

<u>EMAIL NUMBER</u>	<u>DATE</u>	<u>TIME</u>	<u>SENT BY</u>	<u>SENT TO</u>	<u>OVERVIEW</u>
1	28/06/2015	11.08am	Kim Duffin	Alex Milne , Rex Hirst, Royston Wilson , Albert Zarb , Elizabeth Luke	I sent a email to the executive director and the board , Pointing that the finalist list had been changed to what had been previously posted on the Friday evening . It now included Joint entered projects that where clearly against their terms and conditions and they should be disqualified
2	28/06/2015	12.59pm	Rex Hirst	Kim Duffin , Alex Milne ,Royston Wilson , Albert Zarb , Elizabeth Luke	I Received a response from Rex Hirst - which offended.
3	28/06/2015	2.15pm	Kim Duffin	Alex Milne , Rex Hirst, Royston Wilson , Albert Zarb , Elizabeth Luke	I send a email to the board CLEARLY asking for my award entries to be withdrawn and a prorated membership refund
4	29/06/2015	4.52pm	Alex Milne	Kim Duffin , Rex Hirst, Royston Wilson , Albert Zarb , Elizabeth Luke	Alex points out it is a concern but has corrected the finalists so they reflect the rules
5	29/06/2015	5.13pm	Kim Duffin	Alex Milne , Rex Hirst, Royston Wilson , Albert Zarb , Elizabeth Luke	I thank Alex for getting back to me , but point out they cannot simply just be changed as joint entries have been publically promoted.
6	29/06/2015	6.39pm	Kim Duffin	Alex Milne , Rex Hirst, Royston Wilson , Albert Zarb , Elizabeth Luke	I point out these entry finalists cannot simply be changed back - because of the public disclosure and subsequent admission. I for a award entry and membership refund .
7	2/07/2015	8.31am	Kim Duffin	Alex Milne , Rex Hirst, Royston Wilson , Albert Zarb , Elizabeth Luke	Sometime prior to 2/07/2015 and after 29/06/2015 awards finalists have been again changed reflecting different names by the KBDI I send a email advising them that their finalists names had changed again , and that it was a joke I asked why my no response to my last email and that I expected the funds to be refunded by now.
8	13/07/2015	8.23am	Kim Duffin	Rex Hirst	I advised Rex Hirst that nobody had responded to my requests several emails prior of a refunds and award entry withdrawal and that KBDI had used by images in their magazine without my consent I DID NOT RECEIVE A RESPONSE TO THIS EMAIL
9	25/08/2015	8.23am	Kim Duffin	Alex Milne	three days prior to the awards I send Alex Milne executive director a email stating amongst other things .The fact I have not received any communication or responses from my emails to KBDI office holders since the 29/06/2015.

Kim Duffin

From: Kim Duffin
Sent: Sunday, 28 June 2015 11:08 AM
To: 'Alex Milne'
Cc: 'rex@letstalkkitchens.com.au'; 'royston@roystonwilson.com.au'; 'albertz@modkitchens.com.au'; 'elizabeth@lukeinteriors.com.au'
Subject: 2015 Joint design finalists.
Importance: High

Hi Alex , (CC KBDI Board)

I notice that the awards finalists have been announced as promised on Friday.

I have also noticed that since the finalist list was originally posted – the list has been modified and some categories finalists have been changed from a individual designer to joint designers.

Please find below your published entry Guidelines for the 2015 awards which clearly state “All entries must be submitted by an individual designer”

ENTRY GUIDELINES:

1. All entries must be submitted by an individual designer: the entrant must be the principle designer of the project; and the entrant must be directly involved in the preparation and submission of the entry.

Why have Joint designer entries been allowed in this year’s competition ?

If these joint entries are allowed it would be outside your published Entry Guidelines , unfair to other members and could appear as favouritism.(given that a major event was recently held at this company)

I don’t believe that these entries can now be reverted back to a individual designer when they have been clearly publicised as joint designed.

I see no other pathway forward except to disqualify these joint designed entries from this year’s competition.

Could please give please provide me a resolution to my concerns by close of business Monday 29th June.

