

SECURITIES AND EXCHANGE COMMISSION  
Washington, D.C. 20549

FORM S-8  
REGISTRATION STATEMENT  
UNDER  
THE SECURITIES ACT OF 1933

ENCORE CAPITAL GROUP, INC.  
(Exact Name of Registrant as Specified in Its Charter)

Delaware  
(State or Other Jurisdiction  
of Incorporation or Organization)

48-1090909  
(I.R.S. Employer  
Identification No.)

8875 Aero Drive, Suite 200, San Diego, California 92123  
(Address of Principal Executive Office) (Zip Code)

ENCORE CAPITAL GROUP, INC. 2005 STOCK INCENTIVE PLAN  
(Full Title of the Plan)

Carl C. Gregory, III  
Vice Chairman and Chief Executive Officer  
ENCORE CAPITAL GROUP, INC.  
8875 Aero Drive, Suite 200  
San Diego, California 92123  
(Name and Address of Agent for Service)

(877) 445-4581  
(Telephone Number, Including Area Code, of Agent For Service)

With copy to:  
John Dorris  
Snell & Wilmer L.L.P.  
One Arizona Center  
Phoenix, Arizona 85004  
(602) 382-6000

CALCULATION OF REGISTRATION FEE

| Title Of Securities<br>To Be Registered | Amount To Be<br>Registered(1) | Proposed Maximum<br>Offering<br>Price per Share(2) | Proposed Maximum<br>Aggregate Offering<br>Price(2) | Amount Of<br>Registration<br>Fee |
|---|-------------------------------|--|--|----------------------------------|
| Common Stock<br>\$0.01 par value        | 1,500,000                     | \$14.16  | \$21,232,500                                       | \$2,499.07                       |

(1) In the event of a stock split, stock dividend, or similar transaction involving the Company's Common Stock, in order to prevent dilution, the number of shares registered shall be automatically increased to cover the additional shares in accordance with Rule 416(a) under the Securities Act of 1933.

(2) Estimated solely for purposes of calculating the registration fee pursuant to Rule 457(c) and 457(h), based on the average high and low prices of the Common Stock on May 25, 2005, as reported by the Nasdaq National Market.

## **Part I**

### **Information Required In Section 10(a) Prospectus**

The document(s) containing the information specified in Part I of Form S-8 will be sent or given to participating employees as specified by Rule 428(b)(1) of the Securities Act of 1933, as amended. These documents are not being filed with the Securities and Exchange Commission either as part of this Registration Statement or as prospectuses or prospectus supplements pursuant to Rule 424. These documents and the documents incorporated by reference into this Registration Statement pursuant to Item 3 of Part II of this Registration Statement, taken together, constitute a prospectus that meets the requirements of Section 10(a) of the Securities Act.

## **Part II**

### **Information Required In The Registration Statement**

#### **Item 3. Incorporation of Documents by Reference**

The following documents, which have been filed with the Securities and Exchange Commission by Encore Capital Group, Inc. are incorporated by reference in this Registration Statement:

1. The Company's Annual Report on Form 10-K for the year ended December 31, 2004.
2. The Company's Quarterly Report on Form 10-Q for the quarter ended March 31, 2005.
3. The Company's Current Reports on Form 8-K dated March 7, 2005, April 5, 2005 and May 5, 2005.
4. The description of the Company's Common Stock contained in the Company's Registration Statement on Form 8-A, filed with the Commission on June 23, 1999, including any amendment or report filed to update such description.

In addition, all documents subsequently filed by the Company pursuant to Sections 13(a), 13(c), 14 and 15(d) of the Securities Exchange Act after the date of this Registration Statement and prior to the filing of a post-effective amendment to this Registration Statement which indicates that all securities offered hereby have been sold or which removes from registration all such securities then remaining unsold shall be deemed to be incorporated herein by reference and to be a part hereof from the date of filing of such documents.

Any statement contained in a document incorporated or deemed to be incorporated by reference herein shall be deemed to be modified or superseded for purposes of this Registration Statement to the extent that a statement contained herein or in any subsequently filed document which also is or is deemed to be incorporated by reference herein modifies or supersedes such statement. Any statement so modified or superseded shall not be deemed, except as so modified or superseded, to constitute a part of this Registration Statement.

**Item 4. Description of Securities**

Our common stock is registered pursuant to Section 12 of the Exchange Act, and, therefore, the description of securities is omitted.

**Item 5. Interests of Named Experts and Counsel**

None.

