TEMPO



PARKER HANNIFIN EMPLOYEE BENEFITS · 2026

How to Build Wealth at Parker Hannifin in 2026

A Practical Guide for Stock-Eligible Parker Employees

Prepared by Tempo Wealth

Building Wealth at Parker Hannifin

Your role at Parker requires diligence and deep understanding. The same can be said of managing your total compensation.

Parker pays by salary grade. Depending on your grade, stock awards come as RSUs, stock appreciation rights (SARs) or LTIP performance shares, and your cash pay is base salary plus an ACIP bonus. The 401(k) adds a 5% match and, for most employees hired since 2004, a Retirement Income Account; longer-tenured employees may still have the legacy pension.

At higher grades, Parker adds a Deferred Compensation Plan and executive life and disability coverage. Your benefits package also includes a Health Savings Account option and company-paid life and disability insurance.

How to use this guide

- What are my financial goals?
- Am I using Parker's benefits to their full potential to help me get there?

The team at Tempo Wealth helps Parker employees turn their equity and benefits into a comprehensive financial plan. This guide will break down how Parker benefits work and strategies for getting the most out of them – whether you're dreaming of retirement, a new home, or a legacy for your family.

Note: the material below draws on Parker's public SEC filings, its benefits and stock plan materials, and the 2026 IRS figures. Your own award agreements and plan documents control, and awards that came from an acquired company may have different terms from the ones described here.



The Parker 401(k)

Joining the plan

The Parker Retirement Savings Plan is held at Fidelity. You can join from your date of hire, and Parker generally enrolls you automatically after 30 days.

Choosing your contribution type

You can save pre-tax (tax break now, pay taxes in retirement), Roth (pay taxes now, qualified withdrawals are tax-free), after-tax, or a mix. Which suits you depends on your tax rates and circumstances now and in retirement.

Your company match

Parker matches 100% of the first 5% of pay you contribute as pre-tax or Roth. It calculates the match every pay period on your actual pay, so a pay period with no contribution earns no match. After-tax contributions are not matched. You are always 100% vested in your own contributions and the match.

For 2026, pre-tax and Roth contributions stop at $24,500 plus any catch-up, and the plan counts pay only up to the IRS compensation limit of $360,000. Above those limits, the Deferred Compensation Plan picks up for eligible employees.

The Retirement Income Account

If you are not in the Parker pension, which generally means you were hired after April 1, 2004, you likely have a Retirement Income Account (RIA) inside the 401(k). Parker generally contributes 3%–4% of your eligible pay each year, depending on when you joined Parker, up to the IRS compensation limit. Some older arrangements provide a higher rate. You don’t contribute to it.

The RIA vests after three years of service, and you can’t borrow from it or withdraw it while you still work at Parker.

The Roth catch-up switch

At Parker, the switch is automatic. Once your pre-tax and Roth contributions reach $24,500, any catch-up goes in as Roth if your 2025 Parker Social Security wages (generally W-2 box 3) exceeded the 2026 threshold. To avoid Roth, stop your contributions yourself and restart them in January.

401(k): Limits and Roth

For 2026, you can save up to $24,500 in pre-tax and Roth deferrals combined. If you're 50 or older, you can add a $8,000 catch-up. At ages 60 to 63, the catch-up is $11,250 instead.

For 2026, if you're eligible for catch-up contributions and your 2025 Social Security wages from Parker exceeded $150,000, those catch-up contributions must be Roth.

After-Tax Contributions

The after-tax limit

The Parker 401(k) also accepts after-tax contributions of up to 4% of pay. They stop at the IRS compensation limit, so the most you can add for 2026 is about $14,400 (4% of $360,000).

Parker does not match these contributions, and they aren't deductible.

Converting to Roth

Since November 1, 2025, the plan also offers a Roth in-plan conversion. You can convert an existing after-tax balance or set up automatic conversion of future after-tax contributions. You enroll in either one by calling Fidelity; you can't enroll online or in the app.

Converting after-tax contributions to Roth doesn't tax those contributions again, but any earnings you convert are taxable. Future Roth growth comes out tax-free in a qualified withdrawal.

For 2026, the total contributions from you and your employer can't exceed the lesser of $72,000 or 100% of your compensation. Catch-up contributions sit outside that limit. Your plan's rules and contribution testing can limit after-tax contributions further.

