

**Firm Brochure Supplement  
(Part 2B of Form ADV)**

**Cover Page**

**ROSS PAUL HERMAN**

1968 SOUTH COAST HIGHWAY, SUITE 1445  
LAGUNA BEACH, CALIFORNIA 95621  
Phone: +1 415 295 4708



**HIP Investor Inc.**

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LAGUNA BEACH, CALIFORNIA 95621  
Phone: +1 415 295 4708  
[www.HIPinvestor.com](http://www.HIPinvestor.com)

Brochure version: MARCH 24, 2025  
Covering Fiscal Year End 12/31/2024  
And up to 3/24/2025.  
CRD #149825

This brochure supplement provides information about **ROSS PAUL HERMAN** that supplements the **HIP INVESTOR INC.** brochure. You should have received a copy of that brochure.

Please contact Ross Paul Herman at +1 415 295 4708 or by email at: [Services@HIPinvestor.com](mailto:Services@HIPinvestor.com) if you did not receive HIP INVESTOR INC.'s brochure or if you have any questions about the contents of this supplement.

Additional information about **ROSS PAUL HERMAN** is available on the SEC's website at [www.adviserinfo.sec.gov](http://www.adviserinfo.sec.gov)



## R. PAUL HERMAN, FSA

### CEO, Chief Investment Officer, Chief Compliance Officer

Year of birth: 1968

CRD: [5650505](#)

#### EDUCATION BACKGROUND AND BUSINESS EXPERIENCE

##### Educational Background:

- The Wharton School, Univ. of Pennsylvania, Bachelor of Science in Economics, Philadelphia, PA, 1987-1989.
- Loyola University of Chicago, Chicago, Illinois. 1985-1987.

##### Business Background:

- HIP Investor Inc., CEO + Founder, Chief Investment Officer and Chief Compliance Officer, Laguna Beach, California, and Chicago, Illinois, 2006 to present.
- HIP Investor Ratings LLC, Managing Member. Laguna Beach, California, and Chicago, Illinois, 2014 to present.
- Sonoma Private Wealth LLC, Senior Wealth Advisor, Sonoma, California, 2021 to present.
- Adjunct Lecturer, Sustainable Finance, multiple universities, 2010 to present.
- Omidyar Network, Director of Strategy, Redwood City, California, 2005-2006.
- Ashoka: Innovators for the Public, Chief Development Officer, Arlington, Virginia, 2002-2005
- Additional experience includes: McKinsey & Company, Energy Practice, Washington, D.C., 1989-1991.
- Additional investment responsibilities include: Inv. Adv. Committee, Patient Capital Collaborative 2007 LLP.
- Full professional history available here: <https://www.linkedin.com/in/rpaulh/>

##### Exams, Licenses & Other Professional Designations:

- Series 65 Investment Advisor since 2009.
- FSA Credential Level I since 2021; FSA Level II Candidate.

#### DISCIPLINARY INFORMATION

There are **no** current or past legal or disciplinary events related to Ross Paul Herman. HIP Investor Inc. the firm has **never** been accused nor pursued nor liable in arbitration or any civil, legal, or administrative proceeding for its actions; this includes no contention over investments or omissions; no fraud; no theft or embezzlement; no bribery, no forgery, no counterfeiting, no extortion; and, no dishonest, unfair, or unethical practices. HIP serves clients in an ethical, honest, and constructive manner.

#### OTHER BUSINESS ACTIVITIES

As part of HIP's sustainable investing mission, HIP sometimes teams with other registered investment advisors – including Sonoma Private Wealth and Nia Impact Capital -- and provides research on investments, analytics on portfolios, and support for investment reporting services. Herman is also a Senior Wealth Advisor on a project basis for Sonoma Private Wealth LLC. Herman is also Managing Member of HIP Investor Ratings LLC, which produces investment ratings for investors and HIP.

#### ADDITIONAL COMPENSATION

Herman receives compensation from his work at HIP Investor Inc. and HIP Investor Ratings LLC. HIP does not currently charge any performance-based fees (fees based on a share of capital gains on or capital appreciation of the assets of a client). From time to time, HIP co-brands products with issuers of securities or related products. To date, this includes the VanEck HIP Sustainable Muni ETF (since September 2021), and the ICE HIP ESG US National Index (since December 2022). Further co-branded products may be launched in the future. In addition, the management of HIP Investor Inc. also works with HIP Investor Ratings LLC, which rates issuers and issuances, for corporations, municipal bonds, private funds, and other asset classes. These HIP Ratings may be included in the issuer's investor documents, including the prospectus or similar disclosures to investors.

#### SUPERVISION

CEO Ross Paul Herman is accountable to the Board of Directors of HIP Investor Inc.

