AMN Healthcare (AMN)

$16.42 (Stock Price as of 12/04/2025)

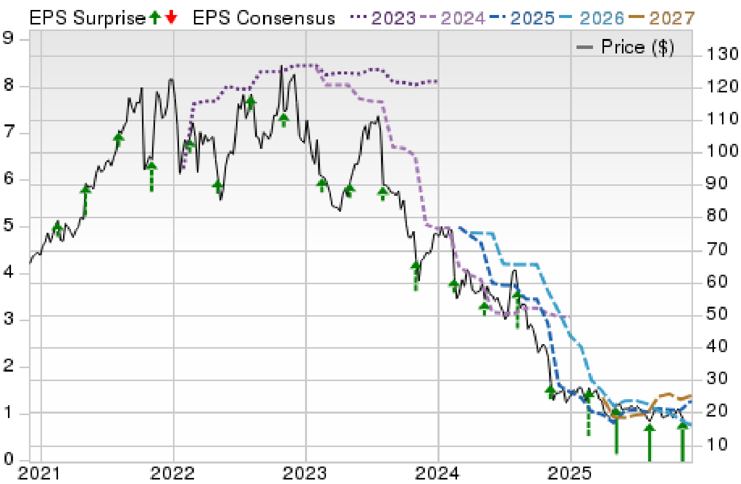
Price Target (6-12 Months): **$18.00**

Long Term: 6-12 Months	**Zacks Recommendation:** (Since: 11/25/25) Prior Recommendation: Underperform	**Neutral**
Short Term: 1-3 Months	**Zacks Rank:** (1-5)	**3-Hold**
	Zacks Style Scores:	VGM: A
	Value: A | Growth: C	Momentum: A

Summary

AMN Healthcare's continued strength in the Managed Services Program (MSP) and its broad array of services look encouraging. Improvement in its staffing demand through the third quarter and a year-over-year uptick in winter order volume are promising. Its focus on improving client satisfaction raises optimism. The company's tech-enabled, total talent solutions continued to be well-received by clients. A strong solvency position is an added plus. Yet, the consolidation of healthcare delivery units poses a threat to AMN Healthcare. Issues like healthcare industry regulations and stiff competition persist. Adverse impacts from public health crises might impede its growth prospects. The Zacks model expects AMN Healthcare's top line and adjusted earnings per share to decline at a CAGR of 4.3% and 26.4%, respectively, between 2024 and 2027.

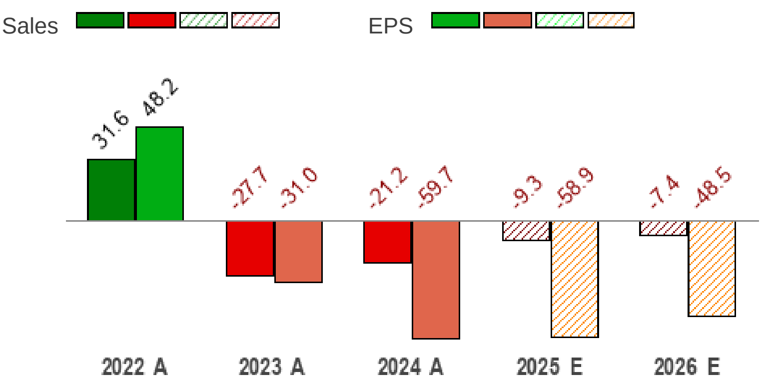
Price, Consensus & Surprise[1]



Data Overview

52 Week High-Low	**$30.49 - $14.87**
20 Day Average Volume (sh)	**1,178,853**
Market Cap	**$636.5 M**
YTD Price Change	**-30.7%**
Beta	**0.21**
Dividend / Div Yld	**$0.00 / 0.0%**
Industry	**Business - Services**
Zacks Industry Rank	**Top 31% (75 out of 243)**
Last EPS Surprise	**105.3%**
Last Sales Surprise	**3.2%**
EPS F1 Est- 4 week change	**26.2%**
Expected Report Date	**02/19/2026**
Earnings ESP	**0.0%**
P/E TTM	**8.8**
P/E F1	**12.1**
PEG F1	**-0.2**
P/S TTM	**0.2**

Sales and EPS Growth Rates (Y/Y %)[2]



Sales Estimates (millions of $)[2]

	Q1	Q2	Q3	Q4	Annual*
2026	621 E	615 E	630 E	639 E	2,506 E
2025	690 A	658 A	635 A	723 E	2,706 E
2024	821 A	741 A	688 A	735 A	2,984 A

EPS Estimates[2]