Hypothetical scenario

Take Kevin, a hypothetical Parker director earning $300,000. He saves $24,500, Parker adds a $15,000 match and a 3% RIA contribution of $9,000, and he adds $12,000 after-tax (4% of his pay), converted to Roth automatically. That's $60,500, under the $72,000 limit for 2026.



Employee: $24,500 Match: $15,000 RIA: $9,000 After-tax: $12,000

Unused room: $11,500

Health Savings Account (HSA)

If you choose Parker's High Deductible Plan and are HSA-eligible, you can save pre-tax in a Fidelity Health Savings Account, up to the full-year 2026 IRS limit of $4,400 for individual coverage or $8,750 for family coverage, plus $1,000 from age 55.

An HSA offers three federal tax benefits: deductible or tax-excluded contributions, tax-deferred growth, and tax-free withdrawals for qualified medical expenses. The account stays with you if you leave Parker. State tax rules can differ.

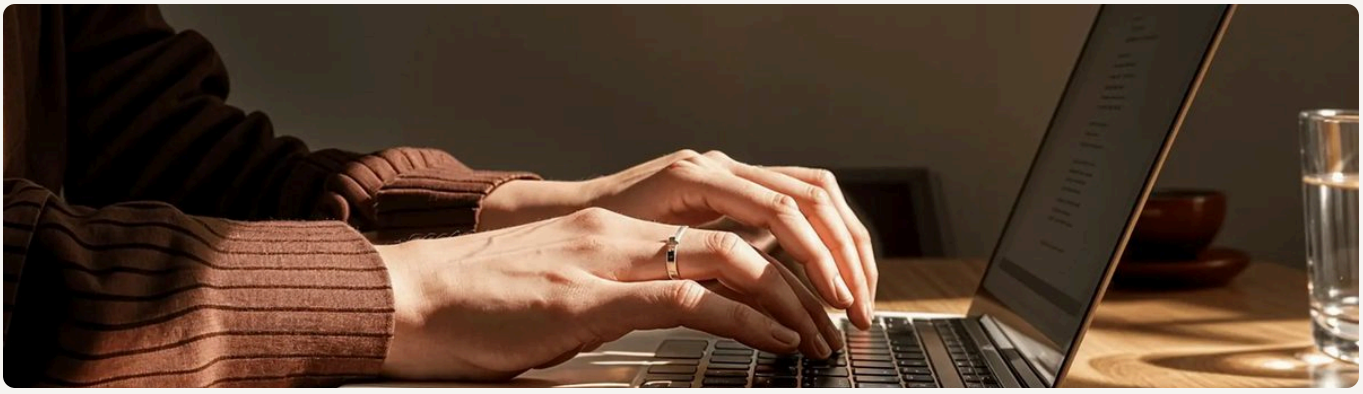
You need eligible health coverage to contribute. Medicare or a general-purpose health FSA can make you ineligible, and part-year eligibility can change your contribution limit.

Using the HSA as a long-term account

An HSA doesn't have to work like a spending account. Unused balances carry over from year to year, so if you can pay routine medical costs from your regular cash flow, you can contribute each year, invest the balance and let it grow tax-deferred.

Keep your receipts: qualified medical expenses you incur after opening the HSA can be reimbursed tax-free in a later year, even years later. After 65, withdrawals for other purposes avoid the 20% additional tax but are taxed as income, much like a traditional 401(k).

Parker pays the account fees but doesn't contribute, so the whole limit is yours to fill. A limited-purpose FSA can cover dental and vision costs, leaving more of the HSA invested. HSA investments can lose value, and the plan's higher deductible has to fit your expected medical costs.



The Parker Pension

The Parker Defined Benefit Pension Plan covers most full-time, non-union salaried employees hired before April 1, 2004 who chose to keep the pension rather than move to a Retirement Income Account. It closed to new participants that year.

How the benefit is calculated

The plan bases your benefit on your years of service and your highest five consecutive years of base salary plus eligible annual cash bonus, with a minimum of $21 a month for each year of service, up to 40 years.

The plan pays the full benefit at 65. If payments start between 55 and 65, the plan reduces the benefit by 6% for each year before 65, so starting at 60 cuts it by about 30%.

