

# CPO Associate Program

## “Define the Future of TSMC and Yourself”

Class of 2026

### What is CPO Associate?

During the first year, CPO associates are rotated into a variety of roles, gaining broad exposure to the TSMC CPO (Corporate Planning Organization). After successfully completing the rotation program, associates are then placed in roles that best match their talents and fulfill business needs.

We're looking for partners to join CPO Associate Program to help define the future and contribute to TSMC's growth.

Online application here: [Business Analytics](#), [Operational Planning](#)

- 1** Year rotation
- 2** Rotation tracks  
*Business Analytics*  
*Operational Planning*
- 3** Projects



### Vice President's Message

“Talent is the most crucial asset to our success. Corporate Planning Associate Program is designed to accelerate learning in corporate planning and develop future leaders of this critical organization for TSMC profitable growth.”

*By Jonathan Lee*

*Vice President, Corporate Planning Organization*

# Your Journey in the CPO Associate Program

## Choose Your Own Track to Kick-start Your Rotation in CPO!

### ▪ **Business Analytics Track:**

Designed for candidates with a Master's degree and above in Business / Engineering and Science background. You will complete 3 rotations: 2 primarily focused on strategic planning, business process reengineering or business operation, and 1 centered on operation resources planning or production planning to help you gain a deeper understanding of factory and customer-related affairs.

### ▪ **Operational Planning Track:**

Designed for candidates with a Master's degree and above in Industrial Engineering / Engineering and Science background. You will complete 3 rotations: 2 primarily focused on operation resources planning, production planning or business operation, and 1 centered on strategic planning or business process reengineering.

## How do I apply to the CPO Associate Program?

- Please visit the [TSMC Website](#) for updates and application instructions.

## Requirement

- Master's degree or higher in the fields specified in the tracks mentioned above.
- New Graduates or with 1-3 years working experience
- Excellent written and verbal communication skills in English and Mandarin. Proficiency in Japanese / German is a plus
- Strong analytical and problem-solving skills
- Global mindset, self-motivated and reliable; committed to top quality work
- Flexible and adaptable; work well under pressure to meet deadlines
- Insightful and courageous; a team player with leadership potential

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# About CPO

Corporate Planning Organization (CPO) develops global planning for TSMC and provides quick responsiveness, coordinating needs between customers and factories, while striving for business effectiveness, bringing world-changing innovation into reality.



## Operation Resources Planning

Timely provide trusted capacity to support customers' success with effective cost and justified return via resources optimization (CapEx, Tool, Space, Talent). Collaborate with stakeholders to ensure TSMC's profitable growth and capacity leadership.



## Business Operations

Provide demand forecast for corporate revenue guidance and resource planning, and maximize customer demand fulfillment and fab capacity utilization through strategic capacity allocation and fab rationalization.



## Production Planning

Planning and execution of Order-to-Ship process. Seamlessly team with Operations to achieve manufacturing excellence, reliable delivery fulfillment to gain customers' trust and accurate billing forecast/actualization to support executives' guidance.



## **Strategic Planning**

Provide comprehensive analysis augmented with AI-enabled business intelligence to support executive teams' strategic decisions in pricing, customer engagement, global footprint expansion, etc.



## **Integrated & Intelligent Planning**

Provide intelligent, efficient, globalized, and agile planning solutions, from capacity build-up to delivery, by automating planning processes.



## **Advanced Packaging Supply Chain Solution**

Enable and enhance 3DFabric new business by integrating end-to-end process flows and systems, as well as make art-of-the possible technology easier for innovation and enrich connected data to drive informed decision-making.



## **AI Solutions**

Utilize business intelligence with artificial intelligence analytics and end-to-end solution to generate valuable insights for corporate business decision-making and planning.

**CPO Associate Program is designed to accelerate  
your growth and bring the top talent to TSMC.**

# Join TSMC!



## Development

You'll receive a tailored development program designed to equip you with the foundational skills and tools needed for success in corporate planning.