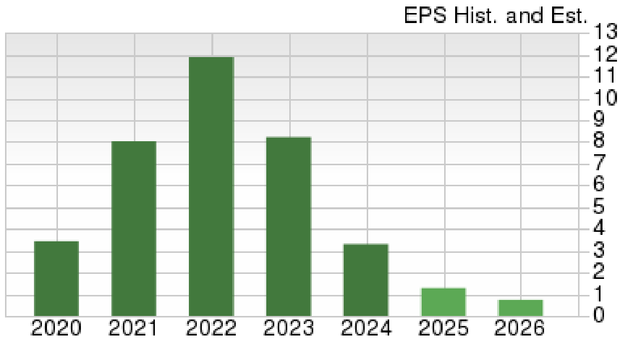
	Q1	Q2	Q3	Q4	Annual*
2026	0.06 E	0.10 E	0.16 E	0.38 E	0.70 E
2025	0.45 A	0.30 A	0.39 A	0.22 E	1.36 E
2024	0.97 A	0.98 A	0.61 A	0.75 A	3.31 A

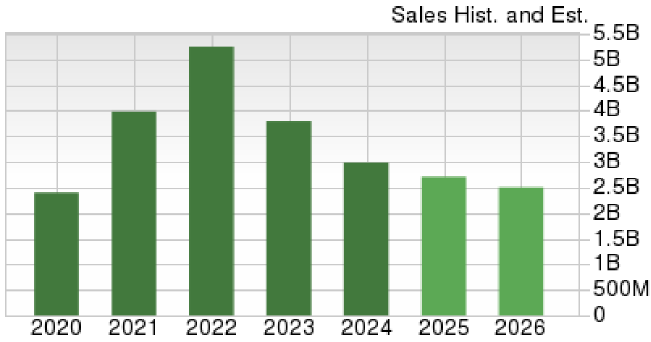
*Quarterly figures may not add up to annual.

(1) The data in the charts and tables, except the estimates, is as of 12/04/2025.
(2) The report's text, the analyst-provided estimates, and the price target are as of 11/27/2025.

Overview

San Diego, CA-headquartered AMN Healthcare Services, Inc. is a travel healthcare staffing company. Its business has evolved beyond traditional healthcare staffing and recruitment services, thereby becoming a strategic total talent solutions partner with its clients. It has expanded its portfolio to serve a diverse and growing set of healthcare talent-related needs. In addition to its healthcare professional staffing and recruitment services, AMN Healthcare's suite of healthcare workforce solutions includes MSP, VMS, medical language interpretation services, predictive labor analytics, workforce optimization technology and consulting, clinical labor scheduling, recruitment process outsourcing (RPO), revenue cycle solutions, credentialing software services, and virtual care management services. The company enables its clients to build, manage and optimize their healthcare talent to deliver great patient outcomes and experience.





As of 11/27/2025

The company reports through three segments — Nurse and Allied Solutions (66.4% of total FY24 revenues, down 29% from FY23), Physician and Leadership Solutions (24.8%, up 16.3%), and Technology and Workforce Solutions (8.8%, up 8%).

Nurse and Allied Solutions segment includes the company's travel nurse staffing, rapid response nurse staffing and labor disruption, allied staffing, local staffing, and 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, VMS, workforce optimization, telehealth, credentialing, and outsourced solutions businesses.

AMN Healthcare's unique Healthcare MSP is helping the company gain market traction. Notably, the program helps streamline the entire workforce planning process which facilitates the delivery of improved patient care. This has resulted in a large network of improved patient care and improved efficiency.

As of 12/04/2025

Reasons To Buy:

A unique MSP and a strong array of staffing services aid the stock.

▲ **General Demand for Healthcare Services:** Changes in demand for healthcare services, particularly at acute healthcare hospitals and other inpatient facilities, like skilled nursing facilities, affect the demand for AMN Healthcare's services. According to the U.S. Department of Health and Human Services, with the passage of the Affordable Care Act, the uninsured population declined by more than 18 million people between 2010 and 2018. Growth of the insured population contributed to a relatively sharp increase in national healthcare expenditures beginning in 2014. Additionally, the U.S. population continues to age, and medical technology advances are contributing to longer life expectancy.

A pronounced shift in U.S. age demographics is expected to boost growth of national health spending, projected by the Centers for Medicare & Medicaid Services to grow at average annual rates of 4.9% and 5.6% from 2025-2026 and 2027-2032, respectively, while Medicare spending growth is projected to increase to average annual rates of 7.1% and 7.6% for the same periods, respectively. According to the U.S. Census Bureau, the number of adults aged 65 or older grew 9.4% from 2020 to 2023 and is projected to grow an estimated 31% between 2022 and 2035. People aged more than 65 are three times more likely to have a hospital stay and twice as likely to visit a physician's office compared with the rest of the population. These dynamics could place upward pressure on demand for the services AMN Healthcare provides in the coming years. The age-demographic shift not only affects healthcare services demand, it also complicates the supply of skilled labor, as an increasing number of clinicians are aging out of the workforce.

▲ **Healthcare MSP:** AMN Healthcare's unique MSP is helping the company gain market traction. Notably, the program helps streamline the entire workforce planning process which facilitates the delivery of improved patient care. This has resulted in a large network of improved patient care and improved efficiency.

For the three months ended Sept. 30, 2025, revenues under AMN Healthcare's MSP arrangements comprised approximately 41% of consolidated revenues, 63% of Nurse and Allied Solutions segment revenues, 18% of Physician and Leadership Solutions segment revenues and 2% of Technology and Workforce Solutions segment revenues.

