



Welcome to the Q3 2017 issue of our newsletter.

We are pleased to share with you the latest issue of our quarterly newsletter, keeping you up to date with all the latest news from Crowe.

We recently launched our Annual Hotel Industry Survey for 2017, which serves as an important benchmarking tool for the sector and is widely used by owners, funders, developers and other stakeholders. The results for 2017 demonstrate the strong performance of the sector, particularly in Dublin, and support the case for new supply development in the city. Our Hotel, Tourism and Leisure (HTL) team will be hosting a breakfast briefing at the Conrad Hotel on the 9th of November to look at the impact of new supply on the sector. Contact us if you would like to attend.

In recent weeks we have launched our SME Pinnacle Programme – a new initiative with Dublin Chamber. This programme is built around a series of eight interactive lunchtime networking and thought leadership sessions where owners of Irish SMEs can share insights and personal experience across a range of opportunities and challenges that they currently face. We look forward to an engaging programme over the coming months.

With our ambitious expansion plans we are looking to recruit a record number of graduates and qualified staff this year. If you know of anyone interested in building an extraordinary career with Crowe Horwath, please get in contact with us.

If you would like further information on any of the topics covered in this newsletter, please do not hesitate to [contact me](#) or your regular contact within the firm.

Sharon Gallen, Partner, Audit

Spotlight on GDPR

GDPR represents the most significant development in data protection that Europe has seen in over 20 years, and the potential penalties of non-compliance are significant. The effects of this new EU law will be felt across all businesses, affecting policies, procedures, marketing, analytics, vendor contracts, and customer transactions among, other things. Our risk consulting team have developed specific toolkits to help clients prepare for the May 2018 deadline. We can assist you with your data mapping process to identify where your data is being held and provide a methodical review of your data protection policies and procedures, covering all aspects of GDPR and its potential impact on your current operations. We can help you quickly identify the key issues and provide training and practical advice to ensure compliance with the upcoming new requirements. Contact [Roseanna O'Hanlon](#) or [Simone Kennedy](#) of our risk team to find out how we can help your organisation prepare for the new legislation.





Partner profile – Neil Davitt

Neil Davitt talks about how, after a brief introduction to fishing by his father (Conor Davitt, Crowe consultant) on Grand Canal, a passion for freshwater fishing was born, and about the challenges he faced juggling his early career with competing internationally in the Six Nations Freshwater Angling Championships. Passionate about the outdoors, Neil continues to enjoy fishing and clay pigeon shooting, recently competing in the Leinster League clay pigeon competition. After finishing a degree in business studies, Neil persuaded his father to let him join Phelan Prescott in 2003 and now looks forward to working alongside his Crowe colleagues to carry on his father's work after he retires. [Read more.](#)

2017 Hotel Industry Survey

Our 2017 survey – the most comprehensive analysis of the performance of the hotel sector in Ireland – highlighted that the Irish hotel industry has recovered to pre-recession levels, achieving new highs for occupancy levels and average room rates. The report reveals that key performance metrics have enjoyed a period of sustained improvement, with a sixth consecutive year of growth in turnover. Because of the strength of demand from domestic and international visitors, room supply has become a pressure point for the sector in Dublin. Interestingly, a recent IHF survey indicates that 9 out of 10 hotels intend to undertake some capital expenditure projects this year, with most planning to refurbish and redecorate their premises and 15% planning to extend them. Contact [Mairea Doyle-Balfe](#) in our HTL team to find about our range of hotel, tourism and leisure services.



SME Pinnacle Programme

Our new Pinnacle Programme is an innovative programme built around a series of interactive lunchtime networking and thought leadership sessions where owners of Irish SMEs can share insights and personal experience across a range of opportunities and challenges they currently face. Developed in partnership with the Dublin Chamber, the programme will be split into an Autumn 2017 series and a Spring 2018 series and will explore eight key themes that have been identified in conjunction with SME business owners as being the most pressing issues facing Irish SMEs today. The upcoming autumn themes include Internationalisation with guest speaker Bob Etchingham, CEO, Applegreen; Scaling Strategies with Brody Sweeney; and Managing a Family Business with Caroline Keeling, CEO, Keelings. [Download the full Pinnacle Programme schedule.](#)

Get Brexit-ready

Most businesses are concerned about the uncertainty created by Brexit and the potential direct and indirect consequences for their business. We are regularly working with clients to review their business across all operations to help identify and mitigate any potential risks from Brexit-related shocks. We have identified key areas which every business will have to focus on, including market diversification and routes to market, supply chain management, customs, currency and people. Our approach is designed to help businesses identify and clarify the specific areas they need to address so that they can come up with a formal, actionable plan that's tailored to them. Contact [Clodagh O'Brien](#) in our consulting team to find out more.



Doing business in the Netherlands

Since Britain voted in June 2016 to leave the EU, many Irish companies are looking to the Netherlands as a viable alternative to gain a foothold into the EU post-Brexit. Not only is Holland an attractive investment location with a wide range of incentives and supports, but the Dutch people have an impressive grasp of the English language and have an open-mindedness to foreigners, with a strong ex-pat community in existence. Working closely with our colleagues in Crowe Horwath Foederer in Amsterdam, we have launched a special Dutch-Irish initiative to advise and assist clients looking to establish in the Netherlands. Hugo Everaerd, International Tax Partner is available to meet with our clients to explain the options available in establishing Dutch operations. If you are interested in finding out more about what the Netherlands has to offer, contact [John Byrne](#), tax partner, or [download our guide to investing in the Netherlands](#).



Firm Updates



2017/18 graduate recruitment drive

Crowe has a long and proud tradition of training and developing graduate talent. This autumn we are welcoming eighteen new graduates to the firm. With the firm's ambitious growth plans, we have launched our 2017/18 graduate recruitment campaign, our most comprehensive to date, with a refreshed graduate recruitment brochure and a full schedule of recruitment events. We are actively recruiting at post-qualified levels across all departments. If you know any bright, ambitious students looking to build an extraordinary career with us, please ask them to [contact our HR department](#).



Inaugural Crowe staff golf competition

Crowe is delighted to keep alive Phelan Prescott's 45-year tradition of an annual pitch & putt golf championship. This year's event, hosted by retired Phelan Prescott partner Andrew O'Riordan, was held at the scenic Glencullen pitch & putt course. Thirty-two staff took part on what turned out to be a beautiful evening in August, followed by a meal and prize-giving at Johnnie Fox's. Overall first and second places won a perpetual silver trophy.



New CEO-elect of Crowe Global

Crowe Ireland is delighted to welcome David Mellor, former CEO of Crowe Clark Whitehill UK, as Crowe Global's new Chief Executive Officer. A friend of the practice, David was a special guest at our 75th anniversary celebrations last November, where he was pictured with tax vvpartner John Byrne.

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