



Investment Management

Creating Investment Alternatives

Since 1992

Form ADV Part 2A
Disclosure Brochure

SOPHER INVESTMENT MANAGEMENT, INC.
1233 SHELBURNE ROAD, SUITE D6B
SOUTH BURLINGTON, VERMONT 05403
MAIN PHONE NUMBER: 802-658-0625
WEB ADDRESS: www.sopherinvest.com
DATE OF BROCHURE: March 25, 2015

This brochure provides information about the qualifications and business practices of Sopher Investment Management, Inc. If you have any questions about the contents of this brochure, please contact us at 802-658-0625 or by email at: msopher@sopherinvest.com. The information in this brochure has not been approved or verified by the United States Securities and Exchange Commission or by any state securities authority.

Sopher Investment Management, Inc. is a registered investment adviser. Registration of an Investment Adviser does not imply any level of skill or training. The oral and written communications of an Adviser provide you with information about which you determine to hire or retain an Adviser.

Additional information about Sopher Investment Management, Inc also is available on the SEC's website at www.adviserinfo.sec.gov.



Investment Management

Creating Investment Alternatives

Since 1992

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Material Changes

There have been material changes made to Sopher Investment Management's disclosure statement since last year's Annual Amendment filing dated March 21, 2014.

Matthew Johnson has become a Partner and Myron Sopher is now Managing Partner for the firm. Once an employee owns 15% or more of the firm they will become a Partner.

On July 28, 2010, the United State Securities and Exchange Commission published "Amendments to Form ADV" which amends the disclosure document that we provide to our clients as required by SEC Rules. This brochure is a new document prepared according to the SEC's new requirements and rules. As such, this document is materially different in structure and requires certain new information that our previous brochure did not require.

In the future, this Item Section will discuss only specific material changes that are made to the brochure. It will provide our clients with a summary of those changes. We will also reference the date of our last annual update of our brochure.

In the past we have offered or delivered information about our qualifications and business practices to clients on at least an annual basis. Pursuant to the new SEC Rules, we will be sure that you receive a summary of any material changes we make to this brochure as well as any subsequent brochures within 120 days of the close of our business' fiscal year. We may further provide other ongoing disclosure information about material changes as necessary.

We will further provide you with a new brochure as necessary based on changes or new information, at any time, without charge.

You can request a copy of our brochure by contacting Myron R. Sopher, Managing Partner, at 802-658-0625 or msopher@sopherinvest.com. Our brochure is available on our web site: www.sopherinvest.com, also free of charge.

Additional information about Sopher Investment Management, Inc. is also available via the SEC's web site www.adviserinfo.sec.gov. The SEC's web site also provides information about any persons affiliated with our firm who are registered, or are required to be registered, as investment adviser representatives of our firm.



Investment Management

Creating Investment Alternatives

Since 1992

Table of Contents

Item No.		
1	Cover Page	i
2	Material Changes	ii
3	Table of Contents	iii
4	Advisory Business	1
5	Fees and Compensation	4
6	Performance-Based Fees and Side-By-Side Management	6
7	Types of Clients	6
8	Methods of Analysis, Investment Strategies and Risk of Loss	6
9	Disciplinary Information	8
10	Other Financial Industry Activities and Affiliations	8
11	Code of Ethics	8
12	Brokerage Practices	10
13	Review of Accounts	12
14	Client Referrals and Other Compensation	13
15	Custody	14
16	Investment Discretion	14
17	Voting Client Securities	14
18	Financial Information	15
19	Requirements for State-Registered Advisers	15
Brochure Supplement(s)		



Investment Management

Creating Investment Alternatives

Since 1992

Item 4

Advisory Business

A. The firm has been offering investment advisory services since 1992. The company's Managing Partner and principal owner is Myron R. Sopher.

B. Advisory services offered.

Our services are in the following areas:

Each client account is uniquely tailored to their investment objectives which are reviewed on an ongoing basis. Our investment strategies utilize publicly traded equities, fixed income and cash securities described below. We may include mutual funds and other financial instruments as they are appropriate for each client.

- We manage portfolios for individuals, families, trusts, and non-profit organizations.
- We consult on an incidental basis for clients who use our expertise to manage complex trust situations.
- We provide solutions to concentrated investment positions.
- We work collaboratively with clients' trusted advisors such as accounting or legal firms.
- We provide oversight of retirement funds for individuals who request that we help them blend the risk and balance of these funds with other non-retirement investments.
- We have assisted many families in preparing for the death of a spouse so that the transition for all family members is without surprise and unwarranted stress.
- We transition wealth from one generation to another by spending time with older children so that they understand their responsibilities.
- We educate our clients so that they can understand the value of the



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services we deliver.