Kind regards,

Kim Duffin - 0408 404 966
 2005,2006,2008,2010,2011,2012 HIA Queensland Kitchen Designer of The Year
 2005,2008,2010,2011,2012,HIA Queensland Kitchen Project of the Year
 2006,2009,2011,2012,2013 Australian Kitchen Designer Of the Year



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From: Rex Hirst [mailto:rex@letstalkkitchens.com.au]

Sent: Sunday, 28 June 2015 12:59 PM

To: Kim Duffin

Cc: Alex Milne; royston@roystonwilson.com.au; albertz@modkitchens.com.au; elizabeth@lukeinteriors.com.au

Subject: Re: 2015 Joint design finalists.

Kim,
While I will leave it to Alex, to respond to your email specifically, I would like to suggest it's not for you or anyone to instruct, demand or in any other way require an answer by a specific time in such a situation.

It begs the question, why?

What are you going to do if he fails to meet your deadline??????

If you have noticed an error in the entries, (which may or not be valid), such an approach does not do your argument justice.

Much too aggressive, mate.

Look forward to seeing you in Cairns.

Regards,
Rex Hirst
Let's Talk Kitchens

Kim Duffin

From: Kim Duffin
Sent: Sunday, 28 June 2015 2:15 PM
To: 'Rex Hirst'
Cc: 'Alex Milne'; 'royston@roystonwilson.com.au'; 'albertz@modkitchens.com.au'; 'elizabeth@lukeinteriors.com.au'
Subject: RE: 2015 Joint design finalists.

Hi Rex,

Thanks for response to my email.

Certainly not the response I was expecting from you Rex.

Given you are the president and represent ALL members not just your selected few.

I am sorry my email came across as demanding it was never intended to be so, just stating fact.

I am certainly not afraid competition and I thought long and hard about even entering this year.

Given your position on this matter.

Please withdraw my entries from the competition and credit my credit card the cost of the entries.

Whilst in the process please refund a prorated balance of my annual membership fee.

My mobile is below if you wish to discuss.

You can call me today if you wish to discuss further.

Kind regards,

Kim Duffin - 0408 404 966

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From: Alex Milne [mailto:a.milne@kbdi.org.au]
Sent: Monday, 29 June 2015 4:52 PM
To: 'Kim Duffin'
Cc: rex@letstalkkitchens.com.au; royston@roystonwilson.com.au; albertz@modkitchens.com.au; elizabeth@lukeinteriors.com.au
Subject: RE: 2015 Joint design finalists.

Hi Kim

Thanks for your email and pointing out the discrepancy. This is a matter of grave concern and will be corrected to reflect the rules as you have rightly pointed out.

As you know I pride myself on the KBDi awards system being fair and equitable and therefore can only apologise for this oversight.

If any good comes out of this situation, it raises the issue of recognition of a second designer who works full time for the same organisation and has significantly contributed to a design project. An issue for debate in the future.

Regards

Alex

Alex C Milne
Executive Director
Kitchen and Bathroom Designers Institute (KBDi)
E: a.milne@kbdi.org.au | P: 1300 CKD CBD (253 223) International: +61 7 3367 2566 | M: 0418 747 375 | A: QB Centre, 53 Prospect Road Gaythorne Qld 4051



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Kim Duffin

From: Kim Duffin
Sent: Monday, 29 June 2015 5:13 PM
To: 'Alex Milne'
Cc: 'rex@letstalkkitchens.com.au'; 'royston@roystonwilson.com.au'; 'albertz@modkitchens.com.au'; 'elizabeth@lukeinteriors.com.au'
Subject: RE: 2015 Joint design finalists.

Hi Alex,

Thankyou for responding to my email promptly.

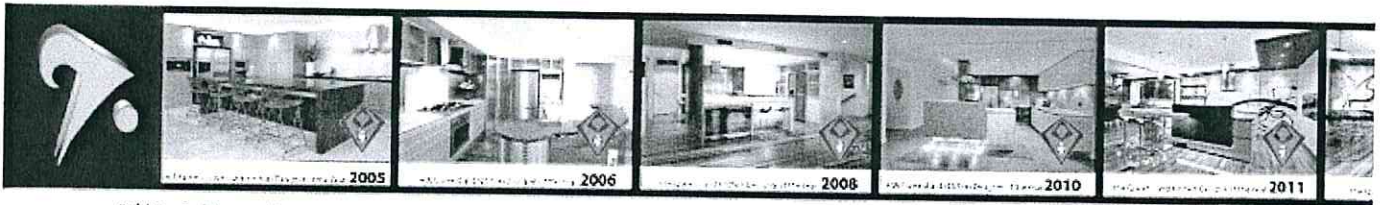
I think it was of extreme importance to address this promptly.

