

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. Alexander Kirillov
54. Alexandre Tachard Passos
55. Ali Kamali
56. Alice Lee
57. Aliisa Rosenthal
58. Alison Harmon
59. Alison McPhail
60. Allan Jabri
61. Allie Teague
62. Allison Tam
63. Alvin (Jiahua) Wang
64. Amanda Anderson
65. Amanda Tenanes
66. Amin Tootoonchian
67. Amol Shah
68. Ananya Kumari

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

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

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

231. Ethan Stock
232. Evan Lee
233. Evan Morikawa
234. Faiz Munshi
235. Farouk El Hamzawi
236. Fan Wang
237. Farzad Khorasani
238. Felipe Such
239. Felipe Torres
240. Fereshte Khani
241. Filipe de Avila Belbute Peres
242. Filippo Raso
243. Florencia Leoni Aleman
244. Foivos Tsimpourlas
245. Fotios Chantzis
246. Francis Real
247. Francis Song
248. Francis Zhang
249. Fred von Lohmann
250. Gabriel Goh
251. Garrett McCarthy
252. Gene Oden
253. Geoffrey Salmon
254. Giambattista Parascandolo
255. Gideon Myles
256. Gildas Chabot
257. Glory Jain
258. Gretchen Krueger
259. Hadi Salman
260. Haidee Schwartz
261. Haiming Bao
262. Haitang Hu
263. Haozhun Jin
264. Harold Nguyen
265. Heather Schmidt
266. Heewoo Jun
267. Henk Tillman
268. Henri Roussez
269. Henrique Ponde de Oliveira Pinto
270. Henry Head
271. Hessam Bagherinezhad
272. Hongyu Ren
273. Huiwen Chang
274. Hugh Drinkwater
275. Hyung Won Chung
276. Hyunil (Chester) Cho
277. Hunter Lightman
278. Hyeonwoo Noh
279. Ian Kivlichan
280. Ian Mobbs
281. Ian O'Connell
282. Ian Osband
283. Ian Silber
284. Ian Sohl

285. Ibrahim Okuyucu
286. Ikai Lan
287. Ilan Bigio
288. Ilge Akkaya
289. Ilya Kostrikov
290. Ingmar Kanitscheider
291. Irwan Bello
292. Isa Fulford
293. Isabella D'Agostino
294. Ishaan Gulrajani
295. Jackie Hehir
296. Jacob Menick
297. Jake Brill
298. Jake McNeil
299. Jamel Cooney
300. James Betker
301. Jamie Caulkins
302. James Dyett
303. James Hills
304. Jamie Kiros
305. Janine Korovesis
306. Jarad Gilmore
307. James Hairston
308. Janice Kwong
309. Jason Teplitz
310. Jason Tunzini
311. Jason Wei
312. Jason Wolfe
313. Javier Soto
314. Jean Harb
315. Jean Neaylon
316. Jeff Belgum
317. Jeff Chan
318. Jeff Harris
319. Jelani Robinson
320. Jenia Varavva
321. Jeremiah Currier
322. Jerry Tworek
323. Jessica James
324. Jessica Lee
325. Jessica Shieh
326. Jiahui Yu
327. Jiayi Weng
328. Jie Tang
329. Jieqi Yu
330. Jillian Khoo
331. Joanne Jang
332. Jodi Kean
333. Joe Gillespie
334. Joe Palermo
335. Joe Taylor
336. Joel Parish
337. Joey Flynn
338. Johannes Heidecke