#### REQUIREMENTS FOR STATE REGISTERED ADVISERS

Herman has no findings, awards, or arbitration judgments of any criminal or civil liability, nor any bankruptcy petitions.

#### ADDITIONAL DISCLOSURES

Pursuant to California Code of Regulations, CCR Section 260.238(j), HIP hereby discloses that clients may receive the same or comparable services from other Financial Advisers at a lower fee. Pursuant to California Code of Regulations, Title 10, CCR Section 260.235.2, HIP discloses that it may utilize various firms for the execution of securities transactions and to custody assets. All material conflicts of interest under California Code of Regulations, CCR Section 260.238(k) are disclosed regarding the investment adviser, its representatives or any of its employees, which could be reasonably expected to impair the rendering of unbiased and objective advice. New York State registered advisers are overseen by the Investor Protection Bureau of the Attorney General of the State of New York ([www.ag.ny.gov](http://www.ag.ny.gov)).

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**MEGAN ELLEN MORRICE**

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Additional information about **MEGAN ELLEN MORRICE** is available on the SEC's website at [www.adviserinfo.sec.gov](http://www.adviserinfo.sec.gov)



## MEGAN ELLEN MORRICE, MBA, FSA

### Senior Advisor

Year of birth: 1982  
CRD: [5131675](#)

#### EDUCATION BACKGROUND AND BUSINESS EXPERIENCE

##### Educational Background:

- Presidio Graduate School, MBA in Sustainable Management, 2014-2016.
- University of Southern California, BA in Psychology, 2000-2004.

##### Business Background:

- HIP Investor Inc., Advisor, 2024 to present.
- University of California at Berkeley, Haas School of Business, Program Director of the Sustainable and Impact Finance Initiative, 2022 to present.
- Values Advisor, Head of Operations, 2017 to present.
- EQIS Capital Management, ESG Specialist, 2017-2022.
- HIP Investor Inc., Client and Partnership Development, 2016-2017.
- Full professional history available here: <https://www.linkedin.com/in/meganmorrice>

##### Exams, Licenses & Other Professional Designations:

- Series 65 Investment Advisor since 2017.
- FSA Credential Level II Candidate, 2020.

#### DISCIPLINARY INFORMATION

There are **no** current or past legal or disciplinary events related to Megan Morrice. HIP Investor Inc. the firm has **never** been accused nor pursued nor liable in arbitration or any civil, legal, or administrative proceeding for its actions; this includes no contention over investments or omissions; no fraud; no theft or embezzlement; no bribery, no forgery, no counterfeiting, no extortion; and, no dishonest, unfair, or unethical practices. HIP serves clients in an ethical, honest, and constructive manner.

#### OTHER BUSINESS ACTIVITIES

Megan also works for the University of California at Berkeley's Haas School of Business, as the Program Director of the Sustainable and Impact Finance Initiative. Morrice develops new opportunities and oversees delivery and funding of activities and events for students and the wider business community. Morrice also works for Values Advisor, an organization that connects individual investors with values-based investment advisors who can translate a client's social or environmental values into a sound investment strategy.

#### ADDITIONAL COMPENSATION

Megan Morrice receives compensation from her work at the University of California at Berkeley, and at Values Advisor. HIP compensates Morrice for her referrals and work on projects. HIP does not currently charge any performance-based fees (fees based on a share of capital gains on or capital appreciation of the assets of a client). From time to time, HIP co-brands products with issuers of securities or related products. To date, this includes the VanEck HIP Sustainable Muni ETF (since September 2021), and the ICE HIP ESG US National Index (since December 2022). Further co-branded products may be launched in the future. In addition, the management of HIP Investor Inc. also works with HIP Investor Ratings LLC, which rates issuers and issuances, for corporations, municipal bonds, private funds, and other asset classes. These HIP Ratings may be included in the issuer's investor documents, including the prospectus or similar disclosures to investors.

#### SUPERVISION

Megan Morrice's work at HIP is supervised by CEO/CIO/CCO Ross Paul Herman, +1 415 295 4708.

#### REQUIREMENTS FOR STATE REGISTERED ADVISERS

Morrice has no findings, awards, or arbitration judgments of any criminal or civil liability, nor any bankruptcy petitions.

#### ADDITIONAL DISCLOSURES

Pursuant to California Code of Regulations, CCR Section 260.238(j), HIP hereby discloses that clients may receive the same or comparable services from other Financial Advisers at a lower fee. Pursuant to California Code of Regulations, Title 10, CCR Section 260.235.2, HIP discloses that it may utilize various firms for the execution of securities transactions and to custody assets. All material conflicts of interest under California Code of Regulations, CCR Section 260.238(k) are disclosed regarding the investment adviser, its representatives or any of its employees, which could be reasonably expected to impair the rendering of unbiased and objective advice. New York State registered advisers are overseen by the Investor Protection Bureau of the Attorney General of the State of New York ([www.ag.ny.gov](http://www.ag.ny.gov)).

