes to the amounts presented in the accompanying condensed consolidated statements of cash flows:

	September 30, 2024	September 30, 2023
Cash	\$68,845	\$68,845
Cash equivalents	30,750	30,750
Restricted cash	18,004	18,004
Total cash, cash equivalents and restricted cash	\$117,599	\$117,599

Accounts Receivable

Accounts receivable consists of amounts due from customers for services rendered. Accounts receivable are recorded at the invoiced amount. Accounts receivable are not interest-bearing. The Company maintains an allowance for credit losses based on historical experience, current conditions and forecasts about future economic conditions.

Provision for expected credit losses

The Company recorded the allowance for credit losses for accounts receivable. The allowance for credit losses is based on the expected credit losses over the life of the accounts receivable. The allowance for credit losses is recorded as a contra asset to accounts receivable. The allowance for credit losses is recorded as a contra asset to accounts receivable.

Prepaid expenses and other assets

Prepaid expenses and other assets consist of prepaid insurance, prepaid rent, prepaid advertising, and other prepaid expenses. These assets are recorded at the amount paid or payable for the asset.

Property and equipment

Property and equipment are recorded at cost less accumulated depreciation and amortization. Depreciation is calculated using the straight-line method over the useful life of the asset.

Goodwill

Goodwill is recorded at the amount paid in excess of the fair value of identifiable intangible assets acquired in a business combination. Goodwill is not amortized and is tested for impairment annually.

Intangible assets

Intangible assets are recorded at cost less accumulated amortization. Amortization is calculated using the straight-line method over the useful life of the asset.

Deferred tax assets and liabilities

Deferred tax assets and liabilities are recorded based on the Company's tax position. Deferred tax assets are recorded for tax loss carryforwards and other tax benefits. Deferred tax liabilities are recorded for tax payable in future periods.

Other long-term assets

Other long-term assets consist of investments in equity securities, investments in debt securities, and other long-term investments. These assets are recorded at cost or fair value, depending on the classification.

Liabilities

Accounts payable and accrued liabilities

Accounts payable and accrued liabilities consist of amounts due to vendors and other creditors for goods and services received. These liabilities are recorded at the amount due.

Deferred revenue

Deferred revenue consists of amounts received from customers for services that have not yet been rendered. Deferred revenue is recorded as a liability and is recognized as revenue over the period of the service.

Long-term debt

Long-term debt consists of debt that has a maturity date more than one year from the balance sheet date. Long-term debt is recorded at the amount borrowed, net of any discounts or premiums.

Other long-term liabilities

Other long-term liabilities consist of pension liabilities, other post-retirement benefits, and other long-term liabilities. These liabilities are recorded at the amount due or payable.

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