Other pension benefits

The legacy pension may also include a Temporary Pension Supplement for employees who retire early, and a retiree medical benefit. Whether you have either depends on your pension group, so check your pension statement.

Because IRS pay limits cap pension formulas, Parker also has a Pension Restoration Plan that, for eligible participants, pays the part of the formula above those limits.

Parker Stock Awards

Parker's Stock Incentive Program sets your award mix by level. The higher your grade, the more of your pay depends on Parker's stock price and results.

Level	Award mix	When granted
Officers and executives	50% SARs, 50% LTIP performance shares	SARs in August, LTIP awards in January
Business leaders	50% SARs, 50% RSUs	August
Managers and key contributors	100% RSUs	August

Award mix per Parker's Stock Incentive Program materials. Your award letters control.

The IRS taxes each type at a different moment. RSU income arrives when the shares are delivered, usually at vest, on a schedule you don't control. With SARs you pick the year, because the income comes when you exercise. LTIP shares count as income in the April they're paid, after a three-year performance period.

Restricted Stock Units (RSUs)

RSUs are a promise of shares that you earn by staying employed. Parker grants them in August to managers, key contributors and business leaders, and they generally vest one-third a year over three years; your award sets the schedule. Each tranche vests on the anniversary of the grant. Before the shares are delivered, Parker pays dividend equivalents on your units.

How RSUs are taxed

When RSUs settle in shares at vest, the value of all shares settled, including any withheld to cover tax, is generally wage income reported on your W-2. That value becomes your cost basis. If you sell later, the difference is a capital gain or loss, short-term if you hold the shares for one year or less and long-term after that.

Withholding

Parker withholds shares to cover the tax. Check your vest or exercise statement for the rate used.

Federal rules allow a flat 22% withholding rate when the requirements are met, and require 37% on supplemental wages above $1,000,000 for the year. Your withholding may fall short of the tax you owe, so extra withholding or estimated payments may be needed during the year.

Stock Appreciation Rights (SARs)

A SAR pays you the rise in Parker's share price above the grant price, which is the closing price on the day of the grant. When you exercise, you can receive the proceeds in cash or Parker shares. If the share price is below the grant price, the SAR is "underwater" and can't be exercised. SARs pay no dividends while you hold them.

SARs vest one-third a year over three years and expire on the 10th anniversary of the grant.

How SARs are taxed

The IRS taxes nothing at grant or at vest. When you exercise, it treats the gain as wage income for that year, and it appears on your W-2. If you receive shares, their cost basis starts at their value at exercise. Later changes in value can create a capital gain or loss when you sell.

Withholding

Review your exercise statement for the amount withheld. Withholding may be less than the tax you owe. The federal withholding rules in the RSU section also apply to SAR exercises.

SARs: Leaving Parker

Leaving Parker

Under Parker's current SAR terms, if you leave for any reason other than retirement, death or disability, you forfeit unvested SARs and have three months, or until they expire if sooner, to exercise vested ones.

If you retire, unvested SARs vest but become exercisable only on their original dates, and you can exercise them until they expire. Retirement means what your Parker retirement plan or policy says, or, where it doesn't say, leaving at 55 or older with 10 years of service.

If you become disabled, your SARs vest and stay exercisable for the full term. After a death, heirs can exercise until expiry if you were retirement-eligible, or otherwise for two years, or until expiry if sooner. You must accept each award or lose it, and older terms may differ, so check your award agreement.



Hypothetical Example: Choosing the Year

Elena, a hypothetical Parker business leader, holds 900 vested SARs with a $750 grant price. If she exercises them all when Parker trades at $970, the gain is $220 a SAR, or $198,000 of wage income before withholding. Assuming 22% federal withholding and total supplemental wages within $1 million for the year, $43,560 would be withheld.

If the income falls in the 35% bracket, the federal tax is about $69,300, about $25,740 more. Because she controls the timing, Elena could spread exercises across tax years or coordinate with a charitable gift. Unexercised SARs remain exposed to Parker's share price. This illustration uses one flat rate and ignores state tax, Social Security and Medicare tax, and her other income.