For the nine months ended Sept. 30, 2025, revenues under AMN Healthcare's MSP arrangements comprised approximately 45% of consolidated revenues, 67% of Nurse and Allied Solutions segment revenues, 18% of Physician and Leadership Solutions segment revenues and 3% of Technology and Workforce Solutions segment revenues.

In 2024, AMN Healthcare had approximately $2 billion in spend under management through its MSPs and approximately 45% of its consolidated revenues flowed through MSP relationships. Together with the vendor-neutral spend through the company's VMS programs, AMN Healthcare had approximately $4 billion of spend under management during 2024.

▲ **Broad Array of Services:** AMN Healthcare's business has gradually evolved beyond traditional healthcare staffing. The company has become a strategic total talent solutions partner with its clients. AMN Healthcare has expanded its portfolio to serve a diverse and growing set of healthcare talent-related needs. In addition to its healthcare professional staffing and recruitment services, the company's suite of healthcare workforce solutions includes MSPs, VMS, medical language interpretation services, predictive labor analytics, workforce optimization technology and consulting, clinical labor scheduling, RPO, revenue cycle solutions, and credentialing software services. AMN Healthcare enables clients to build and optimize their healthcare talent to deliver great patient outcomes and experience.

AMN Healthcare's comprehensive suite of talent solutions provides management, staffing, recruitment, language services, technology, telehealth and virtual care management, analytics, and related services to build and manage all or part of its clients' healthcare workforce needs. AMN Healthcare offers temporary and permanent career opportunities to its healthcare professionals, from nurses, doctors, and allied health professionals to healthcare leaders and executives in a variety of settings across the nation.

During the third quarter of 2025, management stated that after a slower second-quarter staffing demand, AMN Healthcare saw demand improve through the third quarter. Winter order volume is up year over year, and the company is working toward meeting the clients' needs.

On third-quarter 2025 earnings call in November, management confirmed that AMN Healthcare's aggressive plan to improve technology, processes and customer focus paid off with a 700-basis point year-over-year improvement in client satisfaction. The company continues to expand its number of service lines provided to clients, and has been witnessing interest from a number of strategic clients in consolidating their decentralized locum spend.

On the same call, management also confirmed making progress on its strategy to fill more of the available demand by improving AMN Healthcare's speed to fill. Per management, over the past 12 months, the company has doubled its fill rate in its vendor-neutral program.

▲ **Strong Solvency With Leverage:** AMN Healthcare exited third-quarter 2025 with cash and cash equivalents of $53 million compared with $42 million at the end of the second quarter. The company does not have any current-year debt. Therefore, there appears to be no near-term threat to its solvency.

The balance sheet is somewhat leveraged. Total debt was $847 million at the end of third-quarter 2025, down from $916 million at the second-quarter end. The total debt-to-capital ratio of 0.57 represents a decrease from 0.60 at the second-quarter end. However, it compares unfavorably with the total debt-to-capital ratio of the industry, which stands at a lower level of 0.46.

Reasons To Sell:

▼ **Adverse Impacts From Public Health Crisis:** AMN Healthcare could be negatively affected by the widespread outbreak of an illness or any other public health crisis. The COVID-19 pandemic negatively impacted the global economy and created significant volatility and disruption in financial markets. Demand for AMN Healthcare's staffing services and workforce technology solutions fluctuated over the course of the COVID-19 pandemic. In 2020, demand for some temporary healthcare professionals and services decreased as the demand for non-essential and elective healthcare was initially negatively impacted by the COVID-19 pandemic. During 2021, demand for nurse and allied healthcare professionals reached record highs, and throughout 2021 and 2022, demand for most other types of healthcare professionals AMN Healthcare works with returned to and has remained above pre-pandemic levels.

Changing marketplace conditions and consolidation of healthcare delivery units pose a challenge to AMN Healthcare. Other headwinds like healthcare industry regulations and stiff competition persist.

However, if new variants emerge or an outbreak of a different illness emerges, demand may again decrease. As the pandemic has subsided, demand and bill rates, especially in our nurse and allied solutions businesses, have fluctuated from the levels seen during the pandemic. Management expects this decrease in demand will have a negative impact on AMN Healthcare's results of operations.

The Zacks model expects AMN Healthcare's top line and adjusted earnings per share to decline at a CAGR of 9.3% and 58.8%, respectively, in 2025. Our model also anticipates the company's top line and adjusted earnings per share to decline at a CAGR of 4.3% and 26.4%, respectively, between 2024 and 2027.

We also expect the Nurse & Allied Solutions and Technology and Workforce Solutions segments' revenues to decline at a CAGR of 5.2% and 11.1%, respectively, from 2024 to 2027.

▼ **Changing Marketplace Conditions:** Patient delivery settings continue to evolve, giving rise to alternative modes of healthcare delivery, such as retail medicine, telemedicine and home health. Additionally, changes in reimbursement models and government mandates are also impacting healthcare environments. AMN Healthcare's success depends upon its ability to develop innovative workforce solutions, quickly adapt to changing marketplace conditions (such as reimbursement changes and evolving client needs), comply with new federal or state regulations and differentiate its services and abilities from those of its competitors.

