An Enhanced Workforce Technology Solution

Accelerating Talent Engagement, Transparency, & Flexibility

Introduction

AMN Healthcare's easy to use, SOC2 compliant cloud-based Vendor Management System (VMS) provides a modern experience that makes it easy to manage a flexible workforce. As the healthcare industry's leading VMS platform, we partner with some of the largest health systems in the United States to efficiently fulfill all healthcare labor needs and support your delivery of top quality patient care. Our VMS has consistently been named a "Major Contender" by Everest Group in their VMS PEAK Matrix® Assessment, which evaluates VMS systems across all industries internationally.

Our technologies are exclusively designed for healthcare organizations to manage their unique total talent needs, clinical and non-clinical, across healthcare settings. AMN Healthcare VMS has earned the trust of our clients to manage $10 billion in labor spend across a broad spectrum of healthcare organizations; many of which comprise the largest healthcare systems in the U.S. Leveraging a fully resourced implementation department that facilitates client solution design, project management, communication/change management support, training, and technology configuration/integration, our robust, user-friendly platform is engineered for easy service line, facility, and regional expansion as our clients' program parameters change.

Different from other commercial VMS products, our platforms are completely designed around healthcare contingent labor process management, accommodating travel and per diem management, locum tenens, nurse, allied, and non-clinical support. Because we own the technology development roadmap for our VMS tools, we can provide clients with enhanced development and configuration agility.

We put functions and tools in the hands of our clients to automate and accelerate:

- **Nursing, Allied, Physician, & Non-Clinical Contingent Labor Job Posting Administration**

- **Internal Float Pool Management**

- **Candidate Engagement & Staffing Supplier Management**

- **Credential and Compliance Tracking & Monitoring**

- **Onboarding, Time Management, & Finance Integrations**

- **Business Intelligence, Reporting, & Decisions Support**

- **Invoice Consolidation & Integration**

- **Secure Agency & Worker Payment Management**

- **SOC2 Type 1 Certified**

# Our newest VMS offers these areas of enhancement:

1. Sourcing

We are continuing to place greater sourcing control, transparency, and speed in the hands of our clients by creating digital access to broader and deeper sourcing channels. Our VMS platform has comprehensive sourcing functionality that leverages the power of artificial intelligence (AI) and automation to streamline candidate engagement and personalized profile matching. We are reducing time to fill by enhancing functionality for clients, candidates, and staffing partners. Our platform activates sourcing channels for internal float pool, direct hire aggregation, staffing agency management, and independent contractors for all clinical and non-clinical talent needed. Our goal is to provide you with more options to source qualified clinicians faster while driving costs down.

Within the platform, you can expedite the candidate engagement process through real-time profile matching. This function conducts automated requirement checks in tandem with staffing agency job posting submissions to help ensure that only qualified and compliant candidates are submitted. Hiring managers can view candidate submissions on our "Order Match" page to visualize indicators accompanying all candidates who match and are available for a desired shift or assignment.
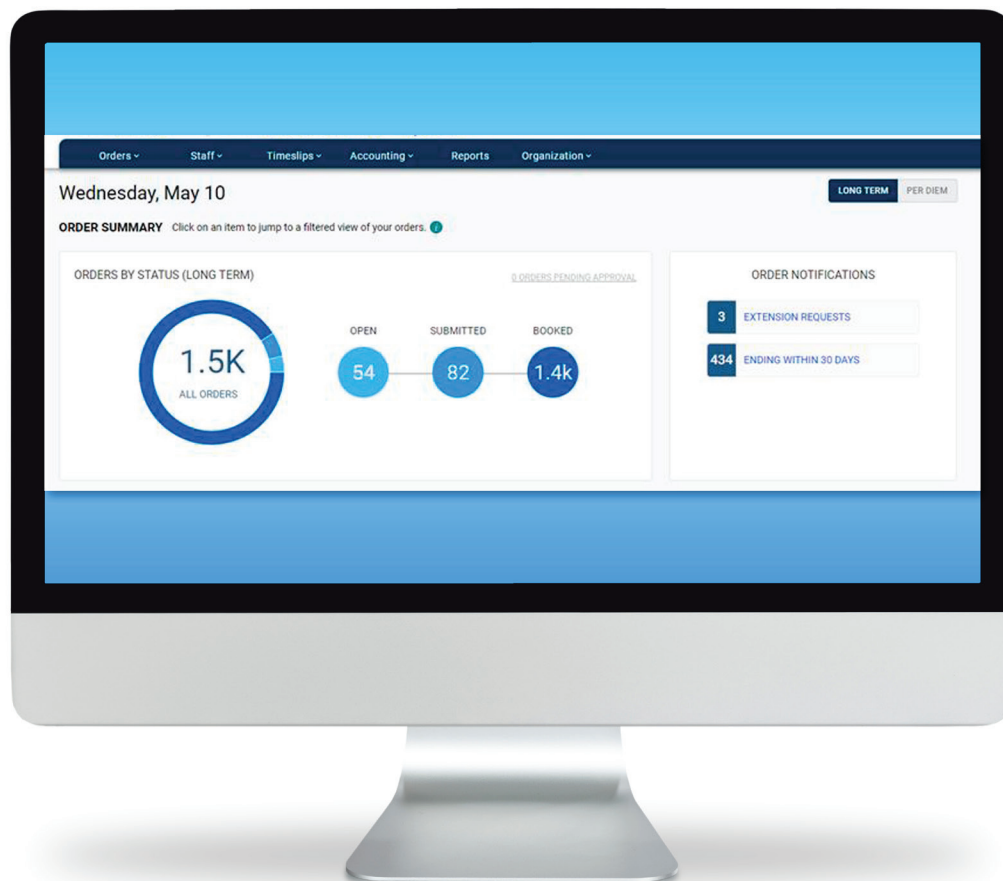

