

Edgar Filing: CENVEO, INC - Form 11-K

CENVEO, INC
Form 11-K
June 29, 2005

SECURITIES AND EXCHANGE COMMISSION
Washington, DC 20549

FORM 11-K

/X/ Annual report pursuant to section 15(d) of the Securities Exchange Act of 1934 [no fee required, effective October 7, 1996] for the year ended December 31, 2004.

OR

/_/ Transition report pursuant to section 15(d) of the Securities Exchange Act of 1934 [no fee required]

Commission file number 1-12551

A. Full title of the Plan:

Cenveo 401(k) Savings and Retirement Plan for Union Employees

B. Name of the issuer of the securities held pursuant to the plan and the address of its principal executive office:

Cenveo, Inc.
8310 South Valley Highway
Suite 400
Englewood, CO 80112

FINANCIAL STATEMENTS AND SUPPLEMENTAL SCHEDULE

Cenveo 401(k) Savings and Retirement Plan for Union Employees
(formerly Mail-Well Corporation 401(k) Savings and Retirement Plan for Union Employees)
Year ended December 31, 2004
With Report of Independent Registered Public Accounting Firm

Cenveo 401(k) Savings and Retirement Plan for Union Employees
(formerly Mail-Well Corporation 401(k) Savings and Retirement Plan for Union Employees)

Financial Statements
and Supplemental Schedule

Edgar Filing: CENVEO, INC - Form 11-K

Year ended December 31, 2004

CONTENTS

Report of Independent Registered Public Accounting Firm.....1

Audited Financial Statements

Statements of Net Assets Available for Benefits.....2

Statement of Changes in Net Assets Available for Benefits.....3

Notes to Financial Statements.....4

Supplemental Schedule

Schedule H, Line 4(i)--Schedule of Assets (Held at End of Year)
December 31, 2004.....11

Report of Independent Registered Public Accounting Firm

The Trustees and Participants of
Cenveo 401(k) Savings and Retirement Plan for Union Employees

We have audited the accompanying statements of net assets available for benefits of Cenveo 401(k) Savings and Retirement Plan for Union Employees (formerly Mail-Well Corporation 401(k) Savings and Retirement Plan for Union Employees) as of December 31, 2004 and 2003, and the related statement of changes in net assets available for benefits for the year ended December 31, 2004. These financial statements are the responsibility of the Plan's management. Our responsibility is to express an opinion on these financial statements based on our audits.

We conducted our audits in accordance with the standards of the Public Company Accounting Oversight Board (United States). Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement. We were not engaged to perform an audit of the Plan's internal control over financial reporting. Our audits included consideration of internal control over financial reporting as a basis for designing audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Plan's internal control over financial reporting. Accordingly, we express no such opinion. An audit also includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements, assessing the accounting principles used and significant estimates made by management, and evaluating the overall financial statement presentation. We believe that our audits provide a reasonable basis for our opinion.

In our opinion, the financial statements referred to above present fairly, in all material respects, the net assets available for benefits of the Plan at December 31, 2004 and 2003, and the changes in its net assets available for benefits for the year ended December 31, 2004, in conformity with U.S. generally accepted accounting principles.

Edgar Filing: CENVEO, INC - Form 11-K

Our audits were performed for the purpose of forming an opinion on the financial statements taken as a whole. The accompanying supplemental schedule of assets (held at end of year) as of December 31, 2004, is presented for purposes of additional analysis and is not a required part of the financial statements but is supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974. This supplemental schedule is the responsibility of the Plan's management. The supplemental schedule has been subjected to the auditing procedures applied in our audits of the financial statements and, in our opinion, is fairly stated in all material respects in relation to the financial statements taken as a whole.

/s/ Ernst & Young LLP

Denver, Colorado
June 24, 2005

1

Cenveo 401(k) Savings and
Retirement Plan for Union Employees
(formerly Mail-Well Corporation 401(k) Savings and
Retirement Plan for Union Employees)

Statements of Net Assets Available for Benefits

	DECEMBER 31	
	2004	2003
Investments, at fair value:		
Mutual funds	\$2,182,957	\$2,519,692
Common collective trusts	3,998,809	2,842,300
Cenveo common stock	277,214	369,310
Participant loans	324,233	345,358

Total investments	6,783,213	6,076,660
Receivables:		
Employee contributions	30,324	18,693
Employer contributions	5,699	3,457

Total receivables	36,023	22,150

Net assets available for benefits	\$6,819,236	\$6,098,810
	=====	

See accompanying notes.

