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Proteros Reporter Displacement Assay. In brief, the assay $(1, 2)$ is based on the competitive displacement of a reporter probe designed to selectively target the cyclin-dependent kinase 8 (CDK8) ATP binding site with a fast binding kinetic signature. Binding of the probe to its target results in the emission of an optical signal. Competitive displacement of the probe by the corresponding compounds (fragment or lead-like type) results in a loss of the optical signal that can be quantified with increasing compound concentrations. The half-inhibitory concentration (IC_{50}) measurement of the library screen was quantified by regular IC_{50} fitting of the percent reporter displacement values (with no displacement of the reporter corresponding to 0% and complete displacement corresponding to 100% after 15 and 80 min). With the previously determined K_d value of the reporter and its known concentration, the K_d value of the compound is then calculated within the equilibrated system from the measured IC_{50} value by the Cheng– Prusoff equation (Eq. S1):

$$
K_d(\text{compound}) = IC_{50}/(1 + [\text{reporter}]/K_d(\text{reporter})), \quad [S1]
$$

where K_d (compound) is the dissociation constant of the corresponding compound, IC_{50} is the concentration at which 50% of reporter binding is displaced, [reporter] is the known concentration of the reporter probe, and K_d (reporter) is the value of the previously determined dissociation constant of the reporter probe (in this case: 142.4 nM).

Binding kinetics was analyzed by fitting the reporter displacement traces for individual compound concentrations to a monoexponential decay equation. Thereby an exponent is yielded that reflects the observed association rate k_{obs} for each concentration. Then each k_{obs} value is plotted on the y axis against the corresponding compound concentrations $(x \text{ axis})$ and fitted to linear Eq. S2:

$$
k_{\text{obs}} = k_{\text{off}} + k_{\text{on}} \times [\text{compound}],
$$
 [S2]

where k_{obs} is the observed association rate, k_{off} is the dissociation rate constant, k_{on} is the association rate constant, and [compound] is the compound concentration. Thus, k_{on} is obtained from the slope.

The k_{off} rate then is obtained by Eq. **S3**:

$$
k_{\text{off}} = k_{\text{on}} \times \text{K}_{\text{d}},\tag{S3}
$$

where k_{off} is the dissociation rate, k_{on} is the association rate, and K_d is the dissociation constant.

The residence time is calculated from the dissociation rate in Eq. S4:

residence time =
$$
1/k_{\text{off}}
$$
. [S4]

To assure that the k_{obs} value reflects only the compound binding and not the probe dissociation, a probe with a fast dissociation rate (high k_{off} value) was used. Thus, in all cases the rate-limiting step is not probe dissociation but compound binding.

In Table S2, error estimation and correlation coefficients for the binding kinetics are shown.

Time-Resolved IC_{50} Determination of Hit Compounds of the Primary Screen. Two hundred and ten hit compounds of the primary screen (hit rates, Table S1), which comprised fragments and lead-likes of different compound classes, were selected for time-resolved IC_{50} determination. As compounds with long residence time capacities ($1/k_{off}$, Eq. **S4)** are characterized by the dissociation rate (small k_{off} value), the IC₅₀ values were measured 15 and 80 min after compound addition to the probe–target complex. Compounds with slow binding kinetics [small observed association rate constant (k_{obs}) values, Eq. **S2**] are characterized by having a smaller IC_{50} value after 80 min compared with 15 min. Because the rate of reaching the equilibrium IC_{50} value is given by the value of k_{obs} (Eq. S2), and because k_{obs} depends on the k_{off} value, compounds with a time-dependent IC_{50} value are likely to show slow (small) k_{off} rates which define in their reciprocal values long residence time values. In Fig. S1 the corresponding IC_{50} values were plotted with the value for 15 min on the x axis and the value for 80 min on the y axis. Compounds with fast binding kinetics (residence time below the detection limit <1.4 min up to <15 min due to the experimental protocol) are located on the bisecting line, whereas compounds with slow binding kinetics (residence time >15 min) are located below.

