

# **GMIRATINGS** EXECUTIVE PAY **SCORECARD**

Data & analysis provided by GMI Ratings-The Independent Leader in Corporate Governance and ESG&A

26 Mar 2012

## **AMN Healthcare Services, Inc.**

AHS

NYSE

**Healthcare Facilities** 

Market Capitalization USD:

\$161.93 mm

## **CONCERN LEVEL: AVERAGE**

- 1 The CEO's total remuneration is within the typical market range for the relevant industry and market cap.
- 2 The ratio between the CEO's pay and the median pay of the other named executive officers is 3X or less.
- The CEO's annual cash incentives rose or fell in line with annual performance.
- 4 The CEO received no more than one annual cash bonus this fiscal year.
- 5 The CEO's equity remuneration reflected the company's share price movement over the last five years.
- 4
- 6 The company only pays long-term incentives to the CEO for above median performance against a peer group.
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- 7 The company's dilution from equity incentives is 10 percent or less.
- 8 Unvested equity lapses when the CEO's employment is terminated.

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- The CEO's potential cash severance payment is capped at two times annual cash remuneration.
- The accrued benefits of the CEO's post-retirement income are within the typical market range for the relevant market cap bracket.

CEO: Susan R. Salka Age: 47 CEO Since: 2005

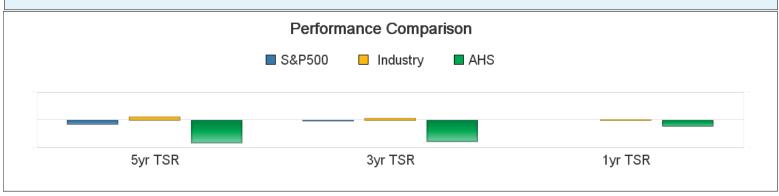
	2009	2010	2011
Base Salary	\$626,971	\$617,885	\$675,000
Discretionary Bonus	\$0	\$245,000	\$0
Annual Cash Incentive	\$172,604	\$182,585	\$484,102
Benefits and Perquisites	\$33,455	\$1,260	\$16,040
TOTAL ANNUAL COMPENSATION	\$833,030	\$1,046,730	\$1,175,142
Increase in Post-Retirement Benefits	\$0	\$0	\$0
Stock Option Awards	\$294,545	\$572,150	\$0
Stock Awards	\$590,381	\$984,335	\$1,379,426
TOTAL COMPENSATION	\$1,717,956	\$2,603,215	\$2,554,568
Median of Other Named Executive Officers Total Compensation	\$928,054	\$1,260,278	\$782,321
Value Realized on Exercise of Stock Option	\$0	\$0	\$0
Value Realized on Vesting of Stock	\$236,209	\$460,696	\$1,061,899
TOTAL REALIZED EQUITY COMPENSATION	\$236,209	\$460,696	\$1,061,899

Proxy Date: 9 Mar 2012 Annual Meeting Date: 18 Apr 2012 Equity Reserves: 14.63% Stock Option Run Rate: 1.21%

# **AMN Healthcare Services, Inc.**

AHS NYSE

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### Peer Comparisons (TRBC) =Healthcare Facilities

#### **Total Summary CEO Compensation**

Ticker	Company Name	2009	2010	2011	Market Cap
AHS	AMN Healthcare Services, Inc.	\$1,717,956	\$2,603,215	\$2,554,568	\$161,934,350
ENSG	Ensign Group, Inc. (The)	\$926,631	\$1,580,350		\$484,793,607
OMCL	Omnicell, Inc.	\$1,717,016	\$1,988,051		\$456,600,258
KND	Kindred Healthcare, Inc.	\$4,745,504	\$5,586,785		\$449,210,491
NHC	National Healthcare Corporation	\$3,561,663	\$2,196,888	\$2,438,241	\$446,773,438
AMED	Amedisys, Inc.	\$4,318,454	\$2,185,698		\$433,619,239
UHT	Universal Health Realty Income Trust	\$82,959	\$86,074		\$424,618,657

To insure consistency, peer comparisons are based on a combination of TRBC Industry and Sector classifications and company market caps.

Missing peer pay figures for 2011 are due to differences in company filing schedules.

### **Pay Peer Group**

Amedisys, Inc., CDI Corp., Cross Country Healthcare, Inc., Gentiva Health Services, Inc., Healthways, Inc., Heidrick & Struggles International, Inc., Insperity, Inc. (formerly known as Administaff, Inc.), IPC The Hospitalist Company, KForce, Inc., Korn/Ferry, International, LHC Group, Inc., On Assignment, Inc., RehabCare Group, Inc., SFN Group, Inc., TrueBlue, Inc.

### **Performance Peer Group**

Amedisys, Inc., CDI Corp., Cross Country Healthcare, Inc., Gentiva Health Services, Inc., Healthways, Inc., Heidrick & Struggles International, Inc., Insperity, Inc. (formerly known as Administaff, Inc.), IPC The Hospitalist Company, KForce, Inc., Korn/Ferry, International, LHC Group, Inc., On Assignment, Inc., RehabCare Group, Inc., SFN Group, Inc., TrueBlue, Inc.

COMPENSATION COMMITTEE MEMBERS								
Director	Membership	Age	Gender	Tenure	Independence			
R. Jeffrev Harris	Chairman	57	Male	7	Outside			
Martha Marsh	Member	63	Female	2	Outside			
Michael M.E. Johns	Member	70	Male	4	Outside			