2. In-App Clinician Experience

Our state-of-the-art AMN Passport app uses artificial intelligence (AI) functionality that automatically matches clinicians to open jobs and enables them to apply through self-service. Clinicians can now search, submit, and book assignments directly, allowing them to complete the onboarding and credentialing processes on their own while selecting shifts that fit their needs. AMN Passport also localizes the clinician experience, providing tips and details about their new assignments and increasing speed to fill, on-time start, and omni-channel engagement.
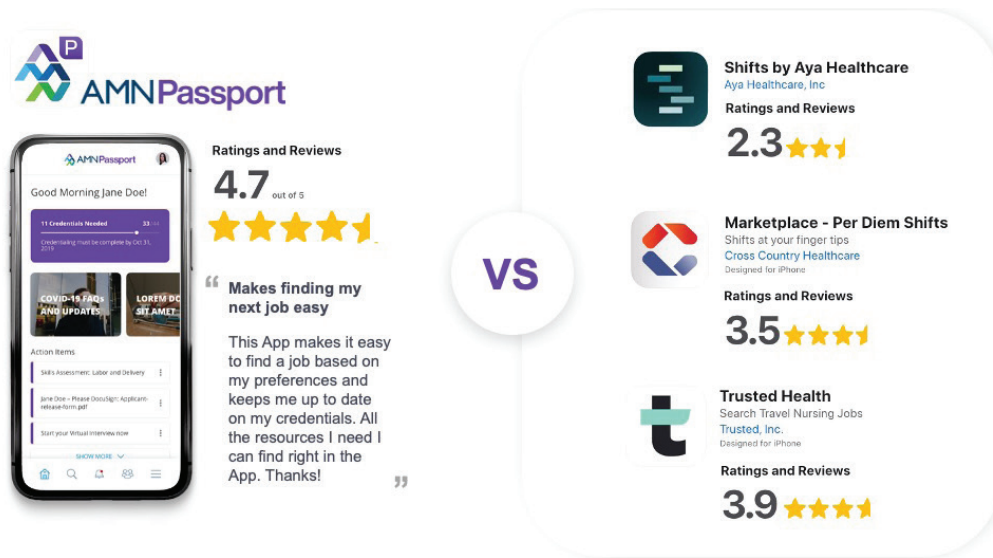
Candidates experience a personalized interface that allows them to customize their job preferences and centralizes all the information they need to manage their careers successfully. Using the app, candidates can update their credentials and professional profiles, access time and pay details, receive direct alerts and updates, assess their onboarding process, and contact their dedicated recruiters with one tap. Designed by clinicians for clinicians, AMN Passport currently has over 177,000 registered users and is universally loved by clinicians, with a 4.7/5 on the App store.
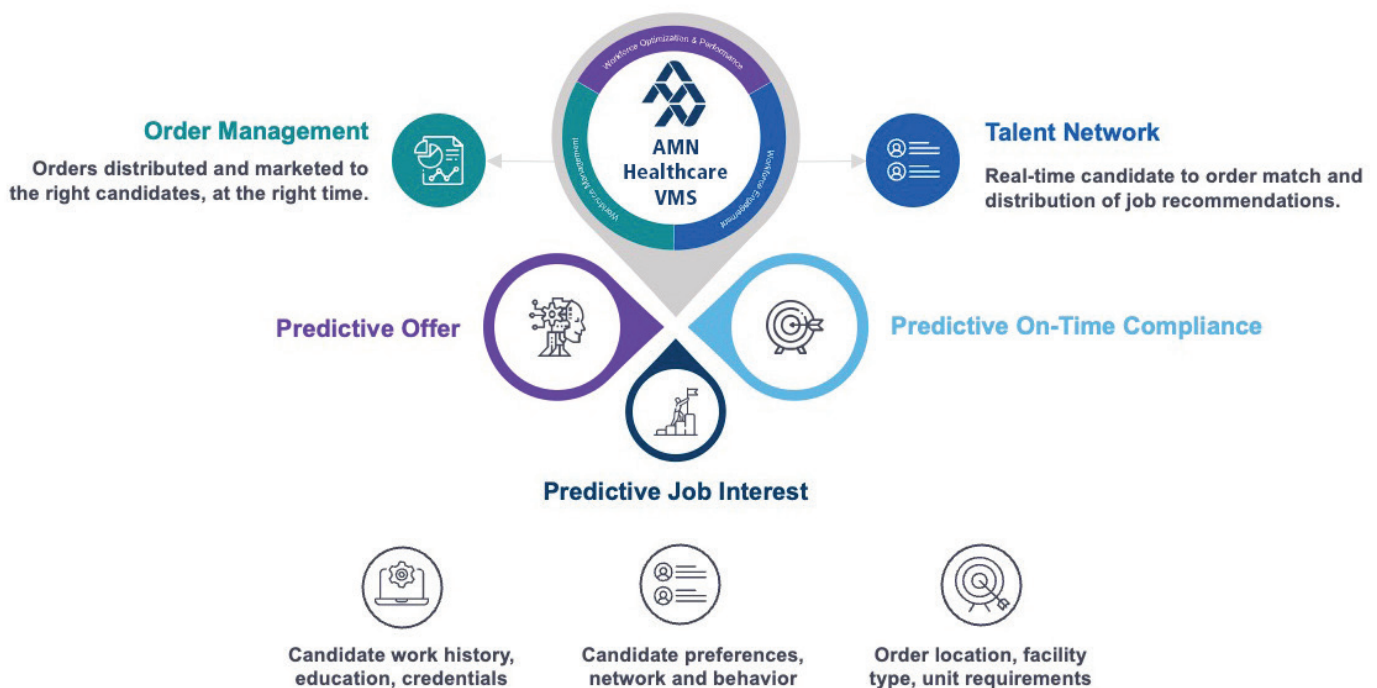
3. Compliance

