

# 1 **Rate variation in the evolution of non-coding DNA associated with social evolution in bees**

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## 13 **Abstract**

14  
15 The evolutionary origins of eusociality represent increases in complexity from individual to caste-  
16 based, group reproduction. These behavioral transitions have been hypothesized to go hand-in-  
17 hand with an increased ability to regulate when and where genes are expressed. Bees have  
18 convergently evolved eusociality up to five times, providing a framework to test this hypothesis.  
19 To examine potential links between putative gene regulatory elements and social evolution, we  
20 compare alignable, non-coding sequences in eleven diverse bee species, encompassing three  
21 independent origins of reproductive division of labor and two elaborations of eusocial complexity.  
22 We find that rates of evolution in a number of non-coding sequences correlate with key social  
23 transitions in bees. Interestingly, while we find little evidence for convergent rate changes  
24 associated with independent origins of social behavior, a number of molecular pathways exhibit  
25 convergent rate changes in conjunction with subsequent elaborations of social organization. We  
26 also present evidence that many novel non-coding regions may have been recruited alongside  
27 the origin of sociality in corbiculate bees; these loci could represent gene regulatory elements  
28 associated with division of labor within this group. Thus, our findings are consistent with the  
29 hypothesis that gene regulatory innovations are associated with the evolution of eusociality and  
30 illustrate how a thorough examination of both coding and non-coding sequence can provide a  
31 more complete understanding of the molecular mechanisms underlying behavioral evolution.

## 32 33 34 **Introduction**

35  
36 Many genomic sequences that do not encode proteins play essential roles in gene regulation  
37 across animals [1] and plants [2]. The breadth of knowledge of these non-coding regulatory  
38 elements has been built primarily upon the large number of plant and vertebrate genomes that  
39 have been sequenced over the past decade. However, the high degree of conservation that exists  
40 in a subset of these non-coding regions [1,3] means that comparative methods can be used to  
41 identify similar non-coding elements even in the recently sequenced genomes of non-model taxa  
42 that frequently lack the resources needed to characterize regulatory regions via functional assays.  
43 Insects, in particular, have been the focus of many *de novo* genome sequencing projects yet,

44 outside of *Drosophila* [4], the non-coding regulatory landscape of these taxa has been the target  
45 of few studies.

46  
47 Here, we take advantage of eleven publicly-available bee genomes [5–9] to examine how non-  
48 coding elements change as eusociality – an extreme form of social behavior found primarily in  
49 insects and mammals – has convergently evolved and increased in complexity within bees.  
50 Eusociality is of particular interest to evolutionary biologists because it represents an increase in  
51 complexity from individual to group-level reproduction and includes the evolution of a non-  
52 reproductive worker caste [10]. Along with reproductively-specialized castes, many of these  
53 societies have also evolved elaborate communication systems used to identify group members  
54 and to coordinate and divide labor among individuals [11]. These evolutionary innovations have  
55 afforded the social insects major ecological success – they are estimated to make up over 50%  
56 of the insect biomass on the planet even though they only account for ~2% of the insect species  
57 worldwide [12].

58  
59 A great deal of effort has been focused on understanding the mechanisms that have enabled the  
60 multiple evolutionary origins of sociality [13]. Just like multiple cell types and tissues are derived  
61 from the same individual genome, the queen and worker castes are generated from a shared  
62 genomic background. This means that just as changes in gene expression drive cell type  
63 specifications, they should also drive developmentally-determined caste differentiation in the  
64 social insects. There is growing evidence to support this assertion, including well-documented  
65 differences in gene expression between castes in developing larvae and in adults [14–24], as well  
66 as differences in DNA methylation [25–28], post-translational histone modifications, and  
67 chromatin accessibility [29–31].

68  
69 Although changes in coding sequences have been found to contribute to eusocial evolution in  
70 Hymenoptera [32], it is hypothesized that an expansion in the regulatory capacity of eusocial  
71 genomes may also have been a fundamental mechanism enabling these transitions [6]. This  
72 hypothesis is supported by a comparative study of 10 bee genomes that uncovered expansions  
73 in transcription factor binding sites in lineages where social behavior has evolved [6]. Similar  
74 observations have also been made in ants, both through examinations of non-coding sequence  
75 evolution [33] and by comparisons of gene expression patterns that have begun to uncover  
76 signatures of ancestral gene regulatory networks that may underlie caste determination [34].  
77 However, direct comparisons of non-coding sequence evolution across species have not yet been  
78 leveraged to assess the contributions of these elements in the origins and elaborations of social  
79 behavior in bees.

80  
81 Here, we identify non-coding regions that are alignable across eleven bee species that span three  
82 independent origins [35] and two independent elaborations of sociality [36] and over 100 million  
83 years of evolution. The alignability of these sequences across substantial evolutionary distances  
84 suggests that these regions are relatively conserved and that they could play a functional role in  
85 gene regulation. We have taken advantage of the convergent transitions in social behavior within

86 bees to identify concordant evolutionary signatures in these non-coding sequences that are  
87 associated with the evolution of sociality. In general, we find that the landscape of these non-  
88 coding and putatively regulatory sequences in bees matches many of the patterns observed in  
89 conserved, non-coding elements (CNEs) in plants and vertebrates, including an exceptionally  
90 slow rate of evolution among those loci associated with genes involved in development. We then  
91 examine if and how this non-coding landscape has changed alongside behavioral and  
92 reproductive innovations associated with the evolution of eusociality. We find little association  
93 between non-coding sequence evolutionary rates and the origins of sociality across all bees, but  
94 we do identify several molecular pathways that have experienced convergent rate changes in  
95 association with the larger colonies and increased caste differentiation found within the stingless  
96 bees and honey bees. Finally, we discuss how these patterns of non-coding sequence evolution  
97 compare to patterns of coding sequence evolution and highlight future areas of research that can  
98 help to further illuminate the role of gene regulatory change in the evolution of eusociality.

99

## 100 **Methods**

101

### 102 ***Bee taxa included***

103 We used previously published genomes for twelve bee species (Fig. 1; see Supplementary  
104 Information section 1.1 for detailed information on genome releases). For each species, we  
105 performed whole-genome alignments (see below) to identify non-coding alignable sequences  
106 (NCARs; excluding *E. dilemma*, for which the available genome sequence is highly fragmented).  
107 We also used this set of genomes to examine the evolution of protein coding sequence.  
108 Classifications of social behavior were drawn from previous studies [6], with respect to  
109 reproductive division of labor (SI 1.2). Species were split into four different behavioral categories:  
110 (1) solitary (*Dufourea novaeangliae*, *Habropoda laboriosa*, *Megachile rotundata*), (2) facultative  
111 simple sociality (*Ceratina calcarata*, *Eufriesea mexicana*, *Euglossa dilemma*, and *Lasioglossum*  
112 *albipes*), (3) obligate simple eusociality (*Bombus impatiens* and *Bombus terrestris*), and (4)  
113 obligate complex eusociality (*Apis florea*, *Apis mellifera*, and *Melipona quadrifasciata*; Fig. 1).  
114 Note that because of the variation in behaviors among species considered to have facultative  
115 simple social behavior, we refrain from using the more specific term “eusocial” to describe these  
116 species. Both obligate simple and obligate complex eusociality involve the presence of a queen  
117 and non-reproductive workers. However, the transition to complex eusociality, as designated  
118 here, involves an increase in the number of workers of at least several thousand, morphological  
119 specialization of castes, and vastly more complex systems of communication [37]. Simple sociality  
120 occurs in both obligately social and facultative forms wherein individuals vary in their expression  
121 of sociality within the species [38].

122

### 123 ***Bee phylogeny***

124 A large number of studies have explored the relationships among species in the family Apidae  
125 (represented by *Apis*, *Bombus*, *Eufriesea*, and *Melipona* in the current study). However, the most  
126 recent research shows that *Apis*, *Bombus*, and *Melipona* share a more recent common ancestor  
127 than any do with *Eufriesea* [36]. Thus, our study assumes that the ancestor of these three genera

128 exhibited obligate simple eusociality and that there have been convergent elaborations of this  
129 behavior in the lineages leading to *Apis* and *Melipona*. Though it is possible that the ancestor  
130 possessed complex eusociality and that the lineage ancestral to *Bombus* reverted back to simple  
131 eusociality, because the transition from simple to complex eusociality is thought to be obligate  
132 and irreversible [11,39] and because no such reversals have been otherwise observed, such a  
133 scenario is less parsimonious.

