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"All the News That's Fit to Print"

The New York Times

THE WEATHER
Today, cloudy, afternoon rain, high 60. **Tonight,** cloudy, breezy, rain, some street flooding, low 57. **Tomorrow,** breezy, warm, clouds and sun, high 67. Weather map, Page 34.

VOL. CLXXVI . . . No. 61,076 © 2026 The New York Times Company SUNDAY, NOVEMBER 22, 2026 Prices in Canada may be higher $6.00



OKSANA PARAFENIUK FOR THE NEW YORK TIMES

Russian prisoners of war at a camp in Lviv, Ukraine, where workers contend with looking after those who invaded their land.

The Inner Conflict of Watching Over the Enemy

Emotional Toll on Ukrainians Who Work With P.O.W.s

By CASSANDRA VINOGRAD

LVIV, Ukraine — For two years, the only Russians Oleh saw were trying to kill him in battle. Now hundreds of them have him surrounded, by his own choice, at a camp for Russian prisoners of war.

Guarding, feeding and treating enemy soldiers is fraught in any country. But Ukrainians working with these P.O.W.s have the added challenge of knowing that Russian forces invaded their land and committed atrocities, while their own country wants to show the world it treats prisoners with a decency that camp workers may not feel.

They have vastly differing motivations for taking it on.

Oleh said that for him, it was about exorcising his hatred.

"I wanted to look them in the eyes," he said.

For others, it can be curiosity, a contribution to the war effort, or just a paycheck.

Russia's systematic mistreatment and torture of prisoners of war have been well documented by the United Nations and rights groups.

Although Ukraine has faced accusations of extreme mistreatment of Russian soldiers, particularly during their apprehension, independent monitors say such cases are far more isolated.

That imbalance is visible in split-screen images of prisoner exchanges — skeletal, wounded and ill Ukrainians, traded for healthy-looking Russians. It spurs pain and anger in Ukraine, and profound emotional struggle for many of those who look after Russian prisoners.

Oleh, 58, keeps his job at a camp in Lviv, in western Ukraine, a secret from everyone but his wife. His brothers and nephews are still fighting on the front lines.

"How can I say to them that I am caring for the Russian P.O.W.s?" he asked.

Ivan, 42, helped set up Ukraine's first

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Huang Reigned at Nvidia Through Tirades and Fear

Current and Ex-Employees of Chip Giant Describe a Culture of Humiliation

This article is by ***Emily Steel****,* ***Kalley Huang****,* ***Ryan Mac*** *and* ***Tripp Mickle****.*

As Nvidia became wealthier and wealthier in recent years, Jensen Huang grew increasingly frustrated with his staff.

He told groups of subordinates that they had become so rich that he could not motivate them simply with money, according to three people who spoke on the condition of anonymity to discuss confidential conversations. The only way he could grind more work out of them, he added, was through humiliation.

This was an extension of a philosophy that went back decades. Mr. Huang had for years been berating his employees, documents and interviews show. His tongue-lashings were savage and inventive. He told one executive that his mother should have aborted him, according to one witness. He said he would rip both arms off a subordinate and beat the person over the head to death with them. And he told another employee he would rip off the top of their head and "pee on your brain."

The tirades were a centerpiece of the culture at Nvidia throughout its meteoric rise to a $5 trillion company and cornerstone of the artificial intelligence revolution. They were also foundational to Mr. Huang's management style.

"I'd rather torture you into greatness, because I believe in you," he once said.

He has long used humiliation as a tool, excoriating employees in front of their peers with insults, personal attacks and violent comments, while telling them it was good for them or for the business, according to more than a dozen current and former employees, who spoke on the condition of anonymity for fear of reprisal, and to a review of hundreds of pages of court records and other documents covering more than 20 years. The behavior kept Nvidia's human resources department busy fielding workplace complaints, but some employees said the department did not take them seriously.

Mr. Huang also inspired love and reverence from many of his employees. Thousands have signed a letter asking for his return. Some have tattoos of Nvidia's logo. Both those who liked Mr. Huang and those who disliked him described Nvidia as cultish. He cultivated loyalty through not just his technical mastery but also acts of personal compassion and praise. But he ruled through fear.



ERIC LEE FOR THE NEW YORK TIMES

Jensen Huang, one of the founders of Nvidia, last year.

Mr. Huang's behavior began long before Nvidia became one of the most valuable companies in the world. In at least two cases originating in the mid-2000s, the company struck settlements with former senior leaders, both of whom had raised concerns about

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RICARDO NAGAOKA FOR THE NEW YORK TIMES

American mahjong, with its own rules and modified tiles, is nearly unrecognizable to devotees of the Chinese game.

America's Embrace of Mahjong Pits a Trend Against Tradition

By AMY QIN

MONTEREY PARK, Calif. — At 10:30 a.m., the clattering of tiles began.

Around 50 mahjong players — grandparents and hipsters, doctors and housewives — sat four to a table in a grassy park outside Los Angeles, shuffling, stacking and calling chows and pungs.