- We respect the value of a relationship that goes well beyond managing money by incorporating medical needs, business ownership, college expenses, and anticipated retirement aspirations into our wealth management process.

Client portfolios are invested in:

- Stocks
- Bonds: Municipal, Treasury, Corporate, and Foreign bonds that are investment grade. We cannot control bond holdings in mutual funds and inform clients of that fact. We may include less than investment grade fixed income bonds within certain mutual funds.
- Exchange traded funds (ETF), or Spiders (Standard & Poors depository receipt, managed by State Street Global Advisors) used for diversification.
- Mutual funds
- Cash, cash equivalents, certificates of deposit
- The mix of the above asset classes are balanced on a percentage basis based upon client Investment Objectives that are reviewed annually or as client objectives change.
- Our mission statement is: "We build and sustain wealth." This is accomplished by:
 - o Listening carefully to our clients and understanding their time horizon for their investments, for example: when they wish to retire, what are the college expenses that are expected, medical conditions, a child with particular needs, etc.
 - o Meeting with our clients who have concentrated stock positions, or for instance, retirement plans that do not have any coordination with investments outside of those plans. Our holistic approach to investing allows us to continually review assets, client aspirations, needs, and



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Creating Investment Alternatives

Since 1992

anticipate rather than react to situations.

C. We tailor our advisory services to the individual needs of the client by:

- Recommending the services of other professionals for implementation of tax, legal, or estate planning services beyond our scope of practice. Our clients are under no obligation to take our recommendations. If disputes arise out of their engagement, the client recourse is against the engaged professional. The client retains absolute discretion over these relationships and has no obligation to accept or reject their recommendations.
- Working with other professionals the client may designate. In all of these situations, we are not responsible for the verification of information received from the client or their other professional advisors working on behalf of the client.
- We provide incidental consulting with one page agreements that can be cancelled at any time with a 10 day notice. These agreements usually cover retirement accounts where in most instances we also manage other assets for the client. Fees charged are negotiated with the client based upon their needs.
- Our clients may impose restrictions on investing in certain securities or types of securities. This is an ongoing communication with the client during our investment relationship. Specific wishes of a client are documented and implemented.

D. Clients may participate in 'wrap fee' programs that they have independently elected to participate in. These accounts are managed in the same manner as do for all of our other clients, and do not see significantly higher or lower trading in them because they are in a wrap program. These clients have independently asked us to manage their assets for a management fee that is billed separately and shown on their custodial statements on a quarterly basis.

E. CLIENT ASSETS:

Assets under management as of 12/31/2014:

U.S. DOLLAR AMOUNT

Discretionary:	\$101,378,000
Non- discretionary	0



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Since 1992

Item 5

Fees and Compensation

A. Our annual investment management fee is equal to:

- 1% of the value of the account plus accrued interest up to \$3 million dollars
- 0.85 % of the value of the account between \$3 million and \$5 million
- 0.75% of the value of the account between \$5 million and \$7.5 million
- 0.50% of the value of the account in excess of \$7.5 million
- This is a graduated scale and is presented and discussed with clients prior to signing investment agreements so that all questions can be addressed.

A 5% reduction in fees is granted to nonprofit organizations.

We have several client checking accounts, certain accounts that are in transition, or there may be situations where we are holding certain assets for clients that we do not charge a management fee. In terms of full disclosure, we offer a reduced annual investment management fee of .65% to the parents of Mr. Sopher and Mr. Johnson.

Mr. Sopher and Mr. Johnson do not charge investment management fees for their personal accounts or for their children's accounts.

Related accounts have their assets combined when calculating a fee level.

The advisory fee is negotiable. We negotiate fees with clients to assist them with the oversight of retirement plans that they have through their employer. By assisting them in pre-retirement affairs, we prepare them for a transition to retirement where funds are rolled

over to an account where we can assist them in building a portfolio unique to their risk and investment requirements.