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**NICHOLAS GOWER**

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Additional information about **NICHOLAS GOWER** is available on the SEC's website at [www.adviserinfo.sec.gov](http://www.adviserinfo.sec.gov)



## NICHOLAS GOWER

### Investment Advisor and Senior Vice President, Impact Data, Analytics + Client Services

Year of birth: 1984  
CRD: [7995902](#)

#### EDUCATION BACKGROUND AND BUSINESS EXPERIENCE

##### Educational Background:

- University of North Carolina at Chapel Hill, Bachelor of Arts in Economics, and in Psychology (2007)

##### Business Background:

- HIP Investor Inc., Senior Vice President, Impact Data, Analytics + Client Services, 2018 to present; Director, 2010 to 2018; Analyst, 2009 to 2010.
- HIP Investor Ratings LLC, President, 2023 to present.
- Full professional history available here: <https://www.linkedin.com/in/nicholasgower/>

##### Exams, Licenses & Other Professional Designations:

- Series 65 Investment Advisor since January 2025.

#### DISCIPLINARY INFORMATION

There is one past disciplinary event related to Nicholas Gower. On April 2, 2006, while in college and four years before working for HIP Investor, Nicholas W. Gower was charged with the violation of statute title 18-2-25 (possession of a controlled substance) of James City County, Virginia. Gower pled nolo contendere; the charge was subsequently dismissed with no finding of guilt. This charge is not investment or financially related, nor fraud related, and does not affect his current work at HIP Investor.

HIP Investor Inc. the firm has **never** been accused nor pursued nor liable in arbitration or any civil, legal, or administrative proceeding for its actions; this includes no contention over investments or omissions; no fraud; no theft or embezzlement; no bribery, no forgery, no counterfeiting, no extortion; and, no dishonest, unfair, or unethical practices. Since 2006 as a firm, and 2009 as an investment adviser, HIP Investor Inc. serves clients in an ethical, honest, and constructive manner.

#### OTHER BUSINESS ACTIVITIES

As part of HIP's sustainable investing mission, HIP Investor Inc. sometimes teams with other registered investment advisors – including Sonoma Private Wealth LLC and Nia Impact Capital -- and provides research on investments, analytics on portfolios, and support for investment reporting services. Also, Gower is President of HIP Investor Ratings LLC, which produces investment ratings for investors, fund managers, and HIP Investor Inc. Gower co-owns a small business Same Team Goods with his wife.

#### ADDITIONAL COMPENSATION

Gower receives compensation from his work at HIP Investor Inc. and HIP Investor Ratings LLC. HIP does not currently charge any performance-based fees (fees based on a share of capital gains on or capital appreciation of the assets of a client). From time to time, HIP co-brands products with issuers of securities or related products. To date, this includes the VanEck HIP Sustainable Muni ETF (since September 2021), and the ICE HIP ESG US National Index (since December 2022). Further co-branded products may be launched in the future. In addition, the management of HIP Investor Inc. also works with HIP Investor Ratings LLC, which rates issuers and issuances, for corporations, municipal bonds, private funds, and other asset classes. These HIP Ratings may be included in the issuer's investor documents, including the prospectus or similar disclosures to investors.

#### SUPERVISION

Nicholas Gower's work at HIP is supervised by CEO/CIO/CCO Ross Paul Herman, +1 415 295 4708.

#### REQUIREMENTS FOR STATE REGISTERED ADVISERS

Besides the disciplinary event in 2006 disclosed above on this page, Gower has no findings, awards, or arbitration judgments of any criminal or civil liability, nor any bankruptcy petitions – and no offenses relating to investments, finance, or fraud.

#### ADDITIONAL DISCLOSURES

Pursuant to California Code of Regulations, CCR Section 260.238(j), HIP hereby discloses that clients may receive the same or comparable services from other Financial Advisers at a lower fee. Pursuant to California Code of Regulations, Title 10, CCR Section 260.235.2, HIP discloses that it may utilize various firms for the execution of securities transactions and to custody assets. All material conflicts of interest under California Code of Regulations, CCR Section 260.238(k) are disclosed regarding the investment adviser, its representatives or any of its employees, which could be reasonably expected to impair the rendering of unbiased and objective advice. New York State registered advisers are overseen by the Investor Protection Bureau of the Attorney General of the State of New York ([www.ag.ny.gov](http://www.ag.ny.gov)).