2

Cenveo 401(k) Savings and
Retirement Plan for Union Employees
(formerly Mail-Well Corporation 401(k) Savings and
Retirement Plan for Union Employees)

Statement of Changes in Net Assets Available for Benefits

Edgar Filing: CENVEO, INC - Form 11-K

YEAR ENDED
DECEMBER 31, 2004

Additions (deductions)	
Investment income:	
Net appreciation in fair value of investments	\$ 231,239
Interest and dividend income	152,585

	383,824
Contributions:	
Employee contributions	550,468
Employer contributions	281,395

	831,863
Net asset transfers to other plans	(6,120)
Plan expenses	(21,961)
Payment of benefits to participants	(467,180)

Increase in net assets available for benefits	720,426
Net assets available for benefits, beginning of year	6,098,810

Net assets available for benefits, end of year	\$6,819,236
	=====

See accompanying notes.

3

Cenveo 401(k) Savings and
Retirement Plan for Union Employees
(formerly Mail-Well Corporation 401(k) Savings and
Retirement Plan for Union Employees)

Notes to Financial Statements

December 31, 2004

1. DESCRIPTION OF PLAN

The following description of the Cenveo 401(k) Savings and Retirement Plan for Union Employees, formerly Mail-Well Corporation 401(k) Savings and Retirement Plan for Union Employees, (the "Plan") provides only general information. Participants should refer to the Plan document for a complete description of the Plan's provisions.

GENERAL

The Plan was adopted effective December 1, 1999. The Plan is an earnings deferral plan of Cenveo, Inc. (the "Company") for union employees. Full-time employees, where collectively bargained, become eligible according to the terms of the collective bargaining agreements.

On April 29, 2004, the shareholders of the Company approved the change of the Company's name from Mail-Well, Inc. to Cenveo, Inc.

Edgar Filing: CENVEO, INC - Form 11-K

CONTRIBUTIONS

Each year, participants may contribute up to 50% of pretax annual compensation, as defined in the Plan document and as limited by the Internal Revenue Service. Participants may also contribute amounts representing distributions from other qualified defined benefit or defined contribution plans. The Company contributes 50% of the first 6% of base compensation that a participant contributes to the Plan. Additional amounts may be contributed at the option of the Company's Board of Directors. No such additional contributions were approved for 2004.

On August 2, 2004, assets of \$20,923 of the Cenveo, Inc. Employee Stock Ownership Plan ("ESOP") were transferred into the Plan. The vested and unvested shares of the ESOP participants were transferred to the Plan. During 2004, assets of \$27,043 were transferred to the Cenveo 401(k) Savings and Retirement Plan.

PARTICIPANT ACCOUNTS

Each participant's account is credited with the participant's contributions and withdrawals, as applicable, the Company's contributions and allocations of Plan earnings, and is charged with an allocation of administrative expenses.

4

Cenveo 401(k) Savings and
Retirement Plan for Union Employees
(formerly Mail-Well Corporation 401(k) Savings and
Retirement Plan for Union Employees)

Notes to Financial Statements (continued)

1. DESCRIPTION OF PLAN (CONTINUED)

VESTING

Participants are 100% vested in their contributions at all times. Vesting in employer matching contributions occurs 20% for each year of service. Upon reaching five years of service, all employer matching contributions are fully vested. Years of service attributable to predecessor companies prior to a participant being employed by the Company are recognized in full for vesting purposes. All employer matching contributions become fully vested upon retirement, disability, or death of the participant.

INVESTMENT OPTIONS

Upon enrollment in the Plan, participants may elect to invest their contributions in a variety of investment options offered by the Plan.

LOANS TO PARTICIPANTS

Participants may borrow from the Plan a minimum of \$1,000 up to a maximum equal to the lesser of \$50,000 or 50% of their vested interest in the Plan. Such loans bear an interest at the prime rate (as published in The Wall Street Journal) plus 1% and are collateralized by the participant's nonforfeitable interest in the Plan. Loans must be repaid within five years

Edgar Filing: CENVEO, INC - Form 11-K

unless they are for the purchase of a principal residence, in which event they may be repaid over a period up to a maximum of 10 years.