339. John Allard
340. John Lam
341. John Rizzo
342. Jonathan Ward
343. Jonathan Becton
344. Jonathan Gordon
345. Jonathan McKay
346. Jonathan Reiber
347. Jong Wook Kim
348. Jordan Sitkin
349. Jordan Williams
350. Jos Kraaijeveld
351. Joseph Landers
352. Joseph Millman
353. Josh Gross
354. Josh Snyder
355. Joshua Achiam
356. Joy Cashman
357. Joyce Lee
358. Juntang Zhuang
359. Justin Lebar
360. Juston Forte
361. Kai Chen
362. Kai Fricke
363. Kai Hayashi
364. Kai Xiao
365. Kaitlin Gottfried
366. Karen Toro
367. Karolis Kosas
368. Karl Cobbe
369. Karthik Rangarajan
370. Kathy Son
371. Katy Elkin
372. Kayla Wood
373. Kendra Rimbach
374. Kenny Hsu
375. Kevin Button
376. Kevin Gladstone
377. Kevin Liu
378. Kevin Metti
379. Kevin Park
380. Kevin Yu
381. Kiel Howe
382. Kim Malfacini
383. Krissi Robinson
384. Kristen Dallara
385. Krithika Muthukumar
386. Kyla Sheppard
387. Kyle Miller
388. Kyle Luther
389. Lane Dilg
390. Lama Ahmad
391. Larry Kai
392. Larry Xu

393. Laura Wang
394. Lauren Itow
395. Lauren Workman
396. Lee Grimes
397. Lee Wei An
398. Leigh Ann Montano
399. Lenny Bogdonoff
400. Li Jing
401. Lia Guy
402. Lien Mamitsuka
403. Lin Yang
404. Lindsey held
405. Lisa Pan
406. Logan Kilpatrick
407. Louis Feuvrier
408. Loren Kwan
409. Lorenz Kuhn
410. Lu Zhang
411. Lucy Chen
412. Lukasz Kaiser
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414. Luke Metz
415. Luke Miller
416. Mada Aflak
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419. Madelaine Boyd
420. Madeline Casey
421. Maggie Hott
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423. Marc Manara
424. Marco Noce
425. Mario Saltarelli
426. Marko Tintor
427. Mark Hudnall
428. Marvin Zhang
429. Mason Meyer
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431. Matt Benice
432. Matt Beutler
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434. Matt Chung
435. Matt Hartill
436. Matt Yoshida
437. Matthew Lim
438. Max Reid
439. Meghan Shah
440. Mehmet Yatbaz
441. Mengyuan Yan
442. Michael Flossman
443. Michael Janner
444. Michael Kolhede
445. Michael McGrew
446. Michael Lampe

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448. Mikhail Pavlov
449. Michael Schade
450. Michael Trinh
451. Michael Wu
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454. Michelle Pokrass
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459. Mike Hunter
460. Ming Chen
461. Mohammad Bavarian
462. Mollie Javerbaum
463. Molly Lin
464. Morgan Grafstein
465. Morgan Griffiths
466. Mostafa Rohaninejad
467. Naga Sai Anup Krishnamraju
468. Natalia Gimelshein
469. Natalie Summers
470. Natalie Staudacher
471. Natalie Cone
472. Natalie Kim
473. Nick Cooper
474. Nick Hamilton
475. Nick Kartashov
476. Nick Turley
477. Nicholas Martin
478. Nick Lee
479. Nickolas Stathas
480. Nicolai Skabo
481. Nik Tezak
482. Nikki Sommer
483. Niko Felix
484. Nikunj Handa
485. Nitish Shirish Keskar
486. Noah Deutsch
487. Noah Jorgensen
488. Noam Brown
489. Noel Bundick
490. Ola Okelola
491. Oleg Boiko
492. Oleg Murk
493. Olivier Godement
494. Orla McHenry
495. Owen Campbell-Moore
496. Pamela Mishkin
497. Patricia Lue
498. Patryk Lesiewicz
499. Parijat Talkad
500. Patrik Goethe