LTIP Performance Shares

LTIP awards give Parker's officers and executives a target number of shares that is earned, or not, over a three-year calendar performance period. Parker sets the target in January by dividing half of your stock incentive target by its average share price during the preceding December.

How the payout is determined

At the end of the period, Parker ranks its results against a peer group on revenue growth (40%), earnings-per-share growth (40%) and average return on invested capital (20%). The payout can range from 0% to 200% of target. Parker adds the dividends paid during the period to your target as extra share units, and they pay out on the same results.

Parker pays the earned shares in April after the performance period ends. They count as wage income at their value on that day, and Parker withholds shares for the tax. Three years of a large award therefore arrive as one April payout, and the value depends on both the payout percentage and the share price that day. You can't defer LTIP payouts into the Deferred Compensation Plan.



LTIP: Retiring With Open Awards

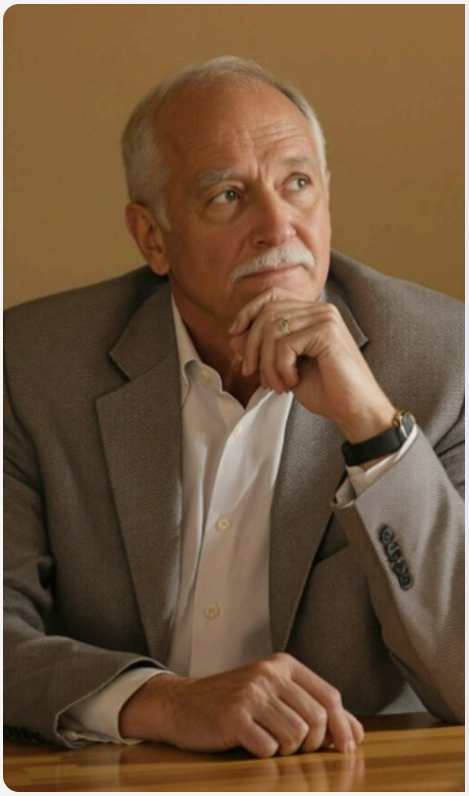
Retiring with open awards

If you retire, die, become disabled or Parker ends your employment without cause during a performance period, Parker generally prorates each open award by the complete calendar months you worked in that period and pays it on actual results after the period ends.

If you resign or are dismissed for cause during a period, you generally forfeit the award. Some holders keep the full award on a qualifying retirement: those whose first LTIP award came on or before January 24, 2018 and who retire at 65, or at 60 with 10 years of service after the first 12 months of the period.

Questions to ask:

- Which of my open awards pay out in which April, and how do they stack with my other income that year?
- Does my retirement date land on a month-end, and do I qualify for the full-award rule?
- When the shares arrive, what do I hold and what do I sell?



Hypothetical Example: The Last Day of the Month

James, a hypothetical Parker executive, plans to retire early next year with three LTIP awards still open. Because proration counts complete calendar months, leaving on January 31 instead of January 15 adds one month to each award whose performance period is still running. On the award that began the January before, that is 13 of 36 months earned instead of 12.

James also plans for the April payouts that follow his retirement. If one award pays 400 shares when Parker trades at $970, that is $388,000 of wage income in a year when his salary has stopped. He compares that year with his deferred compensation payout schedule before he picks a date. The share counts and price are illustrative.

Net Unrealized Appreciation

For pre-tax Parker stock in your 401(k), Net Unrealized Appreciation (NUA) may let the growth be taxed at long-term capital gains rates instead of ordinary income rates.

Parker stock can sit in two places in the plan. The Parker Stock Fund holds shares bought on the open market, and you can put up to 50% of your account in it. The Parker Stock Match Fund holds match shares from the years when Parker paid its match in stock. You can take Parker shares out in kind from both, which NUA needs.

Compare with an IRA rollover

A direct rollover to a traditional IRA defers tax. Later withdrawals of pre-tax money are taxed as ordinary income.

How NUA works

NUA works differently. You move the Parker shares into a taxable brokerage account without selling them. You pay ordinary income tax now on the cost basis (what the plan paid for the shares), not their full value.

Growth earned inside the plan is taxed at federal long-term capital gains rates of 0%, 15% or 20% when you sell, depending on taxable income. The 3.8% net investment income tax doesn't apply to that growth. Growth after distribution follows the usual stock-sale rules.

