

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. Abe Land
26. Aaron Hurst
27. Abigail Raman
28. Abram Wiesman
29. Adam Goldberg
30. Adam Goucher
31. Adam Groth
32. Adam Hupp
33. Adam Nace
34. Adam Perelman
35. Aditya Ramesh
36. Adrian Spânu
37. Adrien Ecoffet
38. Afsha Shaikh
39. AJ Ostrow
40. Ahmed El-Kishky
41. Aidan Clark
42. Akila Welihinda
43. Akshay Nathan
44. Alex Baker-Whitcomb
45. Alex Beutel
46. Alex Carney
47. Alex Chow
48. Alex Gee
49. Alex Iftimie
50. Alex Nichol
51. Alex Renzin
52. Alexander Karpenko
53. Alexei Karpenko
54. Alexander King
55. Alexander Kirillov
56. Alexandre Tachard Passos
57. Alexis Conneau
58. Ali Kamali
59. Alice Lee
60. Aliisa Rosenthal
61. Alison Harmon
62. Alison McPhail
63. Allan Jabri
64. Allie Teague
65. Allison Tam
66. Alvin (Jiahua) Wang
67. Amanda Anderson
68. Amanda Tenanes

69. Amin Tootoonchian
70. Amol Shah
71. Ananya Kumari
72. Andre Saraiva
73. Andrea Vallone
74. Andrew Braunstein
75. Andrew Cann
76. Andrew Kondrich
77. Andrew Peng
78. Andrew Top
79. Andrew Tulloch
80. Andrew YuXuan Liu
81. Andrew Busker
82. Andrey Mishchenko
83. Andy Brown
84. Angel Demirev
85. Angela Jiang
86. Angie Luo
87. Anish Tondwalkar
88. Ankush Gupta
89. Anna-Luisa Brakman
90. Anna McKean
91. Anna Tifft
92. Anthony Malinao
93. Anton Tananaev
94. Anushree Agrawal
95. Arun Vijayvergiya
96. Arvind Neelakantan
97. Arzav Jain
98. Ashley Pantuliano
99. Ashvin Nair
100. Atty Eleti
101. Avi Nayak
102. Avital Oliver
103. Barak Michener
104. Rebecca Waite
105. Behrooz Ghorbani
106. Belinda Truong
107. Ben Leimberger
108. Ben Rossen
109. Ben Wang
110. Benjamin Burrell
111. Benjamin Sokolowsky
112. Benjamin Zweig
113. Bertrand Fan
114. Bianca Martin
115. Bill Peebles
116. Bill Stavroulakis
117. Billie Jonn
118. Blake Samic
119. Bob Rotsted
120. Bobby Wu
121. Bogo Giertler
122. Boris Power

123. Bowen Baker
124. Boyang Niu
125. Brad Biegler
126. Brandon Wang
127. Brandon Houghton
128. Brendan Herron
129. Brendan Quinn
130. Brittany Carey
131. Brittany Smith
132. Britton Jamison
133. Brock Whittaker
134. Brooke Chan
135. Bryan Ashley
136. Brydon Eastman
137. Cadran Cowansage
138. Caitlin Carroll
139. Cameron Raymond
140. Camillo Lugaresi
141. Carl Ross
142. Cary Bassin
143. Casey Chu
144. Chak Ming Li
145. Chan Park
146. Coley Czarnecki
147. Corey Nayden
148. Channing Conger
149. Chelsea Carlson
150. Chelsea Voss
151. Chia Chung (Yoshi) Wang
152. Chong Zhang
153. Chris Berner
154. Chris Brown
155. Chris Clark
156. Chris Finlayson
157. Chris Haugli
158. Christian Gibson
159. Christina Kim
160. Christina Strong
161. Christine Choi
162. Chris Koch
163. Christine McLeavey
164. Chris Hallacy
165. Christopher Hesse
166. Cindy Yong
167. CJ Minott
168. CJ Weinmann
169. Clarence Ng
170. Clemens Winter
171. Colin Jarvis
172. Colin Seale
173. Cory Decareaux
174. Colin Wei
175. Conor Dragomanovich
176. Dalton Hubble

