

# CPO Associate Program

## “Define the Future of TSMC and Yourself”

### What is CPO Associate?

As an Associate, you will be rotated to a variety of roles in the 1st year to gain broad exposure to TSMC CPO. After successfully completing the rotation program, you will be placed in a role that matches your talents and business needs.

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

Online application [here](#)

**1**

**Year  
development plan**

**4**

**Rotations  
assignments**



### VP's Talk

“Talents are the most crucial assets to our success. Corporate Planning Associate Program is designed to accelerate the learning in corporate planning profession and build up the future leaders of this critical organization for TSMC profitable growth.”

*By Jonathan Lee*

*Vice President, Corporate Planning Organization*

# About CPO

Corporate Planning Organization (CPO) develop global planning for TSMC and provide quick responsiveness to coordinate needs between customers and factories, driving for business effectiveness to bring world-changing innovation into reality.



## Business Operations

Come up with 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.



## Corporate Pricing

Partner with key stakeholders to design and execute pricing strategy to achieve financial goal. Hold TSMC's value with comprehensive analysis including market intelligence and competition landscape, etc.



## 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.



## Production Planning

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



### **AI Solutions**

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



### **Advanced Packaging Supply Chain Solution**

Architect and path-find the state-of-art supply chain planning solutions through cross-functional integration to provide an integrated logistics/planning platform and strengthen TSMC's leading position in the semiconductor industry.



### **Integrated & Intelligent Planning**

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



### **Strategic Platform Intelligence**

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

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

# Join TSMC!



## Development

You'll receive customized training along the way to equip yourself with foundational skills and tools to be successful in corporate planning areas.