The markets in which AMN Healthcare plies its trade are highly competitive, and its competitors may respond more quickly to new or emerging client needs and marketplace conditions. The development of new service lines and business models requires close attention to emerging trends and proposed federal and state legislation related to the healthcare industry. If the company is unable to anticipate changing marketplace conditions, adapt its current business model to adequately meet changing conditions in the healthcare industry and develop and successfully implement innovative services, AMN Healthcare may not remain competitive.

▼ **Consolidation of Healthcare Delivery Units:** Healthcare delivery organizations are consolidating, which is providing them with greater leverage in negotiating pricing for services. Consolidations may also result in AMN Healthcare losing its ability to work with certain clients because the party acquiring or consolidating with its client may have a previously established service provider they elect to maintain. Additionally, the company's clients may increase their use of intermediaries, such as VMS companies and group purchasing organizations, which may enhance their bargaining power. These dynamics, individually or collectively, could negatively affect pricing for the company's services and its ability to maintain certain clients.

Hospital concentration, coupled with AMN Healthcare's success in winning managed services contracts, implies that its revenues from some larger health systems have grown and may continue to grow substantially relative to its other revenue sources. For example, revenues from Kaiser Foundation Hospitals (and its affiliates) comprised approximately 14% of AMN Healthcare's consolidated revenues in 2020. If the company were to lose Kaiser as a client or were unable to provide a significant number of services to Kaiser, whether directly or as a subcontractor, such loss may have a material adverse effect on its revenues.

▼ **Healthcare Industry Regulations:** The healthcare industry is subject to extensive and complex federal and state laws and regulations. AMN Healthcare provides talent solutions and technologies on a contractual basis to its clients, who pay the company directly. Accordingly, Medicare, Medicaid and insurance reimbursement policy changes generally do not directly impact the company. Nevertheless, reimbursement changes in government programs, particularly Medicare and Medicaid, can and do indirectly affect the demand and the prices paid for the company's services.

Moreover, AMN Healthcare's hospital, healthcare facility and physician practice group clients could suffer civil and criminal penalties, and be excluded from participating in Medicare, Medicaid and other healthcare programs for failure to comply with applicable laws and regulations that may negatively affect its profitability. A portion of the company's hospital and healthcare facility clients are state and federal government agencies which may be affected by government legislation, regulation or policy. Additionally, in providing services to state and federal government clients and to clients who participate in state and federal programs, the company is also subject to specific laws and regulations.

▼ **Stiff Competition:** AMN Healthcare faces significant competition in the Medical Services industry. The company competes in national, regional and local markets for healthcare organization clients and healthcare professionals. Larger firms, such as AMN Healthcare, also generally have a deeper, more comprehensive infrastructure with a more established operating model and processes that provide the long-term stability and foundation for quality standards recognition, such as the Joint Commission staffing agency certification and National Committee for Quality Assurance Credentials Verification Organization certification.

Further, in the nurse and allied healthcare staffing business, the company competes with a few national competitors together with numerous smaller, regional and local companies. Some of the leading competitors vary by segment and include CHG Healthcare Services, Jackson Healthcare, Medical Solutions, RightSourcing, Cross Country Healthcare, Aya Healthcare, HealthTrust Workforce Solutions, and WittKieffer. When recruiting for healthcare professionals, in addition to other executive search and staffing firms, AMN Healthcare also compete with hospital systems that have developed their own recruitment departments.

Last Earnings Report

AMN Q3 Earnings & Revenue Beat Estimates, Margins Down

FY Quarter Ending	12/31/2024
Earnings Reporting Date	Nov 06, 2025
Sales Surprise	3.15%
EPS Surprise	105.26%
Quarterly EPS	0.39
Annual EPS (TTM)	1.89

AMN Healthcare delivered adjusted earnings per share of 39 cents in the third quarter of 2025, which declined 36.1% year over year. However, the figure surpassed the Zacks Consensus Estimate by 105.3%.

GAAP earnings per share for the quarter was 76 cents, up 322.2% compared with earnings per share of 18 cents in the year-ago period.

AMN's Revenues in Detail

AMN Healthcare registered revenues of $634.5 million in the third quarter, down 7.7% year over year. However, the figure surpassed the Zacks Consensus Estimate by 3.2%.

AMN Healthcare's Segment Details

AMN Healthcare conducts its business via three reportable segments — Nurse and Allied Solutions, Physician and Leadership Solutions and Technology and Workforce Solutions.

In the third quarter of 2025, the Nurse and Allied Solutions segment's revenues totaled $361.5 million, down 9.5% year over year. Travel nurse staffing revenues were down 20% year over year, whereas Allied revenues increased 1% year over year. Labor disruption events contributed $12 million in revenues in the quarter.

The Physician and Leadership Solutions segment's revenues totaled $178.2 million, down 1.3% year over year. Locum tenens revenues were $146 million in the quarter, up 3% year over year. Interim leadership revenues were down 20% year over year. Physician and leadership search businesses saw a revenue decline of 7% year over year.

