

To the Board of Directors at OpenAI,

OpenAI is the world's leading AI company. We, the employees of OpenAI, have developed the best models and pushed the field to new frontiers. Our work on AI safety and governance shapes global norms. The products we built are used by millions of people around the world. Until now, the company we work for and cherish has never been in a stronger position.

The process through which you terminated Sam Altman and removed Greg Brockman from the board has jeopardized all of this work and undermined our mission and company. Your conduct has made it clear you did not have the competence to oversee OpenAI.

When we all unexpectedly learned of your decision, the leadership team of OpenAI acted swiftly to stabilize the company. They carefully listened to your concerns and tried to cooperate with you on all grounds. Despite many requests for specific facts for your allegations, you have never provided any written evidence. They also increasingly realized you were not capable of carrying out your duties, and were negotiating in bad faith.

The leadership team suggested that the most stabilizing path forward - the one that would best serve our mission, company, stakeholders, employees and the public - would be for you to resign and put in place a qualified board that could lead the company forward in stability. Leadership worked with you around the clock to find a mutually agreeable outcome. Yet within two days of your initial decision, you again replaced interim CEO Mira Murati against the best interests of the company. You also informed the leadership team that allowing the company to be destroyed "would be consistent with the mission."

Your actions have made it obvious that you are incapable of overseeing OpenAI. We are unable to work for or with people that lack competence, judgement and care for our mission and employees. We, the undersigned, may choose to resign from OpenAI and join the newly announced Microsoft subsidiary run by Sam Altman and Greg Brockman. Microsoft has assured us that there are positions for all OpenAI employees at this new subsidiary should we choose to join. We will take this step imminently, unless all current board members resign, and the board appoints two new lead independent directors, such as Bret Taylor and Will Hurd, and reinstates Sam Altman and Greg Brockman.

1. Mira Murati
2. Brad Lightcap
3. Jason Kwon
4. Wojciech Zaremba
5. Alec Radford
6. Anna Makanju
7. Bob McGrew
8. Srinivas Narayanan
9. Che Chang
10. Lillian Weng
11. Mark Chen
12. Ilya Sutskever

13. John Schulman
14. Barret Zoph
15. Nick Ryder
16. Alex Paino
17. Miles Brundage
18. Matt Knight
19. Peter Welinder
20. Hannah Wong
21. Diane Yoon
22. William Fedus
23. Arka Dhar
24. Jonathan Lachman
25. Aaron Hurst
26. Abigail Raman
27. Abram Wiesman
28. Adam Goldberg
29. Adam Goucher
30. Adam Groth
31. Adam Hupp
32. Adam Nace
33. Adam Perelman
34. Aditya Ramesh
35. Adrian Spânu
36. Adrien Ecoffet
37. Afsha Shaikh
38. AJ Ostrow
39. Ahmed El-Kishky
40. Aidan Clark
41. Akila Welihinda
42. Akshay Nathan
43. Alex Baker-Whitcomb
44. Alex Beutel
45. Alex Carney
46. Alex Chow
47. Alex Gee
48. Alex Iftimie
49. Alex Nichol
50. Alex Renzin
51. Alexander Karpenko
52. Alexander Kirillov
53. Alexandre Tachard Passos
54. Ali Kamali
55. Alice Lee
56. Aliisa Rosenthal
57. Alison Harmon
58. Alison McPhail
59. Allan Jabri
60. Allie Teague

61. Allison Tam
62. Alvin (Jiahua) Wang
63. Amanda Anderson
64. Amin Tootoonchian
65. Amol Shah
66. Ananya Kumar
67. Andre Saraiva
68. Andrew Cann
69. Andrew Kondrich
70. Andrew Peng
71. Andrew Top
72. Andrew Tulloch
73. Andrew YuXuan Liu
74. Andrew Busker
75. Andrey Mishchenko
76. Andy Brown
77. Angel Demirev
78. Angela Jiang
79. Angie Luo
80. Anish Tondwalkar
81. Ankush Gupta
82. Anna-Luisa Brakman
83. Anna McKean
84. Anna Tiff
85. Anthony Malinao
86. Anton Tananaev
87. Arun Vijayvergiya
88. Arvind Neelakantan
89. Ashley Pantuliano
90. Ashvin Nair
91. Atty Eleti
92. Avi Nayak
93. Avital Oliver
94. Barak Michener
95. Rebecca Waite
96. Behrooz Ghorbani
97. Belinda Truong
98. Ben Leimberger
99. Ben Rossen
100. Benjamin Burrell
101. Benjamin Sokolowsky
102. Benjamin Zweig
103. Bianca Martin
104. Bill Stavroulakis
105. Billie Jonn
106. Blake Samic
107. Bob Rotsted
108. Bobby Wu