- B.** The specific manner in which fees are charged by our firm is established in a client's written agreement with us. We will generally bill our fees on a quarterly basis based upon the market value of the assets on the last business day of the previous quarter. Clients will be billed in advance each calendar quarter. Original clients were billed in arrears as described in their investment management agreements. Clients are either billed directly for fees or authorize our firm to directly debit fees from client accounts.
- C.** Our fees are exclusive of brokerage commissions, transaction fees, and other related costs and expenses which shall be incurred by the client. Clients may incur certain charges imposed by custodians, brokers, third party investment and other third parties such as fees charged by managers, custodial fees, deferred sales charges, odd-lot differentials, transfer taxes, wire transfer and electronic fund fees, and other fees and taxes on brokerage accounts and securities transactions. Mutual funds and exchange traded funds also charge internal management fees, and other fees which are disclosed in a fund's prospectus. Such charges, fees and commissions are exclusive of and in addition to our fee and we shall not receive any portion of these commissions, fees, and costs.
- D.** Investment management fees shall be prorated for each capital contribution made during the applicable calendar quarter (with the exception of de minimis contributions). Accounts initiated or terminated during a calendar quarter will be charged a prorated fee. Upon termination of any account, any prepaid, unearned fees will be promptly refunded, and any earned, unpaid fees will be due and payable.

We do not charge account cancellation fees, but some brokerage firms may charge fees as disclosed by the custodian relationship.

Clients must pay in advance for management or incidental consulting services. We have some clients that pay for services in arrears.

Clients may terminate our investment management agreement without penalty within 5 business days after entering into the agreement.

- E. None of our personnel or supervised persons accept compensation for the sale of securities or other investment products.

Item 6 **Performance-Based Fees and Side-By-Side Management**

We do not charge any performance-based fees (fees based on a share of capital gains on or capital appreciation of the assets of a client).

Item 7 **Types of Clients**

We provide portfolio management and incidental consulting services to:

- Individuals
- High net worth individuals
- Trusts
- Non-profit local government organizations
- Charitable institutions
- Foundations
- Municipalities
- Limited Liability Corporations

We have no minimum account size.

Item 8 **Methods of Analysis, Investment Strategies and Risk of Loss**

A. Investing in securities involves risk of loss that clients should be prepared to bear. Since 1992, we have internally developed a very sophisticated system which assists us in evaluating risk in our client portfolios, as well as risk that is specific to each security. We have several systems to assist us in the selection of stocks. The investment selection process goes through many screening mechanisms and then specific results are monitored on an on-going basis. Many of our methods have been customized as a result of our research and experience in data collection.

We rely on professional outside vendors. Those vendors assist us in compiling financial information specific to each stock. From our experience,



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Creating Investment Alternatives

Since 1992

we have created proprietary systems to deliver investment results for our clients.

Socially Responsible Investing

Clients by selecting the SRI notation on their Investment Objective Agreement may elect to restrict the purchase of certain securities or investments. This will allow us to screen for certain objectives that they wish to see in their portfolios. Specific stocks are sometimes discussed as restricted purchases.

We never promise our clients that our past or present investment results can be delivered in the future.

B. There will always be material risks for our clients with their investments made through our asset management, as well as their own relationship with the custodian they use to hold their assets. Many of these risks are described in prospectus information received by our clients for securities they hold in their accounts. Our clients should be prepared to bear the risk of loss.

These material risks that our clients are made aware of include:

- Unexpected natural disasters
- Damage as the result of war and armed conflicts
- Unexpected loss of key corporate personnel
- Product recalls, manufacturing errors, lost of a major client without notice
- Introduction of new products that could render existing product lines obsolete.
- Patent suits that could cost millions of dollars in penalties
- The recall of defective products
- Government, state or local laws that adversely impact the ability of a company to do business
- There is a risk that public information or data that was relied upon in making an investment decision is at a later date determined to be inaccurate/misleading.

Non-public information may exist that if disclosed would or may have changed a decision to purchase a security

C. We do not recommend any particular type of security.

Item 9

Disciplinary Information

Registered investment advisers are required to disclose all material facts regarding any legal or disciplinary events that would be material to the evaluation of our firm or the integrity of our firm's management. Our firm has no information applicable to this Item.

Item 10 **Other Financial Industry Activities and Affiliations**

Our firm has nothing to report under this section. We have no affiliations, relationships, or applications pending with outside firms that would create a conflict of interest. Additionally, we do not recommend or select other investment advisors for our clients.

