

Exhibit B GENERAL RELEASE

This Separation Agreement and General Release ("Agreement") is between Tammy Rudock ("Employee") and Purissima Hills Water District ("District").

RECITALS

WHEREAS, the parties entered into an Employment Agreement dated as of March 11, 2026. Under the terms and conditions of that Employment Agreement, and contingent on satisfaction of the conditions described in the Employment Agreement, Employee would become eligible for severance pay of three (3) months' pay in exchange for Employee's release of the District from all claims which Employee may have against the District and its affiliates, officers, directors, and employees, whether current or former, as of the date of Employee's termination.

NOW, THEREFORE, the parties want to dispose of, fully and completely, all claims which Employee may have against The District in the manner set forth in this Agreement.

AGREEMENT

1. **Purpose.** The purpose of this Agreement is to settle, fully and completely, all of Employee's claims against the District, now known or which may become known in the future. Employee acknowledges that this Agreement shall not be construed as an admission by the District, or any of its officers, agents or employees (whether current or former) of any improper or unlawful treatment of Employee or of wrongdoing of any kind by the District. The District enters into this Agreement solely to avoid the expense and inconvenience of defending Employee's claims and specifically disclaims any liability to Employee.

2. **Consideration.** Employee acknowledges that she has received all monies due to her in the course of their employment, including payment for all hours worked, and all accrued but unused vacation through her date of termination. Within ten (10) business days after Employee signs this Agreement, the District will pay Employee the severance pay described in Section 5 of the Employment Agreement, less applicable payroll withholding. Employee acknowledges that she is not otherwise entitled to the consideration set forth in this paragraph except by virtue of them signing this Agreement.

3. **Covenant Not to Sue.** Employee represents that neither she nor anyone acting on her behalf has filed any grievance, lawsuit, complaint, charge, or claim now pending against the District, its respective agents or employees, with any local, state, or federal agency or court. Employee promises that neither she nor anyone acting on her behalf will assert in the future a grievance or lawsuit based, in whole or in part, on incidents or events occurring on or before the date of execution of this Agreement, including but not limited to incidents or events in any way relating to or arising out of her employment with the District. Employee further agrees that she will not bring or participate in any class action or collective action against the District which asserts, in whole or in part, any claims(s) which arose prior to the date that Employee signs this Agreement, whether or not such claims are covered by Paragraph 4 below. Employee

understands that this Agreement does not prevent her from filing a charge of discrimination with the federal Equal Employment Opportunity Commission or the state Department of Fair Employment and Housing. However, Employee expressly understands and agrees that, by signing this Agreement, she is waiving any and all rights she may have to recover damages or other remedies in any forum. Employee further promises that, if any organization or court assumes jurisdiction over any such grievance or lawsuit on her behalf against the District, its respective agents or employees, she will seek to withdraw from the matter and have such grievance or lawsuit dismissed.

4. **Release.** As a material inducement to the District to enter into this Agreement, Employee hereby irrevocably and unconditionally releases and forever discharges the District and its agents, successors, assigns, affiliates, attorneys, officers, directors, employees, and all other representatives (hereinafter collectively referred to as "Releasees"), from any and all causes of action, judgments, liens, indebtedness, damages, losses, claims (including attorneys' fees and costs), liabilities and demands of whatsoever kind and character she may now or hereafter have against Releasees, arising from incidents or events occurring, in whole or in part, on or before the effective date of this Agreement. This Agreement specifically covers any and all claims arising from or related to Employee's employment with The District, including claims under federal, state, or local laws prohibiting employment discrimination (among others, Title VII of the Civil Rights of 1964, as amended by the Civil Rights of 1991, the Age Discrimination in Employment Act, the Americans with Disabilities Act, and the California Fair Employment and Housing Act). This Agreement specifically excludes any claims that cannot lawfully be released by private agreement, such as claims subject to California Labor Code sections 2800, et seq.