Detailed Binding Mode of the Compounds of the Structure–Kinetic Relationship Series in Complex with Human CDK8/Cyclin C. For a better overview, the CDK8 residues within the active site were assigned to the specific pockets and kinase regions as follows: (i) deep pocket and interacting residues (Ser62, Arg65, Leu70, Leu73, Val78, Leu142, His149; forest green), (ii) "key" residues of the DMG motif and kinome-wide conserved salt bridge (Asp173, Met174, Glu66, Lys52; gold), (iii) DMG-motif surrounding residues (Ile171, Ala172, Gly175, Phe176, Ile79, Phe97; pea green), (iv) β1– β2 loop residues (Val27, Tyr32, Val35, Ala50; purple), (v) hinge residues (Asp98, Tyr99, Ala100, Glu101; turquoise), and (vi) front pocket residues and its surrounding (Trp105, His106, Ala155, Leu158, Arg356; marine blue).

The deep pocket binding moiety of the minimal compound 7 (Fig. S3A) is anchored within the deep pocket (forest green) and forms hydrophobic contacts with neighboring residues of the DMG motif (gold), its surroundings (pea green), and Tyr32CDK8 (purple, β1–β2 loop). The urea linker forms H bonds with \tilde{G} lu $\tilde{6}$ C^{DK8} (gold, $\alpha \tilde{C}$ helix) and the Asp173^{CDK8} main-chain amide (gold, DMG motif), but does not disrupt the salt bridge of the kinome-wide conserved Glu66^{CDK8}–Lys52^{CDK8} ion pair. Compound 3 (Fig. S3B) is found in a similar binding mode, including only a few more hydrophobic contacts. The terminal hydroxyl group of its hinge-directed moiety is found within H-bonding distance of Lys52^{CDK8}, but H bonding may be weak due to a disadvantageous angle. Analogously, the terminal (2-morpholine-4 yl)ethyl-group of compound 4 (Fig. S3C) cannot contact the hinge
region and displaces the position of the Tyr32^{CDK8} side chain out from the β1 sheet. Consequently, the side chain of Met174^{CDK8} is shifted even further out of the active site, leaving Gly175- Phe176^{CDK8} disordered. The main-chain carbonyl of Asp173^{CDK8} appears in H-bonding distance of the nitrogen of the pyrazole ring but due to an unfavorable angle it rather forms a H bond with Glu66^{CDK8}. The additional methyl group in the hinge-directed moiety of compound 5 enables hinge interaction by the terminal (3-morpholine-4-yl)propyl group via H bonding (Ala100CDK8) backbone-amide; Fig. S3D, turquoise). Interestingly, Tyr32CDK8 exhibits the same orientation as in the complex with the compounds 7 and 3 (Fig. $S3A$ and B) and interacts with the compound 5 deep pocket binding moiety. Compared with compound 4, further van der Waals contacts are established between the terminal morpholine moiety of compound 5 with the β 1– β 2 loop and the

DMG-motif surroundings. The high resolution (2.1 Å) of this X-ray structure reveals the presence of a water molecule that enables H bonding between the pyrazole ring of the deep pocket
binding moiety and Arg65^{CDK8}. The orientation of Arg65^{CDK8} is similar for all structures and indicates that this water molecule should be present overall. Compound 11 (Fig. S3E) forms a sec-
ond H bond with the hinge region (Asp98^{CDK8} backbone carbonyl; Ala100^{CDK8} backbone amide). In contrast, compound 2 forms the three standard H bonds but does not contact the hinge region at all (Fig. S3*F*). A slight variation positions the main-chain amide of Asp173^{CDK8} in H-bonding distance of the urea linker of compound 2 but the unfavorable angle does not allow for H-bond formation. The tertiary butyl of compound 2 is stabilized in a van der Waals distance of Arg356^{CDK8} that gets involved in this front pocket interaction (marine blue). Similarly, the hinge-directed moiety of compound 1 (Fig. S3G) does not interact with the hinge region. Its piperazine ring forms hydrophobic contacts with Tyr32^{CDK8}, which adopts a similar conformation as observed for the complex with compound 4 (Fig. S3C). The terminal moiety of compound 1 forms extensive contacts within the front pocket $(\text{Arg}356^{\text{CDK8}})$ π-stacking with the tolyl moiety), which are completed by interactions with His106^{CDK8} and $Trp105^{\text{CDK8}}$ (α D helix/ C lobe). Due to the resolution of this structure (2.4 Å) , additional H-bond bridging water molecules are found, involving Tyr32CDK8 and Asn 165^{CDK8} ("η $1"$ -3₁₀helix/C lobe).