109. Bogo Giertler
110. Boris Power
111. Bowen Baker
112. Boyang Niu
113. Brandon Wang
114. Brandon Houghton
115. Brendan Herron
116. Brendan Quinn
117. Brittany Carey
118. Brittany Smith
119. Brock Whittaker
120. Brooke Chan
121. Bryan Ashley
122. Brydon Eastman
123. Cadran Cowansage
124. Cameron Raymond
125. Camillo Lugaresi
126. Carl Ross
127. Cary Bassin
128. Casey Chu
129. Chak Ming Li
130. Chan Park
131. Coley Czarnecki
132. Corey Nayden
133. Chelsea Carlson
134. Chelsea Voss
135. Chia Chung (Yoshi) Wang
136. Chong Zhang
137. Chris Berner
138. Chris Brown
139. Chris Clark
140. Chris Finlayson
141. Chris Haugli
142. Christian Gibson
143. Christina Kim
144. Christina Strong
145. Christine McLeavey
146. Chris Hallacy
147. Christopher Hesse
148. CJ Weinmann
149. Clarence Ng
150. Clemens Winter
151. Colin Jarvis
152. Cory Decareaux
153. Colin Wei
154. Conor Dragomanovich
155. Dalton Hubble
156. Damian Deville

157. Daniel Galin
158. Daniel Kappler
159. Daniel Levy
160. Daniel Selsam
161. Dante' Robinson
162. Daryl Neubieser
163. Dave Cummings
164. David Carr
165. David Dohan
166. David Farhi
167. David Hao
168. David Kjelkerud
169. David Medina
170. David Mely
171. David Newman
172. David Robinson
173. David Sasaki
174. Davis Robertson
175. David Smock
176. Denny Jin
177. Derek Chen
178. Devon Lloyd
179. Diane Techer
180. Diogo Almeida
181. Dimitris Tsipras
182. Dominic Grillo
183. Dominick Lim
184. Douglas Li
185. Duc Phong Nguyen
186. Duncan Findlay
187. Dylan Royan Almeida
188. Edmund Wong
189. Edward J. Hu
190. Elena Chatziathanasiadou
191. Elie Georges
192. Eliot Hijano
193. Elizabeth Tseng
194. Elizabeth Olin
195. Elizabeth Proehl
196. Elizabeth Yang
197. Emma Lalley
198. Emma Redmond
199. Emma Tang
200. Emily Stern
201. Enoch Cheung
202. Erik Ritter
203. Eric Antonow
204. Eric Horacek

205. Eric Rynerson
206. Eric Sigler
207. Erica Lee
208. Eric Luhman
209. Ehsan Asar
210. Ethan Stock
211. Evan Morikawa
212. Faiz Munshi
213. Farouk El Hamzawi
214. Fan Wang
215. Farzad Khorasani
216. Felipe Such
217. Felipe Torres
218. Fereshte Khani
219. Filipe de Avila Belbute Peres
220. Filippo Raso
221. Florencia Leoni Aleman
222. Foivos Tsimpourlas
223. Fotios Chantzis
224. Francis Real
225. Francis Song
226. Francis Zhang
227. Fred von Lohmann
228. Gabriel Goh
229. Garrett McCarthy
230. Gene Oden
231. Geoffrey Salmon
232. Giambattista Parascandolo
233. Gideon Myles
234. Gildas Chabot
235. Glory Jain
236. Gretchen Krueger
237. Hadi Salman
238. Haidee Schwartz
239. Haiming Bao
240. Haitang Hu
241. Haozhun Jin
242. Harold Nguyen
243. Heather Schmidt
244. Heewoo Jun
245. Henri Roussez
246. Henrique Ponde de Oliveira Pinto
247. Henry Head
248. Hessam Bagherinezhad
249. Hongyu Ren
250. Huiwen Chang
251. Hugh Drinkwater
252. Hyung Won Chung

