

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  
434. Luke Miller  
435. Mada Aflak  
436. Maddie Casey  
437. Maddie Simens  
438. Madelaine Boyd  
439. Madeline Casey  
440. Maggie Hott  
441. Manas Joglekar  
442. Marat Dukhan  
443. Marc Manara  
444. Marco Noce  
445. Mario Saltarelli  
446. Marko Tintor

447. Mark Hudnall  
448. Marvin Zhang  
449. Mason Meyer  
450. Mateusz Litwin  
451. Matt Benice  
452. Matt Beutler  
453. Matt Castle  
454. Matt Chung  
455. Matt Hartill  
456. Matt Yoshida  
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 Bidy  
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