As the entries have been publicised now as Jointly designed and on reflection this cannot now be retracted or altered

I take it that the entries will be unfortunately disqualified from this year's "individually designed" competition.

Kind regards,

Kim Duffin - 0408 404 966
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 2005,2008,2010,2011,2012,HIA Queensland Kitchen Project of the Year
 2006,2009,2011,2012,2013 Australian Kitchen Designer Of the Year



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be green, read from the screen!

Kim Duffin

From: Kim Duffin
Sent: Monday, 29 June 2015 6:39 PM
To: 'Alex Milne'
Cc: 'rex@letstalkkitchens.com.au'; 'royston@roystonwilson.com.au'; 'albertz@modkitchens.com.au'; 'elizabeth@lukeinteriors.com.au'
Subject: RE: 2015 Joint design finalists.
Attachments: FinalistsJPG.JPG

Hi Alex ,

I see that their has only been a correction made to the Finalist list.

The matter cannot be of two much of a concern to yourself or the board to allow this to just be changed back and swept under the carpet after admitting that they have been jointly designed.

I actually expected a lot more from a organization to which I initially dedicated so much personal time at the expense of my family.

Due to your attached public disclosure and your subsequent admission that some entries in this year competition have been jointly designed.

I have referred this matter for independent legal advice.

I have nothing to gain by voicing my opinion on this matter .

And Rex I am not in competition with this company , just a concerned member who beliefs that other designers competing in the same categories and other states deserve a even playing field.

As requested of Rex yesterday , please refund the cost of my award entries/and the balance of my annual membership.

It would be great if could send me the receipt.

I am sure this won't be your only complaint or refund request.

I will let all parties concerned that I have withdrawn my entries from the awards.

If you wish to discuss this please feel free to call at ANYTIME.

Kind regards,

Kim Duffin - 0408 404 966
 2005,2006,2008,2010,2011,2012 HIA Queensland Kitchen Designer of The Year
 2005,2008,2010,2011,2012,HIA Queensland Kitchen Project of the Year
 2006,2009,2011,2012,2013 Australian Kitchen Designer Of the Year



Kim Duffin

From: Kim Duffin
Sent: Thursday, 2 July 2015 8:31 AM
To: 'Alex Milne'
Cc: 'rex@letstalkkitchens.com.au'; 'Royston Wilson'; 'Alex Milne'; 'elizabeth@lukeinteriors.com.au'
Subject: Refund

Hi Alex,

I went in to check if my name is still on the finalist list and have noticed it is still there.

As you did not replay to my last email I expected that refunds would be processed by now.

Is their three original entry forms for Minosas entries (LOL)

As I see the finalists have changed once again.

Does anyone actually know who designed these projects ? Is it Darren , It is Simona and Darren , or is it Simona, What a Joke.

And yet you say you pride myself on the KBDi awards system being fair and equitable.

You have sided with one member at the expense of over 500 others.

I would like to make this correspondence and my reasons public for withdrawing as soon as possible.

It would be great if you could Acknowledge and process my request as soon as possible.

Kind regards,

Kim Duffin - 0408 404 966

2005,2006,2008,2010,2011,2012 HIA Queensland Kitchen Designer of The Year

2005,2008,2010,2011,2012,HIA Queensland Kitchen Project of the Year

2006,2009,2011,2012,2013 Australian Kitchen Designer Of the Year



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8

Kim Duffin

From: Kim Duffin
Sent: Monday, 13 July 2015 8:23 AM
To: 'rex@letstalkkitchens.com.au'
Subject: Business

Importance: High

Hi Rex,

I am writing this email to YOU.

“off the record”

I have sent two emails - one on the 29/06/2015 and one on the 2/07/2015.

It is starting to concern me when no one responds or even acknowledges emails at KBDI.

I am a member and I am entitled the courtesy of a response .

I have a outstanding point of business that requires addressing (refunds and award entries withdrawn etc)

The complete membership requires a adequate explanation into why award entrant finalists have been manipulated and do not appear as originally stated on the entry form.

KBDI has gone ahead and printed its inside edge magazine (after my emails was sent) including finalist names and images without addressing my issue.

And yet Alex writes in the Inside Edge Magazine business ethics ,totally contradicts himself when he cannot even acknowledge a email.

Regards
Kim.