177. Damian Deville
178. Dan Mossing
179. Daniel Galin
180. Daniel Kappler
181. Daniel Levine
182. Daniel Levy
183. Daniel Selsam
184. Dante' Robinson
185. Daryl Neubieser
186. Dave Cummings
187. David Carr
188. David Clyde
189. David Dohan
190. David Duxin
191. David Farhi
192. David Hao
193. David Hengky
194. David Katz
195. David Kjelkerud
196. David Medina
197. David Mely
198. David Newman
199. David Robinson
200. David Sasaki
201. Davis Robertson
202. David Schnurr
203. David Smock
204. Denny Jin
205. Derek Chen
206. Derrick Tyler
207. Devon Lloyd
208. Diane Techer
209. Diogo Almeida
210. Dimitris Tsipras
211. Dominic Grillo
212. Dominick Lim
213. Douglas Li
214. Duc Phong Nguyen
215. Duncan Findlay
216. Dylan Royan Almeida
217. Edmund Wong
218. Edward J. Hu
219. Elena Chatziathanasiadou
220. Elie Georges
221. Eliot Hijano
222. Elizabeth Tseng
223. Elizabeth Olin
224. Elizabeth Proehl
225. Elizabeth Yang
226. Emma Lalley
227. Emma Redmond
228. Emma Tang
229. Emily Stern
230. Enoch Cheung

231. Erik Ritter
232. Eric Antonow
233. Eric Horacek
234. Eric Jiang
235. Eric Rynerson
236. Eric Sigler
237. Erica Lee
238. Erica Tom
239. Eric Luhman
240. Ehsan Asdar
241. Ethan Stock
242. Evan Lee
243. Evan Morikawa
244. Evan Weiss
245. Faiz Munshi
246. Farouk El Hamzawi
247. Fan Wang
248. Farzad Khorasani
249. Felipe Such
250. Felipe Torres
251. Fereshte Khani
252. Filipe de Avila Belbute Peres
253. Filippo Raso
254. Florencia Leoni Aleman
255. Foivos Tsimpourlas
256. Fotios Chantzis
257. Francis Real
258. Francis Song
259. Francis Zhang
260. Fred von Lohmann
261. Gabriel Goh
262. Garrett McCarthy
263. Gene Oden
264. Geoffrey Salmon
265. Giambattista Parascandolo
266. Gideon Myles
267. Gildas Chabot
268. Glory Jain
269. Gretchen Krueger
270. Hadi Salman
271. Haidee Schwartz
272. Haiming Bao
273. Haitang Hu
274. Haozhun Jin
275. Harold Nguyen
276. Hart Andrin
277. Harri Edwards
278. Heather Schmidt
279. Heewoo Jun
280. Henk Tillman
281. Henri Roussez
282. Henrique Ponde de Oliveira Pinto
283. Henry Head
284. Hessam Bagherinezhad

285. Hongyu Ren
286. Huiwen Chang
287. Hugh Drinkwater
288. Hyung Won Chung
289. Hyunil (Chester) Cho
290. Hunter Lightman
291. Hyeonwoo Noh
292. Ian Kivlichan
293. Ian Mobbs
294. Ian O'Connell
295. Ian Osband
296. Ian Silber
297. Ian Sohl
298. Ibrahim Okuyucu
299. Ikai Lan
300. Ilan Bigio
301. Ilge Akkaya
302. Ilya Kostrikov
303. Ingmar Kanitscheider
304. Irwan Bello
305. Isa Fulford
306. Isabella D'Agostino
307. Ishaan Gulrajani
308. Jackie Hehir
309. (Jan) Hendrik Kirchner
310. Jacob Menick
311. Jake Brill
312. Jake McNeil
313. Jamel Cooney
314. James Betker
315. Jamie Caulkins
316. James Dyett
317. James Hills
318. Jamie Kiros
319. Janine Korovesis
320. Jarad Gilmore
321. James Hairston
322. Janice Kwong
323. Jason Teplitz
324. Jason Tunzini
325. Jason Wei
326. Jason Wolfe
327. Javier Soto
328. Jean Harb
329. Jean Neaylon
330. Jeff Belgum
331. Jeff Chan
332. Jeff Harris
333. Jelani Robinson
334. Jenia Varavva
335. Jeremiah Currier
336. Jerry Tworek
337. Jessica James
338. Jessica Lee

