

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. Barret Zoph
14. Miles Brundage
15. Matt Knight
16. Peter Welinder
17. Hannah Wong
18. Diane Yoon
19. William Fedus
20. Jonathan Lachman
21. Abigail Raman
22. Abram Wiseman
23. Adam Goldberg
24. Adam Goucher
25. Adam Groth
26. Adam Hupp
27. Adam Perelman
28. Aditya Ramesh
29. Afsha Shaikh
30. AJ Ostrow
31. Ahmed El-Kishky
32. Aidan Clark
33. Akila Welihinda
34. Alex Baker-Whitcomb
35. Alex Beutel
36. Alex Carney
37. Alex Chow
38. Alex Gee
39. Alex Nichol
40. Alex Paino
41. Alex Renzin
42. Alexander Karpenko
43. Alexandre Tachard Passos
44. Ali Kamali
45. Alice Lee
46. Aliisa Rosenthal
47. Alison Harmon
48. Alison McPhail
49. Allan Jabri
50. Allie Teague
51. Allison Tam
52. Alvin (Jiahua) Wang
53. Amin Tootoonchian
54. Amol Shah
55. Ananya Kumar
56. Andre Saraiva
57. Andrew Cann
58. Andrew Kondrich
59. Andrew Peng
60. Andrew Top

61. Andrew Tulloch
62. Andrew YuXuan Liu
63. Andrey Mishchenko
64. Andy Brown
65. Angela Jiang
66. Angie Luo
67. Anish Tondwalkar
68. Ankush Gupta
69. Anna-Luisa Brakman
70. Anna McKean
71. Anna Tiff
72. Arka Dhar
73. Arun Vijayvergiya
74. Arvind Neelakantan
75. Ashvin Nair
76. Atty Eleti
77. Avi Nayak
78. Avital Oliver
79. Barak Michener
80. Rebecca Waite
81. Behrooz Ghorbani
82. Belinda Truong
83. Ben Leimberger
84. Ben Rossen
85. Benjamin Burrell
86. Benjamin Sokolowsky
87. Benjamin Zweig
88. Bianca Martin
89. Billie Jonn
90. Blake Samic
91. Bob Rotsted
92. Bobby Wu
93. Bogo Giertler
94. Boris Power
95. Bowen Baker
96. Boyang Niu
97. Brandon Wang
98. Brandon Houghton
99. Brendan Herron
100. Brendan Quinn
101. Brittany Carey
102. Brittany Smith
103. Brock Whittaker
104. Brooke Chan
105. Bryan Ashley
106. Brydon Eastman
107. Cadran Cowansage
108. Cameron Raymond

109. Camillo Lugaresi
110. Carl Ross
111. Cary Bassin
112. Casey Chu
113. Chak Ming Li
114. Chan Park
115. Chelsea Carlson
116. Chelsea Voss
117. Chia Chung (Yoshi) Wang
118. Chong Zhang
119. Chris Berner
120. Chris Brown
121. Chris Clark
122. Christian Gibson
123. Christina Kim
124. Christina Strong
125. Christine McLeavey
126. Christopher Hesse
127. CJ Weinmann
128. Clarence Ng
129. Clemens Winter
130. Colin Jarvis
131. Cory Decareaux
132. Colin Wei
133. Conor Dragomanovich
134. Dalton Hubble
135. Damian Deville
136. Daniel Galin
137. Daniel Kappler
138. Daniel Levy
139. Daryl Neubieser
140. Dave Cummings
141. David Carr
142. David Dohan
143. David Farhi
144. David Kjelkerud
145. David Medina
146. David Mely
147. David Robinson
148. Davis Robertson
149. David Smock
150. Denny Jin
151. Derek Chen
152. Devon Lloyd
153. Diane Techer
154. Dimitris Tsipras
155. Dominic Grillo
156. Douglas Li