134

### 135 **Identification of non-coding, alignable regions (NCARs)**

136 Methods traditionally used for characterizing conserved, non-coding elements (CNEs) in  
137 vertebrates [40–43] rely on whole-genome alignments to assess changes in conservation in non-  
138 coding regions of the genome. However, the highly-fragmented nature of the publicly available  
139 bee genomes limits our ability to generate suitable whole-genome multiple sequence alignments  
140 that include all taxa in our study. To overcome this limitation, we instead relied on pairwise  
141 alignments of each species to the *Apis mellifera* genome to then generate multiple sequence  
142 alignments of non-coding regions as detailed below. Because these methods do not explicitly use  
143 sequence conservation, other than alignability, as a metric for identification, we refer to our  
144 sequences as non-coding alignable regions, or NCARs, rather than as CNEs. Given the relatively  
145 small fraction of the genomes (~0.5%; Table S1) of our target taxa that we were able to align, we  
146 concluded that these regions must be at least somewhat conserved compared with the rest of the  
147 genome sequence. Because we do not rely solely on extremely high levels of conservation across  
148 all species examined, our approach provides the benefit of allowing for the discovery of alignable  
149 non-coding regions whose rates of change are correlated with social evolution regardless of  
150 degree of conservation, thus allowing for the identification of potentially relevant regions that may  
151 not be identified using traditional CNE approaches. However, some NCARs may not be functional  
152 and/or subject to negative selection, potentially adding noise to our analyses.

153

154 Full genomes were first masked for repetitive sequences using RepeatMasker [44]. Each genome  
155 was then individually aligned against the *A. mellifera* genome using LAST [45,46]. The single best  
156 one-to-one alignment was used for each pair of sequences and non-syntenic regions were  
157 discarded (SI 1.3). Regions that were aligned against the same *A. mellifera* region across different  
158 species were merged together into a multiple sequence alignment and then realigned using FSA  
159 [47]. For our main analyses, we focused on only those regions for which at least nine species  
160 were represented. Coding sequences were masked for further analyses as we were focused on  
161 non-coding sequence. These resulting alignments were split into 500 base non-coding alignable  
162 regions (NCARs) for analyses, using a sliding window with 250 base step sizes so some NCARs  
163 overlap by 250 bases. Overlapping NCARs were excluded for the description of the distribution  
164 of NCARs across the genome and across feature types, discarding the NCAR with higher  
165 coordinates. Although our sliding window approach means that loci are not completely  
166 independent, it allows for fine-scale resolution of locations where rate changes have occurred.  
167 The resulting aligned sequence windows were filtered for quality using trimAl [48] to remove  
168 poorly aligned regions. Branch lengths were estimated for each taxon in each NCAR with  
169 BASEML [49,50] using the REV model of nucleotide substitution (model = 7) on a previously

170 determined topology [36]. Full details of the alignment procedure are in SI 1.3 and scripts used to  
171 generate alignments are available at <https://github.com/berrubin/BeeGenomeAligner>.

172

### 173 **Functional classification and ortholog assignment**

174 In order to assign putative functions to NCARs and to compare changes in the non-coding  
175 landscape to coding sequence evolution, we also identified single-copy orthologous genes in our  
176 dataset. These orthogroups were identified using ProteinOrtho v.5.15 [51] with a minimum  
177 connectivity of 0.5. Gene ontology terms were assigned to orthogroups using Trinotate [52] on *A.*  
178 *mellifera* representative sequences and gene names determined by orthology to *Drosophila*  
179 *melanogaster* genes found in OrthoDB [53]. When paralogous sequences from a species were  
180 detected in an orthogroup, all sequences from that species were discarded. Coding sequences  
181 were aligned using the coding sequence aware implementation of FSA [47]. Branch lengths for  
182 translations of all orthologous groups were then estimated with AAML [49,50] using the  
183 Empirical+F model of evolution (model=3). We estimated these branch lengths on the topology  
184 inferred previously [36].

185

186 We used HOMER [54] to identify *de novo* sequence motifs enriched in NCARs from each species,  
187 using the full genome of those species as background sequence. We then created a single set of  
188 motifs using those identified across all species using the compareMotifs.pl script. The resulting  
189 147 motif seeds were used to identify similar motifs present in the NCARs for each species. When  
190 assigning putative function to motifs based on similarity to previously characterized binding motifs,  
191 we required a HOMER match score of 0.75 or greater. As transcription factor binding motifs have  
192 not been thoroughly characterized in any bees, these similarity matches are to motifs known from  
193 other, model organisms (e.g., *Drosophila*) and may not have the same functions in the taxa  
194 examined here.

195

196 We tested for differences in the abundance of motifs by comparing the proportions of NCARs that  
197 contained individual motifs in each species. We then compared these proportions between taxa  
198 with complex sociality and all other taxa using Wilcoxon rank-sum tests as well as Phylogenetic  
199 Generalized Least Squares (PGLS) tests assuming a Brownian motion error structure. To  
200 examine the presence of motifs across species within individual NCARs, we used  $\chi^2$  tests, again  
201 comparing complex social taxa to all others. Although based only on the binary presence or  
202 absence of motif-detection, this approach is similar to those taken in previous studies in bees  
203 where motif matching scores were correlated with the evolution of social behavior [6].  
204 Unfortunately, the small number of taxa included in these analyses and the large minimum p-  
205 values that result preclude the effectiveness of multiple test correction for either the tests for  
206 differences in overall motif abundance across taxa or the tests for differences in motif occurrence  
207 within individual NCARs. Although we believe that these results are useful as a starting point, they  
208 should be treated with caution because of these issues.

209

210 Putative functions were assigned to NCARs by the association with coding sequence in the  
211 genome of *A. mellifera* based on the midpoint coordinate of each NCAR. We split these gene-

212 associated NCARs into sets associated with introns, 5' UTRs, 3' UTRs, promoters (<1.5kb  
213 upstream of the coding start site), and within 10,000 bases upstream or downstream of the coding  
214 start and stop coordinates. When NCARs were associated with multiple genes, they were  
215 assigned to individual genes based on the following priorities: 1. introns, 2. 3'UTRs, 3. 5'UTRs, 4.  
216 promoters, 5. upstream and downstream regions. When individual NCARs were present in the  
217 introns or UTRs of multiple genes, they were randomly assigned to a gene. When NCARs  
218 occurred in the promoters or upstream or downstream regions of multiple genes, they were  
219 assigned based on nearest proximity.

220

### 221 ***Patterns of NCAR evolution***

222 To assess the origins of novel non-coding elements in bees, we identified sets of NCARs that  
223 were present in all bee species, and those unique to five target clades including the obligately  
224 social corbiculates (*Apis*, *Bombus*, and *Melipona*), all corbiculates (the social corbiculates and *E.*  
225 *mexicana*), the corbiculates and *C. calcarata*, all Apidae (the corbiculates, *C. calcarata*, and *H.*  
226 *laboriosa*), and all Apidae and *Meg. rotundata*. For an NCAR to be considered unique to a clade,  
227 it had to be present in all species within that clade and have no recovered ortholog from any taxa  
228 outside of that clade. NCARs unique to clades were examined for possible functional enrichment  
229 by comparing the GO terms assigned to proximal genes and comparing these sets of GO terms  
230 with the set of NCARs used for the more general analyses (i.e. without specific requirements of  
231 taxonomy except that a minimum of nine species be represented). We also sought to compare  
232 the number of clade-specific NCARs across different clades while accounting for evolutionary  
233 divergence across taxa. We, therefore, inferred branch lengths for the overall phylogeny using a  
234 concatenated matrix of all protein sequences (SI 1.4). To standardize across clades, numbers of  
235 NCARs unique to each clade were multiplied by the total branch length inferred for that clade,  
236 thus downweighting closely related taxa and upweighting more distant relatives.

237

238 We also examined the overall rate of evolution in individual NCARs by standardizing the total  
239 branch length inferred for an NCAR locus to the branch lengths derived from the concatenated  
240 protein matrix while controlling for the taxa present in each NCAR. The resulting distribution of  
241 standardized non-coding branch length was examined to identify the fastest- and slowest-evolving  
242 NCARs across all taxa. The genes associated with these sets of NCARs were examined for GO  
243 term enrichment relative to the full set of NCARs present in at least nine species.

