



Re: I'm quitting

To: hr@openai.com

2024 at

Hi

Thank you for letting me know. I look forward to seeing the new docs.

Best,

[Redacted signature]

[Redacted] at [Redacted] <hr@openai.com> wrote:

Hey

Apologies for some potential ambiguity in my last message!

I understand that you may have some questions about the status of your vested profit units now that you have left OpenAI. I want to be clear that your vested equity is in your Shareworks account, and you are not required to sign your exit paperwork to retain the equity. We have updated our exit paperwork to make this point clear.

Please let me know if you have any questions.

Best,

[Redacted signature]

[Redacted signature]
openai.com

On [Redacted] 2024 at [Redacted] [Redacted]@gmail.com wrote:

Yep! Thank you

On [Redacted] 2024 at [Redacted] <hr@openai.com> wrote:

Hey

Hope you had a good weekend, thanks for your response.

Please remember that the confidentiality agreement you signed at the start of your employment (and that we discussed in our last sync) remains in effect regardless of the signing of the offboarding documents.

We appreciate your contributions and wish you the best in your future endeavors. If you have any further questions or need clarification, feel free to reach out.

Best,

[Redacted signature]

[Redacted signature]

On [REDACTED] 2024 at [REDACTED]@gmail.com wrote:

Hi [REDACTED]

I've looked this over and thought about it for a while and have decided to decline to sign. As previously mentioned, I want to reserve the right to criticize OpenAI in service of the public good and OpenAI's own mission, and signing this document appears to limit my ability to do so. I certainly don't intend to say anything false, but it seems to me that I'm currently being asked to sign away various rights in return for being allowed to keep my vested equity. It's a lot of money, and an unfair choice to have to make, but I value my right to constructively criticize OpenAI more. I appreciate your warmth towards me in the exit interview and continued engagement with me thereafter, and wish you the best going forward.

Thanks,
[REDACTED]

P.S. I understand your position is that this is standard business practice, but that doesn't sound right, and I really think a company building something anywhere near as powerful as AGI should hold itself to a higher standard than this - that is, it should aim to be genuinely worthy of public trust. One pillar of that worthiness is transparency, which you could partially achieve by allowing employees and former employees to speak out instead of using access to vested equity to shut down dissenting concerns.

On [REDACTED] 2024 at [REDACTED]<hr@openai.com> wrote:

Hi [REDACTED]

Note that the General Release and Separation Agreement requires your signature within 7 days from your notification date. The 7 days stated in the General Release supersedes the 60 day signature timeline noted in your separation letter. We had granted a 7 day extension from Friday ([REDACTED]), and are willing to do 7 days from today (I will send updated paperwork and I've rescinded the last version, note the only difference is the date).

RE: Confidentiality - There's no new obligations, rather the language in the offboarding paperwork is a reminder of your past confidentiality agreement that you've signed when onboarding that persists beyond your formal employment.

RE: Disparagement, this is a standard inclusion in offboarding paperwork at companies given the natural association / additional weight put in one's statement as a former employee of a company. This language is included in the unforeseen situation you were to make a dishonest or harmful statement specific to OpenAI.

Please let me know if you have any additional questions!

Best,
[REDACTED]
[REDACTED]
[REDACTED]
openai.com

On [REDACTED] 2024 at 5:13 PM PDT [REDACTED] wrote:

Hey, thanks for checking in -- yes actually, I do have questions. First of all I feel a bit rushed by this & would like additional time, and it seems like I should have up to 60 days, right? Please confirm that I can have an additional week.

Secondly, I can't tell if the confidentiality provisions add anything new over and above what I already signed when I joined OpenAI. Can you please list and explain what **new** obligations I'd be taking on, by signing this agreement?

Finally, I'm concerned about the non-disparagement provision. I wish to reassure you that I don't currently intend to prioritise criticizing OpenAI going forward, but I definitely want to reserve the right to do so -- as you may remember from my exit interview, the main reason I left OpenAI is because I don't trust OpenAI to behave responsibly! Can you please say more about why this is part of the agreement and what you consider to be a violation of this provision?

On [REDACTED] 2024 at 8:11 AM [REDACTED]<hr@openai.com> wrote:
-equity alias

Hey [REDACTED]

Checking-in here, any more questions prior to signing your paperwork?

Best.

[REDACTED]

[REDACTED]

[REDACTED]@openai.com

On [REDACTED] 2024 at [REDACTED] [REDACTED]@mail.com wrote:

Thanks!