Item 11

Code of Ethics

Sopher Investment Management, Inc. has adopted a Code of Ethics for all supervised persons of the firm describing its high standard of business conduct and fiduciary duty to its clients. The Code of Ethics includes provisions relating to the confidentiality of client information, a prohibition on insider trading, a prohibition of rumor mongering, restrictions on the acceptance of significant gifts and the reporting of certain gifts and business entertainment items, and personal securities trading procedures, among other things. All supervised persons at the firm must acknowledge the terms of the Code of Ethics annually or as amended.

Occasionally, one of our employees may elect to buy or sell an investment which is the same as what the firm holds for a client or has recommended for a client's account. How do we handle that?

First, our employees and persons associated with us are required to



Investment Management

Creating Investment Alternatives

Since 1992

follow our Code of Ethics. Subject to satisfying this policy and applicable laws, officers, directors, and employees of Sopher Investment Management, Inc. may make trades for their own accounts in securities which have been recommended to and/or purchased for its clients. The Code of Ethics is designed to assure that the personal securities transactions, activities, and interests of the employees of the firm will not interfere with

- (i) making decisions in the best interest of advisory clients and
- (ii) implementing such decisions while, at the same time, allowing employees to invest for their own accounts.

Second, under the Code, certain classes of securities have been designated as exempt transactions based upon a determination that these would materially not interfere with the best interests of our clients. We also require the pre-clearance of transactions and we restrict trading in close proximity to client trading activity. Nonetheless, because the Code of Ethics, in some circumstances, would permit employees to invest in the same securities as clients, there is a possibility that employees might benefit from market activity by a client in a security held by an employee. Employee trading is continually monitored under the Code of Ethics and to reasonably prevent conflicts of interest between our firm and its clients.

Certain affiliated accounts may trade in the same securities with client accounts on an aggregated basis when consistent with our obligation of best execution. In such circumstances, the affiliated and client accounts will share commission costs associated with their custodial relationship and receive securities at a total average price. We will retain records of the trade order (specifying each participating account) and its allocation, which will be completed prior to the entry of the aggregated order. Completed orders will be allocated as specified in the initial trade order. Partially filled orders will be allocated on a pro-rata basis. Any exceptions will be explained on the order. Our clients (or prospective clients) may request a copy of the firm's Code of Ethics by contacting Myron R. Sopher. Clients are made aware of our Code of Ethics prior to or on the day an investment management agreement is signed. They are informed annually of their

ability to receive a copy of this code from us.

Item 12

Brokerage Practices

- A. It is important clients realize that we are a fee-for-service business. We do not derive income from brokerage equity trades, mutual funds, exchange traded funds, or fixed income securities. Our clients pay trading fees in addition to our investment management fees. With ETFs (Exchange Traded Funds) and mutual funds, clients pay double fees; one to our firm, one to the fund and for specific investments that have additional fees associated with them. This is described in our investment management agreement.

Although the majority of our clients use one of our custodians, we have relationships with a number of other brokerage/custodians. Some clients may wish to stay with their current brokerage firm and that is considered in each situation. If they choose to use a particular brokerage firm they may (or may not) pay higher fees. That is their decision, but we inform them of alternatives. Prime brokerage agreements that clients can agree to, have commissions and best execution-of-trades that are reasonably expected based upon our review of each firm, our relationship over the years and the availability of the instrument being purchased. We elect to have these relationships for certain clients whose needs may not be fulfilled with access to just one brokerage firm's inventory. This trade away ability is used to meet client needs. In this case, items we would consider would be a firm's commission rates, availability, response time, expertise, and other items covered in our best execution policy.

1. We do take advantage of trading platforms, data feeds, software, third party research and services of brokerage firms who custody our client assets. Their research and information is available to be used for the benefit of all clients. Their trading systems enable us to administer client accounts. Information is available to help us develop and grow our business. Education is available to assist us with regulatory recommendations or perspectives on best practices. We are invited to seminars to educate us on latest trends or investment thoughts. These benefits have a positive benefit on all of our clients. When attending these activities we pay for our transportation and accommo-

dations. No incentive is in place for us to direct trades to any brokerage firm based upon the research or quality of their trading platforms. Since we might select a brokerage firm based upon their ability to provide research, services or other technical resources, we believe that there is no real conflict of interest since this is for the benefit of the client. The entire brokerage relationship is considered.

2. We do not select or recommend a broker-dealer based on the chance they might provide our firm with a client referral. Our interest is to make available the best fit for the client in terms of services and value the brokerage firm can provide.