**Item 6. Indemnification of Directors and Officers**

Our Restated Certificate of Incorporation provides that our directors shall not be personally liable to us or our stockholders for monetary damages for breach of fiduciary duty as a director, except for liability for: (i) any breach of the director's duty of loyalty to us or our stockholders; (ii) acts or omissions not in good faith or which involve intentional misconduct or a knowing violation of law; (iii) liability for payments of dividends or stock purchases or redemptions in violation of Section 174 of the Delaware General Corporation Law; or (iv) any transaction from which the director derived an improper personal benefit. In addition, our Certificate of Incorporation provides that we will to the fullest extent authorized by the Delaware General Corporation Law, as the same exists or may hereafter be amended (but, in the case of any such amendment, only to the extent that such amendment permits us to provide broader indemnification rights than such law permitted us to provide prior to such amendment), indemnify and hold harmless any person who was or is a party, or is threatened to be made a party to or is otherwise involved in any threatened, pending or completed action, suit or proceeding, whether civil, criminal, administrative or investigative by reason of the fact that such person is or was our director or officer, or is or was serving at our request as a director, officer, employee or agent of another corporation, partnership, joint venture, trust or other enterprise, including service with respect to an employee benefit plan (hereinafter an "Indemnitee") against expenses, liabilities and losses (including attorneys' fees, judgments, fines, excise taxes or penalties paid in connection with the Employee Retirement Income Security Act of 1974, as amended, and amounts paid in settlement) reasonably incurred or suffered by such Indemnitee in connection therewith; provided, however, that except as otherwise provided with respect to proceedings to enforce rights to indemnification, we will indemnify any such Indemnitee in connection with a proceeding (or part thereof) initiated by such Indemnitee only if such proceeding or part thereof was authorized in advance by our board of directors.

The right to indemnification set forth above includes the right to require us to pay the expenses (including attorneys' fees) incurred in defending any such proceeding in advance of its final disposition; provided, however, that, if the Delaware General Corporation Law requires, an advancement of expenses incurred by an Indemnitee in his capacity as a director or officer (and not in any other capacity in which service was or is rendered by such Indemnitee, including, without limitation, service to an employee benefit plan) shall be made only upon delivery to us of an undertaking, by or on behalf of such Indemnitee, to repay all amounts so advanced if it shall ultimately be determined by final judicial decision from which there is not further right to appeal that such Indemnitee is not entitled to be indemnified for such expenses under the Delaware General Corporate Law or otherwise. The rights to indemnification and to the advancement of expenses conferred herewith are contract rights and continue as to an Indemnitee who has ceased to be a director, officer, employee or agent and inure to the benefit of the Indemnitee's heirs, executors and administrators.

The Delaware General Corporation Law provides that indemnification is permissible only when the director, officer, employee, or agent acted in good faith and in a manner reasonably believed to be in or not opposed to the best interests of the Registrant, and, with respect to any criminal action or proceeding, had no reasonable cause to believe the conduct was unlawful. The Delaware General Corporation Law also precludes indemnification in respect of any claim, issue, or matter as to which an officer, director, employee, or agent shall have been adjudged to be liable to the Registrant unless and only to the extent that the Court of Chancery or the court in which such action or suit was brought shall determine that, despite such adjudication of liability but in view of all the circumstances of the case, such person is fairly and reasonably entitled to indemnity for such expenses that the Court of Chancery or such other court shall deem proper.

In addition, we have entered into and/or may enter into agreements to indemnify certain of our directors and officers to the fullest extent allowed by law, subject to certain exceptions. To the extent that our board or stockholders may in the future wish to limit or repeal our ability to provide indemnification to our officers and directors, such repeal or limitation may not be effective as to directors or officers who are parties to any indemnification agreements because their rights to full protection would be contractually assured by such agreements.

#### **Item 8. Exhibits**

A list of exhibits is set forth on the Exhibit Index.

#### **Item 9. Undertakings**

(a) The undersigned Company hereby undertakes:

(1) To file, during any period in which offers or sales are being made of the securities registered hereby, a post-effective amendment to this Registration Statement:

(i) To include any prospectus required by Section 10(a)(3) of the Securities Act;

(ii) To reflect in the prospectus any facts or events arising after the effective date of this Registration Statement (or the most recent post-effective amendment thereof) which, individually or in the aggregate, represent a fundamental change in the information set forth in this Registration Statement;

(iii) To include any material information with respect to the plan of distribution not previously disclosed in this Registration Statement or any material change to such information in this Registration Statement;

provided, however, that paragraphs (a)(1)(i) and (a)(1)(ii) of this section do not apply if the registration statement is on Form S-3, Form S-8 or Form F-3, and the information required to be included in a post-effective amendment by those paragraphs is contained in periodic reports filed with or furnished to the SEC by the Company pursuant to Section 13 or Section 15(d) of the Securities Exchange Act that are incorporated by reference in this Registration Statement.