On [REDACTED] 2024 at [REDACTED] Equity <equity@openai.com> wrote:

Hey [REDACTED]

You can access the requested equity documents here. Please note, we do not have a copy of your filed/stamped 83b election, but the pre-populated form is within your grant agreement (Exhibit B).

Thanks!

OpenAI Equity

On [REDACTED] 2024 at 1:57 PM [REDACTED]@openai.com> wrote:

Hi [REDACTED]

I've added equity@ to send you the documents you requested via DocSend.

The General Release and Separation Agreement requires your signature within 7 days from your notification date. The 7 days stated in the General Release supersedes the 60 day signature timeline noted in your separation letter.

That being said, in this case, we will grant an exception for an additional week to review. I'll cancel the existing Ironclad paperwork, and re-issue it to you with the new date.

Best.

[REDACTED]

[REDACTED]

[REDACTED]@openai.com

On [REDACTED] 2024 at [REDACTED] PDT [REDACTED]@gmail.com wrote:

Hello again!

I need some additional time to review the document and obtain legal advice. My employment documents seem to say that I have 60 days to review. Can you please confirm that I have at least an additional 3 weeks to review and sign?

Relatedly, I've already contacted some lawyers who have asked me to ask you for any documentation relevant to determining how the units will be treated and valued, including in particular the following:

1. All grant agreements which have been issued to me (including any letters or other communications related thereto) and any 83b elections which were filed;
2. The final Plan and any amendments (including any letters or other communications related thereto);
3. Operating Agreement for Aestas (and any amendments)
4. Operating Agreement for Aestas Management, LLC (and any amendments)

Can you please provide these documents at your earliest convenience?

Thank you,

[Redacted]

On [Redacted] 2024 at [Redacted] PM [Redacted]@gmail.com> wrote:

OK, thanks!

On [Redacted] 2024 at [Redacted] OpenAI HR <hr@openai.com> wrote:

Hi [Redacted]

Great - you're all set! We don't have any centrally maintained documents for you aside from the docs we've already sent (and the pay/tax things).

Best,

[Redacted]

On [Redacted] 2024 at [Redacted] [Redacted]@gmail.com wrote:

Nothing in particular, I was just talking to someone who said we have the right to ask for our files, so I did. I'm curious to see what's in it!

Thanks again for understanding,

[Redacted]

On [Redacted] 2024 at [Redacted] OpenAI HR <hr@openai.com> wrote:

Hi [Redacted]

Can you share a little bit more on what you're looking for? Aside from the docs that we've just sent over, the only other relevant items would be your paystubs which you've already downloaded, and the equity information in your Shareworks account!

Best,

[Redacted]

On [Redacted] 2024 at [Redacted] [Redacted]@gmail.com wrote:

Thanks so much! Actually come to think of it could I please have my entire personnel file?

Best,

[Redacted]

On [Redacted] 2024, [Redacted] OpenAI HR <hr@openai.com> wrote:

Hi [Redacted]

Hope you had a great weekend! We're attaching these documents for your reference, and including your offer letter for your records as well.

Let us know if you have any questions!

Best,

[Redacted]

On [Redacted] 2024 at [Redacted] [Redacted] wrote:

This document references stuff that I signed when I joined OpenAI -- do I still have access to that? How do I find it?

On [Redacted] 2024 at [Redacted] wrote:

Yep I got it thanks.

On [Redacted] 2024 at [Redacted] OpenAI HR <hr@openai.com> wrote:

Hi [Redacted]

Happy Friday! I'm reaching out to confirm that I've just sent your Ironclad paperwork to the personal email address we have on file (cc'd).

Please don't hesitate to reach out if you have any questions!

Best,

[Redacted signature]

On [Redacted] 2024 at [Redacted] wrote:

Awesome, thanks for the info!

On [Redacted] 2024 at [Redacted] hr@openai.com <hr@openai.com> wrote:

Hi [Redacted]

Thanks for confirming about your laptop! On your last day, you can go ahead and leave it at the IT helpdesk, and you can hand your badge to the security team on your way out.

- **Personal Files:** these are any files unrelated to work e.g. Tax docs, paystubs, and immigration files. Or for example, sometimes people use their work laptops to download bank statements for housing applications or visa applications in order to print them at the office.
- **PPUs:** Here's the Fall Tender Office Hour Q&A doc which lists a per unit price of \$150
- **Anything else to download:** If you haven't gotten your W-2 yet, reach out to payrollhelp@openai.com to get a copy. In the future, we'll email and send a physical copy to the addresses we have on file in Workday.

Best,

[Redacted signature]

On [Redacted] 2024 at [Redacted] wrote:

Thank you! Will do!