The Technology and Workforce Solutions segment's revenues totaled $94.8 million, down 11.8% year over year. Language interpretation services business revenues came in at $75 million in the quarter (flat year over year), while the vendor management systems business saw a 32% year-over-year revenue decline to reach $17 million.

AMN's Margin Trend

In the quarter under review, AMN Healthcare's gross profit fell 13.4% year over year to $184.4 million. The gross margin contracted 193 basis points (bps) to 29.1%.

Selling, general & administrative expenses decreased 7.4% year over year to $138.6 million.

Adjusted operating profit totaled $45.8 million, reflecting a 27.7% decline from the prior-year quarter. The adjusted operating margin in the third quarter contracted 200 bps to 7.2%.

AMN Healthcare's Financial Position

AMN Healthcare exited third-quarter 2025 with cash and cash equivalents of $52.6 million compared with $41.5 million at the second-quarter end. Total debt at the end of third-quarter 2025 was $850 million compared with $920 million at the second-quarter end.

Cumulative net cash provided by operating activities at the end of third-quarter 2025 was $193.9 million compared with $247.6 million a year ago.

AMN's Guidance

AMN Healthcare has provided its financial outlook for the fourth quarter of 2025.

For the fourth quarter, the company expects revenues in the range of $715 million-$730 million, reflecting a decline of 1-3% compared with the prior-year figure. The Zacks Consensus Estimate is pegged at $613.4 million.

With respect to the Nurse and Allied Solutions segment, the company expects revenues to be up 1-3% in the fourth quarter from the prior-year figure. The Technology and Workforce Solutions segment's revenues are expected to decline 14-16% in the fourth quarter from the prior-year figure.

The company projects fourth-quarter revenues in the Physician and Leadership Solutions segment to decrease 2-4% from the prior-year figure.

Valuation

AMN Healthcare's shares are down 28% in the year-to-date period, while down 34.5% in the trailing 12-month period. Stocks in the Zacks sub-industry are up 10.3% in the year-to-date period, while those in the Zacks Medical sector are up 8.8%. Over the past year, the Zacks sub-industry is up 1.2%, while sector is down 0.1%.

The S&P 500 Index is up 18.3% in the year-to-date period, while up 16.6% in the past year.

The stock is currently trading at 21.5X Forward 12-months earnings, which compares to 17.2X for the Zacks sub-industry, 21.5X for the Zacks sector and 23.5X for the S&P 500 Index.

Over the past five years, the stock has traded as high as 25.9X and as low as 7.8X, with a five-year median of 15X. Our Neutral recommendation indicates that the stock will perform in line with the market. Our $18 price target reflects 22.5X forward 12-months earnings.

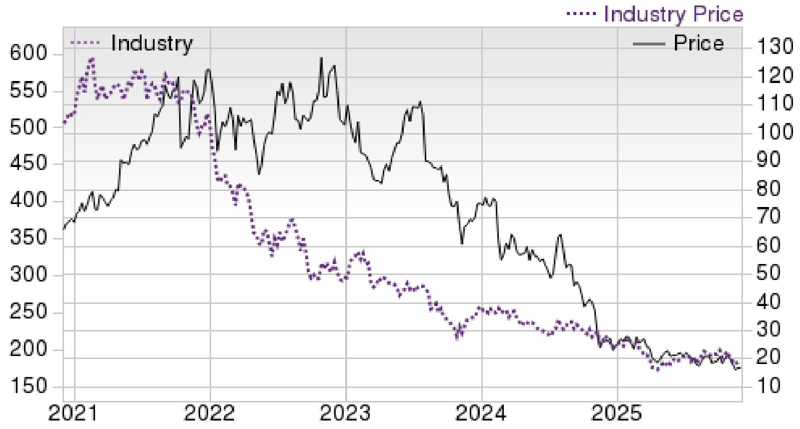
The table below shows summary valuation data for AMN.

Valuation Multiples - AMN

		Stock	Sub-Industry	Sector	S&P 500
P/E F12M	Current	21.53	17.16	21.49	23.48
	5-Year High	25.93	18.77	23.63	23.81
	5-Year Low	7.79	13.16	17.87	15.73
	5-Year Median	15.00	15.41	20.59	21.21
P/S F12M	Current	0.26	0.49	2.10	5.30
	5-Year High	1.99	0.92	3.40	5.50
	5-Year Low	0.23	0.43	2.01	3.83
	5-Year Median	0.91	0.63	2.63	5.04
P/CF	Current	2.99	23.56	19.43	41.60
	5-Year High	27.38	27.21	25.96	47.42
	5-Year Low	2.48	9.66	13.70	27.23
	5-Year Median	9.59	13.92	18.50	34.48

As of 11/26/2025 *Source: Zacks Investment Research*

Industry Analysis[1] **Zacks Industry Rank:** Top 31% (75 out of 243)



Top Peers [1]