3. In terms of Directed Brokerage:

- a. We do not recommend, request or require that a client direct our firm to execute transactions through a specified broker-dealer.
- b. We don't recommend a client to use "direct" brokerage once they select a broker-dealer. Doing so could represent an operational issue for us, especially when we electronically download transactions from a broker that may not be set up on our trading systems. If clients want to do this we will allow it but only with the understanding that they may (or may not) incur additional fees. They may not be able to see the transactions on their monthly reports we send them. We do allow clients to trade away from their brokerage firm if they and we agree to it. We will then set this up to do so operationally. We like this situation as it allows us to tailor clients' needs.

With all of the custodians that we work with research, electronic trading, interest stories, market commentary are available. The same things we see on the institutional side are for most items also available on the public side. Our clients do not pay any more or less for these additional services. Our firm does not participate in soft dollar programs where we receive additional benefit by placing trades with one firm versus another.

We do pay additional fees which we absorb for functionally integrating our accounts to utilize our portfolio management system. This enables us to streamline our operations and spend more time collaborating with clients than on data entry. We integrate our client relationships with our Customer Relationship Management

system. Our firm pays additional fees to automate client interaction. This additional benefit enhances the client experience with us. We invest in our own systems to benefit the client.

- B. As described in Item 11 we do aggregate orders (i.e. combine orders for more than one client at a time- also known as a Block Trade) for clients when we deem it appropriate. In some instances, a client may have a tax situation that would prevent their order from being part of an aggregate order. They may wish to be contacted first prior to our executing an order. Market circumstances may cause us to not execute the buy or sale of all holdings at the same time. We may elect to sell just a portion of the security and then trade additional securities at a later date depending on news, trading volume, etc. All clients in the block trades will receive the average price of the execution.

Item 13

Review of Accounts

- A. Matthew Johnson, Partner and Portfolio Manager and Myron Sopher, Managing Partner and CCO, review accounts on an ongoing basis. A full review allows us to quantify risk factors, sector weights, asset allocations and concentrated risk for a specific account. Some clients will meet with us and tell us they are happy with the current holdings and don't want any adjustments. If our high or low pricing factors are met, we review all holdings and decide on buy or sell conditions. On this basis, all accounts are reviewed for exposure at the same time and appropriate action is taken. Some of these accounts are consolidated into just one family consolidated group for review.
- B. Reviews are conducted utilizing our documented "Portfolio Policies and Strategies" document which is now dated February 24, 2011. This document represents our guideline, but a particular client's wishes, or timing/market circumstances may cause us to waiver on some of the elements of the policy. Some sell decisions may cause us to wait for an opportunity rather than immediately reinvest proceeds from sales. Reviews will be conducted immediately if a client wishes to raise cash for immediate use. A change in a client's personal circumstances can cause us to revise investment objectives. Market corrections or economic considerations could cause a review of accounts.
- C. On a quarterly basis every account is reviewed manually. We make notes in the margins or ask clients to call us. We make recommenda-



Investment Management

Creating Investment Alternatives

Since 1992

tions that we want them to think about. This process of writing recommendations or observations in a client's quarterly report causes us to check in with them to review their response to our observations. This approach keeps us connected and brings value to the relationship. Our reports are appraisal and income statements. They include cost basis, current market value, yield and percentage of assets base for each holding. The total dollar amount of investments is shown along with cost basis information. We have reports which break down investments into asset categories. Equity holdings are reported by industry sector for easy concentration of risk review.

The quarterly reports also include two pages of net-of-fee performance calculations. These calculations include time weighted returns. Performance is shown against Standard and Poors 500 index with dividends included and the Dow Jones Industrial Average Index with dividends included. Clients may also select other index comparisons upon request. A total return for the previous twelve month period is shown as well as performance-to-date from inception for the entire portfolio.

Since 1993, we have utilized the capabilities of a portfolio management system that is now integrated with custodial data. This capacity enables us to create reports that assist our clients by enabling them to sell by tax lot, track cost basis for reporting purposes, and aggregate family assets into one report for summary review of investments.

Clients are formally asked on an annual basis to review their investment objectives and to contact us if any circumstances regarding their needs or risk factors have changed.

Item 14 **Client Referrals and Other Compensation**

Sopher Investment Management, Inc. does not pay for client referrals nor do we receive compensation from any outside entity for referrals.

