

**XV. Producer Retirement Plans**

(a) Notwithstanding any provisions of this Agreement or of any other agreement between Metro-Goldwyn-Mayer, Inc. and the IATSE and/or any West Coast Local of the IATSE, Metro-Goldwyn-Mayer, Inc. shall not be required to offer employment to or employ any person subject to this Agreement who shall have reached his normal retirement date and shall have retired under the provisions of the Retirement Plan for employees of Metro-Goldwyn-Mayer, Inc.

(b) Notwithstanding any provision of this Agreement or of any other agreement between Technicolor, Inc. and the IATSE and/or any West Coast Local of the IATSE, Technicolor, Inc. shall not be required to offer employment to or employ any person subject to this Agreement who shall have reached his normal retirement date under the provisions of the Retirement Plan for employees of Technicolor, Inc.

(c) Notwithstanding any provision of this Agreement or of any other agreement between Twentieth Century-Fox Film Corporation and the IATSE and/or any West Coast Local of the IATSE, Twentieth Century-Fox Film Corporation shall not be required to offer employment to or employ any person subject to this Agreement who shall have reached his normal retirement date under the provisions of the Retirement Plan for employees of Twentieth Century-Fox Film Corporation and certain subsidiaries.