

<u>EMAIL NUMBER</u>	<u>DATE</u>	<u>TIME</u>	<u>SENT BY</u>	<u>SENT TO</u>	<u>OVERVIEW</u>
Background Phone Conversation	16/09/2015	1.30pm	Kim Duffin	Rex Hirst	I phoned Rex Hirst to enquire about what was going on as I had not heard anything , Rex Asked if I had not received his email I said I had not - He then read the resignation acceptance email to me , I promptly advised him the day that email was sent was the day KBDI had admitted using my images without consent , I demanded that all my IP be removed by close of business. Voices where raised and accusations made
1A	16/09/2015	1.48pm	Rex Hirst	Kim Duffin	Rex Sends a email Accepting my resignation
1B	16/09/2015	2.37pm	Kim Duffin	Alex Milne , Rex Hirst	I send a Email to Alex Milne and Rex Hirst acknowledging that I have received the Accepting resignation Email and stating that my images have been used without my consent
1C	16/09/2015	3.06pm	Rex Hirst	Alex Milne , Kim Duffin	Rex reiterated my conservation and forwards a email to the executive director outlining what was agreed
1D	16/09/2015	4.04pm	Kim Duffin	Alex Milne , Rex Hirst	After thinking about my position I send an Email to Rex Hirst and Alex Milne <a href="#">proposing another solution</a> Let the awards Stand , No Press Release has to sent to media outlets or sponsors , as I wont be financial member I could donate the prize to a Designing training student
1E	16/09/2015	6.19pm	Rex Hirst	Kim Duffin	<b>I think that is a smart Suggestion , in that , as you say requires nothing to be done and everybody gets something out of it. AT NO TIME WAS THE DONATION OF THE PRIZE BEING A PROBLEM MENTIONED OR THE FACT THAT THE BOARD WOULD NEED TO APPROVE THIS</b>
1F	16/09/2015	6.39pm	Kim Duffin	Rex Hirst , Alex Milne	I email Rex to Acknowledge his email of the smart suggestion and ask when I can talk to Lisa from designer training about student prize winner.
Background - WHAT HAPPENED OVERNIGHT	16/09/2015 - 17/09/2015	6.39pm - 1.55pm	KBDI		<b>Overnight mosts references to myself and the 2015 KBDi awards are removed from KBDI websites and Facebook Page including Finalists lists ,Award Winner Lists , Most Images removed, Social Media Posts taken down etc</b>
1G	17/09/2015	1.55pm	Kim Duffin	Alex Milne , Rex Hirst	I email Alex and Rex and Note that they have removed my images as discussed , and Thank them. I state that I take it by going down this path they choose to not to go down the path agreed to the night before . I sate i would like to get a press/release / statement out to finalise this as soon as possible.
1H	17/09/2015	2.41pm	Alex Milne	Kim Duffin	Alex Emails me to say the plan is the latest you have discussed and agreed on with Rex. And states that he has ordered the change back and THAT IT WILL OCCUR over night <b>AT NO TIME WAS THE DONATION OF THE PRIZE BEING A PROBLEM MENTIONED OR THE FACT THAT THE BOARD WOULD NEED TO APPROVE THIS</b>
1I	18/09/2015	5.54pm	Rex Hirst	Kim Duffin	Rex Hirst Emails to reiterate that everything would be changed back and once agreed that my proposal was a sensible decision for all <b>AT NO TIME WAS THE DONATION OF THE PRIZE BEING A PROBLEM MENTIONED OR THE FACT THAT THE BOARD WOULD NEED TO APPROVE THIS</b>
1J	20/09/2015	2.48pm	Kim Duffin	Rex Hirst , Alex Milne	I emailed Rex and Alex to pint out that all has not been reinstated as agreed and pointed out 8 areas that needed attention , I also noted that my entries had been withdrawn from the KBDI awards on 28/06/2015 and my imagery and IP had been used without my consent since this time. I asked once again whether I cold to talk to Lisa about a suitable DTA receiptant
1K	22/09/2015	2.46pm	Alex Milne	Kim Duffin	Alex Emails me to see if I am happy to promote the win at the Gala as they had been contacted by the courier mail <b>AT NO TIME WAS THE DONATION OF THE PRIZE BEING A PROBLEM MENTIONED OR THE FACT THAT THE BOARD WOULD NEED TO APPROVE THIS</b>