## Mentoring

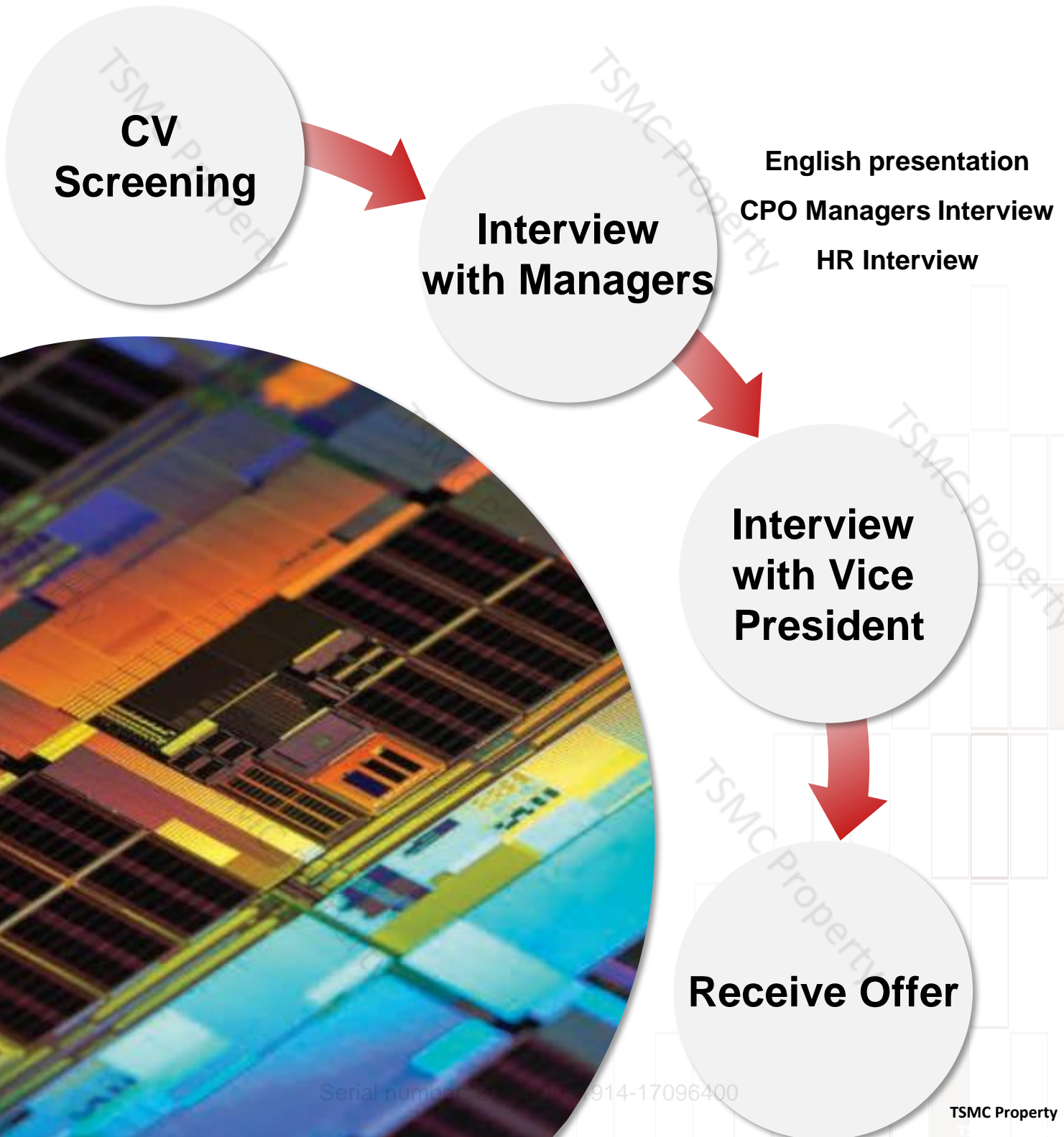
You'll be assigned a mentor, a senior manager at the CPO who can share with you broad perspective on industry, company, and career development.

## Networking

You'll have a strong people-network across CPO organizations, an alumni community to share experiences and grow together.

# Selection Process

During the selection process, you'll be invited to share your perspectives and innovative ideas with CPO leadership from the CPO. Interviews are conducted on a first come, first served basis.



# VOICES FROM ASSOCIATES

*“As a CPO Associate, the most thrilling aspect is gaining a deep understanding of the cutting-edge technology and business planning by tackling real-world problems and making a tangible impact on the company throughout the rotation journey.”*

**William Huang**

*CPO Associate Class of 2022  
Division: Operation Resources Planning*



*“This program is a time tunnel --- an exhilarating journey where you’ll race at lightning speed with CPO, from demand to manufacturing to service! In this year, you’ll gain invaluable industry knowledge and supportive partners. The best part? You’ll experience extreme freedom along the way, so enjoy the ride!”*

**Sam Yi**

*CPO Associate Class of 2023  
Division: Operation Resource Planning*

*“Get prepared for the most exciting journey of your career with 4 rotations out of 8 divisions, and thousands of intriguing ways to think and problem solve, all in one year! Collaborating with the talents of CPO, you have a strong support system to redeem your creativity here with us!”*

**Jasmin Chen**

*CPO Associate Class of 2022  
Division: Advanced Packaging Supply Chain Solution*



*“Throughout the rotation, I learned to solve real business planning problems and how the CPO plays a key role in TSMC’s success. Besides, the 1-on-1 mentoring allowed me to rise to the challenges with a right mindset. The program invests resources in talents for cultivating future leaders. If you are interested in the semiconductor industry, problem-solving and fast-learning, welcome!”*

**Alan Ho**

*CPO Associate Class of 2023  
Division: Strategic Planning Division*

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# VOICES FROM ASSOCIATES

*“The one-year CPO associate rotation provided insights into individual tasks and a comprehensive view of CPO's overall operations. Guided by senior executives, supported by coaches, and encouraged by supervisors at each rotation stop, it was a well-structured and rewarding learning experience.”*

**Sunny Chu**

*CPO Associate Class of 2024  
Division: Business Operations*



*“Working on different projects gave me awesome hands-on experience in analysis, forecasting, and planning, along with a deep dive into the semiconductor world. Plus, the most exciting part was teaming up with super smart colleagues, getting mentored by senior executives, and always learning and innovating!”*

**Eva Huang**

*CPO Associate Class of 2023  
Division: Business Operations*

*“Jump into the heart of world-class semiconductor planning through rapid rotations at TSMC. See the big picture, connect the dots, and understand how strategy comes to life at a global scale. It's not just a start of your career; it's the beginning where you'll make a difference on the world stage.”*

**Joanne Chen**

*CPO Associate Class of 2024  
Division: Production Planning*



*“As an associate, you will embark on a remarkable journey tailored for an entry-level engineer. Throughout the program, you'll be able to expand your understanding of the semiconductor industry, enhance your professional network, and cultivate your logical reasoning and problem-solving skills.”*

**Tiffany Hung**

*CPO Associate Class of 2023  
Division: Strategic Planning Division*

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