253. Hunter Lightman
254. Hyeonwoo Noh
255. Ian Kivlichan
256. Ian Mobbs
257. Ian O'Connell
258. Ian Osband
259. Ian Silber
260. Ian Sohl
261. Ibrahim Okuyucu
262. Ikai Lan
263. Ilan Bigio
264. Ilge Akkaya
265. Ilya Kostrikov
266. Ingmar Kanitscheider
267. Irwan Bello
268. Isa Fulford
269. Isabella D'Agostino
270. Ishaan Gulrajani
271. Jackie Hehir
272. Jacob Menick
273. Jake Brill
274. Jake McNeil
275. Jamel Cooney
276. James Betker
277. James Dyett
278. James Hills
279. Jamie Kiros
280. Janine Korovesis
281. Jarad Gilmore
282. James Hairston
283. Janice Kwong
284. Jason Teplitz
285. Jason Wei
286. Jason Wolfe
287. Javier Soto
288. Jean Harb
289. Jean Neaylon
290. Jeff Belgum
291. Jeff Chan
292. Jeff Harris
293. Jelani Robinson
294. Jeremiah Currier
295. Jerry Tworek
296. Jessica James
297. Jessica Lee
298. Jessica Shieh
299. Jiahui Yu
300. Jiayi Weng

301. Jie Tang
302. Jieqi Yu
303. Jillian Khoo
304. Joanne Jang
305. Jodi Kean
306. Joe Gillespie
307. Joe Palermo
308. Joe Taylor
309. Joel Parish
310. Joey Flynn
311. Johannes Heidecke
312. John Allard
313. John Rizzo
314. Johnathan Ward
315. Jonathan Becton
316. Jonathan Gordon
317. Jonathan McKay
318. Jonathan Reiber
319. Jong Wook Kim
320. Jos Kraaijeveld
321. Joseph Landers
322. Joseph Millman
323. Josh Gross
324. Josh Snyder
325. Joshua Achiam
326. Joy Cashman
327. Justin Lebar
328. Juston Forte
329. Kai Chen
330. Kai Fricke
331. Kai Hayashi
332. Kai Xiao
333. Kaitlin Gottfried
334. Karen Toro
335. Karl Cobbe
336. Karthik Rangarajan
337. Katy Elkin
338. Kendra Rimbach
339. Kenny Hsu
340. Kevin Button
341. Kevin Gladstone
342. Kevin Metti
343. Kevin Park
344. Kevin Yu
345. Kim Malfacini
346. Krissi Robinson
347. Krithika Muthukumar
348. Kyla Sheppard

349. Kyle Miller
350. Kyle Luther
351. Lane Dilg
352. Lama Ahmad
353. Larry Kai
354. Laura Wang
355. Lauren Itow
356. Lauren Workman
357. Lee Grimes
358. Leigh Ann Montano
359. Li Jing
360. Lia Guy
361. Lien Mamitsuka
362. Lin Yang
363. Lindsey held
364. Lisa Pan
365. Logan Kilpatrick
366. Louis Feuvrier
367. Loren Kwan
368. Lorenz Kuhn
369. Lu Zhang
370. Lucy Chen
371. Lukasz Kaiser
372. Lukasz Kondraciuk
373. Luke Metz
374. Luke Miller
375. Mada Aflak
376. Maddie Casey
377. Maddie Simens
378. Madelaine Boyd
379. Madeline Casey
380. Maggie Hott
381. Marat Dukhan
382. Marc Manara
383. Marco Noce
384. Mario Saltarelli
385. Marko Tintor
386. Marvin Zhang
387. Mason Meyer
388. Mateusz Litwin
389. Matt Benice
390. Matt Beutler
391. Matt Castle
392. Matt Chung
393. Matt Hartill
394. Matthew Lim
395. Max Reid
396. Meghan Shah

397. Mehmet Yatbaz
398. Mengyuan Yan
399. Michael Janner
400. Michael Kolhede
401. Michael McGrew
402. Michael Lampe
403. Michael Petrov
404. Mikhail Pavlov
405. Michael Schade
406. Michael Trinh
407. Michael Wu
408. Michelle Fradin
409. Michelle Zheng
410. Miguel Castro
411. Mike Heaton
412. Mike Hunter
413. Ming Chen
414. Mohammad Bavarian
415. Mollie Javerbaum
416. Molly Lin
417. Morgan Grafstein
418. Morgan Griffiths
419. Mostafa Rohaninejad
420. Naga Sai Anup Krishnamraju
421. Natalia Gimelshein
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423. Natalie Staudacher
424. Natalie Cone
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426. Nick Kartashov
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430. Nickolas Stathas
431. Nicolai Skabo
432. Nik Tezak
433. Nikki Sommer
434. Niko Felix
435. Nikunj Handa
436. Nitish Shirish Keskar
437. Noah Deutsch
438. Noah Jorgensen
439. Noam Brown
440. Noel Bundick
441. Ola Okelola
442. Oleg Boiko
443. Oleg Murk
444. Olivier Godement