Company (Ticker)	Rec	Rank
Agilon Health, Inc. **(AGL)**	Neutral	3
Bausch + Lomb Corpor...**(BLCO)**	Neutral	3
Charles River Labora...**(CRL)**	Neutral	3
CVS Health Corporati...**(CVS)**	Neutral	3
Revvity Inc. **(RVTY)**	Neutral	3
bioMerieux **(BMXMF)**	NA	
Cano Health, Inc. **(CANOQ)**	NA	
GETINGE **(GNGBY)**	NA	

Industry Comparison[1] Industry: Business - Services

Industry Peers

	AMN	X Industry	S&P 500	BLCO	CRL
Zacks Recommendation (Long Term)	Neutral	-	-	Neutral	Neutral
Zacks Rank (Short Term)	3	-	-	3	3
VGM Score	A	-	-	B	C
Market Cap	636.52 M	411.45 M	38.59 B	5.95 B	9.06 B
# of Analysts	4	2	22	5	6
Dividend Yield	0.00%	0.00%	1.44%	0.00%	0.00%
Value Score	A	-	-	B	B
Cash/Price	0.08	0.10	0.04	0.06	0.02
EV/EBITDA	4.87	9.93	14.40	16.98	13.86
PEG Ratio	-0.22	1.30	2.20	1.45	6.51
Price/Book (P/B)	0.99	2.40	3.38	0.92	2.66
Price/Cash Flow (P/CF)	1.21	11.55	15.03	8.98	8.48
P/E (F1)	12.07	20.62	20.02	31.14	18.02
Price/Sales (P/S)	0.23	1.01	3.01	1.20	2.25
Earnings Yield	8.21%	4.59%	4.96%	3.21%	5.55%
Debt/Equity	1.31	0.15	0.57	0.76	0.64
Cash Flow ($/share)	13.73	1.30	8.99	1.87	21.70
Growth Score	C	-	-	A	B
Hist. EPS Growth (3-5 yrs)	-16.79%	16.44%	8.16%	-26.90%	2.51%
Proj. EPS Growth (F1/F0)	-58.91%	10.30%	8.48%	-6.90%	-1.07%
Curr. Cash Flow Growth	8.05%	1.85%	7.00%	-1.49%	28.58%
Hist. Cash Flow Growth (3-5 yrs)	20.07%	7.05%	7.31%	NA	15.82%
Current Ratio	1.05	1.38	1.18	1.51	1.37
Debt/Capital	56.78%	16.45%	38.15%	43.09%	39.49%
Net Margin	-10.14%	2.84%	12.82%	-6.13%	-2.07%
Return on Equity	10.89%	10.89%	17.00%	2.42%	15.78%
Sales/Assets	1.19	0.91	0.53	0.36	0.53
Proj. Sales Growth (F1/F0)	-9.30%	0.00%	5.75%	6.00%	-1.00%
Momentum Score	A	-	-	F	F
Daily Price Chg	-0.72%	0.00%	0.11%	-0.88%	-0.34%
1 Week Price Chg	0.79%	1.12%	0.65%	7.43%	6.26%
4 Week Price Chg	-10.09%	0.00%	2.04%	8.24%	7.70%
12 Week Price Chg	-12.61%	-0.35%	4.09%	9.73%	15.21%
52 Week Price Chg	-38.01%	-9.54%	12.87%	-15.57%	-3.92%
20 Day Average Volume	1,178,853	66,072	2,738,986	412,685	908,855
(F1) EPS Est 1 week change	0.00%	0.00%	0.00%	0.00%	-0.05%
(F1) EPS Est 4 week change	26.16%	0.00%	0.06%	0.00%	0.38%
(F1) EPS Est 12 week change	21.65%	1.30%	0.62%	-1.57%	0.20%
(Q1) EPS Est Mthly Chg	75.66%	0.00%	0.00%	0.41%	-3.44%

Analyst Earnings Model[2]

AMN Healthcare Services, Inc. (AMN)