When managing a healthcare organization's workforce, nothing is more important than clinician quality—identified and delivered by verifying qualifications and credentials. Our VMS streamlines that process by providing automated tracking of pending and expired eligibility requirements. This technology helps monitor worker credentials and keeps them compliant with federal, state, and local laws.

Our VMS requires that all candidates, staffing agencies, or employers of record upload credentials online prior to a submittal. Credential documentation is time and date stamped to provide an audit trail and to trigger notifications. The VMS flags staff credentials as: (1) active, (2) approaching expiration, and (3) expired. Yellow flags indicate when staff credentials are approaching expiration and red flags indicate credentials are past expiration. If any document is approaching expiration or has expired, the system auto-generates a notification to alert both the agency and the facility. Our healthcare clients cite the automation of credential management as the key driver in ensuring compliance with The Joint Commission and other auditing bodies. We provide real-time access to verified staff credentials and documents to users 24/7/365.
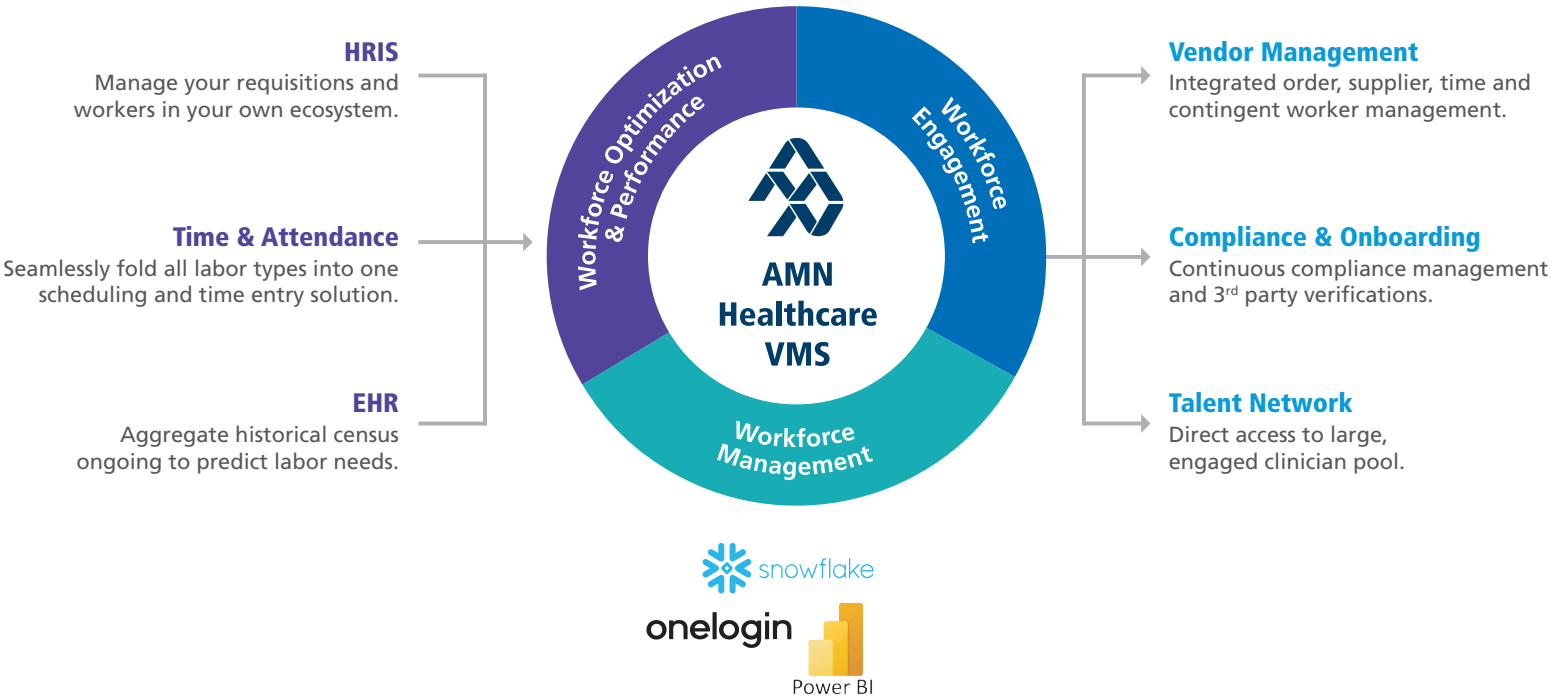
Document Storage and Archival

Our VMS can be used to make orientation and onboarding documents available to staffing agencies. The VMS stores credentialing requirements, as well as clinical licenses, certifications, competencies, and past evaluations, in a unique staff profile for each staff member within the system. Each clinical credential documentation is time and date stamped. Staff profiles also serve as an archive for historical candidate credentials, previous work history, and skills evaluations. Historical candidate credentials are always accessible in the event of an audit.
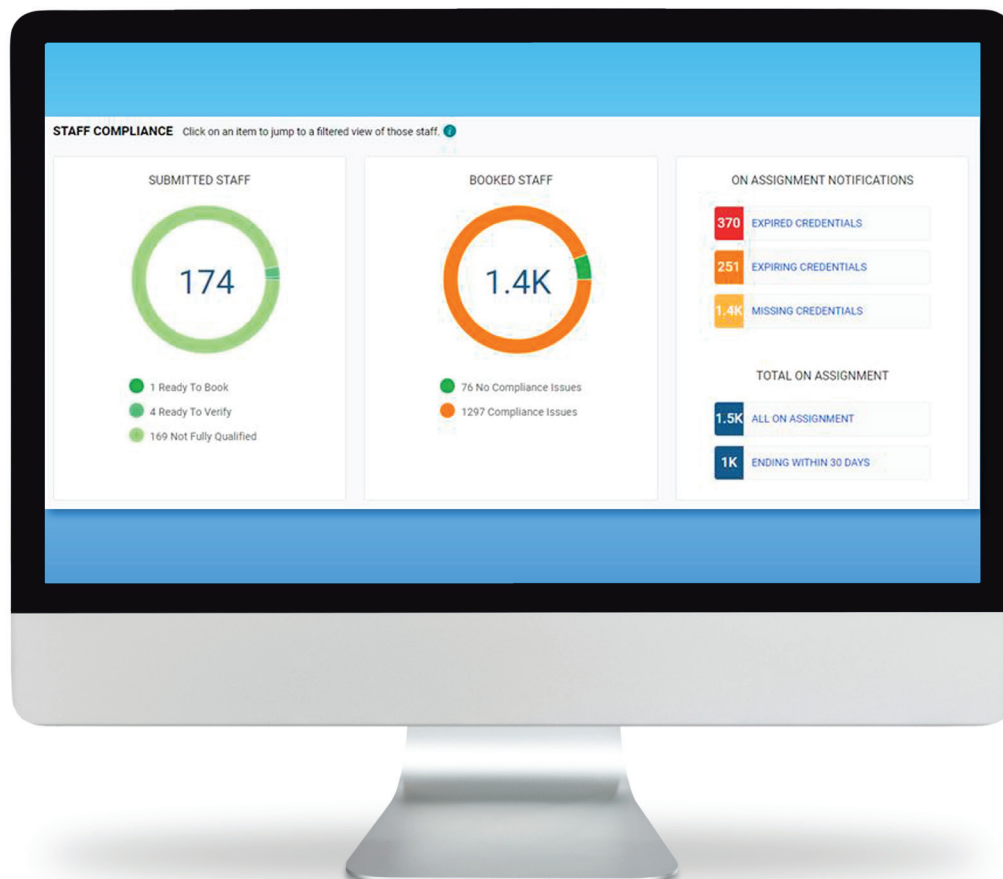
4. Integration Solutions