PAYMENT OF BENEFITS

Upon retirement or termination of service, participants may roll their account balance into another qualified retirement savings account, withdraw their vested account balance less applicable taxes in a lump-sum payment, or leave their account balance with the Company until normal retirement age if their account balance is greater than \$5,000. The Plan provides for advance distribution for hardship if certain conditions are met.

5

Cenveo 401(k) Savings and
Retirement Plan for Union Employees
(formerly Mail-Well Corporation 401(k) Savings and
Retirement Plan for Union Employees)

Notes to Financial Statements (continued)

1. DESCRIPTION OF PLAN (CONTINUED)

EXPENSES

Certain of the Plan's administrative expenses are paid by the Company. All other administrative expenses are paid by the Plan and allocated to participant accounts. Participants pay fees for loans and withdrawals.

FORFEITURES

Upon termination by a participant, employer matching contributions that have not vested are used to offset administrative expenses and to reduce employer contributions. The balance of forfeited nonvested accounts was not significant as of December 31, 2004 and 2003.

PLAN TERMINATION

Although it has not expressed an intent to do so, the Company has the right under the Plan to discontinue its contributions at any time and to terminate the Plan subject to the provisions of the Employee Retirement Income Security Act of 1974. In the event of Plan termination, participants will become 100% vested in their accounts.

CONCENTRATION OF MARKET AND CREDIT RISK

The Plan offers various investment options by which participants may invest their account balances in any combination of mutual funds or collective trust funds. Investment securities are exposed to various risks such as interest rate, market, and credit risk. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes could materially affect participants' account balances and the amounts reported in the statements of net assets available for benefits.

6

Edgar Filing: CENVEO, INC - Form 11-K

Cenveo 401(k) Savings and
Retirement Plan for Union Employees
(formerly Mail-Well Corporation 401(k) Savings and
Retirement Plan for Union Employees)

Notes to Financial Statements (continued)

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

GENERAL

The Plan recognizes income, expenses and other changes in net assets available for benefits using the accrual method of accounting.

The Plan's investments are recorded in the financial statements at fair value based on published market values except for certain common collective trust funds and participant loans which are stated at face value, which approximates fair value. Unrealized and realized appreciation (depreciation) of investments during the period is included in net appreciation in fair value of investments in the statement of changes in net assets available for benefits. Realized gains and losses on sales of investments in the statement of changes in net assets available for benefits are determined using the average-cost basis.

USE OF ESTIMATES

The preparation of financial statements in conformity with U.S. generally accepted accounting principles requires management to make estimates that affect the amounts reported in the financial statements and accompanying notes. Actual results could differ from those estimates.

3. FEDERAL INCOME TAX STATUS

The Plan has received a determination letter from the Internal Revenue Service dated July 17, 2003, stating that the Plan is qualified under Section 401(a) of the Internal Revenue Code (the Code) and, therefore, the related trust is exempt from taxation. Subsequent to the issuance of the determination letter, the Plan was amended. Once qualified, the Plan is required to operate in conformity with the Code to maintain its qualification. The Plan administrator believes that the Plan is being operated in compliance with the applicable requirements of the Code and, therefore, believes that the Plan is qualified and the related trust is tax exempt.

7

Cenveo 401(k) Savings and
Retirement Plan for Union Employees
(formerly Mail-Well Corporation 401(k) Savings and
Retirement Plan for Union Employees)

Notes to Financial Statements (continued)

Edgar Filing: CENVEO, INC - Form 11-K

4. INVESTMENTS

For the year ended December 31, 2004, the Plan's investments (including investments purchased, sold and held during the period) appreciated/(depreciated) in fair value as follows:

	YEAR ENDED DECEMBER 31, 2004	

Mutual funds	\$	128,922
Common collective trusts		219,377
Cenveo common stock		(117,060)

	\$	231,239
		=====

Investments that represent 5% or more of the Plan's net assets at December 31, 2004 and 2003, are as follows:

	DECEMBER 31	
	2004	2003

Mutual funds:		
Putnam Investors Fund	\$	-
The George Putnam Fund of Boston		847,792
PIMCO Total Return		443,615
Common Collective Trusts:		
Putnam S&P 500 Index Fund		2,307,714
Putnam Stable Value Fund		1,691,095
Cenveo Common Stock		*
		369,310