244

245 Previous studies in vertebrates have revealed that conserved, non-coding sequences tend to  
246 occur in genomic clusters [55]. To determine whether the same types of patterns are present in  
247 the NCARs of bees, we used permutation tests to identify significant clustering. These tests  
248 compared the number of 200kb windows with a minimum of 5, 6, 7, or 10 NCARs to the number  
249 of windows with a minimum of the given number of NCARs when locations of all NCARs were  
250 randomized within chromosomes (using 1,000 random permutations).

251

### 252 ***Differences in evolutionary rates among bee species***

253 We performed evolutionary rate tests on both NCARs and coding sequences to identify genomic  
254 regions that showed consistent changes in evolutionary rates associated with the evolution of  
255 social behavior using RERconverge [56–58] (SI 1.5). RERconverge calculates relative branch  
256 lengths by normalizing branches for a focal locus to the distribution of branch lengths across all  
257 loci. This enables analyses that look for convergent changes in evolutionary rates across different  
258 taxa while accounting for differences in phylogenetic divergence and in baseline rates of evolution  
259 across taxa. RERconverge compares rates of change in focal/foreground branches and the rest  
260 of the tree, and identifies loci that have a significant correlation between relative rates and a  
261 phenotype of interest. Slower rates of change among the focal branches can generally be  
262 interpreted as an increase in purifying selection among these taxa. Faster rates of change are  
263 more difficult to interpret as they may be indicative of either directional selection or a relaxation of  
264 purifying selection.

265  
266 We made two different comparisons between social and solitary taxa. (1) We tested all taxa with  
267 any degree of reproductive division of labor against all other taxa (Fig. S1a). Note the inclusion of  
268 ancestral branches in these tests. (2) We identified NCARs and genes associated with the  
269 complex eusociality of *Apis* and *Melipona* by designating these terminal branches and the internal  
270 branch representing the ancestral *Apis* lineage as focal branches (Fig. S1b). The resulting sets  
271 of NCARs evolving significantly faster or slower on focal branches were examined for GO term  
272 enrichment among all genes proximal to NCARs represented by at least nine taxa using GO-  
273 TermFinder [59].

274  
275 Although some previous work has examined molecular evolution in the obligately eusocial  
276 lineages (complex eusocial taxa + *Bombus*) we did not apply the relative rates test to this clade  
277 because the shared ancestry and single origin of eusociality is likely to generate a shared signal  
278 that would not be independent, reducing our confidence in the association between eusociality  
279 and the genes identified.

280  
281 ***Robustness of rate changes associated with social evolution***

282 While RERconverge accounts for shared evolutionary history between taxa by treating each  
283 branch on the phylogeny as an independent data point, the currently available datasets create  
284 uneven sampling across clades that have evolved complex eusociality convergently (i.e., one  
285 *Melipona* lineage versus three *Apis* lineages including *A. mellifera*, *A. florea*, and the lineage  
286 ancestral to these two taxa). Thus, we were concerned that the majority of our signal was the  
287 result of lineage-specific evolution in *Apis*. To better assess this potential bias, we performed  
288 additional RERconverge tests using the three *Apis* lineages plus one of the two *Bombus* species  
289 as focal lineages instead of *Melipona*. Each *Bombus* species was tested separately. If *Apis* and  
290 *Melipona* share convergent rate changes related to complex eusociality, these loci should not  
291 show a significant association between *Apis* and either *Bombus* species which have simple  
292 eusocial behavior. *Bombus* is as closely related to *Apis* as *Melipona*, providing an ideal test case  
293 for characterizing the amount of signal contributed by *Melipona* to the RERconverge tests of  
294 complex eusocial taxa.

295  
296 In addition, because current datasets include relatively few taxa, meaning that an outlying signal  
297 from a single taxon might have a drastic effect on our results (although the rank-based Kendall  
298 tests used by RERconverge partly remedies this issue), we used leave-one-out analyses to build  
299 confidence in our results, performing the RERconverge analyses using all iterations of two taxa  
300 among the three taxa with complex eusociality.

301  
302 Next, we used a series of permutation tests to explore the degree to which our results were  
303 different from random expectations. First, we ran RERconverge on the full NCAR dataset using  
304 1,000 sets of four randomly identified focal branches for assessing our test of complex eusocial  
305 lineages and using 1,000 sets of 13 randomly identified focal branches for assessing our test of  
306 lineages with any degree of sociality. P-value distributions resulting from our tests of complex  
307 eusocial lineages and all social lineages were compared to the distributions of p-values from these  
308 tests of random branches to determine if more loci were identified as significantly associated with  
309 social behavior more frequently than expected by chance. This approach for examining the  
310 enrichment of significant p-values is similar to that used previously for assessing the performance  
311 of RERconverge [56]. Results from these tests of random taxa were examined both for the  
312 numbers of NCARs evolving at significantly different rates and for GO term enrichment. We also  
313 generated null expectations for GO term enrichment by creating 1,000 sets of random NCARs  
314 equal in number to the number identified by RERconverge as significant in tests of complex  
315 eusocial taxa and all eusocial taxa. These NCARs were again tested for GO term enrichment.

316  
317 Finally, we also explored the possible influence of gene tree discordance on our analyses of  
318 evolutionary rates but concluded that this phenomenon is unlikely to have substantially affected  
319 our results (SI 1.6, 2.11).

320  
321 RERconverge, although shown to be a powerful method for detecting evolutionary rate changes  
322 associated with phenotype evolution [56,57], does not explicitly account for variation in GC-  
323 content, which has been found to influence evolutionary rate estimates in bees [6]. Thus, the  
324 results of the relative rates test may be influenced by variation in GC-content both within and  
325 between bee genomes. Future implementations of this type of test may benefit from the inclusion  
326 of GC-content as a factor, particularly among those taxa where this trait is known to vary widely  
327 across the genome, such as bees [60].

### 328 329 ***Associations between NCARs and caste-biased gene expression***

330 To investigate the relationship between non-coding regions and genes with caste-biased  
331 expression in *A. mellifera*, we drew lists of differentially expressed genes from three previous  
332 studies. We examined genes that were previously found to be expressed at different levels in  
333 virgin queens versus sterile workers for both adults [61] and larvae [62] as well as those  
334 differentially expressed between nurses and foragers, which represent categories of age-based  
335 worker polyethism [63]. Of the 3,610 genes compared between workers and queen adults, 587  
336 were found to be worker-biased and 649 were found to be queen-biased by Grozinger et al. [61].



337 In a comparison of 4-day old larvae, He et al. [62] found that 276 of the 15,314 genes in the *A.*  
338 *mellifera* OGS v3.2 were worker-biased and 209 were queen-biased. Alaux et al. [63] compared  
339 9,637 unique genes between foragers and nurses, 434 of which were expressed at greater levels  
340 in foragers and 464 of which were expressed at greater levels in nurses. Hypergeometric tests  
341 were used to test for enrichment of particular sets of genes.

342

## 343 **Results**

344

### 345 ***The landscape of alignable non-coding sequence in bees***

346 Based on the results of our whole-genome alignments, we obtained 3,463 non-overlapping  
347 NCARs. Median divergence between *A. mellifera* and all other taxa across these NCARs varied  
348 from 4% in the most closely related *A. florea* to 17% in the most distantly related species (Table  
349 S1). Species representation across NCARs is given in Table S1. We used the genome of *A.*  
350 *mellifera* to examine the distribution of NCARs, finding that the vast majority (3,233) were present  
351 on scaffolds grouped into the 16 chromosomes of this species (Table S2) and were found in many  
352 regions associated with gene regulatory functions (Fig. 2a). In total, NCARs were within 10kb of  
353 1,543 different genes. They were heavily enriched for proximity to coding sequence  
354 (hypergeometric test,  $p < 1 \times 10^{-20}$ ), falling into one of the gene-associated categories 2.1-fold more  
355 often than expected by chance based on the proportion of the genome represented. 1,144 NCARs  
356 were in introns, 552 in downstream regions, 368 in promoters, 348 in 3'-UTRs, 249 in upstream  
357 regions, and 164 in 5'-UTRs (Fig. 2a). The remaining 638 NCARs were intergenic. 1,896 NCARs  
358 were within 10kb of multiple genes, 764 were within 1.5kb of multiple genes, and 88 NCARs  
359 overlapped UTRs or introns for multiple genes. Introns, UTRs, and promoters that contained  
360 NCARs tended to be longer and more GC-rich than all features of those types present in the *A.*  
361 *mellifera* genome (Wilcoxon rank-sum test,  $p < 0.01$ ; Fig. S2). These characteristics are generally  
362 correlated with regulatory function [64,65], lending support to the hypothesis that NCARs may act  
363 as regulatory elements.