1L	22/09/2015	3.11pm	Kim Duffin	Alex Milne	I advised Alex that the Courier mail had contacted him because I had been talking to them about a Sublime Story , I said I was happy to proceed if the all was reverted as per my previous email. I asked Alex why no one ever responds to Emails at KBDI
1M	22/09/2015	3.53pm	Alex Milne	Kim Duffin	Alex Says then he will proceed , Ne advises that Rex requested he take the front running on this. Alex advised he would check where things where at with the reinstatement <b>AT NO TIME WAS THE DONATION OF THE PRIZE BEING A PROBLEM MENTIONED OR THE FACT THAT THE BOARD WOULD NEED TO APPROVE THIS</b>
1N	22/09/2015	6.31pm	Kim Duffin	Alex Milne	I advised Alex that the Reinstatement needed to happen a little Quicker as I had been very very Patient , I advised Alex once again that my entries had been withdrawn since the 28/06/2015 due to Rex Hirsts . I advised that I could not endorse the NSW winners if asked for comments by the courier mail
1O	23/09/2015	10.57am	Alex Milne	Kim Duffin	Alex advise me that the reinstatement of my items will occur today - (I AM STLL WAITING) <b>AT NO TIME WAS THE DONATION OF THE PRIZE BEING A PROBLEM MENTIONED OR THE FACT THAT THE BOARD WOULD NEED TO APPROVE THIS</b>
1P	29/09/2015	5.28pm	Kim Duffin	Alex Milne	I advised Alex that most of the Marketing had been changed back and noted several things still to be done. I once again pointed out the fact that I would like to finalise things and talk to Lisa from Designer training re student prize winner and that I wanted to move on . I also Noted that Rex Hirst had not corresponded with me since 20th of September
1Q	1/10/2015	10.49am	Alex Milne	Kim Duffin	Alex advises me the items will get sorted out next week Alex now advises me that the board has taken the DTA matter on board and that Rex had attended to respond. <b>AFTER 14 PREVIOUS EMAILS - THE BOARD IS MAKING THIS DECISION IS FINALLY MENTIONED</b>
1R	1/10/2015	12.37 pm	Kim Duffin	Alex Milne	I thanked Alex , And stated I wanted the remaining things to our agreement sorted out promptly
1S	2/10/2015	1.50pm	Kim Duffin	Alex Milne	I advised Alex that I had read the Winners Feature in the current Kitchen and Bathrooms Quarterly and Noted that THE KBDI Australian design space Category was a National Award but had not been featured in this edition - and asked why as it was a National award
1T	2/10/2015	3.58pm	REX HIRST	Kim Duffin ,Alex Milne , Royston Wilson , Albert Zarb , Elizabeth Luke , Ros Hemely , Kevin Bruce	Rex advises us that as per the letter I never received that stated terms and conditions , I could not donate a prize as it was against the terms and conditions of the prize <b>TO MY SURPRIZE and with 16 Opportunities prior to advise me that Rex or Alex could not agree to what I had proposed on the 16/09/2015 and the board need to make the decision <u>THE interesting part is that the prize must fall under different terms and conditions to the awards</u></b>
1U	2/10/2015	5.56	Kim Duffin	Alex Milne , Rex Hirst, Royston Wilson , Albert Zarb , Elizabeth Luke , Ros Hemely, Kevin Bruce	I email KBDI and the board stating that this was not what had been agreed on the 16/09/2015 - I once again advised KBDI that I withdrew my entries from the awards on 28/06/2015 , it is not my fault KBDI ignored multiple emails and they have chosen not to proceed with our latest agreement - they needed to remove my IP from website and social media , Publically advise the members via agreed message and publically advise the media via agreed message
1V	2/10/2015	6.14	Kim Duffin	Alex Milne , Rex Hirst, Royston Wilson , Albert Zarb , Elizabeth Luke , Ros Hemely, Kevin Bruce	I forwarded all the communication to the Board and Kevin Bruce - as it appeared the Board must not of been provided all the communication
1X	2/10/2015	6.4	Rex Hirst	Alex Milne , Kim Duffin, Royston Wilson , Albert Zarb , Elizabeth Luke , Ros Hemely, Kevin Bruce	Rex Responds stating The decision that was made in regard to this award was made with the best intentions for all and will not be changed. KBDI will remove any reference to you from the website at our earliest opportunity. No other action will be taken. Period.

On 16 Sep 2015, at 1:48 pm, Rex Hirst <rex@letstalkkitchens.com.au> wrote:

1A.

Dear Kim,

I am in receipt of your letter of resignation from membership of KBDi.

Given your current feelings towards KBDi and the board, I think you've done the right thing for Kim and KBDi, at this time.

What the future holds for you, me, KBDi, etc., who knows, suffice to say that if circumstances change in the future, and you wish to apply to re-join, we would of course take that on board at that time.

Allow me to thank you for your candour and understanding during our recent discussions.