I should be in the office next week and for my last day, so no need for a box.

Q: What counts as my personal files? There's a bunch of small docs I wrote mostly to myself, is that what you mean? I also generated a bunch of dalle images two years ago.

Q: I just logged into Shareworks for the first time -- it doesn't seem to show how much my units are worth (i.e. how much it would have sold for had I been eligible to sell it at the most recent tender) I haven't paid attention to this stuff at all so far because I wasn't eligible. How do I find out that info?

Q: thanks for the tip re downloading paystubs. Without your warning I totally wouldn't have thought of that. Is there anything else I might want to download before I lose access?

Best,

[Redacted signature]

On Thu, Apr 4, 2024 at 5:05 PM hr@openai.com <hr@openai.com> wrote:

[Redacted] to bcc

[Redacted]

[Redacted]

Thank you for letting us know about your resignation. I'm sharing information below to outline some important details about your separation from OAI. Please don't hesitate to reach out if you have any questions!

1. **Workday Access**

- a. Please make sure to update Workday with your preferred contact mailing address & email address before your last day! You can email hr@ with future updates.
- b. You will not have access to Workday after your last day, so be sure to download all your pay stubs if you'd like the copies.

2. **Laptop & Keycard**

- a. Please remember to remove your personal files from your device, including signing out of any personal accounts.
- b. Please let us know if you'll be in the office on your last day; otherwise we'll send a box to collect your laptop and badge.

3. **Equity**

- a. If you have any time-vested Units, you will be able to hold onto them as long as you complete all exit paperwork. Your time-vested Units may become eligible for a subsequent former employee tender offer as long as you have held the Units for at least two years from the Grant Date, provided you do not breach any terms of your exit paperwork.
- b. Since you will no longer have Shareworks access via single sign-on, you can either:
 - i. Use the 'Forgot Username' and 'Forgot Password' functionality on the external Shareworks site in order to have your Account Number and Temporary Password sent to your personal email address on file, or
 - ii. You can call the Shareworks Participant Services Group to receive your Account Number and Temporary Password to login to the external Shareworks site. The Shareworks Participant Services Group can be reached from 8 a.m. to 8 p.m. ET, Monday – Friday: 1.877.380.7793

4. **Offboarding Paperwork:** you'll receive an offboarding packet

- from Ironclad on your last day containing the following:
- a. *Resignation Letter:* this will constitute your formal resignation from OpenAI.
 - b. *General Release:* this is a general release of claims as we formally end the employment relationship.
 - c. *Separation Letter and CIIA Termination Certificate:* the Separation Letter will include OpenAI's acceptance of your resignation, as well as some of the terms of your separation. The CIIA Termination Certificate will be attached to the Confidential Information and Invention Assignment Agreement that you signed during onboarding and reiterates your compliances with the terms of the CIIA, particularly in regard to the treatment of confidential information.
 - d. *IP Exit Memo:* the document confirming that you were communicated what information should and should not be considered confidential after your departure.

5. Lattice Exit Survey

- a. This survey will ask you to provide feedback on your time at OpenAI and more generally on OpenAI as a company and as a workplace.

Please let me know if you have any questions. Happy to assist!

Best,

[Redacted]

On [Redacted] 2024 at [Redacted] wrote:

Hello HR!

I've decided to leave OAI. I've told my managers already and also [Redacted]. He told me to tell you.

I'll meet with [Redacted] soon to discuss e.g. end date and so forth.

Thanks.

[Redacted]

To unsubscribe from this group and stop receiving emails from it, send an email to hr+unsubscribe@openai.com.

To unsubscribe from this group and stop receiving emails from it, send an email to hr+unsubscribe@openai.com.

To unsubscribe from this group and stop receiving emails from it, send an email to hr+unsubscribe@openai.com.

To unsubscribe from this group and stop receiving emails from it, send an email to hr+unsubscribe@openai.com.

To unsubscribe from this group and stop receiving emails from it, send an email to hr+unsubscribe@openai.com.

To unsubscribe from this group and stop receiving emails from it, send an email to hr+unsubscribe@openai.com.

To unsubscribe from this group and stop receiving emails from it, send an email to hr+unsubscribe@openai.com.

To unsubscribe from this group and stop receiving emails from it, send an email to hr+unsubscribe@openai.com.

To unsubscribe from this group and stop receiving emails from it, send an email to hr+unsubscribe@openai.com.

To unsubscribe from this group and stop receiving emails from it, send an email to hr+unsubscribe@openai.com.

To unsubscribe from this group and stop receiving emails from it, send an email to hr+unsubscribe@openai.com.