364

365 There were 532 NCARs present in all 11 bee genomes and, like many of the conserved non-  
366 coding elements in mammals [55], the genes proximal to these NCARs were enriched for GO  
367 terms related to developmental processes and transcription, relative to the full *A. mellifera* gene  
368 set (Table S3). Similarly, NCARs showed a significant clustering pattern across all chromosomes  
369 (permutation test  $p < 0.05$ ; Figs. 2b, S3; Table S4), which is also typical of conserved non-coding  
370 elements in mammals [55] and plants [2]. All NCARs contained 56.6% AT on average, compared  
371 to the mean genomic background of 61.8% AT (Table S5). Rates of change in NCARs are  
372 significantly negatively correlated with GC-content (Pearson correlation  $p < 1 \times 10^{-10}$ ; Fig. S4).

373

374 Despite the different approach taken in our study, many of the characteristics apparent from  
375 studies of CNEs are also apparent among the NCARs identified here (clustering in the genome,  
376 association with developmental genes), suggesting that, although these results are not directly  
377 comparable, the two methods do identify related parts of the genome.

378

### 379 ***The most rapidly evolving NCARs are functionally distinct from the most conserved***

380 To examine general patterns of regulatory evolution across all bee species without considering  
381 differences in social behavior, we calculated the total standardized branch lengths (SI 1.5) for  
382 each NCAR and identified the top 100 fastest and slowest evolving regions (Fig. 2c). The 100  
383 fastest evolving regions were associated with genes enriched for GO terms related to metabolic  
384 functions, while the 100 slowest evolving regions were associated with genes enriched for GO  
385 terms related to the regulation of gene expression (hypergeometric test, FDR-corrected  $p < 0.05$ ;  
386 Table S6).

387  
388 There were also differences in the types of genomic features associated with faster or slower  
389 evolving NCARs (SI 2.1). The fastest-evolving NCARs were enriched for presence in 5' UTR  
390 sequence compared to the 3,233 non-overlapping gene-associated NCARs (hypergeometric test,  
391  $p = 3.1 \times 10^{-10}$ , 4.5-fold enrichment), while the slowest-evolving NCARs were enriched in regions  
392 downstream of genes (hypergeometric test,  $p = 0.032$ , 1.64-fold enrichment). The fastest-evolving  
393 NCARs also contained 30% more binding motifs ( $n=3,763$  occurrences of motifs proximal to 80  
394 genes) than the slowest-evolving NCARs, which encompassed 2,973 motifs proximal to 69 genes.  
395 There were no major differences in which motifs were present in these sequences.

### 396 397 ***Novel NCARs emerge alongside eusociality***

398 Previous work in vertebrates has suggested that the origin of novel phenotypes is correlated with  
399 the appearance of novel clusters of CNEs associated with distinct types of genes. For example,  
400 before mammals split from reptiles and birds, CNEs were recruited near transcription factors and  
401 their developmental targets, but CNEs that arose in placental mammals are enriched near genes  
402 that play roles in post-translational modification and intracellular signaling [40].

403  
404 To determine if similar recruitment processes have played a role in the evolution of eusociality,  
405 we identified NCARs that are unique among the social corbiculates (*Apis*, *Bombus*, *Melipona*, and  
406 *Eufriesea*). The recruitment of novel NCARs in this group may indeed be associated with their  
407 shared origin of sociality. We found 1,476 NCARs associated with 605 genes that are shared  
408 among all of these species and unique to this clade (Fig. 3a). Although neutral expectations would  
409 predict that the clade containing only *Apis*, *Bombus*, and *Melipona* would contain the greatest  
410 number of NCARs, the clade including *all* corbiculates contained the largest number of clade-  
411 specific NCARs (both raw and standardized by total clade branch lengths, and despite the fact  
412 that *E. mexicana* is one of the most fragmented genomes in the dataset [6]), suggesting that there  
413 was an expansion in regulatory regions at the origin of this clade. Genes proximal to these regions  
414 are not enriched in particular functions after multiple-test correction, although many nervous  
415 system functions show some indication of enrichment (hypergeometric test, uncorrected  $p < 0.01$ ;  
416 Table S7). These corbiculate-specific NCARs are located primarily in introns (35%) and intergenic  
417 regions (21%), similar to the distribution of all NCARs.

### 418 419 ***A subset of NCARs show concordant rates of change associated with sociality***

420 *Convergence across bee species that exhibit any form of reproductive division of labor.* Our  
421 dataset encompasses three independent origins of reproductive division of labor (sociality) in  
422 bees (Fig. 1). To be sure that potentially important functional regions were not divided across  
423 NCAR loci, we included the full set of 4,611 NCARs in our analysis, including NCARs that  
424 overlapped in sequence. Of these, 4,582 loci had the requisite taxon composition to be included  
425 in the relative rates test. We found 100 NCARs with signatures of accelerated evolution in all  
426 social relative to non-social bees and 94 with deceleration (relative rates test,  $p < 0.05$ ; Table S8).  
427 The distributions of mean relative rates for all social and all solitary taxa across all NCARs were  
428 similar, showing that our tests were not biased to find significance in a particular direction (Fig.  
429 3b). Note that the difference in variance between distributions is most likely due to the larger  
430 number of social than solitary taxa and may increase the chances of spuriously identifying  
431 significant rate changes.

432  
433 The number of loci with significant rate changes associated with all social lineages ( $p < 0.05$ ;  
434 4.3%) is not more than would be expected by chance; the p-value distribution of all loci from these  
435 tests is similar to that resulting from tests of 1,000 permutations of randomly selected lineages  
436 (Fig. S5a). These permutations yielded at least the same number of significant loci 565 times  
437 (56.5%). Consistent with this pattern, the genes proximal to the NCARs evolving at different rates  
438 in social species were not significantly enriched for particular functional gene classes after  
439 multiple test correction (Table S9), although NCARs evolving faster in social taxa were found  
440 more frequently in promoters than expected by chance (when compared with the set of NCARs  
441 included in the relative rates test; hypergeometric test,  $p=4.5 \times 10^{-5}$ , 2.4-fold enrichment; Table S8;  
442 Fig. 3b inset). No association with gene features was found for the NCARs evolving at a slower  
443 rate in social taxa. In general, promoters are thought to experience greater levels of evolutionary  
444 constraint relative to other regulatory features, and this higher degree of conservation may help  
445 to explain why we can identify larger numbers of loci with concordant signatures of selection  
446 across the largest evolutionary divergences in these regions [66].

447  
448 *Bee species representing independent origins of complex eusociality.* The honey bees (*Apis*) and  
449 the stingless bees (*Melipona*) share a eusocial ancestor, but most likely represent two,  
450 independent transitions from simple to complex eusociality (i.e. with morphologically specialized  
451 castes, swarm-founding, and large colony sizes) within the social corbiculates [6,67]. We tested  
452 these complex eusocial lineages for significant differences in evolutionary rates compared to all  
453 other taxa. Again, distributions of mean relative rates were not skewed by behavioral type, so our  
454 results should not be biased to identify changes in evolutionary rates in one particular direction  
455 (Fig. 3c) and differences in variance are likely due to differences in sample size across behavioral  
456 groups. In contrast to the above tests encompassing species with any form of division of labor,  
457 the distribution of p-values obtained from tests for an association with complex eusociality were  
458 enriched for low values (11% had  $p < 0.05$ ) relative to the p-values obtained from tests of 1,000  
459 random sets of branches (Fig. S5b). 4,287 NCARs had the required taxon composition for  
460 inclusion in the test, 240 of which exhibited faster rates of evolution in these complex eusocial  
461 lineages relative to all other bees (relative rates test,  $p < 0.05$ ; Table S8). These were associated

462 with genes enriched for a total of nine GO terms, including neuron fate and differentiation  
463 (hypergeometric test, FDR-corrected  $p < 0.05$ ; Table S9, S10) and were found more often than  
464 expected by chance in upstream and intergenic regions compared to the set of all NCARs  
465 included in the relative rates test (hypergeometric test,  $p < 0.01$ ; Fig. 3c; Table S8). Similarly,  
466 there were 237 NCARs evolving at significantly slower rates in complex eusocial taxa compared  
467 to all other bees (relative rates test,  $p < 0.05$ ; Table S8). The genes proximal to these NCARs  
468 were not significantly enriched for any GO terms after multiple test correction (hypergeometric  
469 test, FDR-corrected  $p > 0.05$ ; Table S9). These NCARs were found more often than chance in 5'  
470 and 3' UTRs (hypergeometric test,  $p < 0.01$ ; Table S8).