Also for your recognition of the fact that unfortunately, by resigning, you have chosen to forego your 2015 awards and prizes, including your trip to Eurocucina. Please be aware that in line with normal media deadlines and practice, all of the award winners were sent to a variety of media outlets well in advance of their announcement. However, at least you will achieve some good publicity from them, where the public is concerned, if nothing else.

It is our view that for the good of all concerned we will accept your resignation as effective immediately.

In accepting your resignation, I would like to also thank you for the contribution you made to the QLD chapter in our early years, your effort was both appreciated and helped get KBDi on the map. Hopefully you feel you achieved a great deal of personal satisfaction for the part you played in the growth of the QLD Chapter.

I know our paths will cross from time to time, so until then, allow me to wish you & Rebecca, the best of luck for the future.

Yours faithfully,

Rex G. Hirst, CKD Au  
President

Kitchen and Bathroom Designers Institute (KBDi)

E: [president@kbdi.org.au](mailto:president@kbdi.org.au) | P: 03 9888 5100 | M: 0412 874 739 | A: 194 Canterbury Road, Canterbury, Vic., 3126..



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**Kim Duffin**

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**From:** Kim Duffin  
**Sent:** Wednesday, 16 September 2015 2:37 PM  
**To:** Rex Hirst  
**Cc:** Alex Milne (a.milne@kbdi.org.au)  
**Subject:** Re: Kim Duffin's resignation from KBDi

Hi Rex

Thank you for your email.

As discussed please remove all images of our project from the KBDi website and social media pages as they have been used without my consent .

These should of been taken them down the day you claim to of sent the email below.

Please note I think you should advise your sponsors because as recent as yesterday Lincoln sentry and Smeg PR agency have been in contact with me in regards to internal press releases .

It could save more embarrassment .

Kind regards  
Kim Duffin.

Sent from my iPhone

On 16 Sep 2015, at 3:06 pm, Rex Hirst <[rex@letstalkkitchens.com.au](mailto:rex@letstalkkitchens.com.au)> wrote:

10

Alex,

Kim and I spoke about 30mins ago, as follows:

For some reason he apparently didn't receive my email accepting his resignation.

So I have sent it again.

However, more importantly Kim has pointed out that we are showing his imagery and IP, now without permission.

He has asked that any reference to him and Sublime be removed by COB today, if that is possible.

Further he has asked that we put out a press release or contact the sponsors or in some way ensure that the industry knows he has resigned. Because for example L/S have already published a press release, it's things like that he wants to stop, before they do any more damage, as he sees it. I did mention to him all that can happen is good for him, but he is adamant it must be removed and rescinded publicly.

Rex G. Hirst, CKD Au  
President  
Kitchen and Bathroom Designers Institute (KBDi)

**Kim Duffin**

---

**From:** Kim Duffin  
**Sent:** Wednesday, 16 September 2015 4:04 PM  
**To:** Rex Hirst  
**Cc:** Alex Milne (a.milne@kbdi.org.au)  
**Subject:** Re: Kim Duffin's resignation from KBDi

Hi Rex and Alex

Rex to save everyone. Embarrassment

We can let the awards stand .

No formal press release then has to be sent to media and sponsors

That way no one needs to know.

Being that I have resigned I cannot claim the prize as I won't be a financial. Member

○ Maybe I could donate the trip to a DTA student winner which is wanted to do anyway but their was no award offered.

That way everybody wins

I just wish you would of. Addressed this when I first asked some 10 weeks ago

Let me know

Kind regards  
Kim Duffin

Sent from my iPhone

○ NB Read Alex Email  
saying the Plan is the latest as discussed with Rex.

On 16 Sep 2015, at 6:19 pm, Rex Hirst <[rex@letstalkkitchens.com.au](mailto:rex@letstalkkitchens.com.au)> wrote:

IE

Hi Kim,

I think that's a smart suggestion, in that it, as you say, requires nothing be done. Everyone gets something out of it and no one is hurt.

Besides which, you did the work, and while you have resigned, the fact is the awards have already been engraved and are sitting gathering dust, so you might as well have them.

As I said last week, put the past in the past and let's all move on both personally and commercially.

Rex G. Hirst, CKD Au

President

Kitchen and Bathroom Designers Institute (KBDi)

E: [president@kbdi.org.au](mailto:president@kbdi.org.au) | P: 03 9888 5100 | M: 0412 874 739 | A: 194 Canterbury Road, Canterbury, Vic., 3126..

<image001.jpg>

IF

## Kim Duffin

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**From:** Kim Duffin  
**Sent:** Wednesday, 16 September 2015 6:37 PM  
**To:** Rex Hirst  
**Cc:** Alex Milne  
**Subject:** Re: Kim Duffin's resignation from KBDi

Hi Rex cc Alex

It is not my intention. To hurt KBDI never. Had been.

