

Exhibit ____ (CAP-R-6)
Relative Weight of Financial Performance Incentives

Corning Natural Gass Corp
Relative Weight of Financial Performance Incentives

Exhibit__(CAP-R-6)

Weighted by # of Employees						
Goal Incentive Allocation	Accounting	Gas Sup & Mkt	HR/IT/CS	Operations		
Unrelated	25%	55%				
Customer Financial Goals	75%	25%	65%			
CS, Envi, Safety, Reliability		20%	35%	100%		
# of Individuals	4	1	4	5	14	
Unrelated	1	0.55	0	0	1.55	11%
Customer Financial Goals	3	0.25	2.6	0	5.85	42%
CS, Envi, Safety, Reliability	0	0.2	1.4	5	6.6	47%

Revenue Requirement						
Department	Accounting	Gas Sup & Mkt	HR/IT/CS	Operation	Total	
Total \$ Allocation	19,089.00	19,993.74	8,352.00	20,920.00	68,354.74	
Unrelated	4,772.25	10,996.56	-	-	15,768.81	23%
Customer Financial Goals	14,316.75	4,998.44	5,428.80	-	24,743.99	36%
CS, Envi, Safety, Reliability	-	3,998.75	2,923.20	20,920.00	27,841.95	41%

Assumes each goal within a department has the same incentive dollar amount						
Department	Accounting	Gas Sup & Mkt	HR/IT/CS	Operations	Total	
Total \$ Allocation	19,089.00	19,993.74	8,352.00	20,920.00	68,354.74	
Weighting Unrelated	25%	55%	0%	0%		
Weighting Customer Financial Goals	75%	25%	65%	0%		
Weighting CS, Envi, Safety, Reliability	0%	20%	35%	100%		
Incentive \$ Unrelated	4,772.25	10,996.56	-	-	15,768.81	23%
Incentive \$ Customer Financial Goals	14,316.75	4,998.44	5,428.80	-	24,743.99	36%
Incentive \$ CS, Envi, Safety, Reliability	-	3,998.75	2,923.20	20,920.00	27,841.95	41%