471  
472 To determine whether these results are robust to taxon sampling, we ran the relative rates test  
473 on subsets of complex eusocial taxa. While the results are, as expected, much weaker, eight of  
474 the nine GO terms enriched in the test of all complex eusocial lineages also show signatures of  
475 enrichment in at least one of these tests of subsets of taxa (uncorrected  $p < 0.05$ ; SI 2.2, Table  
476 S11). We also identified fewer loci with convergent signatures of rate changes between *Apis* and  
477 *Bombus* lineages (369 in *B. impatiens* and 360 in *B. terrestris* versus 473 in the test of *Apis* and  
478 *Melipona*) confirming that a greater number of NCARs evolve in parallel across complex eusocial  
479 lineages than between these complex and simple eusocial lineages (SI 2.3). None of the nine GO  
480 terms enriched in the test of all complex eusocial lineages are significantly enriched in tests  
481 combining *Apis* and either *Bombus* lineage (hypergeometric test, FDR-corrected  $p > 0.3$ ).

482  
483 The 1,000 permutations of RERconverge using four random foreground lineages also supported  
484 the results from our test of complex eusocial taxa, showing that our results differed from random  
485 expectations. These tests based on random foreground lineages had medians of 99 NCARs  
486 evolving significantly faster and 99 NCARs evolving significantly slower. The 99<sup>th</sup> percentiles were  
487 178 and 160 for faster and slower evolving NCARs, respectively. None of the 1,000 permutations  
488 yielded at least 240 faster evolving loci, the number of significantly faster evolving loci resulting  
489 from the test of complex eusocial lineages. Only a single permutation yielded at least 237 slower  
490 evolving loci, the number of significantly slower evolving loci from the test of complex eusocial  
491 lineages. Thus, the test for loci evolving at different rates in complex eusocial taxa finds  
492 significantly more loci with rate changes than expected by chance (permutation test,  $p \leq 0.001$ ).

493  
494 We also examined the sets of significantly faster evolving NCARs in each of these random  
495 permutations for GO term enrichment and found an average of only 0.06% of GO terms tested  
496 were significantly enriched versus 1.0% in the 240 NCARs identified as evolving significantly  
497 faster in complex eusocial taxa. Thus, the random expectation is that 0.5 GO terms will be  
498 identified as significantly enriched by chance whereas nine terms were identified in tests of  
499 complex eusocial lineages, suggesting a strong, non-random association. In addition, these nine  
500 GO terms were identified as significantly overrepresented no more than 3 times among the 1,000  
501 permutations of random lineages, showing that each of these nine terms is rarely identified by  
502 chance (permutation test  $p \leq 0.003$ ; SI 2.4). Thus, multiple approaches demonstrated that our

503 tests for convergent evolution among taxa with complex eusociality yielded results that differed  
504 from random expectations, providing confidence in our results and analytical framework.

505

### 506 ***Sequence motifs associated with social evolution***

507 NCARs showing concordant rate changes across all forms of social behavior contained a similar  
508 number of known motif occurrences regardless of whether these regions were faster or slower  
509 evolving in social relative to solitary lineages (n=3,235 in faster NCARs and 2,842 in slower  
510 NCARs). Ignoring any signature of evolutionary rate changes, there were four motifs that were  
511 significantly more abundant in the NCAR sequences of social bee taxa relative to other branches  
512 (PGLS  $p < 0.05$ ; SI 2.6; Table S12). One of these was a *Drosophila* binding motif for the Fragile  
513 X protein gene, *Fmr1*, a gene known to play a key role in brain development across a wide range  
514 of animals [68] and previously associated with social evolution in bees [6].

515

516 As we found with all social lineages, NCARs associated with the evolution of complex eusociality  
517 contained a similar number of sequence motif occurrences regardless of whether they were fast  
518 or slow evolving (n=9,677 for faster regions and 9,311 for slower regions; SI 2.5). Thus, there is  
519 not likely to be a simple increase in the number of motifs present in accelerated regions relative  
520 to those that show increased constraint. We also found little evidence for changes in motif  
521 abundance in those NCARs associated with social evolution (SI 2.6; Tables S13, S14).

522

### 523 ***NCARs are not associated with gene expression differences among castes***

524 Genes differentially expressed between honey bee castes are not generally overrepresented in  
525 NCAR-associated genes (hypergeometric test,  $p > 0.05$ ; SI 2.9). However, there were 15 NCARs  
526 proximal to 11 different genes that showed convergent acceleration associated with the  
527 elaborations of eusociality in honey bees (*Apis*) and stingless bees (*Melipona*) that were  
528 previously shown to be differentially expressed between castes in honey bees (Table S15).  
529 Similarly, there were 21 NCARs with slower rates of evolution on the branches associated with  
530 the elaboration of eusociality that have also been shown to be differentially expressed in socially-  
531 relevant phenotypes in honey bees.

532

### 533 ***Both NCARs and coding-sequences show signatures of convergent evolution, but on*** 534 ***different functions***

535 The same relative rates tests used to identify changes in NCARs can also be used to identify  
536 changes in coding sequence, and we uncovered 10 genes that showed concordant increases in  
537 rates on all social branches and on all complex eusocial branches. There is a significant overlap  
538 in both genes and GO terms between our study and a previous study [6] that used different  
539 methods to identify signatures of selection across this group of bees (calculated based on the  
540 number of overlapping genes showing concordant changes on complex eusocial branches;  
541 hypergeometric test,  $p = 0.0004$ , 2.0-fold enrichment; SI 2.10).

542

543 Overall, we find that coding sequence and NCAR sequence evolution appear to be quite distinct.  
544 We find no correlation between total standardized branch lengths between NCARs and proximal

545 genes, regardless of the distance of NCARs to genes ( $\log_2$ -transformed  $R = 0.04$   $p = 0.50$ ; Fig.  
546 S7), as well as when limited to just introns ( $\log_2$ -transformed  $R = -0.03$ ,  $p = 0.81$ ) or 3' UTRs ( $\log_2$ -  
547 transformed  $R = 0.12$ ,  $p = 0.33$ ). Moreover, the genes and functional terms associated with  
548 changes in NCAR rates are distinct from the genes and functional terms associated with  
549 evolutionary changes in coding sequence. For example, although NCARs evolving more slowly  
550 in complex eusocial taxa show no GO term enrichment (Table S9), slowly-evolving protein-coding  
551 sequences are enriched for small molecule transport and catabolism (Table S16). And protein-  
552 coding genes evolving more rapidly in complex eusocial lineages are associated with cell  
553 projections (Table S16), while NCARs evolving more rapidly in complex eusocial lineages are  
554 associated with cell fate commitment and neuron differentiation (Table S9). Although processes  
555 associated with cell projections among the protein-coding genes may include or overlap with  
556 neuronal development, NCARs are clearly enriched in this type of process to a greater degree.  
557 This suggests that the changing selective pressures that occur during the evolution of eusociality  
558 may act on the regulatory elements and protein sequences of different sets of genes.

559  
560 However, of the 317 genes included in both the NCAR and coding sequence tests of rate  
561 differences in complex eusocial lineages, there were 6 genes that showed consistently slower  
562 rates of change in both (hypergeometric test,  $p = 0.0049$ , 3.3-fold enrichment; Table S17) and  
563 three genes that showed consistently faster rates of change in both (hypergeometric test,  $p =$   
564  $0.046$ , 3.5-fold enrichment; Table S17). This overrepresentation indicates that rates of evolution  
565 are concordant between some coding and proximal non-coding sequences, although this may  
566 only occur when loci are subject to stronger selective pressures.