Interactions of Compounds in Relation to Their Residence Time. The number of contacts within the binding surface with the SKR compound was analyzed for each interacting atom of CDK8/CycC (cyclin C) (Table S5). Besides the sum of H bonds, hydrophobic contacts were calculated per atom (carbons, sulfur, and halogens) using the sum of the van der Waals radii $+$ 0.5 Å (contact atoms as defined by Lo Conte et al., ref. 3) that we varied by ± 0.2 Å to respect rmsd differences and kinase dynamics of the different CDK8/CycC crystal structures [resolution 2.1–3.0 Å; calculations performed with CCP4 (ref. 4), structure analysis]. In the case of π-stacking every atom was counted, in agreement with the electrochemical properties of this interaction. H-bond formation involving water molecules was not considered due to experimental uncertainties at low resolution (3).

Superposition of the Compounds of the SKR Series. Even though the overlay was centered on CDK8, the central urea linker and the deep pocket binding moiety of all SKR compounds align closely, whereas their hinge-directed moieties differ in orientation and position (Fig. S4).

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CDK8/CycC DMG-In Conformation. An extensive CDK8 T-loop/CycC interaction is observed in the CDK8/CycC apo form (Fig. S5A, DMG-in conformation with the CDK8 T-loop segment defined including residue 184), which is disordered in all other CDK8/ CycC SKR-compound complexes (CDK8 T-loop segment disorder starting at least with residue 178). This observation appears of high importance because no activatory phosphorylation of the CDK8 T-loop has been observed yet in contrast with the general mechanism of CDK activation (5, 6). Based on the comprehensive structural information on CDK2 structures, it was discovered that the general CDK activation process requires two steps including binding of the cyclin to rearrange the CDK α C helix toward the activation segment and reversible phosphorylation of the CDK Tloop: subsequently, an electrostatic network with a conserved arginine triade interacts with the phosphor residue to maintain the activation segment in an open conformation. However, several crystal structures have already questioned the universal validity of this two-step activation model such as CDK4/CycD (7, 8). In the absence of a phosphorylated T loop as an anchor point, the T loop observed in the CDK8/CycC apo structure is positioned within an extensive H-bond network with CycC (Fig. S5A). The activation of CDK8 by CycC based on a phosphorylated-residue–mimicking residue of CycC (Glu99^{CycC}) has been discussed previously (9). In fact, we observed that the CycC H3–H4 loop is in a relaxed position and shifted toward CDK8 to position Glu99CycC appropriately. Two of the three conserved arginines of CDK8 (Arg65^{CDK8}) and Arg150^{CDK8}) contact the exposed side chain of $\frac{G\mu}{96}CycC$ and the Val97CycC backbone carbonyl via H bonding. Just too distant of the CycC binding surface the main-chain carbonyl of the third conserved arginine, Arg178^{CDK8}, interacts with the main-chain carbonyl of $\widetilde{Asn181}^{\text{CDK8}}$. This interaction obviously serves as another anchor to position the CDK8 T loop, which is strengthened by H bonding between the Glu99^{CycC} main-chain carbonyl with the Phe180^{CDK8} main-chain amide. Similarly, it was reported for CDK2 (Fig. S5B) that a glutamate (Glu162 $\rm CDK2$) can compensate the lack of the phosphate group at the CDK2 T loop: the CDK2 T loop is found within an at least partially active conformation that allows a correct positioning of ATP but limits the CDK2 kinase activity to 1% (5, 10). Moreover, a phosphorylation-independent kinase activation has been observed for the CDK6 kinase by complex formation with the virus-encoded cyclin of Herpesvirus saimiri. In this complex, the open conformation segment of CDK6 is described as similar to the phosphorylated and fully active CDK2 complex (11).

