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Advancing Diversity, Equity and Inclusion

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**MCCA Announces Regional 2022 Employer of Choice Winners;
Rhonda Ferguson and Tamika Tremaglio
Win MCCA 2022 Charlotte E. Ray Award**

*The Award will posthumously honor the Allstate General Counsel and the
Executive Director of the National Basketball Player Association for their
trailblazing legal careers*

Washington, D.C. – Today, the Minority Corporate Counsel Association (“MCCA”) announced **Rhonda Ferguson (posthumous)** and **Tamika Tremaglio** as the recipients of the 2022 Charlotte E. Ray Award, and the regional winners of the 2022 Employer of Choice Award. Microsoft was announced as the national winner of the 2022 Employer of Choice Award in September.

The Charlotte E. Ray Award is given to a Black woman who has been blazing a trail for the next generation of women of color and breaking down barriers to achieving success in the legal field.

This year’s first award is posthumously awarded to **Rhonda Ferguson**, Allstate Corporation’s General Counsel and Chief Legal Officer who passed away in April. Ferguson became Allstate’s General Counsel in November of 2020 after nearly two decades in house and another ten years in private practice. Prior to Allstate, Ferguson led the law department at Union Pacific where she brought valuable expertise and unparalleled leadership to the organization.

“Rhonda was a trailblazer and visionary force, who left an indelible mark on the legal profession,” said **Jean Lee, President, and CEO of the Minority Corporate Counsel Association**. “It was important for us to honor her life and legacy, and her presence in the field will be truly missed.”

This year’s second honoree, **Tamika Tremaglio**, is the Executive Director of the National Basketball Players Association (NBPA), the NBA players union. Tremaglio took over at a critical time for the NBPA. She continues to oversee the NBPA’s more traditional tasks of labor negotiations and the association’s collective bargaining agreement, but given the pandemic-related financial losses, and the changing landscape of sports, Tremaglio is also tasked with leading the charge in media rights revenue growth, negotiations over player salaries and new off-court investment opportunities.



Prior to joining the NBPA in January of 2022, Tremaglio broke barriers in the corporate sector, where she had several leadership positions at Deloitte in both the business and talent areas of the firm before she was appointed Managing Principal for the Greater Washington Area in 2017.

“We are thrilled to announce Tamika Tremaglio as our 2022 Charlotte E. Ray honoree,” said **Wanji Walcott, Executive Vice President, Chief Legal Officer & General Counsel at Discover Financial Services and MCCA’s Board Chair.** “Through her business background and acumen, Tamika has been a trailblazer in corporate America in increasing the impact of diversity in the legal profession. She continues to be a leader for the next generation of legal professionals.”

The Employer of Choice award honors corporate legal departments who have made meaningful commitments to creating more diverse and inclusive workplaces.

The 2022 Employer of Choice regional winners are:

Microsoft, National and West Region:

“At Microsoft, our focus on diversity and inclusion is core to how we work, every day,” said **Hossein Nowbar, Corporate Vice President, General Counsel and Corporate Secretary, Corporate Legal Affairs at Microsoft.** “We appreciate MCCA choosing to recognize these efforts with its 2022 Employer of Choice Award. We look forward to continuing to work with MCCA on its important work of helping to advance D&I efforts across corporate America and beyond.”

Altria, Mid-Atlantic Region:

“At Altria, we believe that the power of diverse teams – unique individuals working together who don’t think or look alike – is critical to our success,” said **Murray Garnick, Executive Vice President and General Counsel, Altria.** “We’re thrilled to be recognized as an Employer of Choice by the MCCA as we continue to make progress in our D&I journey.

State Farm, Midwest Region:

"Diversity and inclusion aren't just words at State Farm - it's part of our DNA and we're committed to a workplace culture where all associates are treated with respect and dignity, and differences are valued to build a stronger, more productive, and engaged workforce," said **Senior Vice President and General Counsel Steve McManus.** "We thank MCCA for this recognition as we uphold our good neighbor philosophy to respect the individuality and dignity of one another and the customers we serve."

The Charlotte E. Ray Award Honoree and Employer of Choice regional winners will be honored at MCCA’s 25th Anniversary Diversity Gala on October 19, 2022.



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The Minority Corporate Counsel Association (MCCA) is the preeminent advisor to C-suites across corporate America on diversity, equity, and inclusion. MCCA provides data-driven solutions for sustainable change, grounded in a quarter century of research and expertise. Through thought leadership, professional development programs, and a cutting-edge strategic advisory practice, MCCA empowers partners and members to know better, do better, and lead better – paving the way for a more just and equal future.