Just a difference of opinion at this. Point

Certainly the entire membership. Needs to be informed that major team efforts are now accepted in the awards program .

Can I talk to Lisa From DTA about a winner to donate the prize to?

This I do want published to the KBDI. Community. About donating the prize to student .

And off the record for KbDi to succeed some of your other winners need to take the greed out and start give back or things will die when repeat winners happen every year.

But I don't think it will happen too much ego and greed.

I am a person who stands behind what I believe.

What ever some believe they are very much wrong

I only want the fairest playing field for the future of KBDI and all the "individual " members without resources .

Let me know Talk soon

Kim Duffin

Sent from my iPhone



**Kim Duffin**

---

**From:** Kim Duffin  
**Sent:** Thursday, 17 September 2015 1:55 PM  
**To:** Rex Hirst; Alex Milne  
**Subject:** Kim Duffin

Hi Rex and Alex

I have noticed you have chosen to remove our images from the website and social media .Thank You.

I take it by this .That you want to go down a this path and not the path as per our most recent emails/discussion last .

With board elections I would be great if you could please send me your proposed press release/ statement for my approval so we can finalise this matter as soon as possible.

Have you informed the sponsors ?

As I would like to stop Lincoln sentrys proposed internal release or would you like me to talk to Kevin.

Kind regards  
Kim Duffin.

Sent from my iPhone

14

>> ---Original Message---  
>> From: Alex Milne [mailto:a.milne@kbdi.org.au]  
>> Sent: Thursday, 17 September 2015 2:41 PM  
>> To: 'Kim Duffin'  
>> Subject: RE: Kim Duffin  
>>

>> Hi Kim

>> The plan is the latest you have discussed and agreed on with Rex. It  
>> was just a matter of timing. I had already ordered the changes which  
>> occur at night and then saw the latest round of emails this morning.  
>> I have ordered the change back which I understand will occur tonight.  
>>

>> Regards

>> Alex

>>

>>

>> Alex C Milne

>> Executive Director

>> Kitchen and Bathroom Designers Institute (KBDi)

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>> +61 7

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>> Gaythorne Qld

>> 4051

>>



**From:** Rex Hirst [mailto:rex@letstalkkitchens.com.au]  
**Sent:** Friday, 18 September 2015 5:54 PM  
**To:** Kim Duffin  
**Subject:** RE: KIm Duffin's resignation from KBDi

11

HI Kim,

My iPad died on Tuesday morning and wasn't fixed till today, plus I was in Brisbane for the AGM, all yesterday so haven't caught up on my emails until now, Friday 5.54pm.

Alex told me about your email wherein you thought we had taken down your stuff and I did try to call you to explain the unfortunate, you and I agreeing, her removing, you looking, us reinstating, and everyone missing one another, like ships passing in the night.

As it happened it was just that he acted promptly to accede to your wishes, then you & I spoke, then I told him you were happy to leave them there, which he agreed was a sensible outcome for all, but by then Selina had knocked off for the day, so it wasn't able to be reinstated till yesterday morning, that's pretty much it, as I understand it.

I think Alex has emailed you in the interim anyway.

All's well, that ends well.

You may be interested to know that at the AGM yesterday, Alex formerly announced that he will be retiring as at June 30<sup>th</sup>.

○ Regards,  
Rex.

Regards  
Rex G. Hirst, ckd. au,  
Certified Kitchen Designer



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Canterbury, Vic., 3127.  
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[www.letstalkkitchens.com.au](http://www.letstalkkitchens.com.au)  
[rex@letstalkkitchens.com.au](mailto:rex@letstalkkitchens.com.au)

Winner 2014 HIA Overall Victorian Designer of the Year  
Winner 2014 HIA Best Kitchen, all categories  
Winner Best Kitchen over \$50,000

Registered Building Practitioner no: DB-L 41495



## Kim Duffin

**From:** Kim Duffin  
**Sent:** Sunday, 20 September 2015 2:48 PM  
**To:** 'Rex Hirst'  
**Cc:** 'Alex Milne (a.milne@kdbi.org.au)'  
**Subject:** RE: Kim Duffin's resignation from KBDi

Hi Rex ,

Thankyou for TRYING to explain , why the items were taken down.  
 I can certainly understand the reason why this has happened.  
 However I will point out that I responded to your email and CC Alex Milne to this email at 4.04 pm, well within business hours.

Further to my text to you on Friday Night saying all items still have not been reinstated  
 I will point out some of things that still have not been done.