339. Jessica Shieh
340. Jiahui Yu
341. Jiayi Weng
342. Jie Tang
343. Jieqi Yu
344. Jillian Khoo
345. Joanne Jang
346. Jodi Kean
347. Joe Gillespie
348. Joe Palermo
349. Joe Taylor
350. Joel Parish
351. Joey Flynn
352. Johannes Heidecke
353. John Allard
354. John Lam
355. John Rizzo
356. Jonathan Ward
357. Jonathan Becton
358. Jonathan Gordon
359. Jonathan McKay
360. Jonathan Reiber
361. Jong Wook Kim
362. Jordan Sitkin
363. Jordan Williams
364. Jos Kraaijeveld
365. Joscelyne Jauregui
366. Joseph Landers
367. Joseph Millman
368. Josh Gross
369. Josh Kaplan
370. Josh Snyder
371. Joshua Achiam
372. Joy Cashman
373. Joyce Lee
374. Juan "Red" Avila
375. Juntang Zhuang
376. Justin Boyle
377. Justin Lebar
378. Juston Forte
379. Kai Chen
380. Kai Fricke
381. Kai Hayashi
382. Kai Xiao
383. Kaitlin Gottfried
384. Karen Toro
385. Karolis Kosas
386. Karl Cobbe
387. Karthik Rangarajan
388. Kathy Son
389. Katy Elkin
390. Kayla Wood
391. Kendra Rimbach
392. Ken Langlinais

393. Kenny Hsu
394. Kevin Button
395. Kevin Gladstone
396. Kevin Liu
397. Kevin Metti
398. Kevin Park
399. Kevin Yu
400. Kiel Howe
401. Kim Malfacini
402. Krissi Robinson
403. Kristen Dallara
404. Krithika Muthukumar
405. Kyla Sheppard
406. Kyle Miller
407. Kyle Luther
408. Lane Dilg
409. Lama Ahmad
410. Larry Kai
411. Larry Xu
412. Laura Wang
413. Lauren Itow
414. Lauren Workman
415. Lee Grimes
416. Lee Wei An
417. Leigh Ann Montano
418. Lenny Bogdonoff
419. Li Jing
420. Lia Guy
421. Lien Mamitsuka
422. Lin Yang
423. Lindsey held
424. Lisa Pan
425. Logan Kilpatrick
426. Louis Feuvrier
427. Loren Kwan
428. Lorenz Kuhn
429. Lu Zhang
430. Lucy Chen
431. Lukasz Kaiser
432. Lukasz Kondraciuk
433. Luke Metz
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436. Maddie Casey
437. Maddie Simens
438. Madelaine Boyd
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441. Manas Joglekar
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443. Marc Manara
444. Marco Noce
445. Mario Saltarelli
446. Marko Tintor

447. Mark Hudnall
448. Marvin Zhang
449. Mason Meyer
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451. Matt Benice
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457. Matthew Lim
458. Max Reid
459. Meghan Shah
460. Mehmet Yatbaz
461. Mengyuan Yan
462. Michael Flossman
463. Michael Janner
464. Michael Kolhede
465. Michael McGrew
466. Michael Lampe
467. Michael Petrov
468. Mikhail Pavlov
469. Michael Schade
470. Michael Trinh
471. Michael Wu
472. Michelle Fradin
473. Michelle Kim
474. Michelle Pokrass
475. Michelle Zheng
476. Miguel Castro
477. Miguel Manriquez
478. Mike Heaton
479. Mike Hunter
480. Ming Chen
481. Mohammad Bavarian
482. Mollie Javerbaum
483. Molly Lin
484. Morgan Grafstein
485. Morgan Griffiths
486. Mostafa Rohaninejad
487. Naga Sai Anup Krishnamraju
488. Natalia Gimelshein
489. Natalie Summers
490. Natalie Staudacher
491. Natalie Cone
492. Natalie Kim
493. Neal Chuenprateep
494. Nick Cooper
495. Nick Hamilton
496. Nick Kartashov
497. Nick Turley
498. Nicholas Martin
499. Nick Lee
500. Nickolas Stathas

501. Nicolai Skabo
502. Nik Tezak
503. Nikki Sommer
504. Niko Felix
505. Nikunj Handa
506. Nitish Shirish Keskar
507. Noah Deutsch
508. Noah Jorgensen
509. Noam Brown
510. Noel Bundick
511. Ola Okelola
512. Oleg Boiko
513. Oleg Murk
514. Olivier Godement
515. Orla McHenry
516. Owen Campbell-Moore
517. Owen Lin
518. Pamela Mishkin
519. Patricia Lue
520. Patryk Lesiewicz
521. Parijat Talkad
522. Patrik Goethe
523. Paul Baltescu
524. Paul McMillan
525. Paul Punia
526. Paul Shen
527. Pavel Izmailov
528. Pedram Keyani
529. Peter Dolan
530. Peter Hoeschele
531. Peter Zhokhov
532. Pei-Chee Juang
533. Peter X Deng
534. Philip Pronin
535. Philip Su
536. Philippe Tillet
537. Pia Santos
538. Phong Nguyen
539. Prafulla Dhariwal
540. Prasad Chakka
541. Pritesh Badiani
542. Qiming Yuan
543. Rachel Lee
544. Rachel Yun Shi Lim
545. Radhika Mathur
546. Rahul Arora
547. Rajeev Nayak
548. Randall Lin
549. Rapha Gontijo Lopes
550. Rasmus Rygaard
551. Raul Puri
552. Reiichiro Nakano
553. Reggie Hall
554. Renaud Gaubert