157. Duc Phong Nguyen
158. Duncan Findlay
159. Dylan Royan Almeida
160. Edmund Wong
161. Elena Chatziathanasiadou
162. Eliot Hijano
163. Elizabeth Tseng
164. Elizabeth Proehl
165. Elizabeth Yang
166. Emma Lalley
167. Emma Tang
168. Emily Stern
169. Erik Ritter
170. Eric Rynerson
171. Eric Sigler
172. Ehsan Asar
173. Ethan Stock
174. Evan Morikawa
175. Faiz Munshi
176. Farouk El Hamzawi
177. Fan Wang
178. Felipe Such
179. Felipe Torres
180. Filipe de Avila Belbute Peres
181. Filippo Raso
182. Florencia Leoni Aleman
183. Foivos Tsimpourlas
184. Fotios Chantzis
185. Francis Real
186. Francis Song
187. Francis Zhang
188. Gabriel Goh
189. Garrett McCarthy
190. Gene Oden
191. Giambattista Parascandolo
192. Gideon Myles
193. Gildas Chabot
194. Glory Jain
195. Gretchen Krueger
196. Hadi Salman
197. Haidee Schwartz
198. Haiming Bao
199. Haitang Hu
200. Haozhun Jin
201. Harold Nguyen
202. Heather Schmidt
203. Heewoo Jun
204. Henri Roussez

205. Henrique Ponde de Oliveira Pinto
206. Hessam Bagherinezhad
207. Hongyu Ren
208. Huiwen Chang
209. Hyung Won Chung
210. Hunter Lightman
211. Hyeonwoo Noh
212. Ian Kivlichan
213. Ian Mobbs
214. Ian O'Connell
215. Ian Silber
216. Ian Sohl
217. Ikai Lan
218. Ilan Bigio
219. Ilge Akkaya
220. Ilya Kostrikov
221. Ingmar Kanitscheider
222. Isa Fulford
223. Isabella D'Agostino
224. Ishaan Gulrajani
225. Jackie Hehir
226. Jacob Menick
227. Jake McNeil
228. Jamel Cooney
229. James Betker
230. James Dyett
231. James Hills
232. Jamie Kiros
233. Janine Korovesis
234. Jarad Gilmore
235. James Hairston
236. Jason Teplitz
237. Jason Wei
238. Jason Wolfe
239. Javier Soto
240. Jean Harb
241. Jean Neaylon
242. Jeff Belgum
243. Jeff Chan
244. Jelani Robinson
245. Jeremiah Currier
246. Jerry Tworek
247. Jessica James
248. Jessica Lee
249. Jessica Shieh
250. Jiahui Yu
251. Jiayi Weng
252. Jie Tang

253. Jieqi Yu
254. Joanne Jang
255. Joe Gillespie
256. Joe Palermo
257. Joel Parish
258. Joey Flynn
259. Johannes Heidecke
260. John Allard
261. John Rizzo
262. Johnathan Ward
263. Jonathan Becton
264. Jonathan Gordon
265. Jonathan Reiber
266. Jong Wook Kim
267. Joseph Landers
268. Josh Gross
269. Josh Snyder
270. Joshua Achiam
271. Justin Lebar
272. Juston Forte
273. Kai Chen
274. Kai Fricke
275. Kai Xiao
276. Kaitlin Gottfried
277. Karen Toro
278. Karl Cobbe
279. Karthik Rangarajan
280. Kendra Rimbach
281. Kenny Hsu
282. Kevin Button
283. Kevin Gladstone
284. Kevin Metti
285. Kevin Yu
286. Krissi Robinson
287. Krithika Muthukumar
288. Kyle Miller
289. Lane Dilg
290. Lama Ahmad
291. Larry Kai
292. Lauren Workman
293. Lee Grimes
294. Leigh Ann Montano
295. Li Jing
296. Lia Guy
297. Lien Mamitsuka
298. Lin Yang
299. Lisa Pan
300. Louis Feuvrier

301. Loren Kwan
302. Lorenz Kuhn
303. Lu Zhang
304. Lucy Chen
305. Lukasz Kaiser
306. Lukasz Kondraciuk
307. Luke Metz
308. Luke Miller
309. Mada Aflak
310. Maddie Simens
311. Madelaine Boyd
312. Maggie Hott
313. Marat Dukhan
314. Marc Manara
315. Mario Saltarelli
316. Marko Tintor
317. Marvin Zhang
318. Mason Meyer
319. Mateusz Litwin
320. Matt Benice
321. Matt Beutler
322. Matt Castle
323. Matt Hartill
324. Matthew Lim
325. Max Reid
326. Meghan Shah
327. Mehmet Yatbaz
328. Mengyuan Yan
329. Michael Janner
330. Michael McGrew
331. Michael Lampe
332. Michael Petrov
333. Mikhail Pavlov
334. Michael Schade
335. Michael Trinh
336. Michael Wu
337. Michelle Fradin
338. Miguel Castro
339. Mike Heaton
340. Mike Hunter
341. Ming Chen
342. Mohammad Bavarian
343. Mollie Javerbaum
344. Molly Lin
345. Morgan Grafstein
346. Morgan Griffiths
347. Mostafa Rohaninejad
348. Naga Sai Anup Krishnamraju