567

### 568 ***No apparent bias of selection on regulatory versus coding sequence***

569 It is possible that the origins of sociality are associated primarily with changes in gene regulation  
570 rather than with changes in coding sequence evolution [69]. However, we did not find any  
571 evidence that the proportion of NCARs with evolutionary rate changes associated with sociality  
572 was greater than that found in coding sequences (Table S18). As expected from relative rates  
573 inferences, we did not find any apparent differences in the distributions of evolutionary rates in  
574 the focal or background lineages of coding and non-coding sequences (Figs. 3, S8). However,  
575 the total standardized divergence (total branch lengths for a locus standardized by number of taxa  
576 and nucleotides) was greater in NCARs than in CDS, as expected when comparing non-coding  
577 to coding sequence evolution (Wilcoxon rank sum test,  $p < 1 \times 10^{-10}$ ; Fig. S9). That said, non-coding  
578 and coding sequences do overlap in their distributions (Fig. S9), demonstrating that in bees, as  
579 in other taxa [70], some non-coding sequences can experience the same level of constraint as  
580 protein-coding sequences.

581

## 582 **Discussion**

583

### 584 ***The landscape of putative regulatory sequences in bees is similar to mammals and plants***

585 We have characterized a landscape of putatively regulatory non-coding sequences in bees.  
586 Consistent with the theory that these non-coding landscapes may have ancient, metazoan origins

587 [1], we have found that the features of this landscape are similar to those described in vertebrates  
588 [55] and plants [2]. We find that NCARs are distributed throughout the genome in clusters, and  
589 those regions that are present in all bee species examined are enriched for developmental  
590 functions.

591  
592 **Regulatory innovations are associated with the evolution of eusociality**  
593 Many of the major evolutionary innovations in vertebrates have been linked to the appearance of  
594 novel clusters of conserved non-coding elements [40], and each innovation appears to be  
595 associated with different types of gene functions. We initially predicted that the greatest gain in  
596 NCAR number would have occurred in the ancestor of the obligately eusocial clade (*Apis*,  
597 *Bombus*, and *Melipona*), in part because our use of *A. mellifera* as a reference for genome  
598 alignments was expected to bias NCAR discovery towards the closest relatives of this species.  
599 However, even after standardizing NCAR counts for evolutionary divergence time, the more  
600 expansive clade of corbiculate bees (*Apis*, *Bombus*, *Melipona* and *Eufriesea*), which share a  
601 simple eusocial ancestor, has the largest number of clade-specific NCARs. These results suggest  
602 that the origin of eusociality in this clade was accompanied by an increased regulatory capacity  
603 provided by these NCARs.

604  
605 **There are concordant changes in non-coding sequences associated with sociality**  
606 Although the regions that show concordant rate shifts on all social lineages may represent  
607 changes that are important in the establishment of sociality, several lines of evidence presented  
608 above suggest that many of the significant changes detected are likely spurious. However, the  
609 NCARs associated with the elaborations of eusociality in honey bees (*Apis*) and stingless bees  
610 (*Melipona*) appear to represent a true signal of convergent rate changes. Faster evolving  
611 sequences on these branches were enriched for sequences upstream of genes and were  
612 associated with genes that play important roles in neuron fate commitment as well as a number  
613 of developmental processes. Loci with rate shifts in complex eusocial taxa include at least two  
614 NCARs located within introns of genes (the intron of *Fmr1* has slower rates and the intron of *ftz-*  
615 *f1* has faster rates) previously associated with social behavior and known to play key roles in  
616 neuronal remodeling and development of the mushroom bodies [71,72] (Fig. S6). This is a brain  
617 region crucial for sensory integration and learning and memory in insects, and is thought to play  
618 an important role in caste differentiation in honey bees [73,74]. Higher rates of change in complex  
619 eusocial taxa in *ftz-f1* and other loci likely indicate either a loss of function and concordant  
620 relaxation in purifying selection, directional selection acting to change the regulatory activity of  
621 the region, or some combination of the two: previous regulatory action may be eliminated while  
622 selection simultaneously acts to construct new binding sites or functions, changing the way the  
623 associated genes are expressed. Lower rates of change as seen in the intron of *Fmr1* may instead  
624 indicate increased purifying selection and a maintenance of consistent function. Regardless,  
625 changes in these non-coding sequences may influence neurodevelopmental and other processes  
626 and, thereby, the evolution of social behavior.

627

628 In addition, we were able to identify binding motifs present at significantly higher frequencies in  
629 regions evolving more rapidly in complex eusocial taxa, as well as motifs that occurred at higher  
630 frequencies in regions evolving more slowly in complex eusocial taxa relative to all other species.  
631 As with the above results examining the origins of sociality in bees, these results also provide  
632 evidence that similar transcription factors or binding proteins may have been co-opted by both  
633 honey bees and stingless bees as eusociality increased in complexity in each of these groups.

634  
635 ***Little evidence for an association between NCAR evolution and caste-biased gene***  
636 ***expression***

637 Because at least some of the characterized NCARs are likely to represent functional regulatory  
638 elements, we predicted that these regions might be enriched for proximity to genes whose  
639 expression has previously been associated with caste differences in social lineages. Indeed, we  
640 did identify some NCARs whose evolutionary rates were associated with sociality that were also  
641 proximal to a number of genes known to exhibit expression differences among honey bee castes  
642 (e.g., *Fmr1* [68], *Sema-1a* [75,76], *babo* [77,78], *ftz-f1* [71,79], and *shep* [80]; Table S15).  
643 However, we failed to find a significant overall enrichment of NCARs proximal to caste-biased  
644 genes.

645  
646 A number of methodological issues may influence this finding. First, only a small subset of the  
647 tested differentially expressed (DE) genes in honey bees were also associated with NCARs and  
648 included in our dataset, making it difficult to generate a robust statistical inference. While this  
649 could represent a true lack of overlap, it could also be an artifact of the EST-based microarrays  
650 that several of these DE sets used, and coupled with the approaches we implemented to identify  
651 NCARs, we may be missing substantial proportions of genes that would show these concordant  
652 signatures. Alternatively, because the gene expression datasets available are primarily limited to  
653 honey bees while the comparisons we are making are across multiple species, many of the genes  
654 we identify may not have as large-scale expression differences as those that are species-specific.  
655 Both novel and conserved genes are differentially expressed among eusocial insect castes [22],  
656 yet our approach would only conceivably identify NCARs proximal to those which are at least  
657 somewhat conserved. Finally, within the honey bees, most large studies compare differences  
658 between adult bees [61,63], while the NCARs we have identified could affect gene expression at  
659 any point throughout development, and it is difficult to predict when, where, and in what context  
660 gene expression changes may occur. Although we did examine overlap with genes differentially  
661 expressed between worker and queen larvae (SI 2.9), these results were based on a relatively  
662 small dataset and may have only captured those genes with the most extreme expression  
663 differences [62]. Additional large-scale studies of expression differences across developmental  
664 stages and specific tissues will be necessary to draw strong conclusions on the association  
665 between NCARs and genes fundamental to social behavior.

666  
667 ***Evolutionary dynamics of non-coding and protein-coding sequences***

668 We have used the same statistical analyses to examine and compare both coding sequence and  
669 NCAR sequence evolution. In general, we find no evidence to support the idea that a greater



670 proportion of NCARs than coding sequences have experienced novel selective pressures  
671 associated with the evolution of sociality. It should be noted that our analyses focus on concordant  
672 evolutionary signatures in regions that are alignable across species. As a result, our dataset and  
673 analyses cannot examine the role that novel regulatory regions (i.e., regions that are unique to  
674 individual taxa) may play in the evolution of sociality. This kind of regulatory innovation could  
675 indeed be a key feature associated with the origins of sociality, but is beyond the ability of our  
676 current datasets and analyses to detect. We did observe an increased number of alignable, non-  
677 coding sequences associated with the origin of eusociality in the corbiculates, providing a glimpse  
678 into the potential role that regulatory novelty may play in this process. However, future work is  
679 needed to better characterize novel regulatory elements, many of which are likely to be taxon-  
680 specific.

681  
682 Remarkably, some NCARs are evolving at the same overall rate as the most conserved coding  
683 sequences, suggesting that, at least for some of the non-coding regions that we can align across  
684 species, negative selection may be just as strong as it is for some proteins. Although our results  
685 are not directly comparable, they echo the results of mammalian studies, where non-coding, ultra-  
686 conserved elements (UCEs) show similar or stronger levels of negative selection than many  
687 coding sequences [70].