5. **Section 1542 Release.** Employee understands and agrees that this Separation Agreement and General Release extends to all claims of whatever nature and kind, known or unknown, arising from or attributable to any incident or event relating to Employee's employment with the District, occurring, in whole or in part, on or before the effective date of this Separation Agreement and General Release. Employee further understands and agrees that any rights granted under any state or federal law or regulation limiting the effect of this Release, including the provision of Section 1542 of the California Civil Code, ARE HEREBY WAIVED. Said Section 1542 of the California Civil Code reads as follows:

A GENERAL RELEASE DOES NOT EXTEND TO CLAIMS THAT THE CREDITOR OR RELEASING PARTY DOES NOT KNOW OR SUSPECT TO EXIST IN HIS OR HER FAVOR AT THE TIME OF EXECUTING THE RELEASE AND THAT, IF KNOWN BY HIM OR HER, WOULD HAVE MATERIALLY AFFECTED HIS OR HER SETTLEMENT WITH THE DEBTOR OR RELEASED PARTY.

6. **Confidential and Proprietary Information.** Employee shall continue to maintain the confidentiality of all confidential and proprietary information of the District, to which she became privy by virtue of her employment with the District. Nothing in this Agreement prevents Employee from discussing or disclosing information about unlawful acts in the workplace, such as harassment or discrimination or any other conduct that Employee has

reason to believe was unlawful.

7. **Return of Property.** Employee warrants that she has returned all District property, including, but not limited to, any and all electronic devices, manuals, handbooks, keys, electronic pass cards or any company or work related documents, whether in hard copy or in electronic form.

8. **Voluntary Agreement.** Employee warrants that she has been supplied with, has read and has had an opportunity to discuss the terms of this Agreement with legal counsel or a representative of her own choosing. Employee further warrants that she fully understands the contents and effect of this document, approves and accepts the terms and provisions of this Agreement, agrees to be bound thereby, and signs the same of her own free will.

9. **ADEA Representations.** Employee acknowledges that she has been encouraged to discuss this Agreement with counsel. Employee understands that, under the federal Age Discrimination in Employment Act, she has twenty-one (21) days from receipt of this Agreement to sign it. Employee may sign the Agreement sooner. If she does so, she acknowledges with her signature that the decision to sign the Agreement before the expiration of the twenty-one (21) days was hers and hers alone and that, as a result, she has voluntarily waived the twenty-one (21) day consideration period. Employee also shall have seven (7) calendar days after she signs this Agreement to reconsider and revoke it. Any revocation must be in writing delivered to the District's Board President no later than the close of business of the seventh (7th) day. Employee agrees that any changes made to this Agreement, whether material or immaterial, will not restart the running of the 21-day consideration period described herein.

10. **Entire Agreement.** This Agreement contains the entire agreement between the parties and constitutes the complete, final, and exclusive embodiment of their agreement with respect to the subject matter hereof. This Agreement is executed without reliance upon any promise, warranty, or representation by any party or any representative of any party other than those expressly contained herein.

11. **Modification.** Any modification to the terms of this Agreement must be made in writing and signed by all parties to this Agreement.

12. **Binding Agreement.** This Agreement shall bind the heirs, personal representatives, successors, and assigns of each party, and inure to the benefit of each party, its heirs, successors, and assigns.

13. **Applicable Law.** This Agreement is made and entered into the State of California and shall in all respects be interpreted and enforced in accordance with California law.

14. **Severability.** Should any provision hereof, for any reason, be deemed or held invalid or unenforceable, in whole or in part, by a court of law, said determination shall not affect any other provision of this Agreement.

15. **Counterparts Permitted.** This Agreement may be executed by the parties in counterpart.

PLEASE READ CAREFULLY. THIS SEPARATION AGREEMENT AND GENERAL
RELEASE INCLUDES A RELEASE OF ALL KNOWN AND UNKNOWN CLAIMS.

Executed this _____ day of _____, 20____.

Tammy A. Rudock

Purissima Hills Water District

By: _____
Board President