- Social Media Cover Page – image had been changed
- Social Media Winners Posts deleted
- Congratulations to finalists! KBDi Designer Awards 2015 (website article)
- KBDi Designer Awards 2015 – Queensland Winners (website Article)
- KBDi Australian Design Space Award 2015 (website article)
- KBDi Australian Kitchen Designer of the Year 2015 (website Article dated September 2, 2015))
- KBDi Website Splash Screen image – Award Winners 2015
- All links to articles across various KBDi mini Sites.

As you would expect I have kept very good records as to where my images and IP have been used by KBDi since withdrawing my entries via email sent on the 28<sup>th</sup> of June this Year.  
 My Imagery and IP have been used since that date without my consent or permission across various mediums.

Can you check ,then confirm that all items have been reinstated before writing to me again to say they have been.  
 Provided the above is done promptly I would like to talk to Lisa at DTA about a suitable student to receive the trip?  
 Is that OK with you.

Here from you soon.

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:** Alex Milne [mailto:[a.milne@kbdi.org.au](mailto:a.milne@kbdi.org.au)]

**Sent:** Tuesday, 22 September 2015 2:46 PM

**To:** Kim Duffin

**Subject:** Courier Mail article.

IK

Hi Kim

We have had an approach from the Courier Mail to use the media release we sent out under embargo just prior to the Gala. They have also asked for extra images. We are happy to promote you and your win, however I would appreciate you advising me whether you are happy for us to proceed.

Regards

Alex

Alex C Milne

Executive Director

Kitchen and Bathroom Designers Institute (KBDi)

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16

## Kim Duffin

**From:** Kim Duffin  
**Sent:** Tuesday, 22 September 2015 3:11 PM  
**To:** 'Alex Milne'  
**Subject:** RE: Courier Mail article.

Hi Alex,

The Courier Mail has contacted you because myself and then my PR company where talking to them yesterday about various things including the KBDI awards.

Is it Michelle you where taking too?

I have always said I happy to proceed and let the awards stand, If all is reverted back as per my last email.

I have noticed that none of these have been done yet.

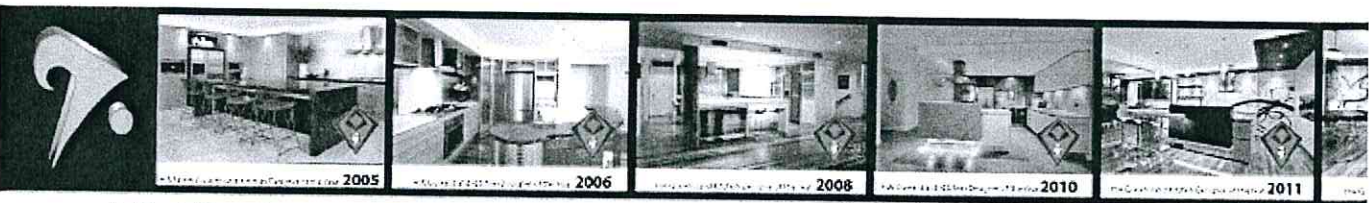
Why does no one ever respond to emails at KBDI.

When do you envisage these will all be done.

Here from you soon.

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  
 2006,2009,2011,2012,2013,2015 Australian Kitchen Designer Of the Year



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be green, read from the screen!

**From:** Alex Milne [mailto:[a.milne@kbdi.org.au](mailto:a.milne@kbdi.org.au)]

**Sent:** Tuesday, 22 September 2015 3:53 PM

**To:** 'Kim Duffin'

**Subject:** RE: Courier Mail article.

IM

Hi Thanks for that we will talk with Michelle accordingly.

Re communication, over the past few weeks **Rex has requested to take the front running** so this has been left to him. He of course has a lot more on his plate than KBDi so answers won't always be speedy. Re the reinstatement of items relating to your awards etc, this is not my area of expertise but I understand that taking them down was akin to flicking a switch, putting it all back again not so easy. I'll check and see where things are at. Also don't forget most staff are very part time with a lot of things to juggle.

Regards

Alex

Alex C Milne

Executive Director

Kitchen and Bathroom Designers Institute (KBDi)

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**From:** Kim Duffin [mailto:duffink@sublimegroup.com.au]  
**Sent:** Tuesday, 22 September 2015 18:31  
**To:** Alex Milne  
**Subject:** RE: Courier Mail article.

IN

Hi Alex,

I do believe that this needs to be sorted out a little quicker and I have been very very very patient.

This it is a delicate topic and extremely important to me , and if Rex is too busy to attend to his KBDi duties then maybe he should not of stood for re-election..

