



[Date]

[Full Name]

[Title]

[Company Name]

[Company Address]

[City, State, ZIP Code]

Dear [Honorific] [Last Name],

Many heartbreaking stories have been recently told by young men and women who have undergone so-called “transition” procedures as minors and who are now suffering from deep regret and permanent physical and emotional damage. From Capitol Hill to corporate annual meetings, these unfortunate victims have bravely revealed the irreversible harms inflicted upon them as children under the guise of “health care.” The common cry among them has been “I wish the adults had protected me.”

I am writing today to make you aware of information we have identified regarding your company’s employee healthcare benefits. This engagement is based on data from the Human Rights Campaign’s (HRC) annual Corporate Equality Index (CEI), released in February 2026.

Your company achieved full points under CEI Criteria 2 (Inclusive Benefits), which requires comprehensive health coverage for transgender individuals without exclusion for “medically necessary care.” The HRC bases its scoring on information submitted to, or affirmed by, a company representative. Based on this score, we can reasonably infer that your corporate healthcare plans cover transgender-related procedures. And because most employer-sponsored healthcare plans extend coverage to dependents, this likely means the plan also covers minors. By publicly participating in the survey and highlighting these benefits, many companies are acknowledging the provision of transgender healthcare procedures and treatments to covered minor children.

Consistent with the compelling stories of detransitioners, an emerging medical and scientific consensus has developed against the use of these procedures, particularly for minors. Authoritative reviews including the Cass Report (United Kingdom) and the Gender Industrial Complex report from Them Before Us, the latest case study out of Finland (which found that hormonal or surgical interventions not only did not resolve underlying mental health issues, but in fact, they were associated with further deterioration) and recent policy statements from the American Society of Plastic Surgeons (recommending delay of gender-related surgeries for minors due to insufficient evidence) all point to the same conclusion: these procedures carry profound, often irreversible risks with limited proven benefit for children. This consensus is further underscored by the rising number of detransition lawsuits, including the historic February 2026 malpractice verdict in which detransitioner Fox Varian was awarded \$2 million after undergoing a double mastectomy at age 16. These lawsuits have primarily named the healthcare providers but may also expand to health insurance providers or even the companies – like yours - who sponsor those plans.

Your company now has a clear opportunity to join leaders like Walmart, the largest company in the world, which has implemented a public-facing Summary Plan Description (SPD) with an explicit carve-out: “Gender reassignment surgery is not considered medically necessary for individuals under the age of 18.” Walmart’s straightforward policy demonstrates that if the world’s largest employer can protect minor dependents this way, so can you. After all, your health insurance provider works for you and your employees, not the other way around.

We strongly encourage your company to adopt a similarly clear, public carve-out in your healthcare plans prohibiting coverage of gender transition drugs, surgeries, or related interventions for minor dependents. Doing so would align with best medical evidence, reduce potential legal and reputational exposure. **We can provide you with sample carve-out language.**

Recent public opinion data show strong opposition to transgender medical interventions for minors; transparency on this issue helps earn trust from parents, employees, and the broader public. Polls from Pew Research and other reputable sources show growing majorities of Americans, including parents, oppose sex-denying medical interventions for minors, reflecting broad concern about irreversible procedures performed on children who cannot provide informed consent.

Notably we are observing a broader shift: many companies are ceasing affiliation with the Human Rights Campaign and the CEI, which has been a main driver pushing inclusion of these benefits in corporate health plans. Fortune 500 participation plummeted 65% in 2026, and dozens of companies have ended financial support for HRC. Many businesses are choosing to refocus on core operations rather than divisive social agendas. We encourage you to sever ties with HRC as well.

1792 Exchange’s analysis is based solely on publicly available information from the HRC CEI and your company’s own disclosures. Our data remains open to correction. If your company does not, in fact, extend such coverage to minor dependents, or if you have implemented changes not yet reflected in the public record, we welcome the opportunity to review documentation and update our records and data profile on your company accordingly.

We also stand ready to provide confidential pro bono assistance to help you draft or implement a compliant carve-out, should you desire it.

We appreciate your leadership’s time and consideration. By taking this prudent step, your company can demonstrate a commitment to evidence-based policy, employee well-being, and responsible corporate governance. Please feel free to contact us if you would like to discuss this further.

Sincerely,



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