## Mentoring

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

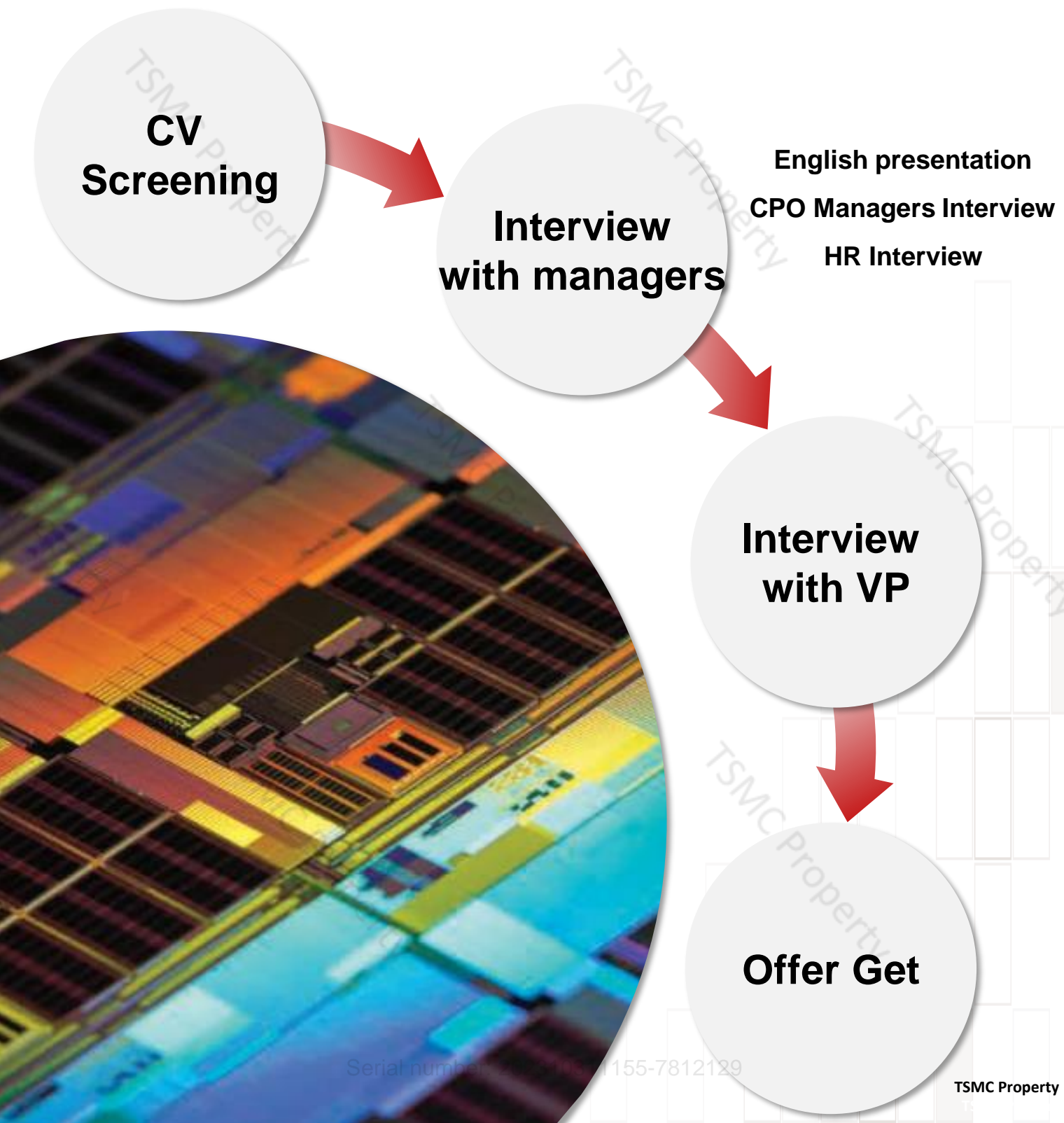
## Networking

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 VP & managers from CPO. Interviews are conducted on a rolling basis.



# FREQUENTLY ASKED QUESTIONS

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

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

## Who should apply to the CPO Associate Program?

- The program brings together leaders from a wide range of backgrounds, including new and recent graduates. CPO Associates are entrepreneurial individuals with strong business/technical understanding, product sense, analytical ability, and clear communication skills.

## What experiences or attributes do I need to apply to the program?

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

## What kind of roles could I be placed in during the program?

- As an Associate, you will be rotated to a variety of roles in the 1st year to gain broad exposure to TSMC CPO. The rotation may cover several of following roles, operation resources planning, production planning, business operations, corporate pricing, advanced package supply chain solution, integrated & intelligent planning, and strategic platform intelligence.



# 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



*"CPO Associate Program invests significant resources in upskilling colleagues! With 4 rotations in different divisions, I've built up the professional network and paved the way for our career path. Additionally, outstanding mentorship has opened our new horizon!"*

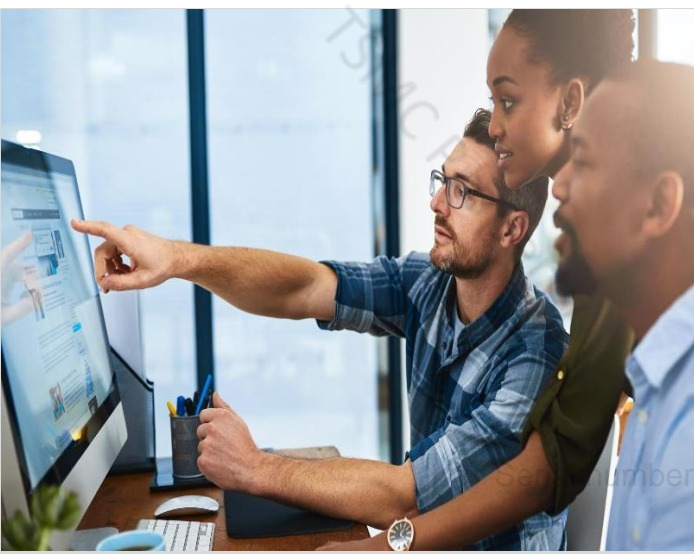
**Ashley Lu**

CPO Associate Class of 2022  
Division: Strategic Platform Intelligence

*"Get prepared for the most exciting journey of your career with 4 rotations out of 8 divisions, and hundreds of thousands of intriguing ways of thinking and problem-solving, all in 1 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



*"As a person obsessed with tech but with an academic background in int'l affairs, CPO Associate Program offers me the opportunity to explore the fascinating semiconductor industry. Besides, quarterly project presentations provides me with the experience to learn and contribute at the same time. Although being challenging, it is also enjoyable and fruitful."*

**Johnny Chang**

CPO Associate Class of 2022  
Division: Business Operations



# VOICES FROM ASSOCIATES

*"One Unique fact about CPO Associate Program is that we're encouraged to find out real business problems, and bring up analytical solutions with great help from the team along the way!"*

**Jenny Chang**

CPO Associate Class of 2022  
Division: Corporate Pricing



*"As someone with both engineering and business educational background, CPO Associate Program is a perfect place to learn, gain valuable experience in areas such as problem-solving, and strategic planning while having the front-row seat in the crux of modern technology!"*

**Andrew Winson**

CPO Associate Class of 2022  
Division: Strategic Platform Intelligence

*"The Associates have a wide variety of backgrounds and ways of thinking. It breaks through the traditional framework to create a diverse and inclusive workplace. Join us to discover your potential and fulfill yourself no matter your gender, your culture, or where in the world you come from."*

**Yuyu Chang**

CPO Associate Class of 2022  
Division: Production Planning



*"Explore the known and unknown through CPO Associate Program and enjoy the opportunity of rotations. Diversities in departments to discover bring challenges, but the connection of colleagues from different backgrounds also enriches the journey."*

**Yang-Chieh Ho**

CPO Associate Class of 2022  
Division: Operation Resources Planning  
TSMC Property