Two paths for pre-tax company stock

IRA rollover →	Traditional IRA →	Ordinary income tax on later withdrawals
NUA →	Shares transferred in kind to a taxable account →	Ordinary income tax on basis now; capital gains treatment on NUA when sold

NUA: Example and Requirements

Hypothetical example

Say you have $600,000 of Parker stock with a $100,000 cost basis and $500,000 of growth. With NUA, you pay ordinary income tax on the $100,000 now. The $500,000 gets long-term capital gains treatment when sold. Your other pre-tax plan assets can roll to an IRA and remain tax-deferred.

A low cost basis can favor NUA, but compare the tax due now with a rollover's continued tax deferral. Your tax rates and withdrawal timing affect the result.

Before moving the shares

For pre-tax employer stock, your full balance across your employer's qualified plans of the same type must be distributed within one tax year after a qualifying event, such as leaving the company. The shares must move in kind to a taxable account, so check the steps before starting a rollover.

Before age 59½, a 10% additional tax may apply to the basis. One exception covers leaving your employer in or after the calendar year you turn 55; it doesn't apply to IRA withdrawals.

Using the calculator

The NUA calculator on our Parker Hannifin page at tempowealth.com compares an NUA election with an IRA rollover using fund value and total cost basis. Look for cost basis at the bottom of your Fidelity statement.

The Parker stock funds use a different unit price from publicly traded Parker shares. Use the fund values on your statement, not PH's market price. An in-kind distribution converts the holdings into the appropriate number of shares.

Managing Parker Stock Concentration Risk

At Parker, a stock position can grow without anyone deciding to build it. RSU vests and LTIP payouts add shares, and SAR exercises can add shares if you choose that form of payment. The 401(k) can hold the Parker Stock Fund and older match shares, and company credits in the older restoration and deferral plans track Parker stock.

Your salary and benefits already depend on the same company, and any PH inside your 401(k) adds to that exposure, so a bad quarter for PH can reach several parts of your finances at once.

There are several ways to reduce concentration, and not all of them mean selling right away. The right mix depends on position size, tax basis, time horizon and your other goals.

Strategy	How It Works
Systematic Selling	Set a sale schedule for vesting events or permitted quarterly windows. You decide the timing in advance; the schedule doesn't remove market risk.
10b5-1 Plan	Adopt a trading plan when you hold no material non-public information, then wait through the required cooling-off period before trading begins. The plan can carry out scheduled sales during later blackouts, subject to company policy and the rule's other conditions.
Tax-Loss Harvesting	Offset gains from selling PH stock by realizing losses in other parts of the portfolio, reducing the net tax cost of diversification.
Donor-Advised Fund (DAF)	Contribute appreciated PH shares held more than one year directly to a DAF. No capital gains tax on the contribution, a potential charitable deduction if you itemize (annual floors and AGI limits apply), and grants recommended over time.

These strategies are not mutually exclusive; the right combination depends on position size, tax basis, time horizon, and liquidity needs. All of them are subject to your award agreements, Parker's insider trading policy and its blackout periods, and, for executive officers, Parker's stock ownership guidelines.

Concentration Risk: Questions to Ask

Start by working out what share of your net worth is tied to PH, directly through shares and indirectly through your job and future grants. No single threshold fits everyone. It depends on your circumstances, risk tolerance, tax situation and objectives, so it's worth a deliberate conversation about how and when to reduce it. Consider:

- What percentage of my total net worth is tied to Parker, directly and indirectly?
- Do I have a written plan for managing my equity position, or am I accumulating without a strategy?
- Am I inside a lock-up, a blackout period, or subject to trading restrictions that limit my options right now?
- Have I explored any of the strategies in the table with an advisor?

Donor-Advised Fund Giving

If charitable giving is part of your plan, a Donor-Advised Fund can be an efficient tool, particularly when you hold appreciated Parker shares.

Giving appreciated stock

You contribute appreciated stock you've held for more than a year directly to a DAF rather than selling the shares first. The gift avoids realizing the appreciation and may qualify for a charitable deduction, subject to applicable limits. You then recommend grants to charities over time. Shares still under a lock-up or other transfer restriction may not be eligible to give.