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504. Paul Shen
505. Pavel Izmailov
506. Pedram Keyani
507. Peter Hoeschele
508. Peter Zhokhov
509. Pei-Chee Juang
510. Peter X Deng
511. Philip Pronin
512. Philip Su
513. Philippe Tillet
514. Pia Santos
515. Phong Nguyen
516. Prafulla Dhariwal
517. Prasad Chakka
518. Pritesh Badiani
519. Qiming Yuan
520. Rachel Lee
521. Rachel Yun Shi Lim
522. Radhika Mathur
523. Rahul Arora
524. Rajeev Nayak
525. Randall Lin
526. Rapha Gontijo Lopes
527. Rasmus Rygaard
528. Raul Puri
529. Reiichiro Nakano
530. Reggie Hall
531. Renaud Gaubert
532. Renny Hwang
533. Reza Zamani
534. Rhythm Garg
535. Richard Hasslacher
536. Richard Ho
537. Richard Ngo
538. RJ Marsan
539. Rob Honsby
540. Robert Infantino
541. Robert Pulford
542. Rocky Smith
543. Rod Solaimani
544. Rohan Sahai
545. Rohit Ramchandani
546. Romain Huet
547. Roshan James
548. Rory Carmichael
549. Rowan Zellers
550. Roy Ziv
551. Rui Shu
552. Ryan Bidy
553. Ryan Cheu
554. Ryan Greene

555. Ryan Hartnett
556. Ryan Lowe
557. Ryan Peterson
558. Ryan Ragona
559. Sabrina Dermody
560. Sam Schoenholz
561. Samuel Wolrich
562. Sandhini Agarwal
563. Sarah Burns
564. Sandro Gianella
565. Sarah Shoker
566. Sarah Yoo
567. Saravpreet Hira
568. Scott Gray
569. Scott Lessans
570. Sean Grove
571. Sean Murphy
572. Shantanu Jain
573. Sherry Lachman
574. Shyamal Anadkat
575. Shaun Van Weelden
576. Sheila Dunning
577. Shengjia Zhao
578. Shengli Hu
579. Sherwin Wu
580. Shibani Santurkar
581. Shino Jomoto
582. Shirong Wu
583. Shuyuan Zhang
584. Simon Posada Fishman
585. Siyuan Fu
586. Sophie Rose
587. Sowmya Ranganathan
588. Spencer Papay
589. Stacie Faggioli
590. Stefanie Biaggi
591. Stephanie Tran
592. Stephen Petersilge
593. Steven Adler
594. Steven Heidel
595. Stewart Hall
596. Suchir Balaji
597. Sully Chen
598. Tabarak Khan
599. Tal Broda
600. Tal Stramer
601. Tao Wang
602. Tao Xu
603. Tatiana Zolotova
604. Tarun Gogineni
605. Taylor Gordon
606. Teddy Lee
607. Tejal Patwardhan
608. Theresa Lopez

609. Thomas Degry
610. Thomas Dimson
611. Thomas Raoux
612. Tianhao Zheng
613. Tifa Chen
614. Tiffany Citra
615. Tim Brooks
616. Todd Underwood
617. Todor Markov
618. Toki Sherbakov
619. Tom Rubin
620. Tom Stasi
621. Tomer Kaftan
622. Tong Mu
623. Tony Wu
624. Trapit Bansal
625. Trevor Cai
626. Trevor Hildenberger
627. Trevor Mavrakis
628. Troy Luhman
629. Troy Peterson
630. Tyna Eloundou
631. Ugurcan Turkdogan
632. Valerie Balcom
633. Victoria Lampton
634. Vineet Kosaraju
635. Vinnie Monaco
636. Vishal Kuo
637. Vitchy H E Pong
638. Wade Morgan
639. Warren Ouyang
640. Wenda Zhou
641. Wesam Manassra
642. William Butler
643. Will DePue
644. Will Saborio
645. Xin Hu
646. Xinyang Geng
647. Xuanhan (Eimi) Zhang
648. Yang Song
649. Yash Patil
650. Yasu Sakamoto
651. Yilei Qian
652. Yining Chen
653. Yonadav Shavit
654. Yongjik Kim
655. Youlong Cheng
656. Yu Zhang
657. Yuchen He
658. Yuchen Zhang
659. Yufei Guo
660. Yujia Jin
661. Yunxing Dai
662. Jp Villafuerte

- 663. Yunxin Joy Jiao
- 664. Yury Malkov
- 665. Yutian Liu
- 666. Zahi Moudallal
- 667. Zhengwen Zhou
- 668.