In $MM, except per share data

	2022A	2023A	2024A			2025E					2026E			2027E
	FY	FY	FY	1QA	2QA	3QA	4QE	FY	1QE	2QE	3QE	4QE	FY	FY
FY Ends December 31st	Dec-22	Dec-23	Dec-24	31-Mar-25	30-Jun-25	30-Sep-25	31-Dec-25	Dec-25	31-Mar-26	30-Jun-26	30-Sep-26	31-Dec-26	Dec-26	Dec-27
Income Statement														
Total Revenue	**$5,243.2**	**$3,789.3**	**$2,983.8**	**$689.5**	**$658.2**	**$634.5**	**$723.3**	**$2,705.5**	**$621.1**	**$615.1**	**$630.3**	**$639.4**	**$2,506.0**	**$2,612.5**
Cost of Revenue	$3,526.6	$2,539.7	$2,064.4	$491.4	$461.8	$450.1	$538.7	$1,941.9	$445.6	$438.9	$452.4	$449.4	$1,786.3	$1,833.4
Depreciation (Included in Cost of Revenue)	$4.1	$6.0	$6.7	$2.0	$2.1	$2.2	$2.5	$8.8	$2.0	$2.1	$2.3	$2.2	$8.5	$9.0
Gross Profit	**$1,716.7**	**$1,249.6**	**$919.4**	**$198.1**	**$196.4**	**$184.4**	**$184.7**	**$763.6**	**$175.5**	**$176.2**	**$178.0**	**$190.0**	**$719.7**	**$779.2**
Selling, General & Administrative	$936.6	$756.2	$632.5	$147.7	$154.6	$138.6	$147.2	$588.1	$148.8	$148.2	$146.5	$145.0	$588.4	$609.4
Depreciation	$49.9	$65.2	$74.3	$18.5	$18.1	$16.9	$16.9	$70.4	$16.2	$15.9	$16.1	$17.4	$65.6	$69.2
Amortization of Intangible Assets	$83.1	$89.8	$92.8	$19.4	$19.6	$20.4	$18.9	$78.4	$18.1	$18.0	$18.4	$18.2	$72.7	$75.6
Depreciation & Amortization (Excl. of Depreciation Incl. in Cost of Revenue)	$133.0	$154.9	$167.1	$37.9	$37.8	$37.4	$35.8	$148.8	$34.3	$34.0	$34.5	$35.6	$138.3	$144.8
Goodwill Impairment Losses		$0.0	$222.5	$0.0	$109.5	$0.0	$0.0	$109.5	$0.0	$0.0	$0.0	$0.0	$0.0	$0.0
Gain from Asset Sale			$0.0	$0.0	$0.0	$0.0	$0.0	$0.0	$0.0	$0.0	$0.0	$0.0	$0.0	$0.0
Long-Lived Assets Impairment Loss			$0.0	$0.0	$18.3	$0.0	$0.0	$18.3	$0.0	$0.0	$0.0	$0.0	$0.0	$0.0
Legal Settlement Accrual Changes	$0.0	$0.0	$0.0	$0.0	$0.0	$0.0	$0.0	$0.0	$0.0	$0.0	$0.0	$0.0	$0.0	$0.0
Gain on Sale of Disposal Group			$0.0	$0.0	$0.0	($39.2)	$0.0	($39.2)	$0.0	$0.0	$0.0	$0.0	$0.0	$0.0
Total Operating Expenses	**$1,069.6**	**$911.2**	**$1,022.0**	**$185.6**	**$320.1**	**$136.8**	**$183.0**	**$825.5**	**$183.0**	**$182.1**	**$180.9**	**$180.6**	**$726.7**	**$754.1**
Adjusted EBITDA	**$846.7**	**$579.1**	**$340.8**	**$64.2**	**$58.3**	**$57.5**	**$49.3**	**$229.3**	**$39.1**	**$40.3**	**$43.4**	**$57.0**	**$179.8**	**$219.9**
Total Depreciation & Amortization	$137.1	$160.9	$173.8	$39.9	$39.9	$39.6	$38.2	$157.6	$36.3	$36.0	$36.7	$37.8	$146.8	$153.7
Share-Based Compensation	$30.1	$18.0	$23.3	$9.4	$8.8	$6.7	$6.4	$31.3	$7.2	$6.8	$6.6	$6.7	$27.4	$28.2
Acquisition, Integration & Other Costs	$32.4	$40.7	$23.9	$2.5	$5.5	$2.7	$2.9	$13.6	$3.1	$3.4	$3.0	$3.1	$12.6	$13.0
Operating Income/(Loss)	**$647.1**	**$338.4**	**($102.7)**	**$12.5**	**($123.7)**	**$47.6**	**$1.7**	**($61.9)**	**($7.5)**	**($5.9)**	**($3.0)**	**$9.4**	**($7.0)**	**$25.1**
Interest Expense, Net & Other	$40.4	$54.1	$69.9	$12.3	$11.4	$9.6	$11.4	$44.7	$10.3	$9.9	$10.0	$10.3	$40.5	$42.1
Pre-Tax Income/(Loss)	**$606.7**	**$284.3**	**($172.6)**	**$0.2**	**($135.1)**	**$38.0**	**($9.7)**	**($106.6)**	**($17.8)**	**($15.9)**	**($13.0)**	**($0.9)**	**($47.5)**	**($17.0)**
Income Tax	$162.7	$73.6	($25.6)	$1.3	($18.9)	$8.7	($2.7)	($11.6)	($5.0)	($4.4)	($3.6)	($0.2)	($13.3)	($4.8)
Tax Rate	27.0%	25.9%	14.8%	697.0%	14.0%	23.0%	28.0%	10.9%	28.0%	28.0%	28.0%	28.0%	28.0%	28.0%
Net Income/(Loss), Non-GAAP	**$533.7**	**$323.0**	**$126.7**	**$17.3**	**$11.6**	**$15.1**	**$8.7**	**$52.7**	**$2.5**	**$4.0**	**$6.0**	**$14.7**	**$27.2**	**$51.5**
Net Income/(Loss), GAAP	**$444.1**	**$210.7**	**($147.0)**	**($1.1)**	**($116.2)**	**$29.3**	**($7.0)**	**($95.0)**	**($12.8)**	**($11.4)**	**($9.3)**	**($0.6)**	**($34.2)**	**($12.2)**
Basic Share Outstanding	44.6	39.2	38.2	38.3	38.4	38.6	38.8	38.5	38.8	38.8	38.8	38.8	38.8	38.8
Diluted Shares Outstanding	44.9	39.3	38.2	38.3	38.4	38.7	38.9	38.6	38.9	38.9	38.9	38.9	38.9	38.9
Basic EPS	**$9.96**	**$5.38**	**($3.85)**	**($0.03)**	**($3.02)**	**$0.76**	**($0.18)**	**($2.47)**	**($0.33)**	**($0.29)**	**($0.24)**	**($0.02)**	**($0.88)**	**($0.32)**
Diluted EPS, Non-GAAP	**$11.90**	**$8.21**	**$3.31**	**$0.45**	**$0.30**	**$0.39**	**$0.22**	**$1.36**	**$0.06**	**$0.10**	**$0.16**	**$0.38**	**$0.70**	**$1.32**
Diluted EPS, GAAP	**$9.90**	**$5.36**	**($3.85)**	**($0.03)**	**($3.02)**	**$0.76**	**($0.18)**	**($2.47)**	**($0.33)**	**($0.29)**	**($0.24)**	**($0.02)**	**($0.88)**	**($0.31)**