Our VMS utilizes APIs to drive automation and efficiency when integrating with our clients' systems. The multi-point integrated platform connects with clients' existing systems, such as HRIS, to automate and speed up their internal processes—including work order entry, automation of clinician onboarding and off boarding, timekeeping, and invoicing.

HRIS
Manage your requisitions and workers in your own ecosystem.

Time & Attendance
Seamlessly fold all labor types into one scheduling and time entry solution.

EHR
Aggregate historical census ongoing to predict labor needs.

Workforce Optimization & Performance · Workforce Engagement · Workforce Management · AMN Healthcare VMS

Vendor Management
Integrated order, supplier, time and contingent worker management.

Compliance & Onboarding
Continuous compliance management and 3rd party verifications.

Talent Network
Direct access to large, engaged clinician pool.

snowflake

onelogin

Power BI

5. Data and AI-Driven Insights

Our flexible, self-service reporting and intuitive interactive dashboards enable you to make actionable and best-informed decisions. Readily available data allows key stakeholders to make informed decisions around talent strategy, while evaluating program metrics and supplier performance. Real-time market intelligence allows clients to stay competitive in the workforce market and stay informed on healthcare staffing trends.

To help you make effective and immediate data-driven decisions, we have invested heavily in our business intelligence and reporting capabilities, which provide comprehensive management dashboards. We have also enhanced our MSP tiering model to an AI-driven predictive model that determines the best supplier to fill orders within your expected timeline, versus a traditional supplier tiering model.

Our web-based reporting interface offers clients total visibility and insight into their workforce through graphical dashboards, customized analytics, and exportable reports. Our dashboard analytics architecture is a multi-tier cloud implementation, ensuring the reliability of the data and system. Data flows from our VMS into the data tier of our architecture, where it is then stored and aggregated. Once aggregated, it presents in our dashboard platform, which is accessible through any standard web browser after securely logging into our dashboard platform. Users can easily identify and proactively adapt to emerging trends related to workforce quality, process efficiency, vendor performance, compliance, and financial management.

6. Supplier Management & Experience

Suppliers have instant access to self-reporting and analytics, allowing them to compete and continually improve performance to maximize value for clients. Our API Integrations provide suppliers with the ability to integrate their applicant tracking and payroll systems to reduce their workload and increase speed to fill.

Being the largest commercially sold VMS in the healthcare industry, our VMS is widely used by healthcare staffing partners who play a critical role in ensuring the fulfillment of staffing requests. Our technology automatically routes the postings to client approved staffing agencies. Furthermore, the technology's tiering feature puts the control in client hands to configure supplier pools based on geographic need and specialty. The platform allows clients to establish candidate submittal governance, while also providing real-time notifications of job postings for approved suppliers to instantly submit candidates.

For more information on how we can support you to manage the entire lifecycle of your extended workforce in one place with full visibility to your labor costs, contact:

client.services@amnhealthcare.com

AMNHealthcare.com/technology/workforce/ vendor-management-systems/

AMN® Healthcare

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