The fact remains the reason I withdrew my award entries and membership (was due to Rex's inappropriate responses to emails about the issue I had with the awards on Sunday the 28<sup>th</sup> in the first place )  
It did not help the fact that their where subsequently no responses from office holders to my follow up emails in relation to my entry withdrawal.(more than once)

How would feel if you were treated in this manner . Would you attend a Gala evening and be happy to do so?

Rex was appointed by the board to write to me , he choose not to ! I am still waiting for a plausible explanation as to why Darren received the boards outcome and not myself.  
Rex is actually the person responsible for causing all this mess.

With that said I won't Dwell.

We Have been talking with Michelle about a Kim Duffin Design Story for some time .  
Unlike most , you will find her very helpful and I think she has just called to follow due diligence and check the legitimacy of awards.  
We have pitched a story greater than just the KBDI awards to her.

Our Mount Nebo Project has made the finals of the 2015 SBID awards in London and I have been advised it is currently the front Runner for this award in its Category.  
The same project has just achieved OUR FIRST UK MAGAZINE COVER which will be out when I am in London in November. (please find cover attached)

It would please me if you could only talk to her regarding "Queensland Winners "

I would prefer that NSW was not mentioned as I still believe entries where against the entry criteria and this intern disadvantaged other individual ,un resourced members.  
I don't want to be put in position to have to challenge their legitimacy as the public joint finalists posted live on KBDI website and then their own "Team Effort Stunt" proves my claim.

What I cannot understand why someone would want to destroy their own chapter through mega entries and personal Greed and Ego.

I have always stood for what I believe to be right – sometimes at my own expense.

Much more exposure can follow for everyone however we need to set a timeframe to which these outstanding website and Social media items can and will be reinstated ?

Please advise me of a appropriate timeframe so can move on ?

I look forward to hearing from you promptly.

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



**From:** Alex Milne [mailto:a.milne@kbdi.org.au]  
**Sent:** Wednesday, 23 September 2015 10:57 AM  
**To:** 'Kim Duffin'  
**Subject:** RE: Courier Mail article.

10

Hi Kim

Firstly congratulations on your success OS with the Mt Nebo project – I am sure you will do well. Re the courier mail, yes Michelle is one of the better operators in the media. Re content, we normally focus on the local winners with local/state papers VS eg Domain magazine which as a national we will provide coverage on all national winners.

Re the reinstatement items per your list, this will occur today. One thing to note, areas such as the home page of the website and the social media cover page are two areas that are completely at our discretion and do get changed from time to time. With two recent changes having occurred these will stay as is for the time being. I am sure you understand it is not politic for me to comment on your thoughts re the decisions of the Board or communication between you and Rex, but I appreciate you clarifying your position to me.

Regards  
Alex

Alex C Milne  
Executive Director  
Kitchen and Bathroom Designers Institute (KBDi)  
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**Kim Duffin**

---

**From:** Kim Duffin  
**Sent:** Tuesday, 29 September 2015 5:28 PM  
**To:** 'Alex Milne'  
**Subject:** Reverting Back

**Importance:** High

Hi Alex,

Thankyou for your email below and apologize for my slow response.

I have noticed that most marketing has been reverted back and I understand regarding the website and face book splash screens.

I have noticed that there are still a few items that have not been attended/reverted yet.

- Our Name is still missing from the finalists list (Follow Link) <http://www.kbdi.org.au/news/kbdi-awards/congratulations-to-finalists-kbdi-designer-awards-2015/>
- Our Name and Images are missing from The 2015 Hall of Fame on the awards site (Follow Link) <http://www.kbdiawards.org.au/news/kbdi-awards-2015-winners/>
- The Facebook posts relating to Australian Kitchen Designer of the Year Winner and Design Space award has been removed and not reinstated (it currently looks like only 2 x national award winners not four)

I hope these can be attended to just as quickly as the others.

I would like to discuss and finalize with Lisa a suitable DTA student to denote the eurocucina trip too, A.S.A.P

As no one has responded to me about this .I assume I can talk to her as soon as possible.

It would be perfect to announce the person to receive the trip at the up and coming QLD Chapter Event on the 27<sup>th</sup> of October

It would be great if you could address these few final things Promptly.

Also just to Note I still have not received any correspondence from Rex in regards to all of this, but that does not surprise me.