(2) That, for the purpose of determining any liability under the Securities Act, each such post-effective amendment shall be deemed to be a new registration statement relating to the securities offered therein, and the offering of such securities at that time shall be deemed to be the initial bona fide offering thereof.

(3) To remove from registration by means of a post-effective amendment any of the securities being registered which remain unsold at the termination of the offering.

(b) The undersigned Company hereby further undertakes that, for purposes of determining any liability under the Securities Act, each filing of the Company's annual report pursuant to Section 13(a) or Section 15(d) of the Securities Exchange Act (and, where applicable, each filing of the annual report of the employee benefit plan pursuant to Section 15(d) of the Securities Exchange Act) that is incorporated by reference in this Registration Statement shall be deemed to be a new registration statement relating to the securities offered therein, and the offering of such securities at that time shall be deemed to be the initial bona fide offering thereof.

(c) Insofar as indemnification for liabilities arising under the Securities Act may be permitted to directors, officers and controlling persons of the Company pursuant to the foregoing provisions, or otherwise, the Company has been advised that in the opinion of the SEC such indemnification is against public policy as expressed in the Securities Act and is, therefore, unenforceable. In the event that a claim for indemnification against such liabilities (other than the payment by the Company of expenses incurred or paid by a director, officer or controlling person of the Company in the successful defense of any action, suit or proceeding) is asserted by such director, officer or controlling person in connection with the securities being registered, the Company will, unless in the opinion of its counsel the matter has been settled by controlling precedent, submit to a court of appropriate jurisdiction the question whether such indemnification by it is against public policy as expressed in the Securities Act and will be governed by the final adjudication of such issue.

## SIGNATURES

Pursuant to the requirements of the Securities Act of 1933, the registrant certifies that it has reasonable grounds to believe that it meets all of the requirements for filing on Form S-8 and has duly caused this registration statement to be signed on its behalf by the undersigned, thereunto duly authorized, in the City of San Diego, State of California, on this 27th day of May, 2005.

ENCORE CAPITAL GROUP, INC.,  
a Delaware corporation

By: /s/ Carl C. Gregory, III  
Carl C. Gregory, III  
Vice Chairman and Chief Executive Officer

Pursuant to the requirements of the Securities Act of 1933, this registration statement has been signed by the following persons in the capacities and on the date indicated.

| <u>Name and Signature</u>   | <u>Title</u>   | <u>Date</u>  |
|---|--|--------------|
| <u>/s/ Carl C. Gregory, III</u><br>Carl C. Gregory, III                     | Vice Chairman, Chief Executive Officer and Director<br>(Principal Executive Officer) | May 27, 2005 |
| <u>/s/ Paul Grinberg</u><br>Paul Grinberg                                   | Chief Financial Officer<br>(Principal Accounting and Financial Officer)              | May 27, 2005 |
| <u>/s/ J. Brandon Black *</u><br>J. Brandon Black                           | President, Chief Operating Officer and Director                                      | May 27, 2005 |
| <u>/s/ Richard A. Mandell*</u><br>Richard A. Mandell                        | Chairman of the Board of Directors   | May 27, 2005 |
| <u>/s/ Barry R. Barkley *</u><br>Barry R. Barkley                           | Director   | May 27, 2005 |
| <u>/s/ Raymond Fleming *</u><br>Raymond Fleming                             | Director   | May 27, 2005 |
| <u>/s/ Eric D. Kogan *</u><br>Eric D. Kogan                                 | Director   | May 27, 2005 |
| <u>  </u><br>Alexander Lemond | Director   | May __, 2005 |
| <u>/s/ Peter W. May *</u><br>Peter W. May                                   | Director   | May 27, 2005 |
| <u>/s/ Nelson Peltz *</u><br>Nelson Peltz                                   | Director   | May 27, 2005 |

\* /s/ Carl C. Gregory, III  
As attorney-in-fact pursuant to power of attorney dated on or about May 16, 2005

