

Online-only content for "Perceptions of Employment-Based Discrimination Among Newly Arrived Foreign-Educated Nurses," by Pittman and colleagues in the *American Journal of Nursing*, January 2014, p. 26-35.

Table 4. Statistically Significant Wage Premiums for Regression Model 1

Recruitment model	Coefficient	Wage premium, %	Effect relative to self-directed FENs
Staffing agency	-0.110	-10.42	Wages are lower by nearly 11%
Direct recruitment (HCO)	-0.0698	-6.74	Wages are lower by nearly 7%
Placement agency	-0.0584	-5.67	Wages are lower by nearly 6%
Country status			Effect relative to FENs from low-income countries
High-income country	0.128	13.66	Wages are higher by nearly 14%

FENs = foreign-educated nurses; HCO = health care organization.

Note: Wage premium was calculated by taking the exponential of the coefficient and subtracting 1.