Here from you soon

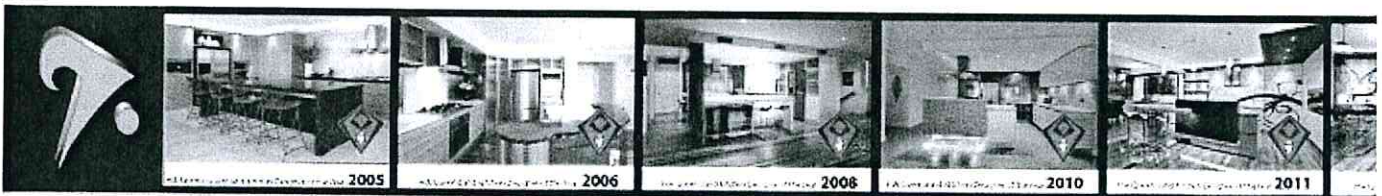
Kind regards,

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:** Alex Milne [mailto:a.milne@kbdi.org.au]

**Sent:** Thursday, 1 October 2015 10:49 AM

**To:** 'Kim Duffin'

**Subject:** RE: Reverting Back

10

Hi Kim,

The items you have asked about I will get sorted next week – I have some staff away so no can do this week. Re the other matters, as the Board have taken this one on board I need to leave it to Rex to respond. I have reminded him and I know he intends to get back to you shortly.

Regards

Alex

Alex C Milne

Executive Director

Kitchen and Bathroom Designers Institute (KBDi)

E: [a.milne@kbdi.org.au](mailto: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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IR

**Kim Duffin**

**From:** Kim Duffin  
**Sent:** Thursday, 1 October 2015 12:37 PM  
**To:** 'Alex Milne'  
**Subject:** RE: Reverting Back

Hi Alex ,

Thank you.

It would be good if Rex , could find the time in his busy schedule to finalize this .

Last week he told one of your sponsors that I was still a member, differing to the email I have received on 16/09 and subsequent discussions.

I would like to sort out the remaining things to our agreement ,promptly.

Kind regards,

Kim Duffin - 0408 404 966

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

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**Kim Duffin**

**From:** Kim Duffin  
**Sent:** Friday, 2 October 2015 1:50 PM  
**To:** 'Alex Milne'  
**Subject:** Design Space Award

Hi Alex,

I hope you are well.

I just read the most recently kitchen and bathrooms Quarterly and the KBDI Winners feature.

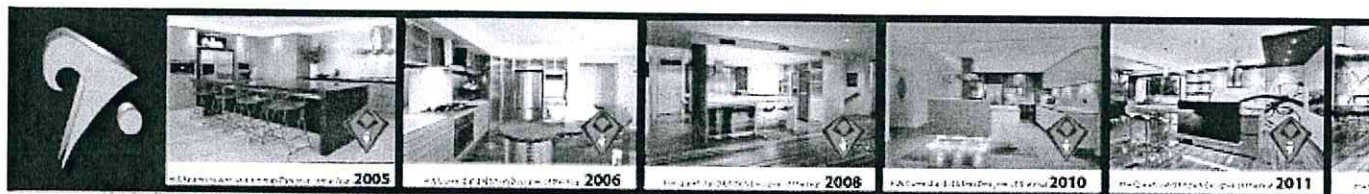
I was just wondering why there was no feature or images of the KBDI Australian Design Space Category.

Being a major "National award " and a featuring a sponsor , I thought it would be differently featured?

Do you know why it wasn't ?

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  
2006,2009,2011,2012,2013,2015 Australian Kitchen Designer Of the Year



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

**Sent:** Friday, 2 October 2015 3:58 PM

**To:** Kim Duffin

**Cc:** Alex Milne; 'Royston Wilson'; Ros Hemley (ros@theinteriorspace.com.au); Elizabeth Luke (elizabeth@lukeinteriors.com.au); Kevin Bruce (Kevin.Bruce@lincolnsentry.com.au)

**Subject:** RE: Reverting Back

IT

Hi Kim,

Further to your email to Alex relative to the 2015 awards.

As you have, so also allow me to apologise for this late reply. Unfortunately this is, as you will be aware, the silly season and we are 2 designers down, so it's pretty chaotic just now.

I must leave the reinstatement of the previously displayed material in Alex's hands, as to what can be and/or cannot be put back. My understanding was that there were 1 or 2 things that either couldn't be done and or had passed their "use by date" in terms of their electronic currency.

With regards your request that you pass your forfeited prize to another organisation/person, this will not be possible. As you will be aware from the previous occasion you won a top KBDi award, winners are sent a letter advising them formally of their win and the prize details.

That letter stated and still states, in part:

- The prize terms and conditions are as follows:
  - o No part of the prize is transferrable or redeemable for cash
  - o A winner must be a current member of KBDi at the time of the tour

This letter has not been sent to you due to the events since the awards gala which have overtaken normal practice, nevertheless that doesn't diminish these terms and conditions, in fact they are reinforced by your resignation from KBDi which has been accepted previously.