A large SAR exercise or an April LTIP payout may make a high-income year a useful time to consider charitable giving.

Hypothetical example

You donate $50,000 of PH stock held over a year ($10,000 basis). Assuming you itemize, have $500,000 AGI in 2026 and make no other charitable gifts, the 0.5% floor is $2,500. That leaves a potential $47,500 deduction before other limits. You contribute the shares without realizing their $40,000 gain.

Questions to ask:

- Do I have appreciated Parker shares that could be contributed to a DAF this year?
- Is there a high-income year on the horizon where bunching a larger charitable contribution would make sense?

Tax-Loss Harvesting

Tax-loss harvesting means selling securities that have declined in value on purpose, to realize losses that can offset capital gains elsewhere in the portfolio.

For Parker employees who are systematically selling shares from RSU vests, LTIP payouts and SAR exercises received in stock, tax-loss harvesting in a taxable investment account can help reduce the net tax cost of that diversification. The losses from underperforming holdings offset the gains from selling PH stock, which can reduce what you owe at tax time.

The wash-sale rule

After selling, you can reinvest in a security that isn't substantially identical to maintain market exposure. The IRS wash-sale rule can disallow a loss if you buy the same or a substantially identical security within 30 days before or after the sale. Purchases in other accounts, including an IRA or a spouse's account, can count.

Review throughout the year

Over time, a disciplined harvesting strategy may reduce taxes, particularly in volatile markets, though the benefit depends on the gains available to offset. It works best as an ongoing practice, not a one-time response to a bad quarter.

Questions to ask:

- Does my taxable portfolio have positions with sizable unrealized losses that could be harvested against gains from selling PH stock?
- Is my advisor reviewing this systematically throughout the year, not just in December?
- Do I understand the wash-sale rule and how it applies to securities I own in multiple accounts, including new RSU vests, SAR exercises, LTIP payouts and dividend equivalents?



Deferred Compensation

If you are at salary grade 56 or above, or you had a Savings Restoration Plan balance, Parker's Deferred Compensation Plan (DCP) lets you defer up to 50% of your base salary and up to 80% of your ACIP and other cash incentive pay, pre-tax. You can't defer LTIP payouts. Parker's own guidance is to fill your 401(k) first, then use the DCP.

The match above the 401(k)

Parker looks at your 401(k) and DCP contributions together as a share of your total cash pay, and the match is maximized when that combined share reaches 5%. Because the 401(k) stops at $360,000 of pay for 2026, the match on pay above that lands in the DCP.

If you have a Retirement Income Account, Parker also credits the DCP with the RIA contribution on your pay above the IRS limit, using your applicable RIA rate. Deferrals and the match vest immediately.

Elections in November

Enrollment runs in November on NetBenefits (November 10 to 21 in 2025). You make two deferral elections, one for next year's base salary and one for the incentive pay of the fiscal year that begins the following July. You have to enroll actively every year, and once the year starts, the deferral elections can't be changed.

How it comes back

For each plan year you also choose how Parker pays that year's money back, as a lump sum or in annual installments over 2 to 15 years. Parker generally pays balances after you leave, with a six-month delay for the 50 highest-paid employees. It pays automatically in a lump sum if the balance is under $25,000 or you leave before retirement (age 55 with five years of service).

Hypothetical total match: $22,500



401(k): $18,000 DCP: $4,500

For example, $450,000 of base and ACIP could earn a $22,500 match: $18,000 in the 401(k) and $4,500 in the DCP. This assumes annual DCP enrollment and combined deferrals of at least 5%; the DCP deferral alone need not reach 5%.

Deferred Compensation: Payouts

You can change a year's payout election once, at least a year before leaving; payments are then delayed five years. Parker advises nonqualified RIA participants to elect a payout even in years they don't defer pay.

Choosing the payout schedule

The payout election decides which tax years your deferred pay lands in, sometimes a decade or more after you defer it. A lump sum is a common choice, but it can arrive in the same year as other large income, which can push more of it into higher tax brackets.

