

EXHIBIT IV

CHECK-OFF AGREEMENT AND SYSTEM

1. Pursuant to the Union Security provision (Section 3.03) of the Labor Agreement between In-House Production (Employer) (hereinafter referred to as the "Employer"), and IATSE Local 720 (hereinafter referred to as the "Union"), the Employer, during the term of the Agreement, agrees to deduct each pay period, Union work referral fees of three and one-half percent (3 1/2%), (excluding initiation fees and fines) from the pay of those employees who have authorized such deduction in writing, as provided in this Check-Off Agreement. Such Union work referral fees shall be limited to amounts levied by the Union, in accordance with their Constitution and By-Laws. Deductions shall be made only for those employees who have voluntarily submitted to the Employer's written authorization, in accordance with the "Authorization Check-Off of Union Work Referral fees" set forth below. It is the Union's responsibility to provide the Employer with this form.

2. The required Authorization shall be in the following form:

AUTHORIZATION FOR CHECK-OFF
OF
UNION WORK REFERRAL FEES

Date _____

I, the undersigned, working in the jurisdiction of IATSE Local 720, hereby request and voluntarily authorize (Employer) In-House Production to deduct from any wages or compensation due me each pay period, the regular Union work referral fees uniformly applicable to those employees working in the jurisdiction of I.A.T.S.E., employees working in the jurisdiction of IATSE Local 720, Las Vegas, Nevada.

This authorization shall remain in effect and shall be irrevocable unless I revoke it by sending written notice by registered mail to both the Employer and IATSE Local 720 fifteen (15) days immediately succeeding any yearly period subsequent to the date of this authorization or subsequent to the date of termination of the applicable contract between the Employer and the Union, whichever occurs sooner, and shall be automatically renewed as an irrevocable check-off from year to year unless revoked as herein above provided.

Signed _____ Print _____

SSN # _____

3. Deductions shall be made only in accordance with the provisions of said Authorization for Check-Off of Union Work Referral fees together with the provisions of this Check-Off Agreement.