555. Renny Hwang
556. Reza Zamani
557. Rhythm Garg
558. Richard Hasslacher
559. Richard Ho
560. Richard Ngo
561. RJ Marsan
562. Rob Honsby
563. Robert Infantino
564. Robert Pulford
565. Rocky Smith
566. Rod Solaimani
567. Rohan Sahai
568. Rohit Ramchandani
569. Romain Huet
570. Roshan James
571. Rosie Campbell
572. Rory Carmichael
573. Rowan Zellers
574. Roy Ziv
575. Rui Shu
576. Ryan Biddy
577. Ryan Cheu
578. Ryan Greene
579. Ryan Hartnett
580. Ryan Lowe
581. Ryan Peterson
582. Ryan Ragona
583. Sabrina Dermody
584. Sam Schoenholz
585. Samuel Wolrich
586. Sandhini Agarwal
587. Sarah Burns
588. Sandro Gianella
589. Sarah Shoker
590. Sarah Yoo
591. Saravpreet Hira
592. Scott Gray
593. Scott Lessans
594. Scott Mayer McKinney
595. Sean Grove
596. Sean Metzger
597. Sean Murphy
598. Shantanu Jain
599. Sherry Lachman
600. Shyamal Anadkat
601. Shaun Van Weelden
602. Sheila Dunning
603. Shengjia Zhao
604. Shengli Hu
605. Sherwin Wu
606. Shibani Santurkar
607. Shino Jomoto
608. Shirong Wu

609. Shuyuan Zhang
610. Simon Posada Fishman
611. Siyuan Fu
612. Sophie Rose
613. Sowmya Ranganathan
614. Spencer Papay
615. Sriya Santhanam
616. Stacie Faggioli
617. Stefanie Biaggi
618. Stephanie Tran
619. Stephanie Lin
620. Stephen Petersilge
621. Steven Adler
622. Steven Bills
623. Steven Heidel
624. Stewart Hall
625. Suchir Balaji
626. Sully Chen
627. Tabarak Khan
628. Tal Broda
629. Tal Stramer
630. Tao Wang
631. Tao Xu
632. Tatiana Zolotova
633. Tarun Gogineni
634. Taylor Gordon
635. Teddy Lee
636. Tejal Patwardhan
637. Theresa Lopez
638. Thomas Degry
639. Thomas Dimson
640. Thomas Raoux
641. Tianhao Zheng
642. Tifa Chen
643. Tiffany Citra
644. Tim Brooks
645. Todd Underwood
646. Todor Markov
647. Toki Sherbakov
648. Tom Dupre la Tour
649. Tom Rubin
650. Tom Stasi
651. Tomer Kaftan
652. Tong Mu
653. Tony Wu
654. Trapit Bansal
655. Trevor Cai
656. Trevor Hildenberger
657. Katie Mayer
658. Trevor Mavrakis
659. Troy Luhman
660. Troy Peterson
661. Tyna Eloundou
662. Ugurcan Turkdogan

663. Valerie Balcom
664. Vanessa Gatihi
665. Victoria Lampton
666. Victoria Spiegel
667. Vineet Kosaraju
668. Vinnie Monaco
669. Vishal Kuo
670. Vitthyr H E Pong
671. Wade Morgan
672. Warren Ouyang
673. Wenda Zhou
674. Wenlei Xie
675. Wesam Manassra
676. William Butler
677. Will DePue
678. Will Saborio
679. Xin Hu
680. Xinyang Geng
681. Xuanhan (Eimi) Zhang
682. Yang Song
683. Yash Patil
684. Yasu Sakamoto
685. Yilei Qian
686. Yining Chen
687. Yonadav Shavit
688. Yongjik Kim
689. Youlong Cheng
690. Yu Zhang
691. Yuchen He
692. Yuchen Zhang
693. Yufei Guo
694. Yujia Jin
695. Yunxing Dai
696. Jp Villafuerte
697. Yunxin Joy Jiao
698. Yury Malkov
699. Yutian Liu
700. Zahi Moudallal
701. Zhi Bie
702. Zhengwen Zhou