445. Owen Campbell-Moore
446. Pamela Mishkin
447. Patricia Lue
448. Patryk Lesiewicz
449. Parijat Talkad
450. Patrik Goethe
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457. Pei-Chee Juang
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459. Philip Pronin
460. Philippe Tillet
461. Pia Santos
462. Phong Nguyen
463. Prafulla Dhariwal
464. Prasad Chakka
465. Qiming Yuan
466. Rachel Lee
467. Rachel Yun Shi Lim
468. Radhika Mathur
469. Rahul Arora
470. Rajeev Nayak
471. Randall Lin
472. Rapha Gontijo Lopes
473. Rasmus Rygaard
474. Raul Puri
475. Reichiro Nakano
476. Reggie Hall
477. Renaud Gaubert
478. Renny Hwang
479. Reza Zamani
480. Rhythm Garg
481. Richard Hasslacher
482. Richard Ho
483. Richard Ngo
484. RJ Marsan
485. Robert Infantino
486. Rocky Smith
487. Rod Solaimani
488. Rohan Sahai
489. Rohit Ramchandani
490. Romain Huet
491. Roshan James
492. Rory Carmichael

493. Rowan Zellers
494. Roy Ziv
495. Rui Shu
496. Ryan Bidy
497. Ryan Cheu
498. Ryan Greene
499. Ryan Hartnett
500. Ryan Lowe
501. Ryan Peterson
502. Ryan Ragona
503. Sabrina Dermody
504. Sam Schoenholz
505. Samuel Wolrich
506. Sandhini Agarwal
507. Sarah Burns
508. Sandro Gianella
509. Sarah Shoker
510. Sarah Yoo
511. Scott Gray
512. Scott Lessans
513. Sean Grove
514. Shantanu Jain
515. Sherry Lachman
516. Shyamal Anadkat
517. Shaun Van Weelden
518. Sheila Dunning
519. Shengjia Zhao
520. Shengli Hu
521. Sherwin Wu
522. Shibani Santurkar
523. Shino Jomoto
524. Shirong Wu
525. Shuyuan Zhang
526. Simon Posada Fishman
527. Siyuan Fu
528. Sophie Rose
529. Sowmya Ranganathan
530. Spencer Papay
531. Stacie Faggioli
532. Stephanie Tran
533. Stephen Petersilge
534. Steven Adler
535. Steven Heidel
536. Stewart Hall
537. Suchir Balaji
538. Sully Chen
539. Tabarak Khan
540. Tal Broda

541. Tal Stramer
542. Tao Wang
543. Tao Xu
544. Tarun Gogineni
545. Taylor Gordon
546. Tejal Patwardhan
547. Theresa Lopez
548. Thomas Degry
549. Thomas Dimson
550. Thomas Raoux
551. Tianhao Zheng
552. Tifa Chen
553. Tiffany Citra
554. Tim Brooks
555. Todd Underwood
556. Todor Markov
557. Toki Sherbakov
558. Tom Rubin
559. Tom Stasi
560. Tomer Kaftan
561. Tong Mu
562. Tony Wu
563. Trapit Bansal
564. Trevor Cai
565. Trevor Hildenberger
566. Troy Luhman
567. Troy Peterson
568. Tyna Eloundou
569. Victoria Lampton
570. Vineet Kosaraju
571. Vinnie Monaco
572. Vishal Kuo
573. Vitthyr H E Pong
574. Wade Morgan
575. Warren Ouyang
576. Wenda Zhou
577. Wesam Manassra
578. Will DePue
579. Will Saborio
580. Xin Hu
581. Xinyang Geng
582. Xuanhan (Eimi) Zhang
583. Yang Song
584. Yash Patil
585. Yasu Sakamoto
586. Yilei Qian
587. Yonadav Shavit
588. Yongjik Kim

589. Youlong Cheng
590. Yu Zhang
591. Yuchen He
592. Yuchen Zhang
593. Yufei Guo
594. Yujia Jin
595. Jp Villafuerte
596. Yunxin Joy Jiao
597. Yutian Liu
598. Zahi Moudallal
599. Zhengwen Zhou