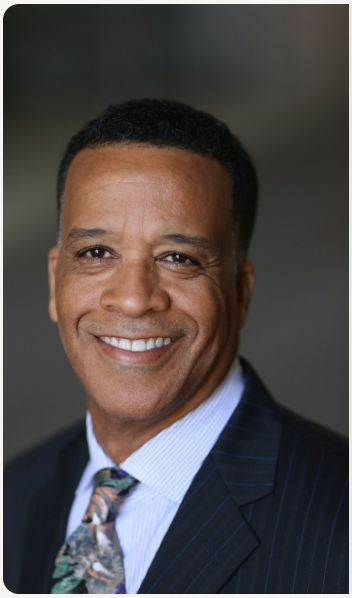
Because each plan year has its own election, you can mix lump sums and installments to spread income into the years after your paychecks stop.

After moving to another state

After a move, qualifying payments spread over at least ten years may be protected from tax in your former state. A shorter schedule isn't automatically taxable there. Check the plan and state rules before choosing.

Taxes and company risk

Deferred compensation payouts can bridge the years before retirement-account withdrawals. They aren't subject to the 10% early-distribution tax that can apply to IRA and 401(k) withdrawals before 59½. Other taxes still apply, and the balance remains an unsecured promise from Parker. You can't roll the DCP balance over or borrow against it.



Hypothetical Example: Payout Timing

Robert, a hypothetical Parker executive, plans to retire next year. He has deferred part of his salary and ACIP into the DCP since 2023, choosing a lump sum each year, and his balance is now $600,000.

His retirement year already includes his final salary and ACIP, an April LTIP payout, his last SAR exercises and, if he uses NUA, ordinary income tax on the cost basis of his Parker stock fund shares. If the lump sum is paid that same year, it adds $600,000 of ordinary income on top. With ten annual installments instead, about $60,000 a year would arrive in tax years when he expects less other income, which may reduce his overall tax bill.

Life Insurance

Parker provides basic life and accidental death and dismemberment (AD&D) coverage equal to one times your base pay, with a minimum of $50,000, at no cost to you. You can buy optional life insurance through payroll, up to eight times your base pay or $2.5 million, and cover a spouse or children. Basic coverage follows base pay, not ACIP or stock, so check whether outside term coverage would fill a gap.

Executive life

At pay grade 57 and above, Parker adds executive life insurance. Longer-tenured executives generally have a group universal life policy with Pacific Life that builds cash value, and newer executives have executive term coverage at a multiple of salary. Check what each policy does when you leave or retire.

Disability Insurance

Parker provides short-term and long-term disability (LTD) coverage automatically, at no cost to you.

Parker's general LTD plan replaces 67% of your pay, up to $15,000 a month. Executive officers have their own plan. At pay grade 57 and above, Parker also pays for an individual disability policy through Unum that covers the shortfall above the $15,000 cap.

Who pays the tax

The IRS generally taxes benefits from an employer-paid policy, but not when the premium is included in your taxable income. Executives with the Unum policy can choose that, which could make its benefit tax-free.



Hypothetical Example: The $15,000 Cap

Maya, a hypothetical Parker leader below grade 57, earns a $330,000 base salary, about $27,500 a month. Sixty-seven percent of that would be about $18,425, but the plan pays at most $15,000, roughly 55% of her base pay. The illustration assumes her ACIP bonus isn't counted as insured pay.

Building Your Financial Team

Getting the most out of your Parker benefits takes more than one skill set. There's financial planning for your 401(k), stock awards, DCP and HSA. There's tax strategy, estate planning, debt management, and insurance. Typically, you'd have to find and hire each of these separately: a Financial Planner, a CPA, an Estate Planning Attorney, a Debt Specialist, and an independent P&C Advisor. Then you'd have to keep them all on the same page.

Tempo was built so you don't have to do that alone. Our team leads your financial plan, from your 401(k) and equity comp to your tax and insurance strategy. And where your situation calls for a specialist, a CPA, an estate planning attorney, or a P&C advisor, we connect you with trusted professionals from our network and keep everyone working from the same playbook. One plan, one team keeping it aligned.

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Want to Talk?

Parker's benefits can play a large part in building long-term wealth, but getting the most from them takes a coordinated plan. Whether you're saving for retirement, a home, or your kids' future, Tempo Wealth is here to guide you.

Curious to learn more about what it's like to work with us? Click the button below or send us an email at **info@tempowealth.com** to schedule a casual introductory conversation.

Contact Us



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