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CDK8/CycC

Fig. S1. IC_{50} determination of selected hit compounds of the primary screen.

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Fig. S2. Comparison of the activation segment of CDK8/CycC. CDK8 (teal)/CycC (gold); CDK8 residues are assigned to distinctive parts of the kinase (teal) and shown as sticks with the carbons colored as follows: conserved residues in interaction with type II compounds (gold), DMG-motif surrounding residues (pea green), deep pocket located and surrounding residues (forest green), $β1–β2$ sheet residues (purple), hinge-region residues (turquoise), and front pocket residues (marine blue). Other atoms are colored according to atom type: nitrogen (blue), oxygen (red), sulfur (saffron). Water molecules are indicated as blue nonbound spheres. (A) CDK8/CycC apo form in the DMG-in conformation (4G6L); Tyr32^{CDK8} side chain is disordered; the residues of the active site are shown superimposed with the refined 2Fo-Fc electron density map (density blue) contoured at 1σ, which was calculated from the final model after residues of the DMG-motif, T-loop, and Glu–Lys ion bridge (173–184; 52, and 66) had been omitted; residues of the CDK8 T-loop, which are only defined within the DMG-in conformation, are shown as sticks (177–184; teal); the weak density of Phe176CDK8 within the 2Fo-Fc omit map indicates its flexibility. (B and C) Refined 2Fo−Fc omit maps (density blue) of SKR compounds; these were calculated from the final models after compounds 1and 5 had been omitted and are contoured at 1σ; (B) CDK8/CycC/compound 5 complex in the DMG-out-conformation; (C) CDK8/CycC/compound 1 complex in the DMG-out conformation.

Fig. S3. Detailed binding mode of the compounds of the SKR series in complex with human CDK8/CycC. The CDK8 residues are colored according to the specific parts of the kinase as described in the text. Compounds are shown as sticks with their carbons colored yellow. Heteroatoms are colored according to atom type: nitrogen (blue), oxygen (red), sulfur (saffron). In general, H bonds are indicated for compound-CDK8 interaction (blue dotted lines) and H bonds bridging water molecules as blue nonbound spheres. CycC is not shown for clarity. Secondary structural elements are labeled black. All close-up stereo figures were positioned to allow best view depending on the inhibitor's binding mode to CDK8/CycC; A) compound 7 (SRTC, <1.4 min); disordered activation segment residues 178–194; B) compound 3 (SRTC, <1.4 min); disordered activation segment residues 177–194; C) compound 4 (SRTC, <1.4 min); disordered activation segment: residues 175–194; D) compound 5 with a detectable residence time (14 min); disordered activation segment residues 177–193; E) compound 11 (LRTC, Legend continued on following page

57 min); disordered activation segment residues 177–193; F) compound 2 (LRTC, 1,944 min); gray label indicates distance to hinge region; disordered activation segment residues 176-195 and Tyr32^{CDK8}; G) compound 1 (LRTC, 1,626 min); additional hydrophilic interactions are bridged by water molecules involving Tyr32^{CDK8} and Asn156^{CDK8} (teal); disordered activation segment residues: 176–195. LRTC, compounds with long residence times; SRTC, compounds with short residence times.

A overlay of all SKR compounds

B compounds turned by 45 degree around x-axis

Fig. S4. Overlay of the SKR compounds (A) and turned by 45 degree around x-axis (B). The overlay is centered on CDK8 of CDK8/CycC in complex with the minimal compound 7 (4F6S) using COOT/"Secondary-structure matching (SSM)" (1): CDK8/CycC in complex with: compound 3 (4F7J): rmsd 0.4A; compound 4 (4F70): rmsd 0.3A; compound 5 (4F6U): rmsd 0.4 A; compound 2 (4F7L): rmsd 0.4A; compound 1 (4F6W): rmsd 0.4A; compound 11 (4F7N): rmsd 0.3A; all X-ray structures share a sequence identity of 100%. The compounds are shown as sticks with atoms colored according to atom type: nitrogen (blue), oxygen (red), carbon according to compound identity as follows: compound 7 (carbon: lemon), compound 3 (carbon: yellow), compound 4 (carbon: orange), compound 5 (carbon: pale green), compound 11 (carbon: marine blue), compound 2 (carbon: rose) and compound 1 (carbon: pale yellow). For clarity, CDK8/CycC residues were omitted and only important kinase-parts are indicated with labels.