#### 688 689 ***Limitations of this study***

690 This study has focused on a small subset of bee species for which genomic resources have  
691 already been developed. These species are heavily biased towards social lineages, and thus  
692 most of the comparative power comes from the corbiculate bees, which share a single origin of  
693 sociality. Moreover, these taxa span large periods of evolutionary divergence, and the analyses  
694 we have implemented here have been based primarily on sequence conservation among these  
695 different taxa. There are over 20,000 bee species on this planet, and there have been up to 5  
696 independent origins of sociality within this clade [81]. Future work focused on more closely-related  
697 lineages that encompass more of these evolutionary transitions can help provide greater insight  
698 into the role of gene regulation in the origins of sociality.

699  
700 A number of technical limitations also limit the power and completeness of our study. Most glaring  
701 is the high variability in quality of the genome sequences used. Because of these limitations, we  
702 have focused on alignable non-coding regions rather than those that are especially highly  
703 conserved (as has been done previously [1,3,33,40]). Although this approach enables the  
704 examination of a broader palette of sequences, it also creates several difficulties. For example,  
705 our approach will fail to detect regulatory sequences that are both not sufficiently conserved as  
706 well as those that do not appear in a sufficient number of genome sequences as a result of  
707 incomplete assembly. Thus, we almost certainly failed to detect large numbers of alignable  
708 sequences simply due to the draft nature of the genomes included. Moreover, the identified  
709 NCARs are not necessarily functional or subject to negative selection, nor are neighboring NCARs  
710 statistically-independent, and it is possible that non-homologous sequences could be included in

711 some cases. All of these factors contribute to background noise in the analyses we have  
712 presented and reduce our ability to detect loci evolving in association with social behavior.

713  
714 Despite these limitations, our methods have succeeded in identifying several promising  
715 associations between non-coding sequences and social evolution in bees. We hope that this work  
716 can help to spotlight the benefits of research into non-coding sequence evolution and to motivate  
717 the generation of additional genomic resources for social insects and similar model systems.

## 718 719 **Conclusions**

720 Changes in non-coding sequences are likely to play an important role in the evolution of sociality.  
721 We find that a large number of non-coding regions have been recruited alongside the origin of  
722 simple eusociality in corbiculate bees, highlighting a possible role in this behavior. Moreover, we  
723 observe concordant changes in alignable non-coding sequences associated with two transitions  
724 from simple to complex eusociality. Thus, the analyses of non-coding regions in this study have  
725 helped to uncover convergent signatures of social evolution that would have otherwise been  
726 overlooked by investigation of coding sequence alone. These results highlight the utility and  
727 importance of examining both coding and non-coding change to understand the molecular  
728 mechanisms underlying phenotypic evolution.

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## 734 735 **Data accessibility**

736 NCAR sequences and genomic coordinates and the main analytical pipeline are available from  
737 GitHub: <https://github.com/berrubin/BeeGenomeAligner>.

## 738 739 **Authors' contributions**

740 BERR, BGH, and SDK conceived the project. BERR performed computational analyses. BMJ  
741 compiled gene expression datasets. BERR and SDK drafted the manuscript, and all authors  
742 revised and approved the final version.

## 743 744 **Competing interests**

745 We have no competing interests.

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751  
752

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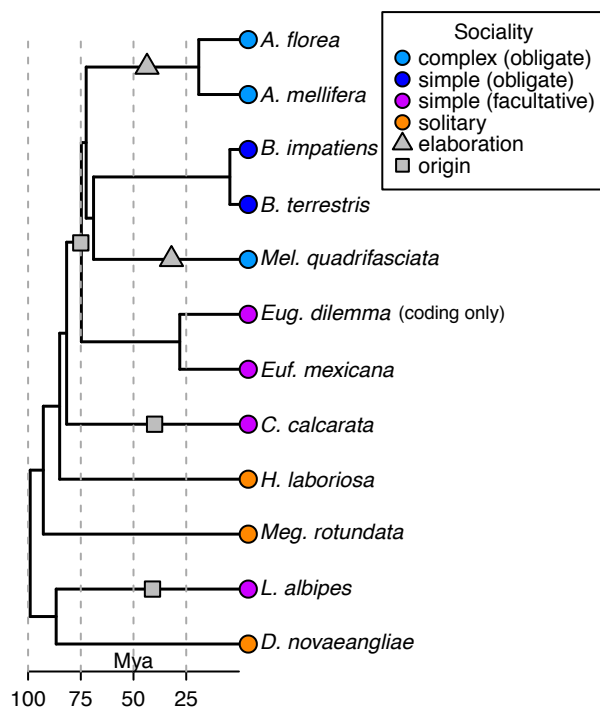
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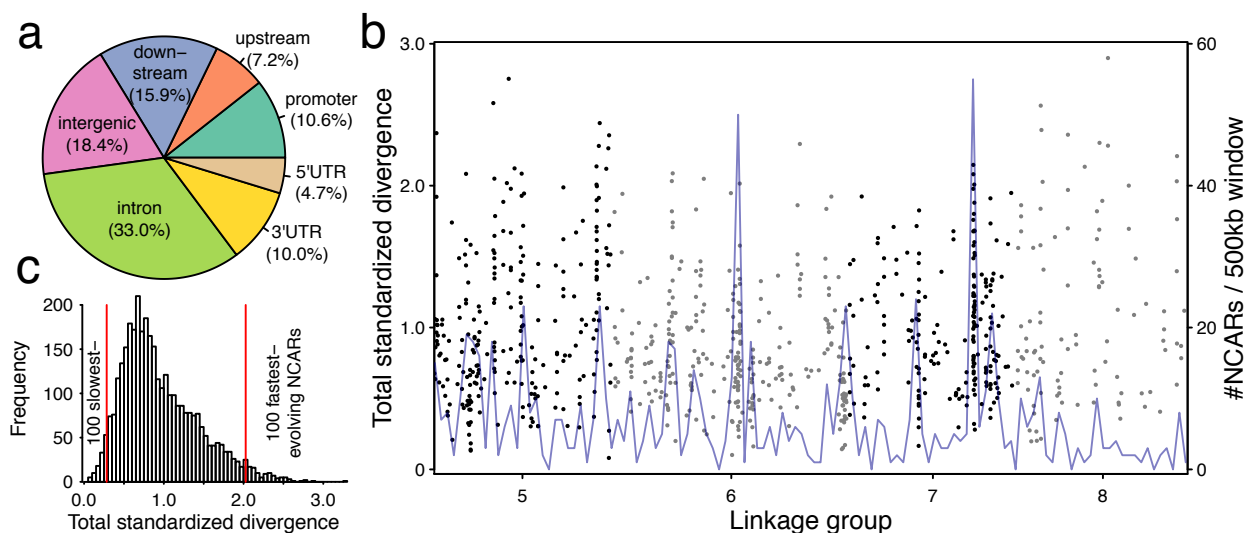


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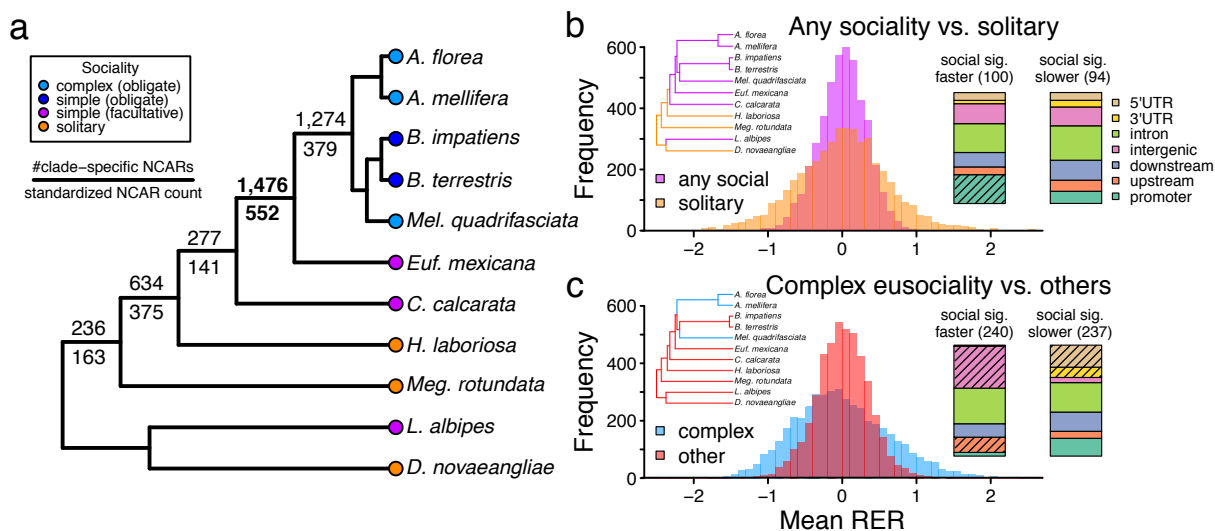
976 **Figure 1. Phylogeny of bee species targeted in this study.** These taxa span a range of  
977 behavioral forms, from solitary species that live and reproduce independently (orange), to  
978 eusocial species with a reproductive division of labor characterized by a queen and worker caste.  
979 Simple eusocial societies can either be facultative (purple) or obligate (dark blue). Complex  
980 eusocial (light blue) species contain nests made up of hundreds to thousands of individuals with  
981 morphological specializations between queen and worker castes. The species examined here  
982 encompass three independent origins of simple facultative eusociality and two independent  
983 origins of complex eusociality. Topology and dates are drawn from previous studies [36,82].