Item 15

Custody

Our clients receive monthly statements from the broker dealer, bank or other qualified custodian that holds and maintains client's investment assets. We urge our clients to carefully review such statement and compare such official custodial records to the account statements that we provide to them. Our quarterly statements may vary from custodial statements based on accounting procedures, reporting dates, or valuation methodologies of certain securities. They may differ in pricing for certain securities that are priced infrequently or where there is limited trading in a security. We find these differences in American Depositary Receipts, municipal bonds, or foreign bonds. When we do see this, we usually have conversations with the client to explain pricing differences. Some pricing services that brokerage firms or banks use have differing methods to price certain securities.

Item 16

Investment Discretion

Sopher Investment Management, Inc. usually receives discretionary authority from the client and limited powers at the outset of an advisory relationship giving us authorization to select the identity and amount of securities to be bought or sold. In all cases, however, such discretion is to be exercised in a manner consistent with the stated investment objectives for the particular client account.

When selecting securities and determining amounts, we observe the investment policies, limitations and restrictions of the clients we advise. Investment guidelines and restrictions must be provided to us in writing if clients wish to invest in particular securities that we do not recommend purchasing.

Item 17

Voting Client Securities

As a matter of firm policy and practice, we do not vote proxies on behalf of advisory clients. Clients retain the responsibility for receiving and voting proxies for any and all securities maintained in client portfolios.

Clients may call us to discuss anything relative to their investments with us. Their custodian or transfer agent sends clients their solicita-



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Since 1992

tions and proxies. They may call 802-658-0625
or e-mail: msopher@sopherinvest.com

Item 18

Financial Information

Registered investment advisers are required in this Item to provide you with certain financial information or disclosures about our firm's financial condition. Our firm has no financial commitment that impairs its ability to meet contractual and fiduciary commitments to clients, and has not been the subject of a bankruptcy proceeding.

Item 19

Requirements for State-Registered Advisers

A. The identification of our principal executive officers and management persons:

Myron R. Sopher, Managing Partner and Chief Compliance Officer
Born: May 6, 1950

Education: University of Vermont, B.A. in Psychology and minor in Economics

Business background:

Managing Partner and CCO for Sopher Investment Management, Inc. and an investment advisor since 1992.

Held various executive positions at Computer Aided Planning, Herman Miller, Inc., American Hospital Supply Corporation, and Burlington Industries.

Matthew D. Johnson, CFA, Partner and Portfolio Manager
Born: September 15, 1974

Education: BA; Economics- Environmental Sciences,
St. Lawrence University, 1996,
2003 CFA designation, #854812



Investment Management

Creating Investment Alternatives

Since 1992

Business background:

2007 – Present Sopher Investment Management, Inc.,
Portfolio Manager

2001-2007 Bombardier Aerospace, Manager Credit
Assessment, Senior Credit Analyst, Colchester, VT.
1999-2001 Stratevest Group, Burlington, VT.
1997-1999 State Street Bank, Portfolio Accountant,
Quincy, MA.
1996-1997 Putnam Investments, Mutual Fund Accountant,
Braintree, MA.

- B.** Myron Sopher serves as chairman of Northern Reliability which designs, builds, and installs power systems. He is not compensated in this role, but has purchased a small equity position that represents less than a .5% ownership.

This activity does not impact Mr. Sopher's ability to accomplish his duties as Managing Partner of the firm in that the total time allocated would be less than 2% of time available.

Mr. Sopher and Mr. Johnson volunteer for other non-profit organizations which do not detract from their ability to fulfill their business obligations to the firm. Although these items mentioned above are not investment-related management activities, full disclosure is our intent.

- C.** Our employees and management are not compensated for performance-based fees.
- D.** None of our management persons have been involved in any of the events listed.
- E.** None of our management persons have any relationship or arrangement with any issuer of securities that is not listed in *Item 10*.



Investment Management

Creating Investment Alternatives

Since 1992

Form ADV Part 2B

Item 1

Cover Page

Brochure Supplement

SOPHER INVESTMENT
MANAGEMENT, INC.

MYRON R. SOPHER
1233 SHELBURNE ROAD, SUITE D6B
SOUTH BURLINGTON, VERMONT 05403
PHONE: 802-658-0625
MARCH 25, 2015

This Brochure Supplement provides information about MYRON R. SOPHER that supplements the SOPHER INVESTMENT MANAGEMENT, INC. brochure. You should have received a copy of that brochure. Please contact MYRON R. SOPHER if you did not receive the firm's Brochure or if you have any questions about the contents of this supplement.