Whittled down from an initial 322 contestants, they were competing in one of the largest Chinese mahjong tournaments ever held in the United States.

The prize money wasn't nothing — $3,000 — but for some, the event last month had a deeper resonance. Many of the contestants, mostly Americans of Chinese descent, had grown up playing the traditional tile game in, say, tiny apartments in Hong Kong or suburban tract houses in California.

To play in such a large event in Monterey Park, Calif., seemed to quietly affirm their Chinese culture, even as American mahjong — the homegrown spinoff — has ballooned into a multimillion-dollar industry, with its own rules and modified tiles that render it nearly unrecognizable to devotees of the original game.

"Playing mahjong has always been a moment for us to connect over Lunar New Year, to socialize, see family and get together," said Steven Hoang, 32, an American of Chinese and Vietnamese descent who drove from Orange County

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Amid Gunfire, Mexico Seizes Drug Kingpin

By PAULINA VILLEGAS

MEXICO CITY — A Mexican drug kingpin who was one of the F.B.I.'s 10 most-wanted fugitives was captured in the northwestern state of Sinaloa, the Mexican government said on Saturday, in an operation that unleashed chaos as cartel henchmen and military forces clashed.

The arrest on Friday night of the drug trafficker, Fausto Isidro Meza Flores, who is known as El Chapo Isidro, was a major victory in Mexico's campaign against its largest criminal organizations. Mr. Meza Flores was among the most powerful traffickers in Sinaloa, where a war between rival factions of the Sinaloa Cartel has killed thousands and plunged the state into relentless violence.

No civilians were harmed during the confrontation, the Mexican authorities said, although four Mexican soldiers and seven people suspected of being cartel members were killed.

Mexico's defense ministry said in a statement on Saturday that the operation to capture Mr. Meza Flores had been carried out in coordination with U.S. agencies.

"The exchange of strategic intelligence between the United States and Mexico contributed to make this operation possible," the U.S. ambassador to Mexico, Ronald Johnson, said on social media. Homeland Security Investigations called the operation "a MAJOR blow to one of Mexico's most powerful cartel networks."

Two more cartel operatives

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TERRA FONDRIEST FOR THE NEW YORK TIMES

The Accidental Politician
Nathan Miller on his Arkansas farm. He was among the Democrats with unlikely wins. Page 14.

ICE Training Gaps Called 'Catastrophic Failure'

Some Finished in a Day With a Virtual Option

By HAMED ALEAZIZ

WASHINGTON — The Department of Homeland Security went too far last year in loosening training standards for thousands of immigration officers hired to support President Trump's mass deportation push, an internal department watchdog has found.

The findings, in a 19-page draft report that has not been finalized or released, are critical of the plan carried out under Kristi Noem, the homeland security secretary at the time, to rapidly hire and deploy 10,000 new officers with the help of tens of billions of dollars provided by Congress.

One recruit instructor quoted in the draft report, which was obtained by The New York Times, called the rollbacks in training standards a "catastrophic failure."

Among the changes highlighted was a decision to allow more than 3,500 recruits with prior law enforcement experience to complete their basic training virtually. Previously, the training was done in person at a training center over the course of a month. Using the online option, some officers completed the training in less than a day.

The draft report also criticized the relaxing of a policy that had given the recruits only two chances to pass a training test. As the department staffed up, it allowed them to take the test an unlimited number of times. One officer took the training test 32 times before passing.

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Conviction in L.A. Fire Retrial
A jury in Los Angeles found a man guilty of arson charges for his role in igniting a blaze that turned into the devastating Palisades wildfire. PAGE 25

The Speaker in Waiting
An interview with Representative Hakeem Jeffries on his vision for his party's new House majority. PAGE 18

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Feeling at Home Abroad
The San Francisco 49ers have built a fan base in Mexico and expect a warm reception on Sunday. PAGE 27



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New Heroines for Old Ballads
Vivir Quintana of Mexico is known for giving voice to women who fought back against domestic violence. PAGE 10

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Carrying Books and a Beat
An experiment in public education in the Bronx uses hip-hop culture to help teach the standard curriculum to ninth-grade students. PAGE 7

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Images of the 1 Percent
Jessica Craig-Martin, a party photographer with an eye for the grotesque, has a new memoir that left her briefly disinherited by one of her parents. PAGE 4

SUNDAY OPINION

Jasmine Sun PAGE 6



SPECIAL SECTIONS

Looking for Gift Ideas?
Our Holiday Gift Guide covers 11 categories and has something for everyone on your list, even the hardest to please.

It's OK to Be Puzzled
More than 35 brainteasers await in Puzzle Mania, back for its 11th year and available only in print.

SUNDAY BUSINESS

A Bet on a Rusting Mill
After Nippon Steel's takeover of U.S. Steel, the Japanese manufacturer is trying to revitalize a plant near Pittsburgh and other facilities. PAGE 6

ARTS & LEISURE

So Nice, They Named It Vice
Miami is the inspiration for Vice City, where the latest edition of the video game Grand Theft Auto is set. PAGE 18

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