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986  
987 **Figure 2. The landscape of non-coding alignable regions (NCARs) in bees.** 3,463 NCARs  
988 were identified across bee genomes. Locations were mapped using the *A. mellifera* genome as  
989 a reference. (a) They were located in several genomic regions associated with gene regulation  
990 (see methods for classification scheme). (b) NCARs were distributed across all chromosomes,  
991 but are present in clusters on each chromosome. *A. mellifera* linkage groups 5-8 are represented  
992 on the x-axis; black and gray dots are used to denote each of these groups; each dot represents  
993 a single NCAR, and the y-axis signifies a standardized measure of divergence for each region  
994 (detailed in methods). The blue line denotes the # NCARs present in each 500kb window. NCARs  
995 occur in clusters across each chromosome, consistent with patterns observed in vertebrates and  
996 in plants. (c) NCARs exhibit substantial variation in evolutionary rates of change. The 100 slowest-  
997 evolving regions are associated primarily with regulation of gene expression, and the 100 fastest-  
998 evolving regions are associated with metabolism.  
999  
1000



1001  
1002 **Figure 3. NCAR evolution correlates with evolution of eusociality.** (a) Novel NCAR  
1003 recruitment is associated with the emergence of obligate eusociality in the corbiculate bees  
1004 (bolded text). 1,476 NCARs are shared uniquely among these species and are enriched for gene  
1005 functions associated with cell and nervous system development. NCAR counts below branches  
1006 are standardized by multiplying by total branch length within the clade. (b) Distribution of mean  
1007 relative rates among taxa with any degree of sociality vs. strictly solitary taxa in all NCARs. 171  
1008 NCARs show signatures of convergent evolution across all social bee species relative to solitary  
1009 taxa. 100 of these are evolving more rapidly while 94 are changing more slowly. Fast-evolving  
1010 regions are enriched for promoter sequences (inset; hypergeometric test,  $p=4.5 \times 10^{-5}$ ), and  
1011 contain a surplus of *Fmr1* binding motifs. (c) Similarly, distribution of mean relative rates among  
1012 taxa with complex sociality vs. others in all NCARs. Branches treated as foreground and  
1013 background are shown in the inset phylogeny. There are 477 NCARs that show convergent rate  
1014 changes on complex eusocial branches. Rapidly evolving regions are associated with neuronal  
1015 fate, and are located in upstream and intergenic regions more often than predicted by chance  
1016 (hypergeometric test,  $p < 1.0 \times 10^{-5}$ ). Shading indicates significantly enriched feature types.

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1020

1021 **Supplementary figures**

1022

1023 **Figure S1.** Phylogenies used to conduct relative rates tests with focal lineages colored in red.

1024

1025 **Figure S2.** Distributions of GC-content (top row) and lengths (bottom row) of sequence features  
1026 in which NCARs were identified (red) and all sequence features (blue) in the *A. mellifera* genome.  
1027 P-values are the result of Wilcoxon rank-sum tests comparing these distributions. The length  
1028 distribution of promoters is not shown because promoter length was fixed at 1.5kb.

1029

1030 **Figure S3.** NCAR distribution across *A. mellifera* linkage groups 1-4 and 9-16 are represented as  
1031 in Fig. 2b. Dots show the locations of NCARs. Black and gray colors are used to denote the  
1032 linkage groups and the y-axis signifies a standardized measure of divergence for each region  
1033 (detailed in methods). The blue line denotes the # NCARs present in each 500kb window.

1034

1035 **Figure S4.** GC-content of *A. mellifera* sequence in each NCAR as a function of standardized total  
1036 branch length of all taxa present in the NCAR.

1037

1038 **Figure S5.** Distribution of p-values obtained from relative rates test including all lineages with any  
1039 degree of sociality as focal taxa (a) and from relative rates test focused on only those lineages  
1040 with complex eusocial behavior (b). Red bars show the results from the test of the indicated focal  
1041 lineages and blue bars show the p-values obtained from 1,000 iterations of relative rates tests on  
1042 randomly chosen focal lineages.

1043

1044 **Figure S6.** Two intronic NCARs associated with complex social behavior are key regulators of  
1045 mushroom body neuronal remodeling (*ftz-f1*; [71]) and development (*Fmr1*; [72]). *ftz-f1* shows  
1046 accelerated rates of change on complex social branches relative to the remaining branches in the  
1047 tree (relative rates test,  $p=0.008$ ). *Fmr1* shows significantly slower evolution on complex social  
1048 branches (relative rates test,  $p=0.009$ ).

1049

1050 **Figure S7.** Log-transformed total branch length of coding sequences and proximal NCARs  
1051 standardized to the branch lengths inferred from all a concatenation of all protein sequences.  
1052 When multiple NCARs were associated with individual genes, mean standardized branch lengths  
1053 were used.

1054

1055 **Figure S8.** (a) Distribution of mean relative rates among taxa with complex sociality vs. others in  
1056 all coding sequences. (b) Distribution of mean relative rates among taxa with any degree of  
1057 sociality vs. strictly solitary taxa in all coding sequences.

1058

1059 **Figure S9.** Distribution of total evolutionary change in all CDS's and NCARs analyzed. To make  
1060 these measures comparable across loci and sequence classes, the standardized total  
1061 evolutionary change was additionally divided by the number of bases in each locus.

1062

1063 **Supplementary tables**

1064

1065 **Table S1.** Species representation in 3,463 non-overlapping NCARs.

1066 **Table S2.** Distribution of NCARs across the 16 *Apis mellifera* chromosomes.

1067 **Table S3.** GO terms enriched in genes proximal to NCARs present in all 11 bee taxa.

1068 **Table S4.** Permutation tests of NCAR clustering in 200kb windows.

1069 **Table S5.** Mean AT-content of NCARs.

1070 **Table S6.** GO terms enriched in genes proximal to the 100 fastest- and slowest-evolving NCARs.

1071 **Table S7.** GO enrichment in clade-specific NCARs.

1072 **Table S8.** Sequence features of NCARs identified as associated with the evolution of sociality.

1073 **Table S9.** GO enrichment in genes proximal to NCARs associated with sociality using RER tests.

1074 **Table S10.** Genes involved in neuron differentiation proximal NCARs evolving faster in taxa with  
1075 complex sociality.

1076 **Table S11.** Enrichment of the nine GO terms identified as significantly enriched in NCARs  
1077 evolving significantly faster in complex eusocial taxa when individual taxa were excluded from  
1078 analyses.

1079 **Table S12.** Sequence motifs that differ in abundance in species with any degree of sociality.

1080 **Table S13.** Sequence motifs that differ in abundance in species with complex sociality.

1081 **Table S14.** Motifs that differ in frequency in NCARs associated with complex social taxa by RER  
1082 test.

1083 **Table S15.** Genes with both caste-biased expression and proximal NCARs with exceptional rates  
1084 of evolution.

1085 **Table S16.** GO enrichment in genes associated with sociality using RER tests.

1086 **Table S17.** Genes with significantly different rates of evolution in both coding and proximal non-  
1087 coding sequence.

1088 **Table S18.** Numbers of coding and non-coding sequences evolving at significantly different rates.

1089 **Table S19.** Motif abundances across all taxa and results of Wilcoxon tests comparing  
1090 abundances between complex eusocial taxa and all other taxa.

1091