Additional information about MYRON R. SOPHER is available on the SEC's website at www.adviserinfo.sec.gov.



Investment Management

Creating Investment Alternatives

Since 1992

Item 2

**Educational Background
and Business Experience**

MYRON R. SOPHER

DATE OF BIRTH: May 6, 1950

FORMAL EDUCATION: University of Vermont, BA 1973

BUSINESS BACKGROUND:

- A founder of the firm in 1992 and has served as its President since that time and is now Managing Partner of the firm.
- Prior to 1992 he served in executive capacities at:
 - o Burlington Industries, New York City, National Accounts Manager
 - o American Hospital Supply Corporation, Inc., Evanston, Illinois, Eastern Regional Zone Manager, and then Regional Manager and National Accounts Manager for the American Convertors Division Herman Miller, Inc., Zeeland, Michigan, Health Science Division National Accounts Manager
 - o Computer Aided Planning, Vice President of Sales prior to its purchase by McGraw Hill Corporation

Item 3

Disciplinary Information

Registered investment advisers are required to disclose all material facts regarding any legal or disciplinary events that would be material to your evaluation of each supervised person providing investment advice. No information is applicable to this Item.

Item 4

Other Business Activities

MYRON R. SOPHER is not actively engaged in any investment related business, occupation or pending activity for compensation as described in this section.

Item 5

Additional Compensation

There is nothing to report in this section.

Item 6

Supervision

Myron R. Sopher does supervise Matthew D. Johnson. He does this by having weekly meetings, attending client conferences, reviewing client emails and written communications.

Our employees are required to follow our Code of Ethics which is signed on an annual basis. This document requires our employees to report any violation of applicable rules, laws, regulations within this document. If an employee is not comfortable with the manner in which a violation has been addressed, we have appointed an outside resource for them to contact to resolve the situation. Our compliance policies and procedures detail how we maintain compliance with applicable rules and regulations. Any questions relative to rules and regulations under the Investment Advisor's Act should be addressed to our Chief Compliance Officer, Myron Sopher, who can be reached at 802-658-0625.

Item 7 Requirements for State-Registered Advisers

There is nothing to report in this section as MYRON R. SOPHER is supervised through the firm's Ethics Code. His actions are subject to our firm's ethical conduct code. His trading in personal accounts is reviewed by Matthew Johnson.

If company employees sense there is a violation of the ethical code in place they have the opportunity to go outside of the firm through a mechanism that is described in our Code of Ethics.

As to Section A. 1. MYRON R. SOPHER has not been involved in any of the listed events where he was found liable in an arbitration claim alleging damages in excess of \$2,500.

As to Section A. 2. MYRON R. SOPHER has not been involved in any of the listed events where he was found liable in a civil, self-regulatory organization or administrative proceeding involving any of the listed items.

As to Section B. MYRON R. SOPHER has never been the subject of a bankruptcy petition.



Investment Management

Creating Investment Alternatives

Since 1992

Form ADV Part 2B

Item 1

Cover Page

Brochure Supplement

SOPHER INVESTMENT
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MATTHEW D. JOHNSON
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SOUTH BURLINGTON, VERMONT 05403
PHONE: 802-658-0625
MARCH 25, 2015

This Brochure Supplement provides information about MATTHEW D. JOHNSON that supplements the SOPHER INVESTMENT MANAGEMENT, INC. Brochure. You should have received a copy of that Brochure. Please contact MATTHEW D. JOHNSON if you did not receive the firm's Brochure or if you have any questions about the contents of this supplement.

Additional information about MATTHEW D. JOHNSON is available on the SEC's website at www.adviserinfo.sec.gov.

Item 2

Educational Background and Business Experience

MATTHEW D. JOHNSON

DATE OF BIRTH: September 15, 1974

FORMAL EDUCATION: BA; Economics- Environmental Sciences, St. Lawrence University, 1996, 2003 CFA designation, #854812

BUSINESS BACKGROUND:

Joined the firm in 2007 and is now a Partner and Portfolio Manager.

Prior business experience:

2001-2007 Bombardier Aerospace, Manager Credit Assessment, Senior Credit Analyst, Colchester, VT.

1999-2001 Stratevest Group, Burlington, Vermont

1997-1999 State Street Bank, Portfolio Accountant, Quincy, MA.

