

AMN HEALTHCARE SERVICES INC (AMN)

2026 DEF 14A · filed 2026-03-18 · CIK 0001142750

Headline facts

CEO TOTAL PAY

\$10,669,780

Cary Grace PEO · 2025 · ' 12% YoY

CEO PAY RATIO

Not in CD&A

Median employee: \$85,722

SAY ON PAY

Not disclosed

COMPENSATION COMMITTEE

CD&A

Talent and Compensation Committee

Governance policies

CLAWBACK

present

PLEDGING

prohibited

HEDGING

prohibited

STOCK OWNERSHIP GUIDELINES

present

Peer snapshot

2 peers auto-selected from AMN's disclosed compensation peer group. Each row shows the peer's latest filing.

TICKER	CEO TOTAL	PAY RATIO	MEDIAN EMP	COMP COMMITTEE
KFY KORN FERRY	\$14,671,340	—	\$108,160	Compensation and Personnel Committee
TNET TRINET GROUP, INC.	\$10,552,055	—	\$99,327	Compensation and Human Capital Management Committee

Summary Compensation Table (latest disclosed year)

Year 2025

EXECUTIVE	SALARY	STOCK	CASH INCENTIVE	OTHER	TOTAL
Cary Grace PEO President & CEO	\$1,060,000	\$8,363,117	\$1,146,125	\$100,538	\$10,669,780
Brian M. Scott PFO CFO & COO	\$630,000	\$2,125,602	\$563,850	\$57,623	\$3,377,075
Mark C. Hagan Chief Information & Digital Officer	\$550,000	\$1,594,204	\$443,025	\$54,854	\$2,642,083
Whitney M. Laughlin Chief Legal Officer & Corporate Sec- retary	\$500,000	\$850,209	\$323,750	\$40,784	\$1,704,243

CEO pay mix (latest year)

Base salary	10%
Cash incentive	11%
Equity	78%
Other	1%
At-risk	89%

Every fact above, traced back to filing text

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Median employee compensation = \$85,722

Extracted from: CEO Pay Ratio section (Item 402(u)) · confidence 0.9

“disclosure. Accordingly, we have elected to use the same median employee. We calculated our median employee’s annual total compensation using the same SEC rules we use for calculating the annual total compensation of our named executive officers, as set forth in the Summary Compensation Table above. In 2025, the annual total compensation of our median employee was \$85,722, and our CEO’s annual total compensation was \$10,669,780, of which \$9,509,242 was variable compensation based on the performance of the Company. The resulting ratio of the annual total compensation of our median employee comp...”

Compensation committee = Talent and Compensation Committee

Extracted from: Compensation Discussion & Analysis · confidence 0.85

“The Talent and Compensation Committee regularly reviews any awards granted by our CEO.”

Clawback policy = present

Extracted from: Compensation Discussion & Analysis · confidence 0.96

“CLAWBACK POLICY”

Hedging policy = prohibited

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“ No Pledging or Hedging Policy Our Corporate Governance Guidelines prohibit named executive officers (and directors) from pledging, hypothecating, or otherwise placing a lien on any shares of our Common Stock (or any other equity interests) that they own”

Pledging policy = prohibited

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“ No Pledging or Hedging Policy Our Corporate Governance Guidelines prohibit named executive officers (and directors) from pledging, hypothecating, or otherwise placing a lien on any shares of our Common Stock (or any other equity interests) that they own”

Stock ownership guidelines = present

Extracted from: Compensation Discussion & Analysis · confidence 0.94

“equity ownership requirements”