

Speaker Bio

Michelle Pyan is the owner of COMMERCIAL INVESTIGATIONS LLC (CI), a licensed private investigative agency. COMMERCIAL INVESTIGATIONS LLC is a woman-owned business located in a HUB Zone (certification pending). Michelle founded the agency in 2004 and is responsible for growing the business with a proactive approach - setting new standards in the employment background investigations industry. As President she is responsible for the strategic direction that assists our multi-industry client base of corporations. Commercial Investigations LLC presently does business worldwide for small, medium sized, and Fortune 500 companies, as well as not-for-profit organizations.

COMMERCIAL INVESTIGATIONS LLC is a business and human resource solutions organization. The core business of CI involves background investigations - from pre-employment, to merger and acquisitions, to other types of business transactions background investigations. In addition to background investigations CI offers Identity Protection Assessments, Applicant Tracking Systems, Employee Assessments, Drug Testing, Pre-employment Physicals, E-Verify, Electronic I-9s and more services related to business risk mitigation.

Michelle is passionate about background investigations; she believes that businesses need to take advantage of all ethical, legal and available options to assure that the appropriate applicant for a particular position is hired. Michelle's passion allows CI clients to be consistently confident with their hiring decisions. Her expertise and experience provide CI clients with the best possible services available, including accurate, timely and cost effective investigative assistance bundled with superior service.

Michelle has been examining the Fair Credit Reporting Act and other state and federal laws applicable to background investigations and human resources since 1998. Michelle is frequently a keynote speaker to various trade and professional associations. She has led seminars and discussions concerning background investigations, payroll fraud, business risk mitigation and more. She has also published several related articles. She is an active member with The National Association of Background Screeners (NAPBS), Society for Human Resource Management (SHRM), Capital Region Human Resource Association (CRHRA), and the Rensselaer County Regional Chamber of Commerce (RCRCC).

In 2009, Michelle was awarded the Business Review Woman to Watch / Women Who Mean Business award. Michelle has been a licensed private investigator in the states of Wisconsin, Florida and New York since 1991. She also has experience in human resources since 1993. She has an MBA from the University of Wisconsin and a BS from Winona State University majoring in Paralegal Studies / Pre-law. Michelle splits her time between the New York and Florida offices of COMMERCIAL INVESTIGATIONS LLC. Michelle and her husband, Bill enjoy golf and music in their leisure time.