349. Natalia Gimelshein
350. Natalie Summers
351. Natalie Staudacher
352. Natalie Cone
353. Nick Cooper
354. Nick Kartashov
355. Nick Ryder
356. Nick Turley
357. Nicholas Martin
358. Nickolas Stathas
359. Nicolai Skabo
360. Nik Tezak
361. Nikki Sommer
362. Niko Felix
363. Nikunj Handa
364. Nitish Shirish Keskar
365. Noah Deutsch
366. Noah Jorgensen
367. Noam Brown
368. Noel Bundick
369. Ola Okelola
370. Oleg Boiko
371. Oleg Murk
372. Olivier Godement
373. Owen Campbell-Moore
374. Pamela Mishkin
375. Patricia Lue
376. Patryk Lesiewicz
377. Paul Baltescu
378. Paul McMillan
379. Pavel Izmailov
380. Peter Hoeschele
381. Peter X Deng
382. Philip Pronin
383. Philippe Tillet
384. Phong Nguyen
385. Prafulla Dhariwal
386. Prasad Chakka
387. Qiming Yuan
388. Rachel Lee
389. Rachel Yun Shi Lim
390. Rahul Arora
391. Rajeev Nayak
392. Randall Lin
393. Rapha Gontijo Lopes
394. Raul Puri
395. Reiichiro Nakano
396. Reggie Hall

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398. Renny Hwang
399. Reza Zamani
400. Rhythm Garg
401. Richard Hasslacher
402. Richard Ho
403. Richard Ngo
404. RJ Marsan
405. Robert Infantino
406. Rod Solaimani
407. Rohan Sahai
408. Rohit Ramchandani
409. Romain Hue
410. Roshan James
411. Rory Carmichael
412. Rowan Zellers
413. Roy Ziv
414. Rui Shu
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418. Ryan Lowe
419. Ryan Peterson
420. Ryan Ragona
421. Sabrina Dermody
422. Sam Schoenholz
423. Samuel Wolrich
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425. Sandro Gianella
426. Sarah Shoker
427. Sarah Yoo
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429. Scott Lessans
430. Sean Grove
431. Shantanu Jain
432. Shyamal Anadkat
433. Shaun Van Weelden
434. Shengjia Zhao
435. Shengli Hu
436. Sherwin Wu
437. Shibani Santurkar
438. Shirong Wu
439. Simon Posada Fishman
440. Siyuan Fu
441. Sophie Rose
442. Sowmya Ranganathan
443. Stacie Faggioli
444. Stephanie Tran

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449. Sully Chen
450. Tabarak Khan
451. Tal Broda
452. Tal Stramer
453. Tao Wang
454. Tao Xu
455. Tarun Gogineni
456. Taylor Gordon
457. Tejal Patwardhan
458. Theresa Lopez
459. Thomas Degry
460. Thomas Dimson
461. Thomas Raoux
462. Tianhao Zheng
463. Tifa Chen
464. Tiffany Citra
465. Todor Markov
466. Toki Sherbakov
467. Tom Rubin
468. Tomer Kaftan
469. Tong Mu
470. Tony Wu
471. Trapit Bansal
472. Trevor Cai
473. Trevor Hildenberger
474. Troy Peterson
475. Tyna Eloundou
476. Victoria Lampton
477. Vineet Kosaraju
478. Vinnie Monaco
479. Vishal Kuo
480. Vitchyr H E Pong
481. Wade Morgan
482. Warren Ouyang
483. Wenda Zhou
484. Wesam Manassra
485. Will DePue
486. Will Saborio
487. Xin Hu
488. Xinyang Geng
489. Yang Song
490. Yash Patil
491. Yasu Sakamoto
492. Yilei Qian

493. Yonadav Shavit
494. Yongjik Kim
495. Youlong Cheng
496. Yu Zhang
497. Yuchen He
498. Yuchen Zhang
499. Yufei Guo
500. Yujia Jin
501. Yunxin Joy Jiao
502. Yutian Liu
503. Zahi Moudallal
504. Zhengwen Zhou
505. Tim Brooks