By way of explanation, anyone, not just you, having resigned from an organisation and in so doing forfeiting a trip such as this, it would not be appropriate in any circumstances for that individual to take the view that he/she should

be able to subsequently decide to give such trip, (which they no longer have claim to), to another person of their choosing, no matter how deserving that person might be. Hence why such T & C's exist in such matters.

Best regards,

Rex G. Hirst, CKD Au

resident

Kitchen and Bathroom Designers Institute (KBDi)

E: [president@kbdi.org.au](mailto:president@kbdi.org.au) | P: 03 9888 5100 | M: 0412 874 739 | A: 194 Canterbury Road, Canterbury, Vic., 3126..



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**Kim Duffin**

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**From:** Kim Duffin  
**Sent:** Friday, 2 October 2015 5:26 PM  
**To:** 'Rex Hirst'  
**Cc:** 'Alex Milne'; 'Royston Wilson'; 'Ros Hemley (ros@theinteriorspace.com.au)'; 'Elizabeth Luke (elizabeth@lukeinteriors.com.au)'; 'Kevin Bruce (Kevin.Bruce@lincolnsentry.com.au)'; 'albertz@modkitchens.com.au'  
**Subject:** RE: Reverting Back

Hi Rex ,

I don't think it appropriate to include Kevin in this conversation as he has not been privy to all emails and conversations over many months.

Rex I have never been sent a letter stating the facts you refer to in relation to prizes and must say it is convenient you now talk about it now.

Previously winners have been able to swap their prize for DTA training others have been able to trade their airfares for additional land components including myself.

So i do believe YOU need to get your facts straight.

Any way with that sad all I want to do is to give a student a opportunity to benefit from the mess YOU have created. Other members need to give others members similar opportunities or this greed will kill the organisation anyway .

This is not what we had agreed to on the 16/09 via emails between Alex yourself and myself.

If this was going to be your stance on the trip how , why would YOU agree to the resolution I proposed on the 16/09 via email?

I withdrew my entries and membership on the 28/06/2015 well before the Gala and this could of easy been resolved through communication at the time.

It is not my fault KBDi chose to ignore my multiple emails stating withdrew my entries and membership.

KBDI have used my IP and imagery across various mediums , Print , Social etc. since this date without consent.

Still no one has given me a explanation as to why a you ignored my requests and could not give a "member" a reply.

However that is what I have grown to expect over recent years , other organizations i am involved with do not behave in this manner.

We have just gone around in circles for another two weeks.

As YOU have chosen not to proceed with the latest agreement , we revert to what was previously discussed that being

- Removing my IP from KBDi website, social media etc
- publicly advising members via agreed upon message
- publicly advise the Media via agreed upon press release

Kind regards,

**Kim Duffin**

---

**From:** Kim Duffin  
**Sent:** Friday, 2 October 2015 6:14 PM  
**To:** 'Royston Wilson'; 'Rex Hirst'; 'albertz@modkitchens.com.au'; 'Alex Milne'; 'Ros Hemley (ros@theinteriorspace.com.au)'; 'Kevin Bruce (Kevin.Bruce@lincolnsentry.com.au)'; 'Elizabeth Luke (elizabeth@lukeinteriors.com.au)'  
**Subject:** FYI

Hi All,  
As it appears we have another instance where it would seem that all the information has not been provided to the board.

This appears to be regular occurrence.

Please find below the correspondence between Alex , Rex and Myself in relation to donating the trip.

You will see in email where Rex agrees on Wednesday, 16 September 2015 6:20 PM to what was proposed.

As you can see the sudden change of direction appears comical.

Kind regards,

Kim Duffin - 0408 404 966  
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2006,2009,2011,2012,2013,2015 Australian Kitchen Designer Of the Year



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



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

**Sent:** Friday, 2 October 2015 6:39 PM

**To:** Kim Duffin

**Cc:** Alex Milne; Royston Wilson; Ros Hemley; Elizabeth Luke; Kevin Bruce; albertz@modkitchens.com.au

**Subject:** Re: Reverting Back

IX

Kim,

I deliberately made a conscious decision to include Kevin Bruce as the representative our KBDi's largest sponsor.

He has no involvement in this matter, other than the fact we have a responsibility to keep Lincoln Sentry informed.

The decision that was made in regard to this award was made with the best intentions for all and will not be changed.

Alex informs me that the aforementioned clauses are in every letter ever sent to major award winners.

It is not for you to decide what is done with an award you forfeited.

Life is too short to let things like this become a weeping ulcer.

I intend to have the KBDi move on from this and I suggest you do the same.

Trust me no one cares about things like this other than the protagonists.

KBDi will remove any reference to you from the website at our earliest opportunity. No other other action will be taken. Period.

yours sincerely

Rex G Hirst CKD Au

President

KBDi

Sent from my iPhone