1996-1997 Putnam Investments, Mutual Fund Accountant, Braintree, MA.

Description of Professional Designations: Matthew completed the Chartered Financial Analyst (CFA) Program and earned the CFA charter on September 5, 2003.

CFA Charter Financial Advisor Statement for SEC Form ADV

The Chartered Financial Analyst (CFA) charter is a globally respected, graduate-level investment credential established in 1962 and awarded by CFA Institute — the largest global association of investment professionals. There are currently more than 90,000 CFA charterholders working in 135 countries. To earn the CFA charter, candidates must: 1) pass three sequential, six-hour examinations; 2) have at least four years of qualified professional investment experience; 3) join CFA Institute as members; and 4) commit to abide by, and annually reaffirm, their adherence to the CFA Institute Code of Ethics and Standards of Professional Conduct.

High Ethical Standards

The CFA Institute Code of Ethics and Standards of Professional Conduct, enforced through an active professional conduct program, require CFA charterholders to:

- Place their clients' interests ahead of their own
- Maintain independence and objectivity
- Act with integrity
- Maintain and improve their professional competence
- Disclose conflicts of interest and legal matters

Global Recognition: Passing the three CFA exams is a difficult feat that requires extensive study (successful candidates report spending an average of 300 hours of study per level). Earning the CFA charter demonstrates mastery of many of the advanced skills needed for investment analysis and decision making in today's quickly evolving global financial industry. As a result, employers and clients are increasingly seeking CFA charterholders—often making the charter a prerequisite for employment.

Additionally, regulatory bodies in 19 countries recognize the CFA charter as a proxy for meeting certain licensing requirements, and more than 125 colleges and universities around the world have incorporated a majority of the CFA Program curriculum into their own finance courses.

Comprehensive and Current Knowledge

The CFA Program curriculum provides a comprehensive framework of knowledge for investment decision making and is firmly grounded in the knowledge and skills used every day in the investment profession. The three levels of the CFA Program test a proficiency with a wide range of fundamental and advanced investment topics, including ethical and professional standards, fixed-income and equity analysis, alternative and derivative investments, economics, financial reporting standards, portfolio management, and wealth planning. The CFA Program curriculum is updated every year by experts from around the world to ensure that candidates learn the most relevant and practical new tools, ideas, and investment and wealth management skills to reflect the dynamic and complex nature of the profession.

To learn more about the CFA charter, visit www.cfainstitute.org.

Item 3

Disciplinary Information

Registered investment advisers are required to disclose all material facts regarding any legal or disciplinary events that would be material to your evaluation of each supervised person providing investment advice. No information is applicable to this Item.

Item 4

Other Business Activities

MATTHEW D. JOHNSON is not actively engaged in any invest-related business, occupation or pending activity for compensation as described in this section.

Item 5

Additional Compensation

There is nothing to report in this section.

Item 6

Supervision

Matthew D. Johnson does supervise Myron R. Sopher. He does this by having weekly meetings, attending client conferences, reviewing client emails and written communications.

Our employees are required to follow our Code of Ethics which is signed on an annual basis. This document requires our employees to report any violation of applicable rules, laws, and regulations within this document. If an employee is not comfortable with the manner in which a violation has been addressed, we have appointed an outside resource for them to contact to resolve the situation. Our compliance policies and procedures detail how we maintain compliance with applicable rules and regulations. Any questions relative to rules and regulations under the Investment Advisor's Act should be addressed to our Chief Compliance Officer, Myron Sopher, who can be reached at 802-658-0625.

Item 7

Requirements for State-Registered Advisers

There is nothing to report in this section as MATTHEW D. JOHNSON is supervised through the firm's Ethics Code. His actions are subject to our firm's ethical conduct code.



Investment Management

Creating Investment Alternatives

Since 1992

If company employees sense there is a violation of the ethical code in place they have the opportunity to go outside of the firm through a mechanism that is described in our Code of Ethics.

As to Section A. 1. MATTHEW D. JOHNSON has not been involved in any of the listed events where he was found liable in an arbitration claim alleging damages in excess of \$2,500.

As to Section A. 2. MATTHEW D. JOHNSON has not been involved in any of the listed events where he was found liable in a civil, self-regulatory organization or administrative proceeding involving any of the listed items.

As to Section B. MATTHEW D. JOHNSON has never been the subject of a bankruptcy petition.