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Fig. S5. Comparison of the activation segment of CDK8/CycC and CDK2/CycA. Atoms are colored according to atom type: nitrogen (blue), oxygen (red), sulfur (saffron). (A) CDK8 (teal)/CycC (gold) interaction surface based on the CDK8 T loop. H bonding is indicated with blue dotted lines. (B) Close-up of the unphosphorylated activation segment of the CDK2 (plum)/CycA (forest green)/ATP (deep orange) complex (1FIN); H bonds are indicated as blue dotted lines in accordance with Kornev et al. (1) For further details see the text.

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Table S2. Error estimation of the binding kinetics of the SKR compounds

SE (std error): based on fitting performance. Error K_d [µM]: SE(IC₅₀)/2 according to Gaussian error propagation. Error k_{off} [1/s]: ((K_d x SE(k_{on}))² + (k_{on} x SE $(\mathsf{K}_\mathsf{d})^2)^{0.5}$ according to Gaussian error propagation. Error residence time [min]: = (SE($k_\mathsf{off}/(k_\mathsf{off})^2$)/60.

Table S3. Data collection and processing statistics

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*Swiss Light Source (SLS, Villigen, Switzerland).

† Values in parentheses refer to the highest resolution bin.

‡ Calculated from independent reflections.

Table S4. Refinement statistics

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The final models, which comprise residues for CDK8 and CycC according to the sequence in Swiss-Prot ID P49336 and P24863, and their completeness, as defined by electron density, are listed in the following. Additional residues were introduced (termed -1, 0, where 1 refers to Met1^{CDK8} and -3, -2, -1, 0 where 1 refers to Met1^{CycC}) at the N terminus of each protein during cloning at the cleavage site. CDK8/CycC in complex with compound: 7 (4F6S): chain A (CDK8 residues 0–359) except for the segments 115–122, 178–194, 238–244, and 360–403; chain B (CycC residues −1–264) except for the segment 265–283; 3 (4F7J): chain A (CDK8 residues 1–359) except for the segments 113–121, 177–194, 239–244, and 360–403; chain B (CycC residues −3–264) except for the segment 265– 283; 4 (4F70): chain A (CDK8 residues 0–359) except for the segments 117–122, 175–194, 238–244, and 360–403; chain B (CycC residues −1–264) except for the segments 265–283; 5 (4F6U): chain A (CDK8 residues −1–359) and chain B (CycC residues −2–264) except for the segments 116–120, 177–193, 240–244, and 360–403; 11 (4F7N): chain A(CDK8 residues 0–361) except for the segments 115–120, 177–193, 240–244, and 362–403; chain B (CycC residues −2–265) except for the segment 266–283; 2 (4F7L): chain A (CDK8 residues −1–359) except for the segments 115–121, 176–195, 239–244, and 360–403; chain B (CycC residues −1–264) except for the segment 265–283; 1 (4F6W): chain A (CDK8 residues 1–359) except for the segments 116–120, 178–195, 239–244, and 360–403; chain B (CycC residues 2–264) except for the segment 265–283; CDK8/CycC/apo (4G6L): chain A (CDK8 residues −2–359) except for the segments 115–122, 185–196, 240–245, and 360–403; chain B (CycC residues -2-264) except for the segment 265–283; 4F7S chain A (CDK8 residues −1–359) except for the segments 115–121, 176–195, 239–244, and 360–403; chain B (-1-264) except for the segment 265–283.

*Calculated by dividing the residence time by the contact atoms.