## EXHIBIT INDEX

| <u>Exhibit Number</u> | <u>Description and Method of Filing</u>  |
|-----------------------|--|
| 4.1                   | Encore Capital Group, Inc. 2005 Stock Incentive Plan included as Appendix I to the Proxy Statement filed April 5, 2005.  |
| 4.2                   | Form of Option Agreement pursuant to 2005 Stock Incentive Plan (incorporated by reference to Exhibit 10.3 to the Company's Current Report on Form 8-K filed on May 5, 2005). |
| 5.1                   | Opinion of Snell & Wilmer L.L.P. (filed herewith).   |
| 23.1                  | Consent of BDO Seidman, LLP (filed herewith).  |
| 23.2                  | Consent of Snell & Wilmer L.L.P. (included in Exhibit 5).  |
| 24.1                  | Power of Attorney (filed herewith).  |

May 26, 2005

Securities and Exchange Commission  
450 Fifth Street, N.W.  
Washington, D.C. 20549

Re: Encore Capital Group, Inc. 2005 Stock Incentive Plan

Ladies and Gentlemen:

We have acted as counsel to Encore Capital Group, Inc. (the "Company") in connection with its Registration Statement on Form S-8 (the "Registration Statement"), filed by the Company with the Securities and Exchange Commission under the Securities Act of 1933, as amended, relating to the registration of 1,500,000 shares of the Company's Common Stock, \$0.01 par value (the "Shares") issuable pursuant to the Encore Capital Group, Inc. 2005 Stock Incentive Plan (the "Plan").

It is our opinion that the Shares, when issued and sold in accordance with the terms of the Plan, will be validly issued, fully paid, and non-assessable.

In rendering this opinion, we have reviewed and relied upon such documents and records of the Company as we have deemed necessary and have assumed the following:

- (i) the genuineness of all signatures and the authenticity of documents submitted to us as originals, and the conformity to originals of all documents submitted to us as copies;
- (ii) the accuracy, completeness, and genuineness of all representations and certifications with respect to factual matters, made to us by officers of the Company and public officials; and
- (iii) the accuracy and completeness of Company records.

The opinions expressed herein are limited solely to the General Corporation Law of the State of Delaware. We express no opinion on the laws of any other jurisdiction or the applicability or effect of any such laws or principles.

The opinions expressed herein are based upon the law and other matters in effect on the date hereof, and we assume no obligation to revise or supplement this opinion should such law be changed by legislative action, judicial decision, or otherwise, or should any facts or other matters upon which we have relied be changed.

We hereby consent to the use of this opinion as an exhibit to the Registration Statement. In giving this consent, we do not thereby admit that we are within the category of persons whose consent is required under Section 7 of the Securities Act and the rules and regulations thereunder.

Very truly yours,

/s/ SNELL & WILMER L.L.P.



**Consent of Independent Registered Public Accounting Firm**

We hereby consent to the incorporation by reference in the Prospectus constituting a part of this Registration Statement on Form S-8 of our reports dated February 4, 2005 relating to the consolidated financial statements of Encore Capital Group Inc. and the effectiveness of Encore Capital Group, Inc.'s internal control over financial reporting appearing in its Annual Report on Form 10-K for the year ended December 31, 2004.

/s/BDO Seidman, LLP

Costa Mesa, California  
May 27, 2005

POWER OF ATTORNEY

KNOW ALL MEN BY THESE PRESENTS, that each person whose signature appears below constitutes and appoints CARL C. GREGORY, III and PAUL GRINBERG, and each of them, his true and lawful attorneys-in-fact and agents, with full power of substitution and resubstitution for him in his name, place and stead, in any and all capacities, to sign the Registration Statement on Form S-8 relating to the Encore Capital Group, Inc. 2005 Stock Incentive Plan, and any and all amendments thereto, and to file the same, with all exhibits thereto and other documents in connection therewith, with the Securities and Exchange Commission, granting unto said attorneys-in-fact and agents, and each of them, full power and authority to do and perform each and every act and thing requisite and necessary to be done in and about the premises as fully and to all intents and purposes as he might or could do in person hereby ratifying and confirming all that said attorneys-in-fact and agents, or his or their substitute or substitutes, may lawfully do or cause to be done by virtue hereof.

May 16, 2005 /s/ Barry R. Barkley  
Barry R. Barkley

May 16, 2005 /s/ J. Brandon Black  
J. Brandon Black

May 16, 2005 /s/ Raymond Fleming  
Raymond Fleming

May 16, 2005 /s/ Eric D. Kogan  
Eric D. Kogan

May \_\_, 2005 \_\_\_\_\_  
Alexander Lemond

May 16, 2005 /s/ Richard A. Mandell  
Richard A. Mandell

May 16, 2005 /s/ Peter W. May  
Peter W. May

May 16, 2005 /s/ Nelson Peltz  
Nelson Peltz