Zacks Stock Rating System

We offer two rating systems that take into account investors' holding horizons: Zacks Rank and Zacks Recommendation. Each provides valuable insights into the future profitability of the stock and can be used separately or in combination with each other depending on your investment style.

Zacks Recommendation

The Zacks Recommendation aims to predict performance over the next 6 to 12 months. The foundation for the quantitatively determined Zacks Recommendation is trends in the company's estimate revisions and earnings outlook. The Zacks Recommendation is broken down into 3 Levels; Outperform, Neutral and Underperform. Unlike many Wall Street firms, we have an excellent balance between the number of Outperform and Neutral recommendations. Our team of 70 analysts are fully versed in the benefits of earnings estimate revisions and how that is harnessed through the Zacks quantitative rating system. But we have given our analysts the ability to override the Zacks Recommendation for the 1200 stocks that they follow. The reason for the analyst over-rides is that there are often factors such as valuation, industry conditions and management effectiveness that a trained investment professional can spot better than a quantitative model.

Zacks Rank

The Zacks Rank is our short-term rating system that is most effective over the one- to three-month holding horizon. The underlying driver for the quantitatively-determined Zacks Rank is the same as the Zacks Recommendation, and reflects trends in earnings estimate revisions.

Zacks Style Scores

The Zacks Style Score is as a complementary indicator to the Zacks rating system, giving investors a way to focus on the highest rated stocks that best fit their own stock picking preferences.

Academic research has proven that stocks with the best Value, Growth and Momentum characteristics outperform the market. The Zacks Style Scores rate stocks on each of these individual styles and assigns a rating of A, B, C, D and F. We also produce the VGM Score (V for Value, G for Growth and M for Momentum), which combines the weighted average of the individual Style Scores into one score. This is perfectly suited for those who want their stocks to have the best scores across the board.

Value Score	A
Growth Score	C
Momentum Score	A
VGM Score	A

As an investor, you want to buy stocks with the highest probability of success. That means buying stocks with a Zacks Recommendation of Outperform, which also has a Style Score of an A or a B.

Disclosures

This report contains independent commentary to be used for informational purposes only. The analysts contributing to this report do not hold any shares of this stock. The analysts contributing to this report do not serve on the board of the company that issued this stock. The EPS and revenue forecasts are the Zacks Consensus estimates, unless otherwise indicated in the report's first-page footnote. Additionally, the analysts contributing to this report certify that the views expressed herein accurately reflect the analysts' personal views as to the subject securities and issuers. ZIR certifies that no part of the analysts' compensation was, is, or will be, directly or indirectly, related to the specific recommendation or views expressed by the analyst in the report.

Additional information on the securities mentioned in this report is available upon request. This report is based on data obtained from sources we believe to be reliable, but is not guaranteed as to accuracy and does not purport to be complete. Any opinions expressed herein are subject to change.

ZIR is not an investment advisor and the report should not be construed as advice designed to meet the particular investment needs of any investor. Prior to making any investment decision, you are advised to consult with your broker, investment advisor, or other appropriate tax or financial professional to determine the suitability of any investment. This report and others like it are published regularly and not in response to episodic market activity or events affecting the securities industry.

This report is not to be construed as an offer or the solicitation of an offer to buy or sell the securities herein mentioned. ZIR or its officers, employees or customers may have a position long or short in the securities mentioned and buy or sell the securities from time to time. ZIR is not a broker-dealer. ZIR may enter into arms-length agreements with broker-dealers to provide this research to their clients. Zacks and its staff are not involved in investment banking activities for the stock issuer covered in this report.

ZIR uses the following rating system for the securities it covers. **Outperform-** ZIR expects that the subject company will outperform the broader U.S. equities markets over the next six to twelve months. **Neutral-** ZIR expects that the company will perform in line with the broader U.S. equities markets over the next six to twelve months. **Underperform-** ZIR expects the company will underperform the broader U.S. equities markets over the next six to twelve months.