

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

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

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

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

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

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

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

349. Mohammad Bavarian
350. Mollie Javerbaum
351. Molly Lin
352. Morgan Grafstein
353. Morgan Griffiths
354. Mostafa Rohaninejad
355. Naga Sai Anup Krishnamraju
356. Natalia Gimelshein
357. Natalie Summers
358. Natalie Staudacher
359. Natalie Cone
360. Nick Cooper
361. Nick Kartashov
362. Nick Turley
363. Nicholas Cooper
364. Nicholas Martin
365. Nickolas Stathas
366. Nicolai Skabo
367. Nik Tezak
368. Nikki Sommer
369. Niko Felix
370. Nikunj Handa
371. Nitish Shirish Keskar
372. Noah Deutsch
373. Noah Jorgensen
374. Noam Brown
375. Noel Bundick
376. Ola Okelola
377. Oleg Boiko
378. Oleg Murk
379. Olivier Godement
380. Owen Campbell-Moore
381. Pamela Mishkin
382. Patricia Lue
383. Patryk Lesiewicz
384. Paul Baltescu
385. Paul McMillan
386. Pavel Izmailov
387. Peter Hoeschele
388. Pei-Chee Juang
389. Peter X Deng
390. Philip Pronin
391. Philippe Tillet
392. Phong Nguyen
393. Prafulla Dhariwal
394. Prasad Chakka
395. Qiming Yuan
396. Rachel Lee

397. Rachel Yun Shi Lim
398. Rahul Arora
399. Rajeev Nayak
400. Randall Lin
401. Rapha Gontijo Lopes
402. Raul Puri
403. Reiichiro Nakano
404. Reggie Hall
405. Renaud Gaubert
406. Renny Hwang
407. Reza Zamani
408. Rhythm Garg
409. Richard Hasslacher
410. Richard Ho
411. Richard Ngo
412. RJ Marsan
413. Robert Infantino
414. Rod Solaimani
415. Rohan Sahai
416. Rohit Ramchandani
417. Romain Hue
418. Roshan James
419. Rory Carmichael
420. Rowan Zellers
421. Roy Ziv
422. Rui Shu
423. Ryan Bidy
424. Ryan Greene
425. Ryan Hartnett
426. Ryan Lowe
427. Ryan Peterson
428. Ryan Ragona
429. Sabrina Dermody
430. Sam Schoenholz
431. Samuel Wolrich
432. Sandhini Agarwal
433. Sandro Gianella
434. Sarah Shoker
435. Sarah Yoo
436. Scott Gray
437. Scott Lessans
438. Sean Grove
439. Shantanu Jain
440. Shyamal Anadkat
441. Shaun Van Weelden
442. Shengjia Zhao
443. Shengli Hu
444. Sherwin Wu

445. Shibani Santurkar
446. Shino Jomoto
447. Shirong Wu
448. Simon Posada Fishman
449. Siyuan Fu
450. Sophie Rose
451. Sowmya Ranganathan
452. Stacie Faggioli
453. Stephanie Tran
454. Stephen Petersilge
455. Steven Adler
456. Steven Heidel
457. Suchir Balaji
458. Sully Chen
459. Tabarak Khan
460. Tal Broda
461. Tal Stramer
462. Tao Wang
463. Tao Xu
464. Tarun Gogineni
465. Taylor Gordon
466. Tejal Patwardhan
467. Theresa Lopez
468. Thomas Degry
469. Thomas Dimson
470. Thomas Raoux
471. Tianhao Zheng
472. Tifa Chen
473. Tiffany Citra
474. Tim Brooks
475. Todor Markov
476. Toki Sherbakov
477. Tom Rubin
478. Tomer Kaftan
479. Tong Mu
480. Tony Wu
481. Trapit Bansal
482. Trevor Cai
483. Trevor Hildenberger
484. Troy Peterson
485. Tyna Eloundou
486. Victoria Lampton
487. Vineet Kosaraju
488. Vinnie Monaco
489. Vishal Kuo
490. Vitchyr H E Pong
491. Wade Morgan
492. Warren Ouyang

493. Wenda Zhou
494. Wesam Manassra
495. Will DePue
496. Will Saborio
497. Xin Hu
498. Xinyang Geng
499. Yang Song
500. Yash Patil
501. Yasu Sakamoto
502. Yilei Qian
503. Yonadav Shavit
504. Yongjik Kim
505. Youlong Cheng
506. Yu Zhang
507. Yuchen He
508. Yuchen Zhang
509. Yufei Guo
510. Yujia Jin
511. Yunxin Joy Jiao
512. Yutian Liu
513. Zahi Moudallal
514. Zhengwen Zhou
- 515.